

Scrutiny Children & Young People Sub-Committee Agenda



To: Councillors Councillor Richard Chatterjee (Chair), Councillor Maddie Henson (Vice-Chair), Mike Bonello, Mark Johnson, Holly Ramsey, Helen Redfern, Manju Shahul-Hameed and Catherine Wilson

Co-optee Members

Josephine Copeland (Non-voting Teacher representative), Elaine Jones (Voting Diocesan Representative (Catholic Diocese)) and Paul O'Donnell (Voting Parent Governor Representative)

Reserve Members: Tamar Barrett, Adele Benson, Samir Dwesar, Amy Foster, Endri Llabuti, Eunice O'Dame and Fatima Zaman

A meeting of the **Scrutiny Children & Young People Sub-Committee** which you are hereby summoned to attend, will be held on **Tuesday, 23 January 2024 at 6.30 pm. The Council Chamber, Town Hall, Katharine Street, Croydon CR0 1NX**

Katherine Kerswell
Chief Executive
London Borough of Croydon
Bernard Weatherill House
8 Mint Walk, Croydon CR0 1EA

Tom Downs
tom.downs@croydon.gov.uk
www.croydon.gov.uk/meetings
Monday, 15 January 2024

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

The agenda papers for all Council meetings are available on the Council website www.croydon.gov.uk/meetings

If you require any assistance, please contact Tom Downs 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 Meeting (Pages 5 - 14)

To approve the minutes of the meeting held on 14 November 2023 as an accurate record.

3. Disclosures of Interest

Members are invited to declare any disclosable pecuniary interests (DPIs) and other registrable and non-registrable interests they may have in relation to any item(s) of business on today's agenda.

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. Budget Scrutiny Challenge (Pages 15 - 16)

The Children & Young People Sub-Committee is asked to review the information provided on the identified budget proposals and reach a conclusion on the following:

1. Are the savings deliverable, sustainable and not an unacceptable risk?
2. Is the impact on service users and the wider community understood?
3. Have all reasonable alternative options been explored and do no better options exist?

(To Follow)

6. Cabinet Report - Education Estates Strategy

The Children & Young People Scrutiny Sub-Committee has asked to review the Cabinet Paper on the Education Estates Strategy to conduct Pre-Decision Scrutiny, looking particularly at the management of surplus school places, Special Educational Needs and Disability (SEND) provision, and the proposed Schools' Maintenance Plan. *(To Follow)*

- 7. Early Help, Children's Social Care and Education Dashboard**
(Pages 17 - 22)
For the Sub-Committee to receive the Early Help, Children's Social Care and Education Dashboard.
- 8. Cabinet Response to Scrutiny Recommendations** (Pages 23 - 26)
The Children & Young People Sub-Committee is presented with the most recent Cabinet responses to its past recommendations.
- 9. Scrutiny Work Programme 2023-24** (Pages 27 - 32)
The Sub-Committee is asked to:
1. Note the draft work programme for 2023-24, as set out in Appendix 1 of the report.
 2. Consider whether there are any changes to the work programme that should be considered.
- 10. What Difference has this Meeting made to Croydon's Children**
This item is an opportunity for the Children & Young People Sub-Committee, at the conclusion of the meeting, to review the difference made to Croydon's children from the meeting.
- 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.”

PART B

This page is intentionally left blank

Public Document Pack Agenda Item 2

Scrutiny Children & Young People Sub-Committee

Meeting of held on Tuesday, 14 November 2023 at 6.30 pm in The Council Chamber, Town Hall, Katharine Street, Croydon CR0 1NX

MINUTES

Present: Councillor Richard Chatterjee (Chair), Councillor Maddie Henson (Vice-Chair), Councillors Mark Johnson, Holly Ramsey, Helen Redfern, Manju Shahul-Hameed and Catherine Wilson.

Co-optee Members

Josephine Copeland (Non-voting Teacher representative)

Also

Present: Councillor Joseph Lee (Deputy Cabinet Member for Children and Young People)

Apologies: Councillor Maria Gatland (Cabinet Member for Children & Young People), Councillor Mike Bonello, Paul O'Donnell (Voting Parent Governor Representative) and Elaine Jones (Voting Diocesan Representative (Catholic Diocese))

PART A

46/23 Apologies for absence

Apologies were received from Councillor Maria Gatland (Cabinet Member for Children & Young People) and Elaine Jones (Voting Diocesan Representative (Catholic Diocese)).

47/23 Minutes of the Previous Meeting

The minutes of the previous meeting held on the 10 October 2023 were approved as an accurate record.

48/23 Disclosures of Interest

There were no disclosures of interest.

49/23 Urgent Business (if any)

There were no items of urgent business.

50/23 Croydon Safeguarding Children Partnership Annual Report 2022/23

The Sub-Committee considered a paper set out on pages 13 to 72 of the agenda, which provided the Croydon Safeguarding Children Partnership Annual Report 2022/23. This report is an annual standing item and was included for the Sub-Committee to consider whether there was sufficient reassurance on the performance and effectiveness of the Croydon Safeguarding Children Partnership. Members were also asked to provide any comments or suggestions on the Croydon Safeguarding Children Partnership Annual Report 2023-2024 ahead of its development in the following year. It was noted that the report incorrectly listed Sally Innis's role as the Designated Nurse for Safeguarding; the correct title should have read Associate Director of Safeguarding. The Corporate Director Children, Young People & Education (CYPE) and Independent Scrutineer introduced the report.

