

# Agenda

## Children and young people scrutiny committee

Date: **Monday 17 September 2018**

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Time: **10.15 am**

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Place: **Committee Room 1 - The Shire Hall, St. Peter's  
Square, Hereford, HR1 2HX**

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Notes: Please note the time, date and venue of the meeting.

For any further information please contact:

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If you would like help to understand this document, or would like it in another format, please call Matthew Evans, Democratic Services Officer on 01432 383690 or e-mail [matthew.evans@herefordshire.gov.uk](mailto:matthew.evans@herefordshire.gov.uk) in advance of the meeting.

# **Agenda for the meeting of the Children and young people scrutiny committee**

## **Membership**

**Chairman**                      **Councillor CA Gandy**  
**Vice-Chairman**            **Councillor FM Norman**

**Councillor CR Butler**  
**Councillor ACR Chappell**  
**Councillor JF Johnson**  
**Councillor MT McEvelly**  
**Councillor A Seldon**

Mr P Burbidge  
Mr A James  
Mr A Teale

Archdiocese of Cardiff  
Parent Governor Representative  
Diocese of Hereford

## Agenda

		Pages
1.	<p><b>APOLOGIES FOR ABSENCE</b></p> <p>To receive apologies for absence</p>	
2.	<p><b>NAMED SUBSTITUTES</b></p> <p>To receive details of members nominated to attend the meeting in place of a member of the committee.</p>	
3.	<p><b>DECLARATIONS OF INTEREST</b></p> <p>To receive any declarations of interest from members in respect of items on the agenda.</p>	
4.	<p><b>MINUTES</b></p> <p>To approve and sign the minutes of the meeting on 16 July 2018.</p>	5 - 10
5.	<p><b>QUESTIONS FROM MEMBERS OF THE PUBLIC</b></p> <p>To receive any written questions from members of the public.  <i>Deadline for receipt of questions is 5:00pm on Tuesday 11 September.            Accepted questions and answers will be published as a supplement prior to the meeting. Please submit questions to:</i>  <a href="mailto:councillorservices@herefordshire.gov.uk">councillorservices@herefordshire.gov.uk</a>.</p>	
6.	<p><b>QUESTIONS FROM MEMBERS OF THE COUNCIL</b></p> <p>To receive any written questions from members of the council.  <i>Deadline for receipt of questions is 5:00pm on Tuesday 11 September.            Accepted questions and answers will be published as a supplement prior to the meeting. Please submit questions to:</i>  <a href="mailto:councillorservices@herefordshire.gov.uk">councillorservices@herefordshire.gov.uk</a>.</p>	
7.	<p><b>YOUTH JUSTICE PLAN 2018-2019</b></p> <p>To review the draft Youth Justice Plan 2018/19 at appendix a, and determine any recommendations to be considered by the executive.</p>	11 - 56
8.	<p><b>CORPORATE PARENTING ANNUAL UPDATE</b></p> <p>To review the progress of the corporate parenting strategy.</p>	57 - 90
9.	<p><b>EDUCATION, DEVELOPMENT AND SKILLS STRATEGY 2018-2021</b></p> <p>To consider and make recommendations to the executive on the Education, development and skills strategy (appendix a).</p>	91 - 96
10.	<p><b>WORK PROGRAMME REVIEW</b></p> <p>To review and agree the attached work programme for the remainder of 2018/19. To note the recommendation tracker in the appendix providing detail of reported progress against the recommendations of the committee.</p>	97 - 114
11.	<p><b>DATE OF NEXT MEETING</b></p> <p>The next meeting of the committee is scheduled for Monday 1 October at 2.00 p.m.</p>	

**12. SPOTLIGHT REVIEW - DENTAL HEALTH AND CHILDHOOD OBESITY  
THE COUNCIL CHAMBER, SHIRE HALL, HEREFORD, HR1 2HX**

115 - 118

Following the meeting of the Children and Young People Scrutiny Committee, from 2.00 p.m., there will be a spotlight review to focus on the issues of dental health and childhood obesity. A programme for the session is attached.

**Minutes of the meeting of Children and young people scrutiny committee held at Committee Room 1 - The Shire Hall, St. Peter's Square, Hereford, HR1 2HX on Monday 16 July 2018 at 2.00 pm**

**Present:** Councillor CA Gandy (Chairman)  
Councillor FM Norman (Vice-Chairman)

**Councillors:** CR Butler, ACR Chappell, JF Johnson, MT McEvelly and A Seldon

**Co-optees:** Mr P Burbidge, Mr A James and Mr P Sell

**In attendance:** Councillors EJ Swinglehurst

**Officers:** Chris Baird, Director of Children's Wellbeing, Liz Elgar, Assistant Director Safeguarding and Family Support, Lisa Fraser, Assistant Director Education Development and Skills, Alison Forshaw, Children's Social Work Manager (Fostering), Gill Smith, Children's Social Work Manager (Adoption), Amanda Price, Children's Commissioning and Contracts Lead, Matthew Evans, Democratic Services Officer

**1. WELCOME**

The Chairperson welcomed all those present to the meeting and updated the committee on its membership. Since the last meeting Mrs Fisher the education co-optee and parent governor representative for the primary sector had resigned from the committee. A letter would be sent to outline the gratitude of the committee for the work Mrs Fisher had undertaken. The Chairperson also announced that the current meeting was Mr Sell's last meeting as an education co-optee and representative of the Diocese of Hereford. Mr Sell was thanked for the work he had undertaken on the committee and previously with the General Scrutiny Committee.

**2. DECLARATIONS OF INTEREST**

There were no declarations of interest.

**3. MINUTES**

The Chairperson proposed a change to the minutes of the previous meeting. The proposed change concerned recommendation (f) under the Learning Disability Strategy to clarify the intent of the committee and ensure that the recommendation was accepted by the executive for action. The committee agreed that the recommendation was changed to the wording below:

*f. asks the executive and the CCG to investigate methods of joint working with GP surgeries to assist those with learning disabilities to more easily obtain bus passes'*

**RESOLVED:** that subject to the change outlined above the committee approves the minutes of the meeting on 14 May 2018.

#### **4. QUESTIONS FROM MEMBERS OF THE PUBLIC**

There were no questions from members of the public.

#### **5. QUESTIONS FROM MEMBERS OF THE COUNCIL**

There were no questions from members of the Council.

#### **6. FOSTERING AND ADOPTION SERVICE ANNUAL REPORTS 2017/18**

The committee received a report concerning the fostering and adoption service reports for 2017/18. The Director Children's Wellbeing (DCWB) introduced the report and explained that the two reports provided an annual review of the previous year and recommendations for the services for the current year.

The committee raised those comments in the discussion which followed:

##### Adoption report

- It was noted that there was an income target of £74k for the adoption service and it was queried how challenging this target was to achieve in the context of the overspent budgets in 2017/18 of the fostering service budget and external fostering budget. *The DCWB explained that the fostering and adoption services had overspent in order to meet the needs of children and families. The overspent budgets had been taken into account during the budget setting process for 2018/19. There were local, regional and national pressures upon budgets to support looked after children and those moving to adoption in the current year. The income target was affected by the move to regional adoption agencies, which was a national requirement. The Council had been able to apply to a central government fund to recoup some costs involved in the purchase of placements.*
- It was queried whether the recent funding allocated to Children's Wellbeing would be allocated to address the overspends. *The DCWB explained that the £1.6m funding was dedicated to projects identified as priorities in the service to address capacity issues, including trying to recruit more social workers, family support workers and business support to reduce caseload pressures on social work staff and to enable there to be more capacity to support managers to manage.*
- There was concern expressed at the length of time it had taken to join a regional adoption agency (RAA). The committee requested an update on progress made to join an RAA. *The Childrens Social Work Manager - Adoption (CSWMA) advised the committee that Adoption Central England (ACE) had accepted an application but a more detailed case had yet to be presented to the Executive Board of ACE. A date was not yet known when the Council would join the agency but it was hoped that this would occur later in the year. The move to regional adoption agencies was a priority for the government and ACE was now*

*required to determine the membership of the Council. The timing had been affected by national government and periods of elections and purdah.*

- It was queried whether the training provided by the Council for carers was consistent with the standards of ACE and an explanation of the budgetary impacts on the Council of remaining outside of the RAA was requested? *The CSWMA explained that ACE had adopted the training framework of the Council and the financial impacts consisted of greater spending on placements.*
- The Committee commended the adoption service on placements achieved during the year in particular those sibling groups placed together where possible.
- It was noted that the report referred to gaps in research of a child's birth family and parents. This had been an issue highlighted previously and it was hoped that it would be addressed in the forthcoming year.
- It was queried how the adoption service was taking account of the savings proposal to reduce the number of looked after children. *The DCWB explained that the service sought to achieve permanent family placements to ensure that children were no longer looked after.*
- The priority for development during 2018-19 of improving timeliness of permanent placements following court authority was raised and it was queried how this was being monitored. *The CSWMA confirmed that constant monitoring took place with a robust process in place to track the progress of all children. The Assistant Director Safeguarding and Family Support (ADSFS) explained that communication between the teams working in the child protection/court teams and adoption services was good which enabled consistent and effective monitoring of the progress of children toward permanent placements.*
- The committee discussed recommendations to express concern regarding the lack of progress to join a regional adoption agency and require further briefing in respect of budget overspends

#### Fostering report

- The high level of referrals to the fostering service was noted and it was queried how this was being addressed. *The DCWB explained that early help services sought to address issues prior to the involvement of social care services. Close work was undertaken with the courts, carers and families to determine the appropriateness of placing children in care but the cabinet had recognised that more needed to be done to have an effective early help offer in the county.*
- The recruitment of foster carers was raised as an issue and whether there was a problem with retiring carers reducing the number of placements available. *The Childrens Social Work Manager – Fostering (CSWMF) explained that the carers market was being investigated and placements for adolescents were being targeted.*
- The trend of a significant increase of referrals in June was highlighted. *The ADSFS explained that there was always a spike in referrals ahead of the summer holidays.*
- The location of unaccompanied asylum seeker and migrants with families in appropriate areas was raised.
- The concession offered to looked after children at Halo was raised and it was proposed that other cultural and leisure providers in Herefordshire should be approached to request similar discounts.

#### **RESOLVED: that the committee:**

- 1) Expresses concern regarding the lack of progress in joining a regional adoption agency and the executive is requested to undertake any available actions to expedite membership of Adoption Central England;**

- 2) Requests clarification regarding how the overspends of the fostering service and external fostering budget in 2017/18 have been addressed;
- 3) Asks the executive to approach local cultural and leisure providers to attempt to secure concessionary rates for looked after children; and
- 4) Notes the annual reports 2017/18 for the fostering and adoption services.

## 7. CHILDREN AND YOUNG PEOPLE'S PLAN 2018 - 2023

The committee considered a report which set out the draft Children and Young People Plan 2018 – 2023 ahead of its presentation to Cabinet and full Council. The Childrens Commissioning and Contracts Lead (CCCL) introduced the report and explained that the plan was outcome focused, based on priorities for children across Herefordshire which had been drawn up through engagement with partners. The Plan contained four key priorities which would be subject to a consultation to be undertaken over summer 2018. The Plan was a high level documents; a detailed delivery plan would be developed in due course to implement the priorities.

The committee raised the issues below in the discussion that followed:

- There was concern locally about delays of access to services provided by CAMHS and the potential impact on school attendance which could result in penalties imposed on parents. *The CCCL confirmed that mental health needs were a significant element throughout the Plan and in particular of the Be Healthy priority.*
- It was felt that the Plan required a greater emphasis on the impact of economic wellbeing on children and young people. The impact of poverty on the lives of children and young people was significant and the Plan should refer to poverty reduction strategies. *The CCCL confirmed that poverty was not mentioned explicitly in the Plan but it was recognised in areas concerning barriers and challenges to the success of children. This was evident in detail in the Plan concerned with the raising of attainment of children eligible for Free School Meals.*
- The committee explained that it was important that there was context in the Plan regarding areas across Herefordshire of relative deprivation. *The CCCL explained that the next stage of the consultation would look to draw together local information and intelligence.*
- The committee welcomed the Plan and felt it was a coherent and focused document.
- Members felt that the Plan should make reference to refugee and migrant families in the County.
- The Plan was also felt to require mention of net migration into the County particularly in light of the new university and young people coming to Hereford to access higher education.
- The gap between the proportion of children with SEN nationally and those in Herefordshire was raised and what explanation there could be for the high level recorded in the county. *The DCWB explained that work was being undertaken to look into this issue.*
- It was felt that the Plan should refer to the issue of County lines which was an issue that was not fully recognised in Herefordshire as a rural area.

**RESOLVED: that the Committee recommends that the Plan includes reference to:**



- a) the impact of poverty and deprivation on children and young people;
- b) refugee and migrant children and families; and
- c) the issue of County lines under the be safe from harm priority.

The meeting adjourned at 3.16 p.m. and reconvened at 3.21 p.m.

## 8. CHILD PROTECTION NUMBERS

The committee received a report relating to the number of children subject to child protection arrangements and work undertaken to address an increase in numbers over Winter 2017/18. The ADSFS introduced the report and explained that following a sharp increase in the number of child protection cases an action plan had been developed which had decreased the number of children to a current number of 169. This had been achieved by stepping down cases to early help and other support services. An assessment of the appropriateness of thresholds to put children on child protection plans had been undertaken.

The Committee made the comments below in the discussion that followed:

- The reduction in the number of children was very welcome and it was recognised that there had been a significant reduction. The thresholds were queried and whether the guidance followed at Herefordshire Council was national, regional or local? *The ADSFS confirmed that the threshold guidance was local to Herefordshire but it did not differ significantly from guidance in other areas;*
- The committee queried when reviews of the thresholds occurred and whether there was consideration of the interpretation of government guidance during such reviews. Clarification regarding the thresholds was requested and whether level 1 was universal across all children in Herefordshire. *The ADSFS explained that level 1 of the threshold represented the universal position that children who required no additional support occupied. Some children faced challenges through childhood and would need to be escalated or stepped-down across the levels;*
- The committee highlighted the importance of early intervention to address issues before additional support was required and there was escalation to the higher threshold levels. It was noted that children could move into level 2 where the need for early intervention had not been recognised; the importance of identifying the need for support from evidence such as missing routine health checks was emphasised. *The ADSFS explained that the service sought to work with families to address issues at an early stage. Health visitors were trained to identify issues and make referrals to the MASH where appropriate.*
- The committee supported the work with families and asked about consistency of practice which had been criticised previously. *The ADSFS reported that Ofsted had assessed the 'front door' as robust; but it was acknowledged that occasionally there was a tendency to see issues as more serious than they actually were;*
- The committee commended the action plan and was pleased with the progress made to address the number of children in child protection arrangements.

**RESOLVED:** that the committee notes the report and the progress made against the action plan.

## **9. WORK PROGRAMME REVIEW**

The committee considered a report concerning its work programme. The committee was asked to agree: its latest schedule of business for 2018/19; two scopes for task and finish groups and the appointment of chairpersons; a spotlight review concerning dental health and childhood obesity; and an additional meeting in October, at a date to be finalised by the chairperson.

It was proposed that the task and finish group concerning Special Education Needs provision be chaired by Councillor FM Norman and Mr James agreed to sit on the group. It was proposed that Councillor MT McEvelly chair the PRU Referrals task and finish group and Councillor ACR Chappell agreed to sit on the group. It was confirmed that requests to join the membership of the groups would be sent to the group leaders.

**RESOLVED: that the committee:**

- (a) approves an additional meeting in October (to be finalised by the chairperson following the meeting) and the work programme as set out at appendix a, subject to any amendments the committee wishes to make;**
- (b) approves the terms of reference in appendix b for two task and finish groups – i) Special Education Needs (SEN) Provision; and ii) PRU (Pupil Referral Unit) Referrals – and agrees the appointment of Councillors Norman and McEvelly as respective chairpersons for the two groups;**
- (c) agrees the undertaking of a spotlight review on the afternoon of 17 September relating to dental health and childhood obesity; and**
- (d) notes the recommendation tracker in appendix c.**

## **10. DATE OF NEXT MEETING**

The next meeting of the committee would be held on 17 September at 10.15 a.m.

The meeting ended at 3.40 pm

**Chairman**



<b>Meeting:</b>	<b>Children and Young People Scrutiny Committee</b>
<b>Meeting date:</b>	<b>Monday 17 September 2018</b>
<b>Title of report:</b>	<b>Youth Justice Plan 2018-2019</b>
<b>Report by:</b>	<b>Cabinet member young people and children's wellbeing</b>

## Classification

Open

## Decision type

This is not an executive decision Not an executive decision. Notice has been served in accordance with Part 3, Section 9 (Publicity in Connection with Key Decisions) of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

## Wards affected

All Wards

## Purpose and summary

To review the draft Youth Justice Plan 2018/19 at appendix a, and determine any recommendations to be considered by the executive

The Youth Justice Plan (the plan) forms part of the council's budget and policy framework and is reserved to full council to approve.

The plan is prepared on an annual basis on behalf of Herefordshire, Shropshire, Telford and Wrekin and Worcestershire councils. The basic plan preparation is undertaken by the West Mercia Youth Justice Service according to the deadlines and content requirements set by the Youth Justice Board for England and Wales (YJB).

The plan sets out how youth justice services across West Mercia are structured and resourced and identifies key actions to address identified risks to service delivery and improvement.

Under section 40 of the Crime and Disorder Act 1998, each council has a duty to produce a plan setting out how youth justice services in their area are provided and funded and how the youth offending service for the area is funded and composed, the plan is submitted to the YJB.

The plan for 2018/19 was prepared in June 2018 in line with guidance issued by the YJB in May 2018. The draft plan was agreed by the West Mercia Youth Justice Service Management Board on 12<sup>th</sup> July 2018.

## **Recommendation(s)**

**That:**

- (a) the committee determines any recommendations it wishes to make to the executive in relation to the draft 2018/19 plan or to inform the production of the plan for 2019/20.**

## **Alternative options**

1. There are no alternative recommendations because it is a function of the committee to make reports or recommendations on matters within the budget and policy framework of the council.
2. The Youth Justice Plan is required to be produced on an annual basis and the draft has been approved by West Mercia Youth Justice Service management board; one alternative option would be to amend the contents of the plan prior to approval being sought by full council, however the practical implications of this would be that any amendments would need to be approved by the management board, as required by the Youth Justice Plan Guidance issued on behalf of the secretary of State by the Youth justice Board for England and Wales, and by the Councils of the three other Local Authorities in West Mercia.
3. The Youth Justice Plan be recommended to full council for approval but with recommendations for the management board to consider in preparing the Youth Justice Plan for 2019/20.
4. In addition the council could choose not to endorse the adoption of the youth justice plan 2018/19; however, this is not recommended as it is a statutory requirement for the plan to be approved by full council; therefore there are no practical alternative options.

## **Key considerations**

5. The Youth Justice Service is subject to three national indicators. Performance against the indicators is outlined in the plan and actions identified to address the risks to performance improvement. The Herefordshire specific information is set out on pages 24 to 27 of the plan.
6. The first time entrant indicator which is expressed as the number of first time entrants to the youth justice per 100,000 youth population was 447 for Herefordshire in 2017 representing a reduction of 16% from the previous year when the rate was 529. The actual number of FTEs were 86 in 2016 and 72 in 2017. The general trend has been downward since 2012 when the rate was 680. The Herefordshire rate is higher than the rate for West Mercia, 354 and for England 295. The gap between the Herefordshire rate and the rate for England widened between 2013 and 2015, but dropped between 2016 and 2017 by 21%. The reasons for the higher than expected rates of FTEs in West Mercia is not fully understood, but HMI Probation judged that the joint decision process for out of court disposal in West

Mercia is the main driver. It is planned to implement revised out of court disposal decision making processes during 2018/19.

7. The second indicator is the use of custody indicator, which is measured as the number of custodial sentences per 1,000 youth population. The use of custody performance for 2017 was 0.06, this is an improvement on 2016 when it was 0.19, and significantly better than for West Mercia, 0.16 and England 0.39.
8. The third indicator is re-offending. There are two measures both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed that young person in the cohort. The first, the frequency rate, is the average number of re-offences per offender who re-offends. The second measure is the proportion (%) of the cohort who re-offended. Due to the way the Ministry of Justice measure this indicator there is a delay in the results being published. The most recent data available for the preparation of the plan was for the cohort identified between July 2015 and June 2016, whose re-offending was tracked for 12 month period until June 2017.
9. The frequency measure for Herefordshire for this period is 3.47 compared to the West Mercia performance of 4.04 and an England performance of 3.83. The proportion of the cohort re-offending is 43.0%, compared to a West Mercia's 33.9% and England's 41.9%. When taken together although there are proportionately more young people re-offending in Herefordshire than West Mercia as a whole, they are re-offending with less frequency. The service is participating in research to identify the prevalence of adverse childhood experiences (ACEs) in young people in the youth justice system. There is a growing evidence base suggesting that young people who have experienced ACEs need to have those issues addressed before any work to prevent re-offending is likely to be effective. The research outcomes will be used to inform changes in practice in the future.
10. The service was subject to a pilot joint inspection at the end of 2017/18. As the primary purpose of the inspection was to test a new inspection methodology and framework the inspectorate did not publish an inspection report. Commentary on the inspectorate's findings is provided in section 2.4 of the plan. Although the service was judged as requiring improvement overall, across the 12 inspection standards, one was rated inadequate, four requiring improvement and seven rated good. An improvement plan to address the findings of the inspection has been agreed by the management board, and the actions from the improvement plan have been included in the delivery plan on pages 15 to 17 of the Youth Justice Plan.
11. West Mercia Youth Justice Service Management Board have adopted 12 priorities for 2018/19 and 2019/20 grouped under the four main areas of:
  - Our People
  - Our Partnerships
  - Our Performance, Quality and Practice; and
  - Our Governance

The priorities are outlined on pages 12 and 13 of the plan and actions addressing each of the priorities are also included in the delivery plan on pages 15 to 17 of the plan.

12. Although there is overlap in the priorities from the 2017/18 plan the 2018/19 plan provides a greater emphasis on developing the staff of the service, and more focussed on areas for improvement identified through the management board workshops and the independent scrutiny provided through the pilot inspection.

