

MEETING

CHILDREN, EDUCATION & SAFEGUARDING COMMITTEE

DATE AND TIME

WEDNESDAY 8TH MAY, 2019

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

Pauline Coakley Webb
Alison Cornelius
Val Duschinsky

Anne Clarke
Reuben Thompstone
Linda Freedman

Anne Hutton
Nagus Narenthira
Felix Byers

Substitute Members

Ammar Naqvi
Stephen Sowerby

Arjun Mittra
Saira Don

Eva Greenspan
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, 2 May 2019. Requests must be submitted to Paul Frost at paul.frost@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: Paul Frost 020 8359 2205 Paul.Frost@Barnet.gov.uk

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ASSURANCE GROUP

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ORDER OF BUSINESS

Item No	Title of Report	Pages
1.	Minutes of the last Meeting	5 - 10
2.	Absence of Members	
3.	Declarations of Members Disclosable Pecuniary Interests and Non-Pecuniary Interests	
4.	Report of the Monitoring Officer (if Any)	
5.	Public Questions and Comments (if Any)	
6.	Members' Items (if Any)	
7.	Update report on the progress of Barnet Children's Services Improvement Action Plan and other CES Committee Priorities	11 - 100
8.	Annual Report on the work of the UK Youth Parliament members, Barnet Youth Assembly and other Youth Voice fora	101 - 114
9.	Multi-Agency Safeguarding Arrangements	115 - 152
10.	Family Services Annual Complaints and Compliments Report 2018/19	153 - 176
11.	Committee Work Programme	177 - 180
12.	Any other Item(s) that the Chairman decides are Urgent (if Any)	

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Decisions of the Children, Education & Safeguarding Committee

13 March 2019

Members Present:-

AGENDA ITEM 1

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

Councillor Pauline Coakley Webb Councillor Linda Freedman
Councillor Alison Cornelius Councillor Anne Hutton
Councillor Val Duschinsky Councillor Felix Byers
Councillor Anne Clarke

Also in attendance
Councillor Stephen Sowerby (Substitute)

Apologies for Absence

Councillor Reuben Thompstone Councillor Nagus Narenthira

1. MINUTES OF THE LAST MEETING

The Chairman of the Children, Education and Safeguarding Committee, Councillor David Longstaff opened the meeting and welcomed all attendees.

It was **RESOLVED** that the minutes of the previous meeting held on 16th January 2019 be agreed as a correct record.

2. ABSENCE OF MEMBERS

Apologies were received from Councillor Nagus Narenthira and Councillor Reuben Thompstone who was substituted by Councillor Stephen Sowerby.

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

None.

4. REPORT OF THE MONITORING OFFICER (IF ANY)

None.

5. PUBLIC QUESTIONS AND COMMENTS (IF ANY)

None were received.

6. MEMBERS' ITEMS (IF ANY)

None.

7. UPDATE REPORT ON THE PROGRESS OF BARNET CHILDREN'S SERVICES IMPROVEMENT ACTION PLAN AND OTHER CES COMMITTEE PRIORITIES

The Chairman introduced the item which was presented by the Executive Director for Children and Young People, Mr Chris Munday.

Mr Munday summarised the report which includes the letter from the recent OFSTED monitoring visit which took place in February 2019, and focussed on Care Leaving Services, and how young people prepare to leave care. Members considered the letter and the report.

Following a comment from the Committee about the Children and Young People's Plan, Officers note that an update be provided within the next Report detailing changes made to the CYPP, if any. **(Action)**

In relation to the revised Homelessness Protocol, Members queried the support provided to 16/17 year olds towards preventing homelessness and homelessness relief.

Officers briefed Members about the role of the Housing Needs Officer and MASH in assessing the level of risk of homelessness and the supported accommodations options.

The Committee highlighted the importance of ensuring that young people in need of accommodation are supported. This was noted and Officers informed Members about the support on offer particularly in respect of education, career paths, managing finances and life skills.

In terms of communication, Members asked about the methods used to raise awareness of the support services available for young people at risk of homelessness. Officers noted that multiple communication methods are used such as online support and that leaflets are dispersed at various locations including schools and colleges.

In response to a query from the Committee about tackling gang activity, it was noted that partnership arrangements continue to be in place to support the delivery of work with young people at risk of exploitation including in relation to gangs.

The Committee heard that the one of the aims of the partnership arrangements with MAC UK, Growing Against Violence and Art Against Knives is to focus on building trusting relationships with young people as the primary mechanism to implementing change and that the training offered to staff has been designed to this effect. Officers also noted that this is a Committee priority and is included within the Corporate Plan Addendum.

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 1.11 to 1.34.**
- 2. That the Committee noted the OFSTED monitoring visit feedback letter.**

3. That the Committee reviewed and approved the updated Joint Protocol for homeless young people aged 16 and 17 attached as Appendix 2.
4. That the Committee noted and scrutinised the performance information provided in Appendix 3.
5. That the Committee reviewed and approved the 2019-20 Delivery Plan of the Children and Young People's Plan attached as Appendix 4.

8. BUSINESS CASE FOR THE REGIONAL ADOPTION AGENCY IN NORTH LONDON

The Chairman introduced the item and Mr Munday presented the report which asks the Committee to consider and approve the Business Case.

Following a query from the Committee about Adopt London North, it was noted that the proposal is for the London Borough of Barnet to be part of Adopt London North, alongside the London Boroughs of Enfield, Camden, Hackney, Islington and Haringey.

The Committee asked about Barnet's contribution towards Adopt London North and it was noted that the contribution rates have been calculated using the current staffing costs of Adoption services in each borough and set out in Table 1, p.96 of the Agenda.

Members queried the procedure in case a dispute should arise following approval of the Partnership Agreement.

It was noted that the agreement will cover the aims of the Regional Adoption Agency, how it will operate and that this will include merging all the six Adoption Panels (one in each borough) into one Regional Adoption Panel. It was also noted that the agreement will include a dispute resolution mechanism. Officers informed the Committee that the regionalisation of adoption would seek to strengthen the adoption process and the ability to have a broader choice of adopters.

It was unanimously **RESOLVED:**

1. That the Committee approved the Business Case for Adopt London North (attached to this report as Appendix 1).
2. That the Committee recommended to Council the following decisions:
 - That the functions referred to in section 5.4 are delegated to the London Borough of Islington from the date specified in the partnership agreement to be entered into for the purposes of setting up Adopt London North;
 - That delegated authority is given to the Director of Children's Services to negotiate and sign a partnership agreement to effect the establishment of the Adopt London North Regional Adoption Agency.

9. EDUCATIONAL STANDARDS IN BARNET 2017/18

Upon invitation of the Chairman, Mr Ian Harrison Education and Skills Director, Barnet with Cambridge Education joined the meeting and highlighted the key aspects of the report.

Mr Harrison noted the high achievement of Barnet school pupils and Barnet schools.

Members queried the attainment of disadvantaged pupils, Mr Harrison noted the improvements achieved – that in 2016 the percentage of disadvantaged pupils reaching the expected standard in Reading, Writing and Mathematics was 46% increasing to 55% in 2017 and 62% in 2018.

The achievement of disadvantaged pupils continues to be monitored and is one of the key focus areas. He informed that this includes ongoing detailed discussions with individual schools and to encourage those schools to share lessons with other schools.

It was unanimously **RESOLVED:**

That the Committee noted the validated results for school performance in Barnet for the academic year 2017/18 as set out in Appendix A: Summary of Educational Standards in Barnet, 2017/18.

10. SPECIAL EDUCATIONAL NEEDS AND DISABILITIES STRATEGY - UPDATE

Mr Munday and Mr Harrison presented the report to the Committee and stressed the importance of ensuring an effective system working with children and families experiencing SEND. It was stressed that the priorities need to reflect the most up to date assessment of progress following the local review.

It was unanimously **RESOLVED:**

- 1. That the Children, Education and Safeguarding Committee approved the draft changes to the Strategic Priorities in the Special Educational Needs and Disabilities Strategy, to allow for consultation on the Strategic Priorities.**
- 2. That the Committee agreed the initial proposals to commission additional specialist places for children and young people set out in the report and the plans to complete a needs analysis, leading to the production of an updated Special Provision Plan and proposals for the use of the council's Special Places Fund allocation.**
- 3. That the Committee delegated authority to the Strategic (Executive) Director for Children and Young People, following consultation with the Chairman of the Committee, to:**
 - Consult on the Strategic Priorities and, following consultation, finalise these and update the Special Educational Needs and Disabilities Strategy;**
 - Finalise a draft Special Places Plan and proposals for use of the remaining Special Places Fund allocation;**
 - Consult on the draft Special Places Plan and allocation proposals and, following consultation, agree the Special Places Plan and use of the Special Places Fund.**

11. CHILDCARE SUFFICIENCY ASSESSMENT

Officers presented the report and noted the key messages from the analysis of current childcare provision in the borough and its take up, as well as future development required to meet future demand.

It was unanimously **RESOLVED**:

That the Committee noted the Barnet Childcare Sufficiency Assessment 2018 attached to this report as Appendix A.

12. CHILDREN, EDUCATION & SAFEGUARDING COMMITTEE WORK PROGRAMME

RESOLVED that the Committee noted the standing item on the agenda which sets out the business reports on the Forward Work Programme.

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

None.

The meeting finished at 8.00 pm

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	<p style="text-align: center;">CHILDREN, EDUCATION and SAFEGUARDING COMMITTEE</p> <p style="text-align: center;">8 May 2019</p>
<p style="text-align: center;">Title</p>	<p>Update report on the progress of Barnet Children's Services Improvement Action Plan and other CES Committee Priorities</p>
<p style="text-align: center;">Report of</p>	<p>Chairman of the Committee, Councillor David Longstaff</p>
<p style="text-align: center;">Wards</p>	<p>All</p>
<p style="text-align: center;">Status</p>	<p>Public</p>
<p style="text-align: center;">Urgent</p>	<p>No</p>
<p style="text-align: center;">Key</p>	<p>No</p>
<p style="text-align: center;">Enclosures</p>	<p>Appendix 1: Family Services Performance Report Appendix 2: Family Friendly Barnet Update</p>
<p style="text-align: center;">Officer Contact Details</p>	<p>Chris Munday Executive Director for Children and Young People Chris.Munday@barnet.gov.uk</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.

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 ninth update report to be received by Committee and the reporting period for progress is January to March 2019. The update on progress is structured according to the six improvement themes in the action plan, and Family Services Performance Report has been included in Appendix 1.

The report also includes an end of year progress report on the annual outcomes for the CES Committee priorities:

- Ofsted improvement action plan
- Tackling gang activity
- Ensuring the attainment and progress of children in Barnet school remains in the top 10% nationally

Recommendations

- 1. That the Committee note the progress of the Barnet Children's Services Improvement Action Plan as set out in paragraphs 1.10 – 1.48.**
- 2. That the Committee note and scrutinise the performance information provided in Appendix 1.**
- 3. That the Committee note and scrutinise progress against 2018/19 corporate plan priorities, including a detailed summary of the Family Friendly Barnet progress provided in Appendix 2.**

- 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.
- 1.4 Under the Inspection of Local Authority Children's Services (ILACS) Framework, local authorities judged as inadequate are subject to ongoing monitoring activity from OFSTED; in Barnet, this has included an action planning visit, quarterly monitoring visits, and will also entail a full ILACS inspection after February 2019 due to satisfactory progress noted during monitoring visits.
- 1.5 Since November 2017, OFSTED have conducted six monitoring visits of Barnet Children's Services, which focussed on 'front door' services, Duty and Assessment, Intervention and Planning, Children in Care, work with vulnerable adolescents and Care Leaver services. During this period, OFSTED have found there to be a steady and strong focus on improving services and the quality of social work practice in Barnet. Although the pace of change has established improved social work practice over the last year, there is more work to do to ensure consistent quality of practice across all services.
- 1.6 A sixth monitoring visit took place on 14 and 15 February 2019, and focussed on the leaving care service, Onwards and Upwards, and young people transitioning to leaving care. OFSTED have confirmed that this was the last monitoring visit for the Local Authority. The next visit by OFSTED will be a full Inspection of Local Authority Children's Services (ILACS) in late Spring/early Summer 2019, which will be a reinspection of all services.

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

- 1.7 In September 2018, the Barnet Family Services Improvement Board was presented with a revised improvement action plan covering the year September 2018 to September 2019, and this plan was approved by the Improvement Board in October 2018. The new plan reflects the progress made during the first year, and includes emerging priorities. It reflects the rigorous focus on assessment and care planning across Family Services.
- 1.8 As with the previous version, 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

1.9 The revised action plan has consolidated the previous turnaround priority and improvement themes into six overarching improvement themes:

1. Systems Leadership for Children
2. Enhancing Practice Leadership for Children
3. Right Interventions, Right Time (Thresholds)
4. Strengthening Assessment for Children
5. Strengthening Planning for Children
6. Embedding a Child Centred Culture that Improves Children's Lives

Update on progress since the last report:

1.10 This is the ninth update report to be received by Committee and the reporting period for progress is January to March 2019.

1.11 The update on progress is structured according to the six improvement themes in the action plan, in the same format as for the September 2017-18 improvement plan. Under each improvement theme there is a description of the theme and an update on key activities since the previous update report.

Priority 1: Systems Leadership for Children

1.12 This theme focuses on strengthening systems leadership for children, and reflects that collective accountability, ownership, understanding and priority need to be given to improving outcomes for children in Barnet.

1.13 The draft Children and Young People's Plan 2019-2023 was submitted to the January Committee and approved for consultation. This is scheduled to finish on 6 April 2019, after which appropriate amendments will be made before being signed off by the Strategic Director.

1.14 Formed under the Children Act (2004) Local Safeguarding Children Boards (LSCBs) are currently responsible for ensuring agencies effectively work together to safeguard children. The Children and Social Work Act 2017 replaced Local Safeguarding Children Boards with new arrangements that place a shared and equal duty on the local authority, the police and the Clinical Commissioning Group to safeguard and promote the welfare of children. This requirement was further reinforced by the Working Together guidance published in 2018.

1.15 The three safeguarding partners must set out how they will work together and with any relevant agencies whose involvement they consider may be required to safeguard and promote the welfare of children in particular cases. They must also set out how their arrangements will receive independent scrutiny. Once agreed, the safeguarding partners must publish the arrangements.

- 1.16 Barnet's new multi-agency safeguarding arrangements will be implemented on 29 June 2019, once agreed by CES Committee. A separate report on the arrangements is being presented to this Committee.
- 1.17 These changes build on improvements made to the Barnet Safeguarding Children's Partnership following the Ofsted single inspection, to ensure that member agencies work together to keep children and young people safe, hold one another to account and ensure that safeguarding remains a priority. It has helped to develop a culture where values and priorities are shared and where cooperative and collaborative working is the norm.
- 1.18 We have increased management capacity by recently recruiting two new heads of service in Duty and Assessment Team and Intervention and Planning. This will enable us to further embed and strengthen management oversight and systems leadership within the service.

Improvement theme 2: Enhancing Practice Leadership for Children

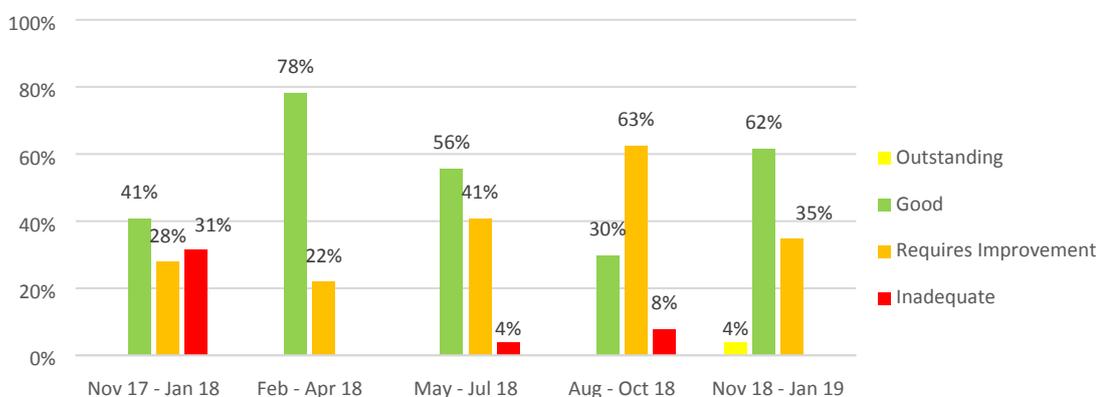
- 1.19 This theme focuses on strengthening professional systems that work together effectively to improve children's lived experience. This includes that children's voices are heard and influence decisions being made about them, that these decisions are recorded to a high standard and that this leads to timely interventions from appropriately skilled professionals across the partnership.
- 1.20 A strong programme of workforce development activity is being delivered via in-house, external and North London Teaching Partnership Practice Development Workers. A workforce development/skills analysis is currently being completed so we can measure take up of training and workforce development activities against improvements in practice. The analysis will provide a framework to ensure that practice development activities are focused on developing specific areas of practice in need of continued improvement and ensure career progression pathways are in place.
- 1.21 The 0-25 Disability service have been working on an improvement plan. They have a management team who have a good understanding of the varied and complex caseload held in the service. The new Children with Disabilities pathway is now established, and provides a clear outline of the packages of support provided to a child across all agencies, and assists in case allocations and keeping caseloads at manageable levels. A new Team Manager is now in post which is allowing the Strategic Manager to provide advice and develop understanding on services for those children with disabilities who are held outside of the 0-25 Disability Service. This will be supported by a 0-25 Social Worker being placed in the Multi-Agency Safeguarding Hub (MASH) for 2 days a week, which will be commencing shortly.
- 1.22 The Team Manager ensures the provision of effective and consistent supervision and brings knowledge of safeguarding and court proceedings, which will be supported by the expertise in working with disabilities held by the Deputy Team Managers. Most practitioners in the team are now permanent, and morale is good with staff reporting they feel supported and motivated.

- 1.23 Transition planning is improving with the allocated social workers working closely with practitioners experienced in Adult social care legislation and practice to ensure Care Act assessments take place in a timely way and sustainable support is put into place as the child enters adulthood. There is also improving partnership working with the over 25 adult teams, with transition planning being tracked and an Advanced Practitioner attending the Adults Allocations Panel. The strategic manager has developed positive partnership working with the Special Educational Needs and Disabilities (SEND) team, and there is now regular attendance at various leading-edge groups and panels. All social workers understand the importance of integrating Education Health and care plans in the wider package of care.
- 1.24 Caseloads are at appropriate levels, with each social worker holding no more than 10 safeguarding cases and 10 disabilities only cases. The frequency of supervision has improved, and work is ongoing in improving the quality. To support this, we have introduced group supervisions, many of which are multi-disciplinary; ensuring that all supervisions are recorded on the child or young person's file is an improvement priority.
- 1.25 A series of training workshops have taken place exploring subjects such as domestic violence from the perspective of disability, and considering additional risk factors. Joint training with Adult Social Care on legislation, practice standards and service requirements is in place.
- 1.26 Actions and decision making in relation to safeguarding is more consistent and the quality of plans is improving. Information from the now established Disability Resource Panel is being used to analyse and evaluate the effectiveness of care packages, which will drive further improvements.

Improvement theme 3: Right Intervention, Right Time (Thresholds)

- 1.27 This improvement theme is focussed on embedding the monitoring and understanding of thresholds across the partnership. The outcomes are to have an effective MASH, effective decision making and joined up Early Help.
- 1.28 MASH audit data shows that there has been a steady and consistent increase in work that is graded as Good and a significant reduction in the proportion of audits graded as 'inadequate' since November 2017 when the current audit process was implemented. The structural and process changes made within the MASH at the end of 2017 are now embedded and sustaining improvements in the quality of the service; this was demonstrated in the positive feedback from the 5th Ofsted Monitoring Visit undertaken in November 2018.

MASH Overall Audit Grading
(November 2017 - January 2019)

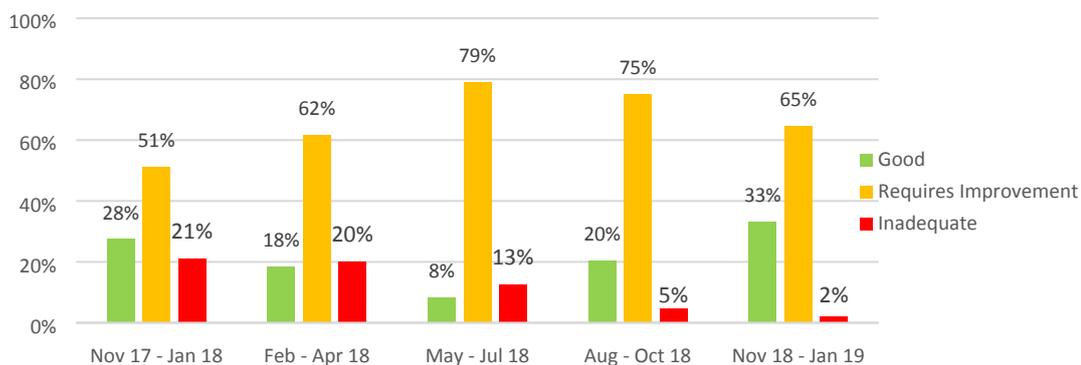


- 1.29 The MASH signposts and refers children to universal and universal plus services and the 0-19 Early Help locality hubs directly and for families in need of coordinated early help services, through the Multi-Agency Early Help Panels that are held weekly. Operational guidelines have been launched with staff and a new audit tool and process for Early Help is being developed to reflect the integrated delivery model. Early Help Practice Standards have been developed to provide a framework for delivery, workforce development and to support quality assurance activity. Performance management data monitors the workflow from MASH to Early Help Services, outcomes data is being built into the developing recording and reporting systems.

Improvement theme 4: Strengthening Assessment for Children

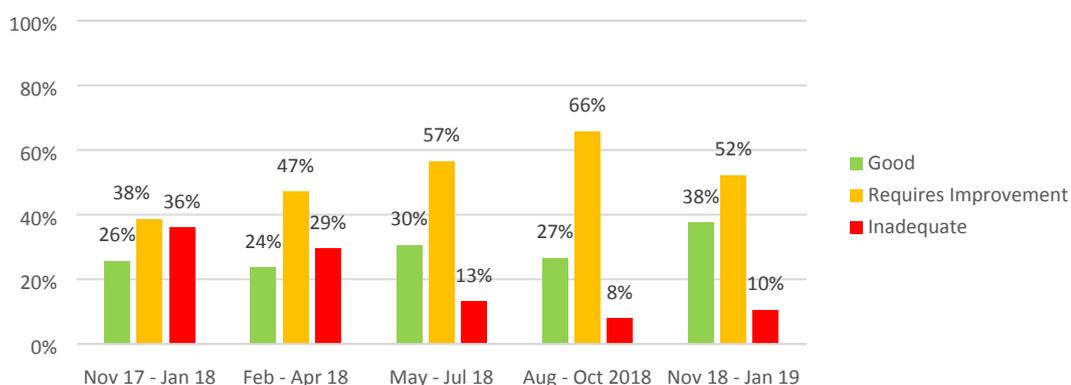
- 1.30 This theme focusses on strengthening assessments, ensuring they are child centred, effectively analyse risk of harm to prevent drift in the system and prevent delays to delivering interventions.
- 1.31 The quality of assessments is improving and this is evidenced in audit outcomes, social workers appropriately identify risk and are making better use of historical context by ensuring chronologies are completed that identify patterns over time. This is an area of work that continues to be supported by the Practice Development Workers. Assessments are appropriately identifying the needs of families and leading to timely and proportionate support.
- 1.32 There is a comprehensive training offer in place for practitioners which provides opportunities for individual, team and service level learning about specific issues relating to management oversight and improving practitioner’s ability to evaluate risk. The impact of focus in this area of practice is apparent in the overall gradings of audited assessments; the chart below highlights a reduction to 2% of assessments graded as ‘inadequate’ since November 2017 and a steady increase in assessments graded as Good.

Duty & Assessment Overall Audit Grading
(November 2017 - January 2019)



Practice Development Workers continue to support social workers to prepare for visits to families and strengthen their practice skills in analysis of risk and need; this is having a positive impact on practice and is evidenced within audit data which demonstrates a 26% decrease in combined assessments graded as 'inadequate' since November 2017. The support of the Practice Development Workers is also improving consideration of children and parents cultural, linguistic and religious influences and belief systems. This is further supported by more consistent use of Signs of Safety tools to assess and analyse risk and to meaningfully engage children and families in their assessments.

Domain Grading: Combined Assessment
(November 2017 - January 2019)



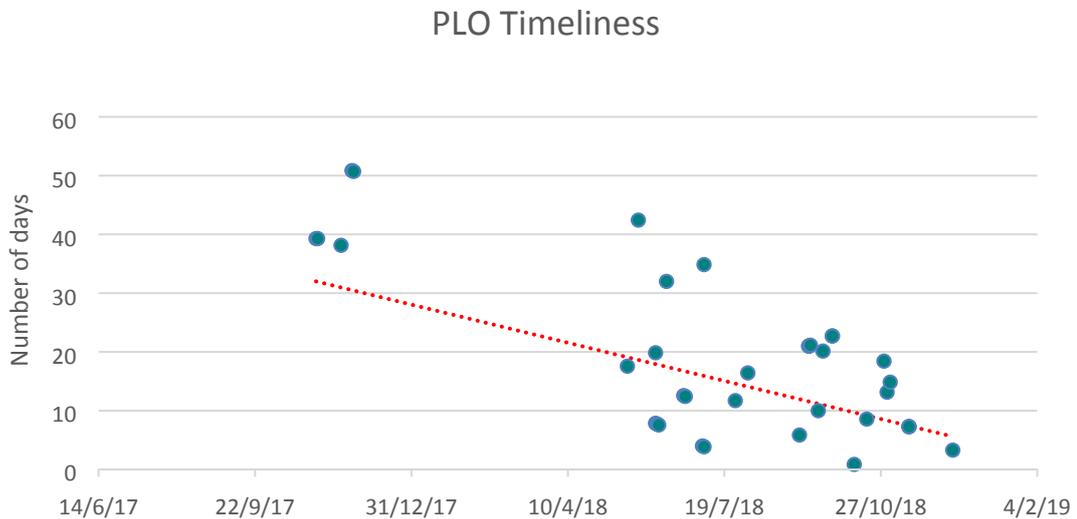
Improvement theme 5: Strengthening Planning for Children

- 1.33 This theme seeks to ensure that planning across the system is consistently focused on outcomes and is responsive when children’s circumstances change or deteriorate. We expect to see plans that are child-centred and that achieve best outcomes, tackling drift and delay.

- 1.34 Performance data demonstrates an overall reduction in the number of inadequate audit gradings across children in care and onwards and upwards, which includes auditing of the quality and timeliness of children’s care and pathway plans. There is a need to accelerate progress in the next quarter as the conditions for progress to Good are in place (targeted permanence planning processes, IRO service development plans, training, practice development work, QA activity and staff and management

changes) to ensure the challenge in the system is relentless and continues to drive practice improvement.

- 1.35 Performance data demonstrates a reduction in children subject to child protection plans for more than two years to zero and the Director Children’s Social Care for Early Help and Safeguarding facilitates an Assessment and Change Forum which was established in November 2018. The Forum provides management and clinical oversight to unborn children, children subject to pre-proceedings Public Law Outline (PLO) and also provides a clinician led systemic space for reflective consideration of complex casework to explore alternative ways of affecting change.
- 1.36 Staff have been provided with training in Public Law Outline (PLO), and a tracking system is in place to monitor timeliness of assessments. The chart below shows that the overall length of time in PLO processes has reduced over time, to an average of 9 weeks since October 2018 which is evidence of improving timeliness of decision making for children.



- 1.37 Additional management capacity has been created in the Onwards and Upwards service to drive improvements in Pathway Planning. These roles are embedding.
- 1.38 The quality of pathway planning in a sample of 25 Care Leaver audits ahead of the February 2019 Ofsted visit was mostly graded as Requires improvement or Good. There was some evidence of comprehensive pathway plans that were written in plain English, reviewed in accordance with statutory expectations and updated in a timely manner. In these cases, the health, education and accommodation needs of the young person were well considered, partner agencies worked collaboratively and clear guidance and support was evident maximizing the likelihood of lasting positive transition to the leaving care service.
- 1.39 Pathway Plan workshops were run in mid-2018 followed up by coaching from a Practice Development Worker during November. Combined with a revised tool including a section on ‘it’s all about me’, we expect that practitioners will be able to articulate the ambitions for young people in a cohesive way; feedback from Ofsted during their February 2019 visit was that recording in case notes is ‘generally more

thorough and provides a better picture of the young person than the key standalone documents’.

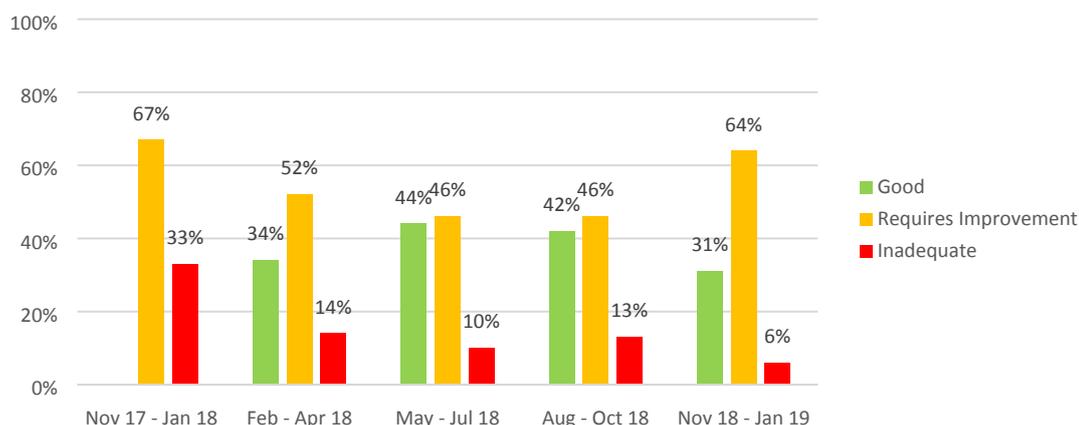
- 1.40 Independent Reviewing Officer (IRO) feedback, audit findings and the Ofsted Monitoring Visits have ensured focused activity has taken place to improve the quality of care planning and the participation of children and young people in their reviews.
- 1.41 Between April 2018 and March 2019 there has been increased consultation activity taking place between social work teams and IRO’s in the care planning process. Audits more consistently find that the voice of the child is stronger and evident in their care plans and our performance data is more strongly reflecting that every effort is being made to enable children and young people to participate in their reviews and contribute to their care plans and pathway plans directly or indirectly.
- 1.42 Audits and IRO feedback indicate evidence of increasingly robust care planning and timely transitions; this is evidenced in the reduction, over the past six months, in reported IRO challenge pertaining to delay of transitions to Onwards and Upwards or between placements.
- 1.43 When there is a need to drive improvements in a child’s care planning there is clearer evidence of IRO challenge. This is recorded as discussions, emails and/or face-to-face discussion with the social work teams and in escalation reports. However, the challenge primarily focuses on process issues rather than practice standards and therefore needs to improve to be more robust in driving consistently good risk assessments and quality care planning for children.
- 1.44 The Principal Reviewing Officer role has been created to ensure that IRO’s receive support and challenge to undertake their roles to the highest standards. The Principal Reviewing Officer is providing focused feedback and supporting consistently prompt, and respectful challenge to professionals when care plans are not sufficiently addressing or progressing the support children need to achieve good outcomes. Challenge is tracked and monitored by the Principal IRO to ensure that it remains respectful and leads to a positive impact.
- 1.45 The role also ensures that when good practice is evident through timely implementation of high quality care plans which are effecting positive change, this is acknowledged by IRO’s in writing to social workers and Team Managers.

Improvement theme 6: Embedding a child centred culture that improves children’s lives

- 1.46 This improvement theme will enable and ensure that all staff are fully engaged with the child centred culture and aware of the support available to them from management and senior leaders. This will include building connection via communication within children’s services, across partner agencies.

1.47 Practice Development workers continue to provide training and support for practitioners to undertake direct work with children. The Voice of the Child team delivered 3 multi agency ‘voice of the child’ workshops during 2018, which were attended by over 30 practitioners. Audit data shows under the domain ‘Child’s Voice and Engagement’ that casework graded as inadequate is consistently reducing.

Domain Grading: Child's Voice and Engagement
(All Services November 2017 - January 2019)



Quantitative performance data

1.48 Quantitative performance data is based on activity in February 2019. 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 1.

2. ADDITIONAL CES PRIORITIES IN THE CORPORATE PLAN – END OF YEAR PERFORMANCE

2.1 There are two indicators related to the OFSTED improvement specifically in the Corporate Plan. In addition, there is one further indicators related to Family Services delivery of childcare. These are:

Indicator	Polarity	Annual Target	END OF YEAR (EOY) 18/19			EOY 17/18	Benchmarking
			Target	Result	DOT	Result	
Overall progress against Children’s Services Improvement Action Plan	Monitor	Monitor	Monitor	Pace of change begun to establish improved social work practice	New for 18/19	New for 18/19	No benchmark available
Findings of Ofsted Monitoring Visits	Monitor	Monitor	Monitor		New for 18/19	New for 18/19	No benchmark available
30 hours free entitlement early years (3 and 4-year olds) places taken for up by	Bigger is better	80%	80%	94%	↑ +38%	56.3%	89% London average

Indicator	Polarity	Annual Target	END OF YEAR (EOY) 18/19			EOY 17/18	Benchmarking
			Target	Result	DOT	Result	
parents/ carers that are eligible for a place							

- 2.2 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.
- 2.3 Since April 2018 OFSTED have conducted 4 monitoring visits. Feedback from each visit indicates sustained improvements against our improvement plan.
- 2.4 During the visit on 25 April 2018, inspectors reviewed the progress made in the area of vulnerable adolescents across a range of teams, including children in need, children subject to child protection plans and children looked after. Inspectors found that “the pace of change has remained consistent and focused. The quality of social work practice is now slowly improving, and inspectors have seen less inadequate practice during this monitoring visit. Senior leaders are fully aware that there are still areas of considerable challenge before practice is of a good standard and the needs of children are well served.”
- 2.5 The monitoring visit on 31 July and 1 August 2018 was the fourth monitoring visit overall. 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. In their summary of findings, inspectors noted “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.
- 2.6 The fifth monitoring visit took place on 27 and 28 November 2018, during which inspectors reviewed the progress made in the areas of help and protection. Inspectors found that “social work practice considered during this visit has further consolidated and improved since the previous visit to the ‘front door’. This has led to stronger work with children and their families. Inspectors saw more work of a reasonable standard of practice; risks for children are reduced, they are making progress and there is stronger and better engagement with them and their families. This concurs with the local authority’s own understanding of their performance. Senior leaders are fully aware of the areas of practice they still need to improve to ensure that all practice is of a good standard.”
- 2.7 On the 14 and 15 February 2019 we had our sixth and final monitoring visit before we are subject to a full inspection later this year. During this visit, inspectors reviewed the progress made in the care leavers’ service. Inspectors summarised that “the quality of social work practice is improving steadily, and developments in the service are helping

to make a positive difference to outcomes for young people. Inspectors found appropriate support and help offered to care leavers, with some strong practice for some young people. However, there is more work to do to improve pathway planning, managerial oversight and supervision to ensure practice is consistent for all young people to achieve better outcomes.”

Corporate Priority end of year position: Tackling Gang Activity

- 2.8 This is a CES Committee priority within the Corporate Plan Addendum 2018/19.
- 2.9 During 2018/19, partnership arrangements have continued to be in place with MAC UK, Growing Against Violence and Art Against Knives (AAK), which have enabled the delivery of work with young people at risk of exploitation (including in relation to gangs).
- 2.10 Using the learning from our work through the ‘Resilient, Engaging, Achieving Children’s Hub’ (REACH) and the partnerships outlined above, work during the previous period has focussed on developing and implementing a revised operational framework focussed on addressing the early complex indicators which contribute towards the risk of being exploited or going missing, rather than reacting to events.
- 2.11 The operational framework has been supported by:
- The development of a Vulnerable Adolescents Strategy in March 2018
 - An improved training offer for staff and partners, which focusses on building trusting relationships with young people as the primary mechanism to implementing change. The impact of the new training approach will be evaluated.
 - Strengthened data collection and analysis from across the partnership, which enables partners and social care staff to have a clearer understanding of what is happening in Barnet and the lived experience of young people, and where resources should be targeted next.
- 2.12 Barnet continues to deliver using the monies awarded following a bid to the Home Office’s Trusted Relationships programme in September 2018. Barnet’s programme which builds on the provision of schools based gang prevention programmes and community based support delivered by the Voluntary and Community Sector in Creative Safe Spaces.
- 2.13 The project works across a spectrum of services and levels of need, taking an evidence based approach that focuses on relationships and resilience as follows:
- Universal engagement with young people within creative community spaces, providing creative skills training and individual and group support;
 - Targeted / Specialist support in communities based within Art Against Knives creative spaces to provide direct support to those identified through relation working and assessment as at risk of exploitation;
 - Psychologically informed staff at MAC-UK delivering staff learning spaces to the Art Against Knives team and ‘hang out’ in creative spaces with young people;

- In-School preventative evidence based programme delivery to young people.

2.14 Since being announced as a successful applicant, the following progress has been made with the Trusted Relationships project which has progressed with swift momentum during the final two quarters of 2018/19:

- Several planning and preparation meetings between partners have taken place, with the first partnership Steering Group for Barnet's Vulnerable Adolescents taking place in December 2018;
- AAK and MAC-UK have co-produced the multi-agency clinical, safeguarding, information sharing and operational arrangements and frameworks;
- The Vulnerable Young Adults Forum has been established, and looks to draws together the wider partnership offer in this area;
- We have recruited to the Partnership and Engagement Lead post that will lead this project.;
- AAK have engaged young people in the co-production of their creative spaces in the community setting and context. A team of 'Creative Directors' have been established and the process of recruiting 4 Youth Consultants is currently taking place;
- AAK have engaged in youth-led activities and opportunities to build trusted relationships with young people through informal contact time;
- A schedule / timetable of community creative spaces in the places that work for young people has been created, this includes an additional 4th creative space that was established on Grahame Park Estate as of August 2018;
- AAK and MAC-UK have started to implement evaluation measures with young people, partners and Home Office Independent Evaluators to monitor impact of placement team and outcomes for service users.

2.15 The work of the 0-19 Early Help Service (inclusive of Targeted Youth Support and Family Resilience Team), REACH team and Youth Offending Team has been instrumental in delivering progress against this, especially following the recent implementation of the borough's 0-19 Early Help locality based model in October 2018.

2.16 The work of the REACH team is demonstrating positive impact on reducing missing episodes, offending, and family breakdown and is positively supporting young people back to employment, education or training. REACH are instrumental in supporting the attendance of young people at the Old Bailey on the 'No Knives, Better Lives programme with police and the manager has recently trained as a trainer in the AMBIT model which is being rolled out the workforce this year.

2.17 The Strategic Lead for Partnerships, Engagement and Adolescents at Risk has undertaken extensive work with the children's workforce, key partners and schools to strengthen agency collaboration, awareness raising and the implementation of effective risk assessment and management processes. All Social Care teams receive regular 'missing' reports and briefings are held frequently for staff and new starters to ensure learning and awareness is maintained across the landscape of a dynamic workforce. Internal and external partners are provided with regular updates about

gang profiles in Barnet along with bi-quarterly intelligence and thematic reporting from strategic MACE, themes from SEAM strategy meetings and police operations.

- 2.18 As an outcome of our multi agency audit exercise, safeguarding leads within key partner agencies shared findings and build on increasing joined-up working in assessments and planning with vulnerable adolescents. The Child Sexual Exploitation (CSE) Champions network continues to lead on raising awareness on issues related to vulnerable adolescents in Barnet. A 'voice of the child working group' is due to commence within Health. Partners encourage attendance at the 'vulnerable adolescents at risk of exploitation' training on offer, and the Family Services CSE Lead went on to offer briefings on vulnerable adolescents at risk of exploitation, to Health colleagues and within Schools.
- 2.19 For CSE awareness week, Barnet Vulnerable Adolescents team and key partners from statutory and voluntary sector agencies joined together at Brent Cross Shopping Centre to raise awareness. A multi-agency Learning Event held on 27 March which shared share key messages about the profile of vulnerable adolescents in the local authority and the work of agencies, including the voluntary sector to tackle this, the event was well attended with 65 representatives from statutory and community based sectors.

Corporate Priority end of year position: Delivering the family-friendly Barnet vision

- 2.20 A new draft Children and Young People's Plan was approved by the CES committee in January 2019 and a public consultation concluded in April. Key outcomes supporting our aspiration of a 'Family Friendly Barnet' included a series of mental health initiatives to support children and young people, enhanced plans to prevent young people from getting involved in violence, crime and anti-social behaviour as well as increasing schools in Barnet that are good or outstanding.
- 2.21 The Plan takes account of the changing needs of the large and growing number of children, young people and families in the borough. The approach supplements the ambition to be the most 'Family Friendly Borough' by 2020'. It has been informed by conversations with young people, elected members, council officers, heads of service and partner agencies to drive out the best outcomes. The results enable Barnet Council, its partners and young people to work in a more responsive and empowering way.
- 2.22 In addition, Barnet has a 3-year agreement with UNICEF to deliver Child Rights Partners Programme across the borough, working in partnership, ensuring that all children, including the most vulnerable, can be supported to grow up healthy, happy, safe and resilient. Over 36 months Barnet will be working towards six badges which will be assessed by UNICEF and will underpin the new Children and Young People's Plan.
- 2.23 A Young People's Perception Survey is carried out every two years. The study provides important insight on what young people think about living in the borough, their perception of the council, the services they receive, and also helps with understanding young people's priorities and concerns. The findings are used to inform the Children and Young People's Plan.

