

## **Children and Learning Overview and Scrutiny Sub-Committee Summary of work undertaken 2016/17**

### **INTRODUCTION**

This report is the annual report of the Sub-Committee, summarising the Sub-Committee's activities during its year of operation ended May 2017.

It is planned for this report to stand as a public record of achievement for the year and enable Members and others to have a record of the Committee's activities and performance.

### **SUB-COMMITTEE MEMBERSHIP**

Councillor Gillian Ford (Chairman)  
Councillor Meg Davis (Vice-Chair)  
Councillor Viddy Persaud  
Councillor Carol Smith  
Councillor Roger Westwood  
Councillor Ray Morgon  
Councillor Jody Ganly  
Councillor John Glanville  
Councillor Keith Roberts

#### **Statutory Member representing the Churches:**

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

#### **Statutory Members representing parent governors:**

Julie Lamb, Special Schools  
Steven McCarthy, Parent Governors (Primary)

Non-voting members representing local teacher unions and professional associations:

Linda Beck (NAHT) Ian Rusha (NUT) Keith Passingham (NASUWT)

During the year under review, the Sub-Committee met on six occasions and dealt with the following issues:

## **PUPIL REFERRAL UNIT AND RECONFIGURATION**

The Sub-Committee received a report outlining the reconfiguration of the former Pupil Referral Service. It was noted that all local authorities had a statutory duty to provide alternative education for pupils who have been permanently excluded from school, or who could not attend school due to long term medical illness. Until 1 September 2016, the provision for such pupils within the London Borough of Havering was via the Manor Green College, Havering Pupil Referral Services (PRS). The College was composed of four elements, which dealt with 134 young people:

- Primary provision (James Oglethorpe campus)
- Green Vale Medical Needs Provision (based at the previous Birnam Wood site in Hornchurch)
- Birnam Wood key stage 3 site (based at the previous Birnam Wood site in Hornchurch)
- Manor Campus key stage 4 site (based at Albert Road, Romford)

In February 2015, Havering PRS was inspected and placed into Special Measures. The OFSTED judgement meant that the PRS needed to either close or be converted to an Alternative Provision (AP) Academy. The local authority had initiated discussions with the Department of Education (DfE) about potential academisation but subsequent to this inspection judgement, only one sponsor was identified by DfE, Olive Academies Trust. On 1<sup>st</sup> September 2016, the Olive AP Academy Havering launched, based at the former Birnam Wood site in Hornchurch. There were still challenges as the staff had remained but progress was already being seen.

It was agreed that the Primary PRU was closed as it was not felt relevant for young children be institutionalised and that this could be effectively dealt with within the mainstream school. The greatest number of exclusions was from Secondary schools, with persistent disruptive behaviour being the main reason.

It was noted that the Robert Beard PRU would be for Key Stage 4 (14-16 year olds) and Albert Road would be for Key Stage 3. The Albert Road building would have an annex to assist with vulnerable young people. Schools were supportive of the new PRU, and incentives were given to try to keep young people in mainstream education rather than to the PRU as this had a cost implication and a better outcome for the child. It was noted that to educate a child in mainstream school would be £4,500 whereas through the PRS it would cost £19,000.

The Sub-Committee noted that there had been 39 permanent exclusions in the last year, and the service was looking to reduce this figure.

The Chairman informed the Sub-Committee that she had signed off the waiver over the summer so that the PRS could open in September, and that plans were in the pipeline for the developments. Officers stated that it was anticipated that the new building would be open by September 2018, and tenders for the new buildings would be commencing soon.

Members asked why the PRU had been academised and why this could not be delivered internally. Officers stated that the only alternative to academisation would be to seek to commission places from outside the Borough. This would require all staff to be redeployed or offered redundancy and would lead to significantly increased costs, as costs of commissioning out of Borough placements, including transport, would be in excess of existing costs and would not necessarily be in the best interests of the young people. In addition, the closure of a failing PRS would mean significant reputational damage to the Borough.

## **HEALTHWATCH ANNUAL REPORT 2015/16**

Bev Markham from Healthwatch Havering presented the Healthwatch Annual Report. She explained that she was responsible for recruiting volunteers and had shadowed the Head of Learning Disabilities to understand the issues faced. They had attended Ravensbourne School to meet with parents to understand the challenges they faced. The main area was that there was no contact with NELFT.

Work had been centred on parents and carers in the community. Healthwatch continued to chair the quarterly meetings that bring together NELFT, the CCG, BHRUT, CAMHS, the local authority and Positive Parents, a representative group of parents of children who had learning disabilities, with 60 action points agreed at the start in 2014, and only 20 of these had been cleared as this was a very involved and complex subject.

It was noted that there was also a Learning Disability work group with Queens Hospital which included a Learning Disability Paediatric Nurse. This group had worked hard in getting children with learning disabilities accommodated in each specialist area, and there was a specialist Phlebotomy Nurse.

Members asked if there were other therapists that delivered services to children and adults with disabilities and whether this information was also provided to the Health Overview and Scrutiny Sub-Committee. Members were advised that there was a shortage of therapists in this area and this was a concern. The Chair advised this would be fed back to the Health and Wellbeing Board. The Chair suggested the action plan be RAG rated for ease of identifying priority areas and the promotion of "green prescription" for children with mental health conditions should be considered as there was evidence that physical activity and outside time was essential for the wellbeing of all.

## **SPECIAL EDUCATIONAL NEEDS (SEN) TRANSPORT**

SEN Transport was discussed at a number of Sub-Committee meetings due to member concerns with the service. Members were previously informed that Learning and Achievement commissioned the service and Asset Management Services operated the service. Asset Management Services had made savings in the region of £600,000, and this had impacted on the travelling time (the longest journey had increased to 1.5 hours each way).

