

Scrutiny Children & Young People Sub-Committee Agenda



To: Councillor Robert Ward (Chair)
Councillor Sean Fitzsimons (Vice-Chair)
Councillors Sue Bennett, Mary Croos, Jerry Fitzpatrick, Bernadette Khan,
Gareth Streeter and Callton Young

Co-optee Members

Mr Leo Morrell (Voting Diocesan Representative), Ms Elaine Jones (Voting Diocesan Representative (Catholic Diocese)), Mr Dave Harvey (Non-voting Teacher representative), Geoff Hopper (Voting Parent Governor Representative) and Paul O'Donnell (Voting Parent Governor Representative)

Reserve Members: Margaret Bird, Sherwan Chowdhury, Patsy Cummings, Felicity Flynn, Patricia Hay-Justice, Helen Redfern, Andy Stranack and David Wood

A meeting of the **Scrutiny Children & Young People Sub-Committee** which you are hereby summoned to attend, will be held on **Tuesday, 3 March 2020 at 6.30 pm** in **The Council Chamber, Town Hall, Katharine Street, Croydon CR0 1NX**. **A pre meet for Members only will take place at 6:00pm in room F5**

JACQUELINE HARRIS BAKER
Council Solicitor and Monitoring Officer
London Borough of Croydon
Bernard Weatherill House
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www.croydon.gov.uk/meetings
Monday, 24 February 2020

Members of the public are welcome to attend this meeting, or you can view the webcast both live and after the meeting has completed at <http://webcasting.croydon.gov.uk>

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If you require any assistance, please contact Stephanie Davis
02087266000 x84384 as detailed above.

AGENDA – PART A

1. Apologies for absence

To receive any apologies for absence from any members of the Committee.

2. Minutes of the previous sub-committee meeting (Pages 5 - 14)

To approve the minutes of the meeting held on 21 January 2020 as an accurate record.

3. Disclosures of interest

In accordance with the Council's Code of Conduct and the statutory provisions of the Localism Act, Members and co-opted Members of the Council are reminded that it is a requirement to register disclosable pecuniary interests (DPIs) and gifts and hospitality to the value of which exceeds £50 or multiple gifts and/or instances of hospitality with a cumulative value of £50 or more when received from a single donor within a rolling twelve month period. In addition, Members and co-opted Members are reminded that unless their disclosable pecuniary interest is registered on the register of interests or is the subject of a pending notification to the Monitoring Officer, they are required to disclose those disclosable pecuniary interests at the meeting. This should be done by completing the Disclosure of Interest form and handing it to the Democratic Services representative at the start of the meeting. The Chair will then invite Members to make their disclosure orally at the commencement of Agenda item 3. Completed disclosure forms will be provided to the Monitoring Officer for inclusion on the Register of Members' Interests.

4. Urgent Business (if any)

To receive notice of any business not on the agenda which in the opinion of the Chair, by reason of special circumstances, be considered as a matter of urgency.

5. Action list update

Discussion on the actions arising from previous meetings.

6. Children's Improvement Plan Update (Pages 15 - 30)

To receive an update on the Children's Improvement Programme.

7. Children's Looked After Pledge and Care Leavers Local Offer (Pages 31 - 40)

To review Croydon's proposals to strengthen its corporate parenting role through its commitment to children in care and its refreshed local offer

for care leavers.

8. Question Time: Cabinet Member for Children Young People and Learning (Pages 41 - 56)

Question Time with the Cabinet Member for Children Young People and Learning, Councillor Alisa Flemming.

9. What difference has this meeting made to Croydon's children

To discuss the findings from this meeting and the expectations for Croydon's Children.

10. Work Programme 2019/20 (Pages 57 - 60)

To note the work programme for the remainder of 2019/20 Municipal Year.

11. Exclusion of the Press and Public

The following motion is to be moved and seconded where it is proposed to exclude the press and public from the remainder of a meeting:

“That, under Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information falling within those paragraphs indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended.”

Scrutiny Children & Young People Sub-Committee

Meeting of held on Tuesday, 21 January 2020 at 6.30 pm in The Council Chamber, Town Hall, Katharine Street, Croydon CR0 1NX

MINUTES

Present: Councillor Robert Ward (Chair);
Councillor Sean Fitzsimons (Vice-Chair);
Councillors Sue Bennett, Mary Croos, Jerry Fitzpatrick and Callton Young

Co-optee Members

Ms Elaine Jones (Voting Diocesan Representative (Catholic Diocese)), Mr Dave Harvey (Non-voting Teacher representative), Geoff Hopper (Voting Parent Governor Representative) and Paul O'Donnell (Voting Parent Governor Representative)

Also Present: Councillor Patricia Hay Justice
Robert Henderson, Executive Director, Children Families and Education
Shelley Davies, Interim Director of Education
Kate Bingham, Interim Head of Finance, Children Families and Education
Michael McKeaveney, Interim Head of Standards Safeguarding and Inclusion

Apologies: Councillor Gareth Streeter, Councillor Bernadette Khan

PART A

1/20 Apologies for absence

Councillor Bernadette Khan sent her apologies and Councillor Patricia Hay-Justice was in attendance in her absence.
Councillor Gareth Streeter sent his apologies.

2/20 Minutes of the previous sub-committee meeting

The minutes of the meeting held on 5 November 2019 was signed and agreed as an accurate record subject to the following amendment:

That the minutes reflect the presence of the following officers who were in attendance:

*Rachel Carse, Interim Head of Employment and Skills Delivery
Kerry Crichlow, Programme Director, Children's Improvement Journey
Robert Henderson, Executive Director Children Families and Education*

3/20 Disclosures of interest

There were no disclosures of interest.

4/20 Urgent Business (if any)

There was none.

5/20 Actions List Update

It was acknowledged that the items that did not have completion dates or comments had now been updated.

Following attendance of some members of the committee at the 'Respect' training that took place ahead of the meeting, the Chair fed back to the sub-committee that the training provided key insight on how to better hear and include the voice of the child in its work

It was commented that the Children's complaints report had not been presented to the sub-committee and the Chair informed Members that a decision had been made for this to be taken at the Scrutiny and Overview committee to look into in depth.

6/20 Education Budget

The Head of Finance introduced the report which detailed the components of the 2020/21 Budget. The total allocation for Croydon which is regulated by the Department for Education (DfE) was £364.306 million for the four blocks for 2020/2021.

Following the 2020/21 Spending review the Chancellor delivered a statement which was followed in more detail by the Minister for School Standards which confirmed the Governments' commitment to a £7.1 billion increase in funding for schools by 2022/23. This included £700mil more in 2020/21 to support children and young people with Special Educational Needs, increased Early Years spending by £66mil and £400mil for Further Education.

In 2020/21 Croydon would see an increase of £21.3mil in the level of DSG funding compared to the previous year.

The DfE made a commitment that the introduction of the national funding formula, which has been delayed since 2017, would come into place in 2021/22.

As required, Croydon submitted its five year DSG Recovery Plan. The DfE's letter of response informed the Council of an increase to the High Needs Block allocation for 2020/21, and that allocations for 2021/22 and 2022/23 were under review. As a result the Council conducted a detailed revision of its previously submitted recovery plan which would be submitted to the High Needs Working Group as well as the Schools Forum later this month.

It was asked what the new funding formula would mean for Croydon. Officers said that it meant that nationally every pupil would receive the same basic

funding. The effects of this formula would be different in every Local Authority (LA), and the Council was doing all it could to mitigate any adverse impact of the new formula.

It was commented that whilst the Governments commitments for £7billion increase in funding for schools was welcomed, there was still a concern over the large deficit that has been accumulated by many schools in previous years. In particular, concerns were raised for Primary Schools who it was felt would not receive real term increases.

It was questioned if the Council would request reinstatement of Unaccompanied Asylum Seeking Child (USAC) costs from government, officers responded that the education provision of UASC was covered by the DSG but the budget did not cover social care costs.

It was questioned if the government should be lobbied for reinstatement of the PFI costs of a particular Croydon school and how much of a burden this was on the Council's Budget. Officers said a benchmarking exercise took place every five years which was due to be revisited in 2021 and costs associated with this particular PFI would be reviewed. Part of the funding from the DSG covered this cost and the council covered some of the affordability gap.

In response to a Member question on how confident the Council was that place planning for pupils was accurate, officers said that places at schools were allocated on criteria for schools and parental choice. There were often instances of surplus places in schools, pictorial maps of this data was only valid on a day by day basis and data constantly changed. Planning for school places was completed based on figures supplied by the GLA and intelligence gathered on areas of the borough. In the event of identification of lack of places, a contingency plan would be deployed to manage the issue.

It was questioned whether a school could decide not to admit Croydon children. Officers said that a school could not legally made such decision without changing their admissions criteria and for such changes to be made, a legal process including consultation would need to take place.

At the conclusion of this item the Chair thanked the Officers for their attendance at the meeting and their engagement with the Committee and questions.

The Sub-Committee Came to the following **Conclusions**:

1. The announcement of the commitment of additional school funding by government was welcomed, there was however concerns as to how this would assist to decrease the deficit of some schools.
2. Although there has been an increase in Croydon's funding allocation, there remained a significant gap of per pupil funding in comparison to

inner city boroughs some of whose problems are similar to those we see in Croydon.

3. It was important that the Council maintain clear line of sight of any adverse impact of the national funding formula once it was implemented on the Education Budget.
4. It was vital that the Council conducted a comprehensive review in 2021 of the PFI costs associated with the Croydon School.

7/20 Education Standards

The Interim Head of Standards Safeguarding and Inclusion presented the report and the following was noted:

- Croydon's performance in Early Years and Key Stage one was higher than the national average for the fourth consecutive year.
- NEET figures were better than the national average but youth engagement remained a challenge.
- Instances of permanent exclusion were lower than the national average but figures were not low enough, as such, improvements were needed in this area.
- Croydon still experienced high rates of exclusions for Black Afro-Caribbean boys and White British boys receiving the Pupil Premium. The inclusion team was working on intervention and discussions were taking place with head teachers on identified trends.
- Two school advisers had been appointed to support schools.
- There was a renewed focus on provision of Post 16 technical skills provision.

Following presentation of the report, the Sub-Committee was given the opportunity to ask questions on the content of the report.

In response to a Member question on what was being done to improve sixth form provision in order to increase life chances and best outcomes for young people in Croydon, officers responded that a review of sixth form provision was being conducted to look into issues in detail and how best to tackle identified problems. It was acknowledged that there were many sixth form providers in Croydon and some had reduced their curriculum in order to be competitive whilst many experienced funding pressures.

It was further commented that the situation was affecting children in current Post 16 provision and the review must be conducted urgently as they required improvement to be made to quality of offer now in order to meet their needs, with a need for sufficient class sizes and access to pool of effective teachers. Officers said that the Council was encouraging more collaborative ways of working between the providers, having open dialogue and expressing concerns. There had been increased capacity within the Not in Education

Employment or Training (NEET) team to support, undertake preventative work and develop engagement.

Questions were raised on the number of schools that had recently been inspected by Ofsted and what support had been given to schools, day nurseries and childminders who had received qualify deficit Ofsted ratings. Officers agreed to circulate data on all Croydon schools last inspection dates and Ofsted ratings.

The Committee learned that Schools and the small number of maintained nurseries that the Council held responsibility for liaised with a senior member of the school effectiveness team at fortnightly support meetings. The officer supported providers by working with them on governance issues, leadership and management. Areas of concern were outlined and if needed, course of action that the council would take if improvements were not made.

It was further challenged that the same support would not be available for Academy schools and officers said that a positive relationship with Academies was maintained. The Council was confident in its ability to raise concerns and Academy schools were willing to work with the Council as needed. The Local Authority held responsibility for attendance and safeguarding of all pupils, were able to conduct unannounced visits and request action plans in instances of suspected potential unlawful off rolling of pupils. They could also refer to Ofsted in instances of significant safeguarding concerns.

An additional question was asked on support for Looked After Children, officers said that there was increased focus on 16 year old NEET for which there was a dedicated team to provide support. They had been working in partnership with social work and youth engagement teams to develop a programme for children leaving care.

It was highlighted that increased focus was needed to cultivate a programme for high performing children in the borough. Officers said there had been exploration of methods develop the curriculum in ways that would meet their needs.

A Member asked what was being done to address persistence absence in schools. Officers said that there was now increased capacity in the Virtual Schools department to ensure that all LAC had a personal advisor with attendance tracking procedures in place.

The impact and management of Octavo partnership was questioned to which officers responded that there would be no disruption to the support provided to schools.

In response to questions on the role of the two advisors that had been appointed, Officers said that they both brought with them a wealth of knowledge and experience. They would look at consistency of teaching, any assessments that had taken place, provide pastoral support to head teachers

and review action plans. Additionally they would speak to pupils to get their perspective of their school.

Further concerns were highlighted about the percentages of fixed exclusions by ethnicity and it was questioned what the priority for the two advisors would be to address these issues and mitigate these occurrences. Officers said that it was very important that the Council examine data and pick up on any trends. They would explore the strategies the schools had in place to address problems and reduce instances of exclusions. Additionally through the implementation of the Council's Trauma Informed Programme and approach to its corporate parenting responsibilities, the focus would be on increased multiagency working. The priority and focus was ensuring that all pupils in the borough had an opportunity to reach their full potential.

At the conclusion of this item the Chair thanked the Officers for their attendance at the meeting and their engagement with the Committee and questions

Information request by the Sub-Committee

- Briefing on review of 6th Form provision in Croydon
- Data on all Croydon schools Ofsted inspections – date of last inspection and rating
- Data on absence and persistent absence in post 16 provision

The Sub-Committee came to the following **Conclusions**:

1. The introduction of the Trauma Informed programme was innovative, welcomed and the sub-committee looked forward to further examination of the outcomes of this programme in the coming months
2. It was important that the Council took active real steps to working with providers to improving the offer of post 16 provision for its young people.
3. It was evident that priority must be given addressing the needs of and supporting 16 year old NEET young people.
4. The increase of personal advisors in the Virtual Schools department was welcomed.
5. It was hoped that the comments made regarding the high occurrences of exclusions of young black Afro-Caribbean boys and white boys receiving pupil premium funding were taken seriously and that the two advisors would be active in their roles in holding to account the actions of schools.

