

AGENDA

Children's Services Scrutiny Committee

Date: **Monday 6 July 2009**

Time: **10.00 am**

Place: **The Council Chamber, Brockington, 35 Hafod Road,
Hereford**

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

For any further information please contact:

Paul James, Democratic Services Officer

Tel: 01432 260460

Email: pjames@herefordshire.gov.uk

If you would like help to understand this document, or would like it in another format or language, please call Paul James, Democratic Services Officer on 01432 260460 or e-mail pjames@herefordshire.gov.uk in advance of the meeting.

Agenda for the Meeting of the Children's Services Scrutiny Committee

Membership

Chairman Councillor WLS Bowen
Vice-Chairman Councillor ME Cooper

Councillor WU Attfield
Councillor BA Durkin
Councillor P Jones CBE
Councillor G Lucas
Councillor JE Pemberton
Councillor SJ Robertson
Councillor RV Stockton
Councillor AM Toon
Councillor WJ Walling

Mr PF Burbidge
Mr T Leach
Mr N Parker
Mr T Plumer
Mr A Wood

Roman Catholic Church
Church of England
Secondary School Parent Governor
Primary School Parent Governors
Special School Governors

Non Voting

Ms K Berry
Mrs OR Evans
Mr M Harrisson
Mr C Mutton
Mrs D Strutt
Ms H Tank

Connexions
Special School Headteachers
Teacher Representative
Primary School Headteachers
Secondary School Headteachers
The Alliance

GUIDANCE ON DECLARING PERSONAL AND PREJUDICIAL INTERESTS AT MEETINGS

The Council's Members' Code of Conduct requires Councillors to declare against an Agenda item(s) the nature of an interest and whether the interest is personal or prejudicial. Councillors have to decide first whether or not they have a personal interest in the matter under discussion. They will then have to decide whether that personal interest is also prejudicial.

A personal interest is an interest that affects the Councillor more than most other people in the area. People in the area include those who live, work or have property in the area of the Council. Councillors will also have a personal interest if their partner, relative or a close friend, or an organisation that they or the member works for, is affected more than other people in the area. If they do have a personal interest, they must declare it but can stay and take part and vote in the meeting.

Whether an interest is prejudicial is a matter of judgement for each Councillor. What Councillors have to do is ask themselves whether a member of the public – if he or she knew all the facts – would think that the Councillor's interest was so important that their decision would be affected by it. If a Councillor has a prejudicial interest then they must declare what that interest is. A Councillor who has declared a prejudicial interest at a meeting may nevertheless be able to address that meeting, but only in circumstances where an ordinary member of the public would be also allowed to speak. In such circumstances, the Councillor concerned will have the same opportunity to address the meeting and on the same terms. However, a Councillor exercising their ability to speak in these circumstances must leave the meeting immediately after they have spoken.

AGENDA

	Pages
<p>1. APOLOGIES FOR ABSENCE</p> <p style="padding-left: 20px;">To receive apologies for absence.</p>	
<p>2. NAMED SUBSTITUTES</p> <p style="padding-left: 20px;">To receive details of Members nominated to attend the meeting in place of a Member of the Committee.</p>	
<p>3. DECLARATIONS OF INTEREST</p> <p style="padding-left: 20px;">To receive any declarations of interest by Members in respect of items on the Agenda.</p> <p style="padding-left: 20px;">GUIDANCE ON DECLARING PERSONAL AND PREJUDICIAL INTERESTS AT MEETINGS</p> <p style="padding-left: 20px;">The Council's Members' Code of Conduct requires Councillors to declare against an Agenda item(s) the nature of an interest and whether the interest is personal or prejudicial. Councillors have to decide first whether or not they have a personal interest in the matter under discussion. They will then have to decide whether that personal interest is also prejudicial.</p> <p style="padding-left: 20px;">A personal interest is an interest that affects the Councillor more than most other people in the area. People in the area include those who live, work or have property in the area of the Council. Councillors will also have a personal interest if their partner, relative or a close friend, or an organisation that they or the member works for, is affected more than other people in the area. If they do have a personal interest, they must declare it but can stay and take part and vote in the meeting.</p> <p style="padding-left: 20px;">Whether an interest is prejudicial is a matter of judgement for each Councillor. What Councillors have to do is ask themselves whether a member of the public – if he or she knew all the facts – would think that the Councillor's interest was so important that their decision would be affected by it. If a Councillor has a prejudicial interest then they must declare what that interest is and leave the meeting room.</p>	
<p>4. MINUTES</p> <p style="padding-left: 20px;">To approve and sign the Minutes of the meeting held on 30 March 2009.</p>	1 - 8
<p>5. SUGGESTIONS FROM MEMBERS OF THE PUBLIC ON ISSUES FOR FUTURE SCRUTINY</p> <p style="padding-left: 20px;">To consider suggestions from members of the public on issues the Committee could scrutinise in the future.</p>	
<p>6. PRESENTATION BY CABINET MEMBERS</p> <p style="padding-left: 20px;">The Cabinet Member (Children's Services) and the Cabinet Member (ICT, Education and Achievement) will comment on achievements or areas for improvement in the past year in their programme areas as they relates to this Committee, what will need to be addressed in the coming year and issues that they may wish to involve Scrutiny in the future.</p>	9 - 56

7.	KINSHIP CARE AND CHILDREN CARED FOR BY UNOFFICIAL CARERS	57 - 58
	To consider a report on the percentage of children in Kinship Care Placements and the position regarding children cared for by unofficial carers.	
8.	PROGRESS REPORT - DOMESTIC ABUSE	59 - 62
	To receive a report on progress made in addressing the needs of children affected by domestic abuse since the last report to the Committee in December 2008.	
9.	UPDATE ON CHILDREN'S SAFEGUARDING	63 - 82
	To receive an update on actions to achieve the Safeguarding Action Plan.	
10.	CONTINUUM OF PROVISION FOR CHILDREN & YOUNG PEOPLE WITH AUTISM SPECTRUM CONDITIONS IN HEREFORDSHIRE	83 - 100
	To consider the current provision for Children & Young People with Autistic Spectrum Conditions in Herefordshire and action plans for its further development.	
11.	CAPITAL BUDGET MONITORING	101 - 108
	To report the capital budget position for 2009/10 for the Children & Young People's Directorate.	
12.	CHILDREN AND YOUNG PEOPLE'S DIRECTORATE REVENUE OUTTURN REPORT 2008/09	109 - 114
	To consider the outturn report covering Children and Young People's Services for 2008/09.	
13.	COMPREHENSIVE AREA ASSESSMENT AND PERFORMANCE DIGEST – YEAR END 2008/2009	115 - 118
	To summarise the final proposals for assessing Children's Services under the Comprehensive Area Assessment and to present the Performance Digest for Children's Services for 2008-2009.	
14.	SWIMMING AT KEY STAGE 2	119 - 120
	To provide information on the swimming requirements as part of the National Curriculum at Key Stage 2.	
15.	COMMITTEE WORK PROGRAMME	121 - 124
	To consider the Committee work programme.	

PUBLIC INFORMATION

HEREFORDSHIRE COUNCIL'S SCRUTINY COMMITTEES

The Council has established Scrutiny Committees for Adult Social Care and Strategic Housing, Childrens' Services, Community Services, Environment, and Health. A Strategic Monitoring Committee scrutinises corporate matters and co-ordinates the work of these Committees.

The purpose of the Committees is to ensure the accountability and transparency of the Council's decision making process.

The principal roles of Scrutiny Committees are to

- Help in developing Council policy
- Probe, investigate, test the options and ask the difficult questions before and after decisions are taken
- Look in more detail at areas of concern which may have been raised by the Cabinet itself, by other Councillors or by members of the public
- "call in" decisions - this is a statutory power which gives Scrutiny Committees the right to place a decision on hold pending further scrutiny.
- Review performance of the Council
- Conduct Best Value reviews
- Undertake external scrutiny work engaging partners and the public

Formal meetings of the Committees are held in public and information on your rights to attend meetings and access to information are set out overleaf

PUBLIC INFORMATION

Public Involvement at Scrutiny Committee Meetings

You can contact Councillors and Officers at any time about Scrutiny Committee matters and issues which you would like the Scrutiny Committees to investigate.

There are also two other ways in which you can directly contribute at Herefordshire Council's Scrutiny Committee meetings.

1. Identifying Areas for Scrutiny

At the meeting the Chairman will ask the members of the public present if they have any issues which they would like the Scrutiny Committee to investigate, however, there will be no discussion of the issue at the time when the matter is raised. Councillors will research the issue and consider whether it should form part of the Committee's work programme when compared with other competing priorities.

Please note that the Committees can only scrutinise items which fall within their specific remit (see below). If a matter is raised which falls within the remit of another Scrutiny Committee then it will be noted and passed on to the relevant Chairman for their consideration.

2. Questions from Members of the Public for Consideration at Scrutiny Committee Meetings and Participation at Meetings

You can submit a question for consideration at a Scrutiny Committee meeting so long as the question you are asking is directly related to an item listed on the agenda. If you have a question you would like to ask then please submit it **no later than two working days before the meeting** to the Committee Officer. This will help to ensure that an answer can be provided at the meeting. Contact details for the Committee Officer can be found on the front page of this agenda.

Generally, members of the public will also be able to contribute to the discussion at the meeting. This will be at the Chairman's discretion.

(Please note that the Scrutiny Committees are not able to discuss questions relating to personal or confidential issues.)

Remits of Herefordshire Council's Scrutiny Committees

Adult Social Care and Strategic Housing

*Statutory functions for adult social services including:
Learning Disabilities
Strategic Housing
Supporting People
Public Health*

Children's Services

Provision of services relating to the well-being of children including education, health and social care.

Community Services Scrutiny Committee

*Libraries
Cultural Services including heritage and tourism
Leisure Services
Parks and Countryside
Community Safety
Economic Development
Youth Services*

Health

*Planning, provision and operation of health services affecting the area
Health Improvement
Services provided by the NHS*

Environment

*Environmental Issues
Highways and Transportation*

Strategic Monitoring Committee

*Corporate Strategy and Finance
Resources
Corporate and Customer Services
Human Resources*

The Public's Rights to Information and Attendance at Meetings

YOU HAVE A RIGHT TO: -

- Attend all Council, Cabinet, Committee and Sub-Committee meetings unless the business to be transacted would disclose 'confidential' or 'exempt' information.
- Inspect agenda and public reports at least five clear days before the date of the meeting.
- Inspect minutes of the Council and all Committees and Sub-Committees and written statements of decisions taken by the Cabinet or individual Cabinet Members for up to six years following a meeting.
- Inspect background papers used in the preparation of public reports for a period of up to four years from the date of the meeting. (A list of the background papers to a report is given at the end of each report). A background paper is a document on which the officer has relied in writing the report and which otherwise is not available to the public.
- Access to a public Register stating the names, addresses and wards of all Councillors with details of the membership of Cabinet and of all Committees and Sub-Committees.
- Have a reasonable number of copies of agenda and reports (relating to items to be considered in public) made available to the public attending meetings of the Council, Cabinet, Committees and Sub-Committees.
- Have access to a list specifying those powers on which the Council have delegated decision making to their officers identifying the officers concerned by title.
- Copy any of the documents mentioned above to which you have a right of access, subject to a reasonable charge (20p per sheet subject to a maximum of £5.00 per agenda plus a nominal fee of £1.50 for postage).
- Access to this summary of your rights as members of the public to attend meetings of the Council, Cabinet, Committees and Sub-Committees and to inspect and copy documents.

Please Note:

Agenda and individual reports can be made available in large print. Please contact the officer named on the front cover of this agenda **in advance** of the meeting who will be pleased to deal with your request.

The Council Chamber where the meeting will be held is accessible for visitors in wheelchairs, for whom toilets are also available.

A public telephone is available in the reception area.

Public Transport Links

- Public transport access can be gained to Brockington via the service runs approximately every half hour from the 'Hopper' bus station at the Tesco store in Bewell Street (next to the roundabout junction of Blueschool Street / Victoria Street / Edgar Street).
- The nearest bus stop to Brockington is located in Old Eign Hill near to its junction with Hafod Road. The return journey can be made from the same bus stop.

If you have any questions about this agenda, how the Council works or would like more information or wish to exercise your rights to access the information described above, you may do so either by telephoning the officer named on the front cover of this agenda or by visiting in person during office hours (8.45 a.m. - 5.00 p.m. Monday - Thursday and 8.45 a.m. - 4.45 p.m. Friday) at the Council Offices, Brockington, 35 Hafod Road, Hereford.



Where possible this agenda is printed on paper made from 100% Post-Consumer waste. De-inked without bleaching and free from optical brightening agents (OBA). Awarded the Nordic Swan for low emissions during production and the Blue Angel environmental label.

HEREFORDSHIRE COUNCIL

BROCKINGTON, 35 HAFOD ROAD, HEREFORD.

FIRE AND EMERGENCY EVACUATION PROCEDURE

In the event of a fire or emergency the alarm bell will ring continuously.

You should vacate the building in an orderly manner through the nearest available fire exit.

You should then proceed to Assembly Point J which is located at the southern entrance to the car park. A check will be undertaken to ensure that those recorded as present have vacated the building following which further instructions will be given.

Please do not allow any items of clothing, etc. to obstruct any of the exits.

Do not delay your vacation of the building by stopping or returning to collect coats or other personal belongings.

HEREFORDSHIRE COUNCIL

MINUTES of the meeting of Children's Services Scrutiny Committee held at The Council Chamber, Brockington, 35 Hafod Road, Hereford on Monday 30 March 2009 at 10.00 am

Present:	Councillor	SJ Robertson (Chairman)
	Councillor	WU Attfield (Vice Chairman)
	Councillors	ME Cooper, PGH Cutter, BA Durkin, G Lucas, JE Pemberton, RV Stockton, AM Toon and JD Woodward
	Church Members	none
	Parent Governor Members	Mr A Wood (Special School Governors)
	Teacher Representatives	Mr M Harrison (Teacher Representative)
	Headteacher Representatives	Mrs D Coates (Primary Headteachers), Mrs OR Evans (Special Schools) and Mrs D Strutt (Secondary School Headteachers)
	Community Representatives	Ms K Berry (Connexions) and Ms H Tank (The Alliance)

In attendance: Councillors PJ Edwards, JA Hyde (Cabinet Member Children's Services), TM James and PD Price (Cabinet Member ICT, Education and Achievement)

42. APOLOGIES FOR ABSENCE

Apologies were received from: Councillor Brig P Jones CBE, Mr T Leach, Mr C Mutton, Mr N Parker, Councillor W J Walling.
It was noted that Mr Griffin (Roman Catholic Church member) had moved out of county and had resigned and that Mr R Stevenson (primary school governor) had resigned.

43. NAMED SUBSTITUTES

Councillor P Cutter substituted for Councillor Brig P Jones CBE and Mrs D Coates substituted for Mr C Mutton.

44. DECLARATIONS OF INTEREST

Councillor A Toon declared a personal interest in agenda item 9 – Capital Budget Report – as a governor of Trinity School.

While not an interest Ms H Tank briefly informed the Committee of her role on the Alliance as it related to this Committee.

45. MINUTES

RESOLVED: That the minutes of the meeting held on 8 December 2008 be approved as a correct record and signed by the Chairman.

46. SUGGESTIONS FROM MEMBERS OF THE PUBLIC ON ISSUES FOR FUTURE SCRUTINY

No suggestions were received from Members of the public.

47. OFSTED APA OUTCOMES FOR CHILDREN'S SERVICES 2008

The Committee received an update on the outcome of the 2008 Annual Performance Assessment (APA) of services for children and young people in Herefordshire Council.

The Director of Children's Services presented her report on the APA letter from Ofsted, a copy of which had been appended to the agenda report. She commented that continuing progress was being made with most outcomes having improved since the last APA, with specific improvements being made in grades awarded for 'capacity to improve', including the management of services for Children and Young People (CYP) and Achieving Economic Well Being. She highlighted that with increased public awareness following the 'Haringey Baby P' case, the greatest risk was the area of safeguarding. A recent external review of safeguarding had been commissioned and was the subject of a later agenda report. The Director reported that she was leading the Local Safeguarding Board for Children to ensure it was appropriately focussed on developing good practice and quality assurance across agencies.

During the course of scrutinising the report the following principal points were noted:

- The Committee acknowledged that, overall, good progress was being made in the service, however, concern was raised regarding banded/statemented funding. The Director of Children's Services reported that work in this area was ongoing with schools being consulted later in the year and she accepted that the funding for children with special needs needed to be closely monitored.
- Referring to the 'Making a positive Contribution' weakness 'dissatisfaction amongst young people with the range of local activities...' it was reported that the new City Skateboard Park was already attracting young people from around the region. The Cabinet Member (Children's Services) reported that while still in its early stages improved levels of youth work was on-going in Aylestone Ward.
- The Director of Children's Services acknowledged that, when compared to the wide range of services provided by the Directorate, some specific comments reported within the Performance Assessment may seem to conflict. Concerning a question on the number of children in the looked after sector she responded there were currently 139, being a slight increase on previously reported figures.
- Questioned on the number of children's social work staff in the directorate, the Committee were informed there were 57 (full time and agency) undertaking a range of work.
- In response to a question concerning the number of 'out of County placements' both Herefordshire children placed out of County and children placed into the County, officers undertook to provide the Committee with the information.
- Referring to 'Achieving economic well-being' weakness 'people who progress

to work based learning...' concern was raised over the reliability of data collection, particularly around those young people who go on to college and then drop out. The Committee were informed that in such instances concerning Herefordshire students, colleges notify Connexions, who then follow up the matter with the student.

- Referring to 'Being Healthy' '...rising number of hospital admissions for alcohol misuse' comment was made that there seemed to be an increase in alcoholic drink cans/bottles in places where youths congregate. It was further commented that, through the Regulatory Committee, a firm line was being taken against premises that contravened the sale of alcohol laws.

RESOLVED: That

- a) **the Committee noted the content of the report and commended the staff and partners on the progress made this year; and**
- b) **The Committee noted the areas for improvement for the coming year – particularly safeguarding – in preparation for the forth coming anticipated CAA inspection in 2009.**

48. SAFEGUARDING ACTION PLAN

The Committee noted the actions taken by the Director of Children's Services and Herefordshire Safeguarding Children Board (HSCB) in regard to improving the effectiveness of safeguarding children arrangements in the County.

The Director of Children's Services reported that following the APA Inspection in October 2008 (see previous Minute) she had commissioned a review to examine the Directorate's safeguarding arrangements and interdependencies with the HSCB. The review had been carried out by an independent consultant. The consultant had found that there were some specific areas that required improvement and these were within the directorate at levels of casework; management; ICT and performance management and in the role of the Children's Trust and Safeguarding Board. She further reported that all the recommendation made by the consultant had been gathered into a full and detailed action plan which had been attached to the agenda report at appendix 1. The action plan had been approved by the HSCB and would continue to be closely monitored by the HSCB and the directorate leadership team.

On scrutinising the report the following principal points were noted:

- The Director was commended for the clarity of the Action Plan.
- The Committee requested that regular reports on actions to achieve the Safeguarding Action Plan be scheduled into the Committee work programme.
- Questioned on progress with Ref 3.1 concerning CRB checks, the Director of Children's Services reported that a CRB Team had been set up within Human Resources (HR). The Directorate were working with HR to ensure that all necessary staff, including school personnel, had up to date CRBs. Headteachers had also been briefed and strong action was being taken to ensure personnel complied. The Committee requested a briefing note on the number of CRB checks undertaken in the connection with the directorate.
- The Committee further noted that a CRB check had to be undertaken for each individual setting the person went into and therefore one CRB was not transferable.

RESOLVED: That

- a) **The Committee noted the report and contents of the Safeguarding Action Plan;**

- b) Regular update reports on actions to achieve the Safeguarding Action Plan be scheduled into the Committee Work Plan; and
- c) A committee briefing note be produced on the number of CRB checks undertaken in connection with the Directorate.

49. COMPREHENSIVE AREA ASSESSMENT AND PERFORMANCE DIGEST - OCTOBER- DECEMBER 2008/2009

The Committee received a summary of the proposals for assessing Children's Services under the Comprehensive Area Assessment and considered the Performance Digest for Children's Services for the third quarter, October to December 2008.

The Performance Improvement Manager reported that from 1st April 2009, the Comprehensive Area Assessment (CAA) will replace the current Comprehensive Performance Assessment. The CAA will assess those outcomes delivered by councils working alone or in partnership. The starting point will be the locally agreed priorities in the Local Area Agreement (LAA) and the Herefordshire Sustainable Community Strategy. The CAA will assess the prospects for the future achievement of these priorities by the Council and its partners. The area of children and young people will be a key focus within the CAA and will have a rigorous inspection regime, summarised in the agenda report.

She also reported that Ofsted had now published its proposals for assessing Children's Services under the CAA and these were set out in the report. She further reported that there are six children related indicators in the Local Area Agreement (LAA) and the agenda report indicated the current position regarding those indicators. She highlighted concerns about meeting the target NI 117 for the reasons set out in the report.

During the course of scrutinising the report the following principal comments were noted

- Questioned on NI 117 (% of 16-18 year olds who are not in education, employment or training (NEET)) the Committee were informed that some post 16 provision was now on stream, however, pre 16 provision was still to be developed.
- Referring to Digest HCS28 the Committee noted that the survey, which had arisen from the Committee's scrutiny review of Behaviour and Discipline, had been undertaken with the resultant data now being analysed. The results were expected towards the end of April.
- Questioned on the recruitment and retention of social workers the Director of Children's Services reported that following the 'Haringey Baby P' case, nationally there had been a down turn in social care recruitment. In Herefordshire a number of approaches had been taken to recruitment and efforts would continue to attract suitable staff at all levels. She was pleased to announce that a new Head of Safeguarding and Vulnerable had been appointed. While it was reported that there were 55 social workers in post, the Committee requested a briefing note on the exact number and type (full time, part time or agency) of employment of Social Workers in the Directorate.
- Referring to Digest NI 117 – Substance misuse – it was questioned whether there was any correlation between alcohol and drug misuse and whether the statistics for each, when available, could be disaggregated. The Committee noted that in a number of cases alcohol had led to drug misuse. The Performance Improvement Manager undertook to look into how these statistics could be best presented.

- Commenting that 18 weeks was along time to wait for a referral (Digest BH02) the Committee noted that a lot of work had been done by the CAMHS team and there were currently no children on the waiting list. A grant bid had been made and, if successful, further work would be done through a number of high schools to target children earlier.
- The Director of Children's Services confirmed that exit interviews were offered to staff (Digest HR04).
- While noting that 'the number of families occupying bed and breakfast accommodation had achieved the target of zero for quarter 3', the Committee questioned where the families were being housed if, as had also been stated, 'this is despite the increase in the number of families accepted as homeless?'. The Director of Children's Services responded that more permanent accommodation had been found, however, she undertook to provide further information.
- Responding to whether a briefing note had been provided on children's dental waiting lists, as requested at a previous meeting, the Democratic Services Officer undertook to investigate.
- Referring to Digest indicator 6014SC, the Performance Improvement Manager reported that difficulties had arisen in recruiting foster carers. Questioned further the Committee were informed that this had related to attracting foster carers for all ages but particularly caring for young people. The Cabinet Member (Children's Services) reported that part of the problem had been the level of remuneration to the foster carer, however, following review Herefordshire was now inline with its neighbouring counties in this respect.

RESOLVED: That

- a) **The performance achieved for the third quarter of 2008/09 be noted;**
- b) **Clarification be provided on the exact number and employment type of Social Workers in the directorate;**
- c) **A Committee briefing note be produced outlining the range and type of provision offered to homelessness families; and**
- d) **The provision of a briefing note on Children's dental waiting lists be investigated.**

50. CAPITAL BUDGET REPORT 2008/9

The Committee considered the Capital budget position for 2008/09 for the Children & Young People's Directorate and were provided with detailed information on variances between planned expenditure and the forecast outturn at 31 March 2009.

The Schools Access and Planning Manager presented the agenda report. Details of expenditure on capital projects were set out in the appendix. He reported that while the planned spend for 2008/9 had been £17.6m the actual forecast spend was £14.6m. The bulk of the variances of £3.0m was accounted for by a small number of schemes, the balances for which would be carried forward to 2009/10. He highlighted that as a result of the contractor for the Riverside school rebuild scheme going into administration, resulting in several months delay to the build programme, the budget spend for the project had been re-profiled.

The Committee noted that the Harnessing Technology Grant, referred to at paragraph 8.10, was entirely capital based.

Questioned whether the Bradbury Lines Section 106 funding (£182,443) would be lost, it was claimed that Central Planning Committee had ring-fenced the sum to improve the LEA pool, the Schools Access and Planning Manager reported that the sum was for education facilities and a number of possible beneficiaries in the area

had been identified. Continuing the LEA Pool theme the Committee requested a briefing note on Key Stage 2 pupil attainment in swimming.

Responding to whether local Members had been consulted concerning 'The Coughton' (see report para 8.7.5) the Director of Children's Services commented that ward Members would have been consulted, however, the priorities for the allocation of funding were set out in the Schools Asset Management Plan.