The Sub-Committee noted that a contract for travel training had been awarded to DABD for training across Havering, Barking and Dagenham and Redbridge. This

would promote more independent travel for young people and 98 young people identified as able to do travel training, of which 58 had agreed to work with DABD.

Update reports set out the progress on Sub-Committee concerns, where it was noted that there were 402 children and young people transported in the borough, and the cost of this was rising. The service was exploring alternative ways to help deliver the SEND Transport provision, to children that needed it. It was agreed that the policy was not being used robustly and differently. The demand on the service for 2016/17 was 389 young people needing travel assistance with, 319 on buses and 70 in taxis. The Passenger Travel Service operates 34 buses on a daily basis which was the same number as the previous year. There was an overall decrease of 3% on the number of young people being transported compared to 2015/16. However, there had been an increase to the number of taxis being provided compared to September 2015, and a 31% increase in cost. The increase in budget was due to the slight increase in demand for taxi's additional escorts as well as an increase in the number of young people accessing provision out of borough. It was noted that the total budget for 2016/17 was £2,248,610 for Home to School Transport, this included Post 16. It was forecast that there would be an overspend against the allocated budget of £303,976, equating to 13.5% over budget. The bulk of the overspend was in the post 16 transport provision.

Options were being discussed to encourage independent travel of high functioning children and a contract for travel training had been awarded to DABD for training across Havering, Barking and Dagenham and Redbridge. This would promote more independent travel for young people and 98 young people identified as able to do travel training, of which 58 had agreed to work with DABD. Travel training was being delivered to support young people and families, whilst reducing the cost and demand. This would be more efficient and the journey times would reduce. Independent travel was also an option for some individuals working with parents as well as the Heads of Special Schools and the college to get a greater investment in independence. It was appreciated this could be stressful and cause anxiety for some children and young people therefore not suitable for all and not a "one size fits all".

The Sub-Committee requested a question and answer sheet be sent to all parents informing them of the consultation as undertaken with the previous review. Positive Parents had reported that they communicate with their members, and also SENCO's, special schools and colleges. There had been issues in information being passed on from SENCO's in mainstream schools. The tender process was commencing for the travel training provider and Positive Parents were welcomed to join the panel in agreeing the way forward.

Improvements were made over the year with an increase in numbers of children using meeting points. It was noted that there were 12 pick-up points across the borough with 78 young people using them, 51 of which were under 16 years old. This had reduced journey times and demonstrated a more proactive approach to alternative options. The feedback from parents had been positive and had acknowledged the change, however, there were some that had concerns and were unable to commit to the change. There was also general support to the move to an

on-line application form however the special school representative suggested families did not fully support the online system due to the lack of IT literacy.

There were however continuing concerns over travel times with a bus consistently late arriving at Corbets Tey School. It was agreed that officers would look into this issue and feedback the findings to the Sub-Committee prior to the next meeting. It was also suggested that Officers review arrival times at the other special schools in the borough.

The Sub-Committee suggested that young people were encouraged to celebrate their successes once they become independent travellers as this was also welcomed by the families and the young person. Other areas to be discussed would be the success rates and trends of secondary pupils at pick up points, as well as peer work in independent travel as the encouragement of others may increase the likelihood of others becoming independent.

### **CHILDREN, ADULTS AND HOUSING: Annual Complaints Report**

The Sub-Committee considered the Children and Young People's Services Annual Complaints Report 2015/16. It was noted that there had been an increase in complaints of 6% in 2015/16 from 70 in 2014/15 to 74. Ombudsman enquiries had increased in 2015/16 from 5 compared to 3 in 2014/15. Of the total number of complaints received, 10 (14%) were made by children directly or via an advocate.

The Service were taking steps towards retention of staff through their "Face to Face" vision and an app for children to express their wishes/ views and concerns called MOMO (Mind of My Own) which will be monitored through 2016/17 in relation to concerns/ complaints raised by children. Members agreed that MOMO was welcomed by the Children in Care Council as they had spoken highly of the app. Other improvements needed included more links on the "landing pages" to Children in Care. It was noted that developments of an app for care leavers was in its early stages.

Complaints were now more complex which impacted upon response times, this was being monitored closely. It was noted that the increase in compliments could be attributed to a recent Family Interventions Survey which had included lots of compliments about the services received.

### **LEARNING AND ACHIEVEMENT COMPLAINT AND COMPLIMENTS ANNUAL REPORT**

It was noted that the increase in complaints had doubled, with the majority resulting from school expansions and the new Children and Families Act.

Enquiries, which were complaints about school related matters that were referred to the school/academy or college dropped by 27%. For enquiries that were referred back to either the school/ academy or college the main reason for complaint was "level of service" relating to bullying and how this had been dealt with. Some of the complaints were also linked to safeguarding however it was stated that this was

perceived risk to either an individual child or children's safety within the school/ academy or college rather than actual risk.

Response times were still at a high rate within Learning and Achievement with 97% corporate complaints being responded to within timescales. Responses to Members enquiries was 93% within timescales.

Members commented that the school expansion plans communications had been mismanaged. Schools were not being fully briefed and therefore once the information was reaching parents it was incorrect. Officers explained that the Lead Member was keen that communication was extended to local residents too. Members wished that information about any changes or why the expansions were necessary was also communicated.