Members questioned the funding of the Partnership, highlighting that the Council currently covered 72% of the expenditure; it was asked if this was reflective of the arrangements in other boroughs. The Corporate Director of CYPE explained that it was not unusual for councils to contribute the largest share of funding, but that this amount varied and was often not to such a high level as in Croydon. The Sub-Committee heard that there was ongoing work with the Partnership to secure a more equitable funding arrangement, and that both the Executive Mayor and Chief Executive were supportive of this. The Independent Scrutineer commented that Croydon's funding arrangement was reflective of other London boroughs.

The Sub-Committee asked how the annual budget of the Partnership was set, and whether the Council topped up the budget to meet spending. The Croydon Safeguarding Children Partnership (CSCP) Development Manager explained that the Partnership came in on budget, and stated that Croydon's funding split was reflective of other London boroughs, with the Police paying a standard share. The Corporate Director of CYPE highlighted the importance of safeguarding children and young people coming first, and the investment needed to ensure Croydon continued to deliver this to a good standard.

Members queried why councils in London funded partnerships at a larger share than those in the rest of the country. The Independent Scrutineer explained that the biggest factor was lower contributions from the Police in London, but that there were also disproportionate funding arrangements for partnerships outside of London. The Detective Superintendent for Public Protection added that the Police contributed the same amount of funding to all 32 borough partnerships, and that this was set centrally; the Police looked to contribute to the Partnership in other ways, such as through offering training.

The Sub-Committee highlighted the Independent Review and knife crime in Croydon, and asked what actions the Partnership were taking in this area. The Detective Superintendent for Public Protection explained that knife crime was a priority for the Police in Croydon, but that the Annual Report was retrospective, and did not account for events in the current year. The Police were currently considering new ways of working with the community around

proactive measures to prevent and reduce knife crime. The CSCP Development Manager stated that the Independent Review would soon be completed and was expected to be published in December 2023. There had been a recent community event, which had been well attended by the community and community organisations, to ensure these views would be included in the final report. The Corporate Director of CYPE explained that the Community Safety Partnership and Youth Safety Plan complemented the work of the Partnership, and that there was close joined up working ongoing with Voluntary and Community organisations to address knife crime and safeguarding issues in the borough. The Sub-Committee highlighted specific local issues with knife crime, and asked that more detail on actions that would be taken by the Partnership be included in the next Annual Report. The Detective Superintendent for Public Protection explained that work in this area was moving forward, and highlighted that there had been no deaths from serious youth violence in 2022. The CSCP Development Manager stated that there had been a number of workshops and learning events resulting from the early findings of the Independent Review, and these had been delivered to multi-agency audiences, including schools. There was also separate work taking place in schools around knife crime, in addition to work with normal frontline partners. Once the Review had been published, there would be additional learning events to promote the findings of the report and to ensure its recommendations were implemented.

Members highlighted the Partnership's aspiration to improve its consideration of the 'voice of the child' and asked what evidence there was that this was improving. The CSCP Development Manager explained that there was a considerable amount of work happening with children in the borough, but this happened in strategic ways, and the Partnership had not yet developed ways to evidence this in the Annual Report. The Sub-Committee asked about the feedback at the end of the report, and asked what the total volume received had been, and how much had been positive or negative. The CSCP Development Manager responded that this was a limited sample from one session, which had received 13 responses, all of which had been positive. Members heard that, in future, training attendees would need to fill out feedback in order to receive certification, which it was hoped would increase response rates.

The Sub-Committee asked about the Partnership's relationship with 'E.M.P.I.R.E', and the CSCP Development Manager explained that this group sat within Children's Services, and that E.M.P.I.R.E representatives regularly attended CSCP meetings to share their work. The Partnership were working with the E.M.P.I.R.E lead for new participation work in the service, to look at how their skills could be utilised to bring more of the 'voice of the child' into the work of the CSCP. It was recognised that E.M.P.I.R.E related to a specific cohort of children, but it was hoped that this would provide a template for the Partnership to engage in further work on capturing the 'voice of the child'. The Corporate Director of CYPE commended the development of the Participation Service, and explained that this would be highlighted in next year's report.

The Sub-Committee highlighted the reference to Croydon's response to Ofsted's review of sexual abuse in schools & Section 11 Audits, and asked what the figure for 22/23 was, and what forms this abuse took. The Director of Education explained that there were 406 incidents of sexual harassment and violence within Croydon schools for 2022-23; future reports would break this data down into different categories, following analysis, and could identify if incidents were occurring in hotspots or if it was broadly the same across the borough's schools. Data breaking down the forms this abuse had taken for previous years was not available, as this information had not been requested in past Section 11 Audits. The importance of training and identification were highlighted as important tools in reducing the number of incidents, and it was explained that analysis of Section 11 Audit data would help to inform where more training and support was needed, and where this was working well. Members asked if Audits would contain information on the gender of those being harassed, and where incidents were taking place. The Director of Education explained that the Audit would not collect information on each individual incident; this information would be held by the individual schools, who would be expected to analyse it further, and use it to hone their safeguarding and curriculum focuses.

Members asked who the target audience for the Annual Report was, and the CSCP Development Manager explained that this was a public facing report for anyone in the borough with an interest in safeguarding arrangements. The report was circulated to all of the Partners, who were expected to filter it throughout their organisations. There was an aspiration for 2023/24 that the Annual Report would be more young person friendly, with a piece of work planned to see how young people would like to see the report formatted and presented.

The Sub-Committee noted the Safeguarding Practice Review 'Trend Map' on page 37 of the pack, and asked if this was the most accessible way of presenting this data, and further queried how trends were being identified in Rapid Reviews, when there have only been four in the period. The CSCP Development Manager explained that this data had been extracted not just from Rapid Reviews, but also Safeguarding Practice Reviews and Cases of Concern.