RESOLVED: That the report be noted and:

- a) **A report setting out the Key Stage 2 pupil achievement in swimming be presented to the July Committee; and**
- b) **A copy of the Schools Asset Management Plan be placed in the Members Room Library.**

51. REVENUE BUDGET MONITORING 2008/9

The Committee considered a report on the monitoring of the revenue budget for 2008/09 for the Children & Young People's Directorate.

The Finance Manager reported that based on expenditure to 28 February 2009 a revenue budget underspend of £567,000 was forecast arising mainly from savings in transport and active budget management by the Directorate. His report, which had been issued with the agenda, set out the areas of budget variation with commentary and provided a detailed budget analysis at appendix 1.

The Director of Children's Services reported that a bid would be made in accordance with the year end procedure to use any carry forward to facilitate the move to locality teams and restructure the Directorate.

The Committee noted that following a significant reduction in fuel prices since the summer, an underspend was now anticipated within the transport budget. However, the current uncertainty regarding the 14 – 19 provision may adversely impact future transport budgets.

Generally the levels of school balances in Herefordshire were reducing although nationally balances were increasing and future government action to impose a national claw back scheme remained a real possibility.

Questioned on Special Needs funding, and specifically the policy for supporting children with Autism, the Committee were informed that there was a wide continuum of disability within the term Autism and therefore assessments were made through statementing. Many such pupils could, and did, attend either main stream school or the Brookfield special school, however, in a very small number of cases pupils needed to be placed out of County for their education. The Committee requested further information on the number of Autistic children in the County and the policy for their education.

The Committee noted that, as the music service was self financing, the Council provided no financial support and hence a zero net budget. The £247,000 expenditure figure, stated in appendix 1, related to expenditure which was paid for by income received direct from schools and parents.

Responding to whether funding was available for 'gifted and talented' pupils the Committee were informed that the Standards Fund contained a small provision to schools as did the Specialist Schools Grant.

RESOLVED: That the report be noted and a report setting out the number of Autistic children in the County and the policy for their education be presented to the July Committee meeting.

52. ESTABLISHING LINK ROLES FOR SCRUTINY MEMBERS TO SUPPORT EVERY CHILD MATTERS

The Committee considered the establishment of Scrutiny Link Members in support of Every Child Matters (ECM).

At a previous meeting the Chairman had suggested that there was a need to ensure that Committee members had a fuller understanding of the complex and diverse services the Children's Services directorate delivered across the County. It had been suggested that members of the Committee volunteer to align themselves to one of the five outcome areas of Every Child Matters. It was emphasised that these 'ECM Link Members' would only shadow or observe appropriate meetings when invited by officers. A suggested terms of reference for ECM Link Members was appended to the agenda report.

RESOLVED: That the Committee adopt the recommended format for the role and title of Link and Vice Link Member for ECM and the roles be established with immediate effect and the ECM Link Member role be reviewed in one year.

53. COMMITTEE WORK PROGRAMME

The Committee considered its work programme.

RESOLVED That subject to the inclusion of reports on the issues identified earlier the work programme be approved and reported to Strategic Monitoring Committee.

For July 2009:

- the Safeguarding Action Plan (referred to at Minute 48);
- Key Stage 2 achievement in swimming (referred to at Minute 50)
- the number of Autistic children in the County and the policy for their education (referred to in Minute 51)

For March 2010:

- Review of the ECM Link Member Role (referred to in Minute 52).

The meeting ended at 12.15 pm

CHAIRMAN

**PRESENTATION BY THE CABINET MEMBER
(CHILDRENS SERVICES) AND THE CABINET MEMBER
(ICT, EDUCATION AND ACHIEVEMENT)**

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To present an update on performance in 2008/2009 in relation to Children's Services and to set out the priorities for 2009/2010.

Financial Implications

2. None identified

Considerations

3. Attached to this report are the Children and Young People's Directorate Plan 2009-2011, and the Performance Digest Year End Outturns 2008/2009.
4. These documents will form the background for the Cabinet Member's presentation to the Committee meeting.

RECOMMENDATION

THAT the Committee note the content of the presentation and the documents provided.

BACKGROUND PAPERS

- None identified

Outcomes of APA 2008 (2007 scores in brackets)

- Overall effectiveness of Children's Services – 2 (2)
- Be Healthy – 3 (3)
- Stay Safe – 2 (2)
- Enjoy and Achieve – 3 (3)
- Positive Contribution – 2 (2)
- Economic Wellbeing – 3 (2)
- Capacity to improve – 3 (2)



Working together for the people of Herefordshire



Outcomes of APA 2008 What we do well....

- Health care and outcomes for looked after children
- Good progress in respect of CAMHS
- Educational standards and attainment
- Reduction in permanent exclusions
- Reducing number of first time entrants to the Youth Justice System
- Volunteering rates
- Standards and achievement for post 16 students
- Young offenders in full time EET
- Prioritisation and performance management



Working together for the people of Herefordshire



Outcomes of APA 2008 Room for improvement....

- Hospital admissions for alcohol misuse
- Referrals and assessments for children's social care
- Standards at Key Stage 1
- Targeted Youth Support
- High number of young people in jobs without training
- Access to a range of local activities and places to go for young people



Working together for the people of Herefordshire



Key achievements in 2008-2009

- Completed new DLT recruitment
- Consultation on the 'No Wrong Door' approach to locality working
- Launch of new Children and Young People's Plan
- Sustained performance in improving outcomes for looked after children
- Approval of Primary Strategy for Change
- Development of Children's Trust arrangements
- Relaunch of Common Assessment Framework (CAF)
- Successful bids – Targeted Mental Health in Schools, Co-location, Think Family
- Externally commissioned safeguarding review / refresh of HSCB



Working together for the people of Herefordshire



Priorities for the coming year

- Refreshed expectations around safeguarding
- Implementation of 'No Wrong Door' approach to locality working – embedding CAF
- Implementation of School Task Force proposals
- New inspections under Comprehensive Area Assessment
- Machinery of Government changes – including Connexions and Learning and Skills Council
- Capital programme for schools – Building Schools for the Future, Primary Strategy for Change



Working together for the people of Herefordshire



How can scrutiny support this agenda?

- Building understanding and knowledge through Scrutiny leads
- Implementation of Scrutiny Forward Plan
- Subject reviews as part of the Forward Plan
- Members' seminars – future topics?



Working together for the people of Herefordshire



Children and Young People's Directorate Plan 2009-2011

*Making a positive difference to the lives of
children and young people*

Contents

Page:

1 The role of the directorate : what we do	
1.1 Vision and priorities	1
1.2 Overall purpose	1
1.3 Overall context of the directorate	2
1.4 Working with other directorates and partners	3
2 Current performance on improving outcomes : how well we are doing	
2.1 Annual Performance Assessment.....	4
2.2 Current performance	5
2.3 Employee Opinion Survey	6
2.4 Finance / Value for Money	7
2.5 Consultation and customer / stakeholder feedback.....	7
2.6 External assessments	8
3 New service requirements and priorities : what is changing	
3.1 Emerging issues from customer / stakeholder consultation.....	10
3.2 Summary of new legislation / national guidance.....	10
3.3 New corporate policies	11
3.4 Changes to directorate structures and systems	12
3.5 Workforce Strategy	12
3.6 Directorate major projects.....	13
4 Priorities and actions for 2009-2011 : what we will do	
4.1 Directorate priorities	15
4.2 Performance management arrangements	15
4.3 Action Plan 2009-2011	17-33

Appendices:

Appendix 1 Annual Performance Assessment 2008 gradings by outcome.....	35
Appendix 2 Directorate Risk Register 2009-2010	36
Appendix 3 Additional performance indicators for which the directorate is the lead.....	38
Appendix 4 Environmental impacts	40

Directorate Leadership Team:

Sharon Menghini (Director of Children's Services)
Chris Baird (Head of Planning, Performance and Development)
Suzie Goodman (Interim Head of Safeguarding and Vulnerable Children)
Kathy Roberts (Head of Improvement and Inclusion)
Kathy O'Mahony (Head of Community Operations)

Section 1 The role of the directorate : what we do

1.1 Vision and priorities

Our vision is to improve the lives of children and young people in Herefordshire by creating and implementing an integrated set of services that are:

- Responsive and accessible
- Focused on the needs of our customers
- Promote early intervention
- Deliver better outcomes for children and young people
- Make a real difference to children and young people, their parents/ carers and families

Our priorities for 2009/2011 are:

<i>For children and young people, their families, parents/carers....</i>	To ensure that children and young people who do not meet the threshold for social care services have their needs met through alternative approaches and services.
	To embed effective safeguarding arrangements across all services and agencies
	To focus on early years so that children and young people have the best possible start in life
	To build high achieving sustainable education and learning communities
	To be ambitious for children in our care delivering excellent care and high aspirations
<i>For ourselves....</i>	To create and sustain an organisation that is 'fit for purpose'

1.2 Overall purpose

The Children and Young People's Directorate, with its local partners, is responsible for delivering services to improve the outcomes for all children and young people in Herefordshire.

The overarching framework for the directorate's activities is the Children and Young People's Plan. The Children Act 2004 requires all local authorities to develop a Children and Young People's Plan with its partners, which will identify the priorities to promote the well-being of children and young people. Well-being is defined through these five shared outcomes:

- Being healthy
- Staying safe
- Enjoying and achieving
- Making a positive contribution
- Achieving economic wellbeing

The Plan is an overarching strategic plan, detailing the services for children and young people up to the age of 19, young people aged 20 and over leaving care, and young people up to the age of 25 with learning difficulties.

The Children and Young People’s Plan 2008-2011 has been agreed by all those partner agencies that provide or commission services for children and young people in Herefordshire, through the Children’s Trust. It details the priority areas where improvements are needed to enhance outcomes for children and young people, and to lessen the gap between those who are disadvantaged and those more fortunate.

The Director of Children’s Services, through management of the directorate and leadership of the Children’s Trust arrangements, has statutory responsibility for all requirements of the legislation relating to children and young people’s services and the Children Act 2004, in particular.

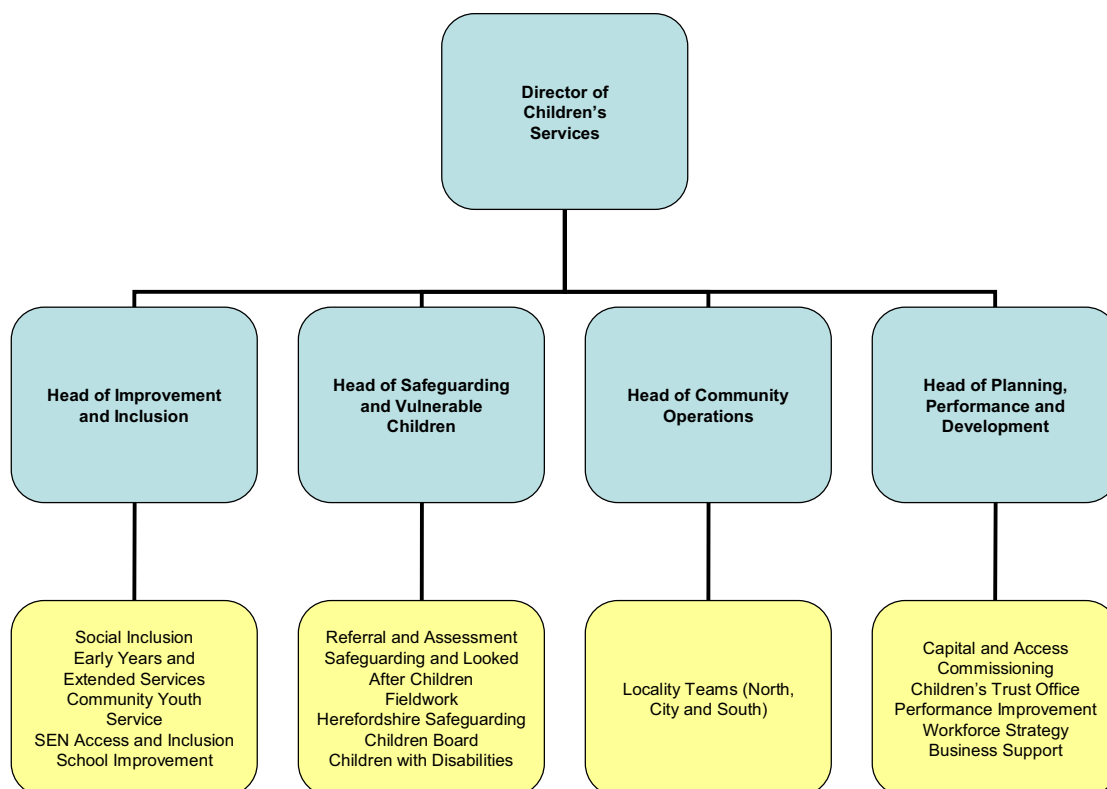
The Children and Young People’s Directorate Plan sets out the contribution the directorate will make to deliver the vision and supporting priorities in the Children and Young People’s Plan. It is supported by the following network of team plans:

School Improvement	Fieldwork
Community Youth Service	Herefordshire Safeguarding Children Board
Social Inclusion	Children’s Trust Office
Access and Inclusion and SEN	Capital Access and Commissioning
Early Years and Extended Services	Workforce Strategy
Referral and Assessment	Performance Improvement
Safeguarding and Looked After Children	Business Support and Administration

1.3 Overall context of the directorate

The Children and Young People’s Directorate employs about 4,100 staff (3,600 in schools and early years settings and 500 in the directorate) and has an annual revenue operating budget of approximately £23m (excluding grants and Dedicated Schools Grant). The capital programme for the directorate is £80m over three years (2008-2011).

The current structure of the directorate is shown below, together with a brief overview of the services provided within each division.



Advice and support in relation to HR, ICT and finance is provided to the directorate by the Deputy Chief Executive's Directorate and Resources Directorate respectively. Service level agreements detail the nature and scope of services provided by them.

At a political level, there are two Cabinet Members – one for Children's Services and one for ICT, Education and Achievement. There is also a Children's Services Scrutiny Committee.

1.4 Working with other directorates and partners

Children's Trust arrangements have been operating in Herefordshire since July 2007. In September 2008, a review of the governance arrangements was undertaken leading to recommendations for revised membership and ways of working for the Board, Management Group and Outcome Groups.

Membership of the Children's Trust includes Herefordshire Council; schools; NHS Herefordshire, including GPs; representatives from the voluntary and community (third) sector; West Mercia Constabulary; Learning and Skills Council, Herefordshire, Worcestershire and Shropshire; Connexions, Herefordshire and Worcestershire; Herefordshire Hospitals NHS Trust; Worcestershire and Herefordshire Youth Offending Service and Herefordshire Probation Service.

The Children's Trust Board, chaired by the Cabinet Member for Children's Services, is the strategic decision-making body, comprising those agencies that

currently commission or buy services that impact on children and young people.

The directorate works closely with other directorates of the Council in order to deliver its priorities, notably:

Directorate	Areas of joint working	Directorate	Areas of joint working
Regeneration	Housing Lifelong learning	HR	HR advice and support Staffing and appointments Recruitment Training
Adult Social Care	Transition planning	Environment and Culture	Transport Cultural projects Leisure
Resources	Asset management Schools capital programme Schools building / maintenance School meals Revenue budget Schools budget Capital programme Value for Money Procurement	Deputy Chief Executive	ICT in schools Herefordshire Partnership Equality and diversity Research Risk

Section 2: Current performance on improving outcomes : how well we are doing

2.1 Annual Performance Assessment

The Annual Performance Assessment grading for 2007/2008 rated Herefordshire as satisfactory. The inspectors concluded that:

“Herefordshire Council delivers services for children and young people that meet minimum requirements. Its good capacity to improve is reflected in further improvements in educational standards and achievement, particularly for young people aged 14 to 19. Health outcomes for children and young people continue to be good, particularly for those who are looked after. Children and young people make a positive contribution to their community. There have been improvements in most outcomes since the previous APA. However, some aspects of staying safe deteriorated, primarily as a consequence of shortages of social workers. Service managers identified weaknesses in the administration of Criminal Records Bureau (CRB) checks and have taken swift and effective action to ensure compliance with requirements. The management of council services is adequate overall.”

The overall gradings are set out below and a summary of the strengths and areas for improvement, by the five outcomes, is included at Appendix 1 to this plan.

Areas for judgement	Grade awarded 2005	Grade awarded 2006	Grade awarded 2007	Grade awarded 2008
The contribution of the local authority’s children’s services in maintaining and improving outcomes for children and young people	2	2	2	2
The council’s overall capacity to improve its services for children and young people	2	2	2	3
The contribution of the local authority’s social care services in maintaining and improving outcomes for children and young people	1	2	2	2

4: outstanding/excellent; 3: good; 2: adequate; 1: inadequate

2.2 Current performance levels

There is a solid foundation of performance across children’s services. The directorate continues to prioritise embedding performance management across all service levels. Performance levels can be summarised as follows:

- Herefordshire’s GCSE results are the best in the West Midlands. 69.4% of pupils achieved 5 or more A*-C GCSEs in the 2008 exams, a rise of 7.4% on 2007 and 3.7% above the national average. Those achieving 5 or more A*-C GCSEs including English and Maths has risen by nearly 2% to 52.5%.
- All schools are engaged in the Healthy Schools programme and over three-quarters have achieved Healthy Schools Status against the national

Healthy Schools Standard. The service continues to be rated 'green' by Government Office West Midlands.

- Key Stage 1 remains a key area of focus with results down again in 2008, as does achievement in the Early Years Foundation Stage. Targeted work over the last two years is expected to deliver improvements for Key Stage 1 results in 2009. Achievement in the Early Years Foundation Stage has been impacted by the high number of 'summer-born' children, an increase in the number of children with additional needs and those with English as an additional language.
- The targets for primary and secondary school absence (HCS 33 and 34) for the academic year 2007/2008 were not achieved although performance remained in line with the previous year's outturn at 5.19% and 7.4% respectively.
- The continuing shortage of social workers has had an adverse impact on some social care indicators, particularly around timeliness of initial assessments. Successful overseas recruitment campaigns have been undertaken in 2008 and the target establishment of social workers should be achieved by March 2009.
- Performance in relation to looked after children, specifically placement stability, health, case reviews, participation in reviews and educational attainment is very strong. The 2008 fostering inspection rated the service as "good with some outstanding features" and the adoption inspection noted a particular strength around support for adopted children and their adoptive families.
- Whilst the number of looked after children has fallen over the last year, there has been a significant increase in the number of children subject to a child protection plan.

2.3 Employee Opinion Survey

There was a 36% response rate to the 2008 Employee Opinion Survey (equating to 167 responses out of a total sample of 460) and key issues highlighted in the survey for the directorate were:

- Over three-quarters of those responding to the survey feel valued by their immediate line manager/supervisor (and this is a significantly higher rate than compared to the council rate overall)
- A higher percentage of those responding to the survey (compared to the overall council rate) disagreed with the statement 'Morale within my work area is generally good'
- A higher percentage of those responding to the survey (compared to the overall council rate) strongly disagreed with the statement 'Relations between senior management and employees are good'
- A higher percentage of those responding to the survey (compared to the overall council rate) disagreed with the statement 'I sometimes feel bullied/harassed by colleagues'

- A higher percentage of those responding to the survey (compared to the overall council rate) strongly disagreed with the statement 'I can meet the requirements of my job without working excessive hours'
- 65% of respondents agreed with the statement 'I have the opportunity to comment and ask questions about organisational change before, during, and after it has happened'.
- 64% of respondents agreed that they get recognition for a job well done.
- The percentage of respondents that agree they have the resources to do their job properly has been on a downward trend over the last 3 years

2.4 Finance / Value for Money

The Council's Medium Term Financial Strategy provides the budgetary context for the delivery of the directorate plan. The broad financial outlook is one of nil growth (except for pay inflation) and increasing requirements to deliver Gershon efficiencies until the end of 2011. The financial constraints during this period will pose significant challenges to the directorate's capacity to deliver high quality services to all client groups. Inevitably, some services will have to be delivered differently at a reduced cost. The directorate, with Members, will face some increasingly tough decisions in the years ahead.

The Dedicated Schools Grant will continue to reduce over the period due to falling rolls, which will impact on the capacity of schools to deliver high quality education.

More creative use of funding streams and effective review and commissioning of services will be essential to deliver services to meet the needs of children and young people.

The directorate has achieved a balanced budget position for 2008/2009 but it faces ongoing financial pressures, mainly as a result of the increasing costs of external agency placements and increased fostering placements. Transport and energy costs remain volatile with a consequent affect on the budget. The Council has a statutory responsibility to meet the needs of individual children and as each new placement typically costs in excess of £150,000 per year, this will be a continuing cost pressure over the next three years. Effective early intervention and support for families will be essential in ensuring that the directorate can stay within budget, together with an ongoing commitment to ensure value for money from placements through tighter commissioning and contract monitoring.

The directorate will be proactively developing and implementing mechanisms to enable it to evaluate value for money of the services it provides. This is within the context that the authority is one of the lowest funded in the country, yet still achieves very positive outcomes for its children and young people.

2.5 Consultation and customer/stakeholder feedback

Throughout 2008, the **Shadow Children's Trust Board** has been meeting regularly and influencing the work of the Children's Trust and the directorate. Key issues of concern highlighted by the Board include:

- Improving the number and range of young people involved in getting their voice heard, ensuring representation from vulnerable groups
- More involvement in recruitment, selection, training and performance appraisal of professionals
- More positive things to do and places to go
- Better public transport
- Tackling bullying
- Addressing fear of crime

In the summer of 2008, the **Tellus3 survey** was undertaken of pupils in selected schools. Only four schools responded to the survey which meant that the results were not statistically significant and could not be weighted and compared with national results. In summary, the survey found:

- 89% considered themselves to be very or quite healthy, a slight increase on the 2007 outturn of 83%
- 34% of respondents reported having never been drunk; 24% have been drunk but only once or twice and not recently
- The top three things that young people worry about most are exams (66%), their future (59%) and school work (43%). 21% worried about being bullied.
- 53% enjoy school always or most of the time (43% in 2007); more fun / interesting lessons would help them do better (88%).
- 68% had given their time to help a charity, local voluntary group, neighbour or someone else in the local area
- Asked what would make the area a better place to live, better shops, better activities for children and young people and better sports clubs/centres were the top three criteria.

36% of schools responded to the Audit Commission's **schools survey** in July 2008 (equating to 37 schools out of a total of 102) which asks schools to assess the contribution of services offered by the Council. In summary, the survey found that:

- Overall, secondary schools were more positive about the council than primary schools
- Areas rated satisfactory or better were:
 - *Provision of advice to parents/carers to keep children and young people healthy*
 - *Support for road safety*
 - *Reducing and preventing crime against children and young people*
 - *Provision for early years education in meeting local needs*
 - *Support to develop self-management in schools to secure school improvement*
 - *Effectiveness in challenging schools to perform better*
 - *Effectiveness and reliability of home to school transport*
- In all but a very few areas, Herefordshire was placed in the bottom quartile, compared with national data, and the results flagged as statistically significantly worse than in 2007

- Compared with the 2007 survey, the following areas have the biggest negative percentage change:
 - *Strategic approach to developing the children's service workforce:* -42%
 - *Leadership of senior officers:* -39%
 - *Leadership of elected members:* -35%
 - *Support to improve personnel processes and management in schools:* -34%
 - *Effectiveness of educational psychology support:* -31%
 - *Council's knowledge and understanding of schools and the communities they serve:* -30%
 - *Support to improve resource and financial management in schools:* -30%

2.6 External assessments

In addition to the Annual Performance Assessment, a large number of the directorate's services are subject to external assessment and inspection throughout the year, including the rolling programme of Ofsted inspections of schools and childcare settings. The overall current inspection ratings (as at February 2009) are:

	Outstanding	Good	Satisfactory	Inadequate
Primary schools	5	40	33	3
Secondary schools	5	4	5	0
Special schools / Pupil Referral Units	3	0	1	0
All childcare settings	10	198	79	3

The RAG ratings applied by Government Office West Midlands, supported by the Field Forces, to other services in the directorate include:

Service	RAG rating
14-19 Strategy and Education Plan	Amber / Green
Children's Centres	Green
Early Years – Education	Dark Green
Extended schools	Green
Healthy Schools	Green
Targeted Youth Support	Green
Teenage Pregnancy	Green

Section 3: New service requirements and priorities : what is changing

3.1 Emerging issues from customer / stakeholder consultation

The Strategic Review meeting was held with Government Office West Midlands in January 2009 when the areas of focus for the Children's Trust, and directorate, were agreed for the coming year. These were informed by the outcome of the Annual Performance Assessment and current performance. The agreed areas of focus are:

- Indicators in the Local Area Agreement (Effectiveness of CAMH services; obesity in year 6; participation in PE and sport; rate of re-offending; participation in positive activities; 16-18 year olds who are NEET)
- Reducing risk taking behaviour, including substance misuse and teenage pregnancy
- Safeguarding arrangements
- Educational attainment, particularly at Key Stage 1 and 2
- School organisational planning
- 14-19 provision
- Statutory education targets
- 'No Wrong Door' – locality working approach

3.2 Summary of new legislation / national guidance

In December 2007, the Government published the National Children's Plan, ***Building Brighter Futures***. One year on, it published a progress report together with the priorities for the coming year, all of which will impact on the directorate and its work:

Be Healthy

- legislate to eradicate child poverty by 2020
- extend the offer of a free childcare place to more 2-year-olds
- introduce new ways to support parents and children when family relationships break down;
- publish a new child health strategy, *Healthy Lives, Brighter Futures*, to improve children's health services
- take forward the recommendations of the CAMHS review
- continue to invest in creating exciting spaces and activities that children and young people want to get involved with
- further expand the number of short breaks for disabled children and their families, including those with the most acute needs.