The Executive Director of Children Families and Education provided an update on the Children's Improvement journey which included the following:

- The service has experienced a decrease in the number of audits that had been conducted that were inadequate and Camden agreed that they had been progressing in a positive way.
- Caseloads in social care and early help had reduced below target which had impacted on social workers ability to deliver high quality work.
- Targets in Assessments had improved with 24% reduction of children on child protection plan.
- There has been significant reduction on cases in care proceedings. 12 months ago Croydon had 108 cases which was above the London average. There had since been a 55% reduction as practitioners were focused on working with families instead of removal of children.
- The service had experienced a 44% improvement in initial health assessments, 91% of CIN reviews completed on time and 85% of plans up to date.
- There were still areas in need of significant improvement. Care and pathway plans remained below target. Leaving Care and LAC teams were also further behind on their improvement journeys whilst supervision across the service remained inconsistent and was an area of priority.

A Member commented on the positive steps taken to improve core areas and that this was a reflection of better management driving superior practice. The teams and Cabinet Members' efforts to improve the service was recognised and praised.

It was asked what further challenges was experienced in the retention of staff. The officer responded that Croydon still had a long way to go in delivering outcomes. An international recruitment campaign was due to be launched in a bid to widen efforts to recruit staff to reduce the percentage of locum vacancies which although had improved from 44% to 38% still required significant reduction.

A Question was raised on what was being done to support middle management and address any issues with performance. The Officer said that there were still improvements to be made by a small number of management staff and a robust support programme was in place to assist them.

It was asked when it was envisaged that children in CIN would be seen within 10 days and how would the target be achieved. The officer responded that it was hoped that this would be achieved within the next three months. Children on CP plans were treated a priority and take up most of social workers time, this was the main reason the target had yet to be met.

It was questioned what the improvement plan would look like in the next three months. The officer responded that it was anticipated that the full Ofsted

inspection would have taken place and the plan moving forward would be shaped from the outcome of the inspection.

At the conclusion of this item the Chair thanked the Officers for their attendance at the meeting and their engagement with the Committee and questions.

9/20 Children Young People and Families Plan

The Executive Director of Children Families and Education delivered the presentation and the following points were noted:

- Croydon had a Children Young People and Families Plan which ended in 2018 and whilst as of 2010 there was no longer a statutory responsibility for local authorities to have a Plan, it was decided following discussions that it would be beneficial for Croydon to continue to have one in place.
- It was recognised that Croydon had multiple multiagencies that had different priorities and it was important to bring those priorities of partnership together in one place to promote collective ownership under one agreement as was proposed by the Plan.
- The multiagencies that operated in the Borough were all critical in improving outcomes and this partnership would reinforce that duty in a way that demands that services work together. The priorities selected for areas of focus would be priorities that had a partnership implication.
- A Consultation would be launched for six weeks around the objectives of the plan and intelligence gathered would feed into the draft plan which would be presented to Cabinet in March 2020.

A Member asked if Head teachers would be consulted, the officer responded that head teachers would be consulted as they had engaged in initial consultations regarding the plan. It was envisaged that all service providers for young people would engage and provide their feedback. The draft plan would be presented at the head teachers' conference in March 2020.

It was suggested that school governors be contacted and involved in the consultation. Arrangements should be made for communication regarding the consultation to be circulated in school bulletins.

There was challenge regarding the timeline of presentation of the item at scrutiny and it was highlighted that there was no opportunity for the draft plan to be presented to Scrutiny after the consultation process if it was to be tabled at March Cabinet meeting. As a result it was reinforced that early notification of proposed plans be brought to the attention of scrutiny in order to inform work programming and timetabling.

Officers were thanked for their attendance and contributions to the meeting

Information request by the Sub-Committee

- Details of Consultation to be circulated

10/20 What Difference has this meeting made to Croydon's Children

At the conclusion of discussions, the following points were made:

Detailed thought and discussion had to take place to determine how to capture the voice of the child in meetings as this was currently not occurring.

It was imperative that the Sub-Committee look at ways of engagement with young people and encourage them to attend meetings. Suggestions made included the use of technology, approaching schools and their schools councils.

It was important to focus on understanding of roles as corporate parents, in particular celebrating life events of young people as there was a risk that not enough effort was being put into supporting all the other aspects of children's lives and too much emphasis had been on execution of statutory functions.

11/20 Work Programme 2019/20

The Chair informed the Sub-Committee that he would be having a meeting with the Executive Director of Children Families and Education to discuss in detail the items proposed for the remainder of the meetings for this municipal year

The meeting ended at 9.18 pm

Signed:

Date:

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For general release

REPORT TO:	Children and Young People Scrutiny Committee 3 March 2020
SUBJECT:	Update on the Early Help and Children’s Social Care Improvement Programme – Performance trends
LEAD OFFICER:	Rob Henderson, Executive Director, Children, Families & Education
CABINET MEMBER:	Councillor Alisa Flemming, Cabinet Member for Children, Families and Learning
PERSON LEADING AT SCRUTINY COMMITTEE MEETING:	Rob Henderson, Executive Director, Children, Families & Education

<p>CORPORATE PRIORITY/POLICY CONTEXT/AMBITIOUS FOR CROYDON: Corporate Plan for Croydon 2018-2022</p> <p>The plans and recommendations in this report focus on ensuring that all Croydon’s children live a happy, healthy life, free from harm and that they have every opportunity to thrive and become fulfilled adults.</p>

ORIGIN OF ITEM:	This item is contained in the Sub-Committee’s work programme.
BRIEF FOR THE COMMITTEE:	To review and consider Early Help and Children’s Social Care Key Performance Indicators in January 2020 including six month trends August 2019 – January 2020.

1. EXECUTIVE SUMMARY

This report provides an update on the children’s improvement programme, including performance trends across Early Help and Children’s Social Care between August 2019 and January 2020.

2. PERFORMANCE TRENDS

- 2.1 A presentation on the trends across key performance indicators (KPI's) for Early Help and Children's Social Care is included as an appendix to this report, covering August 2019 – January 2020 (see appendix 1).
- 2.2 The report has been adapted from information presented to the Children's Improvement Board, on a monthly basis, to take a retrospective look back at performance over the previous six months and offer some analysis around key trends.
- 2.3 It should be noted that this report looks at quantitative progress only, e.g. metrics that can be measured such as average caseloads and timeliness of work.

3 STANDARD ILACS INSPECTION

- 3.1 The full ILACS inspection took place between 27th January and 14th February 2020.
- 3.2 The Executive Director will be able to provide an update based upon the verbal feedback from inspectors pending the publication of the inspection report on 16th March 2020.

CONTACT OFFICER:	Robert Henderson, Executive Director, Children, Families and Education.
BACKGROUND DOCUMENTS:	None
APPENDICES:	Appendix 1, Early Help and Children's Social Care performance trends August 2019 – January 2020.

Performance report: Early Help & Children's Social Care

January Key Performance Indicators and 6 month trends

Overview of performance across EH & CSC KPI's

GOING WELL OR BETTER

- Caseloads remain below target across the service, with an overall average of 14.4 cases per worker in January 2020
- Timeliness of visits to children subject to CP Plans (97%) and CLA (96%)
- Improvement in CIN work, better but still under target (91% of CIN reviews on time and 90% of CIN plans up-to-date)
- 32% reduction in the number of children with child protection (CP) plans since April 2019
- Sustained reduction in the number of cases in proceedings and public law outline (PLO)
- Significant improvement in the timeliness of supervision to 90%

ONES TO WATCH

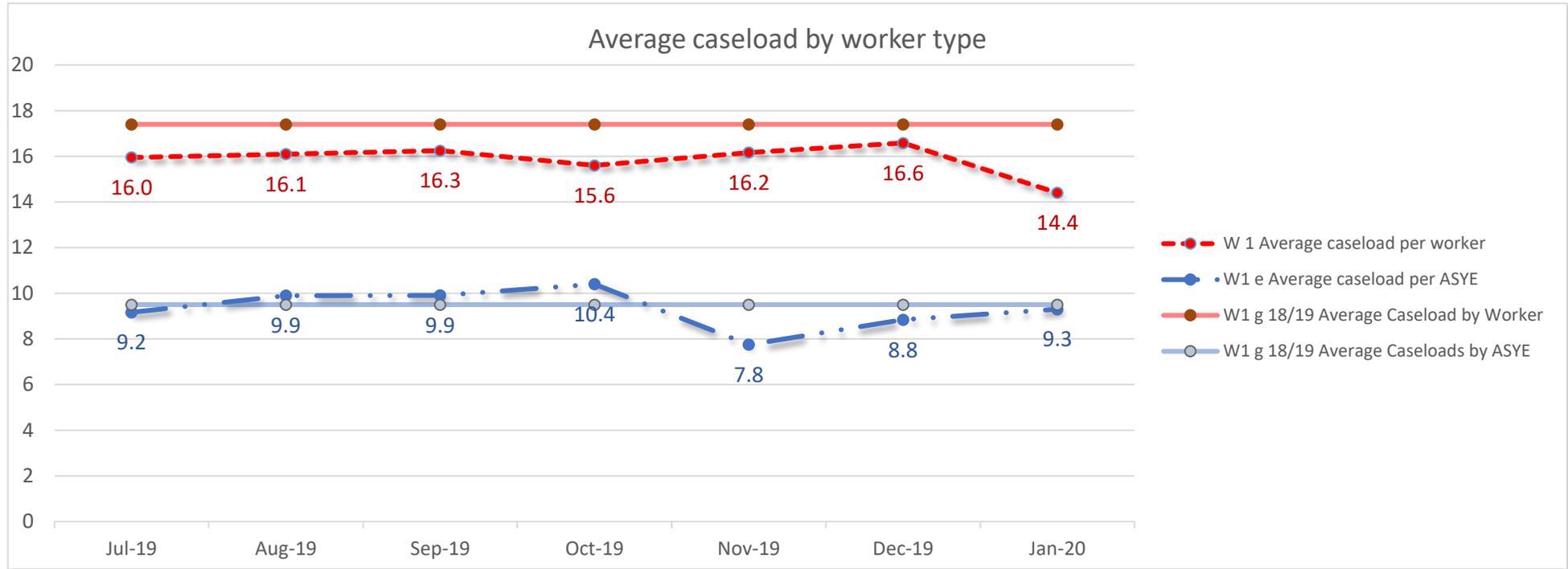
- CIN visit timeliness increased to its highest level (89% in Jan), but is still 6% under target
- Timeliness of Assessments remains inconsistent, it is below target with 77% completed in timescale in January 2020
- Responses to missing children and young people have improved with more RHI's, risk assessments and exploitation episodes taking place
- Significant improvement in the timeliness of Foster Carer reviews (94%) and visits (91%)
- 94% of CLA plans are up-to-date – this has been maintained since December 19

THINGS TO DO BETTER

- Inconsistent performance for Initial Health Assessments completed within 20 working days of entering care (90% in Oct 2019, 73% Nov 2019)
- Under target performance across other CLA health indicators
- Timeliness of CLA (80%) and Care Leavers (82%) Pathway planning remains below the 95% target despite improvements in January 2020

Going well or better – 6 month trends

Average caseloads

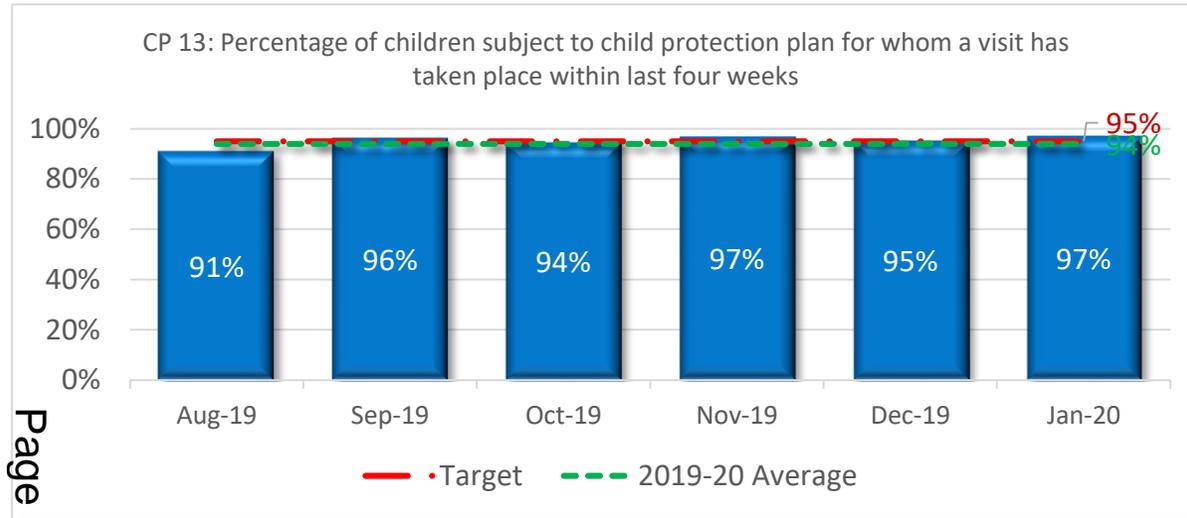


Average caseloads across the service (red dotted line) have remained below the target of 17 since June 2019 and are below the 2018/19 average (straight red line). This is due to a variety of factors including a significant investment in more frontline staff and managers across the service and a reduction in the number of children with CIN and CP plans. The service has also been able to keep caseloads low for newly qualified staff which is positive (blue dotted line).

Within this period, average caseloads in Adolescent Support have reduced from 25 per worker to 16.6 as a result of recruitment activity. Due to the complexity of cases in Adolescent Support the target caseload of 16 is being reviewed. Distribution of caseloads across teams, including the range of cases (highest and lowest), is also reported weekly and monitored closely by Heads of Service to ensure that workers caseloads are manageable.