## **CHILD SEXUAL EXPLOITATION COORDINATOR**

The new Child Sexual Exploitation Coordinator introduced herself to the Sub-Committee and explained that she had been working in the Tri-Borough before coming to Havering. The Sub-Committee was informed that the main functions of the CSE Coordinator were to maintain an overview of all cases open to social care where CSE and missing were a concern; provide consultation and advice for cases where CSE and missing was a concern; provide Quality assured decision making; maintain an operational overview of multi-agency partnership working and identify any gaps.

The CSE Coordinator would also be the Chairperson for the Operational CSE and Missing Panel.

The Sub-Committee was informed that there was prevalence across the borough with 34% of online CSE and 24% of boyfriend CSE. This linked in the gangs in the borough and would be a key focus for the CSE Coordinator. Common data sets would be established between the Police and social care and systems for recording, tracking and interventions with missing children would be reviewed.

It was noted that online CSE can change on an hourly basis and so it was essential that the service identified any possible perpetrators so that interventions could be put in place to disrupt that perpetrator and reduce the harm to the victim.

The Sub-Committee noted that all staff in Havering working with young people need to recognise CSE. Information on what action to take and where to seek advice would be provided as would how to intervene whilst respecting the roles and responsibilities of others.

The following Quality Assurance forms in the borough would be responsible for responding to CSE:

- Missing Children and CSE Working Group – own and monitor the CSE action plan.
- Havering Safeguarding Children's Board (HSCB) – Review the progress of the CSE action plan

- Health and Wellbeing Board – Receive updates on the CSE action plan.

Members asked how the relationship with schools would work and the plan they had in place. Officers explained that there was a small budget to ensure that there was a provision of CSE awareness in all schools by March 2017. It was noted that the MACE group had looked at how all sectors of the economy were linking and involved with CSE, including Taxi firms and hotels. Engagement was being made through the “Made Safe” Operation, where the actions of staff within these industries could be used to recognise patterns and intervention made.

Members enquired how the information would be provided to the young people, and whether this would be web-based, as this was where most young people search for information. Officers explained that they hoped to have a link on the website, but intervention in schools were being introduced and the CSE Coordinator informed the Sub-Committee that an information stall was held at the recent Havering Show. A “silent secret” app was being developed for the local area which would give young people a point of access.

It was noted that given the profile of Havering, the data was very quickly out of date and so live data needed to be analysed to provide a clearer picture of the current issues. Officers stated that Havering was one of the highest reporting borough, although the quality of reporting was poor.

Officers informed the Sub-Committee that they may need to work with young adults to understand where they go after leaving care and any risks they may be subjected to. It was noted that young children who were victims could then go on to be perpetrators. The Sub-Committee asked if the same assessments would be carried out for children with learning disabilities. Officers stated that assessments would be carried out and it was not on cognitive function but on consensual activity, so vulnerable adults could be included in this assessment.

The Chairman agreed that a briefing note on CSE and Missing children should be circulated to all members. It was also requested that information on CSE/ Missing be included in the Performance Indicator Information.

## **HAVERING SAFEGUARDING CHILDREN’S BOARD ANNUAL REPORT**

The Chair of the Local Safeguarding Board attended two meetings during the year. The Chairman of the Local Safeguarding Children’s Board presented a report reviewing the role and functions of Local Safeguarding Children Boards to the Sub-Committee.

The fundamental Wood review of the role and functions of Local Safeguarding Children Boards (LSCBs) within the context of local strategic multi-agency working by Alan Wood was discussed. This included consideration of the child death review process, and how the intended centralisation of serious case review (SCRs) would work effectively at local level. This had led to the Children and Social Work Bill going through the House of Lords, there would be major implications for the work of looked after children, care leavers, school mentors for looked after children, social work training and other provisions.

The Wood Review found agreements that the current system needed to change in favour of a new model that would ensure collective accountability across the system. It was agreed that the following would be put in place:

- Ensure engagement of the key partners in a better coordinated, more consistent framework for protecting children;
- Ensure that arrangements are multi-agency in approach;
- Existing statutory frameworks around multi-agency working would be strengthened and simplified.
- Local Areas would have robust arrangements in place for how the key sectors would work together;

Where cases locally did not work effectively the Secretary of State had the power to intervene. The Sub-Committee noted that the three key partners of the Board were the local authority, the police and the health service (CCG). It was noted that the restructuring of the Metropolitan Police could have an impact on safeguarding.

It was discussed that in the future the Child Death Overview Panels may be situated within Health (CCG) which would aid the working with neighbouring borough through the hospital. It was not essential to go through the LSCB but the review would have to be undertaken and this was very successful in Havering.

Officers agreed that the board was very effective in Havering and investigations would have to be carried out to look at health devolution and the ties with neighbouring boroughs. Members asked if the bill would propose better training for social workers. Officers explained that the standards of higher education would be assessed in practice with a central set of standards. An accreditation approach would be put in place and this was already being piloted by 31 boroughs. Over the next five years' nominations would be sought for staff to be accredited.

The Sub-Committee noted that currently Adults and Children's social work was not linked. It was agreed that DoLs were important to both when working with Adults with disabilities, and that the transition was in place.

At its meeting in January 2016, the Sub-Committee was provided with details of the Safeguarding Children's Board. It was noted that the Board looked at issues at a multi-agency level and there were increased pressure on partners such as the Police, health visitors etc. Multi-agency work on Child Sexual Exploitation was much better in Havering, as more cases were being identified, although this put more pressure on services

It was noted that statutory reporting on Female Genital Mutilation (FGM) was required and adults who had undergone FGM could also report and be offered support in hospital. It was noted that there were not large numbers of FGM cases in Havering but that the demographic profile was changing in the borough and this would be monitored.



