

Monday 16 January 2012

MEETING

**EDUCATION AND CHILDREN'S SERVICES
SCRUTINY PANEL**

(Councillors O'Connor (Chair), Abe, Dar, Davis, Minhas,
Sharif, Smith and S P Wright)

Education Voting Co-opted Members

Kieran McKeown (Roman Catholic Diocese)

Education Non-Voting Co-opted Members

Charlie McGeachie (Head Teacher Representative)

DATE AND TIME:

TUESDAY, 24TH JANUARY, 2012 AT 6.30 PM

VENUE:

FLEXI HALL, THE CENTRE, FARNHAM ROAD,
SLOUGH, BERKSHIRE SL1 4UT

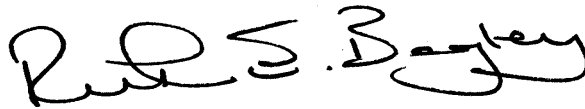
**SCRUTINY OFFICER:
(for all enquiries)**

SARAH FORSYTH

01753 875657

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



RUTH BAGLEY
Chief Executive

AGENDA

PART 1

CONSTITUTIONAL MATTERS

1. **Apologies for Absence**
2. **Declarations of Interest**
(Members are reminded of their duty to declare personal and personal prejudicial interests in matters coming before this meeting as set out in the Local Code of Conduct).
3. **Minutes of the last Meeting** 1 - 6
To agree the minutes of the last meeting of the Education and Children's Services Scrutiny Panel held on the 24 November 2011.

SCRUTINY ISSUES

4. **Member Questions** All
(An opportunity for Panel Members to ask questions of the relevant Director/Assistant Director, relating to pertinent, topical issues affecting their Directorate – maximum of 10 minutes allocated).
5. **Children and Young People's Plan 2011-14** 7 - 40 All
To consider the approval of the Children and Young People's Plan 2011-14
(10 minutes presentation – 20 minutes questions)
6. **Safeguarding Improvement Plan** 41 - 66 All
To review the actions and progress relating to the Safeguarding Improvement Plan, and agree further Scrutiny of this area of work.
Please note:
 - a) You will need to refer to the Safeguarding Improvement Plan distributed to the Panel on 24th November 2011
 - b) any questions about the Improvement Plan should be submitted to the Chair and Scrutiny Officer by Thursday 19 January 2012.*(10 minutes presentation – 20 minutes questions)*

<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
7.	The Increase in Children with Child Protection Plans and the Number of Children who are Looked After To consider actions being taken by the service and partner agencies to respond to increased pressure on services. <i>(10 minutes presentation – 20 minutes questions)</i>	67 - 80	All
8.	The Impact of Domestic Abuse on Children and Young People To consider information regarding the incidence of domestic abuse in the town and its impact on children <i>(10 minutes presentation – 20 minutes questions)</i>	To Follow	All
9.	Adult Learning Service To consider the annual self assessment review of adult learning. <i>(10 minutes presentation – 20 minutes questions)</i>	81 - 90	All
10.	Teenage Health To review the actions being taken to address the health and wellbeing needs of young people in Slough. <i>(10 minutes presentation – 20 minutes questions)</i>	91-110	All
11.	Elective Home Education To review and comment on the procedures for monitoring home education. <i>(10 minutes presentation – 20 minutes questions)</i>	111-118	All

ITEMS FOR INFORMATION

12.	Forward Work Programme To review the work programme for upcoming meetings of the Education and Children's Services Scrutiny Panel, and suggest any amendments.	119-120	
13.	Attendance Record For information.	121-122	

14. **Dates of Next Meetings**
- 20 February 2012 (Extraordinary meeting of Panel)
 - 22 March 2012

Press and Public

You are welcome to attend this meeting which is open to the press and public, as an observer. You will however be asked to leave before the Committee considers any items in the Part II agenda. Special facilities may be made available for disabled or non-English speaking persons. Please contact the Democratic Services Officer shown above for further details.

Minicom Number for the hard of hearing – (01753) 875030

Education and Children's Services Scrutiny Panel – Meeting held on Thursday, 24th November, 2011.

Present:- Councillors O'Connor (Chair), Abe (Vice-Chair), Dar, Davis, P K Mann, Minhas, Sharif, Smith and Strutton

Apolgoies:- None received

Absent:- Councillor S. Wright

Also present under Rule 30:- Councillors Pantelic and Strutton

Education Non-Voting Co-opted Members

Charlie McGeachie, Head Teacher Representative

Absent:- Councillor McKeown (Education Voting Co-opted Member)

PART 1

38. Declaration of Interest

None were received.

39. Minutes of the Meeting held on 12th October, 2011

The minutes of the Education and Children's Services Scrutiny Panel on 12th October were approved as a correct record.

Minute 28 The Chair asked about correspondence with the Schools Adjudicator on the expansion of Claycots Primary School at the Town Hall. Clair Pyper said the Council had replied to the Adjudicator's enquiries, and copies will be sent to Panel Members.

Minute 29 The Chair said she had decided not to go ahead with the recommendation to Cabinet as there is no hard data on neighbouring authorities placing challenging families in Slough. Clair Pyper suggested the situation Slough and some other authorities face is the result of national policy, and any lobbying should be directed to central government.

Minute 32 The Panel noted that Members also have a role in addressing attainment issues amongst pupils from ethnic minority backgrounds through their work with constituents. The Chair reminded officers the Panel had not received the gender breakdown officers had promised at the last meeting.

40. Member Questions

None had been received.

Education and Children's Services Scrutiny Panel - 24.11.11

41. Munro Report on Safeguarding – presentation from Clair Pyper, Strategic Director of Education and Children's Services

The Chair invited Clair Pyper, Strategic Director for Education and Children's Services, and David Jennings, Service Manager, to give a presentation on Professor Eileen Munro's report – copy of slides attached. Among Professor Munro's recommendations are

- More child focus & greater attention to the voice of the child
- More local judgement and less reliance on tick boxes & central prescription
- Much higher priority for, and improved quality of, risk assessment
- Raising the skill- and, in particular, experience-levels of front-line social workers.

In response to Members' questions the following points were made

- a. Slough Borough Council employs about 65 staff in front line practice management roles.
- b. Munro will mean senior & more experienced staff dealing with the most difficult cases at an earlier stage.
- c. The Social Work profession needs to be stronger, including its regulatory bodies.
- d. The Council cannot deliver the Munro agenda on its own. The Council's partner organisations also need to be fully involved and signed up for improvement to happen.
- e. The impact on costs will depend on how well the changes work. If children in the greatest need receive intensive intervention earlier, the long-term financial effect may be that fewer children reach high levels of need. A key challenge will be to ensure better resource targeting.
- f. Members' role in safeguarding needs further definition and awareness e.g. through the Member Development Programme.

Resolved:-

- (1) To thank Clair Pyper and David Jennings for the clarity of their presentation.
- (2) To ask that the Member Development Programme include a session on Members' Role in Child Protection.

42. Ofsted Inspection of Safeguarding and Looked After Children - Clair Pyper, Strategic Director of Education and Children's Services

The Chair invited Clair Pyper, Strategic Director for Education and Children Services, to introduce the report. She explained that the report did not refer to the Minister's response to the Safeguarding Improvement Plan which had been received on 23rd November, the day before the Panel meeting.

In response to Members' questions the following comments were made

- a. The Council's Performance Indicators show only 60% of core assessments were completed in 2011 within the recommended 35

Education and Children's Services Scrutiny Panel - 24.11.11

days, compared with the 80% target. The indicators do not show the quality of the assessments.

- b. The Council will be recruiting more permanent staff to reduce reliance on agency staff, a key weakness Ofsted had identified in their inspection. Lower staff turnover will also help in implementing the Improvement Plan.
- c. Most local schools have a good understanding of Child Protection issues, and local police make a positive contribution to the work of the Local Safeguarding Children Board. The new Board Chair, Paul Burnett, is working with the Council to improve NHS involvement.
- d. Slough has its own integrated child record ICS system for tracking cases within the borough, but for children who come from outside Slough it relies on information from other authorities to find information. The new Government had abandoned the national 'Contact Point' system introduced by the last Government which was meant to act as a national system for tracking children.
- e. The fall in referrals to statutory social care can be seen as a positive sign early intervention is working better.

Councillor Natasa Pantelic, Commissioner for Education and Children, said she would ask for the Minister's letter to be sent to Panel Members.

Resolved:-

- (1) To thank Clair Pyper for her report and update and to ask her to convey to Children's Services social workers the Panel's appreciation for their hard work and dedication in achieving positive outcomes for the children with whom they work.
- (2) To commend the effectiveness of the Communications Plan in improving staff involvement and support for the changes needed.
- (3) To ask the Chair to consider the need for an additional report when Members have read the Improvement Plan and the Minister's letter.

43. Ofsted Annual Children's Services Assessment 2010 - Clair Pyper, Strategic Director of Education and Children's Services

The Chair invited Clair Pyper, Strategic Director for Education and Children Services, Robin Crofts, Assistant Director for Inclusion and Margaret Dennison, Interim Assistant Director Children and Families, to introduce the report. Among key points they made were

- Recent Express coverage had been mistaken. This report is about Ofsted's routine annual assessment of the authority as a whole, not a further inspection, and it covers other areas of performance including schools.
- Safeguarding had been rated as poor and brought the Council's overall rating down from 'good' to 'poor'. Other services, including Education, continue to progress.

Education and Children's Services Scrutiny Panel - 24.11.11

- The number of schools in special measures had reduced from six to four, and progress in the remainder had been judged as 'satisfactory'.
- Local GCSE results were now placed ninth nationally, up from 13th previously. Exclusions were amongst the lowest in the country. Mallards residential home had recently been inspected as 'good with outstanding features'.

In response to Members' questions the following comments were made

- a. The Council wants to work with local academy schools to ensure comprehensive education services continue to be provided and to make it as easy as possible for parents to choose schools.
- b. The Youth Offending Team had met the Action Plan targets.

Resolved:-

- (1) To thank Clair Pyper and her team for their responses.
- (2) To send questions on the Youth Offending Team to Clair Pyper so they can come back to the next Panel meeting.

44. School Places – Robin Crofts, Assistant Director, Inclusion

The Chair invited Robin Crofts, Assistant Director for Inclusion, to introduce the report. Slough's school-age population continues to grow rapidly

- Fifteen additional forms of entry have been provided since 2008 with another four due to start in 2012
- It is expected three new secondary schools will be needed
- Only 46% of Slough children succeed in going to their first choice of secondary school, low by national standards.

In response to Members' questions the following points were made

- a. It is possible 'all-through' schools will be needed with Primary and Secondary education provided on one site.
- b. The continued existence of the 11+ in some Slough schools and the large number of out-of-borough students attending them complicate school place planning.
- c. The Council is confident all Slough children will be offered places.

Resolved:-

- (1) To thank Robin Crofts for his report and responses.
- (2) To ask the Chair to agree the timing of a future update.

45. Performance Update - oral report from Clair Pyper, Strategic Director of Education and Children's Services

The Chair invited Clair Pyper, Strategic Director for Education and Children Services, to give a short oral update:-

- a. Validated exam results will be ready for the Panel's next meeting.

Education and Children's Services Scrutiny Panel - 24.11.11

- b. The rate of adoptions in the borough had improved from a low base.

Resolved – To note Clair Pyper's update.

46. Consideration of reports marked to be noted/for information

No reports were received.

47. Forward Work Programme

The Chair invited Guy Fiegehen, Interim Scrutiny Officer, to introduce the report.

Resolved:-

- (1) To note the possible additional items already identified in this meeting on the Minister's response to the Safeguarding Action Plan, Youth Offending Team, School Places and Validated Exam Results.
- (2) To ask the Chair to review all the suggested items for the rest of the year with the Scrutiny Officer to ensure manageable agendas for each meeting.

48. Attendance Record

Resolved – That the attendance record be noted.

49. Date of Next Meeting- 24th January, 2012

Tuesday, 24th January 2012.

Chair

(Note: The Meeting opened at 6.30 pm and closed at 9.00 pm)

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SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel

DATE: 24th January 2012

CONTACT : Clair Pyper, Director of Education and Children's Services
OFFICER For all enquiries (01753) 875704

WARD(S): All

PORTFOLIO: Education and Children – Cllr Pantelic

PART I

FOR INFORMATION, SCRUTINY AND CHALLENGE

SLOUGH CHILDREN AND YOUNG PEOPLE'S PLAN 2011-14

1. Purpose of Report

To request Member approval for the Slough Children and Young People's Plan 2011-14.

2. Recommendation(s)/Proposed Action

Education and Children's Services Scrutiny Panel is requested to:

- a. consider the priorities in the Children and Young People's Plan 2011-14
- b. approve the Plan on behalf of SBC as one of the key partner agencies

3. Community Strategy Priorities

Celebrating diversity, enabling inclusion

- By identifying and prioritising services for children in Slough Population and by targeting support to meet the needs of children and young people in their current and future lives.

Adding years to Life and Life to years

- Through focussing on the needs of the most vulnerable children and young people and their parents and carers in Slough, and providing targeted services through partnership working primarily with the NHS to secure measurable health improvements

Being Safe, Feeling Safe

- By offering effective support to families to help them do their best for their children so that children and young people are safe in their families and communities
- By recognising that parents are the main carers for their children, and by offering services that enable them to continue to care for their children

successfully so that children can grow up within their own families and communities wherever possible

- By carrying out respective roles across the local authority and partner agencies to ensure that the most vulnerable children in our community are protected from harm and they are enabled to live with their families
- By carrying out our statutory role as a local authority to provide services for children in need, to safeguard them and look after children whose parents are unable to do so
- By working effectively with partner agencies so that they also contribute to safeguarding children and young people and demonstrate improved outcomes for those children and young people and their families
- By ensuring that children and young people who are looked after have the standards of care and life opportunities that we would want for our own children with contributions from all partner agencies

Prosperity for All

- By offering early education and family support to parents of young children so that they can focus on meeting their children’s needs and overcoming personal and family difficulties that affect their ability to care for their children
- By promoting educational achievement which gives all children and young people, and in particular those in care and leaving care enjoyment in learning and increased opportunities for success in adult life
- By maintaining high levels of Education, Employment and Training (EET) for young people who are looked after beyond 16 years of age.
- By promoting vulnerable young people’s social and emotional development alongside advances in educational achievement
- By supporting local nursery providers to secure optimum standards so that parents and carers are able to secure economic prosperity/independence for themselves and their family.

4. Other Implications

a) Financial

b) Risk Management

Recommendation	Risk/Threat/Opportunity	Mitigation
Simplification of priorities, outcomes for children and responsibilities for planning and delivery which have already been agreed through the Children’s Partnership Board and the LSCB.	Change in personnel, capacity and engagement as a result of organisational changes following reductions in public funding	Clear allocation of responsibilities for partnership working in all organisations, and handover arrangements to ensure continuity when personnel changes take place. Sign up of Chief Exec to focussed, clear priorities for partnership

Recommendation	Risk/Threat/Opportunity	Mitigation
		working and allocation of resources.
That each priority has a detailed outcomes plan which is agreed and implemented by the full range of partners involved in the strategic planning and delivery of that are of work.	If the Plan is not owned by all relevant partner agencies, the accountability and responsibility will fall on the local authority	Participation by all relevant partners in strategic planning and delivery; holding partners to account for their work in each priority area; and reporting back to the Chief Executive or equivalent of each organisation where planning, implementation or collaborative work is not taking place for remedial action.
Effective commissioning arrangements which bring together similar strands of work, and are based on identified needs and clear outcomes. Requires full engagement of all partners.	Reduction in public funding across all public sector organisations resulting in withdrawal of funding and resources from service delivery.	Commissioning strategy is in place. Information shows funding being spent at each tier of service. New commissioning plans for EIG focus on identified need and effective use of funding for preventive and 'step up/step down' services.
Work with schools already undertaken to look at current and potential use of DSG for areas of work which improve educational outcomes and safeguarding for children and young people.	Potential reduction in school funding, or decreasing funding for collaborative work following schools moving to academies.	Identification of schools responsibilities in working with children, young people and parents to improve educational outcomes through addressing barriers to learning for vulnerable children and agreement about a collaborative approach to funding.
Focus on priorities in CYPP and commissioning	Reductions in funding lead to an increased emphasis	Partnership agreement to delivery of early

Recommendation	Risk/Threat/Opportunity	Mitigation
to deliver those. Demonstrate through research evidence and data the difference that effective early intervention makes to the need for higher level services.	on the delivery of targeted specialist services based on high level needs, and move away from early intervention and prevention services.	intervention services based on the Early Intervention Strategy and holding partners to account. Assessment of the impact of potential withdrawal of funding for early intervention and prevention services.

c) Human Rights Act and Other Legal Implications

Under Section 6 of the Human Rights Act 1998, it is unlawful for the Council to act in a way which is incompatible with human rights or it could result in the Council being subject to judicial review. The actions proposed in this report are designed to comply with the Human Rights considerations of young people specifically Article 8 Human Rights Act 1998 (the right to respect for private and family life). There are no immediate legal implications arising from this report.

d) Equalities Impact Assessment

An equalities impact assessment is not required in relation to this information report.

e) Workforce

The Children and Young People’s Plan 2011-14 affects the workforce across all partner agencies. Staff need both specialist skills to deliver the agreed services, and more generic skills, for example, mandatory training in safeguarding.

Supporting Information

5.1 Background

The Children and Young People’s Plan 2011-14 has been compiled through the Children’s Partnership Board (CPB), which has representatives from the range of partner agencies working in Slough, including: SBC; health, police; schools; and the voluntary sector.

The Plan is based on the identified needs of children, young people and their families in Slough, through information taken from the Joint Strategic Needs Analysis, with some additional areas taken from performance information about children’s health, education, and safeguarding.

Partnership working through the Children’s Trust, and the Children and Young People’s Plan were a legal requirement on local authorities and their partners until 2010, when the relevant legislation and guidance were repealed. However, partner organisations agreed to continue with joint working

arrangements to improve outcomes for children through the Children's Partnership Board, with the collective actions agreed in a new Children and Young People's Plan.

5.2 CYPP 2008-11

Education and Children's Services Scrutiny Panel agreed the CYPP 2008-11 for publication in October 2008.

A brief summary of the progress against the 2008-11 Plan is included (pp17-25).

5.3 CYPP 2011-14

The Children's Partnership Board worked on the priorities for the CYPP 2011-14 during the latter part of 2010 and early 2011. These priorities are:

Priority 1

Helping families to care for their children by ensuring that children and young people are effectively safeguarded from harm, and are safe in their families and communities. Where children are more vulnerable, including children and young people with a disability, those in need of protection, and those who cannot live with their families, their health, education and social outcomes are at least as good as other children in their age group.

Implementing the Improvement Plan drawn up following the Ofsted announced inspection of safeguarding and looked after children in April 2011, to ensure that children in need and children with child protection plans are safe and feel safe.

Priority 2

Helping families to care for their children by offering simple, quick, easy and effective routes for children, young people and their families to identify problems and intervene early; offer support to families to help them find solutions; and prevent the need for more intensive services.

Priority 3

Helping families to ensure that children and young people enjoy good physical and emotional health across their life course.

Priority 4

Helping families by ensuring that children and young people have access to high quality and effective education, leading to rapid and sustainable progress with high levels of achievement.

Priority 5

Working with young people to access support to help them move into adult life. Final work on the Plan was postponed in order to include additional priorities and outcomes following the Ofsted inspection of Safeguarding and Looked After Children which took place in April 2011.

5.4. Link with the LSCB

The CPB consists of senior representatives of organisations working with children, young people and their parents in Slough. The CPB is not a separate organisation, each partner retains its own functions and accountabilities.

The role and responsibility of the CPB is to:

- develop and promote a local vision to drive improved outcomes for children, young people and families
- agree the priorities for children and young people based on a thorough needs analysis
- develop a strategy for delivering improved outcomes for children and young people to meet those needs
- commission services to meet the identified needs
- monitor the delivery of those services
- and engage children, young people and their families in planning, delivery and feedback on services.
- oversee the effective delivery of the Children and Young People's Plan
- evaluate the impact of the outcomes on children's lives and use them to drive future prioritisation and commissioning of services

The LSCB is a statutory partnership with responsibilities outlined in 'Working Together 2010'.

The LSCB is not an operational body or one which delivers services to children, young people and their families. Its role is co-coordinating and ensuring the effectiveness of safeguarding across partner organisations and contributing to broader planning, commissioning and delivery.

The respective roles and responsibilities of the two partnerships are contained in '**Protocol Agreement between Slough Children's Partnership Board and the Slough Local Safeguarding Children Board July 2011**' which can be found on the Children's Trust website http://www.sloughchildrenstrust.org.uk/images/slough_lscb_ct_joint_protocol_june_2011final_version.doc

6 Conclusion

Education and Children's Services Scrutiny Panel are requested to note the contents of the report and identify any specific areas to be followed up at future meetings of the Panel.