Going well or better – 6 month trends

Child protection visits



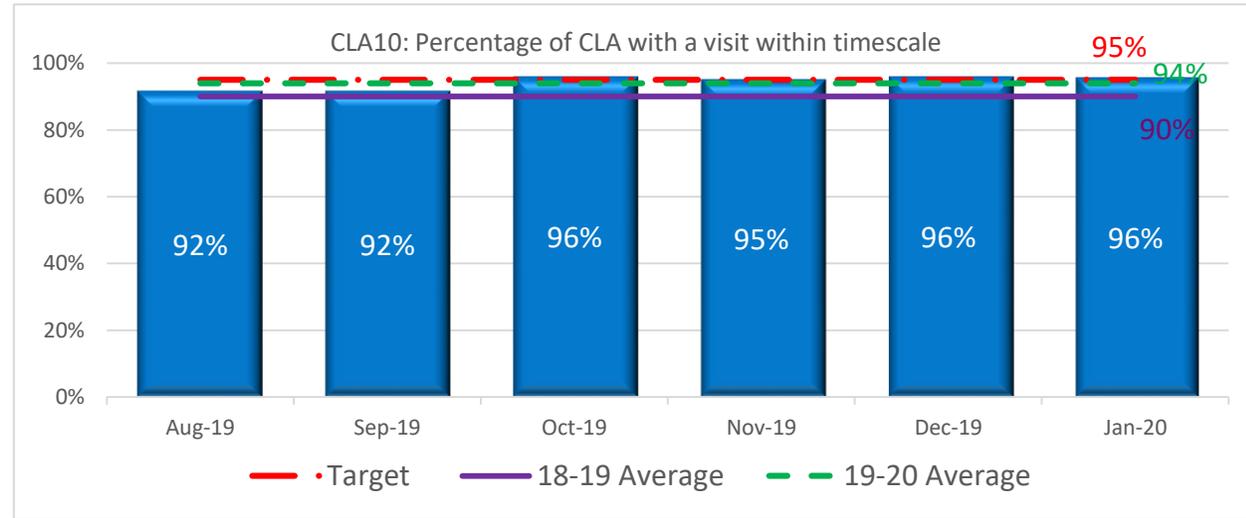
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Children who are subject to child protection plans have been visited with increasing frequency. Over the past 6 months with performance being sustained on, or above target, with 88% of children being seen every 10 days.

A variety of factors including more staff, lower average caseloads, fewer CP cases, improved recording practices and the impact of new leadership at Head of Service and Service Manager level have all contributed to this improvement.

The challenge now is now to focus on improving the quality of all visits and making them more purposeful, thereby improving the quality of direct work with children and young people.

Visits to children in our care



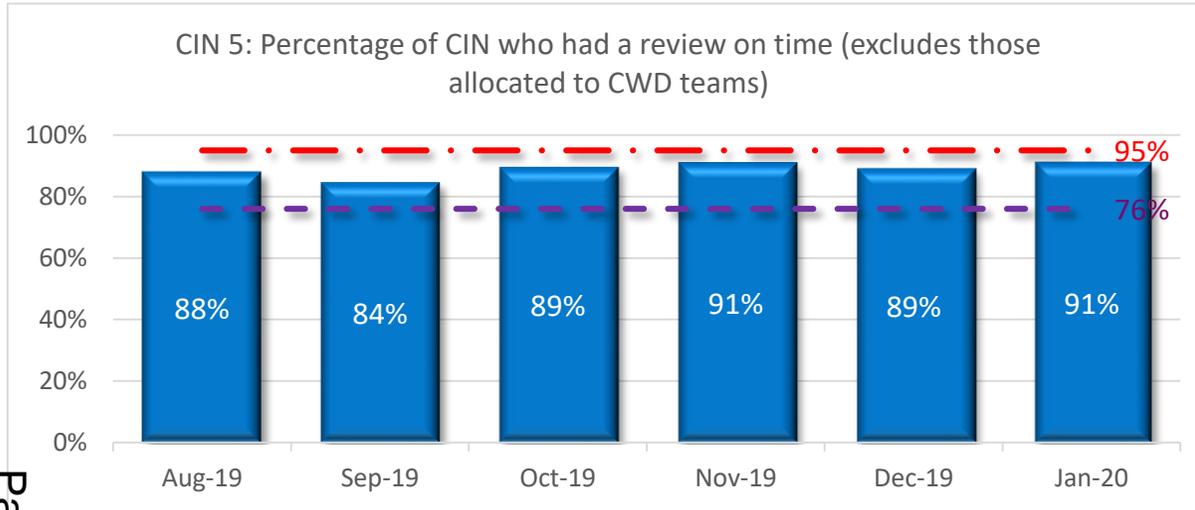
The timeliness of visits to children in our care has been on an upward trajectory since October 2018 and performance has been sustained above target since October 2019.

Improvement in recording practices and new leadership at a team and service manager level is resulting in a more child focused culture.

As with CP visits, the focus going forward for social workers and social care managers is to balance quality with compliance, spending more time planning visits to ensure that they are purposeful and the voices of children are understood, recorded and used to inform future plans for children.

Going well or better – 6 month trends

CIN reviews



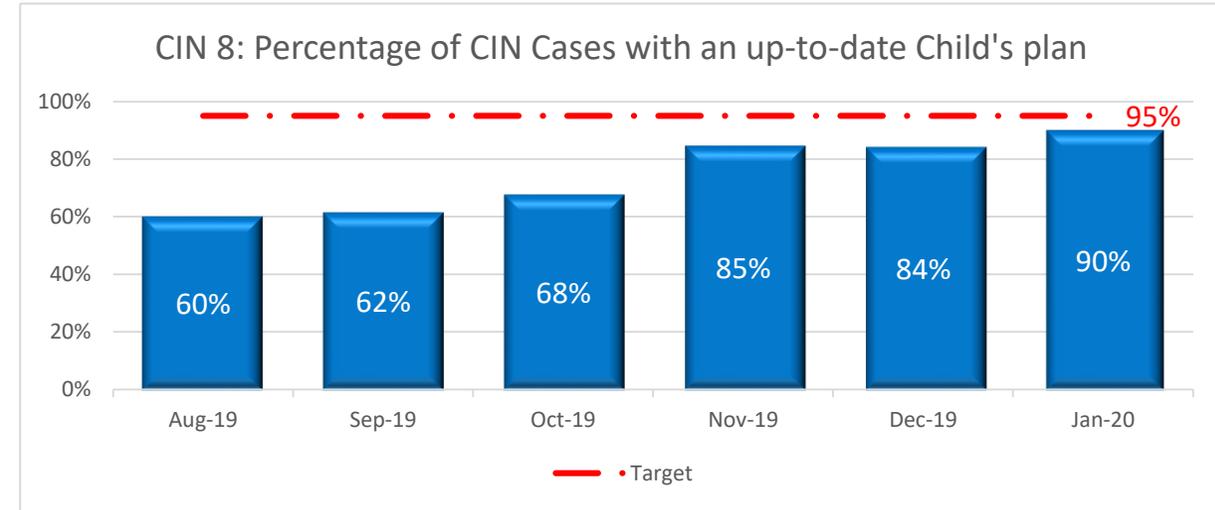
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The number of CIN cases (excluding those allocated to CWD) increased by 18% (103 children) since October 2019 as more cases have been stepped down from CP plans.

Positively this increase has not affected the timeliness of CIN reviews and performance has remained constant over this period despite the growth in numbers.

Step downs from CIN plans to Early Help continue where it is safe to do so, meaning that more families are being supported at a lower level.

CIN plans up to date



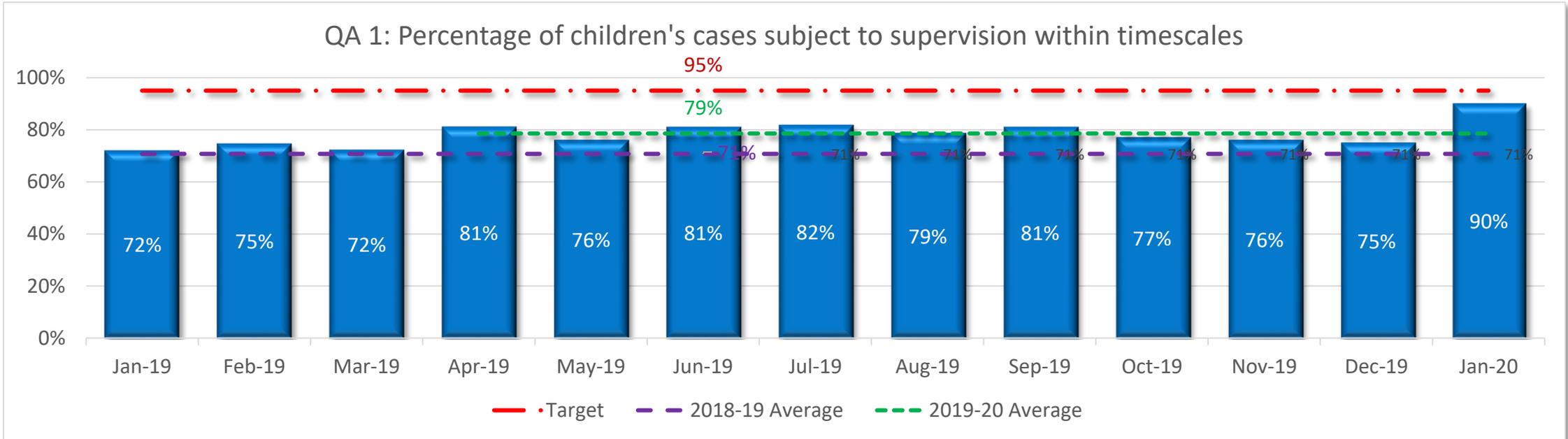
Following 3 months of focused activity including weekly reviews of CIN performance amongst managers in SWwF, led by the Head of Service, there has been a 22% increase in the number of plans updated in timescale.

In January, this reached 90% which is the high level achieved to date, although still below the 95% target.

This indicator forms part of the "Croydon 5" a suite of performance indicators reviewed weekly by managers across CSC in order to continue to improve performance.

Going well or better – 6 month trends

Supervision



There has been a concerted effort over the last month to improve supervision records, particularly in SWwCLA. An additional 500 records have been updated over the last 6 weeks ensuring cases have management oversight recorded in a timely fashion. This has resulted in a 15% increase in supervision performance in January which is a significant step forward for the service.

Supervision is closely monitored by all Heads of Service and the Director in order to improve both the quality and the timeliness. It is important to ensure that the quality of supervision improves to be more analytical and reflective, the Quality Assurance service are working alongside managers to ensure that supervision reflects our systemic practice model.

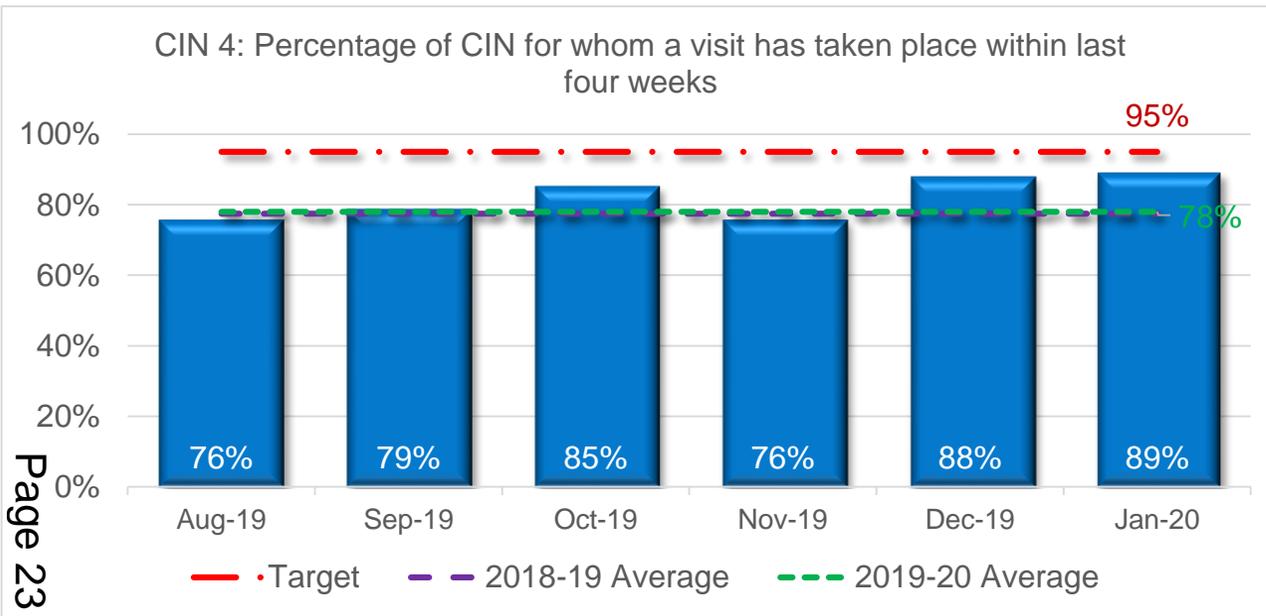
Supervision policy (December 18)

Supervision should be recorded on children's casefiles as per the below frequency;

- Child protection at least once per month
- Child in Need at least once every two months
- Early Help at least once every two months
- Looked after at least once every two months
- Care leavers (18+) At least once every 3 months

Ones to watch – 6 month trends

CIN visits

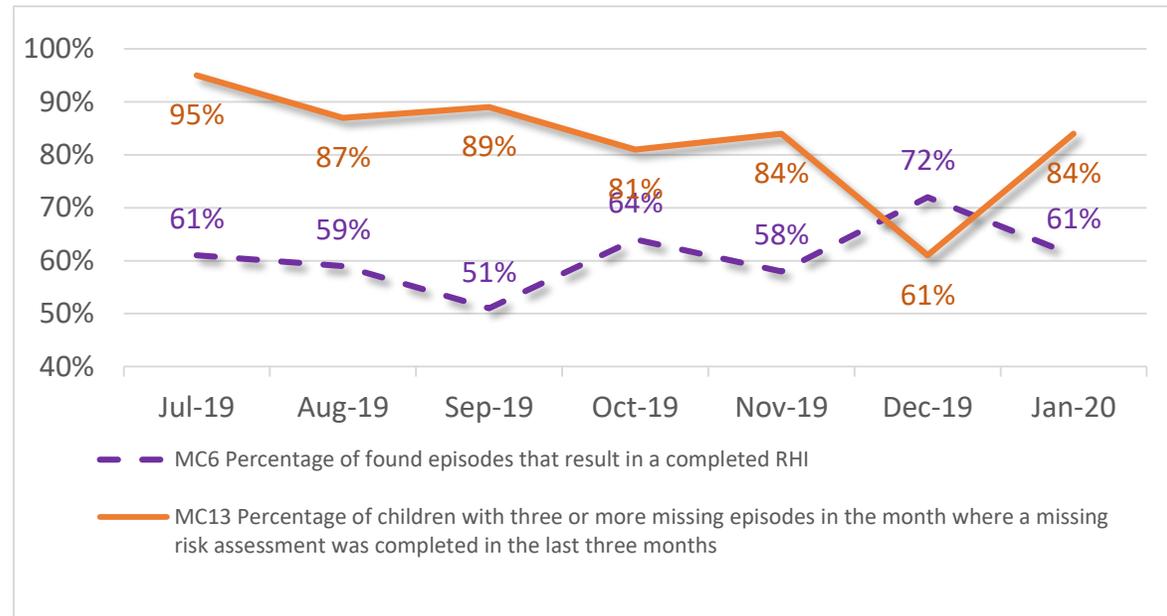


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Following focused activity this year, the CIN visits have increased to 89%, which is the highest level it has been this year. Performance has been inconsistent over the year and a priority now is to embed sustained improvement.

