

Date of issue Wednesday 1<sup>st</sup> February 2017

**MEETING**

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

(Councillors Brooker (Chair), Chahal (Vice Chair),  
Anderson, Chohan, N Holledge, Morris, Pantelic,  
Qaseem and Sadiq)

**Education Non-Voting Co-opted Members**

Jo Rockall (Secondary school teacher representative)  
Maggie Stacey (Head teacher representative)

**Non-Voting Co-opted Member**

Hamzah Ahmed (Slough Youth Parliament)

**DATE AND TIME:**

THURSDAY, 9TH FEBRUARY, 2017 AT 6.30 PM

**VENUE:**

VENUS SUITE 2, ST MARTINS PLACE, 51 BATH  
ROAD, SLOUGH, BERKSHIRE, SL1 3UF

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

DAVE GORDON

01753 875411

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.



**ROGER PARKIN**  
Interim Chief Executive

**AGENDA**

**PART 1**



sustainable  
forest

**APOLOGIES FOR ABSENCE**

**CONSTITUTIONAL MATTERS**

1. Declaration of Interest

*All Members who believe they have a Disclosable Pecuniary or other Pecuniary or non pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to the circumstances described in Section 3 paragraphs 3.25 – 3.27 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 3.28 of the Code.*

*The Chair will ask Members to confirm that they do not have a declarable interest.*

*All Members making a declaration will be required to complete a Declaration of Interests at Meetings form detailing the nature of their interest.*

2. Minutes of the Meeting held on 8th December 2016 1 - 8

3. Actions Arising 9 - 10

4. Member Questions

*(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).*

**SCRUTINY ISSUES**

5. Corporate Parenting Strategy - Progress Report 11 - 16

6. Slough Youth Offender Team Update Report 17 - 50

7. Section 11 Audits - Verbal Update

8. Assessment and Examination Results for 2015-16 52 - 57

**ITEMS FOR INFORMATION**

9. Overall Examination Results for KS2 and KS4 58 – 71

10. Forward Work Programme 72 – 75

11. Attendance Record 76 – 77

12. Date of Next Meeting - 15th March 2017

**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. Please contact the Democratic Services Officer shown above for further details.

The Council allows the filming, recording and photographing at its meetings that are open to the public. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings. Anyone proposing to film, record or take photographs of a meeting is requested to advise the Democratic Services Officer before the start of the meeting. Filming or recording must be overt and persons filming should not move around the meeting room whilst filming nor should they obstruct proceedings or the public from viewing the meeting. The use of flash photography, additional lighting or any non hand held devices, including tripods, will not be allowed unless this has been discussed with the Democratic Services Officer.

This page is intentionally left blank

**Education and Children's Services Scrutiny Panel – Meeting held on Thursday, 8th December, 2016.**

**Present:-** Councillors Brooker (Chair), Anderson, Morris, Pantelic, Qaseem and Sadiq, Hamzah Ahmed (from minute 20 onwards)

**Education Non-Voting Co-opted Members**

Maggie Stacey – Head teacher representative

**Apologies for Absence:-** Councillor Mann and Jo Rockall

**PART 1**

**15. Declaration of Interest**

Cllr Brooker declared his daughter's attendance at Burnham Park Academy and his position as Governor at Churchmead School.

**16. Minutes of the Meetings held on 19th July and 26th October 2016**

**Resolved:** that the minutes of the meetings held on 19<sup>th</sup> July and 26<sup>th</sup> October 2016 were approved as correct records.

**17. Actions Arising**

The Trust had not yet received notification on the outcome of its bid for the Government's Innovation Grant.

**18. Member Questions**

The member's question and the response to it was circulated to the Panel. The following point was raised in discussion:

- The present figure of 74 children offered places at secondary schools which did not correspond to their preferences would reduce as local provision increased.

**19. Proposed New Co-Opted Member - Slough Youth Parliament**

The proposed new non-voting co-opted position was introduced to the Panel. This position would be reserved for a representative of the Slough Youth Parliament; in this instance Hamzah Ahmed, but it would be retained after he had left the organisation and a replacement would be sought.

**Resolved:** that the appointment of a non-voting co-opted member representing Slough Youth Parliament be approved.

(At this point, Hamzah Ahmed joined the Panel).

## Education and Children's Services Scrutiny Panel - 08.12.16

### 20. Slough Joint Delivery Plan

Subsequent to the publication of the agenda papers, Ofsted had notified Slough Borough Council (SBC) as to the findings of its monitoring visit. This was released on 2<sup>nd</sup> December 2016, and would be used in assessing the progress of the Joint Delivery Plan. In addition, the Joint Improvement Board would continue its work in ensuring that the Plan was on track to deliver the necessary work.

In particular, Ofsted had noted that the correct areas were being prioritised. Ofsted would continue to visit Slough Children's Services Trust (SCST), with 4 monitoring visits prior to a full 4 week inspection (due by June 2018). The next visit will focus on care leavers. SCST would also ensure that the Multi-Agency Safeguarding Hub (MASH) will include education representatives.

The Panel raised the following points in discussion:

- The letter was largely in line with expectations, therefore has not caused a significant reappraisal of current objectives. The permanence of the workforce and the culture shift towards performance management remain key areas.
- The overall feedback from Ofsted was that the service was in the position it had hoped for by this stage.
- Around 100 children had been taken off Child Protection Plans very quickly prior to the establishment of SCST. A similar figure had now been placed on Plans; some of these were the same as those removed (but not all). SCST was taking timely action on children subject to Plans. SCST was committed to ensuring that those on Plans were, on average, remaining on Plans for longer than had previously been the case prior to SCST's arrival. Concerns should be raised by any cases where a child had been placed on a Plan twice within 2 years.
- The number of Looked After Children (LACs) remained relatively stable at around 180 – 200.
- An annual Complaints Report was compiled by SCST. This year, the number of complaints had risen; this was welcomed as a sign of openness on the part of service users. In particular, schools were reporting their concerns more regularly.
- At present, the Joint Improvement Board had 18 members. It was acknowledged that this was a higher number than was optimal; the numbers would be reduced, but the range of organisations represented would be increased.
- The last 2 meetings of the Joint Improvement Board had hosted practitioners. They had shared the issues raised by the work in areas such as child sexual exploitation and explored possible joint working arrangements. The forum also offered an opportunity for an open discussion on what was required by other organisations to bolster their work.
- The areas which SCST had prioritised at the start of its tenure were the 'front door' service and the setting of appropriate thresholds in

## **Education and Children's Services Scrutiny Panel - 08.12.16**

assessments. SCST had assessed that too many children were the subject of investigations initiated under Section 47 of the Children Act 1989. Ofsted had raised the possibility that SCST was now very strict in its criteria for undertaking such investigations; SCST was reappraising its policy based on this feedback. SCST was also committed to keeping more concise and clear records of assessments.

- Adherence to the regulations for independent fostering agencies was currently being inspected; SCST was unaware of the final conclusions of this visit. In particular, SCST was committed to undertaking regular foster parent reviews.

### **Resolved:**

1. That the annual Complaints Report be circulated to members of the Panel.
2. That the item on fostering and adoption be moved to 15<sup>th</sup> March 2017.
3. That an item on the Ofsted monitoring visit be taken on 19<sup>th</sup> April 2017.

## **21. Community Learning and Skills Service - 2015/16 Performance Report and June 2016 Ofsted Report**

SBC's apprenticeship scheme remained at a high level of performance. Meanwhile, adult education qualification levels at entry level and levels 1 and 2 were above national averages. Of the seven apprentices who do not complete their qualifications, 3 gained employment, 3 went on to further education, with only one still seeking employment.

Inspectors identified that the delivery of classroom teaching was inconsistent. A number of areas required further improvement, including targeting setting, embedding of English and mathematics and the incorporation of British values into the curriculum. Teaching is delivered through a sessional tutor work force, with some tutors lacking the confidence to embed these areas within the curriculum. Managers failed to identify these areas of development.

To mitigate this, SBC was introducing additional measures to identify areas of development. Previously, annual observations had been used to evaluate tutors. Now, more regular walkthroughs were used and targeted at staff who were seen as needing support. External professional expertise was being identified to support Managers. The Shared Management Committee is also to be strengthened (including membership for an education expert to provide challenge to SBC).

Ofsted were due to return for another inspection in the summer of 2018.

Members were concerned and disappointed at outcome of the inspection and the decrease in quality.

## Education and Children's Services Scrutiny Panel - 08.12.16

The Panel raised the following points in discussion:

- Learning was recorded through learning plans, which were evaluated at the halfway point. SBC intended to raise the aspirations of students and ensure that they had SMART objectives to clarify their goals.
- Tutors were supported through staff meetings, the sharing of summaries of the lesson walk throughs and workshops (e.g. 2 had been held on the subject of 'Prevent'). Monthly drop in sessions had also been held but received limited attendance.
- Performance management was being used to enforce higher standards for tutors. The Ofsted inspection had served notice to the service as to the problems it faced; there had been too great a reliance on external observation, in future internal systems would increase in their influence. In addition, experts from local colleges were to be involved to shadow managers and improve support for the team.
- The closer contact between managers and staff had helped improve motivation. A shared Management Committee was offering challenge to the management team on the issues of the quality of teaching and learning.
- The English and Mathematic qualifications held by non specialist tutors were currently being audited. However, members of the Panel expressed concern that this was not previously the case.
- The service was exploring options for co-operation, including peer reviews.
- Attendance records needed to tally more accurately with real life classroom attendance. Whilst authorised absences were one factor in this discrepancy, more was required on this issue (although it is widespread in the sector).
- Tutors teaching English and mathematics had the appropriate teaching qualifications however a few tutors were not picking up grammar mistakes. Those who requested support would receive appropriate training.
- Tutors were also receiving help with identifying dyslexia amongst students and training on support for mental health issues. This would be revisited by the management team.
- Students were becoming more likely to declare matters such as Asperger's Syndrome. In such cases, they would be referred to Berkshire Autism or similar support groups.
- Courses were also designed on the basis of identified needs of the student population. This would often take the form of life skills (e.g. emailing, cooking on a budget, interview preparation).
- As well as walk throughs, achievement rates and retention rates were used to appraise staff. Action plans would be constructed to support improvement, as well as an annual review with targets and offers of additional support and training. The service recognised the need to have higher expectations of staff.

**Resolved:** that the report be noted.



## **Education and Children's Services Scrutiny Panel - 08.12.16**

### **22. Update on Post-Cambridge Education Responsibilities for Schools**

The decision to return schools to SBC rather than Cambridge Education had been made in August 2016. This timeframe necessitated rapid action from SBC and co-ordination of activity to ensure that the 1<sup>st</sup> December 2016 date for the new arrangements could be met. In essence, this was achieved by dividing the areas of responsibility into 3 lots:

The first, education access and inclusion, had proved the least complex. Staff were transferred back into SBC employment on 1<sup>st</sup> September 2016. The second (early years, children's centres and education business support) was achieved by 1<sup>st</sup> November 2016, with preparation for an imminent inspection of children's centres also taking place. The final lot (school improvement and inclusive learning services) was the most complex, being completed on 1<sup>st</sup> December 2016. The period September to November 2016 had also seen SBC manage the exit of Cambridge Education.

The new arrangements had helped clarify SBC's role. In particular, SBC was now responsible for safeguarding, championing educational excellence and challenging any issues within provision of education. Meanwhile, responsibility for advocacy regarding vulnerable children had remained with SBC throughout the period where Cambridge Education had been operating. However, whilst this provided a clear set of priorities, it also offered a challenge in terms of undertaking these responsibilities whilst operating within the existing limited budget. As a result, SBC was keen to encourage Councillors to assist in this work, as their position was now more important than ever in terms of supporting SBC's ambitions. In addition, partners could also fulfil a vital role in augmenting SBC's efforts.

The Panel raised the following points in discussion:

- SBC currently had a recruitment freeze; however, permission could be sought in exceptional circumstances. Given the loss of some key staff from Cambridge Education, there were key roles which required post holders. The Education Department would not be able to make appointments which could not be justified.
- Provision for children with special educational needs or disabilities (SEND) could be complex given the fractured landscape within the area (e.g. children with temporary special educational needs). Table top monitoring was tracking cases, as was the process of compiling the annual results for SEND children. Close partnership work with SCST and the monitoring and reviewing of the effectiveness of plans was also part of this process. SCST provided specialist support on the matter, whilst clear communications with parents were identified as a key area.
- The Safeguarding Board could challenge any service provider. As part of this, information could be requested and systematically analysed, with follow up visits to pursue any lines suggested by research. Headteachers and other practitioners would be involved as appropriate. Compliance with safeguarding was monitored.

## Education and Children's Services Scrutiny Panel - 08.12.16

- 2 Welfare Education Officers were working on reporting their findings; one sat in the MASH, the other working with the Head of School Services.
- Relationships with academies were complicated by the local situation; only one multi-academy trust was in operation, with most academies in Slough being part of smaller organisations. As a result, these may not have Executive Heads and require more complex partnership arrangements. 12 consultants were currently gaining intelligence on the local picture, with dialogue to be held subsequently once the assessment had been completed. Should it be required, a conversation with the Regional Schools Commissioner would be arranged.
- A business case was presently being compiled for the acquisition of a cloud-based schools data system (e.g. Pendulum). Schools had also signalled their initial support for such a move.

**Resolved:** that the report be noted.

### 23. Assessment and Examination Results for 2015 - 16

The Head of Education had been in post since 1<sup>st</sup> September 2016. The report presented the overall picture; SBC was seeking greater detail in the information. Overall, the picture was positive although Early Years and Foundation Stage was a more mixed situation. Primary schools were responding well to the new assessment system, whilst secondary schools were now subject to new measures of success (Progress 8 and Attainment 8).

Progress in phonics had been positive. At Key Stage 1, achievement was above average although science remained a concern. Key Stage 2 results had seen writing and mathematics achieve above average results, but reading was below average. SBC was investigating potential strategies to remedy this. Results for SEND children would be obtained on a school-by-school basis. Overall, in terms of ethnicity white British and white other children were now behind other groupings in Key Stage 2. This would also require analysis and action.

For students in receipt of the Pupil Premium, a gap remained on reading and mathematics although performance was better in writing. This would also be investigated, although it did mirror national trends rather than being unique to Slough.

Given its emphasis on 8 subjects (rather than the former 5 GCSE grades at A\* - C), the bar for measuring secondary schools' performance was now more demanding. It also provided a more complex narrative on performance. The new curriculum for reading was also subject to new standards, which may require a period of a couple of years to become embedded and stabilise.

The Panel raised the following points in discussion:

- A Progress 8 score of -0.5 or below for secondary schools would trigger an Ofsted inspection.

## Education and Children's Services Scrutiny Panel - 08.12.16

- The use of Pupil Premium payments had to be published by each school on their website.
- There had been a major change in emphasis in terms of the focus of improvement efforts. In particular, universalism (e.g. inclusion of vulnerable groups) was being stressed. The picture in Slough secondary schools was positive, and whilst the situation in primary schools was less clear it was now clearly on their agendas.
- One method of boosting performance amongst groups with lower attainment would be through identifying schools which had high levels of achievement with these groups. They could then share support on these matters; whilst SBC did not directly control academies, there was shared interest in student performance. Areas such as culture, aspirations, learning styles and language acquisition would be probed, as well as working with families to identify social issues (e.g. housing, social care) which may play a role. The Teaching School Alliance may also be involved if appropriate, whilst some efforts to improve parent engagement within communities had already proved beneficial.
- The Programme for International Student Assessment (PISA) had recently found the United Kingdom to be lagging behind other comparable countries. The role of this in Slough's levels of achievement would also be included in any consideration of trends.
- SBC would meet with the Regional Schools Commissioner 3 times a year. The Commissioner's relationship with the School Office Board was also evolving and would be central in future improvement efforts.
- Langley Hall Academy was using SBC as an adviser in its efforts to improve. At present, there were monthly visits which had been taking place since May 2016.
- SBC would review all SEND placements; SCST was also monitoring the situation.

**Resolved:** that the report be noted.

### 24. Forward Work Programme

**Resolved:** that, in addition to the previous minutes, the following amendments be made to the Work Programme:

1. Items on the following be added to the agenda for 9<sup>th</sup> February 2017:
  - Results by school for SEND children and ethnic groups.
  - Overall examination results (for information).
2. Items on the following be added to the agenda for 19<sup>th</sup> April 2017:
  - Second monitoring visit of SCST.
  - SEND (to focus on Teacher's Alliance and training).
  - Community Learning and Skills (to focus on the psychology service).
3. An item on the following be added to the agenda for autumn 2017:
  - Community Learning and Skills.

### 25. Attendance Record

## **Education and Children's Services Scrutiny Panel - 08.12.16**

### **Resolved:**

- (a) That the Attendance Record 2016/17 be noted.
- (b) That in accordance with paragraphs 2.5 and 2.6 of the Overview & Scrutiny Procedure Rules, Councillor Mann's membership of the Panel be revoked having missed three consecutive meetings, and that a replacement be sought from the Labour Group.

