



CHILDREN & LEARNING OVERVIEW & SCRUTINY SUB-COMMITTEE AGENDA

7.00 pm	Thursday 13 February 2020	Committee Room 3A - Town Hall
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Members 9: Quorum 3

COUNCILLORS:

Judith Holt (Chairman)
Christine Vickery (Vice-Chair)
Gillian Ford

Tony Durdin
Sally Miller
Carol Smith

Reg Whitney
Dilip Patel
Tele Lawal

CO-OPTED MEMBERS:

Statutory Members representing the Churches

Lynne Bennett, Church of
England
Jack How, Roman Catholic
Church

Statutory Members representing parent governors

Julie Lamb, Special Schools
Kathy Freeman, Primary
Schools

Non-voting members representing local teacher unions and professional associations:
Ian Rusha (NEU)

**For information about the meeting please contact:
Taiwo Adeoye - 01708 433079
taiwo.adeoye@onesource.co.uk.**

Protocol for members of the public wishing to report on meetings of the London Borough of Havering

Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

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 sub-committee has its own remit as set out in the terms of reference but they each meet to consider issues of local importance.

The sub-committees 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 to the public.

The sub-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. These are considered by the Overview and Scrutiny Board and if approved, submitted for a response to Council, Cabinet and other relevant bodies.

Sub-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 or undertaking site visits. Once the topic group has finished its work it will send a report to the Sub-Committee that created it and will often suggest recommendations for the Overview and Scrutiny Board to pass to the Council's Executive.

Terms of Reference

The areas scrutinised by the Committee are:

- Pupil and Student Services (including the Youth Service)
- Children's Social Services
- Safeguarding
- Adult Education
- Councillor Calls for Action
- Social Inclusion

DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF



AGENDA ITEMS

1 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

(if any) - receive.

2 DISCLOSURE OF INTERESTS

Members are invited to disclose any interests in any of the items on the agenda at this point of the meeting. Members may still declare an interest in an item at any time prior to the consideration of the matter.

3 CHAIRMAN'S ANNOUNCEMENTS

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

4 MINUTES (Pages 1 - 10)

To approve as a correct record the minutes of the meeting of the Sub-Committee held on 18 December 2019 and authorise the Chairman to sign them.

5 PERFORMANCE REPORT UPDATE - QUARTER THREE (Pages 11 - 28)

Report attached.

6 ADOLESCENT SAFEGUARDING STRATEGY AND SERVICE UPDATE (Pages 29 - 34)

Report attached.

7 HAVERING YOUTH SERVICE (Pages 35 - 44)

Report attached.

8 ADOPT LONDON EAST - UPDATE REPORT (Pages 45 - 52)

Report attached.

Andrew Beesley
Head of Democratic Services

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**MINUTES OF A MEETING OF THE
CHILDREN & LEARNING OVERVIEW & SCRUTINY SUB-COMMITTEE
Committee Room 3B - Town Hall
18 December 2019 (7.00 - 9.00 pm)**

Present: Councillors Judith Holt (Chairman), Gillian Ford,
Dilip Patel, Tele Lawal, Ray Best and Philippa Crowder

Co-opted Members:
Kathy Freeman

Church Representatives:
Jack How

Non-voting Member: Ian Rusha

Apologies for absence were received from Councillor
Christine Vickery, Councillor Reg Whitney, Lynne
Bennett and Julie Lamb.

The Chairman advised those present of action to be
taken in the event of an emergency evacuation of the
building becoming necessary.

20 CHAIRMAN ANNOUNCEMENTS

- The Chairman informed the Sub-Committee that Councillor Lawal had submitted a Councillor Call to Action on the consultation for the Children's Centre Re-Design. The Sub-Committee would have to consider the matter at a meeting to be organised before the decision was made by Cabinet.
- The Chairman was meeting with Senior Officers to discuss Topic Group on relevant work areas.
- Councillor Holt informed the Sub-Committee that she had recently retired from her teaching job.

21 DISCLOSURE OF INTERESTS

Mr Ian Rusha declared he was a governor at the Corbets Tey School during consideration of the report on SEND Travel Assistance.

22 SEND TRAVEL ASSISTANCE - UPDATE REPORT

The Sub-Committee received a report that outlined the key issues in respect of the provision of travel assistance for children and young people with special educational needs and disabilities.

It was noted that the Education Act 1996 requires Local Authorities to make suitable and where eligible, free travel arrangements for 'eligible children' as they consider necessary to facilitate attendance of school or college and this duty underpins the Council's policy. There was a requirement to refresh and re-publish the Council's policy annually.

The Council's policy was written in conjunction with the following regulations:

- Education Act 1996
- Special Educational Needs and Disabilities 0-25 years Code of Practice 2014
- Home to School Travel and Transport Guidance 2016
- Post 16 Transport to Education and Training 2019

The Council's policy was underpinned by the following principles:

- It is the parent/guardian's responsibility to ensure that their children attend school regularly
- The use of existing provision such as free travel on public transport will be encouraged wherever possible
- Students who are able to travel independently, use public transport or be transported to school by a parent/guardian or other appropriate person are encouraged to do so
- Students who have additional travel needs are offered the most independent and personally enabling solution for their situation
- All travel options are explored for students and any assistance offered will look at what is efficient and effective, both in terms of sustainability and cost – where travel assistance is provided, the most cost-effective mode of transport that meets the individual's needs must always be used
- The travel needs of students will be reviewed regularly to ensure the arrangements are still appropriate for their assessed needs

Most children and young people will access school and college without additional assistance from the Council. Where assistance is given, it should be seen as part of a plan of support that encourages children and young people to become more independent and resilient in their future lives.

As part of the Transport for London service, children and young people in full time education can travel free and at a discounted fare on public

transport, up until they turn 18 and finish education. Children under five can also travel for free on public transport with a fare paying adult. For support above and beyond what is available for free from Transport for London, the Council may provide further travel assistance.

The eligibility criteria sets out who is defined as eligible for support from the Council, which is applied in conjunction with the Council's principles for offering travel assistance. The eligibility criteria and the type of travel assistance that may be offered differs depending on the age of the student, their needs and the circumstances of the family.

The types of travel assistance available to children and young people, following a local authority assessment, include:

- A free space on the travel training programme to build confidence travelling and gain the skills required to do so independently, or with support
- Reimbursement of fuel for an identified person to perform a maximum of four journeys per day
- A seat on a bus with pick up at a designated meeting point
- A seat on a bus with pick up outside of the dwelling
- A taxi

Following an assessment to determine eligibility, all students are considered firstly for a space on the travel training programme or for fuel reimbursement. If these are not appropriate, a direct transport service may be arranged.

The Sub-Committee noted that the budget for travel assistance for children and young people was £3m and expenditure for 2019-20 was forecasted at £3.46m.

The demand for travel assistance was increasing and applications received during the 19-20 renewal period have risen by almost 70 compared to last year.

The report also highlighted the continued overspend on budgets for the service over the last three financial years, which highlights the need to respond differently to the needs of the borough.

The most frequently accessed mode of travel assistance have been the provision of a seat on a passenger transport bus. Following a change in practice against the policy, a shift have seen other modes of travel assistance to meet people's needs such as Taxi, Fuel reimbursement, Travel training and Exceptional/multiple.

The Sub-Committee was informed that as part of the 19-20 annual refresh of the policy, the following refinements in practice were introduced:

- Increasing the offer and incentive for parents to take up fuel reimbursement in order to safely transport their children to school.

- Working with the market to increase the capacity for independent travel training therefore increasing the number of referrals made for students to be assessed for their ability to travel independently
- Developing an online 'eligibility checker' tool which supports parents/guardians new to travel assistance to check whether their child may be eligible before they apply, and to signpost to other options in the community that may best support them
- Strengthening the internal processes to assess and manage applications/appeals; ensuring adequate intelligence is gained about a family's circumstance.
- Shifting outcome notifications to being online instead of postal, to enable a faster response to parents/guardians.