Members asked if the Partnership had any insight on how well mental health services were working in the borough and the long waiting lists for Child and Adolescent Mental Health Services (CAMHS). The Associate Director of Safeguarding explained that there were national concerns around young people's mental health, and that there had been increases of young people presenting with socialisation and mental health issues over the COVID period. The Sub-Committee heard that the Partnership were aware of the significant challenges in this area, and the Associate Director of Safeguarding highlighted transformation work taking place in CAMHS to try to address this; the important work of Voluntary and Community Sector organisations was highlighted in relation to the offer they provided to young people experiencing mental health needs. Members heard that consideration also needed to be given to complex cases where young people needed access to specialist

beds, and that there was a shortage of these beds nationally. The South West London Integrated Care Board were looking at this across the whole area, to assess levels of need and what needed to be done to improve services and access to services; there was also ongoing work to identify available specialist beds nationally. The Associate Director of Safeguarding stated that there needed to be more creative thought about what could be provided to young people outside of appointments with CAMHS, such as drop in sessions in youth centres, and resources in schools. It was acknowledged that this was a complex area, and that often when resources were increased, demand also increased or outpaced capacity. The Sub-Committee heard that this was an ongoing area of work, and that transformation in this area needed to look at how best to meet the needs of young people in new ways. Members welcomed this approach and asked that future Annual Reports addressed transformation and the work being done to improve access to these services. The Associate Director of Safeguarding added that work on Early Years and development would also form the basis of reducing demands on services in the future, and Members welcomed a focus on perinatal and postnatal mental health.

In response to questions from the Chair on 'wicked' issues referenced in the report, it was explained that this related to particularly difficult or complex issues that could not be easily resolved. The Sub-Committee asked what was being done to address the 'lack of professional curiosity' and difficulties with 'identifying and engaging with fathers/male carers' highlighted in the report. The Director for Children's Social Care explained that reflective conversations needed to be encouraged and facilitated so that practitioners could identify what could be done differently or what could be done better. Members heard that a lot of transformation work in this area was around trying different approaches, and that regular peer challenge meetings with other local authorities encouraged professional curiosity and discussion of 'wicked' issues. On engaging with fathers and male carers, the Sub-Committee heard that there needed to be straightforward conversations on what was preventing this and challenging preconceived ideas. The Director for Children's Social Care highlighted the Systemic Practice Framework, and explained that systemic thinking gave permission to practitioners to reflect on their ideas about fathers, as they related to a number of specific contexts, and how this was affecting conversations with fathers and male carers. It was highlighted that social care was a female dominated field, and that it was important for practitioners to have conversations with fathers and male carers about their ideas and thoughts around fatherhood. The Director for Children's Social Care highlighted that there were programmes, such as 'Caring Dads' and forums in Community and Voluntary organisations, that could be utilised to improve in this area, and that there needed to be a multi-agency approach to thinking about what services could do differently to recognise the position of fathers and male carers. The Associate Director of Safeguarding added that Health practitioners were encouraged to be actively interested in fathers and father's roles, and that professional curiosity was encouraged in a number of ways, including through support and supervisions.

Members asked how complaints were managed, and how learning from complaints was embedded into the Partnership. The CSCP Development Manager explained that the Partnership did not hold cases, but did have a complaints and escalation policy. The Sub-Committee heard that it had been a significant period since a complaint had been received by the CSCP.

The Chair highlighted that the report stated that there was disproportionality for young black boys in exclusions, and asked what was being done to address this. The Director for Education highlighted that exclusions were reducing in Croydon year on year, but that disproportionality and exclusions were, and would always be, an important focus. The Sub-Committee heard that the Council always sought to understand the particular issues that had led to each exclusion and that schools were working to understand how trauma could impact on student's behaviours. The Director for Education explained that work was being done with the 'team around the school' to encourage children staying in schools with support and guidance, and for exclusions not be used as a way of dealing with a problem.

Conclusions

The Sub-Committee were grateful for the attendance of the Executive Partners and Independent Scrutineer at the Sub-Committee, and for thorough and honest responses to Members' questions.

The Sub-Committee were reassured by the performance and effectiveness of the Croydon Safeguarding Children Partnership.

The Sub-Committee were reassured that the Section 11 Audits for 2022/23 and 2023/24 would look to gather more detail on the forms of sexual abuse in Croydon schools, and were supportive of this data being included in the next Annual Report.

The Sub-Committee highlighted the specific local issues with knife crime, and suggested that more detail on actions taken by the Partnership be included in the next Annual Report.

The Sub-Committee welcomed responses to questions about transformation in mental health services and asked that updates on the progress of this work was included in the next Annual Report.

The Sub-Committee welcomed the aspirations of the 2023/24 Annual Report to include more evidence of the 'voice of the child', and looked forward to seeing the results of the work towards presenting a version of the report in a format more friendly to young people.

The Sub-Committee were of the view that the Safeguarding Practice Review 'Trend Map' could be presented in a more accessible way, and suggested that future Annual Reports consider how data could be shown in clearer and simpler formats.

51/23 Early Help, Children's Social Care and Education Dashboard

The Sub-Committee considered a report set out on pages 73 to 78 of the agenda, which provided the Early Help, Children's Social Care and Education Dashboard, Health Visiting Key Performance Indicator (KPI) Data and additional 'Red' indicators as requested at the meeting of the Sub-Committee on 27 June 2023.