### **26. Date of Next Meeting - 9th February 2017**

Chair

(Note: The Meeting opened at 6.30 pm and closed at 9.02 pm)

**Education and Children’s Services Scrutiny Panel – Actions Arising**

**19<sup>th</sup> July 2016**

<b>Minute:</b>	<b>Action:</b>	<b>For:</b>	<b>Report Back To: Date:</b>
7	A permanent DCS would be appointed in the near future. Headhunters had been approached to find suitable candidates, and some of these had held informal discussions with SBC’s Chief Executive.	Chief Executive	ECS Scrutiny Panel As appropriate

**26<sup>th</sup> October 2016**

<b>Minute:</b>	<b>Action:</b>	<b>For:</b>	<b>Report Back To: Date:</b>
14	The Trust had been successful in getting through the first round of a grant application process for £1.8 million central government Innovation Grant, with a final bid to be submitted in November 2016. The outcome should be known by Christmas 2016.	SCST	ECS Scrutiny Panel As appropriate
14	SCST to reduce the number of agency staff. 85% of staff in the hubs were permanent; this would continue to be monitored and reported to the Education and Children’s Services Scrutiny Panel.	SCST	ECS Scrutiny Panel Ongoing
14	<b>Resolved:</b> 1. That SCST’s Recruitment Manager revisit the files of potential foster carers which had lapsed to investigate their future recruitment.	SCST	ECS Scrutiny Panel As appropriate

## 8<sup>th</sup> December 2016

Minute:	Action:	For:	Report Back To: Date:
20	<p><b>Resolved:</b></p> <p>1. That the annual Complaints Report be circulated to members of the Panel.</p>	SCST	ECS Scrutiny Panel 9 <sup>th</sup> February 2017
22	<p>Re: Slough Borough Council regarding responsibilities for schools. 12 consultants were currently gaining intelligence on the local picture, with dialogue to be held subsequently once the assessment had been completed. Should it be required, a conversation with the Regional Schools Commissioner would be arranged.</p>	Director of Children's Services	ECS Scrutiny Panel As appropriate
23	<p>SBC would meet with the Regional Schools Commissioner 3 times a year. The Commissioner's relationship with the School Office Board was also evolving and would be central in future improvement efforts.</p>	Head of Education	ECS Scrutiny Panel As appropriate

**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Education & Children's Services Scrutiny Panel

**DATE:** 9<sup>th</sup> February 2017

**CONTACT OFFICER:** Jo Moxon (Interim Director of Children's Services)  
**(For all enquiries)** Nicola Clemo (Chief Executive, Slough Children's Services Trust)  
(01753) 875 751

**WARD(S):** All

**PART I**  
**FOR COMMENT & CONSIDERATION**

**CORPORATE PARENTING STRATEGY – PROGRESS REPORT**

1 **Purpose of Report**

1.1 To outline the key activity, lead by the Joint Parenting Panel, taken over the past six months to delivery the priorities of the Slough Corporate Parenting Strategy.

2 **Recommendations**

2.1 That the Education & Children's Services Scrutiny Panel:

- a) note the progress being made to deliver the Corporate Parenting Strategy; and
- b) consider ways in which scrutiny could be applied to further support the delivery of improved services for our looked after children and care leavers.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3a. **Slough Joint Wellbeing Strategy Priorities**

Priority 1 – Protecting vulnerable children

3b. **Five Year Plan Outcomes**

Outcome: Children and young people in Slough will be healthy, resilient and have positive life chances

#### 4 **Other Implications**

a) **Financial**

There are no financial implications specific to the recommendation in this report.

b) **Risk Management**

There are no risks identified in relation to the recommendation in this report.

c) **Human Rights Act and Other Legal Implications**

There are no Human Rights Act or other legal implications relating to the recommendations in this report.

d) **Equalities Impact Assessment**

There is no identified need for the completion of an EIA in relation to this report.

#### 5 **Background**

5.1 The four week inspection of services for children in need of help and protection, children looked after and care leavers took place in November and December 2015. Services delivered by Slough Borough Council and the Slough Children's Services Trust were within the scope of the inspection.

5.2 In terms of corporate parenting, Ofsted made the following specific comment:

“Slough's children looked after and care leavers do not regard the council as a good corporate parent. Inspectors agree with them. The corporate parenting strategy is a superficial document that uses old data and priorities, and includes no action plan. The corporate parenting panel has not received comprehensive performance information. This has limited its ability to provide scrutiny and challenge.”

5.3 The report made two recommendations in relation to corporate parenting:

- Revise the corporate parenting strategy to ensure that it sets out a clear vision and process for improving outcomes for children looked after and care leavers.
- Review terms of reference of the corporate parenting panel to ensure that it includes wider partner representation and provides rigorous scrutiny and challenge.

5.4 Key actions taken:

- The corporate parenting strategy was immediately revised, with priorities established based on the new Pledge to our looked after children and care leavers. The Strategy was agreed by Cabinet in June 2016.
- The terms of reference for the corporate parenting panel were reviewed and it was agreed that a new Joint Parenting Panel would be established to replace the Corporate Parenting Panel, with membership made up from both



elected members and the Trust's non executive directors, along with representation for key partners e.g. police, health, schools. The Council amended its constitution to enable a co-chairing arrangement between the Council and Trust to be put in place. The Panel has also amended how it manages its meetings to enable the inclusion of looked after children and care leavers to input into the discussions as they develop.

5.5 The Joint Parenting Panel has met twice in its new arrangement.

- The first meeting of the Panel took place in December 2016, with a focus on the educational support provided to our looked after children and care leavers (Priority 2 of the Corporate Parenting Strategy). The Panel recognised the improved engagement with Slough's looked after children wherever they attended school, not just those in Slough schools, and the impact this was beginning to have on progress being made of our looked after children and care leavers.
- The second meeting is scheduled to take place on 7<sup>th</sup> February 2017 with a focus on Priority 5 of the Corporate Parenting Strategy, looking at our support for our care leavers. A verbal update on this discussion will be provided at the meeting.

5.6 A detailed action plan was developed, setting out how the priorities in the Strategy would be delivered. Key activity that has taken place against each priority includes:

5.7 **Priority 1: Our looked after children will be supported by strong and effective corporate parenting**

- Development of Slough Corporate Parenting Strategy
- Establishment of new Joint Parenting Panel
- Representatives from the Reach Out Group and Care Leavers Forum are invited to the Joint Parenting Panel to take part in the discussions about the services they receive.
- Increased publicity around corporate parenting training leading to well attended sessions, involving looked after children and care leavers.
- Increased focus on the council's responsibilities under Section 11 of the Children's Act.
- Ongoing work to improve support looked after children and care leavers receive to open up opportunities for employment and training opportunities across the borough.

5.8 **Priority 2: Our looked after children and young people will be enabled to achieve their educational potential**

- Recruitment of an experienced Virtual School Head and the Virtual School restructured.
- ePEPs have been embedded as general practice.
- Education Support Worker has focused on 16-18 year olds placed out of borough to reduce NEET figures, and this work is starting to show an impact with a reduction in NEET figures from 22 in June 2016, to 5 in December 2016.

- Improved support to those placed out of borough with the Virtual School attending the development of two out of three PEPs for every child in care per year, regardless of location.
- There is now an accurate, interactive, comprehensive register of children in care, which includes a monitor of Pupil Premium Plus spend.
- There is a new Pupil Premium Policy agreed and shared with schools in September 2016. All monies are allocated to single children through targets identified in PEPs.
- The Young People's Service has been commissioned to raise career aspirations focusing on years 8 and 11 to promote a wider and deeper range of opportunities for young people.
- The best school for each looked after child is identified by the Virtual School team, with a particular focus on transitions. The Virtual School is now consulted on all school changes by the social worker, with protocols established with value for money choices of school, particularly for those with EHCPs/statements.
- The Virtual School is now represented at the Schools Forum and has attend the newly introduced schools briefing sessions that are held on a two weekly basis.
- The Virtual School Head is in regular contact with the Interim DCS and the Council's Head of Service.
- Slough Borough Council has supported connection with the EP service and will work with the Trust to make more permanent provision.

#### **5.9 Priority 3: Our looked after children and young people will be encouraged to keep safe**

- Establishment of Early Help Hub and MASH, and ongoing work to set up early help collaboratives across the borough.
- Mandatory CSE awareness training for SCST staff, and further intensive training for staff, managers and partner agencies, including intelligence sharing with police.
- Implementation of CSE risk assessment tool.
- Detailed discussions regarding the safeguarding of individual children and young people at significant risk of CSE held at SEMRAC multi-agency panel.
- Development of a clear multi-agency policy on the management of children who go missing from school, care or home put in place, with arrangements put in place with Slough Borough Council's Young People's Service and the national organisation NYAS to complete return home interviews.
- The Trust has implemented a Sufficiency Strategy for looked after children.

#### **5.10 Priority 4: Our looked after children and young people will be encouraged to develop positive relationships**

- Commissioned National Youth Advocacy Service (NYAS) to provide advocacy, independent visiting and return home interviews (out of borough).
- Improved advertising of complaints process, which has seen an increase in complaints from care leavers.
- Improving participation of looked after children and care leavers through Reach Out and the Care Leavers Forum.
- Increased opportunities for looked after children and care leavers to meet with the Chief Executive of the Trust.

**5.11 Priority 5: Our looked after children and young people will be respected and engaged in planning for their future, and supported as they move into adulthood.**

- The Care Leavers Service has been established within the social care hub structure of the Trust, which enables caseloads to be managed, supervision of staff, and individuals to be tracked more effectively.
- Young people have participated in recruitment of personal advisers.
- A local standard has been set, which establishes the expectation that contact with care leavers is made at a minimum of every 6 weeks.
- The pathway plan template has been reviewed and revised based on consultation with young people. The new template is shorter and more accessible.
- A multi agency care leaver's panel has been established to monitor the circumstances of individual care leavers.
- All young people living in Slough, who are NEET, have a dedicated worker from the Young Peoples Service allocated. For all young people placed outside of Slough, local NEET services are accessed.
- Slough Borough Council is leading, in consultation with the Trust, on development of Employment and Training Strategy for Care Leavers, setting out how opportunities across the borough will be opened up for care leavers. 3 care leavers have commenced apprenticeships within the council and 2 more are planned to commence in April 2017, with contractual partners such as Avarto. 1 young person is placed as a Young Persons Mentor, with the Virtual School in the Trust.
- All Year 11s in care have 3 enhanced career advice visits. 20 young people have had either University taster days, summer school or an employability day experience. All 8 university applicants had support with their applications from the Virtual school as did the apprentices.
- A Staying Put Policy has been agreed to support looked after children to remain in their foster placement beyond their 18<sup>th</sup> birthday.
- The Slough Borough Council's Interim Strategic Director for Regeneration, Housing and Resources is leading on reviewing range of accommodation provided for care leavers and opportunities for improving this offer and how it is administrated. The draft Housing Strategy, including care leavers as a priority vulnerable group was launched for consultation on 23 January 2017, with deadline for responses by 17 February 2017.
- A Care leavers Forum has been established to provide an opportunity for care leavers to meet together and express their views.
- A Transitions Forum and tracker is in place to support better transition of vulnerable young people with complex needs, who require ongoing support from Adult services. The draft Transitions policy has been completed and will be approved by the relevant SMT's and Boards for the Trust and Adults services in February 2017.
- Individual requirements around life skills and readiness for independence are discussed at Care Leavers Panel.
- The Care Leavers Panel request reports from providers to show how they are preparing young people for independence, and clear timescales are set.
- Foster carers are required to demonstrate how they support young people to gain their independence skills.
- The Young Peoples Service is working with the Trust to develop a life skills programme to ensure young people have the best chance to learn how to manage independently.

## 5.12 **Priority 6: Our looked after children and young people will have good health and wellbeing**

- Health representation has been included on the new Joint Parenting Panel and the Joint Improvement Board which oversees the delivery of the Ofsted Delivery Plan.
- There is due to be a report presented to the Joint Parenting Panel on the 7 February 2017 updating the Panel on the health of our care leavers.

## 6 **Governance**

6.1 The Joint Parenting Panel is scheduled to meet a minimum of six times per municipal year, and its work programme enables it to focus on one priority from the Corporate Parenting Strategy at each of its meetings enabling a detailed review of the work being done to deliver against our promises to our looked after children and care leavers.

## 7 **Panel Development – Focus for next period**

7.1 The Panel must consistently receive relevant, up to date data. The Panel has received comprehensive performance data around the educational progress of our looked after children and care leavers, but other areas need further development.

## 8 **Conclusion**

8.1 This report sets out some of the key activity that has taken place to deliver the Slough Corporate Parenting Strategy over the past six months. Whilst there has been a lot of activity, there is still much more to do, and many of the improved aspects of support for our looked after children and care leavers require embedding in everyday practice.

## 9 **Background Papers**

- 1 - Ofsted Report: Slough Borough Council. Inspection of services for children in need of help and protection, children looked after and care leavers and Review of the effectiveness of the Local Safeguarding Children Board (24 November – 17 December 2015)

**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Education and Children's Services Scrutiny Panel

**DATE:** 9<sup>th</sup> February 2017

**CONTACT OFFICER:** Shelley LaRose,  
**(For all Enquiries)** Head of Service, Youth Offending Team  
01753 522702

**WARD(S):** All

**PART I**  
**FOR COMMENT & CONSIDERATION**

**SLOUGH YOUTH OFFENDING TEAM UPDATE REPORT**

1. **Purpose of Report**

Following the report to the Panel which addressed the Slough Youth Offending Team's (YOT) work in October 2016, this report is to provide an update on developments within the YOT and the Youth Justice arena.

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

The Committee is requested to note the report.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3a. **Slough Joint Wellbeing Strategy Priorities**

Priority 1 – Protecting vulnerable children

3b. **Five Year Plan Outcomes**

The work of the YOT and its priorities help to deliver the following from Slough Borough Council's Five Year Plan:

- Slough will be one of the safest places in the Thames Valley
- More people will take responsibility and manage their own health, care and support needs
- Children and young people in Slough will be healthy, resilient and have positive life chances

#### 4. **Other Implications**

##### (a) **Financial**

There are no financial implications in respect of the priorities as the restructuring ensures that the YOT works within the financial envelope given. The YOT is currently in discussions with health in respect of services related to speech and language.

##### (b) **Risk Management**

Part of the role of the YOT Management Board is to identify, consider, and as a collective reduce risks in respect of ensuring effective crime prevention services within Slough. This takes place at meetings. At present there are no risks that need to be brought to the attention of Scrutiny.

##### (c) **Human Rights Act and Other Legal Implications**

There are no Human Rights Act Implications in respect of the priorities and youth justice services.

##### (d) **Equalities Impact Assessment**

An Equalities Impact Assessment has not been required as the actions have not caused any new or substantially revised policies, procedures or functions. With regards to restructuring, it does not affect any staff who are registered disabled and is being processed with support and guidance of Human Resources.

#### 5. **Supporting Information**

##### **Youth Offending Team Progress since October 2016**

- 5.1 Over the period 2015 – 2016 Slough YOT met 2 out of 3 of the National Performance Indicators and 2 out of 3 of the Local Indicators. In respect of 2016 – 2017 the reporting data from the Youth Justice Board (YJB) for quarter 3 is not yet available. However the last published data from the YJB (Appendix A) shows that Slough YOT improved in respect of all 3 National Indicators (First Time Entrants, Reoffending Rate and Use of Custody rate).
- 5.2 This is reinforced by the in-house reporting (Appendix B). In regards to the Local Indicators (suitable accommodation, education, training and employment and black and minority ethnic groups), there are improvements in respect of 2 out of the 3.
- 5.3 The 3 most common offences are violence against the person, theft and handling and robbery. It should be noted that over the last 5 years there has been a decrease in violence against the person, robbery and domestic burglary. The focus continues to be on youth violence as there is recognition of younger children being involved in violent activities. Individual work with young people tends to be based on the offence, needs of the individuals and actions with proven results in terms of deliver. These will also involve families and partners as appropriate.
- 5.4 The YOT priorities are outlined in the Youth Justice Plan 2016 – 2019 (Appendix C). As highlighted in the last report to scrutiny these were submitted to and

accepted by the YJB in line with the requirements of the Crime and Disorder Act 1998 (Section 40). Progress on processing the priorities, which in the main are partnership priorities (linked to partner plans and priorities), are outlined in Appendix D. The priorities are reported to the YOT Management Board on a quarterly basis.

- 5.5 When the YOT last reported to the Panel in October 2016 (as part of the Trust update) the Charlie Taylor Review was pending. This was released in December 2016, along with the response from the Government. While noting the recommendations from the Charlie Taylor Review, the Government recognised the good work that YOTs did. They did however recognise the need for some change and intend to look at these taking place incrementally over time, with engagement with YOTs and the YJB.
- 5.6 There is currently no change planned in primary legislation. As a result, the role and function of YOTs (as defined in the Crime and Disorder Act 1998) remain in force. The youth justice grant remains ring fenced and administered from the YJB. An action plan in respect of implementing parts of Charlie Taylor Review accepted by the Government is anticipated in March 2017.
- 5.7 This should include a variety of aspects, such as:
- The establishment of pilot secure schools
  - Working with local authorities to explore how local areas can be given greater flexibility to improve youth justice services, strengthen scrutiny and inspection arrangements for custody
  - The clarification of commissioning functions
  - The creation of a single director of youth custody operations
  - A review of the governance of the youth justice system working with the YJB.

## 6. **Comments of Other Committees**

Since the last update to the Panel (which highlighted feedback from the Youth Justice Board and the YOT Management Board), the only presentations have been to the December 2016 YOT Management Board. The YOT Management Board looked at progress in respect of priorities completed and priorities still to be processed 12 December 2016. A further update on priorities is due to be given to the YOT Management Board at the scheduled March 2017 meeting.