Stay Safe

- respond to Lord Laming's report to strengthen the arrangements for safeguarding children
- establish a new taskforce to strengthen and reform the social work profession
- respond to the independent review of the impact of the commercial world on children's wellbeing
- require schools to record all incidents of bullying.

<p>Enjoy and Achieve</p>	<ul style="list-style-type: none"> ▪ work with schools to help more parents get involved in their child's learning ▪ publish final recommendations on improving the primary curriculum ▪ work with schools to raise expectations and aspirations for children with special educational needs ▪ take forward recommendations on improving speech, language and communication provision ▪ publish a strategy to help all primary schools improve and ensure no child is left behind; ▪ improve standards in schools through the National Challenge ▪ make available the new Masters in Teaching and Learning to teachers in National Challenge schools to improve their professional skills and subject knowledge ▪ publish a new schools White Paper setting out proposals for greater co-location of services, partnership between schools and other services and a new School Report Card to help parents understand how their local schools are performing
<p>Positive Contribution</p>	<ul style="list-style-type: none"> ▪ publish guidelines on young people's alcohol consumption ▪ extend the Family Intervention Project into more areas ▪ ensure more youth facilities are open on Friday and Saturday nights.
<p>Economic Wellbeing</p>	<ul style="list-style-type: none"> ▪ introduce five more Diplomas and a national apprenticeships service
<p>Service management</p>	<ul style="list-style-type: none"> ▪ legislate to strengthen Children's Trusts in every local area to ensure that all local services work together to improve outcomes for children and young people.

3.3 New corporate policies

The **Local Area Agreement** contains 15 locally determined priorities and 35 indicators. 6 of the indicators are specifically related to children and young people. The Children's Trust, and directorate, has prioritised the achievement of these indicators within its planning and performance processes.

In 2009-2010, the new **Comprehensive Area Assessment** (CAA) will be introduced. The CAA framework is concerned with those outcomes delivered by councils working alone or in partnership including health and wellbeing; community safety and cohesion; sustainable communities; economic development; housing; and children's and older people's services. Ofsted has consulted on its proposals for assessing children's services and inspecting services for children in care and safeguarding as part of the CAA. The arrangements will be:

- an annual rating for children's services from Ofsted to comply with the requirements of the Education and Inspections Act 2006
- a new 'performance profile' for local authorities, updated quarterly – used to arrive at a rating and to trigger inspections
- a new three-yearly programme of inspections of services for children in care and safeguarding starting from 1 April 2009

- annual, unannounced safeguarding visits to local authority contact, referral and assessment centres

3.4 Changes to directorate structures and systems

Integrated working practices have been in development for many years in parts of the county and around some needs groups and there are already good examples of integrated teams and multi agency practices. The aim is to establish joint agency locality teams between 2009 and 2010, with a second phase to follow over 2010 and 2011. The plan for Herefordshire is to have multi agency locality teams, but with some professional advice and supervision being provided from outside the team for some professions. Some services may well be co-located with the locality teams, and many services will be aligned to the localities with a view to being part of them at a later stage.

The directorate has taken steps to strengthen some central functions and reorganisation in 2008/2009 has resulted in the creation of the following teams within Planning, Performance and Development:

- Capital Commissioning and Planning
- Children's Trust Office
- Workforce Strategy
- Business Support
- Performance Improvement

The directorate is committed to effective service delivery and support and further changes will take place in 2009/2010 and 2010/2011 across the Children's Trust and within existing budgets.

3.5 Workforce strategy

The National Children's Plan set out the Government's ambition that this should be the best country in the world for children and young people to grow up in. It recognised that the people who work – and volunteer – with children and young people are critical to achieving those ambitions. It has now published the **2020 Children and Young People's Workforce Strategy**. The vision of the strategy is that everyone who works with children and young people should be:

- ambitious for every child and young person;
- excellent in their practice;
- committed to partnership and integrated working;
- respected and valued as professionals.

The strategy also sets a clear direction for the development of every part of the children and young people's workforce. The expectation is that Children's Trusts will publish local workforce strategies as part of their Children and Young People's Plan setting out how they will lead the development of the children and young people's workforce in their area.

The existing Children and Young People's Workforce Strategy for Herefordshire is being refreshed in the light of the new national strategy. Key areas of the action plan focus on:

- Establishing a management and governance structure to oversee the full work programme
- Implementing the Common Core Knowledge and Skills across the workforce
- Establishing effective and efficient recruitment and selection strategies for the workforce
- Ensuring that the Common Assessment Framework is embedded in practice
- Improving leadership and management skills
- Sharing professional learning and development

Other areas for development within the strategy will focus on Targeted Youth Support, Parenting Strategy and Children with Disabilities Strategy

3.6 Directorate major projects

Over the lifetime of this plan and in order to deliver the vision and priorities set out in Section 1.1, the directorate will be undertaking the following major projects:

Project	Brief summary	DLT accountable lead	Lead manager
Building Schools for the Future	May be brought forward by DCSF. Aims to rebuild or refurbish all secondary age provision. If approved, preparation work would begin in 2009/2010	Head of Planning, Performance and Development	Schools Planning and Access Manager
Primary Strategy for Change	Initially around £8m programme to 2011 although Strategy is for 14 years. Subject to DCSF approval. Main project is the new build of a primary school in Leominster	Head of Planning, Performance and Development	Schools Planning and Access Manager
Locality team approach	Consultation on proposals launched in January 2009 to effect three locality teams in Herefordshire	Head of Community Operations	Head of Community Operations
Common Assessment Framework and embedding thresholds	Focused on early intervention and prevention for children in need	Head of Community Operations	Head of Community Operations
Machinery of Government changes, including Connexions, 14-19 and Learning and Skills Council (LSC)	Development of suitable curriculum for all at KS4 and progression opportunities at 16 and beyond. Improvement of provision of Information, Advice and Guidance including new responsibilities for the Connexions service. Responsibility from 2010 for commissioning post-16 education (currently carried out by LSC)	Head of Improvement and Inclusion	14-19 Strategy Manager
Additional needs	Development of overarching strategy for Additional Needs	Head of Improvement and Inclusion	Access and Inclusion Manager

Project	Brief summary	DLT accountable lead	Lead manager
Herefordshire Safeguarding Children Board and safeguarding action plan	Improving the effectiveness of our services and partnership working to better safeguard our children and young people	Director of Children's Services	HSCB Business Manager
Capital commissioning programme across the directorate	Develop and implement a transparent system for the coordination and prioritisation of capital schemes across the Directorate and with partners, including other Council directorates and Herefordshire NHS.	Head of Planning, Performance and Development	Schools Planning and Access Manager
Review of admissions and transport	In the light of greater emphasis in CYPD being placed on front line delivery through integrated teams, or teams of particular expertise and remit, this review will seek to build on current good practice and develop a structure that takes into account future service requirements.	Head of Planning, Performance and Development	Schools Planning and Access Manager
Development of commissioning approach in Children's Trust	Support from the DCSF Commissioning Programme to move to joint commissioning approach by pooling or aligning resources with partners.	Head of Planning, Performance and Development	Children's Trust Business Manager
Workforce Strategy	Development and implementation of One Children's Workforce Tool	Head of Planning, Performance and Development	Workforce Strategy Manager
Business support – fit for purpose to support directorate	Alignment of current business support and administration to meet the needs of the directorate	Head of Planning, Performance and Development	Business Support Manager
Performance improvement	Improved outcomes for children and young people through effective challenge and support of services	Head of Planning, Performance and Development	Performance Improvement Manager
Targeted Mental Health in Schools	Implement successful bid to be in the second phase of the TaMHS pilot in England as a pathfinder. Pilot starts in April 2009 and will run for two years. Joint local authority and PCT project. Will receive £220K for 2009/10 and £150K for the following year.	Head of Community Operations	Manager of Social Inclusion

Section 4: Priorities and actions 2009-2011 : what we will do

4.1 Directorate priorities

Our vision is to improve the lives of children and young people in Herefordshire by creating and implementing an integrated set of services that are:

- Responsive and accessible
- Focused on the needs of our customers
- Promote early intervention
- Deliver better outcomes for children and young people
- Make a real difference to children and young people, their parents/ carers and families

Our priorities for 2009/2011 are:

<i>For children and young people, their families, parents/carers....</i>	To ensure that children and young people who do not meet the threshold for social care services have their needs met through alternative approaches and services.
	To embed effective safeguarding arrangements across all services and agencies
	To focus on early years so that children and young people have the best possible start in life
	To build high achieving sustainable education and learning communities
	To be ambitious for children in our care delivering excellent care and high aspirations
<i>For ourselves....</i>	To create and sustain an organisation that is 'fit for purpose'

4.2 Performance management arrangements

The key mechanism which informs performance reporting and management within the directorate, and the wider Children's Trust, is the Performance Digest. Produced on a quarterly basis, the Digest contains all the indicators against which Children's Services is required to report, including the National Indicator Set, Herefordshire Community Strategy indicators (HCS) and Children and Young People's Delivery Plan indicators (CYPP). In addition to the data, the Digest provides commentary and analysis against each of the indicators to highlight direction of travel or issues for resolution. The Digest is used by the Directorate Leadership Team, Cabinet Members, Scrutiny Committee and the Children's Trust (at all levels).

The directorate plan is also the basis of SRDs for Heads of Service and is discussed, as necessary, in 1-1 sessions that take place at least monthly. Similar SRD/1-1 progress reporting takes place between Heads of Service and their Service Managers in relation to the team plans that support the overall directorate plan.

Integrated corporate performance reports (ICPRs) are the highest level Council performance reports. They are the principal means of reporting strategically to Cabinet, Strategic Monitoring Committee (SMC) and Joint Management Team on the targets, milestones and key actions in the Council's Corporate Plan. SMC determines whether any matters in the ICPRs should be referred to the Children's Services Scrutiny Committee for its consideration.

In addition to the Performance Digest, the Directorate Leadership Team receives a set of key RADAR performance indicators monthly, covering school exclusions, social care referrals and assessments and allocations.

Monthly monitoring of the directorate's budget is undertaken by the Directorate Leadership Team, in line with the Council's financial procedure rules. The directorate risk register is also considered monthly and signed off quarterly by the Director of Children's Services. The directorate risk register for 2008/2009, set out at Appendix 2 to this plan, contains the overall, high level risks that will prevent the directorate from achieving the objectives set out in this plan.

Benchmarking data is included within the directorate and team plans and Performance Digest using Herefordshire's Statistical Neighbours Group defined by Ofsted¹.

The directorate works in line with the Council's data quality policy and is committed to ensuring that all its data is accurate, valid, reliable, timely and complete, not only to report and manage performance effectively but also to aid decision making and service delivery.

4.3 Action Plan 2009-2011

The following action plan sets out the key directorate priorities, indicators and targets for the next two years, together with the high level actions that will need to be taken, in order to deliver the directorate's contribution to the Children and Young People's Plan, Corporate Plan and Herefordshire Community Strategy.

Other indicators, for which the directorate is the lead but for which the data is provided by other organisations/partners, are set out in Appendix 3 of the plan.

Please note:

- *Outturns and targets for education performance indicators relate to academic years rather than financial years, so the data in the 2008-2009 column relates to the 2007-2008 academic year and so on*
- *LAA indicators are highlighted in **blue***
- *Herefordshire Community Strategy indicators are highlighted in **orange***
- *Herefordshire Council Corporate Plan indicators are highlighted in **green***

¹ Herefordshire's statistical neighbour group comprises: Cornwall, Devon, Dorset, East Sussex, Gloucestershire, Norfolk, Shropshire, Somerset, Suffolk and Wiltshire

DIRECTORATE PRIORITY	To ensure that children and young people who do not meet the threshold for social care services have their needs met through alternative approaches and services	
<i>Local Area Agreement</i>	<i>Encourage and enable children and young people in Herefordshire to achieve their potential and participate in positive activities</i>	
<i>Children and Young People's Plan priorities</i>	<i>To improve prospects of children and young people, particularly vulnerable groups, in terms of addressing social inclusion</i>	<i>Enjoy and Achieve</i>

Indicators						
PI Ref	Definition	Outturn 2007/2008	SN Group comparator	Outturn 2008/2009	Target 2009/2010	Target 2010/2011
NI 54	Services for disabled children	To be introduced in 2009-10	N/A	To be introduced in 2009-10	N/A	To be set once baseline established in 2009/10
NI 88	Percentage of schools providing access to the full core offer of extended services	38%	N/A		89%	100%
	Number of CAFs completed	N/A	N/A	65	300	500
NI 50	Emotional health of children	New indicator	N/A	61.3%	63%	65%
NI 51	Effectiveness of child and adolescent mental health (CAMHs) services	15	14	15	15	16

Action plan						
Project Area	Actions	Timescale	DLT accountable	Lead manager		
'No Wrong Door' locality approach	<ul style="list-style-type: none"> ▪ Publish draft structure for locality teams ▪ Commence formal implementation of new structure 	June 2009 January 2010	Head of Community Operations	Head of Community Operations		
	<ul style="list-style-type: none"> ▪ Increase the number of children whose needs are met through CAFTAC ▪ Increase the number of professionals who undertake CAFs following training 	2009-2010	Head of Community Operations	Head of Community Operations		
Common Assessment Framework – Team Around the Child	<ul style="list-style-type: none"> ▪ Publish Targeted Youth Support strategy and action plan ▪ Pilot approach to TYS in identified areas ▪ Evaluate the pilot ▪ Provide evidence that the needs of children and young people 	June 2009 July 2009 Dec 2009	Head of Improvement and Inclusion	Community Youth Services Manager		

Project Area	Actions	Timescale	DLT accountable	Lead manager
Extended services	<ul style="list-style-type: none"> have been met through TYS interventions Enable access to coordinator time for all schools Publish a costed business plan for each cluster Provide evidence of children accessing a wider range of activities and having their wider needs met through extended services 	<p>March 2010</p> <p>April 2009 April 2009 March 2010</p>	Head of Improvement and Inclusion	Manager of Early Years and Extended Services
Targeted Mental Health in Schools (TAMHS)	<ul style="list-style-type: none"> Implement pilot bid Address requirements for long term sustainability Implement lessons learnt for other schools 	2009-2011	Head of Community Operations	Manager of Social Inclusion
Aiming High for Disabled Children	<ul style="list-style-type: none"> Meet Readiness Criteria Implement commissioning plan for Year 1 and evaluate Develop commissioning plan for Year 2 Implement commissioning plan for year 2 	<p>March 2009</p> <p>March 2010 March 2010 March 2011</p>	Head of Safeguarding and Vulnerable Children	Joint Service Manager
Parenting and Family Support	<ul style="list-style-type: none"> Implement Parenting & Family Support Manager roles Implement Parenting Support Advisor roles Implement service commissioning and workforce development arising from parenting support strategy Complete and implement planning for 'Think Family' projects including Family Intervention Programmes and Parenting Early Intervention Programmes 	2009-2011	Head of Community Operations	Head of Community Operations

Financial implications	Staffing implications	Risk implications
<p>TAMHS grant will be £370,000 over the next two years</p> <p>'Think Family' grant will be £230,000 for 2009/2010 (£87,000 for family reforms and family intervention project and £143,000 for parenting early intervention programme). The same level of funding is expected for 2010/2011 subject to DCSF confirmation</p>	<p>Additional staffing will be required to implement TAMHS - specifically Project Manager (0.5FTE fixed term) and CAMHS Locality Worker (1.0FTE fixed term)</p> <p>Project management resource will be required to deliver projects around parenting and family support. Options for commissioning capacity externally to deliver projects may need to be considered</p>	<p>Failure to sustain/mainstream activity at the end of the TAMHS pilot may result in valuable learning and expertise being lost</p>

DIRECTORATE PRIORITY		To embed safeguarding arrangements across all services and agencies
Local Area Agreement	<i>Encourage and enable children and young people in Herefordshire to achieve their potential and participate in positive activities</i>	
Children and Young People's Plan priorities	<p><i>To ensure that referrals of children in need to children's services are timely and appropriate</i></p> <p><i>To promote e-safety in order to reduce the risks associated with media and the commercial world</i></p> <p><i>To raise awareness of bullying in order to reduce the impact and incidence of bullying (in and out of school)</i></p> <p><i>To ensure safer recruitment practices across all agencies working with children within Herefordshire</i></p>	<i>Stay Safe</i>

Indicators							
PI Ref	Definition	Outturn 2007/2008	SN Group comparator	Outturn 2008/2009	Target 2009/2010	Target 2010/2011	
NI 59	Percentage of initial assessments for children's social care carried out within 7 working days of referral	55.2%	71.1%		65%	70%	
NI 60	Percentage of core assessments for children's social care that were carried out within 35 working days of commencement	81%	80%		75%	80%	
NI 64	Child protection plans lasting 2 years or more	0%	4.8%		0%	0%	
NI 65	Percentage of children becoming the subject of a child protection plan for a second or subsequent time	14%	15.5%		13%	13%	
NI 67	Percentage of child protection cases which were reviewed within required timescales	100%	99.4%		100%	100%	
NI 68	Percentage of referrals to children's social care going on to initial assessment	54.8%	59%		75%	80%	
NI 69	Children who have experienced bullying	New indicator	N/A	52%	50%	48%	
HCS 28	Percentage of 11-15 year olds who stated they had been bullied in the last 12 months	24%	N/A		22%	20%	
CH142	Percentage of referrals that are repeat referrals within 12 months	21.6%	25%		18%	18%	
DIS1219	Percentage of child protection cases not allocated to a social worker	0%	0%		0%	0%	
	Percentage of directorate and schools based staff with an up to date CRB check	N/A	N/A	N/A	100%	100%	

Action plan				
Project area	Actions	Timescale	DLT accountable	Lead manager
Referrals and assessments	<ul style="list-style-type: none"> ▪ Implement the recommendations of the safeguarding review action plan in relation to the Referral and Assessment team ▪ Improve performance in relation to the percentage of initial assessments completed in 7 working days ▪ Ensure compliance with ICS ▪ Ensure that all child protection and looked after children cases are allocated to qualified social workers 	<p>July 2009</p> <p>June 2009</p> <p>2009-2011</p> <p>2009-2011</p>	Head of Safeguarding and Vulnerable Children	Service Manager, Referral and Assessment
Children and Families fieldwork teams	<ul style="list-style-type: none"> ▪ Improve the quality and timescales for assessments for children in need and looked after children ▪ Ensure timely updating of core assessments ▪ Embed the use of Framework in the day to day operation of the teams ▪ Ensure compliance with ICS 	<p>2009-2010</p> <p>2009-2010</p> <p>Sept 2009</p> <p>2009-2011</p>	Head of Safeguarding and Vulnerable Children	Service Manager, Fieldwork
Herefordshire Safeguarding Children Board	<ul style="list-style-type: none"> ▪ Implement the recommendations of the safeguarding review action plan in relation to Herefordshire Safeguarding Children Board 	July 2009	Director of Children's Services	HSCB Business Manager
CRB checks	<ul style="list-style-type: none"> ▪ Recruit an independent chair for HSCB ▪ Ensure that all directorate and school based staff have an up to date CRB check ▪ Evaluate impact and effectiveness of corporate CRB policy 	<p>Sept 2009</p> <p>Sept 2009</p> <p>January 2010</p>	Head of Safeguarding and Vulnerable Children	HR Manager

Financial implications	Staffing implications	Risk implications
The actions identified will be met within mainstream budgets	Recruitment and retention of social workers remains a key area of focus in this area. Temporary Data Improvement Officers are being employed to facilitate the embedding of Framework and ICS in day to day operations	Safeguarding will be a high profile area in the Comprehensive Area Assessment. Failure to evidence clear and demonstrable improvements in assessments may have a negative impact on the Council

DIRECTORATE PRIORITY	To focus on early years so that children and young people have the best possible start in life
Local Area Agreement	Encourage and enable children and young people in Herefordshire to achieve their potential and participate in positive activities
Children and Young People's Plan priorities	To improve the educational attainment of children and young people, particularly at Key Stages 1 and 2 To provide a broad balanced curriculum (both in and out of school) that engages children and young people in learning, play, cultural and recreational activities at all ages Enjoy and Achieve

Indicators							
PI Ref	Definition	Outturn 2007/2008	England comparator	Outturn 2008/2009	Target 2009/2010	Target 2010/2011	
NI 72	Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy	47.9%	N/A	42.5%	53%	53.5%	
NI 73	Achievement at level 4 or above in both English and Maths at KS2	76.7%	71%	74%	78%	79%	
NI 76	Reduction in number of schools where fewer than 65% of pupils achieve level 4 or above in both English and Maths at KS2	New indicator	N/A	4%	3%	2%	
NI 92	Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage profile and the rest	35.5%	N/A	37%	32.5%	31.96%	
NI 93	Progression by 2 levels in English between KS1 and KS2	84%		89%	88%	89%	
NI 94	Progression by 2 levels in Maths between KS1 and KS2	77%		77%	85%	87%	
NI 102a	Achievement gap between pupils eligible for free school meals and their peers achieving the expected level at KS2	19.9%		24.8%	20%	15%	
NI 104	The Special Educational Needs/non-SEN gap - achieving KS2 English and Maths threshold	51.7%		53.8%	47%	42%	
NI 107	KS2 attainment for black and minority ethnic groups	63%		68.5%	70%	72%	
NI 109	Percentage of Sure Start Children's Centres	75%			92%	100%	
HCS 66	Percentage of 3 year olds taking up a good quality free early years education place	99.2%	N/A		95.06%	96%	

Please note: outturns and targets for education performance indicators relate to academic years, rather than financial years, so the data in the 2008-2009 outturn column relates to the 2007-2008 academic year and so on

Action plan				
Project area	Actions	Timescale	DLT accountable	Lead manager
Foundation Stage	<ul style="list-style-type: none"> ▪ Raise standards in Personal Social and emotional development in Early Years Foundation Stage (EYFS) ▪ Raise quality of teaching and learning in EYFS in order to raise attainment across all EYFS profile scores ▪ Improve the quality of the workforce and leadership and management in all early years settings ▪ Improve the impact of strategic local authority leadership and management for early years settings and reception classes ▪ Raise standards in Communication, language and literacy in EYFS 	2008-2010	Head of Improvement and Inclusion	Primary School Improvement Manager
Key Stage 1	<ul style="list-style-type: none"> ▪ Raise attainment in Writing at Level 2B+ (both boys and girls) ▪ Raise attainment in Reading at Level 2B+ and Level 3 for boys and girls ▪ Raise attainment in Mathematics, especially at Level 2B+ for boys and girls, and girls' attainment at Level 2A, and Level 3 ▪ Raise attainment in Science L3, both boys and girls 	2008-2010	Head of Improvement and Inclusion	Primary School Improvement Manager
Key Stage 2	<ul style="list-style-type: none"> ▪ All pupils make 2 levels progress from KS1 (L2-L4 and L3-L5) ▪ Raise attainment of girls in Mathematics, particularly to improve conversion rates of more able girls from KS1 to KS2 ▪ Raise attainment at Level 4+ in combined English and Maths ▪ Improve conversion rates and outcomes for pupils achieving L2B+ in Writing at KS1 ▪ Close the achievement gap between Reading and Writing 	2008-2010	Head of Improvement and Inclusion	Primary School Improvement Manager
Children's Centres	<ul style="list-style-type: none"> ▪ Complete the planning, designation and delivery of Phase 3 Children's Centres ▪ Complete the build programme of Phase 2 Children's Centres 	2009-2011	Head of Improvement and Inclusion	Manager of Early Years and Extended Services

Financial implications	Staffing implications	Risk implications
Revenue funding for Children's Centres is confirmed until March 2011	Staffing structures for each setting to be established within set budget allocation. Requirement for experienced managers to work across developing settings.	There is the potential for overrun of the building schedule for Phase 3 Children's Centres. Other risks include the rising cost of individual building projects and the revenue costs of Children's Centres post 2011

DIRECTORATE PRIORITY	To build high achieving, sustainable education and learning communities
<i>Local Area Agreement</i>	<i>Encourage and enable children and young people in Herefordshire to achieve their potential and participate in positive activities</i> <i>Improve participation and achievement for young people in education, employment, education and training post 14</i>
<i>Children and Young People's Plan priorities</i>	<i>To implement a strategic approach to support young people into employment, education and training</i> <i>To ensure all 14 to 19 year olds have access to the 14-19 learning entitlement</i> <i>To implement a strategic approach to employer engagement that fits with the 14-19 learning entitlement</i> <i>To increase access to positive activities for all children and young people, including volunteering and targeted activities for vulnerable groups</i>
	<i>Economic Wellbeing</i> <i>Economic Wellbeing</i> <i>Economic Wellbeing</i> <i>Positive Contribution</i>