The Sub-Committee noted following actions to further manage demand and budget

1. There was a need to change the way that travel assistance was provided to a more flexible service that is able to meet changing demand and one that promotes resilience and independence in the community. In order to deliver this objective, the service had been identified as one of the Council's 'transformation' projects reporting under the 'Communities' theme.
2. The matter of meeting people's needs would not be compromised during the flex in service, but may be met in a different way.
3. A number of lessons learned after the 19-20 renewal period had led to set further recommendations to practice and policy. This included looking at promoting independent travel training and working with schools, case officers and families to view travel training as part of the wider independence promoting plan.
4. Another recommendations was the recruitment of a travel assistance assessment officer, with the aim to act as a dedicated liaison within the council who would provide support through the application process, work with families on the most appropriate travel solutions and provide good information and advice to parents/guardians, schools and other members of the community.

The report indicated that in order to monitor the impact of the practice changes, discussions were held at a Parent forum in November, to discuss the renewal period and seek feedback on the application process that had taken place. This was also an opportunity to discuss options for the next academic year.

The report informed that the Local Authority had started to increase its independent travel training offer and availability, the Council had arranged for its Young Advisors to collect views from students and parents about how

the service works. This was being supported by easy read feedback sheets with support from Advocacy for All.

The Sub-Committee noted the Council was part of a London Borough Travel Assistance Group, which seeks to share information, issues, best practice and opportunities for the future of service provision. It was stated that Havering would continue to participate in such groups to share information about options and learn from other initiatives.

During a brief discussion the Sub-Committee requested further information on the average journey time on the passenger transport bus at a future meeting.

It was confirmed that parents and other users of the SEND transport were aware of the consultation and have responded.

The Sub-Committee noted the comments of the report.

23 ADULT EDUCATION OUTCOMES - UPDATE REPORT

The Sub-Committee received a report that provided an update on Havering Adult College, including performance outcomes for 2018-2019.

The Sub-Committee noted that Havering delivers adult and community learning (ACL) through Havering Adult College. The College receives two direct grants to fund its operation, one from the Education and Skills Funding Agency (ESFA) and one from the General London Authority (GLA), which enables the service to deliver a range of courses aimed at learners aged 19+ who could be resident in the borough, or attend from outside of the borough.

The report indicated that in the academic year 2018-19, Havering Adult College delivered learning opportunities to 4368 learners. The achievement rate for learners overall was 98.79%, based on the Management Information System data returned to the ESFA for that year.

The last three Ofsted inspections have found the provision to be Good, and with some excellent features.

The report outlined that Havering Adult College presently offers a broad curriculum to the public, covering key areas of learning; specifically, Digital & Computer Skills, Languages (including BSL), Creative & Performing Arts, GCSEs (English, Maths, Science, Psychology), English for Speakers of Other Languages (ESOL), Floristry & Horticulture, Personal Wellbeing and Fitness, Counselling, Food & Drink, Teacher Training, History & Modern Culture, and Teaching Assistants.

A key objective of the Skills for Londoners Strategy is to increase the number and diversity of adult learners in London gaining skills to participate in society, and progress into further/higher or additional education.

The following eight areas of reform under the devolution of the AEB in London were outlined:

1. Eligibility for full-funding for people in low-paid work
2. Basic English and maths skills
3. English for Speakers of Other Languages (ESOL)
4. Basic digital skills
5. Adult & Community Learning (ACL)
6. Support for disadvantaged learners
7. Support for learners with Special Educational Needs and Disabilities (SEND)
8. Addressing London's sectoral and occupational skills needs

The report informed the Sub-Committee that the College was proposing to focus on the following key occupational areas that were anticipated to be introduced following the pilot year of 2019-20:

- Health and Social Care
- Construction
- Tourism, Hospitality and Retail
- Creative and Digital
- Finance and Professional services

The Sub-Committee noted that the College was part of the Local London (Eastern London) Region, aligned to the following priority outcomes identified through the Local London Steering Board:

- Supporting in-work low paid residents to up-skill, secure new qualifications and progress into higher paid work
- Supporting unemployed and economically inactive residents (particularly those with disabilities and long term health conditions)
- Supporting lone parents who are struggling to secure and maintain part-time/full-time work at a reasonable wage
- Supporting residents whose first language is not English, for whom it is a barrier to employment and accessing educational opportunities
- Supporting residents both younger and older with SEND needs
- Supporting skills development for: construction, digital, health and social care, cultural and creative industries

The Sub-Committee noted the following In-Year Outcomes for Learners:

1. 4368 learners recruited overall during 2018-19, retention was excellent at 97%, with overall achievement also excellent at 98.79%.

2. For skills-based (accredited) courses, retention was excellent at 97.94%, and achievement was particularly excellent at 98.86%.
3. For community learning (non-accredited) courses, retention was very good at 95%, with achievement remaining excellent at 98.72%.
4. All withdrawn learners were followed up as part of the college's robust quality assurance and improvement infrastructure, and reasons were recorded for the early departure.

The Sub-Committee noted the contents of the report.

24 SCHOOL ATTENDANCE AND EXCLUSIONS - UPDATE REPORT

The Sub-Committee received a report that provided progress made to improve School Admissions & Inclusions arrangements across all Havering's Schools/ Academies and Alternative Provisions.

The report noted that the Local Authority had a statutory duty to provide pupils who have been Permanently Excluded an education from day 6 of the exclusion. The Inclusion Team works with schools and academies to avoid permanent exclusion where possible and offer other alternative pathways to support pupils.

The Sub-Committee noted that the Attendance, Behaviour and Traveller Support Service, an Early Help Education Service monitors pupil attendance where the attendance of pupils falls below the acceptable level in school.

The service works closely with parents to overcome barriers to school attendance whether it was medical, social, and emotional or for any number of reasons. Whilst there are legal routes open to local authorities where parents do not ensure that their children receive a suitable education, these legal sanctions were generally a last resort after a period of working alongside parents and professionals to reduce/remove any barriers to good school attendance.

The report outlined that the Early Help Attendance Behaviour and Traveller Support Service performs the school welfare checks for students. Children Missing Education (CME) were monitored and tracked through the Attendance Service as a statutory function.

The report informed that the levels of overall absence and persistent absence (PA) have reduced in Havering in the past 5-year period and only remain slightly higher than London and national averages. It was stated that unauthorised absence was slightly below London average in both primary and secondary schools over the 5-year trend which was a positive step in the right direction.

The Sub-Committee noted that in the last academic year, the Attendance, Behaviour and Traveller Support Service led on an attendance project with the key aim of sharing outstanding practice within schools and academies across key stages with a focus on challenging the rationale for authorising absence; this resulted in an Attendance Summit that was attended by thirty Schools and Academies.

The following key measures around attendance/absence were set by as indicators:

- Overall Absence
- Authorised Absence
- Unauthorised Absence
- Persistent Absence at 90% and below

Primary School Absence Data in Havering (Summary Past 5 years):

	2018/19	2017/18	2016/17	2015/16	2014/15
Overall Absence	3.9%	4.2%	4.2%	4.2%	4.3%
Authorised Absence	3.1%	3.3%	3.4%	3.5%	3.6%
Unauthorised Absence	0.8%	0.9%	0.9%	0.7%	0.7%
Persistent Absence	8.3%	9.0%	9.2%	9.9%	10.7%

Secondary School Absence Data in Havering (Summary Past 5 years):

	2018/19	2017/18	2016/17	2015/16	2014/15
Overall Absence	5.1%	5.5%	5.5%	5.5%	5.5%
Authorised Absence	3.9%	4.1%	4.2%	4.0%	4.4%
Unauthorised Absence	1.2%	1.4%	1.4%	1.1%	1.1%
Persistent Absence	12.9%	13.6%	13.8 %	12.4%	14.9%

The Sub-Committee noted the comments of the report.

Chairman

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CHILDREN AND LEARNING OVERVIEW AND SCRUTINY SUB-COMMITTEE, 13 FEBRUARY 2020

Subject Heading:	Quarter 3 performance information
SLT Lead:	Jane West, Chief Operating Officer
Report Author and contact details:	Lucy Goodfellow, Policy and Performance Business Partner (Children, Adults and Health) (x4492)
Policy context:	The report sets out Quarter 3 performance relevant to the Children and Learning Sub-Committee
Financial summary:	<p>There are no direct financial implications arising from this report. However adverse performance against some performance indicators may have financial implications for the Council.</p> <p>All service directorates are required to achieve their performance targets within approved budgets. The Senior Leadership Team (SLT) is actively monitoring and managing resources to remain within budgets, although several service areas continue to experience financial pressure from demand led services.</p>

The subject matter of this report deals with the following Council Objectives

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input type="checkbox"/>
Opportunities making Havering	<input checked="" type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

SUMMARY

This report supplements the presentation attached as **Appendix 1**, which sets out the Council's performance within the remit of the Children and Learning Overview and Scrutiny Sub-Committee for Quarter 3 (October to December 2019).