7. Appendices Attached

Appendix 1 – CYPP 2011-14

8 **Background Papers**

Slough JSNA: <http://www.slough.gov.uk/aboutus/articles/22862.aspx>

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Slough Children & Young People's Plan 2011 - 2014



Version	Date	Changes	Author
1	June 2011	Prepared 1 st draft	Sarah Miles
2	August 2011	Action recorded at Children's Partnership Board on 19 July 2011 and Clair Pyper's comments	Amanda Renn
3	November 2011	Editing and formatting	Clair Pyper
4	December 2011	Editing and formatting	Clair Pyper

Children and Young People's Plan 2011-14

Our vision

We want all our children and young people growing up in Slough to enjoy life, achieve through learning, be proud of where they live and be valuable members of the community.

Introduction

Slough's Children and Young People's Plan is a single plan for all the services and provision for children and young people and their families in the Borough. The priorities in the plan are based on the Children and Young People's Plan Needs Analysis 2008-11 and the Joint Strategic Needs Analysis 2011 which can be found [here](#). Children, young people and their families have contributed to service planning.

A summary of the work that was carried out through the Children and Young People's Plan 2008-11 is at the end of the 2011-14 Plan.

The Plan is drawn up by the Children's Partnership Board (previously the Children's Trust), consisting of partners from a wide range of organisations representing the public, private and voluntary sectors, including Slough Borough Council, health sector representatives, Thames Valley Police, Slough Council for Voluntary Service and schools. <http://www.sloughchildrenstrust.org.uk/>

The Children and Young People's Plan is part of Slough's Sustainable Community Strategy, a collective vision of what Slough will be like in 2020. It describes how all organisations in Slough will work to help parents and carers to improve outcomes for children and young people from birth to 18; and especially vulnerable children and young people, for example, children in need of protection, children in care, children with learning difficulties and disabilities and young people who need guidance as they move towards adult life.

Slough Children's Partnership Board promotes and monitors equality and diversity for all children and young people in the Borough.

We will plan and deliver services within the financial resources available to partner agencies in the Borough and base commissioning decisions on the effectiveness of services in delivering outcomes for children and young people and value for money.

Slough Children's Partnership Board oversees planning and commissioning services for children, young people and their families. The Slough Local Safeguarding Children Board is responsible for scrutinising and challenging partner organisations in Slough in their work to keep children and young people safe. The protocol for the CPB and LSCB working arrangements is on the Children's Trust website.

Priorities for the 2011-14 Plan

Our priorities for 2011-14 are based on the review of the 2008-11 Plan, listening to children and young people and their families through consultation activities, and take into account performance information and other local data. The priorities have also taken into account inspection findings, in particular the Ofsted announced inspection of Safeguarding and Looked After Children which took place in April 2011. The Needs Analysis can be found at <http://www.sloughchildrenstrust.org.uk/about/c-yp-plan.aspx>. The priorities form the basis of our new Children and Young People's Plan; they focus on what we really need to do, and reflect changes in national policy and reductions in public spending.

Priority 1

Helping families to care for their children by ensuring that children and young people are effectively safeguarded from harm, and are safe in their families and communities. Where children are more vulnerable, including children and young people with a disability, those in need of protection, and those who cannot live with their families, their health, education and social outcomes are at least as good as other children in their age group.

Implementing the Improvement Plan drawn up following the Ofsted announced inspection of safeguarding and looked after children in April 2011, to ensure that children in need and children with child protection plans are safe and feel safe.

Priority 2

Helping families to care for their children by offering simple, quick, easy and effective routes for children, young people and their families to identify problems and intervene early; offer support to families to help them find solutions; and prevent the need for more intensive services.

Priority 3

Helping families to ensure that children and young people enjoy good physical and emotional health across their life course.

Priority 4

Helping families by ensuring that children and young people have access to high quality and effective education, leading to rapid and sustainable progress with high levels of achievement.

Priority 5

Targeting young people to offer them opportunities to access high quality education, future employment and training, lead healthy lifestyles and become responsible citizens as they move into adult life.

Other strategies which are part of the CYPP include:

- Safeguarding Improvement Plan (November 2011) following the Ofsted inspection of safeguarding and looked after children in April 2011.
- Workforce strategy
- Engagement and Participation Strategy
- Equalities Strategy
- Early Intervention Strategy
- Parenting Strategy
- Aiming High Strategy
- Corporate Parenting Strategy
- Looked After Children Sufficiency Strategy
- School Improvement Plan

The outcomes which the Children's Partnership Board have agreed for children and young people in Slough, and the activities to deliver these are listed below. Detailed plans are drawn up by each group, regularly monitored through the Children's Partnership Board, and can be found on the Children's Trust website.

PRIORITY 1: STAY SAFE

What we mean by Stay Safe

Helping families to care for their children by ensuring that children and young people are effectively safeguarded from harm, and are safe in their families and in their communities. Where children are more vulnerable, including children and young people with a disability, those in need of protection, and those who cannot live with their own families, their health, education and social outcomes are at least as good as other children in their age group.

Implementing the Safeguarding Improvement Plan drawn up following the Ofsted announced inspection of safeguarding and looked after children in April 2011 which judged safeguarding as 'inadequate'. The Improvement Board, Children's Partnership Board and Local Safeguarding Children Board will be working to implement the Improvement Plan published in November 2011, to ensure that children in need and children with child protection plans are safe and feel safe.

What will we achieve?

Children live in households where they are safeguarded from harm from their parents/carers and can thrive and achieve their full potential. Parents who need additional help are more effective in parenting and nurturing their children.

- Effective assessment and management of risk to protect children and young people.
- Improved partnership working arrangements to reduce the impact of domestic abuse, substance abuse and parental mental health on outcomes for children.
- Develop commissioning and de-commissioning strategies to ensure that services meet identified need and that they are able to meet the outcomes determined by identified need; with a particular focus on safeguarding and looked after children.
- Ensure that looked after children have somewhere safe, secure and caring to live that meets all their needs and helps them to become independent, healthy, skilled adults.

Where children are at risk of harm, the plans to protect them have clear outcomes understood by their parent/s/carers and all organisations working with them. Children are engaged in these plans and can have their say about them. Parents understand their responsibilities and the consequences of their actions.

- Develop a clear, measurable, outcome focussed plan for all children and young people in need, with child protection plans and those who are looked after, implemented with full co-operation by all partner agencies and children's parents and carers.
- Put contingency plans in place for all children and young people in need or with child protection plans.

- Ensure plans for all looked after children and young people enable them to have a settled, secure family life, and increase the supply and range of placements for looked after children.
- Involve the most vulnerable children and young people in planning their own future, and service delivery. Support them to achieve their personal goals, wishes and desires through participation and engagement activities.
- Quality assure the effectiveness of multi-agency interventions through rigorous single-agency and multi-agency audits and feedback from children and young people and their parents and carers, and ensure that they are used to improve practice.
- Ensure that management oversight drives good planning and practice for vulnerable children and young people and offers them a secure future.
- Ensure delivery of training that has measurable impact on outcomes for vulnerable children and young people.
- Ensure that the children's workforce is safe and competent to work with children and young people.
- Design performance measures that test the effectiveness of services against the delivery of outcomes for children and young people.
- Report on outcomes for children in need, children with child protection plans and children who are looked after to the Safeguarding Improvement Board and the Children's Partnership Board; scrutinise these through the Local Safeguarding Children Board to ensure high quality safeguarding across all agencies and improve practice in identified areas.

Looked after children do as well as their peer group in education, health and moving towards independent living.

- Provide additional support for looked after children and young people to ensure that historical gaps in achievement against all outcome areas are reduced

How will we know?

- Parents of children in need and children on child protection plans take actions which safeguard their children, and understand the consequences of not doing so. Performance measures in the Improvement Plan and the outcomes plan for Priority 1 'Stay Safe' demonstrate improved outcomes.
- Early intervention results in a reduced dependence on statutory services.
- Children say that they feel safe.
- Corporate parenting activity by all agencies offers children and young people in care the best possible opportunities to do well in life. There is shared problem solving where individual or collective problems arise for looked after children.

PRIORITY 2: EARLY INTERVENTION

What we mean by Early Intervention

Supporting families to care for their children by offering early help; offering holistic and practical support to families to find solutions for themselves preventing the need for more intensive services.

What will we achieve?

Vulnerable children's needs are identified and assessed, and the right help is provided at the right time to support families in bringing up their children and helping them to achieve their potential.

- Identify vulnerable children, young people and their families in need of targeted services and ensure services available to meet their needs
- All partners in the borough to work together to develop effective multi-agency responses to the needs of children, young people and their families
- Encourage the use of the Common Assessment Framework by all organisations working with children, young people and their families to enable early identification of need and swift resolution; for example, families where there is domestic abuse or substance abuse; parents with mental health needs.
- To establish and embed the Early Response Hub for information, advice and guidance about vulnerable children and young people, and the point for creating a 'Team around the Child'.
- Continue to develop a range of services for disabled children and young people, building on the work already in place through 'Aiming High' Strategy
- Support and provide targeted services for children and vulnerable people, for example, young carers, teenage parents and newly arrived families
- Promote initiatives which reduce families living in poverty

Parents and carers are clear about what is expected of them, who will be working with them and what services they will be offered. Children are engaged in plans and can have their say about them.

- Publicise and encourage the use of the Family Information Service <http://parents.info/Slough> (01753 476589) describing the services and opportunities available across the borough; through parents, carers and organisations working with children, young people and their families
- Review the use of Sure Start services and Children's Centres to focus on early intervention and support for vulnerable children and their families
- Improve support to parents, building on work already started through the Parenting Strategy and the Family Intervention Project, and review these in response to local need.
- Engage young people in targeted activities

How will we know?

- Families will tell us that they know about services available; that they help them to overcome problems; they have their say in planning them; and where they need to use them, this has been successful in enabling them to continue to care for their children.
- Children and young people who have received these services do not need to be safeguarded through child protection plans or coming into care.

PRIORITY 3: GOOD PHYSICAL AND EMOTIONAL HEALTH

What do we mean by Good Physical and Emotional Health?

Helping families to ensure that children and young people enjoy good physical and emotional health across their life course.

What will we achieve?

Children and young people lead healthy lifestyles, and become healthy adults. They have healthy diets and exercise regularly, making them less susceptible to illnesses related to obesity, including dental caries and diabetes.

- Schools, children's centres, and all organisations working with children and young people encourage parents, children and young people to make healthy choices in food and exercise.
- Ensure better quality assurance in children's dental care in practices where children are registered for treatment, and better engage with parents, children and young people so that their dental health needs are better met.
- Encourage parents of children and young people eligible for free school meals to take up their entitlement. Encourage parents to offer their children healthy packed lunches.
- Encourage parents to increase their children's participation in physical activity to the recommended hour each day through schools, children's centres and sports and leisure activities.
- Support young people to choose to participate in exercise.

Children have good emotional health and rapid support where emotional health problems are identified.

- CAMHS services at all tiers provide services which reflect evidence based research to improve children and young people's emotional health.
- All agencies working with children, young people and their parents carry out mental health promotion to raise awareness and enable families to seek earlier intervention.

Young people have information which helps them make informed choices, and reduces unplanned teenage pregnancy, and drug and alcohol abuse.

- Ensure that young people taking part in sexual activity are encouraged to use long acting reversible contraception, and to augment the percentage of dual testing for Chlamydia and gonorrhoea from 22% to 35%.

Looked After Children's health is better addressed

- Carry out health checks as required by statutory guidance for children on child protection plans and for looked after children.

- Increase the take up of annual health and dental checks for looked after children as part of improving their health outcomes to the level of other children and young people in their age group.
- Ensure that young people leaving care have copies of their health records.

How will we know?

- The Carnegie Weight measurement programme is being used to assess children's weight at specific stages to ensure that children reach and maintain an appropriate weight and progress will be reported to the Children's Partnership Board and the Health and Well-being Board.
- Teenage pregnancy, sexual health and substance abuse measures are in place. CAMHS services, and other services to support children and young people's emotional well-being are offering timely responses and high quality effective interventions which reduce the need for acute services.
- Parents, children and young people report healthier lifestyles and are seen to be making healthier choices.
- Children and young people who are looked after will have relevant information and improved physical, emotional and dental health.

PRIORITY 4: HIGH QUALITY AND EFFECTIVE EDUCATION

What do we mean by High Quality and Effective Education?

Helping families by ensuring that children and young people have access to high quality and effective education leading to rapid and sustainable progress with high levels of achievement. The aspirations of schools, colleges and training providers can be enhanced by the community of education providers working together closely through a mutually supportive approach, while at the same time young people have a responsibility to contribute to their own success.

What will we achieve?

Children and young people attend school or college, enjoy learning and attain to their potential. Young children in early years settings learn through play and develop good communication and skills which enable them to learn throughout their life.

- Increase the number of local schools rated as good or outstanding.
- Schools support one another in drawing in relevant support in proportion to need to improve educational outcomes for children and ensure that gaps in attainment are reduced.
- The local authority monitors, challenges and intervenes where schools are failing.
- The local authority works collaboratively with schools in special measures to identify and implement improvement activities.
- Early years providers and schools work to narrow the gap between pupils that traditionally do less well than the national average and their peers, including:
 - pupils at Foundation Stage
 - pupils at KS2 where one in five Slough pupils currently do not make the expected progress of two levels for the four years between 3 and 6.
 - pupils with special needs and their peer group, especially at KS4
 - pupils eligible for free school meals and their peers at KS4
 - children and young people who are looked after
- The local authority directly creates and/or enables the creation by others of additional school places to meet growing demand.
- Schools develop a wide range of strategies to improve attendance working with the local authority

Parents are confident in supporting their children's education in and outside school, and help to improve children's attainment.

- The local authority and partners help parents and carers take part in enhancing their children's education in settings other than school through providing safe, welcoming places for study in libraries and community centres, and enable them to use sports, arts and play opportunities across the borough.

Additional support for children from vulnerable or under-achieving groups results in improved outcomes.

- Schools, with support, carry out their role to increase the ability of vulnerable children and young people to learn, through specialist input and targeted early intervention.

How will we know?

- Children's results will improve at Foundation Stage and Key Stage 2, enabling them to demonstrate that they are successful learners now and in future life.
- The gaps in attainment between children and young people receiving free school meals and those who don't decreases.
- Schools show that they are successful through inspection outcomes and in their results, and through good governance and finance.

Priority 5: Effective support for young people

What do we mean by effective support?

Offering opportunities for young people and their families including access to high quality education for all young people; information, advice and guidance for vulnerable young people to help them into education, employment and training; to lead healthy lifestyles; and so that they become responsible citizens, now and in their adult lives. Base the development of services on 'Positive for Youth' published in December 2011.

What will we achieve?

Young people become successful, independent adults and are equipped and supported in learning and finding jobs.

- Include young people in planning, delivering and reviewing services to ensure that their voice is heard across all services which they use now and in future.
- Review the 14-19 strategy, implement improvements and prepare local responses to the raising of the participation age: all young people will continue in education or training to 17 from 2013 and to 18 from 2015.
- Engage with schools and colleges in supporting young people into adult life.
- Give all young people access to information, advice and guidance through schools, colleges, training providers and integrated youth support services.
- Continue work to engage young people in education, employment and training, especially for young people from low income backgrounds, teenage parents, young offenders and those with SEN, through the targeted IYSS work.
- Address the housing needs of care leavers and young offenders and vulnerable young people.
- Prepare young people through schools and colleges for the raising of the participation age to 18 by 2015.

Young people are safe at home and in their communities. Targeted activities help young people in living with their families, making the most of their potential, and contributing to their communities. They have opportunities in and out of school to take part in social, sports, leisure and educational activities.

- Set up and deliver Integrated Youth Support Services.
- Commission and deliver targeted services for young people through public and voluntary sector provision.
- Offer information to young people through web-based media
- Engage with businesses to ensure young people broaden their understanding of the working environment, relate their education to business need and know about future career prospects in local business.

Young people are helped to lead healthy lifestyles

- Support young people's health needs through advice, information and services which reduce teenage pregnancies, substance misuse and sexual health.

Young people who have offended or are at risk of offending are able to find alternative interests.

- Implement the recommendations of the Youth Offending Team Inspection which took place in February 2011.
- Ensure effective prevention strategies and early identification of young people at risk of offending to reduce first time offending rates and repeat offending of young people.
- Provide targeted short term interventions to young people who are subject to statutory community interventions, so that they can take part in diversionary activities.
- Keep custodial sentences low.

How will we know?

- Young people, their parents/carers, schools, colleges, employers and community organisations will be positive about the opportunities open to them through the help provided and have used those to improve their educational attainment, and access to further and higher education and future employment.
- Young people will contribute to the community, be enthusiastic and successful learners, and have support to help them lead healthy lifestyles.
- First time entrant's figures to the Youth Offending Service will remain low.

Engaging children and young people in planning

Children and young people have been involved in aspects of planning the CYPP 2011-14; including members of the Young People's Cabinet and the Children in Care Council. More broadly, children and young people are engaged in planning, shaping and commenting on aspects of their lives through School Councils, Student Committees; and consultations on specific initiatives, for example, the creation of new playgrounds in Slough; and the changes from a universal to targeted youth service. Participation and engagement of groups of children and young people will continue through CYPP 2011-14.

Monitoring outcomes for children and young people in Slough

The Children's Partnership Board will monitor outcomes for children and young people against national and local indicators. The Local Safeguarding Children Board will scrutinise and monitor safeguarding outcomes for children and young people.

Commissioning outcomes for children and young people in Slough

The Commissioning Group of the Children's Partnership Board are responsible for commissioning work against the agreed priorities, based on the identified needs detailed in the Joint Strategic Needs Assessment 2010. The Commissioning Group consists of members from the range of partner agencies.

Our Children and Young People's Plan 2008-11 said that we would improve the five Every Child Matters outcomes for children and young people in Slough:

Be Healthy

Stay Safe

Enjoy and Achieve

Make a Positive Contribution

Achieve Economic Well-Being

In the three years of the Children and Young People's Plan from 2008-11 there were some significant changes in Slough which are summarised in the Joint Strategic Needs Assessment and the 'Slough Story' which can be found on the Slough Community Strategy website

They included:

- An unprecedented growth in population, due to the combination of an increased birth-rate and inward migration from other parts of Britain, as well as Europe, Africa and Asia**
- An increased demand for school places, health services and local authority services as a result**
- Rising levels of domestic abuse and substance abuse in families with young children**
- Significant rises in children with child protection plans and children looked after**
- Changes in government policy and reductions in government funding affecting health, police and local authority services**

Ensure that children and young people in Slough are healthy and that parents and carers are supported to promote healthy choices

Our outcomes in 2008 – 11 were:

- Information on health matters to parents and carers
- Information on health matters to young people
- Reduce obesity, increase exercise
- Improve children and young people's emotional well-being
- Improve young people's sexual health

And to make sure that they happened we:

- Introduced a dedicated information portal for parents, professionals, carers and young people to access information on health matters.
- Commissioned a major research study on childhood obesity
- Adopted the study's recommendations and introduced appropriate and co-ordinated interventions to tackle childhood obesity under the Staying Healthy Programme
- Provided training for primary care workers, including GP's, on the Common Assessments Framework (CAF)
- Started work on the Health Implementation Plan 2011-2015 to increase the number of Health Visitors in Slough (growth of 36 to 2015) to work with the more vulnerable children and families; and improved liaison with midwives to increase the number of targeted families referred to antenatal Health Visitors.
- Delivered the Family Nurse Partnership programme to improve pregnancy outcomes, child health and development and parents economic self -sufficiency. Agreed the continued funding of the Family Nurse Partnership programme until the completion of the Random Controlled Trial June 2012.

As a result:

- More children and young people are participating in high quality PE and sport than in previous years
- Services for disabled children have improved and are good compared to the England average
- More children and young people are reporting satisfaction with our parks and play areas

And more work needs to be done on:

- The take up of school lunches which has decreased in the primary sector, and increased at secondary level
- Obesity, which has increased in primary age children
- Children and young people's emotional well-being, where fewer¹ children were reporting improvements in their emotional health, friendships and confidence in talking to their friends, parents and other adults about their concerns

¹ The last Tellus Survey was conducted in 2009 (so stands for the 2009-10 reporting year). At that point, the questions on aspects referred to below (emotional health / friends / sharing concerns with adults) were aggregated to form the result for NI 50. NI 50 was 60.9% in Tellus 3 (later re-weighted by

- Agreeing Looked after Children commissioning intentions with all partners from October 2012 to effectively plan for the future.
- Continuing the expansion of the Health Visiting Programme under the Health QIPP Investment - mandates for 2012/13 have been put forward for this
- Continuing the FNP Programme beyond June 2012 under the Health QIPP Investment- mandates for 2012/13 have been put forward for this
- Developing partnership commissioning intentions around a multi-agency team around the child and children on the edge of care.
- Implementing key messages of the Marmot Review; an independent review to propose the most effective evidence-based strategies for reducing health inequalities in England from 2010 which highlighted the need to reduce health inequalities including giving every child the best start in life, and enabling all children, young people and adults to maximise their capabilities and have control over their lives.

statistical sleight of hand to 61.4%); in Tellus 4 it was 55.2%. On this basis, *fewer* children were reporting improvements in their emotional health etc...