- 2.24 Barnet's new Children and Young People's plan which is underpinned by the Borough's participation in UNICEF UK's Child Friendly Cities programme. The approach, which complements the ambition to be the most 'Family Friendly borough by 2020', will embed child-rights in Barnet's services and delivery.
- 2.25 The Annual Young People's Survey showed 84 per cent of young people think Barnet is a family friendly place to live. Top personal safety concerns are gangs, bullying and drug taking. This has helped to inform the new CYPP and responses will assist with better targeting and improvement of services
- 2.26 A draft version of the Plan was presented at the January 2019 CES Committee, and public consultation has been used to shape the final version. The delivery plan was presented at the March CES Committee.
- 2.27 A full update on progress against the family friendly update corporate priority has been included in Appendix 2 and covers a range of updates including early intervention and prevention, children and adolescent mental health and provision for children and young people with disabilities.

Corporate Priority end of year position: Ensuring the attainment and progress of children in Barnet schools remains in the top 10% nationally

- 2.28 An end of year report on this Corporate Priority was included within "Educational Standards in Barnet 2017/18" that was presented at [CES Committee in March 2019](#).

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 2019-2024 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 pleasant, well maintained borough that we protect and invest in;
- Residents live happy, healthy, independent lives with the most vulnerable protected;
- Has safe and strong communities where people get along well.

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 Policy and Resources Committee of June 2017 agreed to invest an additional £5.7m in Family Services, some of which has been invested to improve practice to ensure improvements are made which result in better outcomes for children, young people and families. The detailed breakdown of this additional £5.7 million is provided in item 7, CELS agenda 18 September 2017.

6.2.2 Medium Term Financial Savings (MTFS) for 2018 - 2020 have been reviewed in light of the Family Services improvement journey to consider achievability. The original CES Committee target for 2018/19 – 2019/20 was £8.303m has been revised to £4.409m in the 2018/19 Policy & Resource Committee Business Planning Report.

Budget forecasts

6.2.3 Children Services budget forecast at the end of February 2019 based on information available is £1.320m overspend.

6.2.4 This is the February position for the 2018/19 financial year. Any adjustments to the position following the financial year close down will be included in the Strategic Performance Report which will be presented at Policy and Resources Committee in June 2019 which will include an end of year position on the council's revenue and capital budgets.

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 has been in place from January 2018, however monitoring visits are still 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, 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.

6.4.4 The Children and Social Work Act 2017 amended the Children Act 2004, introducing

changes to multi-agency safeguarding arrangements requiring the statutory agencies (local authority, CCG and police) to work together with other relevant agencies for the purpose of safeguarding and promoting the welfare of children in their local area, including working together to identify and respond to the needs of children.

- 6.4.5 The Homelessness Reduction Act 2017 amended the Housing Act 1996 in relation to preventing homelessness, including taking a more personalised approach and requiring local authorities to assess and agree a personalised plan to help secure that accommodation remains available.

6.5 Risk Management

Children's Services Improvement Action Plan

- 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 is one high level risk linked to the OFSTED Improvement Action Plan priority. This is a strategic (STR) risk.

STR021 - Delivery of Ofsted Improvement Action Plan (residual score 16). Ofsted undertook a sixth and final monitoring visit on 14-15 February 2019, which focused on the quality of practice in the care leavers service. Inspectors found the quality of social work practice is improving steadily and changes to the service are making a positive difference with appropriate support offered to care leavers. Inspectors noted high levels of consistent, regular and skilled planning was helping to achieve positive outcomes for young people but acknowledged that some challenges remain.

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, race and ethnicity, faith or belief, sex, gender reassignment, language, maternity / parental status 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%). The trends in the ethnic, age and gender identity of Barnet's looked after children compared to the published population statistics for England can be seen in the children looked after (CLA) graph below. The snapshot is the CLA population as at February 2019.

Comparing CLA demographics
CLA figures compared to published population statistics

Ethnicity

	LA Latest snapshot			LA 2017			Eng 2017		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
White	40	53	lower -25%	42	53	lower -20%	75	75	no dif 0%
Mixed	20	11	higher 87%	17	11	higher 61%	9	6	higher 56%
Asian	6	13	lower -56%	12	13	lower -12%	5	11	lower -58%
Black	18	12	higher 56%	18	12	higher 54%	7	6	higher 25%
Other	16	12	higher 38%	x	12		3	2	higher 44%

Age

	LA Latest snapshot			LA 2017			Eng 2017		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Under 1	4	6	lower -26%	4	6	lower -25%	5	6	lower -5%
1 to 4	10	23	lower -57%	7	23	lower -70%	13	23	lower -45%
5 to 9	9	30	lower -69%	11	30	lower -63%	19	29	lower -34%
10 to 15	35	31	higher 13%	37	31	higher 19%	39	32	higher 24%
16-plus	41	9	higher 333%	40	9	higher 324%	23	10	higher 126%

Gender

	LA Latest snapshot			LA 2017			Eng 2017		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Male	62	51	higher 20%	61	51	higher 19%	56	51	higher 10%
Female	38	49	lower -22%	39	49	lower -20%	44	49	lower -10%

6.6.4 Barnet also has an above average rate of unaccompanied asylum-seeking children when compared to statistical neighbours, and the statistical neighbour average. In 2018, Barnet had 66 unaccompanied asylum-seeking children, compared to an average of 34 amongst statistical neighbours. The only statistical neighbour which had more was Hillingdon, a London Borough which is within a 10-mile radius of Heathrow airport.

6.6.5 Unaccompanied young people experience separation and loss from their families, and in addition to this they are also likely to have experienced further trauma, such as abuse and exploitation whilst travelling to the UK. There have been several practice and service developments to ensure the needs of this group are met, many of whom arrive in the UK without being able to speak English. In 2018,

- an education programme was commissioned from Whitefields School to induct unaccompanied young people into the UK and education system;
- an initial health assessment pathway was created that included specific processes for unaccompanied young people, to accommodate the range of checks that need to be undertaken for this group;
- a new unaccompanied asylum-seeking children specialist Personal Advisor role was created in Onwards and Upwards. The worker speaks Pashtu and Albanian – the two most common languages spoken by Barnet’s unaccompanied young people – and has experience in dealing with the Home Office and dealing with tasks such as Human Rights Assessments, which has been invaluable in supporting this vulnerable group of young people;
- Practice improvements in life story work resulted in a former unaccompanied young person creating a video work as an outcome of his successful life story work and foster placement;
- All newly arrived unaccompanied young people are now allocated to a worker in Onwards and Upwards upon arrival to reduce the number of workers and times a young person has to repeat their story.

6.6.6 In Barnet, we have a higher percentage of children in need with a recorded disability compared to the London and England rat. As at 31 March 2018, the rate of disability was as follows:

Local authority	Number of Children in need episodes at 31 March	Number of children in need episodes at 31 March with a disability recorded	Percentage of children in need episodes at 31 March with a disability recorded
England	404,710	49,770	12.3
London	72,810	9,460	13.0
Inner London	31,460	3,900	12.4
Outer London	41,350	5,560	13.4
Barnet	2,107	317	15.0

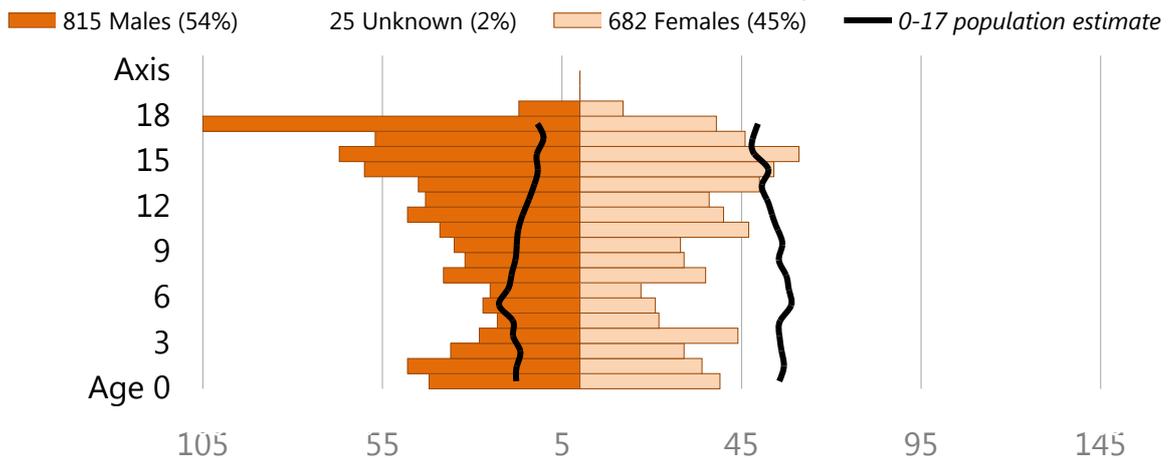
6.6.7 One key service which supports disabled children, young people and families is the 0-25 service. The service was reorganised in September 2017 and consists of a team of social workers, family support workers, direct payment workers and occupational therapists who work with young people as per the Children Act 1989 and Care Act 2014. The service supports a strength based model of practice that aims to build families strengths, resilience and capacity. The service intervenes and supports families earlier and throughout young people’s transition to adulthood, building their capacity and resilience.

6.6.8 Since the service’s introduction, and the inadequate Ofsted rating, practice has improved across children and adult cases, and there is significantly better partnership working with Adult services, SEND, Health and parents - with the aim to achieve effective co-production. There is a better understanding of safeguarding within the service which means that children with disabilities are better protected.

6.6.9 The focus for 2019 regarding support for disabled children, young people and families pertains to practice development, data and systems and support for families, such as recommissioning the Short Breaks service. These fall under the OFSTED improvement plan themes of ‘enhancing practice leadership for children’ and ‘strengthening planning for children’, which will lead to better outcomes for children, young people and families.

6.6.10 As at 20 December 2018, there are more children in need aged 14 to 18 than any other age group, as illustrated in the graph 1 below.

Graph 1: Age/Gender of all Children in Need (1522) (including Child Protection and Looked after Children)



6.6.11 The number and needs of adolescents has resulted in several services being invested in to ensure that emerging and existing issues are supported to prevent them becoming more serious problems; data shows that this age group are more likely to be affected by issues such as exploitation, criminality and poor mental health. As at 30 November 2018, of 27 young people identified as known to the Youth Offending Team and vulnerable (gone missing, those with an open Child Sexual Exploitation or gang flag, and those who have been the subject of a Sexual Exploitation And Missing meeting, within a selected time period) 96% (n=26), were aged 15 to 17, one was 12 years old.

6.6.12 One of the services that has been invested in to engage vulnerable young people in this age group is the REACH Team. This team was set up in April 2017 to provide multi-agency wrap-around support to young people at high risk of criminal or sexual exploitation. Further to this the Trusted Relationships Project will be delivered in 2019 following a successful bid to the Home Office in September 2018; more details about this can be found in 2.10 to 2.19.

6.6.13 A further way in which the service is attempting to meet the specific needs of this age group, is through the provision of mental health support at Onwards and Upwards, which includes 1:1 appointments with trainee psychotherapists from Terapia which is available for care leavers in need of emotional support.

6.6.14 Some areas of social work practice in relation to inequalities and disadvantage still remain 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 Ofsted improvement 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.

6.6.15 Additional equalities and diversity information and data in relation to service improvements that have, and continue to be made following the 2017 OFSTED inspection, are outlined within the Self-Evaluation Framework presented at the November 2018 CES Committee. For example, a new programme of diversity training for social workers has been introduced, which has resulted in improvements in this domain of practice, as evidenced by audit grades.

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.

Care leaver local offer consultation

6.7.3 In April 2017, the Children and Social Work Act 2017 (CSWA) came into force, which aims to improve support for looked after children, especially those leaving care, and introduced various duties for local authorities. Section 2 of the Act requires each local authority to consult on and publish a local offer for its care leavers. The local offer should provide information about all the services and support that is available to care leavers from the local area, including information about both their statutory entitlements

as well as any discretionary support that a local authority chooses to provide, in areas such as health, education, employment and accommodation.

6.7.4 The Local Offer requirement came into effect on 1 April 2018, but involves the local authority first consulting young people, before publishing their local offer.

6.7.5 Since the introduction of the CSWA, work has been underway to develop Barnet's local offer; this has been done in conjunction with the Voice of the Child Team who are creating a new Children in Care website, part of which will feature the published local offer. There have been several consultation and engagement activities undertaken with care leavers across several areas that will be included in the local offer; such as council tax, education, mental health and housing.

6.7.6 A draft version of Barnet's Care Leaver local offer was presented at Committee in November 2018. The draft offer has since been subject to consultation with care leavers and professionals. Results have since been collated and analysed, and presented some clear themes for considerations, including:

Care leaver responses

- Respondents are most concerned about accommodation, fitness and health and employment.
- Young people feels least informed about how to get involved and have their say in the development of local services.
- Education, Employment and Training is the only category about which at least one care leave strongly disagreed that enough information had been included in the local offer.
- Life skills and general support is the area where the majority of respondents would like information included within the offer. A statistically significant number of young people also responded that they do not want information on family and relationships included.
- Young people would prefer information about the local offer to be shared through their PA and via email.

Professionals, Partners and Carer responses

- Staying fit and healthy is the only category where a statistically significant proportion of respondents (>25%) did not agree that sufficient information had been included within the draft offer.
- Other than regarding early help, there was clear support for information on a broader range of topics to be included in the local offer.
- Almost 1/3 of respondents do not agree that the information is easy to understand.
- Additional information on sexual health, drugs, prescriptions, supported housing and support for young people aged 18+ were some of the areas highlighted by respondents as necessary for the local offer.

6.7.7 The consultation responses are now being developed by the service and will be included within a final version of the offer which is due to be published by April 2019.

6.7.8 Other activity 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 its children in care and care leavers includes:

- A Children in Care survey relaunch in December 2018 resulted in a 60.9% increase in responses from children and young people when compared to the previous survey. Corporate Parenting Advisory Panel will use a more in-depth analysis of the results, alongside the results of the other work with young people over the last 12 months to agree what will happen as a result of the messages from the survey.
- 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.
- Improved our Mental Health offer for Children in Care and Care Leavers, in partnership with the Barnet Integrated Clinical Service and Terapia.
- 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 was approved at Full Council on 31 July 2018 and backdated to April 2018 when implemented in September 2018. This scheme helps 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 aims to help improve the emotional and physical health of care experienced young people and contribute to the achievement of the best outcomes for this cohort.

- A Care Leaver Participation Coordinator has been recruited to lead on a targeted participation project which seeks to improve the education, employment and training (EET) outcomes of Barnet's Care Leavers. The Coordinator's role includes working with key stakeholders to develop and implement an appropriate and accessible EET Pathway for Barnet Care Leavers, action EET related tasks within the Corporate Parenting Plan and work with staff and care leavers to increase skills and opportunities available to care leavers. This project has been funded by the

Council's Chief Executive until March 2021.

- 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. Messages from the Children in Care survey will be used both in service design, and also as part of monitoring 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/barnet/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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PERFORMANCE MATTERS

BARNET
LONDON BOROUGH

LONDON BOROUGH OF BARNET

MULTI AGENCY SAFEGUARDING HUB

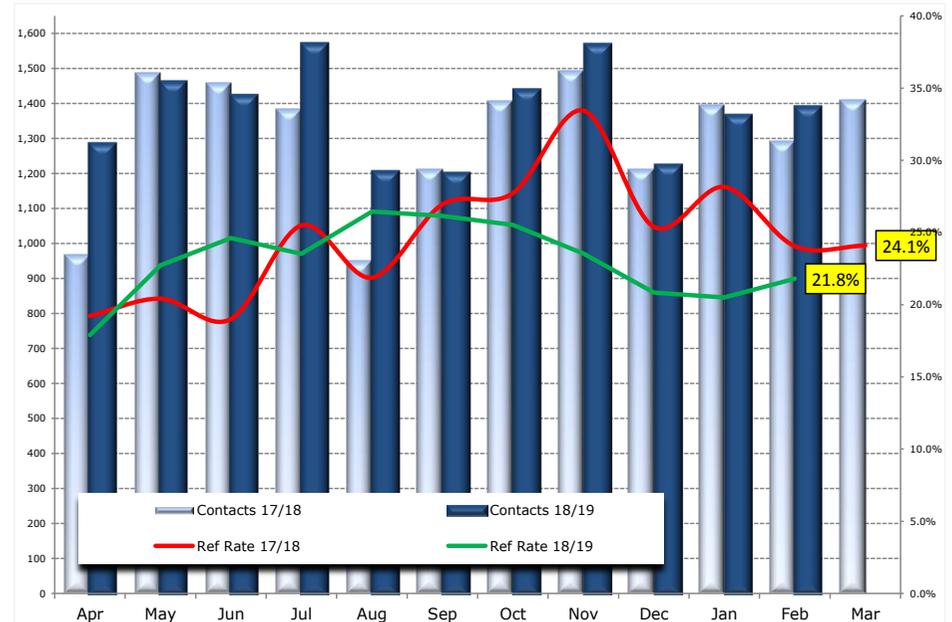
PERFORMANCE ON A PAGE (28 February 2019)

Contact Information	YTD*	Rate	Feb	Jan	Dec
Updated to Reflect Change in Process	-	-	-	-	-
Contacts Received	15,129		1,390	1,366	1,224
Outcome - Referral to Social Care	3,488	22%	303	280	255
- Referral to CAF	2,152	17%	239	269	216
- NFA/Provision of Info.	3,933	46%	643	0	361
- Outcome of NFA	3,593	0%	0	627	192
- Signposting	1,936	14%	199	187	200
Contacts received not assessed in Month	27	0%	6	3	0

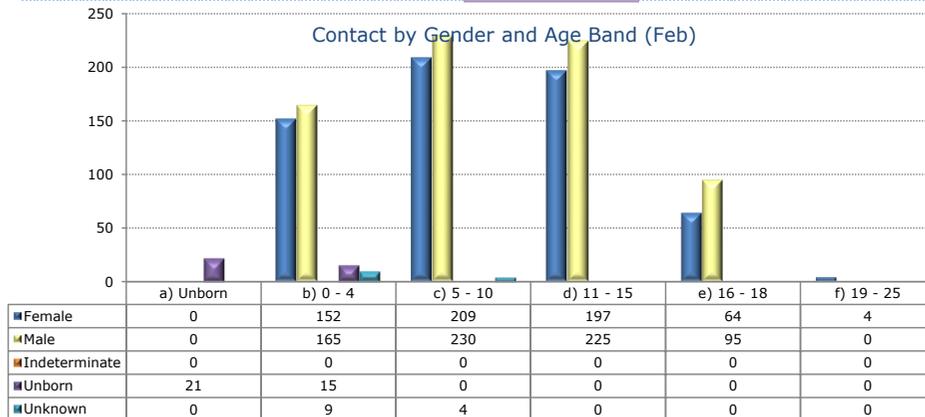
*YTD data is based on new reporting from Apr 18

Referral Information	YTD	Rate	Feb	Jan	Dec
Referrals by month	3,170		280	251	248
Referrals per 10,000 Child Population		327.1			
Re Referrals (Within 12 Months)	684	22%	65	62	55
Source - Police/Legal Agency	1,094	35%	94	107	61
- School/Education Setting	780	25%	72	53	108
- Health Services	484	15%	47	34	39
- LA Services	481	15%	30	40	31
- Other (Incl Missing)	331	10%	37	17	9

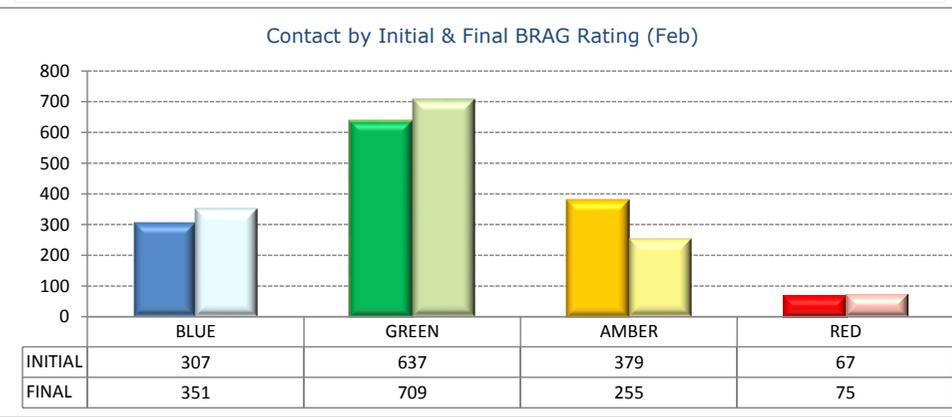
Number of Contacts & Conversions of Contacts to Social Care Referral



Contact by Gender and Age Band (Feb)



Contact by Initial & Final BRAG Rating (Feb)

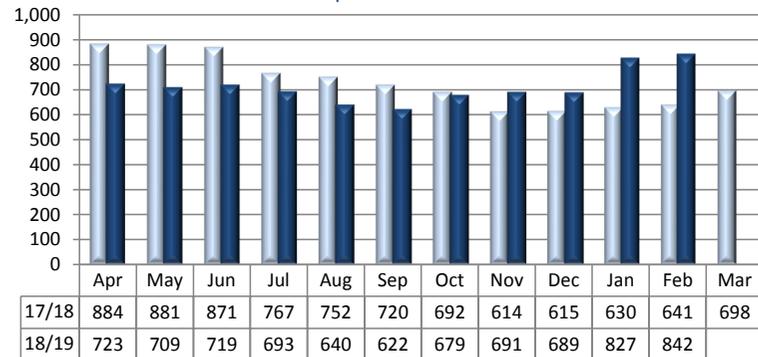


LONDON BOROUGH OF BARNET

EARLY HELP ASSESSMENT (EHA)

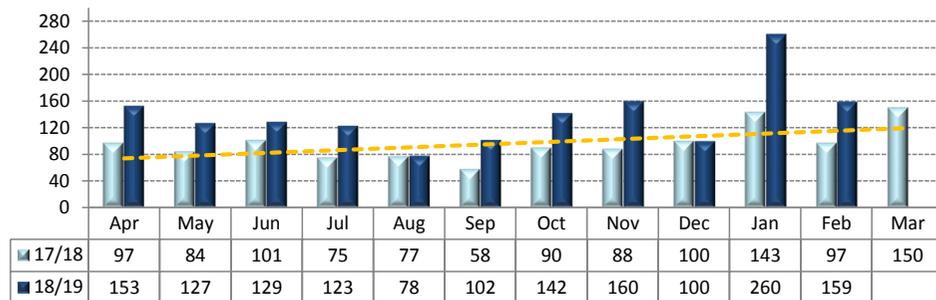
PERFORMANCE ON A PAGE (28 February 2019)

EHAs Open at Month End

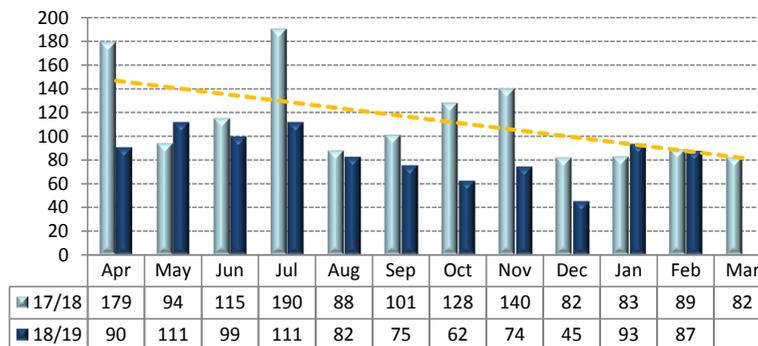


	YTD	Feb	Jan	Dec
EHAs started in the month	1533	159	260	100

Number of EHAs started this Month



Number of EHAs Closed this Month



Open EHA durations	No.	%
0-3 mths	432	51.3%
3- 6 mths	161	19.1%
6-9 mths	80	9.5%
9-12 mths	81	9.6%
> 1 Year	88	10.5%

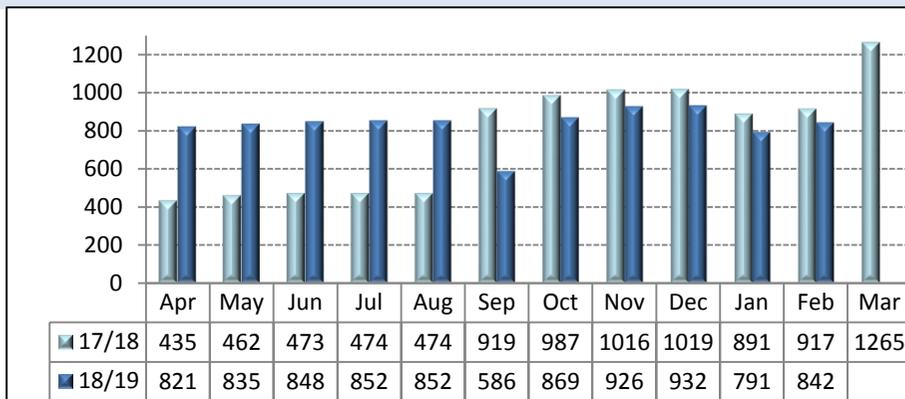
EHA Closure Reason/Success Rating (Feb 2019)

	n=87		Met		Not Met		Not Relevant		Partially Met	
	No.	%	No.	%	No.	%	No.	%	No.	%
Needs Met/Action Plan Completed	34	46%	0	0%	0	0%	0	0%	1	1%
Child Reached 18 Years of Age	0	0%	0	0%	0	0%	0	0%	0	0%
Child Moved to Another Authority	0	0%	0	0%	0	0%	0	0%	2	3%
EHA not started	1	1%	3	4%	0	0%	5	7%		
Consent Withdrawn/Family Disengage from EHA Process	1	1%	7	9%	0	0%	6	8%		
Signposting/Advice Offered	6	8%	0	0%	0	0%	0	0%		
Stepped Up to Social Care	6	8%	8	11%	0	0%	7	9%		

EHA by Lead Professional by Month	Feb	Jan	Dec
EAST Central Locality	188	188	136
West Locality	215	213	152
South Locality	153	124	85
0-19 Service	8	2	4
Central Edu Support Team	1	1	2
Children's Centre	41	45	70
Educ Setting	166	182	194
PVI	3	3	3
Social Care	8	12	6
Vol. sector	23	21	18
Youth/ Family Resilience Team	5	13	11
Unknown	29	21	8
Vol.sector,Internal system	2	23	-

Early Help & Early Years

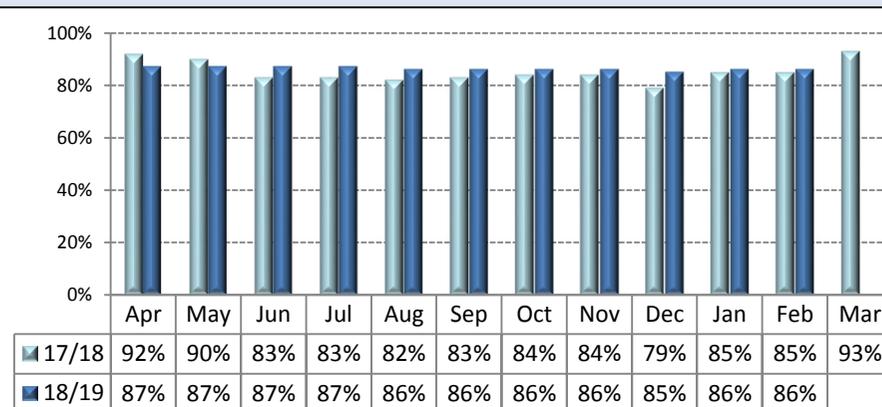
Chart 1 - Number of Free Entitlement EYP Taken up



Data Comments : The number of EYP taken up in Feb is 6% higher than the previous month. This indicator is 8% less than the same period the previous year.

Target :	Monitor
Latest :	842
Variance :	
SN :	

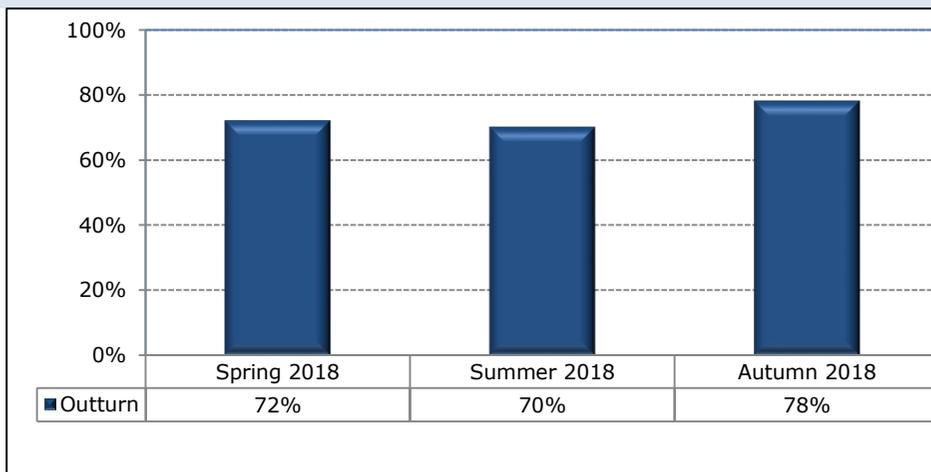
Chart 2 - % of Families with Children u5 Registered & Accessing Child Ctrs



Data Comments: The figure for Feb is 86% and is 1% higher than Feb 2017.

Target :	80.0%
Latest :	86.0%
Variance :	7.5%
SN :	

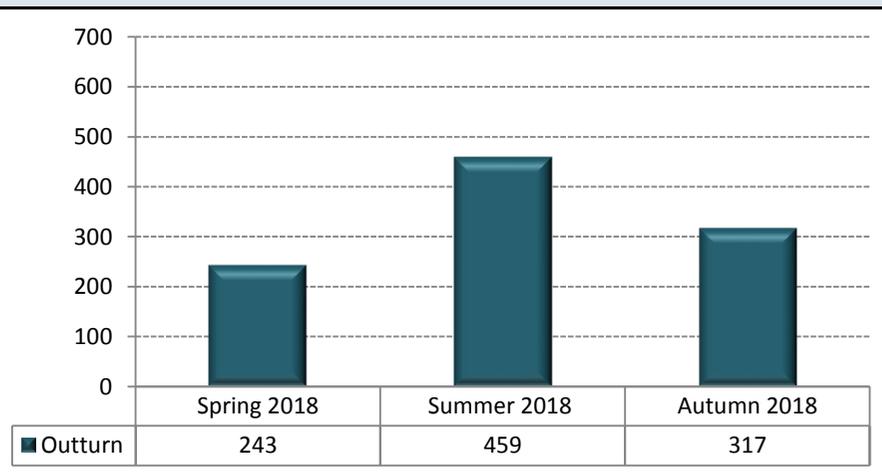
Chart 3 - Percentage of Children Accessing 30 Hours



Data Comments : The percentage of Children Accessing 30 Hours has increased from the Summer term by 8%.

Target :	80.0%
Latest :	78.0%
Variance :	(2.5%)
SN :	

Chart 4 - No Currently in a 2yo Place turning 3 by end of term



Data Comments: The total number in 2 year old places turning 3 by the end of term is 317. This represents a 30% increase on the Spring 2018 figures and a 30% decrease on the Summer 2018 figures, where numbers are naturally higher given that the period include the start of the new school year.

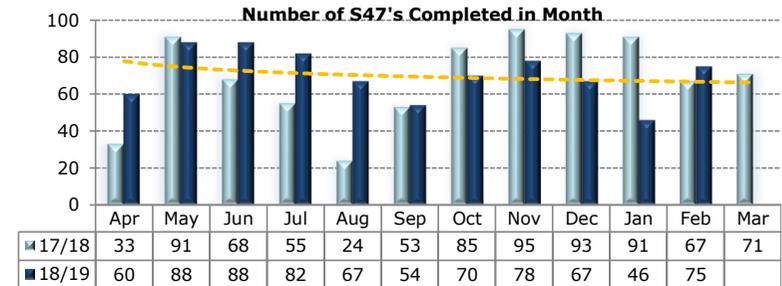
Target :	Monitor
Latest :	317
Variance :	
SN :	

LONDON BOROUGH OF BARNET

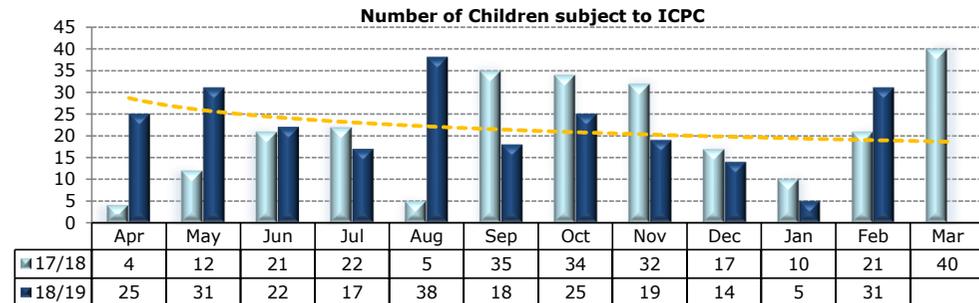
STRAT DISCUSSIONS, S47'S & ICPCs

PERFORMANCE ON A PAGE (28 February 2019)

Strategy Discussion Involvements: Number of Meetings Recorded as Completed		YTD*		February	
		515		42	
Social Care	Number and Rate Invited	515	100%	42	100%
	Number and Rate Attended	514	100%	41	98%
Police	Number and Rate Invited	496	96%	42	100%
	Number and Rate Attended	460	92.7%	41	98%
Health	Number and Rate Invited	424	82.3%	36	86%
	Number and Rate Attended	378	89.2%	29	80.6%
Education	Number and Rate Invited	323	62.7%	28	66.7%
	Number and Rate Attended	301	93.2%	25	89.3%
*YTD Period Begins April 18					
Number of S47's in Month		No.		75	



Percentage of Section 47s leading to:	No.	%
Continue with C&F	36	48.0%
Progressing to an ICPC	26	34.7%
Legal Action	0	0.0%
Continue with CIN/CP/CLA	9	12.0%
Other Agency to monitor welfare	4	5.3%



Section 47 by Team	No.	%
Duty & Assessment Team 1	20	26.7%
Duty & Assessment Team 2	15	20.0%
Duty & Assessment Team 3	13	17.3%
Duty & Assessment Team 4	15	20.0%
Intervention & Planning Team 1	0	0.0%
Intervention & Planning Team 2	0	0.0%
Intervention & Planning Team 3	4	5.3%
Intervention & Planning Team 4	0	0.0%
Intervention & Planning Team 5	2	2.7%
Intervention & Planning Team 6	4	5.3%
Intervention & Planning Team 7	2	2.7%
0-25	0	0.0%

ICPC's	Confs	Children
Number in Month	15	31
Conferences in 15 Days	No. 14	Rate 93.3%

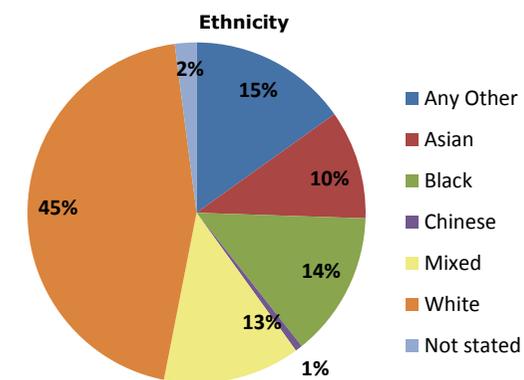
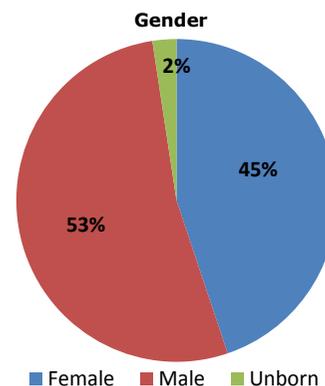
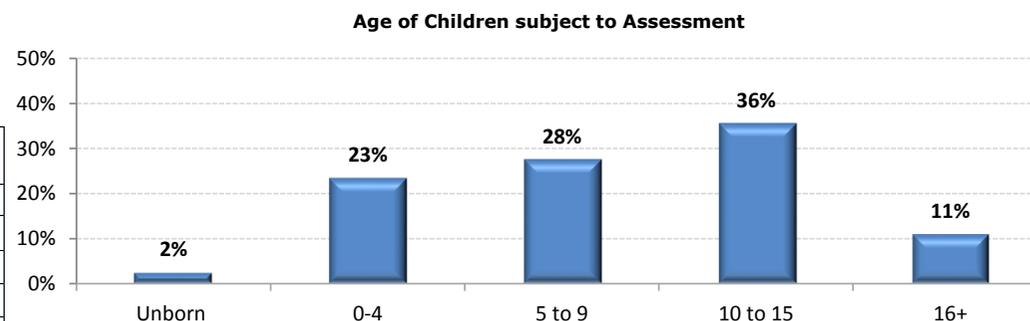
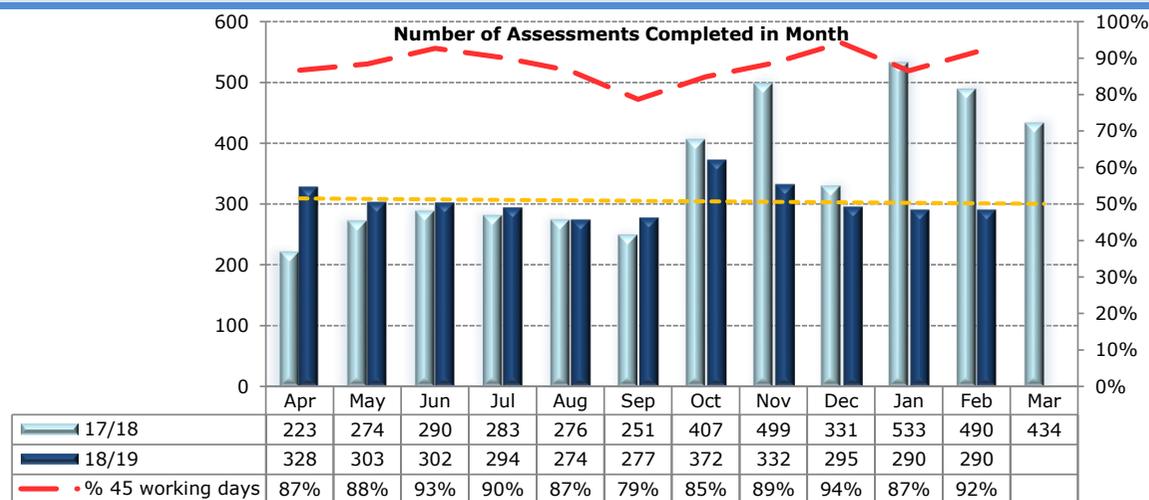
	Current Month			Year to Date		
	Number	%	Group	Number	%	Group
Under 1	7	22.6%	-	46	18.8%	-
1	1	3.2%	22.6%	7	2.9%	23.3%
2	1	3.2%		15	6.1%	
3	3	9.7%		11	4.5%	
4	1	3.2%		16	6.5%	
5	1	3.2%		8	3.3%	
6	3	9.7%	32.3%	15	6.1%	27.3%
7	2	6.5%		10	4.1%	
8	2	6.5%		11	4.5%	
9	2	6.5%		17	6.9%	
10	1	3.2%	22.6%	14	5.7%	26.5%
11	1	3.2%		19	7.8%	
12	2	6.5%		8	3.3%	
13	1	3.2%		13	5.3%	
14	1	3.2%	0.0%	12	4.9%	4.1%
15	2	6.5%		6	2.4%	
16	0	0.0%		4	1.6%	
17	0	0.0%				
	31			245		

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ASSESSMENTS

PERFORMANCE ON A PAGE (28 February 2019)

Assessments	No.	%	
All Assessments Completed in Month	290	-	
Children seen during Assessment	286	98.6%	
Percentage of Assessments Completed within 45 Working Days	266	91.7%	
0-25 days	151	52.1%	
26-40 days	59	20.3%	
41-45 days	56	19.3%	
46+ days	24	8.3%	
Outcome of Assessments	No.	%	
Child In Need - Update Child's Plan	68	23.4%	
Legal Action	2	0.7%	
No Further Action	105	36.2%	
Continue with CIN/CP/CLA	75	25.9%	
Referral to Other Agency	11	3.8%	
Step Down to Early Help System	24	8.3%	
Strategy Discussion	5	1.7%	
First Assessment of Referral	220	75.9%	
Assessments by Team	Initial Assess	Other	%
0-25 Service	3	13	6%
Duty & Assessment Team 1	31	0	11%
Duty & Assessment Team 2	53	6	20%
Duty & Assessment Team 3	69	2	24%
Duty & Assessment Team 4	45	0	16%
Intervention & Planning Team 1	0	5	2%
Intervention & Planning Team 2	0	5	2%
Intervention & Planning Team 3	0	16	6%
Intervention & Planning Team 4	1	9	3%
Intervention & Planning Team 5	0	1	0%
Intervention & Planning Team 6	7	5	4%
Intervention & Planning Team 7	2	4	2%
REACH	0	4	1%
Other	9	0	3%



Children in Need

Chart 1 - Number of Children with Child in Need Plans

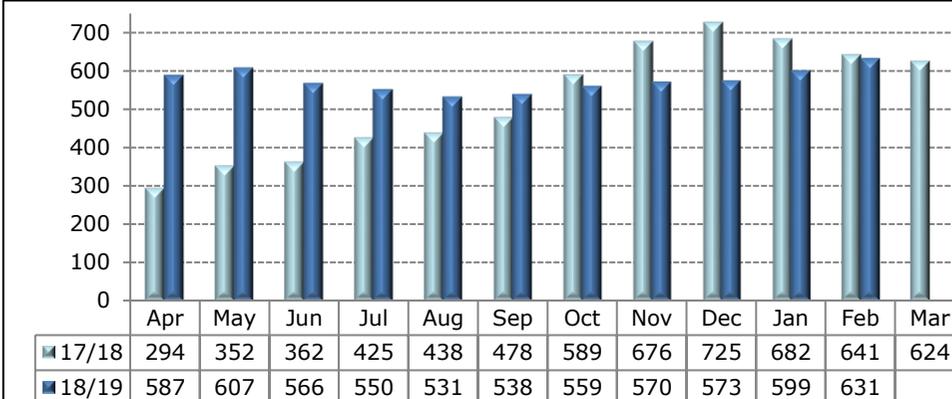
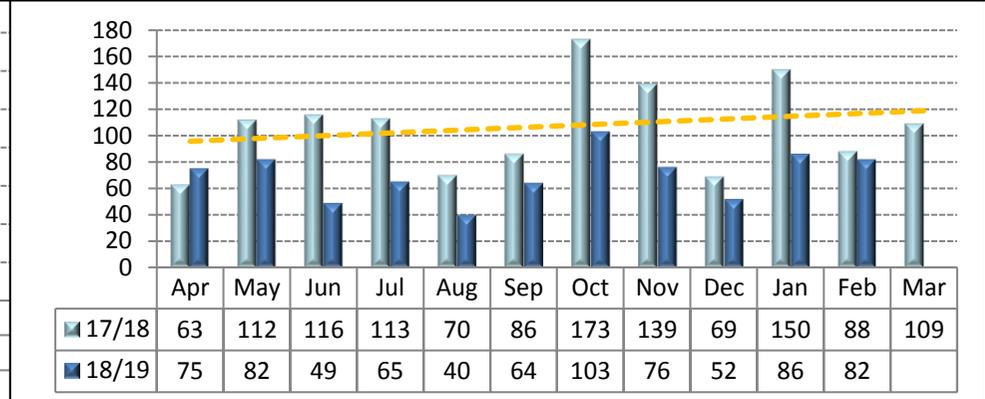


Chart 2 - Child in Need Plans Started in Month



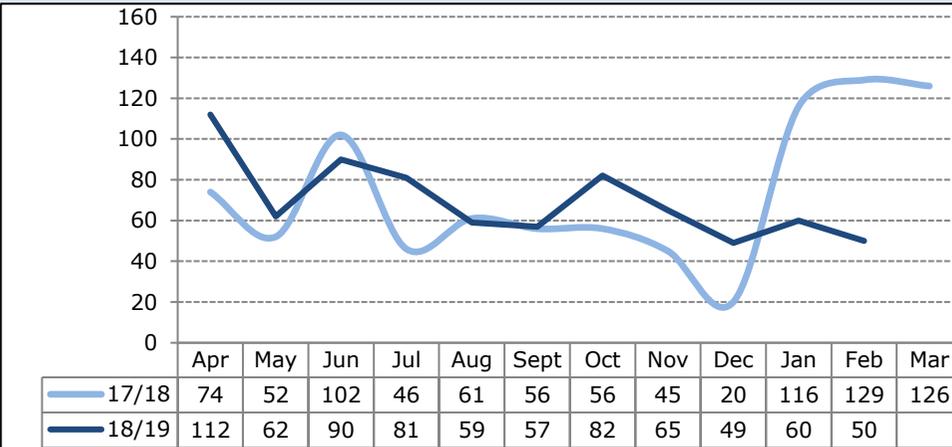
Data Comments : The number of CIN plans in February is 5.3% higher than the previous month. This indicator is 1% lower than the same period the previous year.