RECOMMENDATIONS

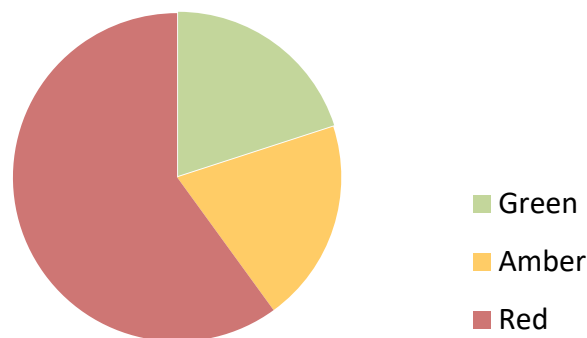
- That the Children and Learning Overview and Scrutiny Sub-Committee notes the contents of the report and presentation and makes any recommendations as appropriate.

REPORT DETAIL

1. The report and attached presentation provide an overview of the Council's performance against the eight performance indicators selected for monitoring by the Children and Learning Overview and Scrutiny Sub-Committee in 2019/20. Four of the indicators relate to Learning and Achievement and four to Children's Services. The presentation highlights areas of strong performance and potential areas for improvement.
2. Tolerances around targets have been agreed for 2019/20 performance reporting. Performance against each performance indicator has therefore been classified as follows:
 - **Red** = outside of the quarterly target and outside of the agreed target tolerance, or 'off track'
 - **Amber** = outside of the quarterly target, but within the agreed target tolerance
 - **Green** = on or better than the quarterly target, or 'on track'
3. Where performance is rated as '**Red**', '**Corrective Action**' is included in the report. This highlights what action the Council will take to improve performance.
4. Also included in the report are Direction of Travel (DoT) columns, which compare:
 - Short-term performance – with the previous quarter (Quarter 2, 2019/20)

- Long-term performance – with the same time the previous year (Quarter 3, 2018/19)
5. A green arrow (↑) means performance is better and a red arrow (↓) means performance is worse. An amber arrow (→) means that performance has remained the same.
 6. In total, eight performance indicators have been selected for the sub-committee to monitor and six are available for reporting this quarter. Five indicators have been assigned a RAG status.

Quarter 3 indicators summary



In summary, of the 5 indicators:

- 1 (20%)** has a status of **Green**
- 1 (20%)** has a status of **Amber**
- 3 (60%)** have a status of **Red**

It should be noted that when selecting indicators for monitoring in 2019/20, the Children and Learning Overview and Scrutiny Sub-Committee adopted a number of indicators which were challenging in the previous financial year and where members therefore felt that additional focus was required.

IMPLICATIONS AND RISKS

Financial implications and risks:

There are no direct financial implications arising from this report. However adverse performance against some performance indicators may have financial implications for the Council.

All service directorates are required to achieve their performance targets within approved budgets. The Senior Leadership Team (SLT) is actively monitoring and

managing resources to remain within budgets, although several service areas continue to experience significant financial pressures in relation to a number of demand led services, such as Children's Services. SLT officers are focused upon controlling expenditure within approved directorate budgets and within the total General Fund budget through delivery of savings plans and mitigation plans to address new pressures that are arising within the year.

Legal implications and risks:

Whilst reporting on performance is not a statutory requirement, it is considered best practice to regularly review the Council's progress.

Human Resources implications and risks:

There are no HR implications or risks arising from this report.

Equalities implications and risks:

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) Foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

Equality and social cohesion implications could potentially arise if performance against the following indicators currently rated as Red does not improve:

- Percentage of looked-after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)
- Number of new in-house foster carers
- Percentage of care leavers (aged 19-21) in education, employment or training

The attached presentation provides further detail on steps that will be taken to improve performance and mitigate these potential inequalities.

BACKGROUND PAPERS

Appendix 1: Quarter 3 Children and Learning Performance Presentation 2019/20

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Havering

LONDON BOROUGH

Quarter 3 Performance Report 2019/20

Children and Learning O&S Sub-Committee

13 February 2020

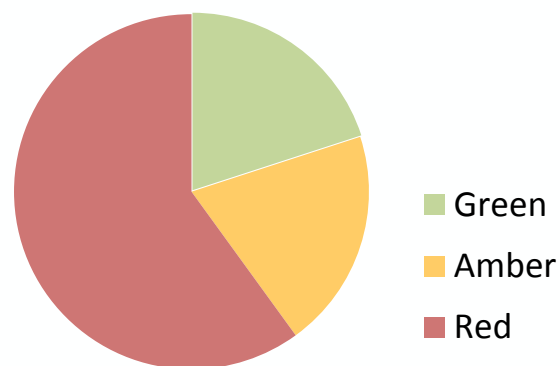
About the Children and Learning O&S Sub-Committee Performance Report

- Overview of the Council's performance against the indicators selected by the Children and Learning Overview and Scrutiny Sub-Committee
- The report identifies where the Council is performing well (**Green**), within target tolerance (**Amber**) and not so well (**Red**).
- Where the RAG rating is '**Red**', '**Corrective Action**' is included in the presentation. This highlights what action the Council will take to improve performance.

OVERVIEW OF CHILDREN AND LEARNING INDICATORS

- 8 Performance Indicators are reported to the Children and Learning Overview & Scrutiny sub-committee
- Performance data is available for 6 out of the 8 indicators this quarter
- 5 of the indicators have been given a RAG status

Quarter 3 indicators summary



In summary, of the 5 indicators:

1 (20%) has a status of **Green**

1 (20%) has a status of **Amber**

3 (60%) have a status of **Red**

Quarter 3 Performance – Learning and Achievement

Indicator and Description	Value	Tolerance	2019/20 Annual Target	2019/20 Q3 Target	2019/20 Q3 Performance	Short Term DOT against Q2 2019/20		Long Term DOT against Q3 2018/19	
Number of children missing from education at month end (average for the quarter)	Smaller is better	N/A	N/A	N/A	3	→	3	↓	5
Percentage of 16-18 year olds who are not in education, employment or training (NEET), or not known	Smaller is better	+/-15%	3.5%	3.5%	3.5%	↑	3.1%	-	3.1% (2018/19)
Number of apprentices aged 16-18 recruited in the borough	Bigger is better	+/-10%	664 (August 2018 to July 2019)	N/A	Not currently available	-	460 (Aug to Apr)	-	610 (2017/18)
Number of apprentices aged 19+ recruited in the borough	Bigger is better	+/-10%	1,112 (August 2018 to July 2019)	N/A	Not currently available	-	970 (Aug to Apr)	-	1,100 (2017/18)

- No long term direction of travel has been provided for the Percentage of 16-18 year olds who are not in education, employment or training (NEET) or not known, as the monthly data is not directly comparable to annual published data.
- Data on apprenticeships is not available for reporting this quarter. A query has been raised with the Department for Education and we hope this will be available for reporting in Quarter 4.