Ensure that children and young people in Slough are safe, and support parents, carers and families to provide safe homes and stability for their children

Our outcomes in 2008 – 11 were:

- Children growing up in a caring and secure environment, free from abuse, neglect and crime
- Parents and carers better equipped to bring up and safeguard their children
- Children are safe and feel safe from bullying, harassment and discrimination
- Reduce the number of children and young people involved in accidental injury
- Ensure children and young people are safe from crime and anti-social behaviour in and out of school
- Ensure that children and young people have security, stability and are cared for
- Services are effective in establishing the identity and whereabouts of all children and young people aged 0-16

And to make sure they happened we:

- Made plans in conjunction with the Local Safeguarding Children Board to protect of children and young people through partnership work to deliver high quality child protection services including:
 - Safe environments for children in their homes, schools, child care provision and public places
 - Advice for parents on e-safety
 - Children and young people could travel to and from school or college safely without fear by establishing safe areas around schools, and improving road safety arrangements
 - A safe workforce
 - Multi-agency work to ensure that children and young people are kept safe in families where domestic abuse affects their lives
- Developed early intervention and prevention services including:
 - Targeted support for vulnerable children including those excluded from school, those in transient or newly arrived communities and children living in private fostering arrangements
 - Effective support to help parents promote positive behaviour and choices for children and young people
 - The Children's Trust Parenting Strategy, including provision of parenting programmes with an emphasis on parental responsibility
 - Improved community cohesion and relations between cultural and ethnic groups,
 - Work with children and young people to change attitudes towards bullying and discrimination
 - A multi-agency problem-solving response to crime and anti-social behaviour
 - Provided high quality, well supervised parks and play opportunities

- Worked with children and young people to change attitudes towards crime and anti-social behaviour and to develop a range of effective interventions to tackle these issues in schools, colleges and community settings

As a result:

- Practitioners worked with parents whose children were on child protection plans to make sure the children could live safely at home, or alternative plans made to secure their future
- The number of children and young people admitted to hospital following unintentional or deliberate injuries decreased in the last year
- There was a slight decrease in the number of children killed or seriously injured in road accidents in Slough in 2009 8 children were killed or seriously injured, compared to 11 in 2007
- Children who experienced domestic abuse received support from professionals
- In 2009 we ensured that all partner agencies were compliant with S11 requirements
- Children and young people were involved in planning and decision making about safeguarding policy and practice
- There were more supervised free play sessions in well designed play spaces to reduce the risk of bullying and increase children's self confidence
- Parents were given information training and about E-safety
- Parents, children, and young people on were given information about how to deal with anti social behaviour and bullying
- Children and young people were helped to be safe from crime and anti social behaviour
- All front line practitioners were given information and advice about , private fostering arrangements
- Fewer children and young people reported incidents of bullying
- Fewer young people ran away from home in the last year, and a system was put in place to support parents and carers when children do go missing.
- Despite a rise in the demand for children's social care, a high level of assessments were and continue to be carried out within the required time scales
- Most of the boroughs looked after children are in stable placements which meet their needs.

And more work needs to be done on:

- Developing services in response to the increasing number of children due to the population increase and the media publicity following the death of Peter Connelly in late 2008, resulting in a rise in the number of children with child protection plans in Slough, from 59 in March 2008, to 142 in March 2011. The number of children looked after in the borough also increased from 120 in March 2008 to 176 in March 2011
- Improving all safeguarding services to ensure that children are safe and feel safe

Ensure that children and young people in Slough enjoy childhood, achieve stretching educational standards, and personal, social and emotional development; and that parents, carers and families support and are supported in their own and their children's learning

Our outcomes in 2008 – 11 were:

- Children and young people enjoy childhood
- Children and young people are ready for school
- Children and young people are supported to achieve high educational standards
- Support inclusion
- Provide high quality learning environments
- Encourage and support community and lifelong learning
- Opportunities to enjoy high quality cultural and recreational activities
- Make educational provision for those that do not attend school or are at risk of exclusion

And to make sure they happened we:

- Offered all children access to high quality early education provision
- Worked with schools to improve results for children at Foundation Stage and Key Stage 2
- Worked with schools to reduce the achievement gap between pupils eligible for free school meals and their peers achieving the expected level at Key Stages 2 and 4
- Maintained a focus on the particular needs of learners from vulnerable learners
- Secured sufficient places for Slough children and young people in Slough schools
- Promoted and encourage innovative methods of teaching
- Worked with targeted communities to develop basic skills for young people and adults
- Provided access to high quality cultural and creative activities
- Improve the 'Youth Offer' of positive activities available to 13-19 year olds in Slough
- Engaged children and young people at risk of exclusion
- Put plans in place with schools to improve school attendance

What we did:

- Created 24 new play areas in the borough and refurbished 11.
- Improved the standards of achievement in, and leadership of, our primary schools
- 10 of Slough's schools (across all categories) were judged by Ofsted to be 'outstanding providers' in 2009/10. A further 19 were judged to be 'good providers' in the same period. 10 were judged to be 'satisfactory', whilst 6 were found to be 'inadequate'.
- Worked with schools to develop effective leadership and management, teaching and learning, assessment and data analysis - to inform teaching, strengthen governance and drive up achievement at level 4 or above in both English and Maths at Key Stage 2

- Attainment for children at Key Stage 1 in 2010 was broadly in line with the national average with the number of pupils achieving level 2 or above in reading, exceeding the national average.
- Attainment for children at Key Stage 2 has begun to show signs of improvement in English and Maths.
- Attainment for young people at Key stage 4 was among the best in the country.
- The number of pupils gaining 5 or more GCSEs at A* to C, including maths and English also improved, as did the results achieved for other GCSE subjects.
- Despite children with special educational needs gaining significant improvements in achievement, there was still a gap between their results and those for other children without special educational needs of the same age.
- All Slough pupils were offered a school place in 2010/11 and the Local Authority is working to increase the secondary year 7 places available in 2013 for which applications will increase when primary school children transfer to secondary schools.
- Opened Willow Primary school
- Created new schools places through Castleview, Lynch Hill, Ryvers and Godolphin Infant schools
- Initiated construction projects at Western House (£3m), Parlaunt Park (£4m) and Wexham Court (£4m) to provide additional primary school places
- Worked with primary schools to develop a plan for managing a projected demand for school reception places in 2011 and 2012
- Identified those schools with persistent high absence rates and worked with their leadership to bring about an improvement in attendance figures
- Primary attendance is improving with absences decreasing year on year.
- At secondary level attendance is being sustained at relatively good levels, with improvements in some schools and challenges at others.
- The number of young people from low income families progressing on to higher education increased last year
- All Slough schools now provide the full core offer of extended services for their communities
- All of Slough secondary schools were judged as having good or outstanding standards of behaviour.
- Slough now has 10 Sure Start children's centres located across the borough.

And more work needs to be done on:

- Improving Foundation Stage results, as despite an improvement in 2010, children at Foundation Stage are still achieving well below the national average
- Improving results at Key Stage 2 and ensuring children make 2 levels of progress
- Decreasing the gap in attainment between children with special educational needs and other children of the same age
- Implementing plans to accommodate an expansion in demand for primary places in September 2011 and 2012.
- Continuing to develop plans to accommodate an expansion in demand for secondary places from 2013 onwards.
- Undertaking targeted work with a small number of schools to continue to improve and sustain primary attendance figures.
- Working with schools to provide targeted support to pupils identified with Free Schools Meals (FSM).

Ensure that children and young people in Slough are involved in making decisions about the services they use; support their communities; engage in law-abiding activities; develop positive relationships and choose not to bully or discriminate; and develop self-confidence

Our outcomes in 2008 – 11 were:

- Support and promote opportunities for children and young people to make their voices heard
- Support children and young people to engage in law abiding behaviour
- Encourage children and young people to develop self-confidence and successfully deal with life changes and challenges
- Expanding opportunities for children and young people to volunteer
- Review and improve children and young people's access to positive activities
- Encourage children and young people to develop enterprising behaviour
- Promote educational awareness of environmental issues
- Help parents and carers to promote positive outcomes
- Review and improve children and young people's access to positive activities

And to make sure they happened we:

- Engaged and consulted children and young people and parents, carers and families and used their views in developing and monitoring services Acted to reduce offending and reoffending by young people and young offenders with mental health needs using preventative strategies in conjunction with ensuring they have access to opportunities for education, employment and training
- Ensured children and young people developed positive relationships and choose not to bully or discriminate
- Encouraged all children and young people to achieve to the best of their ability through identified programmes in and out of school and college
- Promoted social enterprise in schools and colleges
- Engaged children, young people and their families in 'green initiatives' through school, college and community activities
- Delivered an expanded youth offer in Slough to ensure that all young people have access to information, advice, guidance and targeted support together with opportunities to design and participate in a wide range of positive activities
- Reconfigured youth services so that there is a range of services to address under-achievement

As a result

- Children and young people were involved in a range of services and initiatives in schools, children's centres, and youth services. that helped build their confidence, self esteem and encouraged enterprising behaviour
- Parents and carers were offered support in parenting their children through the Parenting Support Strategy
- Children and young people have been engaged in planning services
- Young people tell us that many of them are involved in positive activities out of school hours

- Schools are achieving considerable progress in promoting positive behaviour as demonstrated by the consistently low levels of fixed term exclusions and the sustained low levels of permanent exclusions.
- Schools are taking a leading role in the engagement of young people being successfully involved in enterprising behaviour.
- The Youth Offending Team, in conjunction with partner agencies, have has achieved considerable success in reducing youth offending across the Borough
- Teenage pregnancies are in decline
- Young people's substance misuse is decreasing compared to national figures

And more work needs to be done on:

- Work with partners, services and schools to develop opportunities that help build young people's confidence, self esteem and encourage enterprising behaviour
- Identifying and developing opportunities for children and young people to become more involved in activities that enhance the environment
- Continuing work with through the Integrated Youth Support Service and the voluntary sector to identify and develop volunteering opportunities for young people

Ensure that children and young people in Slough engage in education, employment or training on leaving school; are ready for employment and have access to accommodation to meet their needs

Our outcomes in 2008 – 11 were:

- Increase the proportion of young people entering education, training or employment post-16
- Ensure that children and young people are ready for employment
- Ensure that children and young people live in decent homes and sustainable communities
- Promote and develop the accessibility of childcare provision
- Tackle social deprivation across the borough
- Ensure that children and young people have access to transport and material goods

And to make sure they happened we:

- Planned to reduce the achievement gap of pupils who are on free school meals at Key Stage 2 and Key Stage 4
- Planned and delivered high quality education and training for young people 14-19, and supported them to make informed choices about their future education and careers
- Developed a curriculum to reflect the needs of young people and the skills gap across Slough
- Made plans to increase retention and achievement of young people in post 16 education, employment and training in Slough
- Supported young disabled people into their adult lives through person centred planning, individual budgets, choice and control
- Worked through the Education Business Partnership to increase employer engagement in work related learning
- Target resources to prevent homelessness among 16/17 year olds
- Continue to develop the number of children's centres across the borough
- Increase the take up of formal childcare by low income working families
- Empowered young people to influence the provision they receive and ensure that their differing learning needs are met regardless of gender, religion, ethnicity or social background

As a result:

- We increased the number of places and the range of courses for young people from 16-19 across the borough
- The number of young people remaining in education after 16 is among the highest rate in the country
- Despite the economic downturn the number of young people not in Education Employment and Training (EET) is relatively low in comparison with the national average and has remained between 5% and 6%.
- Connexions, in conjunction with schools, colleges, training providers, the youth service and YOT range offered a range of Information, Guidance and Advice (IAG) services for young people, including looked after children

- Slough Business Community Partnership (SBCP) developed a range of training opportunities and successfully encouraged business involvement in our schools and youth centres
- The Education Business Partnership (EBP) broadened the range of work experience opportunities available to increase young people's options for learning about the world of work
- There is a Transition Protocol for young people with learning difficulties into adulthood from year 9 or before to help young people and their families and carers plan their future lives
- Provided subsidised transport for youth including a discounted youth bus pass to enable them to get to school, college and leisure activities
- We have successfully implemented the "Getting a Life" programme to help young people access public resources
- More teenage mothers took up educational opportunities
- Children's Centres and other childcare provisions across the Borough continue to provide high quality care for working parents

And more work needs to be done on:

- Developing provision for vulnerable learners
- Developing apprenticeship opportunities through the National Apprenticeship Scheme
- Making plans for the Raising of the Participation age through schools, colleges and training providers
- Reviewing the 14-19 Strategy and qualifications available following the Wolf Review
- Supporting young people into adult life through providing information, advice and guidance, in particular teenage parents, vulnerable young people, looked after children and care leavers and asylum seekers

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel

DATE: 24th January 2012

CONTACT : Clair Pyper, Director of Education and Children's Services
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WARD(S): All

PORTFOLIO: Education and Children – Cllr Pantelic

PART I

FOR INFORMATION, SCRUTINY AND CHALLENGE

**PROGRESS REPORT: OFSTED INSPECTION OF SAFEGUARDING AND
LOOKED AFTER CHILDREN**

1. Purpose of Report

To inform Members of the progress following the outcome of the Ofsted announced inspection of Safeguarding and Looked After Children which took place between April 4th and 15th 2011, with the report published on June 1st 2011.

2. Recommendation(s)/Proposed Action

Education and Children's Services Scrutiny Panel is requested to:

- a) Read the Safeguarding Improvement Plan distributed to the Education and Children's Services Scrutiny Panel at the Panel on 24th November 2011, and to all members on 25th November 2011, and notify the Chair and Scrutiny Officer in writing of any questions about the Improvement Plan by 19th January 2012.
- b) Note actions and progress since the last meeting on November 24th 2011.
- c) Agree specific areas for further scrutiny, taking into account the agreed role of the Improvement Board.

3. Community Strategy Priorities

Celebrating diversity, enabling inclusion

- By identifying and prioritising services for vulnerable groups in the Slough Population, by targeting support to meet the needs of children and young people and by ensuring that we build on the good and outstanding judgements in the Ofsted report and by addressing the areas for improvement.

Adding years to Life and Life to years

- Through focussing on the needs of the most vulnerable children and young people and their parents and carers in Slough, and providing targeted services through partnership working primarily with the NHS to secure measurable health improvements.

Being Safe, Feeling Safe

- By offering effective support to families to help them do their best for their children so that children and young people are safe in their families and communities.
- By recognising that parents are the main carers for their children and by offering services that enable them to continue to care for their children successfully so that children can grow up within their own families and communities wherever possible.
- By carrying out respective roles across the local authority and partner agencies to ensure that the most vulnerable children in our community are protected from harm and they are enabled to live with their families.
- By carrying out our statutory role as a local authority to provide services for children in need, to safeguard them and look after children whose parents are unable to do so.
- By working effectively with partner agencies so that they also contribute to safeguarding children and young people and demonstrate improved outcomes for those children and young people and their families.
- By ensuring that children and young people who are looked after have the standards of care and life opportunities that we would want for our own children with contributions from all partner agencies.

Prosperity for All

- By offering early education and family support to parents of young children so that they can focus on meeting their children's needs and overcoming personal and family difficulties that affect their ability to care for their children.
- By promoting educational achievement which gives children and young people in care and leaving care enjoyment in learning and increased opportunities for success in adult life.
- By maintaining high levels of Education, Employment and Training (EET) for young people who are looked after beyond 16 years of age.
- By promoting vulnerable young people's social and emotional development alongside advances in educational achievement.
- By supporting local nursery providers to secure optimum standards so that parents and carers are able to secure economic prosperity/independence for themselves and their family.

4. Other Implications

a) Financial

Financial details are included in the report to Cabinet of 23rd January 2012 on the Safeguarding Improvement Plan.

b) Risk Management

Recommendation	Risk/Threat/Opportunity	Mitigation
Summary of Improvement Plan Risk Register attached as Appendix 1		

c) Human Rights Act and Other Legal Implications

Under Section 6 of the Human Rights Act 1998, it is unlawful for the Council to act in a way which is incompatible with human rights or it could result in the Council being subject to judicial review. The actions proposed in this report are designed to comply with the Human Rights considerations of young people specifically Article 8 Human Rights Act 1998 (the right to respect for private and family life). There are no immediate legal implications arising from this report.

d) Equalities Impact Assessment

An equalities impact assessment is not required in relation to this information report.

e) Workforce

The final Improvement Plan contains sections on Capacity and Capability, and Social Work Practice. The main workforce priorities for the Council in delivering the next stage of the Improvement Plan are the development of a workforce strategy as part of the Council's overall Workforce Strategy with particular focus on:

- i. Recruitment and retention of staff to key posts
An interim structure is in place until end March 2012 to assess the number of staff who need to be employed in each part of the service, and the skills and experience required and enable appropriate recruitment into key positions.
- ii. Competencies
Job descriptions will be drawn up based on the competencies issued by the Social Work Reform Board and used in recruitment of all permanent staff to all positions in the service.
- iii. Training
An immediate training programme for leaders, managers and practitioners based on the Improvement Plan is currently being delivered, with a longer term plan based on the competences outlined in ii).

Supporting Information

5.1. Background

The report to Education and Children's Services Scrutiny Panel on 9th June 2011 gave background information about the Ofsted inspection report published on 1st June 2011, and preliminary information about actions following the inspection.

The report of September 5th updated members on the role of the Improvement Board and the development of the Improvement Plan.

The report of October 12th gave members information about the Improvement Notice issued by the Minister on 29th September 2011, and updates on the themes of the Improvement Plan.

The report of November 24th gave members information about progress on the implementation of the Plan, and all members were issued with a copy of the Improvement Plan as at 14th November 2011.

Cabinet papers on November 12th and December 12th contained details of the progress against the Improvement Plan in the GOLD project highlight reports; which were also discussed by the Overview and Scrutiny Panel on 15th November 2011.

5.2. A summary of progress against Plan Themes

The November report to Education and Children's Services Scrutiny Panel contained a summary of progress against Plan Themes.

Details of progress against each of the Plan themes is included in GOLD project reports included monthly in Overview and Cabinet reports. The November highlight report is attached as Appendix 2. In particular members may wish to note:

- The interim change in social care team responsibilities from December 5th to reflect service demand and requirements for management and practice improvement; leading to a long term structure from April 2012.
- This will lead to a recruitment and retention plan which will take place to staff the long term structure, with new job descriptions based on the competences developed by the Social Work Reform Board
- The continuing programme of internal audits; and the development of the multi-agency audit programme through the LSCB
- A training programme for children's social care staff is under development and will focus initially on team managers and assistant team managers
- Work has been carried out with parents and children involved in child protection cases to gather their views and use in improving practice.
- Sector support workshops on Performance Management which will run during January for all social care managers and practitioners.

- The sector support work on the IRO service has been delayed until January 2012 because the lead has been engaged in an Ofsted inspection.
- Partners have been encouraged to participate in the audit of the Common Assessment Framework, and contribute to the implementation of the Early Intervention Strategy, but this continues to be patchy. There is still little partner engagement in the delivery of the Early Response Hub. The Children's Partnership Board discussed this on 22.11.11, followed by a meeting in December and a workshop planned for January to increase partner contributions to early intervention work.
- The First Response Hub and Children's Social Care have developed a protocol for their working practice so that staff, partners and customers are clear about the pathway into the system and it meets with safeguarding requirements.

The Plan is also updated before each Improvement Board meeting to show progress against agreed actions.

5.3. Improvement Board

The fourth Improvement Board meeting will take place on 10th January 2012. Relevant information will be shared with the Education and Children's Services Scrutiny Panel on 24th January 2012.

5.4 Improvement Plan

The Improvement Plan has been signed off by the Minister. A copy of his letter is attached at Appendix 3.

5.5. Sector Led Support

The sector led support is based on the Improvement Plan, and will consist of the following:

- a. Support for the Director and Lead Member
- b. A review of early intervention and prevention work
- c. A review of the LSCB and partnership working arrangements
- d. A review of quality assurance and performance management arrangements
- e. A review of the IRO service

Work has started on all five areas, although the review of the IRO service was delayed due to an Ofsted announced inspection in the authority of the nominated lead. It will begin in January 2012.

5.6 Local Safeguarding Children Board

Paul Burnett has been appointed as Interim Chair of the Local Safeguarding Children Board, and will act as Chair until the appointment of a permanent Chair by April 2012. Recruitment of the permanent chair will begin in January 2012.

6 Conclusion

Education and Children's Services Scrutiny Panel are requested to note the contents of the report and identify any specific areas to be followed up at future meetings of the Panel.