Duration	Total
0-3 mths	194
3-6 mths	192
6-12 mths	132
>12 mths	113

Data Comments : In February 2019, 82 CIN plans started which is 6% less than the same period the previous year.

Age	Total
0-4	19
5- 9	22
10 - 15	30
16+	11

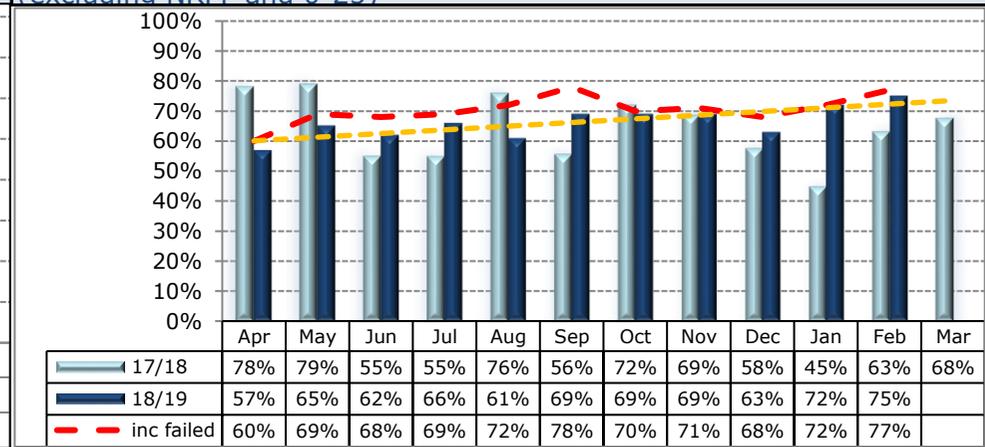
Chart 3 - No. of Ceased CIN Plan with Destination



Data Comments : The number of CIN plans ending in February is 16% lower than the previous month. The same period the previous year involved a data cleansing exercise, this is why there were elevated closure figures for Jan, Feb and March 2018.

Destination	
CIN to CP	0
CIN to CiC	0

Chart 4 - Children on CIN Plans who have been seen in 4 Wks (excluding NRPF and 0-25)



Data Comments : 75% of successful CIN plan visits were in time, indeed the number of visits completed on time have been on an upward trend for the last 3-months. There were a small number of visits that were attempted within timescale but unsuccessful, this increases this indicator to 77%

Target :	95.0%
Latest :	75.0%
Variance :	(21.1%)
SN :	

Children in Need

Chart 5 - Number of Children with Child in Need Plans by Case Holding Team -excl NRPF & 0-25 (n=434) and with Rate of Timely Visits (n=75%)

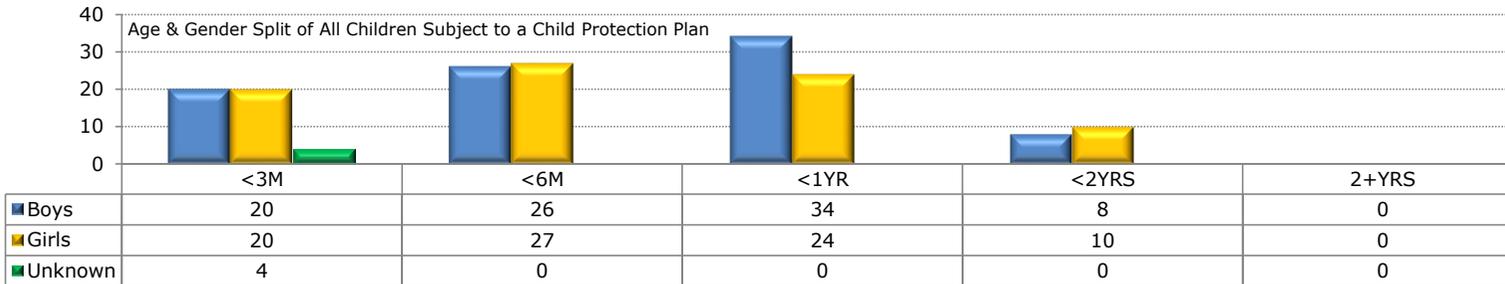
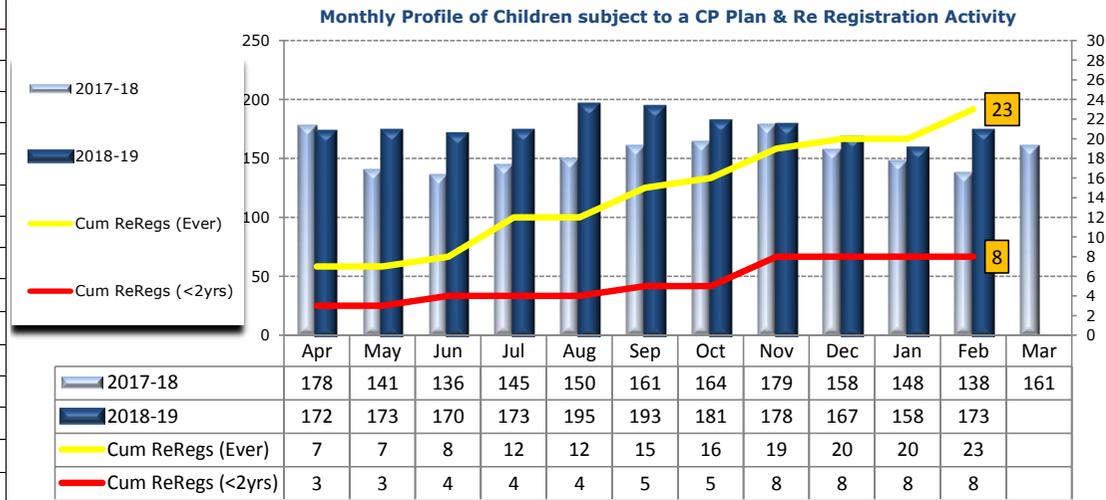


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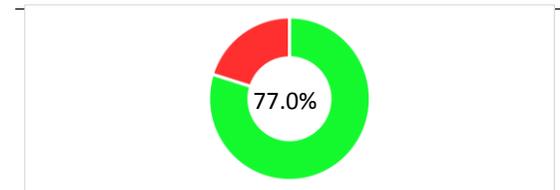
CHILD PROTECTION SERVICE

PERFORMANCE ON A PAGE (28 February 2019)

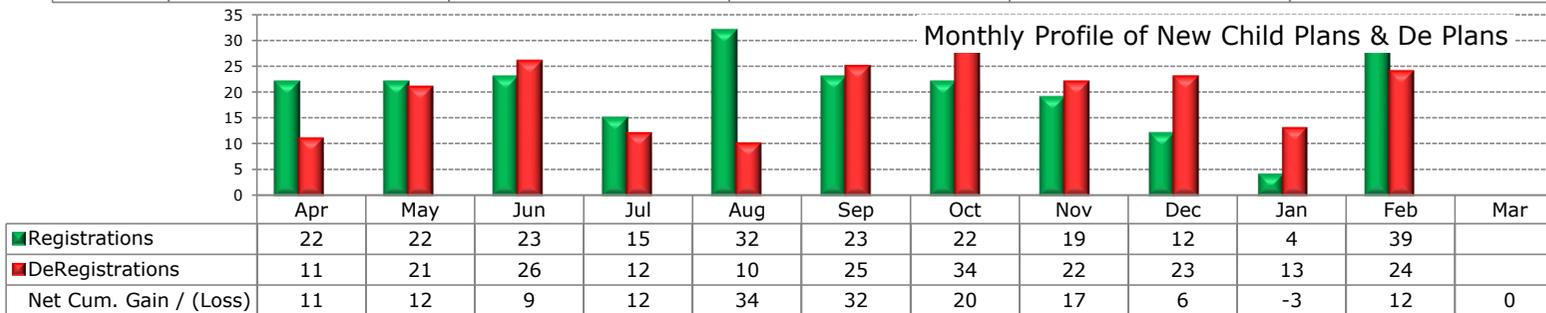
Category of Abuse	Feb	%	Jan	Dec
Emotional	93	53.8%	84	85
Neglect	61	35.3%	55	56
Physical	17	9.8%	17	20
Sexual	2	1.2%	2	6
Multiple	0	0.0%	0	0
Number of Children Subject to a Child Protection Plan	173	-	158	167
Cumulative Facts & Figures	No.	Rate	No.	No.
Rate per 10,000 u18 Population	17.9	-	16.3	17.2
New Registrations from April 2018 / Rate of 1st Time on Plan	233	-	194	190
Number/Rate of Disabled Children Subject to a CP Plan	53	30.6%	49	57
LAC Subject to a CP Plan	1	0.6%	3	3
De Registrations in the Year to Date from April 2018	221	-	197	184
De-Registrations (after 2 Years) From April 2018	3	1.4%	3	3
Number of Under 5's Subject to a CP Plan (YTD)	0	0.0%	0	0
CP Reviews Completed to Timescale (YTD)	126	100%	127	112



Child Protection Visits on Time



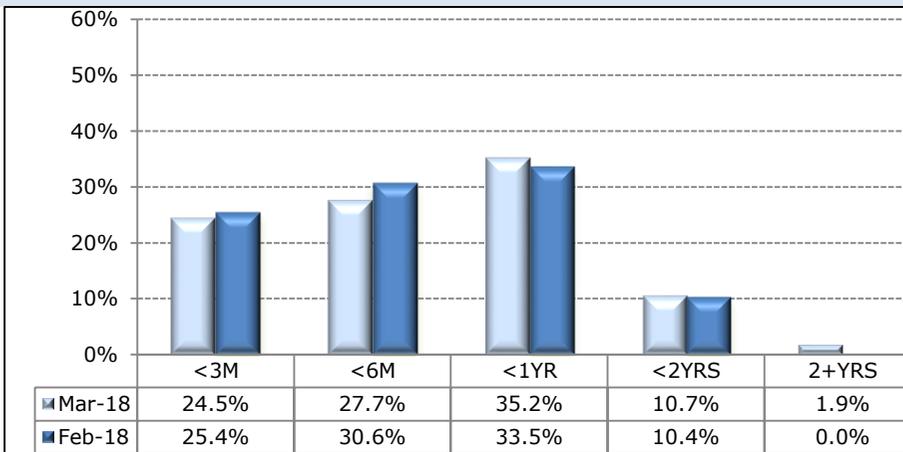
Monthly Profile of New Child Plans & De Plans



Case Holding Team	Cases	Visits
Intervention & Planning Team 1	25	88%
Intervention & Planning Team 2	14	86%
Intervention & Planning Team 3	27	89%
Intervention & Planning Team 4	14	100%
Intervention & Planning Team 5	16	31%
Intervention & Planning Team 6	34	76%
Intervention & Planning Team 7	20	90%
OTHER	23	57%
TOTALS	173	77.0%

Child Protection

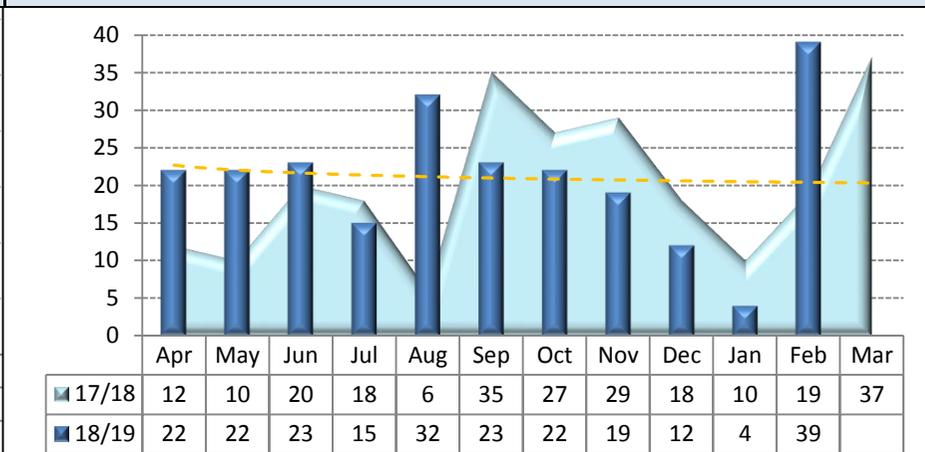
Chart 1 - Duration of Current CP Plans



Data Comments : There has been a shift in the length of time children are spending on a CP Plan. At the end of February 2019 figures show 56.0% are on a plan for under 6 months, and 44.0% over.

<3M	44
<6M	53
<1YR	58
<2YRS	18
2+YRS	0

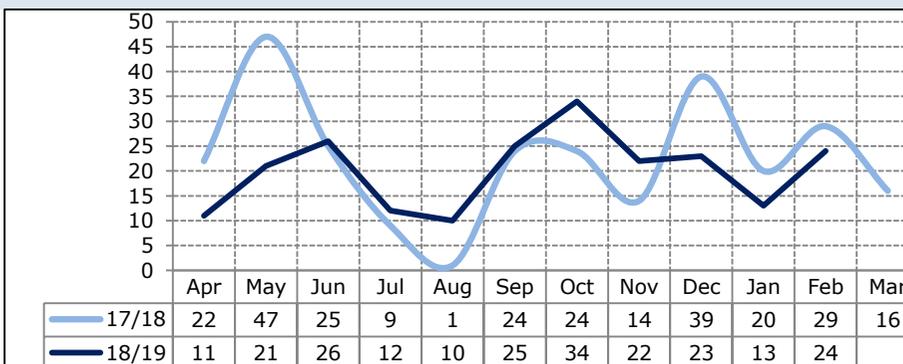
Chart 2 - Children made Subject to CP Plans



Data Comments : 233 children have been made subject to a CP Plan since April 1st 2018, compared to 204 children during the same period in 2017/18 an increase of 14.5%. The number of CP Plans started in a month is at its highest level for 2 years.

U1	46
1 to 5	67
6 to 10	66
11 to 15	49
16+	5

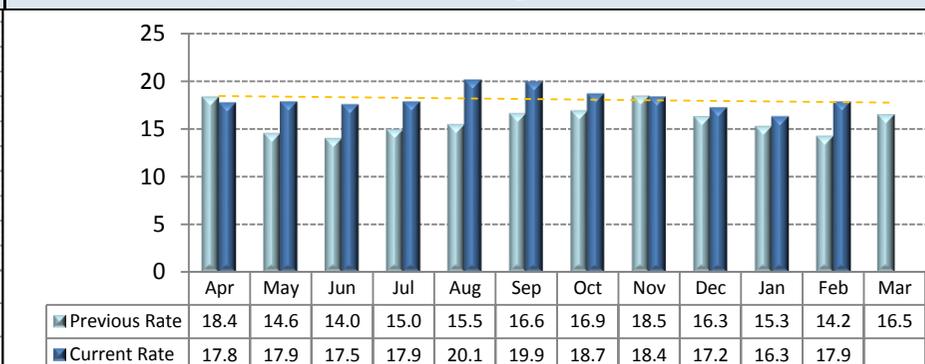
Chart 3 - No. of Children whose CP Plan Ceased



Data Comments : The number of CP cases that ended in February follow the same pattern of having reduced closures in January the previous year and then climbing to normal levels.

Destination	
CP to CIN	0

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



Data Comments : The rate of children subject to CPP remains well below our statistical neighbours (41.2) at 17.9; fluctuating between a low of 16.3 and a high of 20.1 during the year.

Target :	Monitor
Latest :	17.9
Variance :	-
SN :	41.2

Child Protection

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

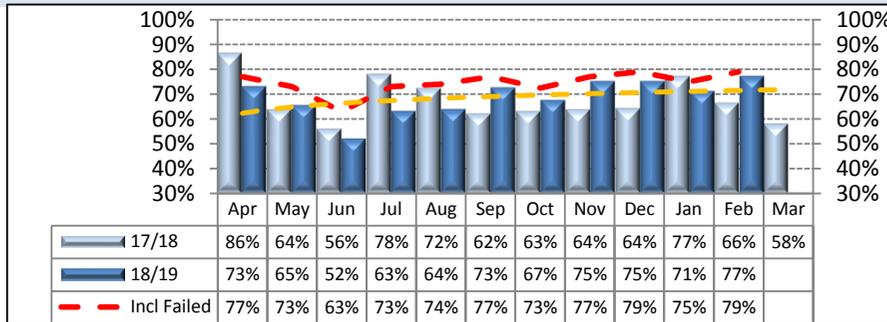
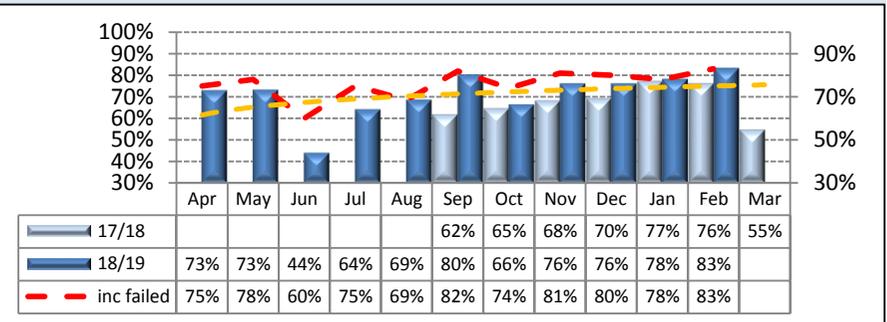


Chart 6 - Percentage of CP Children u5 with a Visit in Time (10 days)



Data Comments : Visits not within timescale show a number of reasons for this including: unborn children, transfers out of CP, failed visits (in time) due to children either being on holiday or religious holidays. Had all the visits that were unsuccessful but on time been included in this data, the percentage of visits in timescales would show as being 79%. Visits within 4 weeks are at 94%. The number of Children Seen Alone is 96 (55%), of these, 10 were aged Under 3.

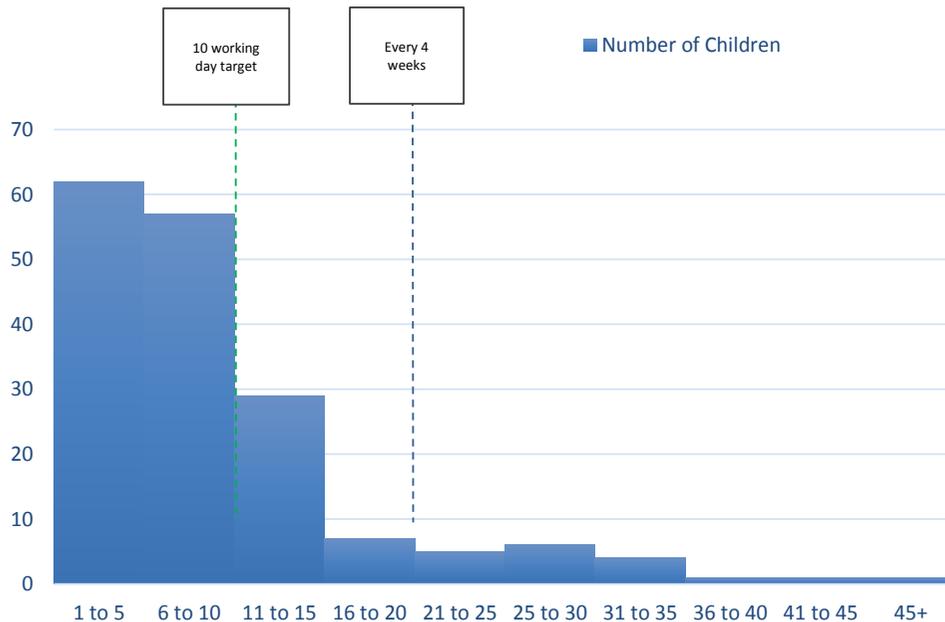
Target :	95.0%
Latest :	77.0%
Variance :	(18.9%)
SN :	

Data Comments : There are currently 53 children under 5 on a CP Plan, 44 of these had been seen within 10 days, 83%. Analysis of those visits not in timescale show a similar picture to all CP visits. There were no visits that were unsuccessful but on time.

Target :	95.0%
Latest :	83.0%
Variance :	(12.6%)
SN :	

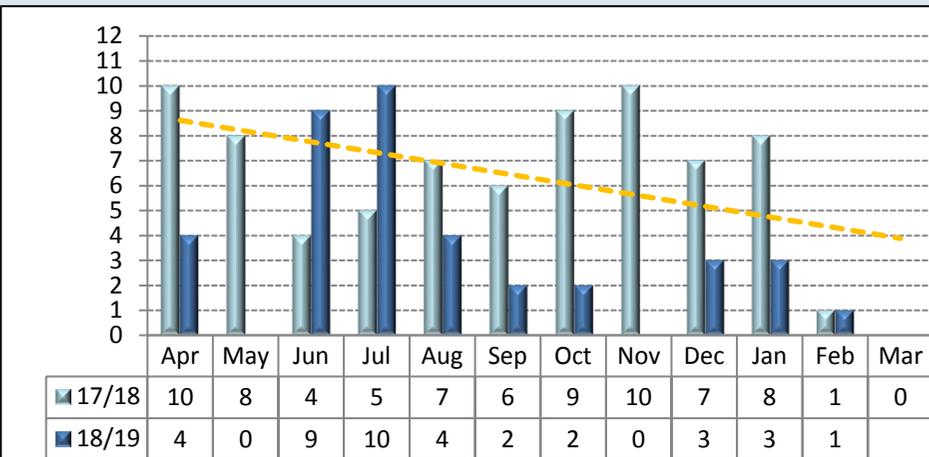
Chart 7 - February 2019 CP Timeliness

February 2019 Days Between CP Visit Grouping



Child Protection

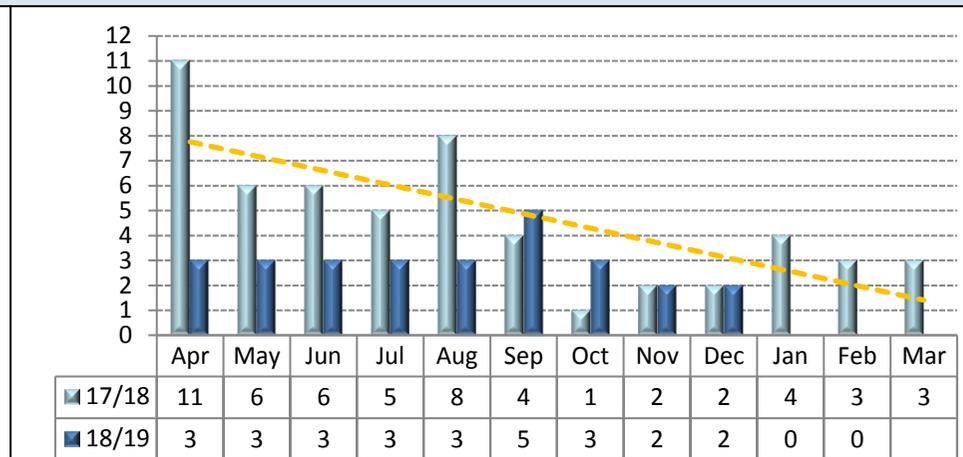
Chart 8 - Number of Children Subject to CP Plan and CiC



Data Comments : The number of children on Child Protection Plans and who are also Looked After has reduced to 1 child for February 2019.

Target :	Monitor
Latest :	1
Variance :	-
SN :	-

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



Data Comments : The number of children subject to a CP Plan for over 2 years had remained low for over a year, has now reduced to zero for the second month.

Target :	Monitor
Latest :	0
Variance :	-
SN :	2.8

Chart 10 - Children Subject to a Subsequent CP Plan (Ever)

Cumulative Figures						
Month	17/18	18/19	No's (18/19)			No's
Apr	0.0%	31.8%	7	Gender		No's
May	0.0%	15.9%	7	Male	48%	11
Jun	4.8%	11.9%	8	Female	52%	12
Jul	10.0%	14.6%	12	Ages		No's
Aug	10.6%	10.5%	12	U1	0%	0
Sep	7.9%	11.0%	15	1 to 5	13%	3
Oct	7.0%	10.1%	16	6 to 10	43%	10
Nov	7.6%	10.2%	18	11 to 15	39%	9
Dec	8.0%	10.8%	18	16+	4%	1
Jan	8.6%	12.7%	20			
Feb	11.3%	13.3%	23			
Mar	10.7%					

Data Comments : There were 2 Child Protection re-registrations this month. At a rate of 10.6%, the measure of children subject to a subsequent CP Plan is within the year

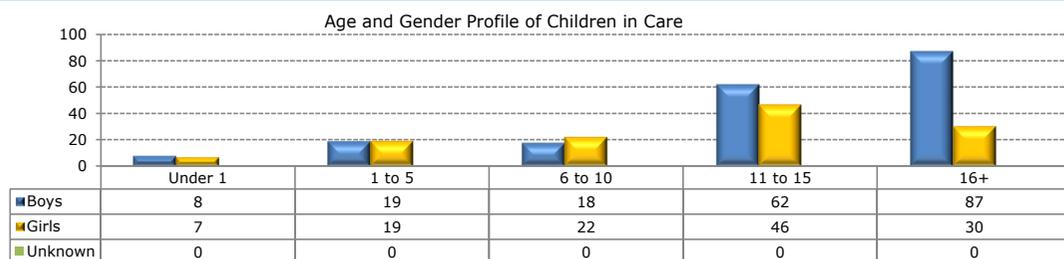
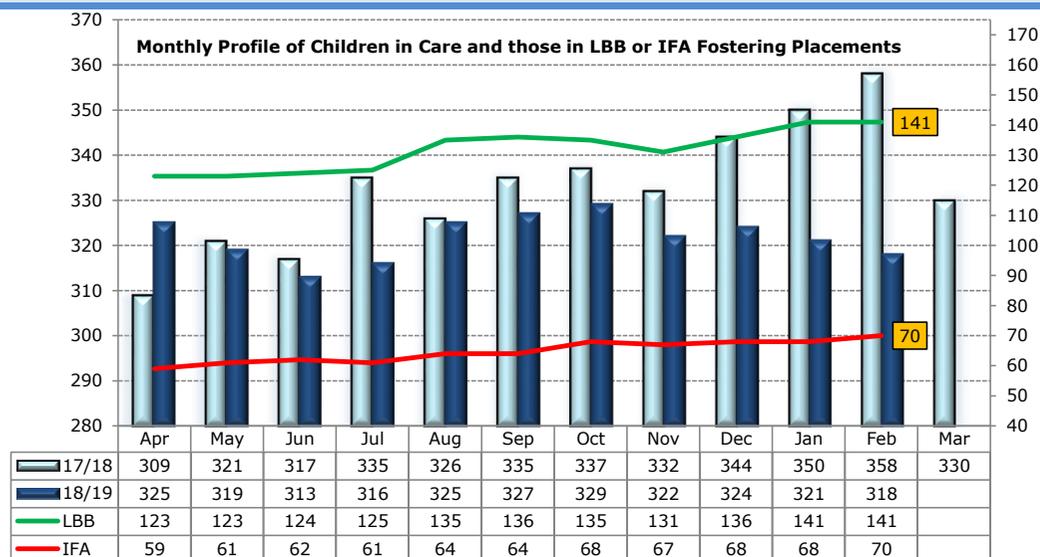
Target :	15.6%
Latest :	13.3%

LONDON BOROUGH OF BARNET

CHILDREN IN CARE SERVICE

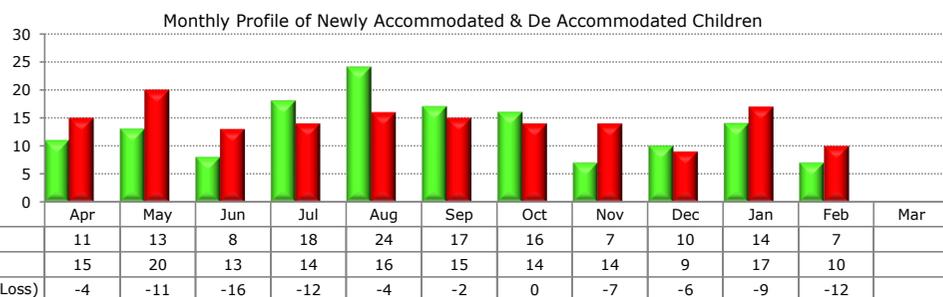
PERFORMANCE ON A PAGE (28 February 2019)

● Current Legal Status	Feb	%	Jan	Dec
Interim Care Order	59	18.6%	57	54
Full Care Order	121	38.1%	126	127
Section 20	118	37.1%	119	125
Placement Order - In Adoptive Placement	8	2.5%	8	8
Placement Order - Awaiting Placement	4	1.3%	4	4
Emergency Protection Order - In LA Accommodation	5	1.6%	4	3
Remanded to LA Accommodation or Youth Detention Accom	2	0.6%	2	2
Other or Missing	1	0.3%	1	1
Total Number of Children in Care	318	-	321	324
● Facts & Figures	No.	%	No.	No.
Rate of Children in Care per 10,000 u18 Population	32.8	-	33.1	33.4
Number of Children with 3+ Placements / Rate Former NI62 (Cum)	34	10.7%	30	30
Longer Term Stability Measure / Rate Former NI63 (Cum)	68	55.3%	72	75
Number/Rate of Children Adopted from Care in Year (Cum)	5	2.3%	3	2
Number/Rate of Children with Special Guardianship Order (Cum)	9	6.2%	8	8
Review Health Assessments Completed within Timescale	241	96.4%	95.3%	95.8%
Number of Children Who Are Privately Fostered	6	-	6	6



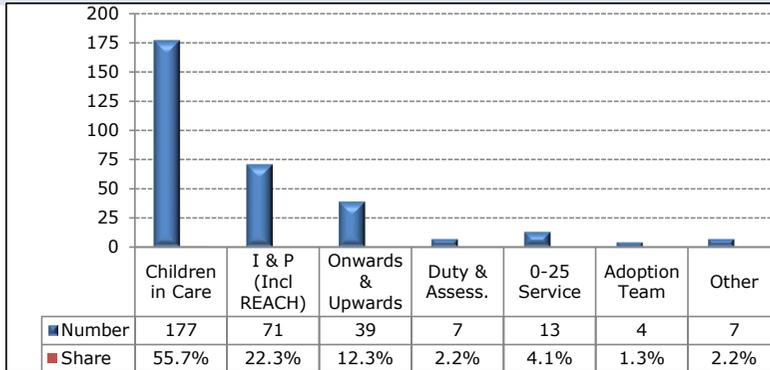
Characteristics of Children Currently in Care

Gender		%	Time in Care System		%
Male	194	61.0%	0-6 Months	115	36.2%
Female	124	39.0%	6-12 Months	77	24.2%
Unknown	0	0.0%	12-18 Months	34	10.7%
Ratio of M to F		1.56 : 1	18-24 Months	20	6.3%
			Over 24 Months	72	22.6%
Ethnicity		%	Caseholding Service		%
Asian	69	21.7%	Children in Care	177	55.7%
Black	55	17.3%	I & P (Incl REACH)	71	22.3%
Mixed	63	19.8%	Onwards & Upwards	39	12.3%
White	129	40.6%	Duty & Assess.	7	2.2%
Missing	2	0.6%	0-25 Service	13	4.1%
			Adoption Team	4	1.3%
			Other	7	2.2%
			UASC		No.
Placement Provision		%	Section 20	58	18.2%
Barnet	153	48.1%	Care Order	3	0.9%
Other	165	51.9%	Other	0	0.0%



Children in Care

Chart 1 - Children in Care by Service Area

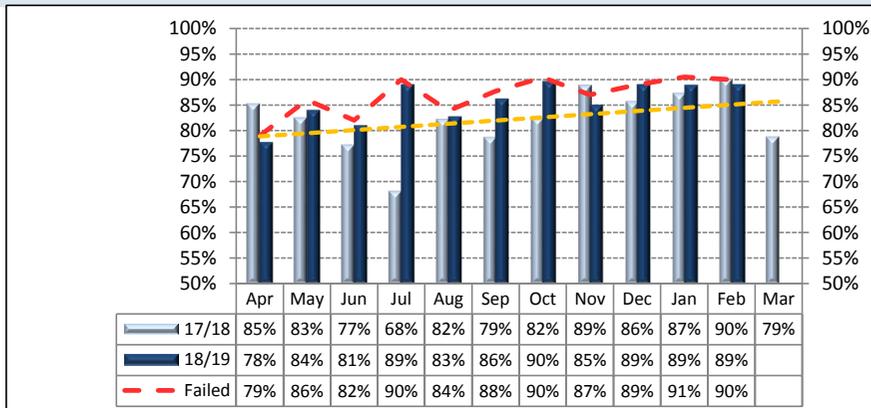


Data Comments : Cases held by the CIC Team have fallen by 0.3% when compared to January 2019 and a 10.9% decrease against the same period the previous year. Likewise, 0-25 and O&U saw their share decrease whilst DATs and I&P saw increases.

Chart 2 - 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	9	17	14	35	25	12	65
Intervention & Plan.	7	19	16	20	2	0	0
Onwards & Upwards	1	4	12	10	5	5	2
Duty & Assessment	4	1	2	0	0	0	0
0-25 Service	0	2	1	1	2	2	5
Other	0	2	4	11	0	1	0
	21	45	49	77	34	20	72

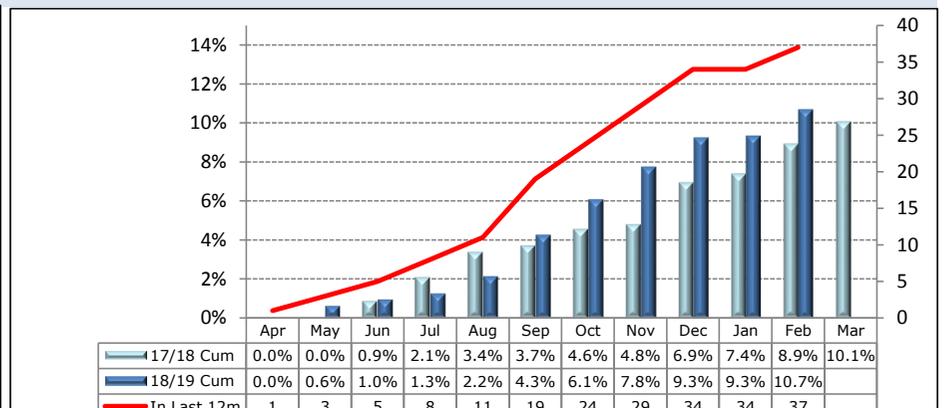
Chart 3 - Timeliness of Children in Care Visits



Data Comments : CIC visits are currently at 89%, 6% below the target of 95%. We have analysed visits that were deemed to have failed, but would have been in time; for CIC visits the outturn would have been 90%.

Target :	95.0%
Latest :	89.0%
Variance :	(6.7%)
SN :	

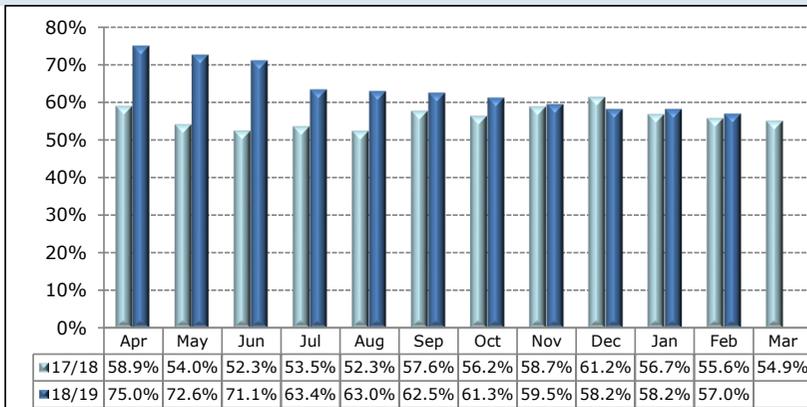
Chart 4 - CiC with 3+ Placements in 12 Months



Data Comments : Currently there are 34 children with 3 or more placements since April 1st 2018, and 37 in the last 12 months. One of these will be 18 before March 31st and will not therefore count in the year end statutory returns. There are also 69 children and young people with 2 placements.

Target :	11.5%
Latest :	10.7%
Variance :	(7.0%)
SN :	11.5%

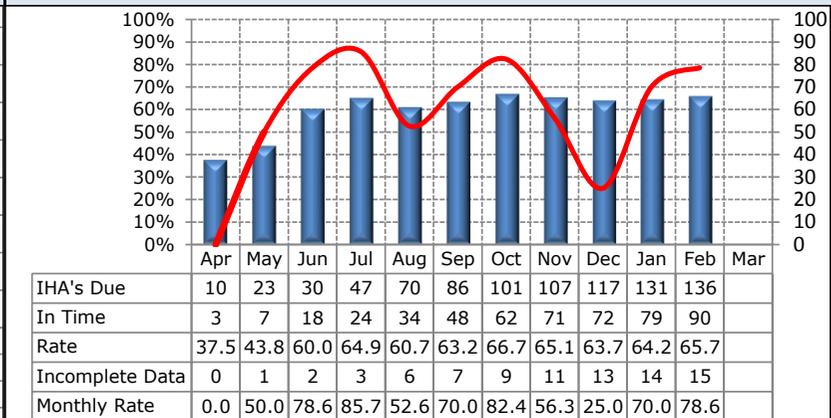
Chart 5 - Children in Care 2.5 Years AND Same Placement for 2 Years



Data Comments : The percentage of children in the same placement for 2 years or more, currently stands at 57.0% which is a slight reduction on last month and consistent with the declining trend seen since April 2018. This indicator is still higher than the same period last year

Target :	62.0%
Latest :	57.0%
Variance :	(8.1%)
SN :	66.4%

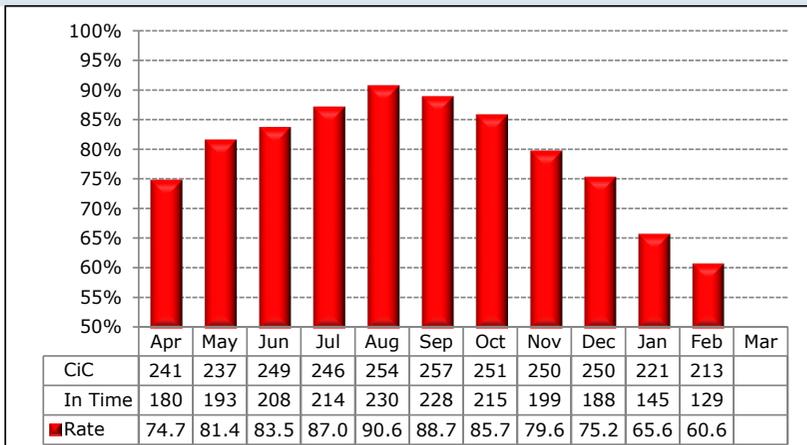
Chart 6 - Monthly Rate of Timely Initial Health Assessments



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 both monthly and cumulative performance. 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 :	65.7%
Variance :	(30.8%)
SN :	

Chart 7 - Rate of CiC with Timely Dental Checks

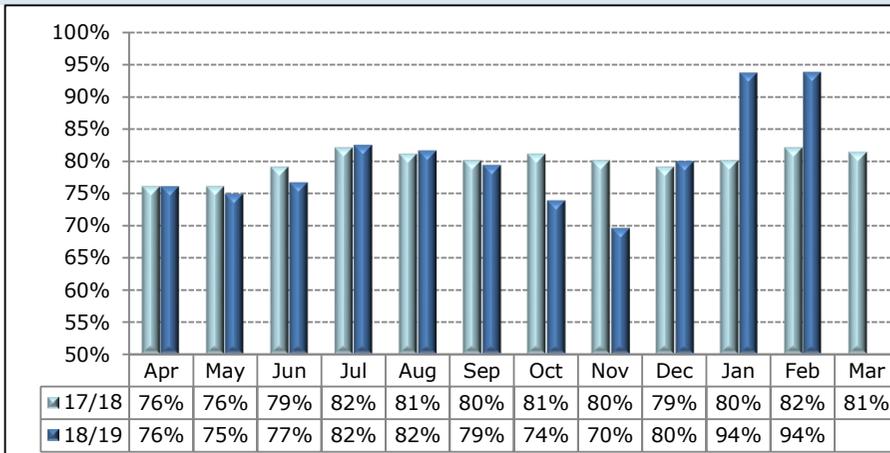


Data Comments : This measure looks at all the current cohort of children to see how many have had a dental check within the last 12 months. This will include children under 5, who, by DfE definitions needs to undergo a gum check and are included in the cohort.