Quarter 3 Performance – Children’s Services

Indicator and Description	Value	Tolerance	2019/20 Annual Target	2019/20 Q3 Target	2019/20 Q3 Performance	Short Term DOT against Q2 2019/20		Long Term DOT against Q3 2018/19	
Percentage of Initial Child Protection Conferences held within 15 days	Bigger is better	+/-5%	90%	N/A	85.7%	↑	83.3%	↑	84.8%
Percentage of looked-after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)	Bigger is better	+/-10%	20%	N/A	12.4%	↑	8.7%	↓	14.0%
Number of new in-house foster carers (cumulative)	Bigger is better	12	14	10	3	-	2	↓	5
Percentage of care leavers (aged 19-21) in education, employment or training	Bigger is better	+/-2%	53%	N/A	45%	↓	51%	-	N/A*

**Performance using Department for Education (DfE) methodology (for the % of care leavers in EET) was not reported during 2018/19*

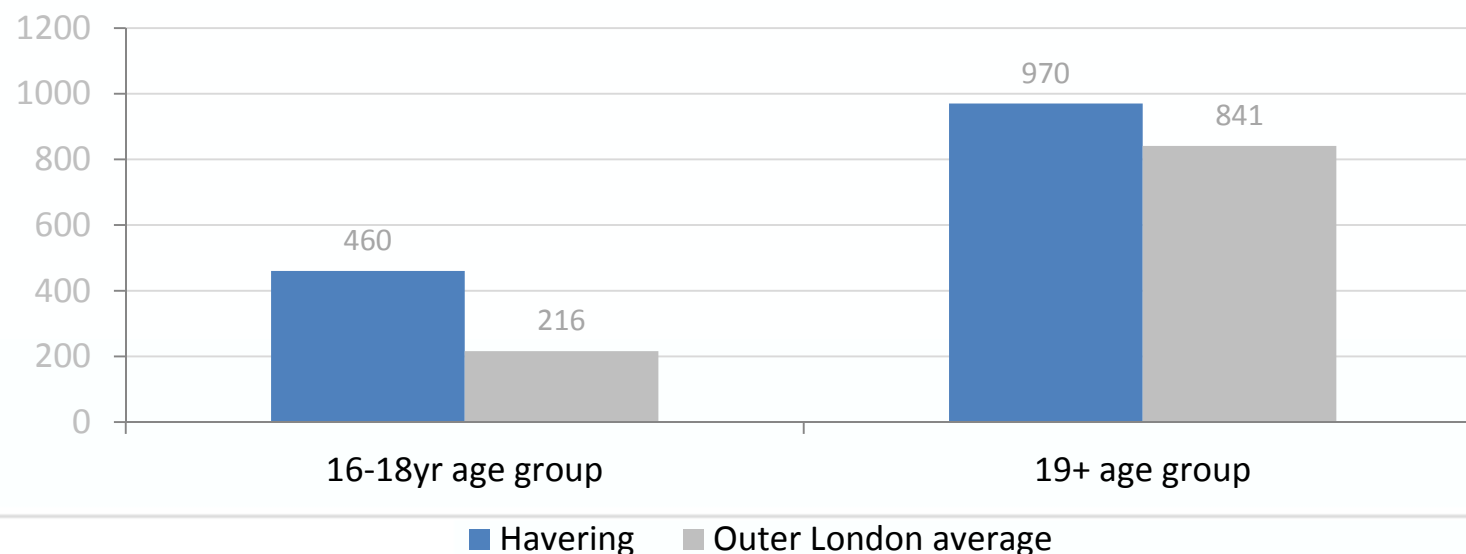
Highlights

- The **number of children missing from education** in Quarter 3 was three, which is the same as the previous quarter and two fewer children than at the same point last year.
- The latest performance for the **percentage of 16-18 year olds who are not in education, employment or training (NEET), or not known** is 3.5%, which is lower than this time last year when Havering's monthly performance was at 3.7% but slightly higher than last reported at 3.1%. The service is confident that the continued tracking and recording of Havering learners will improve this performance further.
- We continue to work towards tracking, monitoring and supporting NEET learners back into participation through the various initiatives we deliver, including:
 - ❖ apprenticeship provider forum meeting;
 - ❖ 16-18 performance group (local post-16 education providers);
 - ❖ Participation Education, Training & Employment panel (PETE group) - an operational panel which case manages Havering 's NEET cohort in partnership with local providers, to progress them into participation;
 - ❖ Deploying targeted Information, Advice and Guidance (IAG) support to the identified Year 11 pupils at risk of becoming NEET, using the targeting toolkit indicators (TTK);
 - ❖ Delivering the annual Raising Participation Age event (1,800 attendees) and National Apprenticeship Week parent and learner event for local residents (500 attendees);
 - ❖ Continued robust tracking and recording of young Havering residents.

Highlights (contd.)

- As noted previously, we have seen a decline in the **number of apprentices recruited in the borough** in line with national and regional trends, and targets have been set to reflect this (the regional decrease in apprenticeship starts between 2017/18 and 2018/19 was 17%). Looking at the latest available published data however, Havering has seen a greater number of starts than the average for Outer London boroughs. Apprenticeships continue to be promoted as a post-16 option to Havering residents and there is an increased focus on apprenticeships for 2019/20 through the National Apprenticeship Week activities planned. In line with the national trend, the majority of apprenticeships starts are for the 19+ age group.

Apprenticeship starts in first three quarters of 2018/19 (August to April)



Improvements Required (contd.)

- The **percentage of Initial Child Protection Conferences held within 15 days** has improved during the third quarter but remains just outside of the accepted target tolerance. The figures are impacted by a slight increase in reconvened conferences due to a) the conference not being quorate (the availability of parents and professionals over the festive period was a factor) and b) parents not being provided with the conference report ahead of the conference. There have also been some instances of late notification to SSSU when an initial child protection conference is required. The service is therefore exploring ways in which SSSU can be notified earlier via early alerts of Section 47 investigations, as soon as these are actioned on the system.
- The **percentage of looked-after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)** is behind target at 12.4%. Internally, the two component parts of this indicator are also measured and the percentage leaving care for adoption alone is within the agreed tolerance level of 8% (Q3 performance is 7.6%). The percentage leaving care due to SGO has been considerably lower this year than last year. The upward trajectory seen in the last quarter is anticipated to continue considering the children who are in the 'Family finding' process at this time.
- Following a robust recruitment process, Havering successfully approved three **new in-house foster carers** between April and December 2019. There are five further foster carers awaiting final approval. Foster carer recruitment across London and nationwide remains a challenge. Havering now has a dedicated team manager to oversee foster carer recruitment and there is a renewed drive on recruiting the right carers for the right children and young people. Havering has increased its advertising to the public to promote the service, for example through Living Magazine, various posters and an increased online presence. This has resulted in increasing levels of enquiries and the service expects to see a number of approved carers going forward. To ensure that our offer remains competitive in comparison to other local authorities, the service is exploring a range of additional benefits in line with other LAs, which the Council might consider in order to retain and recruit foster carers (e.g. Council tax exemption; parking charges exemption, etc.).

Improvements Required (contd.)

- The **percentage of care leavers in education, employment or training (EET)** at the end of Quarter 3 is below target at 45%. The statutory DfE methodology used here includes care experienced young people who are *not receiving services* and whose EET status is therefore not known, which reduces the percentage considerably. It is important to note that the number of care experienced young adults requiring a service has doubled in the last 2 years with the extension of duties (all care leavers can now receive services up to the age of 25), and we have an increased number of care leavers who have opted not to stay in touch. In addition to the increased numbers, there are more young people presenting with multiple complex needs, requiring a longer period of time to support them back into education, employment or training opportunities. EET performance based on only young people receiving services is far higher at 60.2% and this figure compares well based on the latest available data for our Statistical Neighbours, Outer London and England.
- Actions in place to support further improvements for EET outcomes:
 - ❖ Active collaboration with local employers to support young adults with multiple complex needs into employment;
 - ❖ Supporting pre-18 year olds to engage with EET much earlier (especially those entering care later);
 - ❖ Improving the timeliness of recording EET activities on the case recording system to improve accuracy of data;
 - ❖ Promoting positive engagement activities to support confidence in accessing formal EET opportunities;
 - ❖ Working with the Department of Work & Pensions, with a focus on young adults with mental health needs and promoting suitable employment opportunities for these individuals;
 - ❖ A Mental Health practitioner continues to work with young adults to promote self-confidence and positive mental/ emotional well-being (crucial in preparing for any type of EET); and
 - ❖ A sub-group of Corporate Parenting is taking place to explore with care experienced young adults and other stakeholders a focus on support and access to higher education.

Any questions?