Changes in 2016 included the face to face programme initiated by the Director of Children's Services.

A restructure of the Metropolitan Police had sought to address inspection findings that the Force was failing in its safeguarding responsibilities, particularly of children. Police management was now different and the local Havering Police now worked closely with local social care agencies. Children's Police teams had been previously run from the centre but these were now overseen by the local Commander. Safeguarding teams were also now part of a local command process. Twelve extra officers were now available across the three local boroughs to deal with missing children and child sexual exploitation cases which it was felt allowed more flexibility.

The transition from children's to adult services had been highlighted as a problem in a recent serious case review and officers were currently looking at this. There was however an excellent relationship in Havering between children's and adult services.

Havering had received £2.4 million from the Department for Education innovations fund and officers would bring the programme of work related to this funding to a future meeting of the Sub-Committee. The Board Chairman felt that it was necessary to change approach from dealing with specific incidents to dealing with families and their complexities which would for example reduce the numbers of children going into custody etc.

The Local Safeguarding Children's Board had been inspected as part the recent OFSTED inspection and recommendations made covered areas including the correct operation of thresholds, ensuring accurate data went to the Board and strengthening oversight of private fostering arrangements, which was already under way in Havering.

The Board Chairman reported that the BHRUT Hospitals' Trust had improved its safeguarding work and now had a much bigger team for this area. It was however still difficult at times to access all GPs via the Clinical Commissioning Group. The Probation Service had good representation on the Safeguarding Board.

OFSTED had found there was good multi-agency working in Havering and this needed to continue. There were however risks posed by the impact of austerity measures and of the rising birth rate. The Board Chairman thanked the Council and in particular Lead Members Councillors Benham and Davis for their support of the Board.

The Council's Children's Services team had produced guidance on the use of thresholds but other agencies had to understand their responsibilities re safeguarding and that thresholds started from the early intervention stage. The Face to Face programme would allow use of an escalation policy. Escalation documents could also be used to reinforce threshold levels with new staff. The Director of Children's Services added that a professional judgement was made re the needs of a family. In his view, other agencies did have an understanding and awareness of thresholds. Previous problems with this had been due to a high turnover of staff.

MASH provision had been strengthened and an away day for all MASH partners had recently been held and better partnership working was now being seen at the MASH. It was necessary to understand the threshold of what each agency could do and look at a child's family as a complete unit, not just one incident. The Local Children's Safeguarding Board could start making agencies talk to each other and think about services.

Children's Services were looking to work in a more integrated way with regards to the transition to adulthood for children in care and early intervention for families with emotional and wellbeing issues. The latter service was being piloted in the north of the borough. Updates on this work would be brought to future meetings of the Sub-Committee.

The step down from child protection status was improving although the Board Chairman felt there was a need to ensure early intervention at children in need status as this would ensure only the most serious cases reached child protection level. The right support needed to be available at each stage of the process and assessment of the family was important. The Director of Children's Services added that most families eventually came out of child protection plans and the Council was moving towards undertaking its own interventions.

The Board Chairman felt that control of the process was achieved via identifying the right provision at a case conference and ensuring that this was delivered. It could however be very difficult to get families to engage at times. Members felt that, whilst it was expected that the Council, Police and health organisations would work together, schools were not so involved. The Director of Children's Services felt that there were strengths in Havering's partnership arrangements. There was also a new service leadership team in Children's Services. Whilst the service was moving in the right direction, the work involved would take at least two years to complete.

Members agreed that the quality of the case conference was key and it was important that the right people were at the conferences. Agencies involved were however also under pressure.

Safeguarding work had been very good in the previous year and the Board had held two safeguarding conferences for practitioners. It was noted that the rising population locally meant that an increasing number of more complex children's cases were being seen in Havering. The Board Chairman agreed that serious case reviews were now very complex and there was often an issue of a family having lived in a number of different boroughs.

## **IMPLEMENTATION OF SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND) REFORMS UNDER CHILDREN AND FAMILIES Act 2014**

At its meeting in May 2016, the Sub-Committee received a report setting out the progress to date in implementing the reforms brought about by the Children and Families Act 2014 in respect of children and young people aged 0-25 with special educational needs and disabilities (SEND). It noted that some aspects of the legislation sought to bring about a cultural shift towards a more person centred

approach, greater inclusion of children and their families and some specific tasks and functions that must be acted upon.

All Local Authorities were required to publish in one place, a clear and easy-to-understand “local offer” of education, health and social care services to support children and young people with SEND and their families. Havering had a local offer, which had received feedback from users and their families, and was now looking to review and refine the information available as a result. A Local Offer Panel and Steering Group had been established and continued to meet to oversee the future updating and development of the local offer.

It was noted that the Education, Health and Care (EHC) plans had replaced the Statements of SEN and Learning Difficulty Assessment (LDA). The process of assessments and work was underway to convert all existing statements to new EHC plans. The plans were now more outcomes focussed and better for the child. Officers stated that approximately a third of conversations had taken place in half the time period. It was noted that not all plans were in the correct format and positive feedback had been received from partners on improvements.

A number of concerns were raised at the meeting, including the voice of the child being central to any decisions, a request for parents to be involved in any working groups for the local offer and that the local offer also signpost to out of borough provisions and schools’ inconsistency with their approach and engagement to EHC plans. Other concerns were around trained and independent support to assist parents, together with the issues of personal budgets which, up until now, had not been allocated to anyone, as the form distributed, already had the “NO” box ticked.