7. Appendices Attached

Appendix 1 – Safeguarding Improvement Plan: Risk Register

Appendix 2 - Safeguarding Improvement Board; Highlight Report November 2011

Appendix 3 – Letter from Tim Loughton MP to Cheryl Miller, Chair of the Improvement Board dated 22.11.11

8 Background Papers

Extraordinary Education and Children's Services Scrutiny Panel on 13th January 2010. Agenda item 2: 'Safeguarding in Slough: the Work of the Local Safeguarding Children Board'

Extraordinary Education and Children's Services Scrutiny Panel on 22nd April 2010. Agenda Item 2: 'Safeguarding in the Health Service'

Item 3 'Child Protection and the Independent Reviewing Service'

Education and Children's Services Scrutiny Panel on 23rd June 2010. Agenda Item 8 'Implications of the Rise in the Numbers of Vulnerable Children 2008-10'

Education and Children's Services Scrutiny Panel on 25th November 2010: Agenda Item 3

'Ofsted inspection, Contact Referral and Assessment Arrangements October 2010'. Agenda Item 4 'Safeguarding in Slough – Update on the work of the Local Safeguarding Children Board'.

Education and Children's Services Scrutiny on 25th January 2011: Agenda item 3: 'Ofsted Annual Children's Services Assessment 2010'.

Education and Children's Services Scrutiny Panel on 9th June 2011: Agenda item 10: Ofsted report on the Announced Inspection of Safeguarding and Looked After Children

Education and Children's Services Scrutiny Panel on 5th September 2011: Agenda item 4: Ofsted report on the Announced Inspection of Safeguarding and Looked After Children

Education and Children's Services Scrutiny Panel on 12th October 2011:
Agenda item 5: Ofsted report on the Announced Inspection of Safeguarding and
Looked After Children

Education and Children's Services Scrutiny Panel on 24th November 2011:
Agenda item 5: Ofsted report on the Announced Inspection of Safeguarding and
Looked After Children

Ofsted report on the announced inspection of Safeguarding and Looked After
Children Services June 2011

Appendix 1 - Risk Register Last updated 14 December 2011

= No change to risk status  Increased risk  Decreased risk

	Description of risk	Date Identified	Owner	Likelihood	Impact	Score	Action – Mitigation/Prevention/Monitoring and Control	Residual score	Risk Status
Strategic Risks (incorporates Theme 5 - Leadership, Governance and Finance)									
1	Rising child population, increasing complexity of and numbers of vulnerable families and new arrivals into Slough resulting in increases demand for services and referrals and budget pressures	20/09/11	CP	H	H	9	<ul style="list-style-type: none"> Monitored via school population, applications for primary school, places, contacts and health data. Review of thresholds for referrals into children's social care. Clear multi-agency response to EIP and multi-agency Team Around the Child. Work with partners to review thresholds. Internal work within SBC based on the Sector Support work on EIP to review work carried out by the Referral and Assessment Team and the level and type of work necessary to meet statutory obligations, Ofsted recommendations and the requirements of the Improvement Board. 	9	= Sector support review underway but will not have an impact in the short term

2	Description of risk	20/09/11	CP	M	H	8	Score	Action – Mitigation/Prevention/Monitoring and Control	Residual score	Risk Status
	Failure to engage all key partners and secure their commitment to delivery of the Improvement Plan	20/09/11	CP	M	H	8	8	<ul style="list-style-type: none"> Senior representation from key partners on the Improvement Board. Partners are held accountable for their actions through the LSCB and CPB both of which are being reviewed 	8	= Stakeholder engagement plans under development so have not yet impacted
3	Description of risk	20/09/11	NP	M	H	8	Score	Action – Mitigation/Prevention/Monitoring and Control	Residual score	Risk Status
	Failure to engage Members and secure their commitment to delivery of the Improvement Plan	20/09/11	NP	M	H	8	8	<ul style="list-style-type: none"> Leader and Commissioner are Board members Commissioner responsible briefing all Members and is doing so The Improvement Plan is regularly scrutinised by Members 	8	= Extraordinary meeting has been called by the BILLD group

4	Description of risk	20/09/11	CP	M	M	5	Score	Action – Mitigation/Prevention/Monitoring and Control	Residual score	Risk Status
	Progress against key areas of work does not drive change sufficiently fast	20/09/11	CP	M	M	5	5	<ul style="list-style-type: none"> Exception reporting promotes rapid identification of obstacles to progress and action to address by Theme Leads. Escalation of exceptions to a senior officer in the relevant organisation, followed by the Board if necessary 	5	<p>↓</p> <p>Improvement in practice is starting to be reflected in performance measures. Exception reporting system is still being embedded</p>
5	Lack of resources to deliver improvement	20/09/11	CP	M	H	6	6	<ul style="list-style-type: none"> Sector support package to be agreed by Board Identification of areas where there are insufficient resources (people and funding) and escalation for Board resolution if necessary 	3	<p>↓</p> <p>Interim social care manager now in post and service being restructured to ensure capacity in priority areas</p>

	Description of risk	Date Identified	Owner	Likelihood	Impact	Score	Action – Mitigation/Prevention/Monitoring and Control	Residual score	Risk Status
6	Ofsted unannounced inspection 2011 Inspectors judge that contact, referral and assessment services have areas for Priority Action	20/09/11	MD	H	H	8	<ul style="list-style-type: none"> Three month contract specialist support project, on performance improvement and quality control complete. Self-assessment report being prepared. Temporary structure will bring change to referral rates 	8	= Recent staff reorganisation increases short term risk.
7	Turbulence due to financial and organisational changes across the main partner organisations reduce impact of partnership working on improving outcomes for children and young people	20/09/11	CP	H	M	7	<ul style="list-style-type: none"> Board members updating Improvement Board with relevant information about people, organisational structure, and funding or other areas of change which will impact on key areas in Improvement Plan or on wider areas of the service Prioritisation of key areas for partner collaboration and multi-agency working to ensure that focus is on the areas with potential for greatest change e.g. multi-agency approach to reducing substance abuse and domestic abuse 	7	= Key organisations are still planning their response to changes so mitigating actions cannot be put in place

8	Description of risk	20/09/11	RC	M	H	8	Action – Mitigation/Prevention/Monitoring and Control	Residual score	Risk Status
	Major financial pressures draw funding away from early intervention and prevention to ensure that statutory responsibilities are always addressed first, over and above other responsibilities.						<ul style="list-style-type: none"> Board members to share intelligence and carry out joint financial and resource planning Clear sign up to the Early Intervention and Prevention Strategy Joint identification of funding for agreed priorities in the Early Intervention Strategy 	6	<p>↓</p> <p>Early Intervention Strategy is securing best use of current resources and will demonstrate impact</p>
9	Staff absence due to sickness or annual leave through December – February has an impact on the capacity to deliver key areas of the Improvement Plan.	06/12/11	CP	H	H	9	<ul style="list-style-type: none"> Work to be prioritised and delegated where this is possible 	9	New

Theme 1 – Social Care Practice

10	High staff turnover will reduce consistency and predictability of relevant skills base and result in reduced effectiveness of training	20/09/11	MD	H	H	9	<ul style="list-style-type: none"> • Immediate and long term work on the Workforce Strategy will ensure that staff are recruited and trained in accordance with core competencies. • Programme in place to recruit and retain staff. • Improved induction process. • Improved training. • Permanent staff have moved to areas where practice is poorest. 	9	=	Improved policies and procedures are now in place to support induction
11	Insufficient progress on improvement of identified children's social care indicators	20/9/11	MD	H	H	9	<ul style="list-style-type: none"> • Better selection and better support and leadership are all necessary to retain and build confidence in new staff groups. • Senior Management Team have new arrangements in place to review fortnightly Checkpoint reports, Initial and core assessments and overall performance in Children and Families and Children with Disabilities on key areas of work 	8	▼	Indicators of Initial and Core assessments completed within timescales are showing improvement.
12	Lack of understanding of specific accountability for aspects of Children's Improvement Plan due to absence of clear delivery plans for each theme available to all members of the Project Team	30.10.11	CP	H	H	9	<ul style="list-style-type: none"> • Theme leads have developed detailed Delivery Plans showing clear responsibilities and resources required • Chair of Project Board to ensure that all theme leads provide full understanding to Project Board of Theme Delivery Plans and that any overlaps are identified. 	6	▼	Plans are in place. Overlaps and dependencies are identified

Theme 2 – Capacity and Capability										
13	Lack of understanding of specific accountability for aspects of Children's Improvement Plan due to absence of clear delivery plans for each theme available to all members of the Project Team	30.10.11	CP	H	H	9	<ul style="list-style-type: none"> • Theme leads have developed detailed Delivery Plans showing clear responsibilities and resources required • Chair of Project Board to ensure that all theme leads provide full understanding to Project Board of Theme Delivery Plans and that any overlaps are identified 	6	<p>➔</p> <p>Plans are in place. Overlaps and dependencies are identified and clarified by the Project Board</p>	and clarified by the Project Board
14	Insufficient capability within SBC workforce to achieve outputs of Theme 2	20/09/11		M	H	8	<ul style="list-style-type: none"> • Specific deliverables augmented with external support and expertise (e.g. sector support, independent advice) • Skills transfer from independent sources to SBC workforce • Specific up skilling of SBC workforce in delivering change and improvement 	8	=	
15	Inability to attract and retain sufficient numbers of appropriately qualified and experienced staff in Children's Social Care Services	30.10.11		H	H	9	<ul style="list-style-type: none"> • Design and deliver recruitment and retention strategies with relevant resource allocation to support achievement 	9	=	

16	Essential internal and external resources (human and financial) are not made available to deliver Theme 2 outputs	26/10/11		M	H	8	<ul style="list-style-type: none"> Theme 2 Delivery Plan to be shared with CEO, DCS and CMT members for agreement prior to implementation 	8	<p>=</p> <p>Concerns remain on capacity of key people within Children's Social Care to provide the necessary expert input</p>
17	Insufficient leadership capability to deliver change in Directorate of ECS	30.10.11	CP	M	H	8	<ul style="list-style-type: none"> Complete gap analysis and other aspects of leadership development in Theme 2 Completion of internal organisational structure review in Directorate of ECS and implementation of recommendations 	8	<p>=</p>

Theme 3 – Quality Assurance and Performance Management

18	Capacity of partners to commit to work required by LSCB	20/09/11	KG	M	H	8	<ul style="list-style-type: none"> Improvement Board to be kept appraised of partner contributions. Sector support recommendations to drive improvement in the role and function of the LSCB. 	6	<p>↓</p> <p>Discussion at the Improvement Board is leading to additional contributions</p>
19	Delayed appointment of new LSCB Chair reduces capacity of LSCB to improve	20/09/11	KG	H	H	9	<ul style="list-style-type: none"> Appointment of Interim Chair made. 	6	<p>↓</p> <p>Interim Chair is leading change effectively</p>
20	Insufficient LSCB development resource	20/09/11	KG	M	H	8	<ul style="list-style-type: none"> Implement recommendations of LSCB review report regarding Development Manager. 	8	<p>=</p> <p>Recommendations not yet agreed by the Board</p>

21	Staff vacancies and turnover means service is not stable enough to embed revised performance framework	20/09/11	KG	H	H	9	<ul style="list-style-type: none"> Staff in Performance Team trained in Methodology of improving Performance Management to cascade to new starters. 	9	= Further attention is needed to this risk
Theme 4 – Early Intervention and Prevention									
22	Failure of partners to engage, sign up, promote and deliver in a united and effectively co-ordinated approach to achieve agreed priorities related to Early Intervention	20/09/11	RC	M	H	8	<ul style="list-style-type: none"> To pursue through Children’s Partnership Board and Local Strategic Safeguarding Board as a formal item for sign off with assurances given by partners about commitment and implementation. 	5	<p>↓</p> <p>Half day event for strategic leads and half day event for managers and front line staff should increase engagement, commitment and delivery</p>

23	Failure of all members of partner organisations from the strategic to the front line being aware of the priorities and the actions to take to reduce risk, ensure safeguarding and keep activities at the lowest tiers of involvement possible. This can be seen as a golden thread across all partners.	20/09/11	RC	M	H	8	<ul style="list-style-type: none"> Importance of management meetings across and within teams addressing risk and keeping cases at the lowest level appropriate while ensuring safeguarding. One to one meetings, supervision and audits used to check on keeping casework at lower levels. 	5	<p>➔</p> <p>Communication being intensified to drive change</p>
24	Failure of all partners being familiar with the use of the risk matrix and applying thresholds, particularly related to accessing the Early Response Hub	20/09/11	RC	M	H	8	<ul style="list-style-type: none"> Management use of one to one meetings, supervision and audits to check that the risk matrix and thresholds are being applied appropriately 	5	<p>➔</p> <p>The forthcoming half day events should contribute to a risk reduction in this area.</p>
25	Failure to sign up and implement the eight commitments associated with the Early Intervention Strategy	20/09/11	RC	M	M	5	<ul style="list-style-type: none"> Introduction of commitments through the CAF training. To achieve sign up through the Children's Partnership Board and Local Safeguarding Children Board that individuals and services are adhering to the Early Intervention commitments. For managers to check with team members whether commitments are being met. 	2	<p>➔</p> <p>Forthcoming half day events should increase commitments</p>

26	Failure in implementation of joint commissioning and provision of information to support commissioning.	20/09/11	RC	M	H	8	<ul style="list-style-type: none"> To continue the dialogue with in formal partnership meetings around needs, establishing priorities, planning action and addressing joint commissioning and joint procurement, possibly with joint funding. To test out small joint commissioning ventures to reinforce larger commissioning. 	8	<p>=</p> <p>Recently convened joint commissioning event gives some slight optimism</p>
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Safeguarding Improvement Board			Project SPONSOR	Clair Pyper	
Wards affected – All			Project MANAGER	Keren Bailey	
	Timeline	Budget	Issues & Risks	OVERALL STATUS	Date of update report
Current period	AMBER	GREEN	AMBER	AMBER	07/12/11
<i>Previous month</i>	AMBER	AMBER	AMBER	AMBER	
Project start date:	June 2011		Anticipated Project end date:	2013	
<p>A horizontal progress bar with a scale from 0% to 100% in 10% increments. The first 15% of the bar is filled with blue and labeled 'Completed'. The remaining 85% is filled with maroon and labeled 'Remaining'.</p>					
Has this highlight report been agreed and authorised by the Project Sponsor? Yes					
Key activities completed / milestones achieved in this period:					
<p><u>Social Care Practice</u></p> <ul style="list-style-type: none"> • New Quality Assurance Framework disseminated to staff through detailed briefings and distribution of packs including Risk Assessment, Supervision Policy and Practice Standards. • Improvement in key indicators as a result of improved practice – ‘Initial Assessments completed and authorised within the timescales’ and ‘Core Assessments completed within timescale’ has continued into November. The Improvement Board (IB), which met on the 14th November, was particularly pleased with success in this area. • Social Care staff have been involved in the discussions around the interim team changes from 5 December to reflect service demand and requirements for management and practice improvement. This has been designed to ensure that we use practitioner and managers skills and expertise and build on the good practice that exists in some parts of the service. • The programme of internal audits is continuing each month with results being used for remedial action where necessary; fed back to individuals, teams, and senior managers and used to inform training. • The final report from the External Audit found indications of improvement and good practice across some teams. Practitioners and managers have received feedback on individual cases and themes arising from the audit which require changes in practice. • Assistant Team Managers will be the first priority group for training on the new training programme which takes account of the social worker health check, findings from the audits and feedback from staff. <p><u>Capability and Capacity</u></p> <ul style="list-style-type: none"> • Practitioners and managers have been interviewed and selected for new teams as part of the interim change in team responsibilities from 5th December • Interviews for social work practitioners are being held week commencing 05.12 • Recruitment to Assistant Team Manager posts has started. These are Interim posts until the establishment of the service has been clarified and are based on new competences produced by the Social Work Reform Board • Recruitment processes that have been used in the past are being reviewed and the findings will be used to improve future recruitment campaigns to help attract social workers and managers to Slough. • Professional standards and competencies for social workers are being developed to reflect the recommendations of the Social Work Reform Board to ensure that we consistently recruit high quality social workers. • Leadership competencies will be developed as part of the SBC Workforce Strategy and considered by the Corporate Management Team. Training activities for all leaders and managers will follow. <p><u>Quality Assurance and Performance Management</u></p> <ul style="list-style-type: none"> • The Local Children’s Safeguarding Board (LSCB) is developing a new audit programme • Thames Valley Police have undertaken to chair the Serious Case Review group of the LSCB from 2012 • The sector support work on the Independent Reviewing Officer (IRO) service has been scoped, but the start date has been delayed until January because the sector support lead is involved in the Ofsted announced inspection of Safeguarding and Looked After Children in his own borough. • The initial workshops run by the sector support project on Quality Assurance and Performance Management have taken place, recommendations will be used in the workshops taking place for all managers and practitioners from January 2012. • Work has been carried out with parents and children involved in child protection cases to gather their views and use in improving practice. 					

Early Intervention and Prevention

- Partners have been encouraged to be involved in the audit of the Common Assessment Framework.
- The Children's Partnership Board met on 22.11.11 and considered the Sector Support report on Early Intervention and Prevention. CPB members responsible for Early Intervention and Prevention will meet on 13.12. 11 to discuss an Implementation Plan for the Early Intervention Strategy, and partner engagement in delivering that.
- The First Response Hub and Children's Social Care have developed a protocol for their working practice so that staff, partners and customers are clear about the pathway into the system, and it meets with safeguarding requirements.

Leadership, Governance and Finance

- The Improvement Plan has now been made available to all Elected Members and staff following agreement for its release from the IB.
- The Senior Management Team in Education and Children Services (ECS) is focusing on performance in key areas every fortnight.
- A weekly newsletter is now being issued to ECS staff and there has been positive feedback from staff.
- The Children and Young Peoples Plan has been formally agreed at the Children's Partnership Board (CPB).
- Clear remits for the IB, LSCB and the CPB are being agreed as the LSCB review is near completion.

Key activities / milestones scheduled for next period:

Clear milestones for specific aspects of the work are contained in the Improvement Plan and will be included in this GOLD project update as soon as detailed delivery plans are finally agreed.

Social Care Practice

- Development of detailed approach to implementing the Workforce Strategy
- Monitoring to ensure that standards documents continue to be rolled out including the Quality Assurance Framework, Risk Assessment Framework and Supervision policy
- Monitoring to ensure supervisions are taking place operationally following the interim team changes.

Capability and Capacity

- The first draft of the Corporate Workforce Strategy will be discussed by the Corporate Management Team in January 2012.
- The specialist competencies required for leadership within the education and children's services are being considered by the senior management team on the 8.12. These will complement the Corporate Workforce Strategy and allow further work in ECS to start whilst this is being finalised.
- Recruitment to vacant posts to be progressed so that key staff are in post from April.
- Further development of the Professional Competencies Framework for social workers and managers and work with key stakeholders.
- Produce and circulate summary of the Improvement Plan for staff involved in the capability and capacity work stream.

Quality Assurance and Performance Management

- Performance reports to be reformatted and tailored to reflect new team structures.
- Sector support interim report on Quality Assurance and Performance Management to be issued.
- In December, the ECS Senior Leadership Group will consider how they can increase their focus on improving outcomes for children, young people and their families and carers through the performance measures they use and this will feed into the new performance framework.
- Short term development plan for IRO service agreed until sector support review begins, focussing on the standard regarding timeliness of reports for CP Conferences (reiterated in the QAF). This is 1 working day prior to Initial CP Conference and 3 working days prior to Review Conferences. IRO's will focus on following up with social workers and the use of the reports in the conference.

Early Intervention and Prevention

- Implementation plan for Early Intervention Strategy based on meeting on 13.12.11
- Determine how to use final days available for sector support work.
- Initiate further audit of the Common Assessment Framework.

Leadership, Governance and Finance

- Recruitment to vacant posts to be progressed and future structure planned.
- Plan implementation of LSCB business plan.
- Bring staff together to discuss the Improvement Plan and their contribution.
- Work on the Medium Term Financial Strategy. Review safeguarding spend within SBC. Review spending across all tiers of the service in SBC and partner agencies to support the Commissioning Strategy
- Begin the review of the CPB based on findings from the LSCB review

Key issues of risk / obstacles to progress:

The IB has now agreed the project risks. The Project Board monitor those risks and report the outcomes of this to the IB together with any mitigating action. There is a risk that staff sickness is delaying some areas of implementation and this is being closely monitored.

The key obstacles to progress have been identified as shown below. These have been discussed by the Project Board and are being resolved:

- Clarity over leads and responsibilities for work that cuts across themes – being discussed at Project Board as the detailed work is planned.
- Inconsistent information and messages being provided to HR leads about the changes in ECS – regular meetings now in place.
- Clarity over the role of, and input required from, the performance team in the Practice Audit Framework – Theme Leads to discuss.
- Ease of implementation of the Supervision Policy and how it can be supported through training to be discussed by Theme Leads.
- Clarity over the lead for the Quality Assurance Framework – discussion taking place.
- Delay of IRO review by sector support – interim development plan agreed.

