



CHILDREN & LEARNING OVERVIEW & SCRUTINY COMMITTEE SUPPLEMENTARY AGENDA

7.30 pm

Tuesday
15 July 2014

Committee Room 2 -
Town Hall

Members 14: Quorum 6

COUNCILLORS:

Gillian Ford (Chairman)
Jason Frost (Vice-Chair)
Nic Dodin

John Glanville
Reg Whitney
Julie Wilkes

Joshua Chapman
Philippa Crowder
Carol Smith

CO-OPTED MEMBERS:

**Statutory Members
representing the Churches**

Philip Grundy, Church of
England, Jack How, Roman
Catholic Church

**Statutory Members
representing parent
governors**

Julie Lamb, Special Schools,
Anne Ling, Primary Schools,
Garry Dennis, Secondary
Schools

Non-voting members representing local teacher unions and professional associations:
Margaret Cameron (NAHT), Keith Passingham (NASUWT), Ian Rusha (NUT)

For information about the meeting please contact:

Lorraine Hunter-Brown 01708 432436

Lorraine.Hunter-Brown@onesource.co.uk

What is Overview & Scrutiny?

Each local authority is required by law to establish an overview and scrutiny function to support and scrutinise the Council's executive arrangements. Each overview and scrutiny committee has its own remit as set out in the terms of reference but they each meet to consider issues of local importance.

They have a number of key roles:

1. Providing a critical friend challenge to policy and decision makers.
2. Driving improvement in public services.
3. Holding key local partners to account.
4. Enabling the voice and concerns of the public.

The committees consider issues by receiving information from, and questioning, Cabinet Members, officers and external partners to develop an understanding of proposals, policy and practices. They can then develop recommendations that they believe will improve performance, or as a response to public consultations.

Committees will often establish Topic Groups to examine specific areas in much greater detail. These groups consist of a number of Members and the review period can last for anything from a few weeks to a year or more to allow the Members to comprehensively examine an issue through interviewing expert witnesses, conducting research and site visits. Once the topic group has finished its work it will send a report to the Committee that created it and it will often suggest recommendations to the executive.

Terms of Reference

The areas scrutinised by the Committee are:

- School Improvement (BSF)
- Pupil and Student Services (including the Youth Service)
- Children's Social Services
- Safeguarding
- Adult Education
- 14-19 Diploma
- Scrutiny of relevant aspects of the LAA
- Councillor Calls for Action
- Social Inclusion

AGENDA ITEMS

4 MINUTES (Pages 1 - 12)

To approve as a correct record the Minutes of the meeting of the Committee held on 4 March 2014 and authorise the Chairman to sign them.

10 CHILDREN'S IMPROVEMENT BOARD (SINGLE INSPECTION FRAMEWORK)
(Pages 13 - 16)

If available.

14 CHILDREN & YOUNG PEOPLE'S PLAN (Pages 17 - 40)

To receive a briefing.

Andrew Beesley
Committee Administration &
Member Support Manager

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**MINUTES OF A SPECIAL MEETING OF THE
CHILDREN AND LEARNING OVERVIEW & SCRUTINY COMMITTEE
Council Chamber - Town Hall
24 June 2014 (6.30 pm - 8.35 pm)**

- Present:** Councillors Gillian Ford (Chairman), Jason Frost (Vice-Chair), Philippa Crowder, Nic Dodin, Carol Smith, Reg Whitney and Julie Wilkes
- Co-opted Members:** Phillip Grundy and Anne Ling (Primary Schools)
- Officer Attendance:** Mary Pattinson (LBH), Trevor Cook (LBH), Bob Wenman (LBH), Taiwo Adeoye (LBH) and Lorraine Hunter-Brown (LBH)
- Apologies:** Jack How (Roman Catholic Church), Julie Lamb (Special Schools), Garry Dennis (Secondary Schools), Margaret Cameron (NAHT), Keith Passingham (NASUWT) and Ian Rusha (NUT)
- +Councillor Phil Martin was substitute for Councillor John Glanville and +Councillor Frederick Thompson was substitute for Councillor Joshua Chapman

1 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

Apologies for absence were received and noted. The Chairman announced Councillors Phil Martin and Frederick Thompson as substitutes for Councillors John Glanville and Joshua Chapman respectively.

2 DECLARATION OF INTERESTS

None declared.

3 CHAIRMAN'S ANNOUNCEMENTS

The Chairman announced details of the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

4 IMPLEMENTATION OF THE PRIMARY EXPANSION PROPOSALS - CALL IN OF CABINET MEMBER'S DECISION

In accordance with paragraph 17 of the Overview and Scrutiny Committee rules, two Members representing more than one Group, had signed a requisition calling in the decision of the former Cabinet Member for Children and the former Cabinet Member for Value. On this occasion, Councillors

Keith Darvill and David Durant had called in the decision of the Cabinet Members dated 15 May 2014 relating to the Implementation of Primary School Expansion Proposals. The decision of the Cabinet Members was:

At a meeting on 20 November 2013, the Cabinet decided to initiate statutory processes to permanently expand the capacity of primary schools from September 2014. Following the statutory consultation process undertaken in February/March 2014, the Head of Learning and Achievement signed the Non-Key Executive Decision on 24 March 2014 to proceed to the representation stage.

The representation stage, from 28 March to 25 April 2014, complied with statutory requirements by inviting representations from all interested parties on the proposals to permanently expand nine primary phase schools. A Statutory Notice, that included details of the expansion proposals for all nine schools, was published in the Romford Recorder on 28 March 2014; notices were also fixed to the entrance gates of each school and circulated to all interested parties, including all schools in Havering, neighbouring boroughs, the Diocese of Chelmsford and Diocese of Brentwood and the Department for Education, as required by legislation. A Notice was also published on the Council's website with a link to further information about the proposals.

During the representation period, a total of 67 objection responses were received relating to two of the nine schools.

66 of these were received for Parsonage Farm Primary School which included two petitions totalling 235 signatures from residents in the local area and 190 signatures from parents/carers. The objection comments raised specific concerns relating to:

Road and Traffic Congestion

Parking

Pedestrian Issues

Loss of playground space and overcrowding of existing ancillary facilities

Potential rise in noise levels during school times

The Governing Body fully support the proposal to permanently expand Parsonage Farm School.

1 objection response was received for Hacton Primary School which highlighted the following issues:

Potential increase in traffic in the area surrounding the school

Short sightedness of the Local Authority's decision when schools were closed in the borough due to falling numbers

Allowing establishment of Free Schools as opposed to expanding existing ones

The Governing Body of the school fully support the proposal to permanently expand Hacton Primary School.

Seven schools namely; Broadford, Benhurst, Newtons, Scotts, R.J. Mitchell, The Mawney and Suttons received no representations.

DETAIL OF THE DECISION REQUESTED AND RECOMMENDED ACTION					
1. To approve the statutory proposal to expand the capacity of the following nine schools:					
SCHOOL	CURRENT CAPACITY	PROPOSED CAPACITY AS FROM	NUMBER ON ROLL AS AT JAN 2014	CURRENT PUBLISHED ADMISSION NUMBER	PROPOSED ADMISSION NUMBER
BROADFORD PRIMARY	330	420 FROM 1 SEPT 2014	360	45	60 FROM 1 SEPT 2014
BENHURST PRIMARY	315	420 FROM 1 SEPT 2014	311	45	60 FROM 1 SEPT 2014
NEWTONS PRIMARY	315	420 FROM 1 SEPT 2014	303	45	60 FROM 1 SEPT 2014
PARSONAGE FARM PRIMARY	486	840 FROM 1 SEPT 2015	467	90	120 FROM 1 SEPT 2015
SCOTTS PRIMARY	210	420 FROM 1 SEPT 2015	213	30	60 FROM 1 SEPT 2015
THE RJ MITCHELL	210	420 FROM 1 SEPT 2015	217	30	60 FROM 1 SEPT 2015
THE MAWNEY SCHOOL	296	630 FROM 1 SEPT 2016	297	60	90 FROM 1 SEPT 2016
SUTTONS PRIMARY	262	420 FROM 1 SEPT 2016	216	30	60 FROM 1 SEPT 2016
HACTON PRIMARY	378	546 FROM 1 SEPT 2016	371	50	78 FROM 1 SEPT 2016

Reasons for decisions:

To approve the statutory proposal to expand the capacity of the following nine schools: Broadford Primary, Benhurst Primary, Newtons Primary, Parsonage Farm Primary, Scotts Primary, the R.J. Mitchell Primary, the Mawney School, Sutton's Primary and Hacton Primary.