## **CORPORATE PERFORMANCE INDICATORS**

The Sub-Committee received the Corporate Performance Indicators throughout the year relevant to the Children and Learning Overview and Scrutiny Sub-Committee.

There were initially 13 Corporate Performance indicators that fell under the remit of the Sub-Committee and related to Children’s Services and the Learning and Achievement service. Areas with a red or amber RAG rating at the beginning of the year were:

- Percentage of children who wait less than 14 months between entering care and moving in with their adoptive family;
- Percentage of young people leaving care who are in education, employment or training at the age 19 and at age 21;
- Percentage of looked after children (LAC) placed in LBH foster care;
- Percentage of referrals to Children’s Social Care progressing to assessment, and
- Percentage of children becoming the subject of a Child Protection Plan for a second or subsequent time within 2 years.

The Sub-Committee agreed that growth needed to be looked into. The suggestion of the number of active placements for foster carers was discussed included ensuring

that the right carers were in place for the children and agreement that there needed to be adjustments in how indicators were recorded and reported.

Novembers meeting considered 16 Corporate Indicators that fell under the remit of the Children and Learning Overview and Scrutiny Sub-Committee, noting It was there were 50% rated as Red/Amber and 50% were rated Green. The improvements required under the Safe goal were:

- number of in-house foster carers being below target and fewer than the last quarter
- the percentage of care proceedings concluding within 26 weeks was below target tolerance.

Officers explained that they were taking steps to engage with foster carers, as recruitment was difficult for young people aged 11-15 years old. A more targeted approach was being taken to deal with the change in cohorts and demographics. Investing in enhanced existing foster carers training would reduce costs in other areas.

Members asked that the recruitment campaign for new foster carers due to be launched, be circulated to members of the Sub-Committee.

There were 39 (66%) care proceedings cases that had been less than 26 weeks, the longest case had been 49 weeks. There was a new manager in the service who would be addressing this issue and a tracking meeting with the manager and head of service would take place weekly. Staffing was also stabilising.

The highlights under the Proud goal were:

- The percentage of young people leaving care who were in education, employment or training at ages 18 to 21 was at 64%, against a target of 60%.
- The percentage of Early Years providers judged to be Good or Outstanding by Ofsted was above target and had been steadily improving for the past 2 years.
- The number of free early years education offers extended to disadvantaged 2 year olds was significantly above target and better than at the same point last year.

It was noted that of the 71 inspections of Early Year providers carried out, 20 had increased from good to outstanding, 16 had improved to good and 4 had improved from inadequate to satisfactory.

At January's meeting discussions were had over the removal of tolerances and RAG ratings, requiring robust targets.

The percentage of children who left care at 18 but remained with their foster parents had risen although we were still behind the national average.

The number of recruited and retained in-house foster carers was still below target. Officers were looking to upskill current carers and recruit specialist carers to tackle the greatest need.

Following the OFSTED inspection there had been a decrease in the number of contacts referred to Early Help and a corresponding increase in the number of contacts becoming referrals to Children's Social Care. Officers advised that this represented a challenge for the teams to re-calibrate the way they work in MASH and Assessment to see if we have the right targets. The key question was what help we were providing after assessment.

The Sub-Committee asked if there was some way to differentiate between children with SEND and those who have no special needs. Officers were also asked for information on the numbers of children placed out-of- borough. Officers agreed to provide this information when the Performance Indicators for quarter 4 were presented.

## **PUPIL PREMIUM**

The Sub-Committee received a briefing paper on the Pupil Premium Grant (PPG) at its meeting in May 2016. The coalition government in 2011 had introduced the Pupil Premium funding. The purpose of this targeted investment was to close the performance gap between disadvantaged pupils and their peers. These gaps had proved to be persistent and slow to narrow. In return for these significant levels of investment, schools and governors were held accountable for the impact of the expenditure and for reporting to parents.

The eligibility criterion for PPG was:

- Any child who had been entitled to Free School Meals (FSM) at any point in the last six years ("Ever 6");
- Children looked after for more than six months continuously at any point in the child's history;
- Children who had been adopted from local authority care;
- Any child whose parents were serving in the armed forces.

It was noted that Havering's figures overall were lower than the national average with 22% in primaries and 26% in secondary, compared with the national figures of 26% in primary schools and 29.7% in secondary schools. The variation across schools in Havering was varied with the lowest PPG eligibility in 2015-16 was 3.3% and the highest was 53%.

The Sub-Committee noted that nationally the government was spending £2.5 billion a year on this initiative which equated to approximately 6% of the school's budget. The rates for each category and allocation for Havering for 2016-17 were: primary pupils (4,068 pupils) £1320, secondary (702 pupils) £935, children adopted from care (100 pupils) and looked after children (203 pupils) £1900. Schools had to publish online details of their pupil premium allocations, their plans to spend it in the current year and the impact of their actions.

Areas where the local authority could provide support included quality assurance teams visiting the schools to explore the use of PPGs, actions, outcomes and impacts, albeit, often as a voluntary traded arrangement. Training events on effective use of PPG for school leaders, governors, teachers, including the sharing of effective practice were also set up. All of these areas were well received. Pupil Premium “Health Checks” or full Pupil Premium Reviews in schools, on a traded basis were very successful and reviewed a number of areas including: Raiseonline, schools website, schools policy, governor’s accountability, budgets and data systems. OFSTED also used the PPGs as a feature of schools with high aspirations and attainment levels.