## **Community impact**

13. The principal aim of the youth justice system is the prevention of offending and re-offending by children and young people. The plan sets out an action plan to address the significant risks identified.
14. The plan directly supports two Herefordshire Council corporate priorities;  
  
Enable residents to live safe, healthy and independent lives and to keep children and young people safe and give them a great start in life.
15. The plan supports the council's corporate plan priorities to keep children and young people safe and give them a great start in life; and enable residents to live safe healthy and independent lives. In addition the plan supports priority two of the council's Health and Wellbeing Strategy, in working to reduce offending, anti-social behaviour and re-offending by young people.
16. Reducing the number of first time entrants and the number of repeat young offenders in the youth justice system has been adopted as a key priority area in the Herefordshire Community Safety Partnership strategy for 2017/20 and the Youth Justice Plan directly supports this priority.

## **Equality duty**

17. Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:  
  
A public authority must, in the exercise of its functions, have due regard to the need to -
  - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
18. The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services. Our providers will be made aware of their contractual requirements in regards to equality legislation.
19. The plan will support the council in its overall duty to promote equality. In particular, the plan makes proposals to improve the outcomes of children and young people who are in conflict with the law, by ensuring their individual needs are assessed and assisting them in accessing services that meet their needs.

## **Resource implications**

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Further information on the subject of this report is available from  
Keith Barham, head of service West Mercia Youth Justice Service (YJS) Tel: 01905 732200 or  
Chris Baird, director for children's wellbeing Tel: 01432 260264, email: [cbaird@herefordshire.gov.uk](mailto:cbaird@herefordshire.gov.uk)

20. The council's 2018/19 financial contribution to YOS is £197,475. This is budgeted for in the Medium Term Financial Strategy (MTFS) and is sufficient to deliver the youth justice plan.

## **Legal implications**

21. This is a budget and policy framework item, which requires Cabinet to make a recommendation to full Council in line with the Part 3, section 3 of the council's constitution.
22. The council has a statutory duty, as set out under section 40 of the Crime and Disorder Act 1998, to formalise and implement for each year a Youth Justice Plan, following consultation with the relevant persons (police, probation and health services) as set out in section 38(2) of the Act. The plan must set out how youth justice services in the local council area are to be provided and funded; and how the youth offending team established by the local council are composed, funded, how they are operated and what functions they are to carry out. Plans must be submitted to the Youth Justice Board for England and Wales in a form and by a date set by the Secretary of State.
23. The plan appended to this report, when submitted to the Youth Justice Board, will meet this statutory duty.

## **Risk management**

24. The risks are identified in the plan, together with the actions to mitigate them.

## **Consultees**

25. Herefordshire Council, Shropshire Council, Telford and Wrekin Council, Worcestershire County Council, West Mercia Police, the National Probation Service, CCGs and the Office of the West Mercia Police and Crime Commissioner have been consulted through their YJS management board representatives who agreed the plan on 12<sup>th</sup> July 2018. The Herefordshire Council management board representative is the Director for Children's Wellbeing.
26. The content of the plan was informed by two workshops attended by the management board representatives or their delegates.

## **Appendices**

27. Appendix A – West Mercia Youth Justice Plan 2018/19

## **Background papers**

28. None identified





# WEST MERCIA YOUTH JUSTICE PARTNERSHIP



## YOUTH JUSTICE PLAN

2018/19



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## 1.0 INTRODUCTION

### **Introduction from Karen Bradshaw, Chair of West Mercia Youth Justice Service Management Board and Director of Children Services, Shropshire Council**



West Mercia Youth Justice Service (WMYJS) is partnership between the Local Authorities, National Probation Service, West Mercia Police, NHS organisations across West Mercia and the Office for the West Mercia Police and Crime Commissioner. The service is accountable to the WMYJS Management Board, comprised of senior officers from each partner agency. The service is hosted, on behalf of the Local Authorities and the partnership by the Office of the West Mercia Police and Crime Commissioner (OPCC).

During 2017/18 the service, whilst still embedding the changes to the information system, assessment framework and service re-structure, also experienced churn within the leadership team, so it was pleasing to see, in the pilot inspection undertaken at the end of the year, that our assessments were rated as good and despite the changes within the management team throughout the year staff reported that they found managers supportive in carrying out their role. More information on the pilot inspection is provided in section 2.4, and there is an agreed inspection improvement plan, the actions from which have been incorporated in the delivery plan in section 3.4 of this plan.

There is a mixed picture in respect to the service's performance against the national outcome indicators. Performance in relation to the rate of young people receiving a custodial sentence has improved between 2016/17 and 2017/18 from 0.27 to 0.11 custodial sentences per 1,000 youth population, and this rate is significantly below the national rate of 0.38. The first time entrant (FTE) rate for 2017 is at 354, which is above the national rate of 295, however the performance is an improvement on the previous year when it was 408. The inspection team judged that the higher than might be expected rate of FTEs in West Mercia is due in large part to the out of disposal system in West Mercia and one of our key actions for 2018/19 is to revise that system, further commentary on this is provided in section 2.6. The proportion of young people re-offending (July 15 to June 16 cohort) is 33.9% which is significantly lower than the national rate at 41.9%, and an improvement on the previous year when it was at 36.9%.

The priorities for 2018/19 and 2019/20 are a result of joint management board and management team workshops, informed by a range of information including a review of the Youth Justice Plan 2017/18 and the unpublished pilot inspection report, and are based on the four themes of;

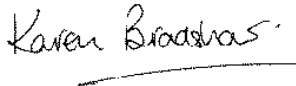
Our People  
Our Partnerships  
Our Performance, Quality and Practice; and  
Our Governance

The service and management board do not work in isolation in reducing offending by children and young people and improving the outcomes for children and young people who have entered or at risk of entering the youth justice system. The board are committed to promoting better joint work between the service and other agencies at a local level. A particular focus for the year is better sharing of information between the children social care services of the Local Authorities and the service and securing better engagement of partner agencies in the planning for high risk offenders.

### 1.1 Approval of the Plan

This plan was approved at the West Mercia Youth Justice Service Management Board held on 12<sup>th</sup> July 2018

Signed:



Date: 12<sup>th</sup> July 2018

**Karen Bradshaw**  
**Chair – West Mercia Youth Justice Service Management Board**

## **2.0 Review of 17/18**

### **2.1 Changes to Service Delivery Arrangements**

When the service was re-structured in November 2016 the Management Board agreed to keep the structure under review. The experience throughout 2017/18 demonstrated that the service has limited capacity within the management team. The team managers and senior practitioners were primarily engaged, during 2017/18, in building the new teams and embedding and improving the quality of AssetPlus, and capacity in the management team to progress other service development tasks and Youth Justice Plan actions was limited. As a result the Management Board have agreed to the establishment of an additional 2.0 fte management and administrative posts and adopted a two year financial plan until March 2020 in order to support these.

### **2.2 Review of Key Developments**

The Youth Justice Service Management Board agreed seven main priorities for 17/18. The following developments were achieved during the year:-

Priority: Reducing First Time Entrants to the Youth Justice System

- Completed the bureau evaluation
- Developed a screening tool to be used in a revised out of court disposal system
- Scoped a FTE analysis

Priority: Reduce custody and young people entering the adult criminal justice system

- Revised the Management of Risk Policy
- At a local team level work has commenced to map the pathways into other services
- Commenced research on prevalence of adverse childhood experiences in young people in justice system

Priority: WMYJS Interventions are of a consistently good quality

- Revised the assessment and planning quality assurance tool
- Partnered with Worcester University to recruit students as learning mentors for young offenders
- Reviewed reparation activities and implemented a reparation development plan
- Developed a new gate keeping tool for reports

Priority: We have systems in place to understand young people's journey through our services.

- Reviewed youth justice substance misuse provision and implemented recording on the NDTMS
- Undertook a detailed analysis of the mental health needs of young people in the justice system
- The Management Board reviewed actions being taken to secure appropriate education placements for young people
- In partnership with the national Youth Justice SEND project commenced a SEND self assessment

2

Priority: The voice of service users directly impacts on service delivery

- Commissioning ViewPoint and work to develop service user feedback questionnaires

Priority: Team morale is good, staff feel enabled and have the tools required to do their job effectively

- Development of an in-service progression pathway to enable unqualified staff to progress to management
- Delivery of assessment and planning training
- The arrangements for covering out of hour courts have been reviewed and revised
- Development of a service domestic abuse policy and guidance

Priority: The Management Board and operational staff are working together with clear collective responsibility for improving outcomes for young people

- Key management board member visits to area teams

## 2.3 Thematic Inspections

The WMYJS Management Board considered the findings of the thematic inspection report “The Work of Youth Offending Teams to Protect the Public” and approved an action plan addressing the main recommendations.

## 2.4 Pilot Joint Inspection

WMYJS was subject to an unpublished pilot joint inspection in late March/early April 2018. The Inspectorate found:

“There are many strengths of the youth justice practice in West Mercia. Staff carry out assessments of children and young people and implement and review court orders well. Their planning is not as strong, although managers have taken recent action to improve the planning skills of their workforce. Staff have a strong focus on the safety and well-being of young people and place a high priority on continuity of the relationship between professional practitioner and the child or young person. That relationship is the basis for achieving positive change for children and young people who have offended. Work to protect victims and apply restorative justice principles is less well developed.....”

There is a well-supported management board; however, there were areas where the board could have done more to drive the service. They had not developed an effective response to the relatively high number of first-time entrants, and information-sharing between the Youth Offending Team and children’s services was short of current best practice. Additionally, West Mercia does not have a clearly stated vision for its service.”

Overall the service was judged to be requiring improvement, however across the 12 main standards; there was one inadequate, four that required improvement and seven good. The seven good ratings were for quality of practice standards in assessment, implementation and delivery of interventions and for joint working on out of court disposals. The inspectorate made five main recommendations:

1. Develop a clear vision for the service, outlining its underpinning values.
2. Reconfigure its decision-making process on out of court disposals to make sure that children and young people are considered for the full range of disposals available.
3. Identify ways that information-sharing between YOT practitioners and local authority children’s services departments can be improved through the use of technology underpinned by an effective information-sharing agreement.

4. Develop the intervention planning skills of the workforce to make sure the plans drawn up between children and young people and their supervisors to implement court orders are comprehensive and based on the assessment.
5. Make sure that practitioners understand child and adolescent mental services thresholds and are able to help those children and young people who do not meet the criteria for mental health services

The findings of the inspection have informed the planning process and priorities for 2018/19 and there is an inspection improvement plan in place. The actions from the inspection improvement plan are included in the delivery plan in section 3.4.

## **2.5 Views of Young People**

Previous plans have included information taken from the annual HMI Probation survey of young people on court orders held by West Mercia Youth Justice Service. The last survey was conducted in the last quarter of 2016/17 and was reported on in the Youth Justice Plan 2017/18. The service has commissioned ViewPoint, an internet based service user feedback tool, in order to collect service user feedback for the future. The service has been working with ViewPoint in the latter part of 2017/18 to develop the specific questionnaires, and implementation will be in 2018/19.

Young people, however, complete a self-assessment as part of the YJS assessment, review and closure process. From an analysis of self assessments completed in 2017 young people identified the following areas that YJS helped most with in relation to stopping offending:

- Understanding the risks of offending and the consequences for themselves and others
- Managing anger and controlling temper
- Finding an appropriate job/ETE placement
- Managing problems and problem solving
- Reducing drug use
- Addressing mental health issues and reducing stress

In relation to what the young person liked about the YJS a number identified the importance of the relationship with their worker who had been a significant source of support.

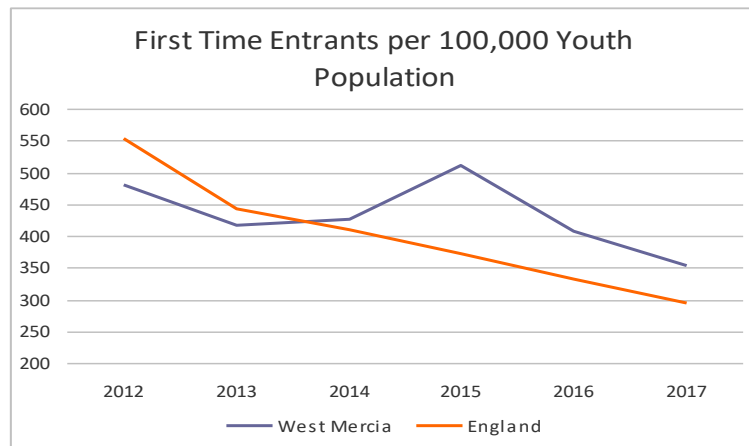


## 2.6 Performance

Youth Justice Partnerships are subject to three national outcome indicators;

- First Time Entrants (FTE) to the Youth Justice System
- Use of Custody
- Re-Offending

### (i) First Time Entrants to the Youth Justice System (FTE)



The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (Youth Caution, Youth Conditional Caution or Conviction). A lower figure denotes good performance.

The rate of FTEs across West Mercia for 2017 was 354, which is an improvement on the performance for the previous year when the FTE rate was 408. The rate in West Mercia is higher than the national rate of 295.

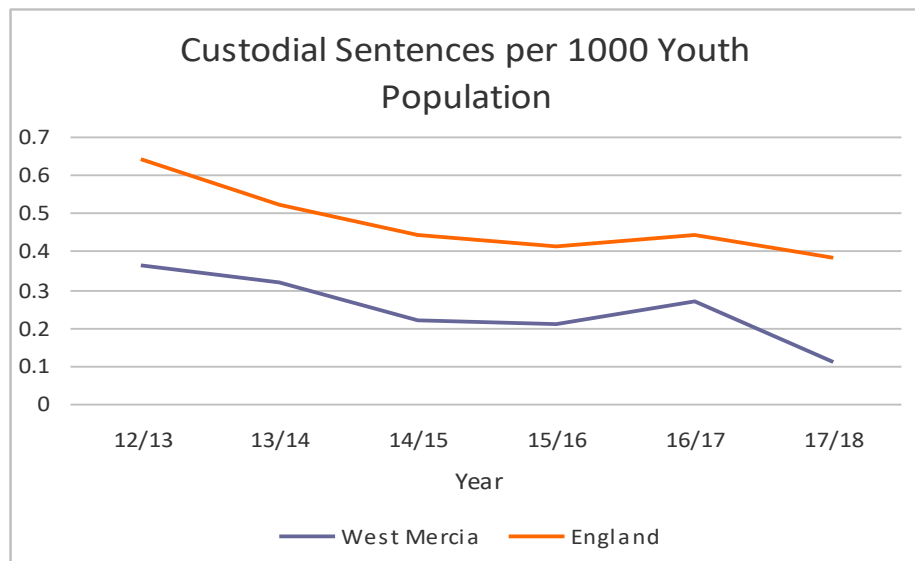
The percentage reduction in the rate of FTEs in West Mercia over the period 2012 to 2017 has been 26%.

Within West Mercia there are differing FTE rates between the four Local Authority areas, with the highest being 447 and the lowest 308. WMYJS was subject to a pilot joint inspection at the end of 17/18, and the inspection team judged that the higher than might be expected rate of first time entrants in West Mercia is in large part due to the out of court decision joint decision making processes within West Mercia. Although the process meets statutory requirements, there is a cohort of young people currently receiving cautions, who could be appropriately diverted from the formal justice system through the use of an informal response to their behaviour, such as a community resolution.

Informal disposals, used at the right stage in the system, are an effective and efficient method of dealing with the onset of criminal behaviour. In 2016 there were 723 community resolutions associated with 657 young people. Typically a young person will only receive a single community resolution but, as the figures highlight, a small number of young people will be subject to two or more resolutions. All young people subject to Community Resolutions in 2016 were followed up to ascertain the proportion who re-offended within a year of the outcome.

It was found that only 15.7% of young people subject to a Community Resolution committed a further offence in the 12 month follow up period. This is a lower rate of re-offending than that found for first time entrants and also typically found for young people subject to youth cautions. There was, for example, a re-offending rate of 29% for youth cautions (n=610) included in the 2014/15 cohort.

#### (ii) Use of Custody

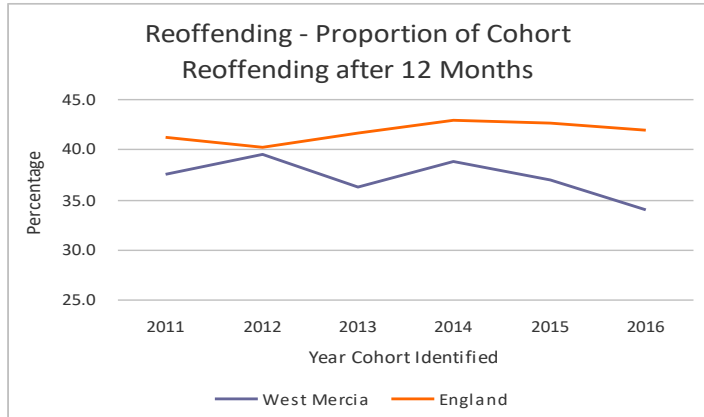
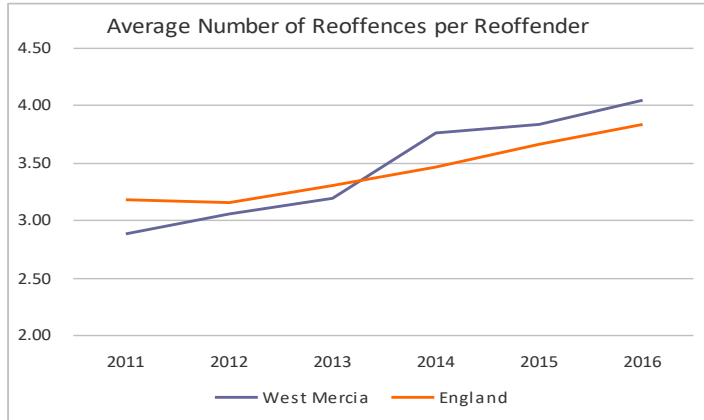


The use of custody measure is expressed as the number of custodial sentences per 1,000 of the 10 to 17 year old population. West Mercia has, historically, had a low rate of custodial sentences. A lower figure denotes good performance.

For 2017/18 the use of custody rate for West Mercia was 0.11 against the rate for England of 0.38, West Mercia performance is, therefore, significantly better than the national performance. The West Mercia rate for 2017/18 has improved from 2016/17 when it was 0.27.

Over the six year period to 2012/13 to 2017/18 the rate has reduced from 0.26 to 0.11, a reduction of 58% which is better than the reduction nationally which was 41% over the same period. The actual decrease in the number of sentences between these two periods is from 41 in 12/13 to 12 in 17/18.

### (iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per re-offender in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. The most recent data for the re-offending measure is for the year July 2015 to June 2016. This is the year where the cohort is identified, they are then followed for re-offending for a 12 month period, hence to June 2017.

For the year July 15 to June 16 the frequency measure performance for West Mercia was 4.04, compared to national performance 3.83. The binary measure performance for the same period for West Mercia was 33.9% compared with national performance of 41.9%.

A comparison over a five year period shows that this measure is volatile varying year on year in a range between 34% and 39%. The national rate also shows a year on year variation within the range of 40% and 43%.

The cohort size is falling, from 1750 young people in the year ending June 2011 cohort compared to 930 young people in the year ending June 2016. The number of re-offences has also decreased over the same period from 1886 to 1273 a decrease of 33%.

In 2017/18 and continuing into 18/19 the service is participating in research to identify the prevalence of adverse childhood experiences (ACEs) in young people in the youth justice system. There is a growing evidence base suggesting that young people who have experienced ACEs need to have those issues addressed before any work to prevent re-offending is likely to be effective. The research outcomes will be used to inform changes in practice in the future.

### **3. YOUTH JUSTICE PLAN 2018/19 SERVICE PRIORITIES AND RISKS TO FUTURE DELIVERY AGAINST THE NATIONAL OUTCOME MEASURES – 2018/20**

#### **3.1 Priorities for 2018/19 to 2019/20**

Two joint Management Board and Leadership Team workshops have been held to identify the service priorities for 2018 to 2020. The priorities have been informed by the annual service performance assessment, a review of the youth justice plan for 2017/18 and the findings and recommendations of the pilot inspection of the service. There is a delivery plan supporting the priorities and addressing the findings of the pilot inspection at section 3.4 of the plan.

##### Priority 1: Our People

- 1.1 Promote in-service progression and ensure that appraisals are used effectively
- 1.2 Strengthen staff development programmes
- 1.3 Improve staff morale, motivation and encourage engagement

##### Priority 2: Our Partnerships

- 2.1 Improve multi-agency engagement at high risk and decision making meetings
- 2.2 Ensuring young people's mental health needs are met
- 2.3 Review and improve policy and practice in relation to out of court disposal decision making thereby contributing to a reduction in the number of first time entrants

##### Priority 3: Our Performance, Quality and Practice

- 3.1 Develop our quality assurance and performance framework in collaboration with our partners
- 3.2 Ensure adequate interface with Children Services information systems
- 3.3 Develop our practice and encourage innovation

#### Priority 4: Our Governance

- 4.1 Communicate our vision and priorities to our staff, partners and stakeholders
- 4.2 Develop Board Member links to WMYJS to support service development and improve engagement with staff and service users
- 4.3 Anticipate and mitigate future risks to the long term delivery of our vision

### 3.2 Safeguarding

Safeguarding remains a key area of focus for the service. WMYJS has a key role in safeguarding young people, in terms of assessing and reducing the risk of harm to young people either from their own behaviour or the actions of others and reducing the risk of harm they may pose to others.

During 2017/18 the service undertook critical learning reviews (CLRs) as part of the YJB safeguarding and public protection reviewing process (CSPPI). Learning from these reviews has informed service planning. WMYJS will continue to undertake CLRs, even though the CSPPI process was ended by the YJB in the latter part of 17/18. During 2017/18 the service revised its management of risk policy and procedures, however the pilot inspection identified that the involvement of other agencies in the process could be improved and work will be undertaken in 2018/19 to better secure the engagement of other agencies in high risk panel meetings. The service is taking part in research to identify the prevalence of adverse childhood experiences (ACEs) in young people who are in the justice system, the work will inform the implementation of trauma informed practice within the service. The service has completed S11 compliance audits for each of the LSCBs and there are S11 action plans in place.