Indicators							
PI Ref	Definition	Outturn 2007/2008	England comparator	Outturn 2008/2009	Target 2009/2010	Target 2010/2011	
NI 75	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths	51.7%	45.5%	53%	60%	63%	
NI 78	Reduction in number of schools where fewer than 30% of pupils achieve 5 or more A*-C grades at GCSE or equivalent including GCSEs in English and Maths	New indicator	N/A	0%	0%	0%	
NI 79	Achievement of a level 2 qualification by the age of 19	72.9%	67.7%	74.8%	74%	75%	
NI 80	Achievement of a level 3 qualification by the age of 19	48.1%	44.3%	49.2%	49%	50%	
NI 81	Inequality gap in the achievement of a level 3 qualification by the age of 19	30%	30.92%	42%	40%	38%	
NI 82	Inequality gap in the achievement of a level 2 qualification by the age of 19	35.54%	30.68%	37%	35%	33%	
NI 84	Achievement of 2 or more A*-C grades in Science GCSEs or equivalent	54.7%	48.5%	64%	59%	60%	
NI 85	Post-16 participation in physical sciences (A Level Physics, Chemistry and Maths)	New indicator	N/A		<i>Targets to be set once baseline available</i>		
NI 86	Secondary schools judged as having good or outstanding standards of behaviour	88%			88%	94%	
NI 87	Secondary school persistent absence rate	New indicator	N/A	6.4%	6.4%	5.9%	
NI 89a	Number of schools in special measures	1	2	2	0	0	

Project area	Actions	Timescale	DLT accountable	Lead manager
14-19 / Machinery of Government	<ul style="list-style-type: none"> ▪ Roll out Diplomas successfully as per local timetable ▪ Improve Information, Advice and Guidance provision across the board and implement the changes to the Connexions service ▪ Prepare a commissioning plan for post-16 education in preparation for the transfer ▪ Plan strategy for Connexions / Learning and Skills Council to become within local authority resource as part of 11-19 strategy ▪ Implement and consult on operating models for Connexions Herefordshire LA and LSC. 	<p>From 2009 April 2010</p> <p>April 2010</p> <p>2009-2010</p>	Head of Improvement and Inclusion	14-19 Strategy Manager Head of Improvement and Inclusion
Task group on future of education in 21 st Century	<ul style="list-style-type: none"> ▪ Establish terms of reference and work programme ▪ Produce criteria and principles that can be applied by the Council to produce school provision model (s) for consultation ▪ Consultation on new model(s) 	<p>Jan 2009</p> <p>Feb 2009</p> <p>Oct 2009</p>	Director of Children's Services	Director of Children's Services
Capital Commissioning Programme	<ul style="list-style-type: none"> ▪ Establish principles, prioritisation matrix and needs assessment ▪ Draft asset management plan for consultation ▪ Confirm approach, alongside local plans, for use of capital 	<p>By May 2009</p> <p>To June 2009</p> <p>Sept 2009</p>	Head of Planning, Performance and Development	Schools Planning and Access Manager
Building Schools for the Future (BSF)	<ul style="list-style-type: none"> ▪ Gain DCSF approval ▪ Establish funding streams for implementation ▪ Establish BSF Board and working groups to deliver local solutions and designs 	<p>Feb 2009</p> <p>By April 2009</p> <p>From April 2009</p>	Head of Planning, Performance and Development	Schools Planning and Access Manager
Primary Strategy for Change	<ul style="list-style-type: none"> ▪ Confirm Strategy with DCSF ▪ Establish working group to create primary school in Leominster ▪ Carry out statutory processes on time ▪ Confirm design, procurement and build ▪ Establish mechanism to use £250,000 across primary schools effectively 	<p>March 2009</p> <p>April 2009</p> <p>Sept 2009</p> <p>2009-2010</p> <p>Sept 2009</p>	Head of Planning, Performance and Development	Schools Planning and Access Manager
Additional needs and SEN	<ul style="list-style-type: none"> ▪ Embed initial phase of Inclusion Development Program (IDP) ▪ Implement next phase of IDP ▪ Develop Additional Needs strategy ▪ Identify resource requirements and provision plan to meet 	<p>April 2009</p> <p>March 2010</p> <p>2009-2010</p>	Head of Improvement and Inclusion	Access and Improvement Manager

Project area	Actions	Timescale	DLT accountable	Lead manager
	<ul style="list-style-type: none"> identified needs Further develop strategy for SEN provision Implement Alternative Provision strategy for behavioural support Carry out all statutory processes in relation to SEN in accordance with timescales Develop and design template for statements of SEN in line with regional working party guidance and ECM legislation Implement delegation of SEN funding for Bands 1 and 2 Develop SLA for behaviour and learning support services 	<p>2009-2010 April 2009</p> <p>2009-2010</p> <p>April 2010</p> <p>April 2009</p> <p>April 2010</p>		<p>SEN manager</p> <p>Access and Improvement Manager</p> <p>Early Years and Extended Services Manager</p>
Play development	<ul style="list-style-type: none"> Implement DCSF Playbuilder Programme to develop or refurbish 22 play areas across the county focussing on inclusive play for 8-13 year olds making use of the natural environment 	March 2011	Head of Improvement and Inclusion	

Financial implications	Staffing implications	Risk implications
<p>BSF will require around £800 - £1.5m in 2009/2010 for implementation</p> <p>Primary Strategy for Change will spend £250,000 capital across schools and around £7.5m across 2009/2010 and 2010/2011</p>	<p>Staff from Connexions and the Learning and Skills Council will transfer under TUPE to support the Machinery of Government changes and the delivery of Information, Advice and Guidance</p> <p>Proposed appointment of 11-19 Senior Advisor to oversee Machinery of Government developments</p>	<p>Failure to identify resources to implement BSF may result in DCSF and Partnership for Schools not releasing the capital</p> <p>DCSF may not approve revised Primary Strategy for Change. There may be local opposition to the development of a primary school in Leominster</p>

DIRECTORATE PRIORITY		To be ambitious for children in our care delivering excellent care and high aspirations	
Local Area Agreement		<i>Encourage and enable children and young people in Herefordshire to achieve their potential and participate in positive activities</i>	
Children and Young People's Plan priorities		<i>Improve participation and achievement for young people in education, employment and training post 14</i>	<i>Enjoy and Achieve</i>
		<i>To provide a broad balanced curriculum (both in and out of school) that engages children and young people in learning, play, cultural and recreational activities at all ages</i>	
		<i>To improve school attendance, particularly at Key Stages 3 and 4 and for looked after children</i>	

Indicators							
PI Ref	Definition	Outturn 2007/2008	SN Group comparator	Outturn 2008/2009	Target 2009/2010	Target 2010/2011	
NI 58	Emotional and behavioural health of children in care	New indicator	N/A		Targets to be set once baseline established		
NI 61	Timeliness of placements of looked after children adopted following an agency decision that the child should be placed for adoption	New indicator	N/A		80%	100%	
NI 62	Stability of placements of looked after children: number of moves	5%	12%		8%	8%	
NI 63	Stability of placements of looked after children: length of placement	62.3%	67%		62%	62%	
NI 66	Looked after children cases which were reviewed in required timescales	100%	91%		100%	100%	
NI 71	Children who have run away from home/care overnight	N/A	N/A	To be introduced in 2009-10	To be introduced in 2009-10		
NI 99	Children in care reaching level 4 in English at KS2	14.3%		25%	50%	50%	
NI 100	Children in care reaching level 4 in Maths at KS2	14.3%		50%	50%	50%	
NI 101	Children in care achieving 5 A*-C GCSEs or equivalent at KS4 (including English and Maths)	15%		29%	20%	20%	
NI 147	Care leavers in suitable accommodation	100%	93%		100%	100%	
NI 148	Care leavers in employment, education or training	100%			100%	100%	
HCS 35A	Children looked after absent from school - 25 days lost	15.39%	N/A	7%	6.5%	6%	
HCS 35B	Children looked after absent from primary school	3.85%	N/A	3.07%	3.5%	3.5%	

PI Ref	Definition	Outturn 2007/2008	SN Group comparator	Outturn 2008/2009	Target 2009/2010	Target 2010/2011
HCS 35C	Children looked after absent from secondary school	9.04%	N/A	6.82%	7%	6.75%
DIS 114	Percentage of looked after children with a named social worker	100%	N/A		100%	100%
CF/63	Participation of looked after children in reviews	98%	89%		100%	100%

Action plan						
Project area	Actions	Timescale	DLT accountable	Lead manager		
Children in Care Council - participation	<ul style="list-style-type: none"> ▪ Implement proposals for Children in Care Council ▪ Provide practical sessional support to children in care 	July 2009 2009-2010	Head of Safeguarding and Vulnerable Children	Service Manager, Safeguarding and Looked After Children		
Educational attainment	<ul style="list-style-type: none"> ▪ Improve completion rates of Personal Education Plans (PEPs) for looked after children ▪ Continue to provide support for looked after children to enable them to achieve their potential in terms of educational attainment ▪ Enable all care leavers at their 19th birthday to be in employment, education or training (EET) ▪ Implement systems for effective monitoring of PEPs completion and care leavers in EET 	March 2010 2009-2010 2009-2010 June 2009	Head of Safeguarding and Vulnerable Children	Service Manager, Safeguarding and Looked After Children		
Fostering and Adoption	<ul style="list-style-type: none"> ▪ Improve the therapeutic support to adoptive placements to enable children to form secure attachments with their new families ▪ Recruit an appropriate pool of foster placements ▪ Embed the new fee system for foster carers to support the new Children's Workforce Development Council standards 	July 2009 January 2010 2009-2010	Head of Safeguarding and Vulnerable Children	Service Manager, Safeguarding and Looked After Children		

Financial implications	Staffing implications	Risk implications
	Improved therapeutic support for adoptive placements will require an addition to the establishment through the appointment of a play therapist.	Inability to recruit sufficient good quality foster carers will mean greater reliance on external placements with the consequent budget implications

DIRECTORATE PRIORITY		To create and sustain an organisation that is 'fit for purpose'	
<i>Local Area Agreement</i>	--		
<i>Children and Young People's Plan priorities</i>	<i>A quality infrastructure to support service delivery across partner agencies Quality assured services based on effective performance management and active involvement of service users Targeted and pooled resources providing cost-effective services</i>	<i>Service management</i>	

Indicators						
PI Ref	Definition	Outturn 2007/2008	SN Group comparator	Outturn 2008/2009	Target 2009/2010	Target 2010/2011
PPD 02	Percentage of targets in the directorate plan achieved that are in the Children and Young People's Plan and Local Area Agreement	New indicator	N/A		92%	95%
RES 01	Percentage of efficiencies achieved	3%	N/A		3%	3%
HR 02	Number of working days lost to sickness absence per FTE	11.2	N/A		8	8

Action plan						
Project area	Actions	Timescale	DLT accountable	Lead manager		
Leadership and culture change	<ul style="list-style-type: none"> ▪ Implement revised arrangements for management capacity and focus ▪ Implement programme of change and development across the directorate 	Sept 2009 March 2010	Director of Children's Services	Director of Children's Services		
Business support	<ul style="list-style-type: none"> ▪ Identify current processes and service needs ▪ Set out programme for improvement, making use of corporate services where possible and including ongoing evaluation of revised service 	June 2009 From June 2009	Head of Planning, Performance and Development	Business Support Manager		
Implement ICT based applications, including ContactPoint	<ul style="list-style-type: none"> ▪ Establish ContactPoint across agencies in line with delivery plan with support from Project Manager ▪ Review the ICT needs of the directorate and existing systems and make recommendations for improvement 	December 2009 March 2010	Head of Planning, Performance and Development	ECM Systems Manager		
Value for money	<ul style="list-style-type: none"> ▪ Achieve efficiency savings as required by Council for 2009/2010 ▪ Identify efficiencies of 3% alongside further demands for 2010/2011 	2009-2010 From August 2009	Director of Children's Services	Directorate Leadership Team		

Project area	Actions	Timescale	DLT accountable	Lead manager
Children's Trust	<ul style="list-style-type: none"> ▪ Embed revised governance arrangements ▪ Agree and implement action plan for improved communications and participation ▪ Develop commissioning arrangements through the Children's Trust by agreeing a framework, with support from the DCSF Commissioning Support Programme 	<p>April 2009 March 2010 Sept 2009</p>	Head of Planning, Performance and Development	Children's Trust Business Manager
Workforce reform	<ul style="list-style-type: none"> ▪ Ensure workforce development through rewritten Strategy and delivery of action plan ▪ Implement Artemis as part of workforce training and indication, from pilot stage to full take up 	<p>Jan 2010 From Sept 2009</p>	Head of Planning, Performance and Development	Workforce Strategy Manager
Performance management	<ul style="list-style-type: none"> ▪ Implement an effective approach to challenge and support for services across the directorate and Children's Trust ▪ Ensure all statutory returns and performance reports are prepared and signed off in line with deadlines ▪ Develop and implement a quality framework across the directorate, including a rolling programme of data quality and other quality audits across the directorate ▪ Support the requirements for Comprehensive Area Assessment for children's services 	2009-2011	Head of Planning, Performance and Development	Performance Improvement Manager

Financial implications	Staffing implications	Risk implications
Requirement to develop joint commissioning arrangements with partners to ensure effective use of resources	Increased capacity will be required for Children's Trust work, particularly around project management and support	<p>Failure to deliver national agenda of Contact Point due to lack of staff and/or engagement of partners</p> <p>Failure to comply with new legislation and guidance in relation to all elements of Children's Trust working will present a reputational risk to the area and have implications for Comprehensive Area Assessment</p> <p>Managing uncertainties of staff through the period of development and change</p>

Children and Young People's Directorate plan 2009-2011

Appendices

Appendix 1 – Annual Performance Assessment 2008 gradings by outcome

Outcome area	Grade	Strengths	Areas for improvement
Be Healthy	3	<ul style="list-style-type: none"> ▪ Good health care/outcomes for looked after children ▪ Low levels of teenage conceptions ▪ High proportion of mothers breast-feeding. ▪ Good progress towards a comprehensive Child and Adolescent Mental Health Service (CAMHS) 	<ul style="list-style-type: none"> ▪ Small but rising number of hospital admissions for alcohol misuse.
Stay Safe	2	<ul style="list-style-type: none"> ▪ Outcomes for looked after children are good ▪ Serious injuries and death of children and young people on the county's roads have reduced ▪ Good progress in identifying, assessing and assisting children exposed to domestic abuse 	<ul style="list-style-type: none"> ▪ Timeliness of referrals and assessments for children and young people ▪ Recruitment of social workers ▪ Reviews of those on the child protection register
Enjoy and Achieve	3	<ul style="list-style-type: none"> ▪ Standards are above average and continue to improve faster than nationally. ▪ Good educational outcomes for looked after children ▪ Permanent exclusions are sharply declining 	<ul style="list-style-type: none"> ▪ Standards in Key Stage 1, although satisfactory, are not improving as quickly as other Key Stages ▪ Attendance of looked after children
Make a Positive Contribution	2	<ul style="list-style-type: none"> ▪ The number of first time entrants to the youth justice system is dropping ▪ Comparatively high numbers of children take part in voluntary activities. ▪ The proportion of looked after children involved in their reviews is high. 	<ul style="list-style-type: none"> ▪ Too many looked after children are issued with final warnings, reprimands and convictions. ▪ High levels of dissatisfaction amongst young people with the range of local activities and places for them to go. ▪ Progress towards a written plan for Targeted Youth Support and the Integrated Youth Offer has been limited.
Achieve Economic Wellbeing	3	<ul style="list-style-type: none"> ▪ Standards and achievement overall for post-16 students are good, and rising ▪ Successful implementation of a wider range of courses both pre and post-16 courses ▪ Good accommodation for those leaving council care ▪ Above average proportion of young offenders in full time education, training and employment. 	<ul style="list-style-type: none"> ▪ Insufficient progression routes into work-based learning for young people with learning difficulties and/or disabilities. ▪ Relatively high numbers in employment without training.
Capacity to improve, including the management of children's services	3	<ul style="list-style-type: none"> ▪ Senior managers and members have identified the most important areas for improvement and resolved these promptly. ▪ Shared common ambition to ensure further improvements in outcomes for children and young people ▪ Performance management of children's services is good 	<ul style="list-style-type: none"> ▪ Service management yet to impact on the timeliness of referral and assessment services for children who may require social care.

Appendix 2 – Directorate Risk Register 2009-2010

Risk ref	Risk details				Mitigation Strategy			Assessment of residual risk		
	Risk description	Likelihood	Severity	Rating	Summary of mitigation actions	Risk owner	Residual likelihood	Residual severity	Residual rating	
CYP1	Failure to identify sufficient resources across the Council to implement capital programmes, including possible Building Schools for the Future	3	4	12-HIGH	Support agreed from Property Services and Finance; procurement processes; tight product specification; performance management	Head of Planning, Performance and Development	2	3	6-: MEDIUM	
CYP2	Failure to meet the needs of children at significant risk or requiring additional support to prevent higher risk	3	4	12-HIGH	Implementation of safeguarding action plan; improved recording and case review; social worker recruitment; workforce strategy; implementation of CAFTAC	Head of Safeguarding and Vulnerable	2	2	4- LOW	
CYP3	Failure to manage and quality assure data on which to base decisions around service delivery and resource allocation	3	4	12-HIGH	Programme of data quality audits; monthly data quality reports; implementation of Data Improvement Officer roles; programme of sample case audits	Director of Children's Services	2	2	4- LOW	
CYP4	Failure to plan and manage the National Strategy around 11-19 reform	2	4	8-MEDIUM	Steering Group established; project plan in place with workstreams identified; shadowing of Learning and Skills Council functions; tight project management	Head of Improvement and Inclusion	1	2	2- LOW	

Risk ref	Risk description	Likelihood	Severity	Rating	Summary of mitigation actions	Risk owner	Residual likelihood	Residual severity	Residual rating
CYP5	Capacity and resources to plan and manage the implementation of locality based working and associated projects	2	4	8- MEDIUM	Tight project management; Steering Group established; project plan in place; outsourcing areas of work to ensure completion on timescale	Head of Community Operations	2	2	4- LOW

Appendix 3 – Additional performance indicators relevant to the directorate

National Indicator Set indicators, for which the directorate is the lead but for which data is provided by partners/other organisations:

NIS ref	Description	Outturn 2007-2008	SN Group comparator	Outturn 2008-2009	Partner / Other Organisation
NI 19	Rate of proven re-offending by young offenders	New indicator	N/A		Youth Offending Service
NI 43	Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody	3.4%	N/A		Youth Offending Service
NI 44	Ethnic composition of offenders on Youth Justice System disposals	0.4%	N/A		Youth Offending Service
NI 45	Young offenders engagement in suitable education, employment and training	74.1%	N/A		Youth Offending Service
NI 46	Young offenders access to suitable accommodation	97.8%	N/A		Youth Offending Service
NI 52	Take up of school lunches	New indicator	N/A		The School Food Trust
NI 53	Prevalence of breastfeeding at 6-8 weeks from birth	New indicator	N/A		Primary Care Trust
NI 55	Obesity among primary school age children in Reception Year	8.9%	N/A	8.9%	Primary Care Trust
NI 56	Obesity among primary school age children in Year 6	16.7%	N/A	16.2%	Primary Care Trust
NI 57	Children and young people's participation in high-quality PE and sport	New indicator	N/A	95%	School Sport Partnership
NI 70	Hospital admissions caused by unintentional and deliberate injuries to children and young people	New indicator	N/A	130.94	Primary Care Trust
NI 106	Young people from low income backgrounds progressing to higher education	New indicator	N/A	23.7%	Department for Children, Schools and Families
NI 111	First time entrants to the Youth Justice System aged 10-17	303	N/A		Youth Offending Service
NI 112	Under 18 conception rate	-29.6%	-12.8%	7.4%	Teenage Pregnancy Unit
NI 113a	Percentage of the resident population aged 15-24 accepting a test/screen for Chlamydia	New indicator	N/A		Primary Care Trust
NI 113b	Number of positive diagnoses for Chlamydia in the resident population aged 15-24	New indicator	N/A		Primary Care Trust

NIS ref	Description	Outturn 2007-2008	SN Group comparator	Outturn 2008-2009	Partner / Other Organisation
NI 115	Substance misuse by young people	New indicator	N/A		Department for Children, Schools and Families
NI 116	Proportion of children in poverty	New indicator	N/A		Department for Work and Pensions
NI 118	Take up of formal childcare by low income working families	New indicator	N/A	17%	Job Centre Plus
HCS 22a	Percentage of respondents who said they smoked at least 1 cigarette in the last 7 days	7%	N/A		Every Child Matters survey
HCS 22c	Percentage of respondents who said they ate at least 5 portions of fruit and vegetables the previous day	24%	N/A		Every Child Matters survey
HCS 22e	Percentage of pupils consuming 2 or more units of alcohol in the previous week	18%	N/A		Every Child Matters survey
HCS 22f	Percentage of respondents who said they had taken some form of illegal drug in the previous 12 months	6%	N/A		Every Child Matters survey
HCS 22g	Percentage of respondents who said they worry about one problem 'quite a lot' or 'a lot'	71%	N/A		Every Child Matters survey
HCS 37	Percentage of young people volunteering	35%	N/A		Every Child Matters survey
HCS 60a	Quality of life - activities for teenagers	-31pp	N/A	No survey in 2008-09	Herefordshire Residents' Satisfaction Survey

Appendix 4: Environmental Impacts

Aspects considered to have high significance are highlighted

Activity	Impact	Significance	Legal status	How is this aspect controlled?	
				Procedures	Targets
Provision of school transport	Climate Change and air Pollution as a result of burning fossils Transport and congestion issues	Cost	Legal requirement to provide under Education Act	200 contracts with buses, minibuses and taxis, mainly open ended, usually 3-4 years. The service carries out a process of regularly reviewing its transport needs to make the best use of resources. Each year there is a review of provision together with interim reviews at the end of each term. All information is recorded on an excel spreadsheet.	10% overall resource reduction within 3 years from Sept 06.
School rebuilding capital programme	Resource depletion due to building works	Cost	None	Central Government funding for High School renewal expected within the next 10 years. Rebuild of The Minster and Wyebridge underway. Primary Strategy for Change will see the refurbishment of a number of primary schools over the next 10 years. Building Schools for the Future could rebuild and refurbish secondary age provision. Property Services are responsible for procurement under this programme	Meet Government requirements for new school buildings to meet a 60% carbon emissions reduction on 2002 levels. All new school buildings to be carbon neutral by 2016

Activity	Impact	Significance	Legal status	How is this aspect controlled?	
				Procedures	Targets
School building maintenance and energy efficiency	Opportunity to implement long term energy saving works, although there are short term environmental impacts, such as air pollution from burning fossil fuels through transport and resource depletion due to building works	Stakeholder	Health and safety (various)	Council contributes about £1.5 million pa. Schools have annual devolved capital allowances totalling £2.5m (can also be used for ICT). CYP directorate has overall policy control. Works generally undertaken by Property through Amey, and subject to Design Guidance GEMOP 31DG, but schools are entitled to use outside contractors if they wish.	Reduction in energy consumption
Influencing choice of transport to school – reducing use of private cars	Climate Change and air pollution due to burning of fossil fuels	Cost	All schools required to have travel plans by 2010	CS sell vacant seats on existing contract routes – currently circa 250. Schools discourage use of school car parking by parents at start and end of school day. Schools work with Transport Team on School Travel Plans (STPs).	Percentage of school travel plans in place
Provision of School meals	Healthy food for children Reduction in transport impacts and support of local businesses through use of local food Emissions as a result of driving food to schools with no kitchens	Cost	Hot school meals to be available to all school children by 2008 (national commitment)	Working with Asset Management Obligation to provide relates only to pupils entitled to free school meals (10-15% claim). School Food Trust issued nutritional guidance for school meals in September 2006 – these include consideration of food miles and encouragement to use local food. This will be addressed via the 14 High School pyramids. Kitchen facilities being upgraded - generally in High schools	Take up of school lunches (NI 52)

Activity	Impact	Significance	Legal status	How is this aspect controlled?	
				Procedures	Targets
Extending use of school buildings	Potential impacts on energy use and transport as a result of longer opening hours of schools	Stakeholder	Extended schools – all schools to provide the full core offer by 2011	<p>A number of schools already share facilities such as sports halls with the community</p> <p>Extended schools roll out plan in place and being implemented</p> <p>Joint use reduces the risk of arson/vandalism by increasing impromptu surveillance - can also spread cost and be effective in providing facilities in rural areas. See EAMP LPS 10.3.1</p>	Number of Extended Schools (NI88)

Document control and publication details

Version: 5
Status: Final
Directorate: Children and Young People
Contact: Hilary Hall, Improvement Manager, 01432 260801
Original publication date: April 2009
Last modified:

KINSHIP CARE AND CHILDREN CARED FOR BY UNOFFICIAL CARERS**Report By: ASSISTANT DIRECTOR OF SAFEGUARDING AND VULNERABLE CHILDREN****Wards Affected**

County-wide

Purpose

1. To consider and inform Scrutiny Committee of the percentage of children in Kinship Care Placements and the position regarding children cared for by unofficial carers.

Financial Implications

2. None

Background

3. At the Scrutiny Committee held on 18/11/08 Item 29 Performance Digest questions were asked regarding the percentage of looked after children fostered by relatives and friends, and in particular how many children were cared for by unofficial carers.

