

**MEETING**

**CHILDREN, EDUCATION & SAFEGUARDING COMMITTEE**

**DATE AND TIME**

**WEDNESDAY 12TH SEPTEMBER, 2018**

**AT 7.00 PM**

**VENUE**

**HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4BQ**

**TO: MEMBERS OF CHILDREN, EDUCATION & SAFEGUARDING COMMITTEE  
(Quorum 3)**

Chairman: Councillor David Longstaff,  
Vice Chairman: Councillor Rohit Grover

**Councillors**

Rohit Grover	Anne Clarke	Anne Hutton
Pauline Coakley Webb	Reuben Thompstone	Nagus Narenthira
Alison Cornelius	Linda Freedman	Felix Byers
Val Duschinsky		

**Substitute Members**

Ammar Naqvi	Arjun Mittra	Eva Greenspan
Stephen Sowerby	Saira Don	Kathy Levine

In line with provisions in Article 3 of the Constitution, Residents and Public Participation, requests to submit public questions or comments must relate to a substantive item of business on the agenda and be submitted by 10AM on the third working day before the date of the committee meeting. Therefore, the deadline for this meeting is at 10AM, Friday 7 September. Requests must be submitted to Salar Rida at [salar.rida@barnet.gov.uk](mailto:salar.rida@barnet.gov.uk)

**You are requested to attend the above meeting for which an agenda is attached.  
Andrew Charlwood – Head of Governance**

Governance Services contact: Salar Rida 020 8359 7113 [Salar.Rida@Barnet.gov.uk](mailto:Salar.Rida@Barnet.gov.uk)

Media Relations Contact: Gareth Greene 020 8359 7039

**ASSURANCE GROUP**

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# Decisions of the Children, Education & Safeguarding Committee

6 June 2018

Members Present:-

AGENDA ITEM 1

Councillor David Longstaff (Chairman)  
Councillor Rohit Grover (Vice-Chairman)

Councillor Pauline Coakley Webb      Councillor Anne Hutton  
Councillor Alison Cornelius          Councillor Felix Byers  
Councillor Anne Clarke                Councillor Saira Don (Substitutue)  
Councillor Nagus Narenthira        Councillor Stephen Sowerby (Substitute)

Apologies for Absence

Councillor Val Duschinsky            Councillor Linda Freedman  
Councillor Reuben Thompstone

## 1. MINUTES OF THE LAST MEETING

The Chairman of the Committee, Councillor David Longstaff welcomed all attendees to the meeting, including members of the Barnet Youth Parliament, as well as returning and newly elected Councillors.

It was **RESOLVED** that the minutes of the previous meeting of the Committee held on 7<sup>th</sup> March 2018 be agreed as a correct record.

## 2. ABSENCE OF MEMBERS

Apologies for absence were received from:

- Councillor Reuben Thompstone who was substituted by Councillor Stephen Sowerby
- Councillor Val Duschinsky who was substituted by Councillor Saira Don
- Councillor Linda Freedman

## 3. DECLARATIONS OF MEMBERS DISCLOSABLE PECUNIARY INTERESTS AND NON-PECUNIARY INTERESTS

The following declarations were made at the meeting:

Councillor	Agenda Item(s)	Declaration
Anne Hutton	7-10	Declared a non-pecuniary interest by virtue of being a Trustee of Barnfield Children's Centre and a member of the West Locality Board.

**4. REPORT OF THE MONITORING OFFICER (IF ANY)**

None.

**5. PUBLIC QUESTIONS AND COMMENTS (IF ANY)**

The Committee noted the responses to the Public Questions which were published prior to the meeting and tabled for information. There were no further supplementary questions.

**6. MEMBERS' ITEMS (IF ANY)**

**6A) Member's Item in the name of Councillor Nagus Narenthira**

Councillor Narenthira introduced the item in her name. The Committee noted the information set out in the Member's item. Chris Munday, the Strategic Director for Children and Young People noted the importance of the issue raised and informed the Committee that it has previously been reported to the Health and Wellbeing Board and the Health Overview and Scrutiny Committee as part of the Suicide Prevention Strategy report.

It was unanimously **RESOLVED** that **Officers would circulate the data relating to the issues raised in the Member's Item to the Committee. (Action)**

**6B) Member's Item in the name of Councillor Pauline Coakley Webb**

Councillor Coakley Webb introduced the item in her name and the Committee noted the information set out in the cover report. Mr Munday briefed the Committee about the range of support services on offer for young people.

It was unanimously **RESOLVED** that **Officers invite a representative from Exposure to speak at a future meeting and report to the Committee what LB of Barnet is doing to tackle loneliness among young people. (Action: Forward Work Programme)**

**7. UPDATE REPORT ON PROGRESS OF BARNET CHILDREN'S SERVICES IMPROVEMENT ACTION PLAN**

The Chairman introduced the report and invited the Strategic Director for Children and Young People, Chris Munday to present the report. The Committee received the fifth report on the progress of the Improvement Action Plan, following the third Ofsted Monitoring visit.

Mr Munday spoke about the Monitoring visit letter at Appendix 1 of the report and the progress seen. He noted that further work is needed to drive and make consistent changes across the service.

The Monitoring Visit focused on the progress made in the area of vulnerable adolescents, including Children in Need, children subject to Child Protection Plans and Looked After Children.

The Committee asked about the work being done in respect of vulnerable young people who are at high risk of gang affiliation or criminal exploitation.

Tina McElligott, Operational Director Early Help, Children in Need of Help and Protection noted that in order to meet the challenges in this area, services have been working closely with the Improvement Partner and partner agencies.

She briefed the Committee about steps taken around vulnerable adolescents to ensure that young people are safe and the need to tackle challenges on a long term basis. The focus on improvement and the challenges ahead were recognised as part of the Monitoring visit and set out in Appendix 1.

The Committee noted the correction on page 24 of the Agenda to read

- *The establishment of a Tash Task and Finish Group*

In response to a query about the Task and Finish Group, Brigitte Jordaan Operational Director, Corporate Parenting and Disability informed the Committee that a Group has been established consisting of Officers who will work towards a clear protocol and a review of savings for children in care.

The Committee asked about the arrangements of the multi-agency strategy meetings. Ms McElligott noted that continued efforts are being made to achieve improvements, this is yielding result in the level of partnership engagement between statutory partners and social care service; systems have been put in place such as a conference calling room to support continued engagement.

Mr Munday noted the importance of effective partnership engagement and informed the Committee that this issue is due for review by the Care Quality Commission. The Committee commended the engagement with partners from Health and Police which has been positive.

The Committee asked a query in reference to the information within the Data Dashboard – Ms McElligott spoke about the improvements made in relation to timeliness of assessments and decision making. This is reflected in the data which shows that timeliness has improved.

In respect of Independent Return Home Interviews, Officers explained the factors that affect this are young person take up and some delay in referrals for RHI's reaching providers.

The Chairman thanked the Committee for the discussion.

It was unanimously **RESOLVED:**

- 1. That the Committee noted the progress of the Barnet Children's Services Improvement Action Plan as set out in paragraphs 1.4 to 1.56.**
- 2. That the Committee noted details of Ofsted's monitoring visit set out in paragraphs 1.11 to 1.20 and the monitoring visit feedback letter received from Ofsted attached in Appendix 1.**
- 3. That the Committee noted and scrutinised as above the performance information provided in Appendix 2.**

## 8. END OF YEAR 2017/18 COMMISSIONING PLAN PERFORMANCE REPORT

The Chairman introduced the item and Mr Munday presented the EOY 2017/18 Commissioning Plan Performance report. The Chairman invited Ian Harrison, Education and Skills Director Barnet with Cambridge Education to join the meeting.

In response to a query about the progress in English Writing, Mr Harrison noted the efforts towards improvements which has seen an average performance improvement from and an improved ranking for Barnet from 71 to 54.

Referring to the budget and demand pressures, Mr Munday spoke about the priorities taken on board by the management team towards driving sustainable improvements in children's social care.

It was unanimously **RESOLVED** that:

**The Committee reviewed the finance, performance and risk information in relation to the Theme Committee's Commissioning Plan.**

## 9. VOICE OF THE CHILD

The Chairman invited Collette McCarthy, Head of Children's Joint Commissioning Barnet CCG-LBB to present on Youth Parliament.

The Committee heard from three Barnet Youth Parliament members who spoke about each of their projects.

Richard spoke in detail about his ideas to raise awareness among young people around mental health and to improve mental health and wellbeing support in schools. He also noted the need to tackle the stigma associated with mental health. Mr Munday spoke about the services available such as;

- partnership working with schools to raise awareness of mental health services,
- resilience schools programme,
- mental health first aid training,
- mental health training and
- KOOOTH online mental health support and counselling services.

Officers welcomed the initiative and agreed to work closely with Richard to explore avenues and share ideas in order to help raise awareness of the support services available to young people. **(Action)**

The Committee heard from Savan, who spoke about his campaign to develop an online platform and raise awareness of mental health distress and the support that is available to young people. Savan also informed the Committee about his plans to raise awareness of CAMHS services and to work with the Communications Team to design a leaflet for his campaign.

Lara spoke about her project which centred around the issue of repayment and funding towards higher education and universities. She informed Members about the survey which is being developed to record the views of young people which will also be rolled out to graduates, interns and apprentices as well as school leavers. Lara stated that she

also wishes to raise a petition to be discussed in Parliament and that she would develop an information booklet to address any lack of information on this topic.

The Chairman welcomed the representations from the Youth Parliament members and the Committee commended their work and expressed interest in hearing about their progress in the future. (**Action:** Forward Work Programme)

The Chairman invited Abi Lewis, Governance Officer who presented the third annual Youth Assembly report to the Committee. The Committee noted the motions which were debated during 2017-18. In response of the motion on p. 101 on study areas in libraries, it was also agreed that further information would be provided on study areas to promote its use.

It was unanimously **RESOLVED:**

1. **That the Committee noted the report on the progression of the existing UK Youth Parliament members and recognise the campaigns of the new UK Youth Parliament members as laid out within the report.**
2. **That the Committee agreed the actions that the Council is going to take to meet the manifesto commitments outlined by Barnet's UK Youth Parliament members.**
3. **That the Committee commented on, and endorsed, the successful motions raised by the 2017-18 Youth Assembly, as outlined in Appendix 1.**
4. **That the Committee noted and commented on – where applicable – the officers' response to the successful motions of the Youth Assembly.**
5. **That the Committee noted the findings of the Barnet Young People Survey at Appendix 2.**

#### **10. CHILDREN, YOUNG PEOPLE AND FAMILY HUBS 0-19 PROGRAMME - FULL BUSINESS CASE**

Mr Munday and Ms McElligott presented and informed the Committee about the contents of the report.

In reference to proposed management savings, the Committee queried how the risks and concerns were being managed and addressed.

Officers informed the Committee about the consultation timeline and the proposed changes which do not impact frontline staff and is focused on effective and sustainable children's social care.

It was **RESOLVED:**

**That the Committee approved the reorganisation of the Council's Early Help Services. Specifically:**

1. Formalise arrangements trialled in the pilot phase establishing multi-agency panels in each locality to review complex cases for Early Help and taking a partnership based approach to the delivery of a package of interventions
2. Reconfiguration of Council staff into hub teams with no reduction in front line staffing
3. Change use of Children’s Centre and Youth Centre buildings to deliver an integrated 0-19 offer in local communities
4. Commission school led Children’s Centres to deliver universal and universal plus services to support continued early engagement antenatally/postnatally and the provision of structured outreach programmes of activity to ensure access to early education and health services. To deliver the Family Support element of Children’s Centre services by the local Early Help Service teams to ensure a unified and consistent approach to delivery.
5. Deliver traded non-statutory services at full cost recovery

Votes were recorded as follows:

For	6
Against	4
Abstentions	0

**11. CHILDREN, EDUCATION, LIBRARIES & SAFEGUARDING COMMITTEE WORK PROGRAMME**

The Committee noted the standing item on the agenda which lists the business of the Committee for the current municipal year.

**RESOLVED** that the Committee noted the Forward Work Programme for 2018-2019.

**12. ANY OTHER ITEM(S) THAT THE CHAIRMAN DECIDES ARE URGENT**

None.

The meeting finished at 9.05 pm

	<p style="text-align: center;"><b>CHILDREN, EDUCATION and SAFEGUARDING COMMITTEE</b></p> <p style="text-align: center;"><b>12 September 2018</b></p>
<p style="text-align: center;"><b>Title</b></p>	<p><b>Update report on the progress of Barnet Children's Services Improvement Action Plan and other CES Committee Priorities, including Quarterly Performance Report updates for Q1 2018-19</b></p>
<p style="text-align: center;"><b>Report of</b></p>	<p>Chairman of the Committee, Councillor David Longstaff</p>
<p style="text-align: center;"><b>Wards</b></p>	<p>All</p>
<p style="text-align: center;"><b>Status</b></p>	<p>Public</p>
<p style="text-align: center;"><b>Urgent</b></p>	<p>No</p>
<p style="text-align: center;"><b>Key</b></p>	<p>No</p>
<p style="text-align: center;"><b>Enclosures</b></p>	<p><b>Appendix 1: Statutory Direction to Barnet Council</b>  <b>Appendix 2: Ofsted Monitoring visit letter</b>  <b>Appendix 3: Family Services Performance Report</b></p>
<p style="text-align: center;"><b>Officer Contact Details</b></p>	<p>Chris Munday  Strategic Director for Children and Young People  <a href="mailto:Chris.Munday@barnet.gov.uk">Chris.Munday@barnet.gov.uk</a></p>

## Summary

Children's services in Barnet were judged by Ofsted to be inadequate when Ofsted undertook a Single Inspection Framework (SIF) during April and May 2017. The Council fully accepted the findings of the report and is working collectively with the partnership to drive the improvements needed to transform social care services for children, young people and their families from inadequate to good rapidly. In response to the recommendations and areas for improvement identified by Ofsted, the Barnet Children Services Improvement Action Plan was developed and a final version presented to Committee in November 2017.

A third Direction was issued to Barnet Council in June 2018. The Direction has been included in Appendix 1.

In July 2018, Ofsted conducted the fourth monitoring visit of Children's Services, which focussed on children in care. The update on Barnet Children's Services Improvement Action Plan includes reference to this monitoring visit. The Monitoring Visit feedback letter has been included in Appendix 2.

The Ofsted Improvement Plan is a corporate and committee priority; this report provides an update on progress of Barnet Children's Services Improvement Action Plan to ensure scrutiny by elected members in improving the effectiveness of the local authority in protecting and caring for children and young people in need and caring for children and young people as a corporate parent. This is the sixth update report to be received by Committee and the reporting period for progress is May to August 2018. The update on progress is structured according to the seven improvement themes in the action plan, and Family Services Performance Report has been included in Appendix 3.

The report presents the Q1 2018/19 Quarterly Performance Report, which includes budget forecasts for revenue and capital, an update on key activities, performance of key indicators and high-level service/joint risks. An overall status and direction of travel is presented for each of the Children, Education and Safeguarding Committee's priorities, as per the Corporate Plan 2018/19 Addendum.

## Recommendations

- 1. That the Committee note the progress of the Barnet Children's Services Improvement Action Plan as set out in paragraphs 1.4 to 1.58.**
- 2. That the Committee note the content of the Secretary of State's third direction to Barnet Council outlined in paragraphs 1.21-1.22 and included in Appendix 1.**
- 3. That the Committee note details of Ofsted's monitoring visit set out in paragraphs 1.11 to 1.18 and the monitoring visit feedback letter received from Ofsted attached in Appendix 2.**
- 4. That the Committee note and scrutinise the performance information provided in Appendix 3.**
- 5. The Committee is asked to review the budget, activity, performance and risk information in relation to Children, Education and Safeguarding.**

- 1.1 Children's services in Barnet were judged by Ofsted to be inadequate when Ofsted undertook a Single Inspection Framework (SIF) of these services in April and May 2017.

- 1.2 The Council fully accepted the findings of the report and is working collectively with the partnership to drive the improvements needed to transform social care services for children, young people and their families from inadequate to good rapidly.
- 1.3 To enhance scrutiny by elected members to support and challenge this continuous improvement, it was agreed at Children, Education, Libraries and Safeguarding (CELS) Committee in July 2017 that an update on the progress of implementing improvements will be a standing item on committee agendas. This is to ensure the local authority is effective in protecting children in need and caring for children and young people as a corporate parent.

### **Barnet Children's Services Improvement Action Plan update on key activities**

- 1.4 In July 2017 CELS Committee was presented with the recommendations and areas for improvement highlighted by Ofsted along with a draft Improvement Action Plan developed in response to these, which Committee approved for consultation. Committee also delegated authorisation to complete and submit the plan to the Strategic Director for Children and Young People in consultation with the Chief Executive and Lead Member.
- 1.5 The action plan was finalised as *Barnet Children's Services Improvement Action Plan* and submitted to Ofsted and the Department for Education. The Strategic Director received confirmation from Ofsted on 31 October 2017 that *"the plan satisfactorily reflects the recommendations and priorities of the inspection report"*.
- 1.6 The action plan sets out the improvement journey and gives focus to transform services, especially social care, from inadequate to good rapidly. The action plan is in line with the three core strategic objectives that cut across all our plans for children, young people and families and underpin the systemic and cultural change needed to drive improvement within the borough:
- Empowering and equipping our workforce to understand the importance and meaning of purposeful social work assessments and interventions with families
  - Ensuring our involvement with the most vulnerable children in the borough positively impacts on their outcomes
  - Providing Practice Leadership and management throughout the system to ensure progress is made for children within timescales that are appropriate and proportionate to their needs and that practitioners are well supported, child curious and focused
- 1.7 The action plan has two elements of improvement planning which are complementary. The first being the turnaround priority that has a forensic focus on social work practice driving our capacity and capability to transform at pace and the second being a series of improvement themes:
1. Turnaround priority: To drive sustainable Practice Improvement at pace

*Improvement themes*

2. Governance Leadership, and Partnership
3. Embedding Practice Leadership
4. Right interventions, right time (Thresholds)
5. Improving Assessment for children
6. Improving Planning for children
7. Effective Communications and Engagement to drive culture change that will improve children's lives.

**Update on progress since the last report:**

- 1.8 This is the sixth update report to be received by Committee and the reporting period for progress is May to August 2018.
- 1.9 The update on progress is structured according to the seven improvement themes in the action plan. Under each improvement theme there is a description of the theme and an update on key activities since the previous update report. There is a detailed update on the turnaround priority to drive sustainable practice improvement at pace.

**Turnaround priority 1: To drive sustainable Practice Improvement at pace**

- 1.10 This theme is driving the quality of social work practice to turn around at pace to ensure children's outcomes are improved.

**Ofsted monitoring visit and report**

- 1.11 Ofsted undertook a Monitoring Visit on 31 July and 1 August 2018. This was the fourth monitoring visit since Barnet Children's Services were judged inadequate in July 2017. The monitoring visit focussed on children in care, and focussed on:
- The quality of assessment and care planning for children looked after
  - the quality of case recording, management oversight and supervision, including the oversight of independent reviewing officers
  - the use and effectiveness of performance management and quality assurance information
  - placement sufficiency and stability and the quality and timeliness of assessments for connected carers
  - the timeliness and effectiveness of plans for permanence
- 1.12 The visit considered a range of evidence, including electronic case records, supervision notes, case management records, performance data, audits, and progress reports. In addition, inspectors spoke to a range of staff including managers and social workers.
- 1.13 Inspectors noted that in the areas of practice considered during the visit, senior leaders, managers and the local authority improvement partner have maintained a consistent and strong focus on improving services and the quality of social work practice. The scope and pace of this work has been appropriate, the workforce is now more stable, caseloads are manageable and staff morale is good, with new social workers joining Barnet as a positive choice.

- 1.14 Inspectors noted that quality assurance processes are a strength with the use of auditing well established. The improvements made to the quality assurance framework have tightened management oversight and decision making for children who need permanence, and inspectors found that audits accurately identify practice improvements and determine appropriate actions for staff. Staff are open to learning from audits to improve practice.
- 1.15 Direct work with children is improving, and child centred practice is beginning to embed which is making a positive difference in the quality of social work practice. Practice Development workers are supporting social workers to improve their practice, and this work is leading to stronger practice. This means that some plans are informed by the child's voice however there is variability of practice which means that some plans are made without the child's full involvement. The independent reviewing officers provide regular and timely reviews, and there is evidence of their involvement on children's files, however their challenge is inconsistent and not always effective in achieving improved practice or timely progression of children's plans.
- 1.16 Inspectors saw evidence that the permanence tracker panel and regular permanence planning meetings are enabling managers to have a tighter oversight and grip on children's plans for permanence and ensure decision making is timely and effective. Placement stability and choices of placements for children are improving with significantly more approved 'in house' carers – those employed directly by the council - and some foster carers who have transferred from independent fostering agencies to benefit from the support packages on offer in Barnet.
- 1.17 There is more work to do to in ensuring consistency in the quality of assessments of children in care. Assessments do not always provide the detail or analysis to cover all areas of the child's needs. In the case of connected carers, the inspectors found that not all family members are identified as early as possible which has contributed to delay for children in being able to plan and approve permanent moves into the care of connected carers. Care plans were also not of a consistent quality, with not all being thorough, regularly updated or a record of specific actions.
- 1.18 The pace of change within Barnet over the last year has begun to establish improved social work practice for children looked after. The inspector's letter received following this monitoring visit can be found in Appendix 1.
- 1.19 **Overall status and Direction of Travel**
- 1.20 The current Improvement Plan takes us to September 2018, so a new plan is in Development and will be taken to the September Improvement Board for approval. The plan will reflect the rigorous focus on assessment and care planning across Family Services.
- Statutory Direction to Barnet Council**
- 1.21 The Secretary of State issued Barnet Council with a second Statutory Direction in January 2018, following the Commissioner's report in December 2017.

- 1.22 A third Direction was issued to Barnet Council in June 2018 following a review of the effectiveness of the intervention approach undertaken in May 2018 by the Commissioner for Children’s Services in Barnet. A copy of this document is included as appendix 1.

**Improvement theme 2: Governance Leadership, and Partnership**

- 1.23 This theme focuses on strengthening systems leadership for children with sufficient capacity and capability at all levels and governance arrangements that prioritise children and add value to improvements. The theme also seeks to ensure effective corporate support is in place which understands the role of social workers and reflects a collective ambition for children in the borough.
- 1.24 A new recruitment campaign for Social Workers is due to launch in Community Care during September, and will include information about our systemic training offer, and we will also be attending the Community Care live job fair in the same month. We have successfully appointed 6 Team Managers and 10 Social Workers this quarter, and to support our ‘grow your own’ ethos, we have appointed 9 Newly Qualified Social Workers. Establishment work is ongoing and in collaboration with Finance colleagues we are also working on budget realignment. This will facilitate flexible business management and allocation of resource that meets Delivery Unit's requirements. This is being led by the Strategic Director for Children and Young People, working with the Senior Leadership Team.
- 1.25 The Children’s Partnership Board has been reviewed as part of an overall drive to deliver better outcomes for children and young people. The membership has been increased to strengthen effectiveness and to make it more inclusive. Additional representatives now include the chair of the Children, Education and Safeguarding committee, Housing, Special Education Needs and Disability, Parent/Carers group, and the Multi-faith forum as well as supplementing the Voluntary Sector. Terms of reference has been updated to reflect the changes and to enhance collaborative partnership working. There has been further clarity of roles and responsibilities emphasising the duty of the Board to hear the voice of the children and young people and improve outcomes. The Partnership are developing a new Children and Young Peoples Plan which will be brought for the consideration of Members at a future CES meeting

**Care Quality Commission (CQC) inspection**

- 1.26 The CQC is the independent regulator of health and social care services in England. Their role is to make sure that health and social care services provide people with safe, effective, compassionate and high-quality care, and encourage them to make improvements.

1.27 On 15 February 2018, Barnet Clinical Commissioning Group (CCG) received notification of review of services for looked after children and safeguarding commencing 19 February and ending on 23 February. The review was conducted under section 48 of the Health and Social Care Act 2008 and focussed on the quality of health services for looked after children, and the effectiveness of safeguarding arrangements for all children in the area.

1.28 The lines of enquiry for the inspection were:

- The experiences and views of children and their families.
- The quality and effectiveness of safeguarding arrangements in health including:
  - Assessing need and providing early help.
  - Identifying and supporting children in need.
  - The quality and impact of child protection arrangements.
- The quality of health services and outcomes for children who are looked after and care leavers.
- Health leadership and assurance of local safeguarding and looked after children arrangements including:
  - Leadership and management.
  - Governance.
  - Training and supervision.

1.29 On 7 June 2018, the CQC published the findings of the health services review. The review makes 43 recommendations across both the Clinical Commissioning Group (CCG) and Provider organisations.

1.30 An action plan has been developed by the CCG with the support of Barnet Council to address the recommendations and common themes highlighted, such as:

- The embedding of Safeguarding supervision across organisations;
- Improving risk assessment and ensuring that there are mechanisms in place to identify issues such as bruising in non-mobile children;
- Training within front line organisations demonstrating that they address issues such as CSE, suicide and self-harm;
- The Designated Nurse for Looked after Children and Doctors that deliver Initial Health Assessments for Children in Care to be aware of the needs of asylum seeking young people;
- Ensuring that MASH referrals are uploaded onto records of children and young people.

1.31 The Action plan developed co-ordinates actions under the themes of:

- Governance, Leadership and Partnership.
- Embedding Practice Leadership.
- Right intervention, right time/ Thresholds.
- Improving Planning.
- Effective communication.

- 1.32 The complete and detailed action plan for each provider organisation was added as an appendix and submitted to CQC on 4 July 2018. Rag ratings for the action plan will be progressed at the Safeguarding Forum on 26 July 2018.
- 1.33 Inspectors responded to the submitted action plan on 11 July 2018, and considered the plan to be in a format which provided clarity on how the recommendations will be taken forward across the health economy.
- 1.34 NHS Barnet CCG will work with the London Borough of Barnet Public Health Team to monitor the focus and pace of this plan. The Health Service Improvement Plan will be driven and directed jointly through both NHSB CCG's Safeguarding and Contractual Governance processes for the services it commissions and also London Borough of Barnet Contractual arrangements with commissioned providers of health services.
- 1.35 Reports on progress will be received by the NHSB CCG Clinical Quality and Risk Committee, Barnet Multi-agency Safeguarding Children Executive Board and the London Borough of Barnet Children's Services Improvement Board as part of the assurance and reporting cycle across the themes. Reports will also be made to the Health and Well-being Board

### **Improvement theme 3: Embedding Practice Leadership**

- 1.36 This improvement theme seeks to strengthen practice leadership through effective management oversight and increased capacity.
- 1.37 The audit programme is embedded and providing clear insights into practice and management arrangements, and the recent Ofsted report found evidence of this strengthening practice for children looked after. A monthly report has been developed for Heads of Service which includes a breakdown of audit outcomes against practice domains, including quality of assessment, voice of the child and management oversight. Practice Development Workers are mobilised to provide training and support to address areas of practice that require focused improvement as identified in audits, for example there has been an ongoing programme of diversity training for social workers and this is improving audit grades against this domain of practice.
- 1.38 Ofsted inspectors found that supervision and management oversight is evident of case files but that supervision was not always regular, and lacked reflection and challenge. Audit reports are now able to extrapolate information about the quality of supervision. This is being included in the monthly reports to Heads of Services. As we collect this data over the coming months we will have a better picture of improvement, and areas to focus resources. Supervision mentoring and support is now offered as a 6-week programme by Practice Development Workers.

### **Improvement theme 4: Right interventions, right time (Thresholds)**

- 1.39 This theme is focused on developing an effective MASH and proportionate, effective and timely decision making across the whole social care system.

- 1.40 The partnership continuum of Help and Support document has been approved and shared with the partnership. All partners, including schools, GP surgeries and children's centres have received a poster and letter informing them of the new guidance. A training programme is in place and being rolled out, and a newsletter informing of the refreshed website, guide and continuum of need has been completed and circulated through the safeguarding partnership.

#### **Improvement theme 5: Improving Assessment for children**

- 1.41 This theme focuses on strengthening risk assessments and ensuring child focussed assessments to ensure that plans are robust and focused on timely improvements for children and families.
- 1.42 The audit report prepared for the Ofsted visit in July 2018 provided a summary of quality assurance activity related to children in the care of Barnet between October 2017 - June 2018. The report further considers the experiences of a sample of 20 children, audited with the period, to more closely examine practice strengths and areas for development. The deep dive considers key themes, organizational and practice learning and the steps required to ensure a continued drive towards improving the quality of services to be consistently good and enabling positive outcomes for children in care.
- 1.43 The findings demonstrate some improvement in the quality of child and family assessments which increasingly demonstrate a more comprehensive analysis of children's lived experiences and needs, alongside parental context, life experiences and capacity to change. There is a slight decrease in both the Good and Inadequate grades alongside a solid core of Requires Improvement grades. This area of practice would be strengthened to Good when there is more consistent and greater evidence of critical analysis of children's circumstances and complex needs to inform care planning.
- 1.44 Ofsted inspectors found that assessments for children in care are of variable quality, and do not always address issues of diversity and do not provide the detail for those with complex family histories. The inspectors found evidence of tightened management oversight of assessment and support for connected carers, however there is some drift in the early stages of assessments.

#### **Improvement theme 6: Improving Planning for children**

- 1.45 This improvement theme seeks to ensure planning is child centred and that these plans achieve the best outcomes
- 1.46 The July 2018 audit report on children in care found that Social work practice is of a standard which ensures children in care have their needs met and that timely action is taken to keep them safe. Children are seen, mostly spoken to alone and audits identified some good case recordings of observations on children captured in placement, social workers demonstrating a better understanding of diversity and identity needs, and offering regular opportunities enabling the voice of the child and positive engagement in assessments, decision-making and care planning.

- 1.47 In most cases audited, decision making and permanence and placement planning is timely but some delay is identified in the implementation of agreed actions and plans are not always focused on expediting the actions to achieve positive change for the child. For some children, increased attendance by partner agencies at Review meetings, with SMART care plans being agreed and progressed by the professionals and family, was indicated. Timely completion by social workers of supporting paperwork for reviews, alongside improvement in IRO tracking across all children in care, would further strengthen practice.

#### **Care leavers Council Tax Reduction Scheme**

- 1.48 The Children's Services Improvement Action Plan recognises the need to improve outcomes for care leavers, in particular, to ensure that they have access to appropriate discretionary funds and reliefs and ensure that they are adequately prepared for independent living through the provision of appropriate support and pathway planning.
- 1.49 A briefing paper on council tax reduction for Barnet care leavers was finalised and presented to Corporate Parenting Advisory Panel on 3 February 2018. This was agreed at Full Council on 31 July 2018; a Council Tax Policy and Joint Protocol between Revenue and Benefits and Onwards and Upwards has now been implemented and will support care leavers in their journey to independence.