## 7. **Conclusion**

Slough YOT, in conjunction with relevant partners, is progressing work to prevent offending behaviour by children and young people within Slough in line with legislation. As a result, it directly contributes to the continued objective of Slough being seen as a safe town to live and work in. Slough YOT will also work with partners in respect of youth violence and the Government in respect of any changes to YOTs nationally over the year. Other than to note developments and progress highlighted in this report there is no recommendation to be made to Scrutiny.

8. **Appendices Attached**

- 'A' - YJB Slough Data Summary April – September 2016  
National Performance Indicators
- 'B' - In house Local and National Performance Indicators.
- 'C' - Youth Justice Plan 2016 – 2019.
- 'D' - Slough Youth Justice Plan Priorities for 2016-2017.

9. **Background Papers**

Agenda papers and minutes,  
Education and Children's Services Scrutiny Panel meeting 26<sup>th</sup> October 2016



## Slough Data Summary April - September 2016



	Slough	South East	Thames Valley	YOT comparison group selected*	England
<u>Indicators</u>	YOT	Region	PCC area		
<b>FTE PNC rate per 100,000 of 10-17 population</b> **Good performance is typified by a negative percentage					
Jul 15 - Jun 16	420	283	314	411	348
Jan 15 - Dec 15	486	313	310	0	369
percent change from selected baseline	-13.7%	-9.6%	1.4%	N/A	-5.6%
<b>Use of custody rate per 1,000 of 10-17 population</b> **Good performance is typified by a low rate					
Oct 15 - Sep 16	0.20	0.17	0.09	0.41	0.34
Oct 14 - Sep 15	0.40	0.28	0.16	0.60	0.42
change from selected baseline	-0.20	-0.10	-0.07	-0.18	-0.08
<b>Reoffending rates after 12 months</b>					
Reoffences per reoffender Jan 14 - Dec 14 cohort (latest period)	2.72	3.20	2.74	3.05	3.25
Reoffences per reoffender Jan 13 - Dec 13 cohort	2.89	3.11	2.70	2.97	3.12
change from selected baseline	-5.8%	3.1%	1.4%	2.7%	4.4%
<b>frequency rate - Jan 14 - Dec 14 cohort (latest period)</b>	1.08	1.16	0.92	1.14	1.23
frequency rate - Jan 13 - Dec 13 cohort	0.97	1.12	0.91	1.15	1.18
change from selected baseline	11.7%	3.5%	1.4%	-0.8%	4.4%
<b>binary rate - Jan 14 - Dec 14 cohort (latest period)</b>	39.8%	36.2%	33.6%	37.4%	37.8%
binary rate - Jan 13 - Dec 13 cohort	33.6%	36.1%	33.6%	38.8%	37.8%
percentage point change from selected baseline	6.2%	0.1%	0.0%	-1.4%	0.0%

**Throughput data Apr - Sep 16**

Total offences	64
Total disposals	48

This page is intentionally left blank

## In house Local and National Performance Indicators

### 1. Rate of proven re-offending by young offenders

INDICATORS		Q1 2016/17 (Apr-June)	Q2 2016/17 (Jul-Sept)	Q3 2016/17 (Oct-Dec)	Direction of Travel 2016/17	End of year performance 2015/16
1	Rate of proven re-offending by young offenders (in house National)	4.2% (1 of 24)	9% (1 of 11)	Not available	5.7% (2 of 35)	15% (18 of 119)
2	Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody (in house National)	3.7% (1 of 27)	5% (1 of 20)	4% (1 of 25)	4.2% (3 of 72)	8.5% (11 of 130)
3	First time entrants to the Youth Justice System aged 10–17 (in house National)	17 Entrants	12 Entrants	16 Entrants	45 Entrants	68 Entrants
4	Young offenders engagement in suitable education, employment or training at end of their Order (local)	21% (4 of 19)	37.5% (6 of 16)	50% (8 of 16)	32.3% (10 of 35)	56.8% (29 of 51)
5	Young offenders access to suitable accommodation (local)	96.7% (29 of 30)	100% (20 of 20)	100% (14 of 14)	98.4% (63 of 64)	>95%
6	BME composition of offenders on Youth Justice System disposals (local)	60% (21 of 35)	44% (11 of 25)	58.3% (14 of 24)	54.8% (46 of 84)	<63%

Practitioners continue to focus on both risk and positive factors ensuring that appropriate and timely actions are taking place to reduce re-offending. Effective partnership working and advocacy provides a holistic intervention package in young people's interventions.

### 2. Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody

One young person received a custodial sentence for failing to comply with the requirements of a youth rehabilitation order. Their original offences were Violent Disorder and Possession of an offensive weapon. The number of custodial sentences received as a conviction this quarter is similar to that of last quarter with only 1 young person receiving a custodial sentence.

### 3. First time entrants to the Youth Justice System aged 10–17

We continue to expand our work in Prevention, providing comprehensive interventions which build desistance in young people and as a result reduce the numbers that enter the youth justice system. We can report that numbers are lower overall since April 2016/17 and direction of travel is positive as we approach the end of quarter three.

**4. Young offenders engagement in suitable education, employment or training at end of their Order**

ETE figures increased following the new school year with many young people above statutory age enrolling in colleges and further education as well as employment. Our ETE worker continues to maintain close links with establishments to address early signs of disengagement in courses and non-attendance. There has been an increase of 12.5% of young people who were in ETE at the end of their Order. However, this quarter's outcome is still well below the set target.

**5. Young offenders access to suitable accommodation**

One young person's placement was unsuitable in Q1 as they were placed in semi-independent housing for which they did not have enough life skills to cope in such an environment. The young person was eventually moved elsewhere. We consistently exceed the local target set in this area.

**6. BME composition of offenders on Youth Justice System disposals**

The number of young people of BME backgrounds entering the youth justice system has remained below the proportion detailed in the CENSUS. It should be noted that within the BME numbers that young people of Mixed heritage are over-represented.



## SLOUGH YOUTH JUSTICE PLAN

2016 – 2019



*Created by Slough YOT Young Person*

***Helping  
Everyone  
Live  
Positively and keeping children Safe, Secure and Successful***

**CONTENTS**

<b>1.0</b>	<b>Context</b>	<b>Page 3</b>
<b>2.0</b>	<b>Update on Slough YOT achievements and priorities over 2015 – 2016</b>	<b>Page 3 - 5</b>
<b>3.0</b>	<b>Slough YOT 2016 - 2017 Priorities</b>	<b>Page 5 - 6</b>
<b>4.0</b>	<b>Evidence of Performance</b>	<b>Page 7 - 9</b>
<b>5.0</b>	<b>Safeguarding</b>	<b>Page 9 - 10</b>
<b>6.0</b>	<b>Managing the Risk of Harm</b>	<b>Page 10 - 11</b>
<b>7.0</b>	<b>Structure and Governance</b>	<b>Page 11 - 13</b>
<b>8.0</b>	<b>Workforce Development</b>	<b>Page 13 - 14</b>
<b>9.0</b>	<b>Child and Young People Voice</b>	<b>Page 15</b>
<b>10.0</b>	<b>Resources and ensuring value for money</b>	<b>Page 15 - 17</b>
<b>11.0</b>	<b>Partnership Arrangements</b>	<b>Page 17 - 18</b>
<b>12.0</b>	<b>Risks to Delivery of Services</b>	<b>Page 18</b>

**Glossary**

**Appendix 1: YOT Management Board Structure**

**Appendix 2: Slough YOT Staffing Structure**

**Signatures**

## 1.0 Context

- 1.1 This updated Youth Justice Plan is produced in compliance with the Crime and Disorder Act 1989, Section 40 which stipulates the following:

It shall be the duty of each local authority, after consultation with the relevant persons and bodies, to formulate and implement for each year a plan (a “youth justice plan”) setting out—

(a) how youth justice services in their area are to be provided and funded; and

(b) how the Youth Offending Team (YOT) or teams established by them (whether alone or jointly with one or more other local authorities) are to be composed and funded, how they are to operate, and what functions they are to carry out.

- 1.2 The plan also incorporates guidance from the Youth Justice Board (YJB) and must be submitted to the Youth Justice Board for England and Wales and published in accordance with the directions of the Secretary of State.

## 2.0 Update on Slough Youth Offending Team’s achievements and priorities over 2015 – 2016

- 2.1 In respect of priorities from 2015 – 2016, bar two, were completed. The priorities not completed related to participating in a Thames Valley practitioner’s event and increasing staffing. Due to a drop in throughput the staff increase was no longer applicable, and where the training was concerned changing priorities led to Thames Valley YOTs not perusing this.
- 2.2 On 1 June 2016 the YOT held an Engagement Day to meet its objectives of showcasing and raising awareness of services and resources within Slough (including Prevent) for young people at risk of offending or who had offended. There was a range of displays including the afore mentioned Prevent, Get Active, the Army, Girl Guides, National Citizens Services, Library, Services for Youth etc. One comment from a young person who had offended was **“Looked at the things that we can look for the future ... had a chat with the volunteers and helped us by looking at a back up jobs if we don’t succeed in what we are doing now”**. A parent who was concerned about her child wrote **“My child enjoyed it very much – also there are ... clubs which we did not know where around”**. Prevent stated **“Really useful event, in future I would utilise services for similar event. Also did networking, spoke to several people on issues of extremism”**. The Mayor of Slough wanted to support the event, even though he was only able to attend the tail end of it, and wrote **“I really enjoyed the tour ... the work and the contribution by the ... teams ... I wish that their hard work bears a lot of fruit and brings our**

***youth to the highest standards***". The Engagement Day raised over £60 for the local Shelter charity, chosen by one of the YOT's young people. Young people also participated in agreeing the leaflets for the event and assisting attendees on the day.

- 2.3** Slough YOT has continued to work in line with the Troubled Families/Family First agenda which involved supplying data while Family First went through some transitions. At the time of writing Family First had transferred from the Local Authority (LA) to Slough Children's Services Trust (SCST) so it anticipated that developing work between Family First and the YOT will take place from the summer of 2016.
- 2.4** Where the Performance Indicators were concerned these have remained similar to the 2015 output. Further commentary will be provided in the Evidence of Performance section. It should also be noted that the Youth Justice Board (YJB), in their July review of Slough YOT, indicated that no support was required from them in respect of performance.
- 2.5** In line with grant conditions effective practice, and specific programmes, such as the Junior Attendance Centre (JAC) etc. were focused on. The actions from the Short Quality Screening (SQS) action plan, and various other plans were processed to improve practice. In house audits also took place and a process to focus on cases in a more reflective and evidential manner was also developed. In respect of feedback from young people the Viewpoint e-survey (2015 – 2016) indicated that 7/8 (88%) young people felt that they needed and received help to stop offending, 13/13 (100%) young people were of the view that work with the YOT made them less likely to offend, 14/15 (93%) young people were of the view that they were treated fairly by YOT staff and 15/15 (100%) young people felt that YOT services were good/very good.
- 2.6** Slough YOT had a Team Away Day May 2016 looking at achievements/developments and future work. In respect of the former areas these included embracing the new assessment tool, AssetPlus, albeit there being system issues, reducing re-offending, increasing the focus on vulnerability (learning from the Short Quality Screening – SQS), working with increased preventative cases (early intervention), being able to evidence making a difference in young people's lives, managing change while developing the team, good engaging young people and networking etc.
- 2.7** In May 2016 the Chair of the YOT Management Board changed and the Board is now chaired by the new Area Commander. In addition with Slough Borough Council children's services being out-sourced to the independent Trust (Limited Company) the YOT now comes under the umbrella of the Trust.



- 2.8** Over 2015, along with Maidenhead and Bracknell YOT, Slough YOT became part of the Child and Adolescent Mental Health Service (CAMHS) Transformation Group which brings together three East Berkshire Clinical Commissioning Groups (CCGs) and three Unitary Authorities to ensure that more children and young people have good mental health and grow up resilient. Slough YOT supports the Transformation plan which adopts a whole system approach designed to remove the tiers and barriers between services to ensure the right support at the right time.
- 2.9** Slough YOT continues to strive towards the vision of Helping Everyone Live Positively (HELP), working in a holistic manner, putting the child at the centre and encompassing the family. This dovetails into the Trusts vision to ensure children are Safe, Secure and Successful.
- 2.10** Over the year Slough YOT has established collaboration with Brunel University. This involves the YOT supporting lectures with various presentations, participating in recruitment days, facilitating student shadowing (related to readiness to Practice) and having interns.
- 2.11** Slough YOT supports Slough Borough Council's apprenticeship programme aimed at giving young people employment skills. This is done via presentations related to specific employment and relationship areas.
- 2.12** Slough YOT has not had any inspections in the last 12 months although it was subject to a Preventative Audit. This Audit was followed by an independent 'validation' by the YJB whose subsequent verbal and written feedback was that it was reassured to understand the processes followed in completing the audit, and also to learn of the action that Slough YOT and colleagues across Berkshire have taken since the audit to address any unnecessary delays in process. They commented ***"Your commitment to ensuring a meaningful process is without doubt."***

### **3.0 Slough YOT 2016/17 Priorities**

- 3.1** It should be highlighted that although the following will be focused on some priorities may need to roll over into the second and third years due to their nature. In addition new priorities may need to be added in year(s) especially in relation to direction emanating from recommendations from Charlie Taylor's Report. Current identified priorities are:
1. Establish new way of working with young people following the YOT's move to a new location.
  2. Build on using various technologies to improve work with children, young people and their families.

3. Develop qualitative practice/work with Troubled Families/Families First in line with Her Magistrates Inspection of Probation (HMIP) report on Troubled Families from 2014 and Troubled Families now coming under the umbrella of the Trust.
4. Devise programmes to tackle Violence Against People (VAP), tackle theft and any other areas of offending that is identified as a developing area.
5. Continue to focus on addressing serious youth violence, protecting the public and safeguarding.
6. Ensure that young people and the community are able to identify the pathway to obtaining support for those at risk of offending and who have offended.
7. Comply with/facilitate the national mandate of having a Probation secondee.
8. Begin/progress review of youth justice services delivered by Slough YOT.
9. Change practices/processes in line with findings from the Ministry of Justice Taylor Review and any legislative changes – Anticipated to be a substantive piece of work with elements implemented over 2017/2018/2019.
10. Improve referrals for mental health – partnership working - supported with training and development for YOT staff in mental health
11. Increase the use of analysis to inform work linking more to wider initiatives such as Prevent and prevention.
12. Continue focus on prevention where first time entry is concerned, particularly in respect of young people at risk of becoming or affiliated to gangs. Link continued raising of knife crime to this and the need to reduce offending.
13. Attract better funding particularly around prevention/early intervention
14. Maintain stable staffing.
15. Monitor level of resource required in respect of Probation secondee and if necessary bid for additional resources for 2017 – 2018 if Slough YOT can evidence the need.
16. Continue to contribute to the reduction of crime and re-offending with partner agencies.
17. Consider how General Practitioner (GP) representation will benefit the work of preventing crime/YOT Management Board – Clinical Commissioning Group links.
18. Work with CACI in respect of improving database.

#### 4.0 Evidence of Performance

Slough YOT reports on their performance in two ways. We report to the YOT Management Board on a local level about current cohorts using in-house data and sources and the other reporting is by explaining our position when compared with the other Thames Valley YOTs, South East, Family comparison YOTs and also nationally. The data for this second report is produced and published by the Youth Justice Board (YJB).

**Table 1: Summary of 2015/2016 Performance measures**

INDICATORS		Q1 2015/16 (Apr-June)	Q2 2015/16 (July-Sept)	Q3 2015/16 (Oct-Dec)	Q4 2015/16 (Jan-Mar)	End of year Performance 2015/16	Local Targets 2015/16	End of year Performance 2014/15
1	Rate of proven re-offending by young offenders	20% (6 of 30)	16.2% (6 of 37)	6.1% (2 of 33)	21% (4 of 19)	15% (18 of 119)	30%	33.1% (41 of 124)
2	Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody	9.4% (3 of 32)	0% (0 of 28)	5.3% (2 of 38)	18.8% (6 of 32)	8.5% (11 of 130)	No numerical target (Low is good)	8.3% (9 of 108)
3	First time entrants to the Youth Justice System aged 10–17	13 Entrants	22 Entrants	18 Entrants	15 Entrants	68 Entrants	62 Entrants	53 Entrants
4	Young offenders engagement in suitable education, employment or training at end of their Order	66.7% (6 of 9)	69.2% (9 of 13)	57% (8 of 14)	40% (6 of 15)	56.8% (29 of 51)	>60%	51.2% (43 of 84)
5	Young offenders access to suitable accommodation at the end of their Order (diagnostic)	91.7% (11 of 12)	100% (13 of 13)	100% (15 of 15)	100% (24 of 24)	98.4% (63 of 64)	95%	98.8% (85 of 86)
6	BME Breakdown of young people in the Youth Justice System (diagnostic)	53.15% (76 of 143)				53.15% (76 of 143)	63.3% Census	50.4% (62 of 123)

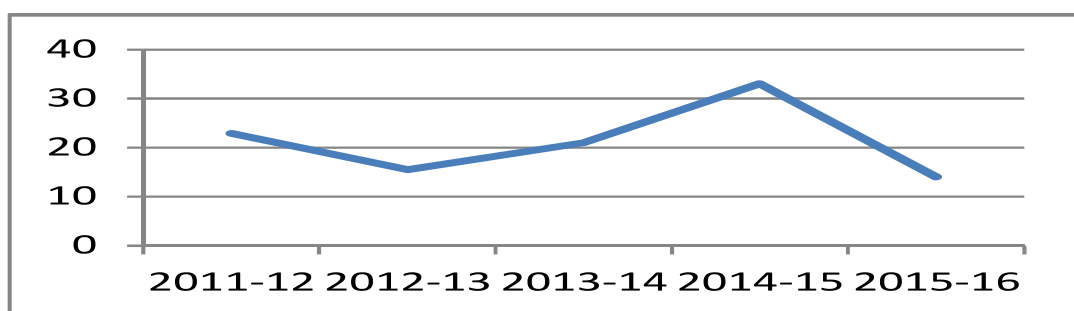
**4.1** Table 1 highlights Slough YOTs performance for 2015 – 2016. It highlights that Slough YOT met 4 out of 6 local performance measures. Commentary on the measures are as follows:

**Rate of proven re-offending by young offenders:** Slough YOT's focus on both risk and positive factors has ensured that appropriate and timely actions have taken place to reduce re-offending. Maintaining close working relationships with partners and other professionals

involved in the young person's plans and interventions has meant that a holistic service was offered. Slough YOT's end of year performance is 15%. In respect of re-offending since 2011 this has fluctuated, as indicated in the following tables (in house data) with table 2 showing clearly that the direction of travel for re-offending has been going down since the end of 2015. This positive performance is also reflected when compared with national figures and is supported by staff continuing to address the risk factors of young people as well as other welfare and social care needs which in turn build on desistance/resilience and reduces re-offending.