Lower performance in comparison with other visit figures (for CP and CLA) is partially due to higher risk work (e.g. CP and court) being prioritised. Weekly CIN performance monitoring from the Head of Service and Service Managers in SWwF is in place to drive up performance across all CIN indicators and improve practice which has led to 92% of CIN visits in SWwF being completed in timescale in January.

Missing children and young people

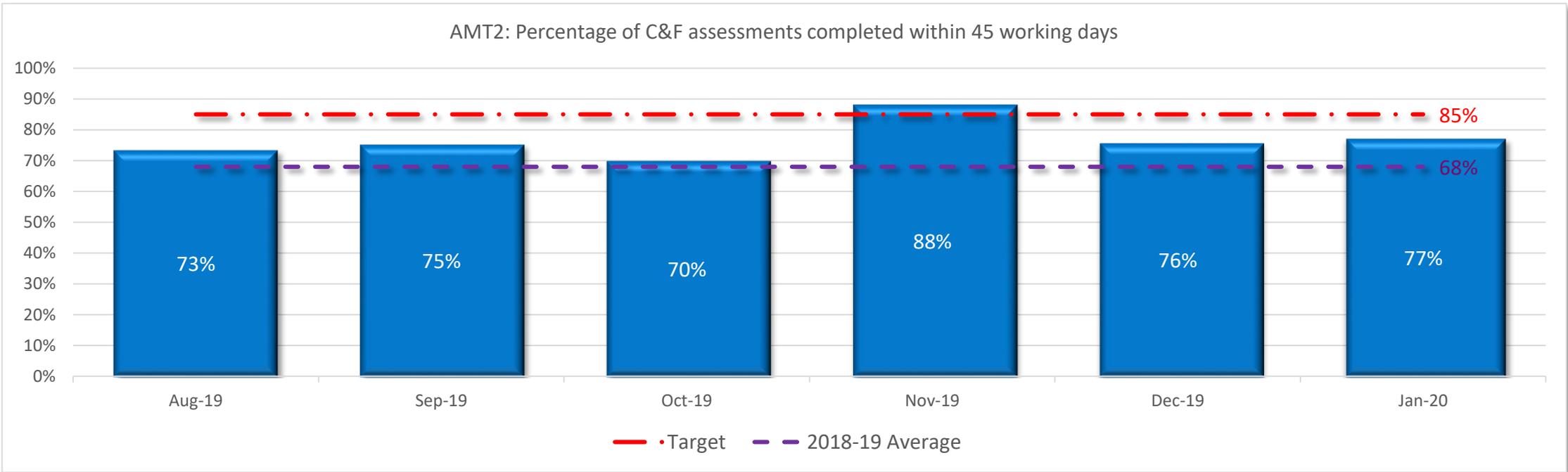


Missing children is still an area which the service is monitoring closely in order to ensure that children have harm reduction plans. There is a targeted focus to support Social Workers recording all aspects of missing activity on CRS. Where appropriate, workers refer young people to the Complex Adolescent Panel, ensuring the needs of each young person are understood and a multi-agency response is implemented to reduce risks.

There is a small but significant number of children looked after who are going missing regularly, and these account for 82% of all children who go missing. The CLA Service managers regularly discuss these children with Team Managers and Social Workers to ensure robust plans are in place.

Ones to watch – 6 month trends

Child and Family (C&F) assessment timeliness



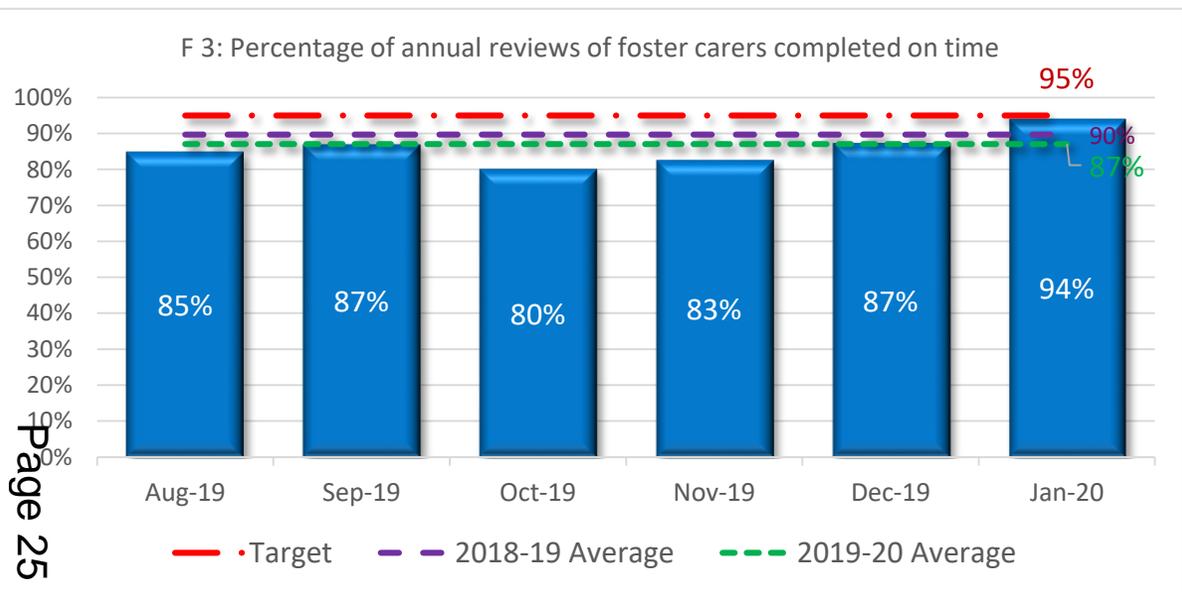
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Assessment timeliness remains inconsistent across the Service, analysis shows that repeat assessments on open cases reduce performance. This performance data covers all C&F assessments conducted across the service (not just initial assessments), including those carried out on open cases. There has also been a concerted effort by managers across the service to drive up the quality of assessments, not just their timeliness.

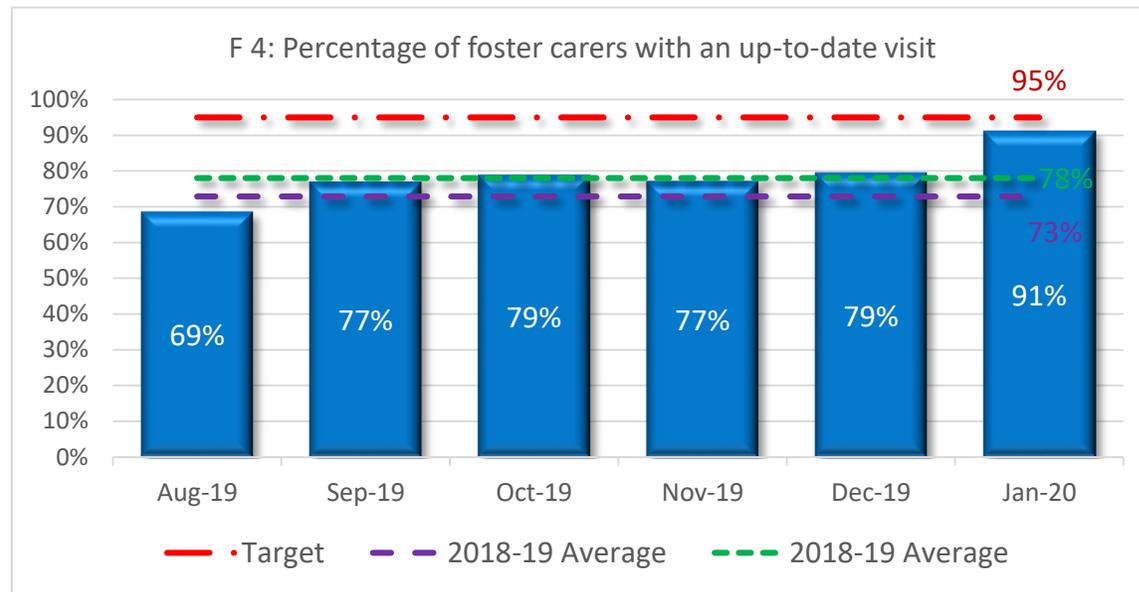
In January 2020 80% of assessments undertaken by the Assessment Service were completed in timescale. The focus going forward is to ensure assessments are completed in a more timely manner with the right outcome, while maintaining the focus on quality and working more closely with partners through the Single Point of Contact. Assessment timeliness in SWwF is being monitored by the Head of Service during weekly performance meetings.

The number of referrals into CSC for assessment is reducing to be more in line with national averages and statistical neighbours which should support an improvement in timeliness for initial C&F assessments in 2020.

Fostering reviews



Fostering visits



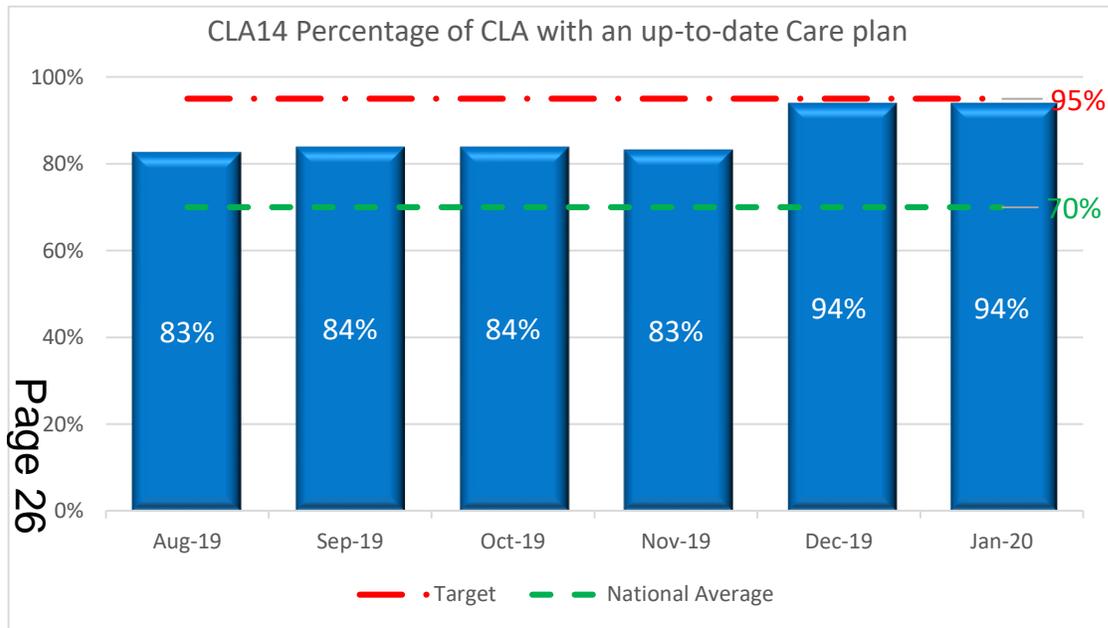
Improving the fostering service to provide high challenge and high support to our foster carers is a key service priority for 2020. An external review of the fostering service has been completed and there is an extensive service improvement plan in place.

A new acting Service Lead, who joined in November, is delivering improvement activity to drive up quality and timeliness around key areas of practice, including timely reviews and visits, which is reflected in the recent improvement in performance. A “Fostering Four” dataset of KPI’s has been developed to provide focus on key performance indicators.

In January both the fostering reviews and visits increased by 7% and 12% respectively, an early sign that the new leadership and performance focus is having an impact.