## **TRADED SERVICES**

At its meeting in May 2016, the Sub-Committee received a presentation on Education Traded Services. It was noted that this was a brand for both statutory and non-statutory services provided by the local authority to education providers. The expertise ranged across a number of specialist areas including:

- Leadership and Governance
- School Improvement and Curriculum
- Facilities, Technical and Asset management
- Administration and Finance
- Pupil and Staff Wellbeing

The portfolio of traded support services comprised 30 individual service providers spread across four service directorates. I.e. Children, Adults and Housing, Culture and Community, Communities and Resources and OneSource. Eleven of these traded services operated in the Learning and Achievement service.

It was noted that the customer base including 100% buy in from Havering primary schools, with the majority of Havering secondary schools continuing to purchase support services from the Council even though most of them had converted to academy status. There were also 63 non-Havering Schools and settings based in 10 Local Authorities purchases one or more services and booked training course with the Havering service providers in 2015/16. It was however noted, that there were a number of challenges faced by the service including competition arising from schools to school trading support models, reductions in revenue resulting from Academisation, particularly when schools join medium or large chains of Multi Academy Trusts.

## **APPRENTICESHIPS 14-16 AND 16+**

The Sub-Committee received a presentation and considered apprenticeships available in Havering.

It was noted that apprenticeships had equivalent education levels which had led to a shift in what qualifications were taken.

Officers stated that apprenticeships were available in all sectors and industries throughout England, and there were more than 170 different types of

apprenticeships available offering over 1,500 job roles. The jobs available were from a range of industry sectors from engineering to boat building, veterinary nursing to accountancy.

The Sub-Committee noted that traineeships were also available which could last up to six months. Traineeships focused on giving young people the skills and experience that employers were looking for with work preparation, English and Maths at its core for those who needed it, and a high-quality work experience placement. In addition, the learner and the training provider could add flexible additional content to meet the needs of the business and the local labour market.

Officers informed the Sub-Committee that the Apprenticeship Levy would affect employers in all sectors. The levy would only apply to organisations that paid an annual paybill in excess of £3 million. The apprenticeship levy would be a levy on UK employers to fund new apprenticeships. Legislation would be introduced in Finance Bill 2016 which would provide for a levy to be charged on employer's paybills at a rate of 0.5%. The levy would be payable through Pay As You Earn (PAYE) and would be payable alongside income tax and National Insurance. Each employer would receive an annual allowance of £15,000 to offset against their levy payment.

The levy would help to deliver new apprenticeships and would support quality training by putting employers at the centre of the system; the control of apprenticeship funding would be in the hands of employers through the Digital Apprenticeship Service. It was noted that employers who were committed to training would be able to get back more than they put in by training sufficient numbers of apprentices.

The Sub-Committee was provided with an overview of the provisions available within Havering. It was noted that the Apprenticeship Provider Forum was working with its partners in promoting and supporting the development of Apprenticeship and Traineeship opportunities in Havering. The promotion was taking place across schools and colleges within the borough and was developing an awareness campaign that informed and supported employers who were thinking of employing an Apprentice or engaging with Traineeships. Work was also taking place with young people and adults developing them in preparation for these employment opportunities.

A list was tabled setting out the provider's details for apprenticeships and traineeships within Havering. These were across a number of sectors and industries. Prospects worked with providers to ensure that advice was given on all aspects.

The Sub-Committee was given details of the process and campaigns that had taken place to promote apprenticeships and traineeships. It was noted that to celebrate National Apprenticeship Week 2016, an event was hosted at Coopers' Company and Coborn School giving parents/ carers and learners a chance to understand exactly what an Apprenticeship involved together with the qualifications. Economic Development was working closely with officers to promote employment of Apprentices as part of contract procurement and s106 agreements together with working closely with local employers.

Members asked how the apprenticeship scheme worked with Children who had a Special Educational Need or Disabilities. Officers stated that there were very successful opportunities for learners at Quarles to undertake training in Customer Service Qualification, this could be extended to an Apprenticeship/ Traineeship where the build up of English and Math was needed.

Information on the take up of Apprenticeships in Havering was discussed. It was noted that Havering had a higher than national average of young people participating in Apprenticeships. The next steps would include working with local employers to get 100 pledges to take on apprenticeships in 100 days.

## **ENGLISH BACCALAUREATE**

The Sub-Committee received a briefing paper on The English Baccalaureate (EBacc). The EBacc was to address the fall in academic participation at Key Stage 4, in these “facilitating” subjects which would allow pupils better access to further education. In June 2015, it was announced that the DfE’s intention was all pupils who started in year 7 in September 2015 take the EBacc subjects when they reach their GCSE’s in 2020.

The EBacc was made up of the following subjects: English, Mathematics, History or Geography, The Sciences, a language.

Officers explained that in 2014/15 Havering schools were not aware that they were not on the EBacc list, this had now changed. The EBacc was to prepare Year 7 students for academic qualifications. This was to increase the uptake in A –level qualifications in the case of Mathematics, Computer Science as well as Humanities and Languages. The Sub-Committee noted that students would enter into the full EBacc upon starting in Year 7 and there was a pressure for all schools to carry out this process. It was noted that what was best for the child and the school would be different. The Sub-Committee noted the progress of the EBacc against out statistical neighbours, London and the national figures.

In October 2013, the government announced that a new secondary accountability system would be implemented from 2016. This included two new measures of school performance, Progress 8 showed progress from the end of primary school to the end of secondary school in eight qualifications; and Attainment 8 showed attainment in the same 8 subjects. The government had announced that Progress 8 would replace 5 A\*-C including English and Mathematics. Progress 8 rewards schools for the good reaching of all their pupils. The incentive to focus on particular groups of pupils are reduced, particularly those around the C/D grade boundary.