Year	Re-offending rate
2011-12	22.9%
2012-13	15.49%
2013-14	21%
2014-15	33.1%
2015-16	15%

**Table 2: Reoffending from 2011-2016**



**Chart 1: Reoffending from 2011 - 2016**

**People within the Youth Justice System receiving a conviction in court who are sentenced to custody:** A total of 11 young people received custodial sentences for offences which include: Theft, Possession of a Bladed Article and Attempted Murder and Robbery. With regards to secure remands, there were 5 young people who were remanded for over 3 months due to the seriousness of their offences and they are included among those that received custodial sentences.

**First time entrants to the Youth Justice System aged 10–17:** Slough YOT missed its target by 4 new entrants and this has been attributed to the unexplained peak of FTEs last summer. Outreach work in schools has resumed as this creates awareness of the law and also diverts young people from committing offences. Slough YOT have since witnessed a gradual fall quarter by quarter and numbers are returning to normal figures.

**Young offenders' engagement in suitable education, employment or training:** For the second year in a row Slough YOT has not achieved its target (against this diagnostic/local target) even though its performance is better this year than it was last year. Further analysis showed that young people above statutory school age that were not established in their ETE in the autumn term either left their placements earlier this year or were removed from their college roll. Slough YOT's final status for the year was 56.8% which is 5.6% improvement on 2015/16 figure of 51.2%.

**Local/Diagnostic performance measures:** Two local performance measures are now being reported by exception at YOT Management Board if there is significant change, namely: Suitable accommodation and BME in the youth justice system. The reason for this is that they have been the same for a few years now and have achieved the targets set.

#### **Summary of 2015/2016 Performance against Indicators**

Table 1b below shows evidence that the trend seen and reported on locally is on par with the latest data published by the YJB that is retrieved from PNC.

#### **First Time Entrants (FTE) PNC rate per 100,000 of 10-17 population (Oct 14 - Sept 15)**

Slough's FTE rate of 486 was a better performance than the national average rate of 376 but not as good as our YOT comparison group with a rate of 460, South East of 324 or Thames Valley of 295.

#### **Reoffending rates after 12 months binary rate (Apr 13 - Mar 14)**

Slough's binary rate of 35.9% was a better performance than the national average of 37.9%. We also performed better than the South East (36.8%) and our YOT comparison group (37.9%). We did not perform as well as Thames Valley (34.4%).

#### **Use of custody rate per 1,000 of 10-17 population (Jan 15 - Dec 15)**

Slough's custody rate of 0.34 was a significant improvement on the year before with a reduction of 0.61 – the most improvement across board. We performed better than the national average rate of 0.40 and our YOT comparison group rate of 0.54. We did not perform as well as South East rate of 0.25 or Thames Valley rate of 0.17.

**Table 1b: Summary of 2015/2016 Performance against Indicators**

	Slough	South East	Thames Valley	YOT comparison group selected	England
<u>Indicators</u>	YOT	Region	PCC area		
<b>FTE PNC rate per 100,000 of 10-17 population</b> <i>**Good performance is typified by a negative percentage</i>					
Oct 14 - Sep 15	486	324	295	460	376
Oct 13 - Sep 14	412	392	348	520	426
percent change from selected baseline	18.0%	-17.5%	-15.4%	-11.5%	-11.8%
<b>Use of custody rate per 1,000 of 10-17 population</b> <i>**Good performance is typified by a low rate</i>					
Jan 15 - Dec 15	0.34	0.25	0.17	0.54	0.40
Jan 14 - Dec 14	0.95	0.27	0.18	0.58	0.44
change from selected baseline	-0.61	-0.02	-0.02	-0.04	-0.04
<b>Reoffending rates after 12 months</b>					
<b>Reoffences per reoffender Apr 13 - Mar 14 cohort (latest period)</b>	<b>2.80</b>	<b>3.05</b>	<b>2.56</b>	<b>2.99</b>	<b>3.13</b>
Reoffences per reoffender Apr 12 - Mar 13 cohort	2.77	2.98	2.86	2.87	2.99
change from selected baseline	1.2%	2.4%	-10.3%	4.3%	4.7%
<b>frequency rate - Apr 13 - Mar 14 cohort (latest period)</b>	<b>1.01</b>	<b>1.12</b>	<b>0.88</b>	<b>1.14</b>	<b>1.19</b>
frequency rate - Apr 12 - Mar 13 cohort	1.03	1.03	0.93	1.12	1.08
change from selected baseline	-2.4%	8.5%	-5.7%	1.3%	10.2%
<b>binary rate - Apr 13 - Mar 14 cohort (latest period)</b>	<b>35.9%</b>	<b>36.8%</b>	<b>34.4%</b>	<b>37.9%</b>	<b>37.9%</b>
binary rate - Apr 12 - Mar 13 cohort	37.3%	34.7%	32.7%	39.1%	36.0%
percentage point change from selected baseline	-1.3%	2.1%	1.7%	-1.1%	1.9%

**4.2** Slough YOT's new assessment tool, AssetPlus was installed in March 2016 and with this introduction of a more robust assessment tool, Slough YOT aim to improve outcomes for young people through a more holistic approach. Slough YOT are thus currently using AssetPlus to improve its working practice and ensure that National Standards are kept.

**4.3** Violence against the person and Theft continue to be the most common offences with a noticeable drop in robbery offences which has been out of the top 3 frequently committed offences for the last 2 years

(replaced with criminal damage then motoring). Targeted work is done with young people with regards to their motoring offences to ensure that they understand the consequences of their actions to themselves and others. The crime of robbery usually attracts a custody sentence and it is believed that this message has begun to filter through the community and will lead to further reduction of violent offences, along with continued targeted partnership work particularly with the Police and Schools. For those who receive custodial sentences, case managers ensure that resettlement into the community is seamless via attendance at review meetings within custodial regimes and partnership working with relevant agencies which includes Probation, housing, etc.

## **5.0 Safeguarding**

**5.1** In respect of safeguarding Slough YOT has always prided itself on its performance in this area, however the feedback from the SQS in May 2015 clearly demonstrated that this was not evidenced or demonstrated. Hence following the completion of an SQS action plan Slough YOT continues to focus on strategies to demonstrate and evidence the safeguarding work staff undertake. In addition the YOT is part of the Local Children's Safeguarding Board (LSCB), Child Sexual Exploitation (CSE) Groups; discuss safeguarding within internal YOT meetings etc. Work with partners, young people and their families, in respect of safeguarding, is clearly evident within attendance at the CSE meetings, Strategy meetings, professional meetings etc. Intelligence from the Police is also used to safeguard as required as is working closely with courts in respect of utilising curfews. All staff have also undertaken safeguarding training (in respect of both adults and children) and CSE training.

**5.2** In respect of the LSCB Slough YOT contributed and worked in line with the 2015 -2016 Business Plan, Theme 2 Issues of Particular Public Concern and CSE which is part of Theme 3 Developing the capacity of partners via appropriate safeguarding training. Building on the work of the YOT over 2015 planned priorities for the next 3 years will support the LSCB Business plan for 2016 – 2017 particularly in the areas of CSE/Missing, radicalisation, awareness around safeguarding tools and processes, sharing information, joint working, the voice of the child, cyber technology, gangs, multi-agency training etc.

**5.3** The YOT are participating partners in the Sexual Exploitation and Missing Risk Assessment Conference (SEMRAC), considering CSE and Missing information regarding young people who may be at risk. Safeguarding is a prime consideration in all YOT meetings and individual supervision sessions. The introduction and increased use of AssetPlus will aid all YOT staff in identifying and dealing with any safeguarding issues. All YOT staff are aware of how any safeguarding issues can be escalated. The YOT has contributed to both the strategic and operational Multi-Agency Safeguarding Hub (MASH)

consultation and implementation over the last 12 months with a go live date in September 2016.

- 5.4** Slough YOT seeks to ensure young people are safeguarded whilst in custody by sharing information. Notification from the YJB in July 2016 in respect of this aim is as follows: ***“Upon reviewing the performance of YOTs for the duration of the previous 6 months, Slough YOT have been identified as one of the top performing YOTs in submitting documents in a timely manner when placing young people into custody. This has supported the YJB Placement Service and the custodial establishment in effectively managing the safety of young people entering custody”.***

## **6.0 Managing risk of harm**

- 6.1** Over the year victim input has remained constant in respect of mediation. This has been supported with the development of a template to ensure that victims are contact on a more regular input so that they have increased choice in being involved in any intervention related to the young person who offended against them. Where practice is concerned there has been an increased area in documenting how risk, thereby protecting the public, has been evidenced on young peoples’ data bases.
- 6.2** In order to protect the public Slough YOT also works closely with partners such as the Police, members of the Community Safety Partnership (CSP), Schools etc. Where the Police are concerned regular attendance at Tasking meetings supports this agenda. Slough YOT also contributed to Slough Borough Council’s (SBC) 5 year plan, supporting themes to enable children to be healthy, resilient and have positive life chances.
- 6.3** The YOT continues to be instrumental in managing risk by attending the Serious Youth Violence Forum (SYVF), working in partnership with a range of agencies ensuring that information is shared in order to reduce the risk to the victim and increase public protection. The YOT offers a number of robust preventative interventions to those at risk of becoming involved in gang related activities.
- 6.4** Over the last twelve months the YOT has been involved in the consultation process with partners who have obtained Anti-Social Behaviour Injunctions providing positive support to young people in order for them to be able to desist from further acts of anti-social behaviour in the community.
- 6.5** The introduction of AssetPlus provides an even greater demand on the collation of information to assist the assessment of risk the young person potentially poses to the community as well as themselves. Family finances is a new addition with educational performance and the views of the parents and the young person becoming central in the



assessment and no longer somewhat of an addition as this was previously. The AssetPlus fosters multi-agency, and intra-agency working with a joined up approach toward provision of service. This also permits the case manager to ensure the agencies involved are using their professional role as well as best fit intervention to monitor, manage and ultimately lower the potential of any further risks of harm. An example of this was when a case manager worked closely with Thames Valley Police to monitor and manage the individual, whilst seeking the assistance of the education department to promote better life chances that could impact the chances of further re-offending.

## **7.0 Structure and governance**

- 7.1** In October 2015 along with a range of other departments Slough YOT was transferred to the Slough Children's Services Trust (SCST). Slough Children's Services Trust is a new, independent not-for-profit company providing social care and support services to children, young people and families. The Trust was established by the Department for Education after two Ofsted inspections of Slough Borough Council (SBC) judged their children's services provision 'inadequate'. Ofsted's findings were later confirmed by a further independent management review in June 2014.
- 7.2** Local partners, particularly statutory partners, hold the YOT to account in respect of its practice by looking at and monitoring performance, particularly via the YOT Management Board. Hence over the year the Board has had presentations on mental health provision, ethnicity, Troubled Families, First Time Entrants, Girls in the Criminal Justice System, Prevention etc. The Board has also overseen the YOT processing of priorities from the Youth Justice Plan, actions stemming from reports such as the Prevention Audit, Probation Transition Arrangements etc. In both these areas the need for dedicated staff in regards to improving practice was noted and acted on, with the health post being re-instated to 1 full time equivalent (fte) staff member and the Probation Service making a commitment to physically second a Probation Officer.
- 7.3** Each YOT Management Board meeting has a report on finances which takes into account the grant conditions. Were there any concerns in respect of not meeting the conditions this would be highlighted in the report and appropriate discussions would take place, seeking a resolution. For example non receipt of placement information was discussed and systems put in place within the YOT and Youth Justice Placement Team to ensure sharing of information, and a compromise was agreed in respect of the Youth to Adult portal (related to transferring young people to Probation) which had technical problems on both the side of the YJB and Local Authority (LA).

- 7.4** One of the standard agenda items for Slough YOT Management Board meetings is performance. This ensures a focus on monitoring performance and jointly tackling performance dips/concerns, such as an increase in First Time Entrants (FTE). Where FTE's the Board set up a Task and Finish group to identify issues and consider what needed to be done and by whom (singularly or collaboratively). This piece of work is on-going. Over the year other areas considered by the Board included Black and Minority Ethnic increases and decreases within the YOT cohort, synergies/joint working with other Thames Valley YOTs, supporting and working with various agendas etc such as the Multi Agency Support Hub (MASH), Troubled Families, Prevention, Violent Youth Crime etc.
- 7.5** March 2016 the Management took part in a self assessment looking at the Role of the YOT Management Board. This was led by the YJB and covered the strategic role of the Board, expectations of the board, opportunities/advantages for board members/partners, current national strategic challenges current national operational challenges (e.g. the YOT acquiring a Probation secondee), and what the Board viewed as priorities such as securing the right accommodation to continue to deliver effective youth justice services. The Board also considered various national reports, such as Probation Transition Arrangements, with partners jointly looking at recommendations, where applicable devising, agreeing and processing action plans that result in improved practice/service delivery.
- 7.6** The Chair at the time was of the view that ***"...the board should still be used to raise issues that have not been suitably dealt with during day to day business... I urge continued informed debate at the board meetings"***.
- 7.7** Slough YOT is part of Slough's Safer Slough Partnership (SSP), attending regular meetings. During these meeting the performance of the YOT is reported on, youth crime analysed and where required support given or joint work undertaken to address raises in youth crime or issues that can lead to an increase in youth crime (particularly Violent Youth Crime).
- 8.0 Workforce Development**
- 8.1** Staff turnover within Slough YOT continues to be low with a few vacancies resulting from limited funding. Regular supervision and appraisals are still viewed as important to support practice and this is monitored and developed via audits and developmental feedback. Staff also have access, and are encouraged to attend Practice forums, Risk Panels, Team Meetings, etc. and have informal multi-professional discussions. In cases of crisis 'in the minute' work shops are developed so that issues can be shared and common ways forward can be agreed and followed (e.g. increased youth activity that can result in violence if co-ordinated joint work is not undertaken).

- 8.2** Over the year, to support practice, training has been undertaken in safeguarding, child protection, AssetPlus, Appraisals, various management courses, systemic working, Early Help Assessments, Female Genital Mutilation, CSE, Domestic Abuse, Data Protection etc. Due to the fact that AssetPlus training and roll out took place early 2016, as previously mentioned, it is not envisaged that further training resources will be required in this area, although it is possible that monies will be used for refresher training. Where AssetPlus is concerned it should also be noted that within Slough YOT, and nationally, there are a lot of technical problems which adversely impact on service, e.g. not being able to send documents using the specified portal to custodial institutions, that need to be resolved by CACI who provide the database. The YJB are aware of this.
- 8.3** All staff, bar those recruited in the last few months (which include part time Assistant Project Workers) have had restorative justice training. Staff have also attended Trust Information and Service Days, the latter focusing on values and behaviours to support growing services.
- 8.4** Staffing continues to be in line with the Crime and Disorder Act 1998 which has been shown to contribute to the reduction of youth crime over the years. Hence statutory partners contribute to YOTs by seconding staff. The staffing make-up for Slough YOT is outlined in Table 2. As planned Slough YOT also recruited a Social Worker over 2015 to support working with Social Care, particularly with the local care home, Troubled Families agenda, and MASH. This relationship is developing with joint training as well as joint working.

Type of Contract	Strategic Manager (PT)	Strategic Manager (FT)	Operational manager (PT)	Operational manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/Trainees	Total
Permanent		1	1	1	4	5		3			15
Fixed-term				1	5	1					7
Vacant						2			3		5
Secondee Probation											0
Secondee Police				1							1
Secondee Health (Mental health)						1					1
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>29</b>

**Table 3: Number of staff at YOT by contract type - July 2016**

	<b>GENDER</b>	<b>ETHNICITY</b>			
<b>STAFF</b>	MALE (11)	2 ASIAN	2 BLACK	0 MIXED	7 WHITE
	FEMALE (16)	3 ASIAN	5 BLACK	0 MIXED	8 WHITE
	VACANCIES (2)				
<b>TOTAL</b>	27 + 2 = 29	5	7	0	15

**Table 4: Number of staff at YOT by gender and ethnicity type - July 2016**

8.5 Slough YOT receives funding from the YJB in respect of the JAC. The Youth Justice grant for JAC is used to support the statutory aim of the youth justice system to prevent offending and reoffending by children and young people. The four JAC staff are included in the table above.