Target :	95.0%
Latest :	60.6%
Variance :	(36.2%)
SN :	

Children in Care

Chart 8 - Percentage of LAC Reviews Completed on Time



Data Comments : Due to systems improvements now being completed, we are now able to report on the correct timeliness of CIC Reviews being completed in time. There are however 58 reviews that are overdue and not recorded. The reported figure assumes that these 58 have not only been completed but are in time. The figure that can be evidenced from LCS is 74.7%

Target :	95.0%
Latest :	93.6%
Variance :	(1.5%)

Chart 9 - Children in Care Subject to a Section 20

Age Grouping	Boys	Girls	Not Known	Total	Avg Time
Under 1	1	1	0	2	12.7 wks
1 to 5	4	0	0	4	28.7 wks
6 to 10	0	2	0	2	12.2 wks
11 to 15	23	10	0	33	42.0 wks
16+	72	15	0	87	49.4 wks
Total	100	28	0	128	
Avg Time in Care	49.7 wks	31.6 wks	-		

The Ratio of Boys to Girls in the wider CiC cohort is 0 whereas the Ratio for those on a Section 20 Order is 3.57 : 1

Data Comments : The 11 to 16+ cohort includes all of the 61 UASC population (57 boys and 4 girls).

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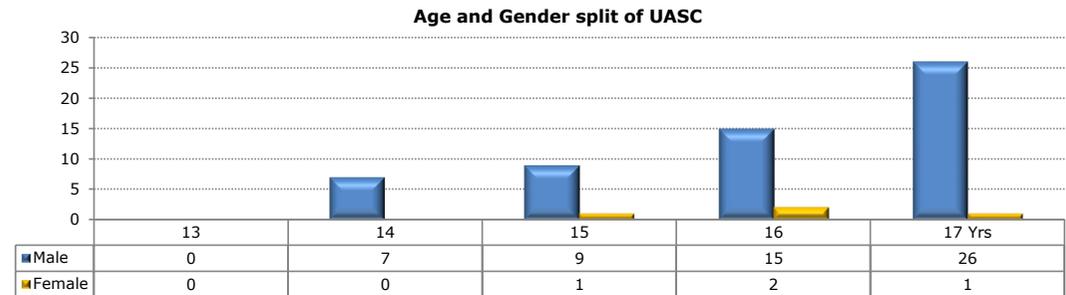
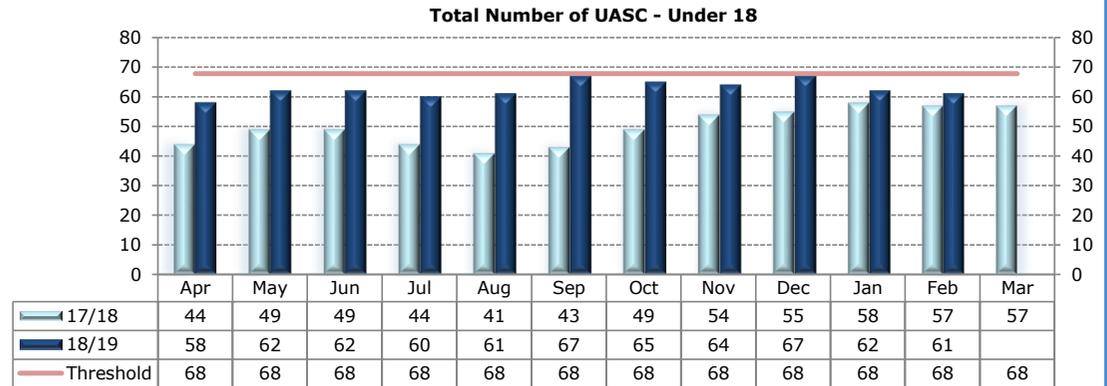
UNACCOMPANIED ASYLUM SEEKING CHILDREN (UNDER 18)

PERFORMANCE ON A PAGE (28 February 2019)

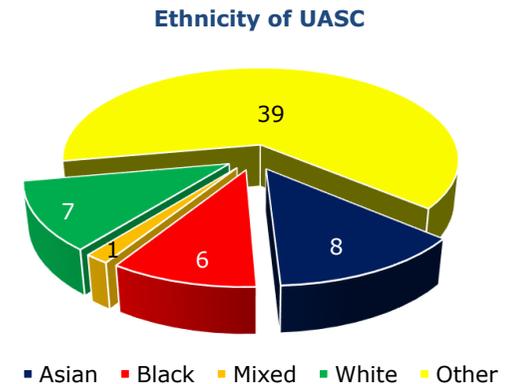
Current Number of UASC	61	-
Time in Care (Years)	No.	%
Less than a Year	33	54.1%
1	21	34.4%
2	2	3.3%
3	2	3.3%
4	3	4.9%
Average Time in Care	1 Year 2 Months	
Current Placement	No	%
Fostering	35	57.4%
Semi Independence	25	41.0%
Residential	1	1.6%
UASC by Team	No	%
Children In Care Team 1	9	14.8%
Children In Care Team 2	9	14.8%
Children In Care Team 3	15	24.6%
Duty & Assessment Team 1	0	0.0%
Duty & Assessment Team 2	0	0.0%
Duty & Assessment Team 3	1	1.6%
Duty & Assessment Team 4	0	0.0%
Onwards & Upwards	27	44.3%

The numbers of UASC has reduced this month from 62 in January to 61 in February 2019, this is an increase of 4 UASC against the same period the previous year.

Rate of UASC who are Male : **93.4%**
 Rate of Males aged 16-17 : **71.9%**
 Rate of UASC placed in Semi Indep. or Fostering : **98.4%**



Nationality	Number	Rate
Afgan	24	39.3%
Albanian	12	19.7%
Eritrean	8	13.1%
Ethiopian	4	6.6%
Iranian	1	1.6%
Iraqi	1	1.6%
Kurdish	1	1.6%
Kuwaiti	1	1.6%
Palestinian	1	1.6%
Sudanese	1	1.6%
Vietnamese	6	9.8%
Pakistani	1	1.6%
Missing	0	0.0%
Total	61	

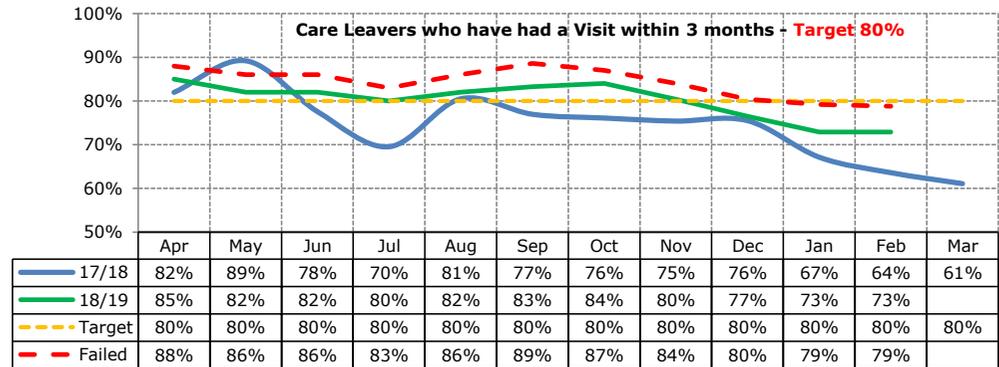


LONDON BOROUGH OF BARNET

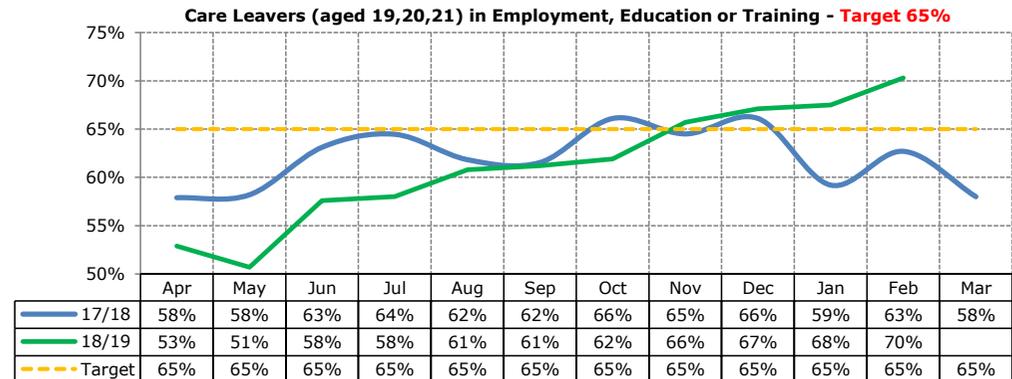
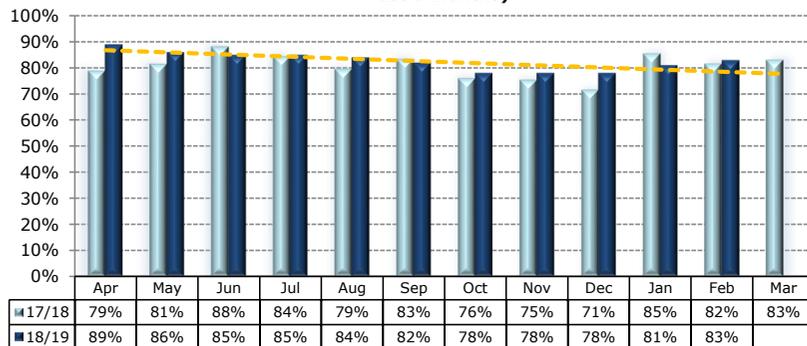
CARE LEAVERS & 0-25 SERVICES

PERFORMANCE ON A PAGE (28 February 2019)

Care Leavers	No.	%
Number of Care Leavers by age	271	-
18	82	30.3%
19	79	29.2%
20	47	17.3%
21	32	11.8%
22+	31	11.4%
Care Leavers (19 - 21) in Employment, Education or Training	111	70.3%
Young person engaged in higher education (i.e. beyond A level)	17	15.3%
Young person engaged in education other than higher education	53	47.7%
Young person engaged in training or employment	41	36.9%
Percentage of care leavers who have been in touch in the previous 12 months - Target 90%	236	87.1%
Care leavers (aged 19 - 21) in suitable accommodation	151	95.6%
B - With parents or relatives	9	6.0%
C - Community home or other form of residential care	5	3.3%
D - Semi-independent, transitional accommodation	20	13.2%
E - Supported lodgings	3	2.0%
T - Foyers	5	3.3%
U - Independent living	88	58.3%
V - Stepping Stone accommodation	1	0.7%
Y - Other accommodation	8	5.3%
Z - With Former foster carers/Staying Put	12	7.9%
Number of Care Leavers at University	23	-

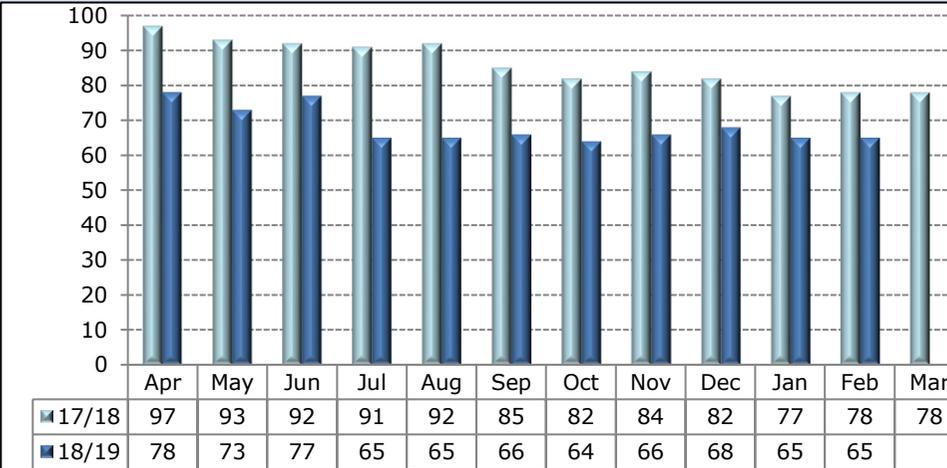


Care Leavers with up to date Pathway Plans (Plans created or Updated in the last 6 months)



Youth Offending

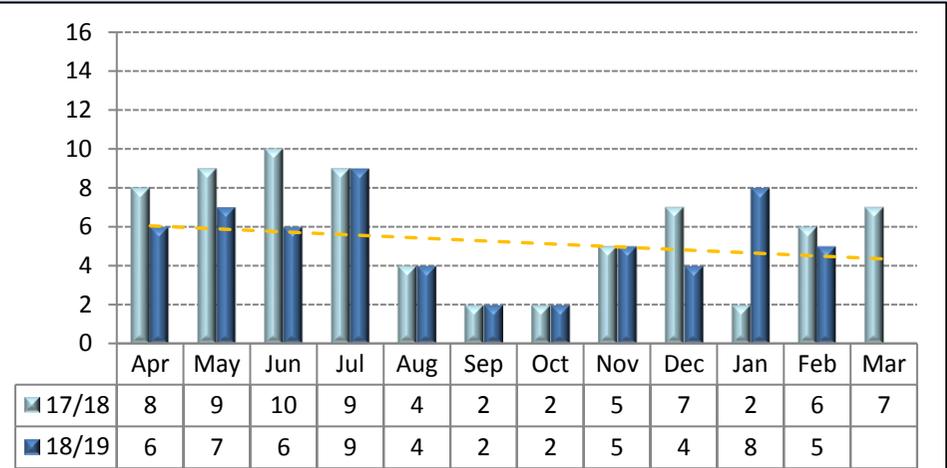
Chart 1 - Total number of Cases Currently Open to the YOT



Data Comments : This indicator has seen a decrease of 17% in the number of open cases since February 2018 (78) compared to 65 in February 2019.

Target :	Monitor
Latest :	65
Variance :	
SN :	

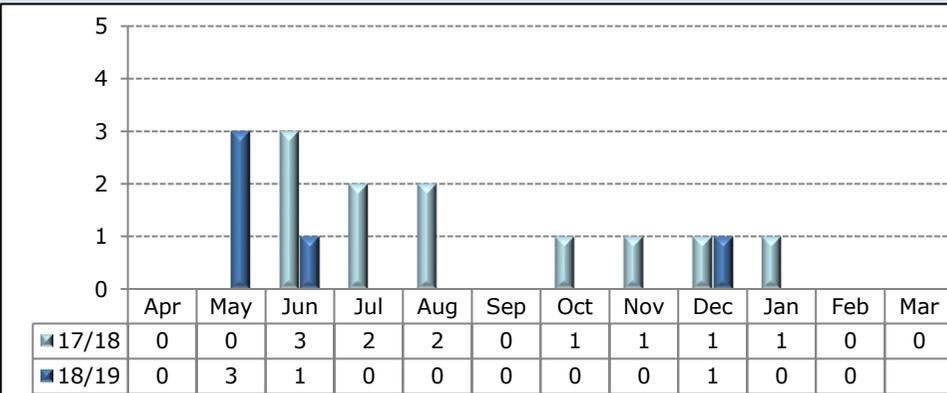
Chart 2 - First Time Entrants to the YJS Aged (10 to 17)



Data Comments : The number of first time entrants has seen a decrease from 6 in February 2018 compared to 5 in February 2019.

Target :	Monitor
Latest :	5
Variance :	
SN :	

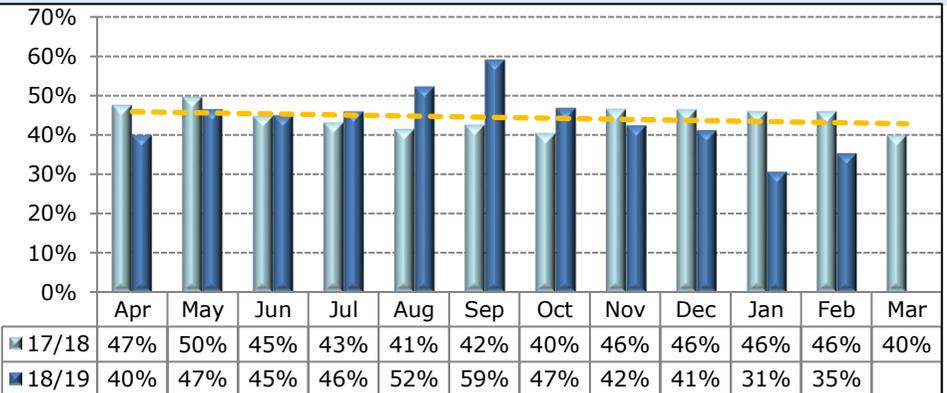
Chart 3 - No. of Young Offenders Sentenced to Custody



Data Comments : There has been a total of 5 Young Offenders sentenced to custody in 2018/19, compared to 11 in 2017/18.

Target :	0
Latest :	0
Variance :	0
SN :	0.36

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

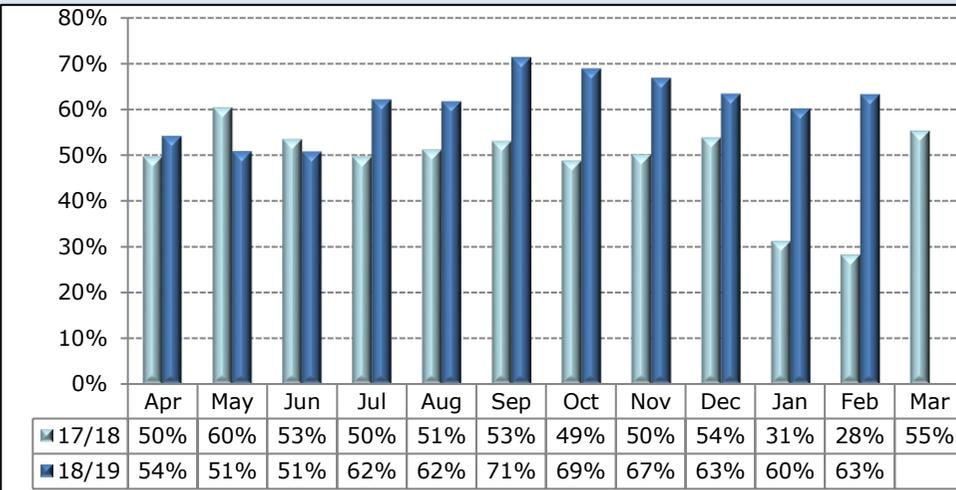


Data Comments : February's figure (35%) has decreased by 11% when compared to February 2018 (46%).

Target :	Monitor
Latest :	35.0%
Variance :	
SN :	

Youth Offending

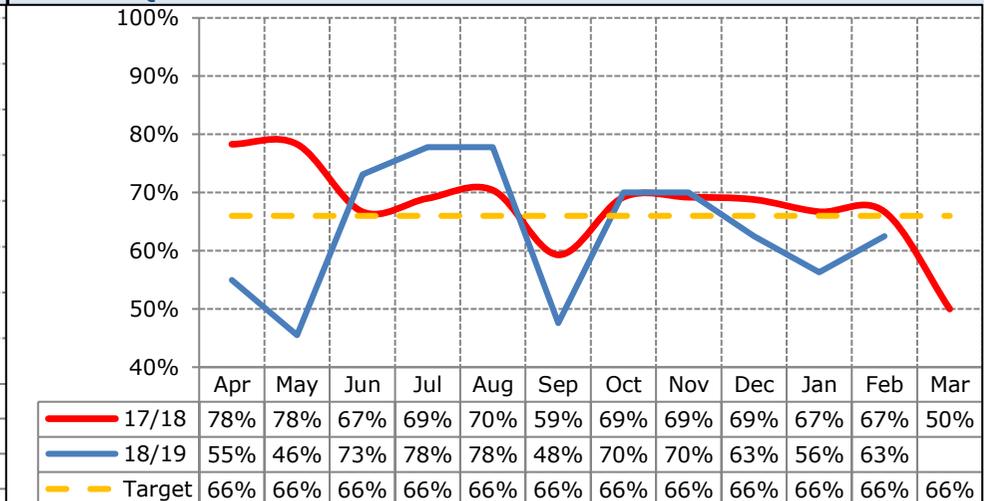
Chart 5 - Percentage of Young People who are YOT Confirmed Gang Members



Data Comments : February's figure of 63% is slightly more than the previous month (60%), and is one of the highest percentages seen for this indicator.

Target :	Monitor
Latest :	63.0%
Variance :	
SN :	

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

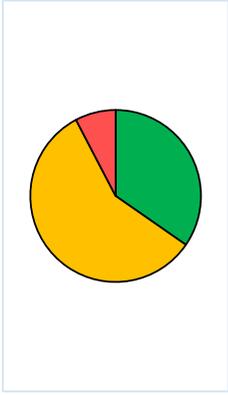
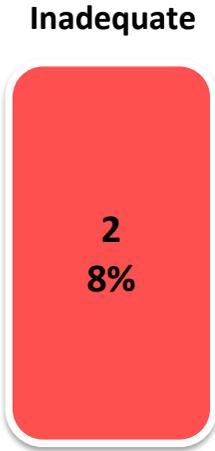
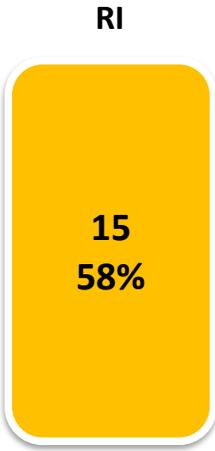
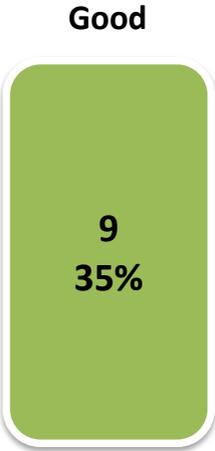


Data Comments : ETE is currently 3% below the target of 66%. But has increased by 7% when compared to the previous month (56%).

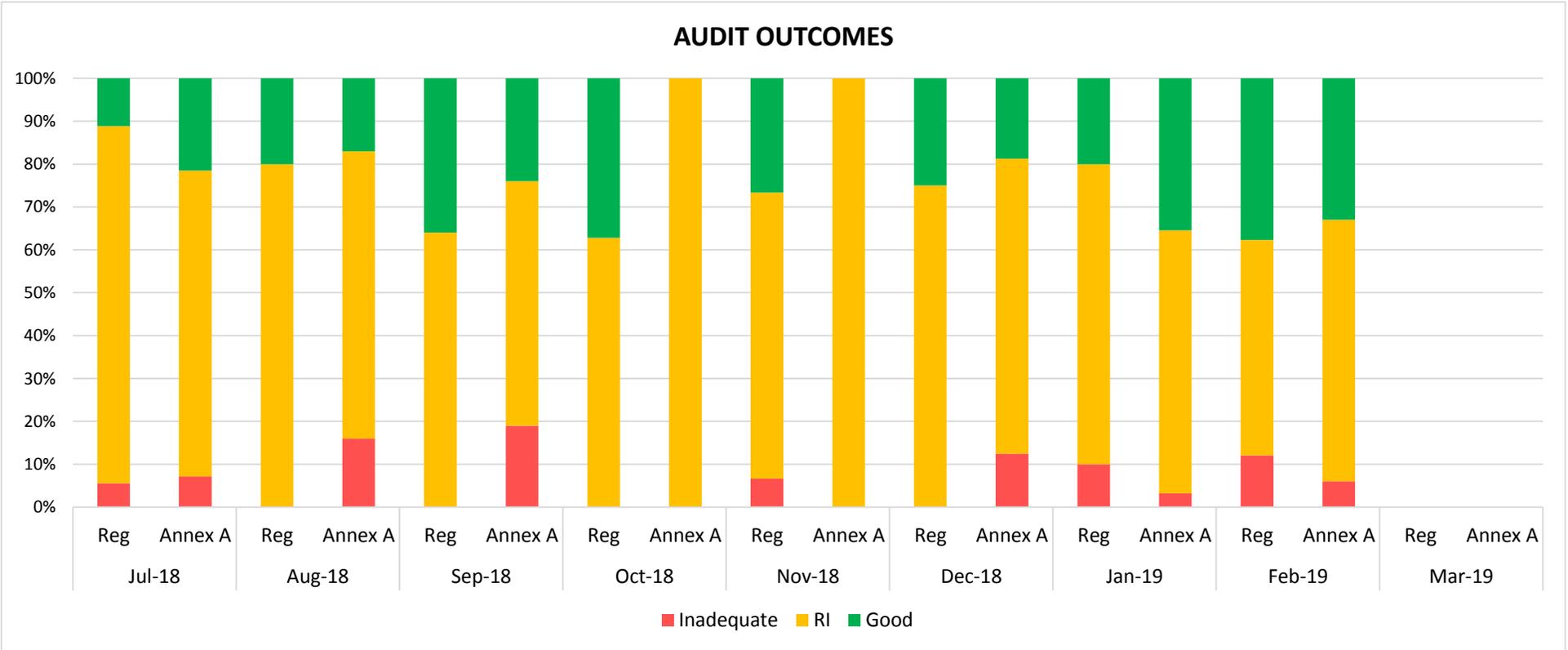
Target :	66%
Latest :	63.0%
Variance :	(4.5%)
SN :	

February 2019 Quality Assurance Dashboard

Audit Outcomes



commentary:



Service Area - Audit Gradings Breakdown - Regular and Annex A Audits

		Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19
Early Help	Good	0	0	0	0	0	0	0	0		
	RI	1	0	3	0	0	0	0	0		
	Inadequate	0	0	0	0	0	0	0	0		
Duty and Assessment	Good	4	2	5	0	3	1	12	9		
	RI	9	9	8	6	11	5	15	6		
	Inadequate	1	0	2	0	0	0	1	0		
Intervention and Planning	Good	2	1	1	2	0	2	2	0		
	RI	10	7	7	3	0	6	10	6		
	Inadequate	1	4	2	0	1	2	0	2		
REACH	Good	0	0	0	0	0	0	0	0		
	RI	0	0	1	0	0	0	0	0		
	Inadequate	0	0	0	0	0	0	0	0		
CP - Children in Care	Good	1	1	2	0	1	0	1	0		
	RI	2	0	0	0	0	0	4	2		
	Inadequate	0	0	0	0	0	0	1	0		
CP - Adoption and Post Permanence	Good	0	1	0	1	0	0	0	0		
	RI	0	0	0	1	0	0	0	0		
	Inadequate		0	0	0	0	0	0	0		
Placements and Disabilities	Good	0	0	0	0	0	0	0	0		
	RI	1	2	0	0	0	0	0	0		
	Inadequate	0	0	0	0	0	0	0	0		
CP - Onwards and Upwards	Good	0	0	1	0	0	1	0	0		
	RI	1	2	0	0	3	3	4	1		
	Inadequate	0	0	0	0	0	0	1	0		
TOTAL		33	29	32	13	19	20	51	26		

February 2019 Quality Assurance Dashboard

Domain Outcome- Combined Assessments

	Good		RI		Inadequate		Not Graded		Total Count
	No.	%	No.	%	No.	%	No.	%	
Dec-18	6	35%	9	53%	2	12%	0	0%	17
Jan-19	16	36%	25	56%	4	9%	0	0%	45
Feb-19	11	46%	11	46%	2	8%	0	0%	24

N/A
No.
3
6
2

Domain Outcome - Management Oversight

	Good		RI		Inadequate		Not Graded		Total Count
	No.	%	No.	%	No.	%	No.	%	
Dec-18	2	10%	16	80%	2	10%	0	0%	20
Jan-19	17	35%	27	55%	5	10%	0	0%	49
Feb-19	6	23%	16	62%	4	15%	0	0%	26

N/A
No.
0
0
0

Domain Outcome - CPC, Plan and core group meetings

	Good		RI		Inadequate		Not Graded		Total Count
	No.	%	No.	%	No.	%	No.	%	
Dec-18	0	0%	3	100%	0	0%	0	0%	3
Jan-19	0	0%	0	0%	0	0%	0	0%	0
Feb-19	0	0%	3	75%	1	25%	0	0%	4

N/A
No.
17
0
22

Domain Outcome - CIN

	Good		RI		Inadequate		Not Graded		Total Count
	No.	%	No.	%	No.	%	No.	%	
Dec-18	1	25%	3	75%	0	0%	0	0%	4
Jan-19	1	14%	6	86%	0	0%	0	0%	7
Feb-19	0	0%	2	50%	2	50%	0	0%	4

N/A
No.
16
44
22

Domain Outcome - CiC

	Good		RI		Inadequate		Not Graded		Total Count
	No.	%	No.	%	No.	%	No.	%	
Dec-18	4	36%	5	45%	2	18%	0	0%	11
Jan-19	1	14%	4	57%	2	29%	0	0%	7
Feb-19	3	38%	3	38%	2	24%	0	0%	8

N/A
No.
9
44
18

Data Dashboard									
Barnet Children's Services Improvement Plan									
Plan ID	Measure	Previous Period	Latest Position	Change	Change since Ofsted	Target	Rating		
To drive sustainable practice improvement at pace									
T6	Posts over establishment	Jan 19	Feb 19						
	Unfunded Posts	5	awaiting data	0	↔				
T6	Social Work staff makeup	Jan 19	Feb 19						
	Permanent	68%	awaiting data	0%	↔				
	Agency	28%	awaiting data	0%	↔				
	Vacant	4%	awaiting data	0%	↔				
T8 2a(i)	Average Caseload Numbers	Jan 19	Feb 19						
	Duty and Assessment	13.6	15.6	2	↑	28.3	↓		
	Intervention and Planning	16.4	16.8	0.4	↑	17.3	↓		
	Children in Care	13.2	13.0	-0.2	↓	15.9	↓		
	0-25	13.5	15.6	2.1	↑	17.6	↓		
	Onwards and Upwards	21.5	19.1	-2.4	↓	21.2	↓		
	REACH	9.5	10.0	0.5	↑	9.8	↑		
Strengthened systems leadership for children									
2a(vii)	Children's input into conferences	Jan 19	Feb 19						
	Conferences: attended (PN1 and PN3)	12%	0%	-12%	↓				
	Conferences: views sent (PN0-PN6)	96%	91%	-5%	↓				
3a(vii)	Case supervisions within timescales	Case allocated Less than 6 weeks	In Tme Supervision	Supervision Overdue	No Supervision Record				
	Duty & Assessment	54%	39%	4%	2%				
	Intervention & Planning	12%	46%	41%	1%				
	0-25 Service	5%	58%	26%	11%				
	Children In Care	5%	57%	38%	1%				
	Onwards & Upwards	4%	40%	41%	15%				
	REACH	3%	60%	38%	0%				
	Number of Group Supervision's within the last 3 months	DAT	I&P	0-25	CIC	O&U	REACH		
	60	12	1	1	1	11			
3a(vii)	Management oversight gradings in regular audits	Jan 19	Feb 19						
	Performance Matters								

Plan ID	Measure	Previous Period	Latest Position	Change	Change since Ofsted	Target	Rating
Effective MASH							
4a(iv)	Timeliness of contact decision	Jan 19	Feb 19				
	Decision on contact made within 24 hours	59%	56%	-3%	↓	53%	↑
4a(iv)	Timeliness of assessment	Jan 19	Feb 19				
	Performance Matters						
Effective decision making							
4b(ii)	Number of children subject to Pre-Proceedings	Jan 19	Feb 19				
		NA	awaiting data	0	↔		
4b(ii)	Multi agency involvement in Strategy Discussions	Jan 19	Feb 19	System change and new report from Jan 2018			
	Performance Matters						
	Performance Matters						
	Performance Matters						
	Performance Matters						
4b(ii)	S47: length of time open	Jan 19	Feb 19				
		10.7 days	11.6 days	+0.9 days	↑	15.5 days	↓
4b(ii)	S47: Outcome	Jan 19	Feb 19				
	Performance Matters						
	Performance Matters						
	Performance Matters						
	Performance Matters						
Strengthen assessment							
5a(iii)	Average Length of missing episode	Jan 19	Feb 19				
	From Home	3.0	1.8	-1.2	↓	1.1	↑
	From Care	2.8	3.1	0.3	↑	2.4	↑
5a(iii)	Overall number of missing episodes	Jan 19	Feb 19				
	From Home	23	23	0	↔	22	↑
	From Care	64	63	-1	↓	45	↑

Plan ID	Measure	Previous Period	Latest Position	Change	Change since Ofsted	Target	Rating
Child centred plans							
6a(iv)	Number of escalations of plans	Jan 19	Feb 19				
	To Child Protection	Performance Matters					
	To Child in Care	Performance Matters					
6a(vii)	Pre-proceedings progressing to care proceedings	Jan 19	Feb 19				
		NA	awaiting data	0	↔		
6a(vii)	Timeliness of care proceedings	Jan 19	Feb 19				
		NA	awaiting data	+0 weeks	↔		
6a(vii)	Outcomes of care proceedings	Jan 19	Feb 19				
	Placement Orders	NA	awaiting data	0	↔		
	Care Orders	NA	awaiting data	0	↔		
	SGO	NA	awaiting data	0	↔		
	Supervision Order	NA	awaiting data	0	↔		
	Child Arrangement Order	NA	awaiting data	0	↔		
	No Public Law Order	NA	awaiting data	0	↔		
6a(ix)	Number of children participating in life story work	Jan 19	Feb 19				
		20	20	0	↔		

Plans achieving best outcomes

6b(vii)	Percent NEET young people (16 -18)	Jan 19	Feb 19				
		1.2%	1.1%	-0.1%	↓	1.9%	↓
6b(vii)	How many EET care leavers	Jan 19	Feb 19				
	Performance Matters						

- ↑ Positive upward change
- ↓ Positive downward change
- ↑ Negative upward change
- ↓ Negative downward change

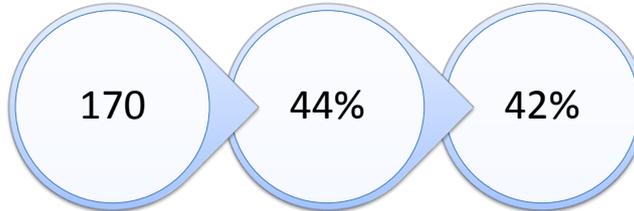
LONDON BOROUGH OF BARNET
VULNERABLE ADOLESCENTS SUMMARY
 VULNERABLE ADOLESCENTS PERFORMANCE REPORT

Report: VA Performance Report, Jan - Jan 2019
 Date of report run: 14-Feb-19 (figures are as at 14 Feb 2019)
 Reporting Period: 01 Jan 2018 to 31 Jan 2019
 *Note: 18 year olds and OLA removed from summary

Report: VA Dataset

175
 young people
 in Vulnerable Adolescents Dataset
 Jan 2018 - Jan 2019
 Criteria: Missing, CSE, Gangs or SEAM in reporting period

Missing



- young people reported missing
- missing for **2.1 days**, on average
- were aged 12-15 years
- 81 males, 89 females
- missing from care
- 956 missing episodes (83% of all missing episodes)



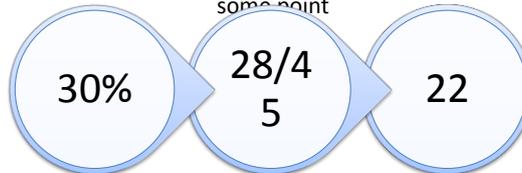
Vulnerable



- at risk of CSE
- 78% are females
- at risk of gang/serious youth violence
- 31% are female
- in care during the period (42%)
- 22 have been CIN at some point
- involved with Troubled Families Programme
- school exclusion recorded



Escalated



- 52 had a SEAM Strategy Meeting
- average SEAM score, out of 45
- referred to MACE / VARP Panels



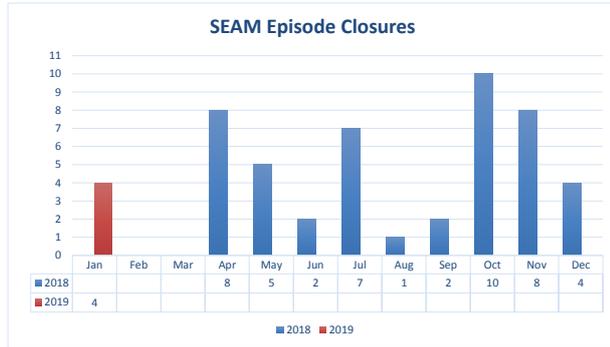
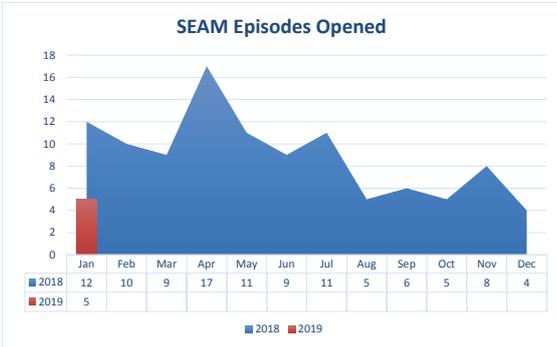
LONDON BOROUGH OF BARNET SEAM EPISODES

VA - VULNERABLE ADOLESCENTS PERFORMANCE REPORT

This reports on the the most vulnerable adolescents within Children's Social Care. The age range is 12 - 17 years, and the reporting period is Jan - Jan 2019. Notes: SEAM process went operational in Summer 2017. The 'SEAM closure' button was added in April 2018. NRM button added in Sept 2018.

SEAM Episode: The duration of time a young person is open to SEAM procedures; there may be multiple SEAMS

SEAM: Actual SEAM meeting with professionals, including sign-off of SEAM meeting notes/actions
 Initial SEAM: First SEAM meeting (and first set of SEAM scores) for a young person, within a SEAM Episode
 Review SEAM: Follow-up SEAM meetings (and reviewed SEAM scores) within a SEAM Episode



Commentary:

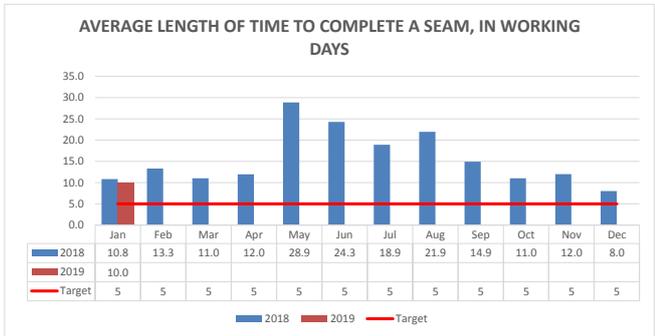
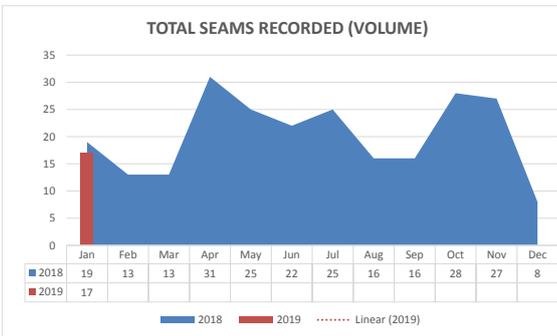
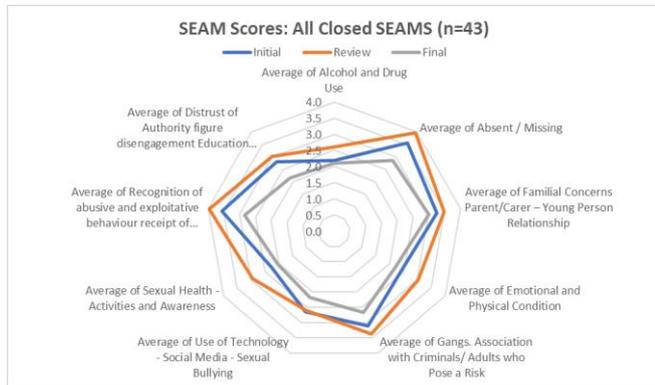
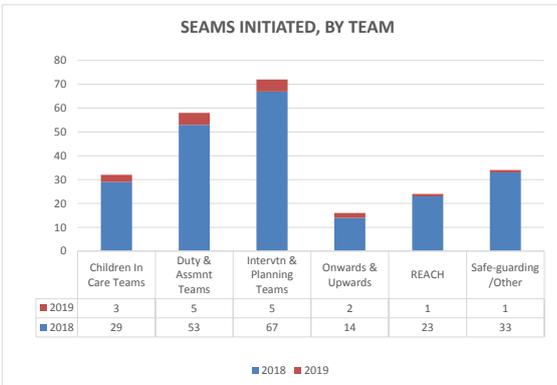
- > Peak in volume in Oct due to challenging overdue reviews. Issues of reviews likely to be scheduled too soon to show impact.
- > Fewer SEAMS in Oct 2018 compared to last year indicates fewer new cases - 82% of SEAMS in Oct were reviews.
- > DATS and IAP teams initiate highest volume of SEAMS
- > Lengthy delays in processing SEAM meeting notes; 23 working days in July 2018.