Other options considered and rejected:

Do Nothing - this is not practical due to the legal and statutory obligation placed on the Council to provide sufficient school places and the pressures currently faced across the borough.

Expansion of Schools - this preferred option has the support of each School's Governing Body and local community, and forms part of the wider development of the Schools for which funding has been made available within the Capital Programme.

REASONS FOR REQUISITION

The reasons for the requisition were detailed on the formal notification and were as follows:

1. To consider the financial implications of the decision including the wider financial implications for the Council and individual schools arising from increasing admissions.
2. To consider the risks associated with the primary schools expansion programme as identified in the Notice of Key Executive Decision.
3. To consider the implications of the proposal to double the size of Parsonage Farm Primary School and particularly the concerns of the parents and local residents over disruption to children's education and the impact of the expansion will have on the local environment.
4. To consider whether the schools identified for expansion will address particular local needs.

The Chairman invited the two Members, Councillor Durant and Councillor Darvill to state their reasons for calling in the Executive Decision.

Councillor Durant referred to Parsonage Farm School and stated that to increase the pupil numbers from 486 to 840 would result in Parsonage Farm becoming the only 4 Form Entry school in the borough. There had been objections to the plans for reasons of disruption to the pupils' education, increased highway traffic and concerns about local infrastructure. Councillor Durant referred to the Council Policy 2012 - 2016, Page 10, Section 4 that stated increasing school places could affect the ethos of the school.

Councillor Durant felt that the Government had banned the building of new schools and the Local Authority could only expand in existing schools and yet there was an increase in demand for school places. Councillor Durant suggested that the Head Teacher and Governors had supported the expansion in order to obtain more funding. In his view, making Parsonage Farm a 4 Form Entry super-sized Primary school was not the answer.

Councillor Darvill stated that he agreed with Councillor Durant and added that the short sighted policy of early closure of schools and the mismatch of primary places in the borough was the cause of the problem. It was therefore necessary that the Children and Learning Overview & Scrutiny Committee and address these concerns. Councillor Darvill referred to Parsonage Farm School and queried whether the large number of objections raised by parents and local residents had been properly addressed. The school was limited in space and there were current difficulties in delivering the curriculum.

Councillor Darvill advised the Committee that he had no concerns regarding the proposals for Broadford Primary School, Benhurst Primary School and Newtons Primary School and that he was happy for the expansion plans for these schools to progress.

With regards to the remaining schools, it was necessary to ascertain whether a need was being addressed in a planning area. Councillor Darvill made reference to the Harold Hill locality where 1500 houses were being built yet the Ingrebourne School had been closed down and was now leased to community groups. With increasing birth rates and an increase in people moving into the borough, school closures had been made far too early. There was also a significant demand for school places in the Romford area. Councillor Darvill stated that he had heard rumours about a Free School, however, he was of the view that provision of school places in the borough was a disaster.

Councillor Darvill queried what the financial risks were for the Council and Governing Bodies and requested that these should be made clear and the Committee should be investigating these further. In addition, relevant data on school admissions and parent choices should be analysed so that informed decisions can be made on where school places will be most needed over the next five years.

The Chairman invited a representative to speak on behalf of parents and local residents regarding Parsonage Farm School. The speaker stated that the Council had not considered the full impact of the expansion. The speaker queried why additional school places were being provided in the south of the borough when school place pressures were in the north of the borough. The speaker made reference to the impact on local infrastructure, increased traffic and associated problems with double parking and road safety issues which had been increasing since 2012. Particular emphasis was made to buses currently having difficulty accessing roads in the area because of double parking and an increase in accidents and injuries.

The speaker advised the Committee to note the current facilities at the school. Some PE lessons were held in a classroom because the school hall was in use for lessons. The playground was too small and there was a shortage of storage space. In increasing the pupil numbers to 840, there would be difficulty in providing lunch facilities. The speaker expressed her concern as to whether the funding for the expansion would be adequate to cover the cost of all the additional facilities required. The speaker concluded that Parsonage Farm was not suitable for expansion and asked the Committee to re-consider the decision.

The Head of Learning and Achievement and the School Provision and Commissioning Manager were asked by the Chairman to present on behalf of the Local Authority.

Officers explained the reasons behind previous school closures as government policy required Local Authorities to reduce surplus places from

2005 onwards. As a consequence, Ingrebourne, Dunningford and Manor Primary Schools were closed. Officers presented the planning processes and funding around the proposals (*Appendix 1*) in addition to the projected school intake figures to 2023.

When considering Parsonage Farm along with the other schools in the Rainham area for proposed expansion, criteria such as scope to create additional accommodation, accessible location, educationally secure with strong leadership and management, governors' willingness to expand and good value for money were applied. Parsonage Farm had been chosen because it was a good and popular school with strong leadership. The school management were confident that they could provide an excellent education for all pupils and that the school would cater for children in Rainham & Wennington and South Hornchurch wards. The Head Teacher and Governors were confident that the ethos of the school would not change.

The Chairman requested that the Head of Street Care respond to the current traffic and road safety issues raised by the parent/resident representative.

The officer stated that he had not been made aware of any additional incidents or serious injuries apart from one accident. Double parking was an issue at every school which was primarily due to driver behaviour. Parking Enforcement officers were not able to attend every school in the borough each day. The officer had not received any reports of buses having difficulties accessing roads in the area and advised that he regularly met with bus companies and the Police. The Chairman asked that this particular query be followed up. Several Committee members and Councillor Durant requested that traffic and transport be included as part of the planning process.

The Head of Learning & Achievement was asked to respond to a question relating to the number of 3 Form Entry schools in the borough and what was the guidance in increasing to 4 Form Entry. The officer stated that they usually did not expand over 3 Form Entry, however, the policy was reviewed as there were other Local Authorities who had 4 Form Entry schools. Parklands School in Havering which was already a 4 Form Entry was looked at and the school worked very well. There were a number of 4 Form Entry schools in other authorities and some London boroughs were looking at 6 Form Entry, 7 Form Entry and 8 Form Entry.

In a question about Free Schools, the officer responded that the Council were looking wherever possible at free school proposals but it was not the Local Authority's choice. The Drapers Company and Queen Mary College had recently been appointed by the Local Authority as sponsors of a Free School.

The Head of Learning and Achievement was asked to respond to a question about dining facilities at Parsonage Farm School. The officer advised that she had visited the school and that the school had two dining rooms.

The officer added that the school is a 3 Form Entry in statute, although there has been a temporary reduction in the number of children placed there for a period owing to falling rolls. Birth rates, however, were now increasing and the school had been 3 Form Entry for two years. There were a number of building works taking place at the school which were linked to this.

There had been a change to the Pupil Admission Numbers admissions at Parsonage Farm which had been reduced from 90 to 60. This was not a statutory reduction, only a temporary arrangement. There were a number of 4 Form Entry schools in the country and these were run well. The additional revenue would also provide more facilities and better outcomes.

In a response to a question regarding rising birth rates, the officer confirmed that the Local Authority were certain of the projected figures for the next five years and that the figures were accurate as far as they could be with data reviewed each month. There was in-migration to Romford as well as people leaving, however, the borough was noted for its good standard of schooling and therefore people wanted to move to the area.

The officer concluded that the Local Authority had evaluated all options in Rainham and that there were very few choices in the area. Most parents wanted to walk their children to infant and junior schools. Other schools in other areas across the Authority were also expanding and the Regulatory Services Committee would consider all issues with traffic and infrastructure.

The Local Authority always looked at all different possibilities in order to meet their statutory requirements. Parents are reluctant to send their children too far away. The other option of choosing to expand Rainham Village School would have been more complex.

Prior to the vote, the Head of Learning and Achievement advised the Committee that it was proposed to rebuild Suttons, Mawney and Hacton Schools with funds from Central Government, and that if this part of the requisition was upheld, the funding would be withdrawn.

Councillor Darvill stated that he was sceptical that this information had only just been made available, however, he did not wish to jeopardise funding coming into the borough. Councillor Darvill accepted that the three schools could be removed providing the requisition vote went ahead on the remaining three.

The Chairman therefore asked the Committee to vote on whether to uphold or not uphold the requisition on Parsonage Farm Primary, Scotts Primary and the R.J. Mitchell School.

7 Committee Members voted to uphold the requisition on the above schools:

Councillors Nic Dodin, Gillian Ford, Phil Martin, Reg Whitney and Julia Wilkes. Co-optee Committee Members Phil Grundy and Anne Ling.

3 Committee Members voted not to uphold the requisition on the above schools:

Councillors Jason Frost, Carol Smith and Frederick Thompson

Councillor Philippa Crowder abstained.

The requisition was therefore **partially upheld** and the proposals relating to Parsonage Farm Primary, Scotts Primary and the R.J. Mitchell School were referred to Cabinet for consideration.