#### **TACKLING GANG ACTIVITY**

- 1.50 This is a CES Committee priority within the Corporate Plan Addendum 2018/19.
- 1.51 MAC- UK have been working with REACH as a co-located partner since April 2017. MAC-UK has used INTEGRATE approach to promote REACH staff to use psychologically informed approaches towards engaging young people who are gang-involved or at risk of becoming gang-involved. HEE funding ended in March 2018 and a further six months of reduced service is being funded using Troubled Families reserves. MAC-UK have submitted their report to HEE and this will be publicly available in due course. Research in Practice have also completed a one year evaluation of the REACH team approach and are due to publish their final report imminently. The draft report indicates that REACH provide a good level of responsive and multi-agency wrap-around to young people at a high risk of criminal and sexual exploitation which is supporting a reduction of entry into care, repeat offending and missing from home episodes.
- 1.52 The REACH team are supporting other children's social care team to work with young people presenting with high risk and vulnerability through consultation and joined up approaches. The Team work closely with Targeted Youth Support Service and Youth Offending Services and voluntary sector providers.
- 1.53 Growing Against Violence are delivering school based gang prevention programme; they are funded via MOPAC for a 2 year delivery between 2017 – 2019. Data for Q1 is not available as the service works within school term, data will be available at the end of term.

- 1.54 Art Against Knives are delivering community based interventions through the creation of safe community spaces which is partly funded by MOPAC. The service report footfall in quarterly monitoring visits.
- 1.55 A bid for Home Office 'Trusted Relationships' funds has been submitted in partnership with MAC-UK, Art Against Knives and Growing Against Violence to continue to build on the successful partnership that has developed with the local authority.
- 1.56 According to Metropolitan Police data, Barnet has only seen a 2% increase in knife crime victims under 25 years in a rolling 12-month period (1 additional offence) and only 6.8% of these have been linked to gang activity. Over 24 months this equates to an approximate 30% reduction (65 reported offences in May 2016 compared with 44 in the last rolling 12 months).

**Improvement theme 7: Effective Communications and Engagement to drive culture change that will improve children's lives**

- 1.57 This improvement theme will develop connection via impactful two-way communication and engagement from the top to the bottom of the children's service and strong cross agency engagement and communication from top to bottom.
- 1.58 Ofsted noted during their monitoring visit that staff morale was good, and that work on developing a child centred culture is embedding across the service. A refreshed communications action plan is scheduled to be launched from September to build on previous staff engagement work.

**Quantitative Performance Data**

- 1.59 Quantitative performance data is based on activity in June 2018. Reporting is on indicators that are subject to additional focus through the Improvement Plan, with information about what needs to change and what is being done about it, as well as what is working well. The full Barnet Children's Services Performance Matters report and Director commentary has been included in Appendix 3

**2. ADDITIONAL CES PRIORITIES IN THE CORPORATE PLAN**

- 2.1 In addition to the Ofsted update progress reported as part of the priorities in the corporate plan, a brief update is provided against the remaining priorities can be found below.

**Attainment and progress of children in Barnet schools**

- 2.2 The percentage of primary and secondary schools that were Good or Outstanding in Q1 was 95.1% (95.5% with nursery schools included). Two primary and one secondary school moved from Requiring Improvement to Good this school year. Safeguarding in all of Barnet schools inspected by Ofsted was judged to be “effective”. The number of 30 hours free entitlement early years (3 and 4-year olds) places taken up by parents/carers that are eligible for a place was 88% in Q1.

### **Delivering the family-friendly Barnet vision**

- 2.2 Progress against the Children and Young People’s Plan (CYPP) was appraised in March 2018 at the Children’s Partnership Board. Success against key outcomes supporting the aspiration of a ‘family-friendly’ Barnet included raising awareness of travel safety for children and young people, initiatives to prevent young people from getting involved in violence, crime and anti-social behaviour as well as more schools in Barnet that are good or outstanding.
- 2.3 A new CYPP is in development for completion in autumn 2018. This will produce a more effective strategy that drives the right outcomes for the young people of Barnet. The changing context and needs of young residents has made a new plan a key priority. The proposal has taken place alongside an appraisal of the Children and Young People’s Board and its purpose. Terms of reference and membership have been strengthened to increase effectiveness and enhance collaborative partnership working.
- 2.4 Barnet has signed a three-year partnership with UNICEF to deliver Child Rights Partners Programme across the borough, working in partnership to ensure that all children, including the most vulnerable, can be supported to grow up healthy, happy, safe and resilient. Over the next three years Barnet will be working towards six badges which will be assessed by UNICEF and will underpin the new CYPP
- 2.5 A Young People’s Perception Survey is carried out every autumn. The study provides important insight on what young people think about living in the borough, their perception of the council and the services they receive; and also helps with understanding young people’s priorities and concerns. The findings will be used to inform the new CYPP.

## **3. REASONS FOR RECOMMENDATIONS**

- 3.1 Members are asked to note progress to ensure scrutiny by elected members and improve the effectiveness of the local authority in protecting and caring for children and young people as a corporate parent.

## **4. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED**

- 4.1 The continued monitoring of progress and impact of Barnet Children's Services Improvement Action Plan is integral to driving the continuation of the Family Services' improvement journey to ensure improved outcomes for children and families. The alternative option of maintaining the status quo will not make the desired improvements or improve outcomes at the pace required.

## **5. POST DECISION IMPLEMENTATION**

- 5.1 As the primary driver of improvement, the Children's Service Improvement Board will oversee the delivery of the action plan and is ultimately responsible for its delivery. The Children's Services Improvement Board is independently chaired by Dave Hill and will provide scrutiny and challenge as well as measure impact.
- 5.2 Operationally the Improvement Plan is driven and directed by the Operational Improvement Group chaired by the Strategic Director of Children's Services with senior representatives from key partner agencies. The group will oversee the day to day transformation of services and ensure effective communication and engagement with staff, children, young people and their families.
- 5.3 Reports on the progress of the action plan will be received by Children, Education, and Safeguarding Committee, Health and Well-Being Board and Barnet Safeguarding Children's Board.

## **6. IMPLICATIONS OF DECISION**

### **6.1 Corporate Priorities and Performance**

- 6.1.1 The implementation of Barnet Children's Services Improvement Action Plan is a key mechanism through which Barnet Council and its partners will deliver the Family Friendly Barnet vision to be the most family friendly borough in London by 2020.
- 6.1.2 This supports the following Council's corporate priorities as expressed through the Corporate Plan for 2015-20 which sets out the vision and strategy for the next five years based on the core principles of fairness, responsibility and opportunity, to make sure Barnet is a place;
- Of opportunity, where people can further their quality of life
  - Where people are helped to help themselves, recognising that prevention is better than cure
- 6.1.3 The Barnet Children's Services Improvement Action Plan looks to improve children's participation to ensure that all decisions and planning that affects them is influenced by their wishes and feelings. The action plan also includes actions to strengthen how the views and experiences of children, young people and their families influence service design. This feedback will also help monitor the impact of improvement activity.

### **6.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**

- 6.2.1 MTFs savings for 2018 - 2020 have been reviewed in light of the Family Services improvement journey to consider achievability. The original target for CELS Committee for 2018/19 – 2019/20 was £8.303m, this has been fully reviewed and revised to £4.435m in the 2018/19 Policy & Resource Committee Business Planning Report.

## **Budget forecasts**

### **6.2.2 NARRATIVE UPDATE**

- 6.2.3 Family Services budget forecast at the end of July 2018 based on information available is currently forecasting a pressure of £0.163k. The pressure relates to the non-achievement of Adoption regionalisation savings. Pressures relating to external high cost specialist placements and associated services are being mitigated.
- 6.2.4 Forecast pressures are being offset in the main by additional resources of £2.333m from the Performance and Resources Committee of February and June 2018 and additional one-off grant funding

### **6.3 Social Value**

- 6.3.1 The Public Services (Social Value) Act 2013 requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. Before commencing a procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

### **6.4 Legal and Constitutional References**

- 6.4.1 Local authorities have specific duties in respect of children under various legislation including the Children Act 1989 and Children Act 2004. They have a general duty to safeguard and promote the welfare of children in need in their area and, if this is consistent with the child's safety and welfare, to promote the upbringing of such children by their families by providing services appropriate to the child's needs. They also have a duty to promote the upbringing of such children by their families, by providing services appropriate to the child's needs, provided this is consistent with the child's safety and welfare. They should do this in partnership with parents, in a way that is sensitive to the child's race, religion, culture and language and that, where practicable, takes account of the child's wishes and feelings.
- 6.4.2 Part 8 of the Education and Inspections Act 2006 provides the statutory framework for Ofsted inspections. Section 136 and 137 provide the power for Ofsted to inspect on behalf of the Secretary of State and requires the Chief Inspector to produce a report following such an inspection. Ofsted will have monitoring visits on a regular basis in local authorities found to be inadequate. A new Ofsted framework will be in place from January 2018, however monitoring visits will still be undertaken for authorities found to be inadequate. In addition to Ofsted's statutory responsibilities, the Secretary of State has the power to direct local authorities. This power of direction includes the power to impose a commissioner, direct the local authority to work with improvement partners and direct alternative delivery options. Subsequent directions can be given if the services are not found to be adequate.

6.4.3 Article 7 of the council's constitution states that the Children, Education and Safeguarding Committee has the responsibility for all matters relating to children, school and education. In addition to this, the committee has responsibility for overseeing the support for young people in care and enhancing the council's corporate parenting role.

## 6.5 Risk Management

6.5.1 The nature of services provided to children and families by Family Services manage significant levels of risk. An inappropriate response or poor decision-making around a case could lead to a significant children's safeguarding incident resulting in significant harm. Good quality early intervention and social care services reduce the likelihood of children suffering harm and increase the likelihood of children developing into successful adults and achieving and succeeding. The implementation of the Barnet Children's Services Improvement Action Plan based on inspection findings and recommendations reduce this risk and drive forward improvements towards good quality services.

6.5.2 There are three high level risks linked to the Children's Services Improvement Plan priority. One is a strategic (STR) risk and two are service (FS = Family Services) risks. Note the Ofsted risk sits at strategic and service level.

- STR021 and FS023 Delivery of Ofsted Improvement Action Plan (residual risk score 16). The Ofsted plan is monitored regularly and overseen by a Board chaired by the Chief Executive. The third monitoring visit took place in April 2018 and the report indicated that improvement had taken place, particularly in terms of all work related to vulnerable adolescents. However, the completion of some actions in the Ofsted plan were delayed. Efforts have been made by social care to keep children at home where possible. As recommended by Ofsted visits, additional supports have been implemented for young people throughout the borough. Supervision and practice standards help to control this risk, as well as quality assurance activity. The service provides assurance reports to the lead member, SCB Assurance, Barnet Safeguarding Partnership and the Children's Services Improvement Board to ensure scrutiny and oversight. The lead member meets monthly with service leads to provide oversight. Training has been provided to project managers within the last quarter. Additionally, proposals regarding the consolidation of panels that address CSE[1], Missing and Gangs are in place to improve responsiveness and implement more efficient guidelines and protocol, which should guide decision-making more effectively. Several governance mapping exercises have been undertaken by the Safeguarding Adolescents at Risk Group (SARG) to determine the efficiency of the current structure; and the SARG has met regularly to discuss the various issues around CSE/Missing. Several actions have been taken, including the development of the JSNA[2] to get an understanding of the immediate and long-term risk factors based across the cohort.

- FS021 Base budget pressures (residual risk score 16 – increased from 6). If not funded corporately, base budget pressures on the Family Services budget due to high cost placement and requirement for high cost agency workers could lead to an overspend resulting in an inability to meet savings targets; and an impact on demand-led budgets and improvement activities. Recovery Plans have been developed and are a priority for the Senior Management Team.

## 6.6 Equalities and Diversity

6.6.1 The 2010 Equality Act outlines the provisions of the Public-Sector Equalities Duty which requires Public Bodies **to have due regard** to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups

6.6.2 The broad purpose of this duty is to integrate considerations of equality into day business and keep them under review in decision making, the design of policies and the delivery of services

6.6.3 Equalities and diversity considerations are a key element of social work practice. It is imperative that help and protection services for children and young are sensitive and responsive to age, disability, ethnicity, faith or belief, gender, gender, identity, language, race and sexual orientation. Barnet has a diverse population of children and young people. Children and young people from minority ethnic groups account for 52%, compared with 30% in the country. The percentages of children and young people from minority ethnic groups who receive statutory social care services account for 61% of Children in Need cases, 56% of child protection cases and 60% of all Children in Care. The proportion of children and young people with English as an additional language across primary schools is 44% (the national average is 18%).

6.6.4 Social workers practice in relation to inequalities and disadvantage is inconsistent. Learning from audits and practice week has highlighted attention to diversity and the cultural context in assessments is an area of practice in need of immediate support from management, the Practice Development Workers and targeted training. The action plan addresses the additional work which needs to be done to ensure that children's diversity and identity needs are met; "5b(ii) Strengthen consideration of diversity in assessment so that assessments thoroughly explore and consider family history including the influence of cultural, linguistic and religious beliefs, norms and expectations", and training is ongoing to ensure this work is embedding..

## 6.7 Corporate Parenting

6.7.1 In July 2016, the Government published their Care Leavers' strategy *Keep on Caring* which outlined that the "... [the government] will introduce a set of corporate parenting principles that will require *all departments* within a local authority to recognise their role as corporate parents, encouraging them to look at the services and support that they provide through the lens of what a reasonable parent would do to support their own children.'

6.7.2 The corporate parenting principles set out seven principles that local authorities must have regard to when exercising their functions in relation to looked after children and young people, as follows:

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

6.7.3 As part of the Ofsted improvement journey and to ensure that Barnet has due regard to the Principles and improves on the delivery of corporate parenting to children in care and care leavers in Barnet:

- An annual on performance against Barnet's Corporate Parenting Pledge will be presented to the Corporate Parenting Advisory Panel in September 2018. Barnet have committed to supporting children and young people to achieve their best in childhood, adolescence and adulthood within the Corporate Parenting Pledge for children in care and care leavers, as approved by full council on 29 January 2016. The Pledge can be found in section 6.3.
- Learning and development for elected members and senior officers has and will continue to be delivered, to ensure that there is a clear understanding of their duties and responsibilities to children and care and care leavers and ways in which the Principles can be embedded and sufficient challenge provided regarding work and decisions of the council. The last training session for members was delivered on 31 May 2018.
- A Local Offer for care leavers is being developed as per the Children and Social Work Act 2018 requirements. Care leavers will be consulted with to ensure their views are considered and incorporated as the Local Offer is developed and a final version is published by January 2019. The Local Offer will be reviewed and updated bi-annually to ensure that the services and information outlined within it are up to date and help young people gain access to and make best use of local services.

- To ensure that Barnet has due regard to the Principles and improves on the delivery of corporate parenting to children in care and care leavers in Barnet, the administering of council tax relief has been reviewed and a proposed policy consulted on to help care experienced young people have a more successful transition to independence, through the provision of guaranteed relief in their first two years of independent living.

Young people, key services and senior officers developed the policy, which was amended based on feedback received from the care leavers that responded to the public consultation.

The introduction of the care leavers council tax policy will help improve the emotional and physical health of care experienced young people and contribute to the achievement of the best outcomes for this cohort.

- We ensure elected members, senior officers and partners can monitor and challenge the performance of the council and its partner agencies pertaining to consideration of the Principles and outcomes for children in care and care leavers through the appropriate channels. This includes the Children, Education, and Safeguarding Committee (bi-monthly), Corporate Parenting Advisory (quarterly) Panel and Corporate Parenting Officers' Group (monthly).

## **6.8 Consultation and Engagement**

- 6.8.1 Consultation and engagement with children and young people is central to social work practice and service improvement across the Safeguarding Partnership. A service user experience strategy has been developed and was launched on 19th February 2018. The strategy ensures that how we work with children and young people is child centred, that we know, understand and can capture the lived experience of children and feed lessons learnt into service improvement. We have nominated Voice of the child champions across partner agencies and within Family Services to promote and lead on the Service User Engagement agenda within their respective areas.
- 6.8.2 Our Voice of the Child Strategy Group enables the wider engagement of children and young people in service design and commissioning of provision across the partnership. This includes youth forums such as Barnet Youth Board and Youth Assembly, the SEN forum (to co-design services) and Children in Care Council (to improve the support children in care receive). The team have been working closely with UNICEF UK to deliver the Child Friendly Communities and Cities initiative. This is a global programme that aims to advance children's rights and well-being at the local level. More recently the team have had a change in staff with a newly appointed Voice of the Child Coordinator and Child's Rights Lead. The team are reviewing the current Youth Voice Offer to develop a structured action plan to focus on increasing reach and impact for children and young people in Barnet.
- 6.8.3 The Barnet Children's Services Improvement Action Plan looks to improve children's participation to ensure that all decisions and planning that affects them is influenced by their wishes and feelings. The action plan also includes actions to strengthen how the views and experiences of children, young people and their families influence service design. This feedback will also help monitor the impact of improvement activity.

6.8.4 Improving the quality of services to children is a key partnership and corporate priority and collective work is needed across the partnership and the council to drive improvements. The action plan was completed in consultation with various stakeholders. Staff engagement activities have included monthly staff briefings, team meetings, staff conference. Partners have been engaged through the safeguarding partnership board. Senior leaders are members of the Improvement Board and their continued engagement is assured through core multiagency groups and specific forums such as head teacher's forums.

## 6.9 Insight

6.9.1 Insight data will continue to be regularly collected and used in monitoring the progress and impact of Barnet's Children's Services Improvement Action Plan and to shape ongoing improvement activity.

## 7. BACKGROUND PAPERS

7.1 Single Inspection of services for children in need of help and protection, children looked after and care leavers and Review of the effectiveness of the Local Safeguarding Children Board report, Ofsted, 7 July 2017  
[https://reports.ofsted.gov.uk/sites/default/files/documents/local\\_authority\\_reports/bar-net/051\\_Single%20inspection%20of%20LA%20children%27s%20services%20as%20pdf.pdf](https://reports.ofsted.gov.uk/sites/default/files/documents/local_authority_reports/bar-net/051_Single%20inspection%20of%20LA%20children%27s%20services%20as%20pdf.pdf)

7.2 Barnet's Corporate Parenting Pledge to Children in Care and Care Leavers (2016)  
[https://www.barnet.gov.uk/dam/jcr:c33f12a5-86d9-4215-9c89-a8c82675fba4/Pledge%20for%20Children%20in%20Care%202016%20\(digital\).pdf](https://www.barnet.gov.uk/dam/jcr:c33f12a5-86d9-4215-9c89-a8c82675fba4/Pledge%20for%20Children%20in%20Care%202016%20(digital).pdf)

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## **STATUTORY DIRECTION TO BARNET BOROUGH COUNCIL IN RELATION TO CHILDREN'S SOCIAL SERVICES UNDER SECTION 497A(4B) OF THE EDUCATION ACT 1996**

WHEREAS:

1. The Secretary of State for Education ("the Secretary of State") has noted in respect of Barnet Borough Council ("the Council") that performance in respect of children's social care services is 'inadequate' as detailed in Ofsted's inspection report of 7 July 2017 ("the 2017 Ofsted report").
2. The Council's failure led the Secretary of State to issue a statutory direction on 12 September 2017 ("the first direction"), requiring the Council to take a number of steps to improve the quality of services, including to cooperate with the Commissioner for Children's Services ("the Commissioner").
3. The Council then appointed Essex County Council as their Improvement Leadership Partner. In addition, the Secretary of State appointed Essex County Council as improvement advisers in accordance with, and for the purposes of, the terms of reference ("the Terms of Reference") set out in the Annex A to this direction.
4. The Secretary of State has carefully considered:
  - a. Ofsted's inspection report of 7 July 2017, which found that children's social care services are 'inadequate'. The sub-judgments for children who need help and protection, children looked after and achieving permanence; leadership, management and governance were all rated as 'inadequate';
  - b. The Commissioner's report of 8 December 2017 which concluded that in order to provide sustainable improvements to children's social care services the council requires external direction and intensive support; and
  - c. The Commissioner's recommendations following a review, in May 2018, of the partnership arrangements that had been put in place with Essex County Council acting as the Improvement Leadership Partner in Barnet.
5. The Secretary of State is therefore satisfied that the Council is still failing to perform to an adequate standard, some or all of the functions to which section 497A of the Education Act 1996 ("the 1996 Act") is applied by section 50 of the Children Act 2004 ("children's social care services functions"), namely:
  - a. social services functions, as defined in the Local Authority Social Services Act 1970, so far as those functions relate to children;
  - b. the functions conferred on the Council under sections 23C to 24D of the Children Act 1989 (so far as not falling within paragraph a. above); and
  - c. the functions conferred on the Council under sections 10, 12, 12C, 12D and 17A of the Children Act 2004.
6. The Secretary of State, having considered representations made by the Council, considers it expedient, in accordance with his powers under section 497A(4B) of the Education Act 1996, to direct the Council as set out below in order to ensure that all of the Council's children's social services functions are performed to an adequate standard.

NOW THEREFORE:

7. Pursuant to his powers under section 497A(4B) of the 1996 Act, the Secretary of State directs the Council to comply with the recommendations made by the Commissioner following her review in May 2018. Specifically, that Barnet Council:
  - a) Allow **Essex County Council** to continue to provide support and challenge as the improvement partner in Barnet and additionally to operate their stocktakes of services on a quarterly basis until services are inspected again.
  - b) Support the **Chair of the Improvement Board** to report to the Secretary of State, on a quarterly basis, on progress in delivering the improvement plan, liaising with the Chair of the Barnet Safeguarding Children's Board (BSCB) and Essex County Council (reporting arrangements are detailed in Annex A).
  - c) Chief Executive will meet regularly with the **Chair of the BSCB** to receive support and challenge to improve the Council's leadership and management of Children's Social Care services.
  - d) Lead Member and Leader will meet regularly with the **Chair of the BSCB** to receive support and challenge to improve the Council's scrutiny and oversight of Children's Social Care services.
  - e) Will engage with, and seek support from, the new **Regional Improvement Alliance** across North Central London.
8. In consequence of this direction, the Secretary of State revokes the second direction.
9. This direction will remain in force until it is revoked by the Secretary of State.

Signed for the Secretary of State for Education



SUZANNE LUNN  
A Senior Civil Servant in the Department for Education  
On this day 27<sup>th</sup> June 2018  
**ANNEX A**

## Chair of the Improvement Board

The **Chief Executive and Leader** should provide assurances to the Chair of the Improvement Board, to inform his quarterly reporting to the Secretary of State, that there remains a continuing commitment from the Council:

- i. to ensure best value from the resources made available for safeguarding and related early-help services for children and young people particularly whilst services are still inadequate; and,
- ii. to the resourcing of the Improvement Plan and the partners delivering it as required by the Improvement Board.

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23 August 2018

Chris Munday  
London borough of Barnet  
North London Business Park  
Oakleigh Road South  
New Southgate  
N11 1NP

Dear Mr Munday,

### **Monitoring visit of Barnet local authority children's services**

This letter summarises the findings of the monitoring visit to Barnet local authority children's services on 31 July and 1 August 2018. The visit was the fourth monitoring visit since the local authority was judged inadequate in July 2017. The inspectors were Louise Warren, Her Majesty's Inspector, and Rachel Griffiths, Her Majesty's Inspector.

#### **Areas covered by the visit**

During this visit, inspectors reviewed the progress made for children looked after across a range of teams, including the children in care teams and the intervention and planning teams.

Inspectors focused on:

- the quality of assessment and care planning for children looked after
- the quality of case recording, management oversight and supervision, including the oversight of independent reviewing officers
- the use and effectiveness of performance management and quality assurance information
- placement sufficiency and stability, and the quality and timeliness of assessments for connected carers
- the timeliness and effectiveness of plans for permanence.

A range of evidence was considered during the visit, including electronic case records, supervision notes, case management records, performance data, audits and progress reports. In addition, inspectors spoke to a range of staff, including managers and social workers.

## **Overview**

In the areas of practice considered during this visit, senior leaders, managers and the local authority improvement partner have maintained a consistent and strong focus on improving services and the quality of social work practice. The scope and pace of this work in the last year has been appropriately considered and has been steady. Some changes and improvements are now well established, such as the quality assurance processes and foster carer recruitment. Other changes are more recent or new, such as arrangements for connected carers, and require further consolidation. The workforce is now more stable and caseloads are manageable. This is enabling social workers to build better relationships with children and to get to know them better. Staff morale is good, with new social workers joining Barnet as a positive choice, and existing social workers who met inspectors also welcoming the improvements being made.

Managers have made considerable progress in widely embedding the quality assurance framework and particularly the use of audits for children looked after. This is making a difference and strengthening practice. Changes have been made to improve processes and practice. These changes have tightened management oversight and decision-making for children who need permanence, including the assessment and support for connected carers. Placement choice for children is improving with the positive recruitment of more foster carers. Further plans are in place to review placement provision to ensure that it reflects the needs of the children in Barnet.

Inspectors found a stronger core of improved practice, with children seen to be appropriately looked after, and their needs for permanence and stability being mostly met. Inspectors found that, proportionately, there is much less case work of an inadequate standard. This finding concurs with the local authority's realistic assessment of their own performance. However, there is more work to be done to improve practice to reach a good standard overall. Practice is still too variable, particularly around the quality of children's assessments and plans.

## **Findings and evaluation of progress**

Recent practice for children looked after is improving. Social workers have manageable caseloads, which means that they have time to engage in direct work with children. Those spoken to by inspectors reported that they liked working in Barnet and welcomed the positive shift in culture towards more child-centred practice and relationship working with children and families. More permanent team managers are now in place, and this is providing greater stability for social workers. Inspectors found that supervision and management oversight is evident on case files, but this is not always regular, and, in some cases, lacked reflection and challenge. Social workers reported to inspectors that they valued informal supervision and management direction. However, this was not often recorded on case files in order to inform a full understanding of children's progress or plans.

Quality assurance processes are a strength. The use of auditing is well established, with more than a third of all children in care cases having been subject to a detailed audit since January 2018. Audits accurately identify practice improvements and determine appropriate actions for staff, who are open to learning to improve their practice. Performance management information is reliable and is effectively utilised by senior leaders and managers to analyse performance, to inform developments and to identify areas for improvement.

Child-centred practice is beginning to embed, and this is making a positive difference to the quality of social work practice and the understanding of children's lived experiences, informed by their views. Social workers are generally visiting children regularly and know them well. Direct work with children is improving and becoming more purposeful, although it is not yet consistently occurring for all children. The use of the practice development workers to support social workers to improve their practice and facilitate direct work is effective and is leading to more recent stronger practice. However, the variability of practice means that while some children are assisted well to communicate their wishes and feelings, and these inform their plans, plans for other children are made without their full involvement.

Life-story work for some children is in place, but this practice is not embedded for all children. Managers are aware of this shortfall and have appropriate plans in place to address this in the future.

The quality of social work practice with children's families and connected carers remains inconsistent. Recent changes to improve the quality of practice for children to live with connected carers, including staff training and more robust systems to provide management oversight and scrutiny, are beginning to ensure that children are safely placed for permanence. Managers are aware that, for some children, not all family members are identified as early as possible or that there is drift in the early stages of assessments, and this can lead to delay in being able to plan and approve permanent moves for children into the care of family members or connected carers.

Case notes and case summaries considered during this visit are mostly comprehensive and up to date. Inspectors found some gaps in recording of informal management oversight, and some documents are not accurately recorded, with out-of-date actions, or errors due to records not being updated properly.

Assessments for children in care are variable in quality. Most assessments are limited to updating a template for children's statutory reviews. This does not always provide the detail or an appropriate analysis to cover all areas of a child's needs, particularly for issues of diversity and for those with complex family histories. Care plans considered by inspectors were not of a consistent quality. Not all care plans are thorough, regularly updated or record specific actions. There is less sense of the child in the poorer plans seen, and they do not cover all aspects of the child's life or demonstrate how they will improve children's outcomes.

Children have regular and timely reviews. The independent reviewing officers are engaging with children midway between reviews, and there is evidence of their involvement seen in children's case files. However, their challenge to care plans is still inconsistent and is not always effective in achieving improved practice or the timelier progression of children's plans.

To ensure that children can be placed within their permanent homes at the earliest opportunity, managers have embedded the permanency planning panel and have more recently established a permanence tracker meeting. This is beginning to consolidate better practice. While these processes enable managers to have tighter oversight and grip on children's plans for permanence and ensure that decision-making is timely and effective, this is not yet systematically embedded and for some children permanence planning is still too reactive. However, inspectors found that, for most children, permanence plans are in place, including for those children who are long-term fostered, placed with parents and living with connected carers.

Placement stability and choices of placements for children are improving. There are significantly more approved 'in-house' carers, and some foster carers who have transferred from independent fostering agencies to benefit from the support packages on offer in Barnet. Senior managers are currently reviewing the sufficiency strategy and other placement options. This includes increasing local residential provision and reviewing semi-independent provision for adolescents in order to ensure that this accurately reflects the needs of children in care in Barnet.

In summary, this monitoring visit has found that an appropriately considered and steady pace of change in the last year has begun to establish improved social work practice for children looked after. Senior leaders are aware that improvements are still inconsistent and require further consolidation and focus across all teams before practice is of a good standard.

I am copying this letter to the Department for Education. This letter will be published on the Ofsted website.

Yours sincerely,

Louise Warren  
**Her Majesty's Inspector**



# PERFORMANCE MATTERS

**BARNET**  
LONDON BOROUGH

# London Borough of Barnet Children's Services DCS Review Meeting

## Reporting Period – to 30<sup>th</sup> June 2018 (2018/19)

The June Performance Matters document was reviewed and challenged on the 15 August 2018. The review was undertaken by the Chair of the Safeguarding Board and the Strategic Director for Children and Young People alongside Family Service Directors.

The following areas were discussed.