Reasons for SEAM closures:

Reason	n	%
Needs met/Risk significantly reduced		
Family/Young Person moved overseas		
Family/Young Person moved OOB		
Refusal to engage with services		
Young Person turned 18 (no leaving care stat)		
Young Person turned 18 (open to leaving care)		
Closed to Social Care		
Total SEAM closures		

Referrals to NRM?

Aug-18	1
Sep-18	0
Oct-18	4
Nov-18	2
Dec-18	0
Jan-19	1
Total	8



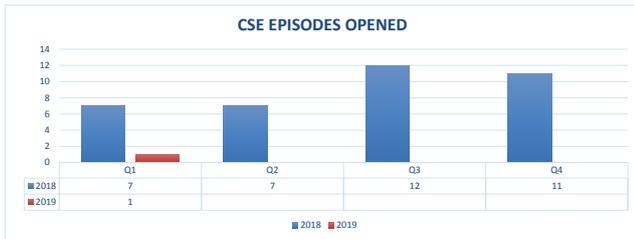
LONDON BOROUGH OF BARNET

CSE & GANG EPISODES

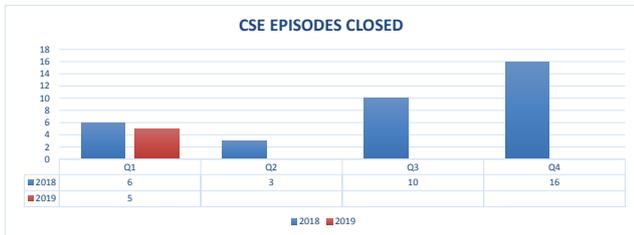
VA - VULNERABLE ADOLESCENTS PERFORMANCE REPORT

CSE

CSE EPISODES OPENED



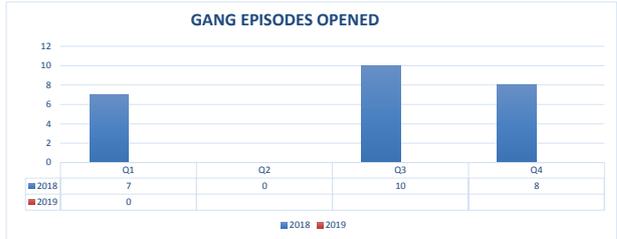
CSE EPISODES CLOSED



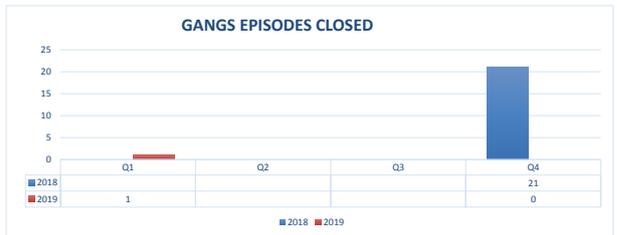
CSE	Average Days Open	Number of Episodes
2018		
Qtr1	245	7
Qtr2	174	7
Qtr3	112	12
Qtr4	57	11
2019		
Qtr1	23	1
Qtr2		
Qtr3		
Qtr4		

GANGS

GANG EPISODES OPENED



GANGS EPISODES CLOSED



GANG	Average Days Open	Number of Episodes
2018		
Qtr1	299	7
Qtr2	0	0
Qtr3	155	10
Qtr4	87	8
2019		
Qtr1	0	0
Qtr2		
Qtr3		
Qtr4		

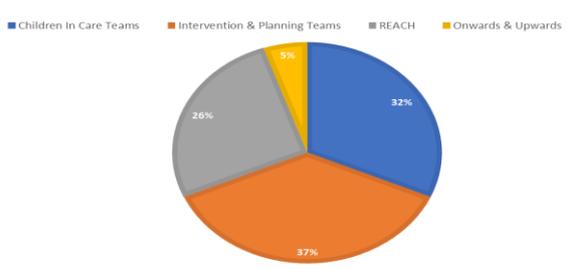
Commentary:

- 38 CSE episodes opened in the 13 months to January 2019
- 38 CSE episodes closed in the 13 months to January 2019. In July 2018 the CSE Team did a data cleanse and closed several CSE episodes.
- 25 Gang episodes opened in the 13 months to January 2019
- 22 Gang episodes closed in the 13 months to January 2019 (21 Gang episodes closed as part of data cleanse on 30 Oct 2018)

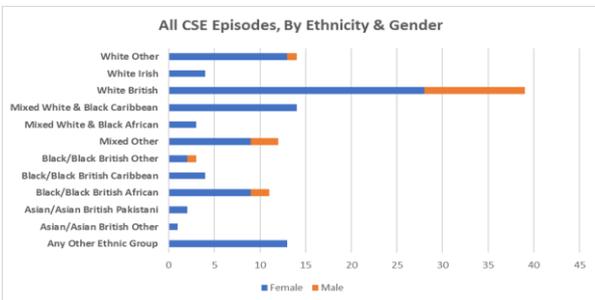
OPEN CSE EPISODES, BY TEAM (N=21)



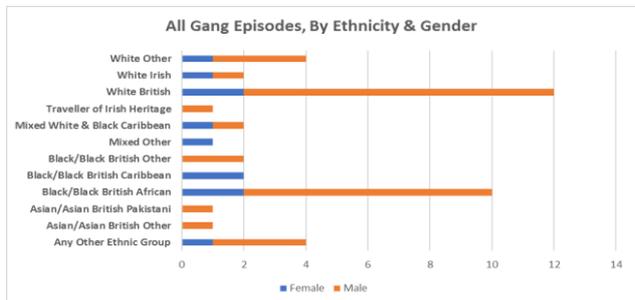
OPEN GANG EPISODES, BY TEAM (N=19)



All CSE Episodes, By Ethnicity & Gender



All Gang Episodes, By Ethnicity & Gender



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Family Friendly Barnet update



February 2019

FF20 Vision

To make Barnet the most Family Friendly Borough by 2020, where children, young people and their families are safe, healthy, resilient, knowledgeable, responsible, informed and listened to.

Children and families are more resilient | Children are more likely to live with their families

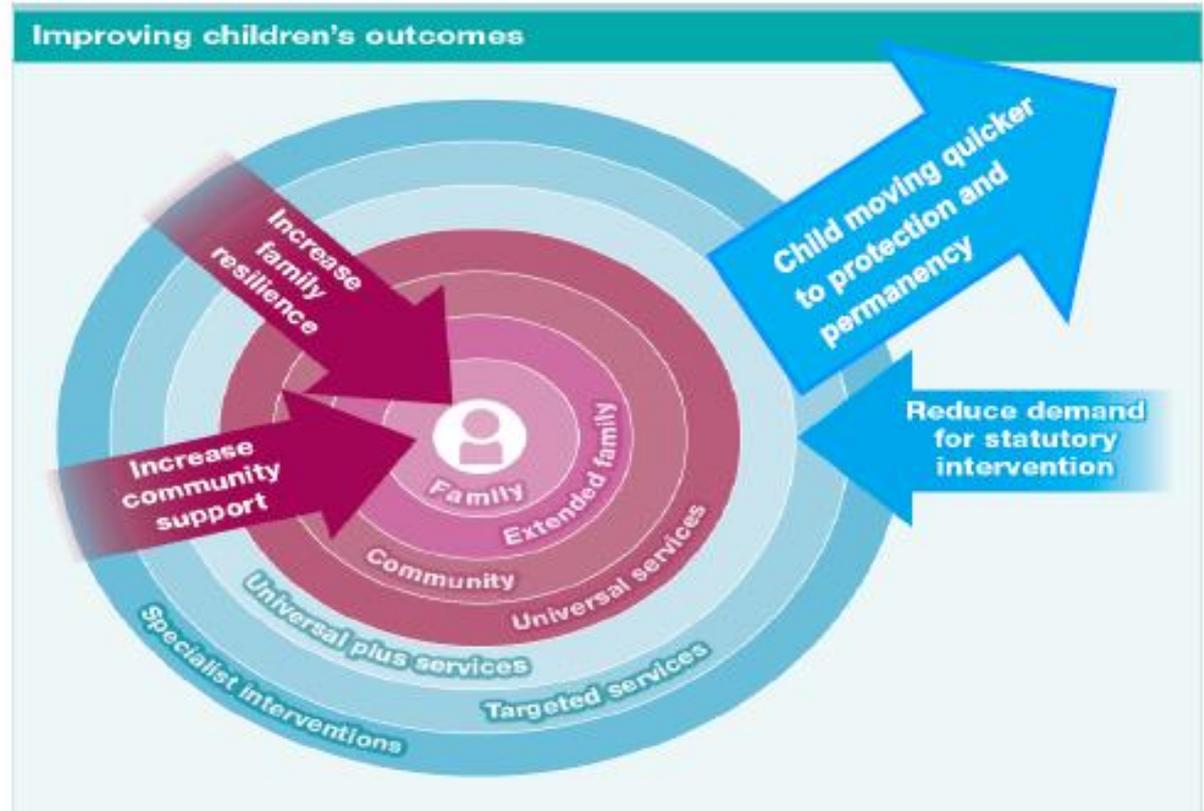
The FF20 Programme includes:

- **Resilience** social work model of **empowering**:
 - ✓ Resilient Families:
Resilient Children
 - ✓ Resilient Workforce
 - ✓ Resilient Leaders



Resilience

- Resilience is the ability to bounce back from stress and adversity and take on new challenges, leading to better outcomes *(Pearson & Hall 2006, adapted)*
- Resilience means having the 3 Cs:
- **Control** - belief in ability to influence situations
- **Challenge** - seeing mistakes as an opportunity for growth
- **Commitment** - an active engagement in activities that give meaning to life *(Maddi & Kobasa)*



A strategy based on resilience involves **looking for strengths and opportunities to build on**, rather than for issues or problems to treat.

Strategies

Family Services

Children and Young People Plan 2019- 2023

Corporate Parenting Strategy 2017-2020

Early Help Strategy 2018

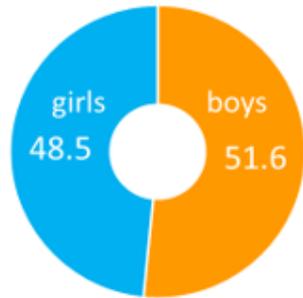
School Improvement Strategy 2018

Service User Engagement Strategy 2018

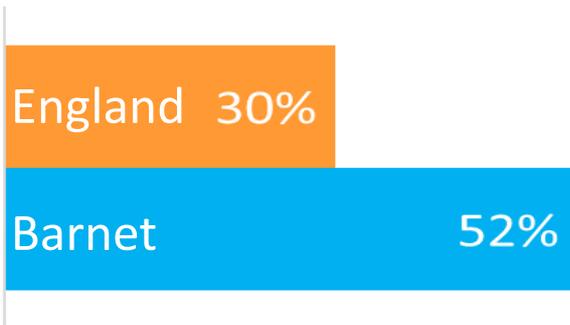
Voice of the Child Strategy 2018

Children in Barnet

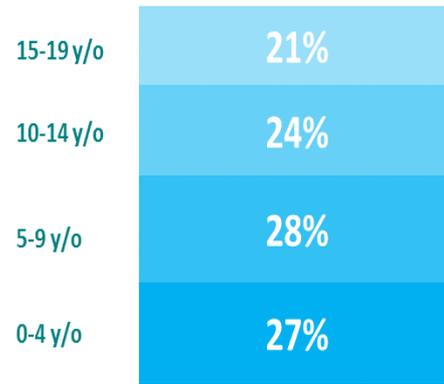
The population of children and young people in Barnet is estimated to grow by 3% between 2018 and 2025, when it is projected to reach 101,875



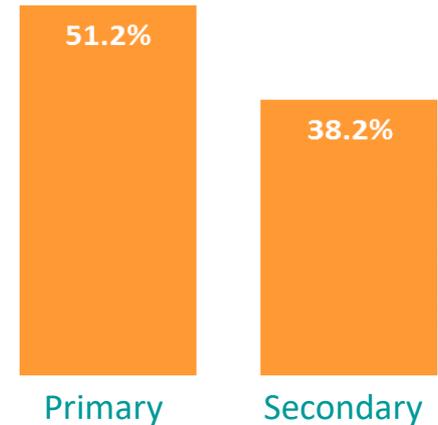
Children and young people from black and minority ethnic groups



AGE OF YOUNG PEOPLE POPULATION
N=99,152 26% OF TOTAL POPULATION



Pupils with English as an additional language



The proportion of Barnet pupils with an EHCP rose from 2.6% in 2016 to 2.8% in 2018; in real terms, this represents an increase of 170 pupils with an EHCP over this period. In 2018 the proportion of pupils with an EHCP was in line with the England rate but slightly below the outer London average.

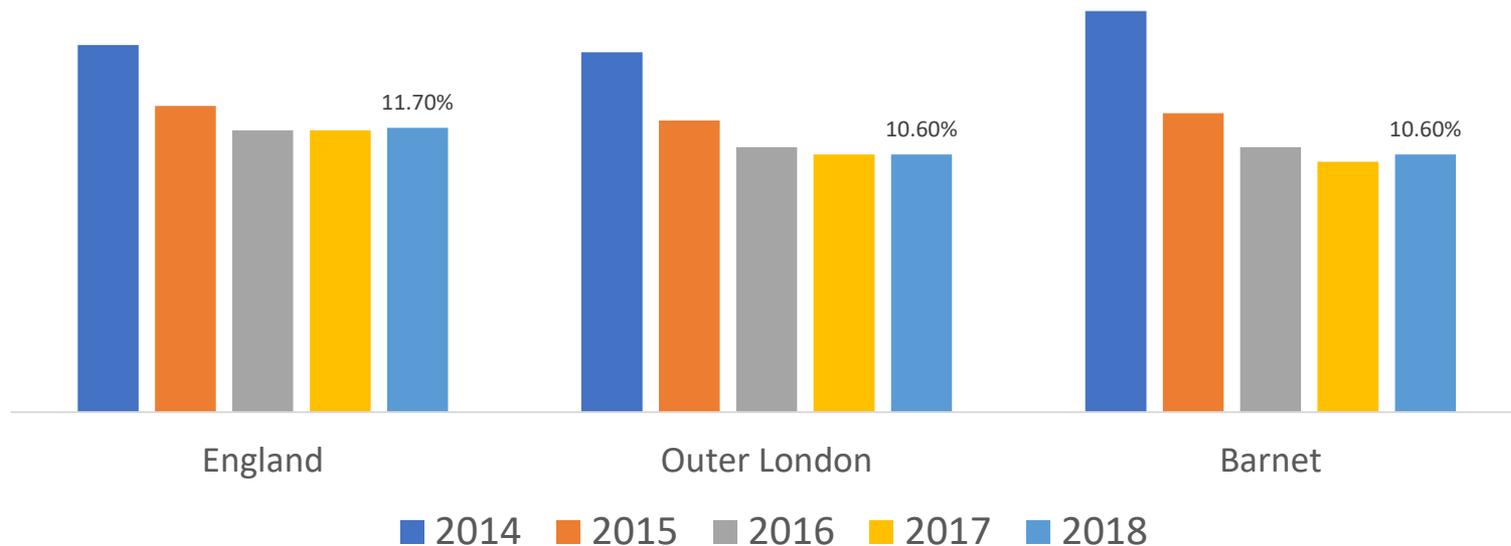
% of pupils with an EHCP, based on where the child attends school, 2014-2018



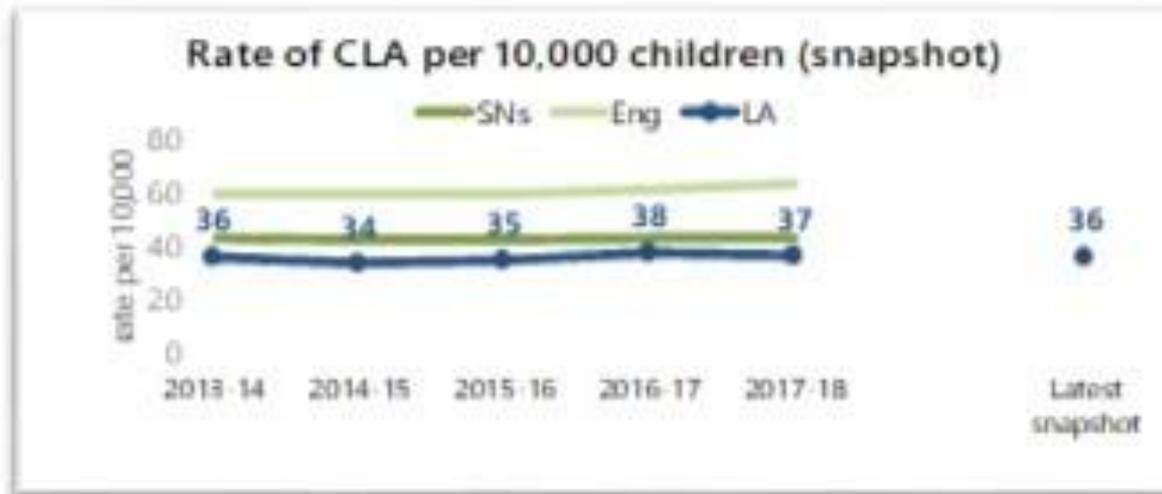
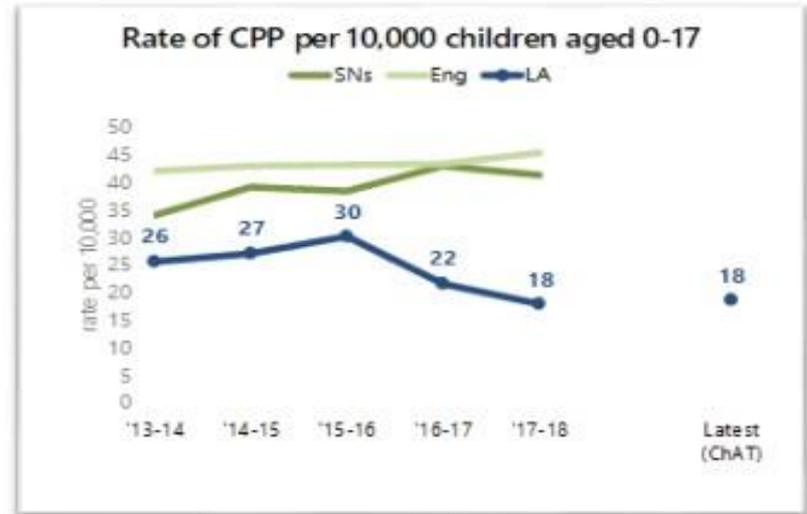
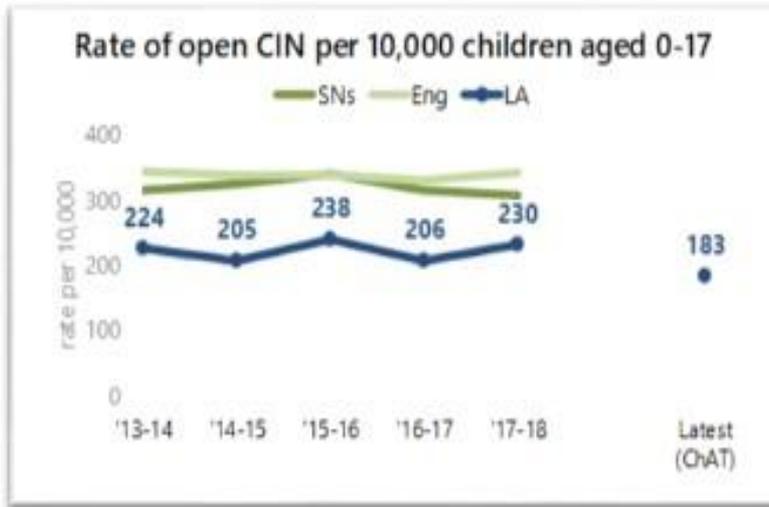
SEN Support

In 2018, the proportion of pupils identified as requiring SEN Support in Barnet schools was in line with the outer London average and slightly below the England average. Although the proportional rate has dropped slightly between 2016 and 2018 (10.9 v 10.6%), in real terms this is a decrease of just 13 pupils.

% of pupils at SEN Support, based on where the child attends school



CHaT data- social care rates of demand



How do we know if we are family friendly?	Current Rating
High quality education and resilient schools	
Strong Children's Social Care Service that builds resilience	
Co-produced SEND strategy and outcomes	
Health outcomes show children are resilient	
Children and Young People say that we are family friendly	
Revenues and benefits support families' resilience	
Crime figures show CYP are resilient	
The housing system support CYP and families	
UNICEF badges	
We involve CYP in decision making	

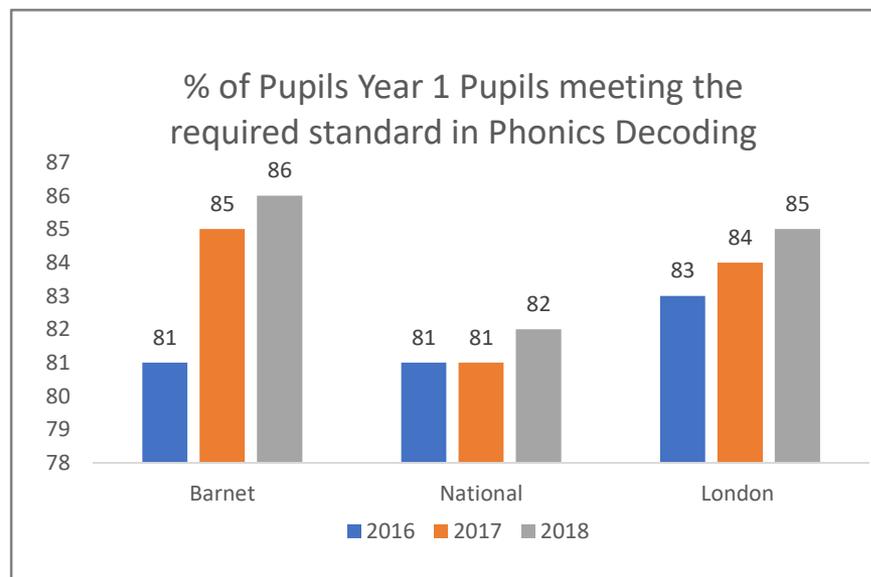
Barnet Education outcomes

Early Years *(Key: Green text denotes achievement in top 10% nationally)*

	2017	2018	Increase
Barnet	73.3	74.1	+0.8
National	70.7	71.5	+0.8

- The proportion of pupils achieving a Good Level of Development in Barnet is above the national and London averages.

- 2017 – Ranked 39th
- 2018 – Ranked 35th



Phonics

- The proportion of pupils meeting the required standard in Phonics decoding in Barnet is above the national and London averages.
- 2017 – Ranked 10th (in top 10% of LA's nationally)
- 2018 – Ranked 9th (in top 10% of LA's nationally)

Barnet Education outcomes

Progress between KS1 and KS2

- The proportion of pupils reaching the expected standard in GPS at KS2 is above the National Average, London average and above Statistical Neighbours.
- Barnet's Rank in 2017 – 9th (within the top 10% of LA's Nationally).
- Barnet's Rank in 2018 – 9th (within the top 10% of LA's Nationally).

	Barnet	Significantly above national
Reading	+1.8	YES
Writing	+0.6	YES
Maths	+1.9	YES

Progress 8 results

- Pupils in Barnet topped national GCSE league tables this year (August 2018). Results released by the Department for Education show Barnet was ranked second highest in the country based on Progress 8 scores, which gauge the progress made by each student during their time at secondary school.
- Barnet was behind only one other local authority and that was the Isles of Scilly, which had only 14 students sitting exams this year.

Children's Social Care

- Six Ofsted monitoring visits to date have indicated steady progress.
- Sixth visit generally positive
- The most recent letter following a monitoring visit stated that 'the pace of change is purposeful and steady in order to further develop services and consolidate previous improvements to practice.'
- Children's Social Care programme of improvement continues to be monitored via the Improvement Board, CES, Ofsted Monitoring visits and the DfE
- Our internal reporting mechanisms via both qualitative quality assurance activity and performance data align with findings from Ofsted and the DfE
- Services are achieving positive changes to the quality of services for children at a pace commensurate with the scale of improvements required
- A full inspection under the ILACS framework is expected during April or May 2019

Early Help Hubs

- In September 2017, a pilot for locality based hubs for children aged 0-19 was launched, to deliver a **'whole family' approach to families with multiple needs.**
- The East-Central Locality was first to launch and introduced the first Multi-Agency Early Help Panel in September 2017. The West Locality Hub and Panel launched in January 2018, and the South Locality Hub and Panel launched in October 2018.
- Each locality pilot is overseen by a locality lead who chairs a monthly Multi-Agency Development Group which facilitates localised identification of community needs and partnership engagement, and seeks to build a strong commitment and ownership by key stakeholders including Adult services, housing and the police.
- Early Help Panels have been received well by stakeholders who have maintained consistent attendance and commitment to the approach. Family feedback has reported **prompt responses that immediately put the right professional system around the family, reducing the negative impact of a 'referral-on' culture** that creates multiple layers of uncoordinated professional input.

REACH Team

- The REACH team is **multi-disciplinary** and facilitates rapid and flexible holistic support from health, education, social work, family support and mental health professionals. MAC-UK have been working with REACH as a co-located partner.
- MAC-UK has used an **INTEGRATE approach** to support REACH staff to use psychologically informed approaches when engaging young people.
- The change in approach has led to some **evidence of strong child/professional relationships** which has enabled disclosures that have led to targeted disruption activity.
- Research in Practice have 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.

Unaccompanied Asylum Seeking Children

- In 2018, Barnet had 66 unaccompanied asylum-seeking children, compared to an average of 34 amongst statistical neighbours.
- There have been several practice and service developments to ensure the needs of this group are met, in 2018 this included:
 - A commissioned education programme from Whitefield's School to induct unaccompanied young people into the UK and education system;
 - Creation of an initial health assessment pathway that includes specific processes for unaccompanied young people to accommodate the range of checks that need to be undertaken for this group;
 - Creation of a new unaccompanied asylum-seeking children specialist Personal Advisor role. The worker speaks Pashtu and Albanian – the two most common languages spoken by Barnet's unaccompanied young people – and has experience in dealing with the Home Office and dealing with tasks such as Human Rights Assessments. This role has been invaluable in supporting this vulnerable group of young people.

SEND Progress and Attainment

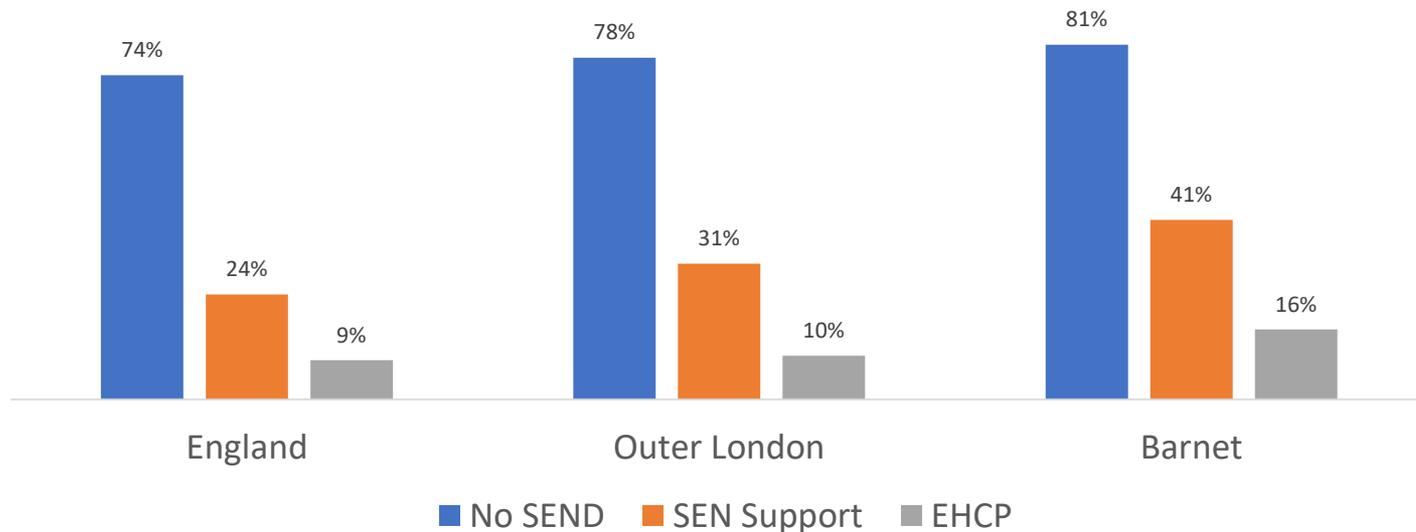
- **Early Years**

- In 2018, the proportion of children who finished the EYFS with a good level of development was above the England average and in line with the outer London average for both children at SEN Support and their non-SEND peers. Performance has improved year-on-year since 2016.
- The Pre-School teaching team collate evidence on the effectiveness of family service plans and pupil progress; in 2018 97% of outcomes were achieved or partially achieved (73% achieved, 24 % partial). In addition, 95% of children receiving a BEAM service made progress from their baseline.

Key Stage 2

In 2018, a significantly greater proportion of children with SEND in Barnet reached the expected standard in reading, writing and maths at the end of KS2 compared to the England and outer London averages.

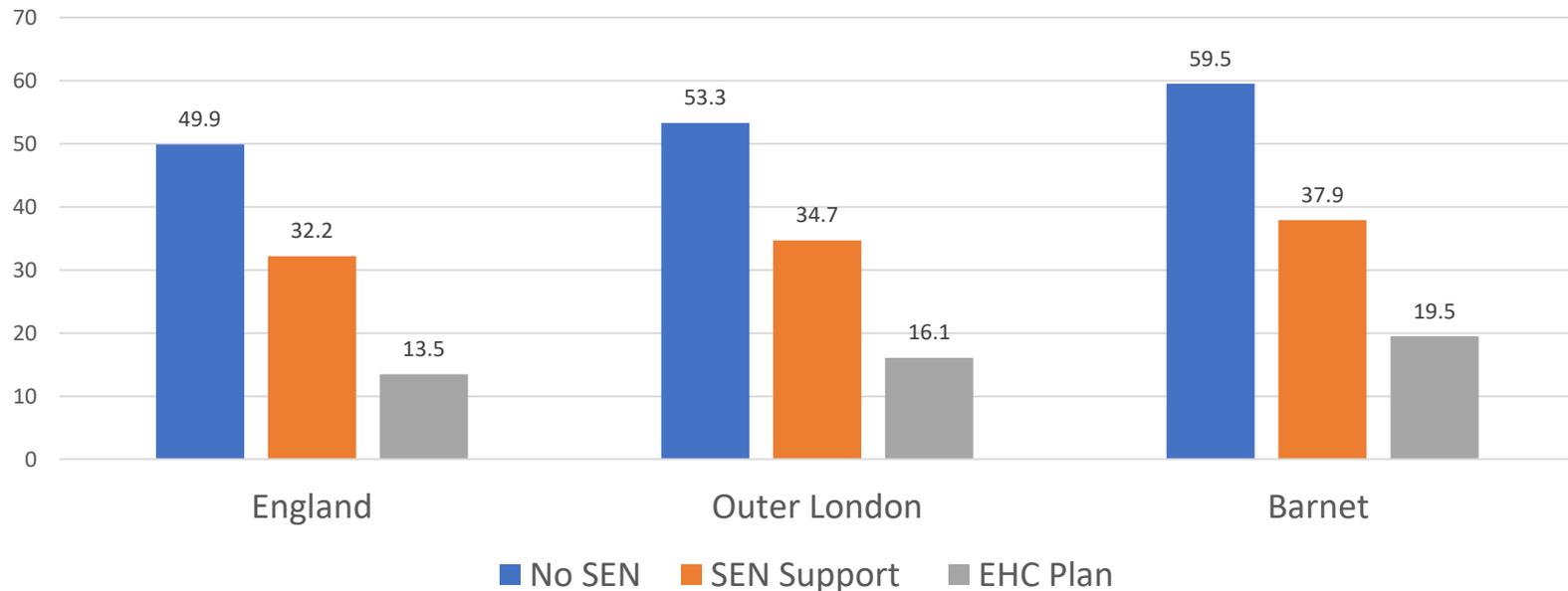
% pupils reaching the expected standard in reading, writing and maths at the end of KS2, 2018



Key Stage 4

In 2017/18, Barnet pupils with SEND were more likely to achieve a higher attainment 8 score than their peers in England and outer London. 2017/18 data shows an improvement on 2016/17 outcomes, with pupils at SEN Support achieving an average attainment 8 score of 37.9 (2016/17 average score, 35.8) and pupils with EHCPs achieving an average score of 19.5 (2016/17 average score, 18.6)

Average attainment 8 score per pupil, 2017/18



SEND Priorities

- Develop a clear Autism pathway for school aged children and post 18 years.
- Ensure there is a clear pathway for children and young people 0 – 25 years with Social, Emotional and Mental Health (SEMH) needs.
- Further develop work based opportunities, including supported internships and apprenticeships as part of a coherent post 16 pathway for SEND.
- Undertake a needs analysis to inform planning of SEN provision across the borough to meet current and future needs.
- Whenever possible, children and young people with SEND should have their educational needs met locally so that they can be active participants in their local community.
- Support schools and settings to deliver high quality provision at SEN Support and ensure greater consistency across the borough.
- Embed the use of the Local Offer across all services

Health information

- **Children's health outcomes are generally good**
- **Red Indicators:**
 - **Population vaccine coverage with MMR one dose (by aged 2)**
 - **Population vaccine coverage with Dtap/IPV/Hib (by aged 2)**
 - **A and E attendances 0-4 years**
 - **Hospital admissions for mental health conditions**
 - **HPV vaccine coverage for 12/13 year old girls**
 - **Family homelessness**
- **Other areas for focus:**
 - **Autism**
 - **Waiting times for SLT and OT**

CAMHS transformation

- **Early Help in Mental Health and Emotional Wellbeing Services**
 - 0-19 Early Help Hubs Resilience based model
 - YOT Liaison and Diversion Project
 - REACH Team
 - Online Counselling and Support for CYP (Kooth) and for parents/carers (Qwell)
 - Resilient Schools Programme
 - Expansion of Counselling Sessions not meeting tier 3 threshold
- **Integrated Clinical Service**
 - Children Emotional Wellbeing Project
 - CAMHS in schools
 - Social care clinicians

CAMHS transformation outcomes – December '18

- Earlier identification of early mental health needs, barriers to learning and/or engagement in Statutory Orders; reducing re-offending, overcoming barriers to communication and engagement in education, training or employment.
- AMBIT/Mentalisation Based Training completed for all REACH workers.
- Young People employed as Youth Consultants, involved in training and peer mentoring.
- In 2017/18 there was an average of 116 new KOOTH registrations per month, this has risen to 185 per month in 2018/19.
- The Therapeutic Alliance reports that 89% of young people would recommend KOOTH to a friend as at Q2 2018/19.
- 16 schools recruited to Resilient Schools programme. 14 out of 16 resilient schools now have mental health leads who have completed Youth Mental Health First Aid Training. Peer Mentoring has been Commissioned.
- Case studies provided by clinicians shows positive impact on children and families and improved outcomes.

Revenues and Benefits

- The High Needs Benchmarking Tool shows a significantly lower proportion of children than would be expected are in receipt of DLA. If Barnet was at the average for its statistical neighbours and outer London, over 500 more disabled children in Barnet would be in receipt of DLA.
- Modelling shows that families are impacted more than other groups by the revised Council Tax Support Scheme. It will mean that 56% of couples with children lose more than £5.00 per week due to higher levels of earned income in these households.

Crime

- The Youth Survey showed that young people's top concern has consistently remained crime, with an increase from 40% (2017) to 53% (2018) concerned about it.
- Barnet is one of London's safest boroughs in which to live and work with the 2nd lowest rates of violent crime in London. Though there have been some significant issues in terms of gangs and serious youth violence.
- As at July 2018, 72 young people in Barnet were being supervised by the Youth Offending Team on statutory orders and of these approximately 20% are believed to be gang-involved. Analysis of Vulnerable Adolescents data found that as at April 2018, of 114 identified vulnerable adolescents in Barnet approximately 31% were identified as being, or at risk of being, criminally exploited by gangs.
- However, over the last 12 months (to March 2018) there have been reductions:
 - 2.5% reduction in Violence with Injury Offences (from 2229 to 2174)
 - 4% reduction in Knife injury (non DV) crimes when the victim is under 25 years old (from 49 offences to 47)
 - 89% reduction in gun discharges crime (from 9 to 1)
 - Barnet had the 2nd lowest rate of Violence with Injury out of the 32 boroughs with 5.6 offences per 1000 population (35% lower than the average for London).

Housing

Temporary accommodation

- There are 1499 household in ETA as of the end of December 2018.
- This means 59% of households in ETA are families with children. There is no benchmarking data but this appears a high proportion.
- The total number of households in ETA is now 2526. This has come down since April 2016 when there were 2941

Impact on care leavers

- Generally positive feedback from Ofsted about the care leaver offer.
- 80 Barnet Homes tenants are care leavers; of these 57 have arrears amounting to £73k
- Data was not being used to identify and target interventions and support to care leaver experiencing most tenancy issues
- The low income of many care leavers means that cost of living is unaffordable, and they accrue rent and other arrears as a result.

UNICEF Partnership

- Over next 3 years Barnet Council will be working with UNICEF to embed child-rights' in policies, procedures and decisions.
- Our ambition is for the borough to be recognised by UNICEF UK as a UNICEF Child Friendly Community in 2020.
- Children, young people and professionals participated in an event to explore the local context – Barnet's strengths, priorities, challenges and areas requiring improvement.
- Six outcomes were identified: Family & Belonging, Safe & Secure, Education & Learning, Cooperation & Leadership, Communication and Culture. In the CYPP.
- Over the next 3-5 years all 6 outcomes will be assessed by an independent panel of experts.

UNICEF progress to date

- Over 1900 local children and young people engaged in the development of the new CYP Plan
- Delivered 5 events capturing the voices of both professionals across the borough, children, young people and other adults
- 100+ key professionals engaged in the programme
- Draft CFC action plan, which sits under CYP plan, being reviewed with CYPP, Youth Board and UNICEF

What do Young People say

A survey conducted every two years which provides insight into views, opinions and concerns of young people. The responses assist in better targeting and improvement of services. The information captured has informed development of the new Children and Young People Plan 2019-20223.

84% of young people think Barnet is a family friendly place to live

Top personal safety concerns

The top personal safety concerns - gangs, bullying and drug taking - remain in line with last year:

- gangs (51%)
- bullying (34%)
- people taking drugs in the parks and on the streets (30%)

Council image

Young people are more positive compared to 2016:

- council is doing a good job (73%)
- provides services young people need (71%)
- do enough to keep young people safe (68%)
- acts on the concerns of young people (66%)

Feeling safe

More young people feel safe outdoors during the day than they did one year ago. However, fewer young people feel safe at night than they did one

year ago, which correlates with the rising concern about crime:

- feel safe at school (97%)
- travelling to school (95%)
- outside during the day (95%)
- outside at night (56%)

Children in Care & Care Leavers surveys

- 74 responses, a 60% increase from last year
- 90% of 8-12 year olds said they enjoyed their education
- 77% of 13-25 year olds felt they have been able to have their say in their education or training- so is an area for focus
- 86% of respondents felt they have been given the opportunity to understand and explore their identity and family culture
- Main gap was around opportunities and understanding around being LGBTQ+ so is an area for focus
- 86% of respondents had felt emotionally worried
- 84% of respondents said they felt safe in their community
- 99% felt some involvement in decisions about their life

Other relevant projects/developments:

Children and Young People's Plan 2019-2023

Work continues on shaping a new Children and Young People's Plan. The Plan is underpinned by participation in UNICEF's Child Friendly Cities Initiative. The approach complements our 'Family Friendly' ambition and embeds child-rights in Barnet's services and delivery. Contributions have been taken from young people, elected members, council officers, heads of service and partner agencies to ensure the best outcomes.

16/17 homeless young people

There has been joint working between Family Services and Housing to ensure all homeless children and young people receive appropriate assessment and support when they need it. Following introduction of Homeless Reduction Act 2018, Joint Protocol is being updated.

Wider council

- **Greenspaces Master Plans**

- consultation and engagement with young residents on future use of green spaces.
- Engagement with local schools.
- Creation of lesson plans.

- **Regeneration strategy**

- Consultation with young people at early stage of project inception where possible.
- Lesson plans.

- **Transport Strategy**

- Engagement with healthy streets initiative.
- Inclusive consultation with schools and young people.
- Lesson plans.

- **Housing & Homeless strategy**

- Engagement with young people.
- Lesson plans.

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	<p style="text-align: center;">Children, Education and Safeguarding Committee</p> <p style="text-align: center;">8 May 2019</p>
<p style="text-align: center;">Title</p>	<p>Annual Report on the work of the UK Youth Parliament members, Barnet Youth Assembly and other Youth Voice fora</p>
<p style="text-align: center;">Report of</p>	<p>Chairman of the Committee, Councillor David Longstaff</p>
<p style="text-align: center;">Wards</p>	<p>All</p>
<p style="text-align: center;">Status</p>	<p>Public</p>
<p style="text-align: center;">Urgent</p>	<p>No</p>
<p style="text-align: center;">Key</p>	<p>No</p>
<p style="text-align: center;">Enclosures</p>	<p>None</p>
<p style="text-align: center;">Officer Contact Details</p>	<p>Kerry Hodges- Voice of the Child Coordinator</p> <p>Kerry.hodges@barnet.gov.uk</p> <p>0208 359 2202</p>

Summary

This report updates the committee on:

- the work that has been done by the 2018-2019 UK Youth Parliament members, and
- other youth engagement delivered this year.