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CHILDREN AND LEARNING OVERVIEW & SCRUTINY SUB-COMMITTEE 13 February 2020

Subject Heading:	Adolescent Safeguarding Strategy and Service Update
SLT Lead:	Robert South
Report Author and contact details:	Anita Stewart
Policy context:	<p>Anita.stewart@havering.gov.uk</p> <p>The aim of the strategy and approach is to better support children and young people vulnerable to the risk of exploitation in line with the communities theme.</p> <p>In terms of the Places theme, an outcome in the Havering Plan is for the borough to be safer and this approach is consistent with delivering that outcome.</p>

Financial summary:

The subject matter of this report deals with the following Council Objectives

Communities making Havering	X
Places making Havering	X
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

SUMMARY

As with many other London boroughs, Havering is increasingly seeing the effects of serious youth violence and criminal gang activity impacting on our children and

young people. Children across Havering are being exploited and the borough and its partners have developed an “adolescent safeguarding” approach across a spectrum of 10-18 year olds (up to 25 with SEND) focussing on risk to children and young people outside of the familial context. This report updates on the progress made to date and the next steps.

Our approach is preventive, multi-disciplinary and long term, to better safeguard children and young people vulnerable to a range of exploitation factors. Our strategy is to improve current interventions by bringing services together whilst seeking to plan and intervene earlier in the longer term. This two-fold approach is consistent with the Ofsted improvement plan and Community Safety partnership priorities.

RECOMMENDATIONS

The Committee is asked to note the content of this report as an update on the borough’s approach to multi-disciplinary adolescent safeguarding.

REPORT DETAIL

Strategy on adolescent safeguarding

Across the partnership, during 2019 we re-assessed our collective approach to addressing serious youth violence. One of the key recommendations from the Ofsted inspection of June 2018 was to improve our response to children at risk outside of the home. The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annually refreshed community safety plan. Addressing serious group violence and knife crime are key priorities within the Havering Community Safety Partnership Plan (2017-20). The second Serious Group Violence Strategy for the Borough was agreed by Cabinet in April 2019 and is the first to specifically include Knife Crime. A report “safeguarding adolescents from serious youth violence and exploitation in Havering” was agreed by Cabinet in June 2019, providing resources to develop and Adolescent Safeguarding service in the borough and deliver the actions in the Serious Group Violence Strategy in relation to young people. This report provides an update on that approach.

Locally, we have developed a strategy, via multi-agency workshops to ensure multi-disciplinary input. The strategy and workplan contain the following priority areas:

- Prediction: develop analysis of key data sets to support effective prediction, prevention, intervention and disruption that respond to young people’s risk factors;
- Leadership: provide oversight and challenge for the development of strategy and programme;
- Prevention: conduct appreciative enquiry and gap analysis of current policy and practice in work with young people across the partnership including application

of systemic, relationship-based, restorative and strength-based practices to prevent harm and exploitation of young people;

- Intervention: scope the design of multi-disciplinary offer and integrated working methods that respond to the changing needs and risks of young people;
- Disruption: build on available disruptive techniques to develop outreach and place-based interventions that reduce the involvement of young people in violence and crime;
- Communication and workforce development: create a communication and workforce development plans that meet the needs of professionals who work with young people at risk.

Multi-agency workshops took place in late 2019 to develop a practice guide to support implementation of the adolescent safeguarding strategy using best practice from across Havering. Groups of young people were also central to the development of the practice guide.

Engaging young people

We continue to successfully engage with a diverse group of young people. In late 2019 the borough was represented at a discussion panel focussed on knife crime hosted at Havering College. Sessions have been held with the Youth Council and also pupils attending the Olive Academy, to seek their views on potential funding opportunities and our strategy to improve adolescent safeguarding. Engagement workshops will continue as the strategy is implemented.

Operational developments

In operational terms, early identification and increased support are key to increased likelihood of prevention of violence and criminal exploitation. We are currently coming to the end of a consultation process with staff and will shortly be recruiting specialist staff, in addition to commissioning a training offer for the partnership. Our approach is consistent with the strategy noted above and will focus over the next phase as follows:

- Prediction: use of business intelligence and data from across agencies, held and analysed in one place, to identify risk factors much earlier and therefore be able to offer targeted support and engagement with children and families. We will respond to the needs of adolescents with SEND and mental health factors, who may be at higher risk of abuse. Other known risk factors include the use of social media and substance misuse by the young person and / or in the family.
- Prevention: a universal offer to schools and communities, with some targeted engagement work for example to address prior trauma in a young person's life. We will respond to peer networks, pull factors, and the influence of individuals and groups that cause harm to adolescents and can increase the vulnerability in relation an increase in the risk of exploitation. We were successful with a funding bid to The Home Office in relation to youth crime and have significantly increased our "reach" to over 2,000 children in schools with knife / crime safety workshops and assemblies throughout 2019. The project is coming to an end in

March 2020 and over 40 children have received specific intervention as a result of the project.

- Intervention: specialist multi-disciplinary interventions with young people and families, including speech and language support, CAMHS services, clinical psychology, targeted youth work, systemic work, police support, schools and other settings to work towards diversion and engagement form part of the offer of the new integrated adolescent safeguarding service.

The integrated Adolescent Safeguarding Service will come under a single management arrangement, comprising:

- Youth services, including targeted youth services
- Youth offending service
- New adolescent safeguarding team
- Child Exploitation coordination, working across this team and social care
- Clinical health posts
- Data analysis to enable earlier identification of children vulnerable to criminal exploitation.

The new structure, subject to consultation with staff and successful recruitment, is intended to be embedded by March 2020.

Partnership working

A multi-agency strategic partnership adolescent safeguarding strategy group is now formally established, chaired by the Director of Children's Services with engagement with community organisations, police and health representatives. All have been instrumental in the design of our adolescent safeguarding service and implementation of the strategy. A series of task and finish groups, comprised of members of the group in currently in operation, to support progress in strategy implementation.

The Community Safety Team led a successful violence reduction summit on 27th November 2019, across the three borough area of Barking and Dagenham and Redbridge and including all partners. The Children's Commissioner for England, the Chair of the London Violence Reduction Unit, young people from the borough and parents of victims attended and provided powerful content at the event. The Adolescent Safeguarding Strategy as outlines in this report was also launched at the event, marking the next stage of implementation of our approach to intensify safeguarding of adolescents in the borough.

IMPLICATIONS AND RISKS

Financial implications and risks:

Legal implications and risks:

There are no apparent legal implications in noting this report.

Human Resources implications and risks:

The recommendations made in this report do not give rise to any identifiable HR risks or implications that would affect either the Council or its workforce.

Equalities implications and risks:

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CHILDREN AND LEARNING OVERVIEW AND SCRUTINY SUB-COMMITTEE, 13 FEBRUARY 2020

Subject Heading:	Youth Service Update
SLT Lead:	Robert South
Report Author and contact details:	Jane Herbert and Mark Gadsden (Youth Service Managers – myplace centre, 343 Dagnam Park Drive, RM3 9EN)
Policy context:	The Council has a statutory duty to “secure, so far as is reasonably practicable, sufficient provision of educational and recreational leisure-time activities for young people” and to make sure young people have a say in the local offer. This is often referred to as the ‘youth services duty’. (Education Act 1996)
Financial summary:	In 2020, the council is establishing a multi-disciplinary adolescent safeguarding approach to address serious youth violence and exploitation in Havering as per June 2019 cabinet decision. This is a preventive, multi-disciplinary and long term approach to safeguard children and young people vulnerable to a range of exploitation factors.

The subject matter of this report deals with the following Council Objectives

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input checked="" type="checkbox"/>
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

SUMMARY

The report details the work of the Council to deliver Youth Services during 2019, and its focus upon targeted work and the increasing need to develop a contextual safeguarding approach.

RECOMMENDATIONS

The Council is aligning its service provision via the Adolescent Safeguarding Strategy, bringing together services to better to respond to the needs of children and young people at risk outside of the familial context. This includes the Youth Service. The committee is asked to note the content of this update report of the Youth Service.

REPORT DETAIL

1. Introduction

Havering Youth Service provides a wide range of opportunities for young people to grow and develop new and existing skills, make a positive contribution to their community and, where relevant, reduce their involvement in risky, antisocial or criminal activities. Havering Youth Service will deliver an inclusive service that will be available to all young people in Havering, as well as providing targeted and preventative work in partnership with the wider Children's Services, Education and Housing. Youth work is an educational process that engages with young people in a curriculum built from their lived experience and their personal beliefs and aspirations. This process extends and deepens a young person's understanding of themselves, their community and the world in which they live and supports them to proactively bring about positive changes. The youth worker builds positive relationships with young people based on mutual respect.