The meeting ended at 8.35 pm.

Chairman

Appendix 1

ADMISSIONS

- The Local Authority is required by law to co-ordinate admissions to all infant, junior and primary schools and academies (except private or special schools) in the borough.
- Parents/carers may list up to 6 maintained infant/primary schools or Academies, within and/or outside the borough. Should parents/carers wish their children to be considered for any voluntary aided denominational or foundation schools, such schools must also be included.
- Applications from out-borough residents will be considered using the same admissions criteria. The law requires that no distinction be made between applicants resident in Havering and those resident outside the Borough when the Admissions criteria are applied.
- The School Admissions Team will consider all the applications for community and voluntary controlled schools and prepare proposed offer lists for these schools. Voluntary aided and foundation schools, who are responsible for their own admissions, will do the same and send their proposed offer lists to the School Admissions Team.
- Havering will be notified of the outcome of applications made by parents/carers for schools in other Local Authority areas by the Local Authority in whose area the school is located.
- The School Admissions Team will check all the lists to see if any child is on more than one, the intention here is to ensure that no child receives more than one offer. The offer to be made will be the highest preferred school that the child qualifies for under the various admission criteria.
- When parents/carers make an application, it is made clear that if they provide false or deliberately misleading information whilst completing a school application, this application will become invalid and it may be a criminal offence. Furthermore, false information will result in the withdrawal of a school place and could lead to prosecution as there may be a financial loss to Havering Council due to the expense of funding a school place for their child.
- The School Admissions Team work closely with teams across the Local Authority to check the validity of school applications.

STATUTORY PROCESSES

The statutory process for making significant changes to schools has four stages:

Stage 1	Publication	Statutory proposal published – 1 day.
Stage 2	Representation (formal consultation)	Must be 4 weeks, as prescribed in regulations.
Stage 3	Decision	The decision-maker (usually the LA) must decide proposals within 2 months of the end of the representation period or decision defaults to Schools Adjudicator (OSA). Any appeal to the adjudicator must be made within 4 weeks of the decision.
Stage 4	Implementation	No prescribed timescale, but must be as specified in the published statutory notice, subject to any modifications agreed by the decision-maker.

The above statutory process relates to making significant changes to schools in line with current DfE legislation. The statutory process concerning making physical changes to the school, such as obtaining planning permission, is conducted independently of the above.

PLANNING PROCESSES

- Full application made on behalf of the school
- Local planning authority publicises and consults on application.
- Consultation includes residents, as well as traffic and transport.
- Application is considered by Planning Officer.
- If there are any objections, Application is considered by Planning Committee.
- Application is either refused, permission granted with conditions, or fully granted.
- If refused, new application can be made.
- If granted, work starts within time limit and must comply with any conditions.

FUNDING

- The 2014/15 Capital Programme includes funding of £12.7m for the schemes. Overall estimated costs can be contained within the overall funding available.
- Should it be possible to keep costs within the funding available then this will reduce the amount of LBH resources (not grant) required to fund this programme.
- In addition to the above capital works, it may be necessary to provide short term temporary accommodation for which funding is expected to be released from contingency.

- The Mawney primary school is due to be rebuilt as part of the Priority Schools Building Programme (PSBP), part of the building will initially need to be relocated in mobile classrooms in the school's car park to enable the building works to take place. The relocation costs are estimated at £800k.
- An additional £1,700,000 will be required to fund an expansion at the Mawney to provide one additional FE.
- The School Capacity Collection (SCAP) survey allows the Department for Education (DfE) to analyse a range of data.
- The survey identifies those areas where there are pressures on places and where significant shortfalls of places are anticipated and ask Local Authorities to let the DfE know of any plans to secure additional capacity.
- The DfE also ask Local Authorities to let them know of any other significant changes to capacity, such as school closures, and how they would affect the places available.
- They assess pupil projections from Local Authorities in order to monitor trends, but also to inform how much Basic Need funding should be allocated to assist Local Authorities to provide enough places to meet future demand.

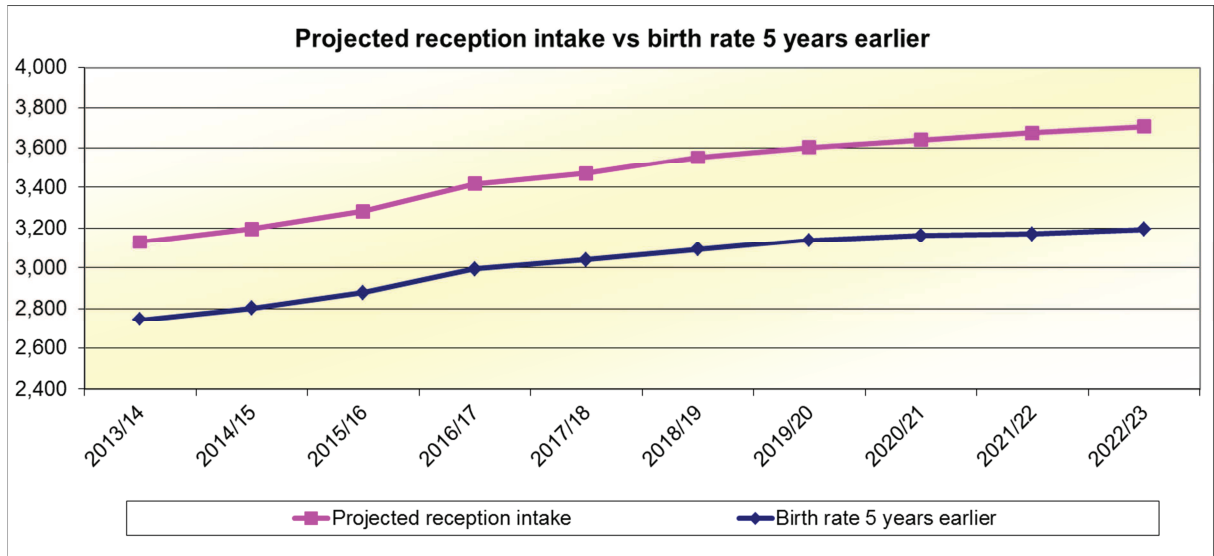
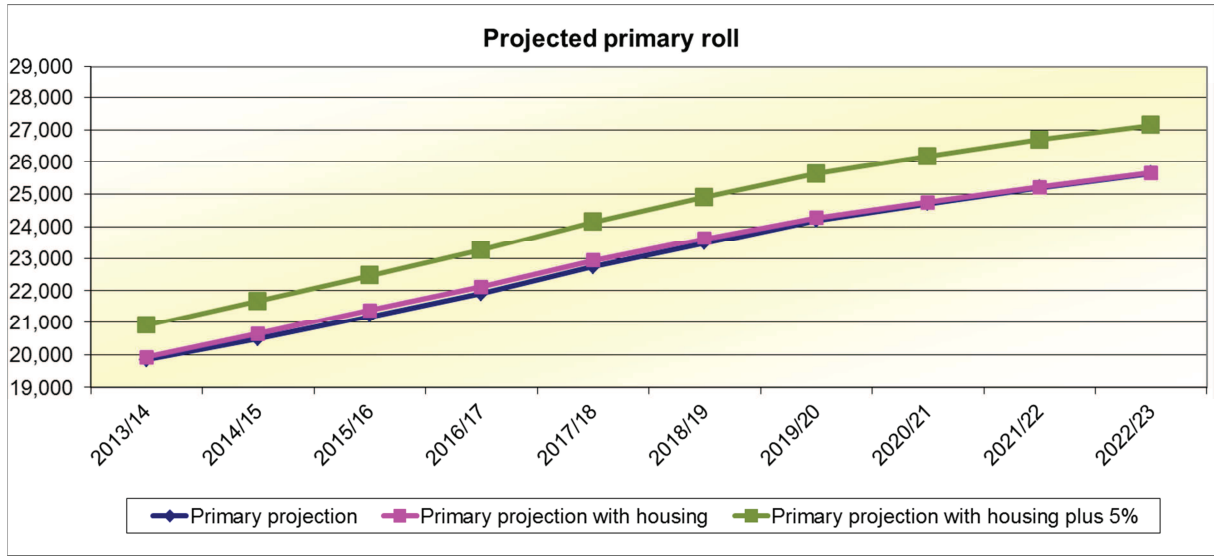
PROJECTION FORMULA

The following data is used to calculate school roll projections:

- Actual birth data from ONS and NELFT
- Population projections from GLA
- Past school roll data from the school census
- Child yield from housing developments of 10+ units from the Havering planning department

The above data is used to calculate school roll projections as follows:

- The past trend of reception intake to total birth rate for the corresponding year is calculated, an average established and then applied to the birth rate for future years to calculate the projected reception intake.
- The past trend of cohort movement through the primary phase year on year from reception to year 6 is calculated, an average established and again applied to the projected reception intake to provide a borough wide primary projection by year group.
- The past trend of transfer from primary to secondary school is calculated to provide a year 7 projection, which is then projected year on year as before using past trends to provide a borough wide secondary projection by year group.
- Actual birth data is used from ONS and NELFT and projected birth data from the GLA
- Child yield expected from housing developments of 10+ units is calculated and factored into the projections.
- Primary projections are split out into seven planning areas to reflect the trend of families selecting a local primary school and to identify specific areas of school place demand.
- Havering also receive school roll projections from the GLA which are used to assess the accuracy of the in house model.