Ones to watch & things to do better – 6 month trends

Up to date plans for CLA

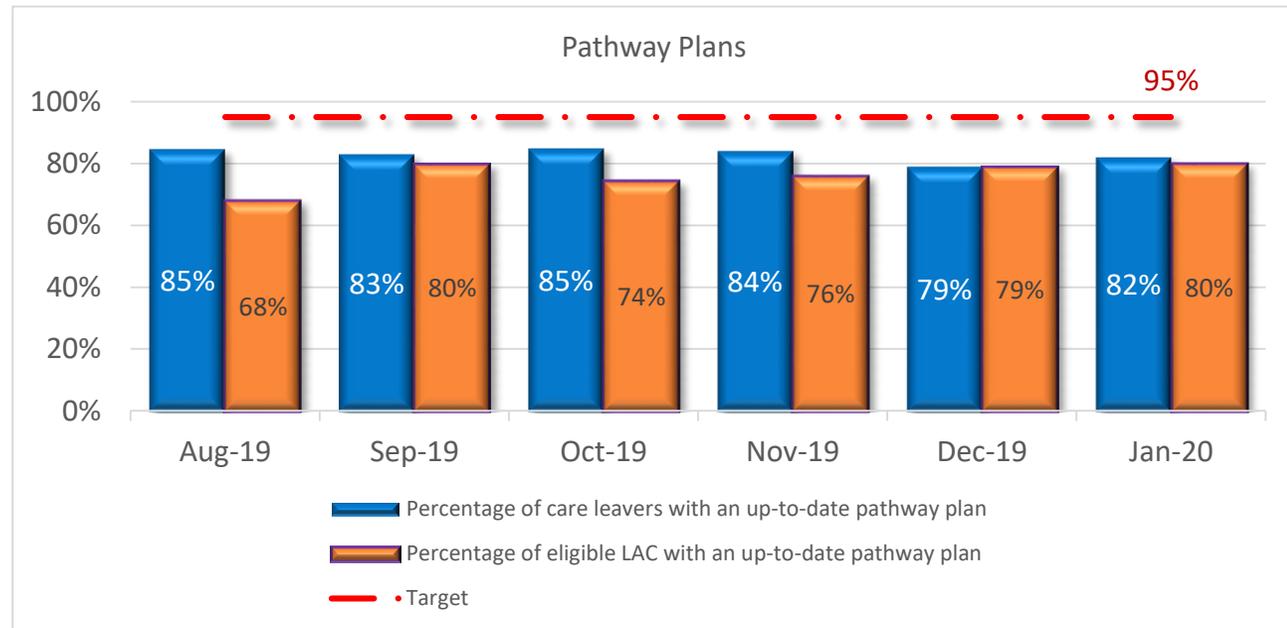


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Managers in the service are challenging the quality of work, ensuring plans are smarter and more are influenced by the voice of children and young people. Robust performance management activity is underway to raise standards across Social Work with CLA and has resulted in improved performance for December and January, an increase to 94%.

In a sustained effort to ensure that the care plans of CLA are kept up-to-date, this measure is one of the “Croydon 5”.

Pathway plans

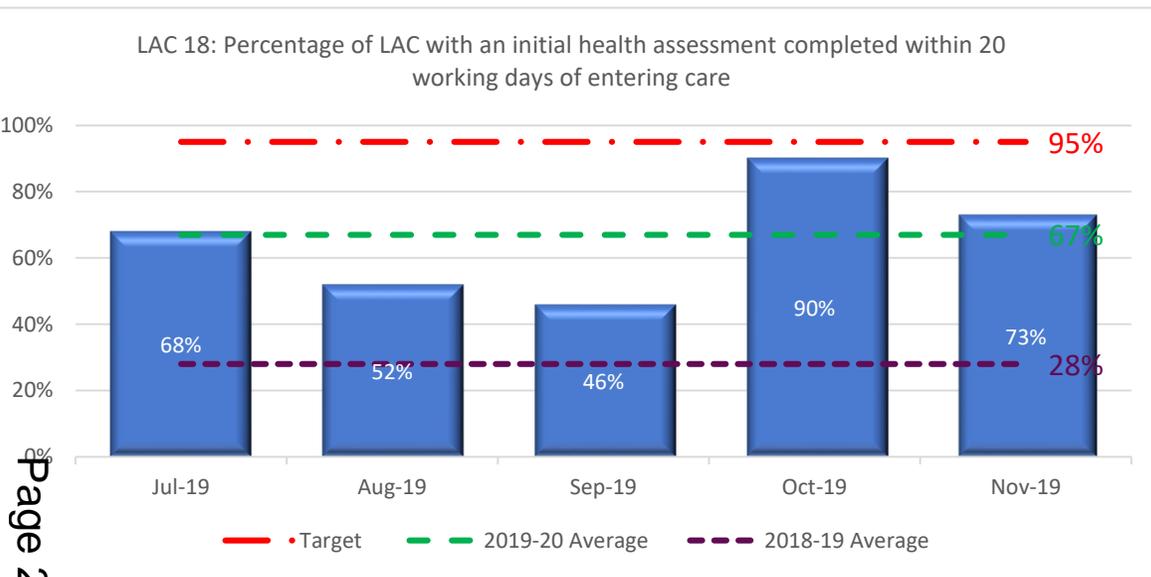


Pathway planning for older children in our care (orange bars) has improved steadily over the past 12 months from a low base. However performance for care leavers (blue bars) has remained relatively static and changes to the plan format to improve quality have impacted on timeliness.

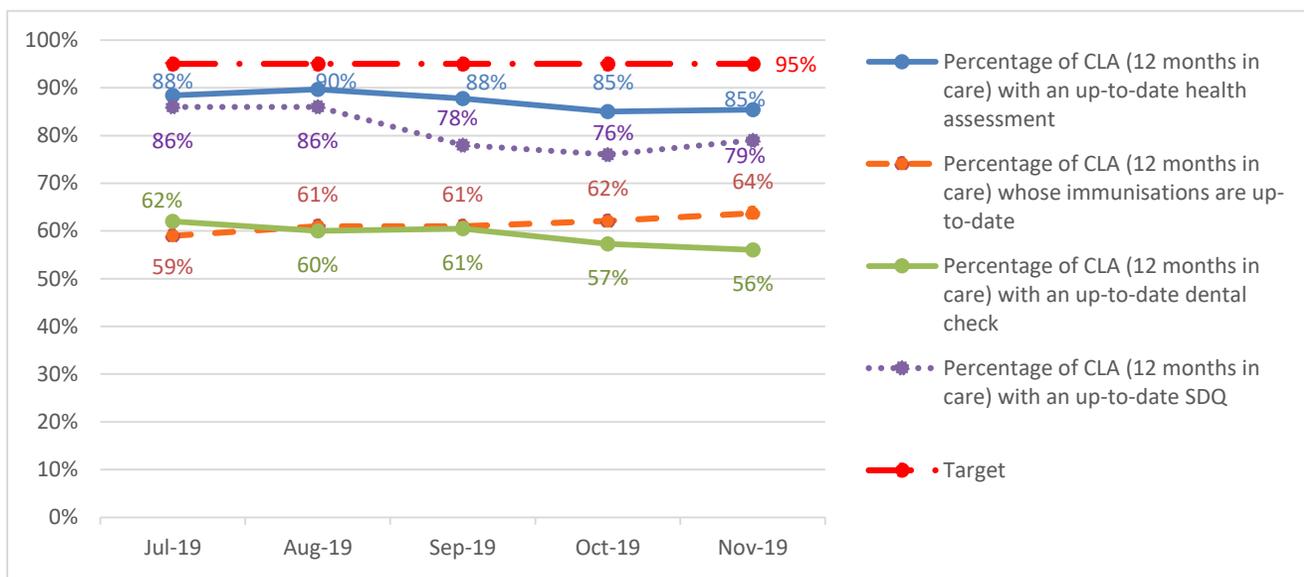
Activity to improve transition planning across the service is underway, this includes systems training and closer performance monitoring to ensure that plans are triggered earlier in order to support improved performance. 38% of young people open to leaving care are over 21 and current reporting does not differentiate between those young people who require a plan and those who do not, or are refusing one.

Things to do better – 6 month trends

CLA initial health assessment timeliness



Other CLA health indicators



The number of children and young people who receive and IHA is on average 90%. The timeliness of initial IHA's for our CLA has fluctuated significantly over the past six months and needs sustained improvement. This is due to barriers to timely notification that an IHA is required, such as, clunky recording practices and in some cases failure to gain consent from parents via section 20 early enough. Reporting can also be negatively affected by recording issues with CSC and the CLA health team due to the use of different recording systems.

Actions to improve performance around initial health assessments include;

- Work with frontline SW's and TM's to improve the timeliness of IHA referrals as soon as a child becomes looked after
- Identifying and resolving systems and recording issues
- Delivering Improvements to CLA nursing team, redesign Review Health Assessment tool, (as identified in September 2019 service review)

For other CLA Health Indicators (set out in line graph above) an action plan is in place across the partnership to address performance which is inconsistent and below target. There are strategic and operational groups meeting (attended by designated doctor and nurse, commissioning and Head of Service for SWwCLA) to monitor performance closely and resolve issues together. Improving performance around SDQ's and dentals is a particular focus for 2020, supported by a 'health champion's programme' to raise awareness across CSC.

Note: Data in this report is refreshed each month, so performance in previous reports may differ as children's records are updated by social workers

Indicator Title		Dec-19	Jan-20	Target	Change	RAG
FRONT DOOR						
FD 7	Percentage of referrals that led to an assessment	87%	94%		Up 7pp	Grey
FD 8	Percentage of re-referrals within 12 months	31%	24%	22%	Down 7pp	Amber
EARLY HELP						
EH 9	Percentage of Early Help cases closed that were stepped up to CSC	10%	20%	10%	Up 10pp	Red
EH 25	Percentage of referrals that were stepped down from CSC into early help	16%	16%		No change	Grey
ASSESSMENT						
AMT 2	Percentage of C&F assessments completed within 45 working days	76%	77%	85%	Up 1pp	Amber
AMT 4	Percentage of C&F assessments that result in no further action	40%	46%		Up 6pp	Grey
CHILDREN IN NEED OF HELP AND PROTECTION						
CIN 8	Percentage of CIN with an up-to-date child's plan	84%	90%	95%	Up 6pp	Amber
CIN 4	Percentage of CIN* for whom a visit has taken place within last four weeks	88%	89%	95%	Up 1pp	Amber
CIN 5	Percentage of CIN* for who had review on time (excludes those allocated to CWD teams)	89%	91%	95%	Up 2pp	Amber
CP 5	Percentage of children for whom CPC was held in the month within 15 working days of the strategy discussions	81%	58%	77%	Down 23pp	Red
CP 12	Percentage CP plans reviewed in timescale	99%	99%	95%	No change	Green
CP 13	Percentage of children subject to CP plans for whom a visit has taken place in last four weeks	95%	97%	95%	Up 2pp	Green

Indicator Title		Dec-19	Jan-20	Target	Change	RAG
MISSING						
MC 1c	Number of children with three or more missing episodes in the month	36	41		Up 5	Grey
MC 12	Number of CLA with three or more missing episodes in the month	32	36		Up 4	Grey
MC 6	Percentage of found episodes that result in a completed RHI	61%	61%	65%	No change	Amber
MC 13	Percentage of children missing in the month with a missing risk assessment form completed in last 3 months (up to months end)	61%	84%	95%	Up 23pp	Red
MC 15	Percentage of children with three or more missing episodes in the month where a missing strategy discussion took place	27%	46%	95%	Up 19pp	Red
CHILDREN IN CARE						
CLA 10	Percentage of CLA for whom a visit has taken place in statutory timescales (six weekly visit)	96%	96%	95%	No change	Green
CLA 11	Percentage of CLA cases which were reviewed within required timescales	93%	93%	95%	No change	Amber
CLA 14	Percentage of CLA with an up-to-date care plan	94%	94%	95%	No change	Amber
CLA 15	Percentage of eligible CLA with an up-to-date pathway plan	77%	80%	95%	Up 3pp	Red
CLA 13	Percentage of CLA with an up-to-date PEP (termly)	95%	84%	85%	Down 11pp	Amber
CLA 19	Percentage of CLA (12 months in care) with the same social worker for last 6 months	61%	61%	65%	No change	Amber
CLA 18	Percentage of CLA with an initial health assessment completed within 20 working days of entering care (reported one month in arrears to allow 20 working days after month end)	Oct 19: 90%	Nov 19: 73%	95%	Down 17pp	Red
CLA 16	Percentage of CLA with an up to date health assessment	82%	82%	95%	No change	Red
CLA 27	Percentage of CLA (12 months in care) whose immunisations are up-to-date	64%	62%	95%	Down 2pp	Red
CLA 28	Percentage of CLA (12 months in care) with an up-to-date dental check	59%	68%	95%	Up 9pp	Red
FOSTERING AND ADOPTION						
F 4	Percentage of foster carers with an up-to-date visit	79%	91%	95%	Up 12pp	Amber
F 3	Percentage of annual reviews of foster carers completed on time	87%	94%	95%	Up 7pp	Amber

Indicator Title		Dec-19	Jan-20	Target	Change	RAG
CARE LEAVERS						
CL a	Percentage of care leavers with an up-to-date pathway plan	79%	82%	95%	Up 3pp	Red
CL 1a	Percentage in employment, education or training (EET) on their 17th to 21st birthday	64%	65%	85%	Up 1pp	Red
CL 3a	Percentage in suitable accommodation on their 17th to 21st birthday	94%	95%	90%	Up 1pp	Green
CL 5	Percentage in touch with the authority from 17th to 21st birthday	94%	92%	95%	Down 2pp	Amber
QUALITY ASSURANCE						
QA 1	Percentage of children with supervision within timescale	75%	90%	95%	Up 15pp	Amber
QA 6	Percentage of CP cases with supervision within the timescale (31 days)	66%	90%	95%	Up 24pp	Amber
QA 7	Percentage of CLA/CIN cases with supervision within timescale (60 days)	64%	83%	95%	Up 19pp	Red
QA 8	Percentage of assessments/care leavers with supervision within timescale (90 days)	88%	88%	95%	No change	Amber
P1	Vacancy rate	38%	38%	30%	No change	Amber
W 1	Average caseload per social worker	16.6	14.4	17	Down 2.2	Green
W1 a	Average caseload per social worker - assessment	15.8	16.0	20	Up 0.2	Green
W1 b	Average Caseload per Worker - Social Work With Families	13.0	13.7	16	Up 0.7	Green
W1 c	Average caseload per social worker - CIC	13.5	13.0	16	Down 0.5	Green
W1 d	Average caseload per social worker - CWD	18.6	17.6	20	Down 1	Green
W1 e	Average caseload per newly qualified social worker (ASYE)	8.8	9.3	14	Up 0.5	Green
W1 f	Average caseload per worker - leaving care	23.7	22.4	25	Down 1.3	Green
W1 g	Average caseload per worker - adolescent teams	15.4	16.6	16	Up 1.2	Amber

For general release

REPORT TO:	Children and Young People’s Scrutiny Committee Date: 3rd March 2020
SUBJECT:	Croydon’s Commitment to Children in Care, National Pledge and the refreshed Local Offer for Care Leavers
LEAD OFFICER:	Rob Henderson, Executive Director, Children, Families & Education
CABINET MEMBER:	Cllr Alisa Flemming, Cabinet Member for Children, Families and Learning
PERSON LEADING AT SCRUTINY COMMITTEE MEETING:	Rob Henderson, Executive Director, Children, Families & Education

<p>CORPORATE PRIORITY/POLICY CONTEXT/ AMBITIOUS FOR CROYDON</p> <p>To offer a clear commitment to children in care and our young adults leaving care is fully aligned to our Corporate Plan for Croydon (2018-2022) in the following areas</p> <ul style="list-style-type: none"> • Our children and young people thrive and reach their full potential • Everyone feels safer in their street, neighbourhood and home • Everyone has the opportunity to work and build their career. <p>Corporate Plan for Croydon 2018-2022</p>

ORIGIN OF ITEM:	This item forms part of the Sub-Committee’s work programme.
BRIEF FOR THE COMMITTEE:	To scrutinise proposals to strengthen Croydon’s corporate parenting role through adopting the National Pledge for children in care and care leavers, making a commitment to Croydon’s children in care and refreshing the local offer for are leavers.