The Director Quality, Commissioning & Performance introduced the item and stated that there had not been a significant improvement against the Health Visiting KPIs. Members heard that there had been considerable change in the configuration of the Health Visiting services, and that an interim Head of Service had been in post since September 2023. The responsibilities of the service have now been split into two roles with oversight of public health nursing (which includes Health Visiting, School Nursing and the Family Health Partnership) and Community Health Provision (which covered Asylum Seekers, Refugees and unhoused people). The Director Quality, Commissioning & Performance stated that there had been some early signs of improvement since September 2023 against KPIs and in recruitment. It was noted that a full item on Health Visiting was on the Work Programme for March 2024, when it was hoped that there would be more concrete signs of improvement in the service. The Sub-Committee heard that there had been a decision to reconfigure the way in which Health Visitors engage with Child Protection Conferences, to recognise the challenges arising from vacancy rates in the short term and that these changes are being discussed and agreed with the Safeguarding Service.

On Appendix B, Members asked why the target for W1a had been set at 20. The Director of Children's Social Care explained that this target was set at a number of children it was felt was reasonable for any individual social worker to 'hold in mind' and maintain professional curiosity for each case. It was acknowledged that caseloads in the Family Assessment Service were too high, and a deep dive to analyse the duration of high caseloads was underway, to help in developing proposals identifying other resources or other actions that could reduce caseloads. Demand levels in Croydon had increased for a sustained period and options to manage this were being considered, with some short-term pilots likely to be trialled. The Director of Children's Social Care explained that, if demand continued to increase, then there would need to be an increase in capacity to ensure service levels did not fall. In response to questions about what other things could be done to reduce caseloads, the Director of Children's Social Care explained that Service Managers would review cases to see where these could be held in other services, or to help social workers close cases where they needed some assistance. In some cases, Early Help could be asked to provide interventions while assessments were happening.

The Sub-Committee commended the commitment to keeping caseloads at manageable levels. Members asked if W1a indicated individual children or families, and heard it represented individual children. On W1a, the Chair

asked if April 2023 had been an outlier, and heard that this had been the beginning of a period of increased demand.

Members asked how services planned for the August and December holiday periods and heard that there was forward planning, including through duty rotas, to account for this, and that agency staff remained in post over Christmas. Where children were not visited, they featured on exception reports that were reviewed monthly to understand why this was the case. The Director of Children's Social Services explained that Christmas put a large amount of pressure on some families; the Council had relationships with charities and other organisations that could provide gifts or vouchers to parents and carers for their children to try to alleviate this.

The Sub-Committee reflected that they would like to repeat the process of reviewing wider CYPE 'Reds' at a future meeting.

52/23 Work Programme 2023/24

The Chair commented on the Budget Scrutiny item planned for January 2024, and highlighted the cost of care packages as something that the Sub-Committee should scrutinise.

Members highlighted the 'Future Options for Maintained Nursery Schools – Consultation outcomes report' planned for decision at Cabinet on the 6th December 2024 and listed on the Sub-Committee Work Programme. The Sub-Committee commented that they would like to consider the paper before Cabinet and agreed that the Chair and Vice-Chair would discuss this with the Chair of Scrutiny to decide the best way forward.

The Sub-Committee suggested the inclusion of the following two items on its Work Programme:

- Use of the private education system for Children in Care to deliver savings.
- Including consideration of the Holiday Activities & Food Programme alongside the Free School Meals programme item.

53/23 What Difference has this Meeting made to Croydon's Children

The Chair commented that they hoped the Sub-Committee had been helpful in the process of refining the content for the Croydon Safeguarding Children Partnership Annual Report 2023/24 and in encouraging the Partners to continue to develop the 'voice of the child' in their work. The Chair thanked all of those involved in delivering good safeguarding to children and young people in Croydon.

The meeting ended at 8.17 p.m.

Signed:

.....

Date:

.....

This page is intentionally left blank

LONDON BOROUGH OF CROYDON

REPORT:	Children & Young People Sub-Committee
DATE	23 January 2024
REPORT TITLE:	Budget Scrutiny Challenge
LEAD OFFICER:	Debbie Jones - Corporate Director, Children, Young People and Education
PERSON LEADING AT SCRUTINY COMMITTEE MEETING:	Kerry Crichlow - Director Quality, Commissioning & Performance (Deputy DCS) Róisín Madden – Director of Children’s Social Care
LEAD MEMBER:	Councillor Maria Gatland Cabinet Member for Children and Young People
ORIGIN OF ITEM:	This item was included on the Children & Young People Sub-Committee Scrutiny Sub-Committee Work Programme for 2023/24 as part of Scrutiny’s budget assurance processes.
BRIEF FOR THE COMMITTEE:	The Children & Young People Sub-Committee is asked to review the information provided on the identified budget proposals and reach a conclusion on the following: <ol style="list-style-type: none"> 1. Are the savings deliverable, sustainable and not an unacceptable risk? 2. Is the impact on service users and the wider community understood? 3. Have all reasonable alternative options been explored and do no better options exist?
PUBLIC/EXEMPT:	Public

1 BUDGET SCRUTINY CHALLENGE

- 1.1 The Children & Young People Sub-Committee Scrutiny Sub-Committee has asked to review 2024/25 budget proposals for two high-risk areas that fall under the Children, Young People & Education directorate.
- 1.2 The Sub-Committee has identified the following areas that are covered in the main report:
- 2024-28 SAV CYPE 003 – Review of Children Looked After placements
 - 2024-28 SAV CYPE 001 – Children’s Social Care staffing budget realignment

1.3 Scrutiny Chairs have agreed that budget scrutiny will look to satisfy the three following questions:

- Are the savings deliverable, sustainable and not an unacceptable risk?
- Is the impact on service users and the wider community understood?
- Have all reasonable alternative options been explored and do no better options exist?