### 3.3 Risks to the Future Delivery against the National Outcome Measures

The current performance against the national outcome measures are contained in section 2.6 of this plan. As the section notes although the FTE rate is higher than the national rate, the most recent performance is an improvement on the previous year. The rate of custodial sentences remains very low, at 0.11 per 1,000 population. Re-offending performance is volatile and rises and falls within a range of 34% to 39%. It is intended to implement trauma informed interventions to assist in reducing re-offending of young people who have experienced adverse childhood experiences.

<b>Outcome Measure</b>	<b>Performance Indicator</b>	<b>Risk</b>	<b>Key Mitigating Actions</b>	<b>Other Relevant Delivery Plan Actions</b>
First Time Entrants	The number of first time entrants to the youth justice system per 100,000 youth population	The current out of court disposal joint decision making process is the cause for the higher than might be expected rate of FTEs in West Mercia	Develop and implement a new system of joint decision making	2.3.2 2.3.3 2.3.4
Custody	The number of custodial sentences per 1,000 youth population	Absence of a remand management strategy may lead to an increase in young people being remanded	Development of a remand management strategy	3.3.4
Re-Offending	(i) The average number of re-offences per re-offender  (ii) The proportion of offenders (%) re-offending within 12 months	Inconsistent and poor quality planning leading to factors for desistance not be adequately addressed	Commissioning staff training in planning	2.1.1 2.1.2 3.1.2
		Poor quality assessments, plans and delivery against local/national standards	Continued work on embedding AssetPlus.	3.1.2
		Interventions are not focussed on the most significant factors or are not delivered with integrity	Implementation of trauma informed interventions Review Aim2 programme work	3.3.4 3.3.6

### 3.4 Delivery Plan for 2018 to 2020

Ref	Action	Owner	Timescale
<b>1.0 Our People</b>			
<b>1.1 Promote in-service progression and ensure that appraisals are used effectively</b>			
1.1.1	Appraisals to be completed in Q2 18/19 and then annually	Supervisors	Q2 18/19
1.1.2	Annual report on outcome of appraisals	HoS	Q4 19/20
1.1.3	Investigate use of apprenticeship levy to support in house progression	DCSs	Q3 18/19
<b>1.2 Strengthen staff development programmes</b>			
1.2.1	Development of a revised Learning and Development Framework	Train'g Lead	Q4 18/19
1.2.2	Training plan to address training needs identified in the inspection (including intervention planning and A+ refresher)	Train'g Lead/ A+ Lead	Q2 18/19
1.2.3	Access to LA training: LA training link for WMYJS to be identified in each LA	DCSs	Q2 18/19
1.2.4	Access to LA training: LA link and WMYJS Team Manager to agree training plan (LA training that includes YJS staff)	TM/LA Link	Q3 18/19
1.2.5	Annual reporting on access to training for each LA area	TM/LA Link	Q2 19/20
<b>1.3 Improve staff morale, motivation and encourage engagement</b>			
1.3.1	Conduct staff survey	HoS	Q3 18/19
1.3.2	Use survey responses to develop action plan	HoS	Q4 18/19
1.3.3	Develop staff recognition scheme	HoS	Q3/4 18/19
<b>2.0 Our Partnerships</b>			
<b>2.1 Improve multi-agency engagement at high risk and decision making meetings</b>			
2.1.1	Secure the attendance of key agencies at high risk panels through: DCSs ensuring there is a named officer responsible in within ChSC	DCSs	Q2 18/19
2.1.2	Secure the attendance of key agencies at high risk panels through: Regular reporting of agency attendance/non attendance to management board	DCS/HoS	Q4 18/19
<b>2.2 Ensuring young people's mental health needs are met</b>			
2.2.1	Arrange events in each area to raise awareness of E&MH services available, referral criteria and processes	Train'g Lead	Q3 18/19
2.2.2	Agree a minimum common core role for mental health workers within WMYJS	Health Lead	Q3 18/19
2.2.3	Refresh or replace WMYJS/CAMHS protocols in each area	Health Lead	Q4 18/19
2.2.4	Commission training for practitioners on supporting young people with emotional and mental health issues	Train'g Lead	Q3 18/19

Ref	Action	Owner	Timescale
<b>2.3 Review and improve policy and practice in relation to out of court disposal decision making thereby contributing to a reduction in the number of first time entrants</b>			
2.3.1	Business case to be prepared for new out of court decision making system which brings more decisions into the scope of the process	HoS	Q2 18/19
2.3.2	Agree new OoCD process jointly with West Mercia Police	Head of CJ	Q3 18/19
2.3.3	Develop and agree a new screening tool/assessment for decision making panel process	HoS	Q2 18/19
2.3.4	Review the recording of Community Resolutions on ChildView	B.S. Admin	Q2 18/19
<b>3.0 Our Performance, Quality and Practice</b>			
<b>3.1 Develop our quality assurance and performance framework in collaboration with our partners</b>			
3.1.1	Development of a new performance and quality assurance framework to include: role of SPs in cross service QA and learning reviews, role of management board members in practice oversight and ETE monitoring and reporting.	PQA Lead	Q4 18/19
3.1.2	Review of A+ QA tool to ensure it addresses assessment/planning deficits identified in the pilot inspection	A+ & PQA Leads	Q3 18/19
3.1.3	West Mercia Police to develop a mechanism and a process to ensure WMYJS Police Officers are notified when new information emerges on young people on YJS caseloads	Head of CJ	Q3 18/19
<b>3.1 Ensure adequate interface with Children Services information systems</b>			
3.2.1	LAs to nominate a lead officer	DCSs	Q2 18/19
3.2.2	LAs to explore the solutions to and implement WMYJS practitioners access to the Social Care information systems.	DCSs	Q2/4 18/19
3.2.3	Agreements to be put in place in each area in relation to WMYJS staff accessing children social care systems	DCSs	Q4 18/19
<b>3.2 Develop our practice and encourage innovation</b>			
3.3.1	Implementation of trauma informed interventions	Prog Lead	Q4 18/19
3.3.2	Review remand management strategy	Court Lead	Q1 19/20
3.3.3	Develop a resettlement framework	Court Lead	Q1 19/20
3.3.4	Further develop the work of the attendance centres	TM – S Wide	Q4 18/19
3.3.5	Review AIM2 arrangements		Q3 18/19
3.3.6	Commission VSS RJ Co-ordinator to assist in developing the service strategy for victim work and RJ	RJ Lead	Q1 18/19
<b>4.0 Our Governance</b>			
<b>4.1 Communicate our vision and priorities to our staff, partners and stakeholders</b>			
4.1.1	Alternative draft vision statements and underpinning values to be developed	MB Chair	Q1 18/19
4.1.2	Staff consultation on draft vision statements	HoS	Q2 18/19
4.1.3	Management Board agreement of vision and underpinning values for 2018/20	MB Chair	Q2 18/19
4.1.4	Development of a service communication plan	HoS	Q4 18/19
4.1.5	Develop a WMYJS website	HoS	Q2 19/20



Ref	Action	Owner	Timescale
<b>4.2 Develop Board Member links to WMYJS to support service development and improve engagement with staff and service users</b>			
4.2.1	Agree role of management board members as leads for priorities or key areas of work	Chair MB	Q3 18/19
4.2.2	Agree role of management board members in oversight of practice within QA framework	PQA Lead	Q4 18/19
<b>4.3 Anticipate and mitigate future risks to the long term delivery of our vision</b>			
4.3.1	Risks to be a standing MB agenda item	Chair MB	Q1 onwards
4.3.2	Management Board to maintain risk register	Chair MB	Q1 onwards

## Appendix 1

### West Mercia Youth Justice Service Resources 2018/19

#### Income

The Youth Offending Service has a complex budget structure comprising of partner agency cash, seconded staff and in kind contributions and the Youth Justice (YOT) Grant from the Youth Justice Board for England and Wales. The table below outlines the agreed contributions for 2017/18.

Agency	Staffing costs Secondees (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
Local Authorities <sup>1</sup>			1,228,499	1,228,499
Police Service	237,892		63,000	300,892
National Probation Service	63,033		15,000	78,033
Health Service	129,860		36,894	166,754
Police and Crime Commissioner			180,293	180,293
YJB Youth Justice (YOT) Grant			1,195,802	1,195,802
<b>Total</b>	<b>430,785</b>		<b>2,719,488</b>	<b>3,150,273</b>

The grant to run the Attendance Centres, £50,519, is included in the total for the YJB Youth Justice Grant in the table above

<sup>1</sup> Where YOTs cover more than one local authority area YJB Youth Justice Plan guidance requires the totality of local authority contributions to be described as a single figure.

## The YJB Youth Justice (YOT) Grant

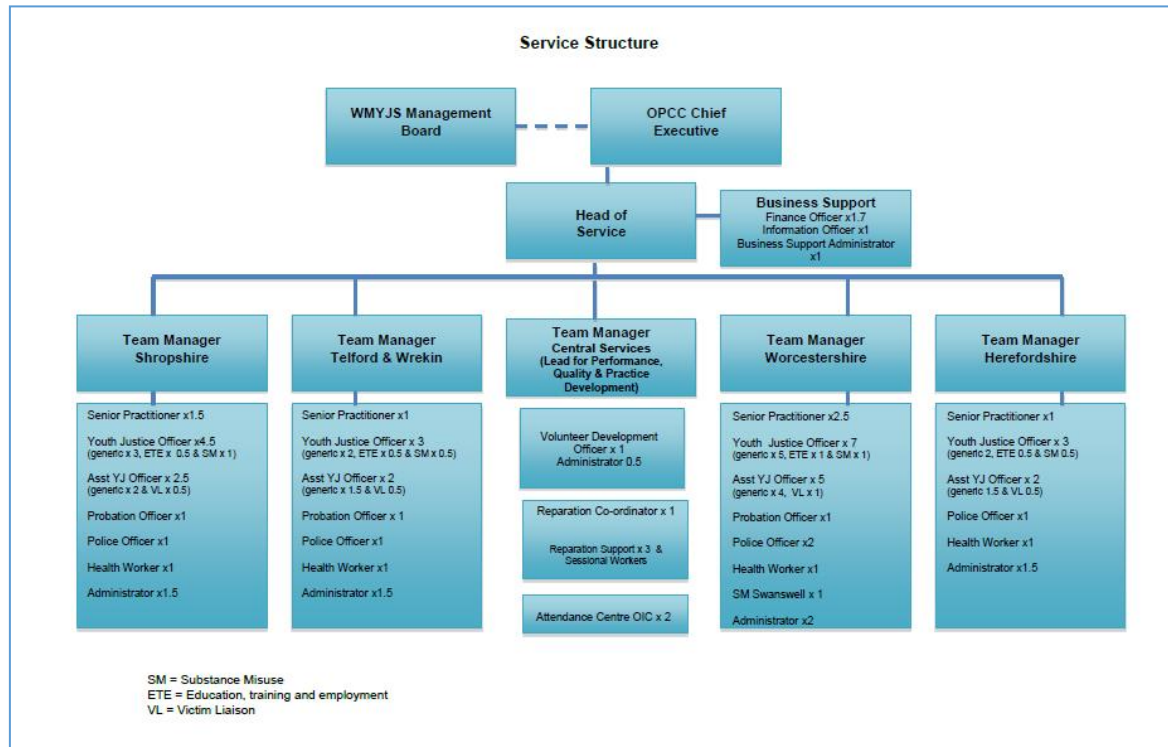
The YJB Youth Justice (YOT) Grant is provided for the provision of youth justice services with an aim of achieving the following outcomes; reducing re-offending, reducing first time entrants, reducing the use of custody, effective public protection and effective safeguarding. The grant will form part of the overall pooled partnership budget for WMYJS, which is used to deliver and support youth justice services across West Mercia. The outline draft budget for 2018/19 is provided below; the expenditure against the Youth Justice Grant is included in this budget.

Category	Budget (£)
Employee Costs	2,012,840
Other Employee Costs	30,000
Premises	175,299
Supplies and Services	67,279
ICT	106,974
Third Party Payments	220,109
Transport	106,987
<b>TOTAL</b>	<b>2,719,488</b>

## Appendix 2

### West Mercia Youth Justice Service Structure and Staffing Information

The West Mercia Youth Justice Service comprises four multi-agency service delivery teams, aligned to the Local Authority areas to deliver the majority of services. The reparation service and volunteer services are co-ordinated centrally across the whole service, as are the finance and data and information functions.



WMYJS is compliant with the minimum staffing requirements outlined in the Crime and Disorder Act 1998, as can be seen from the structural diagram above. There are four HCPC registered Social Workers within the staffing group.

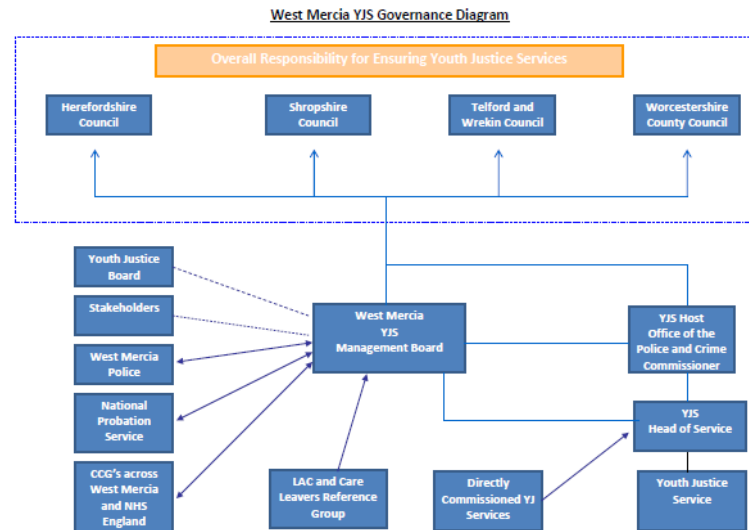
## Appendix 3

### West Mercia Youth Justice Service Governance and Partnership Information

#### Governance

WMYJS is managed on behalf of the Local Authorities and the WMYJS partnership by the Office of the West Mercia Police and Crime Commissioner (OPCC). Day to day management of the Head of Service is provided by jointly the Chief Executive of the OPCC and the Chair of the Management Board (DCS Shropshire). The Youth Justice Service is accountable to the WMYJS Management Board and the Management Board is accountable to each of the Local Authorities for the commissioning and delivery of youth justice services.

The partnership Youth Justice Plan is approved by the Management Board and by each of the four top tier Councils. The diagram below outlines the governance arrangements of West Mercia Youth Justice Service.



The Youth Justice Service Management Board is currently chaired by the Director of Children Services for Shropshire Council. The Membership of the Board at 1<sup>st</sup> April 2018 is outlined in the table below:

Agency	Representative	Role
Worcestershire County Council	Catherine Driscoll	Director of Children, Families and Communities
Shropshire Council	Karen Bradshaw	Director of Children Services
Telford and Wrekin Council	Clive Jones	Director of Children, Family and Adult Services
Herefordshire Council	Chris Baird	Director of Children's Wellbeing
National Probation Service	Jackie Stevenson	Head of West Mercia
West Mercia Police	Dawn Hartland	Head of Criminal Justice
West Mercia Clinical Commissioning Groups	Dawn Clarke	Director of Nursing, Quality and Patient Experience, Shropshire CCG
Office for the West Mercia Police and Crime Commissioner	Andy Champness	Chief Executive

The Management Board meets every two months and monitors the performance and quality of the service through regular reporting. Where necessary the Management Board will monitor compliance with the YJB Grant conditions through exception reports. There is an agreed process of reporting community safeguarding and public protection incident reviews into the Management Board and the Board monitors the progress of critical learning review action plans as a standard agenda item. The Management Board is supporting a process of continuing to commissioning learning reviews for incidents which previously qualified for CSPPI notification now that notifications to the YJB have been ended.

The Management Board has a schedule of thematic deep dives and practice presentations, the purpose of which is to identify any issues, in particular with regards to provision of services and multi-agency working, and agree actions for the Management Board or individual board members in order to improve services for young people in the youth justice system.

Management Board members ensure that, where relevant, commissioning across partner agencies takes account of the needs of young people in or at risk of entering the youth justice system, and where appropriate explore joint commissioning arrangements.

## Partnerships

The Youth Justice Service only has one outsourced service, the provision of Appropriate Adults for young people in Police custody. The service is provided by a local voluntary sector organisation YSS.

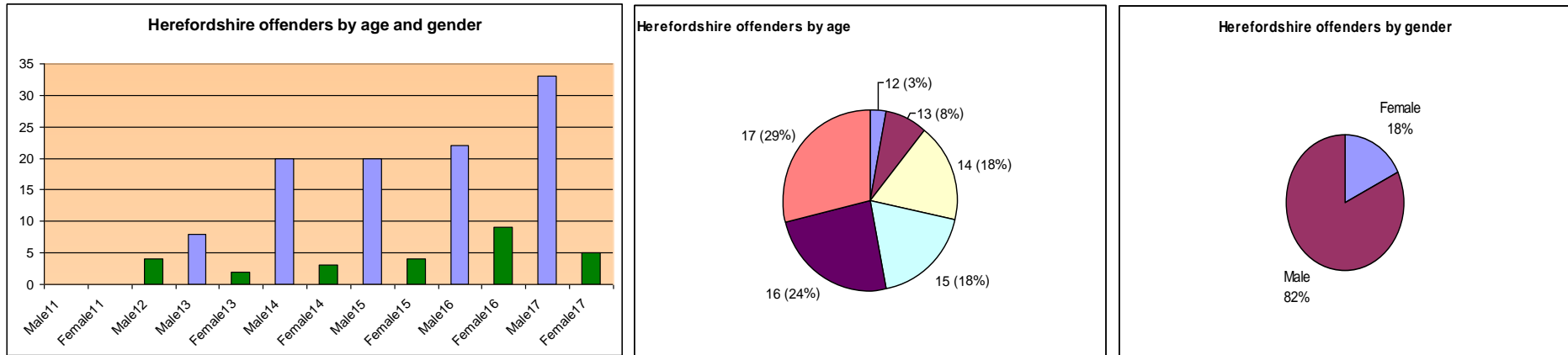
WMYJS is a member of the four Safeguarding Children Boards and several of the board's sub groups and the Children's Trusts or equivalent partnerships. WMYJS is represented on the Crime and Disorder reduction partnerships at the unitary or top tier authority level. WMYJS is an active member of the West Mercia Criminal Justice Board, the West Mercia Crime Reduction Board, the West Mercia Victim and Witness Board and the MAPPA Strategic Management Board.

WMYJS is represented on the Channel Panels across West Mercia established as part of the Prevent strategy. WMYJS staff have undertaken WRAP training in most areas. The service are participant members of the area reducing re-offending groups and the Serious and Organised Crime Joint Agency Groups.

## APPENDIX 4 - AREA PROFILE – HEREFORDSHIRE

### Youth Offending Population – all Young People

There are 16,101 young people aged 10 to 17 in Herefordshire. In 2017/18, according to the Youth Justice Service records, there were 156 youth justice sanctions (youth cautions, youth conditional cautions or convictions) made on Herefordshire young people. A total of 130 individual young people accounted for these 156 outcomes, 0.81% of the youth population.

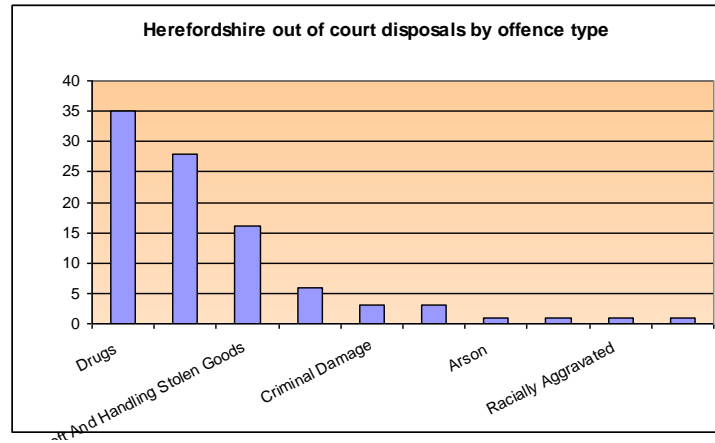


Of the 130 young people entering or in the youth justice system in 2017/18, 82% were male. The majority, 72%, were aged 15 to 17 years. The peak age of offending for young males was 17 years and young females 16 years.

### Youth Offending Population – Young People Subject to Out of Court Disposals

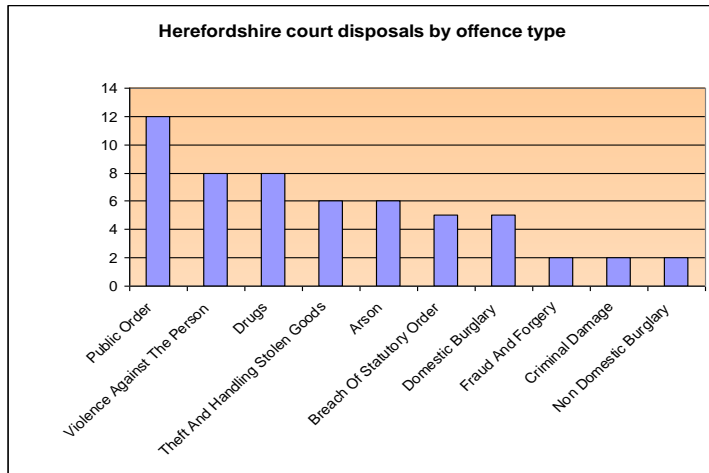
During 2017/18 there were a total of 95 pre-court disposals made on 40 Herefordshire young people, 88 of these were Youth Cautions and 7 Youth Conditional Cautions. WMYJS is required to assess all young people made subject to second or subsequent Youth Cautions and all Youth Conditional Cautions and if assessed appropriate provide a programme of intervention, in 2017/18 intervention programmes were provided for 15 pre-court disposals.





The most frequently occurring primary offences for out of court disposals were drug offences, 37%, violence against person, 29%, and theft and handling, 17%. In the previous year the most frequently occurring offence was violence against the person accounting for 28% of primary offences, followed by drug offences 24%.

### Youth Offending Population – Young People Subject to Court Outcomes



In 2017/18 a total of 90 Herefordshire young people accounted for 61 court outcomes. Orders requiring WMYJS interventions (Referral Orders, YROs and Custodial sentences) accounted for 40 of the 61 court outcomes.