Young people choose to attend a youth provision and engage with youth workers. The youth workers help young people learn about themselves, others and society, through informal educational activities which combine enjoyment, challenge and

learning. This includes direct contact with young people, street projects and supporting the voice of young people in design delivery and governance of services in a variety of settings.

The Youth Service also operates the myplace and the Robert Beard/Olive facilities. The myplace centre is open every day during the week until 10pm, and at weekends for specific events and activities. At the Robert Beard/Olive site, the Youth Service delivers programme most evenings, and on occasional weekends. There are programmes open to young people every night of the week (See timetable below), and the Service delivers a range of additional activities on occasions at weekends and during the holiday periods. In 2019, the Service worked with over 1000 young people. 10% SEND; 20% CLA & Leaving Care; 40% Detached/Outreach; 7% Under 11's; 23% Open Centre Universal. The Service delivers 18 weekly projects/clubs and over 10 bespoke additional programmes. The myplace centre and Robert Beard sites have a good reputation with young people and will be valuable assets to further the youth work and provide bases for wider community engagement and participation. This is integral to maintaining and increasing income to ensure the sustainability of the Youth Service.

Youth Service Weekly Timetable and Projects 2020

Mon	Tue	Wed	Thur	Fri	Sun
<u>LGBT+ Group</u> – A social and supportive setting for LGBT+ young people. (myplace) (6 – 8pm) <u>A-Star Fun Club</u> A social group for children with high functioning Autism. <u>Royals Juniors (Rainham)</u> (4.30 to 6pm)	<u>Outreach/Youth Bus</u> – Working with targeted youth & communities (Hill Rise) (6 – 8pm) <u>Revellers – Juniors</u> – SEND project for 12 to 18 year olds (Myplace) (6.30 – 9.30pm) <u>Duke of Edinburgh Award Scheme</u> (Robert Beard) (6.30 – 9.30pm) <u>Royals Youth Club</u> – (Rainham) (6.30 – 9.30pm) <u>Go Girls</u> – Self Esteem & Wellbeing Project (myplace, schools and other locations) (5 – 7pm)	<u>Goodfellas</u> – Self Esteem & Wellbeing Project for young men/ (myplace, schools and other locations) (5 – 7pm) <u>Youth Club – Wing Project</u> – Targeting yp from local area (Myplace) (6.30 – 9.30pm) <u>Youth Club</u> – A range of positive activities for young people (Robert Beard) (6.30 – 9.30pm) <u>Outreach/Youth Bus</u> – Working with targeted youth & communities (Maygreen) (5 – 7pm)	<u>AMPS/Big Music Project</u> – YP learning music and social skills (Myplace) (6.30 – 9.30pm) <u>Revellers – Senior</u> – SEND project for 18 to 25 year olds (Myplace) (6.30 – 9.30pm) <u>Outreach/Sports</u> – Targeting young people from Central Park (Harold Hill) (5 – 7pm)	<u>Friday Night Junior Club</u> – For children/young people transitioning between years 5 to 7 (Robert Beard/Olive) (6.30 – 8.30pm) <u>Myplace Drama and Musical Theatre Club</u> (myplace) (4 – 7pm) <u>Duke of Edinburgh Award Scheme</u> (School Based) (4.30 – 6.30pm)	<u>Swim and Gym</u> – SEND Project – Health and Wellbeing project (Hornchurch) (10 – 1.30pm)

Other Non Weekly Projects - Holiday Activities and Programmes (Half Terms, Easter and Summer) / Schools Personal & Social Education / DofE Expeditions / Volunteer Training / Youth Voice Groups / Street Football Projects / Bespoke Music Projects / One to One Mentoring and Support / Support YP at the Cocoon / Bikes & Cycle Projects / Partnership Events and Festivals / Bespoke Group Work

The Youth Service has an ambitious approach to support the development of all young people by providing structured, yet informal, education with specific outcomes that young people are willing to opt into and enable the involvement of young people in planning, delivery and evaluation of services. Although this is

similar to other youth work opportunities for young people, the ethos of the youth offer will not only have the fundamental voluntary participation, working with young people in a variety of settings; but primarily allowing the young people to set the agenda and be part of the development of the service.

In developing trusting, impartial and empowering relationships with young people youth workers are able to apply key youth work principles even if the involvement is not voluntary but compliments work of formal education through links with schools and colleges and other statutory services. 85% of young people's waking hours are outside of formal education and what they choose to do in that time can impact upon them in the long term.

The myplace centre statistical breakdown of participants (2019). This is made up of those accessing the Youth Service Offer run by the council and a range of provision offered by partners.

Under 11 Totals: **37645**

11 to 18 Totals: **10089**

SEND 18 to 25: **343**

2. Main strategic ambitions:

To provide an Informal Learning Service

- The purpose of the work must be predominantly to support young people's personal and social development as distinct academic or vocational learning. The values of the work include the voluntary engagement of young people in the process.

Quality, safety and well-being

- Good quality services are provided by staff with appropriate safeguarding training, linked to a wider network of support. Ideally this includes professionally qualified youth workers with the skills, expertise and competencies to support safe, quality services with appropriate levels and types of intervention, and adherence by youth workers to a statement of ethical conduct. The youth offer helps to keep young people safe and supports their mental, emotional and physical health, improves their social and economic wellbeing, and makes sure they can access education, non-formal learning and recreation.

Improving outcomes for young people.

- Improved life chances, and an increased participation in, and benefit from cultural opportunities. Increased volunteering, training and employment opportunities Improved wellbeing and reduced health problems.

Focusing on young people who are vulnerable to exploitation

- This includes young people with additional needs and/or disabilities, offer them a protected time to develop new skills, and assets such as confidence, resilience and independence. Work in partnership with voluntary sector and community groups to enhance the provision for developing young people and their assets and community resources, supporting an integrated approach to working with young people across the borough.

Adolescent Safeguarding

- Recognising that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts, and young people's experiences of extra-familial abuse can undermine parent-child relationships. Youth Services engage with individuals and sectors who do have influence over/within extra-familial contexts, and recognise that assessment of, and intervention with, these spaces are a critical part of safeguarding practices. Contextual Safeguarding, therefore, expands the objectives of child protection systems in recognition that young people are vulnerable to abuse in a range of social contexts.

Participation and Co-production

- **Participation** as the process of involving children and young people in decision making at increasing levels of control and autonomy and the outcome of this participation process in terms of children and young people's increased power and influence. **Co-production**, where services and young people can work together in a genuine partnership to design and deliver services and support.

Community Capacity Building and Partnership Work

- The Community are major stakeholders in the Youth Service. The Service recruits and trains volunteers who want to work with young people and who offer a wide range of skills and life experiences. The Youth Service works with partners from the voluntary and third sector in order to increase and

enhance the offer for young people, and to creatively pool resources. Strong links across the partnership are integral to the success of the new Service.

3. Youth Work Methods of Engagement

- **Early Intervention and Prevention**

The purpose of early intervention is to support young people through their life transitions as early as possible; to deter and divert them from negative influences and harm, and enable them to make choices that support their development and learning.

The Youth Service provides youth workers who deliver a range of universal and targeted projects – through Outreach and Detached work (including the use of a Mobile Unit – “The Youth Bus”), Building Based clubs and programmes (at myplace, Olive Academy, the Royals Centre for example), Life Skill Groups (such as Go Girls and Good Fellas), Bespoke Projects (which includes holiday programmes and residentials), and Partnership Interventions (working with Schools, Early Help, the Voluntary Sector for example)

- **Targeted Work**

The Youth Service provides a range of targeted programmes to address specific Contextual Safeguarding needs and issues. Outreach and Detached Work (in partnership with Housing Engagement Team) offers young people living on council housing estates and socialising in open spaces, a variety of support, activities and learning opportunities. Much of this work is delivered through the Youth Bus mobile unit. The Service also provides One to one support for young people (on the edge of care, in care or Leaving Care) and Group life skills projects (which young people can be referred to). As well as this, Co-production projects are also part of this offer, where young people, from all backgrounds and contexts get the opportunity to have their say and input in the design and delivery of youth services. All youth programmes, take into account, young people feedback, ideas. Young people are also given the opportunity to participate in the design and delivery of ongoing or new programmes within the Service.