Havering Children's Services Improvement Board

Background

The Children's Services Improvement Board met for the first time on 29 April 2014. It was established to take ownership of and drive forward the improvement agenda across Children's Services; replacing and subsuming the LAC Improvement Group and Ofsted Steering Group and taking responsibility for overseeing and prioritising the myriad of action and improvement plans currently impacting on the service.

The new Board includes representatives from Children's Services, Learning and Achievement, Business and Performance and Public Health as well as the new Children's Commissioner jointly appointed and funded by the London Borough of Havering and Havering Clinical Commissioning Group (CCG). It is currently meeting fortnightly in order to maintain appropriate pace and momentum around the improvement agenda.

Activity to date

Since its inception, the new Children's Services Improvement Board has been monitoring delivery of the action plan arising from the last Ofsted inspection, which was carried out in early 2013. Progress against this action plan is the subject of a separate report on this agenda.

As set out above, the Children's Services Improvement Board has also taken over from the previous Ofsted Steering Group in overseeing the Council's preparations for its first inspection under the new Single Inspection Framework. This has included:

- Completing a self-assessment of the Council's current position against the grade descriptors included in the new inspection framework;
- Overseeing progress towards ensuring that all the core statutory documents that the Council will be required to produce under inspection are available, up to date and of the required quality;
- Tracking the themes and learning emerging from inspections of other local authorities and ensuring that the London Borough of Havering responds to these where required;
- Agreeing the approach to be taken to and carried out an initial "dummy run" of the case file self-audit process that will be required as part of an inspection, and
- Selecting practice audits to be shared with inspectors as and when the Council's inspection commences.

An acknowledgement of the increased volume and complexity of cases being dealt with within Children's Social Care also led the Board to analyse drivers of the increased demand on the service during the last financial year. This highlighted a number of data quality issues that are now being dealt with, as well as the high proportion (30%) of assessments resulting in no further action. Further analysis indicated that this is due to the assessment team completing assessments at both tiers 3 and 4 due to lack of capacity within Early Help services as well as in external services to deal with tier 3 referrals and assessments. An internal review is now considering how this might best be addressed.

The Board has also considered the findings of the Social Workers' Health Check Survey undertaken in June 2014. This highlighted, among other things, that only 62% of respondents had received an induction when they commenced work for the Council, along with inconsistencies in the identification of opportunities to engage in reflective practice across the service and a perceived lack of opportunities to engage with the Principal Social Worker (though it was acknowledged that there are limits with what can reasonably be achieved within the current 0.4 FTE post). The findings also revealed a perceived lack of opportunities for progression within the service.

During its first two months of operation the Board has also:

- Reviewed the 2013/14 end of year performance report for Children's Service in order to help identify priority areas for improvement and the role that the Children's Services Improvement Board can play in addressing these;
- Received updates on progress against the adoption scorecard, following the DfE's visit to the borough earlier this year;
- Agreed and tracked the progress of actions arising from the recent external audit of 26 out of borough LAC case files;
- Considered the quarterly quality assurance report, and
- Been consulted on the development of key strategy documents such as the Young Carers Strategy and Transitions Protocol.

What difference has the Board made?

Despite having only been in operation for just over two months, the new Children's Services Improvement Board has already had a positive impact in a number of ways. For example:

- A data quality (DQ) group has been established to address the various DQ issues identified. 15 individual data quality reports are now also being sent out on a regular (either weekly or monthly) basis to service managers in Children's Services to highlight data quality issues needing to be addressed within the service and also to draw their attention to issues such as overdue assessments / visits; assessments and visits becoming due etc. This in turn assists managers in preparing for and delivering their team meetings and supervision sessions.
- The Board's review of the end of year performance report led to an investigatory piece of work being undertaken to understand better the reasons for delays in completing assessments. This revealed that assessments delays are often caused by delays in receipt of information from partner agencies, so more detailed analysis is currently being carried out in order that this matter can be referred to a future meeting of the Local Safeguarding Children Board (LSCB). It is also acknowledged that staff within Children's Services may need to be more pragmatic in closing assessments, particularly now that assessment is a more ongoing process throughout the child's journey. Children's Services are also considering whether it might be appropriate to introduce a form of "lighter" assessment for some cases, in order both to improve the timeliness of assessments and also to ensure that children and families are not always subjected to full core assessments in cases that are likely to result in no further action.
- The Board's review of the end of year performance report as well as its analysis of the drivers of demand on Children's Social Care led to enhancements being made to the monthly performance pack that is discussed by the Children's Services Management Team. For instance, the pack now includes a breakdown of Child in Need (CIN) Plans by ward, as well as the numbers of children starting and ceasing to be looked after during the month, rather than simply the number of Looked After Children at the end of the month (which is what was previously reported). This assists managers within Children's Services to gain a deeper insight into the total volume of activity undertaken by their respective teams and to allocate resources appropriately.
- Reviews of performance data and self-assessments have identified the efficiency and effectiveness of a number of processes in use within the service to be impediments to progress. An admin review has therefore been scheduled to take place next year, to look at which tasks administrative staff can perform on behalf of social workers, both to improve the quality and consistency of recording but also to free up social worker capacity to engage in direct work with children and families. The service is also exploring the possibility of carrying out a "lean review" of some of its processes in the late summer / early autumn to help address this.
- The findings of the recent Social Workers' Health Check Survey have led to further work being done on the development of the induction process for social workers. The feedback is also being used to inform the future development of the role of the Principal Social Worker as this is taken forward as a full time post. Meanwhile, concerns regarding the perceived lack of

opportunities for progression will be addressed through a new Social Worker Career Progression Scheme that has recently been consulted on.

- The “dummy run” of the case file self-audit process that will need to be undertaken under inspection was considered to be so useful that it is now to be repeated at six-weekly intervals.
- The outcomes of the audit work and self-assessments undertaken by the Board have prompted a task and finish review of the post-qualifying and mandatory training for social workers to ensure that this is better aligned to priority areas for improvement and continuous professional development (CPD) across the service. The conclusions of this will also be fed back to the LSCB to inform the multi-agency LSCB training programme.
- As a result of the Board’s consideration of the Quarter 4 Quality Assurance Report for 2013/14, work is also underway to analyse the characteristics of children coming into care who have had a previous plan as well as those of children subject to a Child Protection Plan for a second or subsequent time within two years, in order to assess if there are any features that they share that make conference decisions to de-plan them (potentially too early) more common. The outcomes of this work are due to be fed back to the Children’s Services Improvement Board in August.

Planned future activity

Now that the self-assessment against the new Ofsted grade descriptors has been completed, the next steps will be to develop this baseline into an action plan for improvement and also to keep the self-assessment updated as further progress is made.

Having considered the drivers of demands on Children’s Social Care over the past year, the Board has now also commissioned a small sub-group to model projected future demands on Children’s Services, in order to inform resource allocation (both human and financial). The group will look initially at population projections by ward and estimate what this will mean in terms of numbers of children requiring early help and going through the child protection system, care proceedings etc. It will also be undertaking an initial deeper piece of work focused on IFA placements, looking specifically at which children could have been placed in-house if the Council had the resource and how much this could potentially save under a number of different scenarios. If this approach is seen to add value, it will then be rolled out to other parts of Children’s Services.

Following identification of the high proportion of contacts progressing to assessment as an area warranting further investigation, work will also be undertaken within Children’s Services to review the management of Early Help and Tier 3 Assessments, with recommendations being reported back to the Board.

The Forward Plan for the Children’s Services Improvement Board also currently includes:

- Consideration of the quarterly Viewpoint reports, to identify the learning and actions arising from them;
- Finalisation of the Workforce Strategy that is currently being developed for Children’s Services;
- A further Social Worker Health Check Survey to be carried out in the autumn to help assess the progress that has been made against the themes identified in the initial survey, and
- The development of an overarching LAC Strategy for the borough

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Children and Young People’s Plan 2011-14

This report is intended to update the Overview and Scrutiny Committee on the progress made against the six priorities in the Children and Young People’s Plan (CYPP), which sets out the strategic aims of the Children’s Trust.