1. EXECUTIVE SUMMARY

1.1 The Committee is asked to scrutinise and provide views on the proposals that Croydon Council and its partners:

- adopt the National Pledge for children in care and care leavers;
- make a Croydon Commitment to children in care;
- provide a refreshed the local offer for Croydon’s care leavers.

2. National Pledge to Children in Care and Care Leavers

- 2.1 The inaugural national conference for care experienced people, held in April 2019, resulted in an invitation to all local authorities to pledge their commitment to a set of principles and messages to improve the support for children in care and young people leaving care in their local area. A copy of the pledge is included at appendix 1.

The principles

- 2.2 It is proposed that Croydon Council and its partners commit to the following principles:

We will listen to our children/ young people and ensure they have access to all legal entitlements. We understand they are experts in their own lives who deserve love and respect as individuals (within the context of their own experience). We recognise relationships are at the core of all we do and we must ensure the emotional wellbeing of our children/young people are prioritised.

The top ten messages

- 2.3 Alongside the principles local authorities are asked to pledge that in their written policies, procedures and practices they take clear steps to ensure that all services delivered demonstrably:
1. Promote more love in the care system including displays of positive physical affection;
 2. Ensure care experience people are regarded and treated as individuals worthy of respect and to promote that respect wherever we can;
 3. Ensure that relationships are seen as central to all our policies and procedures to support children in care and care experienced people;
 4. Take clear steps to improve stability and continuity in the lived experiences of people in care;
 5. Work with our partners and young people to raise awareness of need and improve support for the mental health and well-being of children in care and care experienced people in our local area;
 6. Recognise in our daily work that the impact of care experience does not end at 18 or 21 or even 25, and review our practice to remove age restrictions on support wherever we can;
 7. Protect, promote and where necessary rebuild family and community connections and help those young people for whom we are responsible to understand their personal history;
 8. Make sure that young people in our care are routinely engaged, consulted and have a real have a say in their own lives
 9. Ensure that young people in our care are properly and fully informed of their rights and offer advocacy to ensure they receive them;

10. Listen to the voice of children in care and care experience people of all ages and always consult them about changes to services and support.

A copy of the top ten messages in poster format is included at appendix 2.

3. The Croydon commitment to children in care

- 3.1 Following engagement and discussions with some members of EMPIRE, it is further proposed that the following commitment is made to children in care in Croydon:

1. We will help you build up your social life and keep in touch with your family & friends.
2. We will help you do the things you love.
3. We will make sure you are happy with where you live and listen to your needs
4. We will help you with your education and whatever you choose to do in life.
5. We will make sure you have someone to talk to and get good advice
6. We will listen to your thoughts and feelings
7. We will understand you as a person not just a child in care
8. We will give you all the support you need to go home, if this is the right option
9. We will make sure you have a good relationship with your social worker and personal adviser
10. We will be there for you in the future and give you the skills you need to live alone.
11. You can have access your records if you wish
12. We will love you for who you are and welcome you always.

4. The Local Offer to Care Leavers

- 4.1 Croydon would like to adopt the following proposed local offer, subject to further discussions around securing funding to deliver and in accordance with the leaving care financial policy, which is currently being finalised
- 4.2 This has been refreshed since 2018 to ensure we can provide for our young people leaving care in a way that makes them feel supported financially, emotionally and practically. We seek to ensure our young people feel part of the 'Croydon Family'.
- 4.3 Key updates include an increase in the setting up allowance and assistance with moving home, so our young people are supported at this crucial time of moving into independence. All care leavers will be

exempt from paying council tax up to age 25, those living out of borough will be covered up to the equivalent band of a similar property type in Croydon. To increase stability and emotional security /wellbeing for our care leavers, we propose that Housing services in Croydon will not issue a decision of 'intentionally homeless' for any of our care leavers under the age of 25.

- 4.4 All care leavers in employment or undertaking regular education will be supported with the cost of 10 driving lessons, plus cost of theory and practical test. We offer to give young people the best opportunity to be independent and increase their social capital via increased geographical access to work and social opportunities.
- 4.5 Additionally Croydon council are committed to offering apprenticeship opportunities. Applications will be available for care leavers for one position in each part of the council other than children's services which will offer three per year. We plan to link this to our staff volunteering scheme where employees can 'buddy' or mentor young people entering council employment, to ensure they have the best experience possible and are supported to become part of the workforce, the 'family business'.

4.6 **Overview**

- You will have a Personal Advisor by the time you are 16½ years who visits regularly and in line with their individual needs
- At 16 years old you will have a 'pathway plan', which plainly sets out all you needs, ambitions, goals, including where you will live, study and work.
- You will be provided with somewhere safe to live.
- You will receive assistance to develop a clear financial plan and financial assessment. If you have an assessed need for emergency additional income Croydon may offer you 'one off' financial support.
- We will ensure all your health needs are met and you leave care with a 'health passport'.
- We will ensure you have a photo ID (such as passport, biometric card or provisional driving license), national insurance number and a copy of your birth certificate.
- We will ensure you are listened to you and know how to access external support or advocacy services and you are aware of the complaints procedure.

Housing

- Housing services in Croydon will not issue a decision of 'intentionally homeless' for any of our care leavers under the age of 25.
- As a looked after child your housing needs will be considered by the housing panel by aged 17½. to ensure you have a clear housing options pathway plan by the date of your last looked after review, prior to you turning 18.

- You will be placed on the housing register at 18 years old, and receive priority Band B. This includes the option to bid on properties if this is stated in your Pathway Plan.
- You will be entitled to social housing (unless you are an asylum seeker with no recourse to public funds)

Education Employment and training

- If you are a care leaver in education post 19 (or 18 if at university) you will have access to tutor hours for additional learning to support you if needed through your exams. These will be offered in conjunction with a clear Pathway Plan setting out education goals.
- If you are in education, employment or training you will be supported with the costs towards driving lessons, this means a maximum of 10 driving lessons and the cost of 1 theory and 1 practical test.
- As a Care Leaver you will be able to apply for apprentice opportunities within Croydon Council. This will be at least 1 apprenticeship place in each part of the council (except children's services where we would offer 3 per year).

Money

- The Leaving Care Service will provide young people with up to 6 weeks subsistence payments, mirrored to the current benefit rate (to assist you while waiting for initial benefits claim to be processed which needs to be backdated to your 18th birthday). This will be repaid via the setting up home grant.

Birthday gifts

- A gift and a contribution towards the cost of celebrations will be paid to you until your 21st birthday.
- You will only receive this allowance if you are in contact with us.

Setting up home allowance

- You will receive a setting up home allowance in accordance with Croydon's leaving care financial policy to help with getting essentials for your first home. The allowance is accessed as part of planned process alongside the pathway plan

Council Tax exemption

- As a care leaver you will be exempt from paying council tax in Croydon until the age of 25. If you live outside of Croydon, your council tax will be covered up to the equivalent band of a similar property type in Croydon.

Local offer for care leavers living outside of Croydon.

- Your personal adviser will liaise with the local care leaver's service as a matter of routine to see what services or opportunities could be on offer for you. This will be clearly stated in your Pathway Plan.

Moving in to a new home

- You will have help with costs of hiring a van or moving service
- You will receive assistance on moving day from your personal advisor

Rent until benefit in place

- Housing (both within Croydon and other areas) and the Care leavers service have an agreement in place that allows the care leavers service and housing to liaise with each other to avoid rent arrears in most cases.

Health

- We will pay travel for all care leavers to attend hospital appointments for non-routine health concerns, such as surgery.
- You will receive a Health Passport upon turning 18.
- You will be fully supported by your personal adviser to register with a GP, Dentist and Optician.

Participation in Society

- We will support you to engage with community activities such as, religious groups, art groups, support groups, gyms, social groups, etc.

5. Financial Implications

- 5.1 Croydon would like to adopt the refreshed Local Offer for care leavers, subject to further discussions around securing funding to deliver this and in accordance with the leaving care financial policy, to be finalised Spring 2020.

6. Implementation

- 6.1 When the principles, pledge children in care commitments and local offer have been reviewed and agreed a substantial programme of engagement and communication with children and young people, foster carers and care providers and staff at all levels across the Council and its partner agencies will take place, to coincide with their launch, to ensure these become part of our everyday business.
- 6.2 Regular feedback from EMPIRE (the children in care council), the care leavers' forum and through close monitoring of complaints and compliments from children and young people will ensure children and young people can comment directly on how these are being implemented, and what difference is being made.

Appendix 1: Care Experienced Conference 2019 National Pledge

Appendix 2: Top Ten Messages, Care Experienced Conference Pledge 2019

CONTACT OFFICER: Robert Henderson, Executive Director, Children, Families and Education.

Pledge Your Commitment Care Experienced Conference 2019

We welcome the clear statement from the Care Experience Conference 2019 of the things which are most important to improve the experience for children in care and care experience overall.

In response, we intend to:

- support the principles which underpin the Top Ten Messages and apply these to the way our services are planned and delivered in future;
- use our position as local system leaders for children to change things for the better;
- use the Top Ten Messages to drive improvement in our local arrangements; and
- invite care experienced people to feedback the extent to which the pledge is upheld

Specifically, we pledge, in our written policies, procedures and practices, to take clear steps to ensure that all the services we deliver will demonstrably:

1. promote more **love** in the care system including displays of positive physical affection;
2. ensure care experience people are regarded and treated as individuals worthy of **respect** and to promote that respect wherever we can;
3. ensure that **relationships** are seen as central to all our policies and procedures to support children in care and care experienced people;
4. take clear steps to improve **stability** and continuity in the lived experiences of people in care;
5. work with our partners and young people to raise awareness of need and improve support for the **mental health** and well-being of children in care and care experienced people in our local area;

6. recognise in our daily work that the impact of care experience does not end at 18 or 21 or even 25, and review our practice to **remove age restrictions** on support wherever we can;
7. protect, promote and where necessary rebuild **family and community connections** and help those young people for whom we are responsible to understand their personal history;
8. make sure that young people in our care are routinely engaged, consulted and have a real **have a say** in their own lives
9. ensure that young people in our care are properly and fully informed of their **rights** and offer advocacy to ensure they receive them; and
10. listen to the **voice** of children in care and care experience people of all ages and always consult them about changes to services and support.

CareExpConf
October 2019

<https://www.careexperiencedconference.com/>



The Care Experienced Conference

TOP 10 MESSAGES

- 1 We need more love in the care system, including displays of positive physical affection.
- 2 We want to be seen as individuals worthy of respect much more than we are.
- 3 Relationships are critically important to us.
- 4 Instability and loss of continuity in our lives is made worse through no fault of ours by pressure in the care system.
- 5 Mental health and well-being are our biggest worries and the most important and urgent things that have to improve.



TOP 10 MESSAGES



- 6 The impacts of the care experience do not end at 18, or 21, or even 25.
- 7 Our sense of who we are is important. Our family, heritage and history are uniquely ours and must be protected.
- 8 Having our say is essential.
- 9 We have legal rights and entitlements and we are not always being told what they are.
- 10 Nobody knows more about what it means to be in care than we do.

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For general release

REPORT TO:	Children and Young People Scrutiny Committee 3 March 2020
SUBJECT:	Update on Children’s Social Care, Families and Education Services
LEAD OFFICER:	Rob Henderson, Executive Director, Children, Families & Education
CABINET MEMBER:	Councillor Alisa Flemming, Cabinet Member for Children, Families and Learning
PERSON LEADING AT SCRUTINY COMMITTEE MEETING:	Rob Henderson, Executive Director, Children, Families & Education

<p>CORPORATE PRIORITY/POLICY CONTEXT/AMBITIOUS FOR CROYDON:</p> <p>Corporate Plan for Croydon 2018-2022</p> <p>The plans and recommendations in this report focus on ensuring that all Croydon’s children live a happy, healthy life, free from harm and that they have every opportunity to thrive and become fulfilled adults.</p>

ORIGIN OF ITEM:	This item is contained in the Sub-Committee’s work programme.
BRIEF FOR THE COMMITTEE:	An overview of progress, challenges and future plans across the Cabinet Member portfolio over 2018/19.

1. EXECUTIVE SUMMARY

This report sets out the successes, challenges and future plans for early help and children’s social care and education. Over this year there has been significant and substantial activity to address the issues identified in the 2017 Ofsted inspection for early help and children’s social care. Decisive action has been taken to build sustainable, good services that meet the needs of children, families and communities. This report will detail the progress which has been made, the ongoing challenges and the ambitions for the future.