Recommendations for CMT:

- N/A

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Tim Loughton MP

Parliamentary Under Secretary of State for Children and Families

Sanctuary Buildings Great Smith Street Westminster London SW1P 3BT
tel: 0370 0012345 ministers@education.gsi.gov.uk

Independent Chair of the Improvement Board
Cheryl Miller
2 Bidborough Ridge
Bidborough
Tunbridge Wells
Kent
TN4 0UP

22 November 2011

Dear Cheryl,

I am writing to thank you for your first report on Slough's progress in meeting the requirements of its Improvement Notice, for your work to date as independent chair of the Improvement Board and for sharing the Council's Improvement Plan.

I am grateful for your open assessment of progress. It is clear that, whilst the building blocks for delivering change are now in place, Slough has a considerable journey to make to ensure underlying problems around safeguarding provision are addressed and improvements sustainable.

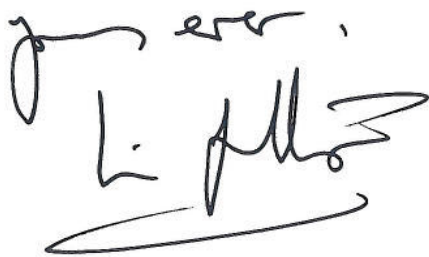
I am encouraged to hear that Slough has been working closely with the Children's Improvement Board and peer mentoring arrangements are now in place for the Director of Children's Services and the Lead Member. I am also pleased to read that a number of the sector led assignments are underway and I would be grateful if you could provide an update in your next report on the impact of these and the Council's progress in addressing the key challenges you set out.

I am also pleased that the Council has brought in addition specialist support to audit case files and work with front line staff to identify poor areas of performance. However I am still concerned about the quality of the audits and I would be grateful if you could update me in your next report on the outcomes from the audits and how the Council is using the findings to embed change and improve practice.

I would also welcome a sense from you about how the Council is progressing on appointing a LSCB chair. This is a fundamental role in ensuring that there is a collective and coherent approach across partners to drive forward improvement.

Thank you again for your ongoing hard work and commitment as chair of the Improvement Board. I look forward to hearing of further progress in your next report.

I am copying this letter to Councillor Rob Anderson (Leader of the Council), Councillor Natasa Pantelic (Lead Member for Children's Services), Ruth Bagley (Chief Executive) and Clair Pyper (Director of Children's Services).

A handwritten signature in black ink, appearing to read 'Tim Loughton', with a large, sweeping underline.

TIM LOUGHTON MP

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel **DATE:** 24th January 2012

CONTACT OFFICER: Margaret Dennison,
Assistant Director of Education and Children's Services
For all enquiries (01753) 690901

WARD(S): All

PORTFOLIO: Education and Children – Cllr Pantelic

PART I

FOR INFORMATION, SCRUTINY AND CHALLENGE

WORKING WITH THE INCREASE IN THE NUMBER OF CHILDREN WITH CHILD PROTECTION PLANS AND THE NUMBER OF CHILDREN WHO ARE LOOKED AFTER

1. Purpose of Report

To inform Members about the level of service activity in the context of increasing need for children's social care services in Slough.

2. Recommendation(s)/Proposed Action

a) To note the actions being taken by the service and partner agencies to respond to increased pressure on services.

b) To accept a further report in relation to the delivery of the Gold Project for Family Placement Services at the Education and Children's Services Scrutiny Panel on March 22nd 2012.

3. Community Strategy Priorities

Celebrating diversity, enabling inclusion

- By identifying and prioritising services for vulnerable groups in the Slough population, by targeting support to meet the needs of children and young people's identified needs and by ensuring that we build on existing good practice and partnership working.

Adding years to Life and Life to years

- Through focussing on the needs of the most vulnerable children and young people and their parents and carers in Slough, and providing targeted services through partnership working including with the NHS to secure measurable improvements

Being Safe, Feeling Safe

- By offering effective support to families to help them do their best for their children so that children and young people are safe in their families and communities

- By ensuring services are effectively targeted to get the best use of all available resources
- By securing services via an early help offer whenever possible.
- By carrying out our statutory role as a local authority to provide services for children in need, to safeguard them and look after children whose parents are unable to do so.
- By working effectively with partner agencies so that they also contribute to safeguarding children and young people and demonstrate improved outcomes for those children and young people and their families.
- By ensuring that children and young people who are looked after have the standards of care and life opportunities that we would want for our own children with contributions from all partner agencies.

Prosperity for All

- By offering early education and family support to parents of young children so that they can focus on meeting their children's needs and overcoming personal and family difficulties that affect their ability to care for their children.
- By promoting educational achievement which gives children and young people in care and leaving care enjoyment in learning and increased opportunities for success in adult life.
- By maintaining high levels of Education, Employment and Training (EET) for young people who are looked after beyond 16 years of age.
- By promoting vulnerable young people's social and emotional development alongside advances in educational achievement.
- By supporting local nursery providers to secure optimum standards so that parents and carers are able to secure economic prosperity/independence for themselves and their family.

4. Other Implications

(a) Financial

Financial implications of the Safeguarding Improvement Plan were reported to Cabinet on 23rd January 2012.

Financial implications in respect of the Gold Project for Family Placement Service were reported to Cabinet on 17th October 2011. Looked After Children's placement costs represent the highest level of financial demand to Education and Children's Services directorate.

b) Risk Management

Risk/Threat/Opportunity	Mitigation
Early help offer is not sufficiently targeted.	C4EO (Centre for Excellence and Outcomes) is supporting the development and implementation of the Early Intervention Strategy for all partners in the context of the Improvement Plan requirements as part of sector led support offer.
Social Care is not sufficiently targeted.	Experienced interim staff have been recruited so that social care thresholds are consistently

Risk/Threat/Opportunity	Mitigation
	applied. Training, coaching and mentoring being commissioned for existing social workers and managers.
Resources fail to materialise as a result of Gold Projects.	Gold Projects are rigorously monitored for progress.
Partnership working is not fully developed.	Improvement Board addresses partnership issues through delivery of improvement plan.

c) Human Rights Act and Other Legal Implications

Under Section 6 of the Human Rights Act 1998, it is unlawful for the Council to act in a way which is incompatible with human rights or it could result in the Council being subject to judicial review. The actions outlined in this report are designed to comply with the Human Rights considerations of young people specifically Article 8 Human Rights Act 1998 (the right to respect for private and family life). There are no other legal implications immediately arising from the report as it appears to be for information only.

d) Equalities Impact Assessment

An equalities impact assessment is not required in relation to this information report.

e) Workforce

All social care activity in Slough is subject to an improvement plan monitored by the Secretary of State. Theme 2 of the Improvement Plan addresses the developmental needs of the workforce. Plans for training, recruitment and retention are all in place.

5. Supporting Information

5.1 Background

The numbers of children looked after by the borough Council have increased as follows:-

March 09	137
March 10	172
March 11	168
November 11	189

The figures show a variable but consistent rise in the numbers of children whose level of need is so substantial that they require a statutory looked after service.

Similarly the number of children at risk of significant harm, as represented by the number of Child Protection Plans in place is as follows:-

March 09	140
March 10	118
March 11	142

Together these services represent the most intensive level of professional support requirements in social care.

The workload represented by these statutory obligations is arranged as follows:-

The Early Response Hub identifies early help for those families whose need for service can be addressed without a referral to Children's Social Care. Attached are 3 anonymised case summaries which show in outline how this approach is delivered. The cases chosen show one case resolved by the Early Intervention Hub, one case which needed to be referred to social care and one case which social care referred to early intervention for further work.

The cases are intended to demonstrate the degree of partnership working internally and externally.

Partnership working with Children subject to Child Protection Plans

Children at risk of significant harm are made subject to child protection plans through formalised national decision making processes identified in a document called "Working Together 2010" which forms the basis for all partners working on safeguarding and underpins all local policy, procedures and practice. The Berkshire Child Protection Procedures are also based on this. (see 'Background Papers'). Social workers would typically adopt a "Lead Professional" role in the delivery and monitoring of a child protection plan. Partner agencies contribute their information to ensure that the assessment of risk is accurate and services are proportionate at any one time. Once risks have reduced sufficiently it is likely that the family will receive continuing support from the Early Response Hub.

Partnership working with Children who are Looked After

Children looked after can sometimes feature as the most vulnerable and or most damaged in the social care system. The statutory nature of the service provided dictates the involvement of all partners in improving outcomes for children looked after including returning them to their parents', family's care or making permanent arrangements for them. Local authorities are requested to evidence that the range of services provided for looked after children improves their outcomes and narrows the gap between them and their peer groups.

Slough Borough Council has agreed to finance a Gold Project (Family Placement Service) to fund the recruitment and assessment of permanent families for a specific cohort of Looked after Children who are waiting and a range of in house placements for the current Looked After Children. The services generated by this short term investment will secure improved outcomes for other looked after children as the new services mature over the time of the project.

It is anticipated that both the numbers of Slough approved foster carers and the numbers of looked after children exiting care through Adoption or Special Guardianship will increase as a result of Slough Borough Council's investment. The FPS Gold Project Initiation Document PID and the December Highlight report are

attached for further detail as required. The detailed delivery of the Gold Project may be worthy of further scrutiny at a later date.

6 Conclusion

The report explains some of the activity taking place to address the increases in statutory activity in children's social care. If members require more detail in relation to either the Gold Project or Child Protection work, further reports can be made available at subsequent meetings.

7. Appendices Attached

Appendix One: Early Response Step Up. Case History

Appendix Two: Early Response Back to Care Case History

Appendix Three: Early Response Step Down Case History

Appendix Four: Family Placement Service Gold Project December highlight report

8. Background Papers

1) Working Together 2010 <http://www.workingtogetheronline.co.uk/index.html>

2) Berkshire Child Protection Procedures <http://berks.proceduresonline.com/index.htm>

3) October Cabinet agenda item 7, Looked After Children Review.

Presenting Issues

Vulnerable young person moving into area to live with uncle due to previous running away and breakdown of relationship with Mother

Child –

- Behaviour problems
- Previous history of absconding
- No school place
- Living with Uncle

Parent/Carer –

- Could not manage behaviour
- Concerns around poor association and absconding
- Risk of becoming school refuser

FIRST AGENCY INVOLVED:-

Early Response received referral from Social Care department outside Slough



Referred to Service Supporting Behaviour to assess behaviour and educational needs



Admissions

Supported uncle in getting a local school place where needs met via admission's panel

Beechwood School

With full package of identified needs around behaviour management

ACTIONS TAKEN / AGENCIES INVOLVED.

Team around the child/family coordinated by Early Response Family Services Worker (lead professional)



Financial Benefits

Advice and guidance around benefits/kinship care given to Uncle

Integrated Youth Service

Dedicated Youth Worker to work with young person and provide support including Local Youth Centre activities to engage on evening and weekends

Interventions & Outcomes for Child & Family (Coordinated through lead professional and ongoing Team Around the Family/Child meetings)

- Young person in education
- Young person no longer at risk or absconding from home
- Pro-active behaviour support package within school
- Dedicated Youth Service Worker providing support and mentoring
- Positive activities provided to minimise anti-social behaviour leading to improved peer interaction
- Parenting support provided to uncle which has lead to improved management of young person
- Support to uncle with finances to apply for child tax credit, child benefit and DSS

Presenting Issues

Mother with four children aged 12 months, 4, 6 & 8 years old, not meeting child’s health appointments

Child -

- Youngest child not had immunisations
- 4 year old has Downs Syndrome and Mum not taken to recent health checks
- 4 year old poor attendance at nursery

Mother –

- Not working with professionals (ie. Special Needs staff/Educational Psychologist/Children’s Centre Staff/Health Visitor)
- Aggressive and defensive to professionals
- Not done child’s application to maintained school

FIRST AGENCY INVOLVED:-

Health visitor, Berkshire East Community Health Services.



Referred to Early Response Hub to advise Mum of seriousness of missing health appointments and to offer support for domestic abuse



Children’s Centre:

Work with 4 year old, monitoring and safeguarding child’s needs and escalating where required

Services for children with LDD:

Area SENCO supports child in childcare setting.

ACTIONS TAKEN / AGENCIES INVOLVED.

Team around the child/family

coordinated by Early Response Family Practitioner (lead professional)



Health Visitors

Monitoring health and well being of the two children under five, concerns around immunisations and lack of health checks for 4 year old

Thames Valley Police

Concerns around ongoing Domestic abuse and Mum’s lack of engagement to assess risk

OUTCOMES (Coordinated through lead professional and ongoing Team Around the Family/Child meetings)

- Case considered with partners and facts ascertained in a professionals meeting
- Evidence from partnership working indicated heightened concerns over safeguarding and case referred to Social Care for assessment

Presenting Issues

Issues of neglect with Mother and her four children ages 6 Months, 3, 5 and 6 years old
Child –

- Children ‘failure to thrive’ speech and language issues
- Poor school attendance
- Children shabby, dirty appearance, not being fed before school
- Not meeting developmental milestones

Parent –

- Depressed, shy
- Not engaging with professionals
- Not understanding needs of children

FIRST AGENCY INVOLVED:-

Early Response received referral from Social Care

Initial joint home visit with Early Response Outreach Worker and Social Worker to agree action plan

Children’s Centre

3 year old started at Children’s Centre under statutory hours

Speech and Language

Arranged Speech & Language assessment

ACTIONS TAKEN / AGENCIES INVOLVED.

Team around the child/family coordinated by Early Response Family Services Worker (lead professional)

Citizen Advice Bureau

Advice provided on housing, debt and benefits

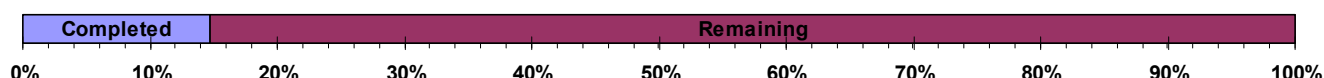
School

Meeting at school to establish issues and joint plan to address in partnership with the parent

Interventions & Outcomes for Child & Family (Coordinated through lead professional and ongoing Team Around the Family/Child meetings)

- Support in applying for school admissions, successful places found
- Grant for dining room table and chairs obtained to support healthy/family eating in the home
- Support to assist Mum to potty train child
- Improved attendance at school
- Grant for new uniforms for children to improve shabby appearance & children presenting as cleaner and happier
- Mum now engaging with professionals with new trust built including support for depression (GP)
- Mum attended parenting programme and improved parenting capacity

Family Placement Service (FSP)			Project SPONSOR	Clair Pyper	
Wards affected: All			Project MANAGER	Jill Forrest	
	Timeline	Budget	Issues & Risks	OVERALL STATUS	Date of update report
Current period	GREEN	GREEN	GREEN	GREEN	05/01/2012
<i>Previous month</i>	<i>GREEN</i>	<i>GREEN</i>	<i>GREEN</i>	<i>GREEN</i>	<i>02/12/2011</i>
Project start date:	19/10/2011		Anticipated Project end date:	31/03/2013	



Has this highlight report been agreed and authorised by the Project Sponsor? Yes No (draft)

Key activities completed / milestones achieved in **this** period:

Project Management - Jill Forrest

- Project Initiation Document ('PID') completed and signed off by Project Sponsor (Clair Pyper).
Action from 02/12/11 - Project plan and timeline to be drafted by Project Manager.
- To be completed.

1) Recruitment of Staff Strand - Lead JP

Action from 02/12/11 - 1 supported lodgings social worker still to be recruited.

- Temporary social worker started (fixed term contract not yet awarded).
Action from 02/12/11 - 4.5 staff recruited above will start in December 2011.

- Completed.
Action from 02/12/11 - Fixed term contracts to be appointed to.

- Staff member from FPS Team appointed to act up as Assistant Team Manager.
- Staff member transferred internally to Special Recruitment Project on 12/12/11.
- Two Fostering Social workers and one Placement Social worker, FPS Gold Project temporary workers recruited to fixed term contracts.
- Two external appointments to fixed term contracts (Placement Social worker and Special Recruitment Project Social worker).

2) and 3) In-house Fostering and SGO Strands - Lead RK

- 13 Special Guardianship Orders ('SGOs') have been granted since September 2011.

- 4 children matched to long term foster carers since September 2011.
- One foster carer approved by Fostering Panel November 2011.
- 6 Private SGO Assessments completed and approved by Fostering Panel; awaiting Court dates (not Looked After Children).
- Assessments in progress :-
 - 7 in-house unconnected foster carers being assessed.
 - 6 in-house connected foster carers being assessed (Friends and Family).
 - 2 Regulation 24 in-house connected foster carers are being assessed (Friends and Family).
 - 3 Special Recruitment Project SGO Assessments of long term foster carers (6 children).
 - One Private SGO Assessment.
- 17 new potential foster care applicants from marketing campaign.

4) Tracking of LAC data, Care Planning, Placement and Costs Strand - Lead FB

Action from 02/12/11 - Benchmark Looked After Children profile to be completed by Project Manager.

- Completed, presented to SMT 22/12/11, amended and signed off by Clair Pyper 28/12/11.

Action from 02/12/11 - Care Planning and Placement Tracking cycle of updating to commence.

- This has commenced and Strand meeting being arranged to agree processes and reporting.

5) Finance Strand - Lead BO (now IB)

- Finance are monitoring closely the FPS Gold Project budget and related spend to date.

6) Commissioning Strand - Lead DB

- Recruitment of two placement Social Workers (one in post – one to start).
- Induction for new social worker.
- Chase up and resolution of outstanding placement approvals.
- Draft care monitoring procedure and form.
- Preparation for issue of new individual placement agreements during January 2012.
- Independent Fostering Agency ('IFA') tender (contract to be implemented from April 2012).

7) Adoption In-house/purchased Strand - Lead CC

- 3 adopters approved since October.
- 2 adoption matches for Slough children since October.
- 1 adoption order since October.
- 3 Slough adopters matched with non Slough children since October where no Slough children were suitable.
- 8 adopter enquiries since October.
- 3 applicants on November Information session.
- 2 applicants on November preparation course.
- 5 initial visits carried out since October.
- 13 adopter assessments being undertaken - 2 sets are the foster carers of Slough children who they wish to adopt.
- 7 Slough children in adoptive placements awaiting adoption order.

8) Special Recruitment Strand - Lead CC

Action from 02/12/11 - Information day for special recruitment project arranged for the 10th December.

- Leaflets and posters designed, printed and distributed as above.
- Advertising campaign on schedule as above.
- Booklets printed and sent to enquirers.
- 21 enquiries made since October.
- Information session held on 10/12/11.
- 4 home visits carried out to prospective applicants and CRB disclosures applied for.

9) Supported Lodgings Strand - Lead JN

- Appointment of temporary social worker to begin work on supported lodgings scheme.
- Met with Recruitment and Retention Officer SM to look at how to target recruitment for this scheme.
- Temp social worker has begun to research local schemes available – internal and external providers.

10) Care Planning Strand - Lead KD

- New role of Group Manager for Looked After Children and Care Leavers commenced 05/12/11.
- Care Planning strand added to the FPS Gold project.

11) Marketing Strand - Lead SM

Action from 02/12/11 - Advertising campaign on local over ground trains and buses to run throughout December 2011.

- 50 Bus Rears across Uxbridge and Aldershot from 05/12/11 to 01/01/12.
- 300 train interior panels across First Great Western from 05/12/11 to 01/01/12.
- Guardian Magazine – there was a small ad' placed in the magazine on Saturday 3rd December.
- Big Issue – Big Issue ran a feature about children in care and we advertised (1/4 page) in the Christmas edition and the Review of 2011 edition.
- Thames Valley Chamber of Commerce and Segro have included a copy of the advert in their monthly newsletters.
- Westfield (Shopping Centre) and Slough Train Station, staff handed out leaflets, promotional bags and talked about the project to the public.
- Local Venues/Businesses, Most of the businesses along the Bath Road - Orange, Fiat, LG Electronics, Regus, Black and Decker, GSK, Blackberry RIM, Leaseplan – took leaflets/posters to display. Leaflets were also distributed to the following: Globe Business Park, Marlow - TNT post, Lexmark, Lex Vehicle Leasing Ltd. Asda and Tesco in Slough; Waitrose in Maidenhead, Hillingdon Leisure Centre and Montem Leisure Centre, Slough cinema.
- Schools, flyers were distributed in nine Maidenhead schools.
- Special Recruitment Project part time Marketing Officer's contract came to an end.
- FPS Gold Project Marketing Officer started.
- Use of media opportunities :-
Fostering and adoption featured prominently in the news in December: BBC Panorama's - The Truth about Adoption <http://www.bbc.co.uk/programmes/b019307z>.

The Fostering Network's announcement on the foster care crisis <http://www.fostering.net/media/2011/crisis-looms-foster-care-in-2012>.

Government announcement on adoption.

FPS used these events to start our social media activity (Twitter) through our dedicated Communications Officer. The Family Placement Service team also provided a foster carer as a spokesperson for the Today programme (BBC Radio 4).

Key activities / milestones scheduled for **next** period:

Key messages/target audiences

We have started to separate out the different key messages and audiences for the different services so that appropriate materials can be produced in 2012.