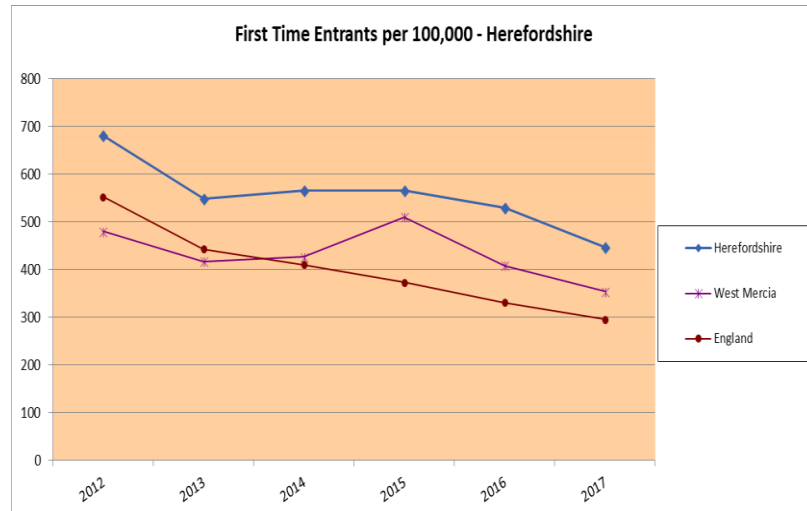
The majority, 84% of young people receiving court sentences were aged 15 to 17, with 16 year olds accounting for 46% of young people receiving a court sentence.

The most frequently occurring primary offences for court sentences were public order offences, accounting for 20% of all offences. Violence against the person and drug offences were the next frequently occurring offence type at 13% for each, followed by theft and handling and arson at 11%.

## Performance against the National Indicators

### (i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (Youth Caution, Conditional Caution or Conviction). Good performance is indicated by a lower rate.



In 2017 there were 447 first time entrants per 100,000 youth population in Herefordshire, representing a reduction of 34% since 2012. This compares with a reduction for England of 46% and for West Mercia of 26% over the same period. The actual number of first time entrants in 2017 was 72, compared to 86 in 2016. The rate of 447 is an improvement in performance on the previous year when the rate was 529.

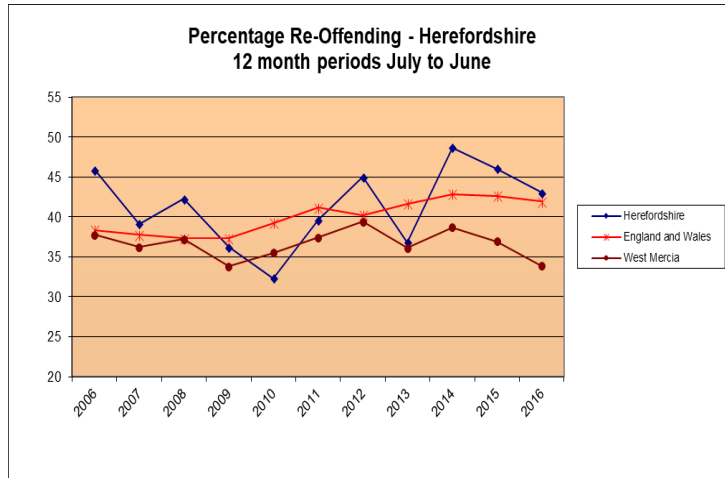
At 447 Herefordshire has the highest rate of FTEs across West Mercia, the range in rates across the West Mercia authorities is 304 to 447. The reduction of youth offending has been adopted as a priority by Herefordshire Community Safety Partnership, and some analysis of the FTE cohort is planned. During the recent pilot inspection of the youth justice service the inspection team formed the opinion that one reason

for the higher than might be expected rate of FTE in West Mercia is the out of court decision making process. A business case is being developed to adapt the process to bring more young people into the scope of joint agency decision making.

### (ii) Use of Custody

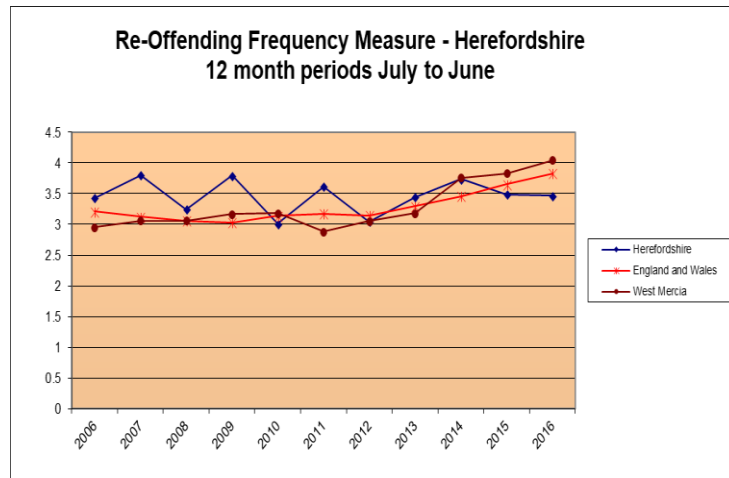
The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population, a lower rate indicates better performance. Herefordshire has, historically, had a low rate of custodial sentences. There was 1 custodial sentence during 2017, equating to a rate of 0.06 custodial sentences per 1000 youth population this represents a reduction in custodial sentences from 2016 where there were 3 custodial sentences equating to a rate of 0.19. The 2017 rate of 0.06% compares to a West Mercia rate of 0.16 and a national rate of 0.39.

(iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per re-offender in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. In both cases a lower rate denotes better performance. The most recent data for the re-offending measure is for the year July 2015 to June 2016. This is the year where the cohort is identified, they are then followed for re-offending for a 12 month period, hence to June 2017.

The frequency measure performance for Herefordshire for the period is 3.47, compared to the West Mercia performance of 4.04 and national performance of 3.83. Herefordshire is, therefore, performing better than England and West Mercia as a whole. The performance has slightly improved from the previous year when it was 3.49.



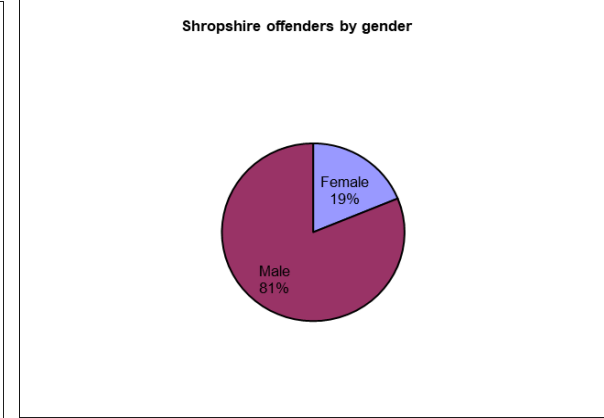
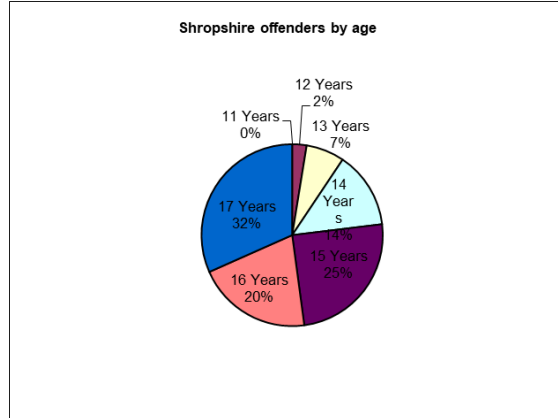
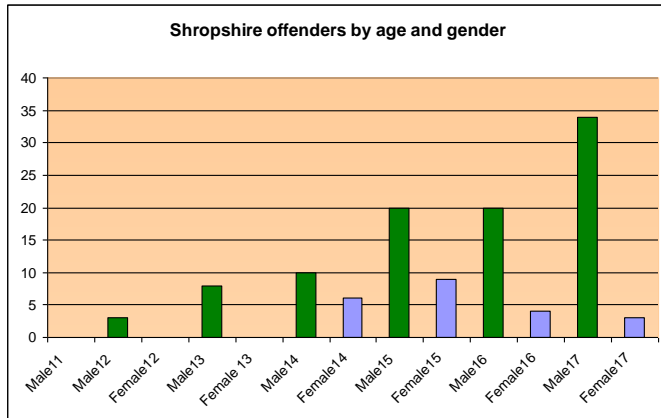
For the year July 2015 to June 2016 the binary measure for Herefordshire is 43.0% compared with a West Mercia performance of 33.9% and a national performance of 41.9%. For the period, therefore, there were a greater proportion of the cohort re-offending than for West Mercia, but they were, on average, re-offending with less frequency. The performance of 43.0% represents an improvement on the performance for the previous period when it was 46.1%. It should also be noted, that the overall cohort sizes are decreasing year on year. In 2011/12 there were 255 offenders in the cohort and 344 re-offences and compared to a cohort size of 179 and 267 re-offences in the 12 month period ending June 2016.

Reducing youth offending has been adopted a priority for the Herefordshire Community Safety Partnership and a delivery plan is currently being developed.

## APPENDIX 5 - AREA PROFILE – SHROPSHIRE

### Youth Offending Population – all Young People

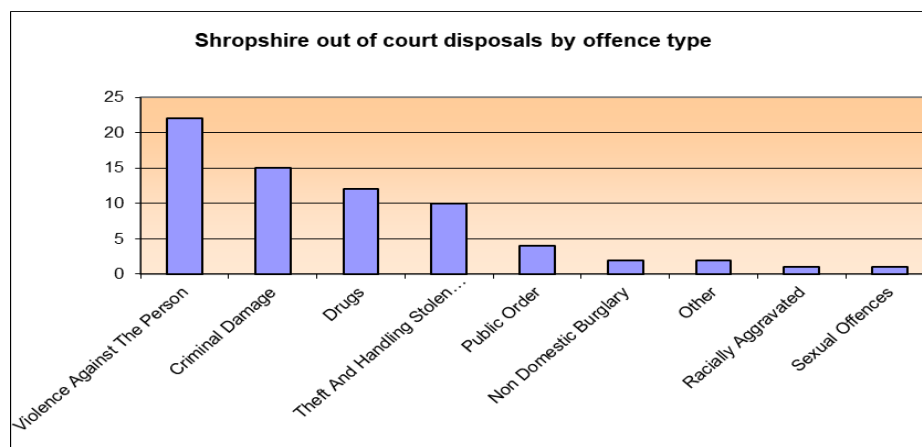
There are 27,663 young people aged 10 to 17 in Shropshire. In 2017/18, according to WMYJS records, there were 123 youth justice sanctions (youth cautions, youth conditional cautions or convictions) made on Shropshire young people. A total of 117 individual young people accounted for these 123 outcomes, 0.42% of the youth population.



Of the 117 young people entering or in the youth justice system in 2017/18, 81% were male. The majority, 77%, were aged 15 to 17 years. The peak age of offending for young males was 17 years and young females 15 years.

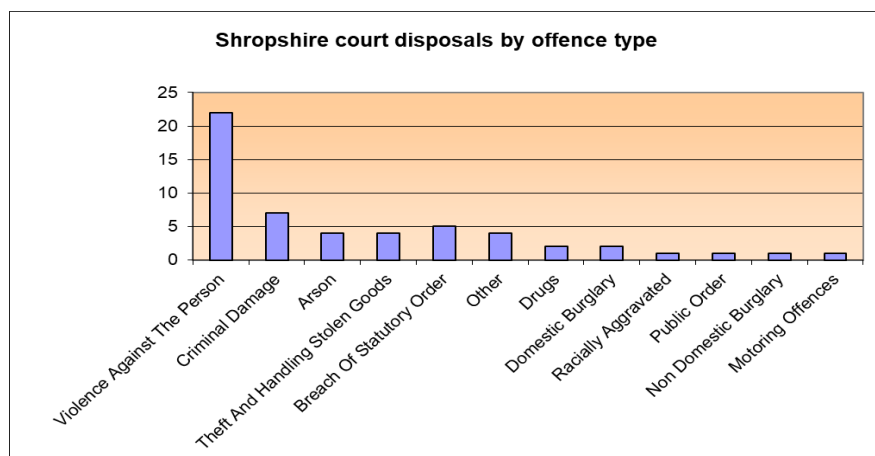
### Youth Offending Population – Young People Subject to Out of Court Disposals

During 2017/18 there were a total of 69 pre-court disposals made on Shropshire young people, 58 Youth Cautions and 11 Youth Conditional Cautions. The youth justice service is required to assess all young people made subject to second or subsequent Youth Caution and all Youth Conditional Cautions and if assessed appropriate provide a programme of intervention, in 2017/18 intervention programmes were provided for 30 pre-court disposals.



The most frequently occurring primary offences for out of court disposals were violence against the person, 32%, followed by criminal damage, 22%, drug offences, 17%, and theft and handling 14%.

### Youth Offending Population – Young People Subject to Court Outcomes



In 2017/18 a total of 45 Shropshire young people accounted for 69 court outcomes. Orders requiring WMYJS interventions (Referral Orders, YROs and Custodial sentences) accounted for 51 of the 69 court outcomes.

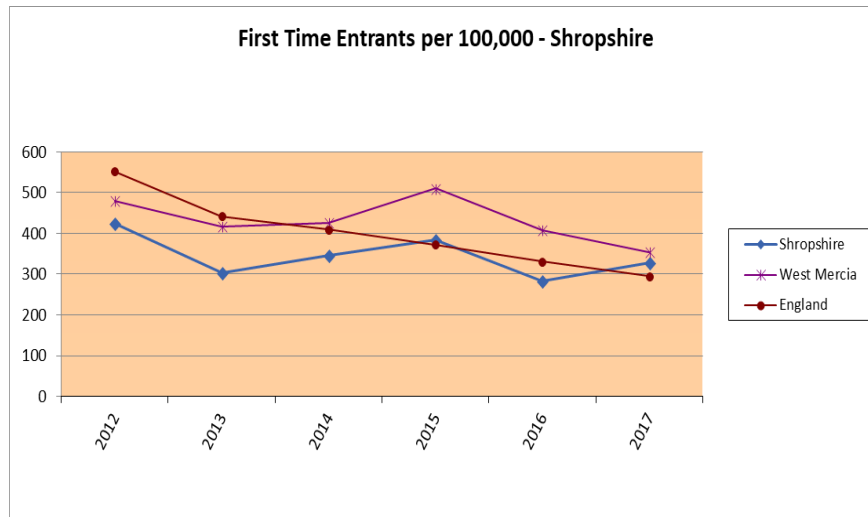
The majority, 85% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for 43% of young people receiving a court sentence.

The most frequently occurring offence for court sentences was violence against the person, accounting for 41% of all outcomes. Criminal damage was the next frequently occurring offence, 13%, followed by breach of a statutory order 9%.

## Performance against National Indicators

### (i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (a Youth Caution, Conditional Caution or Conviction). Good performance is indicated by a lower rate



In 2017 there were 329 first time entrants per 100,000 youth population in Shropshire, representing a reduction of 23% since 2012. This compares with a reduction for England of 46% and for West Mercia of 34% over the same period. It should be noted that the rates in 2012 for England and West Mercia were significantly higher than for Shropshire (552, 680 and 426 respectively). The actual number of first time entrants in 2017 is 91, compared to 128 in 2012.

At 329 Shropshire has the second lowest rate of FTEs across West Mercia, in the range of 304 to 447. The Shropshire rate is higher than the national rate, 295 but lower than the West Mercia rate of 354. The 2017 rate of 329 represents deterioration of performance from the previous year when the rate was at 282.

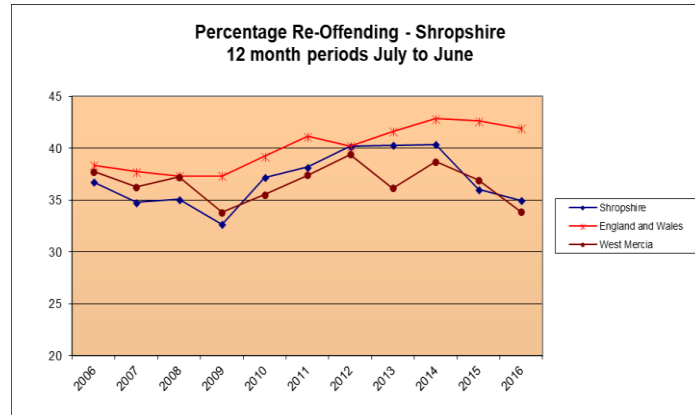
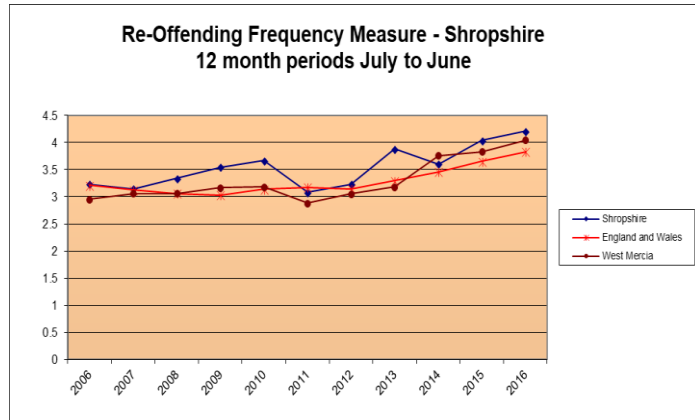
During the recent pilot inspection of the youth justice service the inspection team formed the opinion that one reason for the higher than might be expected rate of FTE in West Mercia is the out of court decision making process. A business case is being developed to adapt the process to bring more young people into the scope of joint agency decision making.

### (ii) Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population, a lower rate indicates better performance. Shropshire has, historically, had a low rate of custodial sentences.

There were 7 custodial sentences during 2017, equating to a rate of 0.25 custodial sentences per 1000 youth population this represents a decrease in custodial sentences from 2016 where there were 8 custodial sentences. The 2017 rate of 0.25 compares to a West Mercia rate of 0.16 and a national rate of 0.39.

### (iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender who re-offends in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. In both cases a lower rate denotes better performance. The most recent data for the re-offending measure is for the year July 2015 to June 2016. This is the year where the cohort is identified, they are then followed for re-offending for a 12 month period, hence to June 2017.

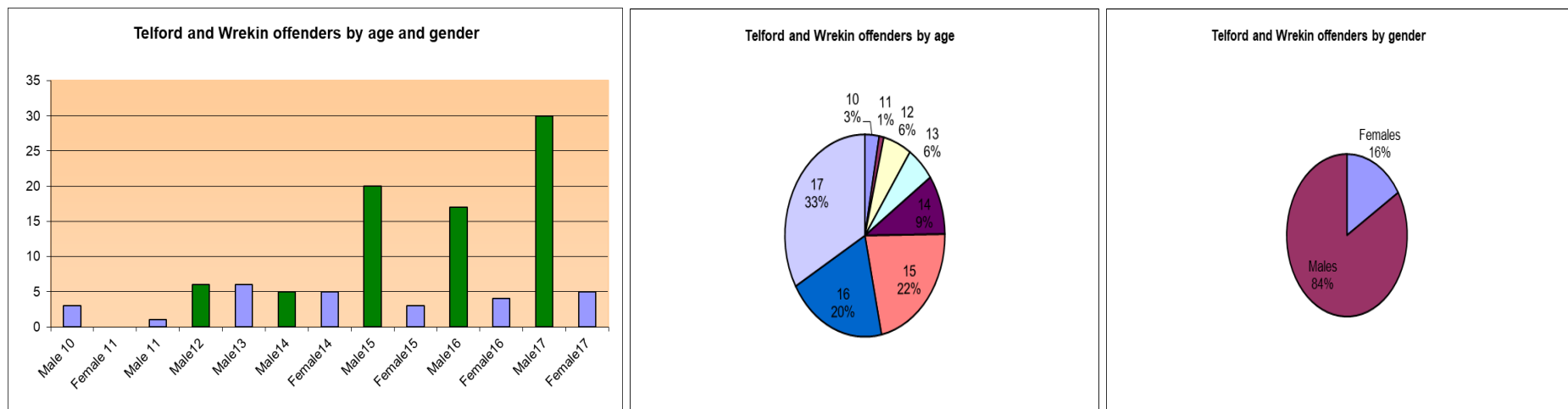
The frequency measure performance for Shropshire for July 2015 to June 2016 is 4.21, compared to the West Mercia performance of 4.04 and national performance of 3.82. Shropshire is, therefore, performing slightly worse than for West Mercia and for England and the performance represents a slight but not significant deterioration on the previous year when it was at 4.04. The general pattern of a rise follows both that of the West Mercia and national rates. The rises since 2014 are partly a result in changes in the methodology used by the Ministry of Justice to calculate this measure.

For the period the binary measure for Shropshire is 35.0% which is in line with the West Mercia performance of 33.9% and significantly better than the national performance of 41.9%. It should also be noted that the overall cohort sizes are decreasing year on year, in the current period there were 168 offenders in the cohort and 240 re-offences compared to a cohort size of 341 with 443 re-offences in period ending June 2012. The number of actual re-offences has therefore decreased by 46% between the two periods.

## APPENDIX 6 - AREA PROFILE – TELFORD AND WREKIN

### Youth Offending Population – all Young People

There are 16,444 young people aged 10 to 17 in Telford and Wrekin. In 2017/18, according to WMYJS records, there were 135 youth justice sanctions (youth cautions, youth conditional cautions or convictions) made on Telford and Wrekin young people. A total of 105 individual young people accounted for these 135 outcomes, 0.64% of the youth population.

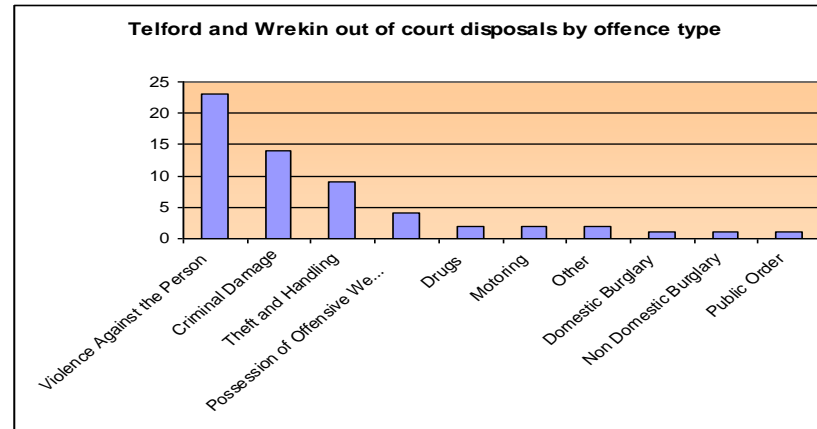


Of the 105 young people entering or in the youth justice system in 2017/18, 84% were male. The majority, 75%, were aged 15 to 17 years. The peak age of offending for both young males and young females was 17 years.