It also proposes changes to the current Barnet Youth Assembly.

Continued support from members and the committee is required to support young people as they share their hopes for Barnet and positively engage with the council.

Recommendations

- 1. That the Committee recognises the impact of the campaigns of the UK Youth Parliament members and thanks them for their hard work representing Barnet young people.**
- 2. That the Committee supports the proposed changes to the Barnet Youth Assembly as proposed in paragraphs 1.5.6 and 1.5.7. with a more detailed proposal to come to the Committee in November 2019.**
- 3. That the Committee agrees to receive further updates from its youth representatives every six months until May 2020, and on a quarterly basis from May 2020.**

□.1 WHY THIS REPORT IS NEEDED

1.1.1. This report provides an overview to the Children, Education and Safeguarding (CES) Committee on the work and campaigns carried out in 2018-19 on the following areas:

- the outgoing UK Youth Parliament members, and how they link into the overall UK campaigns;
- Make Your Mark Ballot;
- Work towards UNICEF recognition of Barnet as a Child Friendly Community;
- London Youth Assembly; and
- The Barnet Development Team Youth.

- 1.1.2 Some common themes have been raised by young people in all the different ways they have been involved in highlighting and debating issues that are relevant to them and their peers. Members are asked to review the themes highlighted in this report, and understand how they can be built into future policy decisions.
- 1.1.3 The report also contains proposals for changes to the current operation of the Barnet Youth Assembly. These have been proposed to further improve the opportunities for young people to be involved in decision making, and also to strengthen the relationship between the UK Youth Parliament, London Youth Assembly and the Barnet Youth Assembly.

□.2 **REVIEW OF THE 2018-2019 UK YOUTH PARLIAMENT**

- 1.2.1 The UK Youth Parliament (UKYP) provides a platform for children and young people to voice their opinions on issues affecting them and their peers across the UK to bring about social change. Barnet elects four young people each year to represent their peers within Barnet both at a local and a national level. Each Member of the Youth Parliament (MYP) has campaigned on an issue that is important to them. In 2018, we decided to extend the MYP's term of office to two years due to the current members voicing that the one-year term did not allow them time to learn the necessary key skills, network and plan their campaign.
- 1.2.2 During 2018, the four Barnet Members of Youth Parliament - Savan, Lara, Richard and Tarek - took an active role in local, regional and national campaigns. Our members have debated at a national level with the British Youth Council, and have undertaken their roles with dedication and diligence. They have sat as members on the Children and Young People's Partnership Board and presented at the 2018 CES Committee where they have been able to represent the views of young people in Barnet. Their presence at these meetings ensures children and young people have real influence in decision-making on matters affecting their lives, and enables decision makers to understand, consider and respond to young people's voices. The following paragraphs summarise the four campaigns that the MYPs have undertaken.
- 1.2.3 Savan – Promoting Mental Health awareness and signposting young people to seek Mental Health support
- Savan's approach focussed on using social media to communicate, as he felt many young people use social media as a platform to communicate with others and be informed.
 - He researched what support was available to young people around mental health and identified two main support platforms, CAMHS (Child & Adolescent Mental Health) and KOOTH. Savan met with CAMHS to

introduce his campaign and raised the concern shared by other young people about waiting times, and asked questions about what they are doing to ensure young people are receiving the support they need before their mental health deteriorates.

- Savan also found out about the transformation process taking place in CAMHS and the roll out of the Resilient Schools programme.
- Savan attends our other youth forums and informs young people of this service and programme to update them on the development of mental health support for young people in Barnet.
- Savan has built his own social media channel on YouTube, which aims to reach young people of Barnet to discuss mental health to break down stigma and raise awareness of support available such as KOOTH. It involves interviews with other young people to gather their views about what is happening currently for young people in Barnet. The channel has been successful, and Savan's next step will be to work with the Council's Communication's Team to launch a mental health campaign to raise awareness on mental health for support for young people in Barnet via the Council's communication platforms.

1.2.4 Lara – Reducing Tuition Fees and Reducing Financial Barriers to Higher Education

- Lara started her campaign by creating a survey to gather young people and current university students views on tuition fees. She is currently gathering responses to her survey.
- Lara proactively contacted her local MP and education providers for support. Lara also approached Stand Up Magazine who published an article on Lara's campaign, and also wrote a policy for the UKYP Annual Sitting which she presented to MYP's for selection to the Make Your Mark Ballot paper for 2018.
- Lara has also used other campaigns to provide opportunities to meet key decision makers and promote her own campaign. Lara has also taken part in a recent BBC London interview with other MYP's to discuss Brexit from a young person's perspective.

1.2.5 Tarek - Raising awareness of the dangers of knife crime for young people aged 11-14

- Tarek has been focusing on research and undertaken interviews with young people, a Police Constable, a Youth Services Manager and a Pupil Referral Unit Headteacher to understand the causes behind knife crime and how his campaign can educate young people on the destructive impact of knife crime.

- Tarek’s aim would be to see a reduction in knife crime in the Barnet area, and has started by focused on targeting his school to deliver speeches to all year groups in order to raise awareness of the consequences.
- Tarek also wrote an article for the Barnet First Magazine outlining his UKYP experience and his campaign to share with residents and most importantly young people in Barnet.
- Tarek plans to use the work he has completed to work with UKYP members to deliver the national Make Your Mark Campaign ‘**Action Against Knife Crime**’.

1.2.6 Richard – Introducing workshops on mental health in school and raising awareness of available services for young people

- Richard has focused on piloting his workshop in his school and worked closely with other pupils to plan and deliver mental health workshops.
- He has successfully delivered a mental health awareness workshop and met with his Head Teacher to present pupil’s views that identified a need for mental health support. The school have recently recruited a new wellbeing worker to support pupils with their emotional wellbeing.
- Richard would like to see how aware schools are about supporting young people’s mental health, and aims to hold a mental health awareness day at all of the borough’s schools.

1.2.7 The MYPs have fed back that being a UKYP member has taught them about current issues for children and young people within Barnet by learning about different subjects, such as mental health and Family Services, which in turn has supported them to make informed decisions when representing their peers. The MYPs have also enjoyed having the opportunity to meet professionals and presenting on important issues to them and their peers.

1.2.8 Both Richard and Tarek are currently focusing on their A levels and plan to attend University in September. They will continue to support UKYP until then. The Voice of the Child Team thank them for all their hard work and success on their campaigns, and wish them well for the future.

1.3 MAKE YOUR MARK BALLOT 2018

1.3.1 In October 2018, the national Make Your Mark campaign reached 4,783 young people in Barnet (14.61% of our 11-18-year olds living in Barnet) where they could vote on the ten top issues which the Members of Youth Parliament for the UK had previously selected. This demonstrates the reach and the impact upon

young people's participation in democratic processes and positive citizenship activity across our borough.

- 1.3.2 The top issue for 11-18-year olds who live, study or work in Barnet were '**Action Against Knife Crime**' (1,178 votes), with the second most popular issue being '**Mental Health – Mental health services should be improved with young people's help; and should be available in schools**' (650 votes). This year's Make Your Mark campaign has seen 1,106,788 young people take part, making it one of the largest youth consultations of its kind in UK history, with 1 in 5 of all young people aged 11-18 taking part.
- 1.3.3 Lara and Savan attended the House of Commons sitting in November 2018 where they represented the voice of young people across Barnet to debate in the House of Commons chamber. They debated the five issues chosen by the Make your Mark ballot of young people across the UK, and then voted and decided that '**Action Against Knife Crime**' and '**Votes at 16 and 17 in all elections**' will be the UK Youth Parliament's priority campaigns for 2018.
- 1.3.4 The MYPs will be supported to deliver their campaigns and already have met with MP Vicky Foxcroft to gain support and help drive the '**Action Against Knife Crime**' campaign. This meeting was a massive step forward for MYP's and the support from Vicky Foxcroft empowered them towards their vision.
- 1.3.5 The new Children and Young People's Communication Strategy focuses on supporting young people to deliver youth led campaigns. Resources have been agreed for this strategy and a new Campaigns Lead will support the MYPs and other young people with these campaigns. We aim for both campaigns to promote awareness of these issues and inform young people on where they can receive support or guidance in Barnet, as well as ensuring that young people are viewed as active participants and drivers of change alongside the Council. We will measure the impact of the strategy through the Youth Perception Survey in 2019 to see whether perceptions of gangs and youth violence have changed.

1.4 LONDON YOUTH ASSEMBLY

- 1.4.1 The London Youth Assembly (LYA) is a new body formed to bring together representatives from different youth forums across London to create positive change for young people. The LYA holds quarterly meetings in the Chamber at City Hall. These meetings will focus on matters of importance to young Londoners. Partnered with Assembly Members, the LYA will coordinate issues, promote campaigns and discuss key themes across London as they effect young people. LYA Members are aged between 11 to 19, and up to 25 if you have a disability.
- 1.4.2 The key role of a LYA Member is to represent their borough at LYA meetings,

provide updates on priorities and plans for their borough and to give feed back to their borough on the work being done by the LYA.

- 1.4.3 At the recent LYA meeting, all members agreed that the Youth Assembly's themes for the remainder of this Assembly year would be Violence and safety; and Mental health and wellbeing. The LYA share ideas of how this is being supported in their area and take ideas back to look at how we can implement change in Barnet.
- 1.4.4 One member commented that 'representing the Borough of Barnet as a London Youth Assembly member is an opportunity that is incredibly important for me, as it allows myself to be immersed in a cooperative and diligent environment whereby each member strives to implement a crucial objective of encouraging young Londoners to become engaged and involved in the running of their city'.
- 1.4.5 At their last LYA meeting they were greeted by the Mayor of London, Sadiq Khan who shared that he is in support of their work. The Mayor then met each member and took their questions. The members felt the meeting was a great experience to meet the Mayor of London and felt inspired to use their voice and influence the lives of young Londoners.
- 1.4.6 The themes for the LYA, Mark Your Mark and UKYP – particularly around '**Action Against Knife Crime**' and '**Mental Health Awareness**' – have been used to inform the Children and Young People's Plan 2019-2023, and its delivery. Work on addressing these themes are also being used in the work towards Barnet being recognised by UNICEF UK as a UNICEF Child Friendly Community (CFC) in 2020.

1.5 BARNET YOUTH ASSEMBLY DEVELOPMENT UPDATE

- 1.5.1 On 18th November 2015, the committee approved the creation of the Barnet Youth Assembly as set out in a paper entitled Promoting British Values and Citizenship amongst Children and Young People in Barnet - Hearing the voices of children and young people.
- 1.5.2 The Youth Assembly was designed as a youth voice forum to enable young people to publicly debate issues that are important to them. It aimed to give young people the opportunity to make their voices heard within the decision-making process and to help them develop invaluable skills and confidence in public speaking, debating and critical thinking. The Governance Service and the Voice of the Child Team jointly coordinated the Youth Assembly, which was originally intended to operate as a sub-group of the Barnet Youth Board. The meetings would take place once a month at Hendon Town Hall, in the evenings from 6-8pm.

1.5.3 The Youth Assembly operated a system in which members were asked to submit motions on local issues which are important to them. The member was expected to introduce the motion and then the Youth Assembly debated it, querying information provided and discussing the merits of the motion, with the option to amend as they saw fit. Some of the themes discussed at the meetings included; crime, education, health, politics, Barnet and the community, Prevent and inter-faith cohesion. Once the motion had been debated thoroughly a vote was taken and those motions which received a majority of positive votes were taken forward to CES to highlight to Councillors the issues which the Youth Assembly would like the council to focus on.

1.5.4 The successful motions were reported to the May 2018 meeting of the CES Committee as part of an update report on the Youth Assembly. Officers were asked to provide a response to the motions which were included in the report. The young people were invited to attend the committee and answer questions from Members.

1.5.5 **Effectiveness, feedback and further improvements required**

Last year alongside young people we reviewed our youth voice offer as part of developing the Voice of the Child Strategy. The new Voice of the Child strategy currently outlines our vision for meaningful participation and is underpinned by Article 12 of the United National Convention on the Rights of the Child (UNCRC). This provided an opportunity to develop the Youth Assembly and some of the themes highlighted from children and young people included:

- To include and listen to Young People within the democratic process
- Young people should be more involved in decisions that help improve services and lead to change
- Young people should be updated on issues that affect them and receive feedback on how motions raised at Youth Assembly are progressed
- Give young people an experience of how the council runs by replicating its structure to a degree, and giving them the opportunity to be included in these structures.

1.5.6 Listening to their views and to further improve the Youth Assembly, it was decided not to run it for the year 2018/19 and instead to focus on the changes that need to be made. Following consultation with a wide range of young people, the Voice of the Child Team are leading on the following changes, with support from the Governance Service:

Youth Boards:

- Expand the youth offer from 1 to 2 youth boards which will feed into the Youth Assembly (in a similar respect to committees feeding into Council).
- These will be locality-based (East-Central and West) and will be open to any young person who wants to join, it will meet monthly.
- Officers/Professionals will be invited to attend these meetings and will be encouraged to get the input of these boards in policies and decisions.

Youth Assembly:

- The Youth Assembly will meet bi-monthly. Any other young people can join and partake in the discussion.
- The Youth Assembly will be supported by the two London Youth Assembly members, who will be able to link between regional and local issues.
- UK Youth Parliament members will be encouraged to attend so they can feed in about campaigns at a national level.
- The Youth Assembly will take updates from the UK Youth Parliament and London Youth Assembly, as well as motions the young people bring forward on issues that are important to them.
- The motions will be debated and a vote taken and those motions which received, a majority of positive votes will be taken forward to CES.

Governance participation:

- Enabling and encouraging young people to lead the Youth Assembly
- Supporting Voice of the Child Team with the Youth Assembly (including recruitment, attending and supporting meetings, preparation for CES updates).

1.5.7 The Voice of the Child strategy aims to ensure our offer is meaningful and developed based on what our young people are telling us. One of our aims is for **‘Children and young people to feel valued, empowered and listened to and can see an outcome as a result of their participation.’** Therefore, we propose:

- The changes are supported by the CES Committee
- Focus on developing the new West Youth Board and increasing engagement
- Launch the UKYP elections in October 2019
- Develop an induction programme for successful candidates who will be in office from April 2020
- Relaunch Barnet Youth Assembly in May 2020
- These updates to be reported as a standing item into the Children, Education and Safeguarding (CES) Committee every 6 months up until Youth Assembly is launched in May 2020, then moving towards every

quarter (consequently the Youth Assembly meetings will fit into this reporting cycle).

- 1.5.8 The Youth Assembly has proved to be a successful template for engaging with young people in Barnet and encouraging them to interact with the council and work for positive change in issues that affect them. The ambition is to ensure young people feel valued and listened to by the council, as well as building their skills and understanding of policy making and the work of the council. The continued support of Members and the committee is crucial to ensuring this is possible and that the Youth Assembly can develop into a nationally recognised model of how to successfully engage young people.

1.6 BARNET WORKING TOWARDS A UNICEF CHILD FRIENDLY COMMUNITY

- 1.6.1 Recognition of Barnet as a UNICEF Child Friendly Community is a key step towards Barnet being a Family Friendly Borough, which actively involves children and young people in shaping the place where they live. Over the past 18 months, the London Borough of Barnet, including all its delivery partners, has been working with UNICEF to progressively achieve a number of core outcomes. The overarching ambition is for the borough to be recognised by UNICEF UK as a UNICEF Child Friendly Community (CFC) in 2022. Participation of children and young people is essential to the partnership and that is why the UNICEF work is critical.
- 1.6.2 As part of the UNICEF Child Friendly Cities and Communities programme and the co-production of new Children and Young People's Plan (CYPP) – which was agreed by the Children, Education and Safeguarding Committee in March 2019; we have engaged with over 1,900 children and young people across Barnet reaching out to a variety of different settings that young people attend. The children and young people which were involved in developing the plan will continue to be involved in delivering the key outcomes.
- 1.6.3 One key outcome focuses on improving how the Council communicates with children and young people. In the most recent Youth Perception Survey only 52% of CYP felt the Council kept them informed. As part of Takeover Day and UNICEF engagement with children and young people they have said they wanted the council to communicate through their schools, Youtube, and face to face contact. The key areas they wanted to hear about were careers, safety, events and council services. Their feedback has informed the new CYP communication strategy to start building our communication platforms and focusing on specific campaigns to address the issues they have raised, such as mental health and youth violence.

1.6.4 This partnership has provided an opportunity to promote consultation with children and young people, and as a result, Youth Board members will be consulted on; Barnet's Long-Term Transport Strategy and Barnet's Regeneration Housing and Homelessness strategies to ensure the rights, priorities and needs of children and young people are heard and included in decisions. This ensures services will have specifications designed around the wishes of these children and deliver services that reflect their needs.

1.7 CHILDREN AND YOUNG PEOPLE WITH SEND

1.7.1 Children and Young People with SEND told us that they wanted to meet regularly and meet with decision makers and heads of services; attend meetings where decision makers work and with the people who deliver services.

1.7.2 Barnet Development Team Youth (BDTY) has been established for young people between the ages of 11 and 21 years, who have special educational needs or disabilities (SEND), who want to be part of a supportive group that enables them to have a voice, so that they can help shape the provision in Barnet. Currently there are eight regular members who represent young people with a range of special needs including; autism, Downs syndrome, physical disabilities, learning difficulties and medical needs.

1.7.3 The young people are supported by professionals from the Specialist Inclusion Team and the Voice of the Child Team. The group meets monthly and staff present to them on various topics the Children and Young People have chosen. Changes resulting from their input include:

- A transition booklet was created which the young people contributed to at every step of the process
- The young people were trained in interviewing and gave their feedback on a young people interviewing protocol. All young people involved in interviewing staff are trained using this procedure and protocol. All Senior Educational Psychologists are interviewed by young people
- Young people have presented at the Physical Disabilities Conference and the Special Educational Needs and Disability Information Advice and Support Service (SENDIASS) Conference and prepared a PowerPoint for the SEND Conference
- The Local Offer development around the website. Reviewing leisure services and identifying gaps on the Local Offer such as driving lessons and information for people with SEND.

2 REASONS FOR RECOMMENDATIONS

- 2.1 Barnet's youth representatives, including the Barnet's UK Youth Parliament members, the London Youth Assembly and the Barnet Development Team Youth have worked hard on their campaigns, co-development work and engaging their peers. Barnet Council should recognise their achievements in 2018-19.
- 2.2 Some themes have consistently been raised across the different youth fora in which Barnet young people participate. These include:
- Personal safety, particularly around fear of youth crime
 - Access to Mental Health services, and promoting positive Mental Health
 - Being better informed by the Council and its partners about things important to young people, such as careers, personal safety, events and council services.
 - Stronger involvement both in decision making on policies, and designing services which they will use in future.
- 2.3 To improve the opportunities for young people to do this, the changes to the Barnet Youth Assembly as outlined in paragraphs 1.5.6 and 1.5.7 are proposed. These should strengthen the links between the existing national and regional parliamentary bodies and Barnet, as well as introduce more local opportunities for Young People to be involved in decision making.

3 ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 Not applicable.

4 POST DECISION IMPLEMENTATION

- 4.1 The continuation of support for children and young people's voices to be heard through the UK Youth Parliament within Barnet's Family Services.

5 IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 Work by the UK Youth Parliament, London Youth Assembly and other youth representatives are incorporated into the decisions made by Barnet, which incorporates the views of young people across the borough and this feeds into the council's priorities, the Corporate Plan 2019-24, and the Children and Young People's Plan.
- 5.1.2 The Youth Assembly will enable young Barnet residents to take responsibility and engage with the council to highlight issue that are important to them. This resonates with the commitment in the Corporate Plan to help residents help themselves. It provides a platform for developing skills such as public speaking and critical thinking, which positively contribute to the future of these young people.

5.1.3 The Barnet Youth Assembly will enable young Barnet residents to take responsibility and engage with the council to highlight issue that are important to them. This resonates with the commitment in the Corporate Plan to help residents help themselves. It provides a platform for developing skills such as public speaking and critical thinking, which positively contribute to the future of these young people.

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 UK Youth Parliament is contained within the existing budgets within Family Services.

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 Council Constitution, Article 7 (Committees, Forums and Working Groups) states that the Children, Education & Safeguarding Committee is responsible for ‘...all matters relating to children, schools and education.’

5.4.2 The Council has 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.

5.5 Risk Management

5.5.1 Any risks relating to the reformulated Barnet Youth Assembly, or other Barnet youth representation network will be identified and managed by the Voice of the Child and Governance Teams.

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 Children's Communication Plan will consider how:

- Children and young people are encouraged to put themselves forward for the Youth Assembly, UKYP or London Youth Assembly, so that a range of young people from different backgrounds are represented.
- The best ways to communicate with all children and young people, to ensure that they are informed about what is happening, and the opportunities to contribute.

5.7 Corporate Parenting

5.7.1 UKYP candidate and election campaigns were promoted to our Children in Care through the Children in Care Council and Onwards & Upwards Team. We had two Children in Care Council members attend our information evening. However, they decided not to go forward as a candidate due to other commitments.

5.7.2 A member of the Children in Care Council attended the UKYP weekend residential – along with hundreds of other young people - as a Youth Representative with the British Youth Council in April. During the residential weekend, they commenced their 'Youth Leadership Programme'. The learning from the weekend has supported the young person to take on the role of leading the Children in Care Council.

5.8 Consultation and Engagement

5.8.1 The proposal in this report for changing the Barnet Youth Assembly was directly informed by feedback from young people.

5.8.2 The different national, regional and local youth fora will be key bodies to engage the views of all children and young people, and to shape strategy on the issues that affect them. Youth representatives will have regular consultations and engagements with the Voice of the Child Participation Officer. The officer will support the development of their campaigns and projects while working closely with them throughout their term in office.

5.9 Insight

5.9.1 Young people's feedback will be a key part of future insight into what children and young people think of living in Barnet, and shaping services that work for them.

6 BACKGROUND PAPERS

6.1 None

	AGENDA ITEM 9 Children, Education and Safeguarding Committee Multi Agency Safeguarding Arrangements 8th May 2019
Title	Multi-Agency Safeguarding Arrangements
Report of	Chairman of the Committee - Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix A: Multi Agency Safeguarding Arrangements
Officer Contact Details	Chris Munday, Executive Director, Children and Young People Chris.munday@barnet.gov.uk Ben Thomas, Strategic Lead, Children and Young People Ben.thomas@barnet.gov.uk

Summary

The Children and Social Work Act 2017 amended the Children Act 2004 repealing the provisions around local safeguarding children's boards and introducing a new duty for the three statutory safeguarding partners - London Borough of Barnet; Barnet Clinical Commissioning Group and the Chief Officer of the Metropolitan Police – to make arrangements to work together with each other and with any relevant agencies that they consider appropriate in exercising their functions for the purpose of safeguarding and promoting the welfare of children in their area, including identifying and responding to the needs of children in their area. The arrangements, which have been developed by the three partners, in consultation with relevant agencies, can be found at Appendix A. It is a requirement that these arrangements are published by 29th June 2019 and implemented by 29th September 2019. It is recommended that the Children, Education and Safeguarding Board approve the arrangements for publishing.

Officers Recommendations

1. That the Committee approve the Barnet Multi-Agency Safeguarding Arrangements as set out in Appendix A for publishing on the Barnet

Safeguarding Children Partnership website before 29th June 2019.

- 2. That the Committee delegate authority to the Executive Director for Children and Young People to make further amendments to the arrangements, including agreeing the financial contributions, following discussion with the statutory partners and the Chairman of the Committee.**

1. WHY THIS REPORT IS NEEDED

- 1.1 This report is required because the Children and Social Work Act 2017 amended the Children Act 2004 repealing the provisions around local safeguarding children's boards and introducing a new duty for the three statutory safeguarding partners - London Borough of Barnet; Barnet Clinical Commissioning Group and the Chief Officer of the Metropolitan Police – to make arrangements to work together with each other and with any relevant agencies that they consider appropriate in exercising their functions for the purpose of safeguarding and promoting the welfare of children in their area, including identifying and responding to the needs of children in their area. The arrangements, which have been developed by the three partners in consultation with relevant agencies, can be found at Appendix A. It is a requirement that these arrangements are published by 29th June 2019 and implemented by 29th September 2019.

2. STRATEGIC CONTEXT

- 2.1 The Children and Social Work Act 2017 amended the Children Act 2004 in relation to joint working at a national and local level to safeguard children. The changes give greater autonomy to the safeguarding partners to define the approach to be taken locally. It also makes provision for the establishment of a national Child Safeguarding Practice Review Panel, which will consider cases that raise issues of national importance and will, where appropriate, arrange for these to be reviewed and information about improvements published. In July 2018, the Department for Education published a revised version of Working Together to Safeguard Children, together with transitional guidance. This statutory guidance set out that the three statutory safeguarding partners will have a shared and equal duty in setting out local plans to keep children safe and improve their wellbeing, and will be accountable for how well agencies work together to protect children from abuse and neglect. They will also be responsible for identifying serious child safeguarding cases which raise issues of importance in relation to the area and review cases where they consider it appropriate.
- 2.2 The law underpinning the new safeguarding arrangements came into effect on 29 June 2018. Local areas in England have up to 12 months from this date to develop and publish their arrangements, and a further three months to implement their plans in full. Safeguarding partners must therefore publish their arrangements by 29 June 2019 and all new local arrangements must have been implemented by 29 September 2019.

- 2.4 The Working Together 2018 guidance states that published Multi Agency Safeguarding Arrangements must include:
- Arrangements for the safeguarding partners to work together to identify and respond to the needs of children in the area;
 - Arrangements for commissioning and publishing local child safeguarding practice reviews
 - Arrangements for independent scrutiny of the effectiveness of the arrangements.
- 2.5 The Working Together 2018 guidance states that Multi Agency Safeguarding Arrangements must include should also include:
- Who the three local safeguarding partners are, especially if the arrangements cover more than one local authority area;
 - Geographical boundaries (especially if the arrangements operate across more than one local authority area);
 - The relevant agencies the safeguarding partners will work with; why these organisations and agencies have been chosen; and how they will collaborate and work together to improve outcomes for children and families;
 - How all early years settings, schools (including independent schools, academies and free schools) and other educational establishments will be included in the safeguarding arrangements;
 - How any youth custody and residential homes for children will be included in the safeguarding arrangements;
 - How the safeguarding partners will use data and intelligence to assess the effectiveness of the help being provided to children and families, including early help;
 - How inter-agency training will be commissioned, delivered and monitored for impact and how they will undertake any multiagency and interagency audits;
 - How the arrangements will be funded;
 - The process for undertaking local child safeguarding practice reviews, setting out the arrangements for embedding learning across organisations and agencies;
 - How the arrangements will include the voice of children and families;
 - How the threshold document setting out the local criteria for action aligns with the arrangements.
- 2.6 In Barnet the statutory partners are:
- London Borough of Barnet
 - Barnet Clinical Commissioning Group
 - The Chief Officer of the Metropolitan Police
- 2.7 The three partners agreed that the geographical footprint for the multi-agency safeguarding arrangements would be the boundaries of the London Borough of Barnet. The three partners have worked together to develop the multi-agency

arrangements to address the requirements set out in the new guidance. Proposals and drafts of the arrangements have been to the current Executive Board of the Barnet Safeguarding Children's Partnership three times over the last 6 months for consultation with relevant agencies.

- 2.6 The proposed arrangements for Barnet are set out in Appendix A and have been developed to address each of the areas set out above, both those that must and those that should be included. There are 17 Early Adopter projects in other local authority areas, which were funded by the Department for Education, which have developed new approaches to establishing their new multiagency safeguarding arrangements. The learning from these Early Adopters has been used in the development of the Barnet Multi Agency Safeguarding Arrangements. The draft arrangements have also been sent to the Department for Education who have confirmed that they look compliant with the guidelines.
- 2.7 The arrangements will be subject to review at the Leadership Group of the three statutory partners and will be updated at least annually.

3. REASONS FOR RECOMMENDATIONS

The Children Act 2004 (as amended) requires that the three safeguarding partners make arrangements to work together and with relevant agencies for the purpose of safeguarding and promoting the welfare of children in their area. The statutory Working Together 2018 sets out further details for the arrangements. It is a requirement that arrangements are published by 29th June 2019 and implemented by 29th September 2019. It is recommended that the Barnet arrangements set out in Appendix A are agreed for publication to comply with the requirements and timetable set out in the legislation and guidance.

4. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 4.1 It is a legal requirement to publish arrangements. The Council could consider alternative arrangements, however the arrangements have been formulated following debate at the current local safeguarding children board and consultation with relevant agencies. This option is therefore not recommended.

5. POST DECISION IMPLEMENTATION

- 5.1 In line with recommendation 1, if approved, the arrangements set out in Appendix A will be published on the Barnet Safeguarding Children Partnership website before 29th June 2019.
- 5.2 The Leadership Forum of the statutory partners will establish the arrangements set out in Appendix A by 29th September.

6. IMPLICATIONS OF DECISION

- 6.1 **Corporate Priorities and Performance**

6.1.1 The multi-agency safeguarding arrangements support the council's corporate plan 2019 to 2024, specifically the priorities to: improve services for children and young people and ensuring the needs of children are considered in everything we do; integrate health and social care; and ensure that Barnet is a family friendly borough.

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

6.2.1 Section 19 of Appendix A sets out the 18/19 funding arrangements for the safeguarding board. It is anticipated that funding will remain broadly the same from partners, although this is subject to further discussion and agreement. The Council currently contributes £195,000 and future contributions will not exceed this amount without appropriate approval from the Council.

6.3 **Social Value**

6.3.1 The Public Services (Social Value) Act 2012 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 The Children Act 2004 has set out new arrangements for multi-agency working to safeguard children. These are set out in the main body of this report.

6.4.2 Statutory guidance has been published for the new arrangements and the transitional arrangements.

6.4.3 Under the Council's Constitution, Article 7 Committees, Forums, Working Groups and Partnerships, the terms of reference of the Children, Education and Safeguarding Committee includes responsibility for all matters relating to children, schools and education.

6.5 **Risk Management**

6.5.1 The council has an established approach to risk management, which is set out in the Risk Management Framework.

6.6 **Equalities and Diversity**

6.6.1 Equality and diversity issues are a mandatory consideration in the decision-making of the council. The Equality Act 2010 and the Public-Sector Equality Duty, requires elected Members to satisfy themselves that equality considerations are integrated into day-to-day business and that all proposals emerging from the business planning process have taken into consideration the impact, if any, on any protected group and what mitigating factors can be put in place.

6.7 **Corporate Parenting**

6.7.1 In line with Children and Social Work Act 2017, the council has a duty to consider Corporate Parenting Principles in decision-making across the council. The outcomes and priorities in the refreshed Corporate Plan, Barnet 2024, reflect the council's commitment to the Corporate Parenting duty to ensure the most vulnerable are protected and the needs of children are considered in everything that the council does.

6.8 Consultation and Engagement

6.8.1 The three statutory partners have worked together, in line with the shared and equal duty, to develop the multi-agency arrangements. Proposals and drafts of the arrangements have been to the current Executive Board of the Barnet Safeguarding Children's Partnership three times over the last 6 months for consultation with relevant agencies.

6.8.2 The draft arrangements have also been sent to the Department for Education who have confirmed that they look compliant with the guidelines.

7 INSIGHT

7.1 There are 17 Early Adopter projects in other local authority areas, which were funded by the Department for Education, which have developed new approaches to establishing their new multiagency safeguarding arrangements. The learning from these Early Adopters has been used in the development of the Barnet Multi Agency Safeguarding Arrangements.

8 BACKGROUND PAPERS

N/A

Barnet Multi-Agency Safeguarding Arrangements

1. FOREWORD FROM THE STATUTORY PARTNERS

In this document we have set out how the three statutory safeguarding partners, the London Borough of Barnet, the Barnet Clinical Commissioning Group and the Chief Officer of the Metropolitan Police, and other organisations, including schools, will work together as a Barnet Safeguarding Children Partnership to safeguard children and young people in the London Borough of Barnet. These new arrangements are in response to the Children and Social Work Act 2017 and Working Together 2018 which replace Local Safeguarding Children Boards (LSCB) with new local multi-agency safeguarding partnership arrangements.

When families, local communities and local services work together we can provide our children with the support and opportunities they require at all stages of their life. Strong partnerships and communities are essential to making sure that Barnet's children and their families receive the best possible start in life and the best possible care and help when they need it. Our ambition is to drive forward a strong partnership that enables children and families to thrive and achieve and this document outlines the arrangements to achieve this.

The partnership will be known as the 'Barnet Safeguarding Children Partnership' (BSCP), and will be coterminous with the Barnet local authority area.

2. BACKGROUND

Working Together 2018 set out the following requirements for the Multi Agency Safeguarding Arrangements.

They must include:

- *Arrangements for the safeguarding partners to work together to identify and respond to the needs of children in the area*
- *Arrangements for commissioning and publishing local child safeguarding practice reviews*
- *Arrangements for independent scrutiny of the effectiveness of the arrangements*

They should also include:

- *Who the three local safeguarding partners are*
- *geographical boundaries (especially if the arrangements operate across more than one local authority area)*
- *The relevant agencies the safeguarding partners will work with; why these organisations and agencies have been chosen; and how they will collaborate and work together to improve outcomes for children and families*
- *How all early years settings, schools (including independent schools, academies and free schools) and other educational establishments will be included in the safeguarding arrangements*
- *How any youth custody and residential homes for children will be included in the safeguarding arrangements*
- *How the safeguarding partners will use data and intelligence to assess the effectiveness of the help being provided to children and families, including early help*
- *How inter-agency training will be commissioned, delivered and monitored for impact and how they will undertake any multiagency and interagency audits*

- *How the arrangements will be funded*
- *The process for undertaking local child safeguarding practice reviews, setting out the arrangements for embedding learning across organisations and agencies*
- *How the arrangements will include the voice of children and families*
- *How the threshold document setting out the local criteria for action aligns with the arrangements*

These arrangements and all the information relating to them will be published on the Barnet Safeguarding Children’s Partnership website.

These arrangements will be subject to review and will be updated at least annually.

3. VISION AND PURPOSE OF THE SAFEGUARDING ARRANGEMENTS

Vision

At the heart of our vision for children and young people in Barnet is the concept of Resilient Families and Resilient Children. Our ambition is to drive forward a strong partnership that enables children and families to thrive and achieve.

There is a significant body of evidence that resilience is pivotal to delivering the best outcomes for children and young people. Some of this research can be accessed here:

<https://employeeportal.lbbarnet.local/home/departments-and-services/external-service-delivery/family-services/Resilience-Hub/Resilience-Framework/Useful-Publications/FS-resilience-approach-research.html>

Resilience is defined as “the ability to bounce back from stress and adversity and take on new challenges, leading to better outcomes” (Pearson & Hall 2006, adapted). Resilience is defined as follows:

Resilience means having the 3 Cs:

- **Control** - belief in ability to influence situations
- **Challenge** - seeing mistakes as an opportunity for growth
- **Commitment** - an active engagement in activities that give meaning to life (Maddi & Kobasa)

Resilience makes a big difference in young lives. Evidence shows that children and families who respond to hardships with resilience are:

- healthier and live longer
- happier in their relationships
- more successful in school and work
- less likely to get depressed

Many of the things that support healthy development in young children also help build their resilience. These can include:

- a secure bond with a caring adult
- relationships with positive role models
- opportunities to learn skills

- opportunities to participate in meaningful activities

The role the safeguarding partners in Barnet play in the life of children and their families provides a unique opportunity to promote and embed resilience. Resilience based practice sits at the heart of improving outcomes for children and young people; an approach that is based on looking for strengths and opportunities to build on, rather than for issues or problems to treat.

Purpose

The purpose of the BSCP arrangements is to support and enable local organisations and agencies to work together in a system where:

- children are safeguarded and their welfare promoted
- partner organisations and agencies collaborate, share and co-own the vision for how to achieve improved outcomes for vulnerable children
- organisations and agencies challenge appropriately and hold one another to account effectively
- there is early identification and analysis of new safeguarding issues and emerging threats
- learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice
- information is shared effectively to facilitate more accurate and timely decision making for children and families.

4. GEOGRAPHICAL AREA

It is agreed by partners that the geographical footprint for the multi-agency safeguarding arrangements is the boundaries of the London Borough of Barnet.

5. STATUTORY SAFEGUARDING PARTNERS

A safeguarding partner in relation to a local authority area in England is defined under the Children Act 2004 (as amended by the Children and Social Work Act, 2017) as:

- (a) the local authority
- (b) a clinical commissioning group for an area any part of which falls within the local authority area
- (c) the chief officer of police for an area any part of which falls within the local authority area

For Barnet this is:

- London Borough of Barnet
- Barnet Clinical Commissioning Group (NCL STP)
- The Chief Officer of the Metropolitan Police

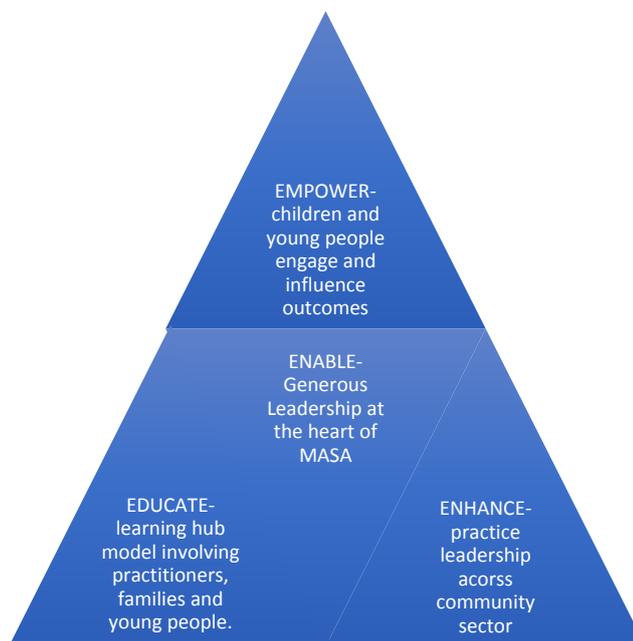
6. THE MODEL OF PARTNERSHIP WORKING

Involvement within the BSCP will be tiered so that any safeguarding issue can be actioned through a 4-pronged approach. The three statutory partners would be responsible for ENABLING- taking strategic decisions collectively through the 'leadership forum' on who and how to lead on safeguarding issues across the partnership.

Wider community engagement could be ENHANCED by providing less frequent but more meaningful opportunities for senior safeguarding leads and, either separately or together, practitioners from across statutory and the VCFS to undertake work and EDUCATE through a learning hub model which equally engages practitioner networks as well as wider community engagement activities in practice improvement work. Both would follow a 'generous leadership' model, building in opportunities for peer support/ mentoring across all relevant agencies and sharing resources, data etc so that activity is evidence based according to needs in Barnet.

All safeguarding activity under the BSCP would be informed by input from families and children so that practitioners are EMPOWERED to respond to safeguarding matters in a way that is relevant to our children and families within Barnet.

The Learning Hub is the BSCP website onto which all learning tools, policies, procedures, training opportunities will be uploaded.



7. GOVERNANCE

The Barnet Safeguarding Children Partnership will be overseen by a small Leadership Forum. This will have the following membership from the three statutory partners:

- London Borough of Barnet – Chief Executive (Rotating Chair and accountable lead)
- London Borough of Barnet- Executive Director, Children and Young People (Director of Children’s Services)
- Barnet Clinical Commissioning Group- Director of Quality and Clinical Services
- Barnet Clinical Commissioning Group- Chief Operating Officer (Rotating Chair and accountable lead)
- Metropolitan Police- Detective Superintendent- Head of Safeguarding (Rotating Chair and accountable lead)

Other attendees will be invited to specific meetings. This will include:

- Independent Scrutineer
- BSCP Business Manager

- Chairs of the sub-groups

The Chair will be rotated between the three statutory partners, as set out above.

The Leadership Forum will meet bi-monthly.

The Leadership Forum will have two sub-groups that will report into it: A Learning and Review Group and a Quality Assurance and Performance Group. The chairing arrangements for each of these groups will be determined annually by the Leadership Forum.

The Leadership Forum and subgroups will also use a 'task and finish' group model to take forward Multi-Agency priorities, taking into account the work already undertaken by strategic and operational multi-agency groups already in existence.

The chairing arrangements for task and finish groups as well as for deep dives, will be specific to the topic or theme that is being will be addressed and could be drawn from across the partnership. The Leadership Forum will agree chairing arrangements for each group that is set up.

Relevant agencies as set out in Appendix 1 will be members of sub-groups and invited to the task and finish groups.

Learning and Review Group

- Independently chaired and meet quarterly, unless further exceptional meetings are required
- Deciding whether or not to commission a review
- The group will oversee a shared action plan with details of each action relevant agencies have already agreed to take forward in response to the recommendations arising from SCR, SAR and DHR's.
- The arrangements for the Child Death Overview Panel (CDOP) are set out below. CDOP will report into the Learning and Review Group.

Quality Assurance and Performance Group

To include:

- Multi-Agency Audit Programme
- S11 audits
- Deep Dives
- Data and Intelligence
- Training Programme

Annual Report

The BSCP will publish an annual report. The report will set out the work that partners have done as a result of the arrangements and how effective the arrangements have been in practice. It will also include actions relating to local child safeguarding practice reviews and what the safeguarding partners have done as a result.

In addition, the report will also include:

- evidence of the impact of the work of the safeguarding partners and relevant agencies on outcomes for children and families
- a record of actions taken by the partners in the report's period (or planned to be taken) to implement the recommendations of any reviews

- ways in which the partners have sought and utilised feedback from children, young people and families to inform their work and influence service provision

The Independent Scrutineer will also provide scrutiny of the annual report and whether the BSCP has met its statutory objectives and workplan.