- **Information sharing and partnerships**

Multi-agency information sharing is an important part of the Youth Service process, in order to collaborate with Partners to ensure safeguarding, support, and effective services are in place for young people.

4. Impact and success of Services during 2019

Engaged with over 1000 individual young people through club based and outreach projects. The predominant age is 13 to 19 (up to 25 with additional needs)
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The Youth Bus – During the summer, the Youth Bus visited 10 different areas
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<p>and communities within Havering to engage in a range of projects – this has included knife crime awareness, art activities, life skill consultations, sport projects, positive activities, group work and more. Over 200 young people have benefited. This project has also supported other activities such as Street Wheels – young people riding and fixing bikes, parkour and community summer events. A young person who has engaged in the Youth Bus for some time said this about the youth bus: - ‘it helps build a community among young people...it has helped me make friends and have many good memories.’ Billy</p>
<p>Knife Crime Summit – In November 2019, the Youth Service worked in partnership with Community Safety to put on a Knife Crime Summit. Young people were involved in this event.</p>
<p>Go Girls, Goodfellas and Life Skills Projects – Go Girls: 36 Referrals – 26 attended in 2019 5 LAC, 4 Early Intervention, 6 CIN Referrals came from Schools, CSE Panel, Social Workers and CAMHS. Goodfellas – 8 young people were referred to the programme and the programme will commence in January 2020. Co-Producing a Life Skills Project – This is currently taking place with Havering Youth Council and other young people from schools and clubs</p>
<p>Central Park, Harold Hill Sport Engagement - This project was co-produced by a young person leaving care – where youth workers have engaged with up to 60 young people in Central Park Harold Hill –. The project, which takes place on a Thursday evening between 5 and 8pm, has also taught young people how to skate board safely as well engage in positive team games. Central park is a targeted area and, there has been no reports of anti-social behaviour and young people during this time - just an increase in community cohesion. One young person (Zoe) said, ‘when youth workers are in the park, I feel more protected and supervised.’ This project has also led to a recent consultation with 35 young people to develop a new project called the Bike Shed – where young people can learn to fix and maintain their bikes.</p>
<p>The Junior Transitions Project (for young people transitioning from primary to secondary school). Since the new re-build of the Olive Academy/Robert Beard site, this programme was re-launched in the summer, with 30 regular attenders, The programme has looked at key themes such as ‘Developing skills & confidence for school and life transitions’, ‘Overcoming fears’, ‘personal safety’, ‘friendships and relationships’ and healthy life style.</p>
<p>Increase in use of Bikes and bike projects has led to a new funded programme called the Bike Shed. (£10, 000 from Ground Work, with another £10,000 from Sport England). The project will enable young people to develop bike maintenance skills, provide peer education, and expand on bike and cycle projects within key targeted areas. Youth workers will also support young people to develop communication skills (with their peers and the wider community), self-worth (through a positive relational environment) and collaboration (through a coproduction approach to expand the project as well as develop new ones). The project will also help to divert young people away from any potential negative influences and open up new opportunities.</p>
<p>Duke of Edinburgh (DofE): 60 young people participated and completed DofE awards. 4 SEND young people were part of this cohort.</p>

Outreach - Worked in 12 different community areas with Youth Bus/Outreach Team (Rush Green, in Partnership with YMCA / Harold Hill – Central Park Area / Brittons & Ongar Way – Rainham / Maygreen Crescent - Hornchurch / Hill Rise – Collier Row / Malan Square - Elm Park / Cottons Park – Romford / Harrow Lodge – Hornchurch / Will Perin – Rainham / Macon Way – Upminster / Knights Bridge Circus – Harold Hill / Royals & Tesco Area - Rainham)
Summer Programme - 27 different weekly projects/events over the 6 week school summer holidays.
Youth Bus engagement in Brittons Park to support Kelvedon/Ongar Way. Creation of Kicks Football project at Brittons School.
Harold Hill Festival: hundreds of young people, and a range of members of the public (Some young people involved in local performances)
One to One Support – Over that last year, 23 young people have been supported and mentored on a one to one basis. The impact of these interventions has reduced the need for young people to access higher tiered services, and young people gaining resilience and independence.

5. Next steps

- Align service provision via the Integrated Adolescent Safeguarding Strategy, bringing together services to better to respond to the needs of children and young people at risk outside of the familial context.

IMPLICATIONS AND RISKS

Financial implications and risks:

There are no apparent risks or implications in noting the content of the report. In 2020, the council is establishing a multi-disciplinary adolescent safeguarding approach to address serious youth violence and exploitation in Havering as per June 2019 cabinet decision. This is a preventive, multi-disciplinary and long term approach to safeguard children and young people vulnerable to a range of exploitation factors and has been considered as part of the adolescent safeguarding strategy.

Legal implications and risks: There are no apparent risks in noting the content of the Report.

Human Resources implications and risks: The recommendations made in this report do not give rise to any identifiable HR risks or implications that would affect either the Council or its workforce.

Equalities implications and risks:

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

(i) The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010

(ii) The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;

(iii) Foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

A full Equality Analysis (EA) has been undertaken on all the arrangements relating to admissions to schools and academies for the school year 2019/20. The Code will be reviewed annually and any significant changes will be reflected in the corresponding EA.

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CHILDREN AND LEARNING OVERVIEW AND SCRUTINY SUB-COMMITTEE

13 February 2020

Subject Heading:	Adopt London East Update Report
SLT Lead:	Robert South
Report Author and contact details:	Sue May; Head of Service Adopt London East. Sue.may@havering.gov.uk
Policy context:	This report provides background and update on the work of Havering hosted Adopt London East
Financial summary:	The service is financially self-sufficient and funded through joint arrangements with each partner Local Authority. There are no direct financial implications for consideration within this report

The subject matter of this report deals with the following Council Objectives

Communities making Havering	x
Places making Havering	[]
Opportunities making Havering	x
Connections making Havering	x

SUMMARY

Adopt London East has been formed in response to a 2015 government directive to all Local Authorities to streamline adoption services through the development of regional arrangements by 2020. Adopt London East is a regional adoption agency, hosted by Havering; providing adoption services for Havering, Tower Hamlets, Newham and Barking and Dagenham. The agency works in close collaboration

with Adopt London North, South and West. Together these agencies provide services for 22 London Local Authorities. The majority of the remaining London Authorities joined a regional agency hosted by Coram BAAF

This report provides a summary of the development and functions of the agency and contains a brief progress report since the service become operational on 1st October 2019

Transitions into regional arrangements are complex and a down turn in performance in partner Local Authorities was noted in Quarter 1 and 2 of 2019/20 immediately prior to service go-live. This reflects the experience of most operational regional adoption agencies. Evaluation of regional agencies following one year of operational activity typically evidences improved performance following an initial decline.

Statistical returns measure long-term trends but Adopt London East in-house statistical records provide clear evidence of early improvements in performance and activity since go-live.

RECOMMENDATIONS

The Sub-Committee is recommended to receive and note the report.

REPORT DETAIL

1. Background Information

The Department for Education (DfE) paper, Regionalising Adoption proposed the move to Regional Adoption Agencies [RAA] in order to:

- Speed up matching.
- Improve adopter recruitment and adoption support.
- Reduce costs.
- Improve the life chances of vulnerable children.

All Local Authorities must join a Regional Adoption Agency by April 2020.

Feedback from Regional Adoption Agencies in operation for a year or more is positive. Adopters report on improved services and staff on improved job satisfaction. Ofsted reports on Local Authorities with adoption services delivered regionally have been universally positive.

In London 22 Local Authorities have chosen to join four Local Authority led spoke Regional Adoption Agencies, Adopt London North, South, East and West. The four

spoke agencies will work together to develop further economies through carrying out some functions in a central hub where more efficient or economical to do so. Some Local Authorities (including Waltham Forest and Redbridge in the East) have chosen to join a Coram led model. The East London RAA is hosted by Havering and comprises of Havering, Tower Hamlets, Barking and Dagenham and Newham. Decision-making is through a Partnership Board of Directors of all participating Local Authorities.