## **9.0 Child and young people voice**

9.1 The voice of the child is important as previously mentioned and Slough YOT seeks to ensure that this is taken into account in a variety of ways, interwoven in the day to day work of the YOT. These include putting comments from children and young people on their records, being an advocate for them in respect of seeking benefits, educational places, jobs, etc., when seeking to disclose abuse (in various forms), consulting them in respect of YOT leaflets and the Engagement Day etc. Evaluations are also an essential tool in listening to and involving children and young people as it enables the YOT to ascertain the impact involvement and interventions are having and it facilitates relationships which are important in working with young people and their families.

## 10.0 Resources and Value for Money

Agency	Staffing costs (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
Slough's Children Services Trust	571,810		28,000	599,810
Police Service	42,016			42,016
National Probation Service	8,959			8,959
Health Service	41,107		7,521	48,628
Police and Crime Commissioner	91,021			91,021
YJB Good Practice Grant	235,000		2,781	237,781
JAC	18,100		5,782	23,882
Total	1,008,013		44,084	1,052,097

**Table 5: Partner contributions to the youth offending partnership consolidated/pooled budget 2016/17**

**10.1** The YJB Youth Justice Grant started 2015/2016 financial year at £293,148 and then in-year cuts reduced this to £262,146. The 2016/2017 funding figure of £237,781 was a significant loss of funding. However lower funding level targets were achieved by reducing the YOT staffing complement by 2 project worker posts.

**10.2** In respect of Probation funding this will end in September 2016 as a result of Probation nationally having to comply with the Crime and Disorder Act 1989 and second a member of staff. Based on the Probation formula for ascertaining resources Slough YOT is only entitled to 0.5fte secondee. Over the year this level of resource will be monitored, with a bid for additional resources for 2017/2018 if Slough YOT can evidence the need.

- 10.3** Overall the budget has increased this financial year, even despite cuts from the YJB Youth Justice Grant. The increase is due to new monies for JAC, which is now run in house by Slough YOT. In addition Slough YOT received increased partnership funding from Slough Children's Services Trust and outstanding monies from the Police and Crime Commissioners via Slough Borough Council (SBC).
- 10.4** Slough YOT use an in-house evaluation form to gain feedback from young people, to aid in the delivery of service by always looking at improving practice. During the course of financial year 2015/2016 all (100%) young people who completed the in-house evaluation rated Slough YOT's overall service as either 'outstanding' or 'good'.
- 10.5** Young people wrote "The best thing about coming to the YOT was the friendly workforce", "YOT worker helped me find different ways to cope with my anger ", "I found them helpful and I am never going to get into trouble with the police again. This incident has shown me that I need to lay low, work hard at school and hang with good friends, if I want a good future".
- 10.6** Where staffing is concerned the YOT complement is illustrated in Table 2. Slough YOT also has an Education, Training and Employment Worker who unfortunately left in July 2016. However it is anticipated that the vacant post will be recruited to.
- 10.7** The YOT continues to be a multi-agency team comprising of secondees from the Police and Health Services, social workers and specialist practitioners. In respect of a seconded Probation Officer, following national intervention the Probation Service is now committed to providing a worker. Unfortunately at the time of writing no Probation Officers had volunteered to be placed in Slough YOT so 'next steps' are being addressed with Probation.
- 10.8** Slough YOT has a small complement of volunteers to support its work with young people. The volunteers cover Panels, Appropriate Adult work and escorting of young people to activities. Slough YOT has also trained up one volunteer to take the lead in Literacy assessment and teaching work with young people (i.e. Rapid English).

VOLUNTEERS	GENDER		ETHNICITY			
			ASIAN	BLACK	MIXED	WHITE
	FEMALE	19	7	3	3	6
	MALE	5	2	0	0	3
TOTAL		24	9	3	3	9

**Table 6: Number of volunteers at YOT by gender and ethnicity type - July 2016**

**10.9** With the National Driver looking at how YOTs deliver youth justice services, and falling throughput, now is the opportune time to review how Slough YOT is delivering criminal justice services and if there is a more effective and cost-effective way to do this. Hence a review is scheduled to begin in July 2016 which will produce considerations for the YOT Management Board to consider in deciding the way forward. It is acknowledged that this review will also need to dovetail with the Taylor report due out approximately September 2016 and any new youth justice legislations.

## **11.0 Partnership Arrangements**

**11.1** The YOT has partnership arrangements with the National Probation Service, Health Services, Thames Valley Police, Courts, Services for Youth, Social Care etc. These partnerships are working well. In respect of Probation, irrespective of any national formal partnership arrangements, the working relationship with the Slough Probation office is extremely good. This has been especially important in the last twelve months as there has been an increase of young people being transferred. Slough YOT has the benefit of a qualified Health CAMHS nurse working permanently within the YOT. This does not mean that Slough YOT receives any preferential treatment but it does mean that any underlying mental health conditions can better be initially identified and assessed. The working relationship with the Thames Valley Police is good. This has been especially important when dealing with serious violent offences, potential gang related issues and when organisations are considering civil court action in respect of young people and their families. This relationship is enhanced by the YOT Police Officer's work.

**11.2** The YOT also works with a number of voluntary agencies including the Youth Engagement Service, Aik Saath etc. who assist the YOT with a number of Reparation hours. During interventions and as exit strategies referrals are made to organisations such as Breakaway (focused on violent youth crime/gang violence), Services for Youth (constructive activities within the community), Fire Service (fire setters programmes) and we have also undertaken training with SAFE with the view to making referrals of young people who are victims of crime.

**11.2** The Head of Service has been part of the Prevent strategy since its inception in Slough and continues to sit on the Channel panel and is part of the Prevent agenda which operates in line with the Prevent Duty Guidance. In 2015 the individual with the lead for Prevent within the YOT undertook a training programme which allowed her to assist in joint training of partners in respect of Prevent. The YOT lead also ensures that Prevent stays on the agenda where staff and practice is concerned (all staff undertaking training) and has been the centre point of contact in respect of the few Prevent referrals, related to support, that the YOT has made over 2015.

At the time of writing no young people on the YOT caseload had been accused or convicted of extremism related offence. In June 2016 Slough YOT held an engagement day to raise the awareness of Prevent among partners and with the local community, particularly parents.

- 11.3** In 2014-15, there were 6 young people who were on Remand with 1 young person staying 140 days. In 2015-16, we had 13 young people on Remand with 5 young people staying an average of 341 days due to the nature of their offence. They all received custodial sentences for their crimes. At the time of writing, covering the financial year 2016 – 2017, there were no new cases of young people on Remand.
- 11.4** Over the year there has been no serious incidents, mainly due to the partnership work which involves sharing of information and disruption. This has involved joint working not just locally but also across borders.
- 12.0 Risks to future delivery against the youth justice outcome measures**
- 12.1** Criminal Justice, especially in its partnership format, is facing constant change and despite the positive outcomes, particularly in regards to national reduction in crime there are risks to maintaining success. In respect of Slough YOT these are outlined as follows:
1. Financial cuts: This can hinder required recruitment if it continues at the rate of the last two years.
  2. Accommodation: With no dedicated rooms young people may report less and work will not be able to be undertaken in the way it currently does.
  3. Taylor Report: This will have recommendations that lead to the dilution of youth justices and no capacity to deal with current or an increase of youth offending and thus achieve required outcomes.
  4. Internal YOT Review (previously mentioned): Ensuring the outcome supports youth justice outcome measures.

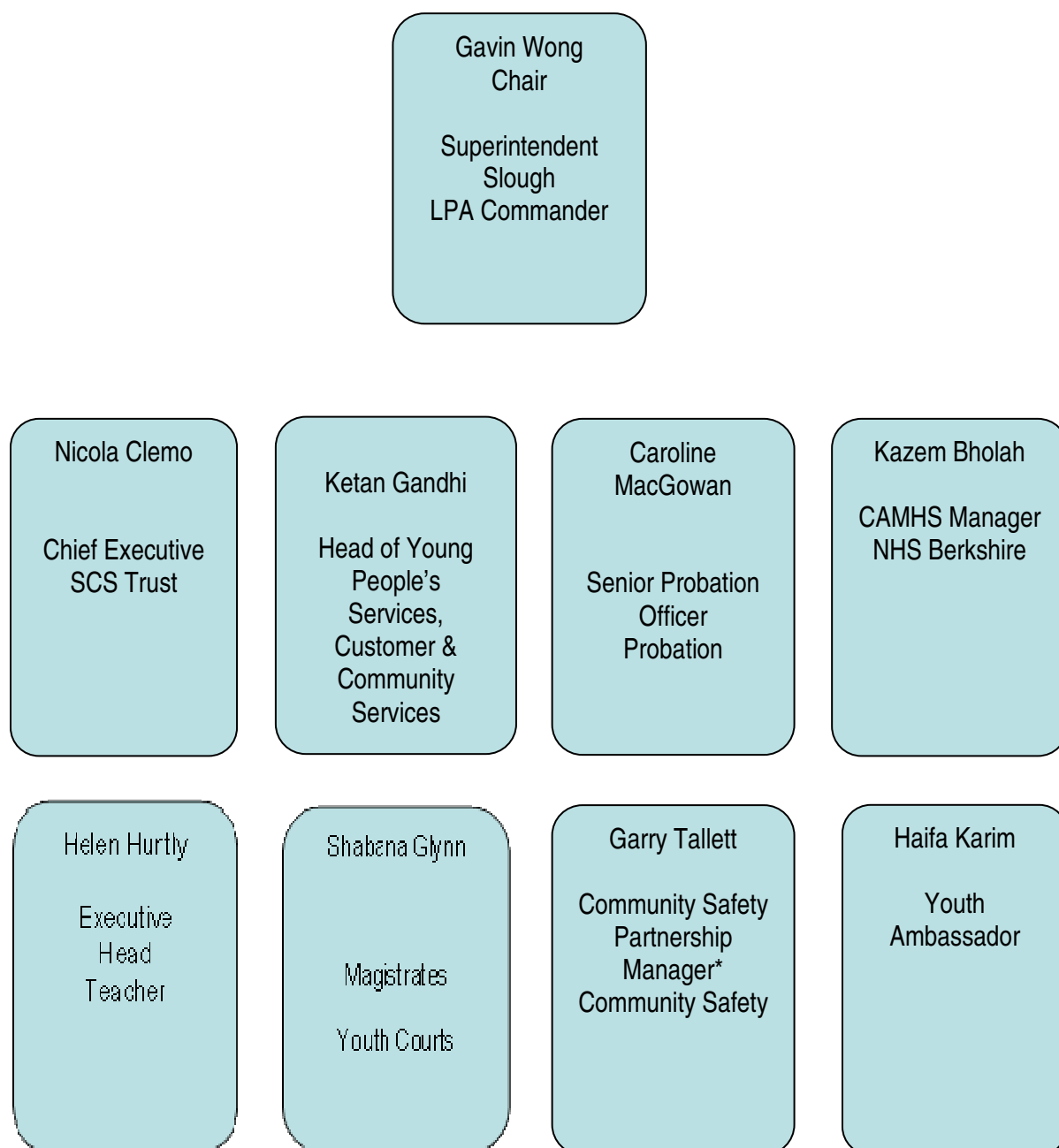


**Glossary**

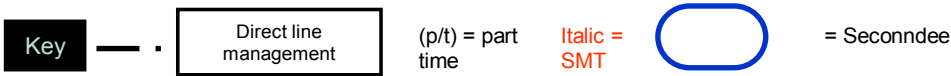
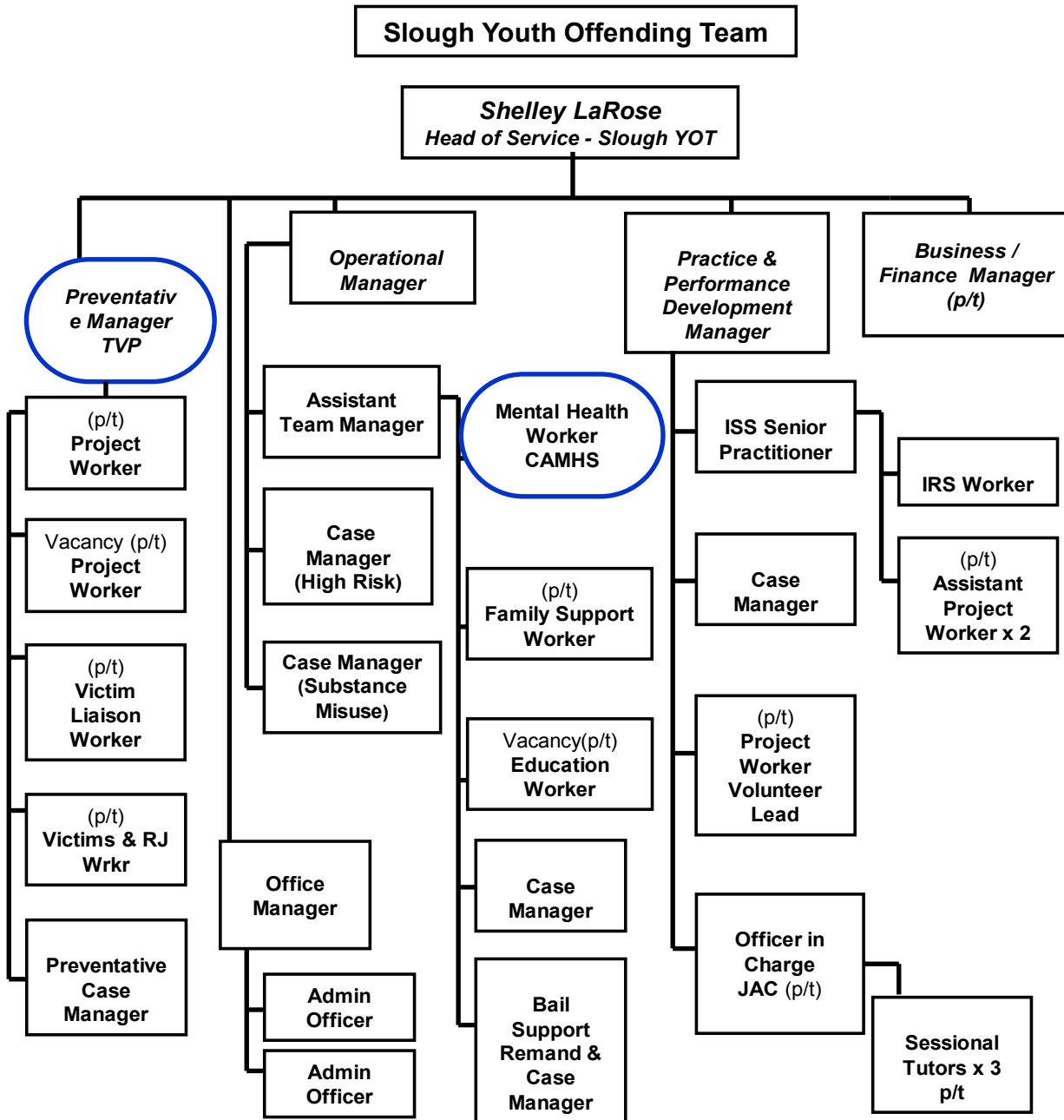
<b>BME</b>	<b>Black and Minority Ethnicity</b>
<b>CACI</b>	<b>OT Database IT system provider (of ChildView )</b>
<b>CAMHS</b>	<b>Children and Adolescent Mental Health Service</b>
<b>CCG</b>	<b>Clinical Commissioning Group</b>
<b>CSE</b>	<b>Child Sexual Exploitation</b>
<b>CSP</b>	<b>Community Safety Partnership</b>
<b>ETE</b>	<b>Education, Training and Employment</b>
<b>FTE</b>	<b>First Time Entrants</b>
<b>HELP</b>	<b>Helping Everyone Live Positively</b>
<b>HMIP</b>	<b>HM Inspectorate of Probation</b>
<b>JAC</b>	<b>Junior Attendance Centre</b>
<b>LA</b>	<b>Local Authority</b>
<b>LSCB</b>	<b>Local Safeguarding Children’s Board</b>
<b>MASH</b>	<b>Multi Agency Safeguarding Hub</b>
<b>NOMS</b>	<b>National Offender Management Services</b>
<b>PCC</b>	<b>Police and Crime Commissioner</b>
<b>SBC</b>	<b>Slough Borough Council</b>
<b>SCST</b>	<b>Slough Children’s Services Trust</b>
<b>SEMRAC</b>	<b>Sexual Exploitation and Missing Risk Assessment Conference</b>
<b>SSP</b>	<b>Safer Slough Partnership</b>
<b>SYVF</b>	<b>Serious Youth Violence Forum</b>
<b>SQS</b>	<b>Short Quality Screening</b>
<b>TVP</b>	<b>Thames Valley Police</b>
<b>VAP</b>	<b>Violence against People</b>
<b>YJB</b>	<b>Youth Justice Board</b>
<b>YOT</b>	<b>Youth Offending Team</b>

Appendix 1:

# YOT MANAGEMENT BOARD



Appendix 2:



Slough Youth Offending Team, Ground Floor East, St Martins Place, 51 Bath Road. Slough, SL1 3UF



## SLOUGH YOUTH JUSTICE PLAN -PRIORITIES FOR 2016 – 2017

ITEM	ACTION	RAG	COMMENTS/EVIDENCE
1.	Establish new way of working with young people following the YOT's move to a new location.	Green	Observations and analysis show chaotic process for young people reporting. Currently young people reporting at SMP, Landmark Place, the Curve. From February this will also include the YES shop. Home visits and visits at schools also take place.
2.	Build on using various technologies to improve work with children, young people and their families.	Green	Staff now have ipads to assist with working with young people.
3.	Develop qualitative practice/work with Troubled Families/Families First in line with Her Magistrates Inspection of Probation (HMIP) report on Troubled Families from 2014 and Troubled Families now coming under the umbrella of the Trust.	Red	Discussion with lead ( Kirsty Askew) for Troubled Families and agreement to revisit once Troubled Families process set up.
4.	Devise programmes to tackle Violence Against People (VAP), tackle theft and any other areas of offending that is identified as a developing area.	Amber	Serious Youth Violence programme developed and due to start February 2017 with young preventative cases.
5.	Continue to focus on addressing serious youth violence, protecting the public and safeguarding.	Amber	Preventative Manager, Operation Manager and Head of Service still attending relevant meetings.
6.	Ensure that young people and the community are able to identify the pathway to obtaining support for those at risk of offending and who have offended.	Amber	Masterclass x 2 delivered, on prevention and work of the YOT. More planned.
7.	Comply with/facilitate the national mandate of having a Probation seconded.	Green	Started 5 <sup>th</sup> October 2016.
8.	Begin/progress review of youth justice services delivered by Slough YOT.	Amber	Consultation ended and in the process of putting new structure into place.
9.	Change practices/processes in line with findings from the Ministry of Justice Taylor Review and any legislative changes – Anticipated to be a substantive piece of work with elements implemented over 2017/2018/2019.	Green	No changes identified although flexibility to meet local need and prevent offending highlighted.