Strand 1 Recruitment of Staff - Lead JP

- JP to follow up on references once received.
- Decision to be made about fixed term supported lodgings post.
- Decision to be made about fixed term recruitment and retention post.
- Start dates to be agreed for fixed term posts and induction plans to be in place.
- Business case regarding pay scales for new employees to be agreed through requests for more experienced workers to be paid above the bottom level of pay scale to reflect their level of expertise SMT requesting further information.

Strand 2 and 3 In-house Fostering and SGO (both connected and unconnected) - Lead RK

- February Foster panel - 2 fostering assessments to be presented for approval.
- Fostering Preparation Group - Scheduled for 4th, 11th and 18th February.
- Suitability for prep group 17 units - 10 couples - 7 single prospective foster carers.
- If further enquiries mean more applicants then a second Fostering Preparation Group will be run.

Strand 4 Tracking of LAC data, Care Planning, Placement and costs - Lead FB

- Now that the benchmarking data has been completed and analysed, Strand 4 will meet to design and implement the monthly cycle of data gathering, updating and reporting.
- Two staff to meet on a weekly basis to confirm all placement movements/changes and review cost predictions for data update. Commissioning and Contracts Manager will also attend on a monthly basis to look at any commissioning issues.

Strand 5 Finance - Lead BO (now IB)

- Strand Lead changed to IB.
- IB will continue to monitor actual spend and commitments against the FPS Gold Project and FPS core service budgets.
- Strand 5 will meet after the Strand 4 meeting to design and implement the monthly cycle for tracking financial outcomes relating to individual children.

Strand 6 Commissioning - Lead DB

- The new capacity in the Placement Commissioning Team will enable an audit of placement approvals and contracts for all existing LAC and Care Leavers placements.
- Issue of new individual placement agreements to providers for individual children ahead of new IFA tender starting 1 April 2012.
- Preparation of provider database using *ContrOCC* (financial database) and collation of vacancies information.
- Integration, training and induction of Placement Commissioning Team.

Strand 7 Adoption In-house/purchased - Lead CC

- Adoption matches for 3 children being presented at January 2012 adoption panel (1 within Berkshire consortium and 2 with Voluntary Adoption Agency).
- 5 prospective adopters put forward for January 2012 information session being run by Windsor and Maidenhead.
- 3 prospective adopters put forward for February preparation course being run by Windsor and Maidenhead.
- 7 prospective adopters due to be presented for approval in the next 4 months.

Strand 8 Special Recruitment Project 5 years and over - Lead CC

- 10 initial home visits to new Special Recruitment Project (SRP) applicants scheduled in January 2012.
- Family finders allocated to children within the FPS Service will meet on 18th January to discuss the identified children for the SRP and agreeing any issues and actions.
- DVD and profiles of children 5 and over and sibling groups to be produced.
- 3 day preparation course to be organised beginning of February 2012.
- 1 assessment of a potential SRP carer to commence in January 2012.
- Childcare experience to be organised for some of the other applicants using experienced Slough foster carers to support them.

Strand 9 Supported Lodgings - Lead JN

- Research to be completed on local supported lodgings schemes in Slough and other areas including voluntary and private sector:-
 - Local hostel accommodation with support.
 - Semi-supported accommodation.
 - Supported lodgings.
- Project team to establish the level of need for supported lodgings.
- Arrange to meet Reading Fostering Manager to discuss their supported lodgings scheme.
- Project team to gather information regarding the external placements currently purchased for 16 + young people.
- Project team members to attend 16+ Team meeting.
- To update Slough supported lodgings policy.
- To update enquiry form for Family Placement service to reflect the needs for supported lodgings carers.
- To review the Slough supported lodgings information booklet.

Strand 10 Care Planning - Lead KD

- Draft LAC and 16+ Team Action Plan to be circulated for comments. Key themes :-
 - Management oversight including supervision and recording improvements.
 - Case transfers to LAC Service from Duty now immediately following Initial Assessment since restructure of SW teams 05/12/11.
 - Progressing Care Plans.
 - Reviewing all children with Section 20 Legal Status.
 - Reviewing all children in Care Proceedings mapping timelines.
 - Ensure Parallel Planning for all children from second Statutory Childcare Review.
 - Life story work and adoption files to commence from Statutory Looked After Review.
 - Increase children and young people's involvement in their own care planning.
 - Improvement of quality of Pathway Plans for all LAC and care leavers.
 - Use the information gathered to inform the work on sufficiency.

Strand 11 Marketing - Lead SM

- Run training session with Family Placement Service and Placement Commissioning Team focusing on agreeing key messages and shared approach to initial enquiries.
- Develop a system for recording and analysing response to marketing initiatives and conversion rates from enquiries to successful approval.
- Family Placement Service Enquiry Form to be redesigned.
- Write design brief for new adverts/materials for use in 2012 to focus on specific (and different) target audiences/services. Includes agreeing key messages.
- Organise communications meeting between Children's Social Care operational staff and, Marketing and Communications Manager and Communications Officer responsible for family placement services to ensure that we can maximise potential marketing opportunities.
- Identify potential 'champions' i.e. carers and staff who are willing to talk about their experiences for media use.
- Design case study template for use in the media.
- Work closely with the Slough Family Information Service to promote the FPS Gold campaign.
- Press release articles Slough Observer and the Slough Express 06/1/12.

Key issues of risk / obstacles to progress:

Project Management

- Succession planning for project management from April 2012.
- Success of advertising campaign yet to be assessed.
- Recruitment to all fixed term project posts not yet complete.
- There is strong possibility that not every one attending Fostering Preparation Group will progress onto next stage of assessment, based on Slough and national experience.
- Possible difficulties in gathering data from social work staff due to time constraints/caseload commitments in line with reporting deadlines.
- Capacity issues in performance team.
- If the recruitment campaign is very successful, capacity of existing workers to take on more assessments.
- Changes of the child's allocated social worker hinders progressing the permanency plans.
- Applicants-may not be suitable.
- Delayed CRB checks returns.
- Limited capacity in the Communications Team may prevent full use of marketing opportunities such as Twitter.

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel **DATE:** 24th January 2012

CONTACT OFFICER: Andrew Stevens
(For all enquiries) Assistant Director, Culture and Skills
Community and Wellbeing
(01753) 875507

WARD(S): ALL

PART I
KEY DECISION

ADULT LEARNING SERVICE

1 Purpose of Report

- 1.1 This report is to seek Members' views on the annual self assessment review of adult learning (SAR), which is used to set improvement plans and targets for the service. The report also provides information requested by the panel on the impact of the economic climate and jobs market on adult learning.
- 1.2 In addition, the report invites Members to comment on proposals to develop a shared adult learning service with the Royal Borough of Windsor and Maidenhead (RBWM) which will be the subject of a report to Cabinet on 6 February 2012.

2 Recommendations

The Committee is requested to:

- a) Comment and advise on judgements made in the annual self assessment review (SAR).
- b) Note information on the impact of the economic climate on adult learning services.
- c) Comment on the principle of a proposed shared service for adult learning with the Royal Borough of Windsor and Maidenhead.

3 Community Strategy Priorities

- **Celebrating Diversity, Enabling inclusion**
- **Adding years to Life and Life to years**
- **Being Safe, Feeling Safe**
- **Prosperity for All**

Adult learning supports community integration and social cohesion, helps people develop practical skills, gain stimulation through creative activity and build their

confidence. It increases the knowledge, skill levels and employability of local residents.

4 **Other Implications**

4.1 Financial

There are no direct financial implications arising from this report.

4.3 Human Rights Act and Other Legal Implications

There are no immediate Human Rights Act or other legal implications arising from this report.

4.4 Equalities Impact Assessment

An Equalities Impact Assessment is undertaken for significant service changes.

4.5 Workforce

There are no direct workforce implications for staff of Slough Borough Council arising from the report at this stage.

5 **Self Assessment Review (SAR)**

5.1 All providers who receive funding from the funding from the Skills Funding Agency (SfA) are required as a condition of their funding to write an annual Self Assessment Review. It is good practice that scrutiny Members advise and comment on the review. The SAR is used by Ofsted inspectors as part of their annual desk top review of planning inspection timetables.

5.2 The SAR covers the two areas for which Slough Borough Council receives funding from the SfA, apprenticeship training and adult and community learning. It is written to cover the academic year from 1 August 2010 to 31 July 2011.

5.3 The format of the SAR is locally determined. The current format and headings are based on the Common Inspection Framework (CIF), the framework that Ofsted use during inspection. The accuracy of the judgements and gradings within the SAR are compared to those found by inspectors, and the SAR is used by Ofsted when they inspect the service.

5.4 The last inspection of adult learning was in November 2010, when the service was graded 2 (good) with good prospects to improve. The inspectors found the following were outstanding:

- How effectively provision meets the needs and interests of users
- How effectively partnerships with schools, employers, community groups and others lead to benefits for learners
- Information advice and guidance
- Migration Work programme “Outcomes for learners” and”Offering an extensive range of programmes and enrichment activities”

5.5 The SAR is written by managers within the adult learning service, using the same criteria and evidence that the Ofsted inspectors would use. These grades are then moderated through a council wide Adult Learning Self Review and Moderation group.

5.6 When grading performance Ofsted use the following four point scale:

Grade 1	Outstanding	Grade 2	Good
Grade 3	Satisfactory	Grade 4	Inadequate

- 5.7 A summary of the grading is attached as Appendix A. The self-assessment grades mirror the grades contained within the last Ofsted inspection report. The main categories are all graded as 2 (good):

	Inspection 2010	SAR 2011
Overall effectiveness	2	2
Capacity to improve	2	2
Achievement and outcome for learners	2	2
Quality of provision	2	2
Leadership and management	2	2

- 5.8 The 2010/11 SAR identified the following strengths and areas for improvement:

Strengths

1. Very responsive range of provision, including increasing the number of accredited programmes in response to meeting the needs of learners.
2. Outstanding partnership arrangements that lead to very effective engagement and outcomes for vulnerable and disadvantaged communities.
3. Very good integration of information, advice and guidance into Foundation learning programmes.
4. Outcomes for apprentices remain outstanding.
5. Good opportunities for learners with a disability to access a range of programmes

Areas for improvement

1. Insufficiently consistent use of initial assessment tools to identify SMART targets for learners
2. Low engagement of white British and Irish residents
3. Insufficient high quality teaching and learning.

- 5.9 Actions proposed to address these areas for improvement include:

1. Use of initial assessment tools to identify SMART targets for learners

- Targeted support for tutors not spending sufficient time on this
- Lesson observations to focus on initial assessments and target setting

2. Engagement of white British and Irish residents

- Improved targeting by commissioned providers of learning
- Targeted work with community groups and local people in particular wards

3. Quality of teaching and learning

- Embed and monitor use of new learning plans developed since inspection
- Peer support programme for tutors and strengthened observations

- 5.10 The service has, for the first time included a table with key performance indicators (Appendix B). Two areas are of particular interest:

- Increase in the number of learners with disabilities from 3.% in 2006/07 to 13.7% in 2010/11. Particularly successful was the integration of learners with a disability, some supported by their carers into main stream provision.

- Increase in the number of learners gaining units of qualification towards recognised qualifications from 172 (2006/07) to 714 in 2010/11.

5.11 The service now is preparing a Quality Improvement Plan that will address the areas that require additional improvement. Members are invited to comment on findings in the SAR and priorities for the improvement plan.

6 **Trends within the current economic climate**

6.1 Since 2009/10, when the impact of the economic downturn was first detectable, the number of people taking part in learning has remained steady. There are signs of some change in learners' behaviour though:

- Marked increase in people seeking information, advice and guidance (IAG) to help them find training and employment
- More people joining vocational programmes (for example pilates and nail art)
- ESOL (English as a second language) increasing slightly, reflecting its value in securing employment
- Steady increase in the number of people taking programmes leading to nationally recognised qualifications, particularly those with low skills levels. 25% of ICT classes now lead to qualifications
- General classes for health and wellbeing (eg yoga) continue to be popular

6.2 The fact that the take up of most classes remains steady suggests that pricing is appropriate and affordable. At the same time there is a gradual shift to learning more directly related to employment, which mirrors trends elsewhere, such as libraries, where more people are borrowing books that will help them improve their skills and find work.

7 **Potential shared service for adult learning**

7.1 Appendix C is a summary briefing paper on work being undertaken by officers with the Royal Borough of Windsor and Maidenhead (RBWM) to explore the potential for a joint adult learning service covering both boroughs.

7.2 In November the RBWM Cabinet approved the paper included with the briefing note which endorses the principle of a shared service and the proposal that Slough should be the lead authority. As indicated in the briefing paper, officers are currently working on a business case which will be the subject of a report to Cabinet on 6 February 2012.

7.3 Appendix C sets out the context and the reasons why this is being explored. While motivated initially by the need to ensure the service is large enough to continue to be eligible to receive funding from the Skills Funding Agency, there are other potential benefits in a larger service led by Slough that would be able to reduce the proportion of administrative costs and improve the range of learning opportunities for local people.

7.4 The proposal to develop a more robust and larger adult learning service is initiated by external factors and changes to minimum funding levels from the Skills Funding Agency. However, Windsor and Maidenhead's positive support for a shared service option with Slough as lead is a further endorsement of consistently strong performance and quality provided by the Slough service.

- 7.5 The business case for Cabinet in February will assess benefits and risks to Slough Borough Council for a decision to be made on whether to proceed with a shared service. A copy of the draft Cabinet report will be available at the Scrutiny Panel meeting on 24 January.

8 **Conclusion**

- 8.1 Adult learning is provided to improve the skills of local people and help them gain employment. This is of particular value at a time when work opportunities are limited. The service continues to perform at a good level and Members are invited to advise on how it may improve its services further.
- 8.2 In order to improve services and help make the service more resilient to change, officers are exploring the opportunity for Slough Borough Council to deliver adult learning services for the Royal Borough of Windsor and Maidenhead and potentially other local authorities. Members are invited to comment on the opportunities and risks of this approach so that this can be taken into account in preparing a business case for consideration by Cabinet in February 2012.

Appendices attached

- A 2010/11 Self Assessment Review: key grades
- B 2010/11 Self Assessment Review: headline performance data
- C Adult learning models briefing note

Background papers

None

APPENDIX A

2010/2011 Self Assessment Review: key grades

Key Grades	Inspection Grade*	Self Assessment Grade		
		2008/09	2009/10	2010/11
Effectiveness of provision/ Overall effectiveness <i>Contributory Grade</i>	2	2	2	2
Adult and community learning		2		
W.B.L. - apprenticeship scheme		1		
Capacity to improve				
	2	3	1	2
Achievement & standards/ Outcome for learners <i>Contributory Grade</i>	2	2	2	2
Adult and community learning		2		
W.B.L. - apprenticeship scheme		1		
How well do learners achieve & enjoy their learning?	2			2
a) How well do learners attain their learning goals?	3			2
b) How well learners progress?	2			3
How well do learners improve their economic & social well being through learning & development?	2			2
Do learners feel safe?	2			2
Are learners able to make informed choices about their own health and well being?	2			2
Quality of provision <i>Contributory Grade</i>				
	2	2	2	2
Adult and community learning		2		
W.B.L. - apprenticeship scheme		1		
How effectively do teaching, training & assessment support learning & development?	3			3
How effectively does the provision meet the needs & interests of learners?	1			1

Key Grades	Inspection Grade*	Self Assessment Grade		
		2008/09	2009/10	2010/11
How well do partnerships with schools, employers, community groups & others lead to benefits for learners?	1			1
How effective are the care, guidance & support learners receive in helping them to achieve?	2			2
Leadership and management <i>Contributory Grade</i>	2	2	2	2
Adult and community learning		2		
W.B.L. - apprenticeship scheme		2		
Ambition and Prioritisation	2	2	2	2
Governance	2	3	2	2
Safeguarding (limiting)	2	3	2	2
Equality and Diversity (limiting)	2	2	2	2
User engagement	2	2	2	2
Self assessment	3	2	2	2
Value for money	2	3	2	2
Equality of opportunity				
	2			

* Inspection took place in November 2010

Following the change in the Common Inspection Framework in 2009 a new key grading framework was introduced. These have been added. Consequently some key grades have ended (shaded grey) and others are new.

APPENDIX B

2010/2011 Self Assessment Review: headline performance data

Area	Trend	Data
Unique learners	<i>Year on year increase</i>	2,127 in 2006/07 to 2,399 in 2010/11
Enrolments	<i>Slightly lower this year</i>	3,631 (2009/10) to 3,567 (2010/11)
Learners with a disability	<i>Year-on-year increase</i>	3.01% (2006/07) to 13.71% (2010/11)
White British/Irish learners	<i>Slight increase this year</i>	18.81% (2009/10) to 21.05% (2010/11)
Male learners	<i>Decrease this year</i>	28.02% (2009/10) to 25.64% (2010/11)
Retention (average)	<i>Remains high</i>	95.29% (94.55% 2009/10)
Attendance (average)	<i>Constant</i>	91.40% (91% 2009/10)
Achievement (non-accredited programmes)	<i>Good</i>	91%
Achievement (Accredited programmes)	<i>Satisfactory</i>	85.2%
ESOL (success rate)	<i>Decrease this year</i>	87.84% (92.59% 2009/10)
Units of qualifications (achieved)	<i>Year on year increase</i>	172 (2006/07) to 714 (2010/11)
Customer complaints	<i>Low</i>	5
Sickness	<i>Reducing</i>	125 (12 months to August '10) to 72 (12 months to August '11)
Learners learnt something new	<i>Slightly lower</i>	97% 99% (2009/10)
Learners enjoyed their course	<i>Slightly lower</i>	97% 99% (2009/10)

APPENDIX C

Adult learning models

1 Purpose of this briefing note

- 1.1 This report updates Members on work being undertaken to review options and develop a business case for a new model for adult learning provision for Slough, in partnership with the Royal Borough of Windsor and Maidenhead (RBWM).
- 1.2 The proposal is intended to provide a positive response to the risk of changes to grant funding that could mean Slough BC can no longer on its own receive direct funding for adult learning and to provide a more robust basis for future service delivery through a larger and more cost effective unit.
- 1.3 The approach takes full account of proposed PPRG efficiencies for adult learning and will support their delivery.

2 Background

- 2.1 The Skills Funding Agency (SFA) currently funds Slough BC with £540,000 for adult learning and apprenticeships. In 2010/11 the SFA, in order to reduce its administrative costs dealing with a very large number of directly funded providers, decided not to fund organisations in receipt of less than £500,000 a year.
- 2.2 A clear signal was given in 2010 that this level would be raised in future years. The threshold will not be increased in 2012, but may be raised in future years.. If the threshold were even to remain at £500,000, with likely reductions in government funded programmes, there is a serious risk that Slough BC would not be eligible to continue to receive grant funding from this source.
- 2.3 Changes initiated by the SFA prompted officers in SBC and neighbouring boroughs to start discussions about how we might best respond. Most Berkshire authorities are at a similar level of funding with Slough, with West Berkshire and Wokingham this year and Bracknell next year all falling just below the threshold.
- 2.4 West Berkshire and Wokingham have formed separate arrangements with a local college and the Workers Educational Association (WEA) and Bracknell have yet to make a final decision.
- 2.5 In January-February 2012, organisations funded by the SFA will be required to decide how their funding allocation will be received. If SBC were to fall below the £500,000 threshold, the Council can nominate another organisation to receive the funding on its behalf who would be committed to delivering learning outcomes in the borough.

3 Options

- 3.1 Officers from Slough and RBWM have carried out an evaluation of options open to the local authorities and have had joint discussions with Bracknell Forest. These options included enabling a local college to receive the funding, or a national charitable organisation such as the WEA, or a larger local authority. Soft market testing was carried out with potential providers to test what they might offer and to establish the benefits and disadvantages of each option. A further option was to combine the grants from two or more boroughs to develop shared management arrangements.

3.2 The initial conclusions from this work were:

- The preferred route is to develop a shared service between the two boroughs. It improves resilience, could enable some economies of scale and better value for money and doesn't compromise other options if they were required at a future date.
- This change should be explored thoroughly regardless of changes in the SFA funding rules.
- The preferred option was a local solution between the two boroughs, RBWM and Slough.
- The lead authority should be Slough BC, recognising the quality and effectiveness of the borough's adult learning service and its Ofsted good (grade 2) rating in 2010.

3.3 The benefits of a shared service between the two boroughs include:

- **Flexibility.** It still allows partnership with a larger provider if the SFA threshold increases beyond £1m
- **Operational efficiency.** Geographical proximity facilitates shared resources. The two boroughs also share key partnerships, including East Berkshire College

3.4 A report agreed by Cabinet in RBWM on 23 November approved delegated authority for officers to implement a shared service led by Slough, subject to the agreement of terms and the business case and Slough Borough Council Cabinet approval.

4 Business case for a shared service model

4.1 Since September 2011, officers from Slough and RBWM have been developing a business case for a potential shared service. This will cover:

- Governance and decision making
- Legal matters, including exit strategies, TUPE liability
- Financial arrangements including management charges
- Staff matters, including costed proposed management structures

4.2 The new arrangement would need to be in place for 1 August 2012 ready for the next academic year, probably with a transitional period before a fully integrated service could be achieved. How this would work will be set out in the business case.