### Children in Need of Help and Protection

#### Early Help:

- Number of early help assessments (EHA's) has seen a slight increase which is appropriate.
- Expect to see a decrease in EHA's in next months report in line with the end of school term when we see an increase in closures for school held EHA's
- A deep-dive of step-out of EHA's has been planned following the closure of the consultation
- Following the implementation of the new 0-19 structure, we will need to develop a new reporting framework – this will be worked on with the Performance Team

#### MASH:

- Numbers of contacts remain high
- Slight increase in conversion rate – the threshold of these is good. We may see this number decrease when the new 0-19 model is in place as there will be more capacity to hold cases at a higher rate in this team
- Increase in timeliness during the month – there were a number of system issues and staffing changes that had an impact on this indicator

**Action:** YP to provide an understanding of why routine upgrades are completed during work hours – corporate colleagues to provide a response > YP

#### DATs:

- Working hard to keep case numbers low
- NFA assessments > third are for updating assessments which impact on the overall number of these
- More staff changes during the period has impacted on some of the indicators; additional capacity has been removed
- Timeliness good and quality of assessment better

**Action:** audit data to be fed into the report, broken down by team

**I&P:**

- Data hasn't changed significantly from the previous month
- Work ongoing around visit information – the information when interrogated is similar to the previous month; failed visits, recording etc. 4 out of 15 teams are under performing which impacts on the overall visit percentage
- Transfers out of borough – TMcE explained some of the cases and blocks to transfers
- REACH visits – professionals are contacting children via other means, Research in Practice have set up a way of reporting contacts by professionals working with this group of children.
- Conversations around recording have been had with each team manager

**Action:** audit of children under 5 on CP (inc. multi-agency dimension) > TMcE

**Action:** system changes to enable visits to be recorded in accordance with the plan > YP/TMcE

**Action:** reporting of REACH children > YP/TMcE how this cohort can be presented

- Tracker for all LAC, unborn, PLO and Care Proceedings in place and being a service manager is overseeing this to ensure join up with transitions into CIC teams
- Youth offending – increase first time in a number of months – remains lower than other boroughs in London. Data for this cohort doesn't show much improvement
- Vulnerable adolescent's dashboard – templates are being developed

**Action:** Reporting on this cohort to be presented regularly

**Children in care, Children with Disability and Care Leavers**

- Stability of children in care – number of children with 3 or more placements is decreasing, whilst the number of children in the same placement for 2 or more years, is gradually increasing; work ongoing with performance team in how stability data can be presented better
- Children with 3 placements, these are mainly due to permanency planning (positive moves for permanency plan) – this area was looked at in detail as part of the monitoring visit
- Confident that we are getting better at matching children earlier in their journey this will impact on our placement data going forward
- Initial Health Assessment data is looking better – the decrease this month is due to 2-children, 1 of which was 2-days out.
- 0-25 service – plans are being migrated into CWD1-2-3 and until this is available we are unable to provide data on this cohort; this work is scheduled to be completed by end of August.

**Action:** CM asked BJ to provide narrative for 0-25 for the next report.

**Action:** YP/BJ to develop performance reporting for 0-25

- BJ confirmed that the 2-young people in YOI are actually placed in YOI and not in secure accommodation – these will be reported separately for the next performance report

- Visits for Care Leavers – care leavers are kept-in-touch with regularly, work is ongoing with the performance team on how this indicator is reported and presented going forward
- CM challenged the data around Pathway plans – number is beginning to decrease – BJ to monitor this data
- CM asked for a deep-dive into those in Emergency Accommodation (51) to ensure all of these are suitable

**Action:** Reporting of visit data for Care Leavers > YP/BJ

**Action:** Deep-dive of those children in Emergency Accommodation

### Improvement Scorecard

#### **Staffing:**

- Number of new staff have been recruited but these are not in post yet therefore hasn't filtered through to the data
- AF asked for the data around turnover of staff

**Action:** CMcC to provide definition of unfunded posts and provide list of these to CM > CMcC/CM

#### **Caseloads:**

- Slight increase in caseloads in DATs due to increase in contacts
- Increase in caseloads in I&P; due to a number of factors, inc. staffing issues, some that need to close, large number of cases in final hearing and will be moving into CIC – we expect this number to drop in the next reporting period.

#### **Supervision:**

- CM challenged the low number of supervisions within 0-25, BJ confirmed these are happening but it appears are being recorded incorrectly, work has previously been done with the HOS to understand this data
- REACH have significant amount of supervision, inc. clinical and group supervision – this isn't reported in this indicator
- There was 0 group supervisions reported for CIC – CM asked for a narrative on this

**Action:** Ops Directors to reinforce supervision message to all staff > BJ/TMcE

**Action:** BJ to provide narrative on group supervision in CIC > BJ

**Action:** TMcE to circulate report on outcomes from care proceedings work that has been completed > TMcE

- CAFcASS data has been received in terms of timeliness of care proceedings; only 6 boroughs are reporting better timeliness than LBB.
- NEET/EET – although considerable work is being done in this area this doesn't seem to have filtered down into the data, we expect to see an improvement in this data from September

# London Borough of Barnet Children's Services

## 'Performance Matters' Report 2018/19

Reporting Period - to June 30th 2018 (2018/19)

### Director Commentary

This performance booklet has been developed for using a range of Council & partnership data to enable effective performance monitoring. It will be supported by a series of 'performance on a page' and individual performance report cards providing more in depth activity detail, as well as trends in key activity data. Next steps will include bringing together a range of qualitative and quantitative evidence into one place. Further work on refining measures that align to SMT priorities, obtaining targets and appropriate commentary from lead managers in each agency is still required. Also included where available are regional, statistical neighbour and national averages as well as indications of 'what good looks like' so that we can see how Barnet is performing compared to other Local Authorities.

### **1. Early Help, Children in Need of Help & Protection**

Early Help – The volume of open Early Help Assessments (EHA aka CAF) has seen a very small increase in June; there has been a slightly higher number of new EHA's starting and a lower volume of EHA's closing during the month which means the volume of EHA's is holding steadily over 700 in the first quarter which is an improvement against the volume of open EHA's in Q4. As expected, the largest proportion of Early Help Plans remain open for between 3-9 months (44%). Families with lower levels of need exit targeted early help services more swiftly with 41% closing between 0-3 months. 36% of EHA's that closed in the reporting period either fully or partially met the expected outcomes. The service is intending to undertake an evaluation of the outcomes for those closing earlier in the process, but this is not possible whilst staff consultation is underway in relation to the new Early Help structure due for roll out on 1st October 2018.

87% of families with children under 5 years are accessing Children's Centres; however, the rate of parents taking up the free early education entitlement for 2 year olds remains lower than expected at 54%. This may be connected to employment choices and/or availability of part time work for parents.

The Troubled Families Programme continues to perform well, Barnet is outperforming most other London LA's for conversion of 'attachments' to 'turnaround' and the volume is expected to increase with the establishment of TF partnership posts in September/October.

MASH - Contacts in June have decreased slightly from 1,463 in May to 1,424 in June; this is in line with similar increases seen at the same period in the previous year. The higher volume of contacts has resulted in a higher ratio of contacts progressing to referral from 22.6% in May to 25% in June which is higher than the conversion rate of 24.2% seen in March. The volume of contacts resulting in referral to Early Help has remained static at 15% over May and June.

Initial and Final BRAG rating remains consistent with contacts BRAG rated as Red, the greatest movement is in initial contacts BRAG rated as Amber that receive a final BRAG rating of Green. This suggests that multi-agency checks are identifying more protective factors i.e. input from other professionals and family support networks that lower risk.

Duty & Assessment / Intervention & Planning – Data is evidencing a slight reduction in children being seen during assessment falling from 100% to 96.7% (inclusive of 2% of assessments being relative to unborn children in this reporting period); this may be a reporting issue and will require exploration. Assessment timeliness is demonstrating a significant improvement with 92.7% of assessments being completed within 45 days up by 4% since May. This remains an appropriate level of compliance as it is expected that a small number of assessments will take longer to complete due to complexity or frustrated access.

44.9% of assessment led to no further action in the reporting period a reduction from 49.5% reported in May. The assessment data includes all assessments completed across the service, including updating assessments for children subject to Child in Need and Child Protection Plans held in the I&P Service which account for 32.2% of all assessments completed in the reporting period.

# London Borough of Barnet Children's Services 'Performance Matters' Report 2018/19

Reporting Period - to June 30th 2018 (2018/19)

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### **1. Early Help, Children in Need of Help & Protection**

The volume of children subject to Child in Need Plans saw a decrease for the first time since April 2017 although numbers are in line with those seen at September/October last year. The volume reflects the higher proportion of CiN Plans closed in the reporting period and reflects a similar spike at the same point last year. The frequency of visits to children subject to Child in Need Plans is averaging 62% which remains 5% higher than the volume seen in March but 3% lower than figures seen in May. The team level data demonstrates 11/15 teams holding CiN Plans are achieving over 62% timeliness in respect of visits, 8/15 are achieving 80% and higher. The four teams in I&P with the lowest volume of recorded CiN visits in time includes REACH (42%) which holds adolescents who are at risk of criminal and sexual exploitation as such are harder to positively engage. Managers are ensuring focus is targeted on those teams where performance needs to improve.

The volume of children subject to Child Protection Plans has seen a very minor increase on the previous month. Following last month's performance report a deep dive was undertaken to understand the timeliness of CP visits, this exercise revealed that children who had just become subject to a CPP, those that had ended a CPP or had been born in the month or transferred out of borough in the month accounted for the large majority of cases where visits were being reported as out of timescale; in June 39 children either started or ended a CPP. The performance data is showing significantly lower performance in this area than previous months; this area of performance data requires further work to ensure greater accuracy in reporting.

In June there were 65 Looked After Children held in the Duty & Assessment and Intervention & Planning Service.

Youth Offending – young people allocated to the Youth Offending Team has increased slightly from 73 in May to 77 young people in June which puts numbers back to the same levels seen at the start of the year. The number of First time entrants into the Youth Justice system has remained consistently low over the past quarter. The volume of young people handed down custodial sentences in June saw an increase as criminal trials concluded. The number of young people assessed as requiring intensive support and supervision has remained consistently over 40% in the past 12 months with a 2% decrease from 47% in May to 45% in June. Barnet youth offending figures continue to outperform London averages on repeat offending, custodial sentences and knife crime.

# London Borough of Barnet Children's Services

## 'Performance Matters' Report 2018/19

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### **2. Corporate Parenting, Care Leavers & 0-25 Service**

#### **Children in Care:**

The focus for the services working with children in care is to create every opportunity for stability and permanence. Of the 319 children, 201 (63%) are in foster care, of which 108 (54%) live with Barnet foster carers, 67 live with independent foster carers and 24 live with connected family carers. Foster care can provide a high level of stability within a family for our children in care that can continue into early adulthood and it is a good achievement to have the majority of our children with foster families.

Although the percentage of children in care in the same placement for 2-years or more has slightly decreased to 65%, this continues to be higher than the same period last year (52.3%). As a service we continue to look at this area and ensure we are making the right placement at the beginning of the child's journey in care creates more stability. Of the children with 3 or more placements only 24% have 4 or more placements. Permanence planning may often result in 3 placement changes.

The appointment of the designated nurse has had an impact on the completion and quality of all initial and review Health Assessments. The additional administrative capacity given to this process continues to show improvement for initial health assessments.

The number of children residing in residential care has seen a reduction this month; of the 39 children who currently reside in external residential placements, 20 are between the ages of 11 and 15 years. The planning for these children will be to move them on to foster care so that they have an opportunity to remain with a family into adulthood under a staying put arrangement. There has been an increase in the number of children over 16 to 17 young people and these will continue to be our most complex vulnerable adolescents. They need a comprehensive intervention plan to reduce the risk they are exposed to and to plan their transition to adulthood. They will be encouraged to move back to Barnet wherever possible as care leavers so that they can be closely supported.

Of the 58 children in semi-independent provisions, 26 are UASC and 37 children are adolescents who have moved to these provisions as Staying Put was not an option, as young people that have entered the care system as adolescents can find it difficult to be within a family setting. The recruitment of supported lodgings will provide these young people with a better care option and it is hoped that the number in semi-independent placements will reduce over the year and that there will only be young people who are either 17½ or nearly 18 in these placements.

The number of UASC has remained fairly consistent over the last 6 months, with a slight increase in May. The majority of young people are over 16 years old but there are 10 young people who are under 14 years old and they are either subject to care orders or care proceedings as they are too young to remain accommodated under s20.

# London Borough of Barnet Children's Services

## 'Performance Matters' Report 2018/19

Reporting Period - to June 30th 2018 (2018/19)

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### **2. Corporate Parenting, Care Leavers & 0-25 Service**

#### **Care Leavers:**

Of the 239 Care Leavers we are actively supporting, 147 are in education, employment and training. Although this number has increased from last month, this figure remains too low and a concerted effort is being made by Personal Advisors and a project group, to increase the awareness of opportunities and to work with the young people to identify their strengths and interests. 23 young people remain at university. Sourcing opportunities for summer jobs are being encouraged for our over 16 year olds so that they develop the work ethics and gain knowledge whilst they are deciding on their futures.

Although the figure has dipped slightly this month, there has been a consistent improvement over the last six months in keeping pathway plans up to date, a new workflow is being devised on LCS to support this work and recording.

The percentage of care leavers who have been visited in the last two-months remains low, however not all of these will require a visit in these timescales and a focus is on ensuring case records are updated in a timely way so that they can be reported accurately.

# LONDON BOROUGH OF BARNET

MULTI AGENCY SAFEGUARDING HUB

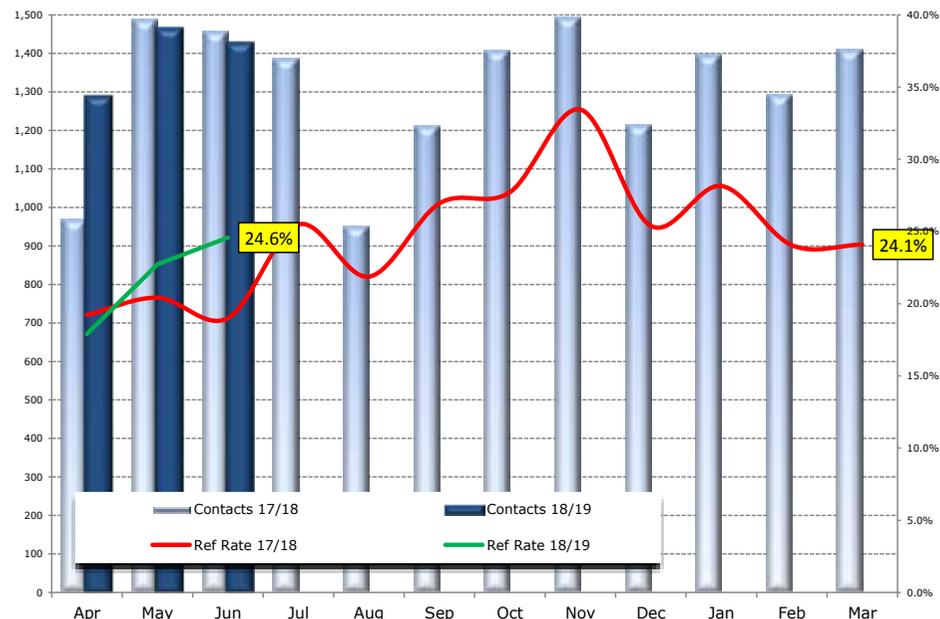
PERFORMANCE ON A PAGE (30 June 2018)

Contact Information	YTD*	Rate	Jun	May	Apr
Updated to Reflect Change in Process	-	-	-	-	-
Contacts Received	<b>4,170</b>		<b>1,424</b>	<b>1,461</b>	<b>1,285</b>
Outcome - Referral to Social Care	912	25%	350	332	230
- Referral to CAF	584	14%	204	232	148
- Provision of Info.	1,042	34%	489	270	283
- Outcome of NFA	1,543	23%	326	608	609
- Signposting	72	3%	43	17	12
Contacts received not assessed in Month	17	1%	12	2	3

\*YTD data is based on new reporting from Apr 18

Referral Information	YTD	Rate	Jun	May	Apr
Referrals by month	<b>782</b>		<b>270</b>	<b>292</b>	<b>220</b>
Referrals per 10,000 Child Population		<b>80.7</b>			
Re Referrals (Within 12 Months)	164	21.0%	57	49	58
Source - Police/Legal Agency	287	36.7%	99	83	105
- School/Education Setting	232	29.7%	79	106	47
- Health Services	109	13.9%	48	39	22
- LA Services	98	12.5%	35	42	21
- Other (Incl Missing)	56	7.2%	9	22	25

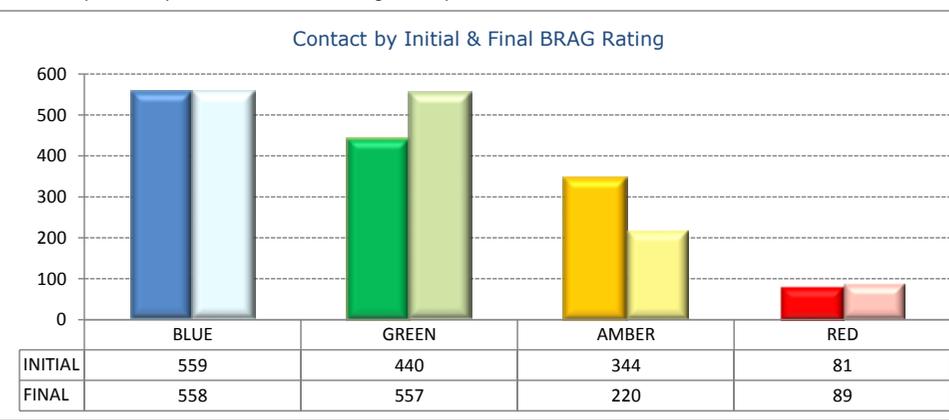
Number of Contacts & Conversions of Contacts to Social Care Referral



Contact by Gender and Age Band



Contact by Initial & Final BRAG Rating



# LONDON BOROUGH OF BARNET

EARLY HELP

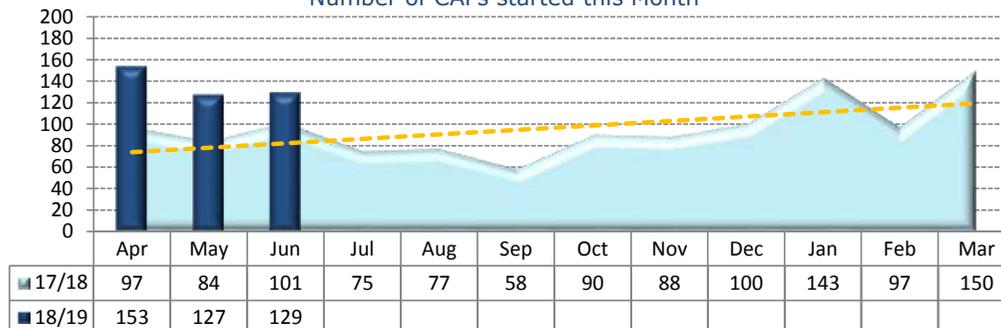
PERFORMANCE ON A PAGE (30 June 2018)

CAFs Open at Month End

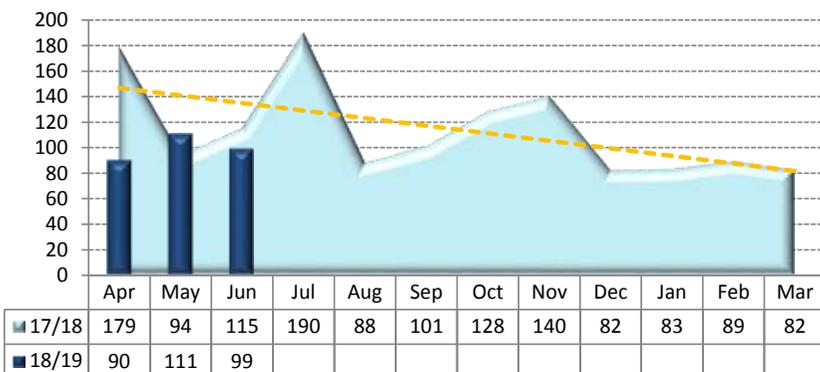


	YTD	June	May	April
CAFs started in the month	409	129	127	153

Number of CAFs started this Month



Number of CAFs Closed this Month

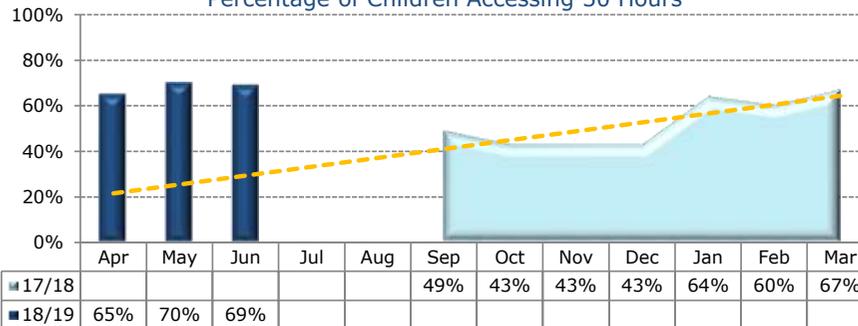


Open CAF durations	No.	%
0-3 mths	297	41.3%
3- 6 mths	202	28.1%
6-9 mths	114	15.9%
9-12 mths	58	8.1%
>1 Year	48	6.7%

CAF Closure Reason/Success Rating (June18)

n=99	Met		Not Met		Not Relevant		Partially Met		Blank	
	No.	%	No.	%	No.	%	No.	%	No.	%
Needs Met/Action Plan Completed	23	23%	0	0%	0	0%	13	13%		
Child Moved Overseas	0	0%	0	0%	0	0%	0	0%		
Child Moved to Another Authority	0	0%	5	5%	0	0%	3	3%		
CAF not started	2	2%	3	3%	2	2%	0	0%		
Consent Withdrawn/Family Disengage from CAF Process	2	2%	8	8%	0	0%	17	17%		
Signposting/Advice Offered	2	2%	0	0%	0	0%	0	0%		
Stepped Up to Social Care	0	0%	4	4%	0	0%	6	6%		
Blank									9	8%

Percentage of Children Accessing 30 Hours



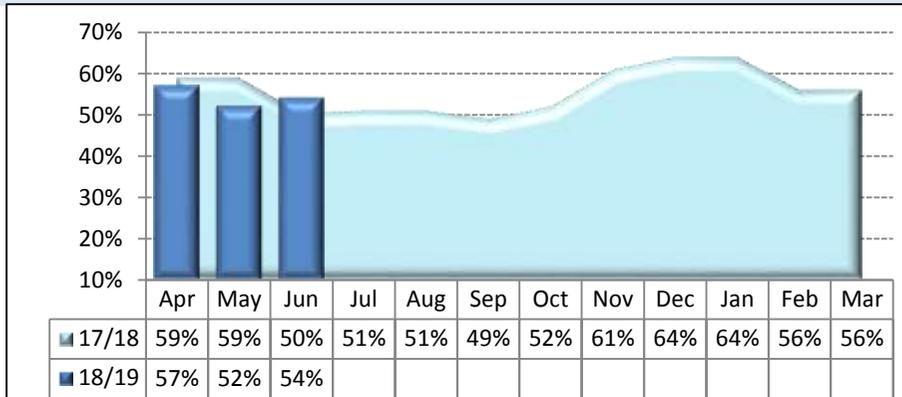
CAF by Lead Professional by Month	June	May	Apr
CAF Team Barnet	166	154	211
Children's Centre	125	126	155
Health	0	2	2
Primary School	120	127	135
Secondary School	66	62	59
Special School (inc. PRU)	13	16	10
Voluntary	15	11	5
0-19	0	0	0
Other	214	211	146

Percentage of Children Accessing 30 Hours

This indicator changed from the 15-hour offer to a 30 offer at the beginning of September 2017 in line with DfE policy change, data prior to this period will be non-comparable and measures the previous 15-hour data.

## Section 2 : Early Help, Early Years & Troubled Families

Chart 1 - % Free Entitlement EYP Taken up by Eligible Parents



**Data Comments :** The figures have remained consistent over the last couple of months.

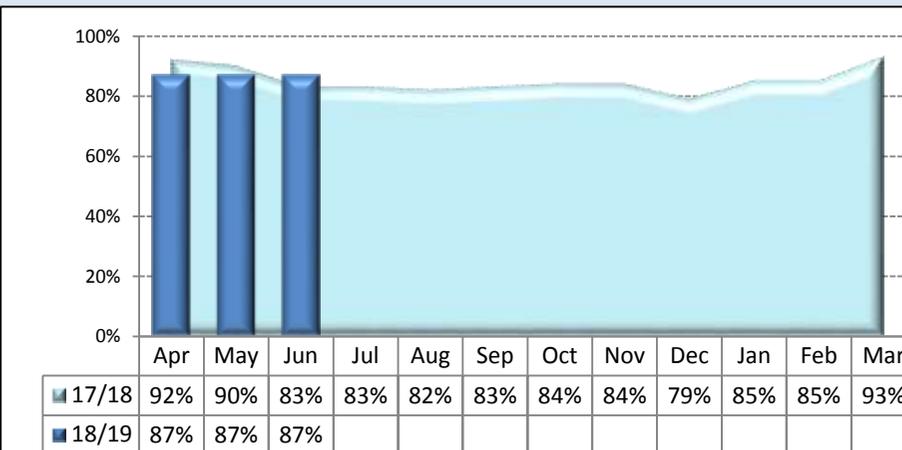
Target : 63.0%

Latest : **54.0%**

Variance : **(14.3%)**

SN :

Chart 2 - % of Families with Children u5 Registered & Accessing Child Ctrs



**Data Comments :** Following an increase in the % of children registered with CC's in March, there was a decrease in the last three months. When comparing to June last year, In June 2018 the figure is 4% higher.

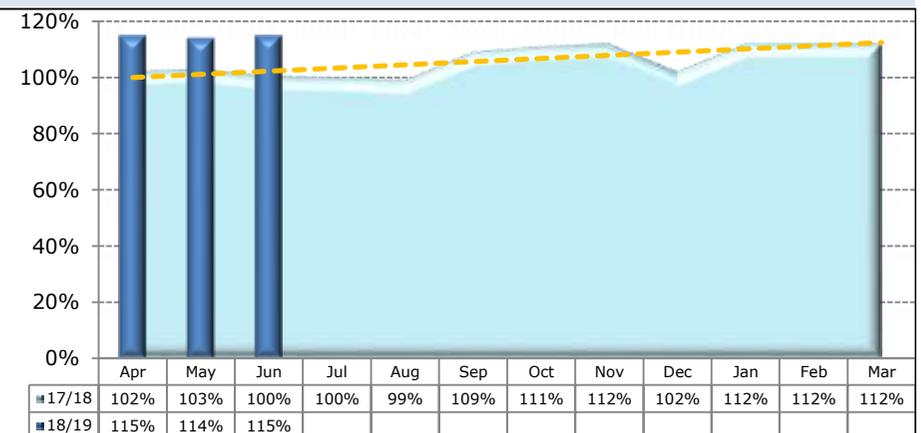
Target : 80.0%

Latest : **87.0%**

Variance : **8.7%**

SN :

Chart 3 - % of Families with u5's in Deprived LSOA's Accessing Services



**Data Comments :** The 100% plus figures are due to having to use very old (2011) pop'n baselines. The figures have remained consistent over the last couple of months.

Target : 65.0%

Latest : **115.0%**

Variance : **76.9%**

SN :

# LONDON BOROUGH OF BARNET

## TROUBLED FAMILIES

PERFORMANCE ON A PAGE (17 July 2018)

Attachments & Claims	July							
Total families attached	3,251	Troubled Families performance is showing progress as we approach the final 18 months of the programme. We have now attached 3,251 families since the programme started in September 2014, and achieved significant & sustained progress or continuous employment with 1,015 of those families (45% of our target). In order to achieve a 100% target by March 31st 2020 and turn around 2220 families we need 50 claims a month in 2018/19 and 60 claims a month in 2019/20. We are currently slightly behind our 2018/19 target with a projected 172 claims by July 31st 2018 (target: 200 claims).						
Overall progress to 2220 attachments	100%							
Total families claimed for	1015							
Overall progress to 2220 claims	45.0%							
Potential claims in the system ready for audit	62							

Family composition	Barnet	Nearest Neighbour Avg.	National Avg.
Avg. number of individuals per family	4	3.9	3.9
Avg. number of children per family	2.2	2.1	2.2
Avg. number of adults per family	1.7	1.8	1.7

Troubled Families – Service Areas *	
TF attachments - CAF	41%
TF attachments - CIN	46%
TF attachments - CP	13%

Age			
Avg. age of individuals in family	21	21.3	20.6
Avg. age of children in family	9.1	9.1	9.1
Avg. age of adults in family	36.6	35.8	35.6

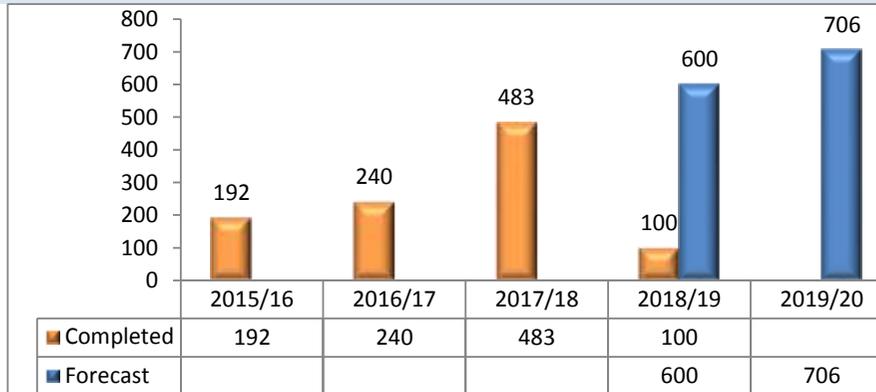
Gender			
Individuals who are female	52.0%	51.0%	45.0%
Individuals who are male	48.0%	44.0%	40.0%

Ethnicity			
Individuals who are BAME	19.0%	49.0%	19.0%

**Data Comments:** On average our families have 4 family members, including 2.2 children and 1.7 adults. We have slightly more family members than the national and nearest neighbours average. The average age of our family members is 21 years old. The average age of our children is 9.1 years old. We have slightly more females in our family makeup than males, and 19% of our families are BAME, compared to 49% for our nearest neighbours.

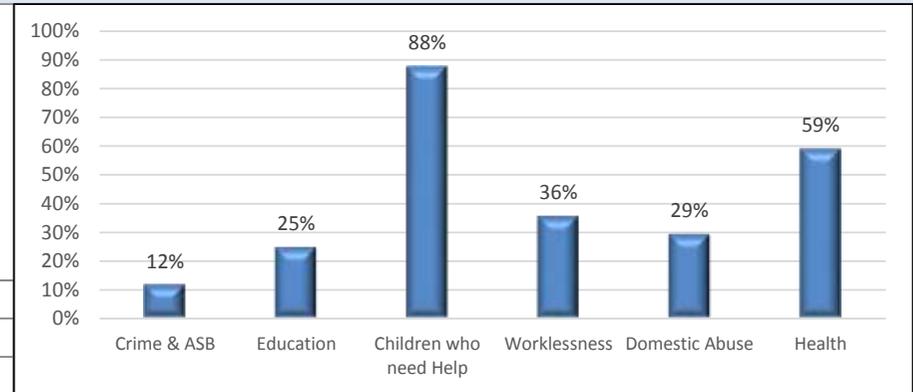
## Section 2 : Early Help, Early Years & Troubled Families

Chart 1 - Year on Year Claims - Completed & Forecasts



**Data Comments :** We have made 100 claims so far in 2018/19 with a further 62 claims ready for internal audit and a further 10 claims projected by the end of the month. To remain on our year end target we need to be at 200 claims by July 31st (overall projection taking into account the above is 172 claims).