Other strategic boards

The BSCP is committed to multi-disciplinary partnership working in order to overcome 'silo' working and to deliver effective outcomes and a positive impact on the lives of children and young people. The BSCP will liaise with other strategic partnership boards, such as the Health and Wellbeing Board, Adult Safeguarding Board and Community Safety Partnership to further streamline services, identify and address gaps reduce duplication and ensure that the needs of children and young people are considered at these Boards.

8. POLICIES AND PROCEDURES

The London Safeguarding Board publishes a set of core procedures on their website. The list of each of these is set out below and the link to each document. The procedures set out the definitions of key terms as well as the responsibilities of each agency in relation to the procedure. Barnet has agreed to adopt all of the core procedures of the London Safeguarding Board.

- Responding to concerns about abuse and neglect
http://www.londoncp.co.uk/chapters/responding_concerns.html
- Referral and Assessment
http://www.londoncp.co.uk/chapters/referral_assess.html
- Child Protection S47 Enquiries
http://www.londoncp.co.uk/chapters/chi_prot_enq.html
- Child Protection Conferences
http://www.londoncp.co.uk/chapters/chi_prot_conf.html
- Implementation of Child Protection Plans
http://www.londoncp.co.uk/chapters/imp_chi_prot.html
- Children and Families moving across local authority boundaries
http://www.londoncp.co.uk/chapters/chi_fam_bound.html
- Allegations against staff or volunteers who work with children
http://www.londoncp.co.uk/chapters/alleg_staff.html
- Organised and complex abuse
http://www.londoncp.co.uk/chapters/organised_complex.html
- Unexpected death of a child
http://www.londoncp.co.uk/chapters/unexpected_death.html

MULTI-AGENCY SAFEGUARDING HUB (MASH)

The Barnet MASH acts a single 'front door' for children in need of additional support and/or protection. The MASH is led and managed by Barnet Council Family Services and is supported by a partnership of co-located agencies including the police, health, education, children's social care, children's early help, substance misuse, housing, probation, domestic violence, YOT, voluntary sector, drug and alcohol, education welfare services. The professionals work together to share and analyse information held on multiple client data systems to build a picture of the child's history, current circumstances, support systems, needs and risks, so that proportionate and timely decisions can be made about the type and level of services children need to safeguard their welfare, meet their needs and improve their outcomes, ensuring that children receive the right help first time.

Barnet MASH aims to ensure that:

- All safeguarding referrals are dealt with in a timely and effective manner to ensure the immediate protection of children
- Decisions are timely, sound and based on high quality multi-agency information sharing arrangements
- All agencies have the confidence to share information safely and securely
- Risk is identified through robust analysis of a wide range of historical and current information and concerns
- Children, young people and their families are referred to the right services first time and as early in the life of the problem as possible
- Professional agencies working with children and their families have access to information that is proportionate and relevant to their involvement in a child's life
- Allocation of resources for children and families is timely, coherent and transparent
- Professionals / Practitioners have rapid access to qualified and experienced social work professionals for safeguarding advice, information and guidance on access to local resources
- The service is well understood and accessible to those that need it
- Our partnership arrangements are continually reviewed and built upon to improve access and promote seamless delivery throughout the borough

MASH STEERING GROUP

The MASH Steering Group provides a forum for operational and strategic oversight of the MASH to ensure the partnership arrangements are effective, well understood and accessible across the Borough

The remit of the Steering Group is:

- To analyse MASH data to monitor and improve performance and track referral trends and risk across the borough
- Drive operational responses to identified gaps and recognised risks across the borough
- Be accountable for the monitoring, reviewing and continual improvement of the effectiveness of the service in achieving timely and proportionate decision making for children in need of help and protection
- Identify and resolve obstacles to the improvement and development of MASH services
- Ensure compliance with legislation, policy and guidance relative to safeguarding children and information sharing
- Produce reports detailing the effectiveness of the service
- Agree communication strategies and service level interface across the wider partnership
- Escalate risk and issues, as appropriate, to the Safeguarding Children Board

LADO

The LADO deals with allegations against staff within the children's workforce in Barnet.

Where one of the following allegations have been made, these must be reported to the LADO within one working day:

- behaved in a way that has harmed or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child/ren in a way that indicates he/she would pose a risk of harm if they work with children regularly or closely.

The LADO can also be contacted for advice regarding concerns or suspicions about behaviour towards children by staff within Barnet's children's workforce. This includes volunteers as well as paid staff and those in a position of trust for example faith leaders.

Barnet's LADO should be contacted via the Multi Agency Safeguarding Hub (MASH) Team.

LOCAL PROCEDURES

The following procedures have been agreed locally and are published on the BSCP website:

- Barnet Continuum of Help and Support (Threshold document)

The Continuum of Help and Support is founded on the principle of building resilience to enable sustainable change and improvements in outcomes. This document supports professionals working with children, young people and their families to consider their needs and any risks to their welfare in the context of the range of support that is available to help, support and protect them so that our responses are both timely and proportionate.

https://thebarnetscp.org.uk/assets/1/barnet_continuum_of_support_jan_18_use.pdf

- Barnet Local Assessment Protocol

This document is for professionals who come into contact with children and families living in Barnet and have a concern about their welfare. The document sets out how services are organised around children's differing needs for support, help and protection and provides a framework for agencies to work together to achieve best outcomes for children and young people. In Barnet, assessment activity is underpinned by a resilience perspective which recognises that whilst people may face adversities they also find ways to thrive. Our practitioners will always seek to identify and build upon family resilience as part of the assessment process and any resulting plan for intervention.

<https://www.barnet.gov.uk/dam/jcr:67a44f8c-668c-4109-8bd5-31a5e77f2e0b/Barnet%20Local%20Assessment%20Protocol%20February%202017.pdf>

- Resolution Policy

Effective working together depends on an open approach and honest relationships between agencies. Problem resolution is an integral part of professional co-operation and joint working to safeguard children. Problem resolution is across all partner agencies.

Occasionally situations arise when workers within one agency feel that the actions, inaction or decisions of another agency do not adequately safeguard a child. This inter-agency policy defines the process for resolving such professional difference and should be read alongside the London Child Protection Procedures and relevant internal policies on escalating matters of concern.

<https://thebarnetscp.org.uk/bscp/professionals/barnet-safeguarding-partnership-resolution-policy-1>

- Unborn protocol

Sets out guidance and locally agreed procedures to practitioners working with pregnant women in early help, health agencies and Children's Social Care settings with the purpose of ensuring every unborn baby in need of support and protection is safeguarded through multi-agency assessment, planning and decision making as early in the pregnancy as possible.

<https://thebarnetscp.org.uk/bscp/professionals/unborn-protocol>

- Barnet's MASH protocol

The Barnet MASH acts a single 'front door' for children in need of additional support and/or protection. Co-located within the MASH is a partnership of professionals from a range of agencies including the police, health, education, children's social care, children's early help, substance misuse, housing, probation and domestic violence services. The professionals work together to share and analyse information held on multiple client data systems to build a picture of the child's history, current circumstances, support systems, needs and risks, so that proportionate and timely decisions can be made about the type and level of services children need to safeguard their welfare, meet their needs and improve their outcomes, ensuring that children receive the right help first time.

The MASH protocol has been produced by the MASH Steering Group to outline the purpose and remit of the Barnet Multi-Agency Safeguarding Hub (MASH). This operational protocol sits beneath the Barnet Safeguarding Children Partnership Information Sharing Agreement (ISA) which defines the purposes for which signatory agencies have agreed to share information and the legal basis under which sharing takes place.

https://thebarnetscp.org.uk/assets/1/barnet_mash_operational_protocol_updated_october_2018.pdf

IMPROVEMENT BOARD

At the time of writing these arrangements there is a multi-agency Improvement Board established to oversee an Improvement Plan because Children's Services were judged by Ofsted to be inadequate in April 2017. If in the future there is no longer a need to have an Improvement Board then the responsibilities for multi-agency improvement of services to children that currently sit with the Improvement Board will transfer to the Leadership Forum of the BSCP.

ARRANGEMENTS FOR HEALTH

- Within Barnet, the CCG employs an Associate Director Safeguarding (with Designated Nurse responsibilities) and has a service level agreement in place with RFLFT to fulfil the role of Designated Doctor Safeguarding Children. Each Designated professional has a safeguarding role across the Barnet health economy, to include non-CCG commissioned health providers. The Designated role provides leadership, scrutiny and support to health providers across Barnet.
- The CCG also has a Named General Practitioner Safeguarding Children who has a key role in conjunction with the Designated Nurse and Doctor in providing support, training and guidance to General Practitioners across the borough.
- In addition, a Designated Nurse Looked after Children sits within the CCG Safeguarding team.

- Each of these roles sit within the portfolio of the Associate Director of Quality and Safety.
- Provider organisations are required to have in place a Named Nurse and Doctor for Safeguarding Children. Each Barnet health provider has safeguarding teams in place who provide support and assurance to their Trust Boards and to the CCG or Public Health Commissioners.
- Safeguarding is firmly embedded within the wider duties of all organisations across the health system but there is a distinction between providers' responsibilities to the provision of safe and high-quality care and support, and commissioners' responsibilities to assure themselves of the safety and effectiveness of the services they have commissioned.
- Each health organisation is required to demonstrate clear lines of accountability, within the CCG leadership is delegated to the Chief Operating Officer and to the Director of Quality.
- Trust boards and Governing Body receive annual reports and quarterly updates are provided to both provider Safeguarding Committees (which are attended by CCG Designated Professionals) and to commissioners.
- Fundamentally, it remains the responsibility of every NHS funded organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied, with the well-being of those adults and children at the heart of what we do.
- Health providers are required to demonstrate that they have safeguarding leadership, expertise and commitment at all levels of their organisation and that they are fully engaged and in support of local accountability and assurance structures, in particular via the quarterly Safeguarding Committees, LSCBs, and regular monitoring meetings with their commissioners.
- All NHS agencies and organisations that are asked to participate in a statutory review must do so. The input and involvement required will be discussed and agreed in the terms of reference for the review but broadly, this will involve meeting regularly with colleagues and attending panels or review group meetings throughout the investigative phase.
- The CCG provides a panel member (usually member of the safeguarding team), provides oversight of health involvement at panel meetings, ensures that recommendations and actions are achievable, and disseminate learning across the NHS locally. NHS England may support panel chairs where lessons learned have wider implications and need co-ordinated national action and/or where there are obstacles to full NHS participation, which require a range of relationship, contractual and professional influences.

ARRANGEMENTS FOR POLICE

Across London, the Metropolitan Police Service realigned areas of responsibility, moving away from traditional borough based boundaries, to Basic Command Units (BCU). Since November 2018, Barnet is part of the North West BCU.

A Chief Superintendent is responsible for all matters within their BCU area, divided into 5 component parts; Response, Partnership, HQ, Safeguarding and Investigations.

Safeguarding is everyone's responsibility. The Superintendent – Head of Safeguarding is responsible for all child related matters coming to police attention, including reactive investigation, child protection, or missing, with the exception of detainees in custody.

Within the Barnet, the Multi-Agency Safeguarding Hub (MASH) will be the 'front-door' for all partner agency referrals using recognised processes. Although Child Abuse Investigation Teams (CAIT) were disbanded after March 2019; the officers with specialist training became embedded into the wider safeguarding teams. CAIT Researcher officers were co-located within the Barnet MASH to

ensure policing remains a key partner for all child related matters, to facilitate information sharing, case analysis and attendance at strategy meetings and child protection conferences.

In order to manage the various components of safeguarding, there are 12 identified themes with a named local responsible officer for each to ensure there is a subject matter expert for each theme. They are responsible for training and staff development, supporting partner meetings, quality assurance and audit for the NW BCU. These themes are:

- Domestic abuse, Stalking & Harassment
- Rape, sexual offences & sex workers
- Abuse & Neglect of vulnerable adults
- Mental Health, Drug & Alcohol Dependency, Suicide prevention.
- Harmful practices (FGM, HBV, FM)
- Child Abuse
- Missing Persons
- Modern Slavery & criminal practice
- On-line CSE & abuse (OCSEA) Indecent images of children (IloC)
- Hate Crime
- Child Sexual Exploitation
- Child Criminal Exploitation

Across NW BCU Safeguarding has oversight of mental health through referrals into the MASH team, the Mental Health Liaison teams are managed under the Partnership portfolio. This is to ensure there is suitably trained police support for assessments and warrants across the borough.

Policing will participate in all statutory reviews when requested to do so. The input and involvement across other focus and review groups will be on a case-by-case basis, discussed through lead managers and terms of reference.

Police Force areas do not routinely produce annual reports, but will contribute to other agency reports when requested to do so. Policing regularly monitors performance and outcomes through a range of measures, this will continue across Barnet and the NW BCU and appropriate information shared with partners.

Her Majesty's Inspectorate of Constabulary and Fire Rescue Services (HMICFRS) complete annual Police Effectiveness, Efficiency & Legitimacy (PEEL) inspections. HMICFRS also complete regular thematic reviews focussing on risk to public safety and security, in addition to reducing demand and inefficiencies.

In addition to supporting partners with OFSTED and other statutory inspections, the Safeguarding portfolio is subject to bi-monthly thematic reviews undertaken by a central inspection team. The input and involvement of police in non-statutory focus and audit groups will be on a case-by-case basis, discussed through lead managers and terms of reference.

Safer School Partnerships (SSP)

Education is a key preventative tool and therefore schools are essential partners. NW BCU will offer every educational establishment in London a named police officer, including Primary schools, Secondary schools, Pupil Referral Units (and other Alternative Provision), Special Educational Needs (SEN) schools, Colleges and Universities).

Safer Schools Officers will be the first point of contact for all schools in London and the gatekeepers to educational establishments for the rest of the MPS.

NW BCU will follow the MPS Safer Schools Crime Prevention Plan to deliver a sustained, familiar and visible deployment in and around schools to:

- Minimise the risk of Serious Youth Violence (SYV) and crime to young Londoners by delivering preventive education, intervening with those already involved in criminal activity, and reducing the availability of weapons within our communities.
- Ensure a targeted approach is taken against those who engage in criminal behaviour to reduce levels of knife crime, gang-related crime, sexual abuse and SYV.
- Significantly reduce the number of young victims of crime through preventative education on subjects like personal / property safety, etc.
- Increase actionable intelligence on weapon carriage and storage, gangs and crime.
- Increase positive engagement with C&YP, parents and teachers to increase confidence.
- Provide reassurance to young people, parents and the wider community through greater visibility and accessibility by developing partnership activities like safer routes to and from schools.

MPS Children and Young People Engagement Strategic Plan 2017-2021

NW BCU will focus on the areas of risk and harm that affect young people the most, including the following:

- Antisocial behaviour (ASB)
- Serious youth violence (SYV)
- Gang involvement
- Weapons and knife crime
- Drugs and alcohol
- Domestic and hate crime
- Personal and online safety
- Sexual offences & Child Sexual Exploitation (CSE)
- Stop and Search
- Extremism and radicalisation

The Police encourage the reporting of serious crime in schools and deal with those crimes as appropriate to the circumstances, in partnership with the school, to reach effective outcomes that are right for those involved.

They will achieve the aims of a SSP and set goals with Head Teachers and teaching staff to cultivate strong working relationships to address issues that affect the school community and reduce ASB and crime. They will focus on early intervention and develop problem-solving approaches that are intelligence-led with schools and partner agencies to increase crime prevention for victims/potential victims as well as offenders. Where problems are identified, they will make better use of diversion schemes to lead young people away from criminality and onto positive pathways before entry into the criminal justice system. They will also work closely with safeguarding leads in education to address safeguarding issues, share information and work in partnership to keep C&YP safe including children who fall outside of mainstream education through being home schooled or by attending unregistered or supplementary schools.

Safer Transport Teams (STT) will enhance safety around transport hubs when assistance is needed as part of community engagement and crime prevention, especially after school.

They will work with partners to highlight the risks to C&YP from extremism. Police and our partners will engage with and, where appropriate seek to provide multi-agency support to individuals who may be vulnerable to radicalization.

They will reduce demand on police call handling, custody and the Criminal Justice System (CJS) by increased partnership working with Youth Offending Services (YOS) & young people within the system further support at school to prevent recidivism. We will use diversion schemes more effectively to deal with those on the cusp of offending as well as persistent young offenders. Early identification of vulnerability and reducing exposure to harm will have a significant impact.

9. RELEVANT AGENCIES

Working Together states:

“Relevant agencies are those organisations and agencies whose involvement the safeguarding partners consider is required to safeguard and promote the welfare of local children. Strong, effective multi-agency arrangements are ones that are responsive to local circumstances and engage the right people. For local arrangements to be effective, they should engage organisations and agencies that can work in a collaborative way to provide targeted support to children and families as appropriate.”

Appendix 1 sets out the agencies that, as part of their role in providing health, social care, education or public protection functions are considered by the safeguarding partners to be involved in the safeguarding arrangements.

All of the listed agencies will be involved, where relevant, in sub-group meetings, task and finish groups, deep dives and local learning reviews.

There are also a range of existing groups on which relevant partners are involved. These include:

STATUTORY PARTNERSHIPS

- Health and Wellbeing Board- Public Health, CCG, LBB
- Community Safety Partnership

STRATEGIC MULTI-AGENCY GROUPS

- Children’s Partnership Board
- Strategic Partnership Board (Education)
- Strategic MASE

OPERATIONAL MULTI-AGENCY GROUPS

- Channel
- MASH Steering group
- YOS Steering Group
- Vulnerable Adolescents at Risk Panel
- Multi-Agency Risk Assessment Conference (MARAC) steering group
- Violence Against Women and Girls (VAWG)

EARLY YEARS SETTINGS, SCHOOLS AND OTHER EDUCATIONAL ESTABLISHMENTS

Role of Cambridge Education

The Council commissions Cambridge Education to provide to schools in relation to safeguarding the following:

- Challenge to all schools, including Academies, in relation to safeguarding of children and young people and provision of advice and guidance to assist schools in carrying out their safeguarding responsibilities
- Challenge to all schools, including Academies, in relation to safeguarding of children and young people, by reminding them of their duties, encouraging them to carry out regular self-evaluation and asking questions about their policies and practice. Provision of advice and guidance to assist schools in carrying out their safeguarding responsibilities.

Role of School Safeguarding and Exclusions Lead

- Working with the Assistant Director Head of School Improvement and the Assistant Director School Access and Corporate Services, to lead and collaborate with other agencies to lead on the strategic requirements of Safeguarding work with schools for the delivery unit, contributing to the full range of tasks that support schools and services within education to meet and continually improve their safeguarding arrangements.
- To line manage other staff within Education and Skills who support schools in meeting their safeguarding duties including the Prevent Education Officer.
- To seek external sources of funding in order to support safeguarding in schools.
- The post holder creates and maintains a Safeguarding Action Plan for Education and Skills, linking the plan with the Family Services Improvement Plan.
- The strategic lead officer responsible for advising Headteachers and staff in schools about their safeguarding responsibilities under Children, Education Acts and the Ofsted inspection framework.
- Monitor and audit compliance with legislation and statutory guidance with regard to the existence of and operation of Safeguarding policies and procedures, bringing any deficiencies to the attention of Headteachers, advising them concerning remedial action.
- Provide expert advice and support to head teachers and designated safeguarding leads, responding directly where necessary to complex safeguarding issues and escalating deficiencies in practice to the Assistant Director – Head of School Improvement when necessary.
- Answering and assisting Ofsted enquiries in relation to safeguarding and support the work of the Local Authority Designated Officer.
- The post holder will review and revise procedures and training in light of the findings of local learning reviews.
- Leads the development and delivery of Level One safeguarding training for school staff, Governors and LA staff in accordance with local and national guidance.
- The strategic lead representative for the delivery unit at a number of 'themed multi-agency meetings' such as the 'Gangs Group', MASH Steering group, Strategic MASE and Safeguarding Adolescents at Risk Group and support programs of continuous improvement throughout the LA such as the development of the 0-19 Hubs.
- Supports the work of the delivery unit representative in the MASH (Multi-Agency Safeguarding Hub).
- Offers training and consultancy support to schools through the Barnet Partnership for School Improvement.

School arrangements

- Designated Safeguarding Lead (DSL) in each school

- Attendance by DSL at termly Safeguarding Breakfast Briefings organised by the School Safeguarding and Exclusions Lead
- Schools encouraged to complete Barnet Safeguarding Section 11 Audit annually

Boards and meetings involving schools where Safeguarding is addressed

- Half termly Network meetings- safeguarding is a regular item on the agenda and regular presentations/attendance from School Safeguarding and Exclusions Lead and Prevent Education Officer in addition to advice from the Learning Network Inspectors. In addition, at every meeting headteachers who are on groups/committees are given the opportunity to feedback to colleagues.
- Half termly Secondary Headteacher Forum - safeguarding is also a regular item on the agenda and requests for presentations from School Safeguarding and Exclusions Lead and Prevent Education Officer
- Directors Meetings with Headteachers – termly meetings with a theme. One theme in 2017/18 was Safeguarding
- Directors Meetings with Chairs and Vice Chairs - safeguarding is a regular item on the agenda

Partnership meetings that education is involved in

- MASH Steering Group
- ‘Gangs Group’,
- Strategic MACE
- Safeguarding Adolescents at Risk Group
- 0-19 Hubs Development Groups
- Thematic Review of Suicide and Self-Harm
- Prevent Delivery Group
- The Channel Panel
- Pupil Placement Panel
- Regular meetings with LADO
- Strategic Education Boards

Engaging and communicating with schools

- Weekly Schools Circular- items regarding Safeguarding regularly included
- Schools supported in Termly Safeguarding Newsletter compiled by School Safeguarding and Exclusions Lead
- BSCP website
- BPSI website
- Safeguarding advice from Learning Network Inspector or School Safeguarding and Exclusions Lead
- School Safeguarding and Exclusions Lead contacts all Barnet state schools who receive the Ofsted call offering support. The majority take up this offer of support e.g. checking SCR, Safeguarding Policy, Recruitment procedures etc
- Safeguarding appears as a section on the annual Achievement Review Report completed by Learning Network Inspectors
- School Safeguarding and Exclusions Lead contacts all Barnet independent schools who have safeguarding issues identified by Ofsted

- School Safeguarding and Exclusions Lead and Assistant Director (Head of School Improvement) follow up any information about possible unregistered schools
- Supporting LADO communications and cases

EARLY YEARS

The Early Years team undertake:

- Regular network meetings to update and cascade info from government policy and initiatives to providers
- Regular Ofsted updates at network meetings and during visits
- As part of visits to providers, safeguarding is always on the agenda
- Early Years Foundation Stage training explores safeguarding responsibilities for practitioners
- Management and Leadership/Ofsted training emphasises the managers' responsibilities
- Preparation for Ofsted overview reviews safeguarding arrangements
- Behaviour management training covers aspects of safeguarding
- Childminders receive termly newsletters with any updates

VOLUNTARY SECTOR

Voluntary sector partners are members of the Voluntary, Community and Faith Sectors Group. This group will report in to the Quality Assurance and Performance sub-group. The group provides the opportunity for infrastructure organisations, organisations that represent large community groups or who convene existing forums, to work alongside core partner organisations to maximise the safeguarding arrangements for Barnet children and families. The group enables partners to gain a comprehensive understanding of safeguarding and the safeguarding priorities and provide dynamic and imaginative solutions to implementing safeguarding arrangements for children.

CHILDREN LIVING AWAY FROM HOME- YOUTH CUSTODY AND RESIDENTIAL HOMES

The London Safeguarding Board procedures, to which Barnet are signed up, include the arrangements for the different groups of children living away from home. These can be found here:

http://www.londoncp.co.uk/chapters/ch_living_away.html#intro

RESIDENTIAL HOMES

The London procedures include a section on residential homes:

http://www.londoncp.co.uk/chapters/ch_living_away.html#resid_care

This includes that:

All residential settings where children and young people are placed, including children's homes and residential schools, whether provided by a private, charitable or faith based organisation, or a Local Authority, must adhere to the Children's Homes Regulations 2001 (as amended by the Children's Homes (Amendment) Regulations 2015, associated guidance) and all other relevant Regulations and to the relevant Quality Standards.

Clear records must be kept and reviews and inspections must take place in accordance with Quality Standards and the Regulations.

Children in such settings are particularly vulnerable and must be listened to.

All such establishments must have in place complaints procedures for children and young people, visiting and contact arrangements with social workers and Independent Visitors (for Looked After children), as well as parents, and advocacy services.

Where there is reasonable cause to believe that a child in a residential setting has suffered or is likely to suffer Significant Harm, a referral must be made to Children's social care in accordance with the Referrals chapter. The concerns may be related to bullying, children who exhibit harmful behaviour against other children or allegations about the behaviour of practitioners or volunteers.

EXTERNAL RESIDENTIAL HOMES

Barnet Family Services Commissions Residential Children's Homes through three types of contracts: 1) West London Alliance (WLA) Dynamic Purchasing vehicle for Residential Children's Homes, 2) the London Care Placement Framework for Residential Children's Homes and 3) Spot purchase (direct award contracts) where a placement cannot be found via the WLA or LCP lists.

The minimum level of expected service delivery of all residential children's homes is set out in the Children's Homes (England) Regulations 2015

<http://www.legislation.gov.uk/uksi/2015/541/contents/made>. Relevant regulations include:

- Reg 34: The registered person must prepare and implement a policy which (a) is intended to safeguard children accommodated in the children's home from abuse or neglect; and (b) sets out the procedure to be followed in the event of an allegation of abuse or neglect.
<http://www.legislation.gov.uk/uksi/2015/541/regulation/34/made>
- Reg 44 inspections: Homes must have an independent person visit and inspect the home at least once a month. The report produced by the visit will set out the independent person's opinion as to whether children are effectively safeguarded.

London Borough of Barnet contracts also include a number of specific requirements for providers in relation to safeguarding, including the requirement for all staff working in Children's homes to have enhanced DBS checks and that checks ensuring full compliance with the Safeguarding Vulnerable Groups Act (SVGA) 2006 and Protection of Freedoms Act 2012. Informing the Contracting Body's Authorised Officer, the Contracting Body's safeguarding team and OFSTED in the event of any member of staff or contractor who is found to be unsuitable on the grounds of such checks.

The West London Alliance (WLA) includes contract monitoring functions for Residential Children's Homes on the DPV. Performance indicators include safer recruitment, DBS, notifiable Safeguarding incidents and any providers not meeting key indicators receive a monitoring visit. The West London Contract and E-brokerage system has the facility to suspend providers on the grounds of safeguarding.

Barnet's Placement Team have a clear process for evaluating and monitoring residential placements. Prior to making a placement, checks include Ofsted status and a review of the homes safeguarding policies, obtaining 2 x references. Placements are visited to evaluate suitability. Once placements are made and agreements are in place, residential homes receive an annual monitoring check which includes safeguarding and monitoring also takes account of Regulation 44 (independent assessment) and Regulation 45 reports that require quality of care and take account of (independent report findings, journey of the child, incidents and procedures) as well as any changes in relation Ofsted, safeguarding alerts or investigations.

LONDON BOROUGH OF BARNET CHILDREN'S HOMES

Barnet has two Local Authority run residential homes- New Park House and 68A Meadow Close. All the policies and procedures to which these homes operate are set out in the following link:

https://www.proceduresonline.com/barnet/rh/p_ref_sg_concerns.html?zoom_highlight=safeguarding

There is also a safeguarding policy document that sets out all the policies and procedures for the two Children's Homes. The safeguarding policy states how the management and staff of the Children's Home intend to fulfil its responsibilities towards young people who reside at the home in respect of Child Protection. The Homes are committed to the principle contained in the Children Act 1989 that the welfare of the child is paramount. In accordance with the framework outlined in 'Working Together 2015' and The Children Act 2004. The Children's Homes are also committed to working in partnership with all agencies involved in safeguarding young people. Any suspicion or allegation that a young person has been abused while in the care of the homes will be dealt with in accordance with these principles.

PRIVATE FOSTERING

Barnet follows the London Safeguarding Board Procedures for private fostering.

A private fostering arrangement is essentially an arrangement between families / households, without the involvement of a local authority, for the care of a child under the age of 16 (under 18 if disabled) by someone other than a parent or close relative (close relatives are parents, step-parents, siblings, siblings of a parent and grandparents) for 28 days or more.

Privately fostered children are a diverse, and sometimes vulnerable, group. Groups of privately fostered children include:

- Children sent from abroad to stay with another family, usually to improve their educational opportunities;
- Asylum seeking and refugee children;
- Teenagers who, having broken ties with their parents, are staying in short term arrangements with friends or other non-relatives;
- Children who stay with another family whilst their parents are in hospital, prison or serving overseas in the armed forces;
- Language students living with host families;
- Trafficked children

Private foster carers and those with parental responsibility are required to notify LA children's social care of their intention to privately foster or to have a child privately fostered or where a child has been privately fostered in an emergency.

Teachers, health and other staff working with children should make a referral to LA children's social care and the police if:

- They become aware of a private fostering arrangement which is not likely to be notified to the local authority; or

- They have doubts about whether a child's carers are actually their parents, and there is any evidence to support these doubts (including concerns about the child/ren's welfare)

It is likely that LA children's social care will not have been notified of most private fostering arrangements

When LA children's social care become aware of a privately fostered child, they must assess the suitability of the arrangement. They must make regular visits to the child and the private foster carer.

LA children's social care should visit and see the child alone unless this is inappropriate; they must visit the parent of the child when reasonably requested to do so. The child should be given contact details of the social worker who will be visiting him/her while s/he is being privately fostered.

The Children (Private Arrangements for Fostering) Regulations 2005 and the amended s67 of the Children Act 1989 strengthens the duties upon local authorities in relation to private fostering by requiring them to:

- Satisfy themselves that the welfare of children who are privately fostered within their area is being satisfactorily safeguarded and promoted;
- Ensure that such advice as appears to be required is given to private foster carers;
- Visit privately fostered children at regular six weekly intervals in the first year and 12 weekly in subsequent years;
- Satisfy themselves as to the suitability of the private foster carer, and the private foster carer's household and accommodation. The local authority has the power to impose requirements on the foster carer or, if there are serious concerns about the arrangement, to prohibit it;
- Promote awareness in the local authority area of the requirement to notify, advertise services to private foster carers and ensure that relevant advice is given to privately fostered children and their carers;
- Monitor their own compliance with all the duties and functions in relation to private fostering, and to appoint an officer for this purpose

Private fostering can place a child in a vulnerable position because checks as to the safety of the placement will not have been carried out if the local authority is not advised in advance of a proposed placement. The carer may not provide the child with the protection that an ordinary parent might provide. In many cases, the child is also looked after away from a familiar environment in terms of region or country.

YOUTH CUSTODY

The Local Authority has the same responsibilities towards children in custody as it does to other children in the Local Authority area. Under the Legal Aid, Sentencing & Punishment of Offenders Act 2012, children who are remanded to Youth Detention Accommodation are considered to be looked after by the Local Authority and are managed within the statutory LAC framework.

The London Safeguarding Children Board is drafting a London Protocol for the provision of local authority accommodation for children held in police custody to support the Home Office Concordat on Children in Custody. Barnet will adopt the London protocol once it is published.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/655222/Concordat_on_Children_in_Custody_ISBN_Accessible.pdf

The London Protocol aims to facilitate an improvement in outcomes for children held in police custody – a group of children who often end up in custody because of their vulnerability and who, whilst in custody, will be at a point of crisis. It seeks to facilitate this by supporting professionals involved in the transfer of children in custody to local authority accommodation to understand both their own roles and responsibilities and those of their colleagues and thereby to facilitate joint working. It also sets out how local areas should monitor the implementation of the Protocol and ensure that feedback develops and enhances local practice.

The purpose of the protocol is to supplement the Home Office Concordat on Children in Custody. The Concordat forms the basis for this document and the London specific sections are highlighted. These sections cover the following:

- More detailed guidance in relation to specific post charge arrangements
- Contact details for children’s social care and police custody suites.
- Recommendation that local areas establish arrangements for the regular review of cases of children held in custody by senior leaders in the police and children’s social care.

PSYCHIATRIC CARE

The London Safeguarding Board procedures include a section on Psychiatric care for children:

http://www.londoncp.co.uk/chapters/ch_living_away.html#psy_care_ch

In Barnet, there are two specialist in-patient provisions, the Beacon and Ellernmede. These are Tier 4 CAMHS and report to NHS England.

The Beacon is part of Barnet, Enfield, Haringey Mental Health NHS Trust and provide safeguarding quarterly reports to Barnet Clinical Commissioning Group, which include updates on things such as audit findings and numbers attending training.

Both organisations, the Barnet, Enfield, Haringey Mental Health Trust and Ellernmede are represented on the Barnet CCG safeguarding forum.

10. COMMISSIONING AND PUBLISHING LOCAL CHILD SAFEGUARDING PRACTICE REVIEWS

In Barnet there will be a Learning and Review Group, which will have an independent Chair. This group will be responsible for deciding whether or not to commission a review whether the criteria set out within the Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018 and Working Together to Safeguard Children 2018 are met or not.

This group will have representation from the LA social care teams, community safety, police, health, public health and legal. These reps will be safeguarding leads for the relevant agency or those with senior managerial responsibility for safeguarding. Any representative or deputy must be able to:

- speak with authority for the safeguarding partner they represent
- take decisions on behalf of their organisation or agency and commit them on policy and practice matters
- hold their own organisation or agency to account on how effectively they participate and implement learning

The group will meet monthly. The ToR allows for wider participation where there is a need for specific expertise from the systems perspective.

The group will oversee a shared action plan with details of each action relevant agencies have already agreed to take forward in response to the recommendations arising from SCR, SAR and DHR's. The Independent Chair will require each agency to report on the steps taken to implement learning and report on the impact this has had to improve safeguarding in Barnet. This will give a systems approach to improvement, an understanding of what each partner has done and the impact. It will also give the core statutory partners an opportunity to hold all partner agencies to account if improvements are not made and should also inform decisions regarding questions to pose within multi-agency audits or areas for deep dives.

National Safeguarding Practice Review Panel

The Child Safeguarding Practice Review Panel has a responsibility for how the system learns from serious child safeguarding incidents along with the MASA at the local level, so strong communication of decision making is anticipated between the two bodies. The national panel will have oversight of how effective local reviews are, and the decisions made by safeguarding partners.

However, with the change in focus on the purpose of reviews there are opportunities to consider a different approach to commissioning and publication, as long as statutory requirements are met.

Reviews should identify improvements to safeguard and promote the welfare of children, the wider importance for all practitioners should be considered. The guidance emphasizes system learning and the impact this should have on policy and practice, and aim to reduce the risk of similar incidents recurring.

Criteria for local child safeguarding practice reviews

Criteria that MUST be considered in triggering a LCSP review:

- highlights or may highlight improvements needed to safeguard and promote the welfare of children, including where those improvements have been previously identified
- highlights or may highlight recurrent themes in the safeguarding and promotion of the welfare of children
- highlights or may highlight concerns regarding two or more organisations or agencies working together effectively to safeguard and promote the welfare of children
- is one which the Child Safeguarding Practice Review Panel have considered and concluded a local review may be more appropriate

And have regard to:

- where the safeguarding partners have cause for concern about the actions of a single agency
- where there has been no agency involvement and this gives the safeguarding partners cause for concern
- where more than one local authority, police area or clinical commissioning group is involved, including in cases where families have moved around
- where the case may raise issues relating to safeguarding or promoting the welfare of children in institutional settings

Decision to initiate a local review

- Is made by the safeguarding partners for a local authority area

Safeguarding partners must make arrangements to:

- identify serious child safeguarding cases which raise issues of importance in relation to the area and
- commission and oversee the review of those cases, where they consider it appropriate for a review to be undertaken

When the safeguarding partners become aware of a serious incident they **must consider** the case for local review under the above criteria.

If a case meets the criteria it does not have to become a review, it will be determined by whether the case meets the overall purpose to identify improvement in practice.

Decisions on whether to undertake reviews should be made transparently and the rationale communicated appropriately, including to families.

A review may also be undertaken where the criteria are not met where there are 'issues of importance' for the local area.

On receiving a notification, the partners should undertake a rapid review 'promptly'. The Rapid Review should consider:

- facts of the case
- immediate actions needed to ensure child safety
- share immediate learning
- consider the potential for identifying improvements to safeguard and promote the welfare of children
- decide what steps they should take next, including whether or not to undertake a child safeguarding practice review

Notification of decision

- The national panel should be sent a copy of the rapid review report as soon as complete and
- The decision as to whether a LCSP review is appropriate or whether there are complex or national issues which would warrant a national review
- The national panel, Ofsted and DFE should be informed once it has been agreed to undertake a local review and name the reviewer commissioned.

Methodology

- No prescribed methodology for local reviews
- Model should be agreed with reviewer
- Should take into account principles of the system methodology by Munro Review

As part of the duty to ensure that the review is of satisfactory quality, the safeguarding partners should seek to ensure that:

- practitioners are fully involved in reviews
- families, including surviving children, are invited to contribute to reviews.
- The child is at the centre of the process and should understand how they are going to be involved and their expectations should be managed appropriately and sensitively

The safeguarding partners must supervise the review to ensure that the reviewer is making satisfactory progress and that the review is of satisfactory quality. And may request information from the reviewer during the review to enable them to assess progress and quality; any such requests must be made in writing.

Expectations for the final report

- Should include a summary of any recommended improvements to be made by persons in the area to safeguard and promote the welfare of children
- an analysis of any systemic or underlying reasons why actions were taken or not in respect of matters covered by the report

Safeguarding partners

- publish the report, unless they consider it inappropriate to do so.
- Publish report on improvements to be made if full report not published
- Published reports or information must be publicly available for at least one year.
- consider the impact of the report on the child and family
- send reports to the Panel and to the Secretary of State no later than seven working days before the date of publication.
- provide the report, or information about improvements, to Ofsted within the same timescale.
- Complete and publish reports no later than six months from the date of the decision to initiate a review.
- inform the Panel and the Secretary of State of the reasons for the delay.
- should have regard to any comments that the Panel or the Secretary of State may make in respect of publication.
- should highlight findings from reviews with relevant parties locally and should regularly audit progress on the implementation of recommended improvements
- Improvement should be sustained through regular monitoring and follow up of actions so that the findings from these reviews make a real impact on improving outcomes for children.

11. CHILD DEATH OVERVIEW PANEL

Through a comprehensive and multidisciplinary review of child deaths, the CDOP aims to improve the understanding of how and why children in the borough of Barnet die. Any patterns or trends identified would be used to prevent future child deaths and more generally to improve the health and safety of the children in the Borough.

In carrying out activities to pursue this purpose, the CDOP will meet the legislative functions, as set out in of Working Together to Safeguard Children (July 2018), in relation to the deaths of any children normally resident in the area:

(A) Collecting and analysing information about each death with a view to identifying –

- (i) any case giving rise to the need for a Serious Case Review
- (ii) any matters relating to the death, or deaths, that are relevant to the welfare of children in the area
- (iii) any wider public health or safety concerns arising from a particular death or from a pattern of deaths in the area and to consider whether action should be taken in relation to any matters identified

(B) Establishing procedures for ensuring a coordinated response to an unexpected child death.

In addition, child death review partners:

- must, at such times as they consider appropriate, prepare and publish reports on:

- what they have done as a result of the child death review arrangements in their area, and
- how effective the arrangements have been in practice;

12. INDEPENDENT SCRUTINY

BSCP's will commission an organisation that is able to provide multi-disciplinary scrutiny. The organisation will be identified via liaison with ADCS and regional/ national partners and will appoint one or more individuals with expertise from across health, policing and social care to carry out the independent scrutiny function. This will cover the role as set out in Working Together 2018, which is set out below.

Young people will also be involved in the scrutiny of the arrangements.

"The role of independent scrutiny is to provide assurance in judging the effectiveness of multi-agency arrangements to safeguard and promote the welfare of all children in a local area, including arrangements to identify and review serious child safeguarding cases. This independent scrutiny will be part of a wider system which includes the independent inspectorates' single assessment of the individual safeguarding partners and the Joint Targeted Area Inspections.

*Whilst the decision on how best to implement a robust system of independent scrutiny is to be made locally, safeguarding partners should ensure that the scrutiny is **objective, acts as a constructive critical friend and promotes reflection to drive continuous improvement.***

The independent scrutineer should consider how effectively the arrangements are working for children and families as well as for practitioners, and how well the safeguarding partners are providing strong leadership and agree with the safeguarding partners how this will be reported.

13. DATA AND INTELLIGENCE

Working together requires that arrangements are published for: *how the safeguarding partners will use data and intelligence to assess the effectiveness of the help being provided to children and families, including early help*

Data

The Quality Assurance and Performance Group will lead on securing both quantitative and qualitative data regarding specific safeguarding issues (using available data and shared internal resources, but also calling on support from the wider relevant partners when necessary) so that decisions about when and how to tackle emerging issues can be initiated with an evidence base that is Barnet focused.

This approach would assist the learning hub model as it will EDUCATE practitioner network meetings about the scale of any particular issue in Barnet, where hotspots of activity or trends may be emerging and therefore better inform responses.

A data dashboard will be produced at least quarterly which brings together the key data from the safeguarding partners, focusing on data relating to multi-agency arrangements. National statistical returns, public and national health data will also be used to support the BSCP's work to identify local issues, and any areas where the borough could improve services or reporting.

Deep Dives

Deep dives will be overseen by the Quality Assurance and Performance sub-group.

There will be deep dives, which will be in-depth explorations of particular safeguarding issues, undertaken each year into thematic areas. The thematic areas will be identified through:

- Performance data reports
- Thematic audits
- National themes
- Areas highlighted through inspections
- Service user feedback
- Case reviews
- Partner priorities and concerns

Deep dives will be undertaken over a four month period, and will result in a report and an action plan for all agencies. The deep dive will include information from:

- Multiagency Quality audits- see section 13- the audits will identify good practice and areas for development for safeguarding in Barnet within the particular deep dive theme.
- Seminar with professionals to explore insights about the theme- invitees will be according to the theme.
- Performance reviews – sighting the partnership on key areas of success and challenge and exploring relevant data.
- Survey of professionals across the partnership – to get further insight.
- Multiagency training review
- Service user experience analysis and children and young people’s engagement in the topic area
- Findings from Section 11 audits about themes for improvements across the partners.