Current Position

4. There are currently 152 looked after children and of these 19 are in Kinship placements which is 12.5% of the total.
5. There are 2 children in Private Foster Placements.
6. There is no information held by the Directorate on children cared for by unofficial carers.
7. In line with the Private Fostering Regulations 2005 children whom the department become aware of in unofficial placements ie being cared for by friends or relatives other than immediate family relatives would be subject to an assessment under the private fostering regulations.
8. Following an inspection last year there has been a campaign with schools and staff to raise awareness of children who should be subject to the Private fostering regulations.

RECOMMENDATION**THAT the Scrutiny Committee note this report****BACKGROUND PAPERS**

- None identified

PROGRESS REPORT - DOMESTIC ABUSE

Report By: Director of Children's Services

Wards Affected

Countywide

Purpose

1. The purpose of the report is to inform Scrutiny Committee of progress made in addressing the needs of children affected by domestic abuse, since the last report to Scrutiny Committee in December 2008.

Financial Implications

2. None.

Background

3. The last report to Children and Young People's Scrutiny Committee, dated 8th December 2008, detailed the background to the position in Herefordshire regarding domestic abuse services, and reported the progress made since the Joint Area Review of Children's Services was undertaken in Herefordshire in Autumn 2005.
4. Following the report to Scrutiny Committee in December 2008, the outcome of the Annual Performance Assessment was published (an inspection of Council Services to children and young people in Herefordshire, undertaken by Ofsted). This identified the progress made in domestic abuse services to children as a major strength. *"Good progress has been made in identifying, assessing and assisting children, who through exposure to domestic abuse, may have suffered significant harm."* (Ofsted 17/12/08). In the six months since then, there has been considerable progress in the development of the services outlined in the last report to Scrutiny Committee. These are detailed below.

Current Position

5. Nationally, on average, half of all children referred to Children's Social Care Services, and 75% of children subject to child protection plans are because of domestic abuse.
6. In Herefordshire, the percentage of children subject to child protection plans where domestic abuse is a significant factor has increased from 40% in 2008/9 to 52% currently.
7. Information on the percentage of referrals to Social Care in which domestic abuse was a significant factor is not available for 2008-9 or for previous years, as the available management information system could not collate such data. The first phase of the Integrated Social Care Solution, Frameworki, was implemented on 10th November 2008, which provides the capacity to report much more accurately. Work is being undertaken at present on improvement of data quality to enable accurate reporting on this matter for 2009-10. Since the implementation of Frameworki in

November 2008, 21% of all contacts to the Referral and Assessment Team have come from the Police, and 25% of all initial assessments have been initiated as a result of referrals by Police.

8. The West Mercia Constabulary (WMC) has now implemented a risk assessment process for all domestic abuse calls which the Police answer. This is designed to ensure, amongst other things, that children who may be at risk are identified and reported to the Children's Social Care Referral and Assessment Team. It has been agreed that this risk assessment format will be amended to ensure inclusion of the history of abuse and the particulars of the incident attended, to aid early identification of the need for social work assessment. Police will also share the risk assessment document with key Health professionals.
9. West Mercia Women's Aid (WMWA) remains the primary local provider of services to women and children affected by domestic abuse, principally funded by a "Supporting People" contract. (The "Supporting People" funding stream from central government, managed within the Adults and Community Services Directorate, is provided to support adults who need additional help to obtain and maintain appropriate housing. The Council commissions a range of such services through the Supporting People Commissioning Board.) Provision includes a 24-hour helpline, refuge accommodation, and outreach support for women and children moving on from the women's refuge into their own accommodation, and to those who remain living in the community.
10. In 2009-10 the "Supporting People" and Children and Young People's Directorate contractual arrangements are being brought together into one overall contract between the Council and WMWA. The Children and Young People's Directorate funds provision of services to children in the Women's Refuge and multi-agency work by WMWA, including training and awareness raising activities, children and young people's engagement and consultation in safeguarding issues.
11. The Safeguarding and Vulnerable Children Service of the CYPD is in the process of commissioning a revised and increased range of family support services to children in need and their families from October 2009, which will include focus on providing prompt assessment, intervention and support to children affected by domestic abuse.
12. The Common Assessment Framework training has been revised and refreshed, with the current training programme being implemented from February 2009. Professionals working with children and families are carrying out an increasing number of common assessments for children with additional needs, and plans for integrated support to children are being implemented across a range of agencies. The anticipated implementation date for integrated locality team working is January 2010. This supports a range of work with children with additional needs and provides support and guidance to other professionals.
13. As part of the PCT Health Action Plan the PCT has reviewed the information provided and now uses national leaflets about domestic abuse, which are given to women routinely ante-natally and post-natally. Training on domestic abuse has been provided to Health Visitors to support their work in this area.
14. The Domestic Abuse Forum is the multi-agency body with specific responsibility for development of a strategy to address domestic abuse in Herefordshire, and works in partnership with the Herefordshire Community Safety and Drugs Partnership (HCSDP), and Herefordshire Safeguarding Children Board.

15. The Forum has developed an Action Plan as part of the HCSDP 2008-2011 strategy. The three key objectives are to increase early identification of and intervention with victims of domestic abuse, to build capacity within the domestic abuse sector to provide effective advice and support to victims and to improve the Criminal Justice response to domestic abuse. Mapping of existing service provision is under way, to support analysis of need and development of future services.
16. The Domestic Abuse Forum has established a multi-agency Criminal Justice and Domestic Abuse Task Group, responsible for implementing and monitoring key elements of the Action Plan. Specifically these are the development of the Independent Domestic Violence Advisor (IDVA), the Specialist Domestic Abuse Court and the Multi-Agency Risk Assessment Conference processes (MARAC).
17. Independent Domestic Violence Advisors (IDVA) work from the point of crisis with survivors of domestic abuse; their work is typically short to medium term and they work within a multi-agency setting to manage the risk that survivors face. Since December 2008 an additional part-time IDVA has been appointed, making 1.5 IDVA posts in total, both hosted by West Mercia Women's Aid. The additional post means that the IDVA will now be able to provide a service to male victims of domestic abuse as well as female victims.
18. Herefordshire currently has a Dedicated Domestic Abuse Court, which is working well. The Court operates weekly and all domestic abuse cases going through the Magistrates Court are heard in this Court. All magistrates who sit on this bench in this Court have received training about domestic abuse. The IDVAs are working closely with the Court and other professionals involved, supporting a multi-agency approach, which is central to the success of the Court. Police, prosecutors, Court staff, the Probation Service and specialist support services work together to identify, track and risk assess domestic abuse cases, support victims and share information so that more offenders are brought to justice.
19. Accreditation to become a Specialist Domestic Abuse Court has been sought from the Ministry of Justice, but deferred for 6 months while the MARAC arrangements are established and performance monitoring is developed further. The application for accreditation will be resubmitted in Autumn 2009.
20. The main purpose of the Multi-Agency Risk Assessment Conference (MARAC) is to provide a framework for a multi-agency approach to reduce the risk of serious harm or homicide for a victim and to increase the safety, health, and wellbeing of victims, both adults and children. A (MARAC) co-ordinator has been appointed, has been in post since April 2009, and conferences are taking place monthly. Protocols and procedures have been agreed and representation from a range of agencies on the MARAC is established.
21. The governance arrangements for the work of the IDVAs, MARAC co-ordinator and the Specialist Court will be through the Domestic Abuse and Criminal Justice Task Group. This group will monitor and review performance and report to the Domestic Abuse Forum and Community Safety and Drugs Partnership.

Recommendation

THAT; the Committee notes the progress made in provision of services to children and families affected by domestic abuse in Herefordshire.

DOMESTIC ABUSE FORUM

Appendix 1

TASK GROUPS AND LINKS



UPDATE ON CHILDREN'S SAFEGUARDING

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To update Scrutiny members on the recent changes and improvements in aspects of safeguarding our young people following on from the independent report of local services by Steve Love in autumn 2008, and also taking account of issues arising from national events after 'Baby P' and the Laming report.
2. To report on specific progress against the action plan from Steve Love's report.

Financial Implications

3. All costs are currently being met by CYP Directorate funding and HSCB funding

Background

Governance arrangements.

4. Safeguarding is everyone's responsibility. At the same time we must ensure that governance of children and young people's safeguarding remains a key priority of the HSCB so that it remains effective. Appendix 1 illustrates simply the inter relationship between the Children's Trust, the Safeguarding Board and other local groups for information.

Key performance indicators for Children and Young People's Directorate.

5. Staff changes and recruitment and retention issues have affected some of our performance in the last six months. A recent drive in focussing with team managers on performance issues has begun to show tentatively some improvement, particularly in regard to initial assessments in May and June to date. There is clearly more to do and a high focus on this area remains. Attached as Appendix 2 is a brief performance indicator summary.

Staffing changes within CYPD

6. There have been a number of significant staff changes. Kim Drake, Assistant Director Safeguarding and Vulnerable Children joined the authority on the 8th June and has already identified an ambition to address some key issues with increased energy and rigour. Suzie Goodman (interim HoS) has been contracted for a further three months to work at service manager level and provide some much needed continuity. At service manager level - Lisa Green will be joining us on 30 June and Roger Lindsey will be joining us on 3 August. Daniel Crampton is remaining with us for a further six months as interim service manager, again to provide continuity. Other staff have been recruited (current figures for social workers are 54/57) and we will continue a rigorous recruitment campaign across local, national and international boundaries. In addition for the first time, in October this year, we will be presenting an opportunity for further recruitment at the national ADCS and ADSS conference.

The Herefordshire Safeguarding Children's Board (HSCB)

7. There has been a drive this year to improve the strategic leadership and effectiveness of the HSCB. A restructure of the board and its various sub groups has taken place to ensure high level commitment from appropriate agencies. All groups have been refreshing membership, terms of reference and key priorities. This has been further enhanced by more frequent meetings of the board and a number of development days are planned, the first of which is later this month. As current chair of the board I can confirm that a significant culture change has begun and I feel much more confident that the board will really begin to deliver a more proactive and effective role. Maggie Blyth, an independent chair has now been appointed and will take up post soon subject to references.

External Review

8. The external review by consultant Steve Love on the CYPD, its key partners in both the Children's Trust and HSCB, led to a significant number of changes, many of which have been already been addressed by the safeguarding board re its focus, the tightening up the role of the business manager and the refreshed senior management within the directorate. However there is still more to do. This work along with the responses required to the Laming Report and the various action plans from Serious Case Reviews will now be streamlined into the new development and business plan of the HSCB. It has been noted that there are a number of overlaps between these various action plans and it is important that whilst we have an appropriate audit trail we focus on improving practice across our services rather than the board becoming bureaucratic and ticking boxes. The newly formed Quality

assurance sub group of the HSCB, chaired by Sue Doheny, will focus upon monitoring our progress and regular exception reporting to the HSCB board.

Training and Development

9. Training and Development regarding the specifics of child protection as well as addressing improvement in our ways of working needs to be improved further. Currently the HSCB sub gp are carrying an audit of training to identify gaps; it is likely this will require further strategic commitment and resources. This will be linked into the whole Children's Services workforce reform strategy.

Serious Case Reviews (SCRs)

10. Following Baby P it would be true to say nationally that referrals and Serious Case Reviews are in the spotlight. Herefordshire has been involved recently in supporting two external local authority SCRs. In addition we are near the conclusion of a Serious Case Review for Herefordshire which is going through the legal prosecution system at the same time. Unfortunately a further Serious Case Review has been initiated in Herefordshire.
11. It is the role of the HSCB to ensure that lessons learned from each of the Serious Case Reviews are noted, action plans drawn up and local services improved. In terms of future inspection and also improving our practice various agencies are addressing some of the initial aspects of the Serious Case Reviews already. These include a focus on record keeping and child files, inter agency information sharing, improving links between adult services (particularly DASH) and Children's Services.

Information Sharing

12. Reinforcement of effective information sharing practices is required across agencies in light of Laming and also in response to some of the issues emerging from SCRs. A protocol is likely to be needed with a refresh and appropriate training to ensure all staff are up to date with requirements.

GOWM Review of Social Care for CYP

13. At a recent review we had some discussion about all of the above points and recent changes. It was recognised that we are making a lot of improvement and that we are on a journey. At the same time the services remain somewhat vulnerable to spot inspection under the new Ofsted framework. We do not receive a formal judgement from these regular reviews but we think that they are watching our progress with interest and will be here for a further meeting in July. In preparation for possible inspection and for CAA we have begun a series of event across agencies to identify all of our strengths and areas for improvement.

Update on Steve Love report action plan

14. The HSCB have recently agreed that the number of action plans emerging are becoming cumbersome to manage and some have a number of overlap areas. Subsequently this report, a response to Laming and the lessons learned from recent SCRs will be condensed into a single action plan for the HSCB.
15. For scrutiny purposes Appendix 3 provides an exception RAG rated report of the action plan. Each of the actions has been updated with a RAG rating and some commentary provided by the lead officers.
16. In summary, of the 28 actions:
- 9 are marked green, as completed
 - 2 are marked amber/green, as some parts are still to be completed
 - 10 are marked amber indicating that most of the work has been completed but further action is required. It is not clear from the commentary received the timescales for the subsequent action.
 - 1 is marked amber/red as staff sickness means that activity is currently on hold
 - 4 actions are marked red and will not be achieved in the timescale - revised timescales need to be agreed
 - 2 actions are marked no data as, despite chasing, no information has been provided by the lead officer.
17. Attached at Appendix 4 is a brief overview of the new Ofsted Framework for CAA for your information.

RECOMMENDATION

THAT the

Scrutiny members note the recent actions and debate any issues arising from the report.

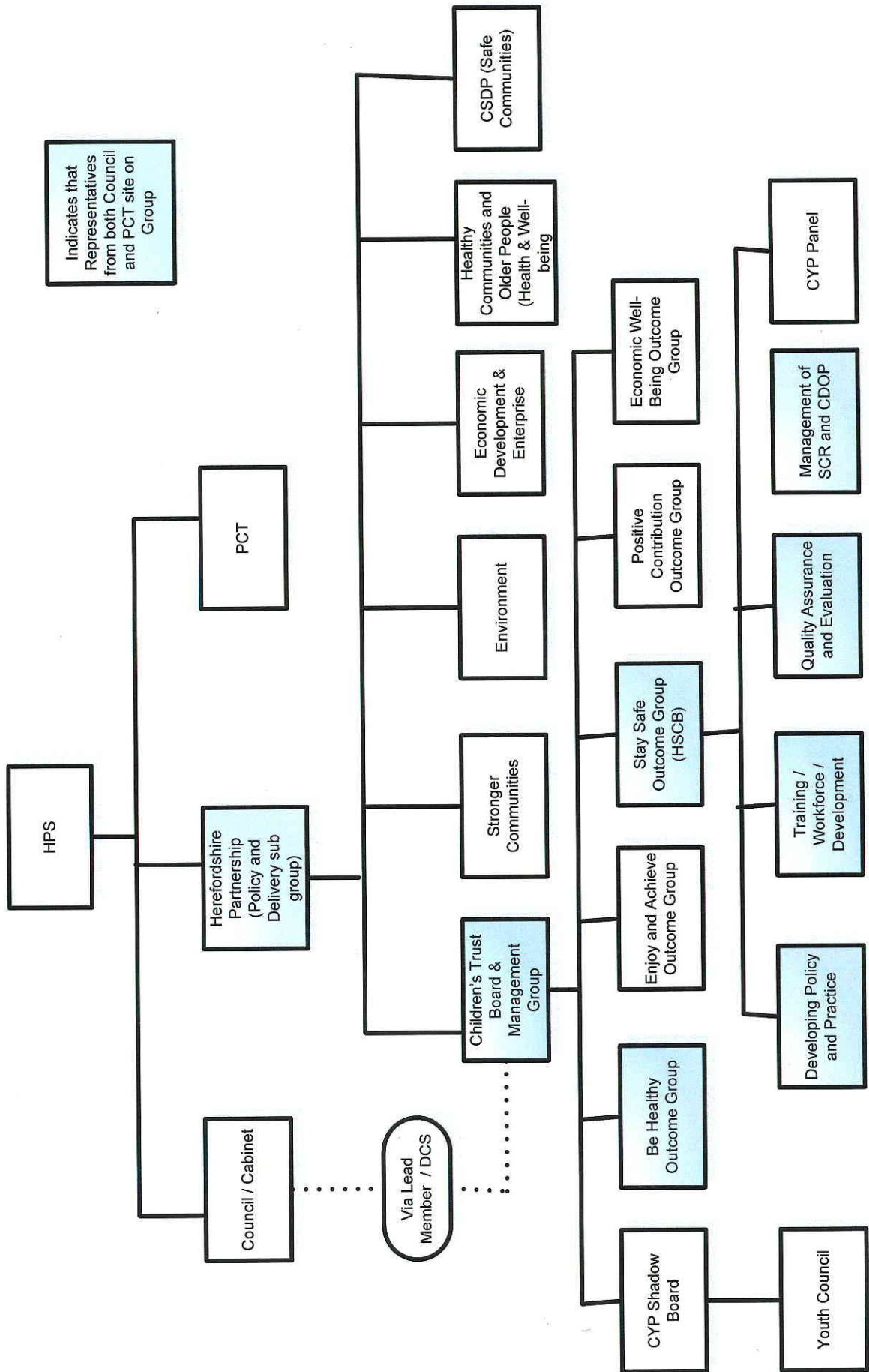
APPENDICES

- Appendix 1 Inter relationship between the Children's Trust, the Safeguarding Board and other local groups
- Appendix 2 Brief performance indicator summary
- Appendix 3 Safeguarding Action Plan
- Appendix 4 Overview of Ofsted Framework for CAA

BACKGROUND PAPERS

- Scrutiny report on Review of Children's Safeguarding – 30 March 2009

APPENDIX 1
Inter Relationship between Children's Trust, the Safeguarding Board and Other Local Groups



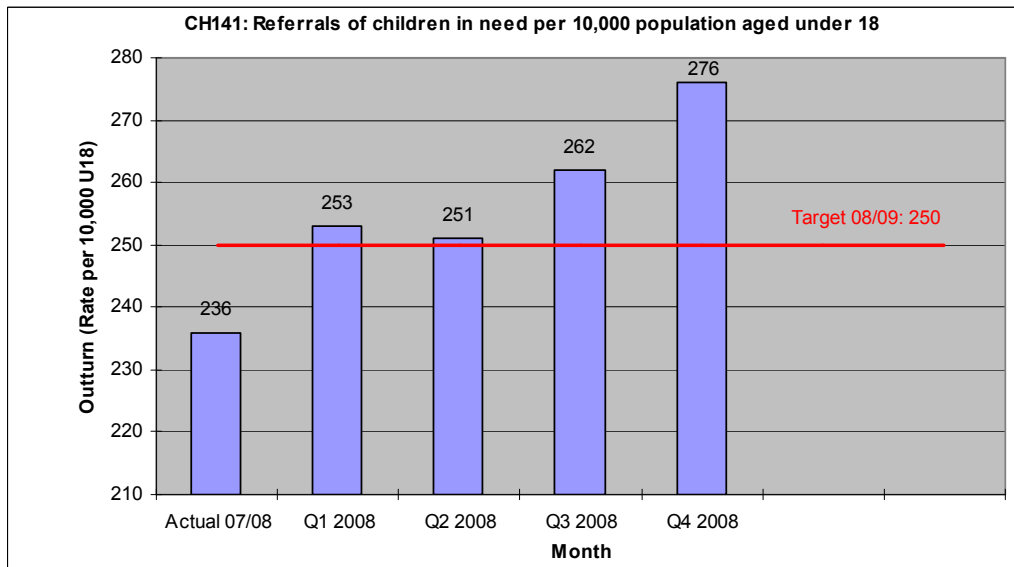
Indicates that Representatives from both Council and PCT sit on Group

Appendix 1: Performance analysis

The following performance information focuses on referrals, initial assessments, core assessments, child protection and children in care. Please note that the comparative information provided is for 2007-2008 for the Herefordshire's statistical neighbour group and the England average – comparative information for 2008-2009 will not be available until July 2009.

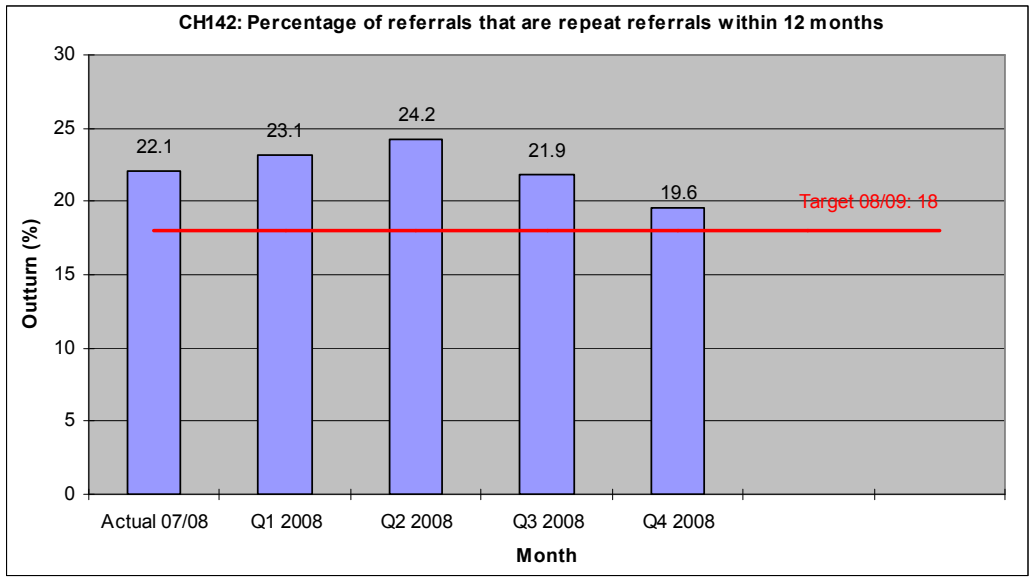
Referrals of children in need per 10,000 population aged under 18

The outturn for 2008/2009 is 276 referrals per 10,000 population aged under 18, significantly ahead of the target for the year of 250. Herefordshire's rate of referrals still remains below that of statistical neighbours (at 369 per 10,000 population). The quarterly analysis shows a large number of referrals in quarter 4. This is largely due to the implementation of Frameworki – under the old system, a sibling group would be classed as one referral; under Frameworki, each member of the sibling group has a separate referral.



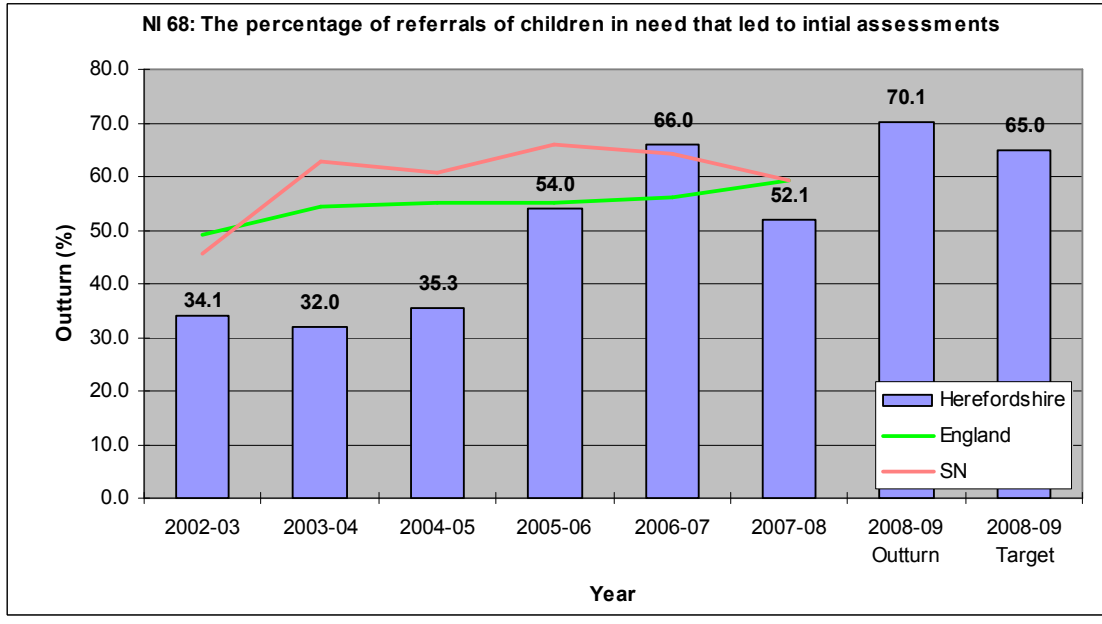
For the first two months of 2009/2010, there were a total of 131 referrals to children's social care.

The percentage of referrals that are *repeat referrals* fell during 2008/2009 and although not achieving the target of 18% is below the outturn for 2007/2008. It is also well below the 2007-2008 outturn for statistical neighbours of 24.5% and England average of 24.3%.