5 Timelines and decision making

5.1 The business case will be ready for consideration by Cabinet on 6 February 2012.

5.2 A decision will need to be taken on the business case in advance of a final response to the SFA on how sums allocated to Slough and RBWM should be managed for the academic year 2012/13.

5.3 If the decision were to proceed, there would be 6 months in which to implement transitional arrangements.

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Scrutiny Panel DATE: 24th January 2012

**CONTACT OFFICER: Siân Smith - Children and Young People's Health
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WARD(S): All

PORTFOLIO: Education and Children's Services

PART I
FOR INFORMATION, COMMENT AND CONSIDERATION

TITLE :TEENAGE HEALTH AND WELLBEING

1. Purpose of Report

The purpose of this report is to provide information to the Scrutiny Panel about the health issues facing young people in Slough related to social inequalities and lifestyle choices, and the range of initiatives provided to support them and encourage adoption of healthier lifestyles.

Health inequalities arise from variations in social, economic and environmental influences along the life course. By improving the health of the most disadvantaged young people and reducing the gap between the most and least disadvantaged, many more young people will be able to participate positively in society.

2. Recommendation(s)/Proposed Action

The Scrutiny Panel is requested to note the information related to the health and wellbeing of young people in Slough, and support the positive action being taken to address their needs.

3. Community Strategy Priorities

• Celebrating Diversity, Enabling Inclusion

Services are provided for all young people at a range of venues with accessible opening times.

By supporting young people with their health and lifestyle issues, they will be able to participate in education, employment and training, gain pride from their achievements and become valued members of society.

• Adding years to Life and Life to years

Encouraging young people to make healthy choices during their teenage years will prepare them for a healthier adulthood, and support their future role as responsible parents who can care effectively for the health and wellbeing of their children.

• Being Safe, Feeling Safe

Raising awareness of self and others will enable young people to feel safe in school and on the streets, and refrain from activities and lifestyle choices which place them at risk. They will also be able to keep their children safe and healthy in the future.

• **A Cleaner, Greener place to live, Work and Play**

Supporting young people to make better choices about how they spend their leisure time, such as volunteering in their community, will reduce the numbers 'hanging out' on the streets, and reduce alcohol cans and drug litter.

• **Prosperity for All**

Supporting young people to maintain their physical and emotional health and wellbeing will enable them to engage in education training and employment opportunities, thus improving their life chances and those of any children they may have in the future.

4. Other Implications

(a) Financial

Teenage health services related to lifestyle choices rather than critical illness are considered to be in the Public Health domain. These are provided by Slough Borough Council (Early Intervention Grant), Public Health, and the Primary Care Trust through service provision and commissioning processes. The reducing Early Intervention Grant and financial pressures faced by partner agencies, has caused a significant impact on services for young people.

It is crucial that Local Authority, Public Health and Primary Care Trust budgets are aligned, and services commissioned collaboratively to support the health and wellbeing of children and young people across their life course, as identified in the Children and Young People's Plan, the Joint Strategic Needs Assessment, and the Health and Wellbeing Board discussions.

(b) Risk Management

Services related to young people's health and wellbeing previously delivered by the Health Improvement Team related to less complex teenage pregnancy, sexual health, drugs and alcohol issues, now form part of the work of the Integrated Youth Support Service (IYSS).

The main risk associated with teenage health is the reduction in services as budgets decrease, particularly more intensive and specialist care planned support.

Lack of local teenage health data sets continues to be a barrier, and impacts upon the ability to target services effectively at identified groups and communities in order to maximise available funding.

(c) Human Rights Act and Other Legal Implications

There are no Human Rights or Legal implications immediately arising from this report. However, the panel may want to have regard to the Equalities Act 2010 in light of the risk associated with potential reduction in services for young people as budgets decrease, as highlighted in the report.

(d) Equalities Impact Assessment

An equalities impact assessment is not required in relation to this information report.

(e) Workforce

Although there are no direct workforce implications within this report it is important to ensure we have a skilled and trained workforce that can address the issues in this area.

As general health and wellbeing work is integrated within IYSS, it is crucial that Youth Professionals are sufficiently skilled to deal with the physical and emotional health and wellbeing issues faced by many young people, in an outcome focused and structured way. It is equally important that if work is to be carried out by a generic workforce, that there are also staff available appropriately trained to deal with the more complex issues which often arise, particularly in relation to sexual health and substance misuse.

5. Supporting Information

Teenage Health and Wellbeing

'Fair Society, Healthy Lives': A Strategic Review of Health Inequalities in England Post-2010 sets out a vision to empower people to have control over their lives, and make healthy lifestyle choices. It is often more challenging for young people to make positive health choices due to the multitude of influences they are subjected to, and particularly so for young people who are considered vulnerable, who are more likely than their peers to experience poor health outcomes throughout their life course. It is important in the current economic climate, that the Local Authority, Public Health and PCT work collaboratively to commission services that are targeted towards young people most in need of support, to reduce health risk taking behaviour, improve their physical and emotional health and wellbeing, and promote personal resilience.

Teenage Health - Vulnerability Factors

Poor outcomes, included those related to health and wellbeing, are most likely to be experienced by young people who come from families where there is instability, poverty, deprivation, homelessness, domestic abuse, drug and alcohol misuse, antisocial or criminal behaviours, parental mental health issues, or general lack of parental support, including those who become Looked After Children, and subsequently Care Leavers.

Also, young people who themselves have learning difficulties and disabilities, social and behavioural problems, low aspirations, low self esteem, poor emotional, social or coping skills, and those not in education employment or training. These young people have an increased risk of involvement in a number of issues, any of which can negatively impact upon their health and wellbeing, leading to poor health outcomes for rest of their lives.

These include:-

- Teenage Pregnancy
- Sexually Transmitted Infections
- Sexual Exploitation
- Substance Misuse
- Alcohol abuse
- Smoking
- Emotional health issues
- Obesity

Slough has a total population of about 128,400 (ONS mid-2009 estimates) of which there are some 30,800 children aged under 18 years (24.0% of the total population) and 33,300 aged 0-19 (26.2%), of these, 7,965 children live in poverty which is 24.1% of the population.

In the last 12 months there have been 498 referrals to the Integrated Youth Support Service (IYSS) for young people aged 13-19, including 383 referrals via the Early Response Hub. The key themes include issues which relate both to the young people themselves or their parents or siblings, and have either a direct an indirect effect on their health and wellbeing including:-

- Witnessing, or being victims of domestic abuse
- Risk of sexual exploitation and unwanted pregnancy
- Substance misuse, including alcohol
- Relationship breakdown
- Offending behaviour or behavioural difficulties
- Emotional and mental health issues, often including self-harm
- Self esteem
- Homelessness

Teenage Pregnancy (Appendices 2 and 6)

There has been considerable success in reducing the under 18 teenage conception rate, and places Slough in the top 5 areas in England for reduction from the 1998 baseline figure of 121 pregnancies, and a rate of 56.5 per 1000 females. As young parents and their babies suffer disproportionate health and social inequalities throughout life, reducing teenage pregnancies has a significant positive impact on the lives of families, and the services required to support them.

The 2009 figure for Slough showed 78 pregnancies, a rate of 35.1 per 1000s females 15-17, which is below the England Average rate of 40.2 but above the South East average rate of 30.1. The abortion rate remains similar year on year at around half of all conceptions. In 2010 there were 153 abortions carried out on young women aged under 19 in Berkshire East, of these 12% were second or subsequent terminations. In order to address this issue, the new contract for termination of pregnancies has a strong focus on post abortion contraception, particularly long acting varieties.

The sustained decrease in the under 18 conception rate is not mirrored by the under 16 conception rate, which although relatively small, has shown little variation with a decrease from 53 to 47 pregnancies since 1998. In the same period the abortion rates for this cohort of young women have risen from 41.5 to 61.7 per 1000 females. However, as these numbers are very small the data is suppressed to avoid identification, but this also means that it is impossible to target initiatives to decrease these unwanted conceptions.

The latest national ward data available is 2006 to 2008, which showed Britwell as the highest rate ward followed by Chalvey and Haymill. Better local data collection, sharing and analysis is required to provide timely information which can be used to identify trends and target initiatives.

The Family Nurse Partnership and Children's Centres specifically target teenage mothers to support them to care effectively for their children. The aim is to provide intensive family support to sustainably improve the physical and emotional health and wellbeing of young mothers, their children and partners. It is hoped that this early intervention will break the cycle of familial teenage pregnancy and poor outcomes for children.

Sexual Health (Appendix 3)

The most common sexually transmitted infection affecting young people is Chlamydia which is often asymptomatic. The screening rates have risen from 7% of the age appropriate population to 27.6% across Berkshire East over the last year, meaning many more young people will be diagnosed and treated, before Chlamydia affects their long term health and fertility.

To prevent unwanted pregnancy and poor sexual health, the PCT commission a number of services. There are three accessible community sexual health clinics for young people, two provided within Slough at Britwell and East Berkshire College, and one provided by South Bucks in Burnham High Street. There is a young people's Speakeasy service once a week at the Garden Clinic, Condom distribution is widely available at young people's venues and Emergency Hormonal Contraception is available at all local pharmacies, free to young women under 18. There are also two Sexual Health Promotion Specialists based within the Public Health team who provide a range of sexual health interventions across Berkshire East.

Following the successful 1-1 intensive interventions and small group work related to sexual health and self esteem delivered as part of the Targeted Youth Support pilot, IYSS now provide 1-1 support for young people on a range of issues related to sexual health awareness, to reduce sexually transmitted infections and teenage conceptions. There are also staff with a sexual health specialism now based within the Looked After Children's Team and the Youth Offending Team, to provide additional support to those young people at the earliest opportunity, and any other young people identified by colleagues as requiring an intensive intervention.

Sexual Exploitation

Police intelligence identified 10 teenage girls in Slough who were possibly being sexually exploited by a group of boys and young men. The Engage Project, which is a collaboration between Social Care and IYSS has been set up to address this issue and aims to empower young people involved in sexual exploitation through intensive 1-1 work, volunteering activities in the community, a sense of self awareness and pride, and an appreciation of others. The project is raising awareness amongst young women and providing emotional support to those already involved, whilst also educating young men about this sexually abusive practice.

There is now a Solace Sexual Assault Referral Centre based at Upton Hospital which provides a discreet and caring environment to support victims of rape and sexual assault. This includes forensic examination, storage of evidence and liaison with the police if required. This has meant that people already traumatised by their experience no longer have to travel to get support or deal with numerous agencies following their ordeal.

Drugs & Alcohol (Appendices 4 and 6)

In common with other areas throughout the UK, cannabis and alcohol are the most commonly used substances by young people in Slough, and the most difficult to tackle due to the prevalence and perceived normality amongst teenagers. Research suggests that in the last decade drug use by school pupils aged 11-15 has fallen by one-third, and the last Tell Us Survey showed the number of young people using drugs and alcohol in Slough is much lower than average; also hospital admission rates for alcohol specific conditions and substance misuse are both significantly lower than the England average. As habits formed during adolescence can have a lifetime impact, the reduction in drug use amongst young people is a very positive long term indicator of health.

Substance Misuse

The IYSS team, and commissioned Voluntary and Community Sector services provide advice and support for young people involved in substance and alcohol misuse. There are staff with a substance and alcohol misuse specialism based in the Looked After Children's Team and the Youth Offending Team, who provide outcome focused care planned interventions to support young people with more intensive needs to desist from drug taking or minimise their risk of harm. There is a youth counselling service called Talk2SYPC, which provides counselling and behaviour therapy for young people who require a structured psychosocial intervention. Only 21 young people required structured treatment in 2009/10 most of whom were aged 16 or 17 years, with 19% being aged 15 or under.

There are currently no young people in Slough who are injecting drug users, and the number using crack or opiates is less than 5% of the total treatment population. This is a large reduction from

previous years and very encouraging as these are extremely addictive drugs which often lead to a lifetime of substance misuse and criminality.

Alcohol Misuse

Alcohol is widely used by young people, either alone or in conjunction with other substances; 43% of those in treatment stated alcohol as either their primary, secondary or third drug.

IYSS professionals and commissioned voluntary sector providers are delivering small group work at community venues across Slough to raise awareness amongst young people of the health and social risks related to alcohol misuse. They are also able to identify any young people with problematic alcohol misuse at the earliest opportunity, and refer them for individual, intensive, outcome focused support to address their issues.

A Community Alcohol Partnership has recently been set up which aims to tackle public underage drinking through co-operation between alcohol retailers and local stakeholders, such as trading standards and licensing teams, schools, young people's health and youth services, and the police. The partnership will address both the demand and supply side of underage drinking through enforcement, education and public perception to provide a multi faceted approach to reducing the harm caused by alcohol consumption.

The Trading Standards Team have worked in collaboration with 17 schools in Slough to deliver the theatre production, Last Orders, a hard hitting play addressing the impact alcohol can have on physical, emotional and sexual health. The team also work closely with the Police to provide Proof of Age cards, and use 'Test Purchase' initiatives to reduce under age sales, which contribute to reducing the accessibility of alcohol

Smoking

It is difficult to ascertain the exact numbers of teenagers who smoke, but research has shown high levels of regret amongst those who start smoking. It is important therefore not only to reduce the number of young people who start smoking, but to provide support for those who want to stop. Following requests from young people for smoking cessation services, the PCT are commissioning a specific young people's smoking cessation services as part of a new contract.

Reducing smoking rates will have a profound effect on the general health and wellbeing of Slough residents. Along with reducing the risk of cancer, coronary heart disease and chronic obstructive pulmonary disease during their life course, there will be less pregnant women smoking and consequent low birth-weight babies, also less child ill health associated with living in a smoke filled environment such as asthma.

The Trading Standards Team carried out 11 tobacco Test Purchase operations with young people in 2010-11, and have made visits to shopkeepers related to counterfeit tobacco products. This increases the knowledge of shopkeepers about their social responsibility and encourages their vigilance, leading to reduced accessibility of tobacco.

A recent worrying trend in the UK is the rise in popularity of Shisha smoking. This involves smoking flavoured tobacco through a Hookah, where the smoke is cooled prior to inhalation by passing it through water. This has led to the myth that smoking Shisha is less harmful than smoking cigarettes, but in fact smoking tobacco based Shisha can be more harmful, due to the quantity of smoke inhaled. Tobacco free Shisha based on herbs, tea and sugar cane derivatives contain less carcinogens, but smokers still risk their health due to the affects of taking smoke into the lungs.

Shisha cafes have been widespread in Asia and the Middle East for many years, and although Hookah smoking has been common for hundreds of years, it has only recently become a youth-oriented pastime. Work has already begun to raise awareness amongst young people of the reality that smoking Shisha has the same harmful effects and health implications as smoking cigarettes.

Emotional Health

The teenage years are a time of emotional turbulence and a number of young people need support with emotional health and wellbeing issues. These issues can usually be addressed with a brief intervention from a Primary Mental Health Worker, short term support from an IYSS professional, or a longer care planned intervention by staff with specialist knowledge.

Some young people with particularly complex issues need additional specialist psychological support. The youth counselling service at SYPC called Talk2SYPC has provided counselling sessions for 87 young people over the last year on issues such as anger management, relationships, depression and bullying.

Supporting young people to deal with their emotions and enabling them to build emotional resilience, effectively supports their transition to adulthood by reducing their engagement in risk taking behaviour.

Obesity

There is no data available on exact obesity levels in teenagers as they are not systematically weighed, however as there is a direct correlation between obesity and deprivation, high levels would be expected in Slough. 263 (21.4%) of children in Year 6 are obese, which is worse than the England average of 18.7%, and a significant increase on the rate of 13% of Reception age children.

The Schools Nutrition Network provide support to schools to ensure healthy eating practises, and 5 out of the 10 secondary schools are now complying with the 2008 Nutritional Standards at lunch times with a further three schools working towards them. This ensures that children eat healthily during the school day, but also provides them with knowledge about eating a healthy, balanced diet to guide them at home.

Along with a healthy diet, physical activity, sport and exercise are essential to stop rising obesity levels, and just 39% of children currently spend 3 hours or more on school sport per week in Slough, which is significantly below the England average. However there is an active Schools Sports Network operating between Slough schools to share knowledge and best practice, which should increase the quality and quantity of exercise opportunities.

A number of services have been commissioned by the Local Authority, Primary Care Trust and Public Health from the Voluntary and Community Sector over the last year to provide sporting activities, encourage healthy eating and physical exercise. A number of families have so far engaged in the programme but final results are yet unknown.

6. Conclusion

Research studies have shown that universal health awareness raising with young people does little to alter their lifestyle choices, which are more determined by family circumstances and peers. Additionally there are numerous national web based and telephone resources available to support young people and their parents in relation to healthy lifestyle choices.

Young people are generally well aware of the risks associated with drugs and alcohol, and how to access the widely available contraceptive services in Slough, but some choose not to, and this usually relates to vulnerability factors, particularly low self esteem, low attainment, lack of aspiration and personal resilience, and it is these that are the biggest determinants of poor health outcomes for young people.

The level of referrals for 1-1 support for young people identified through the Drop In at SYPC and the Early Response Hub is increasing significantly for all issues, as are the known cases of sexual exploitation. Underlying this trend is a group of vulnerable young people who need outcome

focused, brief, short and long term interventions to provide structure, guidance and support to improve their health, family and social outcomes.

It is of concern that PCT commissioning priorities are becoming heavily focused on the Marmot Report related to early intervention in the chronological sense by targeting pre birth to 5 years of age. School Nurses are spending increasing amounts of time in Child Protection Conferences rather than working with teenagers in schools, and Public Health commissioning and services happen in isolation. It will be vitally important as the Public Health function moves across to the Local Authority, and the remit of the Health and Wellbeing Board is established, that targeted early intervention services to support the physical and emotional health and wellbeing of teenagers is prioritised. Additionally, the future Commissioning Care Groups led by GPs will need to consider the broader determinants of health and lifestyle choices along with the provision of acute and critical medical care.

Appendix 1: Slough Child Health Profile

Slough Child Health Profile 2011

- 7,965 children live in poverty - Slough at 24.1% is significantly worse than the England average of 21.6%
- Obesity rate in Slough Year 6 is 21.4%, worse than the England average of 18.7%
- Teenage Pregnancy rate in Slough at 35.1% is better than the England average of 38.2%
- Number of 15-24 year olds diagnosed with Chlamydia was 1880, against the England average of 2193.3.
- Hospital admission rates for alcohol specific conditions, 37.7, are better than the England average of 64.5 (per 100,000).
- Hospital admission rates for substance misuse, 44.8, are better than the England average of 62.8 (per 100,000).
- 2% of children and young people in Slough use drugs, significantly better than the England average of 4.0%.
- 7% of children and young people use alcohol, significantly better than the England average of 15%.
- First time entrants to the Youth Justice System, 1970.0 was significantly worse than the England average of 1472.0 (per 100,000).

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Appendix 2: Teenage Pregnancy

Local Under 18 Deliveries Data June10 - June 11

Wards	Numbers
Colnbrook with Poyle	0
Kedermister	0
Chalvey	1
Cippenham Meadows	1
Upton	1
Haymill	1
Wexham Lea	1
Cippenham Green	2
Farnham	2
Britwell	3
Baylis and Stoke	4
Langley St Mary's	4
Central	11
Total	31

This excludes young women who have given birth at hospitals other than Wexham Park.

South East Unitary Authorities Under 18 Conception Data 2009

Area of Residence	Number	Rate per 1000 Females Aged 15-17	% Leading to Abortion	% Rate Change 1998-2009
England	35,966	38.2	49	-18.1
South East	4,726	30.1	50	-20.4
Windsor and Maidenhead UA	32	11.4	53	-54.4
Bracknell Forest UA	44	17.9	61	-60.7
Wokingham UA	51	16.9	47	-39.2
Isle of Wight UA	75	30.4	41	-24.4
West Berkshire UA	77	21.3	44	-31.4
Slough UA	78	35.1	46	-37.8
Reading UA	107	43.8	40	-30.6
Brighton & Hove UA	149	36.5	52	-24.1
Portsmouth UA	159	50.0	42	-12.3
Milton Keynes UA	177	40.2	51	-21.5
Southampton UA	188	49.2	37	-19.2
Medway UA	227	43.0	49	-7.00

National Under 18 Conception Data by Ward 2006 -2008

Wards	Under 18 Conceptions Females 15-17 years	Total Females 15-19 years	Percentage %
Langley St Mary's	7	207	3.3
Upton	12	213	5.6
Foxborough	14	185	7.5
Kedermister	14	300	4.6
Cippenham Meadows	15	221	6.7
Baylis and Stoke	15	364	4.1
Colnbrook with Poyle	17	134	12.6
Wexham Lea	17	323	5.2
Haymill	17	268	6.3
Farnham	20	309	6.4
Cippenham Green	21	244	8.6
Central	24	368	6.5
Chalvey	28	244	11.4
Britwell	33	294	11.2
Total	254	3,674	6.9

(Awaiting updated information from ONS)

Slough Under 18 Conception Data and Statistical Neighbour Analysis

LA code	LA	Under-18 conception rate		% difference
		1998	2008	1998-2008
00MD	Slough	56.5	31.8	-43.7%
00AS	Hillingdon	43.9	40.6	-7.5%
00KA	Luton	43.1	41.7	-3.3%
00AT	Hounslow	49.6	46.6	-6.1%
00BC	Redbridge	25.9	29.9	15.3%

*Under-18 conception trends by four 'nearest' Children's Services Statistical Neighbours**

Appendix 3: Sexual Health

Garden Clinic Sexual Health Data 2010-11

Most of the data collected is provided in a Berkshire East format, the data below is specifically for young people in Slough under 19 years of age.