Chart 2 - Troubled Families – Types of Issues



**Data Comments:** On average families attached to the Families First Programme have 2.5 of the 6 issues. As evident from the chart above, the most prevalent issues are children who need help (88%) and health (59%). Average number of issues (2.5)

Chart 3 - Troubled Families – Employment Outcomes

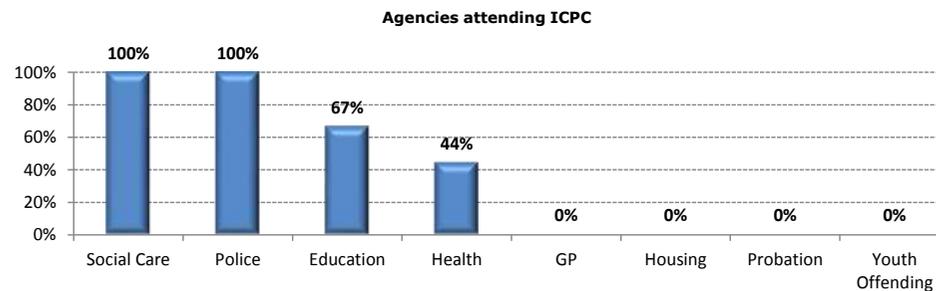
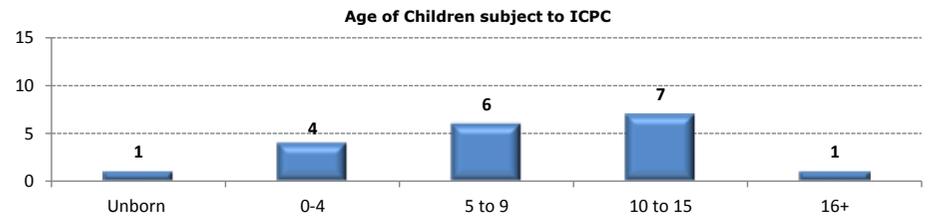
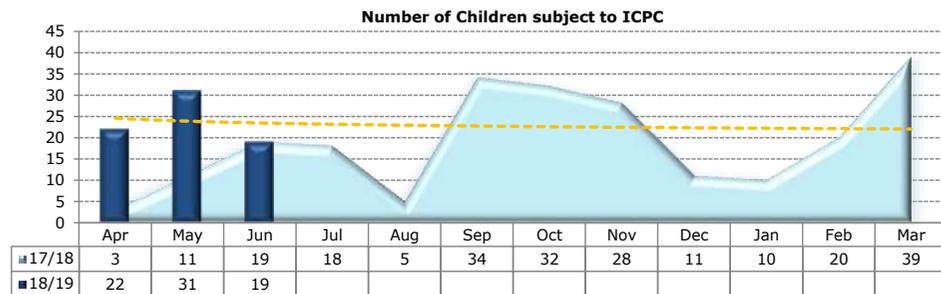
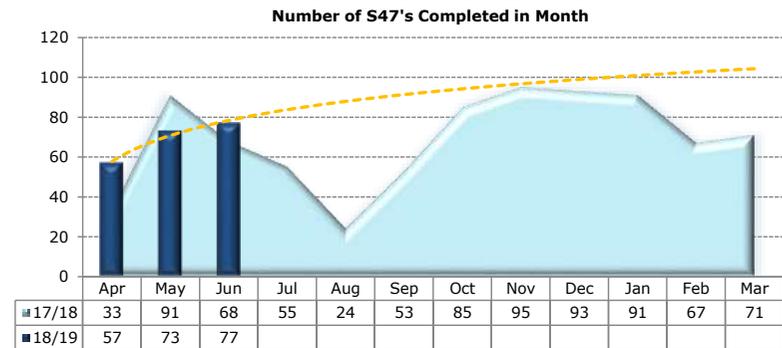
Families with continuous employment claims	36 (3.5%)
Families with progress to work (17/18)	44 (4.3%)
<b>Data Comments :</b> Despite being one of the best performing areas for achieving significant & sustained progress we are one of the worst areas nationally for achieving work outcomes. We are improving both our recording of work outcomes and the work we do to support lead professionals who have family members out of work. We have 10 new family members recently into work with the support of the Troubled Families Employment Advisors which will be reflected in the above statistics once quality assurance and audits are completed (next months PM).	

# LONDON BOROUGH OF BARNET

STRAT DISCUSSIONS, S47'S & ICPC'S

PERFORMANCE ON A PAGE (30 June 2018)

Strategy Discussion Involvements: Number of Meetings Recorded as Completed		YTD*		June	
		140		48	
<b>Social Care</b>	Number and Rate Invited	140	100.0%	48	100%
	Number and Rate Attended	140	100.0%	48	100%
<b>Police</b>	Number and Rate Invited	139	99.3%	47	98%
	Number and Rate Attended	134	96.4%	45	95.7%
<b>Health</b>	Number and Rate Invited	125	89.3%	44	91.7%
	Number and Rate Attended	117	93.6%	43	97.7%
<b>Education</b>	Number and Rate Invited	101	72.1%	39	81.3%
	Number and Rate Attended	94	93.1%	38	97.4%
*YTD Period Begins April 18					
<b>Number of S47's in Month</b>		<b>No.</b>	<b>%</b>		
		<b>77</b>	<b>-</b>		
<b>Percentage of Section 47s leading to:</b>					
Continue with C&F		50	64.9%		
Progressing to an ICPC		23	29.9%		
Legal Action		0	0.0%		
Continue with CIN/CP/CLA		0	0.0%		
Other Agency to monitor welfare		4	5.2%		
<b>Section 47 by Team</b>					
0-25 Service		7	9.1%		
Children in Care 1		1	1.3%		
Duty & Assessment Team 1		19	24.7%		
Duty & Assessment Team 2		6	7.8%		
Duty & Assessment Team 3		14	18.2%		
Duty & Assessment Team 4		17	22.1%		
Intervention & Planning Team 1		3	3.9%		
Intervention & Planning Team 2		2	2.6%		
Intervention & Planning Team 3		1	1.3%		
Intervention & Planning Team 4		6	7.8%		
Intervention & Planning Team 6		1	1.3%		
<b>ICPC's</b>					
<b>Number of ICPC's</b>		<b>9</b>	<b>19</b>		
<b>Number and Percentage of ICP Conferences that progressed within 15 working days of the S47</b>		<b>No.</b>	<b>Rate</b>		
		<b>7</b>	<b>77.8%</b>		
<b>Gender (Children subject to ICPC's)</b>					
Female		7	36.8%		
Male		11	57.9%		
Unborn		1	5.3%		

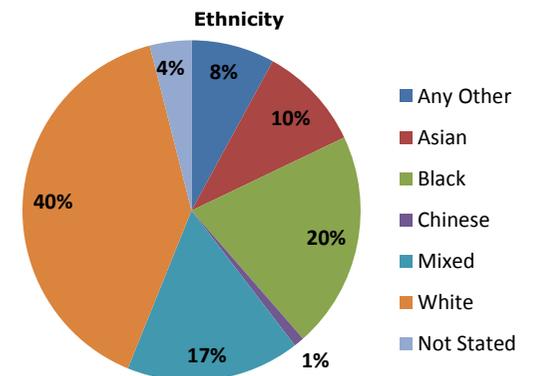
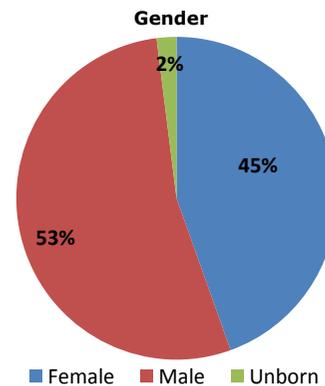
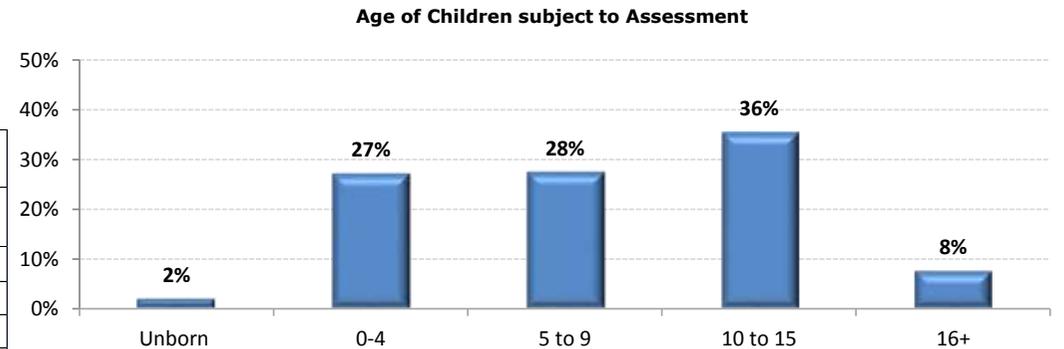
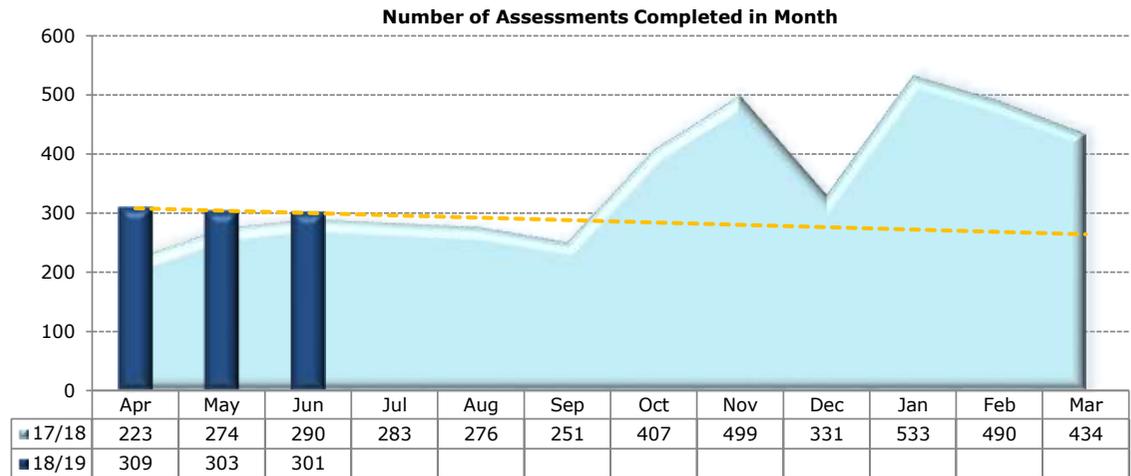


# LONDON BOROUGH OF BARNET

## ASSESSMENTS

PERFORMANCE ON A PAGE (30 June 2018)

Assessments	No.	%	
<b>All Assessments Completed in Month</b>	<b>301</b>	<b>-</b>	
<b>Children seen during Assessment</b>	<b>285</b>	<b>94.7%</b>	
<b>Percentage of Assessments Completed within 45 Working Days</b>	<b>279</b>	<b>92.7%</b>	
0-25 days	200	66.4%	
26-40 days	74	24.6%	
41-45 days	5	1.7%	
46+ days	<b>22</b>	<b>7.3%</b>	
<b>Outcome of Assessments</b>	<b>No.</b>	<b>%</b>	
Child In Need - Update Child's Plan	27	9.0%	
Legal Action	5	1.7%	
No Further Action	135	44.9%	
Continue with CIN/CP/CLA	101	33.6%	
Referral to Other Agency	0	0.0%	
Step Down to Early Help System	31	10.3%	
Strategy Discussion	2	0.7%	
<b>First Assessment of Referral</b>	<b>204</b>	<b>67.8%</b>	
<b>Assessments by Team</b>	<b>Initial Assess</b>	<b>Other</b>	<b>%</b>
0-25 Service	6	7	4%
Children in Care Team 1	0	1	0%
Duty & Assessment Team 1	74	0	25%
Duty & Assessment Team 2	30	0	10%
Duty & Assessment Team 3	53	1	18%
Duty & Assessment Team 4	26	3	10%
Intervention & Planning Team 1	7	8	5%
Intervention & Planning Team 2	3	10	4%
Intervention & Planning Team 3	0	15	5%
Intervention & Planning Team 4	0	4	1%
Intervention & Planning Team 5	1	12	4%
Intervention & Planning Team 6	1	23	8%
Intervention & Planning Team 7	3	7	3%
REACH	0	6	2%



# Section 4 : Children in Need

Chart 1 - Number of Children with Child in Need Plans

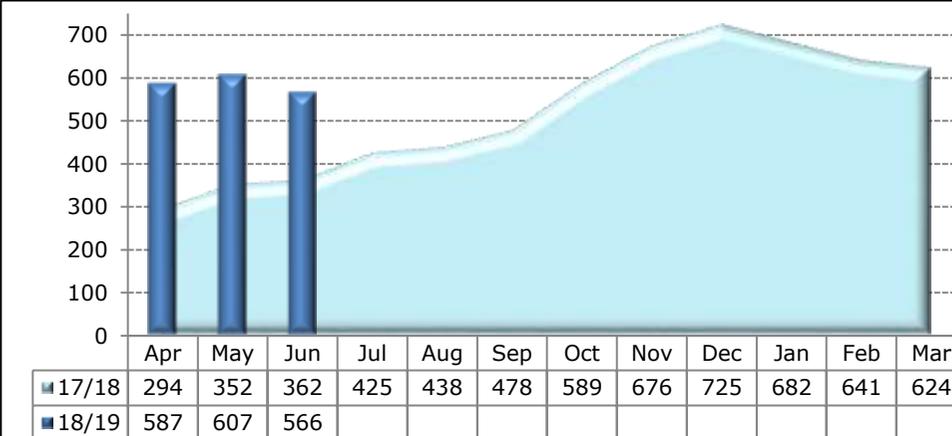
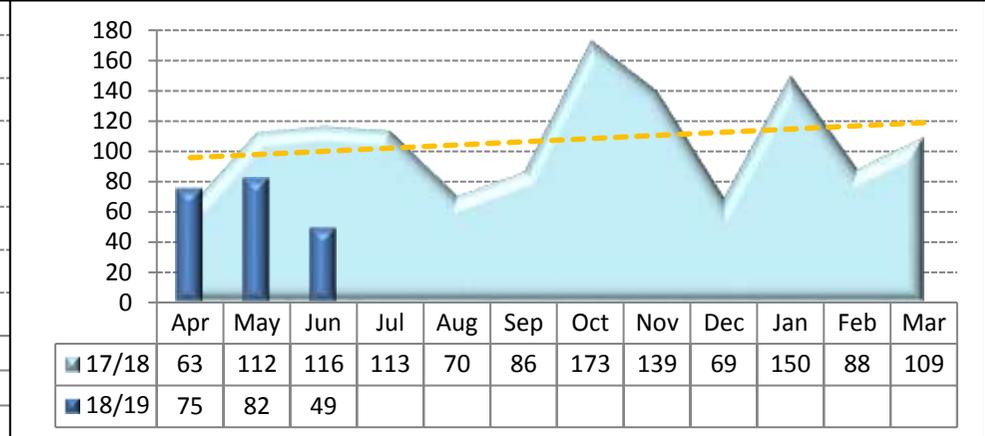


Chart 2 - Child in Need Plans Started in Month



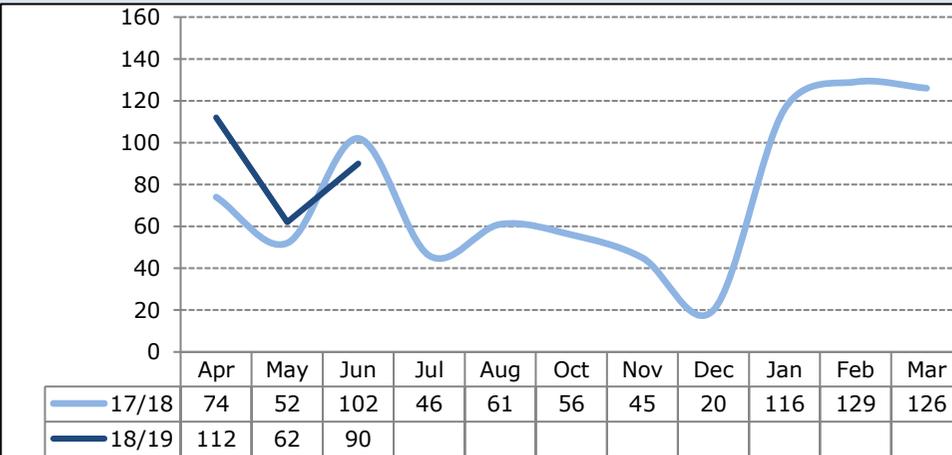
**Data Comments :** The total number of children that are on CiN Plans in June has risen significantly high compared to June 2017/18. Last three months the figures are similar to that of the last three months of 2017/18.

Duration	Total
0-3 mths	137
3-6 mths	175
6-12 mths	142
>12 mths	112

**Data Comments :** CiN Plans remain low, with only 49 plans started during June 2018. This is a significant drop (decrease of 54% ) when compared to the 2017/18 average of 107 plans per month.

Age	Total
0-4	16
5- 9	8
10 - 15	20
16+	5

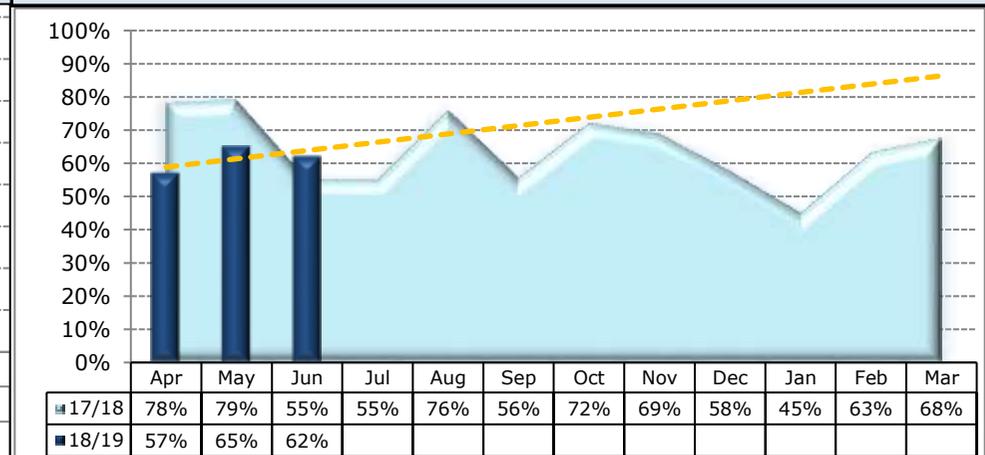
Chart 3 - No. of Ceased CiN Plan with Destination



**Data Comments :** The data appears to show an increase in the number of CiN Plans closed during in June (an increase of 45% compared to May), this is in line with figures seen same time last year.

Destination	
CiN to CP	1
CiN to CiC	0

Chart 4 - Children on CiN Plans who have been seen in 4 Wks



**Data Comments :** CiN plan visits (excluding NRPF and 0-25) are 62% for June 2018 a decrease of 3% compared to May 2018.

Target :	95.0%
Latest :	<b>62.0%</b>
Variance :	<b>(34.7%)</b>
SN :	

# Section 4 : Children in Need

Chart 5 - Number of Children with Child in Need Plans by Case Holding Team (n=566)

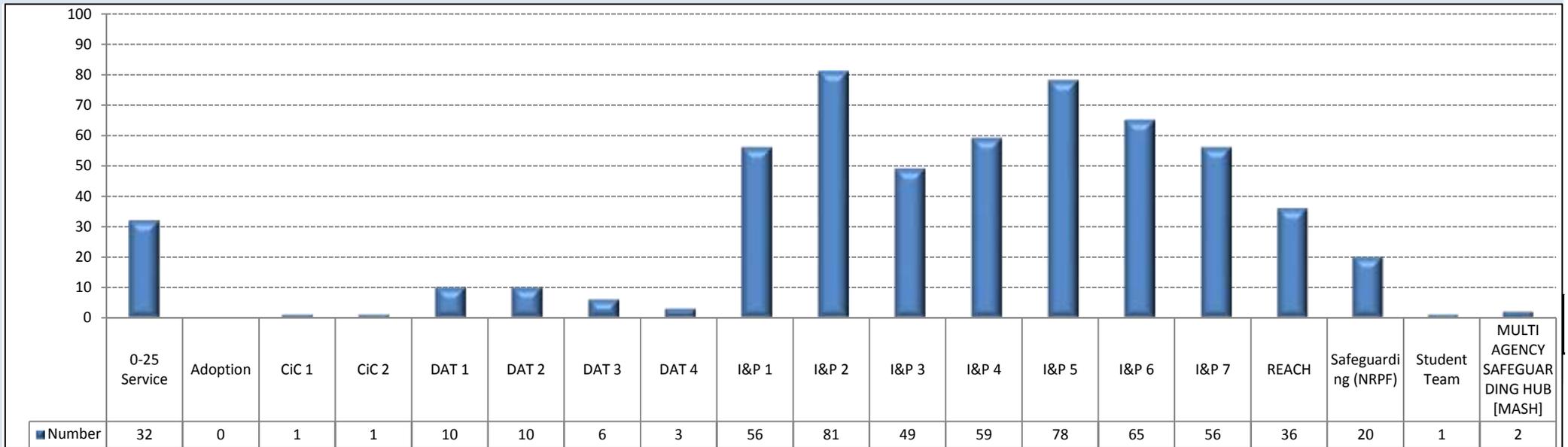
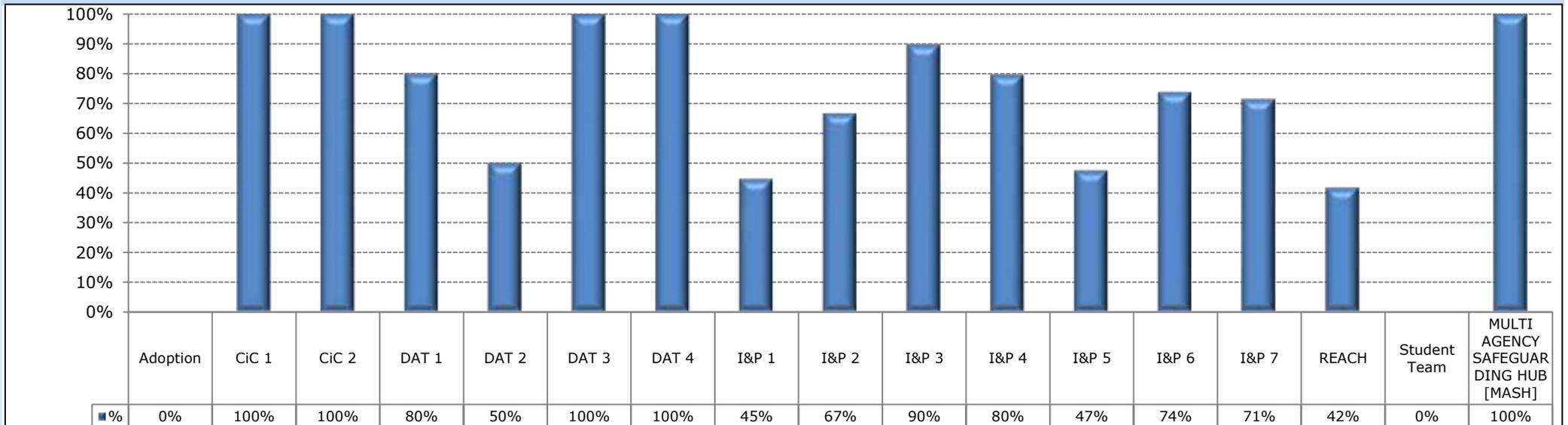


Chart 6 - Rate of Children with Child in Need Plans with Timely Visits by Case Holding Team Excluding NRPF and the 0-25 Service (n=62%)



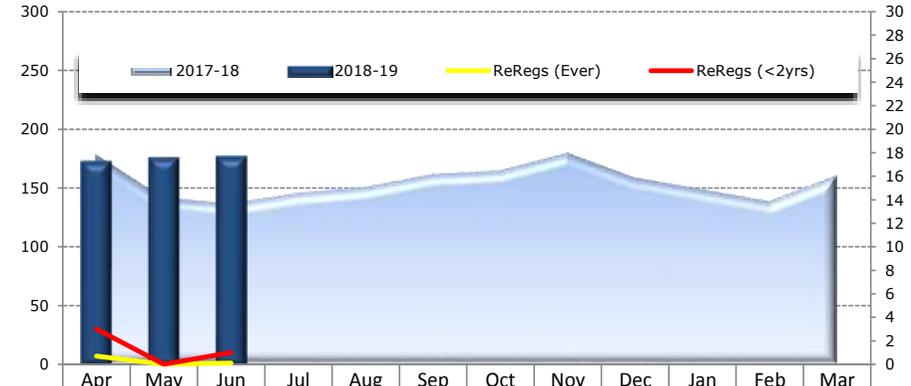
# LONDON BOROUGH OF BARNET

## CHILD PROTECTION SERVICE

PERFORMANCE ON A PAGE (30 June 2018)

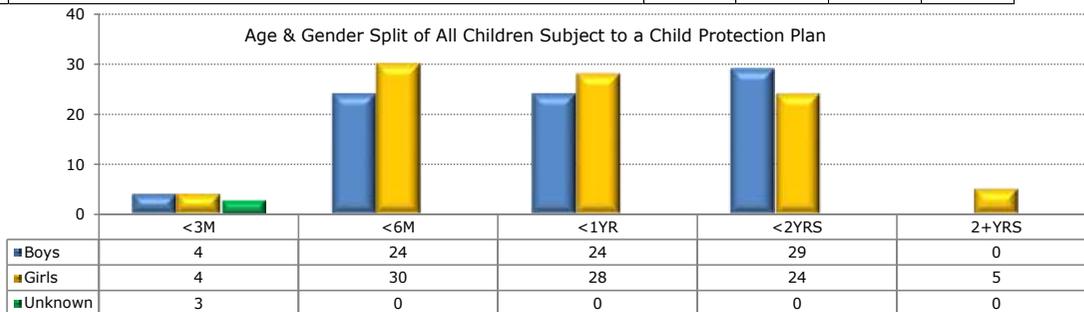
Category of Abuse	Jun	%	May	Apr
Emotional	69	39.4%	67	68
Neglect	57	32.6%	55	50
Physical	32	18.3%	37	41
Sexual	17	9.7%	15	12
Multiple	0	0.0%	0	0
Number of Children Subject to a Child Protection Plan	<b>175</b>	-	<b>174</b>	<b>171</b>
<b>Cumulative Facts &amp; Figures</b>	<b>No.</b>	<b>Rate</b>	<b>No.</b>	<b>No.</b>
Rate per 10,000 u18 Population	18.1	-	18.0	17.6
New Registrations in from April 2018 / Rate of 1st Time on Plan	64	-	44	22
Re Registrations in the Year (Ever) Cumulative from April 2018	8	12.5%	7	7
Re Registrations (Within 2 Years) Cumulative from April 2018	4	6.3%	3	3
Number/Rate of Disabled Children Subject to a CP Plan	9	5.1%	7	4
LAC Subject to a CP Plan	2	1.1%	2	4
De Registrations in the Year to Date from April 2018	49	-	30	11
De-Registrations (after 2 Years) From April 2018	0	0.0%	0	0
Number of Under 5's Subject to a CP Plan (YTD)	63	36.0%	60	52
CP Reviews Completed to Timescale (YTD)	121	100%	127	112

Monthly Profile of Children subject to a CP Plan & Re Registration Activity

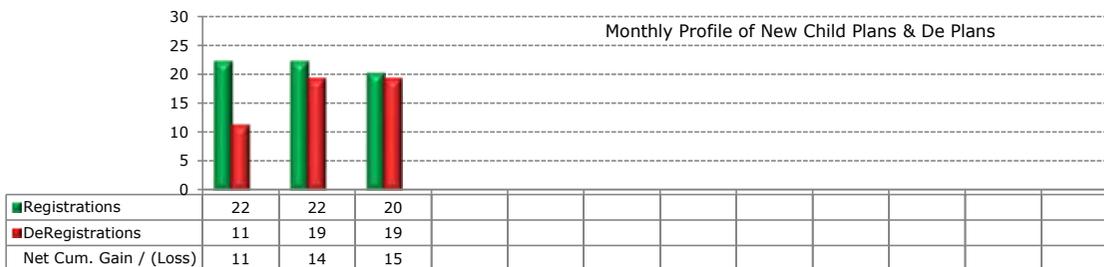


	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2017-18	178	141	136	145	150	161	164	179	158	148	138	160
2018-19	171	174	175									
ReRegs (Ever)	7	0	1									
ReRegs (<2yrs)	3	0	1									

Age & Gender Split of All Children Subject to a Child Protection Plan



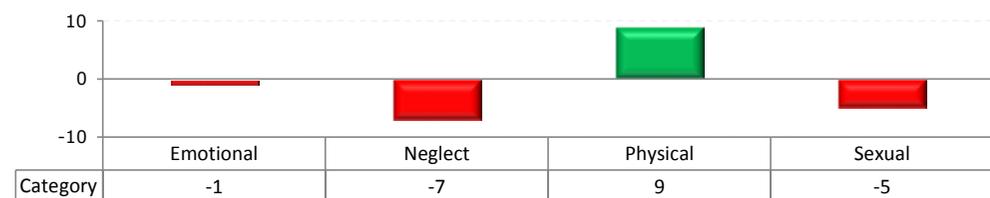
Monthly Profile of New Child Plans & De Plans



Category Breakdown

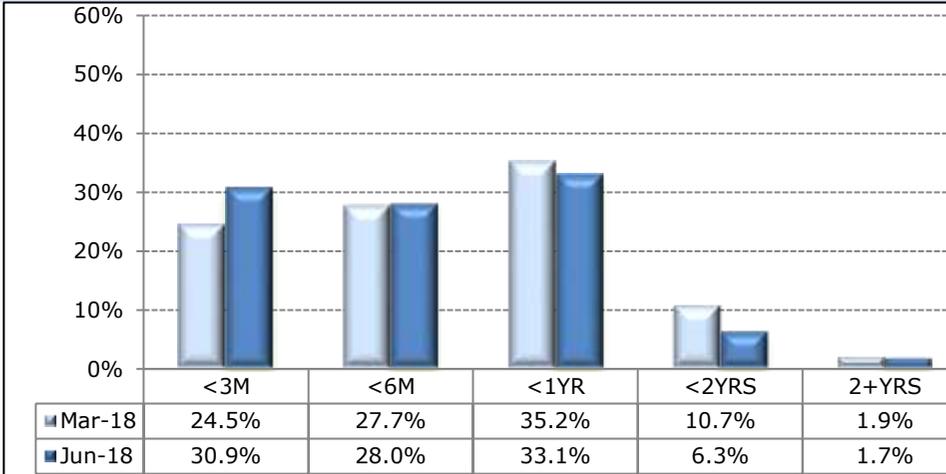
Case Holding Team	Cases	Visits	Emo	Neg	Phys	Sex
Intervention & Planning Team 1	19	15.8%	14	3	2	0
Intervention & Planning Team 2	19	38.7%	6	5	5	3
Intervention & Planning Team 3	22	62.5%	8	5	6	3
Intervention & Planning Team 4	22	41.7%	14	7	1	0
Intervention & Planning Team 5	19	42.1%	7	7	5	0
Intervention & Planning Team 6	22	69.6%	4	5	9	4
Intervention & Planning Team 7	32	43.8%	12	11	2	7
OTHER	20	76.0%	4	14	2	0
<b>TOTALS</b>	<b>175</b>	<b>49.0%</b>	<b>69</b>	<b>57</b>	<b>32</b>	<b>17</b>

Change In Abuse Category Numbers from April 1st 2018 to Present



# Section 5 : Child Protection

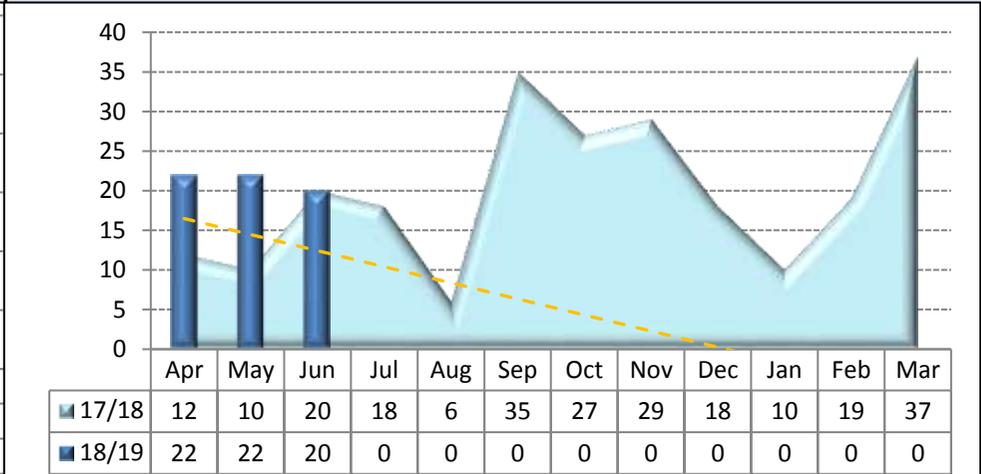
Chart 1 - Duration of Current CP Plans



**Data Comments :** There has been a shift in the length of time children are spending on a CP Plan. At the end of 2016/17, the number of children on a plan for under 6 months accounted for 44.9% of all children, with 55.1% being on a plan for more than 6 months. At the end of June 2018 those figures had moved to show 58.9% under 6 months, and 41.1% over.