The **six priorities** are:

Ensure children and young people are protected from abuse and neglect	Reduce child poverty	Support complex families
Increase breastfeeding	Reduce teenage conceptions and terminations rates	Improve access to the most effective therapies
Support families to be at the heart of strong, safe and prosperous communities	Break negative cycles	Improve healthy lifestyles

These priorities fall into **three broad themes**:

The themes and priorities were defined in collaboration with a range of partners, through detailed assessment of local needs, consultation with professionals and the public, priorities of related bodies (e.g. Local Safeguarding Children’s Board (LSCB)), with the final decision on inclusion made by members of the Children’s Trust.

Partner agencies, including those from the Police, and the Health, Education and voluntary sectors, have collaborated well to deliver against these shared priorities.

This document highlights particular successes and areas of progress / challenge; the breadth of work underway is such that it cannot be articulated in full in this report.

For sake of brevity, “children and young people” is shortened to “CYP” in this report.

Ensure children and young people are protected from abuse and neglect

Indicator	GOOD	2011-12	2012-13	2013-14	Direction	Comments
Number of Looked After Children (monthly average)	Lower is better	182	190	209	Worse	The number of Looked After Children has increased in each year over the life of the CYPP, placing extra demand on local services. There has been a corresponding increase in both the number of new LAC and those ceasing to be LAC, indicating a greater fluidity in the LAC population.
Looked After Children with 3+ placement moves	Lower is better	20%	14.1%	10.5%	Better	An increasing number of CYP start to be LAC under a Police Protection Order or Emergency Protection Order, but 88% of these cease to be LAC within three months (95% within six months). The incorporation of the Metropolitan Police Child Abuse Investigation Team (CAIT) into the integrated adults and children's MASH should help to reduce the number of children coming into care under Police Protection. An increasing proportion are supported through to adoption (12.4% in 2013-14 vs. 9% in 2011-12).
Looked After Children placements lasting > 2 years	Higher is better	49.1%	63%	79%	Better	Improved practice, planning and management of LAC social work has led to significant improvements to the solidity of placements. The focus on ensuring permanency and stability for LAC has helped to improve the % of LAC experiencing long-term placements.



Indicator	GOOD	2011-12	2012-13	2013-14	Direction	Comments
Number of Child Protection Plans (monthly average)	Lower is better	97	126	149	Worse	As with LAC, there has been a rise in the number of Child Protection Plans. The average monthly number of new Plans is 14 (12 in 2012-13 and 10 in 2011-12).
% of Child Protection Plans lasting 24 months or more	Lower is better	8.6%	3.7%	4.7%	Better (vs. 2011-12)	Whilst the number is increasing, a lower % are lasting more than two years has decreased whilst the % of children becoming subject of a Plan for second or subsequent time within two years has increased. Although these %s relate to a small number of children, often in sibling groups, the performance indicates that support plans need to be smarter and more robust.
% of children becoming the subject of a CPP for a second or subsequent time within 2 years	Lower is better	n/a	0.7%	5.8%	Worse	<p>There has been detailed investigation into whether children are being taken off Child Protection Plans too early, which, although provided reassurance that such instances are rare, it has happened in some cases. These particular cases have been addressed through supervision and Performance Development Reviews (PDRs) with relevant staff.</p> <p>In terms of increasing numbers of LAC and Child Protection Plans, an increasing proportion of referrals progress to assessment (41% in 2012-13 and 91% in 2013-14) and then on to long-term support. There is a likely link with the creation of the MASH (more info in Highlights section below), which provides a richer multi-agency stream of information about the background and risk factors associated with the CYP and their families and enables more reliable decision making about most appropriate next steps.</p>

Indicator	GOOD	2011-12	2012-13	2013-14	Direction	Comments
% of CYP achieving a positive outcomes six months after Family Group Conference	Higher is better	77%	78%	94%	Better	There has been consistent improvement in CYP who achieve a positive outcome six months after FGC. The FGC was implemented as a new way to engage families in the planning and support processes, helping them to identify their strengths and risks, and take greater ownership of agreed actions to address those risk factors.
% of referrals to Social Care being re-referred within a year	Lower is better	n/a	26%	9%	Better	There has been a significant decrease in re-referral rates, which may be associated with the implementation of MASH (through better informed decisions and more appropriate support consequently put in place), the development of Early Help services and improved social work practice.

Highlights

Strengthened multi-agency working practices

The Multi-Agency Safeguarding Hub (MASH) went live in 2012, with colleagues from the Metropolitan Police and Health representatives co-located with specialist social care staff in Mercury House. Havering is in the vanguard for MASH, both nationally and across London, having adopted more than the traditional safeguarding triage service which is in place in some other boroughs.

A detailed review of the effectiveness of MASH implementation and operation revealed that the development and implementation of MASH has been achieved with the necessary governance and commitment. As well as social care triage and assessment teams, co-located partners comprise the Police, Probation, Early Help staff and NELFT Health Visitors. Virtual partners (i.e. not co-located) comprise Housing, BHRUT, Youth Offending Team, Adult Mental Health, Education and Drug and Alcohol Services. The MASH has since been expanded to incorporate adults at risk, with Housing and Adult Mental Health staff now co-located rather than virtual partners. The Metropolitan Police CAIT is also now co-located, which it is hoped will help to reduce the rapidly increasing number of children coming into care under a Police Protection Order, as well as improve joint working between social care and CAIT generally.

Although there have been some difficulties encountered this has been overall a successful implementation. It is pleasing that Havering MASH Health staff have been invited to present to a London wide conference in February 2014 to talk about the Havering MASH journey in respect of health involvement, and that Council and Police staff presented jointly to the London-wide MASH Summit in April 2014 on the expansion of MASH's remit into adults at risk.

Early operational issues were identified through a pilot with appropriate consequent action taken to address. Some operational issues remain, including difficulties in the retention of suitably qualified and experienced staff. This is not unique to Havering. MASH now operates a rota system to ensure that Triage staff continue to develop their social work skills. The Council funds its social workers' membership of the College of Social Work and the approach to workforce development, recruitment and retention will be subject of detailed review to ensure the borough remains competitive and able to attract and retain the best staff.

Early Help, i.e. Intervening early and as soon as possible to tackle problems emerging for children, young people and their families or with a population most at risk of developing problems, has undergone significant development, building on the established successes of the borough's children's centres and implementing innovative developments. The organisational structure underpinning Early Help has undergone significant change through a recently-completed restructure.

Children's centres continue to be hubs for delivery of Tier 2 services, with a critical role to play in supporting vulnerable families, particularly where there are children living in or at risk of living in poverty (see Reducing Child Poverty priority later in document). Children's Centres have been grouped into threes, to deliver a more coordinated and broader service offer within their respective localities, and to make best use of available resources.

A multi-disciplinary team operates across both localities, comprising a Domestic Violence worker from Victim Support, and Housing Officer and Employment Officer.

An Early Help Champion supports all agencies, including those from the voluntary sector and schools, to complete Early Help Assessments and to set up Teams Around the Family (TAF).

A Participation Officer and Participation Assistant work closely with the Youth Council and Children in Care Council to improve the engagement with young people.

The Strengthening Families model, which was implemented across Child Protection (see below) is also employed in Early Help so that families have a better understanding of their strengths and risks and are more willing to engage. This is particularly important as the provision of Early Help services is a consensual exercise, rather than a function supported by legalisation (as is the case with child protection).

Different areas of Children's Services are collaborating to develop an **online directory of community-based services**, building on the existing Family Information Service, so that families and professionals who want to find out about available early help services can do so in an easier manner than is currently possible and appreciate the quality of available services (e.g. via a Tripadvisor-style model) . As the scope of needs is so broad this is a significant piece of work which will involve all agencies which provide any early help service, as well as the voluntary and community sector, which but one which will bring significant benefits to Havering residents. The new directory will be launched in Autumn 2014.

The Troubled Families programme is making significant progress in drawing agencies together to work in a new and more effective ways. This is an integral part of the CYPP priority to Support Complex Families and is thus elaborated upon later in this document.

Closer collaboration of partners involved in the protection of CYP, be it through MASH or through other support mechanisms, will help Havering adapt to potential challenges brought by population migration from other London boroughs.

Improved participation of families

There are several strands to the work to ensure that the views of CYP and families can influence service design and strategic direction: developing culture and capacity, building service user views into work to evaluate service quality, building the right structures to enable increased participation and embedding all of this into practice.