ITEM	ACTION	RAG	COMMENTS/EVIDENCE
10.	Improve referrals for mental health – partnership working - supported with training and development for YOT staff in mental health.	Amber	2 Health bids / pilot pending. In – house surgeries starting November 2016 and CAMHS worker due to begin attending CAMHS meetings again to facilitate speedier referrals. Health reverting to process where secondees takes cases back to CAHMS for discussion / agreement in regards to working with.
11.	Increase the use of analysis to inform work linking more to wider initiatives such as Prevent and prevention.	Amber	Starting with FTE's. Also part of Organised Crime Group which has a robust data analysis stance
12.	Continue focus on prevention where first time entry is concerned, particularly in respect of young people at risk of becoming or affiliated to gangs. Link continued raising of knife crime to this and the need to reduce offending.	Green	Programme due to start February 2017.
13.	Attract better funding particularly around prevention/early intervention	Amber	CAMHS bid made October 2016. Awaiting outcome.
14.	Maintain stable staffing	Amber	Advertising to fill vacant posts pending.
15.	Monitor level of resource required in respect of Probation secondees and if necessary bid for additional resources for 2017 – 2018 if Slough YOT can evidence the need.	Amber	Work on going.
16.	Continue to contribute to the reduction of crime and re-offending with partner agencies.	Green	Various Mangers attending relevant meetings such as Serious Youth Violence, VMAP, SSP, Organised Crime etc.
17.	Consider how General Practitioner (GP) representation will benefit the work of preventing crime/YOT Management Board – Clinical Commissioning Group links.	Red	Yet to begin work on.
18.	Work with CACI in respect of improving database.	Red	Issues around data disappearing, parts of the system not working, slowness. Discussions to resolve involving SBC's IT. Aim for Trust to assist with negotiations where IT concerned and if no improvements escalate to Board.

**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Education and Children's Services Scrutiny Panel

**DATE:** 9<sup>th</sup> February 2017

**CONTACT OFFICER:** Jo Moxon, Interim Director of Children's Services  
**(For all enquiries)** (01753) 875751

Report produced by Johnny Kyriacou, Head of Education,  
Slough Borough Council  
(01753) 787672

**WARD(S):** All Wards

**PART I**  
**FOR COMMENT AND CONSIDERATION**

**ASSESSMENT AND EXAMINATION RESULTS FOR 2015-16**

1 **Purpose of Report**

To provide results by school (2016) for Key Stage 2 and 4 with a breakdown of SEND and ethnicity per school.

2 **Recommendation**

The committee is requested to note and acknowledge the results of each school by SEND and ethnicity as requested. The committee needs to consider a task and finish group to ascertain how it can move forward and support schools in achieving higher outcomes for different categories of pupils.

3 **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3a **Slough Joint Wellbeing Strategy Priorities**

Priority 1 – Protecting vulnerable children

3b **Five Year Plan Outcomes**

Outcome: Children and young people in Slough will be healthy, resilient and have positive life chances

#### 4 **Implications**

(a) **Financial**

There are no significant financial implications associated with this report.

(b) **Risk Management**

<b>Risk</b>	<b>Mitigating action</b>	<b>Opportunities</b>
Legal	None	
Property	None	
Human Rights	None	
Health and Safety	None	
Employment Issues	None	
Equalities Issues	Seeking to close gaps between peers and vulnerable groups	
Community Support	None	
Communications	None	Promoting Slough's educational successes
Community Safety	None	
Financial	None	
Timetable for delivery	None	
Project Capacity	None	
Other	None	

(c) **Human Rights Act and Other Legal Implications**

There are no significant Human Rights Act or other Legal implications.

(d) **Equalities Impact Assessment**

There is no need for an equalities impact assessment.

(e) **Workforce**

There are no workforce implications.

#### 5 **Supporting Information**

##### **Introduction**

- 5.1 Following the cabinet meeting on 8<sup>th</sup> December 2016 this paper shows a more detailed breakdown of the results of each school in Slough at KS2 and 4 by ethnicity and SEND (In Appendix A,B and C). The breakdown is in 5 ethnic groups (the largest groups in Slough) which include: Pakistani; Indian; white British; white other and black African.

The headline figures are:



## Key Stage 2

- 5.2 **Key Stage 2 attainment:** At KS2 for attainment in Reading, Writing and Maths, Slough achieved the following overall:

	All pupils	SEND	Pakistani	Indian	White British	White Other	Black African
<b>National</b>	53%	16%	47%	65%	54%	48%	54%
<b>LA</b>	54.6%	16.1%	53.7%	72.4%	47.9%	43.8%	51.9%

Slough performed in line with national average for pupils with SEND and above national average for Pakistani and Indian groups. However, Slough achieved under the national average for the three other ethnic categories identified above.

### Key Stage 2 progress: Reading

	All pupils	SEND	Pakistani	Indian	White British	White Other	Black African
<b>LA</b>	-0.2	-1.6	0.0	0.7	-1.3	-0.3	0.6

### Key Stage 2 progress: Writing

	All pupils	SEND	Pakistani	Indian	White British	White Other	Black African
<b>LA</b>	1.3	0.1	2.3	0.8	-0.5	2.2	2.4

### Key Stage 2 progress: Maths

	All pupils	SEND	Pakistani	Indian	White British	White Other	Black African
<b>LA</b>	0.8	-0.6	1.4	2.8	-1.7	1.6	-0.1

## Summary

- 5.3 The overall progress for Pakistani, Indian, white other and black African pupils is positive. White British pupils are under performing and this seems to be in line with national trends. The overall progress of SEND pupils shows under performance.
- 5.4 There are complexities in doing a desktop analysis on results for each school because each reason for under performance may be unique to that school. For example, smaller numbers may contribute to a seemingly larger picture of under performance if just one or two pupils do not reach their target.
- 5.5 The results by ethnicity and SEND for each school and each assessment are wide and varied. The headline data is available in appendix A but a further deeper analysis, if required, should be the objective of a task and finish group to ascertain what the priorities should be going forward. There are 27 primary schools to be analysed further. We would need more input from those individual primary schools to learn more about the performance of specific groups.

## Key Stage 4

5.6 At KS4 Progress 8 measures for SEND and 5 largest ethnic groups are as follows:

	All Pupils	Special Needs	Ethnicity				
		SEND	Pakistani	Indian	White British	White Other	Black African
<b>National</b>	<b>-0.03</b>	<b>-0.55</b>	<b>0.13</b>	<b>0.47</b>	<b>-0.11</b>	<b>0.42</b>	<b>0.34</b>
<b>Slough LA</b>	<b>0.22</b>	<b>-0.27</b>	<b>0.28</b>	<b>0.40</b>	<b>-0.28</b>	<b>0.44</b>	<b>0.34</b>
<b>Slough Non Selective</b>	<b>0.09</b>	<b>-0.37</b>	<b>0.21</b>	<b>0.14</b>	<b>-0.43</b>	<b>0.39</b>	<b>0.30</b>
<b>Slough Selective</b>	<b>0.46</b>	<b>0.36</b>	<b>0.50</b>	<b>0.53</b>	<b>0.25</b>	<b>0.58</b>	<b>0.71</b>

## Summary

- 5.7 Slough has performed extremely well overall for progress 8 results against the national average in both selective and non-selective settings. With regards to SEND Slough has performed better than the national average. With regards to ethnicity Slough schools overall have shown better than expected progress for all groups except white British pupils. A closer look at appendix B provides an insight into individual school performance with regards SEND and ethnicity.
- 5.8 As discussed above there are complexities in doing a desktop analysis on results for each school so a task and finish group would be appropriate to have a deeper analytical look at each school and ascertain reasons behind the data.

## 6 Conclusion

- 6.1 Information has been provided to the Education and Children's Services Scrutiny Panel and a decision by the panel is needed on how it would like to proceed with the information and data available.

## 7 Comments of Other Committees

- 7.1 This information has not been to any other committees.

## 8 Appendices

**Appendix A** – Key stage 2 results by SEND and ethnicity

## 9 Background Papers

None.

**Key Stage 4 - Average Progress 8 score: 2015/16** (2016 figures based on Validated DfE Data)

	All Pupils	Special Needs SEND	Ethnicity				
			Pakistani	Indian	White British	White Other	Black African
<b>National</b>	<b>-0.03</b>	<b>-0.55</b>	<b>0.13</b>	<b>0.47</b>	<b>-0.11</b>	<b>0.42</b>	<b>0.34</b>
<b>Slough LA</b>	<b>0.22</b>	<b>-0.27</b>	<b>0.28</b>	<b>0.40</b>	<b>-0.28</b>	<b>0.44</b>	<b>0.34</b>
<b>Slough Non Selective</b>	<b>0.09</b>	<b>-0.37</b>	<b>0.21</b>	<b>0.14</b>	<b>-0.43</b>	<b>0.39</b>	<b>0.30</b>
<b>Slough Selective</b>	<b>0.46</b>	<b>0.36</b>	<b>0.50</b>	<b>0.53</b>	<b>0.25</b>	<b>0.58</b>	<b>0.71</b>
Arbour Vale	-1.55	0.42	-1.58	-1.51	-2.13	-1.45	-1.45
Baylis Court	0.42	-0.48	0.55	0.56	-0.38	0.07	0.88
Beechwood	-0.62	-1.05	-0.22	-0.30	-0.99	0.04	-0.40
Herschel Grammar	0.44	0.40	0.51	0.58	-0.37	0.42	0.32
Langley Academy	0.22	-0.18	0.60	0.16	-0.23	0.62	0.63
Langley Grammar	0.35	-0.13	0.18	0.43	0.22	0.39	0.82
Slough & Eton CE	0.28	0.00	0.18	0.11	0.23	0.44	0.68
St Bernard's Catholic Grammar	0.36	0.09	0.83	0.12	0.33	0.55	1.05
St Joseph's Catholic High	0.39	0.65	1.15	0.39	-0.04	0.51	0.75
Upton Court Grammar	0.65	0.74	0.62	0.71	0.44	0.88	0.30
Westgate	0.16	0.03	0.43	0.17	-0.21	0.30	0.32
Wexham	-0.05	-0.89	-0.11	0.31	-0.27	0.54	-0.33



**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Education and Children's Services Scrutiny Panel

**DATE:** 9<sup>th</sup> February 2017

**CONTACT OFFICER:** Jo Moxon, Interim Director of Children's Services  
**(For all enquiries)** (01753) 875751

Report produced by Johnny Kyriacou, Head of Education,  
Slough Borough Council  
(01753) 787672

**WARD(S):** All Wards

**PART I**  
**FOR INFORMATION**

**OVERALL EXAMINATION RESULTS FOR KS2 AND KS4**

1 **Purpose of Report**

To provide a table showing overall results of all schools in the LA for Key Stage 2 and 4.

2 **Recommendation**

The committee is requested to note the results prevalent at Key Stage 4 across Slough.

3 **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3a **Slough Joint Wellbeing Strategy Priorities**

Priority 1 – Protecting vulnerable children

3b **Five Year Plan Outcomes**

Outcome: Children and young people in Slough will be healthy, resilient and have positive life chances

#### 4 **Implications**

(a) **Financial**

There are no significant financial implications associated with this report.

(b) **Risk Management**

<b>Risk</b>	<b>Mitigating action</b>	<b>Opportunities</b>
Legal	None	
Property	None	
Human Rights	None	
Health and Safety	None	
Employment Issues	None	
Equalities Issues	Seeking to close gaps between peers and vulnerable groups	
Community Support	None	
Communications	None	Promoting Slough's educational successes
Community Safety	None	
Financial	None	
Timetable for delivery	None	
Project Capacity	None	
Other	None	

(c) **Human Rights Act and Other Legal Implications**

There are no significant Human Rights Act or other Legal implications.

(d) **Equalities Impact Assessment**

There is no need for an equalities impact assessment.

(e) **Workforce**

There are no workforce implications.

## 5 **Supporting Information**

### **Attainment 8 and Progress 8 – New measurements for KS4**

- 5.1 Progress 8 aims to capture the progress a pupil makes from the end of primary school to the end of secondary school. It is a type of value added measure, which means that pupils' results are compared to the actual achievements of other pupils with the same prior attainment.
- 5.2 The new performance measures are designed to encourage schools to offer a broad and balanced curriculum with a focus on an academic core at key stage 4, and reward schools for the teaching of all their pupils, measuring performance across 8 qualifications. Every increase in every grade a pupil achieves will attract additional points in the performance tables.
- 5.3 Attainment 8 will measure the achievement of a pupil across 8 qualifications. A pupil's Progress 8 score is defined as their Attainment 8 score, minus their estimated Attainment 8 score.
- 5.4 These figures highlight very strong performance by Slough schools overall, and the new progress 8 figures, is very strong.

## 6 **Conclusion**

- 6.1 The information has been provided to the Education and Children's Services Scrutiny Panel to allow for a more detailed analysis of the progress made on KS2 and KS4 examinations.

## 7 **Comments of Other Committees**

- 7.1 This information has not been to any other committees.

## 8 **Appendices**

**Appendix A** – Key stage 2 results by school

**Appendix B** – Key Stage 4 Results with other performance indicators

This page is intentionally left blank



Percentage of Pupils Achieving the Expected Level in Reading, Writing and Maths at Key Stage 2: 2015/16 (Revised)