- 119 were tested for Chlamydia, Gonorrhoea and Syphilis
- 152 were tested for Chlamydia, Gonorrhoea and Syphilis and HIV
- 1880 diagnosed with Chlamydia (age 15-24)
- 9 diagnosed with Herpes
- 12 diagnosed with Genital Warts.

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Appendix 4: Substance Misuse

Slough Specialist Drug Treatment 2009/10

- 21 young people accessed structured treatment in 2009/10.
- 43% of young people in treatment stated alcohol as primary, secondary or third drug.
- 48% of young people in treatment were male and 52% were female.
- 19% of young people in treatment are aged 15 years or under, 81% were aged 16 and 17 years.
- 86% of young people in structured treatment were White British ethnicity
- Less than 5% of young people in treatment were Opiate and/or Crack Users (Data suppressed due to low numbers)

Slough Young People's Drug and Alcohol Profile 2010

- The number of young people aged 16 -18 not in education, employment or training was 4.9% similar to the South East average of 5.4%
- Cannabis use as the primary drug was 47.6% which was lower than the South East average of 54.4%
- Alcohol as the primary drug was 33.3% slightly lower than the South East average of 36.3%
- The prevalence of Problematic Drug Users aged 15-24 was 19.0% which was worse than the South East average of 6.6%
- Illicit drug, alcohol or volatile substance use was 3.9% according to the TellUs3 survey, which was significantly lower than the South East average of 9.8%
- The rate of hospital admissions due to substance misuse was 44.8, lower than the South East average of 51.4 (per 100,000 population)
- The rate of hospital admissions due to alcohol was 37.7 which was significantly lower than the South East average of 54.4 (per 100,000 population)

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Appendix 5: Early Response Hub Referrals

Early Response Hub Referrals August 2010 – Sept 2011

Reasons for Referral 13 -19 yr olds	Total
Allegation of Substance/Alcohol Misuse	1
Threatened Suicide	1
Begging	2
Disabled Child	2
Domestic Incident	2
Forced Marriage	2
Neglect - Substance Abuse	2
Overdose	2
Sexualised Behaviour-Teen	2
Neglect - Home Alone/ Out Alone	3
Unsafe Sexual Behaviour	3
Allegation of Abuse	4
Pregnancy	4
Anti Social Behaviour	5
Neglect	5
Health Issues	6
Hospitalisation	6
Parental Mental Health	6
Domestic Abuse Siblings	7
Domestic Abuse Teens	7
Housing issues(Welfare)	10
Mental Health	10
Alcohol	11
Assault	12
Substance Misuse	13
Domestic Abuse - Parents and Child	42
Domestic Abuse - Parents	55
Welfare	67
Teenage Emotional & Behavioural issues	91
Grand Total	383

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Appendix 6: Invest to Save

Invest to Save - A Cost Benefit Analysis of Teenage Pregnancy and Substance/Alcohol Misuse

Teenage pregnancy, substance and alcohol misuse are key health inequalities and social exclusion issues. However there is also a strong economic argument for investment in services, as these issues cause a significant burden on public services.

Half of all under 18 conceptions occur in the 20% most deprived wards. Rates of teenage pregnancy and problematic substance and alcohol misuse are highest among deprived communities, so the negative consequences are disproportionately concentrated among those who are already disadvantaged.

The cost of teenage pregnancy to the NHS alone is estimated to be £63m a year. Benefit payments to a teenage mother who does not enter employment in the three years following birth can total between £19,000 and £25,000 over three years.

One fifth of births amongst under 18s are repeat pregnancies, when for every £1 invested in contraception saves the NHS £11 in costs for abortion services, ante-natal and maternity care. Estimates also suggest that every £1 spent delivering teenage pregnancy objectives saves approximately £4 to the public purse.

Teenage Pregnancy

Inequalities

- Teenage mothers are less likely to finish their education, more likely to bring up their child alone and in poverty, and require targeted support from a range of services.
- Over one third of teenage mothers have no qualifications and 70% are not in education, training or employment.
- This means that their children are generally at increased risk of poverty, low educational attainment, poor housing and poor health, and have lower rates of economic activity in adult life.
- Teenage mothers, fathers and their children are more likely to be in poor health and to live in poor housing. Teenage mothers are more likely to smoke during pregnancy and less likely to breastfeed, both of which have negative health consequences for their child.
- The infant mortality rate for babies born to teenage mothers is 60 per cent higher than for babies born to older mothers, and low birth weight babies are more common
- Teenage mothers have three times the rate of post-natal depression of older mothers and a higher risk of poor mental health for three years after the birth.
- Half of all teenage conceptions end with an abortion with all the emotional and sometimes physical trauma to the mother this can cause.

Drug and Alcohol Services

Every £1 invested in young people's drug and alcohol treatment saves the taxpayer between £5 and £8 over a lifetime. Apart from using drugs and alcohol, these young people often experience a range of other problems, including involvement in crime (shoplifting, theft, assault); being NEET (not in education, employment or training); or housing problems.

Even young people who are not problematic users but continue to use substances can cost public services between £21,300 and £45,100 over a 20 year period, and ill health or being NEET, can cost between £92,000 and £356,000 per person over their life course.

Just a 10% reduction in the young people most likely to become adult substance misusers in England would generate £48.8 million – £159.0 million *net* benefits over the course of their lifetime as remaining involved with substance misuse they are more likely to:-

- Leave school without qualifications and likely to be NEET
- Have poor employment prospects and likely to earn lower wages
- Be involved in frequent and serious crimes
- Suffer poor health outcomes
- Die prematurely

The Costs of Substance and Alcohol Misuse

- Cost of crime committed by young people misusing drugs - £4,000 per person
- NHS costs for treatment of drug/alcohol-related conditions - £179 per person
- Cost to the NHS of drug and alcohol related deaths of young people - £4.2m per year
- There is also the unknown cost of drug and alcohol related illness.

The Benefits of Treatment

- 55-65% reduction in offending behaviour
- 40% reduction in hospital inpatient admissions and deaths a savings of £1.8m
- Lower levels of acquisitive crime
- Improved wellbeing
- Likelihood of becoming an adult substance misuser decreases, which is significant, as 95% of teenage Class A drug users continue to use drugs in adulthood.

Summary

Evidence related to the immediate and long-term benefits of reducing teenage conceptions, and providing substance and alcohol misuse treatment for young people, shows that providing early intervention and prevention services for teenagers brings both health benefits and significant cost efficiencies.

SLOUGH BOROUGH COUNCIL

REPORT TO: Scrutiny Panel 24th January 2012

CONTACT OFFICERS: Tony Browne, Head of School Services (01753) 875717
For all enquiries

WARD(S): All

PORTFOLIO: Education & Children's Services

PART I
FOR INFORMATION, COMMENT AND CONSIDERATION

ELECTIVE HOME EDUCATION

1 **Purpose of Report**

The purpose of the report is to provide information on the current procedures for children educated at home.

2 **Recommendation(s)/Proposed Action**

It is recommended that members note the legal context within which the service operates and the current procedures for monitoring home education.

3 **Community Strategy Priorities**

Celebrating Diversity, Enabling inclusion

Children educated at home should receive a suitable education and their safety and well being should be monitored as far as possible within the limited powers and resources of the Local Authority (LA).

4 **Other Implications**

(a) Financial

For 2011/12 Slough Borough Council received £27,000 Dedicated Schools Grant (DSG) funding from schools to employ an Education Support Officer, whose role includes providing advice for families educating their children at home and accompanying a member of the Attendance Team on home visits. It is planned that this funding will continue in 2012/13

(b) Risk Management

Recommendation	Risk/Threat/Opportunity	Mitigation
The Council continues to follow the procedures outlined in Appendix 1	<p>The risks are as follows:</p> <ul style="list-style-type: none">• The LA is not aware of pupils educated at home.• Pupils educated at home do not receive a suitable education.• Parents refuse to allow annual visits.• Annual visits are not completed on time due to unforeseen staffing difficulties.	<ul style="list-style-type: none">• Off rolling procedures outlined in Appendix 1 are followed.• Annual visits are undertaken with parents' consent.• The LA aims to support and advise parents in a constructive way and reduce the likelihood of them refusing an annual visit.• The LA has contingency plans to cover vacancies and staff sickness, so that the maximum gap between home visits is 18 months.

(c) Human Rights Act and Other Legal Implications

There are no Human Rights Act implications. There is no legal requirement for parents to register with LAs if they choose to home educate and the LA cannot require parents to co-operate with annual visits.

(d) Equalities Impact Assessment

There are no changes planned to the home education procedures so no equalities impact assessment is required.

5 Supporting Information

- 5.1 The School Services Team became responsible for the home education service in October 2010. The procedures that schools and LA Officers follow were reviewed shortly afterwards and have been updated recently. The procedure document is included in Appendix 1 and its main purpose is to ensure that pupils do not slip through the net when parents decide to home educate. These procedures apply to parents and children known to the LA. There will be some families

who have moved to Slough and are not known to the LA because parents have not applied for a school place and the LA has not yet received any information from other agencies involved with the families.

- 5.2 Parents and carers have a duty to provide an education for their children but there is no requirement for this to take place in school, therefore parents do have the option to provide education at home if they wish. The number of children educated at home in Slough has fallen in recent years from 42 in September 2009 to 26 in December 2011. It is possible that the number of pupils educated at home is linked to the availability of schools places. Some parents state that their reason for educating at home is that they were unable to secure a place at their preferred school and chose not to accept the place offered by the LA.
- 5.3 In 2009 the Secretary of State for Children, Schools and Families commissioned Graham Badman to undertake an independent review of home education. His report made a number of recommendations and suggested improving how home education was regulated but the recommendations were not implemented before the General Election in 2010. The Department for Education website states that the current government is considering whether any changes need to be made to the existing home education arrangements and will take into account the views of parents and LAs. There is no indication as to when any new guidance will be released.
- 5.4 If parents contact the LA about home education they are given advice about the implications, in terms of their responsibilities and also provided with a detailed information booklet which includes frequently asked questions, sources of further information and advice, and how the LA monitors home education. The booklet also explains the process for off rolling their child from school.
- 5.5 In Slough each pupil who is home educated should receive a monitoring visit each year. However the LA has no legal power to insist on a visit and relies on parents to co-operate. Parents are notified around 2 weeks in advance and have the option to request a more convenient time. A member of the Attendance Team visits the family and is accompanied by a qualified teacher, so that there can be an assessment of the quality of education being provided. Parents may require additional support and this is considered by the Attendance Team Manager and may involve starting a common assessment.
- 5.6 Visits could take place more often than once a year, subject to parents' agreement. Each visit involves some routine administrative work, planning the date of the visit and time and possibly negotiating with parents if the date suggested is not convenient. The visit itself involves 2 members of staff for around one hour each, plus an additional hour to complete the follow up report, so assuming no further actions are required, the basic staff time assigned to a visit is around 4 hours. There are 26 pupils currently educated at home. To provide an extra visit each year would involve an additional 104 hours of staff time.
- 5.7 If there are any concerns about safeguarding an immediate referral is made to the Social Care duty team.
- 5.8 Of the 26 pupils currently educated at home there are 8 primary pupils and 18 secondary pupils, including 1 with a statement of special needs. For the 26 pupils all but 4 visits have been satisfactory in terms of the education provided. Additional advice and support has been provided for those where the education was considered to be unsatisfactory. There have been no referrals to Social Care.

6. **Comments of Other Committees**

There are no comments from other committees

7 **Conclusion**

The LA provides information, advice and guidance to parents who are home educating or considering home education. Once parents have made the decision to home educate the LA monitors how the education is provided as far as possible within the current guidance and regulations.

8. **Appendices**

Appendix 1 – Home Education Procedures

9. **Background Papers**

None

Home Education Procedures

1. Purpose of Document

The purpose of this document is to outline the procedures that are followed when pupils are home educated. This will be reviewed as new guidance is provided by the Department for Education (DfE).

The procedures outlined below will assist Slough Borough Council in meeting its statutory duty to identify all children who are not on a school roll or receiving a suitable education via alternative education or home education. The transition between school and home education and vice versa presents a risk in terms of a pupil's status not being clear. If the procedures below are followed this should make the transition process clearer. This guidance is for schools and Local Authority (LA) Officers and there is a separate information booklet for parents about home education.

2. Moving from School to Home Education

Pupils can only be removed from a school roll in very specific circumstances, outlined in the Pupil Registration Regulations 1996. Parents who wish to home educate must write to their child's school and the school can then delete the child's name from the roll. At this point the school must advise the LA Pupil Tracking Officer either by email at diana.wingrove-owens@slough.gov.uk or in writing.

If the child is attending a school as a result of a school attendance order this must be revoked by the LA before the child's name is deleted from the school register. If the child is a Slough resident attending a school in a neighbouring borough the school will notify their own LA who should in turn notify Slough LA.

For children attending special schools the LA must give permission for the child's name to be deleted from the register. Schools must not persuade parents to home educate to avoid exclusion or as a result of poor attendance. Once a pupil has been deleted from the school roll for home education the child is added to the home education database.

3. Monitoring Home Education & Moving from Home Education to School

Once on the list of home educated pupils, parents will receive the information booklet referred to above. This describes how the LA will monitor the education provided. The LA has a duty to intervene if it appears parents are not providing a suitable education, but no right to enter the home. Parents may also decide at any time that they would like their child to return to school.

A member of the Attendance Team and a qualified teacher will visit the family once a year to monitor how education is being provided. Attendance Service guidelines on home visits will be followed. Parents will be given at least one month to arrange education before the first visit. If the child has identified special educational needs, a member of the Services for Children with Learning Difficulties and Disabilities will be involved. Following each visit a short report is completed.

In a minority of cases the education being provided will appear to be unsatisfactory in terms of the quality of provision, personal development and well being. The parent (s) may have difficulties providing education or the pupil may not engage with the parent(s). All reasonable steps should be taken to address this with the parents by staff visiting the family.

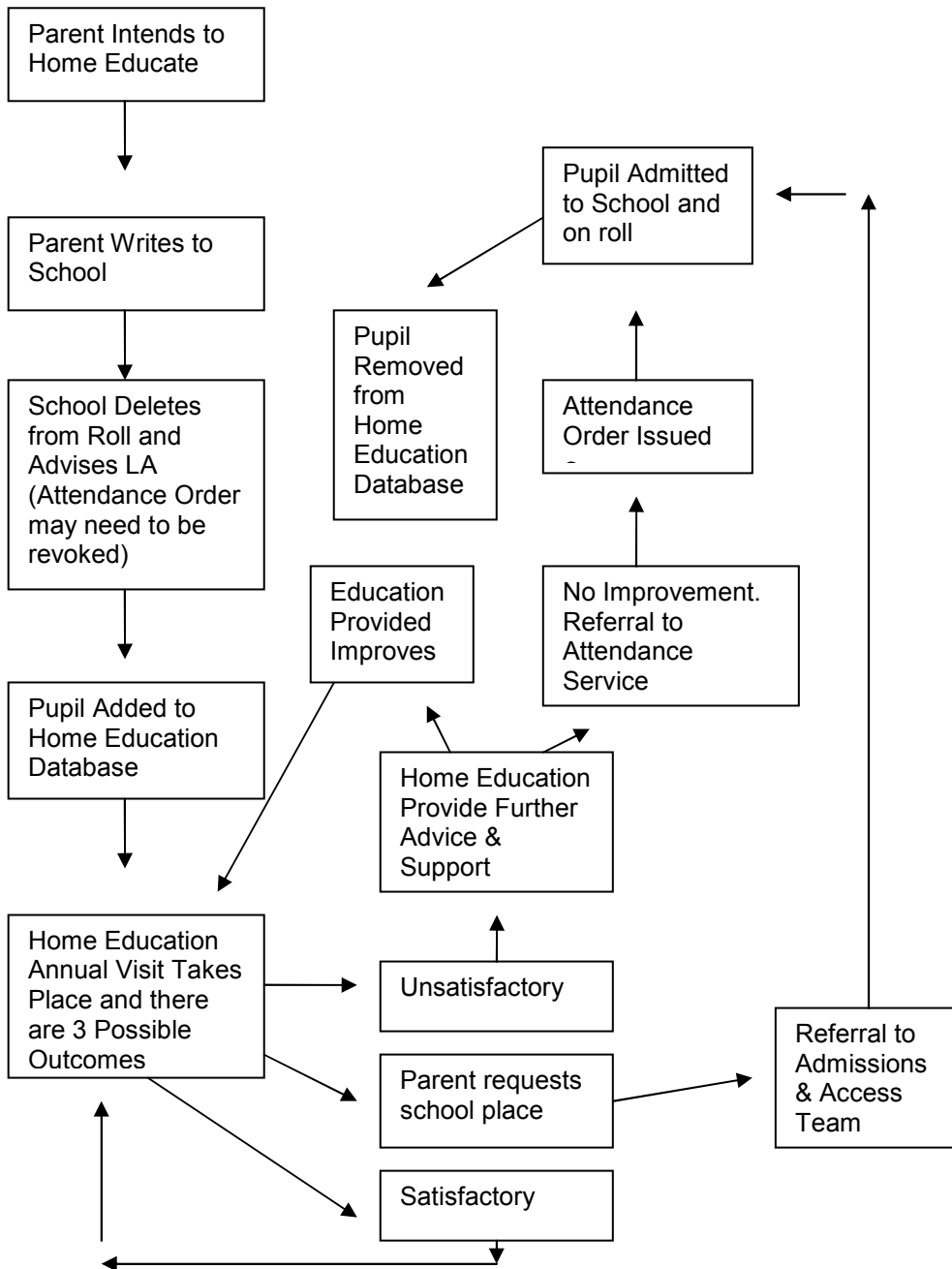
In many cases parents require support and there is a genuine commitment to provide a satisfactory education. If this is unsuccessful however, staff visiting the family may consider that an attendance order should be issued. The Attendance Team will respond as soon as possible. The pupil will not be removed from the home education database until it is confirmed that they are attending school.

Parents may also decide voluntarily to apply for a school place and complete an admissions application form. The Admissions & Access Team will respond as soon as possible. Again the child should not be removed from the home education database until the child is confirmed as attending school.

4. Safeguarding

If there are any concerns for the wellbeing of the child during contact with the family, this should initially be discussed with the Attendance Team Manager and Head of School Services. Parents may require additional support, in which case consideration will be given to starting a common assessment using a CAF and arranging a team around the child meeting. If there are safeguarding/child protection concerns, an immediate referral should be made to Social Care.

5. Summary Flowchart



6. Contact Details

For further information please contact:

Tony Murphy, Attendance Team Manager,
 Tel 01753 878661
 Email tony.murphy@slough.gov.uk

Tony Browne
Head of School Services
 (Updated 15th December 2011)

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EDUCATION AND CHILDRENS SERVICES SCRUTINY PANEL
FORWARD WORK PROGRAMME 2011-12

Meeting Date	Draft Report Deadline	Final Report Deadline	Agenda Dispatch
Monday 20 February 2012	3 February 2012	8 February 2012	10 February
Extraordinary Meeting – Child Trafficking and Exploitation			
22 March 2012	2 March 2012	9 March 2012	13 March 2012
Agenda items <ul style="list-style-type: none"> • Impact of Academies on Slough • Children's Social Care Complaints • Special Educational Needs and the Transition between Childhood and Adulthood • Post-16 Provision and Choices in Slough • Youth Offending Team – Performance Update 			

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MEMBERS' ATTENDANCE RECORD
EDUCATION AND CHILDRENS SERVICES SCRUTINY PANEL 2011-12

COUNCILLOR	MEETING DATES						
	09/06/2011	05/09/2011	12/10/2011	24/11/2011	24/01/2012	22/03/2012	
Abe	P	Ap	P	P	P		
Dar	P	P	P	P*	P*		
Davis	P	P	Ap	P	P		
PK Mann	Ap	P	Ap	P	P		
Minhas	P	P	P	P*	P*		
O'Connor	P	Ap	P	P	P		
Sharif	P	P	P	P	P		
Smith	P	P	P	P	P		
S Wright	Ab	P	Ab	Ab	Ab		

P = Present for whole meeting
 Ap = Apologies given

P* = Present for part of meeting
 Ab = Absent; no apologies given

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