LB Havering has implemented **Strengthening Families**, a new approach to child protection, which uses families' strengths and protective factors to develop child protection plans with greater input from that family. Based on constructive relationships and innovative use of words, pictures and child-friendly tools, the approach has been well-received by professionals and families alike.

The **Children in Care Council (CiCC)** is essential in meeting Council, Government and OFSTED priorities around the involvement of Looked After Children (LAC). A new CiCC was launched at MyPlace in November 2012 and work continues to develop the group so that it can have a greater strategic influence, be representative of all LAC, play a part in recruitment, training and commissioning, and contribute to ongoing learning and service improvement.

The Council has independent advocates ([provided by The Children's Society](#)), who can represent children and young people under the age of 18. These includes those who are, living in care in / out of borough, leaving care, or are a child in need. The advocates can support children and young people to have their voices heard, express their views in the decision making process, understand their rights, or make a complaint.

The service is relatively new, but the eight of the nine CYP supported by the Children's Society in January – March 2014 reported that they were satisfied (with one non-response).

Viewpoint, a new web-based tool for LAC or subject to a child protection plan, to contribute their views to the review of their plan, was launched in late 2012.

More than 75 children on Child Protection Plans or in the care of the Council have given their views through Viewpoint. This has revealed that:

- 86% of CYP feel they get the right amount of support. When asked 'how does your social worker help you', the most popular response is 'listens to me', followed by 'makes sure I am safe';
- CYP feel their social worker listens to them (average score out of 10 = 8);
- CYP feel safe at home, in school and in their local area (average score out of 10 = 7.5). This compares favourably to CYP not in receipt of support from statutory services (views gathered from annual CYP survey in schools), and
- The most common issue that children want sorted out at their review is contact arrangements with their family. Most children want to go to their review and the most common preferred place to have the review is in school. Children and Young People's Services (CYPS) is acting on this feedback.

Havering continues to ensure high levels of participation of LAC at review – 98% for 2013-14 (just 10 LAC out of 456 subject to a review did not participate in that review).

The **tenders** for the Short Breaks (aka Respite) provider contracts were evaluated with CYP, their views contributing to 10% of the overall score. There was also the opportunity for parents to influence final decision making. For the tender for Advocacy Services, CYP designed case study scenarios for bidders to work through. The direct involvement of CYP in commissioning of sizeable contracts is an excellent example of CYP views impacting on service design, and can be replicated in future commissioning activity.



The Council trained up several LAC and care leavers to deliver **Total Respect Training**, which teaches social workers and other members of the children's workforce about the experience of being in care. At the end of the training, delegates document a personal pledge to work in a different way; the young people subsequently challenge that delegate around progress against their pledge. As well helping to develop the children's workforce, it is an excellent opportunity for LAC and care leavers to develop skills and confidence.

Professionals use the right tools and procedures for the specific needs of the child

The **Early Help Assessment**, which has replaced the Common Assessment Framework in 2013, is an improved and vitally important tool to identify families' and individual CYPs' needs at an early stage. CYPS has worked particularly closely with private, voluntary and independent service providers to ensure that they can use the tools to identify and support families they believe are in need of early help services.

Numbers of Early Help Assessments completed, although improving, remains low – 172 in 2013-14. Children's Centres completed 48, Community Health – 3, Schools – 99, and Early Years providers – 18. Records do not show the completing organisation in four cases.

Social workers are now equipped with updated practice guides and toolkits, which have helped them to support CYP to achieve sustained positive outcomes – see indicators at start of this section.

The most significant development to the tools available to social care staff is the implementation of the **new improved social care IT system**. The new system, CCM, is now used by all social work staff and Children's Centres and is enabling better case recording and allows supervisors and managers at all levels of CYPS to maintain a better oversight of children's social work.

Increase breastfeeding rates

Indicator	GOOD	2011-12	2012-13	2013-14	Direction	Comments
% of mothers who breastfeed at initiation	Higher is better	71.1%	71.3%	n/a	No significant change	Although the figures show little improvement, there is greater assurance about the accuracy of the figures – improving the recording by GPs and Health Visitors breastfeeding status was an objective for this priority area.
% of mothers who breastfeed at 6-8 week check	Higher is better	n/a	41.6%	n/a	n/a	'n/a' in 2011-12 is due to insufficient recording in this year. The data for 2013-14 is not yet available. Comparisons with national and London averages remain unfavourable; Havering is in the third quintile (nationally) in terms of initiation and continuation, and is in bottom quintile in London for continuation.

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Highlights

Increase awareness of breastfeeding to all cultures and age groups

Breastfeeding awareness sessions were delivered in ten secondary schools, with positive feedback from teachers and pupils.

There has been an **extensive marketing campaign**, focused around Breastfeeding Awareness Weeks. The most recent promotion was through Billboard campaigns and bus-signage campaign for high-risk locations.

Support mothers to feel confident to breastfeed in public

The **Breastfeeding Friendly Scheme** is proving highly successful with over 100 venues signed up, including GP surgeries, libraries, children's centres, early years education providers and local businesses. The Scheme benefitted from national television publicity in 2011. The Scheme sets out a range of criteria to which members must adhere, so that their specific service location is a welcoming and supportive environment for mothers who choose to breastfeed.

An evaluation of the scheme in 2012, comprising over 900 people, showed that confidence and tolerance of breastfeeding in public has increased vs. June 2011 (when the scheme began). 4% of respondents said that women should not breastfeed in public (8% in June 2011); 74% said it was a good idea for women to breastfeed (vs. 69% in June 2011).



The scheme received national recognition in 2012, being recognised as an example of innovative practice by the Centre for Excellence and Outcomes (C4EO).
Breastfeeding Cafes run from six Children's centres.

Reduce child poverty

Indicator	GOOD	2011-12	2012-13	2013-14	Direction	Comments
% of children living in poverty (% of CYP living in households where income is less than 60% of median national income)	Lower is better	20%	19%	18%	No significant change	Approximately 8,800 children aged 16 or under live in poverty, reduced from over 9,100 in 2011-12. Although this appears positive, the change is relatively minor and would naturally decrease as the national median wage falls. However, during times of austerity and welfare reform, it is a positive sign that the level of child poverty has not increased.
% young people aged 16-19 Not in Education, Employment or Training (NEET)	Lower is better	4.7%	4.6%	4.1%	Better	Havering consistently has a lower NEET rate than national, London and statistical neighbour averages. The NEET rate has reduced over the course of the CYPP.
Attainment gap @ Key Stage 4 – children who receive Free School Meals vs. wider school population	Lower is better	28% (2011 exams)	21% (2012 exams)	24% (2013 exams)	Better (vs. 2011-12)	The attainment gap at GCSE between children on free school meals vs. those not in receipt of free school meals has improved over the course of the Plan. In 2013-14 (2013 exams), the national attainment gaps was 25%, in line with Havering.



Indicator	GOOD	2011-12	2012-13	2013-14	Direction	Comments
Take-up of formal childcare (children taking up 3&4 year-old offer – actual number and as % of 3 and 4 year-old population)	Higher is better	n/a	3,648	4,275	Better	<p>The capacity and uptake of formal childcare is increasing across the borough although further work continues to ensure sufficient coverage in all areas.</p> <p>The Department for Education (who provide the figures) acknowledge the illogical nature of 101% achievement; their explanation is that they are using out of date population data but up to date uptake data. Early Years colleagues believe the 2013-14 figure is consistent with the 2012-13 figure. This tallies with the increasing proportion of families with young children in the borough.</p>
			94%	101%	No significant change (see comment, right)	

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Develop a network of integrated services for families, focusing on the Foundation Years

Children’s Centres are hubs for multi-agency working, and all new registrants receive an Early Help Assessment and offered benefits advice where appropriate. Health Visitors and midwives work directly out of a range of Children’s Centres across the borough.

Reduce barriers to employment

Uptake of high-quality formal childcare continues to increase. The average uptake of the three/four year-old offer was 3,648 in 2012 and 4,275 in the summer term of 2013. This gives children’s development a good start and enables parents to attend work and generate household income.

The offer of **free childcare places for two year-olds** from disadvantaged families remains popular, with 280 children benefitting from the offer in academic year 2012-13 and 646 in Autumn term 2013. This is an increase from just 71 when the scheme first started in 2009.

These children are consequently more likely to access early years education (94% finished the two year-old offer in Summer 2013 and took up the three/four year-old offer in autumn 2013. Funding for the two year-old offer is increasing and it is projected that 1,120 children will be able to access a place in September 2014.

Nationally, the current eligibility criteria is expected to cover 40% of two year-olds in September 2014.