### Youth Offending Population – Young People Subject to Out of Court Disposals

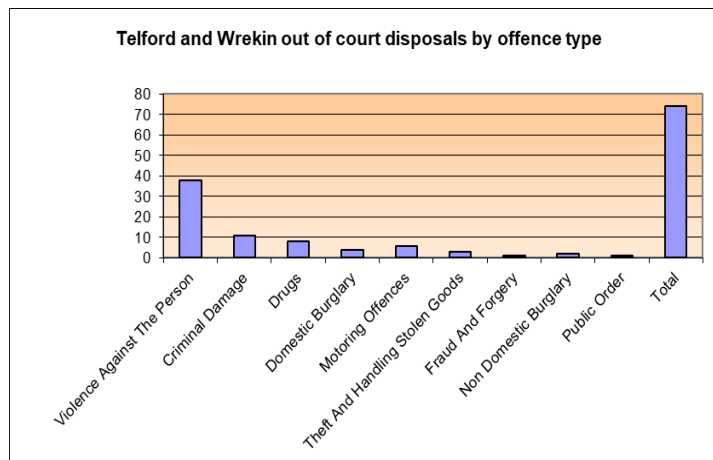
During 2017/18 there were a total of 74 pre-court disposals made on 64 Telford and Wrekin young people, all of these were Youth Cautions. WMYJS is required to assess all young people made subject to second or subsequent Youth Cautions and all Youth Conditional Cautions and if assessed appropriate provide a programme of intervention, in 2017/18 intervention programmes were provided for 28 pre-court disposals.





The most frequently occurring primary offence for out of court disposals was violence against the person, 51%, followed by criminal damage, 15% and drug offences, 11%.

### Youth Offending Population – Young People Subject to Court Outcomes



In 2017/18 a total of 41 Telford and Wrekin young people accounted for 61 court outcomes. Orders requiring WMYJS interventions (Referral Orders, YROs and Custodial sentences) accounted for 51 of the 61 court outcomes.

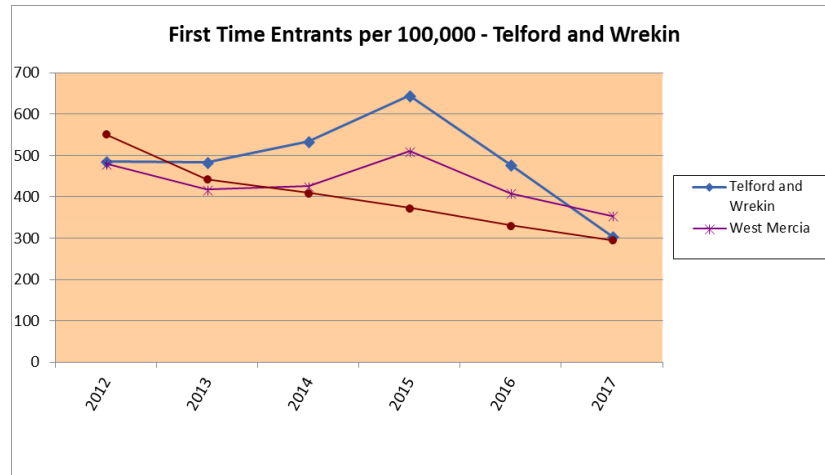
The majority, 82% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for 41% of court outcomes.

The most frequently occurring offence for court sentences was violence against the person, accounting for 31% of all outcomes. Arson was the next most frequently occurring offences, 10%, followed by criminal damage, 8% and theft and handling 8%. These four categories of offences accounted for 57% of all sentencing outcomes.

## Performance against National Indicators

### (i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (a Youth Caution, Conditional Caution or Conviction). Good performance is indicated by a lower rate.



In 2017 there were 304 first time entrants per 100,000 youth population in Telford and Wrekin representing a reduction of 37% since 2012. This compares with a reduction for England of 46% and for West Mercia of 26% over the same period. The actual number of first time entrants in 2017 was 50, compared to 86 in 2012.

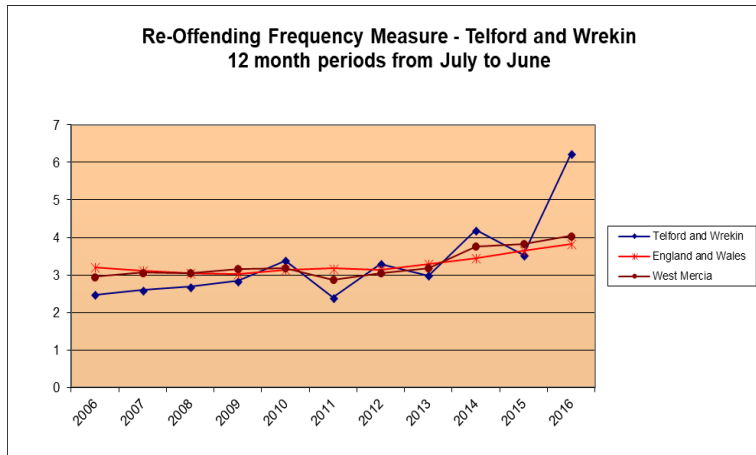
At 304 Telford and Wrekin has the lowest rate of FTEs across West Mercia, the range of rates across West Mercia being 304 to 447, but slightly higher than the rate for England which was 295. The rate in Telford and Wrekin has decreased from the previous year when it was significantly higher at 478. The number of FTEs has reduced from 79 to 50 between the two years, a decrease of 37%.

During the recent pilot inspection of the youth justice service the inspection team formed the opinion that one reason for the higher than might be expected rate of FTE in West Mercia is the out of court decision making process. A business case is being developed to adapt the process to bring more young people into the scope of joint agency decision making.

### (ii) Use of Custody

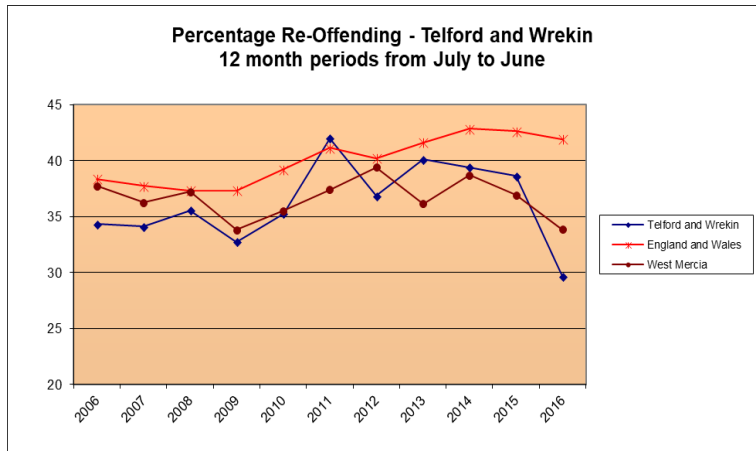
The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population, a lower rate indicates better performance. Telford and Wrekin has, historically, had a low rate of custodial sentences. There were 5 custodial sentences during 2017, equating to a rate of 0.30 custodial sentences per 1000 youth population this represents an increase in custodial sentences from 2016 where there were 2 custodial sentences equating to a rate of 0.12. The 2017 rate of 0.30 compares to a West Mercia rate of 0.16 and a national rate of 0.39.

(iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender who re-offends in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. In both cases a lower rate denotes better performance. The most recent data for the re-offending measure is for cohort identified in the year July 2015 to June 2016. This is the year where the cohort is identified, they are then followed for re-offending for a 12 month period, hence to June 2017.

The frequency measure performance for Telford and Wrekin for period is 6.22, compared to the West Mercia performance of 4.04 and national performance of 3.83. The frequency measure of 6.22 represents a significant rise from the year ending June 2015 when it was 3.53.



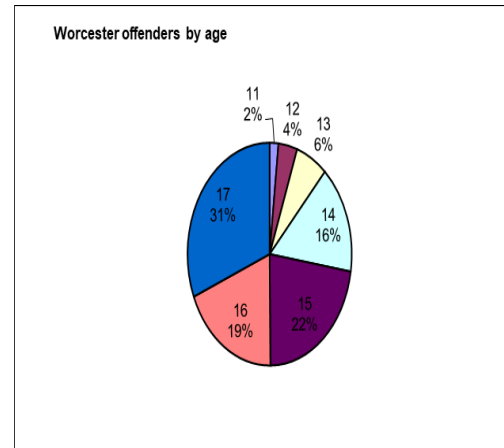
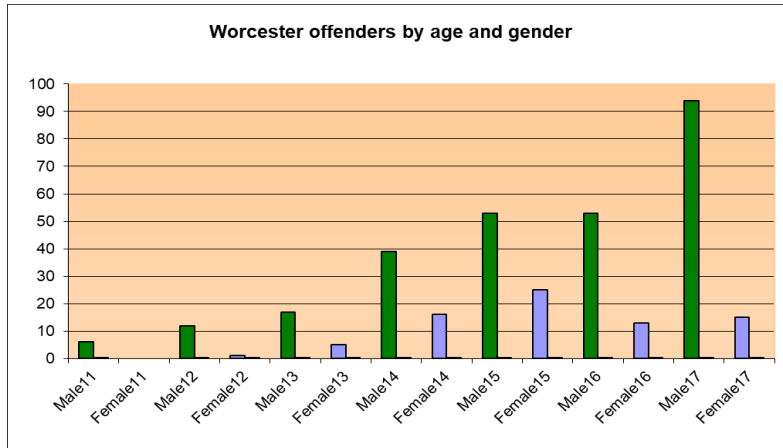
For the year ending June 2016 the binary measure for Telford and Wrekin is 29.7% compared with a West Mercia performance of 33.9% and a national performance of 41.9%, Telford and Wrekin is therefore performing better than West Mercia and England. The current performance has significantly improved from the previous year where the performance was 38.6%. When the two measures are considered together, there are, proportionally, less young people re-offending in Telford than in West Mercia as a whole, however those who are re-offending are committing more offences. It

should, however, be noted the overall cohort sizes are decreasing year on year. In the year ending June 2010 there were 451 offenders in the cohort and 531 re-offences compared to a cohort size of 182 with 336 re-offences in the current period. The number of actual re-offences have therefore decreased by 36% over the seven year period.

## APPENDIX 7 - AREA PROFILE – WORCESTERSHIRE

### Youth Offending Population – all Young People

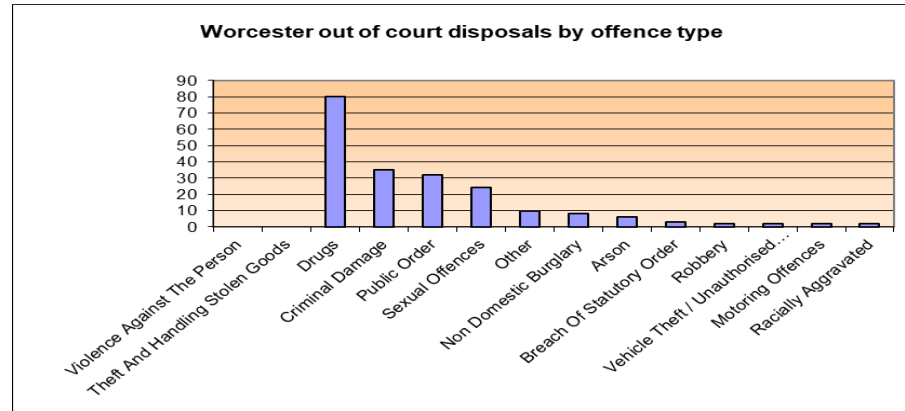
There are 50,812 young people aged 10 to 17 in Worcestershire. In 2017/18, according to WMYJS records, there were 404 youth justice sanctions (youth cautions, youth conditional cautions or convictions) made on Worcestershire young people. A total of 349 individual young people accounted for these 376 outcomes, 0.69% of the youth population.



Of the 349 young people entering or in the youth justice system in 2017/18, 79% were male. The majority, 73%, were aged 15 to 17 years. The peak age of offending for young males was 17 years and young females 15 years.

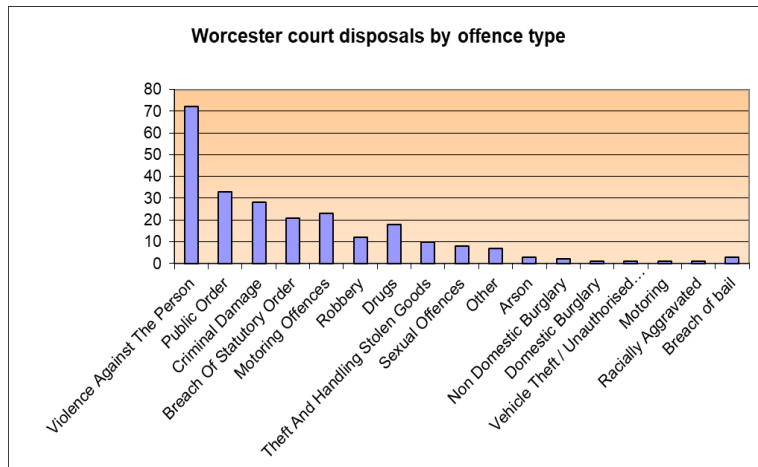
### Youth Offending Population – Young People Subject to Out of Court Disposals

During 2017/18 there were a total of 208 pre-court disposals made on 194 Worcestershire young people, 189 of these were Youth Cautions and 19 Youth Conditional Cautions. WMYJS is required to assess all young people made subject to second or subsequent Youth Cautions and all Youth Conditional Cautions and if assessed appropriate provide a programme of intervention, in 2017/18 intervention programmes were provided for 74 pre-court disposals.



The most frequently occurring primary offences for out of court disposals were violence against the person, 38%, followed by theft and handling, 17%, drug offences, 15% and criminal damage 12%.

### Youth Offending Population – Young People Subject to Court Outcomes



In 2017/18 a total of 155 Worcestershire young people accounted for 244 court outcomes. Orders requiring WMYJS interventions (Referral Orders, YROs and Custodial sentences) accounted for 208 of the 244 court outcomes.

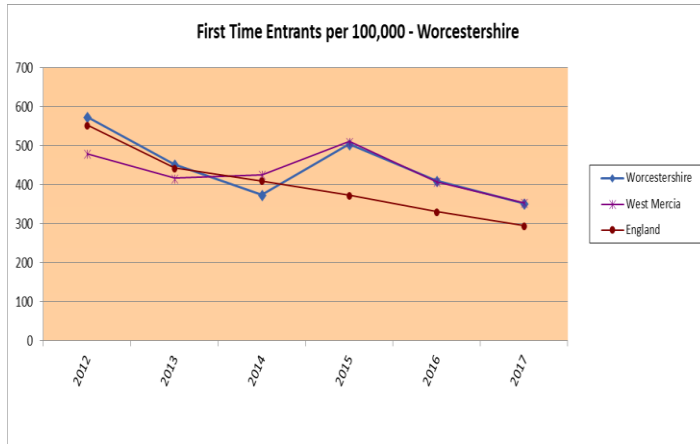
The majority, 82% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for 43% of young people receiving a court sentence.

The most frequently occurring primary offence for court sentences was violence against the person, accounting for 30% of all outcomes. Public order offences were the next frequently occurring offences, 14%, followed by criminal damage, 11%.

## Performance against National Indicators

### (i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (a Youth Caution, Conditional Caution or Conviction). Good performance is indicated by a lower rate.



In 2017 there were 352 first time entrants per 100,000 youth population in Worcestershire, representing a reduction of 39% since 2012. This compares with a reduction for England of 46% and for West Mercia of 34% over the same period. The actual number of first time entrants in 2017 was 179, compared to 313 in 2012.

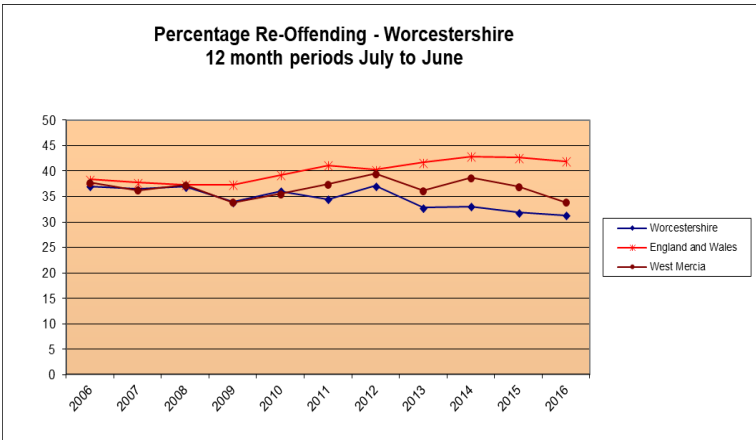
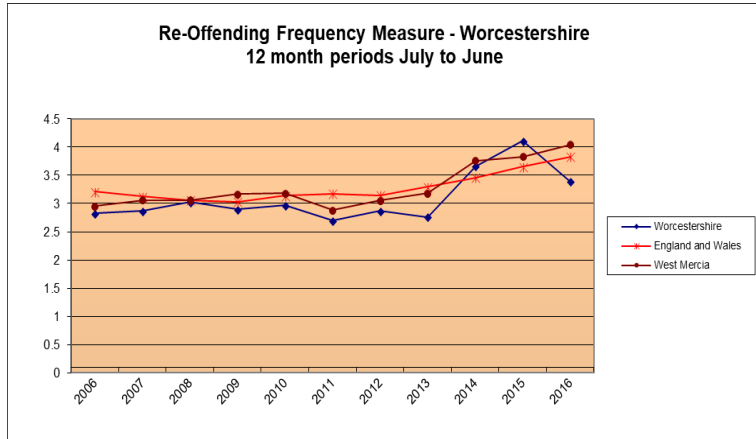
At 352 Worcestershire has the second highest rate of FTEs across West Mercia, with the highest rate at 447 and lowest at 304. The rate is higher than the national rate which is 295. The rate in Worcestershire has decreased from the previous year when it was 410. The number of FTEs has reduced from 209 to 179 between the two years, a decrease of 14%.

During the recent pilot inspection of the youth justice service the inspection team formed the opinion that one reason for the higher than might be expected rate of FTE in West Mercia is the out of court decision making process. A business case is being developed to adapt the process to bring more young people into the scope of joint agency decision making.

### (ii) Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population, a lower rate indicates better performance. There were 9 custodial sentences during 2017, equating to a rate of 0.17 custodial sentences per 1000 youth population this represents a decrease in custodial sentences from 2016 where there were 16 custodial sentences equating to a rate of 0.31. The 2017 rate of 0.17% compares to the West Mercia rate of 0.16 and a national rate of 0.39.

(iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender who re-offends in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. In both cases a lower rate denotes better performance. The most recent data for the re-offending measure is for cohort identified in the year July 2015 to June 2016. This is the year where the cohort is identified, they are then followed for re-offending for a 12 month period, hence to June 2017.

The frequency measure performance for Worcestershire for year ending June 2016 is 3.39, compared to the West Mercia performance of 4.04 and national performance of 3.83. Worcestershire has, therefore, a better performance than West Mercia and England for this measure. The current performance is an improvement on the performance for the previous year where it was at 4.11.

For year ending June 2016 the binary measure for Worcestershire is 31.3% compared with a West Mercia performance of 33.9% and a national performance of 41.9%. Worcestershire is therefore performing better than West Mercia and England for this indicator. It should also be noted that the overall cohort sizes are decreasing year on year. In the year ending June 2012 there were 645 offenders in the cohort and 686 re-offences compared

to a cohort size of 406 with 430 re-offences in the current period. The number of actual re-offences has therefore decreased by 37% between 2012 and 2016.







<b>Meeting:</b>	<b>Children and young people scrutiny committee</b>
<b>Meeting date:</b>	<b>Monday 17 September 2018</b>
<b>Title of report:</b>	<b>Corporate Parenting Annual Update</b>
<b>Report by:</b>	<b>Director Children's Wellbeing</b>

## Classification

Open

## Decision type

Non-key

## Wards affected

(All Wards);

## Purpose and summary

To review the progress of the corporate parenting strategy.

The Children and Social Work Act 2017, introduced a new duty on councils to have regard to the following corporate parenting principles when exercising their functions in relation to looked after children and young people;

- to act in the best interests, and promote the physical and mental health and well-being, of those children and young people
- to encourage those children and young people to express their views, wishes and feelings
- to take into account the views, wishes and feelings of those children and young people
- to help those children and young people gain access to, and make the best use of services provided by the local authority and its relevant partners
- to promote high aspirations, and seek to secure the best outcomes, for those children and young people
- for those children and young people to be safe, and for stability in their home lives, relationships and education or work; and
- to prepare those children and young people for adulthood and independent living.

## Recommendation(s)

That:

- (a) the progress of the corporate parenting strategy as outlined at appendix 1 to this report be reviewed and any recommendations to the executive agreed.

## Alternative options

1. The scrutiny committee could decide not to receive an update on the progress of the corporate parenting strategy action plan. At its meeting in July 2017 the committee resolved that an update report should be presented at a meeting in 2018 to allow it to scrutinise progress against the objectives contained in the action plan. This update was therefore included on the committees work programme for 2018/19. If the committee had decided not to include this item on its work programme it would negate its earlier resolution and detract from its ongoing scrutiny of the corporate parenting strategy.

## Key considerations

2. Put simply, the term 'corporate parenting' means the collective responsibility of the council, elected members, employees, and partner agencies for providing the best possible care and safeguarding for children who are looked after by the council. A child in the care of the council looks to the whole council to be the best parent it can be to that child. Every member and employee of the council has the statutory responsibility to act for a looked after child in the same way that a good parent would act for their own child.
3. On 5 July 2017 the children and young people scrutiny committee considered the draft corporate parenting strategy and action plan prior to presentation to cabinet for approval. The committee made a series of recommendations as below:
  - The committee welcomes the strategy, supports the priorities identified and agrees to provide a summary of comments and recommendations to the cabinet member;

**Update** – support noted by the Cabinet.

- The committee requests annual performance reports relating to the action plan in the strategy;

**Update** – annual report to current meeting of Children and Young People Scrutiny Committee.

- The committee provides a forum, where appropriate, for children and young people in care and care leavers to hold their Corporate Parents to account;

**Update** – this represents an ongoing commitment by the committee which follows the involvement of two former Looked after Children at the meeting of the committee in July 2017.