## **RECENT REPORT ON SCHOOL PERFORMANCE AND SCHOOL PERFORMANCE DATA**

HMCI had published his Annual Report of education, early years and skills for 2015/16 on 1 December 2016. The report highlighted the outcomes of a range of Ofsted performance measures in primary and secondary schools across the country. Each Regional Director had published a report covering performance in their geographical patch. The report concentrated on the regional data.



The Ofsted report referred, inter alia, to three specific measures in the secondary sector:

- i. Progress 8 (a new measure);
- ii. Attainment 8 (a new measure); and
- iii. Percentage of pupils in good or outstanding schools.

The extracts below from the London regional information pack set out Havering's position on these measures.

- In both the new Progress 8 and Attainment 8 measures, London was the strongest region nationally in 2016. London's overall Progress 8 score was 0.16 (national -0.03) and the Attainment 8 score was 51.7 (national 49.9). Only three local authorities in London achieved Progress 8 scores below the national average: Bexley, Havering and Lewisham.
- Progress 8 scores in Havering and Lewisham were the lowest of all London boroughs and well below the national figure, both at - 0.14. The proportion of pupils achieving five GCSEs at grades A\* to C, including English and mathematics, had also fallen in these two boroughs, compared with the provisional 2015 figures. On 31 August 2016, only 54% of secondary pupils in Lewisham were in a school graded good or outstanding; in Havering, only 57% of secondary pupils attended schools judged good or better.

Officers advised that the key issues were in Maths, Sciences and Modern Languages. Data showed that the brightest children from the most deprived areas do badly.

With regard to the primary sector in London, there was no direct reference to Havering. In the regional information pack the percentage of pupils in good or outstanding schools showed Havering at 132 out of 152 authorities (the lowest performer in London).

Officers advised that the problems in Secondary Schools were more systemic with schools failing to maintain the progress pupils had demonstrated in primary schools.

Rank	LA	% of pupils in good or outstanding schools 2016	Change from 2015 (% points)	Change from 2012 (% points)	% of pupils in academies 2016
139	Havering	57	1	-9	84

Prior to the publication of the report officers had requested a discussion with the Regional Schools Commissioner for the area about the development of a joint improvement strategy for tackling under-performance in the secondary sector. As a result of this discussion an independently chaired Improvement Board had been established to oversee the agreed improvement strategy. Dame Joan McVittie had been appointed Chair and the first meeting had received good attendance from Head Teachers and Chairs of Governors across the secondary sector with all 18 secondary schools being represented.

A draft action had just been received and was yet to be considered by officers. The Council had a key role to play to use our influence and provide support. The Regional Commissioner had indicated that funds would be available to fund school improvement and when further details were available a bid would be submitted.

Officers were also working with the primary sector looking to develop a more robust approach towards leadership and governance. Officers had already issued a formal notice to improve on one school.

Ofsted expect to see progress from previous years therefore a good performing school can struggle if progress is not made. The Council need to work with Primary Schools encouraging them to join the right MAT to ensure progress.

The Sub-Committee requested that the Improvement Plan and Outcomes be submitted to the next meeting together with details of progress in meeting the targets. An invitation should be extended to the Regional Schools Commissioner to attend a future meeting of the Sub-Committee prior to which a pre-meeting should be held to decide what questions to ask.

The Council would look to some MAT's applying for Improvement Funding on behalf of all schools.

The Sub-Committee were advised that the funding formula was changing and the Council would need to look for ways to lever in additional funding. Officers advised that Traded Services had made a small profit which had been reinvested in the service.

## **REPORT FROM OFSTED INSPECTION**

Officers had submitted a report detailing the recommendations contained in the Children's Social Care and LSCB – Ofsted SIF report and the Council's engagement on the action plan. Ofsted had awarded the Council an overall 'Requires Improvement to be good' grading to the Children's Social Care and LSCB services.

The 'Experiences and progress of care leavers' strand had received an 'inadequate' grading, as a result of which Ofsted would make a return visit towards the end of March 2017, to check progress on this area and scrutinise the action plan to improve this area of the service.

Ofsted had made 13 recommendations to the Council. These were:

1. Ensure that managers at all levels use management information effectively to oversee the work of their teams, and that performance reports include analysis, evaluation and commentary.
2. Ensure that partners understand thresholds, that they are applied consistently and that children referred to the MASH, or who require help out of hours, receive a timely and proportionate response.
3. Ensure that all assessments of children and care leavers consider all areas of need and risk, including equality and diversity issues and health needs.

4. Improve pathway plans, reviews of pathway plans and visits to care leavers to ensure that they meet statutory requirements. Ensure that all plans for children are specific, measurable and child focused and that copies are provided to parents and carers in a timely way.
5. Ensure that all care leavers are fully aware of their entitlements.
6. Ensure that all children and young people who go missing from home or care are offered prompt return home interviews and that the information obtained is used to support their safety plans.
7. Improve the sufficiency and availability of placements for care leavers, children looked after and children with a plan of adoption so that they are well matched according to their needs.
8. Insure robust tracking and decision making for children who are subject to pre-proceedings and permanence planning, to avoid drift and delay, and that independent reviewing officers and child protection chairs provide sufficient challenge to these plans.
9. Take steps to ensure sufficient independent visitors for all children looked after who would benefit from this.
10. Ensure that the support needs of children subject to adoption and special guardianship are comprehensively assessed and result in a plan that addresses children's individual needs.
11. Improve the regularity and scrutiny of management oversight and the quality of staff supervision at all levels, ensuring that staff are properly held to account for their practice in providing appropriate help and support for children and reducing drift.
12. Increase the influence of the corporate parenting board, ensuring that the direct involvement of children is central to the board's work and that the membership and workplan target priorities effectively. Properly celebrate the achievements of children and young people.
13. Expedite the development or re-commissioning of the electronic system to ensure that it is fit for purpose, that it adequately supports the planning and recording requirements of the care leavers' service, the provision of management information and enables proper storage of adopters' records.