1.4 The Sub-Committee are asked to satisfy the questions above using the information provided in Appendix 1 to the report (that will be presented at the Sub-Committee), as well as the information available in the Medium-Term Financial Strategy update presented to [Cabinet in October 2023](#); the [Financial Performance reports](#); and the Capital Programme and Capital Strategy 2023-29 presented to [Cabinet in December 2023](#).

2 APPENDICES

2.1 Appendix 1: Scrutiny Budget Challenge (*To Follow*)

3 BACKGROUND DOCUMENTS

3.1 25 October 2023 - Cabinet Paper: 2024-28 Medium Term Financial Strategy Update
<https://democracy.croydon.gov.uk/ieListDocuments.aspx?CId=183&MId=3575&Ver=4>

6 December 2023 – Cabinet Paper: Capital Programme and Capital Strategy 2023-29
<https://democracy.croydon.gov.uk/ieListDocuments.aspx?CId=183&MId=3577>

Croydon Council - Corporate Performance and Finance Reporting
<https://www.croydon.gov.uk/council-and-elections/council-leadership-committees-and-meetings/committees-boards-and-meetings/corporate-performance-and-finance-reporting>

LONDON BOROUGH OF CROYDON

REPORT:	Children & Young People Sub-Committee
DATE	23 January 2024
REPORT TITLE:	Early Help, Children Social Care and Education Performance Dashboard & Health Visiting KPI Data
LEAD OFFICER:	Debbie Jones - Corporate Director, Children, Young People and Education
PERSON LEADING AT SCRUTINY COMMITTEE MEETING:	Kerry Crichlow - Director Quality, Commissioning & Performance (Deputy DCS)
LEAD MEMBER:	Councillor Maria Gatland Cabinet Member for Children and Young People
ORIGIN OF ITEM:	Performance dashboards are provided for the Children & Young People Sub-Committee as a standing item on the work programme.
BRIEF FOR THE COMMITTEE:	The Children & Young People Sub-Committee is asked to review the performance dashboard provided for Early Help, Children Social Care and Education and consider whether there are any areas of concern that may need to be scheduled for further scrutiny at a future meeting.
PUBLIC/EXEMPT:	Public

1 EARLY HELP, CHILDREN SOCIAL CARE & EDUCATION PERFORMANCE DASHBOARDS

- 1.1 In order for the Children & Young People Sub-Committee maintain an overview of the performance of the Early Help, Children Social Care and Education services, performance data is provided in dashboard form at most meetings.
- 1.2 The performance dashboard is appended to this cover report at Appendix A.
- 1.3 The indicators contained in Appendix A are aligned with the KPIs included in the [Mayor's Business Plan 2022-26](#).

- 1.4 If in reviewing the data provided the Sub-Committee identifies any area of concern that it feels may require further investigation this will be reported to the Scrutiny Work Programming Group by the Chair for further consideration.
- 1.5 The Sub-Committee has been provided with the additional 'Red' KPIs from the wider department considered at the last meeting. These are included at Appendix B.

2 HEALTH VISITING KPI DATA

- 2.1 The Sub-Committee received an update on Antenatal and Health Visiting at its meeting on 1st November 2022. Members concluded that commissioning data on Health Visiting should be shared with Members on a regular basis, and that an update on Health Visiting would be a six-monthly item on the Sub-Committee's Work Programme.
- 2.2 Health Visiting KPI Data will be included for the next meeting.

3 APPENDICES

- 3.1 Appendix A: Early Help, Children Social Care & Education Performance Dashboard
Appendix B: Early Help & Children's Social Care Additional Red Indicators

4 BACKGROUND DOCUMENTS

- 4.1 None

Performance Report Overview - CYPE

Red - Performance has not met target / performance differs from comparators by more than 10%

- Percentage of children subject to a Child Protection Plan for a second or subsequent time (ever)

Amber - Performance has not met target but is within 10% / performance differs from comparators by 10% or less

- KS2 - Percentage of pupils achieving expected standard in Reading, Writing and Mathematics
- KS4 - Percentage of pupils achieving grades 9-5 in English and Maths
- KS5 - Percentage of students achieving at least 2 substantial level 3 qualifications

Green - Performance has met or exceed target / performance has matched one or more comparators

- Proportion of 16 and 17 year olds who were not in education, employment or training (NEET)
- Percentage of care leavers in employment, education or training (EET) now aged 19 to 21
- Percentage of schools rated 'good' or 'outstanding'
- Percentage of schools rated 'good' or 'outstanding'
- EYFS - Percentage of children achieving a good level of development
- KS4 - Average Progress 8 score per pupil
- Percentage of Education Health & Care Plans issued within 20 weeks (excluding exceptions)
- Percentage of referrals to children services actioned within 2 working day
- Percentage of current Child Protection Plans lasting 2 years or more
- Rate of local CLA per 10,000 under 18 years population
- Percentage of the under 18 years population who are UASC
- Juvenile first time entrants to the criminal justice system per 100,000 of 10-17 year olds