<3M	54
<6M	49
<1YR	58
<2YRS	11
2+YRS	3

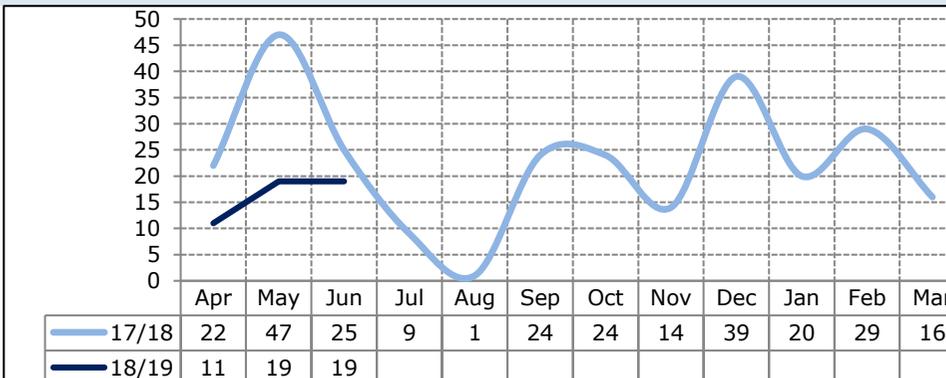
Chart 2 - Children made Subject to CP Plans



**Data Comments :** 64 children have been made subject to a CP Plan since April 1st 2018, compared to 42 children during the same period in 2017/18 an increase of 52.4%.

U1	13
1 to 5	21
6 to 10	15
11 to 15	14
16+	1

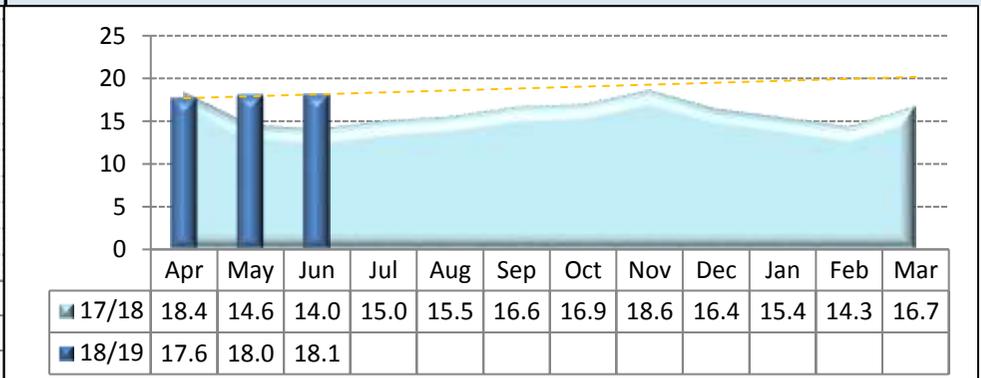
Chart 3 - No. of Children whose CP Plan Ceased



**Data Comments :** The number of CP cases that ceased in June are again, relatively low, when compared to figures between Dec and Feb. 16 cases stepped down to a CIN plan, 2 cases no longer met the criteria, and 1 child moved overseas and is now in the care of the authorities in France.

Destination	
CP to CIN	16

Chart 4 - Rate per 10,000 Children Subject to a CP Plan

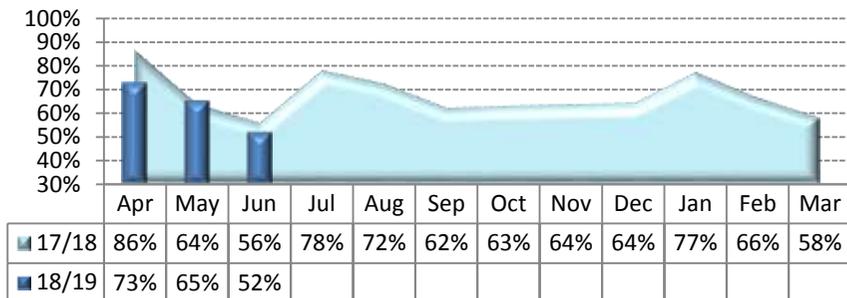


**Data Comments :** Rate of children subject to CPP remains below our statistical neighbours at 18.4 compared to 38.2, following a significant decrease in the rate during last year, this has shown a continued upward trajectory since the end of 2017-18.

Target :	Monitor
Latest :	18.1
Variance :	-
SN :	38.2

# Section 5 : Child Protection

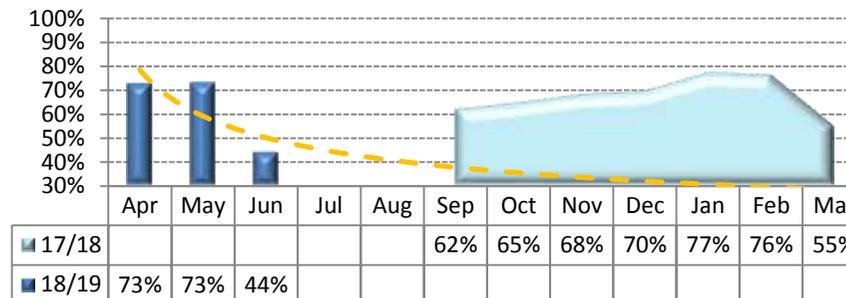
Chart 5 - Percentage of CP Children Visit in Time (10 days)



**Data Comments :** June recorded the lowest percentage of visits (52%) seen in the last 15 months. 15 cases were dip sampled to ensure data accuracy. The average working days for those seen out of timescales is **16 days**. Children seen within 4 weeks is 92%.

Target :	95.0%
Latest :	<b>52.0%</b>
Variance :	<b>(45.3%)</b>
SN :	

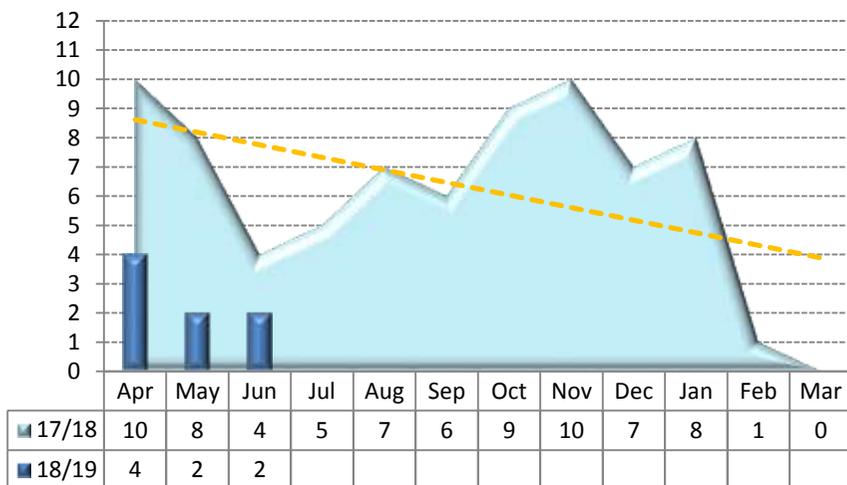
Chart 6 - Percentage of CP Children Under 5 with a Visit in Time (10 days)



**Data Comments :** There are currently 63 children under 5 on a CP Plan, and 28 of these had been seen within 10 days. 15 cases were dip sampled to ensure data accuracy. The average working days for those seen out of timescales is **17 days**.

Target :	95.0%
Latest :	<b>44.0%</b>
Variance :	<b>(53.7%)</b>
SN :	

Chart 7 - Number of Children Subject to CP Plan and CiC



**Data Comments :** The number of children on Child Protection Plans and who are also Looked After remains low with 2 children. The drop in this indicator is due to practice improvement work around the recording of the closure of CP Plan children who become Looked After.

Target :	Monitor
Latest :	<b>2</b>
Variance :	-

Chart 8 - Children Subject to a Subsequent CP Plan (Ever)

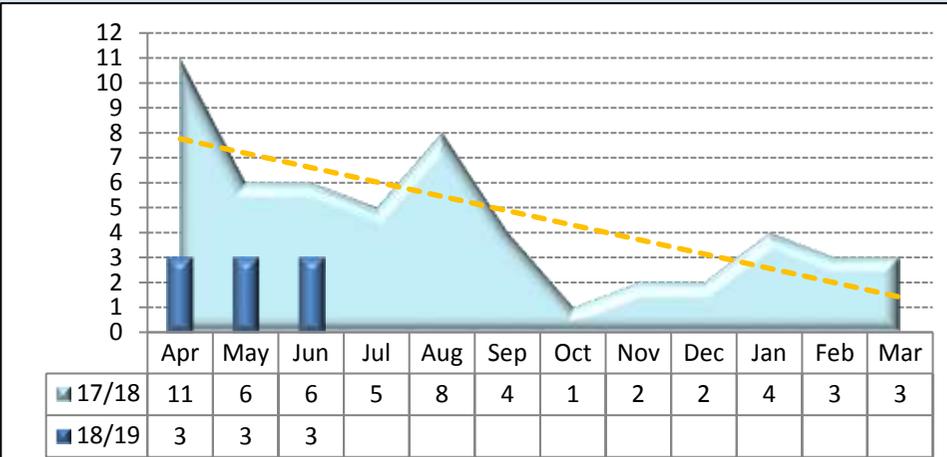
Cumulative Figures						
Month	17/18	18/19	No's (18/19)	Gender		No's
Apr	0.0%	35.0%	7			
May	0.0%	16.3%	7	Male	<b>63%</b>	5
Jun	4.8%	12.5%	8	Female	<b>38%</b>	3
Jul	10.0%			Ages		No's
Aug	10.6%			U1	<b>0%</b>	0
Sep	7.9%			1 to 5	<b>13%</b>	1
Oct	7.0%			6 to 10	<b>25%</b>	2
Nov	7.6%			11 to 15	<b>63%</b>	5
Dec	8.0%			16+	<b>0%</b>	0
Jan	8.6%					
Feb	11.3%					
Mar	10.7%					

**Data Comments :** With just one re registration this month the rate has fallen again. At a rate of 12.5% the measure of children subject to a subsequent CP Plan is well within the year end target of 15.6%, and is also lower than our latest stat neighbours figure of 17.6%.

Target :	15.6%
Latest :	<b>12.5%</b>
Variance :	<b>(19.9%)</b>

# Section 5 : Child Protection

Chart 9 - No. of Children Subject to CP Plans for 2+ Years



**Data Comments :** The number of children subject to a CP Plans for over 2 years remains low with only 3 children in this category. This has been consistent for the last 5 months.

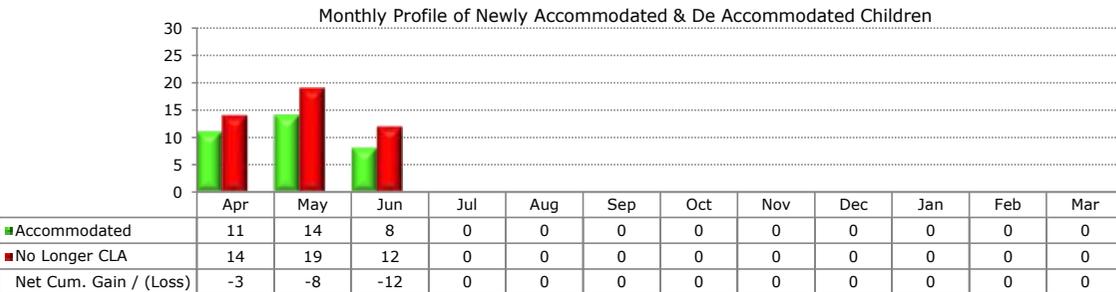
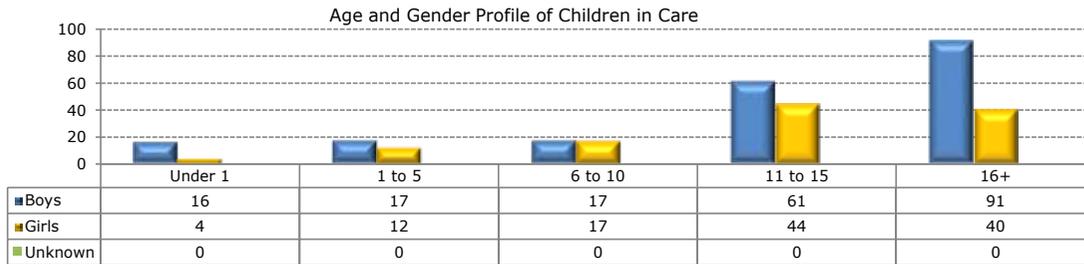
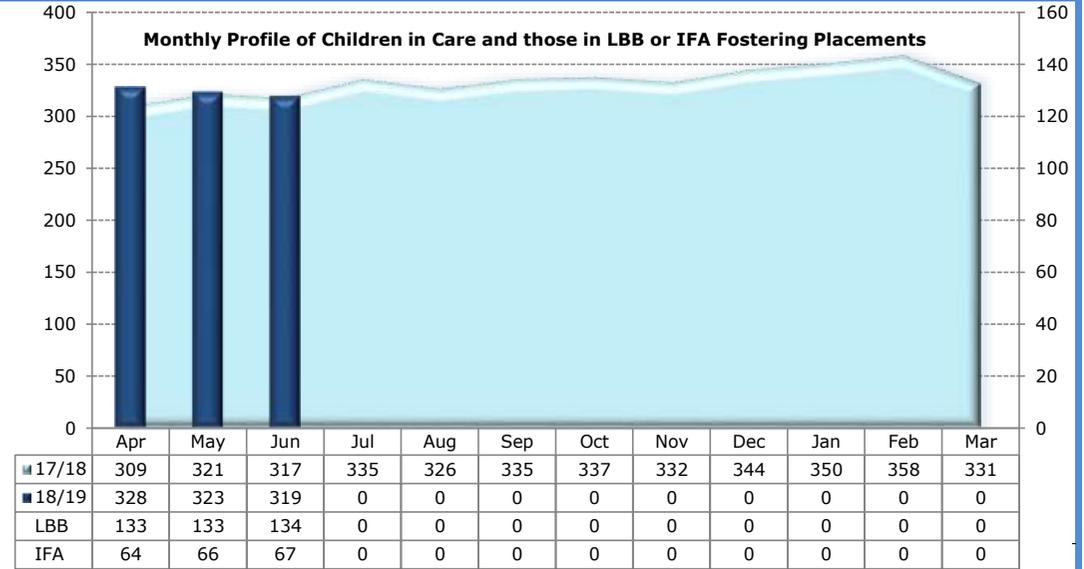
Target :	Monitor
Latest :	<b>3</b>
Variance :	-
SN :	2.4

# LONDON BOROUGH OF BARNET

## CHILDREN IN CARE SERVICE

PERFORMANCE ON A PAGE (30 June 2018)

<b>Current Legal Status</b>	<b>Jun</b>	<b>%</b>	<b>May</b>	<b>Apr</b>
Interim Care Order	47	14.7%	50	51
Full Care Order	134	42.0%	133	136
Section 20	123	38.6%	125	125
Placement Order - In Adoptive Placement	5	1.6%	5	5
Placement Order - Awaiting Placement	8	2.5%	8	7
Police Protection Order - In LA Accommodation	0	0.0%	0	0
Remanded to LA Accommodation or Youth Detention Accommodation	2	0.6%	2	2
Legal Status has Not Been Recorded	0	0.0%	0	2
<b>Total Number of Children in Care</b>	<b>319</b>	<b>-</b>	<b>323</b>	<b>328</b>
<b>Facts &amp; Figures</b>	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>No.</b>
Rate of Children in Care per 10,000 u18 Population	32.9	-	33.3	33.8
Number of Children with 3+ Placements / Rate Former NI62	3	0.9%	2	0
Longer Term Stability Measure / Rate Former NI63	97	65.1%	114	67
Number/Rate of Children Adopted from Care in Year (Cum)	0	0.0%	0	0
Number/Rate of Children with Special Guardianship Order (Cum)	4	8.9%	2	0
Initial Health Assessments within 20 Working Days	45.8%	-	30.0%	0.0%
Number of Children Who Are Privately Fostered	12	-	11	11

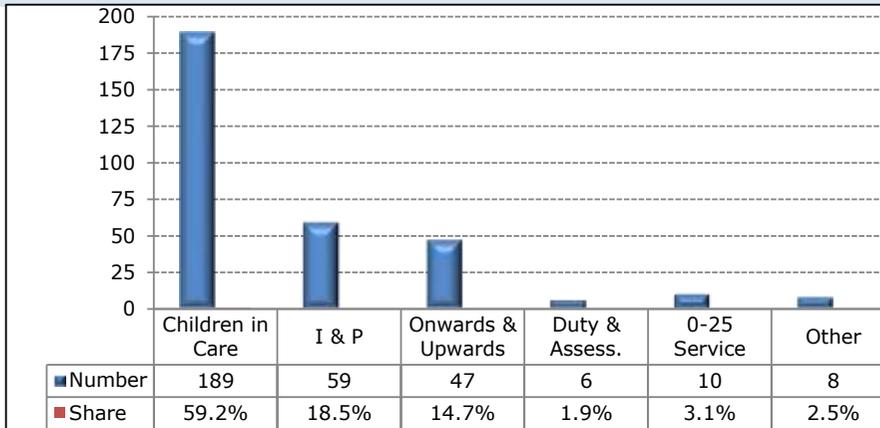


### Characteristics of Children Currently in Care

<b>Gender</b>		<b>%</b>	<b>Time in Care System</b>		<b>%</b>
Male	202	63.3%	0-6 Months	113	35.4%
Female	117	36.7%	6-12 Months	82	25.7%
Unknown	0	0.0%	12-18 Months	35	11.0%
Ratio of M to F		1.72 : 1	18-24 Months	21	6.6%
			Over 24 Months	68	21.3%
			<b>Caseholding Service</b>		<b>%</b>
			Children in Care	189	59.2%
			I & P	59	18.5%
			Onwards & Upwards	47	14.7%
			Duty & Assess.	6	1.9%
			0-25 Service	10	3.1%
			Other	8	2.5%
			<b>UASC</b>		<b>No.</b>
			Section 20	59	18.5%
			<b>Placement Location</b>		<b>%</b>
			In Barnet	118	37.0%
			Care Order	3	0.9%
			OoB	201	63.0%
			Other	0	0.0%

# Section 6 : Children in Care

Chart 1 - Children in Care by Service Area



**Data Comments :** Cases held by the CiC Team have risen by 6.3% when compared to May. O&U saw their cases drop by 5.7% and 0-25 saw their percentage increase by 2.5% when compared to May.

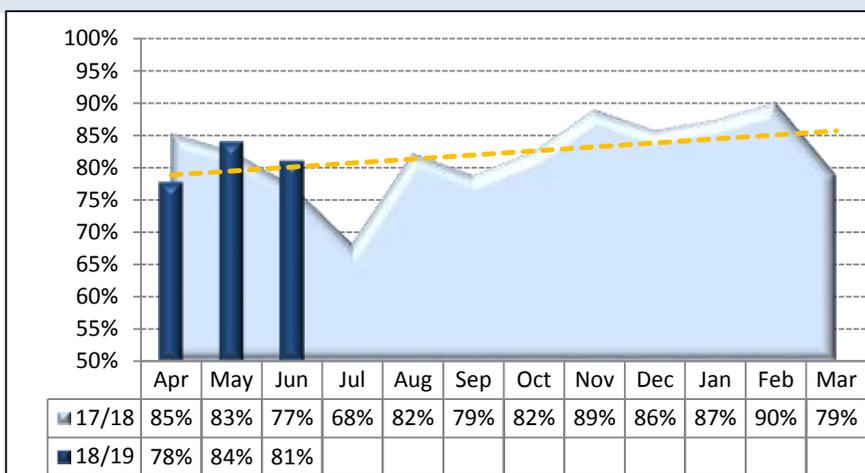
Chart 2 - Children in Care Subject to a Section 20

Age Grouping	Boys	Girls	Not Known	Total	Avg Time
Under 1	3	0	0	3	9.23 wks
1 to 5	3	0	0	3	79.4 wks
6 to 10	0	0	0	0	-
11 to 15	19	11	0	30	38.0 wks
16+	70	17	0	87	44.7 wks
Total	95	28	0	123	
Avg Time in Care	46.9 wks	29.7 wks	-		

The Ratio of Boys to Girls in the wider CiC cohort is 1.72 : 1 whereas the Ratio for those on a Section 20 Order is 3.39 : 1

**Data Comments :** The 11 to 16+ cohort includes 59 of the 62 UASC population (55 boys and 4 girls). All S20 under 15 are reviewed 3 monthly by PPP. This is reducing delay on decision making where court proceedings are necessary.

Chart 3 - Timeliness of Children in Care Visits



**Data Comments :** CiC visits are currently at 81%, 14% below the target of 95%. The Year to date average for visits is 81%. The average days for those seen out of timescales is 65 days.

Target :	95.0%
Latest :	<b>81.0%</b>
Variance :	<b>(17.3%)</b>
SN :	

Chart 4 -CiC with 3+ Placements in 12 Months (Cumulative)

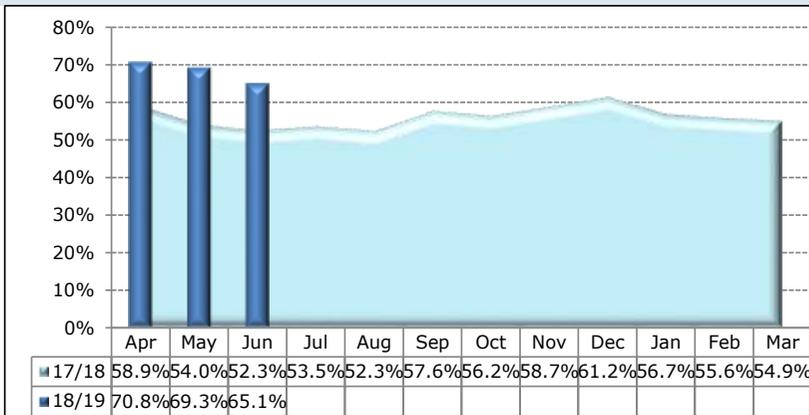


**Data Comments :** Currently there are 3 children with 3 or more placements since April 1st 2018. There are also 30 children and young people already with 2 placements.

Target :	11.5%
Latest :	<b>0.9%</b>
Variance :	<b>(91.8%)</b>
SN :	11.3%

# Section 6 : Children in Care

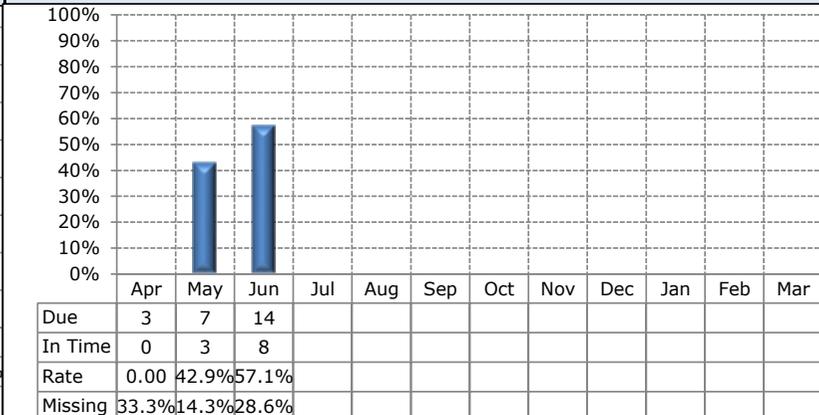
Chart 5 - Children in Care 2.5 Years AND Same Placement for 2 Years



**Data Comments :** The % of children in the same placement for 2 years or more, currently stands at 65.1% which is a reduction on last month. However this is still one of the highest reported figures for a number of years.

Target :	62.0%
Latest :	<b>65.1%</b>
Variance :	5.0%
SN :	66.4%

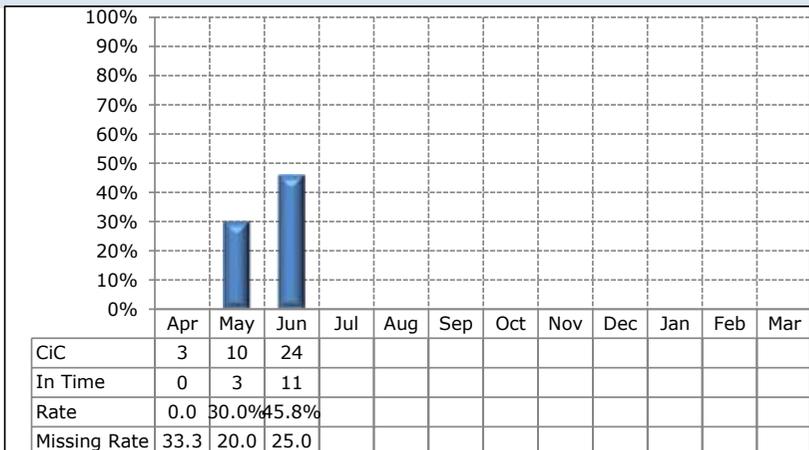
Chart 6 - Monthly Rate of Timely Initial Health Assessments



**Data Comments :** This measure looks at all of those children who began an episode of care, whereby the IHA was due on or after April 1st. The chart shows monthly performance and is not cumulative; for cumulative data please refer to chart 7. The 'missing' rate is included to show that where performance may look poor, it could be that the child's record has no IHA recorded in the month rather than it being out of time. A timely initial health assessment will take place within 20 working days of the child entering care.

Target :	95.0%
Latest :	<b>57.1%</b>
Variance :	<b>(39.8%)</b>
SN :	

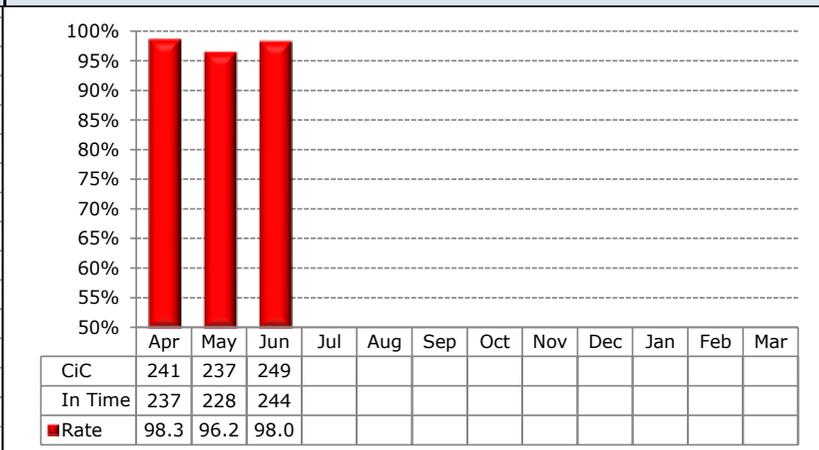
Chart 7 - Cumulative Rate of Timely Initial Health Assessments



**Data Comments :** This measure looks at all of those children who began an episode of care, whereby the IHA was due on or after April 1st. The chart shows cumulative performance and is not monthly; for monthly data please refer to chart 6. The 'missing' rate is included to show that where performance may look poor, it could be that the child's record has no IHA recorded in the month rather than it being out of time. A timely initial health assessment will take place within 20 working days of the child entering care.

Target :	95.0%
Latest :	<b>45.8%</b>
Variance :	<b>(51.8%)</b>
SN :	

Chart 8 - Rate of CiC with Timely Review Health Checks



**Data Comments :** This measure looks at all children currently in care, and checks that, as at the end of the reporting period, they have had a review health assessment in the previous 12 months.