4.1% of Havering 16-19 year-olds are **Not in Education, Employment or Training (NEET)**, lower than national, London and statistical neighbour averages. This performance is comparable with previous years.

Improve financial wellbeing

The **Financial Inclusion Strategy** was approved in June 2012 with an embedded action plan. The six themes are banking & saving; access to credit; increasing financial capability; home and contents insurance; addressing fuel poverty, and income maximisation.

To advance these themes, the following actions have taken place or are underway:

- Banking Liaison Officer appointed and leading discussions with banking sector to agree ways to help more customers to access basic bank accounts (will increase employability and sustainability of tenancy for those currently without bank accounts. Risk of fuel poverty reduced if people can pay via direct debit);
- Front line staff are being trained to identify and support people who are victims of loan sharks;
- Residents are being supported to safely release equity from their homes to pay for refurbishments / repairs, avoiding loan sharks, so that older and vulnerable residents are able to stay in their homes for longer and avoid costly residential care (as self-funders and / or to the Council);
- Care Point (through its shop in Romford High Street) offers support with money management, including in-house advice or signposting to more specialist organisations;
- All new Council home residents receive a welcome pack detailing how to access home and contents insurance, and
- Welfare Rights Unit (Children, Adults and Housing Directorate) is supporting residents to maximise their benefits take-up. In 2013-14, this team dealt with 2,958 client enquiries, resulting in £1.5m benefit gains for the clients and £589k income gains for the Council.

Address health inequalities

Examples of work to address these inequalities include an influenza vaccination programme to children with complex health conditions, delivering MEND programmes in schools to tackle childhood obesity (by improving eating habits and increasing physical activity), and contracting smoking cessation services.

Vaccine coverage in Havering is generally in line with comparators, although is lower for Hib / MenC (exp. booster), Hib, MMR (1st dose) and DTaP at age 2. Low numbers of requests for MMR lab tests suggest that current provision and uptake of immunisations in Havering are suitable to meet the population level need.

Reduce teenage conception and termination rates

Indicator	GOOD	2009	2010	2011	2012	Direction	Comments
Under-18 conceptions per 1,000 population (15-17 years)	Lower is better	36	33	28	26	Better	Conception rate has fallen since its 2008 peak of 40 per 1,000 population. The 2012 rate (latest available) is below national average and in line with London, whereas it was above both at the start of the Plan. A further 8.5% reduction is predicted by 2020. Havering does remain 13 th highest of London boroughs, although fewer result in births (see below). In terms of conception rates in London, Barking and Dagenham have the 2 nd highest rate, whilst Redbridge is among the lowest.
% under-18 conceptions leading to abortion	n/a	62%	67%	61%	74%	Increasing	Havering has the 4 th highest abortion rate for <18 conceptions in London. The London average is 62%; the national average is 49%.

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Indicator	GOOD	2008-10	2009-11	2010-12	Direction	Comments
Under-16 conceptions per 1,000 population	Lower is better	7.5	7.3	6.6	Better	Under-16 conception rates have fallen but remain ahead of national and regional comparators. The scale of reduction in conceptions is in line with those comparators. Havering has the 10 th highest under-16 conception rate in London, although it is important to note that numbers are small (est. 6 per annum 2010-12).

Indicator	GOOD	2009	2010	2011	2012	Direction	Comments
% under-16 conceptions leading to abortion	n/a	59%	77%	69%	86%	Increasing	The increase in abortion rate between 2009 and 2012 is unique to Havering when compared to our closest statistical neighbour (Bexley), London and England; all of whose abortion rates remains steady at between 60-70%. Due to such low numbers of <16 conceptions, one young persons' decision on termination can have a disproportionate impact on figures.

Highlights

Access to Contraceptive and Sexual Health (CASH) services

The Council-commissioned integrated sexual health service provides a service specifically tailored for young people; "Healthwise". The most-used Healthwise location is co-located with other young people's services in Youthzone in St. Kilda's Children's Centre in central Romford. They run three clinics per week from this location, offering advice, guidance and support around teenage pregnancy. This includes contraception, Emergency Hormonal Contraception and sexual health screening. There is a Teenage Pregnancy Prevention Worker within the new Early Help organisational structure

Emergency Contraception: Young people can access Emergency Contraception (morning after pill and IUD) through the Sexual Health Service (including Healthwise and services based in Queens hospital), through Accident and Emergency Services, from NHS Walk-in Centre (Harold Wood and Orchard Village), from GPs and from this year, also from eight pharmacies in Havering. Pharmacies are playing an increasingly important role in providing sexual health services, ensuring that young people have confidential access to chlamydia screening, C-card scheme, and emergency hormonal contraception.

Havering's Condom Card (C-Card) scheme is one of the highest performing in London, with over 4,000 young people registered, 63% of whom are male.

The most commonly-used outlets are local colleges and Youth Zone. New schemes are in place with pharmacists in the borough, and are beginning to be offered through GP practices. The Lead Nurse Specialist for Looked After Children (LAC) Team provides C-Cards at each LAC's annual review.

Six schools, including one pupil referral unit, based in three TP hotspots (Harold Hill, Rainham, and Romford) have joined the C-Card scheme (i.e. they issue the cards, but signpost to other locations which provide the condoms).



15,000 foldout wallet-sized young persons' sexual health information booklets have been distributed through C-Card centres, NHS walk-in centres and other key locations. Initial print-run was 5,000 but demand far outstripped this initial supply.

LB Havering recognises the need to exploit modern technology to better effect, as hard-copy information can become inaccurate very quickly. The Council's Public Health team has employed a specialist to improve the use of modern media, to ensure that important messages around sexual health and contraception reach the intended audience.

Targeted work with vulnerable groups

The targeted sexual health service, Youngaddaction, and Children and Young People's Services (CYPS) have collaborated in the development of effective referral pathways for at-risk teenagers and make tailored interventions. Youngaddaction is the current provider of the young people's substance misuse service; there are proven links between teenage conceptions and young people's use of drugs and alcohol.

The referral pathways include six secondary schools / academies in TP hotspots, the Youth Offending Service, the Phoenix Counselling Service and the CYPS 12+ team.

Sex and Relationship Education (SRE) has been targeted at six schools in high-risk areas. In the most recent Sexual Health Survey (2013) we were able to survey 433 young people to get a snapshot of young people's attitudes and experience of SRE. The vast majority of respondents stated they had received SRE (90%), with two-thirds rating the education positively. This is an improvement from previous years but due to the sample size and characteristics of the participants it is important we do not generalise these findings to all young people in Havering.

Workforce development

Since April 2012, three providers have delivered **specialist courses to over 300 staff** who work with children and young people.

Priority 5: Support complex families

Indicator	GOOD	March 2014	Comments
Number of families identified	Higher is better	415	Havering was given a target by Department of Communities and Local Government to identify 415 families by the end of March 2015. Havering has achieved this a year early.
Number of families worked with		415	
Number of families achieving crime / anti-social behaviour / education result as at the end of March 2014 (all / combination)		180	This is in line with the target set by DCLG for the number of families in Havering who should experience a reduction or cessation of crime and anti-social behaviour in the last six months, and / or where a child or children have had fewer than three fixed term exclusion and less than 15% unauthorised absences in the last 3 consecutive terms.
Number of families achieving crime, anti-social behaviour and education result (i.e. all) as at the end of March 2014		17	
Number of families achieving crime result (only) as at the end of March 2014		43	
Number of families achieving anti-social behaviour result (only) as at the end of March 2014		36	
Number of families achieving education result (only) as at the end of March 2014		18	

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Indicator	GOOD	March 2014	Comments
Number of families achieving continuous employment result as at the end of March 2014	Higher is better	42	This is on-going work with the local authority and Job Centre Plus staff and shows where an adult in the household has moved off out of work benefits and into continuous employment for a period of 26 weeks, or 13 weeks where applicable.
Number of families achieving progress to work outcome as at the end of March 2014		0	Following initial insufficient progress, we moved to working closer with the Job Centre Plus to move claimants directly in to employment and hold targeted work events for families that are nearing employment.
Total number of families turned around as at the end of March 2014		222	Havering has successfully 'turned around' 53% of its identified families. This is ahead of national (40%), London (39%) and statistical neighbour (37%) averages. To achieve 'turned around' status, families must sustain the intended outcome (e.g. remain in employment) for at least six months.
As % of total families worked with		53%	

	Crime	ASB	Education
Crime			
ASB			
Education			

When central government announced the Troubled Families programme, Havering, unlike many other boroughs, had already begun to plan how it would address the complex and inter-related risk factors affecting a section of the population, to help them to break their negative and often inter-generational cycles of behaviour and deprivation. The aim is not to create a new service; rather, to re-design our existing services and improve cooperation with partners to maximise the impact of our interventions. The step change is to ensure that the needs of the whole family, rather than individual members, are considered together and that agencies collaborate to deliver services which are in line with the whole family assessment.