Gaps Colour Key (Achievement Levels)	Girls Higher than Boys Boys Higher than Girls		SEND Higher than No SEND No SEND Higher than SEND		PP Higher than No PP No PP Higher than PP		FSM Higher than No FSM No FSM Higher than FSM											
	All Pupils	Boys	Girls	Gender Gap	No SEND	SEND	SEND Gap	Not Dis	Dis	Dis Gap	No FSM	FSM	FSM Gap	Pakistan	Indian	White British	White Other	Black African
National	53%	50%	57%	7%	62%	16%	46%	61%	39%	22%	57%	36%	21%	47%	65%	54%	48%	54%
Slough LA	54.6%	51.0%	58.4%	7.4%	62.8%	16.1%	46.7%	58.9%	44.0%	14.8%	56.9%	38.3%	18.6%	53.7%	72.4%	47.9%	43.8%	51.9%
Diff	2%	1%	1%		1%	0%		-2%	5%		0%	2%		7%	7%	-6%	-4%	-2%
Arbour Vale	0.0%	0.0%	0.0%	0.0%	-	-	-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%
Castleview	90.5%	84.2%	100.0%	15.8%	98.2%	25.0%	73.2%	92.7%	75.0%	17.7%	90.2%	100.0%	9.8%	82.4%	96.7%	-	66.7%	100.0%
Cippenham Pri	46.6%	46.0%	47.0%	1.0%	49.5%	0.0%	49.5%	50.6%	33.3%	17.2%	46.7%	45.5%	1.2%	43.5%	61.5%	38.1%	45.5%	33.3%
Claycots	48.3%	35.9%	58.0%	22.1%	60.3%	10.0%	50.3%	54.2%	36.7%	17.6%	51.4%	36.8%	14.6%	46.2%	80.0%	47.8%	36.4%	52.9%
Colnbrook	33.3%	30.8%	36.4%	5.6%	44.4%	0.0%	44.4%	35.7%	30.0%	5.7%	31.6%	40.0%	8.4%	0.0%	75.0%	10.0%	20.0%	100.0%
Foxborough	39.3%	28.6%	50.0%	21.4%	50.0%	0.0%	50.0%	44.4%	36.8%	7.6%	45.5%	16.7%	28.8%	28.6%	100.0%	20.0%	0.0%	25.0%
Godolphin Jun	55.6%	48.1%	65.8%	17.7%	58.8%	0.0%	58.8%	60.0%	48.6%	11.4%	57.1%	33.3%	23.8%	60.0%	75.0%	33.3%	0.0%	45.5%
Holy Family	71.9%	67.9%	75.9%	8.0%	81.8%	38.5%	43.4%	73.1%	60.0%	13.1%	71.7%	75.0%	3.3%	-	100.0%	75.0%	43.8%	100.0%
Iqra	54.7%	58.1%	51.2%	7.0%	58.1%	33.3%	24.8%	62.0%	44.4%	17.6%	56.8%	41.7%	15.1%	49.1%	50.0%	-	100.0%	54.5%
James Elliman	51.1%	51.0%	51.2%	0.2%	55.8%	23.1%	32.8%	51.6%	50.0%	1.6%	51.3%	50.0%	1.3%	54.8%	58.3%	40.0%	18.2%	57.1%
Khalisa	73.3%	72.2%	75.0%	2.8%	77.2%	0.0%	77.2%	78.0%	50.0%	28.0%	75.9%	50.0%	25.9%	-	71.9%	-	-	-
Langley Hall	62.0%	58.9%	65.9%	7.0%	67.8%	10.0%	57.8%	63.8%	55.0%	8.7%	62.6%	55.6%	7.1%	52.6%	77.8%	50.0%	75.0%	57.1%
Littledown	20.0%	20.0%	-	-	-	0.0%	-	0.0%	33.3%	33.3%	0.0%	33.3%	33.3%	-	-	25.0%	-	-
Lynch Hill	70.8%	66.7%	75.4%	8.8%	82.6%	33.3%	49.3%	72.9%	65.7%	7.2%	73.3%	57.9%	15.4%	90.0%	75.0%	64.1%	57.1%	66.7%
Marrish	69.5%	68.2%	71.1%	2.9%	73.3%	20.0%	53.3%	78.0%	56.3%	21.8%	73.0%	37.5%	35.5%	75.0%	73.3%	60.0%	70.0%	66.7%
Montem	37.3%	28.6%	47.3%	18.7%	47.2%	7.1%	40.0%	36.9%	37.7%	0.8%	38.3%	33.3%	5.0%	43.4%	40.0%	0.0%	45.5%	33.3%
OLOP	64.3%	57.6%	68.6%	11.1%	70.1%	0.0%	70.1%	67.2%	52.9%	14.2%	67.1%	20.0%	47.1%	100.0%	70.0%	70.4%	69.2%	0.0%
Parlaunt Park	21.2%	15.4%	26.1%	10.7%	25.7%	0.0%	25.7%	25.4%	11.5%	13.9%	23.9%	7.1%	16.8%	30.8%	25.0%	13.6%	10.0%	25.0%
Penn Wood	63.8%	61.1%	68.2%	7.1%	73.3%	33.3%	40.0%	64.1%	63.2%	0.9%	68.1%	45.5%	22.6%	70.0%	80.0%	33.3%	41.7%	60.0%
Pippins	54.2%	40.0%	64.3%	24.3%	61.9%	0.0%	61.9%	52.2%	100.0%	47.8%	54.2%	-	-	-	87.5%	38.5%	100.0%	-
Priority	51.6%	47.9%	55.8%	7.9%	74.0%	25.7%	48.3%	54.5%	44.0%	10.5%	53.7%	33.3%	20.3%	42.9%	61.5%	50.0%	100.0%	100.0%

# Appendix A

Ryvers	48.3%	48.4%	48.3%	0.1%	61.7%	0.0%	61.7%	55.6%	26.7%	28.9%	51.9%	25.0%	26.9%	35.3%	65.0%	50.0%	0.0%	0.0%
St. Anthony's	55.0%	50.0%	60.7%	10.7%	59.6%	16.7%	42.9%	53.5%	58.8%	5.3%	54.7%	57.1%	2.4%	50.0%	0.0%	55.6%	42.4%	100.0%
St. Ethelbert's	49.1%	39.3%	59.3%	20.0%	56.5%	0.0%	56.5%	48.9%	50.0%	1.1%	48.0%	60.0%	12.0%	-	80.0%	33.3%	42.1%	66.7%
St. Mary's	48.8%	52.6%	45.7%	7.0%	56.5%	14.3%	42.2%	54.8%	31.8%	23.0%	52.8%	25.0%	27.8%	56.0%	76.9%	66.7%	36.8%	12.5%
Western House	54.4%	51.0%	58.5%	7.5%	60.8%	10.0%	50.8%	60.8%	25.0%	35.8%	58.0%	22.2%	35.8%	50.0%	100.0%	43.8%	33.3%	33.3%
Wexham Court	52.8%	50.0%	56.1%	6.1%	58.8%	0.0%	58.8%	54.4%	47.6%	6.8%	53.1%	50.0%	3.1%	47.4%	77.8%	62.5%	25.0%	57.1%
Willow	78.6%	70.0%	83.3%	13.3%	83.3%	50.0%	33.3%	88.2%	63.6%	24.6%	81.5%	0.0%	81.5%	90.9%	100.0%	0.0%	40.0%	100.0%

Figures based on revised assessment data from DfE datafeed and matched to School Pupil Census May 2016

In 2016, a school will be above the DfE 2016 floor standard if:

- at least 65% of pupils meet the expected standard in English reading, English writing and mathematics; or
- the school achieves sufficient progress scores in all three subjects. At least -5 in English reading, -5 in mathematics and -7 in English writing.

To be above the floor, the school needs to meet either the attainment or all of the progress element.

Key Stage 1-2 Average Progress Score in Reading: 2015/16 (Revised)

Gaps Colour Key (Achievement Levels)	Girls Higher than Boys Boys Higher than Girls		SEND Higher than No SEND No SEND Higher than SEND		PP Higher than No PP No PP Higher than PP		Free School Meals FSM Higher than No FSM No FSM Higher than FSM			Ethnicity							
	Boys	Girls	Gender Gap	No SEND	SEND	SEND Gap	Not Dis	Dis	Dis Gap	No FSM	FSM	FSM Gap	Pakistan i	Indian	White British	White Other	Black African
Slough LA	-0.7	0.2	0.9	0.1	-1.6	1.7	0.0	-0.8	0.8	-0.1	-0.9	0.8	0.0	0.7	-1.3	-0.3	0.6
Arbour Vale	-6.4	-10.8	4.4	-	-	-	-6.8	-8.4	1.6	-7.5	-8.3	0.8	-7.4	-4.4	-11.9	-	-7.4
Castleview	3.7	3.6	0.1	3.8	4.1	0.3	4.1	0.9	3.2	3.7	3.4	0.3	2.6	4.1	-	1.0	11.4
Cippenham Pri	-3.6	-2.0	1.6	-2.6	-5.0	2.4	-2.3	-4.1	1.8	-2.8	-2.0	0.8	-3.2	-4.6	-3.1	-4.4	-0.7
Claycots	-3.6	-2.2	1.4	-2.1	-5.4	3.3	-2.4	-3.6	1.2	-2.4	-4.1	1.7	-2.3	-2.0	-4.4	-4.2	-0.7
Colnbrook	-3.4	-0.1	3.3	-2.9	0.7	3.6	-1.9	-2.0	0.1	-1.3	-4.5	3.2	-5.6	0.8	-2.3	-2.8	-0.1
Foxborough	-5.4	0.7	6.1	-1.8	-3.3	1.5	-2.8	-1.8	1.0	-1.8	-3.0	1.2	-0.6	-2.8	-3.7	-	0.8
Godolphin Jun	-0.7	1.4	2.1	0.5	-1.4	1.9	0.6	-0.3	0.9	0.4	-2.1	2.5	1.0	0.7	-5.5	-3.8	-0.7
Holy Family	0.0	0.8	0.8	0.7	-0.8	1.5	0.5	-0.8	1.3	0.4	0.5	0.1	-	5.2	0.0	-1.6	2.7
Iqra	0.1	0.1	0.0	0.1	0.4	0.3	0.4	-0.3	0.7	0.3	-0.8	1.1	0.2	-1.9	-	-2.8	1.9
James Elliman	-0.9	-1.1	0.2	-0.9	-1.7	0.8	-1.1	-0.6	0.5	-1.3	0.9	2.2	-0.6	0.8	-3.5	-3.6	0.7
Khalisa	-0.2	1.5	1.7	0.5	0.7	0.2	0.7	-0.6	1.3	0.4	0.9	0.5	-	0.3	-	-	-
Langley Hall	-1.5	0.4	1.9	-0.6	-1.0	0.4	-0.4	-1.5	1.1	-0.4	-3.0	2.6	-2.6	0.5	0.8	-2.7	-2.9
Littledown	-6.0	-	-	-	-13.5	-	-9.0	-4.0	5.0	-9.0	-4.0	5.0	-	-	-7.1	-	-
Lynch Hill	3.9	5.2	1.3	4.7	3.4	1.3	4.0	5.9	1.9	4.5	4.9	0.4	6.0	2.5	4.4	4.0	5.2
Marish	-0.9	-1.0	0.1	-1.3	2.8	4.1	-1.3	-0.4	0.9	-1.2	1.5	2.7	2.4	-2.2	0.5	0.3	-4.3
Montem	-2.6	-0.5	2.1	-1.1	-2.6	1.5	-1.3	-1.8	0.5	-1.5	-1.7	0.2	-2.2	-	-12.5	1.1	-0.9
OLOP	-1.1	-0.1	1.0	0.0	-6.4	6.4	-0.6	-0.1	0.5	-0.7	3.2	3.9	3.6	-0.8	-1.0	0.2	13.4
Parlaunt Park	-3.3	-5.4	2.1	-3.9	-7.5	3.6	-3.9	-5.8	1.9	-4.3	-5.7	1.4	-2.2	-0.8	-7.6	-8.0	-1.9
Penn Wood	1.7	1.0	0.7	1.5	1.0	0.5	1.2	1.8	0.6	1.7	0.2	1.5	1.9	2.9	-1.8	0.4	1.6
Pippins	-1.6	1.2	2.8	0.4	-2.6	3.0	0.0	1.4	1.4	0.0	-	-	-	0.8	-1.5	8.4	-
Priory	-1.6	1.0	2.6	1.1	-1.5	2.6	-0.1	-0.9	0.8	-0.3	-0.8	0.5	-1.9	1.3	-0.9	7.0	6.1

# Appendix A

Ryvers	-1.3	-1.7	-1.0	0.7	-1.3	-1.8	0.5	-1.2	-1.7	0.5	-1.2	-2.0	0.8	-0.9	-1.3	-0.7	-6.8	0.6
St. Anthony's	1.6	0.5	3.2	2.7	1.8	0.0	1.8	1.5	1.9	0.4	1.7	1.1	0.6	3.1	-0.8	2.9	1.2	1.8
St. Ethelbert's	1.0	0.7	1.4	0.7	1.6	-1.7	3.3	0.7	2.7	2.0	1.2	-0.1	1.3	-	4.9	-2.1	2.1	2.8
St. Mary's	-0.1	-0.9	0.5	1.4	0.9	-4.8	5.7	0.8	-2.5	3.3	0.0	-0.9	0.9	0.2	-0.1	-0.1	-1.5	-1.4
Western House	1.0	1.4	0.5	0.9	1.3	-0.9	2.2	1.2	0.0	1.2	1.1	-0.8	1.9	0.9	2.9	0.0	0.5	1.6
Wexham Court	-0.1	-0.5	0.5	1.0	0.1	-1.4	1.5	-0.6	1.6	2.2	-0.5	3.7	4.2	0.0	3.2	-1.1	-2.5	-1.7
Willow	4.2	4.3	4.1	0.2	3.1	14.8	11.7	7.6	-0.4	8.0	4.2	4.0	0.2	4.6	11.1	-	-2.7	10.9

Figures based on revised assessment data from DfE datafeed and matched to School Pupil Census May 2016

In 2016, a school will be above the DfE 2015 floor standard if:

- at least 65% of pupils meet the expected standard in English reading, English writing and mathematics; or
  - the school achieves sufficient progress scores in all three subjects. At least -5 in English reading, -5 in mathematics and -7 in English writing.
- To be above the floor, the school needs to meet either the attainment or all of the progress element.

Key Stage 1-2 Average Progress Score in Writing: 2015/16 (Revised)

Gaps Colour Key (Achievement Levels)	Girls Higher than Boys Boys Higher than Girls		SEND Higher than No SEND No SEND Higher than SEND		PP Higher than No PP No PP Higher than PP		Free School Meals				Ethnicity							
	All Pupils	Boys	Girls	Gender Gap	No SEND	SEND	SEND Gap	Not Dis	Dis	Dis Gap	No FSM	FSM	FSM Gap	Pakistan i	Indian	White British	White Other	Black African
Slough LA	1.3	0.6	1.9	1.3	1.6	0.1	1.5	1.4	1.0	0.4	1.4	0.5	0.9	2.3	0.8	-0.5	2.2	2.4
Arbour Vale	-7.6	-6.7	-9.5	2.8	-	-	-	-6.8	-8.1	1.3	-7.0	-8.5	1.5	-7.4	-4.4	-10.2	-	-7.4
Castlevie	0.4	-0.7	2.0	2.7	0.7	-1.3	2.0	0.4	-0.2	0.6	0.3	1.6	1.3	0.2	0.8	-	-6.7	0.9
Cippenham Pri	0.8	-0.1	1.5	1.6	1.1	-3.2	4.3	1.2	-0.5	1.7	0.7	2.3	1.6	0.6	0.9	-0.3	1.1	2.3
Claycots	-2.1	-1.4	-2.6	1.2	-1.5	-3.8	2.3	-1.5	-3.2	1.7	-1.7	-3.5	1.8	-2.6	-0.6	-2.3	-3.1	-0.5
Colnbrook	0.7	0.0	1.6	1.6	1.2	-1.4	2.6	2.0	-1.1	3.1	0.9	-0.1	1.0	4.3	0.2	-1.3	3.6	0.2
Foxborough	2.0	0.1	3.7	3.6	2.9	-1.1	4.0	0.5	2.7	2.2	1.5	3.8	2.3	4.8	-1.8	-3.7	-	4.2
Godolphin Jun	1.3	0.0	3.0	3.0	1.4	0.8	0.6	2.3	-0.3	2.6	1.7	-5.2	6.9	1.7	0.5	-5.8	-3.3	4.0
Holy Family	1.7	1.5	2.0	0.5	2.5	-0.7	3.2	2.0	-1.1	3.1	1.8	0.0	1.8	-	4.6	2.1	0.8	4.5
Iqra	3.3	3.1	3.6	0.5	3.5	2.0	1.5	4.6	1.5	3.1	3.7	0.1	3.6	3.5	3.8	-	8.2	0.6
James Elliman	2.7	2.4	3.0	0.6	2.9	1.3	1.6	3.3	1.6	1.7	2.8	2.1	0.7	2.7	3.0	1.7	4.6	3.1
Khalsa	1.5	0.9	2.4	1.5	1.4	3.8	2.4	0.9	4.6	3.7	0.9	6.9	6.0	-	1.5	-	-	-
Langley Hall	0.7	-0.7	2.5	3.2	0.8	0.5	0.3	0.6	1.4	0.8	0.8	0.4	0.4	1.1	0.5	0.5	0.6	1.1
Littledown	-5.2	-5.2	-	-	-	1.3	-	-4.4	-5.7	1.3	-4.4	-5.7	1.3	-	-	-3.8	-	-
Lynch Hill	3.0	2.1	3.9	1.8	4.0	-0.6	4.6	2.9	3.3	0.4	3.0	2.8	0.2	5.2	3.7	2.4	1.7	3.8
Marish	0.5	0.7	0.2	0.5	0.6	-0.1	0.7	0.4	0.6	0.2	0.4	0.8	0.4	3.1	-1.2	-0.9	1.6	-1.1
Montem	6.0	6.1	5.9	0.2	6.1	5.9	0.2	6.4	5.7	0.7	6.3	5.1	1.2	4.9	5.0	1.3	8.1	7.3
OLOP	0.6	0.3	0.8	0.5	0.7	-0.5	1.2	0.6	0.5	0.1	0.3	5.6	5.3	4.8	0.6	-0.3	-0.7	13.8
Parlaunt Park	-9.0	-8.5	-9.3	0.8	-9.7	-5.9	3.8	-9.4	-8.1	1.3	-9.3	-7.5	1.8	-7.8	-11.1	-9.1	-11.5	-4.1
Penn Wood	3.2	2.6	4.2	1.6	4.4	0.3	4.1	3.5	2.7	0.8	3.7	1.1	2.6	3.3	5.1	3.3	4.5	2.3
Pippins	0.7	-1.5	2.4	3.9	1.1	-1.8	2.9	0.4	8.9	8.5	0.7	-	-	-	3.6	-0.4	2.2	-
Priority	-0.4	-2.1	1.4	3.5	0.9	-1.4	2.3	0.0	-1.3	1.3	0.1	-5.0	5.1	0.6	2.4	-0.5	4.1	5.5

# Appendix A

Ryvers	-0.3	-1.3	0.7	2.0	0.0	-1.3	1.3	-0.3	-0.1	0.2	-0.3	-0.2	0.1	0.6	0.1	-2.7	2.2	2.6
St. Anthony's	4.4	2.9	6.4	3.5	4.5	2.0	2.5	4.1	4.8	0.7	4.2	5.3	1.1	8.8	-8.3	4.0	4.7	4.0
St. Ethelbert's	2.9	2.3	3.6	1.3	3.1	3.0	0.1	3.2	1.7	1.5	3.4	-1.8	5.2	-	3.6	0.6	4.9	3.0
St. Mary's	2.8	0.9	4.2	3.3	3.4	-0.1	3.5	3.1	2.0	1.1	2.9	2.3	0.6	3.0	2.8	4.0	4.1	-0.7
Western House	2.5	2.7	2.4	0.3	2.5	4.0	1.5	2.5	2.8	0.3	2.6	1.7	0.9	4.3	0.6	2.7	6.3	1.6
Wexham Court	1.8	0.7	3.2	2.5	1.8	2.2	0.4	1.5	2.6	1.1	1.7	2.9	1.2	1.7	2.9	0.0	0.0	0.8
Willow	5.9	4.5	6.6	2.1	5.9	5.7	0.2	7.2	4.3	2.9	5.8	7.2	1.4	7.6	3.6	1.8	4.6	10.6

Figures based on revised assessment data from DfE datafeed and matched to School Pupil Census May 2016

In 2016, a school will be above the DfE 2016 floor standard if:

- at least 55% of pupils meet the expected standard in English reading, English writing and mathematics; or
  - the school achieves sufficient progress scores in all three subjects. At least -5 in English reading, -5 in mathematics and -7 in English writing.
- To be above the floor, the school needs to meet either the attainment or all of the progress element.