Target :	95.0%
Cum :	<b>98.0%</b>
Variance :	3.1%
SN :	

## Section 6 : Children in Care

Chart 9 - Percentage of LAC Reviews Completed on Time

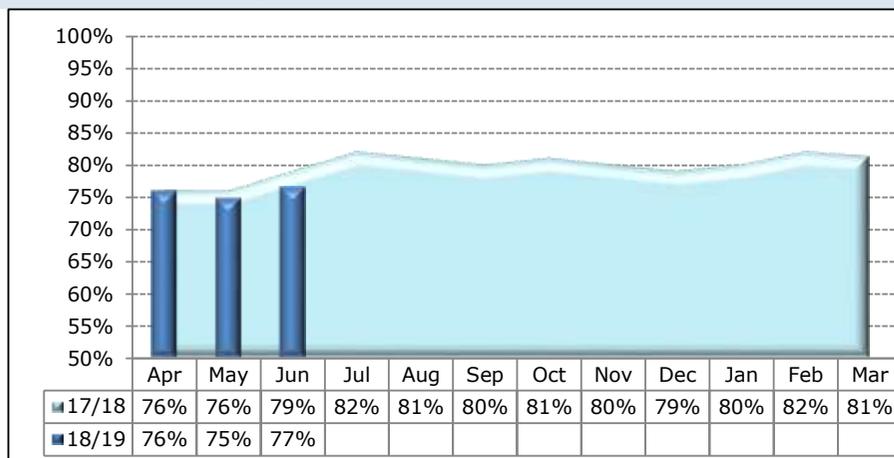


Chart 10 - Current CiC by Service & Length of Time in Care

Service Area	<1M	2-3M	4-6M	7-12M	13-18M	19-24M	24M+
Children in Care	8	12	16	49	23	18	63
Intervention & Plan.	12	17	18	10	2	0	0
Onwards & Upwards	5	5	7	18	9	0	3
Duty & Assessment	3	3	0	0	0	0	0
0-25 Service	0	0	1	3	1	3	2
Other	1	4	1	2	0	0	0
	29	41	43	82	35	21	68

**Data Comments :** The impact of non-recording by SWs on the system has a knock on effect to this indicator; meaning that IROs are unable to upload their reviews in timescales. There are currently 67 client records where a Review should have been recorded; had all the relevant tasks been completed on time and the review completed within timescales the current rate would show **98.4%**. Work has commenced with the service to identify all overdue tasks on the system, this is being monitored by the HoS Safeguarding. Following the data cleanse, work will commence to scope a revised workflow

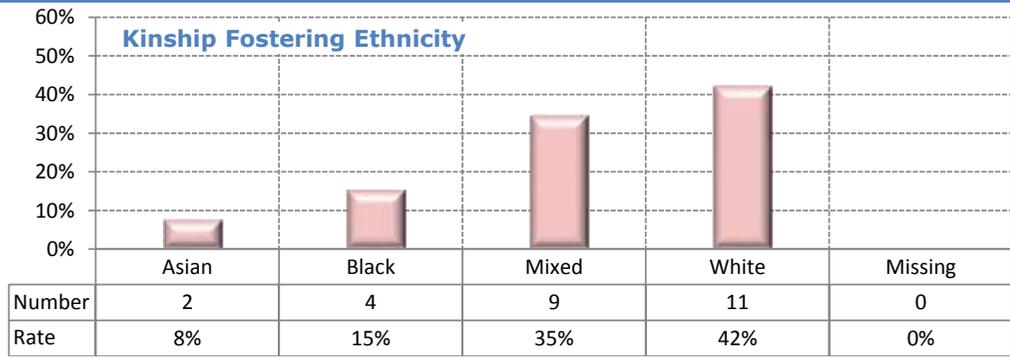
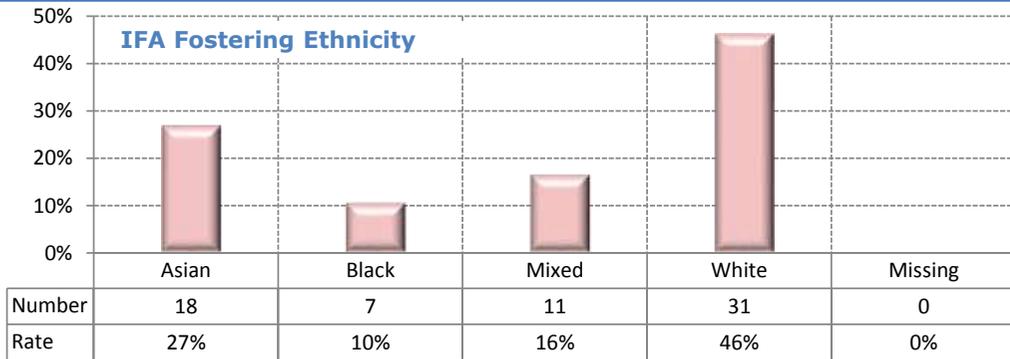
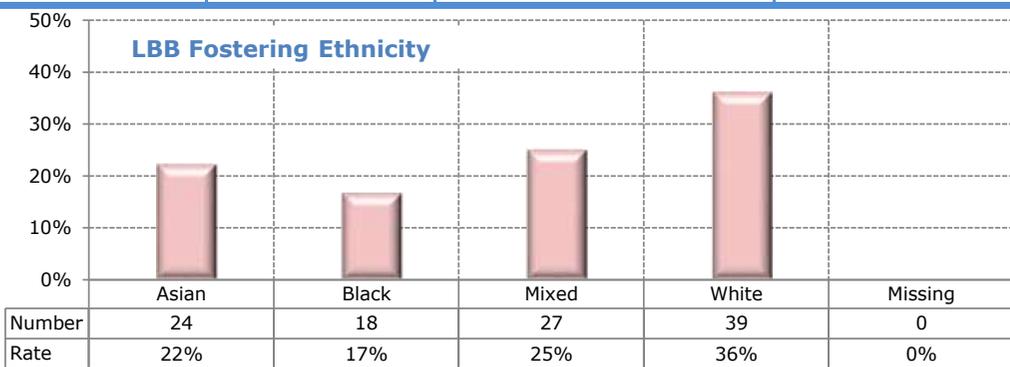
Target :	95.0%
Latest :	<b>76.6%</b>
Variance :	<b>(19.4%)</b>

# LONDON BOROUGH OF BARNET

## CIC PLACEMENTS SERVICE

PERFORMANCE ON A PAGE (30 June 2018)

All Current Placements	No.	%	Rate / 10,000	3+ Placements		M to F Ratio	Starters	Leavers	Avg Length of All Placements	No. of UASC
	319	100%	32.9	3	0.9%	1.73 : 1	Month 8 : Year 33	Month 12 : Year 45	1 Year 5 Months	62
<b>LBB Fostering</b>	<b>108</b>	<b>33.9%</b>								
<b>Gender</b>			<b>Duration of Placement</b>							
Female	41	38.0%	0-6 Months	35	32.4%					
Male	67	62.0%	7-12 Months	24	22.2%					
Unknown	0	0.0%	13-18 Months	10	9.3%					
<b>Age</b>			19-24 Months	6	5.6%					
Under 1	9	8.3%	2 Years +	33	30.6%					
1 to 5	11	10.2%	<b>Average</b>		1 Year 9 Months					
6 to 10	15	13.9%								
11 to 15	42	38.9%								
16+	31	28.7%								
<b>IFA Fostering</b>	<b>67</b>	<b>21.0%</b>								
<b>Gender</b>			<b>Duration of Placement</b>							
Female	19	28.4%	0-6 Months	13	19.4%					
Male	48	71.6%	7-12 Months	14	20.9%					
Unknown	0	0.0%	13-18 Months	11	16.4%					
<b>Age</b>			19-24 Months	9	13.4%					
Under 1	6	9.0%	2 years +	20	29.9%					
1 to 5	7	10.4%	<b>Average</b>		1 Year 8 Months					
6 to 10	13	19.4%								
11 to 15	28	41.8%								
16+	13	19.4%								
<b>Kinship Fostering</b>	<b>26</b>	<b>8.2%</b>								
<b>Gender</b>			<b>Duration of Placement</b>							
Female	14	53.8%	0-6 Months	14	53.8%					
Male	12	46.2%	7-12 Months	4	15.4%					
Unknown	0	0.0%	13-18 Months	0	0.0%					
<b>Age</b>			19-24 Months	0	0.0%					
Under 1	4	15.4%	2 Years +	8	30.8%					
1 to 5	7	26.9%	<b>Average</b>		2 Years 3 Months					
6 to 10	4	15.4%								
11 to 15	9	34.6%								
16+	2	7.7%								

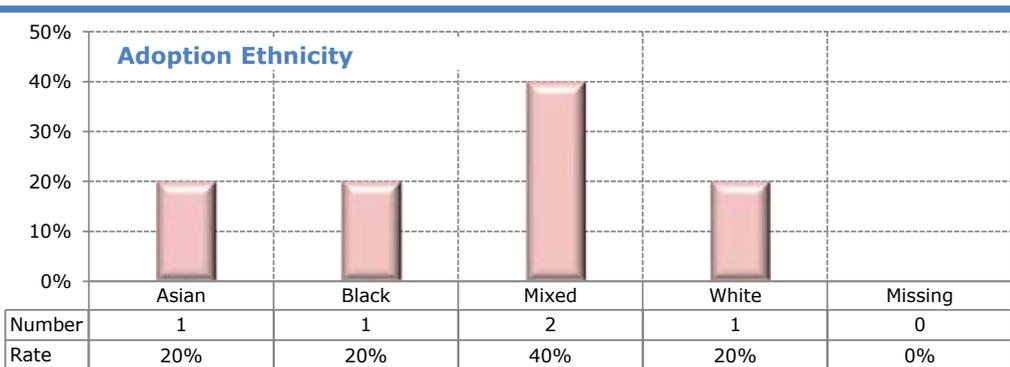
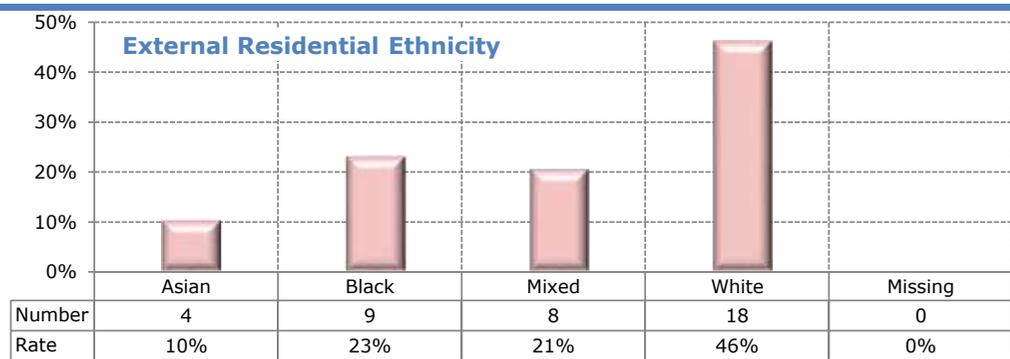
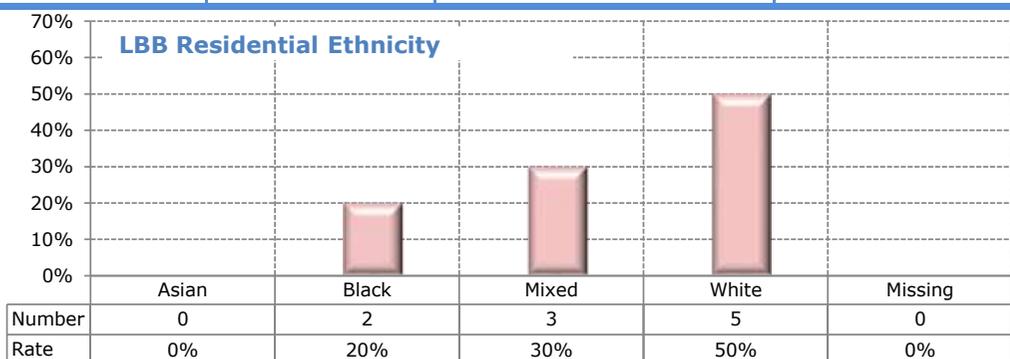


# LONDON BOROUGH OF BARNET

## CIC PLACEMENTS SERVICE

PERFORMANCE ON A PAGE (30 June 2018)

All Current Placements	No.	%	Rate / 10,000	3+ Placements		M to F Ratio	Starters	Leavers	Avg Length of All Placements	No. of UASC
	319	100%	32.9	3	0.9%	1.73 : 1	Month 8 : Year 33	Month 12 : Year 45	1 Year 5 Months	62
<b>LBB Residential</b>	<b>10</b>	<b>3.1%</b>								
<b>Gender</b>			<b>Duration of Placement</b>							
Female	4	40.0%	0-6 Months	6	60.0%					
Male	6	60.0%	7-12 Months	2	20.0%					
Unknown	0	0.0%	13-18 Months	1	10.0%					
<b>Age</b>			19-29 Months	1	10.0%					
Under 1	0	0.0%	2 Years +	0	0.0%					
1 to 5	0	0.0%	<b>Average</b>			0 Years 7 Months				
6 to 10	0	0.0%								
11 to 15	3	30.0%								
16+	7	70.0%								
<b>External Residential</b>	<b>39</b>	<b>12.2%</b>								
<b>Gender</b>			<b>Duration of Placement</b>							
Female	21	53.8%	0-6 Months	16	41.0%					
Male	18	46.2%	7-12 Months	10	25.6%					
Unknown	0	0.0%	13-18 Months	3	7.7%					
<b>Age</b>			19-29 Months	5	12.8%					
Under 1	1	2.6%	2 years +	5	12.8%					
1 to 5	0	0.0%	<b>Average</b>			1 Years 1 Months				
6 to 10	1	2.6%								
11 to 15	20	51.3%								
16+	17	43.6%								
<b>Adoption</b>	<b>5</b>	<b>1.6%</b>								
<b>Gender</b>			<b>Duration of Placement</b>							
Female	3	60.0%	0-6 Months	0	0.0%					
Male	2	40.0%	7-12 Months	5	100.0%					
Unknown	0	0.0%	13-18 Months	0	0.0%					
<b>Age</b>			19-29 Months	0	0.0%					
Under 1	0	0.0%	2 Years +	0	0.0%					
1 to 5	4	80.0%	<b>Average</b>			0 Years 9 Months				
6 to 10	1	20.0%								
11 to 15	0	0.0%								
16+	0	0.0%								

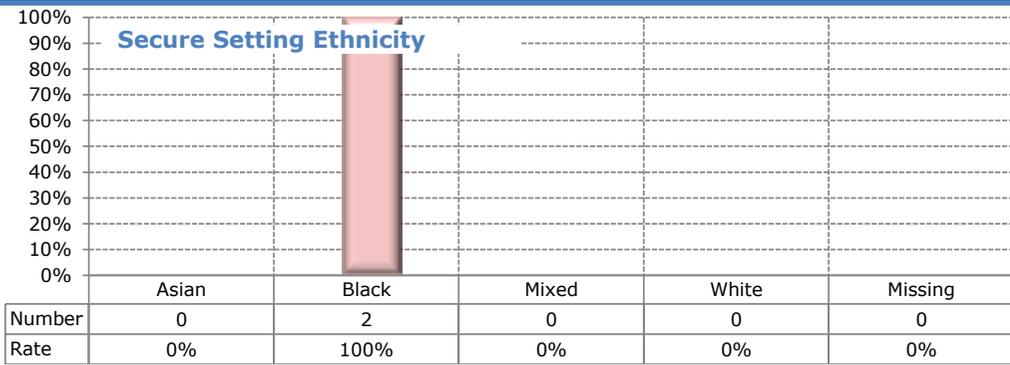
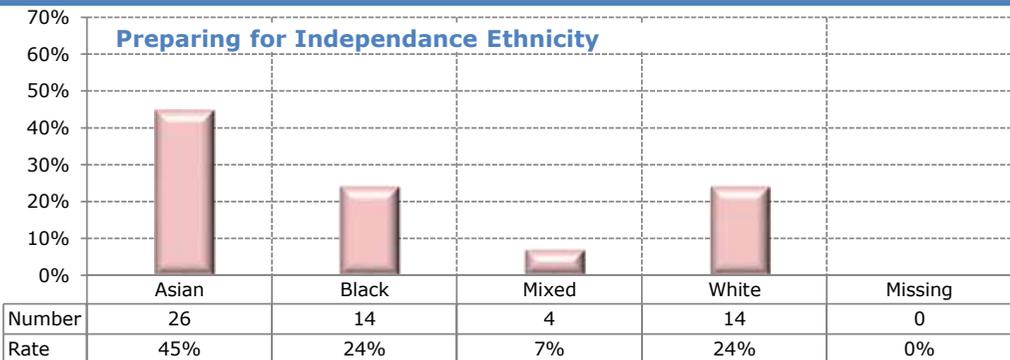
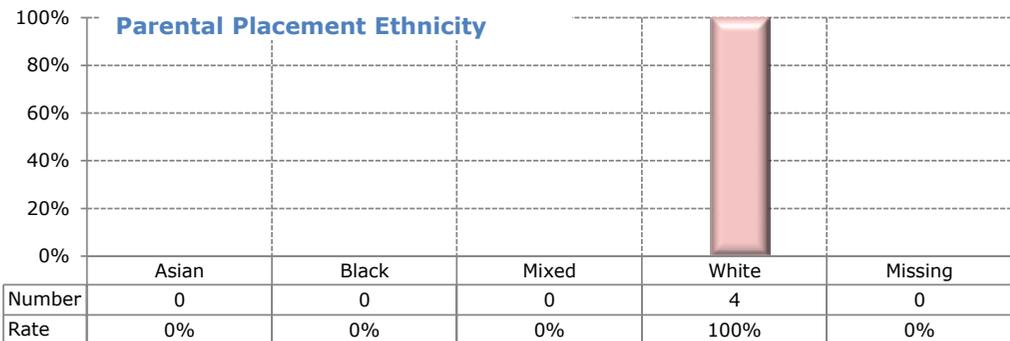


# LONDON BOROUGH OF BARNET

## CIC PLACEMENTS SERVICE

PERFORMANCE ON A PAGE (30 June 2018)

All Current Placements	No.	%	Rate / 10,000	3+ Placements		M to F Ratio		Starters	Leavers	Avg Length of All Placements	No. of UASC
		319	100%	32.9	3	0.9%	1.73	: 1	Month 8 : Year 33	Month 12 : Year 45	1 Year 5 Months
<b>Parental</b>	<b>4</b>	<b>1.3%</b>									
<b>Gender</b>			<b>Duration of Placement</b>								
Female	2	50.0%	0-6 Months	1	25.0%						
Male	2	50.0%	7-12 Months	1	25.0%						
Unknown	0	0.0%	13-18 Months	0	0.0%						
<b>Age</b>			19-28 Months	0	0.0%						
Under 1	0	0.0%	2 Years +	2	50.0%						
1 to 5	0	0.0%	<b>Average</b>		1 Years 6 Months						
6 to 10	0	0.0%									
11 to 15	3	75.0%									
16+	1	25.0%									
<b>Semi Independence</b>	<b>58</b>	<b>18.2%</b>									
<b>Gender</b>			<b>Duration of Placement</b>								
Female	13	22.4%	0-6 Months	26	44.8%						
Male	45	77.6%	7-12 Months	22	37.9%						
Unknown	0	0.0%	13-18 Months	10	17.2%						
<b>Age</b>			19-24 Months	0	0.0%						
Under 1	0	0.0%	2 years +	0	0.0%						
1 to 5	0	0.0%	<b>Average</b>		0 Years 6 Months						
6 to 10	0	0.0%									
11 to 15	0	0.0%									
16+	58	100.0%									
<b>Secure Setting/YOI</b>	<b>2</b>	<b>0.6%</b>									
<b>Gender</b>			<b>Duration of Placement</b>								
Female	0	0.0%	0-6 Months	2	100.0%						
Male	2	100.0%	7-12 Months	0	0.0%						
Unknown	0	0.0%	13-18 Months	0	0.0%						
<b>Age</b>			19-24 Months	0	0.0%						
Under 1	0	0.0%	2 Years +	0	0.0%						
1 to 5	0	0.0%	<b>Average</b>		0 Years 2 Months						
6 to 10	0	0.0%									
11 to 15	0	0.0%									
16+	2	100.0%									

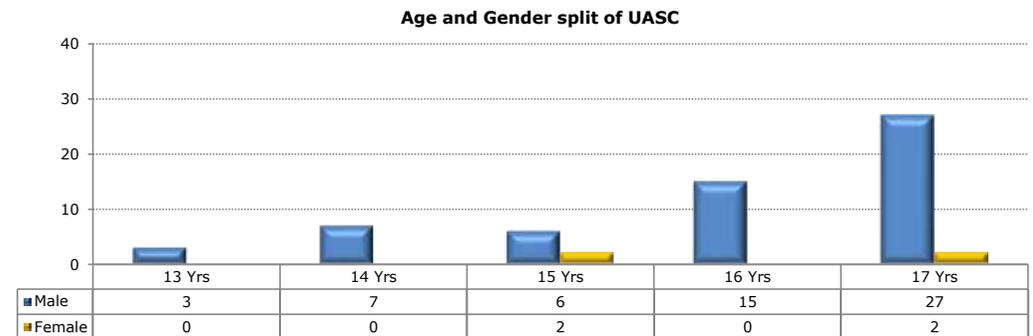
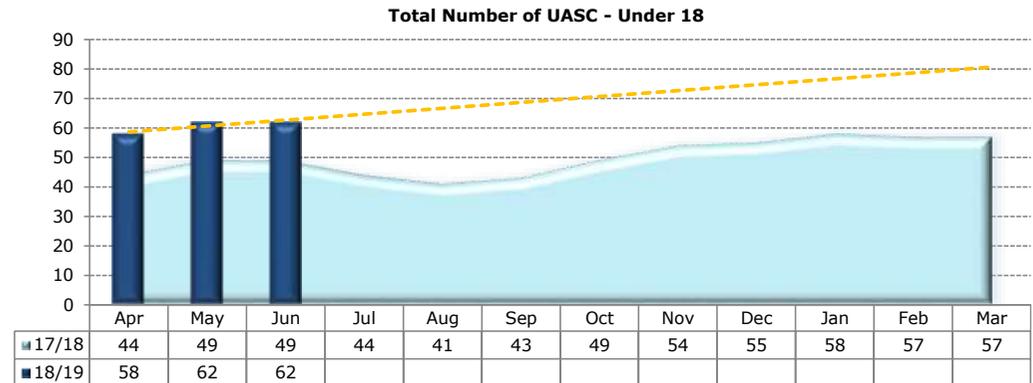


# LONDON BOROUGH OF BARNET

## UNACCOMPANIED ASYLUM SEEKING CHILDREN (UNDER 18)

PERFORMANCE ON A PAGE (30 June 2018)

<b>Current Number of UASC</b>	<b>62</b>	<b>-</b>
<b>Time in Care (Years)</b>	<b>No.</b>	<b>%</b>
Less than a Year	34	54.8%
1	16	25.8%
2	6	9.7%
3	5	8.1%
4	1	1.6%
<b>Average Time in Care</b>	1 Year	
<b>Current Placement</b>	<b>No</b>	<b>%</b>
Fostering	35	56.5%
Preparation for Independence	26	41.9%
Residential	1	1.6%
<b>UASC by Team</b>	<b>No</b>	<b>%</b>
Children In Care Team 1	10	16.1%
Children In Care Team 2	13	21.0%
Children In Care Team 3	10	16.1%
Duty & Assessment Team 2	3	4.8%
Duty & Assessment Team 3	2	3.2%
Duty & Assessment Team 4	1	1.6%
Onwards & Upwards	23	37.1%
<b>Ethnicity</b>	<b>No</b>	<b>%</b>
Any Other Ethnic Group	41	66.1%
Asian	10	16.1%
Black	4	6.5%
Mixed	1	1.6%
White	6	9.7%
Not stated	0	0.0%



The numbers of UASC have been increasing month on month since April 2016, and reached their highest figure (62) in May and June 2018.

94% of UASC are Male

68% of Male UASCs are aged 16 - 17

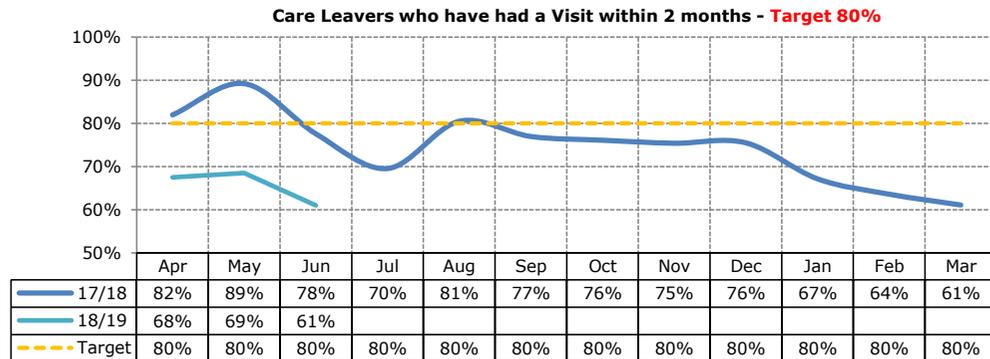
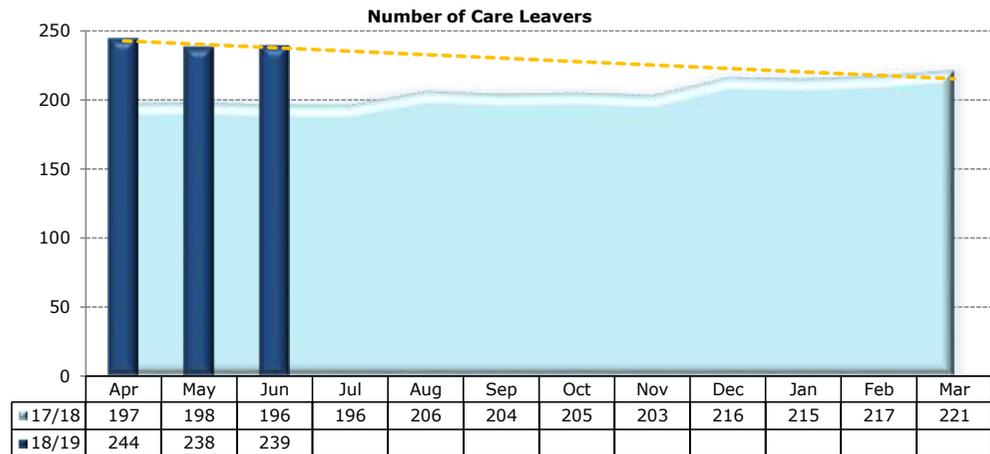
98% of UASC are Placed in Preparing for Independence or with Foster Carers

# LONDON BOROUGH OF BARNET

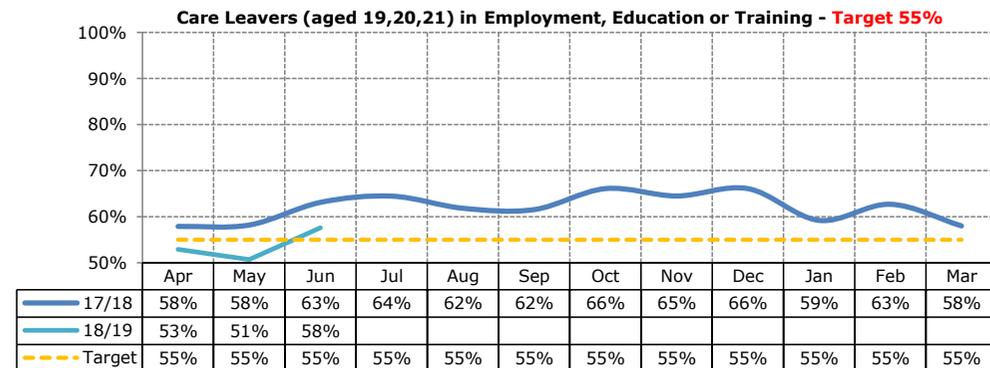
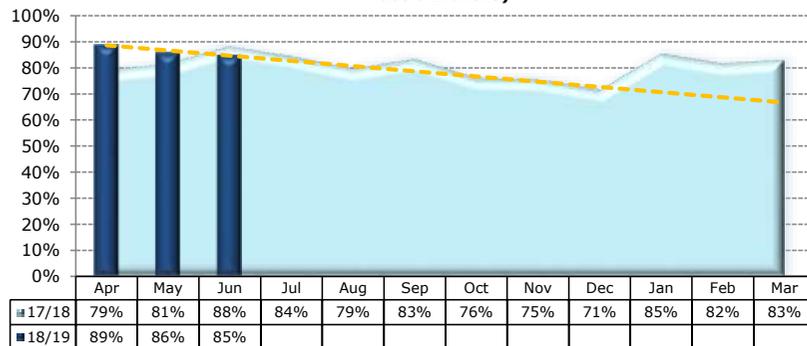
## CARE LEAVERS SERVICE

PERFORMANCE ON A PAGE (30 June 2018)

Care Leavers	No.	%
<b>Number of Care Leavers by age</b>	<b>239</b>	<b>-</b>
18	89	37.2%
19	48	20.1%
20	58	24.3%
21	26	10.9%
22+	18	7.5%
<b>Care Leavers (18 - 25) in Employment, Education or Training</b>	<b>147</b>	<b>61.5%</b>
Young person engaged in higher education (i.e. beyond A level)	29	12.1%
Young person engaged in education other than higher education	83	34.7%
Young person engaged in training or employment	35	14.6%
<b>Percentage of care leavers who have been in touch in the previous 12 months - Target 90%</b>	<b>-</b>	<b>95.0%</b>
<b>Care leavers (aged 18 - 25) in suitable accommodation</b>	<b>224</b>	<b>93.7%</b>
B - With parents or relatives	13	5.8%
C - Community home or other form of residential care	4	1.8%
D - Semi-independent, transitional accommodation	28	12.5%
E - Supported lodgings	8	3.6%
T - Foyers	3	1.3%
U - Independent living	91	40.6%
V - Emergency accommodation (MONITOR)	51	22.8%
Y - Other accommodation	4	1.8%
Z - With Former foster carers/Staying Put	22	9.8%
<b>Number of Care Leavers at University</b>	<b>23</b>	<b>-</b>

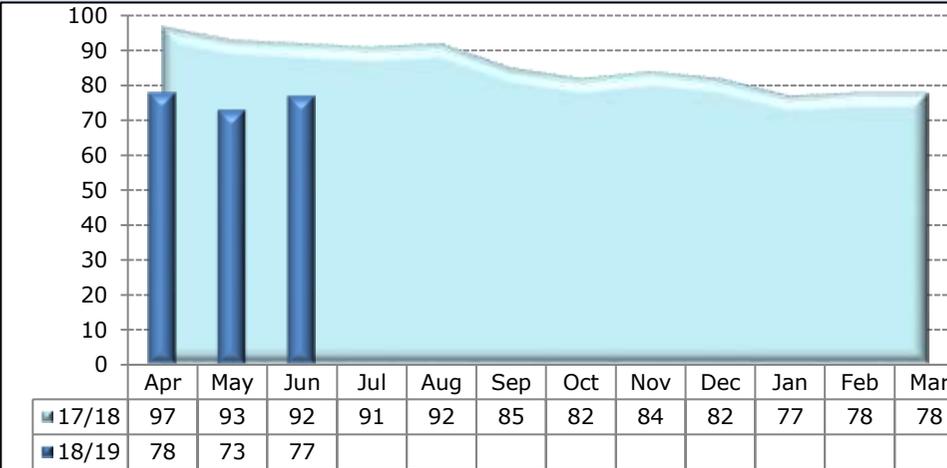


**Care Leavers with up to date Pathway Plans (Plans created or Updated in the last 6 months)**



# Section 11 : Youth Offending

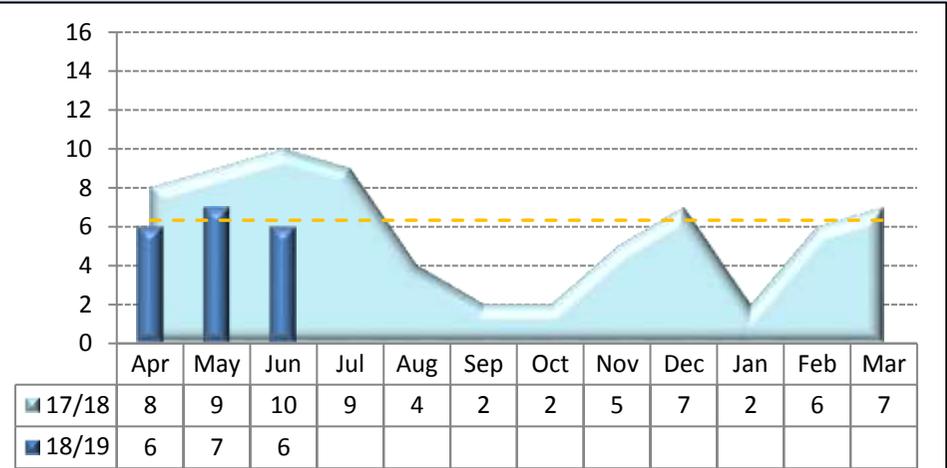
Chart 1 - Total number of Cases Currently Open to the YOT



**Data Comments :** This indicator has seen a decrease in the number of open cases since April 2017 (97) compared to 77 in June 2018.