Referrals of children in need going on to initial assessment

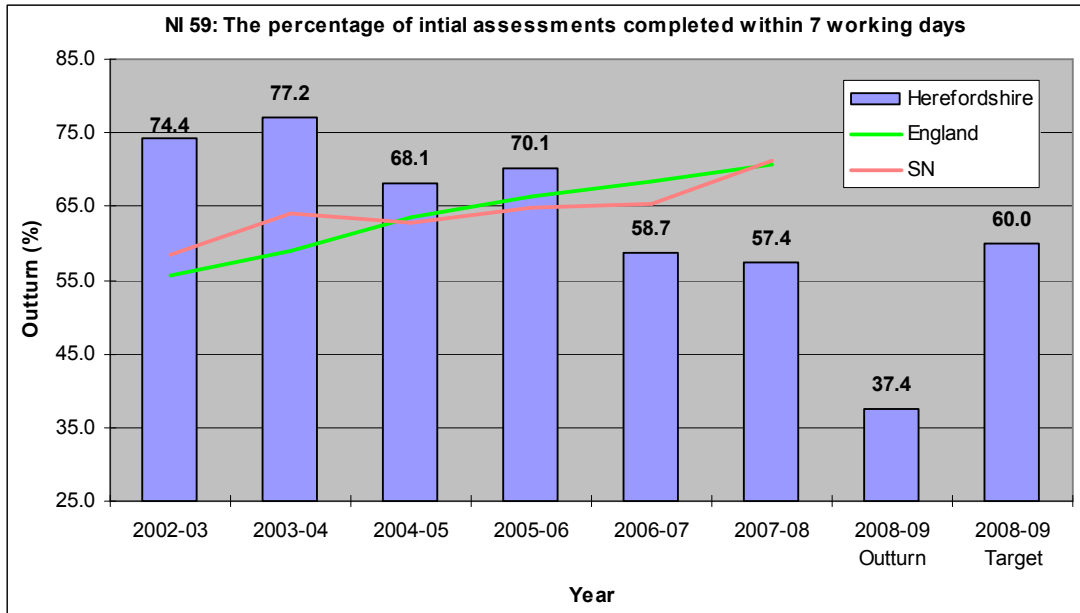
The percentage of referrals going on to initial assessment significantly improved during 2008-2009 and well ahead of the target for the year. It compares favourably with statistical neighbours and England average for 2007-2008. The first two months of 2009/2010 show that the percentage of referrals going on to initial assessment is around 85%.



Percentage of initial assessments completed within 7 working days

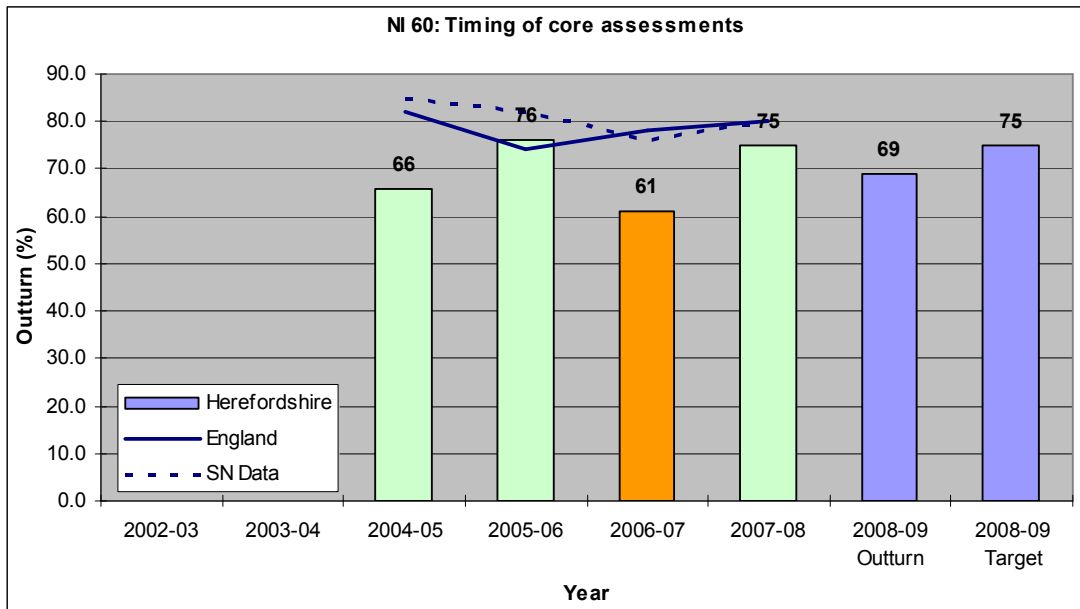
This remains a key area of concern. Ongoing recruitment and retention issues, coupled with the introduction of a new workflow system (Frameworki), impacted on performance during the year. The outturn for 2008-2009 was significantly below last year's outturn and the target set for the year.

Progress has been made in allocating all referrals immediately so there is no delay in the assessment process and assessing risk to children but the effect of eliminating a waiting list has been that our performance on completing all initial assessments within 7 days has fallen. We are urgently addressing this and have an action plan in place. The percentage of initial assessments completed within 7 working days is currently running at 46% after the first two months of 2009/2010.



Percentage of core assessments completed within 35 working days

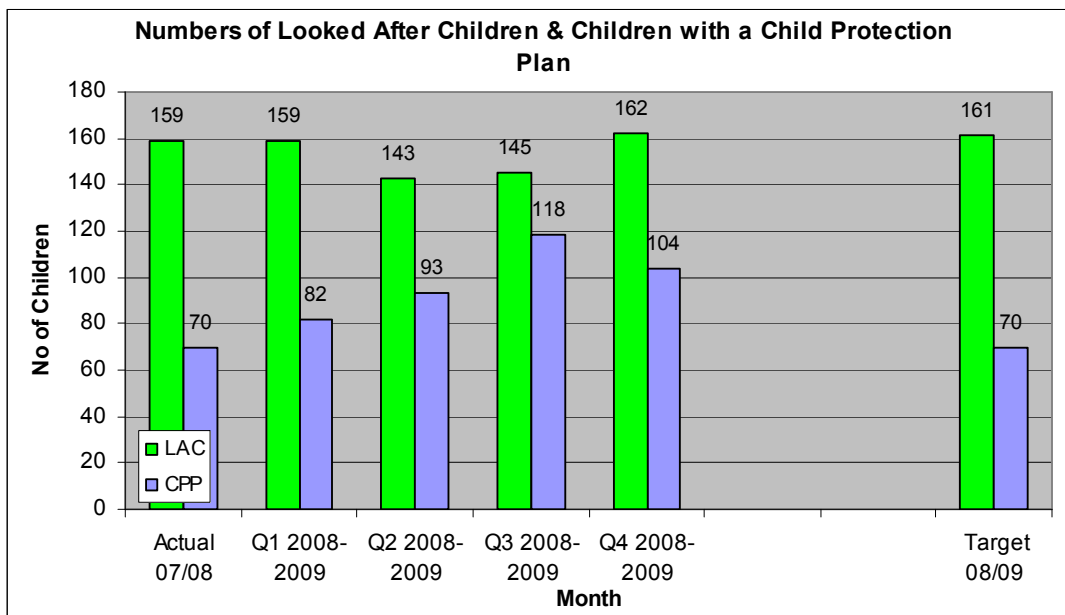
Performance against this indicator has remained fairly constant during the year and the final outturn was slightly below the target set.



Child protection and children in care

The number of children subject to a child protection plan at 31 March 2009 was 104. This equates to 28.7 per 10,000 population aged under 18 and is ahead of statistical neighbour figure for 2007-2008 of 22.5 per 10,000 population aged under 18. As at 31 May 2009, the number of children subject to a child protection plan has dropped slightly to 100.

The number of children in care at 31 March 2009 was 162. This equates to 44.8 per 10,000 population aged under 18 and is ahead of statistical neighbour figure for 2007-2008 of 39.6 per 10,000 population aged under 18. As at 31 May 2009, the number of children in care has dropped slightly to 155.



As at 31 March 2009, all children subject to a child protection plan were allocated to a named, qualified social worker.

As at 31 March 2009, 98.1% of children in care were allocated to a named, qualified social worker. This equates to 3 children not allocated to a named social worker. This was due to a social worker leaving and the children being managed by the team until the new social worker took up post.









Safeguarding Review – Action Plan

Exception Report – MAY 2009

Actions to be completed by the end of February 2009

Ref	Action	Lead officer	Progress statement	RAG rating
3.2 / 3.7	<ul style="list-style-type: none"> ▪ Implement new CRB Policy & Procedure in line with DCSF guidance on safer recruitment in education 	Assistant Chief Executive (HR)	Agreed and implemented – 3 rd March 2009	★
3.4	<ul style="list-style-type: none"> ▪ Develop and implement system for communicating and embedding of new CRB Policy 	Assistant Chief Executive (HR)	<p>Item placed in Team Talk. Two emails sent to schools introducing new team and highlighting new policy</p> <p>Further work planned includes:</p> <ul style="list-style-type: none"> • Work with Communications team to improve awareness via Schools Online and other means – May & June as main initial focus (then follow-up in Autumn term) • Briefings to schools – one in June 09 ; others to follow in Summer and Autumn terms • 2 updates in Team Talk planned over summer term 	●
4.9	<ul style="list-style-type: none"> ▪ Identify ICT support requirements for the R&A team ▪ Commission ICT Services to provide identified support 	Head of Safeguarding and Vulnerable Children	<p>ICT support identified. Temporary Data Improvement Officer support in place and additional support being recruited</p>	★

Actions to be completed by the end of March 2009

Ref	Action	Lead officer	Progress statement	RAG rating
2.2	<ul style="list-style-type: none"> ▪ Prepare clear statement on the assessment model currently in use ▪ Provide some practice based sessions ie within team meetings across agencies ▪ Identify effective communication strategy ▪ Implement communication strategy 	DCS	CAF launch in April 2009 to clarify change to system	
2.3	<ul style="list-style-type: none"> ▪ Review business plan focusing on key outcomes, targets and measures 	HSCB Business Manager	Development day on the 22 nd June will address the business plan and the key outcomes.	
2.6	<ul style="list-style-type: none"> ▪ Identify responsible officers for each element of the delivery plan ▪ Clarify and communicate roles and responsibilities of responsible officers ▪ Ensure progress to the plan through regular review and action between meetings 	HSCB Chair	The delivery plan will be refreshed following the development day on 22 June	
2.7	<ul style="list-style-type: none"> ▪ Identify and agree performance standards for HSCB Business Manager 	DCS	Process begun but on hold while HSCB Manager off sick	
2.8	<ul style="list-style-type: none"> ▪ Identify appropriate individual to minute meetings of the HSCB ▪ Identify clear standards for the production of minutes for the HSCB ▪ Action points to be circulated within 48 hours 	HSCB Business Manager	The advert for a fulltime permanent PA has been written and will be agreed by DCS. Format of minutes and circulation on action to be agreed by HSCB Members. New format is being produced.	
2.15	<ul style="list-style-type: none"> ▪ Clarify and document procedures for decision making on serious case reviews 	Chair of Management of SCR and CDOP sub group		No data
2.16	<ul style="list-style-type: none"> ▪ Clarify and document arrangements relating to child deaths and SCRs ▪ Communicate agreed arrangements 	Chair of Management of SCR and CDOP sub group		No data
2.17	<ul style="list-style-type: none"> ▪ Identify methodology and communication strategy for dissemination of lessons learnt from SCRs 	HSCB Business Manager	Members of the HSCB are addressing this.	

Ref	Action	Lead officer	Progress statement	RAG rating
	<ul style="list-style-type: none"> ▪ Address key learning locally and nationally ▪ Develop template for capturing lessons learnt from SCRs and IMRs in light of best practice ▪ Hold regular multi agency practice sessions that reflect on practice and take back learning points into teams from lessons learnt from SCRs 		<p>This is in the early stages and a process needs to be developed and embedded.</p>	
4.4	<ul style="list-style-type: none"> ▪ Confirm threshold criteria for Herefordshire in line with best practice elsewhere ▪ Communicate criteria and assessment methods to all key partners 	Head of Safeguarding and Vulnerable Children	<p>Threshold criteria currently being refreshed. Meeting arranged for small group from policy and practice subgroup of the Safeguarding Board.</p>	●

Actions to be completed by the end of April 2009

Ref	Action	Lead officer	Progress statement	RAG rating
1.1	<ul style="list-style-type: none"> ▪ Children's Trust Board and HSCB work together to define objectives for the HSCB to safeguard and promote the welfare of children ▪ Define objectives in line with best practice ▪ Ensure understanding of the objectives by all members of the HSCB Board 	DCS	<p>Greater clarity of responsibility / accountability since restructure of HSCB.</p> <p>Performance Manager involved in re-visiting PIs and performance framework</p>	●
1.2	<ul style="list-style-type: none"> ▪ Integrate safeguarding and support for vulnerable groups into all Outcome Group delivery plans 	Outcome Group leads/CT Business Manager	Draft Delivery Plans are currently being developed with the outcome groups and the Management Group. Currently the aim is to have these completed by the end of May 2009	●
1.3	<ul style="list-style-type: none"> ▪ Review and revise dataset for the HSCB Board identifying a minimum set of key performance standards ▪ Agree reporting arrangements as per quarterly cycle (in line with other Outcome Groups) ▪ Ensure actions to improve performance are supported and carried out 	DCS	<p>PI and performance framework in place</p> <p>Now needs embedding</p>	● / ★
2.5	<ul style="list-style-type: none"> ▪ Review delivery plan in line with the business plan 	HSCB Chair / Business Manager	The delivery plan was discussed at the HSCB Board Meeting on the 11 th May and will be developed and agreed on the 22 nd June 2009 at the HSCB Development Day.	●
3.1	<ul style="list-style-type: none"> ▪ Record all employee CRB checks on the current HR system ▪ Hold records for non employees on a separate system pending implementation of the new HR system in October 2009 ▪ Streamline records to ensure consistency of information recorded and to enable effective monitoring ▪ Report action of HSCB 	Assistant Chief Executive (HR)	Being undertaken	★

Ref	Action	Lead officer	Progress statement	RAG rating
4.1	<ul style="list-style-type: none"> ▪ Review current practice in relation to data and information management for R&A team ▪ Identify best approach in line with best practice elsewhere, including proactive data ie to address trends before they occur ▪ Implement agreed approach 	R&A Team Manager	Frameworkki reporting system implemented and reporting requirements identified and being implemented. Additional Data Improvement Officer support will support proactive reporting and management of casework.	★
4.2	<ul style="list-style-type: none"> ▪ Develop team plan incorporating achievable, but stretching, performance targets 	R&A Team Manager	Team plan 2009/10 agreed	★
4.6	<ul style="list-style-type: none"> ▪ Implement monitoring of impact of CAF on referrals 	Head of Safeguarding and Vulnerable Children	Start date of Child Concern model being replaced by CAF delayed to July 09. Arranging monitoring of number of CAF's.	●
4.7	<ul style="list-style-type: none"> ▪ Identify minimum standards of required information for receiving referrals in R&A team ▪ Communicate standards to all key agencies ▪ Monitor effectiveness of new standards 	Head of Safeguarding and Vulnerable Children	Service Manager (Referral and Assessment) has arranged a meeting with Health and Police to take this forward.	●
4.8	<ul style="list-style-type: none"> ▪ Develop clear protocols for decision making within the R&A team ▪ Implement protocols 	Head of Safeguarding and Vulnerable Children	Frameworkki now facilitates this.	★
4.10	<ul style="list-style-type: none"> ▪ Identify longer term Frameworkki training requirements for the team ▪ Commission ICT Services to deliver identified programme 	Head of Safeguarding and Vulnerable Children	Training issues identified. Performance Management now in place.	★
4.11	<ul style="list-style-type: none"> ▪ Identify retention schedule for paper files ▪ Archive paper files 	Head of Safeguarding and Vulnerable Children	Retention policy in place.	★
4.12	<ul style="list-style-type: none"> ▪ Identify schedule for full migration to Frameworkki 	Head of Safeguarding and Vulnerable Children	Not possible until EDRMS implemented.	▼
4.13	<ul style="list-style-type: none"> ▪ Develop procedure for transfer of completed work ▪ Ensure that procedure incorporates explicit 	Head of Safeguarding and Vulnerable Children	Transfer policy to be sent to stakeholders.	●

Ref	Action	Lead officer	Progress statement	RAG rating
	timescales <ul style="list-style-type: none"> ▪ Communicate transfer process to key stakeholders 			
4.14	<ul style="list-style-type: none"> ▪ Monitor transfer arrangements and impact on the core business ▪ Review arrangements as appropriate 	Head of Safeguarding and Vulnerable Children	Now clarified.	★
4.15	<ul style="list-style-type: none"> ▪ Identify scope of Best Value exercise ▪ Seek comparisons with other authorities ▪ Challenge existing arrangements in light of comparative information 	Head of Safeguarding and Vulnerable Children	Performance indicators being used as the basis for this exercise and the benchmarking exercise undertaken in 2008.	●

CONTINUUM OF PROVISION FOR CHILDREN & YOUNG PEOPLE WITH AUTISM SPECTRUM CONDITIONS IN HEREFORDSHIRE

Report By: SEN & Accessibility Adviser

Wards Affected

County-wide

Purpose

1. To consider the current provision for Children & Young People with Autistic Spectrum Conditions in Herefordshire and action plans for its further development.

Financial Implications

2. We cannot identify all expenditure on autism directly as some children's needs are met through banded funding and some children and young people will not have autism as a single identified need but may also have other conditions, but below is information on specific 'autism' funding and general SEN funding in the financial year – 2008/09

Autism services expenditure

Specialist Advisory Teacher - The budget identified for the provision of the Specialist Advisory Teacher is £51000.

Allocations to schools for Additionally resourced provision:

Hampton Dene autism unit - £104,000

Bishop of Hereford's Bluecoat School autism unit (The Bridge) - £63,000

Education Needs Budgets

SEN provision in school allocations: £3,237,264

Notional SEN in school budgets - 6% - £4,507,625

Background

Policy

3. The current policy describing the 'incidence, provision and resources related to C&YP with Autism Spectrum Conditions (ASC) is based on the definition of Autistic Spectrum Conditions then referred to as Disorders (ASD) as:
4. Severe communication disorders related to a triad of impairment in the following areas-

- Difficulties in social comprehension, communication and imagination.
 - Delayed and deviant language development
 - A restricted range of activities resulting in obsession and rituals.
5. The definition also recognises that:
- 'children with ASC vary in intelligence; most have learning difficulties but some are very bright, and they vary in the degree to which they are affected by autism from mild to very severe.'
6. The survey of incidence in Hereford and Worcester in 1997 found 15 in 10,000 children to be affected by an ASC. Current information shows that figure to be 50 in 10,000. (These figures should be considered in context as not all these young people will have a formal diagnosis of Autism and it is unclear what the criteria were for inclusion in the analysis of 1997 – a direct comparison is therefore invalid)
7. A recent study by University College London (July 2006) found the prevalence based on locally identified children with ASC would have been 44 per 10 000. However their investigation of a random sample (225) of children and young people with identified ASC and SEN as possible unidentified cases of ASC, found:
- 39 per 10 000 had Autism
 - 77 per 10 000 had an Autism Spectrum Conditions
 - Giving a total prevalence of 116 per 10 000 which equates to 1% of the child population in the UK.
8. If this was reflected in Herefordshire in 2009 it would equate to approximately 190 children and young people. Census data from Herefordshire in 2009 indicated 0.5% (99 C&YP) have been identified.
9. The policy of ensuring parents of children with autism are consulted on the provision of autism services is in accordance with the general consultation policy available on the council website.
10. There is not an up to date specific policy for C&YP with autism. The current policy (attached) written in February 2001 is based on an audit of need carried out in 1997. At that time 39 children were identified with an ASC diagnosis between the ages of 5-16.
11. Autism is currently defined as a learning disability – work on criteria for accessing additional funding is underway which includes a definition based on, assessment and provision criteria.

Population

12. There has been a rise in the population of Children & Young people with ASC in Herefordshire from 46 (2004) to 99 (2009) (*107% increase*)
13. This rise should be considered in the context of the development of diagnostic practice.

14. 88 children and young people are identified on the SEN database as having ASC as a primary OR secondary need. (Primary need refers to the most significant in what may be a complex mix of needs; secondary need therefore refers to the next most significant need) These C&YP would either have a statement of SEN or be in receipt of additional funding through the Banded Funding system (Table 1).

Table 1	
Total number Children & Young People Identified with Autistic Spectrum Condition known to SEN Team*	
Number	Type of Provision
14	Mainstream High School (Herefordshire)
11	Mainstream Primary School (Herefordshire)
2	Other Authority High School
4	Independent School (1 primary)
5	Brookfield BESD Special
32	SLD/PMLD (15 primary)
9	Primary Additionally Resourced Provision
3	Secondary Additionally Resourced Provision
2	Educated otherwise than at school
4	Out County Residential Special School
1	Other Authority Additionally Resourced Provision
88	Total
*C&YP Known to the SEN Team would either have a statement of SEN or be in receipt of additional funding through the Banded Funding system	

Table 2	
Number of Students With ASC (Known to SEN Team)	National Curriculum Year Group
1	Nursery
2	Reception
4	1
5	2
3	3
5	4
10	5
9	6
10	7
7	8
7	9
9	10
5	11
6	12
4	13
1	14
88	Total

15. The fact that diagnosis of ASC is not usual in very young children is reflected in the spread of C&YP identified with ASC across National curriculum year groups (Table 3).
16. This table should also be considered in the context of the development of diagnostic practice.
17. The policy statement on identification and assessment is for:
'Early diagnosis carried out whenever possible by a multi disciplinary team. There is no medical test for Autism and diagnosis depends on behavioural and developmental criteria.'
18. The current diagnostic situation is that children are diagnosed by local paediatricians and psychologists working in CAMHS and also by external centres of excellence such as Birmingham Children's Hospital. New criteria relating to educational support for children with needs relating to Autism are being considered as part of the revision of Banded Funding criteria.
19. Table 3 shows a comparison between the percentage of children identified nationally and locally as a proportion of the school population.

20. It is important to note that this does not imply that 7.6% of all children have a diagnosis of ASC but that they have been identified as being ASC by their school in the Annual Spring Census

**Table 3. Numbers of Children & Young People Identified with ASC as % of School Age Population
National and Local Comparison from Statistical Release June 2008**

	Primary Schools		Secondary Schools		Maintained Special Schools		Non Maintained Special Schools		Total	
	Number	%	Number	%	Number	%	Number	%		
National	19,920	6.3	15,890	5.9	14,370	17.0	860	19.4	51,030	7.6
Herefordshire	37	0.3	25	0.28	37	16.74	N/A	N/A	99	0.45

Provision

21. 99 children and young people with SEN identified in the School Spring Census (January 09) are described as having ASC as a primary need. Not all these C&YP will have a formal diagnosis of ASC but may have been identified informally by the school as having 'autistic tendencies'.
22. This figure compares with 46 in 2004 and is reflected by the rise in the number of young people with ASC in mainstream schools from 35 in 2004 – 62 in 2009. (Table 4). 12 of those currently in mainstream schools are placed in additionally resourced provision. 25 of the remaining 50 C&YP placed in mainstream schools identified with ASC in the spring school census do not have additional funding through the banded funding system or a statement of SEN.
23. The proportion of children & young people with Autism combined with severe learning difficulties has continued to be approximately one third (33Jan '09). These children & young people are placed in one of the 3 special schools for children with severe learning difficulties. Within these schools they will have access to specialist teaching including the structured TEACCH approach.

Table 4			
Children & Young People Identified with Autism Spectrum Condition in Herefordshire schools January 2009			
	Primary phase	Secondary phase	Total
Additionally Resourced Provision	Hampton Dene 9	The Bridge 3	12
Mainstream	28	22	50
Special	37		37
Total Number Children & Young People Identified with Autism Spectrum Condition			99

24. There are 2 additionally resourced units for C&YP with Autism attached to mainstream schools. A primary phase at Hampton Dene and secondary phase provision at the Bishop of Hereford's Bluecoat School known as The Bridge. These centres are funded by the Local Authority and provide up to 18 places with access to specialist teaching and support staff. Entry to the additionally resourced provision is dependent on a medical diagnosis of autism.
25. Support for young people placed in mainstream schools is provided through outreach from these provisions and our special schools when appropriate or other advisory services including Educational Psychologists.

26. We currently have a vacancy for a Specialist Advisory Teacher for C&YP with Social and communication difficulties including ASC. There is also a vacancy being filled on a temporary basis from September at The Bridge. Recruitment of suitably qualified personnel is currently a significant issue in Herefordshire in this field.
30. The Autism Resource Centre (ARC) at the primary phase additionally resourced unit holds a lending library of resources and provides informal training opportunities through twilight sessions open to parents, staff in schools and other agencies, contributed to by local professionals and visiting speakers from groups such as Autism West Midlands.
31. There is a Specialist Occupational Therapist and Speech & Language Therapist jointly funded by C&YPD and the PCT.
32. There is also a specialist Teacher at the Child Development Centre who contributes to multi disciplinary assessments, delivers the Early Bird Programme and supports transition into reception classes or Early Years settings.
33. Continual professional development for teachers in mainstream and specialist settings, related to ASC, is available through courses delivered by a range of professionals within the CYPD & PCT. Recent examples are:
- A series of 6 sessions for teaching staff and TAs delivered by multi agency team of including the specialist Occupational Therapist, Speech & Language Therapist and specialist teachers.
 - Delivery of the Elklan Programme to Early Years and School staff.
 - Autism Resource Centre – Half termly meetings as described above
 - Training for individual staff e.g. use of symbol soft ware, social stories, usually through outreach or Advisory teachers.
 - Training coordinated through 'Autism Training Framework Group' using West Midland Regional Partnership Training Framework until Vacancy of Specialist advisory Teacher.
34. The latest Inclusion Development Programme (IDP) release will be launched at the SENCO conference on July 1st. The programme is designed to raise awareness and skill level of all class teachers of a range of needs. The most recent element is focused on ASC. All SEMCO's will receive an overview of the ASC module and the refinements made to the Dyslexia and SLCN modules since the initial launch of the programme. SENCOs will be given the latest CD Rom (ASC) at the meeting to use alongside the online version with their staff at school. Access and Improvement Coordinators have already raised awareness of the programme with the Intervention Coordinators (IPCOs) and will support individual SENCOs and cluster meetings. Schools who are part of the IDP pilot who have already carried out most of their action plan regarding the existing modules of the IDP will be supported in launching the ASC module.