The report also sets out the progress made in education services, where there have been some significant achievements over the past year. Underpinning both of these areas the report outlines the budget context that is providing the necessary financial support to deliver improvement at pace, supporting schools to manage in an increasingly challenging financial context as well as support the long term sustainable delivery of high quality children's and education services.

2. Update on Early Help and Children's Social Care

- 2.1 Permanent senior leadership at strategic and service level has driven improvement at a sustained, accelerated pace. Senior leaders have an accurate understanding of service strengths and weaknesses, drawing on robust performance management information and regular performance and practice focused meetings led by the Director of Early Help and Children's Social Care and the Executive Director, to provide check and challenge to Heads of Service on progress.
- 2.2 Consistent political support, including the investment of over £6m in the Destination 2021 transformation proposals has seen a reduction in caseloads to below service targets, fewer statutory interventions and better quality work by front line staff, supported by their managers.
- 2.3 Quality assurance activity and feedback from Ofsted tells us that work with children and families is increasingly positive and purposeful, with evidence of good practice across early help, the single point of contact, assessment service and social work with families. Across the whole service there are fewer examples of poorer work.
- 2.4 The expanded early help service is providing a broad range of targeted and universal services, with high quality, sensitive work being carried out with families. The interface with the statutory service is well-embedded and there are clearly defined step up and step down pathways.
- 2.5 Thresholds at the front door are well understood and applied, meaning that most children get the right support at the right time, with proportionate responses to risk. Additional capacity and effective management oversight is resulting in better quality child-focused assessments.
- 2.6 Child protection services have also benefited significantly from the transformation in management oversight. Child protection plans are mostly high quality and specific, and managers track progress through regular supervision alongside performance information, preventing drift and delay in casework.
- 2.7 Vulnerable young people including those on the edge of care are increasingly supported through well-embedded services, drawing on a skilled multi-disciplinary team that benefits from effective multi-agency information sharing. Risk and safety plans have been introduced to focus sharply on risks children experience outside the home, including when they are missing from home or care.

- 2.8 Children with disabilities are supported by knowledgeable and passionate staff who are champions for their children and families. Additional risks are well-identified and swiftly acted upon with the aim of keeping families together. Caseloads for some staff are at the higher end, and are complex so need close monitoring.
- 2.9 Services for children looked after have strengthened, but there is more to do to ensure children and young people receive consistently good services. The majority of staff know their children well and visit them regularly, however care plans and case recording needs further improvement to be more centred on individual children's needs and their aspirations. The turnover of social workers has had an impact on building trusting relationship between staff and children and young people.
- 2.10 The virtual school has rapidly improved under strong leadership and management, and children and young people make progress despite the challenges they face. The school works extremely well with partners and has gained credibility with schools to ensure that children's personal education plans, until recently an area of underperformance, are now completed in a timely way, and to a high standard. The targeted support for pupils in year 11 is starting to have an impact on outcomes, and good support is provided for unaccompanied asylum-seeking children to ensure they are ready for school.
- 2.11 Young people leaving care are supported by committed social workers and personal advisers. However, pathway plans are not always of good enough quality or address vulnerabilities and risk. Caseloads are also at the higher end for staff in this service.
- 2.12 There has been a focus on strong support and appropriate challenge for staff at all levels, setting the bar high for professional standards to ensure children and families in Croydon receive the best possible services. A sustained and on-going focus on recruitment through a centralised recruitment process has seen the overall percentage of agency staff slowly reduce month on month. A permanent cohort of middle and front line managers is now in place across almost all of the services, with a regular programme of recruitment activity ensuring a steady supply of applicants.
- 2.13 The systemic practice framework was launched in September 2019 led by the Systemic Practice Service Lead. 174 staff including the Executive Director have completed or are currently completing accredited systemic training. The training has been procured from the Institute of Family Therapy and The Centre for Systemic Social Work. The latter will train 30 staff at practice level in May 2020. Recent inspection and quality assurance activity shows that the impact of this training, the systemic consultations offered and the reflective peer group supervision sessions is starting to be seen in casework with children and families.
- 2.14 Performance monitoring show significant improvement against core practice indicators the 'Croydon Five' including staff receiving regular supervision, case summaries and chronologies up to date, visits to children recorded and up to date plans

2.15 Targeted work to ensure there are more opportunities for the voice of children and young people to directly inform practice has taken place. The BrightSpots survey collected feedback from over 300 children and young people about their experiences of being in Croydon's care or as care experienced young people. Analysis of the outcomes will inform the development of services. Further planned opportunities for children's voices to directly inform practice include:

- Young commissioners, working alongside the commissioning team to evaluate and select service providers
- Young recruiters, to join recruitment panels for staff across the service
- A Young Director, to shadow the Executive Director and advise on decision-making
- Total Respect training delivered by young people with elected members who sit on the Corporate Parenting Panel and the CYP Scrutiny Committee

3. Areas for further development

3.1 Whilst significant, measurable improvements have been made there is no room for complacency. Areas for further improvement over the coming year include:

- Improve the quality of work with children in need and their families;
- Ensure families receive the right level of support from early help services as swiftly as possible;
- Work with partners across the Council and in the voluntary and community sector to review and improve the response to 16 and 17 year olds who present as homeless;
- Further improve the quality of work with children looked after, including:
 - Timely and effective responses when children in our care have additional vulnerabilities
 - Improved care planning with children's wishes and feelings at the heart
 - Improve the range and quality of accommodation for children and young people in our care, and care leavers
- Improve pathway planning for young people in care, aligned with a cohesive offer to independence develop skills and so better support care leavers into adulthood.

4. Areas that need ongoing attention

4.1 Recruitment and retention of staff continues to be significant issue, both in high demand service areas such as assessment and social work with families, but also in services such as children with disabilities and care leaving, where caseloads are towards the top of the service targets and many of the children and families have complex needs. One or two vacancies can have a measurable impact on workloads.

4.2 Three Heads of Service are travelling to South Africa this month to interview potential recruits. The children's social care digital recruitment site is being refreshed to ensure Croydon capitalises on publicity when the recent inspection report is published in mid-March.

5. Future plans

5.1 Operational priorities:

- Embedding the systemic practice framework
- Ensure a service wide understanding and response to vulnerable adolescents (exploitation and missing, particularly children in care)
- Care for every child looked after as our own, supporting and challenging carers to do same
- Balancing performance and quality through reflective supervision
- Single Point of Contact and Assessment redesign
- A real focus on improving the journey of children looked after

5.2 Strategic priorities:

- Relentless focus on recruitment and retention
- Agreeing shared priorities in Children and Young People's Plan
- Improve joint working with health for children looked after and care leavers
- Challenge partners to hold risk more confidently
- Embed contextual safeguarding and trauma-informed practice
- Create multi-agency, locality-based safeguarding teams to meet parent needs
- Integrate health and social care for children with disabilities

6. Update on Education

6.1 In the last education year Croydon achieved some significant steps forward: above national attainment at the end of early years, phonics at both key stage one and key stage two, for the fourth consecutive year. This was achieved despite Croydon having a significant growing youth population, with large pockets of deprivation bringing challenges such as recruiting leaders and teachers that are able provide a high standard of education within sometimes challenging contexts.

6.2 Performance at Key Stage 4 was not on the same trajectory as early years and key stages one and two. This was due to a small number of schools seeing a significant drop in results that was large enough to have an impact on the overall Croydon attainment and provisional progress 8 scores.

6.3 The Vulnerable Adolescents review recommended that schools take a central role in supporting multi agency work in this area and this was warmly welcomed by headteachers and governors. We have been successful in participating in the 'Trailblazers' bid a project to support pupils mental health and well-being a key priority for us.

6.4 We have a good proportion of Croydon secondary schools judged by Ofsted at good or better. 86% of these schools are good or better and 33% are

outstanding. 86% of our secondary school pupils now attend a good or better school and almost 50% attend an outstanding school. The percentage of primary schools that are good or better is 86%

- 6.5 Absence rates at primary schools in Croydon have increased slightly against a bigger national increase. Absence rates at secondary schools are lower than the national average but have increased very slightly on the previous year.
- 6.6 Croydon's rate of permanent exclusion from school is lower than the national, statistical neighbours and London averages.
- 6.7 The 0 – 25 SEND Strategy was launched in October. It was attended by parents, young people, schools, health colleagues and council staff. The five delivery groups have attendance from all key stakeholders.
- 6.8 The SEND Strategy and Delivery for Croydon is progressing forward. A quality assurance framework is in place consisting of the Local Area SEND Board, SEND Forum and the 5 Priority Delivery groups. The model received strong support at the recent DfE and NHS Challenge meeting where it was noted that Croydon had made rapid progress in the last 6 months with improving Local Area SEND delivery and that they viewed Croydon as being in a strong place to continue with these improvements.
- 6.9 In the summer of 2019 Croydon's new Legacy OnSide Youth Zone opened its doors to children and young people across the Borough. Legacy, the name chosen by young people. Attendance has been extremely positive and is making a real difference to our children and young people.

7. Priorities for improvement in Education

In the coming year the Education division will be focusing on the following areas to improve outcomes for children and young people further:

- 7.1 We will continue to work with our schools to further improve Ofsted outcomes in conjunction with the school improvement team. This will include the use of termly school progress review meetings to provide detailed challenge and the brokering of support for any schools causing concern.
- 7.2 We will work with our schools to continue to reduce exclusions by challenging schools where exclusion rates are comparatively high and by providing support so that staff have the skills necessary to meet the needs of all pupils. We are developing a protocol to ensure that we are aware of all pupil movement and can challenge schools where appropriate.
- 7.3 We will support schools to improve inclusive practice, particularly for children with SEND and ensure that there is not delay to them attending schools. We want 'Inclusion and Opportunity' for all our pupils.
- 7.4 We will continue work to reduce our reliance on the non-maintained and out of borough independent sector for children with SEND by developing our own in-borough provision which will ensure children are able to go to good quality schools closer to home.

- 7.5 We have opened our in-borough post-16 provision for young people with SEND and have parents have been extremely positive about the provision. It has enabled our young people to be able to study close to home and make links with future employers.
- 7.6 In order to best support our families and schools we will be moving to a locality based model, in particular in the SEN Service.
- 7.7 We will submit a revised proposed Dedicated Schools Grant deficit recovery plan to address the cumulative and in-year overspend. The focus in the plan is on three key areas which specifically impact on High Needs Block spend:
- Development of local capacity to meet a broader range of needs and reduce reliance on higher cost placements in the independent/non-maintained sector
 - Strengthening capacity for inclusion in local mainstream schools. Croydon is the second highest London Borough in its percentage of pupils in special schools overall (1.06% of 0-19s compared to 0.9% England average). In addition, it has an above average percentage of pupils in mainstream resource bases (0.15% vs 0.08% nationally).
 - Improved pathways for post 16 young people with SEND (currently 36% of the High Needs Block is spent on young people aged 17-25 with an EHC Plan).

8. Budget Update

Children's Social Care

- 8.1 As a result of the Ofsted inspection in the summer of 2017, significant additional resources of £24.7m have been added to Children's Services addressing pressure in a range of areas including covering costs associated with additional placements, additional staff resources for social work and legal costs. This is in addition to £0.7m in Resources (Business Support base budget) to ensure adequate staffing and support for both the level of demand being experienced and also the areas of focus for improvement.
- 8.2 Additional one-off investment funding via the Council's Transformation Reserve has also being used to support the implementation of the Children's Services improvement plan. The estimated cost of this plan over the three years since the Ofsted inspection is expected to be £20m (of which £3.2m and £9.8m was spent in 2017/18 and 2018/19, respectively).
- 8.3 This level of one-off funding is based on a detailed assessment of the costs associated with the improvement plan and the improvements that will be achieved as a result of the investment have also been identified and are regularly monitored. It is expected that the need for transformation funding will reduce over the next financial year as this assessment also identified the level and areas requiring permanent budgetary growth in 2020/21.

Dedicated Schools Grant (DSG)

- 8.4 As a condition of the 2019/20 DSG, Local Authorities with an overall DSG deficit of one per cent or more at the end of the previous financial year were required to provide recovery plans for the deficits by 30th June 2019 submit a recovery plan. Croydon submitted a plan to recover the 2018/19 in-year High Needs Block deficit of £5.612 million over a five year period to the DfE, which is in line with the five year SEND strategy with key areas to be targeted. The intention is to improve our SEND provision while reducing the expenditure in order to ensure that we can fulfil our statutory duty to be meet the needs of all pupils with special education needs.
- 8.5 The DfE letter of response commended Croydon on the high quality and detail of our plan and informed us that as the High Needs Block allocation for 2020/21 would be increased (see below) and that subsequent year's allocations for 2021/22 and 2022/23 were under review, the Council would need to review and revise the previously submitted recovery plan.
- 8.6 In that revised recovery plan, the DSG will break even and start paying back the cumulative deficit in Year 6 (2024/25).
- 8.7 A detailed breakdown of the revised recovery plan, including High Needs Block budget setting for 2020/21 will be submitted to the High Needs Working Group in January 2020 in preparation for Schools Forum in the same month. It is anticipated that the Council will receive clarification about future High Needs Block funding allocations early in the New Year, which will inform strategic deployment of resources with greater certainty.

9. Budget Weaknesses

Children's Social Care

- 9.1 Croydon Council remains under huge financial pressures, deriving notably from continued chronic underfunding of adult social care and children's social care – the Local Government Association (LGA) has reported that children's social care budgets overspent by nearly £800 million last year and there is currently a £1.4 billion funding gap facing children's services in 2020/21.
- 9.2 This underfunding, coupled with significant demand led growth relating to increased pupil numbers; a significant increase in Education, Health and Care Plans, the arrival of Asylum Seeking Children given Croydon's gateway status, has created a number of pressures within the Children, Families and Education department.