Target :	Monitor
Latest :	<b>77</b>
Variance :	
SN :	

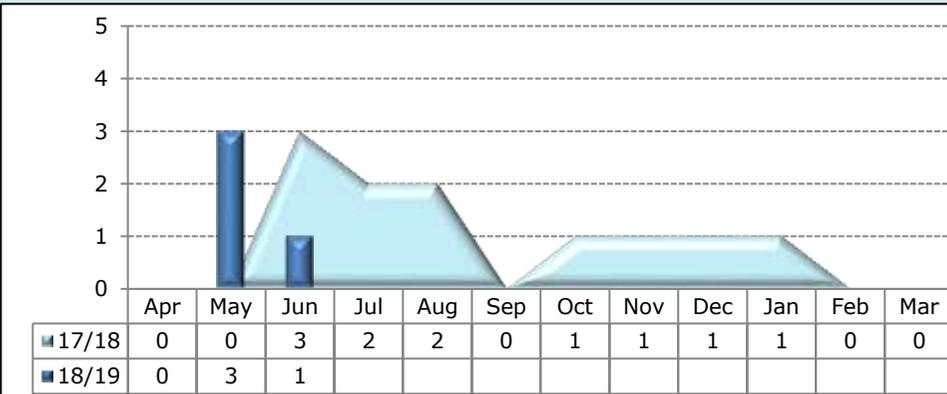
Chart 2 - First Time Entrants to the YJS Aged (10 to 17)



**Data Comments :** Although the total number of cases open to YOT has seen a slight decrease in the past few months, the number of first time entrants has seen an increase from 2 in January 2018 to 6 in June 2018.

Target :	Monitor
Latest :	<b>6</b>
Variance :	
SN :	

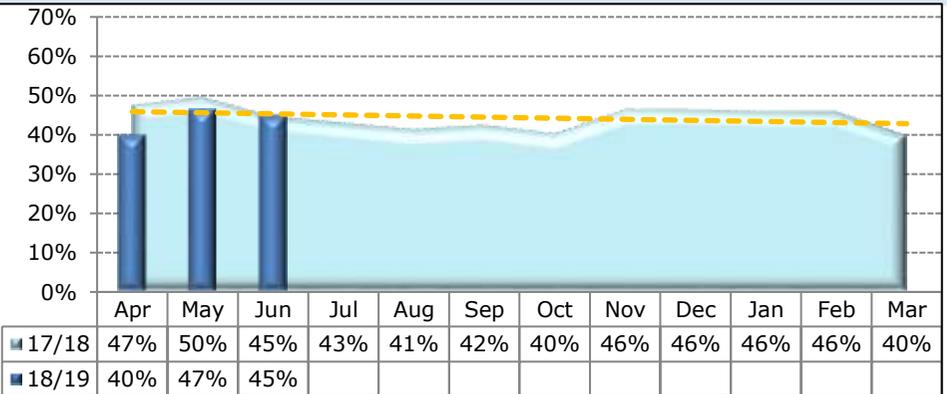
Chart 3 - No. of Young Offenders Sentenced to Custody



**Data Comments :** Figures for this indicator show that 11 young offenders have been sentenced to custody since April 2017, almost 3 times the amount in the whole of 2016-17 (4). In the last two months there have been 4 young people sentenced to custody .

Target :	0
Latest :	<b>1</b>
Variance :	<b>-1</b>
SN :	0.36

Chart 4 - Rate of Open Statutory Cases Assessed as Intensive on Scaled Approach

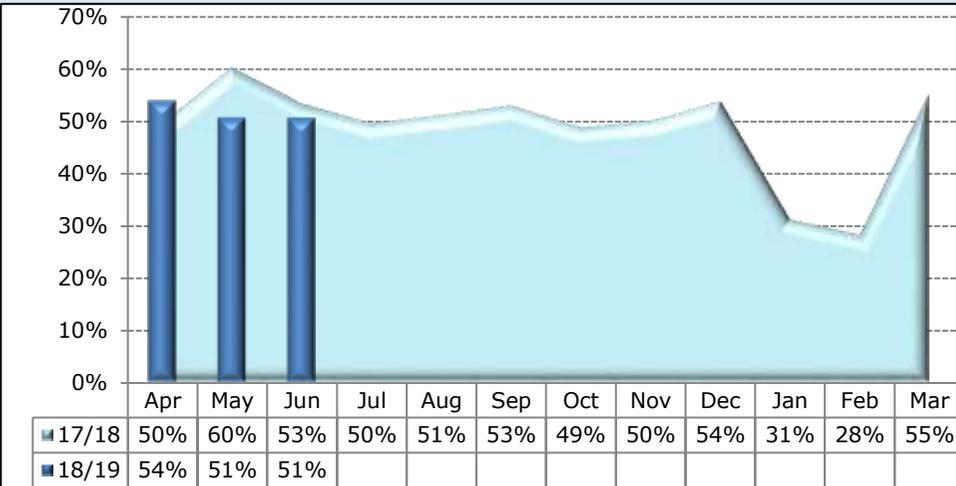


**Data Comments :** The percentage of cases assessed as intensive have remained at or above 40% in the past 15 months.

Target :	Monitor
Latest :	<b>45.0%</b>
Variance :	
SN :	

# Section 11 : Youth Offending

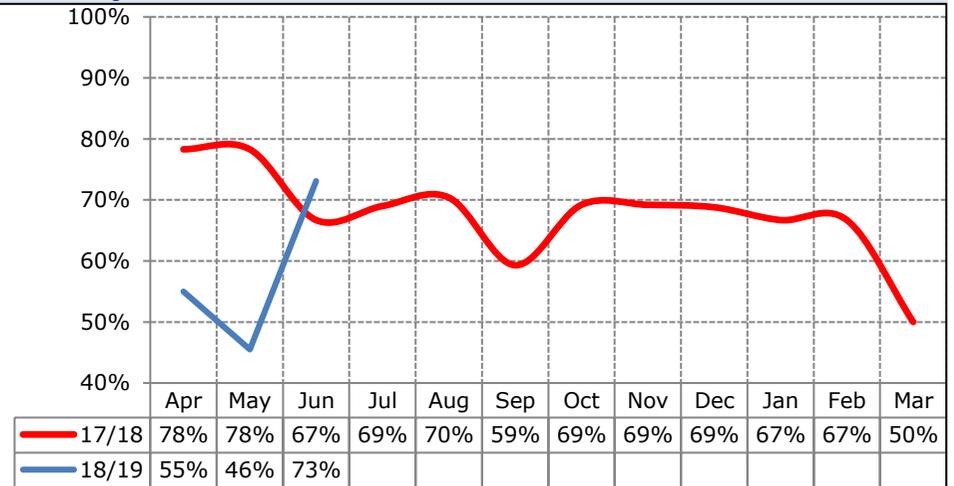
Chart 5 - % of Young People who are YOT Confirmed Gang Members



**Data Comments :** This indicator was at its highest in May 2017 (60%) , and although it has remained relatively stable, there was a slight decrease in the figures in Jan and Feb, this has risen again in March 2018 to 55% , 54% in April and continues to remain above 50% for May and June 2018. The average for this indicator in 2017/18 was 49% and for 2016/17 it was 32%.

Target :	Monitor
Latest :	<b>51.0%</b>
Variance :	
SN :	

Chart 6 - ETE Status of Overall Score: Young People Ending Orders in Previous Quarter



**Data Comments :** This indicator dropped in March and dipped further in May 2018 to 45.5%. But June has seen figures rise by 27% to 73.1% which is above the 66% target for this indicator.

Target :	66%
Latest :	<b>73.1%</b>
Variance :	10.8%
SN :	

Data Dashboard								
Barnet Children's Services Improvement Plan								
Plan ID	Measure	Previous Period	Latest Position	Change	Change since Ofsted	Target	Rating	
<b>To drive sustainable practice improvement at pace</b>								
T1	Audit numbers by type	<b>May-18</b>	<b>Jun-18</b>					
	Regular Audits	12	12					
	Inadequate	2/16.7%	0/0%					
	Requires Improvement	5/41.7%	9/75.0%					
	Good	5/41.7%	3/25.0%					
	Thematic Audits	17	11					
T6	Posts over establishment	<b>May-18</b>	<b>Jun-18</b>					
	Unfunded Posts	21	17	-4	↓			
T6	Social Work staff makeup	<b>May-18</b>	<b>Jun-18</b>					
	Permanent	71%	71%	0%	↔			
	Agency	25%	25%	0%	↔			
	Vacant	4%	4%	0%	↔			
T8 2a(i)	Average Caseload Numbers	<b>May-18</b>	<b>Jun-18</b>					
	Duty and Assessment	11.8	14.0	2.2	↑	28.3	↓	
	Intervention and Planning	17.3	19.3	2	↑	17.3	↑	
	Children in Care	13.9	12.9	-1	↓	15.9	↓	
	0-25	22.0	19.5	-2.5	↓	17.6	↑	
	Onwards and Upwards	20.0	18.9	-1.1	↓	21.2	↓	
	REACH	14.3	12.5	-1.8	↓	9.8	↑	
<b>Strengthened systems leadership for children</b>								
2a(vii)	Children's input into conferences	<b>May-18</b>	<b>Jun-18</b>					
	Conferences: attended (PN1 and PN3)	4.9%	1.4%	-3.5%	↓			
	Conferences: views sent (PN0-PN6)	90%	92%	2%	↑			
3a(vii)	Case supervisions within timescales	Case allocated Less than 6 weeks	In Tme Supervision	Supervision Overdue	No Supervision Recorded			
	Duty & Assessment	54%	34%	5%	7%			
	Intervention & Planning	11%	53%	35%	1%			
	0-25 Service	4%	26%	31%	39%			
	Children In Care	3%	69%	26%	2%			
	Onwards & Upwards	14%	50%	36%	0%			
	REACH	2%	34%	60%	4%			
	Number of Group Supervision's within the last 3 months	<b>DAT</b>	<b>I&amp;P</b>	<b>CIC</b>	<b>O&amp;U</b>	<b>REACH</b>		
	4	20	0	2	2			
3a(vii)	Management oversight gradings in regular audits	<b>May-18</b>	<b>Jun-18</b>					
	Inadequate	25%	8%					
	Requires Improvement	58%	67%					
	Good	17%	25%					

Plan ID	Measure	Previous Period	Latest Position	Change	Change since Ofsted	Target	Rating
<b>Effective MASH</b>							
4a(iv)	Timeliness of contact decision	<b>May-18</b>	<b>Jun-18</b>				
	Decision on contact made within 24 hours	57%	<b>54%</b>	-3%	↓	53%	↑
4a(iv)	Timeliness of assessment	<b>May-18</b>	<b>Jun-18</b>				
	Performance Matters						
<b>Effective decision making</b>							
4b(ii)	Number of children subject to Pre-Proceedings	<b>May-18</b>	<b>Jun-18</b>				
		N/A	<b>26</b>		↔	New tracker developed from June 18	
4b(ii)	Multi agency involvement in Strategy Discussions	<b>May-18</b>	<b>Jun-18</b>	System change and new report from Jan 2018			
	Performance Matters						
	Performance Matters						
	Performance Matters						
	Performance Matters						
4b(ii)	S47: length of time open	<b>May-18</b>	<b>Jun-18</b>				
		18.7 days	<b>15.1 days</b>	3.6 days	↓	15.5 days	↓
4b(ii)	S47: Outcome	<b>May-18</b>	<b>Jun-18</b>				
	Performance Matters						
	Performance Matters						
	Performance Matters						
	Performance Matters						
<b>Strengthen assessment</b>							
5a(iii)	Average Length of missing episode	<b>May-18</b>	<b>Jun-18</b>				
	From Home	1.7	<b>0.8</b>	-0.9	↓	1.1	↓
	From Care	1.4	<b>1.4</b>	0.0	↔	2.4	↓
5a(iii)	Overall number of missing episodes	<b>May-18</b>	<b>Jun-18</b>				
	From Home	26	<b>9</b>	-17	↓	22	↓
	From Care	128	<b>96</b>	-32	↓	45	↑

Plan ID	Measure	Previous Period	Latest Position	Change	Change since Ofsted	Target	Rating
<b>Child centred plans</b>							
6a(iv)	Number of escalations of plans	<b>May-18</b>	<b>Jun-18</b>				
	To Child Protection	Performance Matters					
	To Child in Care	Performance Matters					
6a(vii)	Pre-proceedings progressing to care proceedings	<b>May-18</b>	<b>Jun-18</b>				
		N/A	8		↔	New tracker developed from June 18	
6a(vii)	Timeliness of care proceedings	<b>May-18</b>	<b>Jun-18</b>				
		N/A	30.6 weeks		↔	New tracker developed from June 18	
6a(vii)	Outcomes of care proceedings	<b>May-18</b>	<b>Jun-18</b>				
	Placement Orders	N/A	2		↔	New tracker developed from June 18	
	Care Orders	N/A	2		↔		
	SGO	N/A	3		↔		
	Supervision Order	N/A	2		↔		
	Child Arrangement Order	N/A	0		↔		
	No Public Law Order	N/A	1		↔		
6a(ix)	Number of children participating in life story work	<b>May-18</b>	<b>Jun-18</b>				
		22	19	3	↓		
<b>Plans achieving best outcomes</b>							
6b(vii)	Percent NEET young people (16 -18)	<b>May-18</b>	<b>Jun-18</b>				
		1.8%	1.8%	-0%	↔	1.9%	↓
6b(vii)	How many EET care leavers	<b>May-18</b>	<b>Jun-18</b>				
		Performance Matters					
<p> <span style="color: green;">↑</span> Positive upward change                      <span style="color: red;">↑</span> Negative upward change  <span style="color: green;">↓</span> Positive downward change                      <span style="color: red;">↓</span> Negative downward change                 </p>							

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	<p style="text-align: center;"><b>CHILDREN, EDUCATION and SAFEGUARDING COMMITTEE</b></p> <p style="text-align: center;"><b>12 September 2018</b></p>
<p style="text-align: right;"><b>Title</b></p>	<p><b>Report on tackling loneliness and social isolation among young people</b></p>
<p style="text-align: right;"><b>Report of</b></p>	<p>Chairman of the Committee, Councillor David Longstaff</p>
<p style="text-align: right;"><b>Wards</b></p>	<p>All</p>
<p style="text-align: right;"><b>Status</b></p>	<p>Public</p>
<p style="text-align: right;"><b>Urgent</b></p>	<p>No</p>
<p style="text-align: right;"><b>Key</b></p>	<p>No</p>
<p style="text-align: right;"><b>Enclosures</b></p>	<p><b>None</b></p>
<p style="text-align: right;"><b>Officer Contact Details</b></p>	<p>Chris Munday Strategic Director for Children and Young People <a href="mailto:Chris.Munday@barnet.gov.uk">Chris.Munday@barnet.gov.uk</a></p>

### Summary

During the Children Education and Safeguarding Committee meeting on 6 June 2018, Members asked for a report to be presented at the September meeting to outline the work being done to tackle loneliness amongst young people.

This report outlines work being delivered to tackle homelessness, loneliness and social isolation among Barnet's children and young people.

### Recommendations

**1. That the Committee note the work being undertaken to tackle loneliness and social isolation among children and young people in Barnet.**

#### 1. WHY THIS REPORT IS NEEDED

- 1.1 During the Committee meeting in June 2018, Members asked for a report to be presented at the September meeting to outline the work being done by the Council to tackle loneliness and social isolation amongst young people.
- 1.2 Barnet is the largest borough in London by population and is continuing to grow. There are approximately 93,590 children and young people under the age of 19 living in the borough, representing 25% of the Borough's total population. The youth population is estimated to reach 98,914 by 2020 - a growth of 6%.
- 1.3 There is wide-ranging diversity within the youth population in Barnet:
  - 19% of children under five (5,000 children) live in low income families;
  - Of all children and young people aged under 19 years old, 14% are aged 16 – 17 years old;
  - The proportion of children entitled to free school meals in primary school is above the national average at 16.7% compared to 14.5% nationally;
  - Children from minority ethnic groups account for 52% of all children living in the area versus 30% nationally;
  - The proportion of children and young people with English as an additional language in primary schools is 48.7% (the national average is 20.1%). In secondary schools, this is 38.8% (the national average is 15.7%).
- 1.4 Research by ACEVO (Association of Chief Executives of Voluntary Organisations) shows that nearly half of young people in the UK often feel lonely, compared to only a quarter of over 65s; young Londoners are twice as likely to feel lonely as their peers in other parts of the UK.
- 1.5 Thanks to technology and social media, children and young people are more connected than ever to their peers, family members, organisations and services. According to the June 2017 report, 'Social Media and Children's Mental Health: a Review of the Evidence', over a third of UK 15-year olds are 'extreme internet users' and nearly a third of young people in the UK were aged 6 years old or under when they first used the internet.

In response, the council and partners are working hard to ensure that more information and services are accessible across a range of online and offline platforms and locations. There have been some notable developments, such as the implementation of the online counselling service 'Kooth', and the introduction of the mobile application 'MOMO'. Nevertheless, statistics indicate that young people today feel lonelier than ever.

- 1.6 Tackling loneliness is incorporated within the council's core business to promote the welfare of, and protect Barnet children and families. However, this issue cannot be tackled by the council alone; input and commitment from a diverse range of universal, targeted, specialist and statutory partners on a local and national level is required.

## Universal Services

### Children's Centres

- 1.7 Children's Centres help parents to access the free early education entitlement for targeted 2 year olds, 2 and 4 year olds and the 30 hour offer for working parents. This provides links for families into nurseries and schools in their community and enables young children to socialise with their peers. The Centres also work closely with schools to enable a supported transition for children and their families when they move into reception classes. The 0-19 Early Help Hubs ensure a whole family approach so that services for older children and young people are identified and provided as appropriate.

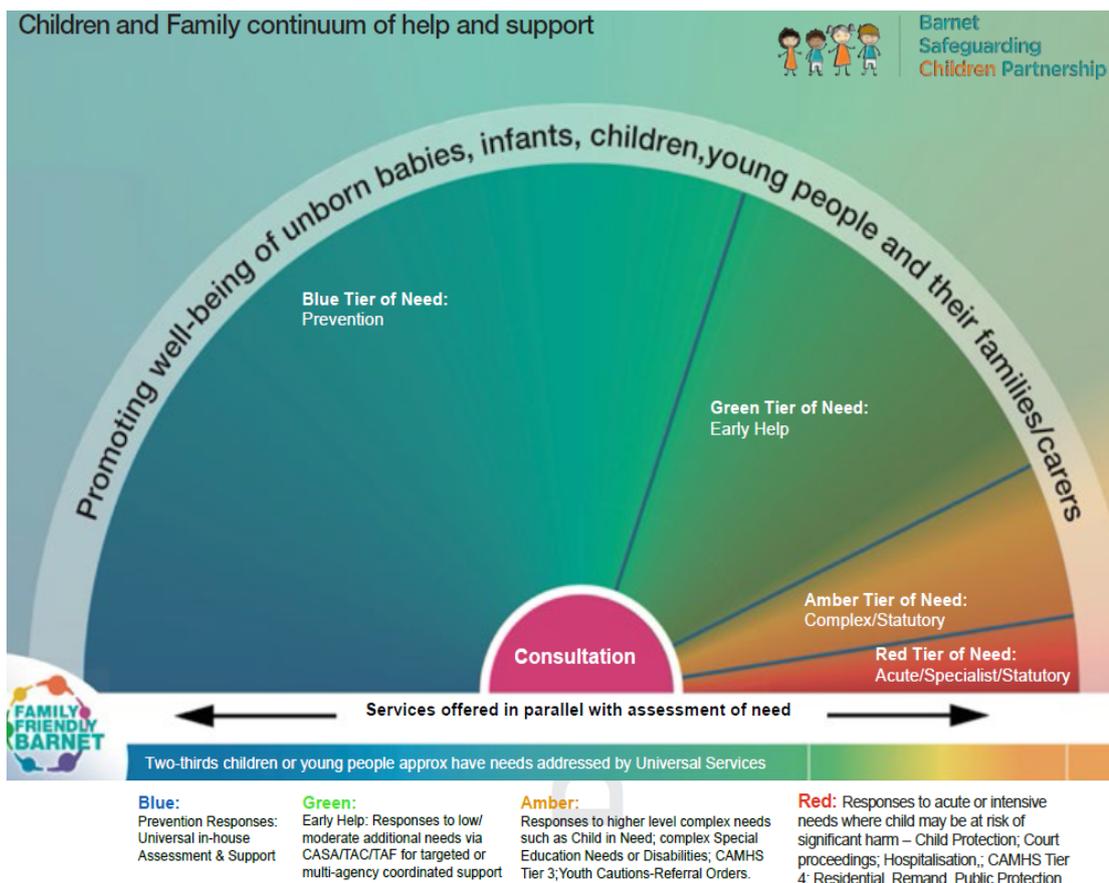
### The Targeted Youth Service

- 1.8 The Targeted Youth Service provides a range of positive activities, programmes and holiday schemes for children and young people that are designed to enable them to socialise, build self-esteem and develop resilience. There are 3 key areas of Youth Work, which are central to empowering young people to enjoy their socialisation processes, peer association and environment:
- Detachment work
  - Groups and Programmes
  - Residential and off-site activities
- 1.9 **Detached work** is a youth work activity based on the delivery of services and activities in the local community, which enables young people to build strong attachments to their environment and the people around them. This practice is an enabler for community cohesion and resilience and draws on positive activities and programmes as the vehicle for achieving goals and objectives. **Groups and Programmes** are a fundamental area of practice for building self-esteem, confidence and positive engagement. In Barnet, we have developed groups and programmes around topics and issues facing young people today. For example, our service delivery covers groups for:
- Gender
  - Citizenship
  - Practical living skills
  - Sports
  - Keep Safe
  - Crime diversion

- 1.10 By delivering relevant groups and programmes the service can better support families and young people with self-improvement and integration development. The Youth Service delivers several **residential** programmes designed to build resilience in young people as well as to develop their socialisation and vocational skills. The Duke of Edinburgh Award is an example of a structured outbound programme that improves outcomes and works towards future aspirations for young people based on a collective collaboration approach.

### **Early Intervention and Prevention**

- 1.11 We know we have a large universal population that is doing well, but a small percentage (2%) need a targeted and specialist service to meet their needs and improve their outcomes in line with their peers.
- 1.12 In Barnet, we describe services using a Continuum of Help and Support based on the assessment of needs, as set out in figure 1 below. The Council's early help and school's improvement work tends to focus largely on the blue and green tier of need, Family Support and Youth Justice in amber and Statutory Services in red. The Continuum of Help and Support is founded on the principle of building resilience to enable sustainable change and improvements in outcomes. The issue of loneliness amongst children and young people may feature within any one of these Tiers of Need as part of the Barnet Safeguarding Children Partnership's primary aim of promoting the well-being of unborn babies, infants, children, young people and their families/carers.
- 1.13 Children and young people with additional needs may benefit from access to Early Help or targeted services from the council or partners, and for some children with more complex needs, access to specialist help may be required. Where a safeguarding risk is evident, children will need to be referred to Children's Social Care to safeguard and promote their welfare.



- 1.14 The Council is just one of many providers that deliver early help services to children, young people and families. Some services are delivered directly by the local authority, such as Youth Services, Family Support and some Children's Centres; others are commissioned, for example, Family Health Coaches and Perinatal Health Coaches.
- 1.15 Other key partners provide a range of early help services including schools, community health services (such as mental health and maternity services), welfare advice, community policing and the voluntary sector (such as Mencap who deliver support for young people with disabilities and Barnardo's who provide therapeutic support).
- 1.16 There are a range of services and activities being delivered by the council and partners to tackle issues affecting children and young people. Many of these directly or inadvertently tackle loneliness and social isolation. Further information about some of the key services and work being delivered by the council are outlined from 1.17 to 1.37.
- 1.17 Resilient schools programme  
The mental health and wellbeing of children and young people can affect them for the rest of their lives. The growing number of children and young people experiencing poor mental health is one of the greatest challenges facing Barnet schools. These issues often intersect with experiences of loneliness and social isolation.

The Resilient Schools programme provides a framework for schools to assess and improve mental health and wellbeing support to pupils, parent and carers and all staff within the school. The programme aims to:

- Help schools, parents and pupils to recognise their own mental wellbeing needs and be confident to access information to support themselves and others
- De-stigmatise mental health in schools
- Intervene early to prevent escalation of mental health problems
- Involve parents, pupils and schools in tackling issues

The programme is based on 8 workstreams, all of which directly or indirectly contribute to the tackling of social isolation and loneliness amongst young people. The Programme was first piloted in September 2017 with five schools, and another eleven schools across the borough have joined as part of the second year of the programme that will begin in September 2018. Collectively, the 16 schools will be champions of mental health and resilience for the rollout of the programme in 2019/20.

#### 1.18 Kooth online

In June 2017, the Kooth online counselling service for 11-25 year olds in Barnet was launched. The service is available during evenings and weekends – key times during which young people feel most lonely - and can be accessed by children and young people on mobile and desktop devices. During the first three months of the service being launched, 176 Barnet young people used the service; 40% more than the expected performance.

#### 1.19 Joint Housing and Children’s Social Care Protocol for homeless 16 and 17year olds

In July 2017, a new protocol was implemented which sets out Barnet’s commitment and responsibility to ensuring that young people receive a good or better service when they ask for help. The protocol addresses the need for Barnet to ensure homeless 16- to 17-year-olds are thoroughly assessed and that appropriate ongoing support is offered to them to meet their needs. This includes securing good quality, supported accommodation, and a focused plan for the homeless young person to help them manage independence and access training, education and employment. Some key changes introduced within the new protocol include:

- The provision of early help services for young people that are not assessed as homeless and remain at home;
- Ensuring young people who are homeless have access to good quality and supported accommodation or comprehensive outreach support whilst their needs are being assessed;
- Ensuring that young people are assisted to make decisions about the services they can receive via use of advocates who can help them to understand their rights and entitlements for services.

These key changes are all integral in reducing the loneliness often experienced by young people who become homeless at this age. In addition, the provision of early help for young people who are not assessed as homeless and remain at home, means that young people are able to have support with personal or familial issues, which can include loneliness or issues linked to feelings of isolation.

#### 1.20 REACH team

In April 2017 the REACH team was established. This is a small, multi-professional team to lead the delivery of support to adolescents deemed to be vulnerable to exploitation and violence, and their siblings.

A formative evaluation report produced by Research in Practice shows that children, young people and their families have benefited from a co-ordinated wrap-around response to meet their complex needs. This work fits into the wider activity of the service involving Keeping Young People Safe, Targeted Youth Service, work with voluntary sector organisations, Youth Offending Team and the gangs panel; all work to support children and young people who experience a range of vulnerability factors such as social isolation.

#### 1.21 Targeted Youth Service

The Youth Service provides a range of early intervention and preventative programmes for young people identified as vulnerable and loneliness and isolation can often underpin the presenting issues for young people referred to the service. The interventions are delivered through 1:1 or group work using different methods to engage. The universal offer enables the service to identify issues at the earliest possible stage of concern and through the engagement, prevent issues from escalating (see paragraphs 1.8 – 1.10). Because of this, many young people do not go on to present at the 'prevention' level.

#### 1.22 Unitas Youth Zone

Barnet Council is contributing £4.2million towards the construction costs of a new Youth Zone project – Unitas - being delivered in Barnet by the national charity OnSide. The Unitas Youth Zone will be built upon a model which has proven to change the lives of young people across the country for the last decade. The aim of the Youth Zone is a simple one; to build a network of 21st Century Youth Clubs which give young people, safe and inspiring places to go in their leisure time. Unitas aims to provide young people in the borough with somewhere to go, something to do and someone to talk to.

#### 1.23 Space 2 Grow fund

The Young Barnet Foundation's (YBF) Children & Young People's Fund is available to support local community organisations to deliver activities and services to children and young people in the London Borough of Barnet. The main purpose of the fund is to:

- Support local voluntary and community groups, who are members of the Young Barnet Foundation and are working with children and young people (and their families).
- Grow activities and services for children and young people in the London Borough of Barnet.
- Give priority to community organisations with limited access to other sources of funding. (although decisions are on a case by case basis, based on the purpose of the grant and outcomes it will achieve.)
- Support projects that target children, young people and/or families whose needs are greatest
- Develop and enhance the capacity and sustainability of the local children and young people's voluntary, community and social enterprise sector.