35. A small number of children with ASC are placed in out-county provisions.
36. The average cost of Out of County placement in 2008/09 was £119,765. The average cost of placement for C&YP with ASC was £118,376 (with range from £17,000 to £200,451 per annum).

Table 4		
Out County Placements for ASC as		
2001 - 2009		
	ASC	Total Number of out-county placements
2001-02	4	22
2002-03	6	28
2003-04	7	28
2004-05	5	25
2005-06	5	23
2006-07	5	29
2007-08	3	22
2008-09	5	21

Future Provision

37. We are in the early stages of discussion with local high schools regarding the development of a secondary phase centre of excellence in provision for young people with Asperger's Syndrome that would act as a hub offering outreach to other high schools.
38. This would link with the provision in The Bridge and the Specialist Advisory Teacher to provide additional resources and specialist teaching for young people with high levels of ability and difficulties associated social communication and ASC.
39. The accommodation at the Language and Communication Centre at Hampton Dene is currently under review including identifying funding streams for its improvement to bring it in to line with the quality of accommodation at The Bridge (Bishop of Hereford's Bluecoat school).
40. Consideration is also being given to establishing effective multi-agency assessment protocols that would ensure appropriate diagnosis of ASC.

RECOMMENDATION

THAT:

- (a) The information within the report be noted.
- (b) A new policy for Additional Needs to be developed during 2009-2010 which will incorporate ASC.

BACKGROUND PAPERS

- Autism – Incidence, Provision and Resources in Herefordshire
- Policy Document on Children with Autistic Spectrum Disorders (ASD) February 2001

AUTISM – INCIDENCE, PROVISIONS AND RESOURCES IN HEREFORDSHIRE

INTRODUCTION

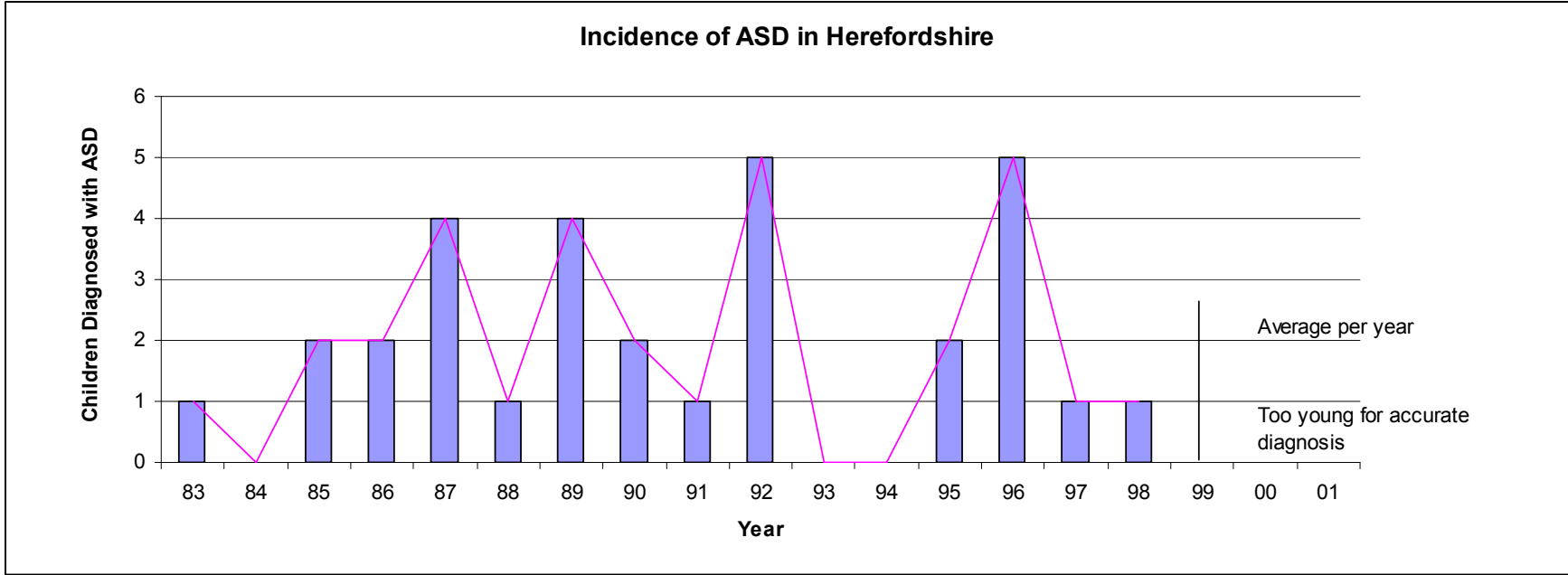
Autism Spectrum disorders (ASD) are widely regarded as severe communication disorders. There is a triad of inter related impairments as follows:

- **Difficulties in social comprehension, communication and imagination**
- **Delayed and deviant language development**
- **A restricted range of activities resulting in obsessions and rituals.**

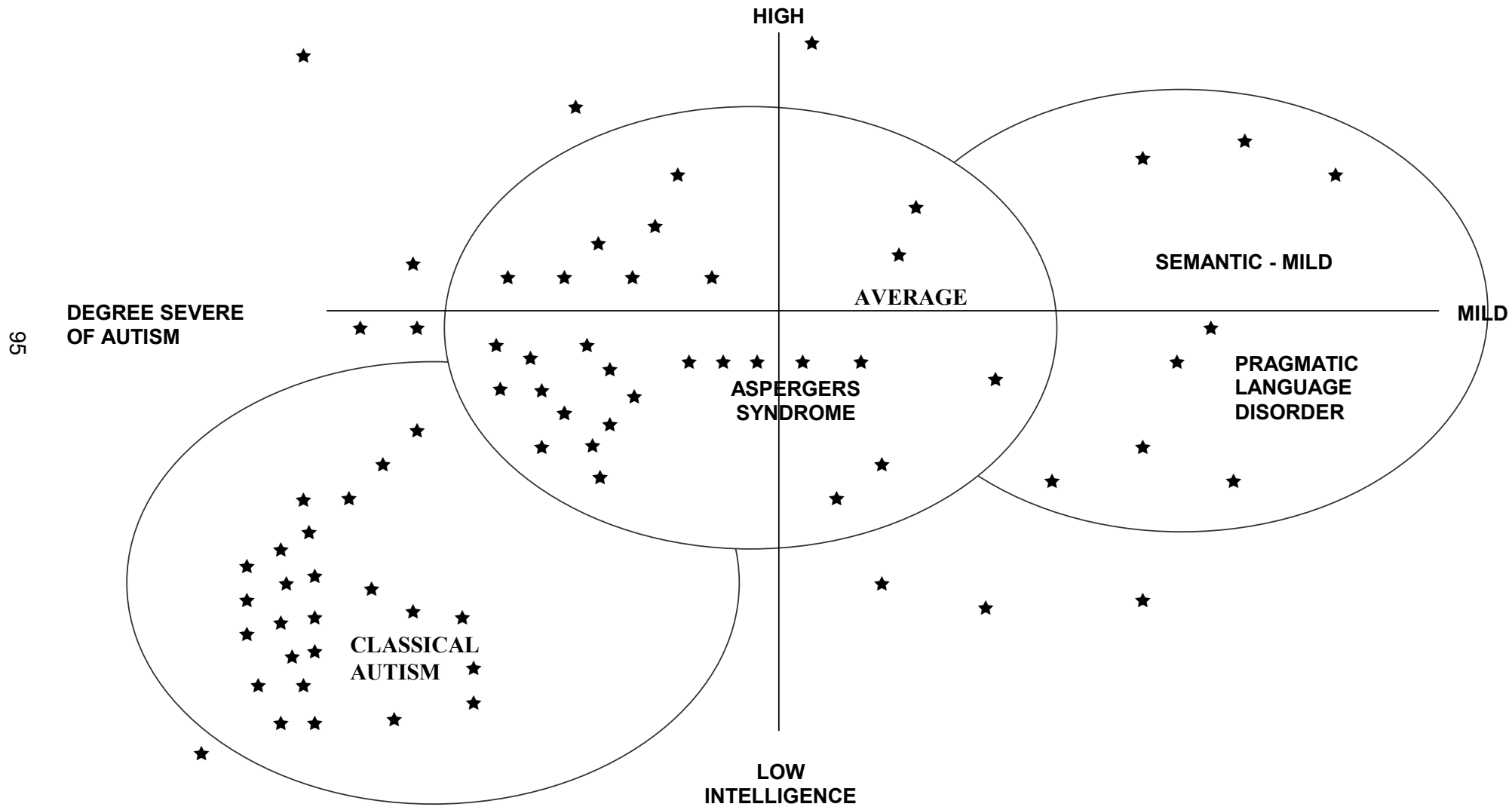
Children with ASD vary in intelligence; most have learning difficulties but some are very bright, and they vary in the degree to which they are affected by autism from mild to very severe.

INCIDENCE IN HEREFORDSHIRE

In a survey of incidence in Hereford and Worcester in 1997, we found a figure of 15 children in 10,000 suffered from ASD. Current figures give much the same statistic. We were able to identify 39 children with an ASD diagnosis between the ages of 5-16 years in Herefordshire. Reviewing the birth dates of these children show a range which number between 0-5 per year giving an average prevalence of 2 ASD children per year. There is remarkable consistency over a 15 year period as follows:



AUTISM – DISTRIBUTION IN RELATION TO I.Q.



Out of the 39 children diagnosed, approximately one third of children with ASD will have severe learning difficulties and will properly be placed at one of our three special schools; one third will be able to cope in ordinary schools and the remaining third will be properly placed in a small primary or secondary unit catering for their needs but with access to ordinary school and the ordinary curriculum.

In Herefordshire we have a good early years provisions for children with Autism at the CDC and at the Early Years Centre in Leominster.

On school entry the available resources are:

Blackmarston School) for children with ASD and
Westfield School) severe learning difficulties
Hampton Dene Language Unit – children with ASD
Ordinary school – for children with mild ASD

at secondary level we have:

Barrs Court School
Ordinary school
Out-country resources such as Coddington Court

The ASD class would have one specialist teacher plus one trained support assistant (in line with NAS recommendations).



HEREFORDSHIRE
COUNCIL

**Policy Document
on Children with
Autistic Spectrum Disorders (ASD)**

February 2001



Policy Statement on Children with an Autistic Spectrum Disorder (ASD) for Herefordshire Council, Education Directorate

Introduction

Herefordshire LEA is committed to providing learning support for children with Autistic Spectrum Disorder (ASD) in accordance with the details in the child's Statement of Special Educational Needs (Education Act 1996). The aim of the LEA is to identify the specific difficulties of the child in order to make appropriate educational provision and recognises that early diagnosis is essential for effective intervention.

Children with ASD vary in measured intelligence, although the majority have associated or additional learning difficulties. They also vary in the degree to which they are affected by Autism.

Most, but not all, children with ASD have a Statement of Special Educational Needs. In the light of proposals in the revised Code of Practice, it is anticipated that most ASD children will require a Statutory Assessment of their SEN. However, the decision to write a Statement of Special Educational Needs does not solely depend on diagnosis but on whether the child's educational needs cannot be met from provision normally made by the mainstream school.

1. Incidence of ASD in Herefordshire

Approximately two people in one thousand are likely to suffer from a severe communication difficulty related to an Autistic Spectrum Disorder (ASD). (Classical Autism and Asperger's Syndrome). This is approximately 70 children from 3-19 years or 50 pupils from 5-16 years in Herefordshire. This incidence figure coincides with both measurements taken over several years and with national surveys and studies. (National Autistic Society (NAS)).

2. Diagnosis

The core impairments essential for a diagnosis of ASD are:

- a) Difficulties in social comprehension, communication and imagination
- b) Delayed and deviant language development
- c) A restricted range of activities and interests resulting in obsessions and rituals
- d) Onset below 36 months.

Diagnosis is usually made by a Child Psychiatrist, Paediatrician or by a Psychologist (clinical or educational). In Herefordshire there has been an attempt to develop a multi-professional team comprising a Community Paediatrician, Clinical Psychologist, Educational Psychologist, Speech Therapist and others as appropriate who would conduct assessment and diagnosis. (See West Midlands Regional Project on Autism Report). Referral outside of the county is also made by GPs. Diagnosis is therefore established via several different routes.

Identification and Assessment

Herefordshire LEA is committed to identification and assessment as early in the child's life as is possible and reliable. Early diagnosis is essential for effective interventions. Assessment should commence in one of the two pre-school assessment facilities; the Child Development Centre or Leominster Early Years Centre.

Assessment should, whenever possible, be carried out by a multi-disciplinary team. It is essential that parents are given clear and consistent advice. There is no medical test for Autism and diagnosis depends on behavioural and developmental criteria. Successful interventions currently comprise educational and behavioural programmes. It has been amply demonstrated that the earlier behavioural and educational interventions begin, the more successful the intervention will be. The Herefordshire Community Health Trust has a duty to inform the educational services of the special educational needs of children under the age of five years (Section 176, Code of Practice).

Provision

Currently approximately one third of children in Herefordshire with ASD have severe learning difficulties and are appropriately placed in one of the three schools for children with severe learning difficulty. A further third have additional learning and language difficulties requiring specialist resourced provision in mainstream school or in the Langue Unit at Hampton Dene School. More able children with a milder degree of Autism are placed in ordinary school with additional resourcing. Herefordshire LEA is committed to inclusion and will try to meet the needs of children with ASD in local mainstream schools wherever possible.

A very small number of children with ASD are placed in out-county provisions. This group usually have a very severe and challenging behaviour and family life has or was in danger of breaking down. Such placements are increasingly rare and are joint funded by the Social Services Department.

Children with ASD placed in an ordinary school can be supported in some of the following ways:

- An IEP devised and delivered by the teacher in conjunctions with the SENCo particularly in the areas of social interaction, communication and social understanding. Precise target setting will be provided with records kept of progress.
- Further advice on the IEP from one of the Herefordshire Educational Support Services (HESS) and Herefordshire Psychological Services (HPS).
- Additional advice and training for school staff provided by HESS or HPS as requested.

- Assessment and programme planning carried out in conjunction with other health and social service colleagues as appropriate to the child's identified special educational needs; for example, a language and communication programme may need to be devised by the Speech and Language Therapist for school staff and parents to follow.
- Systematic and regular monitoring of the child's progress in conjunction with other professionals such as EPs, support teachers and speech therapists.

Where a statement of SEN is maintained by the LEA, formal opportunities for revising the child's progress will be achieved through the annual review procedures.

Teaching Approaches to ASD

Herefordshire LEA advocate a variety of approaches to the education of children with ASD according to individual need as follows:

- The NAS SPELL framework – Structure; Positive; Empathy; Low Arousal and Links Framework).
- The Early Bird Scheme as guiding frameworks for parent/carers following identification and assessment.
- Multi-agency liaison and 'joined-up' approaches to work with families of children with ASD.
- The TEACCH approach (Training and Education of Autistic and Communication Handicapped Children).
- The Picture Exchange Communication System
- Behavioural approaches to teaching (Lovaas)

Children with ASD require highly skilled and experienced teaching and non-teaching support in mainstream and special schools

Herefordshire LEA is committed to encouraging any teacher and support assistants involved with a child with ASD to undertake TEACCH training and to providing resources for such training and cover for teachers whilst training.

In-service training programmes are provided regularly by the LEA and are offered to individual school's staff as part of the Inspection, Advice and School Performance Service programme to all schools

CAPITAL BUDGET REPORT 2009/10**Report By: Schools Planning & Access Manager****Wards Affected**

Countywide

Purpose

1. To report the capital budget position for 2009/10 for the Children & Young People's Directorate.

Financial Implications

2. As set out in the report.

Background

3. **Planned capital spend**

- 3.1 The planned capital spend for 2009/10 is around £30,000,000.

4. **Development of the capital programme**

- 4.1 **Draft Asset Management Plan for the Children & Young People's Directorate**

- 4.1.1 Consultation will soon begin on a draft Asset Management Plan (AMP) for the Children & Young People's Directorate. Consultation will be undertaken with a wide range of stakeholders, including the Children's Services Scrutiny Committee. The consultation will run until the mid autumn term 2009. The draft AMP will bring together all of the capital funding pots available to the Directorate. It will seek to provide objective criteria and a clear process for determining the Directorate's capital investment priorities. It will also ensure a 'joined up' planning approach, to ensuring best value is gained across all of the funding pots available, in support of the priorities of the Children's Trust's Children & Young People's Plan.

- 4.1.2 Cross directorate and corporate planning of capital spend, including close liaison with Herefordshire NHS, is being developed at a number of levels, including through a cross Directorate Asset Management Working Group and also corporately through the Corporate Strategic Asset Management Working Group.

5. **Update on capital schemes for 2009/10**

- 5.1 As part of the Government's drive to stimulate the economy, Herefordshire has received a proportion of next financial year's funding (2010/11) to spend in this financial year (2009/10). The Government wishes to see these advances spent with local small and medium sized businesses. All expenditure must be in line with schools' asset management plans.

These specific advances are:

Capital Maintenance Programme - £1,000,000
 Locally Coordinated Voluntary Aided Programme - £500,000
 Schools' Devolved Formula Capital - £1,385,543

All of the above amounts are included in the budget figures shown in the following paragraphs.

6. The Minster College – Building Schools for the Future One School Pathfinder - £21,000,000 (£7,201,349 to be spent in 2009/10)

- 6.1 This scheme continues to progress well and is on schedule to complete in the summer 2010.

- 6.2 While the new school has been designed to accommodate the upper end of possible future student numbers within the catchment area and, in time, from new housing, the school will have significant spare capacity when it opens. The local authority is working with the headteacher and governors to mitigate this and the possibility of operating a multi agency integrated children's services team from the new build is being explored and discussed.

7. The Hereford Academy - £23,000,000 (£9,066,000 to be spent in 2009/10)

- 7.1 Following a rigorous selection process through the set Department for Children, Schools and Families' academies procurement framework, the local authority has been working in partnership with the trustees and governors of The Hereford Academy to develop the design of the preferred bidder, Willmott Dixon Construction. The tendered bid is within the funding available from the DCSF. A detailed planning application was submitted in May and, subject to planning approval, the Final Business Case should be approved by Partnerships for Schools in late summer, allowing Willmott Dixon Construction to commence work in September 2009. The new buildings are due to complete in the spring of 2011. Students and staff will then move into the new buildings, allowing for the existing buildings to be demolished and the final external areas to be landscaped. The whole scheme is due to complete in the autumn of 2011.

8. Primary Capital Programme - £3,000,000 (2009/10) + £5,378,000 (2010/11)

- 8.1 This is a national Government fourteen year funding programme for major investment in primary schools and primary age special schools. Herefordshire will receive its first year's allocation of £3,000,000 this financial year and £5,378,000 in 2010/11, giving a total of £8,378,000 over the two financial

years. Funding amounts beyond this have not yet been announced by Government.

- 8.2 Cabinet has committed £7.378,000 of the first two year's funding to the building of a new all through primary school in Leominster, to replace the current Leominster Infant and Leominster Junior schools. A Project Team has been formed, comprising of the headteachers and governor representatives of the current schools and local authority Children's Services, Property Services and Human Resources officers, to deliver the new build school and to carry out the statutory school reorganisation process to establish the new school. Amey will provide the consultant architect and design service.
- 8.3 Herefordshire's Primary Strategy for Change identifies the balance of the funding from the Year 1 and Year 2 allocations, £500,000, as being available as a 'match funding pot'. The draft Asset Management Plan will propose a mechanism for primary schools to bid for funding for capital schemes from the 'match funding pot'.

9 Locally Coordinated Voluntary Aided Programme (LCVAP) - £1,600,000

- 9.1 Capital funds for Voluntary Aided schools are allocated to local authorities from the DCSF. In conjunction with the Roman Catholic Diocese, the Anglican Diocesan and Staunton-on-Wye School, which is Herefordshire's only non-denominational voluntary aided school, the local authority coordinates the programme of investment. The works identified are either large maintenance schemes or improvement schemes, although certain ICT installations are also permitted. The figures quoted are always in 100% but 10% has to be found locally using School's revenue budget or the Trustees' own account. Bids are invited from aided Schools around June/July each year with submissions having to be made by the end of September. The DCSF are advised of the programme by the end of November of each year. Any scheme approved requires competitive tenders to be obtained and submitted to the DCSF for approval. Grants are paid on receipt of invoices and the final account requires receipted invoices and certificates of completion from the professional advisors.
- 9.2 The proposed programme for 2009/10 is:

St Joseph's RC Primary – completion of new school hall -	£300,000
Pembridge C of E Primary – Remodelling of accommodation -	£300,000
Bishop of Hereford's Bluecoat School – Boiler replacement -	£100,000
- Re-roofing -	£30,000
Staunton on Wye Primary School – contribution to school build	£300,000
St Paul's C of E Primary – Replacement roof	£55,000
St Michael's C of E Primary – kitchen conversion -	£17,000
Leintwardine C of E Primary – Admin/staff area remodelling -	£150,000
St Mary's C of E, Fownhope – replace rooflights -	£30,000
St Mary's RC High – Re-roofing	£40,000
- upgrade lighting to classrooms	£40,000
Whitchurch C of E Primary – Re-roofing	£60,000
Brampton Abbots Primary – remodelling	£128,000
Access contingency (to meet DDA requirements)	£50,000

10 Capital Maintenance Programme - £1,940,828

10.1 This allocation is managed by the Council's Asset Management and Property Services Team to address the highest condition issues. The allocation includes £250,000 specifically for work to prevent legionella and £100,000 to refurbish and re-site mobile classrooms where appropriate.

11. 14 to 19 and Special Education Needs Grant - £2,000,000 (2009/10) + £6,000,000 (2010/11)

11.1 Together with the 14 – 19 Partnership, the local authority is exploring an option to provide a facility, predominantly for post 16, but also some 14 + year olds, ideally to be located close to the Folly Lane Colleges in Hereford. This would be a practical learning centre for young people at Level 1 and below, including learners with learning difficulties or disabilities (LLDD) /special educational needs (SEN). Such a provision would ease the pressure on Barrs Court Special School and provide links with the Colleges. It would be a learning resource for courses under the Foundation Learning Tier and possibly some Level 2 courses which are practical in nature. It could also be a venue for some young people not in education, employment or training (NEET) or pre-NEET engagement courses.

12. Alternative Provision Capital Grant - £850,000 (2009/10) + £884,000 (2010/11)

12.1 Last summer, the local authority was successful in its bid to the DCSF to acquire funding for a pilot project to establish alternative provision for children who would otherwise be excluded from school. The bid has attracted a capital grant totalling £1,734,000 and also some revenue funding.

12.2 John Kyrle High School and John Masefield High School will be the first two schools to benefit from this funding. For September 2009, both of these schools will have dedicated accommodation for alternative provision, or 'intervention', to support pupils who might otherwise be excluded.

12.3 Feasibility studies are being carried out at Aylestone High, Whitecross High, The Bishop of Hereford's Bluecoat School, St Mary's RC High, The Hereford Academy and Kingstone High, to provide dedicated accommodation for alternative provision by 31st March 2010.

12.4 The allocation of the funding for 2010/11 has not yet been decided.

13 Playbuilder – £526,332 (2009/10) + £593,285 (2010/11)

13.1 The local authority has been successful in its bid to the DCSF for capital grant funding totalling £1,119,617 from the Playbuilder scheme.

13.2 The Playbuilder scheme is about providing play sites for 8-13 year olds that are fully inclusive in terms of diversity and disability, have support from the

local community, permission from the landowner, encourage risk and challenge and make the most of the natural environment.

- 13.3 This is a two year project to develop 22 play sites, 11 in each year. 11 sites have been identified for development this financial year and officers from the Children and Young People's Directorate are working with colleagues from Parks, Countryside and Leisure and the third sector to consult communities, and in particular young people, on the facilities they would like to see developed in their area.
- 13.4 The project is being externally audited on behalf of the DCSF by Play England which provides a monthly 'RAG rating' report to Ministers. Play England is very pleased with Herefordshire's progress to date and the project management arrangements. Consequently, the current 'RAG rating' is 'Green'.

14 Riverside Primary School - £1,187,632 (2009/10)

- 14.1 This scheme has been delayed due to the appointed contractor going into administration. A contract has now been put in place with another contractor to complete the scheme. Pupils and staff will move into their new facilities in the autumn term 2009.

15 Holmer Flood Alleviation - £179,419 (2009/10)

- 15.1 Immediate preventative works have been carried out, but the main work will be undertaken this financial year.