- The members of the committee facilitate training, with officers, on corporate parenting to all members of Herefordshire Council;

**Update** – Training programme is currently being reviewed with further sessions to be delivered following elections in May 2019.

- The committee recommends that the cabinet member reviews the measures for success and outcomes sought in the action plan on a regular basis to see whether any measures need to be strengthened;

**Update** – Measures are contained in the action plan in the appendix.

- The committee recommends that procedures are introduced to ensure that significant decisions of the council take account formally of likely implications for looked after children;

**Update** – Decision reports have been amended and now include mandatory question regarding impact upon corporate parenting

- The committee recommends that members undertake a mentoring role, where appropriate, for looked after children to share skills and experience to help enhance personal development and there is consideration of how this is best facilitated and publicised; and

**Update** – A directory of interests and skills of members is being developed so that they can offer to support/mentor individual children and young people who wish to explore that field.

- The committee recommends that methods and strategies are investigated to engage partners and businesses in corporate parenting.

**Update** –Corporate parenting workshops will be offered to senior officers within the Council and partner organisations.

4. The corporate parenting strategy was approved by Cabinet on 20<sup>th</sup> July 2017. Within the action plan it was agreed that an annual report on progress of the strategy be presented to Cabinet to ensure oversight, leadership and appropriate challenge on progress. Cabinet agreed the response below to the committee’s recommendations:

The draft strategy was discussed at the children’s scrutiny committee on 5 July 2017; they are supportive of the strategy and associated action plan and have requested that an annual update on its implementation is presented to the committee. The recommendations have been considered by the cabinet member young people and children’s wellbeing and as a consequence children’s scrutiny is referred to in the action plan.

5. Appendix 1 outlines the progress made during year one of a three year strategy. Key achievements during 2017/18 include:
  - Council decision reports have been amended and now include a mandatory question regarding impact upon corporate parenting
  - Number of children in stable placements (2 ½ years +) has increased significantly from 74 to 101 and the number experiencing more than 3 placement moves in a year has remained low
  - Looked after children in Herefordshire are achieving better than the national average and the gap between Herefordshire LAC and national all pupils has reduced
  - Six care leavers studying at University with 3 expected to graduate summer 2018
  - Your Voice Matters, children in care council, have clear priorities which are being supported by the Corporate Parenting panel
  - Children’s social care is able to directly refer to 15 units of accommodation in SHYPP

Key areas that have been slower to progress are:

- offering work experience and apprenticeships to looked after children and care leavers
  - numbers of looked after children have continued to increase
  - placement disruptions result in some children having to move schools
  - high numbers of looked after children impact upon capacity of LAC health team
  - children and young people tell us that too often foster carers have not had the ability to make day to day decisions delegated to them
  - turnover of staff in some teams remains quite high and so some children have had several changes in their Social Worker which means children and young people are unable to build trusting relationships
6. On the 31<sup>st</sup> March 2018 Herefordshire Council had 313 children in its care and were providing support for 173 care leavers.

## Community impact

7. In accordance with the code of corporate governance Herefordshire Council must ensure that it has an effective performance management system that facilitates effective and efficient delivery of planned services. The council is committed to promoting a positive working culture that accepts, and encourages constructive challenge, and recognises that a culture and structure for scrutiny are key elements for accountable decision making, policy development, and review.
8. It is a council priority to 'keep children and young people safe and give them a great start in life.' The delivery of the corporate parenting strategy contributes to the council achieving its ambitions in key strategies in the corporate plan, health and wellbeing strategy and children and young people's plan.
9. The corporate parenting strategy is the overarching plan that sets out how the council will meet its collective responsibility as a corporate parent. The progress of this strategy will directly impact upon the well-being of the council's looked after children and care leavers.

## Equality duty

10. Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:
- A public authority must, in the exercise of its functions, have due regard to the need to
    - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
    - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
    - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
11. The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of

services. The corporate parenting strategy is intended to promote equality of opportunity for all of our looked after children and care leavers and actively work to minimise any disadvantages that they may face especially those with a protected characteristic.

## **Resource implications**

12. There are no resource implications arising from the recommendation. If the committee make any recommendations the resource implications of those recommendations will inform the executive's consideration of a response.
13. There are no direct resource implications arising from the corporate parenting strategy. The delivery of the strategy would achieve significant savings if the numbers of looked after children reduced to a level comparable to our statistical neighbours. However, the purpose of the strategy is to raise the quality of care and support provided to our looked after children and care leavers by working within current resource to promote opportunities and remove obstacles that may limit the ability of children and young people to meet their potential.

## **Legal implications**

14. Cabinet agreed that it would receive an annual report on the progress of the action plan..

## **Risk management**

15. Without an effective corporate parenting strategy improvements in the life chances of our looked after children and care leavers would not be achieved and in all likelihood would decline. In addition to the direct impact upon children and young people this is likely to damage the reputation of the council.

## **Consultees**

16. The children and young people scrutiny committee was consulted on the action plan before it was agreed by council. The recommendations above were resolved by the committee.  
Scrutiny None

## **Appendices**

Appendix 1 – Corporate parenting strategy action plan review 31<sup>st</sup> March 2018

## **Background papers**

None identified



Herefordshire Council

# Corporate Parenting Strategy – progress review 2017/18

2017-20

## Priority 1 – All elected members and senior leaders across all key partners understand and act on their responsibilities as corporate parents

### Progress

- Over half of all Councillors have attended a workshop on understanding Corporate Parenting responsibilities during the year
- Content and format of Corporate parenting workshop has been reviewed and co-designed with young people, Chair of Corporate Parenting panel, multi-agency partners and foster carers ready for roll out during 2018-19
- Council decision reports have been amended and now include a mandatory question regarding impact upon corporate parenting
- Some councillors and most management board members have contributed to the development of a directory of interests and skills
- A Councillor member of Corporate parenting panel attends Your Voice Matters (children in care council) to strengthen accountability to young people
- Cabinet are due to consider a proposal to exempt care leavers from Council tax in July 2018

### Key challenges

- No progress on offering apprenticeships and work experience to looked after children and care leavers and unclear who will lead this area of work
- Engaging all councillors in understanding their corporate parenting responsibilities and contributing to a directory of interests and skills

## Priority 2 – Families are supported to care for their own children

### Progress

- LAC reduction strategy is in place and 5 children had left care and are now subject of Special Guardianship orders (SGO) as a result. The rate of children leaving care has increased during 2017/18
- Leaflet explaining support available to existing and prospective SGO carers has been developed and a new online and telephone advice service commissioned
- Work has commenced to review referral pathways for young people who present as homeless

### Key challenges

- Numbers of looked after children have continued to rise during the year and following a reduction in admissions to care this increased again during quarter 4
- Limited resource and capacity to support Early Help offer



- No capacity within Children’s social care to focus upon ‘edge of care’ work
- Quality of pre-proceedings work needs to improve but has been difficult due to Social Work vacancy rate and workloads in some key teams

## Priority 3 – All looked after children have a safe and stable home

### Progress

- Number of fostering households increased from 151 to 160
- Training co-ordinator post for foster carers has been created and recruited to
- Number of children in stable placements (2 ½ years +) has increased significantly from 74 to 101 and the number experiencing more than 3 placement moves in a year has remained low
- Herefordshire Intensive Placement Support Service (HIPSS) service has been recommissioned with a more flexible approach that enables support to be provided proactively where children are at risk of requiring a residential placement
- Consistent approach to recording children who go missing has been implemented

### Key challenges

- Increase in numbers of looked after children means we do not have enough foster carers to meet need resulting in some children having to be placed outside of Herefordshire which makes it more likely that they have to move schools and have less contact with family and friends. This results in increased time taken for visits by social workers, disrupts relationships with other professionals and once children have settled makes it unlikely that they will move back to Herefordshire foster carers
- Some success in recruiting foster carers and supported lodgings providers from BME backgrounds but due to lack of educational opportunities and ability to meet religious and cultural needs UASC have chosen to move away from Herefordshire to more culturally diverse cities
- TISS contract ended reducing therapeutic advice and support available to foster carers, children and young people

## Priority 4 – All looked after children are supported to reach their potential in education

### Progress

- Looked after children in Herefordshire are achieving better than the national average and the gap between Herefordshire LAC and national all pupils has reduced
- Six care leavers studying at University with 3 expected to graduate summer 2018
- E-PEP system successfully implemented releasing capacity within the virtual school

### Key challenges

- Placement disruptions for children result in some children having to move schools disrupting their education
- High numbers of looked after children impact upon capacity within the virtual school which means minimal support is offered to young people outside of the PEP meeting
- Lack of funding for laptops means that some young people do not have a laptop to use for school and/or college work

## Priority 5 – All looked after children enjoy the best possible health

### Progress

- Compliance with timescales for completing initial and review health assessments has improved
- Improved joint working between LAC health team and children's social care
- Work on a mental health pathway for looked after children has commenced

### Key challenges

- Delays in notifying the LAC health team when children are admitted to care or move placements causes difficulties
- High numbers of looked after children impact upon capacity of the LAC health team which is very small
- Meeting health needs of children who are placed out of County

## Priority 6 – All looked after children enjoy a range of play, sport, leisure and cultural opportunities

### Progress

- Service have promoted availability of HALO vouchers to enable children and young people to take part in sport and leisure activities and scheme is now also available to care leavers
- Placement stability has improved enabling more children to enjoy continuity of friendships and attendance at clubs and activities

### Key challenges

- Children and young people tell us that too often foster carers have not had the ability to make day to day decisions delegated to them
- A shortage of foster carers means that some children have to be placed out of County disrupting their friendships and ability to continue attending clubs and activities.

## Priority 7 – All looked after children are listened to and treated with respect

### Progress

- Your Voice Matters, children in care council, have clear priorities which are being supported by the Corporate Parenting panel
- Mind of my own (MOMO) app has been purchased and has been implemented successfully
- Training by the University of Salford on working with Gypsy, Roma and Traveller families was well attended and continuing professional development programme has been agreed which includes training on culturally competent social work practice

### Key challenges

- Numbers of children and young people involved in YVM remain low despite efforts to encourage more to get involved
- Low numbers of children and young people have been supported to chair their own LAC review
- Turnover of staff in some teams remains quite high and so some children have had several changes in their Social Worker which means children and young people are unable to build trusting relationships

## Priority 8 – All looked after children are supported and enabled to live happy, healthy and financially secure lives when they leave care

### Progress

- Children's social care is able to directly refer to 15 units of accommodation in SHYPP
- A clear finance policy for 16+ team has been developed and a protocol for working with DWP which will be finalised shortly

### Key challenges

- Some young people struggle to maintain their tenancy. At times young people have had to be placed in bed and breakfast accommodation because no other safe alternative could be found
- No progress on offering work experience and employment opportunities to care leavers within the Council
- 16+ team need to move from their current venue by end of August 2018 and search is underway to find a suitable option
- Some young people are at risk due to the impact of "county lines" in Herefordshire



# Corporate Parenting Action Plan 2017-20

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
1	Increase awareness and understanding of corporate parenting responsibilities amongst elected members.	Include Corporate parenting workshops within mandatory induction programme for Councillors	Governance services, Head of service for looked after children and Children in Care Council	% of Councillors completing mandatory induction programme  Progress within Action Plan and against key performance indicators	28 of 53 (53%) elected members have attended corporate parenting training during 2017/18.  Training programme is currently being reviewed with further sessions to be delivered following elections in May 2019.	0%	53%
1	Increase awareness and understanding of corporate parenting responsibilities amongst senior Council officers and partners.	Offer Corporate parenting workshops to senior officers within the Council and partner organisations	Management board, Head of service for looked after children and Children in Care Council and Children's scrutiny	Progress within Action Plan and against key performance indicators	Training programme has just been reviewed and workshops will be offered to senior Council officers and partners.	0%	0%
1	Councillors will have looked after children and care leavers at the forefront of	Ask the question "how does this support Herefordshire's	Elected members	Progress within action plan and against key	Decision reports have been amended and now include mandatory		

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
	their work and offer of support	<p>looked after children and care leavers?" in relation to all Council and community business</p> <p>Commit to a minimum percentage of all work experience placements and apprenticeships being made available to LAC and care leavers</p> <p>Develop a directory of interests and skills of members so that they can offer to support/mentor individual children and young people who wish to explore that field</p>	<p>Cabinet</p> <p>Elected members including children's scrutiny</p>	<p>performance indicators</p> <p>% of looked after children and care leavers who are NEET at age 19 and 21 is lower than national average and improves each year to be in the bottom quartile</p> <p>% of looked after children and care leavers who are NEET at age 19 and 21 is lower than national average and improves each year to be in the bottom quartile</p>	<p>question regarding impact upon corporate parenting</p> <p>No progress</p> <p>Compilation of directory of interests and skills has commenced</p>	<p>29% EET (England 50%)</p> <p>56% NEET (England 41%)</p> <p>16% n/k (England 10%)</p>	<p>43% EET</p> <p>37% NEET</p> <p>20% n/k (no data for England yet)</p>

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
1	Ensure that the Council, Wye Valley NHS Trust and Clinical Commissioning Group considers the impact upon corporate parenting responsibilities prior to any decision.	Provide guidance within report templates	Council, WVT and CCG	Progress within Action Plan and against key performance indicators	No progress		
1	Ensure that Councillors, WVT and CCG are held to account for progress of the Corporate Parenting strategy	Present an annual report on Corporate Parenting to full Council and CCG Governing body and thematic information to children's scrutiny committee	Head of service for looked after children, WVT and CCG	Progress within Action Plan and against key performance indicators	Annual report has been scheduled to be presented to Cabinet and children's scrutiny committee during 2018		
1	Enable children and young people in care and care leavers to hold their Corporate Parents to account	Provide information to explain what a Corporate Parent is and the role and function of the Corporate parenting panel for children and young people  Strengthen accountability of the Corporate parenting	Children's Social Care and Participation Team  Corporate parenting panel		Children and young people have prepared training resources in partnership with Children's Social Care in readiness for training dates.  Reports are shared via email/ in person with YVM ahead of CPP meetings in order for		

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						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		panel to the Children in Care Council	and Children in Care Council		YVM to discuss and comment on the content.  Cllrs and senior leaders from CPP are attending YVM meetings in order to strengthen links with CPP.		
2	The rate of looked after children will gradually reduce	<p>Ensure families receive multi-agency support to enable them to meet their children's needs</p> <p>Ensure children are only admitted to care when there is no safe alternative</p> <p>Focus upon permanency planning to ensure children do not remain in care longer than is in their best interests</p>	<p>HSCB</p> <p>Children's Social Care</p> <p>Children's Social Care</p>	Rate of looked after children will reduce and be at or below national average	<p>Children are only admitted to care with HoS approval. Rate of admission to care has increased.</p> <p>LAC reduction strategy is being progressed with 5 children leaving care as a result of the strategy by 31<sup>st</sup> March.</p>	<p>Rate of LAC 84 per 10,000 <b>England average 62 per 10,000</b></p> <p>Rate of LAC admissions 27 per 10,000 <b>England average</b></p>	<p>Rate of LAC 87 per 10,000</p> <p>Rate of LAC admissions 31 per 10,000</p>



Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		<p>Provide clear information on support available to Special Guardianship carers to enable prospective SGO carers to make informed decisions</p> <p>Ensure that foster to adopt placements are considered in all cases</p> <p>Ensure service demands are shared to inform the development of early help services</p> <p>Early help strategy fully and effectively implemented</p>	<p>Children's Social Care</p> <p>Children's Social Care and Legal Services</p> <p>Children's Social Care</p> <p>Children and young people's partnership</p>		<p>Leaflet on SGO and support available has been produced</p> <p>New SGO support service has been commissioned providing on line, telephone advice including out of hours</p> <p>No progress</p>	<p><b>28 per 10,000</b></p> <p>Rate of LAC cessations 24 per 10,000</p> <p><b>England average 27 per 10,000</b></p>	<p>Rate of LAC cessations 27 per 10,000</p>

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		Ensure clear joint protocols are effective in preventing homelessness for young people aged 16+	Children's Well-being and Strategic housing team		Work to establish a clear pathway for preventing young people becoming homeless has commenced	Data not available	3 young people accommodated due to risk of homelessness
3	Continue to grow the fostering service to meet placement needs of looked after children and care leavers and improve placement stability	<p>Review and revise recruitment strategy every year to focus on gaps in placement provision</p> <p>Specifically target recruitment of foster carers to meet needs of BME children</p> <p>Further develop and improve training for foster carers to increase skill level and resilience of foster carers particularly for</p>	<p>Fostering service</p> <p>Fostering service</p> <p>Fostering service</p>	<p>Number of children placed and spend on children placed in independent fostering agencies and residential care</p> <p>Profile of foster carers in comparison with looked after children</p> <p>Placement stability in comparison with national average and previous local performance</p>	<p>Recruitment strategy will be updated following review of sufficiency strategy</p> <p>Information systems are being developed to enable monitoring</p> <p>Placement stability has improved significantly since last year and is higher than national average rates for 2017.</p>	<p>151 foster carer households</p> <p>22 supported lodgings providers</p> <p>74 children in placement for</p>	<p>160 foster carer households</p> <p>20 supported lodgings providers</p> <p>101 children in placement for</p>

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		<p>those caring for teenagers</p> <p>Promote foster carers as professionals by holding joint training and where appropriate co-producing training with foster carers for Children's Social care workforce and celebrating achievements of foster carers</p> <p>Ensure effective support is in place to enable children to step-down from residential care</p> <p>Ensure consistent practice in relation to minimising risk of placement disruption and learning lessons</p>	<p>Children's Social care and Foster carers</p> <p>HIPSS &amp; TISS</p> <p>Children's social care</p>		<p>Not yet progressed although Principal Social Worker and foster carers training co-ordinator posts now appointed to</p> <p>HIPSS recommissioned but contract for TISS ended 31<sup>st</sup> March 2018 due to budget cuts</p> <p>Use of consolidation meetings to reduce risk of placement disruption has been embedded in</p>	<p>2.5 years +</p> <p>15 children with 3+ moves in 12 months</p> <p>33 children in residential care</p>	<p>2.5 years +</p> <p>10 children with 3+ moves in 12 months</p> <p>23 children in residential care</p>

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		<p>when disruptions do occur.</p> <p>Ensure effective placement provision to reduce numbers of children placed in residential and provide effective step-down to foster placements</p> <p>Train Foster Carers and Social Workers to understand and apply restorative justice solutions to incidents in placement</p>	<p>Children's Social Care and Commissioning</p> <p>Youth Justice service, foster carers and children's social care</p>		<p>house and efforts to use with IFA's is ongoing</p> <p>HIPSS has been re-commissioned for 3 (+1+1) years and TISS contract has ended</p> <p>Not yet progressed</p>	8 HIPSS carers	5 HIPSS carers
3	<p>Develop effective adoption support services</p> <p>Continue focus upon recruitment of adopters for sibling groups, older children</p>	<p>Working with Regional Adoption agency and third sector</p> <p>Working with Regional Adoption agency</p>	<p>Adoption service</p> <p>Adoption service</p>	<p>Number of adoption disruptions</p> <p>The average time between receiving court authority to place a child and</p>	<p>Previous performance affected by sibling group who had been in</p>	0	0
						255 days	200 days <b>(England not</b>

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
	and those with complex needs			the local authority deciding on a match to an adoptive family in comparison with national data and previous local performance	care for 6 years being adopted	(England 220 days)	yet available)
3	Understand numbers affected and levels of risk to looked after children who go missing and/or are at risk of child sexual exploitation  Train Children's Social Care staff and foster carers to manage and reduce risk of CSE	Develop consistent recording methods to enable accurate monitoring and analysis of themes  Complete multi-agency thematic audits  Working with Barnardo's BASE project	Children's Social care and performance team  HSCB  Barnardo's BASE project and Social Work Academy	Data is accurate  Outcomes from audits  Levels of risk to individual children reduces over time	Recording process reviewed to ensure accurate recording including children placed out of County  Multi-agency audit completed January 2018 on emotional and mental health and actions agreed  No progress	33 children missing on 94 occasions	27 children missing on 84 occasions
4	Reduce the gap in educational achievement	Closer analysis of exclusion data and	Virtual school	Reduction in gap in achievement	Performance is better than national average	Attainment 8	Not available

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
	between looked after children and their peers	<p>joint approach with schools to address inconsistencies in practice between schools</p> <p>Continue to implement virtual school plan</p> <p>Implementation of E-PEP and challenging schools on use of Pupil Premium</p> <p>Consider whether to introduce a Board of Governors for Virtual School to improve oversight and challenge</p>	<p>Virtual school</p> <p>Virtual school</p> <p>Children's Well-Being directorate and Cabinet member</p>	<p>between looked after children and the general population as compared with national average and previous local performance</p> <p>Numbers of young people choosing to go to University and successfully completing their course</p>	<p>for looked after children and gap between Herefordshire LAC and national all pupils has reduced</p> <p>6 young people at University with 3 due to graduate summer 2018</p> <p>E-PEP system was implemented on 30<sup>th</sup> October 2017</p> <p>Agreed on 21/11/17 that corporate parenting panel would act as governing body</p>	<p>score 23.2 <b>(England 18.9)</b> Progress 8 score - 1.01 <b>(England -1.19)</b> Gap between Herefordshire LAC and national all pupils - 21.0</p>	<p>e until January 2019</p>

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		<p>Training for foster carers, social workers, school governors and virtual school staff to raise aspirations amongst looked after children and enable effective support for children's learning</p> <p>Explore opportunity to make refurbished IT equipment that the Council no longer requires available for looked after children and care leavers</p> <p>Work with local FE colleges and Universities to develop opportunities for taster days for looked after children and care leavers</p>	<p>Virtual school, children's social care and foster carers</p> <p>Virtual school and Hoople</p> <p>Virtual school</p>		<p>Educational Psychologist and Virtual Head have delivered a wide variety of training over the last 12 months to carers, schools, and governors</p> <p>Decision that only new equipment should be provided however no funding available to implement so no progress</p> <p>No progress</p>		