14. MULTI-AGENCY TRAINING AND LEARNING

Key to the success of the BSCP will be how the system works to EDUCATE practitioners and the wider community to recognise, report and respond appropriately to safeguarding risks.

Professionals working with children and young people must undertake training in line with their organisations safeguarding training policy. An annual Section 11 (s11) audit for all partners captures whether each agency has training in place.

Multi-agency training will be the responsibility of the Quality Assurance and Performance sub-group, at which an annual multi-agency training offer will be agreed each year. Training input will be secured from across partners to take the lead on specific topics.

The BSCP will secure input from across partners to take the lead on specific topics. In addition, the training programme will be opened up to the wider community and professional networks, with an ask that those agencies make available facilities to enable courses to be run at times more convenient to their members (e.g. safer recruitment in the evenings to enable those running

voluntary groups who may have work commitments to attend). The BSCP should also work with practitioner and service user forums to secure a mechanism (possibly by use of appreciate enquiry) into the impact of training.

The BSCP training evaluation tool aims to support the quality improvement of training offered by the partnership. The BSCP will aim to undertake training needs analysis when developing its annual multi-agency training offer to ensure that training meets local need and is reflective of any learning from audits and reviews to support a process of continuous improvement in frontline practice.

Multi-agency training topics will be based on:

- Training needs analysis
- Local and National guidance
- Learning from case reviews
- Findings from monitoring and inspection reports
- Findings from audit - themes and findings
- Deep dives and thematic reviews
- Models of best practice

The training programme will be delivered through e-learning, presentations, workshops and conferences as appropriate to the level of training provided. The current programme covers:

- Getting to grips with coercive control
- Signs of Safety
- Multi-Agency Briefing workshops
- VAWG harmful behaviours conference- FGM/Honour Based Violence/Forced Marriage
- Domestic Abuse and Sexual Violence – Level 2
- Learning from Serious Case reviews
- Continuum of Need and Support
- Recognising and Preventing FGM
- Keeping them Safe: Protecting Children from Child Sexual Exploitation
- Thinkuknow Introduction Course- Child Sexual Exploitation Online Protection
- Third Sector training on threshold, safer recruitment and child safeguarding
- CSE/Missing Conference

Training to schools

- Barnet Partnership for School Improvement (BPSI) runs a comprehensive programme of support to schools regarding safeguarding http://cpd10g.schoolcircular.co.uk/pls/dad_cpd/gen_bystrand_fr_pub
- BPSI offer consultancy support to schools on safeguarding <http://www.bpsi.org.uk/safeguarding>
- Training offered to governing bodies through the Barnet with CE Governor Services programme http://cpd10g.schoolcircular.co.uk/pls/dad_cpd/gen_bystrand_fr_pub
- Training offered to schools by BSCP <https://fstraining.barnet.gov.uk/cpd/portal.asp>

Training for Health Practitioners

- All health organisations are required to ensure that the staff they employ are compliant with intercollegiate guidance regarding competencies.
- All health providers and CCG team deliver regular training to frontline practitioners. Staff not requiring face to face training have access to on line training at both level 1 and level
- Training offered to governing body CCG and General Practitioners at CCG Annual General Meeting.
- Staff receive safeguarding training relevant to their needs as demonstrated in the Roles and Competency Guidelines.
- Each organisation run regular safeguarding training sessions for their staff and training statistics are monitored on a quarterly basis.

Training for Police Officers

- Safeguarding induction
- Community safety unit
- Specialist safeguarding
- Specialist witness interview
- Mental health awareness
- Sudden Unexplained Infant Death (SUDI)
- Sexual offence investigation techniques
- Missing persons
- Investigative interviewing
- Serious and complex interviewing
- Advanced interviewing
- Exhibits officer
- Family Liaison

15. MULTI-AGENCY AUDITS

A programme of multi-agency audits will be overseen by the Quality Assurance and Performance Group.

Multi-agency audits are undertaken to build on our understanding of the strengths and challenges in local multi-agency safeguarding practice. They enable agencies and the safeguarding partnership to monitor the effectiveness of practice, identify areas of good practice, which can be shared and built upon, and areas of development for which there may be policy and training needs.

Barnet Family Services facilitate thematic multi-agency audit programme currently completed at quarterly case review days. The audit findings and learning are collated by the Quality Assurance Team and shared with the Barnet Children's Safeguarding Partnership. Multi-agency audits are usually undertaken on individual cases which are chosen from a number of sources including:

- Findings from serious case reviews
- Finding and recommendations from monitoring and inspection visits
- Key priorities for the safeguarding agencies
- Deep dives topics

Recommendations and findings from audits take the form of a joint action plan. Dedicated learning events and awareness raising are embedded into the audit cycle. Multi-agency audit reports can be found on the BSCP website.

16. SECTION 11 AUDITS

This 'Section 11 Audit' is designed to allow the safeguarding partners to provide assurance that agencies placed under a duty to co-operate by this legislation (Children Act 2004), are fulfilling their responsibilities to safeguard children and promote their welfare.

The link to the S11 Audit tool can be found here:

https://thebarnetscp.org.uk/assets/1/london_barnet_safeguarding_section_11_audit_tool.pdf

The self -assessment will enable organisations to identify whether they have the necessary safeguarding arrangements in place. For schools, completing this self -assessment process (schools are subject to s.175 Education Act) will provide evidence of meeting other statutory guidance, such as Keeping Children Safe in Education.

Organisations are asked to provide a brief description of how they meet the criteria and to either attach or provide a link to evidence demonstrating they meet the criteria.

A panel with representation from the statutory partners review and evaluate the evidence presented against the criteria.

17. VOICE OF CHILDREN AND FAMILIES

There are a range of existing participation forums across the partnership and the activity of the BSCP will engage with these existing participation forums to ensure the voice of children and families is heard within the work of the partnership. This engagement needs to be meaningful and actively demonstrate how this adheres to the vision of resilient children and families by enabling them to have control, provide challenge and show commitment.

The voice of the child will be central in the work that the BSCP does to identify and address specific issues. The professional and young people's network will feed into the task and finish group and into deep dives.

Some of the existing structures in place in order for children and young people to participate and for their voice to be heard in decision making are:

- Barnet Youth Forum
- Youth Assembly
- Child's Rights Forum
- UK Youth Parliament
- Children in Care Council
- Barnet UK Youth Parliament reps are members of the Children's Partnership Board
- Youth Survey
- Children in Care and care leavers survey

18. THRESHOLD DOCUMENT

Working Together states that the partnership must publish: *how the threshold document setting out the local criteria for action aligns with the arrangements*

Barnet's Continuum of Help and Support (Threshold Document) is founded on the principle of building resilience to enable sustainable change and improvements in outcomes. Children and young people with additional needs may benefit from access to early help services or targeted services, and for some children with more complex needs access to specialist help may be required and where a safeguarding risk is evident children will need to be referred to Children's Social Care to safeguard and promote their welfare. The document is intended to support professionals working with children, young people and their families to consider their needs and any risks to their welfare in the context of the range of support that is available to help, support and protect them so that our responses are both timely and proportionate.

This document includes arrangements in the following areas:

- Principles
- Confidentiality and consent
- Levels of need
- Referrals
- Multi-agency working- step up and step down

Children, young people and their parents/ carers can access Level 1 and most Level 2 help by referring directly to the services they want to access, consent must be obtained by professionals referring to services on behalf of children, young people or families. All other referrals should be referred into the Multi Agency Safeguarding Hub (MASH). The MASH partnership work collaboratively to understand the 'whole picture' by sharing information and assessing risk to ensure children and young people are connected to the right services to meet their needs first time.

https://thebarnetscp.org.uk/assets/1/barnet_continuum_of_support_jan_18_use.pdf

19. HOW THE ARRANGEMENTS WILL BE RESOURCED

Once the safeguarding arrangements have been agreed by statutory partners, the funding will be agreed to align with the requirements of the new functions. In 18/19 there were the following contributions:

CONTRIBUTIONS	
London Borough of Barnet	195000
Barnet CCG	37500
CLCH	12500
BEHMHT	12500
Royal Free NHS FT	12500
Metropolitan Police (MOPAC)	5000
National Probation Service	1000
London Community Rehabilitation	1000
East London Foundation Trusts NHS	550
CafCASS	550
London Fire Brigade	500
TOTAL	278600

BUDGETED EXPENDITURE	
Full Year staffing costs (including all oncosts)	
Chair of the BSCB	52000
1FTE Business Manager	72000
1 fte Administrator	44000
0.75 fte Partnership Data and Quality Analyst	30000
Policy Officer	54000
Non Pay	
website	1000
Venue Hire	3000
Miscellaneous	4000
Legal costs	5000
TOTAL	265000

*These agencies had contributed £12,500 in previous years but contributed £5,000 in 18/19

There is a 97k carry forward for the Barnet Safeguarding Children Partnership.

Appendix 1- List of all the relevant agencies in Barnet

RELEVANT AGENCY/CIES IN BARNET
EDUCATION AND CHILDCARE
All schools (including independent schools, academies and free schools), colleges and other educational providers, including special schools and alternative provision in the BSCP area https://www.barnet.gov.uk/directories/schools
All Early Years providers providing early years services in the BSCP area.
HEALTH AND SOCIAL CARE
NHS England: Specialised commissioning (includes Tier 4 CAMHS and Ellernmede in Barnet)
NHS Trusts: <ul style="list-style-type: none"> • Barnet, Enfield, Haringey Mental Health NHS Trust • Central London Community Healthcare NHS Trust
NHS Foundation Trust under section 30: <ul style="list-style-type: none"> • Royal Free London NHS Foundation Trust • North East London NHS Foundation Trust • Tavistock and Portman NHS Foundation Trust • Central and North West London NHS Foundation Trust • South London and the Maudsley NHS Foundation Trust
All voluntary adoption agencies operating within the BSCP area or providing services for children resident in the BSCP area or under the care of the London Borough of Barnet
All fostering agencies operating within the BSCP area or providing services for children under the care of the London Borough of Barnet
All children’s homes within the BSCP area or providing accommodation for children under the care of the London Borough of Barnet
Providers of residential holiday schemes for disabled children within the BSCP area
EMERGENCY SERVICES
<ul style="list-style-type: none"> • London Fire Brigade
CRIMINAL JUSTICE
Cafcass
Barnet Youth Offending Team
National Probation Service London - Barnet, Brent and Enfield Cluster
POLICE AND IMMIGRATION
British Transport Police
VOLUNTARY, COMMUNITY AND FAITH SECTOR
All voluntary, community and faith sector organisations providing services to children and young people within the BSCP area



Children, Education and Safeguarding Committee

8 May 2019

Title	Family Services Annual Complaints and Compliments Report 2018/19
Report of	Chairman of the Committee, Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix A: Family Services Complaints, Compliments and Comments Annual Report 2018/19 Appendix B: Statistics
Officer Contact Details	Sarah Past 020 8359 7320 Sarah.past@barnet.gov.uk Rachel Williams 020 8359 7615 Rachel.williams@barnet.gov.uk

Summary

This report provides an overview of the complaints and compliments received in Family Services in the period 1 April 2018 – 31 March 2019.

It reflects the progress that the service has made in how complaints can be used to learn and improve service delivery.

Appendix B includes statistical data, commentary about the types of complaints and any trends, progress made since the last report and areas for further development.

Officers Recommendations

1. That the Children, Education and Safeguarding Committee note the report and Appendices A and B.

1. WHY THIS REPORT IS NEEDED

- 1.1 This report is needed to report on complaints made about Family Services and its response. This report also gives Committee members an update on improvements made during 2018/19 and the next steps proposed during 2019/20 to enable the continual improvement of services in line with customer feedback and to reduce the likelihood of complaints arising.

2. REASONS FOR RECOMMENDATIONS

- 2.1 It is recommended that the contents of the reports be noted, especially in terms of complaints processed under The Children Act 1989. This is to ensure that there is sufficient senior oversight and scrutiny of the way complaints are managed and learnt from.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 N/A.

4. POST DECISION IMPLEMENTATION

- 4.1 Following the decision, the service will continue to use complaints to inform service improvement and further engage with young people to ensure they have access to the complaints process.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

Responding appropriately to and learning from complaints made in relation to children's services contributes to the Corporate Plan priority 'Improving Services for Children and young people and ensuring the needs of children are considered in everything that we do' as well as our commitment to excellent Customer Care by listening to, and learning from feedback.

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

There are no financial implications arising directly from this report. However there is a

cost associated with Stage 2 complaint investigations, which have increased during this reporting period, and will increase again in the next reporting period. This pressure was managed within Children Services overall resources. Complaints and compliments play a key part in driving service improvement and contribute to delivering services effectively to get value for money for residents.

5.3 Social Value

Insight and information gained through complaints will contribute to the development of Family Services and the journey of service improvement. This will provide social value to the families that we support.

5.4 Legal and Constitutional References

5.4.1 The Children Act 1989 Representations Procedure (England) Regulations 2006. This lays out a clear legal process for complaints made in relation to any decision made under the Children Act i.e. any child or family receiving social care, and referred to as 'Statutory Complaints' in the attached appendices.

5.4.2 All other complaints are dealt with in accordance with Barnet's Corporate Complaints procedure – referred to as 'Service Complaints' in the attached appendices

5.4.3 As outlined in Article 7 of the Council's Constitution's Committees, Forums, Working Groups and Partnerships, the Committee's responsibilities includes:

- all matters relating to children, schools, and education
- to receive reports on relevant performance information on Delivery Units providing services under the remit of the Committee

5.5 Risk Management

5.5.1 Failure to investigate and deal with our residents' complaints in a transparent and timely manner risks legal challenge and loss of confidence by our residents, as well as presenting a reputational risk. It also reduces opportunities to learn from complaints to improve services and to put plans in place to pro-actively reduce the likelihood of future complaints.

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

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

Our procedures ensure compliance with the council's equality policies and Strategic Equalities Objective

The main objectives of the complaints procedure are to:

- recognise the rights of all service users to make complaints and representations and to have their views considered within a clear procedure as defined by law;
- ensure that council staff and all partner organisations work together so that every child or family facing problems and challenges, who wishes to make a complaint or representation, is well supported in reaching a satisfactory resolution
- make the complaints process more accessible to people who may not have easy access to information online. A new leaflet has been developed to support this.

5.7 Corporate Parenting

5.7.1 The corporate parenting principles are seven principles that local authorities must have regard to when exercising their functions in relation to looked after children and young people, which are outlined in the Children and Social Work Act 2017.

5.7.2 The Complaints Team process complaints under the Children Act 1989 and Council's Complaints Procedure. The Team recognise their role as corporate parents, and take into account the corporate parenting principles when exercising their functions as follows:

- providing a clear and easy to access complaints procedure
- ensuring children and young people are made aware of their rights under the Children's Act through service promotional materials
- providing a range of means by which children and young people can express their views, wishes and feelings at every stage of the complaints process, such as by telephone, email or in writing
- sharing quarterly complaints reports with Team Manager and Heads of services to help children's views be taken into account and services delivered which meet their needs
- Providing challenge and following up complaint responses to ensure young people receive responses with timescales as much as possible

Through these processes, the Complaints Team espouse the corporate parenting principles and provide services and support to children and young people through the lens of what a reasonable parent would do to support their own children.

5.8 Consultation and Engagement

5.8.1 The Complaints Officer consulted with managers from teams across Family Services, and has links with complaints Officer from other London Boroughs.

5.9 **Insight**

- 5.9.1 The Complaints Team analyse data on a quarterly basis and produce a report which is distributed to senior managers across Family Services. Team Managers and Senior Managers are made aware of all complaints and compliments received for their service. The Complaints Team work alongside the Service User Engagement Group to identify trends and action points to drive improvement based on client feedback. The Complaints Team also attend the Business Management Meetings on a monthly basis.

6. **BACKGROUND PAPERS**

Family Services Complaints, Compliments and Comments Annual Report 2017/18

<http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MId=9468&Ver=4>

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Appendix A

Family Services Complaints, Compliments and Comments

Annual Report 1 April 2018 – March 2019

1. Executive summary

- 1.1 This is an annual summary of feedback recorded by Family Services from received complaints, compliments and comments. As a learning organisation we value feedback, both positive and negative, as this helps us to understand what we do well and what we need to better in the provision of services for children, young people and their families.
- 1.2 As part of our improvement journey, learning from complaints has been a key focus for this year. The Complaints Team are reporting on themes in the quarterly reports, and feedback regularly to senior management via the Business Management Group. However, there is still more to do to integrate learning from complaints and compliments into wider workforce and service development.
- 1.3 During 2018/19 there were 104 formal Stage 1 complaints and 83 compliments received. This is a decrease of 17 formal Stage 1 complaints from 121 last year and a decrease of 41 compliments from 124 in the previous year. In this year Family Services worked with over 5000 children, so the number of complaints made represents just 2% of the cohort, and it is positive that we have received fewer Stage 1 complaints this year than the previous year.
- 1.4 Whilst there has been an overall decrease in the volume of stage 1 complaints received, the service areas which received them has remained in line with trends in previous years, with Intake & Assessment and Intervention & Planning receiving the majority.
- 1.5 46% of stage 1 complaints received were responded to within the given timescale. This is below the corporate target of 90%. The months when staff are more likely to take leave (August, December and March) were particularly low in performance as in previous years, however there were several other months during the year when performance was below expectation.
- 1.6 The number of compliments recorded has decreased slightly, but some areas, such as Corporate Parenting, and in particular the Adoption Team, seeing an increase.

2. Complaints Procedures followed by Family Services

- 2.1 There are two types of complaints processes followed by Family Services: *The Children Act 1989 Representation Procedure (England) Regulations 2006* for all complaints relating to actions taken under The Children Act (statutory

complaints); and the Council's Complaints process for all other complaints (Service complaints).

2.2 *The Children Act 1989 Representation Procedure (England) Regulations 2006 has 3 stages:*

Stage 1: Local Resolution – responded to by Team Manager, with oversight from Head of Service

Stage 2: Independent Investigation – complaint is investigated by an external officer

Stage 3: Review Panel – the complaint investigation is reviewed by a panel of independent people.

2.3 *Council's Corporate Complaints:*

Stage 1: responded to by Team Manager, with oversight from Head of Service

Stage 2: Investigation by a senior manager (usually Assistant/Operational Director)

2.4 Throughout the complaints process staff have due regard to the Council's responsibilities towards equality, and any issues relating to race, gender or disability would be investigated and addressed.

3. Overall number of complaints in 2018/19 (see appendix 1 for a detailed breakdown)

3.1 There were 104 Stage 1 complaints received during 2018/19 representing a 14% decrease from 2017/18.

3.2 The number of Stage 2 investigations concluded in this reporting period was three, the same number as the previous year.

3.3 Overall, 12% (13) of Stage 1 complaints received were upheld, a decrease from 21% (21) in the previous year. This indicates that in many of the cases we have not identified fault, although we do need to be conscious of the reasons why someone would make a complaint, and be aware that even if we do not uphold the complaint there may still be lessons to be learnt.

4. Summary of Stage 1 complaints

As Table 1 outlines, 94% (98) of all complaints received during 2018/19 were about Social Care Services. This is in line with expectations, as the work undertaken by these teams is often intensive and emotive.

As can be seen with comparison with Table 2 (2017/18), the distribution of the complaints across the service is largely similar to previous years.

Table 1 – 2018/19

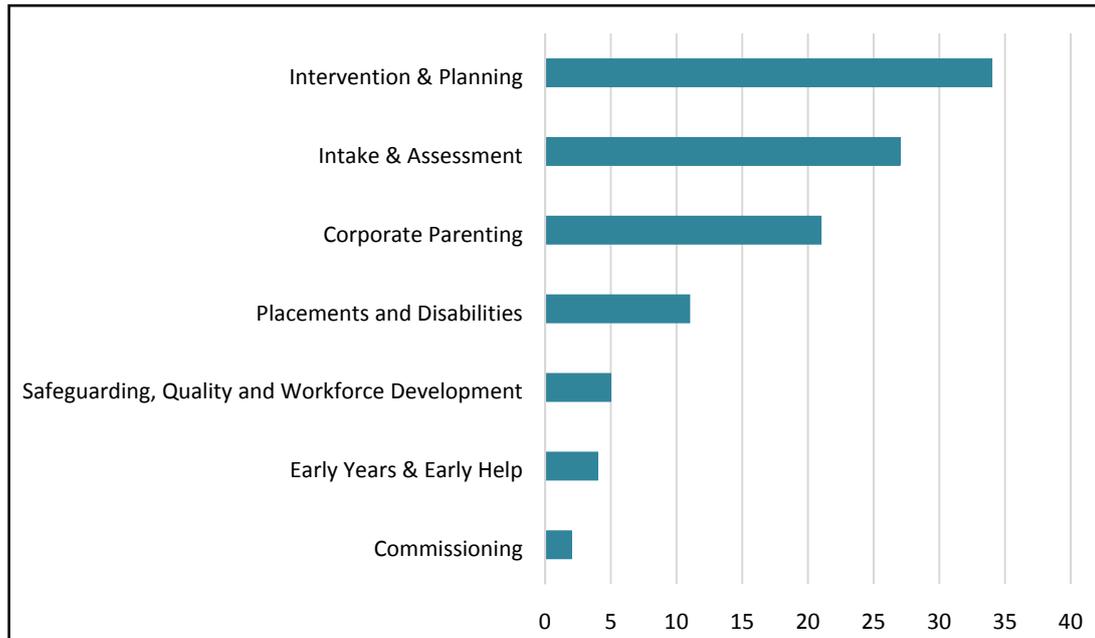
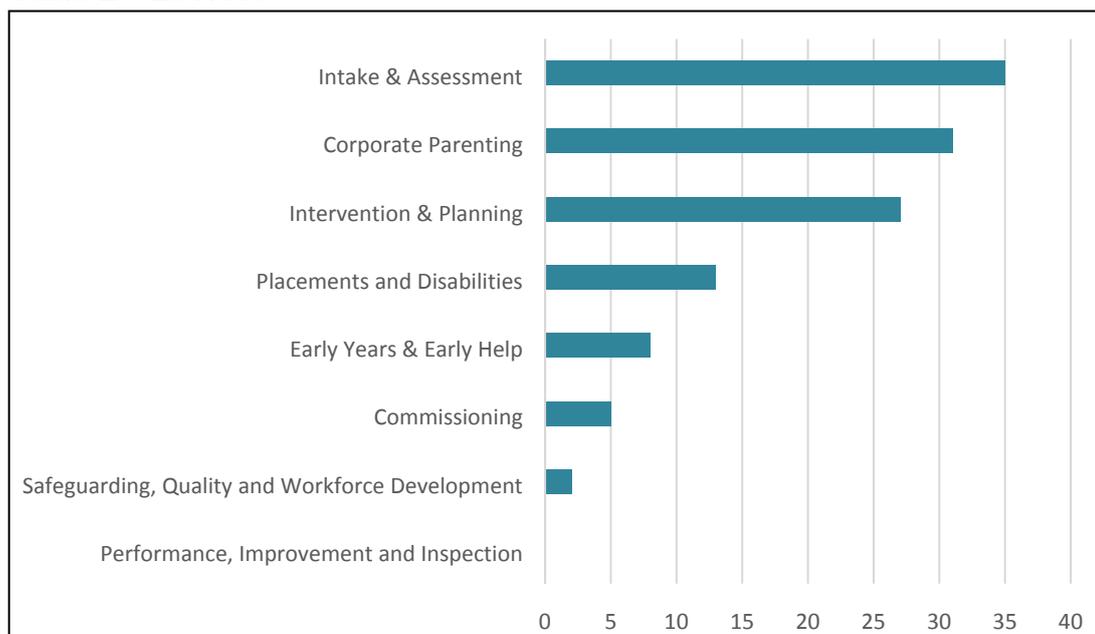


Table 2 – 2017/18



- 4.1 41% (43) of complaints were about dissatisfaction with the actions of staff, and this is a 3% increase from 2017/18 (48), although volume wise this is a decrease of 5. These complaints are usually about the attitude of the staff member (such as the complainant felt that they were rude, or unsympathetic) or that the staff member has not completed tasks that they should have done. However, it is recognised that in some cases the complainant is unhappy with the intervention from social services, and makes a complaint about the worker as a way of deflecting the concerns that are being raised about their family.
- 4.2 The second highest category of complaint relates to people feeling that they have generally received a poor service, representing 19% (12) of complaints, a decrease from last year, which is positive. These are where the complainant generally feels that they have not been supported in the right way, such as delays in actions being carried out or poor communication from the worker.
- 4.3 Complaints relating to the quality and accuracy of assessments has increased significantly this year (9 complaints, 12%). Many of these related to alleged factual errors in reports, or the parent feeling that the report is biased against them. In many cases where the report was being presented to a meeting (i.e. Child Protection conference) the complainant felt that the report influenced the outcome of the meeting.
- 4.4 The Intervention & Planning Teams received the highest level of complaints (34), however this service also proportionately hold the most cases. The majority of the complaints were about action of staff, including that the complainant felt that the social worker was judgemental or unsympathetic, and generally feeling unsupported by the service.
- 4.5 12% (13) of the complaints were fully upheld and 26% (28) were partially upheld, a decrease from the previous year. The majority of the upheld complaints were about particular staff members or poor service, where we have acknowledged that the family has not received the quality of service that they should have done. It is positive that the number of complaints where we have found fault has decreased, although we still need to consider the reasons why someone would feel that there are grounds to complain (i.e. have we explained decisions to the family in an appropriate way)
- 4.6 46% (48) of complaints received were responded to within the given timescale. This is below the corporate target of 90%. The months when staff are more likely to take leave (August, December and March) were particularly low in performance. There is no particular service who had a poorer performance than others, most of the teams responded to less than half of their complaints on time. It is important that we improve on this, because if we respond to complaints on time, the chances of successful resolution are better as it demonstrates that we have taken the concerns seriously.

5. Stage 2 Complaints

- 5.1 During 2018/19, two complaints were progressed under Stage 2 of the Council's complaint procedure.

- 5.1.1 One of these related to the Early Years Service, where a childminder was unhappy that there had been a delay in releasing funding to her for a child, and that she was unhappy with the advice she had been given by members of the team. This was upheld and following closure of the complaint the Manager contacted all providers to remind them of the correct process for applying for funding.
- 5.1.2 The other complaint was from a parent who had obtained a copy of his child's file via a Subject Access Request, and was unhappy with some of the wording in the case recording. The Team Manager did not agree to make any changes to the record, and the complainant asked for this to be escalated. This was reviewed by the Operational Director, and although the complaint was not upheld, she agreed to change factual errors, and place a clear note on the file outlining the parent's disagreement.
- 5.2 During 2018/19, we carried out three investigations under Stage 2 complaint of the Children Act. The Children Act requires the appointment an independent investigator to carry out Stage 2 complaints, and they can be lengthy.
 - 5.2.1 One complaint was from parents who felt that the decision to recommend a Child in Need plan for their children was flawed. They raised concerns about the quality of the Child and Family Assessment, and that the outcome was not backed up by evidence. They also felt that the original referral, from the school, should have been challenged more robustly, and that an assessment was unnecessary. The Independent Investigator's conclusion was that social services were right to carry out an assessment, and the outcome was reasonable, but identified that the C&F Assessment could have been of better quality. The Adjudicator agreed for a senior manager to review and update the assessment.
 - 5.2.2 One complaint was a grandparent on behalf of a young person regarding confusion and lack of decision making regarding her placement. The young person moved back to her grandparents because a suitable semi-independent placement could not be found. The Investigator found that the case had generally been poorly managed, and had led to uncertainty and confusion for the young person. The Operational Director met with the family to apologise and to agree a path forward to ensure that the young person had the right support moving forward.
 - 5.2.3 The third complaint was from a parent who disagreed with the decision to create a Child Protection Plan for her daughter. The Investigator concluded that the decision was reasonable considering the concerns that had been raised about the family.

6. Stage 3 Complaints

- 6.1 Two of the Stage 2 complaints referred to above (5.2.1 and 5.2.3) were escalated to Stage 3 review panels. Another one (5.2.2) was avoided because

the Operational Director met with the family and resolved the issues.

- 6.2 The purpose of Review Panels is not to reinvestigate the complaint, but consider whether the Stage 2 investigation was thorough and fair. At both of these review panels, the Panel Chair identified small issues that should be upheld, but concluded that the broad outcome of the investigation stood.

7. Complaints received from young people (see Appendix 3 for statistics)

- 7.1 During 2018/19 there were 9 complaints received from young people, a decrease from 15 in the previous year. 5 of these were from care leavers, and 4 from children in care.
- 7.2 All of complaints received from young people were about their experience of services from Children's Social Care Services. Young people complain about social workers failing to keep promises, not feeling supported by their social workers or generally feeling that decisions and actions were not taken quick enough. In previous years we have received several complaints from young people who were not happy with their placements; only one of the complaints in 2018/19 was about this. We had no complaints about the young person having too many changes of allocated worker, which had been a theme in previous years
- 7.3 In many of the complaints, there were points that were upheld as it was acknowledged that social workers could have done things better, or approached things in a different way, but that the decision still needed to stand. In the partially upheld or upheld complaints, it was acknowledged that there had been delays in decisions been made or action being taken.
- 7.4 4 of the complaints were responded to within the timescale; this needs to be improved as we need to demonstrate to our children and young people that their concerns are taken seriously.

8. Themes and outcomes from complaints

- 8.1 There are a number of themes that the complaints team have highlighted throughout this year which have been reported to senior management via the Business Management group and through quarterly reports. Many of the themes overlap with issues raised from other areas of improvement activity, and the information from complaints contributes to this work.
- 8.2 **Families complaining about Child Protection Conferences, including that they feel that the chair has based their decision on the social worker's view, and raising issues of accuracy in the social worker's report. In many cases the parents felt that they didn't receive the report with sufficient**

time to review before the Conference.

Manager ensure staff complete reports within timescale and ensuring that parents have time to read and review before any meetings.

8.3 Parents complaining about attitude of worker, being judgemental or unsympathetic, and parents being made to feel uncomfortable, often in their own home

The majority of these complaints related to Duty and Assessment and Intervention and Planning Teams, the nature of which is to make enquiries and challenge families to ensure that we are protecting children from harm. This can often be seen as a lack of sympathy by the family. Senior Managers and team managers manage this on a case by case basis, discussing in supervision with workers as appropriate. The All About Me approach is also promoted to staff to ensure that the child remains at the centre of the work that is being done.

8.4 Delays in cases being transferred from Duty & Assessment Service to Intervention & Planning service, meaning that families can be left uncertain who to contact, and therefore feel unsupported.

The Improvement Board has reviewed this and has analysed the average number of days to transfer a case, which has reduced during the year, and is being kept under regular review by the Head of Service.

8.5 Children in care not having the correct level of savings accessible to them when they leave care

A project has been completed to review how savings for children in care are managed, and a new policy has been implemented. Savings will now be deducted at source and placed in a separate account, rather than expecting carers or providers to manage this. The Placements Team have also undertaken a reconciliation of savings for children currently in care.

8.6 Foster Carers complaining of a lack of communication with children's social worker

The Fostering Support team now ensure that all foster carer's have relevant duty contact details, and that reminders have been placed in the foster carer newsletter about who to contact.

9. Learning and Progress

9.1 The Complaints Team share trends and themes with senior managers through quarterly reports, and attending the Business Management meeting. This is an opportunity for managers to note regular issues and identify any actions that can be taken to prevent future complaints occurring.

9.2 The Complaints Officers are active members of the London Complaints

Managers Group, and the North West London Complaints Managers group, both of which are used to share ideas and experiences with peers across the London boroughs, and allow Barnet to keep up to date with changes to policies and guidance.

- 9.3 The Complaints Team keep up to date with information published by the Local Government Ombudsman, including changes to policies and case studies, which are shared with managers within the service as appropriate. The Ombudsman has also recently created an online form, which the Complaints Officers are an active part of, and is a good opportunity for two-way information sharing between Barnet and the Ombudsman.
- 9.4 The Council has introduced a Maturity Model which rates the department on the work put towards dealing with complaints and learning from the outcomes. Family Services achieved Level 4 (Proactive) and will continue to work with the Corporate Complaints Team to ensure that we maintain this over the coming year.

10. Areas for development for 2019-20

10.1 Learning from complaints

We have made some improvement this year regarding highlighting complaint trends to senior managers, through reporting and attending the Business Management meeting. Over the next year we need to keep up this momentum to ensure that we close the loop on complaints, and take action when themes or trends are identified. This can be done via the staff newsletter or via the DCS at the fortnightly briefing sessions.

10.2 Performance rates

The Complaints Team and all team managers responsible for responding to complaints need to focus on responding to complaints within the time scale in order to meet deadlines. The Complaints Team will continue to send timely reminders to support managers to ensure that we comply with The Children Act complaints process and the Council's policy.

10.3 Support for managers in dealing with complaints

Guidance and templates for response handling is available to staff. This will be reviewed and updated over the coming months, to ensure that managers have the tools and skills to manage complaints. Training provided by the Local Government Ombudsman is going to be offered during 2019/20.

11. Members enquiries

- 11.1 In 2018/19, Family Service received 62 enquiries from elected members, a significant increase from 41 in the previous year.
- 11.2 In the majority of enquiries, the Member was providing assistance to the constituent by asking for an overview of the family's involvement with services

to ensure that decisions were made fairly and in line with appropriate policies and procedures. Members are aware that they cannot influence decisions made under statutory processes, however they can ensure that these processes are followed correctly and that their constituents are treated fairly and justly.

- 11.3 The corporate target for responding to Members is 5 working days, and this target was achieved in 50% of cases.
- 11.4 Where the responses were out of time, this was mainly due to the complexity of the family's involvement with services and the feasibility of the manager gathering the relevant information in 5 working days. In such cases the Member was advised that there would be a delay.

12. Compliments

- 12.1 There were 83 compliments formally recorded in Family Service in this year, which is a decrease since last year. Staff and managers are encouraged via their managers and the department newsletter to send compliments to be recorded so that they can be shared with the Senior Management Team and colleagues in the quarterly report.
- 12.2 The Corporate Parenting Service saw an increase in the number of compliments, particularly the Adoption Team, whilst the Placements and Disabilities and Intervention & Planning Services received fewer than in previous years.

Some compliments received by staff in Family Services

- *"A huge thank you for everything that you have done. The tenacity, kindness and guidance you have us made a huge difference and we will never forget how amazing you are. We have been so lucky to have you in our lives and we are truly grateful. You are brilliant and you've changed our lives. When you're having a tough day and drowning in paperwork, remember you are appreciated and loved"*
- *"Can I just mention how incredibly grateful I am to be working with you. I feel I get on with you quite well, and so it's easier for me to discuss issues with you. You respond quickly, and get right on the work I give you. It's this kind of right support that can mean a lot. Social workers of my past have really just screwed me over, and your honest and kind approach is very appreciated. So thank you"*
- *"AB social worker has been a massive key to his success, I have witnessed a consistent and passionate social worker who works in the best interests of the young person and has invested in building a good working relationship and doing so he is able to do some salient direct work with him on every visit . She works closely with placement to ensure AB needs are being met and that AB again is being looked after to the expectations of the local authority and social care regulations."*
- *"I wanted to say thank you for yesterday. Your help and support with the CAF, from answering my numerous emails and coming into school to support me, has been fantastic and is very much appreciated. Once again, many thanks".*

13. Overall conclusion

- 13.1 Over the past year there has been a concentration on improvement work within Family Services, which identifies many of the same issues as complaints do. We are also progressing on how we use learning to demonstrate that complaints are being used to drive that improvement work, and that staff at all levels are keen to learn from complaints, on an individual and on a thematic basis.
- 13.2 We recognise that we need to improve our performance in meeting timescales. It is known that delays in the initial response means that the complaint is more likely to escalate, as this causes additional distress to families. Team Managers and Senior Managers are ensuring that the importance of complaints and meeting the statutory timescales are understood within their teams. Complaints is a standing item on the Business Management meeting agenda.
- 13.3 Over the year ahead there will be a continued drive to ensure that all service users have access to the complaints process, that we meet our timescales, and that learning from complaints and compliments is embedded into the improvement work of Family Services.

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APPENDIX B

Appendix 1: Overall number of complaints in 2018-19

Number of complaints received at each stage			
Type of complaint	Stage 1	Stage 2	Stage 3
Statutory complaints	54	3	2
Service Complaints	50	2	N/A
Total	104	5	2

Number of complaints received by each Head of Service area (Stage 1)	
Intervention & Planning	34
Intake & Assessment	27
Corporate Parenting	21
Placements and Disabilities	11
Safeguarding, Quality and Workforce Development	5
Early Years & Early Help	4
Commissioning	2
Total	104

Appendix 2: Stage 1 complaints

Stage 1 complaints responded to within timeframe			
Reporting Period	Within time	Out of time	% on time
April	3	8	27%
May	6	3	67%
June	5	6	45%
July	6	7	46%
August	3	5	38%
September	5	1	83%
October	4	4	50%
November	5	8	38%
December	3	3	50%
January	1	1	50%
February	5	4	55%
March	2	6	25%
TOTAL	48	56	46%

Breakdown of service users making complaints	No. of complaints received
Parent - Mother	44
Parent - Father	24
Other Family	12
Young Person	9
Professional (External)	6
Foster Carer	6
School	3
Other	2

Reasons for complaint (Stage 1) compared to previous year			
Reason for complaint	2017-18	2018-19	Difference
Action of Staff	48	43	-5
Assessment	4	13	+9
Communication issues	5	6	+1
Decision	19	15	-4
Delays in Service	6	3	-3
Finance	6	4	-2
Other	0	0	0
Policy	1	0	-1
Poor Service	32	20	-12

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Appendix 3: Complaints received from young people

	No. received	No. responded to on time	No. upheld	No. Partially Upheld	No. not upheld
Social Care	9	4	2	2	5
Non-social care	0	0	0	0	0

Reason for complaint	No. received
Action of Staff	2
Decision	1
Financial	2
Delays in service	1
Communication	1
Poor Service	2

Team	No. received
Children in Care Teams	3
Onwards & Upwards (Leaving Care)	5
Placements Team	1

Appendix 4: Compliments by service area

Social Care Team	No. of compliments recorded
Corporate Parenting	30
Early Years & Early Help	13
Intake & Assessment	12
Intervention & Planning	8
Youth Service & Youth Offending	7
Placements and Disabilities	5
Commissioning	3
Inspection & Improvement	3
Safeguarding, Quality and Workforce Development	2
Total	83

Breakdown of service users making compliments	No. of compliments received
Professional (External)	19
Parent	17
Young Person	10
Foster Carer	10
Professional (Internal)	9
School	10
Other Family	5
Other	3

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**London Borough of Barnet
Children, Education and
Safeguarding Committee
Forward Work Plan
2019-2020**

Contact: Salar Rida 020 8359 7113 salar.rida@barnet.gov.uk

Title of Report	Overview of decision	Report Of* (<i>officer</i>)	Issue Type (Non key/Key/Urgent)
8 May 2019			
Update report on the progress of Barnet Children's Services Improvement Action Plan (including End of Year Performance)	The Committee to receive an update on the Ofsted Report and quarterly performance report.	Executive Director for Children and Young People Head of Performance and Risk	Non-key
Voice of the Child Report	Annual Report on Barnet Youth Parliament and VOC.	Voice of the Child Coordinator	Non-key
Future Multi-Agency Safeguarding Arrangements	The Committee to receive an update on future multi-agency safeguarding arrangements.	Executive Director for Children and Young People	Non-key
Annual Complaints Report Family Services	The Committee to receive and note the report.	Executive Director for Children and Young People	Non-key
10 September 2019			
Quarterly Performance Report Update 2019-20	The Committee to note the report.	Executive Director for Children and Young People Head of Performance and Risk	Non-key
Annual Report from the Corporate Parenting Advisory Panel	Committee to consider the Annual Report from the Corporate Parenting Advisory Panel.	Executive Director for Children and Young People	Non-key
2 December 2019			
Quarterly Performance Report Update 2019-20	The Committee to note the report.	Executive Director for Children and Young People Head of Performance and Risk	

→ 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* (officer)	Issue Type (Non key/Key/Urgent)
Business Planning	The Committee to consider and approve the report.	Executive Director for Children and Young People Strategic Lead – Children and Young People	Non-key
13 January 2020			
Annual Report on School Funding in Barnet	The Committee to consider and approve the report.	Executive Director for Children and Young People Education and Skills Director, Barnet with Cambridge Education	Non-key
Barnet and Children's Young People Plan	The Committee to consider and note the report.	Executive Director for Children and Young People Commissioning, Strategy and Policy Advisor	Key
Barnet Safeguarding Children Partnership Board Annual Report	The Committee to consider and note the report.	Business Manager - The Barnet's Children's Safeguarding Partnership Executive Director for Children and Young People	Non-key
11 March 2020			
Educational Standards in Barnet	The Committee to consider and note the report.	Executive Director for Children and Young People Education and Skills Director, Barnet with Cambridge Education	Non-key
Childcare Sufficiency Assessment	The Committee to note the report.	Early Years and Primary Lead Executive Director for Children and Young People	Non-key

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)
6 May 2020			
Annual Complaints Report Family Services	The Committee to receive and note the report.	Executive Director for Children and Young People	Non-key
Voice of the Child Report	Annual Report on Barnet Youth Parliament and VOC.	Voice of the Child Coordinator	Non-key
End of Year Performance Report Update 2019-20	The Committee to note the report.	Executive Director for Children and Young People Head of Performance and Risk	Non-key
Annual Report from the Corporate Parenting Advisory Panel	The Committee to note the report.	Executive Director for Children and Young People	Non-key

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