16 Accessibility – Individual Pupil Needs - £389,560 (2009/10)

- 16.1 budget is used to address specific accessibility issues for pupils who would otherwise be disabled from accessing the curriculum. A number of schemes have been carried forward from last financial year for completion this year. Officers are currently assessing works which will be carried out this year, ready for pupils starting primary school, or transferring to high school in September 2010.

17 Children's Centres - £594,842 (2009/10)

- 17.1 Widemarsh Children's Centre opened in May 2009. Tenders are now in for the remodelling work required at Hollybush Children's Centre, which is due to be completed this financial year.

18 Quality & Access for all young children - £1,324,268 (2009/10)

- 18.1 This is grant funded by the DCSF and is aimed at improving the quality of, and/or access to quality early years provision, particularly in the private,

voluntary and independent sectors. A Quality & Access Project Board has been established to invite and evaluate bids from early years providers for grant funding aimed at schemes which will improve quality and/or access. An initial round of bids has focused on ICT, accommodation and outdoor play space. Consideration is now being given to the focus of further bidding rounds. A report on the grants made will form part of the regular Capital Budget Report to Children's Scrutiny Committee in the autumn 2009.

19 Section 106 - £320,661 of developer contributions to spend within time-scales which are specific to individual contributions.

- 19.1 The Town & Country Planning Act 1990 allows a local authority to negotiate financial contributions from developers in respect of infrastructure and services. The Council's Planning Obligation Supplementary Planning Guidance document provides a framework for negotiating contributions for Children & Young People's Services, including schools.
- 19.2 Contributions are used to meet the highest asset management plan priorities of the individual school, or groups of schools/establishments in an area, if specific schools are not named.
- 19.3 The following Section 106 developer contributions are currently held by the Children & Young People's Directorate:
- 19.3.1 The Bradbury Lines, Hereford, developer contribution of £182,443 is provided for education facilities in the area. Possible beneficiaries are: St. Martin's Primary, Our Lady's RC Primary, Marlbrook Primary and Blackmarston Special School. While there is potential to spend this money at any one, or all of these schools, the highest asset management plan priorities are currently being assessed in order to provide an objective analysis of the priorities for capital investment. The deadline for spend is 25th January 2011.
- 19.3.2 The Pentland Gardens, Hereford, developer contribution of £46,878 for Trinity Primary School will be spent on toilet refurbishments in 2009/10.
- 19.3.3 The Bullingham Lane developer contribution of £34,090 for St. Martin's Primary School will be spent on providing outdoor shade/weather shelter facilities and an extension to house reprographics facilities, which currently occupy a corridor space.
- 19.3.4 The Withies Road (2) developer contribution of £39,407 will be spent in 2009/10 upon agreement with Withington Primary School and Aylestone High School on the highest asset management plan priority(ies) to be addressed.
- 19.3.5 The Coughton, Ross-on-Wye, developer contribution of £9,000 will be spent in 2009/10 to help provide sufficient Year 7 places at John Kyrle High School for September 2009.

19.3.6 The balance of £8,842 from the Old Road, Bromyard development will be spent by St Peter's Primary School in 2009/10.

20 Extended Schools Grants - £321,426 (2009/10)

20.1 Extended schools providers are invited to bid for capital grants through a 2 stage process. The first stage is for the bidder to seek agreement in principle to grant funding towards their particular project. If bids are approved in principle, then the applicant is invited to submit a full business case. Upon approval of the business case, a grant is then made.

20.2 A report on the grants made will form part of the regular Capital Budget Report to Children's Scrutiny Committee in the autumn 2009.

21 Schools' Devolved Formula Capital - £3,688,535

21.1 Devolved directly to schools to spend on their highest asset management plan priorities.

22 Harnessing Technology Grant - £1,224,968

22.1 Grant devolved to schools last year. Schools have until August 2009 to spend. The Council will monitor spend to ensure that the devolved grant allocations are spent by 31st August.

23 Co-location of services – £1,198,025 (2009/10)

23.1 The local authority has been successful in its bid to the DCSF for capital funding to provide co-located services. The full funding, over two years, is £2.2m. This will support the move towards the provision of integrated services through locality based teams. Feasibility studies are underway to explore possible locations and venues for co-located services.

RECOMMENDATION

THAT the report be noted

BACKGROUND PAPERS

None

**CHILDREN AND YOUNG PEOPLE'S DIRECTORATE
REVENUE OUTTURN REPORT 2008/09****Report By: Director of Children's Services****Wards Affected**

County-wide

Purpose

1. To consider the outturn report covering Children and Young People's Services for 2008/09.

Financial Implications

2. The report covers revenue spending for the financial year 2008/09, including Council budgets, Dedicated Schools Grant, and other grants.

Background

2. The report in Annexe 1 was presented to Cabinet on 4 June 2009. Children's Services Scrutiny Committee has been kept informed of the budget position throughout 2008/09 with revenue reports on a quarterly basis. Scrutiny Committee has therefore been able to assess the service budget position alongside performance through the year. The final outturn reflected the revenue position reported to Children's Services Scrutiny Committee in March 2009.
3. Children and Young People's Directorate has worked with the Resources Directorate to develop the monitoring and reporting of expenditure and forecasts. Resources Directorate have increased the resources available to assist with Children and Young People's Directorate budget management for 2009/10.

RECOMMENDATION**THAT the report be discussed and noted****BACKGROUND PAPERS**

- Previous revenue reports to Children and Young People's Scrutiny Committee through the financial year 2008/09

**CABINET REPORT: FINAL REVENUE AND CAPITAL OUTTURN 2008/09,
4 June 2009**

CHILDREN & YOUNG PEOPLE'S SERVICES SECTION

Final Outturn Summary

	December 2008 Net over or (under) spend £'000	Outturn 2008/09 Net over or (under) spend £'000
Safeguarding Vulnerable Children	(30)	96
Planning, Performance & Development	(35)	(356)
Inclusion & Improvement	(240)	(573)
Grants (inc ABG)	0	37
Central Directorate	179	288
Community Operations	(10)	(25)
Total	(136)	(533)

The Budget Monitoring Report to Cabinet on 18th February 2009, based on expenditure to 31st December 2008, forecast that the Children's revenue budget would be underspent by £136k. Further budget analysis and improvements in forecasting provided a later report to Scrutiny Committee in March 2009 and, based on expenditure to 28th February 2009, the Directorate projected a surplus of £567,000. This is in line with the final outturn position contained in this report.

Safeguarding Vulnerable Children

External agency residential placements were underspent by £209k because there were 3 less placements than at the start of the year. Looked After Children over spent by £298k because there were 12 more children in agency fostering than at the start of the year. Other variances included additional advertising costs resulting in a net overspend of £96k.

Planning, Performance & Development

The underspend on the transport budget was £494k. This is across a number of areas of transport provision. Significant factors producing this underspend includes the reductions in diesel fuel prices since the beginning of the financial year compared to those forecast, and the continuing annual route reviews which release savings. Work has taken place this financial year between the Directorate and Financial

Services to provide a more effective monitoring system. This has enabled the Directorate to release £100k as part of the council's Performance Improvement Cycle (PIC) process. The Directorate's ICT budget has overspent by £145k due to ICT Service Level Agreement costs and expenditure on ICT system licenses which were previously funded from Standards Fund grants. Other smaller underspends of £7k contributed to a net £356k underspend for the service.

Inclusion & Improvement

The Inclusion and Improvement Service budget position has underspent by a total of £573k comprising of a number of underspends on individual services e.g. the Joint Agency Management (JAM) budget of £206k due to fewer children with complex special needs, an underspend on the Early Years budget due to a contribution of £220k mainly due to use of the Early Years & Childcare Grant for the Hollybush Children's Centre and underspend of £148k on the Psychology and SEN teams. Smaller underspends were achieved on management costs of £54k due to staff retirements and the Youth Offending Service (provided jointly with Worcestershire). In terms of JAM a projected deficit of £54k has already been indicated for this financial year.

The underspends listed above were offset by overspends on the School Improvement Service of £49k due to reduced income from in-service training courses for schools and the Youth Service staffing of £34k.

Grants

Grant income in excess of £20 million is received by the Directorate and includes General Surestart Grant (£3.4m) and Standards Fund of £13.2m which is largely devolved to schools. There was a small net overspend of £37k largely caused by an overspend of £33k on ICT due to the ending of the Standards Fund grant. The Area Based Grant of £3.8m is managed by the Children's Trust and contains a range of activities traditionally delivered or commissioned by the Directorate. Work is ongoing with the Children's Trust as one of the Herefordshire Partnership Policy and Delivery Groups to ensure that the money is targeted in the most effective way for children and young people. For the financial year 2008/2009, alongside other partnership groups, the Children's Trust continued with the previous years spending areas whilst the effectiveness of each service area was reviewed.

Central Directorate

Efficiency Savings of £200k were realised during the year, but not allocated to specific budget areas. Additionally there was an overspend on interim management costs of £54K and recharges of £31k resulting in a net overspend of £288k.

The number of redundancies in schools contractually agreed by 31st March, 2009, was less than in previous years due to the shift to more compulsory redundancies which are more complex and longer to process. Because the number of redundancies in total is not any less than in previous years, it is proposed by the Director of Resources to establish a reserve of £294k to ensure that funds are available to meet the continuing redundancy costs in schools due to falling rolls.

Community Operations

There was an underspend of £25k. This was due to reduced expenditure on staffing budgets arising from delayed appointments, to enable expenditure to be available for the development of new posts, and offsetting the budget for parenting classes against external grants applied for and won by the council.

Dedicated Schools Grant (DSG)

An underspend in Dedicated Schools Grant (DSG) of £1.5m has been carried forward to 2009/10 as required by the grant regulations.

Underspends on central services to pupils were as follows:

- a. Banded Funding (£332k) due to reduced applications from schools prior to delegation from April 2009.
- b. Early years (£300k) due to the use of £217k of general surestart grant to support the budget that was not planned for when the budget was originally set
- c. Savings on the Joint Agency Management budget and other budgets for pupils with complex needs of £268k due to fewer pupils than expected

Underspends on the Individual Schools Budgets were:

- a. Rates rebates for 2008/09 received for voluntary aided schools of £186k
- b. Additional income in DSG due to extra pupils of £279k
- c. Unused contingencies of £225k
- d. Additional income from the Learning Skills Council of £55k

Additionally an overspend of £123k on the Schools Music Service has been carried forward and will be recovered in 2009/10 mainly by increased charges to schools and efficiencies in the service. The overspend has arisen in part due to the reduced level of standards fund grant carried forward from 2007/08 not being reflected in the charges made to schools and also the lack of funding allocated from end of year underspends.

In total rates rebates of £1,054,205 have been received for charitable rates relief for voluntary aided schools going back to 2000. This rates relief has also been received by other local authorities with education responsibilities. The rebates (£186k) relating to 2008/09 have been carried forward as part of the DSG underspend and the remaining £868,537 is to be carried forward as a reserve.

Due to the complexity of Dedicated Schools Grant, introduced in April 2006 and the previous passporting regulations prior to 2006, The Department for Children, Schools and Families (DCSF) have advised that the council should seek a legal opinion on how the rates underspend can be used prior to making any decision. This opinion has not yet been received, and once available Schools Forum will be consulted on the use of all the underspends within the Dedicated Schools Grant. This will then help inform the use of the reserve.

COMPREHENSIVE AREA ASSESSMENT AND PERFORMANCE DIGEST – YEAR END 2008/2009

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To summarise the final proposals for assessing Children's Services under the Comprehensive Area Assessment and to present the Performance Digest for Children's Services for 2008-2009. Key issues are highlighted, in particular performance in respect of the Local Area Agreement indicators.

Financial Implications

2. Remedial action in respect of the directorate's performance may require reallocation of resources within existing budgets. This is being addressed by the Directorate Leadership Team.

Background

3. From 1 April 2009, the Comprehensive Area Assessment (CAA) will replace the current Comprehensive Performance Assessment. CAA will assess those outcomes delivered by councils working alone or in partnership. The starting point will be the locally agreed priorities in the Local Area Agreement (LAA) and the Herefordshire Sustainable Community Strategy. The CAA will assess the prospects for the future achievement of these priorities by the Council and its partners. Children and young people will be a key focus within the CAA particularly around safeguarding and will have a rigorous inspection regime, detailed below.
4. The CYPD Performance Digest is already produced quarterly and is the mechanism for monitoring key performance indicators, covering service delivery captured in the LAA, the Children and Young People's Directorate and the Children and Young People's Plan.

Considerations

Comprehensive Area Assessment

5. Ofsted has now published its final proposals for assessing children's services under CAA. In summary, they are:
 - An annual rating for Children's Services to comply with the requirements of the Education and Inspections Act 2006 – this was formerly produced through the Annual Performance Assessment. This will now be derived from a new 'performance profile', updated quarterly, based on inspections of settings and schools, new inspections of children in care and safeguarding and performance against indicators in the National Indicator Set.

- A new three yearly programme of inspections of services for children in care and safeguarding
- Annual, unannounced safeguarding visits to local authority contact, referral and assessment centres

These are new requirements, replacing the Annual Performance Assessment and the Joint Area Review. They will present a challenging framework of assessment, focusing on partnership working as well as the core business of service delivery by the Council and schools. An initial workshop with partners was held at the beginning of June to prepare for the new requirements, as the starting point for further work.

Local Area Agreement

6. In addition to the statutory education targets, there are six children related indicators in the LAA. The year end outturns for these indicators are highlighted below with the 2010/2011 target shown in brackets:
 - NI 19: Rate of proven re-offending – outturn for the year not yet available (113)
 - NI 51: Effectiveness of CAMHS – outturn 15 (16)
 - NI 56: Obesity among primary school children in Year 6 – outturn 16.7% (15.3%)
 - NI 57: Children's participation in high quality PE and sport – outturn 95% (96%)
 - NI 110: Young people's participation in positive activities – outturn 86.2% (94%)
 - NI 117: Percentage of 16-18 year olds who are not in education, employment or training [NEET] – outturn 5.9% (4.7%)
7. As highlighted at the last Scrutiny Committee, the one area where there remains concern about meeting the LAA target is in relation to NI 117. This has been impacted upon by the recession and general downturn in the economy where the percentage of young people who are NEET is higher than last year.

Performance Digest

8. Aside from the LAA indicators, other key areas in each of the outcome areas, to which the Committee's attention should be drawn, are set out below. The risks to the achievement of all the other indicators are identified by the responsible officer as part of their service planning and escalated to the directorate risk register, and corporate risk register, as appropriate. Day to day management of risk is undertaken by responsible officers in conjunction with their Heads of Service.

Be Healthy

91% of children in care had a dental check and an annual health assessment in 2008 (PAF CF/C19), slightly ahead of the target of 90% and ahead of the statistical neighbour average for 2007/2008 of 87%. Although year end data for Chlamydia screening is not yet available, it is anticipated to be below the very challenging target for the year although significant investment in the last quarter of the year will have had an impact. Provisional results from the local Every Child Matters survey show encouraging results for smoking rates and alcohol consumption, consistent results in relation to drug use and disappointing results for healthy eating.

Staying Safe

The new social care system, Frameworki, went live on 10 November 2008 and as previously advised, has impacted on performance during the year as social workers have become used to a new workflow system. The temporary Data Improvement Officers have had a positive impact on the quality of data now extracted from the system and are

providing 'hands-on' support to users. The number of referrals (CH141) has risen during the year, as expected, because of the change to Frameworki with each child in a sibling group having a separate referral. Herefordshire's rate of referrals still remains below that of statistical neighbours. Repeat referrals (CH142) fell to 19.6%, just above target of 18%.

The percentage of initial assessments carried out within 7 working days of referral (NI 59) is still an area for concern at 37.4% although the first two months of the current year show significant improvement. Ongoing recruitment and retention issues, coupled with the introduction of Frameworki, have impacted on performance during the year. A robust action plan is in place and sustaining performance in this area is a top priority for the new Assistant Director.

Enjoy and Achieve

Although 69.4% of pupils achieved 5 or more A*-C GCSEs, a rise of 7.4% on 2007 and 3.7% above the national average, Key Stage 1 and achievement in the Early Year Foundation Stage remain key areas of focus, as previously reported. Educational attainment of children in care in the 2008 examinations has maintained previous high standards. 11 out of a cohort of 14 sat at least one GCSE or equivalent examination (DIS 1406) and 4 of the cohort achieved 5 A*-C GCSEs including English and Maths (NI 101). Attendance of children in care has also improved in both primary and secondary schools (HCS 35b and c). The percentage of children missing a total of at least 25 days (HCS 35a) has significantly improved from 2007/2008's outturn of 15.4% to 7%.

Make a Positive Contribution

The outturn for final warnings, reprimands and convictions of children in care (PAF CF/18), which was highlighted in last year's Annual Performance Assessment, shows improvement on last year and reflects the work undertaken by the Youth Offending Service and the multi-agency Prevent and Deter Group. The percentage of young people gaining a recorded outcome (BV 221a) through the Youth Service was 47.% and reflects under performance earlier in the year. Significant improvement was made in the final quarter of the year which is a positive basis to build on for 2009/2010. The percentage of young people gaining an accredited outcome narrowly missed the target (29.3% against a target of 30%). Provisional results from the Every Child Matters survey show disappointing drops in the percentage of young children who feel they can influence decisions affecting local services and those who feel the Council does enough to give them the opportunity to influence decisions.

Achieve Economic Wellbeing

The limited post-16 NEET provision referred to above has also impacted on young offenders' engagement in education, training and employment (NI 45). Only one family was occupying bed and breakfast accommodation (CYP-AEW1) at the snapshot date of 31 March 2009. Herefordshire continues to show good performance in relation to the number of young people achieving Levels 2 and 3 qualifications at the age of 19 (NI 79 and 80), slightly ahead of national averages.

Service Management

Expenditure in relation to social care has matched the investment made in the budgets. Vacancy rates in children's social care remain a concern. The percentage of posts that were vacant at the year end was 15%, considerably higher than the 2007/2008 outturn of 7.4%. Recruitment and retention of social workers remains a key area of focus for the directorate. As at 31 March 2009, the social worker establishment was 45.6 FTE against a target of 57 FTE. This has now increased to 46.55 FTE. However, two Student Social Workers have been appointed and are awaiting their full GSCC

registration. As soon as their qualification is obtained, they will be practising (newly qualified) social workers, and therefore the numbers in post will increase to 48.55 FTE. The number of working days lost to sickness absence per FTE across the directorate stands at 11.27 days, above the target of 8 days (HR02).

RECOMMENDATION

THAT the Committee assess the levels of performance achieved for 2008/2009 and consider if further reports and/or action is judged to be necessary.

BACKGROUND PAPERS

- None identified

SWIMMING AT KEY STAGE 2

Report By: Primary School Improvement Manager

Wards Affected

County-wide

Purpose

1. To provide information on the swimming requirements as part of the National Curriculum at Key Stage 2.

Financial Implications

2. Maintained schools are not permitted to charge parents for the cost of providing swimming lessons that take place wholly or mainly during school hours, or for the cost of transport to and from the lesson. No charge can be made for lessons or transport outside school hours where the lesson is part of the National Curriculum. There is nothing to stop schools asking for voluntary contributions to cover the cost of school activities, but it must be made clear that no child will be treated differently, or left out of the activity, because their parent is unable or unwilling to make the contribution.
3. The cost of hiring swimming pools can be a major problem for schools where there is an uncoordinated approach. In the DCSF Swimming Charter it is suggested that Local authorities can help schools to overcome this burden at little cost by providing an authority-wide service that schools can buy back from them. In doing so local authorities should:
 - where possible, buy pool access during off-peak time when costs are reduced, or negotiate reduced rates;
 - buy pool access at end of term for top-up programmes in order to cut costs; and
 - seek partnerships with pool management companies to provide summer programmes.

Background

4. At its meeting on 30 March 2009 (minute 50 – Capital Budget Monitoring) the Committee requested further information on Key Stage 2 attainment in swimming.
5. Swimming is not only a healthy activity, but also acts as an essential life-skill. Swimming and water safety are statutory activities at Key Stage 2, designed to ensure children are able to swim unaided over a distance of at least 25 metres. Swimming is also one of nine workstrands within the national PE, School Sport and Club Links strategy.
6. The National Curriculum Programme of Studies for Key Stage 2 Physical Education states that pupils should be taught the knowledge, skills and understanding through a

range of physical activities, including swimming activities. Swimming activities and water safety must be taught unless pupils have completed the full key stage 2 teaching requirements in relation to swimming activities and water safety during key stage 1.

7. For swimming and water safety, pupils should be taught to:
 - a) Pace themselves in floating and swimming challenges related to speed, distance and personal survival
 - b) Swim unaided for a sustained period of time over a distance of at least 25 m
 - c) Use recognised arm and leg actions, lying on their front and back
 - d) Use a range of recognised strokes and personal survival skills (for example, front crawl, back crawl, breaststroke, sculling, floating and surface diving).
8. If schools choose to teach swimming at key stage 1, the following non-statutory guidelines may be used.
9. Pupils should be taught to:
 - Move in water (for example, jump, walk, hop, and spin),
 - Use swimming aids and support;
 - Float and move with and without swimming aids; and
 - Propel themselves in water using different swimming aids, arms and leg actions and basic strokes.
10. Pupils with Special Educational Needs should have the opportunity to engage in the swimming curriculum, whilst those with particular gifts in this area should receive appropriately differentiated provision.
11. In Herefordshire there is a variety of practice in terms of delivery, with some schools offering swimming from Key Stage 1 and others at Key Stage 2 only. The Local Authority does not keep records of pupil achievement for Swimming at Key Stage 2. Neither does OFSTED report on this area of a school's provision although very occasionally an inspector will accompany a school swimming lesson. Schools will, however, usually report on pupil's achievements in swimming as part of the child's individual annual report to parents.
12. In terms of facility provision and access The Swimming Charter states that an effective local authority should consider:
 - the location of any new pools to ensure that the pools available to schools meet the access needs (including disabled access) of all pupils;
 - which elements of the curriculum can be delivered away from the pool to achieve economies of scale; and
 - supplying help with teaching, training, changing supervision, life guarding etc.

RECOMMENDATION

THAT The report be noted.

Background Information

- None identified.

**CHILDREN'S SERVICES SCRUTINY COMMITTEE
WORK PROGRAMME****Report By: Assistant Chief Executive – Legal and Democratic****Wards Affected**

County-wide

Purpose

- 1 To consider the Committee work programme.

Financial Implications

- 2 None

Background

- 3 As reported to Council in May, work is ongoing on the response to the findings of the external healthcheck of the scrutiny function, undertaken by the Leadership Centre, which is also looking at the Council's governance arrangements as a whole and Member Development. Members of the Strategic Monitoring Committee (SMC) have met informally to discuss the findings, some of which relate to the content of annual Work Programmes. Further informal SMC work is being programmed. Work Programmes of all the Scrutiny Committees will need to be reconsidered in the light of these discussions. The Committee should have the opportunity to consider a revised work programme at its next meeting.
- 4 Pending the outcome of the above work an in accordance with the Scrutiny Development Plan a report on the Committee's current Work Programme will be made to each of the scheduled quarterly meetings of this Scrutiny Committee. A copy of the suggested Work Programme is attached at Appendix 1.
- 5 The programme may be modified by the Chairman following consultation with the Vice-Chairman and the Director of Children's Services in response to changing circumstances.
- 6 Should any urgent, prominent or high profile issue arise, the Chairman may consider calling an additional meeting to consider that issue.
- 7 Should Members become aware of any issues they consider may be added to the scrutiny programme they should contact either the Director of Children's Services or the Democratic Services Officer to log the issue so that it may be taken in to consideration when planning future agendas or when revising the work programme.

RECOMMENDATION

THAT subject to any comment or issues raised by the Committee the Committee work programme be approved and reported to Strategic Monitoring Committee.

BACKGROUND PAPERS

- None identified.

**Children's Services Scrutiny Committee - Work Programme 2008/09 - 2009/10
for consideration by Committee on 6 July 09**

Monday 28th September 2009	
Officer Reports	<ul style="list-style-type: none"> • Machinery of Government: Changes to Connexions and the Learning and Skills Council (LSC). • School transport including reference to the Yellow Bus scheme (subject to receipt of Government guidance). • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	
Friday 11th December 2009	
Officer Reports	<ul style="list-style-type: none"> • Ethnicity, Equality and diversity in schools. • The work of the Safeguarding Board. • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
Scrutiny Reviews	
Friday 19th March 2010	
	<ul style="list-style-type: none"> • Review of ECM Link Member Role • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.
June/July 2010	
	<ul style="list-style-type: none"> • Presentations by Cabinet Members • Capital Budget Monitoring. • Revenue Budget Monitoring • Performance Digest • Committee Work Programme.

Possible future items on:

- The 14 – 19 Strategy
- Foundation and Academy Schools

- Governance arrangements for the Children's Trust and partnerships.
- Delivery plans to be submitted to Committee for the Children and Young People Plan.

Suggested themes or Issues identified by the Director for future agendas

Date	Subject
To be confirmed	Be Healthy: Substance Misuse
To be confirmed	Economic Well Being: 14-19 / LSC / Connexions Changes / Plans
To be confirmed	Positive Contribution: Targeted / Integrated Youth Services
To be confirmed	Enjoy and Achieve: Attendance

In consultation with the Chairman and Vice-Chairman the Director of Children's Services is working up a programme of open seminars for Members based on defined themes.