KEY

- Red
- Amber
- Green
- Data but no target
- No data

↑ Getting better
↓ Getting worse
↔ Same

CROYDON CORPORATE PERFORMANCE FRAMEWORK



REF.	INDICATOR	LATEST DATA							PREVIOUS DATA		BENCHMARKING				COMMENTS ON CURRENT PERFORMANCE
		Bigger or Smaller is better	Frequency	Timeframe	Target	Croydon position	Change from previous	RAG	Timeframe	Croydon position	Timeframe	Statistical Neighbours	London	England	
M20	Proportion of 16 and 17 year olds who were not in education, employment or training (NEET)	Smaller is better	Monthly	Aug-23	2.6%	2.4%	↓		Jul-23	2.3%	Average of Dec 22, Jan 23 and Feb 23	1.6%	1.6%	2.8%	
M23	Percentage of care leavers in employment, education or training (EET) now aged 19 to 21	Bigger is better	Monthly	Nov-23	60%	61%	↓		Oct-23	62%	2022/23	59%	60%	56%	
M26	Percentage of schools rated 'good' or 'outstanding'	Bigger is better	Monthly	Nov-23	88%	93%	↔		Oct-23	93%	Nov-23	95%	96%	89%	
M27	Permanent exclusions from schools as a percentage of the school population	Smaller is better	Annual	2021/22 Academic Year	0.06	0.03	↔		2020/21 Academic Year	0.03	2021/22 Academic Year	0.04	0.04	0.08	
M28	EYFS (Early Years Foundation Stage) - Percentage of children achieving a good level of development	Bigger is better	Annual	2022/23 Academic Year	69.1%	69.1%	↑		2021/22 Academic Year	67.4%	2022/23 Academic Year	68.9%	69.1%	67.2%	In 2022/23, the percentage of pupils achieving a good level of development in Croydon was 69.1% which is in line with London and above the national average (67.2%) and our statistical neighbours (68.9%).
M29	KS2 - Percentage of pupils achieving expected standard at KS2 in Reading, Writing and Mathematics	Bigger is better	Annual	2022/23 Academic Year	65%	62%	↓		2021/22 Academic Year	63%	2021/22 Academic Year	63%	65%	59%	In 2022/23, the percentage of pupils achieving expected standard at KS2 in Reading, Writing and Mathematics in Croydon was 62% which is above the national average (59%) but below London (65%) and our statistical neighbours (68.9%).
M30	KS4 - Average Progress 8 score per pupil	Bigger is better	Annual	2022/23 Academic Year	-0.03	0.01	↑		2021/22 Academic Year	-0.02	2022/23 Academic Year	0.22	0.27	-0.03	In 2022/23 the average Progress 8 score in Croydon was 0.01, slightly better than the national average of -0.03.
M31	KS4 - Percentage of pupils achieving grades 9-5 in English and Maths	Bigger is better	Annual	2022/23 Academic Year	45.0%	44.6%	↓		2021/22 Academic Year	48.9%	2021/22 Academic Year	48.6%	53.9%	45.0%	In 2022/23, the percentage of pupils achieving grades 9-5 in English and Maths in Croydon was 44.6%. This is the 3rd lowest compared to our statistical neighbours, and slightly below the national average. 64.3% of pupils gained at least a grade 4 in English and Maths in Croydon.
M32	KS5 - Percentage of students achieving at least 2 substantial level 3 qualifications	Bigger is better	Annual	2022/23 Academic Year	92.6%	84.3%	↓		2021/22 Academic Year	89.1%	2022/23 Academic Year	94.6%	92.9%	92.6%	Level 3 (KS5) results in Croydon have been below benchmark comparators for many years, partly due to the extensive FE offer in the borough below level 3 which attracts high proportion of young people undertaking a more hybrid programme of study, e.g. a combination of L2 and L3 quals, rather than a traditional full level 3 programme. Support to schools is offered by 2 specialist secondary improvement advisers, predominantly on a traded basis. However, as most post-16 establishments in Croydon are academies or colleges, there are some limitations in the LA's influence – The establishment of the Croydon Education Partnership will enable a collegiate approach to improving outcomes at all key stages.
M33	Percentage of Education Health & Care Plans issued within 20 weeks (excluding exceptions)	Bigger is better	Monthly	Calendar year to Nov 23	62%	85%	↓		Calendar year to Oct 23	86%	2022	55%	55%	49%	
M34	Percentage of referrals to children services actioned within 2 working day	Bigger is better	Monthly	Nov-23	80%	88%	↓		Oct-23	90%	No comparable data available				
M35	Rate of Children in Need per 10,000 of under 18 population	N/A	Monthly	Nov-23	TBC	481.4			Oct-23	457.6	2022/23	374.6	369.8	342.7	The performance team are working with the service to agree target.
M36	Percentage of current Child Protection Plans lasting 2 years or more	Smaller is better	Monthly	Nov-23	<2.8% of CP Cohort	2.3%	↑		Oct-23	2.6%	2022/23	3.9%	3.2%	2.2%	
M37	Percentage of children subject to a Child Protection Plan for a second or subsequent time (ever)	Smaller is better	Monthly	Nov-23	20%	24%	↔		Oct-23	24%	2022/23	18%	20%	24%	A comprehensive improvement plan is being implemented across the services to bring this measure down to the level of statistical neighbours and within target including head of service oversight of all children who become subject of a child protection (CP) plan for a second or subsequent plan and there has also been an audit of all children subject of a CP plan including this cohort. As the usual duration of a CP plan is 12-18 months it is important to note that sustained improvement is expected to be evidenced over the next 3-6 months. The rate of progression may also be impacted by the initiation of a repeat CP plans for large families as has been the case in November 2023 (including one of 7 children).
M38	Rate of local CLA per 10,000 under 18 years population	Smaller is better	Monthly	Nov-23	49.9	46.2	↓		Oct-23	45.7	2021/22	53.3	39.9	60.1	
M40	Percentage of the under 18 years population who are UASC	N/A	Monthly	Nov-23	0.105% - 0.114%	0.107%	N/A		Oct-23	0.104%	2021/22	0.05%	0.08%	0.05%	
M41	Percentage of Care Experienced young people who were formerly UASC	N/A	Monthly	Nov-23	Monitoring indicator	56%	N/A	N/A	Oct-23	56%	No comparable data available				There is no target because this is a monitoring indicator to follow the progress in delivering M40.
M49	Juvenile first time entrants to the criminal justice system per 100,000 of 10-17 year olds	Smaller is better	Monthly	Financial year to Nov 23	262	254	↓		Financial year to Oct 23	244	2021	207	184	147	