The direction from central government usefully aligns with the approach we were already taking; the council will receive £700 for every family identified with potentially thousands more for those families with whom lasting positive outcomes (i.e. sustained after six months) are achieved. These outcomes fall into three areas: reduction in unemployment, improved attendance at school, reduced anti-social behaviour and youth crime.

In January 2013, representatives from the Department for Communities and Local Government, who sponsor the Troubled Families work nationally, visited Havering and were delighted with the progress made, particularly in relation to the relationships forged with partners and teams which are helping to develop new systems and processes for achieving sustained outcome improvements for families.

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Highlights	
Identifying families	
	<p>DCLG gave LB Havering a target to identify 415 families by the end of March 2015 (end of the current three-year programme). This number of families was identified by the end of March 2014, i.e. a year ahead of schedule. The impact of welfare reforms has contributed to the higher-than-projected identification of families with complex needs.</p> <p>Rather than identifying more families than the DCLG target, the Troubled Families (TF) programme will focus on delivering the highest possible quality outcomes for those 415 families. No further payments-by-results will be received for any families over the 415 DCLG target.</p> <p>By the end of March 2014, the TF programme submitted payment-by-results (PBR) claims for 160 families, bringing the total of families for whom PBR claims are submitted to 164. This represents a good level of progress as PBR claims can only be made once six months have passed since the family achieved the positive outcome(s) specific to their own circumstances (e.g. regaining and sustaining employment, ceasing anti-social behaviour, or sustaining improved attendance at school).</p>
Redesigning services	
	<p>There has been extensive journey mapping with families to identify issues with existing processes and potential solutions. There is a growing bank of data and information from those families who have already been supported through the programme, which is being used to define improved operating models for inter-agency collaboration on a single family (see workforce development in next section) and has informed the design of the improved Early Help offer (see Priority 1).</p> <p>Some families have upwards of 12 different agencies / professionals providing some form of support or intervention; this is clearly too many. The programme is funding an officer to develop a strategic approach to workforce development across the workforce, i.e. not focused solely on workforce for adults' or children's</p>

services. This work, which will also draw upon families' experiences, will need to be broader than Council workforce, to include Police and Health professionals and will ensure that professionals develop skills outside of their immediate professional remit. This common approach to workforce development, with professional up-skilling and a more sophisticated operating model will help to reduce the number of professionals which a family sees and ensures consistency for families throughout the time in which they receive support from public agencies.

The Programme is joint funding a volunteer coordinator post with Action For Children, who have implemented a new Family Partners project (similar to Family Intervention Projects) in Harold Hill, with neglect as the target issue. This will assist in development of Family Graduates and Family Advocates, who will be critical to success of TF Programme. Family Graduates are former service users; Family Advocates are former professionals.

The Programme is working alongside Job Centre + to explore opportunities to use the Flexible Support Fund to access employment for the TF cohort. One example is the creation of a 16-week training programme for TF with the schools catering workforce.

Troubled Families – Phase 2

The Government has confirmed that the **TF programme will continue for a further five years**, from April 2015 to March 2020, with an emphasis on early help. The approach is under consultation and the London Coordinators Group (of which LB Havering is an active member) has expressed its views. Details are not yet confirmed but it is likely to follow a PBR model and it is hoped that there will be greater local discretion of PBR criteria as local needs differ.

Improve access to high-quality therapies

Indicator	GOOD	2009	2010	2011	2012	2013	Direction	Comments
% of pupils with Statements	Lower is better	1.9%	1.7%	1.6%	1.6%	1.7%	No sig. change	<p>In October 2013, 751 pupils in Havering schools had a Statement of Special Educational Need.</p> <p>At primary level, speech, language and communication difficulties are by far the most common type of identified SEN, followed by moderate learning difficulties and behaviour, emotional and social difficulties. Together these account for 74% of primary level SEN.</p> <p>At secondary level, moderate learning difficulties are more prevalent, followed by behaviour, emotional and social</p>

% of pupils with statements educated in mainstream schools	Higher is better	58%	54%	67%	72%	66%	Better (vs. 2009, but worse than 2012)	<p>difficulties and speech, language and communication needs – these account for 62% of identified secondary level SEN.</p> <p>Special schools have a very different profile with most children having a severe, moderate or profound and multiple learning difficulties – these account for 79% of SEN in Havering’s special schools.</p> <p>Havering has successfully integrated the majority of these young people within the mainstream school environment, investing in the necessary support and adaptations to enable them to enjoy the same schooling as their peers.</p>
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Support for children with SEND is undergoing radical reform. The Children and Families Act proposes to extend the SEND system from birth to 25; replace statements of special educational need with a new birth-to-25 education, health and care plan; and offer families personal budgets. In particular, Havering’s Clinical Commissioning Group (CCG) and the National Health Service Commissioning Board will be required to make joint commissioning arrangements to secure education, health and care provision for children and young people for whom the authority is responsible and who have special educational needs. The [Draft Special Educational Needs Code of Practice: for 0-25 years](#) requires Health and Wellbeing Boards to consider the needs of vulnerable groups, including those with SEN and disabled children and young people, those needing palliative care and looked after children.

Highlights
Speech and Language Therapy (SLT)
<p>Investment in 2010-11 (£270k into Health, £85k into Education) has delivered tangible improvements to provision of this essential service, including in the historically difficult area of hearing impairment. The extra funding allowed for the recruitment of more therapists which allows more children to receive the therapy they need. Teaching Assistants have also been trained to provide a degree of support and allow the qualified SLT therapists and technicians to support children with more complex needs. Between October 2012 – September 2013, 5,127 children registered with a Havering GP accessed SLT; 56% of whom were aged 5-10.</p>

<p>Redesign services</p>
<p>The CAMHS Partnership Board is re-established and is consistently well-attended by partners, from across the local Health, Care and Education economy, as well as providers of mental health services for CYP. This group plays an integral role in ensuring that mental health services for CYP in Havering meets identified needs.</p>
<p>Work is ongoing to redesign CAMHS (Child and Adolescent Mental Health Service), based on a clear understanding of local needs and customer requirements. The Children’s Commissioner, jointly funded by the Council and CCG, is in post and will lead this work. A priority for the redesigned service is to ensure that the voice of the service user and the family is involved in commissioning and decision making.</p>
<p>Improve commissioning and collaboration</p>
<p>The council will continue its work to develop more robust commissioning frameworks, to deliver improved value for money through consistent standards from multiple providers and strengthened monitoring arrangements. Substantial commissioned areas so far addressed include Domiciliary Care provision and Respite Care provision (ref. the Short Breaks tender in Priority 1).</p>
<p>The forthcoming Children and Families Act presented an exceptional opportunity to improve collaboration between education, health and social care services. Each child whose SEN meets agreed criteria will be jointly assessed and supported through an Education, Health and Care (EHC) Plan.</p> <p>A robust governance structure has been in place to undertake the implementation of the SEN reforms arising from the Act, which will come into force in September 2014, focusing on:</p> <ul style="list-style-type: none"> - Detailed analysis of local SEN populations, financial modelling and the impact of existing services; - Joint commissioning processes; - Our local offer and development of Personal Budgets; - Single contact and assessment processes, and - A consultative forum with parents and CYP.
<p>There has already been extensive work to improve clients’ transition between care as a child to care as an adult. There is now improved information passing between to the two care services, through regular transitions meetings, and established governance arrangements for planning for young people’s transition. In many cases, the aim is to provide sufficient support at an early stage, as young as 13 or 14, to improve the young person’s independence, particularly if they are unlikely to be eligible for Adult Social Care services. A High Support Transitions Group is identifying and ensuring the best possible support for those CYP with particularly complex, and hence expensive, care needs. Piloting of the most effective operating models to ensure a smooth transition is underway.</p>

NELFT has taken over from Whizzkids as the provider of wheelchairs and is now ensuring that CYP receive wheelchairs in a timely fashion, which has helped to address the concerns of parents and CYP in this area.

Early targeted interventions to increase independence

36 CYP and six adults with a learning disability have successfully completed the **travel training programme** with the Disability Association of B&D to help them to use public transport independently. A four-year travel training contract is in place to continue this service.

The most important benefit of the scheme is to the CYP involved and their families, although the work will ultimately contribute to transport savings, particularly where the CYP were previously using taxis. Savings on bus costs are more difficult to realise as removal of one child from a bus does not reduce the cost of running that vehicle.