Unaccompanied Asylum Seekers (UASC)

- 9.3 The Council is continuing to lobby the government to fund overspend against the budget for UASC, leaving care costs for former UASC and Appeal Rights. The UASC pressure continues to be as a result of the Home Office continuing to only fund a fixed rate per child, which does not accurately reflect our costs for looking after those children, not the costs of acting as a 'gateway' authority. The fall in the number of UASC has exacerbated this issue. While our numbers of UASC are decreasing, direct and indirect service provision costs are not decreasing at the same rate. Options to reduce this funding gap through the reduction of costs and maximising Home Office income are still continuing to be explored.
- 9.4 Additionally, Croydon acting as a 'gateway' authority continues to fund provision for UASC both leaving care and for those who have exhausted all appeal rights. This additional expenditure further increases the cost of exceptional items for

the council.

Dedicated Schools Grant

- 9.5 The budget pressures are principally attributable to the increase in demand, which has led to an over-reliance on the independent / non-maintained sector, due to shortage of local state funded special schools and / or resourced provision. This is being addressed and a strategy developed to move to a more sustainable framework.
- 9.6 Croydon Council has a long term plan to increase special schools, Enhanced Learning Provision and post 16 specialist places, including a new free special school with 150 places opening in September 2020. Through this strategy the intention is to provide an effective pathway of local education provision for young people which is an efficient use of resources and supports young people in becoming independent in or near their local community.
- 9.7 Management of the high needs block and reducing the overspend requires that together there is an approach that manages reliance on EHCP plans for children with lower levels of SEN, reduces demand and ensure placements of children are delivered through the continuum of state-funded education provision at efficient values.

Table 1 – Summary of forecast revenue outturn position at Quarter 2¹

Department	Quarter 2 Forecast Variance £'000s	Quarter 1 Forecast Variance £'000s
Early Help and CSC Directorate	922	55
Unaccompanied Asylum Seekers (UASC), UASC Leaving Care and All Rights Exhausted associated costs	8,550	9,415
Dedicated Schools Grant – High Needs Block cumulative deficit	18,392	18,497

10. Budget Opportunities

Early Help and CSC Directorate

- 10.1 The Directorate is currently undertaking a detailed needs analysis of the Looked after Children (LAC) population, identifying Croydon's placement needs and costs to inform commissioning priorities and drive engagement with the provider market as a means of tackling high unit costs for externally provided placements and improving outcomes delivered. This is in addition to identifying and securing health funding and ensuring early planning and securing more appropriate placements for our care leavers

Cross-department working is underway to support the standardisation of the systems used to track placements, costs and commitments

¹ Quarter 3 monitoring position is not yet available

Unaccompanied Asylum Seekers (UASC)

10.2 During 2019/20, the Home Office released the review of funding rates which did not result in any change to the enhanced rates that Croydon currently receives. The Government did uplift and equalise the rates currently paid to all other authorities and the Home Office is working with DfE and partners in the local government sector to encourage further participation in the National Transfer Scheme.

Dedicated Schools Grant

10.3 The Chancellor of the Exchequer delivered a statement on the 2020/21 Spending Review on 4th September 2019, followed by a more detailed statement by the Minister of State for School Standards. Whilst the majority of the Spending Review announcements outlined the government's departmental spending plans for 2020/21 only, the announcements as they relate to education, and specifically schools, funding cover a three-year period from 2020/21 to 2022/23.

The Spending Review confirms:

- a) £7.1 billion increase in funding for schools by 2022/23 (£4.6 billion above inflation), compared to 2019/20 funding levels.
- b) per pupil funding for all schools rising in line with inflation (1.8%).
- c) schools funding increase includes over £700 million more in 2020/21 for children and young people with special educational needs;
- d) increased early years spending by £66 million to increase the hourly rate paid to childcare providers through the government's free hours offers; and
- e) £400 million in 2020-21 for Further Education.

10.4 The provisional 2020/21 DSG allocations were published on the 11th October 2019. Final schools and high needs allocations for LAs in the DSG are expected to be announced before the end of December 2019.

The total 2020/21 DSG allocation for three blocks (Schools, High Needs and Central Schools Services) for Croydon is £331.652 million and is detailed in Table 2 below.

Table 2: DSG allocation (before recoupment)

Financial Year	Schools Block £ million	High Needs Block £ million	Central Schools Services Block £ million	Total Announced DSG Allocation £ million	Early Years Block £ million
2020/21 Provisional	259.759	66.491	5.402	331.652	TBC

2019/20 Final	247.512	61.086	6.117	314.715	28.264
Variance	12.247	5.405	-0.715	16.937	N/A

11. Budget Tensions

Children's Social Care (General Fund)

- 11.1 Following the spending round announcements, the government committed to publishing a draft Local Government settlement on or around 5 December, with the final settlement coming no later than 31 January. It was acknowledged that moving the date to early December would give councils more time for scrutiny and more time to set budgets.
- 11.2 The agreed timetable has not been followed, due to the General Elections, adding to major uncertainty that LAs face from a lack of clarity on the government's plans for social care. This delay also relates to the finalisation of the DSG allocation and confirmation of the three year settlement previously announced.

Dedicated Schools Grant (DSG)

- 11.3 In 2018/19, the National Funding Formula created a fourth block within the DSG called the Central Services Schools Block (CSSB). This block is made up of two parts –Ongoing Functions and Historic Commitments.
- 11.4 Ongoing Functions includes services such as School Improvement and Education Welfare. The 2020/21 allocation for ongoing functions has reduced by £0.072 million based on a reduction in the CSSB unit of funding decreasing by 2.5% from £56.91 per pupil in 2019/20.
- 11.5 Historic Commitments covering prudential borrowing costs for SEND provision and historic teacher pension costs has been reduced by 20% from 2019/20 equating to £0.643 million. Representations have been made to the ESFA on the impact of this significant reduction – particularly on the prudential borrowing costs of a capital programme with a pay-back period of 10 years (up to 2025/26) with this commitment remaining. The ESFA have confirmed that they are looking at this request in conjunction with other LA's in similar positions.

CONTACT OFFICER: Robert Henderson, Executive Director Children Families & Education

BACKGROUND DOCUMENTS: None

APPENDICES: Appendix 1, Responses to recommendations 2018/19

**Councillor Alisa Flemming – Cabinet Member for Children Young People and Learning
Recommendations from Scrutiny 2018-19**

Committee	Meeting Date	Agenda Item	Conclusion	Recommendation	Cabinet Member response
CYP Scrutiny	27/11/2018	Children's Improvement Plan Update	The Sub-Committee felt it was important to understand how any improvement to priority 7 of the Improvement Plan (Creating a culture of shared ownership and social work values) would be monitored in order to assess whether the intended outcomes were being realised	That evidence be provided to the Sub-Committee on the progress of Priority 7 of the Improvement Plan through timescales of implemented actions	Included in the improvement plan updates, drawing on feedback from the Staff Reference Group. Ofsted monitoring visit letters always include an evaluation of staff morale and the creation of the conditions for social work to flourish, based on inspectors' discussion with staff.
CYP Scrutiny	27/11/2018	Special Education Needs	The Sub-Committee had concerns about the effectiveness of the consultation process given that it was being run during a busy holiday period	That the Consultation period be extended in light of the holiday period, in order to afford people further opportunity to respond	Considered and included in the SEND Strategy 2019-22 published April 2019
CYP Scrutiny	27/11/2018	Special Education Needs	The Sub-Committee recognised that many Members' would welcome the opportunity to feed into the consultation process	That Officers circulate information to Members on how they would be able to participate in the consultation process	Considered and included in the SEND Strategy 2019-22 published April 2019
CYP Scrutiny	27/11/2018	Special Education Needs	The Sub-Committee agreed that the support and input from partners would be vital to the success of the Strategy	That reference to support from the partners (Health, CCG) be made evident within the Strategy	Considered and included in the SEND Strategy 2019-22 published April 2019
CYP Scrutiny	27/11/2018	Special Education Needs	The Sub-Committee was concerned that Croydon had one of the highest rate of 16-25 year olds not in work education or training	The final report needed to be written in a way that is clear to the public	Considered and included in the SEND Strategy 2019-22 published April 2019

Committee	Meeting Date	Agenda Item	Conclusion	Recommendation	Cabinet Member response
CYP Scrutiny	27/11/2018	Special Education Needs	It was difficult to benchmark or measure the outcome of the performance of children with SEN due to the varying complex needs and individual attainment targets set	That it needed to prioritise and target support to 16-25 year olds which was an area that required immediate intervention	Considered and included in the SEND Strategy 2019-22 published April 2019
CYP Scrutiny	27/11/2018	Special Education Needs	The Sub-Committee raised concerns regarding the content of the strategy which appeared to lack definitive details on decisions and actions to be implemented	There was a need to be more explicit on accountability for the attainment of SEN	Considered and included in the SEND Strategy 2019-22 published April 2019
CYP Scrutiny	27/11/2018	Special Education Needs	The suggestion that an implementation plan would follow the strategy did not provide assurance to the Sub-Committee of the steps and actions that would be taken to deliver on outcomes	The voice of the child was explicit throughout the Strategy	Considered and included in the SEND Strategy 2019-22 published April 2019
CYP Scrutiny	27/11/2018	Special Education Needs	Whilst the objectives of the strategy were clear it was unclear how improvements to the lives of children and families with SEN would be achieved	The Strategy must make clear how it proposed to achieve its intended outcomes	Considered and included in the SEND Strategy 2019-22 published April 2019
CYP Scrutiny	27/11/2018	Performance of Academy Schools in Croydon	It was difficult to understand the process regarding the exclusion of children and the Fair Access Panels	That further information be provided to the Sub-Committee on exclusions and the flow of children through the education system	Further information has been provided to the Task and Finish Group on Exclusions and Off-Rolling in Croydon Schools.

Committee	Meeting Date	Agenda Item	Conclusion	Recommendation	Cabinet Member response
CYP Scrutiny	27/11/2018	Performance of Academy Schools in Croydon	The Local Authority did not have sight of managed transfers	That better monitoring of managed transfers was required to ensure the Local Authority better oversight of outcomes for children involved in the process.	The relaunch of the primary and secondary Fair Access Panels in May 2018 provides a greater level of scrutiny, transparency and accountability than the previous system where managed moves were individually negotiated at school level.
CYP Scrutiny	18/06/2019	Update on Early Help and Children Improvement Programme	Whilst the report was informative, papers should be more detailed and contain information to support any statements made.	Request that any statement made within reports for the Children & Young People Sub-Committee is supported by informational data, which must be included as an appendix where appropriate.	Full monthly performance reports for early help and children's social care are now reported to each Scrutiny Committee.

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REPORT TO:	CHILDREN AND YOUNG PEOPLE SCRUTINY SUB- COMMITTEE 3 March 2020
SUBJECT:	WORK PROGRAMME 2019-20
LEAD OFFICER:	Simon Trevaskis, Senior Democratic Service and Governance Officer- Scrutiny
CABINET MEMBER:	Not applicable

ORIGIN OF ITEM:	The Work Programme is scheduled for consideration at every ordinary meeting of the Children and Young People Scrutiny Sub - Committee.
BRIEF FOR THE COMMITTEE:	To consider any additions, amendments or changes to the agreed work programme for the Committee in 2019/20.

1. EXECUTIVE SUMMARY

- 1.1 This agenda item details the Committee's work programme for the 2019/20 municipal year.
- 1.2 The Sub-Committee has the opportunity to discuss any amendments or additions that it wishes to make to the work programme.

2. WORK PROGRAMME

2.1 The work programme

The proposed work programme is attached at **Appendix 1**.

Members are asked to note that the lines of enquiry for some items have yet to be confirmed and that there are opportunities to add further items to the work programme.

2.2 Additional Scrutiny Topics

Members of the Sub-Committee are invited to suggest any other items that they consider appropriate for the Work Programme. However, due to the time limitations at Committee meetings, it is suggested that no proposed agenda contain more than two items of substantive business in order to allow effective scrutiny of items already listed.

2.3 Participation in Scrutiny

Members of the Sub-Committee are also requested to give consideration to any persons that it wishes to attend future meetings to assist in the

consideration of agenda items. This may include Cabinet Members, Council or other public agency officers or representatives of relevant communities.

3 RECOMMENDATIONS

- 3.1 The Sub-Committee is recommended to agree the Scrutiny Work Programme 2019/20 with any agreed amendments.
- 3.2 The Sub-Committee is recommended to agree that topic reports be produced for relevant substantive agenda items in the future.

CONTACT OFFICER: Stephanie Davis
Democratic Services and Governance
Officer- Scrutiny
020 8726 6000 x 84384

BACKGROUND DOCUMENTS: None

APPENDIX 1

Work Programme 2019/20 for the Children and Young People Scrutiny Sub-Committee.

Children & Young People Sub-Committee

Meeting Date	Item
18 June 2019	<ol style="list-style-type: none"> 1. Children's Improvement Plan Update <ul style="list-style-type: none"> - To include missing children & CIN 2. Locality Model for Service Delivery 3. Dedicated School Grant Recovery Plan
17 September 2019	<ol style="list-style-type: none"> 1. Children's Improvement Plan Update <ul style="list-style-type: none"> - To include SPOC and assessment 2. Children's Complaints – Annual Report 3. Safeguarding Board Annual Report
5 November 2019	<ol style="list-style-type: none"> 1. Children's Improvement Plan Update <ul style="list-style-type: none"> - To include post CIB monitoring requirements 2. Task & Finish Group Interim Report Report 3. Effective Data Sharing by Safeguarding Partners 4. CALAT
21 January 2020	<ol style="list-style-type: none"> 1. Children's Improvement Plan Update <ul style="list-style-type: none"> - To include Post OFSTED Improvement Plan 2. Education Budget 3. Education Standards report 4. Children Young People and Families Plan
3 March 2020	<ol style="list-style-type: none"> 1. Children's Improvement Plan Update <ul style="list-style-type: none"> - To include Post OFSTED theme 2. Children Looked After Pledge and Care Leavers Local Offer 3. Question Time, Cabinet Member for Children Young People and Learning
14 April 2020	<ol style="list-style-type: none"> 1. Children's Improvement Plan Update 2. Workforce and Financial Sustainability- Long Term 3. Safeguarding Themes: Neglect, Vulnerable Adolescents & Children with Disabilities

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