Early Help & Children's Social Care Additional Red Indicators – November 2023

Area	Indicator Number	Indicator Title	Polarity	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Trend	RO	2023-24 Target	Rolling 3 month average (RTMA) or latest	RAG
C&F Assessments	AMT 5	Percentage of children with open assessments for whom a visit has taken place within 20 working days (excludes CWD Family Support cases)	BIB	74%	78%	73%	66%	58%	66%	69%	65%	63%		VW	90%	63%	Red
Children in Need (CIN)	CIN 4	Percentage of children with active Child in Need plan and not allocated to CWD Teams for whom a visit has taken place within 20 working days (excludes CWD Family Support)	BIB	84%	87%	76%	80%	75%	76%	75%	84%	80%		MT	95%	80%	Red
Caseloads	W1 a	Average Caseload per Worker - Family Assessment Service	SIB	20.6	22.9	25.6	28.7	26.1	26.5	26.9	30.9	30.4		RM	20	30.4	Red

This page is intentionally left blank

LONDON BOROUGH OF CROYDON

REPORT:	Children & Young People Sub-Committee
DATE	23 January 2024
REPORT TITLE:	Scrutiny Stage 2 Responses to Recommendations arising from: Children & Young People on 27 June 2023.
LEAD OFFICER:	Tom Downs, Democratic Service and Governance Officer- Scrutiny T:020 8726 6000 x 63779
ORIGIN OF ITEM:	The Cabinet response to recommendations made by Children & Young People Sub-Committee is provided for the Sub-Committee's information.
BRIEF FOR THE COMMITTEE:	The Children & Young People Sub-Committee is asked to note the response given by the Cabinet to recommendations made by the Sub-Committee and consider whether any further action is necessary.
PUBLIC/EXEMPT:	Public

1 SUMMARY

- 1.1 The rights of scrutiny to make recommendations to the Cabinet, Council, non-Executive Committee, Partner Agency or Partnership Board is set out in Section 8 of Part 4E – Scrutiny and Overview Procedure Rules of the Council's Constitution.
- 1.2 When making a recommendation to the Cabinet, a response needs to be given within two months to confirm whether the recommendation has been accepted or not. If accepted, this response should include how the recommendation will be implemented.
- 1.3 To ensure the Sub-Committee can monitor the response given to its recommendations, this report will be included as a standing item on each agenda, setting out in Appendix A the response from the Cabinet to the recommendations of the Sub-Committee.
- 1.4 The Sub-Committee is asked to review the responses given and consider whether any further action is necessary.

2 RECOMMENDATIONS

The Sub-Committee is asked to:

- 2.1 Note the responses given and consider whether any further action is necessary.

3 SCRUTINY RECOMMENDATIONS

- 3.1 The Scrutiny recommendations are contained in the schedule in the appendix to this report.
- 3.2 The detailed responses, including reasons for rejected recommendations and action plans for the implementation of agreed recommendations are also contained in the appendix.

4 APPENDICES

- 4.1 Appendix 1: Scrutiny Stage 2 Response - Early Help, Children's Social Care and Education Dashboard

5 BACKGROUND DOCUMENTS

- 5.1 Report to Children & Young People Sub-Committee on 27 June 2023
<https://democracy.croydon.gov.uk/ieListDocuments.aspx?CId=167&MId=3502>
- 5.2 Report to Cabinet on 27 September 2023
<https://democracy.croydon.gov.uk/ieListDocuments.aspx?CId=183&MId=3576&Ver=4>

Appendix 1 – Item: Early Help, Children's Social Care and Education Dashboard

Considered by Children & Young People Sub-Committee on 27 June 2023

REC No.	SCRUTINY RECOMMENDATION	DEPARTMENT AND CABINET MEMBER RESPONDING	ACCEPTED / PARTIALLY ACCEPTED / ALREADY IN PROGRESS / REJECTED (inc. reasons for rejection)	IDENTIFIED OFFICER	ANY FINANCIAL IMPLICATIONS	TIMETABLE FOR IMPLEMENTATION OF RECOMMENDATIONS IF ACCEPTED (i.e. Action Plan)	DATE OF SCRUTINY MEETING TO REPORT BACK
CYP.1.23/24	The Sub-Committee recommended that the narrative on future versions of the Early Help, Children's Social Care and Education Dashboard report looked to identify where indicators were linked or interdependent, to ensure Members had a fuller understanding of these.	Cllr Maria Gatland CYPE	Partially accepted It has been agreed that all red-rated indicators for the relevant period will be included in the Early Help, Children's Social Care and Education Dashboard report. Further clarification of the request to identify linked or interdependent indicators is required. It is proposed that an approach is modelled at the next Sub-Committee meeting to facilitate.	Debbie Jones, Corporate Director of Children, Young People & Education	N/A	November meeting of the CYP Sub-Committee	TBC

This page is intentionally left blank

LONDON BOROUGH OF CROYDON

REPORT:	Children & Young People Sub-Committee
DATE	23 January 2024
REPORT TITLE:	WORK PROGRAMME 2023-24
LEAD OFFICER:	Tom Downs, Democratic Service and Governance Officer- Scrutiny T:020 8726 6000 x 63779
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 draft work programme for the Committee in 2023/24.
PUBLIC/EXEMPT:	Public

1 SUMMARY

- 1.1 This agenda item details the Sub-Committee's draft work programme for the 2023/24 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.
- 1.3 The Sub-Committee is able to propose changes to its work programme, but in line with Constitution, the final decision on any changes to any of the Committee/Sub-Committee work programmes rests with the Chairs & Vice-Chairs Group, following consultation with officers.