The Space 2 Grow Fund is currently open for applications with £100,000 worth of funding available. The Fund is specifically seeking applications for projects and activities for children, young people and/or families that:

- Develop emotional wellbeing and resilience
- Enhance social inclusion

The type of projects that will fulfil these criteria will almost certainly contribute to the Council's work to tackle loneliness and social isolation amongst children and young people in the borough.

#### 1.23 Barnet Young Carers Advisory Service (BYCAS)

Barnet Carers Centre is an independent charity and a Network Partner of Carers Trust. It is the main provider of Adult and Young Carer Support Services for the London Borough of Barnet. As part of the current contract, Barnet Carers Centre provides dedicated support to young carers and their families including information, advice, practical and emotional support to more than 700 young carers who live in the Borough who may otherwise be isolated and experience loneliness due to their caring responsibilities.

The organisation also provides a Young Carers in Schools Programme (YCiS) in association with Carers Trust and The Children's Society, as well as supporting young carers through the Primary Young Carers project for children and young people aged between 5 and 17, a Young Adult Carers Project for young people aged 16 to 25 and a Hubs and Activities programme. Activities include 1:1 and group mentoring, advocacy, tuition support for young people, celebratory carers events including group work and fun activities such as kayaking with young people in school holidays as well as term-time.

#### 1.24 Specialist 1:1 mentoring

There are times in a child or young person's life when mentoring support may be needed for those facing significant emotional and/or behavioural challenges for a variety of reasons, such as isolation. These children and young people often have specific vulnerabilities, and statutory services can struggle to engage them. Barnet Council therefore commissions providers to deliver specialist 1:1 mentoring support to these children and young people, to:

- Engage them to address specific, assessed vulnerabilities;
- Help them develop protective factors to mitigate adversity and nourish personal strength;
- Enable them to respond proactively to challenging situations;
- Support them to achieve specific outcomes and their potential.

#### 1.25 Safe spaces for young people

The availability of safe activities and spaces for all Barnet children and young people, helps reduce the likelihood of loneliness being experienced by some young people by offering somewhere to go and feel welcome. To encourage young people to form and maintain social skills and participate in fun, engaging and constructive activities in the local area, a range of services and activities are commissioned by the Council. This includes Art Against Knives and a variety of school based programmes.

#### 1.26 Grasvenor Project

The Grasvenor Project offers children and young people outreach mentoring which is undertaken within the community. The Project aims to:

- improve the outcomes of Barnet's Looked After Children (LAC), adopted children and children in need, through the delivery of child-centred, therapeutic individualised support in physical infant setting placements and community outreach mentoring;
- reduce the rate of academic underachievement of vulnerable children and young people, through empathetic, strengths-based approaches and interventions that help remove barriers to academic success and support them to achieve;
- improve the long-term quality of life of children and young people by reducing the chances of perpetuating cycles of 'disadvantage';
- increase the resilience of children and young people by supporting them to overcome challenging situations they experience.

The Project reduces loneliness for children and young people whose isolation can:

- be targeted by perpetrators seeking to groom and/or exploit them;
- result in underachievement in education;
- be linked to the experience of poor emotional and mental health.

#### 1.26.2 Voice of the Child Strategy

The Voice of the Child Strategy Group enables the wider engagement of children and young people in service design and commissioning of provision across the Partnership. This includes youth forums such as Barnet Youth Board and Youth Assembly, the SEN forum (to co-design services) and Children in Care Council (to improve the support children in care receive). The Voice of the Child team have been working closely with UNICEF UK to deliver the Child Friendly Communities and Cities initiative. This is a global programme that aims to advance children's rights and well-being at the local level. The team are reviewing the current Youth Voice Offer to develop a structured action plan to focus on increasing reach and impact for children and young people in Barnet.

### **Children in care and care leavers**

#### 1.27 Children in care and care leaver programme of events

The Virtual School, Voice of Child and Social Work teams aim to provide opportunities for children in care and care leavers, to interact and engage in activities with peers, and enjoy new experiences without feeling isolated or stigmatised due to their care status. They deliver an annual programme of events including residential trips, celebration events, children in care council trips and meetings, BBQs and themed celebration weeks, such as care leaver week.

#### 1.28 Woodhouse Road drop in space

The leaving care service, Onwards and Upwards, has a range of free, drop in services available to care leavers at their Woodhouse Road building. This includes computers, internet access, a kitchen that young people can use to cook, a laundry service, a pool table, a garden, a large screen TV and access to professionals such as Job Centre Plus staff. Overall, the building provides a social space to relax and connect with other young people, staff and professionals.

1.29 The Woodhouse Road Therapy Service

Onwards and Upwards works with those care leavers that experience mental health issues which require support, but do not meet the threshold for statutory intervention. To support these young people, the Service commissioned mental health provision to deliver 1:1 therapy.

1.30 Emotional wellbeing peer support group

Emotional support is provided to Barnet care leavers through a peer group led by a care leaver and supported by staff from the Duty & Assessment and Onward & Upwards teams. The group provides support for young people experiencing a range of personal issues in a safe and confidential space.

In addition to the regular peer group meetings, support is also provided by speakers invited to attend the group who are selected based on feedback and issues raised by care leavers. The peer group also delivers activities outside of Woodhouse Road; some recent examples include go karting and theatre groups.

1.31 Refreshed care leaver accommodation offer

The accommodation offer for this cohort is currently being refreshed and will review existing support commissioned from local partners such as mentoring and 1:1 key work. The refresh aims to ensure effective support is provided to care leavers at times in their lives when they are most likely to feel socially isolated and lonely, such as transition points and when first living independently. The refresh is due to be completed by the end of 2018

1.32 Care leaver local offer

Following the introduction of the Children and Social Work Act 2017 and to ensure care leavers are aware of local services and how to access them, Barnet will be developing a care leaver offer in consultation with young people. The new Local Offer will be published by December 2018 and include information on a variety of services including housing, education and welfare. Providing clear and easily accessible information on local services will help care leavers to access services at times and in places most convenient to them.

1.33 Financial Policy for care leavers

The financial policy for care leavers, refreshed in September 2017, sets out the type and amount of allowances that young people leaving care are entitled to, helping care leavers to have greater stability and reduced isolation due to clarity relating to financial allowances, access to support and relief during times of financial hardship.

1.34 Care Leavers Participation Project

The Care Leaver Participation Project was initiated by John Hooton in early 2018 and is being delivered by Family Services in partnership with Cambridge Education and the Commissioning Group. The Project is focussed on ensuring a robust education, employment and training (EET) and financial offer is available to Barnet care leavers to increase participation and improve their EET outcomes.

1.35 Independent Visitor contract

The Children Act 1989 and the Children and Young Persons Act 2008 places a duty of care on Local Authorities to appoint an Independent Visitor (IV) for children in care if they believe this to be in the child or young person's best interest. IV's are adult volunteers who give up some of their free time to take a special interest in children and young people in care who would benefit from a more individualised relationship. An IV visits, advises and supports a young person according to their needs and wishes, thus reducing isolation and developing a positive friendship.

The current provider is SOVA, however, this contract is ending. A new service is currently being recommissioned and is due to commence on 5 October 2018.

1.36 The Imagination Trust

The Imagination Trust is the first scheme run by Live Unlimited. The Imagination Trust creates the opportunity for Barnet's looked after children and care leavers to apply for small grants to help them explore their passions and further their interests.

Whether they are a sports enthusiast and want to use the grant to pay for the cost of joining a football club, or an aspiring chef and want the grant to help contribute towards a chef's course, this scheme aims to help Barnet's children and young adults progress towards their goals. Examples include:

- a suit for a school leaver to ensure he looked smart for interviews;
- a video camera for an aspiring vlogger to talk about his experiences in care;
- flights to Spain for a young person who wished to walk the Camino Santiago trail with a group of care leavers;
- a camera lens which enabled a photography student to complete her course;
- Italian summer school for a languages student to boost her employability skills;
- a sign language course to help a young care leaver fulfil her dream of becoming a social worker for hearing impaired children;
- gym membership for a young person who wanted to improve their health and fitness.

## **2. REASONS FOR RECOMMENDATIONS**

- 2.1 Members are asked to note the action being undertaken to tackle loneliness amongst young people living in Barnet.

## **3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED**

- 3.1 Not applicable.

## **4. POST DECISION IMPLEMENTATION**

- 4.1 Work to tackle loneliness and social isolation will continue to be delivered by the Council and its partners in line with the Corporate Plan, Children and Young People Plan, Corporate Parenting Pledge and Ofsted Improvement Action Plan priorities.

## **5. IMPLICATIONS OF DECISION**

### **5.1 Corporate Priorities and Performance**

- 5.1.1 Barnet Council and its partners will deliver the Family Friendly Barnet vision to be the most family friendly borough in London by 2020.
- 5.1.2 The work being undertaken to tackle loneliness and social isolation among Barnet's children and young people supports the following Council's corporate priorities as expressed through the Corporate Plan for 2015-20 which sets out the vision and strategy for the next five years based on the core principles of fairness, responsibility and opportunity, to make sure Barnet is a place:
- Of opportunity, where people can further their quality of life
  - Where people are helped to help themselves, recognising that prevention is better than cure

### **5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**

- 5.2.1 There are no financial implications arising directly from this report. Funding for the work being undertaken and outlined in Section 1 is contained within existing Family Services budgets.

### **5.3 Social Value**

- 5.3.1 The Public Services (Social Value) Act 2013 requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. Before commencing a procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

### **5.4 Legal and Constitutional References**

- 5.4.1 Local authorities have specific duties in respect of children under various legislation including the Children Act 1989 and Children Act 2004. They have a general duty to safeguard and promote the welfare of children in need in their area and, if this is consistent with the child's safety and welfare, to promote the upbringing of such children by their families by providing services appropriate to the child's needs. They also have a duty to promote the upbringing of such children by their families, by providing services appropriate to the child's needs, provided this is consistent with the child's safety and welfare. They should do this in partnership with parents, in a way that is sensitive to the child's race, religion, culture and language and that, where practicable, takes account of the child's wishes and feelings.
- 5.4.2 Article 7 of the council's constitution states that the Children, Education and Safeguarding Committee has the responsibility for all matters relating to children, schools and education. In addition to this, the committee has responsibility for overseeing the support for young people in care and enhancing the council's corporate parenting role.

## 5.5 Risk Management

5.5.1 The nature of services provided to children and families by Family Services manage significant levels of risk. An inappropriate response or poor decision-making around a case could lead to a significant children's safeguarding incident resulting in significant harm. Good quality early intervention and social care services reduce the likelihood of children suffering harm and increase the likelihood of children developing into successful adults and achieving and succeeding. The implementation of the Barnet Children's Services Improvement Action Plan based on inspection findings and recommendations reduce this risk and drive forward improvements towards good quality services.

## 5.6 Equalities and Diversity

5.6.1 The 2010 Equality Act outlines the provisions of the Public-Sector Equalities Duty which requires Public Bodies **to have due regard** to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups
- foster good relations between people from different groups

5.6.2 The broad purpose of this duty is to integrate considerations of equality into day business and keep them under review in decision making, the design of policies and the delivery of services.

5.6.3 Equalities and diversity considerations are a key element of social work practice. It is imperative that help and protection services for children and young are sensitive and responsive to age, disability, ethnicity, faith or belief, gender, gender, identity, language, race and sexual orientation. Barnet has a diverse population of children and young people. Children and young people from minority ethnic groups account for 52%, compared with 30% in the country. The percentages of children and young people from minority ethnic groups who receive statutory social care services account for 61% of Children in Need cases, 56% of child protection cases and 60% of all Children in Care. The proportion of children and young people with English as an additional language across primary schools is 44% (the national average is 18%).

5.6.4 Social workers practice in relation to inequalities and disadvantage is inconsistent. Recent learning from audits and practice week has highlighted attention to diversity and the cultural context in assessments is an area of practice in need of immediate support from management, the Practice Development Workers and targeted training. The action plan addresses the additional work which needs to be done to ensure that children's diversity and identity needs are met; "5b(ii) Strengthen consideration of diversity in assessment so that assessments thoroughly explore and consider family history including the influence of cultural, linguistic and religious beliefs, norms and expectations".

## 5.7 Corporate Parenting

- 5.7.1 In July 2016, the Government published their Care Leavers' strategy *Keep on Caring* which outlined that the "... [the government] will introduce a set of corporate parenting principles that will require *all departments* within a local authority to recognise their role as corporate parents, encouraging them to look at the services and support that they provide through the lens of what a reasonable parent would do to support their own children.'
- 5.7.2 The corporate parenting principles set out seven principles that local authorities must have regard to when exercising their functions in relation to looked after children and young people, as follows:
1. to act in the best interests, and promote the physical and mental health and well-being, of those children and young people;
  2. to encourage those children and young people to express their views, wishes and feelings;
  3. to take into account the views, wishes and feelings of those children and young people;
  4. to help those children and young people gain access to, and make the best use of, services provided by the local authority and its relevant partners;
  5. to promote high aspirations, and seek to secure the best outcomes, for those children and young people;
  6. for those children and young people to be safe, and for stability in their home lives, relationships and education or work; and;
  7. to prepare those children and young people for adulthood and independent living.
- 5.7.3 The work being delivered to tackle loneliness and social isolation in Barnet and set out in Section 1, espouses all of the corporate parenting principles.
- 5.7.4 In addition to this, officers ensure that teams and services have due regard to the Principles and are held to account using various channels, such as the Corporate Parenting Officers Group and Corporate Parenting Advisory Panel. It is because of the Corporate Parenting Officers Group for example, that the Care Leaver Participation Project was progressed and received investment from the Chief Executive for additional resource to deliver the Project.

## 5.8 Consultation and Engagement

- 5.8.1 Consultation and engagement with children and young people is central to social work practice and service improvement across the Safeguarding Partnership. A service user experience strategy has been developed and was launched on 19th February 2018. The strategy ensures that how we work with children and young people is child centred, that we know, understand and can capture the lived experience of children and feed lessons learnt into service improvement. We have nominated Voice of the child champions across partner agencies and within Family Services to promote and lead on the Service User Engagement agenda within their respective areas.

## 5.9 Insight

- 5.9.1 Research by ACEVO (Association of Chief Executives of Voluntary Organisations) shows that nearly half of young people in the UK often feel lonely, compared to only a quarter of over 65s; and that young Londoners are twice as likely to feel lonely as their peers in other parts of the UK.

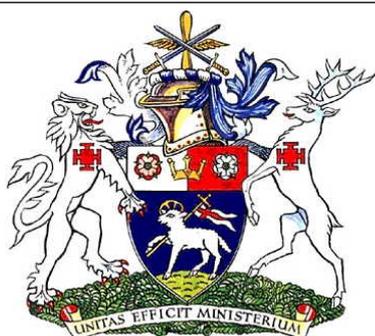
## 6. BACKGROUND PAPERS

- 6.1 Barnet's Corporate Parenting Pledge to Children in Care and Care Leavers (2016)

[https://www.barnet.gov.uk/dam/jcr:c33f12a5-86d9-4215-9c89-a8c82675fba4/Pledge%20for%20Children%20in%20Care%202016%20\(digital\).pdf](https://www.barnet.gov.uk/dam/jcr:c33f12a5-86d9-4215-9c89-a8c82675fba4/Pledge%20for%20Children%20in%20Care%202016%20(digital).pdf)

- 6.2 Single Inspection of services for children in need of help and protection, children looked after and care leavers and Review of the effectiveness of the Local Safeguarding Children Board report, Ofsted, 7 July 2017  
[https://reports.ofsted.gov.uk/sites/default/files/documents/local\\_authority\\_reports/barnet/051\\_Single%20inspection%20of%20LA%20children%27s%20services%20as%20pdf.pdf](https://reports.ofsted.gov.uk/sites/default/files/documents/local_authority_reports/barnet/051_Single%20inspection%20of%20LA%20children%27s%20services%20as%20pdf.pdf)
- 6.3 Social media and children's mental health: a review of evidence, Emily Frith, June 2017  
[https://epi.org.uk/wp-content/uploads/2018/01/Social-Media\\_Mental-Health\\_EPI-Report.pdf](https://epi.org.uk/wp-content/uploads/2018/01/Social-Media_Mental-Health_EPI-Report.pdf)

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## Children, Education and Safeguarding Committee

12 September 2018

<b>Title</b>	<b>Proposed change to the Local Authority School Governor Appointments Process</b>
<b>Report of</b>	Chairman of the Committee, Councillor David Longstaff
<b>Wards</b>	All
<b>Status</b>	Public
<b>Urgent</b>	No
<b>Key</b>	No
<b>Enclosures</b>	None
<b>Officer Contact Details</b>	<p>Ian Harrison, Education and Skills Director Barnet with Cambridge Education <a href="mailto:Ian.Harrison@Barnet.gov.uk">Ian.Harrison@Barnet.gov.uk</a></p> <p>Sarah Beaumont, Governor Services Manager and Lead GAO, Barnet with Cambridge Education <a href="mailto:Sarah.Beaumont@barnet.gov.uk">Sarah.Beaumont@barnet.gov.uk</a></p>

### Summary

The former General Functions Committee was responsible for making nominations of local authority governors to school governing bodies. At Annual Council in May 2018, Members agreed several changes to committee responsibilities including removing this function from the terms of the new Constitution & General Purposes Committee (which has subsumed many of the functions of the former General Functions Committee). The Children, Education & Safeguarding Committee were given responsibility for 'Determining the arrangements for making nominations to the governing bodies of Local Authority administered schools.'

Pursuant to this requirement and to ensure that there is continuity in the Council's ability to make nominations, this report proposes a new process for nominating Local Authority (LA) Governors to schools which the Committee are requested to agree.

Since 1 September 2014, there has been a requirement for local authority governors to have the skills required to contribute to effective governance and the success of the school and

meet any additional eligibility criteria set by the Governing Body. Whilst local authorities can nominate candidates as Local Authority governors of maintained schools, it is for the Governing Body to determine whether the person should be appointed.

Academies and Free Schools are not required to have a Local Authority Governor unless their Articles of Association require this, but may decide to include one in the membership of their local Governing Body if they so wish. It is to be noted that, as stated in the Governance Handbook 2017<sup>1</sup>, no more than 19.9 per cent of the Body can be LA associated (i.e. people employed by an LA (including teachers and headteachers of LA maintained schools) or people who are or have been within the last four years a member of an LA, where that LA has a responsibility for education or is a district or parish council where there is a land or other commercial relationship with the trust). This is to avoid the academy trust becoming an influenced body resulting in the need to comply with specific local government requirements. The constitution of the Governing Body would be set out in the Academy or Free School's own Memorandum and Articles.

Whilst the Council has responded to these changes by nominating individuals to LA Governor vacancies in maintained schools rather than appointing to such vacancies, the present process of reporting vacancies and requesting a committee to consider candidates and make nomination has proved, in some cases, to be lengthy and, in some instances, has resulted in governing bodies having vacancies for a considerable period of time or the Council nominating candidates who do not meet the skills requirements of the governing which are in turn rejected by the governing body. It is therefore proposed that the Council adopts an amended system for LA Governor nominations for maintained schools as set out below.

It is proposed that the amended system is applied also to Academies and Free Schools that have chosen to include LA Governor representation.

## **Officers Recommendations**

**1. That the Committee approves the proposal set out in paragraph 1.3 to change the Local Authority (LA) Governor appointment process.**

**2. That the Committee agrees to delegate authority to nominate LA Governors to the Strategic Director for Children and Young People, following recommendation made by a panel.**

### **1. WHY THIS REPORT IS NEEDED**

1.1 The proposed change to the procedure of nominating Governors is intended to improve the selection and appointment process of appropriately skilled governors to enhance schools' governance, and contribute to good oversight and management of schools for the benefit of children and young people.

1.2 Statutory guidance has been published, The Constitution of Governing Bodies of Maintained Schools – August 2017. This states that all prospective

<sup>1</sup>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/582868/Governance\\_Handbook\\_-\\_January\\_2017.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/582868/Governance_Handbook_-_January_2017.pdf)

Governors should be helped to understand the role of a Governor and the Governing Bodies' code of conduct, before being nominated. The guidance also confirms that local authorities should make every effort to understand the individual governing body's requirements, so as to identify and nominate suitable candidates, and take steps to ensure that its nominees for appointment to governing bodies have the skills that individual schools require.

1.3 It is therefore proposed that the Council adopts an amended system for LA Governor appointments as follows:

- A Panel with one minority and one majority party councillor will meet (termly) together with the Governor Services Manager to decide on nominations as appropriate. The panel will consider applications (via a completed application form), to be matched to details of the skills and additional eligibility criteria requested by the Governing Body. First preference will be given to Ward Members who have put themselves forward. The panel will consider whether the Ward Member has the requisite skills and, if required, request further information from the individual. If no Ward Members or other Councillors put themselves forward or the Ward Member/other Councillors do not have the requisite skills, other candidates, who have applied independently to Governor Services, will be assessed for suitability based on the application form and Curriculum Vitae, together with comments from the Chair of Governors regarding desirable skills and experience being sought. The panel will consider whether the other candidates have the requisite skills and will select the best candidate based on merit.
- The proposed nominee will be given, and asked to read, a written briefing on the role of school governors and the expected level of commitment required, and a copy of the Governing Body's code of conduct before the appointment / nomination is finalised. They will also be given the opportunity to discuss the role with Governor Services and to attend a governor training event on the role of governors.
- The proposed nominee may be invited to visit the school to confirm they understand the role and can make the commitment required, before the nomination is finalised.
- On the recommendation of the Panel, the candidate will then be nominated to a vacancy by the Council (under School Governance (Constitution)(England) Regulations 2012, which state that the decision to appoint lies with the Governing Body.
- In the case of an academy or Free School LA Governor vacancy, where the Articles require this, the candidate will be nominated to a vacancy by the Council on the recommendation of the Panel.
- Nominations made by the Panel will be reported via a Chief Officer Decision in the name of the Strategic Director for Children and Young

People and will be drafted by the Governor Services Manager in the Education and Skills service.

## **2. REASONS FOR RECOMMENDATIONS**

- 2.1 The proposed change to the procedure of appointing local authority governors is intended
- to improve the selection of appropriately skilled governors to enhance schools' governance, by introducing more rigorous selection informed by local knowledge of school context and skills required
  - to contribute to good oversight and management of schools for the benefit of children and young people
  - to ensure that the process reflects the new legislative requirements
  - to reduce delay in appointment.

## **3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED**

- 3.1 The nominations process could be undertaken by a committee. Previous experience has found this practice to be lengthy and to result in delays in making nominations, and occasionally candidates have been rejected by a governing body. The revised arrangements proposed will streamline the process whilst retaining Member involvement and oversight.

## **4. POST DECISION IMPLEMENTATION**

- 4.1 The new nomination process will be established by Governor Services within the Education and Skills service. Decisions made by the Panel would be reported via a Chief Officer Decision in the name of the Strategic Director for Children & Young People for expediency.

## **5. IMPLICATIONS OF DECISION**

### **5.1 Corporate Priorities and Performance**

- 5.1.1 The quality of the education offer in Barnet is at the heart of Barnet's continuing success as a place where people want to live, work and study. It plays a crucial part in making Barnet a popular and desirable place with many families attracted to the area by the good reputation of Barnet's schools.
- 5.1.2 Excellent educational outcomes and ensuring children and young people are equipped to meet the needs of employers, are key to delivering the Council's strategic objectives set out in its Corporate Plan 2015-2020, based on the core principles of fairness, responsibility and opportunity to make sure Barnet is a place:
- of opportunity, where people can further their quality of life
  - where people are helped to help themselves, recognising that prevention

is better than cure

- where responsibility is shared, fairly
- where services are delivered efficiently to get value for money for the taxpayer.

5.1.3 The London Borough of Barnet's Education Strategy 2017-2020 sets out that good leadership and governance is a key driver to the achievement of the improvement of schools and educational outcomes.

## 5.2 **Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**

5.2.1 None.

## 5.3 **Social Value**

5.3.1 The Public Services (Social Value) Act 2013 requires people who commission public services to think about how they can also secure wider social, economic and environmental benefits. Before commencing a procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

## 5.4 **Legal and Constitutional References**

5.4.1 The School Governance (Constitution)(England) Regulations 2012<sup>2</sup> came into force on 1 September 2012, amendments came into force on 1 September 2014 and further amendments came into force on 1 September 2015. The Constitution of Governing Bodies of Maintained Schools 2017 contains statutory guidance for governing bodies of maintained schools and local authorities.

5.4.2 Under the Council's Constitution Article 7 (Committees, Forums and Partnerships) the terms of reference of the Children, Education and Safeguarding Committee includes responsibility for 'determining the arrangements for making nominations to the governing bodies of Local Authority administered schools.'

## 5.5 **Risk Management**

5.5.1 The risk of not complying with The School Governance (Constitution) (England) Regulations 2012 and its subsequent amendments is a risk to the Council's reputation, a risk to the Council's ability to comply with legislation, and a risk in not complying with the council's own corporate objectives in relation to achieving positive outcomes for young people.

5.5.2 There is also a risk of legal challenge if there is a failure to comply with the law.

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<sup>2</sup> <http://www.legislation.gov.uk/uksi/2012/1034/contents/made>

5.5.3 The risk of not responding to the increased focus being placed on Governing Bodies within the Ofsted Inspection Framework is a risk to the council's reputation in failing to maintain the quality of education in Barnet.

5.5.4 If a committee retains responsibility for the nominations process, there is a risk of governing bodies carrying vacancies for a significant period of time which could impact on the effectiveness of the governing bodies and their ability to discharge their duties.

## **5.6 Equalities and Diversity**

5.6.1 The competency framework for governors states that governors should be mindful of their responsibilities under equalities legislation, recognising and encouraging diversity and inclusion. By ensuring that governors have the requisite skills to undertake the role, this should ensure an improved form of school governance in terms of compliance with equalities legislation.

## **5.7 Corporate Parenting**

5.7.1 Governing bodies are responsible for holding the head teacher to account. This includes assurance that the designated teacher for looked after children is properly supported and challenged to undertake this role. By ensuring that governors have the requisite skills to undertake the role of governor, this should ensure an improved form of school governance in terms of schools' complying with duties towards looked after children.

## **5.8 Consultation and Engagement**

5.8.1 The Chairman of the Children, Education & Safeguarding Committee, the Opposition Spokesperson for the Children, Education & Safeguarding Committee, the Group Leader, Group Secretaries and the Strategic Director for Children & Young People have been consulted on the changes.

## **5.9 Insight**

5.9.1 N/A.

## **6. BACKGROUND PAPERS**

6.1 None.

**London Borough of Barnet  
Children, Education and  
Safeguarding Committee  
Forward Work Plan  
2018-2019**

Contact: Salar Rida 020 8359 7113 [salar.rida@barnet.gov.uk](mailto:salar.rida@barnet.gov.uk)

Title of Report	Overview of decision	Report Of* ( <i>officer</i> )	Issue Type (Non key/Key/Urgent)
<b>12 September 2018</b>			
Update report on the progress of Barnet Children's Services Improvement Action Plan and Quarterly Performance Report, Q1 2018-19	The Committee to receive an update on the Ofsted Report.	Strategic Director for Children and Young People  Head of Performance and Risk	<b>Non-key</b>
Report on tackling loneliness and social isolation among young people	The Committee to note the report.	Strategic Director for Children and Young People	<b>Non-key</b>
Proposed change to the Local Authority School Governor Appointments Process	Committee to approve the proposal and authority to nominate LA Governors to the Strategic Director for Children and Young People	Education and Skills Director  Governor Services Manager, Barnet with Cambridge Education	<b>Non-key</b>
<b>29 November 2018</b>			
Update report on the progress of Barnet Children's Services Improvement Action Plan	The Committee to receive an update on the Ofsted Report.	Strategic Director for Children and Young People	<b>Non-key</b>
Barnet Safeguarding Partnership Annual Report	The Committee to note and review the report.	Strategic Director, Children and Young People Strategic Lead – Children and Young People	<b>Non-key</b>

6  
 Reports will be in the name of the Chairman of the Committee (with report officers listed above)

Title of Report	Overview of decision	Report Of* ( <i>officer</i> )	Issue Type (Non key/Key/Urgent)
Report on business case for the Adoption Regional Agency arrangements in North London	The Committee to note the report	Strategic Director for Children and Young People	<b>Non-key</b>
Annual Report from the Corporate Parenting Advisory Panel	Committee to consider the Annual Report from the Corporate Parenting Advisory Panel.	Strategic Director, Children and Young People	<b>Non-key</b>
Family Services Complaints, Compliments and Comments Annual Report	The Committee to note the report.	Strategic Director for Children and Young People	<b>Non-key</b>
<b>16 January 2019</b>			
Update report on the progress of Barnet Children's Services Improvement Action Plan	The Committee to receive an update on the Ofsted Report.	Strategic Director for Children and Young People	<b>Non-key</b>
Quarterly Performance Report Q2 2018-19	The Committee to consider the quarterly performance report.	Head of Performance and Risk	<b>Non-key</b>
Annual Report on School Funding in Barnet	The Committee to note and approve the report.	Strategic Director, Children and Young People Education and Skills Director, Barnet with Cambridge Education	<b>Non-key</b>

6  
 Reports will be in the name of the Chairman of the Committee (with report officers listed above)

Title of Report	Overview of decision	Report Of* ( <i>officer</i> )	Issue Type (Non key/Key/Urgent)
Regional Adoption Agency Report	The Committee to note the report.	Divisional Director Commissioning Family Services	<b>Non-key</b>
<b>13 March 2019</b>			
Update report on the progress of Barnet Children's Services Improvement Action Plan	The Committee to receive an update on the Ofsted Report.	Strategic Director for Children and Young People	<b>Non-key</b>
Educational Standards in Barnet 2017/18	That the Committee note the results for the Academic year.	Strategic Director, Children and Young People Education and Skills Director, Barnet with Cambridge Education	<b>Non-key</b>
<b>8 May 2019</b>			
Update report on the progress of Barnet Children's Services Improvement Action Plan	The Committee to receive an update on the Ofsted Report.	Strategic Director for Children and Young People	<b>Non-key</b>
Quarterly Performance Report Q3 2018-19	The Committee to consider the quarterly performance report.	Head of Performance and Risk	<b>Non-key</b>
Voice of the Child Report	Annual Report on Barnet Youth Parliament and Barnet Youth Assembly.	Voice of the Child Coordinator	<b>Non-key</b>

Reports will be in the name of the Chairman of the Committee (with report officers listed above)