All legal agreements have been subject to scrutiny by legal and governance leads in each Local Authority. Expert advice has been taken where necessary.

The partnership agreement includes

- Budget setting and monitoring
- Staffing
- Data sharing and GDPR
- Contracting and commissioning
- Dispute resolution
- Renewal and termination of the agreement
- Insurance and limitations to liability
- Governance

The detailed partnership agreement was signed by each Local Authority DCS prior to service go-live under powers delegated following Cabinet approval for the Adopt London East Business case.

Adopt London East went live on 1st October 2019.

2. Outcomes

Adopt London East is committed to improving outcomes for children for whom the plan is adoption through:

- Increase in the percentage of children adopted from care
- Improved timescales for placing children with adoptive families
- Fewer adoption placement disruptions
- More children placed in an early permanence placement
- Reduction in the number of children for whom the permanence plan has changed from adoption
- Improved timescales for adopter assessments
- Higher conversion rate from enquiry to approval
- Fewer prospective adopter approvals rescinded
- More timely matching of approved adopters

3. Scope of service

Adopt London East has responsibility for all adoption led services:

- Recruitment and assessment of adopters.
- Family finding and matching
- Adoption support.

Responsibility for the child remains with the Local Authority. The Local Authority will therefore remain responsible for the child's progress through the court system and for final decisions in respect of care and adoption planning.

Adopt London East has a responsibility for support to Local Authority social workers including dissemination of information on regulation and best practice

4. Design Principles

The Board has agreed the following design principles

- Local delivery - Responsive to the needs of the community
- Close relationships with children's social workers
- Economies of scale
- Cross local authority working
- Innovation and service improvement
- Evolving service design – one size may not fit all
- Provide value for money
- Service informed through the voice of adoptive families

5. Adopter Voice

Adopters in East London contribute to service development through an Adopter Advisory Board, chaired by an adopter and supported by Adoption UK. Key themes from the work to date include the importance of:

- A supportive social worker at all stages of the process
- Continuity of service delivery both pre and post adoption
- Early intervention and support from a known person
- Peer networks and safe places for adopters and adopted children to meet
- Support with family contact
- Schools informed about attachment and use their pupil premium well.
- Responsive and understanding health services
- All services working together well. A 'one stop shop' for service delivery

6. Service Delivery

The central head office is in Havering but staff also have a local base in each Local Authority. In this way we aim to ensure that the existing close working and supportive relationships with children's social work staff and partner agencies remain absolutely central to our practice. All adoption records are held on the new Havering Liquidlogic system, we also have agreements in place that locally based adoption staff will continue to be able to access LA systems.

Although services will be delivered locally we will also be able to work together to develop a more responsive service. This will help us to recruit more adopters to meet our children's identified needs and to provide better support through a core offer delivered by the adoption support workers in partnership with local agencies

Panel functions are currently retained in each Local Authority. One central ALE panel will be developed in phase 2 of go-live, we expect to be able to operate in-house panels by the end of February 2020. This panel may meet in a number of locations and will have a large central list but one chair. The panel will meet approximately every 2 weeks in order to support timeliness. The panel will make recommendations in respect of both adopter approval and child matches. Decisions in respect of child matches will continue to be made by the Agency Decision Maker in the LA with responsibility for the child.

7. Progress report

7.1 Service transition

Transition from four Local Authority teams to one integrated service is complex and challenges have been felt in respect of pre-transition performance; service staffing; casefile information transition and demand for adoption support services. Substantial progress has been made in all areas.

In common with most regional adoption agencies, the performance of adoption services in East London Local Authorities was affected by the transition to a regional adoption agency. Some workers chose to leave adoption services and were not replaced and an interim decline in timeliness of both adopter approval and placement of children will be noted in all Local Authorities in Quarters one and two of 2019/20. Since service go-live on 1st October 2019 performance in all service areas has improved. Early performance indicators are considered later in this report.

Only one team manager joined Adopt London East and the service was able to recruit three further team managers from within the service. This has provided continuity and a positive lead from adoption experienced managers but compounded staffing losses through the transition period. Currently the service has 15 Permanent staff in place and 3 interim social workers. Recent recruitment has filled three posts previously held by interim social workers who interviewed for and accepted permanent positions.

Transition of case file information was subject to review within General Data Protection Regulations (GDPR). A detailed protocol is included within the Partnership Agreement. Approximately 150 Full case files and 1,000 letterbox contact files have been manually downloaded and uploaded onto the Adopt London East ICS system.

All new regional adoption agencies have noted increased demand for adoption support services due to the increasing complexity of adopted children's needs, publicity about service provision and Local Authority held waiting lists for adoption support. Adopt London East has faced the same pressures. All families requiring adoption support have been subject to initial assessment and prioritisation of need and an initial offer has now been made to all families.

7.2 Performance

The quarterly Adoption and Special Guardianship Leadership Board (ASGLB) report for all Local Authorities has been analysed to provide a service baseline. Performance has declined in all Local Authorities in the 6 months prior to Adopt London East go-live. Decline in performance is linked to a number of factors including: adoption service staff leaving; higher levels of sickness absence; caseload transitions and a delay in operational go-live. **See Appendix 1**

Adoption performance is measured over one and three year cycles and improvements therefore take time to be fully captured in the data returns. Early indicators are however monitored closely within the service.

Performance in respect of child matches had improved considerably. Adopter approvals are predicted to decline further in Q3 and 4 due to the decline in adopters in early stages of approval. Early stage applications have though increased from month to month and improvements are predicted for 2020/21

Target	Previous full year	2019/20 Q1 and 2 All	2019/20 Q3 and 4 predicted All
Adopter approved	42	17	12
Child placed	57	11	24
Adopter support	Not available	60 support 14 contact 600 letterbox	112 support 50 contact 1000+ letterbox

Demand for adoption services can fluctuate considerably from year to year. The service business case was based on an assumption of an overall steady demand in all service areas with some capacity to respond to additional demand.

Demand for adoption support services has increased considerably as has the number of children requiring a placement. In the last reporting year, a total of 57 children were placed. It is likely that less children will be placed this year due to the slowdown in quarters one and two but a total of 167 children are currently receiving a family finding service.

Demand for adoption support has shown a similar increase as indicated above. Improved support for our families will improve outcomes for our adoptive children and families.

Increases in demand will be monitored closely by the Board. Savings made from an increase in the number of adopters available to accept a placement may be re-invested into service improvement to ensure the service is able to meet identified increased demands.

IMPLICATIONS AND RISKS

Financial implications and risks:

The service budget was approved by Havering Cabinet on 16th January 2019. The full budget and individual partner contributions were subsequently approved by all partner cabinets.

The partnership agreement signed by all Local Authorities includes the mechanism for annual and in-year review of the budget.

Review of the budget is undertaken on a quarterly basis through the partnership board and annually within the annual general meeting.

There are currently no identified risks in respect of this budget

Legal implications and risks:

There are no apparent legal implications in noting the content of the Report.

Human Resources implications and risks:

The recommendations made in this report do not give rise to any identifiable HR risks or implications that would affect either the Council or its workforce.

A full consultation exercise was undertaken under TUPE regulations between May 2019 and July 2019. All adoption staff eligible to transfer under TUPE regulations successfully transferred on 1st October.

Informal consultations with staff have continued and all minor teething problems (for example ICT issues) have been resolved in cooperation. Periodic meetings are held with TU representatives whenever requested.

No outstanding issues have been identified

Equalities implications and risks:

An Equalities and Health impact assessment was undertaken prior to the presentation of the Cabinet report as presented on 16th January 2019. This considered all equality dimensions. As Adopt London East has been developed to improve the service offered to our adoptive families and widen opportunities to adopt: the assessment was largely positive. Where any potential issues were identified measures were put in place.

The primary potential issue was in respect of distance from service delivery, which may impact on adoptive families less able to travel through differing ability, childcare or financial issues. This was resolved through an ongoing commitment to local delivery of services.

See Appendix 2