2 RECOMMENDATIONS

The Sub-Committee is asked to:

- 2.1 Note the draft work programme for 2023-24, as set out in Appendix 1 of the report.
- 2.2 Consider whether there are any changes to the work programme that should be considered.

3 WORK PROGRAMME

3.1 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.

3.2 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 Sub-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.

3.3 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.

4 APPENDICES

- 4.1** Appendix 1: Draft Work Programme 2023/24 for the Children and Young People Scrutiny Sub-Committee.

5 BACKGROUND DOCUMENTS

- 5.1** None

Children & Young People Sub-Committee

The below table sets out the working version of the Children & Young People Sub-Committee work programme. The items have been scheduled following discussion with officers and may be subject to change depending on any new emerging priorities taking precedent.

Meeting Date	Item	Scope	Directorate & Lead Officer
27 June 2023	Update on Antenatal and Health Visiting Visits	To receive an update on Antenatal and Health Visiting.	Children, Young People, Education and Health Jane McAllister
	Cabinet Report - Maintained Nursery Schools Report	To receive the upcoming June Cabinet Report outlining the current position in relation to Croydon's Maintained Nursery Schools and options for the future provision of this in Croydon. The report sets out why this is required as a result of decreasing funding for Maintained Nursery Schools (MNS) and the impact that this is having on the budget situation for all of the Council's MNS settings.	Children, Young People, Education and Health Shelley Davies
10 October 2023	Youth Justice Plan 23/24	To scrutinise the Council's statutory Youth Justice Plan for 2023/24.	Children, Young People & Education Róisín Madden

	Youth Safety Delivery Plan	To scrutinise the Cabinet report scheduled for September 2023, looking at the Council's work over the previous 12 month period to deliver on the Mayor's commitment to making Croydon's streets safer for young people, the plan for the next three years of action, and the commitments to partnership working with the voluntary sector and community to tackle violence.	Children, Young People & Education Debbie Jones
14 November 2023	Croydon Safeguarding Children Partnership - Annual Report 2022-23	The Children & Young People Sub-Committee is asked to: - 1. Note the Croydon Safeguarding Children Partnership Annual Report 2022-2023 2. Consider whether there are any considerations or concerns it may wish to submit to the Cabinet as to whether the Annual Report provides sufficient reassurance on the performance and effectiveness of the Croydon Safeguarding Children Partnership. 3. Consider whether the Sub-Committee has any comments or suggestions on the Croydon Safeguarding Children Partnership Annual Report 2023-2024 ahead of its development in the following year.	Children, Young People & Education Debbie Jones
23 January 2024	Budget Scrutiny Challenge	The Children & Young People Sub-Committee is asked to review the information provided on identified budget proposals (2024-28 SAV CYPE 003, 2024-28 SAV CYPE 001) and reach a conclusion on the following:- 1. Are the savings deliverable, sustainable and not an unacceptable risk. 2. Is the impact on service users and the wider community understood.	Children, Young People & Education Debbie Jones

		3. Have all reasonable alternative options been explored and do no better options exist.	
	Cabinet Report - Education Estates Strategy	For the Sub-Committee to consider whether there are any considerations or concerns it may wish to submit to the Cabinet during its consideration of the Strategy.	Children, Young People & Education Shelley Davies
19 March 2024	Update on Antenatal and Health Visiting Visits	To receive an update on Antenatal and Health Visiting.	Children, Young People, Education and Health Chris Terrahe
	Cabinet Report - Education Standards 2023	For the Sub-Committee to receive the summarised performance of children and young people in Croydon schools for the academic year 22/23.	Children, Young People & Education Shelley Davies

Standing Items:

Early Help, Children's Social Care and Education Dashboard & Health Visiting KPI Data - To receive the Early Help, Children's Social Care and Education Dashboard and quarterly Health Visiting KPI Data.

Items of Interest

The following items haven't been scheduled into the work programme but are highlighted as potential items of interest to be scheduled during the year ahead.

Unallocated Items	Notes
Recruitment and Retention	<p>To review Staff Caseloads, AYSE Caseload Sharing and the number of supervisions carried out.</p> <p>To receive a breakdown of vacancies and caseloads by individual teams and to look at London Councils best practise for recruitment and retention.</p> <p>To undertake direct engagement with social workers</p> <p>To look at how feedback from exit interviews can be incorporated into retention strategies</p>
Apprenticeships & Youth Unemployment	To look at the offer of available apprenticeships in the borough and data on youth unemployment.
OFSTED Reports	To review any OFSTED reports as and when they are available.
Delivery of Early Years Strategy	To review the delivery and implementation plan of the Early Years Strategy
SEND Strategy	To review the implementation of the SEND Strategy
Surplus Schools Places	To review the Surplus Schools Places report
Free School Meal offer in Croydon	To scrutinise the provision of free school meals in the borough through the Mayor of London scheme.
Cabinet Report – Maintained Nursery Schools	To conduct pre-decision scrutiny on the next Cabinet Report on Maintained Nursery Schools, following officers' consideration of sustainable future models.
Youth Justice Plan 24/25	To scrutinise the Council's statutory Youth Justice Plan for 2024/25.