Key Stage 1-2 Average Progress Score in Mathematics: 2015/16 (Revised)

Gaps Colour Key (Achievement Levels)	Girls Higher than Boys Boys Higher than Girls		SEND Higher than No SEND No SEND Higher than SEND		PP Higher than No PP No PP Higher than PP		FSM Higher than No FSM No FSM Higher than FSM											
	Boys	Girls	Gender Gap	No SEND	SEND	SEND Gap	Not Dis	Dis	Dis Gap	No FSM	FSM	FSM Gap						
Slough LA	0.8	1.4	0.1	1.3	1.2	-0.6	1.8	1.2	-0.3	1.5	1.1	-1.0	2.1	1.4	2.8	-1.7	1.6	-0.1
Arbour Vale	-8.1	-6.8	-11.0	4.2	-	-	-	-7.0	-8.8	1.8	-7.1	-9.8	2.7	-	-5.2	-10.9	-	-8.2
Castleview	2.9	3.5	2.1	1.4	3.1	4.6	1.5	3.2	0.9	2.3	2.9	4.7	1.8	3.2	3.3	-	-2.9	-0.6
Cippenham Pri	-2.2	-1.4	-2.9	1.5	-2.0	-8.4	6.4	-1.9	-3.4	1.5	-2.3	-1.9	0.4	-1.6	-1.1	-3.9	0.4	0.9
Claycots	-3.3	-2.3	-4.1	1.8	-3.3	-3.3	0.0	-2.9	-3.9	1.0	-2.8	-5.0	2.2	-2.6	-4.4	-5.1	-2.1	-2.0
Colnbrook	-2.1	-1.9	-2.3	0.4	-1.9	-1.5	0.4	-1.3	-3.1	1.8	-1.9	-2.8	0.9	-0.2	1.8	-3.8	-2.0	-3.5
Foxborough	-1.5	-1.0	-1.9	0.9	0.6	-8.3	8.9	0.0	-2.1	2.1	-0.6	-4.5	3.9	-0.4	4.7	-3.4	-	-0.3
Godolphin Jun	3.1	3.5	2.5	1.0	3.3	-2.6	5.9	3.4	2.6	0.8	3.1	1.9	1.2	3.2	5.0	-0.4	-5.1	2.8
Holy Family	1.3	2.4	0.3	2.1	1.5	0.8	0.7	1.4	0.7	0.7	1.3	1.7	0.4	-	6.0	0.5	0.7	0.9
Iqra	0.1	0.7	-0.5	1.2	-0.2	2.7	2.9	0.9	-1.0	1.9	0.2	-0.6	0.8	-0.2	0.8	-	-3.3	-1.9
James Elliman	0.5	1.5	-0.6	2.1	0.8	-1.3	2.1	0.9	-0.3	1.2	0.7	-0.5	1.2	0.3	1.1	-2.1	2.6	1.3
Khalsa	3.6	4.2	2.8	1.4	3.5	8.2	4.7	3.5	4.3	0.8	3.6	3.6	0.0	-	3.8	-	-	-
Langley Hall	-0.2	0.8	-1.4	2.2	-0.1	-1.3	1.2	0.2	-1.3	1.5	-0.1	-0.6	0.5	0.3	1.3	-1.2	-1.1	-4.3
Littledown	-4.7	-4.7	-	-	-	-8.1	-	-6.1	-3.8	2.3	-6.1	-3.8	2.3	-	-	-3.9	-	-
Lynch Hill	3.2	3.2	3.2	0.0	3.9	0.9	3.0	3.5	2.4	1.1	3.6	0.8	2.8	5.7	8.5	2.0	1.7	2.1
Marish	0.2	0.9	-0.6	1.5	-0.2	6.3	6.5	0.5	-0.2	0.7	0.3	-0.3	0.6	3.2	1.3	-1.5	-0.3	0.0
Montem	2.0	2.7	1.3	1.4	2.1	2.0	0.1	2.5	1.5	1.0	2.3	1.2	1.1	1.1	-	0.9	4.5	0.3
OLOP	-0.7	-2.0	0.2	2.2	0.3	-10.9	11.2	-0.4	-1.9	1.5	-0.5	-3.3	2.8	8.2	2.6	-1.2	-0.4	-3.1
Parlaunt Park	-2.2	-1.1	-3.1	2.0	-1.7	-4.7	3.0	-1.6	-3.7	2.1	-1.8	-4.2	2.4	0.2	1.1	-5.4	-3.4	-2.7
Penn Wood	4.4	4.7	3.8	0.9	4.4	4.4	0.0	4.7	3.7	1.0	4.9	2.4	2.5	4.3	6.4	4.4	6.2	3.1
Pippins	0.5	-0.1	0.9	1.0	0.6	-0.7	1.3	0.5	-1.0	1.5	0.5	-	-	-	1.6	-0.2	-0.5	-
Priory	0.1	0.7	-0.4	1.1	1.4	-0.5	1.9	0.8	-1.6	2.4	0.6	-4.2	4.8	0.7	1.4	-1.1	4.6	6.9

# Appendix A

Ryvers	1.4	2.9	-0.1	3.0	2.5	-3.2	5.7	2.4	-1.5	3.9	2.1	-2.4	4.5	1.1	5.6	-2.6	-2.5	-4.7
St. Anthony's	2.6	3.0	2.0	1.0	3.0	-0.4	3.4	2.8	2.2	0.6	2.6	2.2	0.4	3.3	1.3	0.8	3.9	0.6
St. Ethelbert's	3.8	3.9	3.7	0.2	3.6	4.3	0.7	3.5	4.9	1.4	3.6	5.9	2.3	-	7.3	0.8	4.5	4.0
St. Mary's	0.2	0.4	0.0	0.4	1.0	-3.9	4.9	0.9	-1.7	2.6	0.7	-2.7	3.4	0.6	2.7	-2.0	-0.3	-3.3
Western House	0.8	1.2	0.2	1.0	0.9	0.8	0.1	1.0	0.0	1.0	1.1	-1.9	3.0	2.3	2.6	-1.9	-0.3	-1.5
Wexham Court	2.9	3.3	2.3	1.0	3.0	1.3	1.7	2.9	2.6	0.3	2.8	3.0	0.2	2.6	3.8	2.4	4.9	2.9
Willow	2.3	4.1	1.4	2.7	1.1	14.2	13.1	4.5	-0.6	5.1	2.9	-8.5	11.4	2.8	3.5	-	6.2	2.8

Figures based on revised assessment data from DfE datafeed and matched to School Pupil Census May 2016

In 2016, a school will be above the DfE 2016 floor standard if:

- at least 65% of pupils meet the expected standard in English reading, English writing and mathematics; or
- the school achieves sufficient progress scores in all three subjects. At least -5 in English reading, -5 in mathematics and -7 in English writing.

To be above the floor, the school needs to meet either the attainment or all of the progress element.



GCSE and Equivalent Results Summary in Slough LA: Revised 2015/16 Figures

	Number of pupils at the end of key stage 4	Progress 8 Scores 2016			Attainment 8 Scores 2016			% achieving a good pass in English and maths (A*-C)				% entering the English Baccalaureate				% achieving the English Baccalaureate			
		Progress 8 score	English Score	Maths Score	Average attainment 8 score per pupil	English Score	Maths Score	2014	2015	2016	Diff 2015 to 2016	2014	2015	2016	Diff 2015 to 2016	2014	2015	2016	Diff 2015 to 2016
Baylis Court	146	0.42	0.51	0.52	52.6	11.4	10.5	71	64	72	8	18	14	16	2	9	7	12	5
Beechwood	141	-0.62	0.28	-0.50	43.2	11.0	8.7	58	52	53	1	6	9	9	0	3	4	7	3
Herschel Grammar	120	0.44	0.10	0.64	69.5	13.4	14.4	99	98	99	1	58	50	45	-5	56	46	43	-3
Langley Academy	175	0.22	0.20	0.41	53.4	11.2	10.9	58	55	70	15	23	24	25	1	14	16	15	-1
Langley Grammar	150	0.35	0.25	0.51	69.8	13.8	14.5	100	99	99	0	55	3	82	79	51	1	73	72
Slough and Eton CE	152	0.28	0.11	0.85	47.8	9.9	10.3	59	64	59	-5	13	5	8	3	11	4	7	3
St Bernard's Catholic Grammar	124	0.36	0.40	0.37	69.1	14.0	14.0	99	98	99	1	73	78	82	4	67	72	75	3
St Joseph's Catholic High	129	0.39	0.30	0.43	49.6	10.4	9.8	44	57	58	1	45	63	71	8	18	39	24	-15
Upton Court Grammar	149	0.65	0.77	0.49	70.2	14.4	13.9	100	99	99	0	78	80	95	15	61	65	68	3
Westgate	167	0.16	-0.21	0.54	48.2	9.6	10.1	67	48	57	9	21	22	7	-15	11	15	4	-11
Wexham	161	-0.05	-0.05	0.13	43.4	9.3	8.8	51	55	49	-6	32	25	40	15	24	12	12	0
Arbour Vale	19	-1.55	-2.01	-1.01	0.4	0.0	0.0	0	0	0	0	NE	0	0	0	NE	0	0	0
<b>Slough LA</b>	<b>1633</b>	<b>0.22</b>	<b>0.21</b>	<b>0.39</b>	<b>54.9</b>	<b>11.5</b>	<b>11.2</b>	<b>81</b>	<b>78</b>	<b>72</b>	<b>-6</b>	<b>36.3</b>	<b>32.0</b>	<b>41.6</b>	<b>9.6</b>	<b>27.7</b>	<b>24.1</b>	<b>29.4</b>	<b>5.3</b>
<b>National: state funded schools only</b>		<b>-0.03</b>	<b>-0.04</b>	<b>-0.02</b>	<b>49.9</b>	<b>10.5</b>	<b>9.8</b>	<b>69</b>	<b>69</b>	<b>63</b>	<b>-6</b>	<b>38.7</b>	<b>38.7</b>	<b>39.7</b>	<b>1.0</b>	<b>24.2</b>	<b>24.3</b>	<b>24.7</b>	<b>0.4</b>
<b>Slough LA - National Diff</b>		<b>0.25</b>	<b>0.25</b>	<b>0.41</b>	<b>5.0</b>	<b>1.0</b>	<b>1.4</b>	<b>12</b>	<b>9</b>	<b>9</b>		<b>-2.4</b>	<b>-6.7</b>	<b>1.9</b>		<b>3.5</b>	<b>-0.2</b>	<b>4.7</b>	
Slough national ranking (out of 152 LA's)		<b>16th</b>	<b>14th</b>	<b>5th</b>	<b>8th</b>	<b>9th</b>	<b>3rd</b>	-	-	<b>10th</b>		-	-	<b>59th</b>		-	-	<b>36th</b>	
<b>Slough LA</b>	<b>1633</b>	<b>0.22</b>	<b>0.21</b>	<b>0.39</b>	<b>54.9</b>	<b>11.5</b>	<b>11.2</b>	<b>81</b>	<b>78</b>	<b>72</b>	<b>-6</b>	<b>36.3</b>	<b>32.0</b>	<b>41.6</b>	<b>9.6</b>	<b>27.7</b>	<b>24.1</b>	<b>29.4</b>	<b>5.3</b>
<b>Slough non-selective schools</b>	<b>1090</b>	<b>0.10</b>	<b>0.11</b>	<b>0.34</b>	<b>47.5</b>	<b>10.2</b>	<b>9.7</b>	-	-	<b>59</b>	<b>-</b>	-	-	<b>23.7</b>	<b>-</b>	-	-	<b>11.1</b>	<b>-</b>
<b>Slough selective schools</b>	<b>543</b>	<b>0.46</b>	<b>0.39</b>	<b>0.51</b>	<b>69.6</b>	<b>13.9</b>	<b>14.2</b>	-	-	<b>99</b>	<b>-</b>	-	-	<b>77.5</b>	<b>-</b>	-	-	<b>65.6</b>	<b>-</b>
<b>National: state funded schools only</b>		<b>-0.03</b>	<b>-0.04</b>	<b>-0.02</b>	<b>49.9</b>	<b>10.5</b>	<b>9.8</b>	<b>69</b>	<b>69</b>	<b>63</b>	<b>-6</b>	<b>38.7</b>	<b>38.7</b>	<b>39.7</b>	<b>1.0</b>	<b>24.2</b>	<b>24.3</b>	<b>24.7</b>	<b>0.4</b>

In 2016, a school will be below the floor standard if its Progress 8 score is below -0.5, and the upper band of the 95% confidence interval is below zero. If a school's performance falls below this floor standard, then the school may come under scrutiny through inspection

LA Quartiles	
<b>DARK GREEN</b>	1st Quartile
<b>LIGHT GREEN</b>	2nd Quartile
<b>AMBER</b>	3rd Quartile
<b>RED</b>	Bottom Quartile

This page is intentionally left blank

**SLOUGH BOROUGH COUNCIL**

**REPORT TO:** Education & Children's Services Scrutiny Panel

**DATE:** 9<sup>th</sup> February 2017

**CONTACT OFFICER:** Dave Gordon – Scrutiny Officer  
**(For all Enquiries)** (01753) 875411

**WARDS:** All

**PART I**

**FOR INFORMATION**

**EDUCATION & CHILDREN'S SERVICES SCRUTINY PANEL  
2016/17 WORK PROGRAMME**

1. **Purpose of Report**

1.1 For the Education and Children's Services Scrutiny Panel (ECS Scrutiny Panel) to discuss its current work programme.

2. **Recommendations/Proposed Action**

2.1 That the Panel note the current work programme for the 2016/17 municipal year.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3.1 The Council's decision-making and the effective scrutiny of it underpins the delivery of all the Joint Slough Wellbeing Strategy priorities. The ECS Scrutiny Panel, along with the Overview & Scrutiny Committee and other Scrutiny Panels combine to meet the local authority's statutory requirement to provide public transparency and accountability, ensuring the best outcomes for the residents of Slough.

3.2 The work of the ECS Scrutiny Panel also reflects the priorities of the Five Year Plan, in particular the following:

- Children and young people in Slough will be healthy, resilient and have positive life chances

4. **Supporting Information**

4.1 The current work programme is based on the discussions of the ECS Scrutiny Panel at previous meetings, looking at requests for consideration of issues from officers and issues that have been brought to the attention of Members outside of the Panel's meetings.

4.2 The work programme is a flexible document which will be continually open to review throughout the municipal year.

5. **Conclusion**

5.1 This report is intended to provide the ECS Scrutiny Panel with the opportunity to review its upcoming work programme and make any amendments it feels are required.

6. **Appendices Attached**

A - Work Programme for 2016/17 Municipal Year

7. **Background Papers**

None.

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

**WORK PROGRAMME 2015/16**

Meeting Date
9 February 2017
<ul style="list-style-type: none"> <li>• Corporate Parenting Panel progress</li> <li>• Section 11 update</li> <li>• Youth Offender Team</li> <li>• Results by school for SEND children and ethnic groups.</li> <li>• Overall examination results (for information).</li> </ul>
15 March 2017
<ul style="list-style-type: none"> <li>• Slough Youth Parliament</li> <li>• Slough Local Safeguarding Children's Board</li> <li>• Progress since SBC's resumption of responsibility for schools</li> <li>• Fostering and Adoption</li> <li>• School admissions (for information)</li> </ul>
19 April 2017
<ul style="list-style-type: none"> <li>• Ofsted: 2<sup>nd</sup> monitoring visit</li> <li>• Ofsted inspections of schools (termly update)</li> <li>• SEND (to focus on Teacher's Alliance and training).</li> <li>• Psychology service</li> </ul>

**To be programmed:**

Community Learning and Skills – Autumn 2017

This page is intentionally left blank

**MEMBERS' ATTENDANCE RECORD**  
**EDUCATION & CHILDREN'S SERVICES SCRUTINY PANEL 2016 – 17**

COUNCILLOR	MEETING DATES							
	19/07/2016	26/10/2016	08/12/2016	09/02/2017	15/03/2017	19/04/2017		
Anderson	P	P	P					
Brooker	P	P	P					
Chahal	P	P	Ab					
Chohan	Ab	P	Ab					
N Holledge								
Mann	Ap	Ap	Ap					
Morris	Ap	Ap	P					
Pantelic	Ap	P	P					
Qaseem	P	P	P					
Sadiq	P	P	P					

P = Present for whole meeting  
 Ap = Apologies given  
 P\* = Present for part of meeting  
 Ab = Absent, no apologies given

This page is intentionally left blank