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		Develop a clear offer of the practical, emotional and financial support available to care leavers who go to University	Children's social care		Financial support clarified in financial support policy for 16+ due for approval shortly. Additional support will be clarified in care leavers offer to be published by October 2018.		
5	Ensure the health needs of our looked after children are met	<p>Completion of health assessments within statutory timescales</p> <p>Effective and timely liaison with colleagues to ensure needs of children placed out of County are met and smooth transition of services if children move placements</p> <p>CAMHS will offer training to Social Workers, inductions</p>	<p>LAC health team</p> <p>LAC health team</p> <p>CAMHS and Children's Social care</p>	Compliance with timescales for completion of health assessments	<p>Improved joint working and scrutiny has achieved a steady increase in IHA completion to 72% in Q4 from 40% in Q1. The RHA KPI falls slightly short of the national statutory timescale at 88.4% in Q4.</p> <p>The health team have increased assurance surrounding children placed out of county which involves monthly review at business</p>	67.5%	71.3%



Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		for ASYE and attend team meetings in children's social care to develop skills and understanding of mental health issues within Children's Social care workforce.  Ensuring accurate recording of disability on MOSAIC	Children's Social care and performance team		meeting. Some health assessments have been performed by the local team depending on risk factors. More work needs to be completed regarding the LA notifying the health team about placement moves. Data now recorded accurately and any gaps monitored and resolved swiftly.		
5	Use data to target support and resources effectively to ensure children's needs are met and risk of placement breakdown is reduced	Continue to increase the number of SDQ assessments completed and use data to review whether this indicates the need for changes to a child's care plan and/or support for their carer	LAC health team, fostering team and children's Social Workers	Placement stability	The process of collecting the SDQ and scoring it prior to health assessments have been successful and continues to be imbedded into practice. Commencement of a joint meeting with mental health, social workers and LAC nurses begins May 2018. This will better inform	158 children eligible – 112 completed – 70.8%	205 children eligible – 138 completed – 67.3%

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
					partner agencies of increasing risks / breakdowns of placement.		
5	Enable care leavers to understand their health needs and how to access additional support when they need it	<p>Ensure all care leavers receive their health passport and a copy is kept on their file</p> <p>Offer a regular drop-in advice service for children in care aged 16+ and care leavers</p> <p>Train 16+ team in C-card scheme</p> <p>Explore opportunities for CAMHS to be expanded to provide support for young people up to the age of 25</p>	<p>LAC health team</p> <p>LAC health team</p> <p>Sexual health team and 16+</p> <p>CCG</p>	<p>Care leavers who are EET and in suitable accommodation</p> <p>Care leavers who are parents</p>	<p>Work continues by the medical officer.</p> <p>No progress due to capacity of the LAC health team.</p> <p>No progress</p> <p>No progress</p>	<p>Suitable 70%</p> <p>Unsuitable 14%</p> <p>Unknown 16%</p> <p><b>(England – Suitable 84%, Unsuitable 7% and U/k 10%)</b></p>	<p>Suitable 72%</p> <p>Unsuitable 8%</p> <p>Unknown 20%</p> <p><b>(England data not available yet)</b></p>
6	Commit to enabling children and young people being able to take part in the activities that are “normal” and	Develop guidance for practitioners and managers to support delegated authority	Children’s social care and Corporate Parenting panel		No progress		

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
	socially acceptable for their peers	for carers and a pragmatic approach to risk assessments					
7	Develop the Children in Care Council (CICC) so that it is able to represent the voice of all children in care and is able to hold the Corporate Parenting panel to account	<p>Increase numbers of children and young people engaged in or with the CICC</p> <p>CICC to develop its priorities for change</p> <p>Ensure CICC is enabled to engage fully with the work of the Corporate Parenting panel</p>	Participation team, Children in Care Council and Corporate Parenting Panel	% of looked after children who engage with CICC	<p>CICC is now formally known as Your Voice Matters in order to promote and encourage engagement.</p> <p>YVM are having regular events to encourage new members to join. HC have pledged additional finances to support the promotion of YVM.</p> <p>2018 priorities have been established and are being discussed and supported by CPP.</p>		
7	Support our workforce to develop confidence and competence in working with children and families from diverse backgrounds	Deliver training on “culturally competent” practice	Social Work academy	% of workforce trained	One day training delivered by Salford University was well attended	No data available	No data available

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
					Included within CPD programme		
7	Ensure that contact arrangements for children and young people are in their best interests	<p>Embed the use of contact assessment tool</p> <p>Regularly review contact arrangements including whether contact needs to be supervised</p>	<p>Children's social care</p> <p>Children's social care</p>	Placement stability data	No progress		
7	Improve understanding of children's wishes and feelings	<p>Analyse results of the voice of the child survey</p> <p>Offer "U chair" training on a regular basis and encourage children and young people to chair their own LAC reviews</p> <p>Purchase licenses for "mind of my own" (MOMO) app</p>	<p>Participation team</p> <p>Participation team and IRO service</p> <p>Children's social care</p>		<p>YVM have used the survey as a spring board to promote and encourage a conversation across Herefordshire with regards to challenging stereotypes and discrimination – "everyone is someone" conference will take place at the end of September 2018.</p> <p>U Chair information to be provided within</p>		

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		Analyse information provided through MOMO and other sources of information to inform service improvements	Children's social care		PACK ATTACK leaflet. Individual sessions to be offered as group sessions were not attended.  Information collated through MOMO will be considered at Quality Assurance and Learning Forum		
7	Decrease the number of children and young people who have a change in social worker and/or IRO	Recruit permanent staff to vacancies  Improve retention by addressing issues highlighted within the annual Social Work health check survey and developing a clear CPD offer	Hoople and Children's social care  Children's social care	Workforce stability data	CPD offer has been developed and is in process of being implemented	Turnover rate of 17.65% <b>National rate of 17%</b>	Turnover rate of 17.6%
8	Ensure that there is a range of accommodation available to care leavers that meets need and allows for a	Re-commission housing support to deliver accommodation with	Housing strategy and Children's Social care	100% of care leavers in suitable accommodation	Service will be re-commissioned in 2020. Continued joint working with current service	Suitable 70% Unsuitable 14%	Suitable 72% Unsuitable 8%

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
	gradual move to independence that is financially sustainable	<p>support that meets the needs of care leavers</p> <p>Work with housing providers (including private rented sector) to develop move on accommodation and shared housing options suitable for care leavers</p> <p>Implement Young Person's accommodation strategy</p> <p>Develop clear policy on financial support for care leavers</p>	<p>Housing strategy and Children's social care</p> <p>Adults well-being and relevant partners</p> <p>Children's Social care and Chief finance officer</p>	<p>% of care leavers successfully sustaining a tenancy</p> <p>Number of care leavers who present as homeless</p>	<p>provider to develop and improve to meet service needs</p> <p>Work continuing as part of strategy</p> <p>Early stage of progressing</p> <p>Draft policy developed and consulted on and will be implemented from June 2018.</p>	Unknown 16% (England – Suitable 84%, Unsuitable 7% and U/k 10%)	Unknown 20% (England data not available yet)
8	Increase the number of care leavers who are safe	Implement a joint approach to assessing and managing risk for adolescents	HSCB	Number of care leavers subject of regular risk management meetings (RMM)	No progress on HSCB shared approach	RMM held for 5 care leavers	RMM held for 3 care leavers

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
8	Reduce the number of looked after children and care leavers who are not in education, employment or training	Offer a minimum of 1 week's work experience to every looked after child within the Council, WVT or CCG	Council, WVT and CCG	% of looked after children and care leavers who are NEET at age 19 and 21 is better than national average and improves each year	No progress	29% <b>(England 50%)</b> EET 56% <b>(England 41%)</b> NEET 16% <b>(England 10%)</b> n/k	43% EET 37% NEET 20% n/k <b>(no data for England yet)</b>
		Establish a baseline of how many looked after children and care leavers undertake an apprenticeship and increase this each year	Council		No progress	0	0
		Ensure care leavers are supported to access supported internships and traineeships as opportunities develop as appropriate	Hoople and Council		No progress		

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		Offer a guaranteed interview to every looked after child or care leaver who meets the person specification for a job within the Council (including apprenticeships)	Hoople and Council		No progress		
		Require services contracted or commissioned by the Council or CCG to offer work experience and apprenticeships to looked after children and care leavers	Council and CCG		No progress		
		Have a business advisor linked to the Virtual School to help develop employment opportunities	Virtual school and Careers Enterprise co-ordinator		No progress		



Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
8	Provide a venue for a drop in service for young people in care aged 16+ and care leavers that enables them to feel safe and valued	Identify a long term venue for 16+ service within the City centre	Council		Potential venues being explored		
8	Ensure joined up services are provided for care leavers that meet need	Develop joint protocols with relevant partners including Housing Solutions team and Probation service.	16+ team and head of service for looked after children with relevant partner agencies		Draft protocol with DWP and task and finish group established to develop a joint protocol with Housing Solutions		
8	Improve the quality and consistency of support provided to looked after children and care leavers to develop their independent living skills	Clear expectations for carers in placement plans and pathway plans about what they will do to support development of independent living skills  Consider establishing a support group for carers of older young people	Children's social care, foster carers and SLP providers  Foster carers and Fostering Team	Number and % of care leavers sustaining a tenancy	Method of measuring this has not yet been developed.  Independent living skills support is part of 16+ improvement plan and young people's accommodation strategy work plan  No progress		

Priority	What will we do?	How will we do it?	Who will do it?	How will we measure success? What difference will have been made?	Progress	Performance indicators	
						31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
		Develop a clear policy for foster carers on saving for looked after children  Expand the Council Volunteer scheme to enable employees to provide support to looked after children and care leavers	Fostering Team  Council		No progress  No progress		
8	Develop a clear care leavers "offer"	In consultation with looked after children and care leavers once legislation is in place and clear guidance produced	16+ team, young people, Participation team and Head of Service for LAC		No progress – to be published by October 2018		



<b>Meeting:</b>	<b>Children and young people scrutiny committee</b>
<b>Meeting date:</b>	<b>Monday 17 September 2018</b>
<b>Title of report:</b>	<b>Education, development and skills strategy 2018-2021</b>
<b>Report by:</b>	<b>Director for children's wellbeing</b>

## Classification

Open

## Decision type

This is not an executive decision

## Wards affected

(All Wards);

## Purpose and summary

To consider and make recommendations to the executive on the Education, development and skills strategy (appendix a).

The strategy sets out how Herefordshire Council will work with partners, including school and college leaders, early years' settings, external agencies such as Ofsted and the DfE and the range of multi-agencies within Herefordshire to raise standards of achievement for children and young people in our county.

## Recommendation(s)

That:

- (a) **the committee determine any recommendations it wishes to make to inform the executive's consideration of the draft Education, Development and Skills Strategy attached at appendix a..**

## Alternative options

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Further information on the subject of this report is available from  
 Lisa Fraser, Tel: 01432 383043, email: [Lisa.Fraser@herefordshire.gov.uk](mailto:Lisa.Fraser@herefordshire.gov.uk)

1. Each local authority has the strategic lead for education; local authorities have a legal duty to ensure that every child fulfils their educational potential. A strategy for education, development and skills is required to facilitate this and to make the council's strategic priorities clear to all stakeholders; the council could choose not to endorse the strategy 2018/21. There is no alternative option proposed to the recommendation as it is the function of the children and young people's scrutiny committee to make reports and recommendations to the executive with respect to the discharge of any functions which are the responsibility of the executive.

## **Key considerations**

2. The children and young people scrutiny committee agreed as part of its work programme to undertake pre-decision call in scrutiny on the Education, Development and Skills Strategy 2018 – 2021.
3. The draft education, development and skills strategy 2018-21 attached at appendix a sets out the council's core purpose and key priorities for the next three years, with the overall aim of keeping children and young people safe and giving them a great start in life. This replaces the Strategic Plan for Education for Children and Young People in Herefordshire 2014 – 2017. Outcomes across several key performance indicators, particularly in the primary phase of education, improved over the lifetime of this plan.
4. The council's core purpose centres around children and young people's safety and well-being and on ensuring that there is high-quality provision in Herefordshire so that all children and young people can achieve their potential.
5. Over the next three years there will be a particular emphasis on supporting vulnerable children, particularly children in need, so that they achieve as well as their peers. An additional focus is identified as helping young people make a successful transition to adulthood by tapping into opportunities which exist both within the council and wider community.
6. Central to the plan is better partnership working with stakeholders so that there is a co-ordinated joined-up approach between educational establishments and the range of multi-agencies on key challenges facing children and young people in Herefordshire, such as mental-health and on issues such as county lines.
7. The council aims to continue its approach of supported autonomy for schools and settings that has positively impacted on educational outcomes. Standards in Herefordshire schools have risen over recent years. This is particularly true for outcomes in the primary phase in 2018. Close working with the county's accredited teaching schools is key to developing schools' pedagogy and practice.
8. Getting the best for Herefordshire from regional and national initiatives is at the heart of this strategy. Over the past year, close liaison with external agencies, including the Department for education, has resulted in real benefits for the county such as the successful bid which brought £500k of DfE additional funding for schools and the creation of the 16-19 SEN free school. The Schools capital investment strategy will meet demand for new places in both the primary and secondary phases.
9. The success of the education, development and skills plan will be monitored by key groups, including the Education Strategic Board and the Herefordshire School Improvement Partnership. These groups include leaders from schools, settings and the county's colleges who are absolutely focussed on improving outcomes for

Herefordshire's children and young people. The council monitors the strategy through various mechanisms. These include: members' performance challenge, task and finish groups, children's and young people's scrutiny committee.

## Community impact

10. The principal aim of the strategy is to improve outcomes and life chances for children and young people. The strategy sets out how the council, with our partners, will address the issues and priorities identified.
11. The strategy links to the children and young people's plan and its four pledges to keep children safe from harm, healthy, feeling included as part of the Herefordshire community and to develop their ability to 'be amazing' through increasing opportunities for leisure, education and training and through providing better support to overcome barriers to their achievement.

## Equality duty

12. Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
13. The public sector equality duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying 'due regard' in our decision making in the design of policies and in the delivery of services. Our providers will be made aware of their contractual requirements in regards to equality legislation.
  14. The strategy will support the council in its overall duty to promote equality. In particular, the strategy focuses on improving the educational outcomes of vulnerable groups of children and young people. The strategy proactively supports the council to fulfil its public sector equality duty by requiring all vulnerable children and young people to receive extra support to overcome barriers to their achievement. The education strategy further contributes to the equalities duty of the council by proposing a review of the strategy to improve SEN and disability provision.

## Resource implications

15. The strategy will be delivered within current resources and is budgeted for in the Medium Term Financial Strategy (MTFS.) There are no additional resource implications arising from the recommendation.

16. The council's children's wellbeing directorate has a total budget of £153m, £122m of which is dedicated schools grant and over £112m goes directly to early years settings, schools and the pupil referral unit. This strategy will influence the use of this and other resources but any decisions that require a council decision will be subject to the correct governance.

## **Legal implications**

17. There are no specific legal implications surrounding the implementation of the Education Strategy, however implementation of this Strategy would demonstrate how the Council is meeting its legal duty under Section 13A of the Education Act 1996 to promote high standards and the fulfilment of potential in relation to all its education functions and specifically to ensure that all its education functions are (so far as they are capable of being so exercised) exercised by the authority with a view to:

- (a) promoting high standards;
- (b) ensuring fair access to opportunity for education and training; and
- (c) promoting the fulfilment of learning potential by every person under the age of 20 (or persons aged 20 or over but under 25 who are subject to learning difficulty assessment.)

## **Risk management**

18. There are no risks associated with the recommendations; any risks associated with recommendations made by the committee will inform the executives consideration of its response to those recommendations. The risks are identified in the plan, together with the actions to mitigate them.

## **Consultees**

19. School and college leaders, early years' providers and council officers have been consulted using face-to-face meetings and a survey tool. These groups broadly supported the draft strategy and made further recommendations which have been incorporated.

## **Appendices**

20. Appendix A – Education, development and skills strategy 2018/21

## **Background papers**

None identified.

## Vision

Keeping children and young people safe and giving them a great start in life

## Core purpose

### Safety and well-being

All children and young people are protected from harm, both physical and mental

### High standards

All children and young people can access high-quality provision and achieve their potential

### Equity

Access to education and training is fair. All vulnerable children and young people receive extra support to overcome barriers to their achievement

### Successful transition to adult life

Young people embark on their chosen career path at 19+ with the qualifications, skills and character to contribute to the local, regional and national economy

## Priorities

### 1 Drive sustainable school improvement

- Support schools' improvement in teaching and learning and leadership practice, under the direction of the Herefordshire School Improvement Partnership (HSIP)
- Work collaboratively with NLEs (national leaders in education), teaching schools and HSIP both on plans to recruit and retain suitable staff and to ensure there is high quality professional development which meets identified areas of need
- Align council statutory functions and IT systems so that schools and settings can access the support they need to be set up for success
- Learn from best practice nationally and get the most out of national initiatives for Herefordshire

### 2 Strengthen leadership

- Support governors and external agencies such as DfE, RSC's office and Ofsted to prevent under-performance and to help all schools and settings improve

### 3 Embed clear accountability

- Provide leaders, especially governors, with clear information to help them to hold schools and settings to account
- Develop existing risk assessment procedures to include post-16 so that there is a clear understanding of performance across all phases

### 4 Support and protect vulnerable children

- Champion fair access to education and training for vulnerable children and young people and challenge and support practice
- Improve existing partnership working with multi-agencies so that there is a joined up approach to support for children and young people, particularly around their mental health and on issues such as county lines
- Review our strategy to improve SEN and disabilities provision
- Work with external partners, such as the Home Office to protect children and young people from radicalisation

### 5 Develop the early years strategy

- Create an approach that supports the autonomy of early years settings and providers, particularly around workforce development

### 6 Deliver Herefordshire's Schools Capital Investment Strategy

- Deliver 249 new places at primary and 816 at secondary to meet demand
- Complete improvements to the school estate, including builds at Marlbrook, Brookfield, Peterchurch and the 16-19 SEN free school

### 7 Focus on the 16-19 education and skills agenda

- Develop provision in technical level qualifications so that outcomes match those at A-level
- Adapt NEETs strategy so that the number of young people in education or employment with training is well above national average
- Champion employability by working with schools, employers and FE providers on a county careers strategy which complements a broad, empowering, creative curriculum
- Link to the Marches Skills strategy and create new opportunities for young people in Herefordshire through, for example, apprenticeships and NMITE

## Principles

Children and young people first

High expectation for every child

Supported autonomy for schools and settings

Top quartile performance

**Impact measure:** is the strategy leading to improvements in outcomes for children and young people?





## Children and Young People Scrutiny Committee

17 September 2018

### Work Programme 2018/19

Meeting date: 14 May 2018 – 10.15 a.m.		Despatch: 3 May	
Item	Description	Report Author	Form of Scrutiny
Learning Disability Strategy 2018 - 2028	To preview the draft learning disability strategy before it is presented to the cabinet for approval. The committee is asked to agree recommendations and comments to submit to the cabinet member health and wellbeing for consideration during the finalisation of the strategy.	Adam Russell	Pre-decision call-in
Children's Safeguarding and Family Support Performance Data	To receive a quarterly performance report on safeguarding measures.	Vicki Lawson/Chris Jones	Performance review
<b>Briefing</b>	NEETs – current level of NEETs, new data recording system; and breakdown of statistics around rural/urban/market towns/gender/traveller community.  Regional Schools Commissioner – briefing note on role of the RSC and areas of overlap with the council.  Provision of children's rights and advocacy service	Louise Tanner  Lisa Fraser  Sandra Griffiths	
Meeting date: 16 July 2018 – 2.00 p.m.		Despatch: 6 July	
Children and Young People Plan	To receive the draft children and young people plan ahead of its presentation to Cabinet and Council. To make recommendations on the draft plan.	Richard Watson, Amanda Price	Pre-decision call-in
Adoption Service and Fostering Service annual reports	To receive the annual reports from the adoption and fostering services and consider the outcomes and recommendations. To make recommendations to the cabinet member on the operation of the services during 2018/19.	Gill Cox	Performance review

Child Protection Numbers	To receive an update on the number of children currently subject to child protection arrangements and to make any necessary recommendations to the Cabinet Member.	Jane Hoey	Performance review
Meeting date: 17 September 2018 – <b>10.15 a.m.</b>		Despatch: 7 September	
Youth Justice Plan	To endorse the Youth Justice Plan 2018/19 for approval by full Council and consider whether there are any comments the committee would wish to make that would inform the production of the Plan for 2019/20.	Keith Barham	Pre-decision call in of Policy Framework Item
Education Strategy	To preview the draft education strategy before it is presented to the cabinet for approval. The committee is asked to agree recommendations and comments to submit to the executive for consideration during the finalisation and approval of the strategy.	Lisa Fraser	Pre-decision call in
Implementation of the Corporate Parenting Strategy action plan	To consider the updated action plan to the corporate parenting strategy and receive a performance report against the objectives	Gill Cox	Performance review
<b>Briefing paper</b>	Autism Strategy update		
Meeting date: 1 October 2018 – <b>2.00 p.m.</b>		Despatch: 21 September	
Herefordshire Safeguarding Children's board annual report	To consider the annual report and any recommendations contained within it. To assess if the report provides assurance and make comments and recommendations to the council and cabinet.	Sally Halls/Ann Bonney	Performance review
Referrals to the Multi Agency Safeguarding Hub	To receive a report concerning referrals to the MASH from agencies and in particular the Police.	Liz Elgar	Performance review/policy review and development
Ofsted action plan	To consider the action plan established following the Ofsted inspection in June 2018. To make recommendations to the executive on those actions identified.	Chris Baird	

Meeting date: 12 November 2018 – <b>10.15 a.m.</b> <b>(Potential alternative venue)</b>		Despatch: 2 November	
Budget and Medium Term Financial Strategy (MTFS)	To seek the views of the committee on the draft medium term financial strategy (MTFS) 2017-21 and the budget proposals for 2017-18 relating to Children's Wellbeing.  To include an engagement session with young people, school councils regarding budget priorities.	Andrew Lovegrove, Josie Rushgrove, Audrey Harris	Pre-decision call-in/Policy review and development
Childcare sufficiency report	To preview the draft childcare sufficiency report before it is presented to the cabinet for approval. The committee is asked to agree recommendations and comments to submit to the cabinet member young people and children's wellbeing for consideration during the finalisation of the strategy.	Andrew Hind, Julia Stephens, Nicola Turvey	Pre-decision call-in
Section 20 Task and finish group – recommendations and outcomes	To present the final report of the task and finish group to the Children and Young People Scrutiny Committee	Chairman of T&F	Policy review and development
Recommendations from the Spotlight review	To consider and approve the recommendations emerging from the spotlight review concerning dental health and childhood obesity.	Democratic Services Officer	
Meeting date: 18 February 2019 – <b>10.15 a.m.</b>		Despatch: 8 February	
Young Carers Service	To consider an update report on progress with the implementation of the young carers service.	Danielle Mussell	Performance review
School Examination Performance	To consider school performance of summer 2018 and make recommendations to cabinet on how the effectiveness of the school improvement framework and strategy could be enhanced.	Lisa Fraser	Performance review
Implementation of the Children and young people Mental Health and emotional wellbeing transformation plan 2015 – 2020.	To receive an update on the Herefordshire Children and Young People Mental Health and Emotional Wellbeing Transformation Plan 2015 – 2020 including a presentation from the children and young people mental health partnership if appropriate.	Jade Brooks/Christine Price	Performance review

	To receive detail of the outcomes of Healthwatch's work concerning children's mental health.		
<b>Briefing paper</b>	Improvement Plan – six monthly report of progress against the improvement plan.		
Meeting date: 25 March 2019 – <b>10.15 a.m.</b>		Despatch: 5 March	
Work Programme 2019/20 and meeting dates	To agree the Committee's work programme and meeting dates for 2019/20.	Matt Evans	

**Scrutiny Panel** – a panel of two members of the committee is currently in operation to provide an oversight of progress against the savings proposal to reduce the number of looked after children. Councillors Gandy and Seldon comprise the Panel.