The Sub-Committee agreed that officers should report back to the next meeting with the agreed Action Plan.

### **SPECIAL EDUCATIONAL NEEDS AND DISABILITY UPDATE - AVELON @ CORBETS TEY**

Officers explained that the unit had started in September 2016 with nine students and supported young people aged 16-19 who had learning disabilities or special needs. Learners worked on programmes to develop skills and learn as they progressed towards adulthood. It was planned that there would be 27 students enrolled from September 2017, showing the demand for this type of service.

The Committee was also joined by several young people who attended the unit and their families. They reported that they liked the facility, particularly enjoying areas such as maths, music, cooking and learning to travel and shop independently. Students' families added that, since attending the centre, the young people had acquired skills such as cooking breakfast and swimming. The families felt that, since

attending the centre, they had noticed a significant difference in their children who were now able to interact much better with groups of people, including attending this meeting.

Officers believed that the Avelon @ Corbets Tey provision had been a success. It provided an alternative and was cost effective as it reduced the need for students to be placed outside of Havering. This also reduced travelling time for children.

Officers explained that the phase 2 expansion of Avelon @ Corbets Tey was to have been covered by section 106 funding but this had not proved sufficient. Future budget plans would therefore be taken to the next available Cabinet meeting and a new procurement process would also have to take place. It was hoped, subject to Cabinet approval, to bring funding for the expansion project into this year's capital programme. The Council's asset management section was confident that the construction of phase 2 could still be achieved by September 2017 but it was accepted that a full timeline needed to be established.

A co-opted member stated she had been advised that phase 2 would not be completed by September and felt therefore that a contingency plan should be confirmed. Officers would discuss this with asset management and keep the school and the families of prospective students advised of the position. Members agreed that there needed to be good communication about the project. Planning for the new buildings had already been secured and officers would check on the decision making process that would be required.

All young people at the unit would be from Havering and aged 16-19 although it was planned to extend this to 25 years of age. There was a rising demand for the Avelon provision and some young people could move on to the Avelon adult centre.

Future plans included the use of roof space in the building to potentially increase capacity further although there would be a phased approach to any further expansion. Other boroughs had requested to purchase places at the facility but this would be kept for Havering young people. Not all pupils would be taught on the site at the same time in any case.

Staff at Avelon aspired for the young people to be more independent and employment was also a focus of the unit's work. The need for increased staffing would need to be addressed as part of any contingency planning.

## **SCHOOL EXPANSION PROGRAMME**

Officers advised that the higher birth rate in Havering was leading to increased demand for Early Years places. Provision for Early Years was therefore in the process of being increased in several wards such as Mawney, Harold Wood and Rainham & Wennington. Opportunities to meet this need were also being explored with the voluntary sector.

Expansion works were also in progress at a number of primary schools including Pyrigo, Mead and Hylands. A number of primary school expansions were also planned in the Rainham and South Hornchurch areas although it was possible these

could be deferred due to a delay in the Rainham Village development. A site for a 3 form entry school had been identified for this area. The school would be run by a Multi-Agency Trust and was currently expected to open in 2020.

Additional secondary school capacity had already been introduced and several schools' admission numbers had been rounded up which had allowed more first preferences to be offered. Nearly all secondary schools in the central area had been expanded and a new secondary school was also forecast to be needed by 2022. Site specifications for this would be included in the Local Plan.

As regards Special Needs, schools had been identified for three Primary Additionally Resourced Provisions (ARPs). In the longer term, a new 60 place Special School would also be needed and £5-6 million capital investment from central Government would be required for this. Targeted funding for existing Special Schools had also been announced with a focus on Special Educational Needs and Autistic Spectrum Disorders. Options for sponsors and a site for the new school had not been finalised as yet.

It was accepted that the Dycourts Special School building was currently in a poor condition. This school was now an Academy, operating under the Hornbeam Academy Trust. The Council could liaise with the School Commissioner over the condition of the building. The Sub-Committee agreed that it was unhappy with the quality and standard of provision at Dycourts School and the Director of Children's Services would report back on this after a planned visit to the school in June.

It was suggested that the National Autistic Society could be approached to be the sponsor of the new Special School which was likely to be a new build facility. The risk of any change in Government policy on funding of schools varied as some proposals were further forward than others. Capital funding for the next two years was however secured.

### **CORPORATE PARENTING PANEL**

The Corporate Parenting Panel had met on a monthly basis throughout the year, with a new model of working. Bi-monthly meetings are now 'Participation Meetings' with a variety of contributors, including Care leavers, Foster carers, Social workers, Police and Virtual head. The Panel considered a variety of topics, including policy, information, advice and support, service improvement, communication for the borough's children in care, those transitioning into adult services and leaving care. The bi-monthly 'Formal Meetings' focused on a number of areas including performance, outcomes, out of borough provision, improvement, CSE and missing, safeguarding, education, health, fostering and adoption, housing, leaving care, tracking of individual cases and statutory responsibilities.

### **SUB COMMITTEE'S VISIT TO CHILDREN'S SERVICES**

The Sub-Committee visited the Multi Agency Safeguarding Hub, speed-dating style around the unit hearing of the process of progress through the system from front door access, early help and care orders.