**Task and Finish Groups** – Section 20 Orders – two meetings undertaken to date – final meeting on 4 October 2018 with recommendations reported to committee on 12 November 2018.

– SEN Provision – Four meetings to be arranged with recommendations reported to committee in 2019.

– PRU referrals – Three meetings to be arranged with recommendations reported to committee in 2019.

**Spotlight review** – Dental Health and Childhood Obesity – scheduled for 17 September 2018.

**Business to allocate**

- Bereavement Services
- 12 month report of progress against the improvement plan
- Public Health nursing update
- Children's wellbeing self-assessment – 2018/19, as below.

Children's wellbeing self-assessment – 2018/19	To consider if the children's wellbeing self-assessment provides the necessary assurance for the committee. In addition to agree any comments and recommendations to enable the self-assessment to be developed further.	Chris Baird	Performance review
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**Appendix** – recommendation tracker 2018/19

### Schedule of Children and Young People Scrutiny Committee recommendations made and actions in response

Meeting	item	Recommendations	Action	Status
5 July 2017	Corporate Parenting Strategy 2017 – 2020	<ul style="list-style-type: none"> <li>- The committee welcomes the strategy, supports the priorities identified and agrees to provide a summary of comments and recommendations to the cabinet member;</li> <li>- The committee requests annual performance reports relating to the action plan in the strategy;</li> <li>- The committee provides a forum, where appropriate, for children and young people in care and care leavers to hold their Corporate Parents to account;</li> <li>- The members of the committee facilitate training, with officers, on corporate parenting to all members of Herefordshire Council;</li> <li>- The committee recommends that the cabinet member reviews the measures for success and outcomes sought in the action plan on a regular basis to see whether any measures need to be strengthened;</li> <li>- The committee recommends that procedures are introduced to ensure that significant decisions of the council take account formally of likely implications for looked after children;</li> <li>- The committee recommends that members undertake a mentoring role, where</li> </ul>	<p>Response of executive:</p> <p>The draft strategy was discussed at the children’s scrutiny committee on 5 July 2017; they are supportive of the strategy and associated action plan and have requested that an annual update on its implementation is presented to the committee. The recommendations have been considered by the cabinet member young people and children’s wellbeing and as a consequence children’s scrutiny is referred to in the action plan:</p> <p><a href="#">Corporate Parenting Action Plan 2017-20</a></p>	Action plan implementation update to be scheduled for 16 July 2018.

		<p>appropriate, for looked after children to share skills and experience to help enhance personal development and there is consideration of how this is best facilitated and publicised; and</p> <ul style="list-style-type: none"> <li>- The committee recommends that methods and strategies are investigated to engage partners and businesses in corporate parenting.</li> </ul>		
	Annual reports for the fostering and adoption services	<p>Resolved – that:</p> <ul style="list-style-type: none"> <li>a) the committee notes the annual reports from the adoption and fostering services and agrees to feedback comments to the cabinet member; and</li> <li>b) the adoption and fostering reports are considered as separate agenda items in future years.</li> </ul>	Adoption service and Fostering service annual reports allocated to the draft work programme 2018/19 for committee on 16 July 2016.	Completed
2 October 2017	Commissioning intentions for universal and early help services for children, young people and families	<p>Resolved - That the committee:</p> <p>supports the extension of the family befriending services contracts with the existing providers to the end of March 2018;</p> <p>has significant concerns about the commissioning exercise proposed. The cabinet members for health and wellbeing and young people and children's wellbeing are asked to have regard to the committee's concerns, particularly:</p> <ul style="list-style-type: none"> <li>- i) The reported lack of consultation concerning safeguarding arrangements and engagement</li> </ul>	<p>Response of executive:</p> <p>i) The intention to re-procure health visiting and school nursing services has been in the public domain since August 2016. CCG colleagues have been involved in steps taken thereafter to inform future commissioning intentions. There has been an opportunity to raise any issues or questions regarding procurement, during this time.</p> <p>A generalised concern regarding safeguarding arrangements had been</p>	Completed. Committee may wish to request an update report on the implementation of the contract.

		<p>with the Herefordshire Safeguarding Children's Board;</p> <ul style="list-style-type: none"> <li>- ii) The provision of services in rural areas;</li> <li>- iii) The requirement for additional detail in the report, in particular the contract specification ; and</li> <li>- iv) A reported lack of communication with the CCG.</li> </ul> <p>requests that, before a decision is taken on the proposal, the cabinet members share additional information with the committee, including the contract specification.</p>	<p>raised by the CCG very recently prior to the scrutiny committee meeting and reassurances were provided to the CCG that discussions to understand the detail would be welcome and these have since been initiated.</p> <p>Issues relating to <i>safeguarding</i> commissioning responsibilities are resolvable through further discussion.</p> <p>There is no requirement to present the commissioning proposal to the Herefordshire Safeguarding Children's Board, because the service will be required to adhere to all national and local policies, guidance, standards and procedures.</p> <p>Further discussion and an agreed way forward have been made with the Chair of the Children's Safeguarding Board, including a request to include reference to safeguarding within this paper (see para 7).</p> <p>ii) It is recognised that there are challenges in delivering timely and accessible services across a rural county and this has been reflected in the draft specification. To respond to those challenges, the provider will be required to ensure that access is available via drop-in sessions (which could be held in any community facility or venue), clinics, home visits, telephone contact, texting and other formats appropriate for the families and community. Broadband</p>	
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			<p>coverage across the county is currently 83% (30Mbps) so the provider will need to demonstrate how they will work with families who currently have no access to broadband or where phone signals are not available. The provider will also be expected to be organised around geographical areas/localities and pragmatically structured in line with local children's centre reach areas. The provider will also identify a named public health nurse link to each GP practice, children's centre and school, in order to facilitate local liaison, information-sharing and joint working in the best interests of families.</p> <p>iii) the draft specifications for the commissioning of 0-25 PH Nursing services and family mentoring services, to which have been added the requested additional detail relating to targets and outcomes and key issues outlined in the JSNA, have been made available, by exemption, to council members of the Children's Scrutiny Committee</p> <p>iv) This concern is not accepted and a summary of engagement activity is provided below:</p> <ul style="list-style-type: none"> <li>• Representatives from the CCG have been engaged since August 2016 when CCG requirements were reviewed;</li> <li>• a public online survey was launched</li> </ul>	
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			<p>in November 2016;</p> <ul style="list-style-type: none"> <li>• stakeholder engagement events To which GP and CCG representatives were invited were held during December 2016 through to end of January 2017;</li> <li>• feedback events were held in February 2017;</li> <li>• an early years review/scoping workshop held in May 2017;</li> <li>• Soft market testing was undertaken June/July 2017;</li> <li>• Updates have been provided to a Joint Commissioning Board which includes representatives of the CCG and reports to the CCG Board in August/September 2017;</li> <li>• Engagement/information session with GPs on key principles to be incorporated into the specification, was held in October 2017.and ongoing engagement agreed re implementation arrangements.</li> </ul>	
	Herefordshire safeguarding	Resolved – that:	Update from Chair of HSCB containing <i>Model Initial Parish Action Plan for</i>	Completed

	children's board (HSCB) annual report 2016/17 and business plan 2017/19	a) The annual report and effectiveness of the safeguarding arrangements for children and young people in Herefordshire as assessed by the Board are noted; and b) The strategic priorities identified by the Board are noted.	<i>Promoting a Safer Church</i> and latest detail with reference to work on the role of Parish Councils in safeguarding children.	
	Outcomes of casework peer review	Resolved – that the committee notes the report and offers congratulations to the teams involved in the review for the positive feedback received.		Completed
	Children's Wellbeing self-assessment	Resolved – that the committee notes the draft self-assessment document for the Children's Wellbeing Directorate.		Completed
4 December 2017	Children and Young People Mental Health Partnership	That the committee:  supports the response of the CCG to the task and finish group recommendations;  supports the objectives of the Herefordshire Children and Young People Mental Health and Emotional Wellbeing Transformation Plan 2015 – 2020; and  requests an update report on the implementation of the plan in 2018.	To determine the timing an update on the implementation of the plan in 2018.	Ongoing
	Children's Wellbeing self-assessment – update	That the Committee:  endorses the self-assessment in its current form; and  agrees that the comments raised by the committee are circulated to the cabinet member.	Excerpt of minutes detailing the discussion sent to the cabinet member for Children and Young People.	Ongoing

5 February 2018	School Examination Performance	<p>Resolved – that the committee:</p> <p>Recognises positive attainment in a number of areas of school examination performance but in particular in the field of phonics;</p> <p>Requests a briefing note on the current level of NEETs, the new data recording system and a breakdown of statistics to include indicators around rural/urban/market towns/gender/traveller community;</p> <p>Requests a briefing note on the role of the Regional Schools Commissioner and a focus on areas of overlap with the Council; and</p> <p>Agrees to write to government to express concern regarding the lack of regulation and monitoring in respect of home schooling. The correspondence should include reference to the potential impacts of home schooling upon the educational achievements of children and safeguarding responsibilities of the Council.</p>	<p>Correspondence sent to Nadhim Zahawi MP, Parliamentary Under Secretary of State for Children and Families. Copied to Jesse Norman MP and Bill Wiggin MP.</p> <p>Response received.</p>	
	Children and Young Peoples Plan	<p>Resolved - that the committee:</p> <p>Supports the inclusion of: obesity; dental health; mental health and wellbeing; transport; and youth facilities as key areas of focus for the plan;</p> <p>Supports the implementation of a robust monitoring framework for the new version of the Plan; and</p> <p>Asks for the draft Plan to be presented to the</p>	<p>Allocated to the committee's draft work</p>	<p>Completed</p>

		committee ahead of consideration at Cabinet and full Council.	programme 2018/19 for committee on 16 July 2018.	
16 April 2018	Autism Strategy for Herefordshire 2018 – 2021	<p>Resolved – that:</p> <p>(a) the significant successes achieved in the first Herefordshire autism strategy published in 2014 be recognised;</p> <p>(b) the outcomes identified by the strategy and the means in the action plan to achieve these ends be supported but noting that the committee would like to see more detailed milestones;</p> <p>(c) it be requested that as the action plan evolves additional base line data is included in the action plan to ensure tangible and quantifiable measures of performance and success, particularly in respect of improving diagnosis rates;</p> <p>(d) the executive be asked to investigate the development of a system/process to ensure an accurate picture of the incidence of autism across Herefordshire can be produced;</p> <p>(e) efforts to improve diagnosis rates and the recording of autism within GP patient records be supported and Herefordshire Clinical Commissioning Group asked to take this initiative forward as a matter of priority;</p> <p>(f) the executive be asked to take steps to work more closely with independent and private schools in Herefordshire to share data regarding enrolled autistic pupils to enable the production of comprehensive statistics of pupils in the county with</p>	<p>Resolutions of the Committee sent to the Executive for a response.</p> <p>Resolution (e) sent to the Herefordshire CCG for consideration.</p>	<p>Awaiting Executive Response.</p> <p>Strategy to be presented to Cabinet later in 2018</p>

		<p>autism;</p> <p>(g) the executive be asked to consider methods to promote employment at the council to people with autism;</p> <p>(h) the executive be asked to consider contacting key local organisations, such as Halo leisure, to ensure they promote autism-friendly service provision;</p> <p>(i) the executive be asked to ensure that the Herefordshire branch of the National Autistic Society and the Hereford Autism Partnership are consultees during the planning process to ensure that new housing and public access buildings have autism-friendly design considerations;</p> <p>(j) the executive be asked to investigate proposals to ensure that new and existing council buildings and facilities are autism-friendly; and</p> <p>(k) the executive be asked to consider autistic-awareness training for new members of staff and elected members of the Council and ensure that all members are able to disseminate good practices within their local communities.</p>		
	LGA Safeguarding Peer Review Feedback	<p>Resolved – that:</p> <p>(a) a report be submitted on the referrals to the MASH, in particular those by West Mercia Police, for review by the Committee;</p> <p>(b) it be requested that corporate parent training for all members be made mandatory;</p>	<p>(a) scrutiny arrangements to be determined at work programming session for 2018/19.</p> <p>(b) corporate parenting is a mandatory training module and must be completed within three months of being elected.</p>	<p>Ongoing</p> <p>Completed</p>

		<p>(c) progress on actions in the finalised improvement plan is reported to the Committee, at 3, 6 and 12 months to enable it to be monitored; and</p> <p>(d) the Committee's recognition and support of the work of staff in this challenging area be noted.</p>	<p>(c) briefing notes for progress at 3 and 6 monthly intervals added to the work programme. The 12 month progress report to be allocated to the first committee in the new term.</p>	Completed
14 May 2018	Learning Disability Strategy 2018 – 2028	<p>Resolved – that the committee:</p> <p>(a) supports the strategy and requests the missing information, concerning health and wellbeing outcomes and social impact, and the implementation plan is shared with the committee when available;</p> <p>(b) requests that the executive prioritise the incorporation of improved metrics in the strategy to measure progress and provide evidence that objectives are realising desired outcomes;</p> <p>(c) requests that the executive considers making updates on the development and implementation of the strategy available through an appropriate forum e.g. the corporate budget and performance report;</p> <p>(d) asks the executive to provide a report to the committee, in due course, on the re-modelling of the Learning Disability Partnership Board;</p> <p>(e) asks the executive to consider appointing a member champion for learning disabilities;</p>	<p>Executive response, 7 June:</p> <p>(a) Agreed. The information will be circulated to committee members by 01 October 2018 and it will be for the committee to determine whether to include further consideration in its work programme;</p> <p>(b) Agreed. This will form part of the first years activity in the implementation plan.</p> <p>(c) Agreed. Progress will be reported through the quarterly corporate performance reporting process.</p> <p>(d) Agreed. The information will be circulated to committee members by 31 December 2018 and it will be for the committee to determine whether to include further consideration in its work programme</p> <p>(e) Agreed. A draft role profile will be prepared and the Leader of the Council will consult with political group leaders before making an appointment.</p>	

		<p>(f) asks the executive and the CCG to investigate methods of utilising learning disability registers, held by GP surgeries, to provide evidence for those with learning disabilities to more easily obtain bus passes;</p> <p>(g) asks the executive to investigate the promotion of a scheme, similar to the Gloucestershire 50/50 strategy, in Herefordshire to encourage employment opportunities for people with learning disabilities; and</p> <p>(h) ensures that following the adoption of the strategy, the CCG and the 2gether Trust are held to account for those elements of the strategy for which they are responsible.</p>	<p>(f) Not agreed. Whilst the problem is recognised, there are still complex issues with accessing and sharing learning disability registration data in order to achieve this specific outcome. The requirement for and provision of qualifying information for exemption schemes will be considered across the whole of the health and wellbeing pathway.</p> <p>(g) Agreed. Knowledge gained from the Gloucestershire 50/50 learning disability employment strategy will be incorporated into planned work to promote employment opportunities for people with learning disabilities in Herefordshire and that this will form part of the 2018-19 implementation plan;</p> <p>(h) This is not a function of the executive. The scrutiny committee may review and scrutinise any matter relating to the planning, provision and operation of the health service in its area and make reports and recommendations directly to the relevant body.</p>	
	Children's safeguarding and family support performance data	Resolved - that a report concerning referrals to the MASH is added to the work programme for the committee in September to include an invitation to Sally Halls to participate in the item and access to comparative data from other local authorities.	Item added to the Committee's work programme for 17 September.	

16 July 2018	Minutes of the previous meeting (14 May)	<p><i>'f. asks the executive and the CCG to investigate methods of joint working with GP surgeries to assist those with learning disabilities to more easily obtain bus passes'</i></p> <p>RESOLVED: that subject to the change outlined above the committee approves the minutes of the meeting on 14 May 2018.</p>		
	Fostering and Adoption Annual reports	<p>RESOLVED: that the committee:</p> <ol style="list-style-type: none"> <li>1) Expresses concern regarding the lack of progress in joining a regional adoption agency and the executive is requested to undertake any available actions to expedite membership of Adoption Central England;</li> <li>2) Requests clarification regarding how the overspends of the fostering service and external fostering budget in 2017/18 have been addressed;</li> <li>3) Asks the executive to approach local cultural and leisure providers to attempt to secure concessionary rates for looked after children; and</li> <li>4) Notes the annual reports 2017/18 for the fostering and adoption services.</li> </ol>		
	Children and Young People Plan 2018 - 2023	<p>RESOLVED: that the Committee recommends that the Plan includes reference to:</p> <ol style="list-style-type: none"> <li>a) the impact of poverty and deprivation on children and young people;</li> </ol>		



		b) refugee and migrant children and families; and c) the issue of County lines under the <i>be safe from harm</i> priority.		
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**Children and Young People Scrutiny Committee –Dental Health and Childhood Obesity Spotlight Review – 17 September 2018, 2.00 p.m., Shirehall, Hereford, HR1 2HX.**

Objectives:

- To provide a forum to undertake a comprehensive spotlight review of statistics, services and issues surrounding childhood obesity and dental/oral health;
- To enable the identification of gaps and opportunities for joint working;
- To assess the progress of key projects and available performance data;
- To consider potential future initiatives and projects; and
- To inform a report to the children’s scrutiny committee with potential recommendations relating to childhood obesity and dental health in Herefordshire.

Invitees:

Members of the Children and Young People and the Adults Wellbeing Scrutiny Committees are invited to participate in the spotlight review. The following organisations are invited to present evidence and work to progress the priorities of Dental Health and Childhood Obesity.

<b>Organisation</b>	<b>Invitees</b>
NHS England	Nuala Woodman, Deputy Head of Commissioning David Rosling, Contracts and Projects Manager
Care Quality Commission	Karen Scott, Inspector - Dentistry
Healthwatch Herefordshire	Christine Price, Chief Officer
Public Health	Karen Wright, Director of Public health Lyndsay MacHardy, Public Health Specialist Caryn Cox, Consultant in Public Health
Health and Wellbeing Board	Jonathan Lester (Chair)
Herefordshire Clinical Commissioning Group	Richard Watson, Children’s Joint Commissioning Manager
Children’s Wellbeing Directorate (Herefordshire Council)	Nicky Turvey, Early Help Manager Susan Eales, Senior Support Worker
Strategic Planning (Herefordshire Council)	Siobhan Riddle, Senior Planning Officer
Transportation Team (Herefordshire Council)	Jeremy Callard, Transportation Strategy Manager

Spotlight review:

To receive presentations of 5-10 minutes from attendees, with reference to the documents and information contained in items **1, 2 and 3** below.

To present information regarding:

- Evidence of the provision and performance of services for dental health and childhood obesity in Herefordshire: and
- Work undertaken to progress the priorities of dental health and childhood obesity.

## Presentations

Please can invitees send any information for circulation in advance of the meeting to [matthew.evans@herefordshire.gov.uk](mailto:matthew.evans@herefordshire.gov.uk). All presentations received will be circulated in advance of the review.

## Background information

### 1. Evidence and Background information

[Dental Health – Facts and Figures about Herefordshire](#) – (link) – **Public Health**

[Obesity – Facts and Figures about Herefordshire](#) – (link) – **Public Health**

[Understanding Herefordshire 2018 – JSNA](#) – (link) – Page 45 Oral Health – Page 56 Obesity and Physical Activity – **Health and Wellbeing Board/Herefordshire CCG/Public Health**

[Care Quality Commission – Dental Services Inspections](#) – (link) – **CQC**

[Children’s Dental Health – Healthwatch Herefordshire Report – April 2018](#) – **Healthwatch**

### 2. Initiatives and Performance

To receive updates on initiatives to address childhood obesity and dental health, including those listed below. To include discussions around current performance; to include key performance indicators, where available, and presentations of progress made against outcomes:

[Herefordshire Health and wellbeing Strategy](#) – (link) – **Health and Wellbeing Board**

[National Child Measurement Programme \(NCMP\)](#) – (link) – Page 4 refers **Children’s Wellbeing, Herefordshire Council**

[Healthy Lifestyles](#) – (link) – **Public Health**

[Over the rainbow](#) – (attached below) – **Public Health**



Over the  
Rainbow.pdf

[Local Transport Plan](#) – (link – focus on active travel measures) – **Transport Team, Herefordshire Council**

### 3. Future issues and discussions

[Tipping the scales – LGA guidance, Use of Planning Powers to limit takeaways](#) – (link) – **Strategic Planning, Herefordshire Council**

[Obesity and the Food Environment](#) – (link) – **Public Health**

[NHS England – Starting Well: A Smile4Life Initiative](#) – (link) – **NHS England**

[Water fluoridation 2018](#) and [Water fluoridation - what it is and how it helps dental health](#) – **Public Health**



