

Appendix A: Progress Update Early Years Performance 2016/17

1. The Early Years Model

- 1.1 The locality model was implemented in September 2015 with the first term being one of settling in and adjustments to the new model by all parties and worked towards a fully embedded model by January 2016.
- 1.2 The model has a central team for improving standards across Early Years services and settings, to develop more provision for two, three and four year olds including specific posts to support and increase child minding and to enable more parents to access their child's Early education Entitlement.
- 1.3 The Children's Centre Localities that are part of the model bring together the ten individual Children's Centres in order to provide more effective and efficient integrated services that will improve outcomes for our youngest children. There were originally thirteen centres, over the last year three centres have merged with neighbouring centres in order to be more efficient in deployment of staff and resources, no buildings have closed and services have not ceased or reduced. The model looks to provide universal services such as midwifery, health visiting and early learning that are part of a universal offer for all families along with targeted services such as family support and parenting support/programmes for our most vulnerable and disadvantaged children and families as part of our resilience model. Work with health colleagues has enabled some integration and we are now building upon this success to develop integrated early help approaches for children as part of the 0-19 service development and remodelling of the Healthy Child Programme.
- 1.4 Using data and local knowledge, a community profile and needs analysis is developed which enable the identification of an areas' specific need where targeted services are required, and identifies through demographics those groups that are less likely to engage whilst requiring higher levels of support. The outreach aspects of the service therefore work across the locality in local communities to build relationships and engagement.
- 1.5 The model identifies that Children's Centres are not buildings or a discrete service; rather, they are a vehicle for integrated service delivery across a range of partners that promote building resilience for children, families and communities and support capacity building with community providers to develop sustainable services in the future.
- 1.6 Our school led Children's Centres are committed to being part of the locality model and each area has a locality manager that works to ensure integrated

partnership working, including planning and quality assurance of Children's Centre services.

1.7 Key areas to note in this report are:

As the Ofsted inspection of Children's Centres has been suspended for the last 18 months there are no inspections to report. Each centre has been part of the Annual Conversation process, which is based on the Ofsted framework and is undertaken by the central Early Years Standards Team:

- From the annual conversation, evidence has shown that all Children's centres continue to improve and have clear action plans in place to support further development.
- The end of foundation stage results (Good level of development) for 2016/17 are awaiting publication however early indications are that results have continued to improve and Barnet will be above national average.
- In the Private, Voluntary and Independent (PVI's) sector we have 131 settings with 120 (92%) graded good or better by Ofsted.
- The percentage of two year olds accessing their Early Education Entitlement has risen to 60% in the last year; this does however continue to be a challenging agenda.
- CAFs lead by children's centres has also increased .The total numbers of CAFs lead by Children's Centres have grown by 6% on the same period last year (March 16 = 83, March 17 = 149) which is an 80% increase in total numbers lead by Children's Centres.
- All of the 10 children's centres in the localities are now accredited as Healthy Children Centres with one achieving an outstanding rating.

2. Early Years Performance

2.1 Performance by locality

The performance set out below is in relation to the Children's Centre Localities. There are three children's centre localities:

2.1.1 East and Central

The council-led team for East and Central is based at Newstead Children's Centre which also has early education and child care on site. The locality also comprises Barnet Early Years Alliance (BEYA) which is the federated nursery schools of St Margaret's, Hampden Way and Brookhill. This includes BEYA

children's centres based at St Margaret's Nursery School. In addition to the Children's Centres BEYA have been commissioned to support quality improvement across the early years' providers and promote and enable providers to deliver the targeted FEE2 offer of 15 free hour's early education for our most disadvantaged two year olds. Hampden Way Nursery School has also received funding from the DfE to extend the school to provide additional places for 30 hours for 3 and 4 year olds from September. Underhill and Coppetts Wood Children's Centres are two school-led centres that are partners of the locality model. This locality continues to demonstrate the benefits of collaborative working and is progressing well with joint planning around delivery of services and the co-location of staff. This locality will commence a pilot of hub model working 0-19 from September 2017 Year with the commencement of the Multi-agency Panel meetings where those children and young people identified as requiring Early Help (CAF) from the MASH contacts will be discussed and resources/interventions allocated.

2.1.2 West

The council led team here is the merger of Wingfield and Stonegrove Children's Centres. The locality also comprises Fairway and Barnfield, two school led Children's Centres. There is regeneration currently taking place in Grahame Park which will see the development of a Community Hub on the site of St Augustine's Church. The Children's Centre will share the space with Health practitioners including GP's and Colindale Community Trust. The partnership working arrangements will ensure the children's centre delivery will be at the heart of the community as the regeneration progresses. The Locality will be piloting the 0-19 Hub model early in the New Year with the commencement of the Multi-agency Panel meetings where those children identified as requiring Early Help (CAF) from the MASH contacts will be discussed and resources/interventions allocated. Early Education for 2, 3 4 year olds is provided by a range of Private and Voluntary sector providers and Wingfield site has developed a partnership with The Orion to deliver Early Years provision on site. In the locality, both The Orion School and Bradfield's school have had capital funding to provide FEE2 from September.

2.1.3 South

The Council led team here is the merger of Parkfield and The Hyde Children's Centres which also has early education and child care on site. From April 2016 Child's Hill, which was a school-led centre, has also merged into the locality team. The merger has taken place as Child's Hill school is increasing its reception class intake and remodelling its nursery class provision. There are close working relationships with the school with the locality team delivering children's centre services as part of the schools developing early years model. Service delivery in the Child Hill catchment area has expanded

due to utilisation of local venues in addition to the Children Centre base. This extended reach, alongside well developed links with Childs Hill school early years practitioners has been positive with reach and engagement maintained in the reach area. The model includes delivering early education for targeted two year olds and universal early education for three and four year olds. The school led centre that is part of the locality model is Bell Lane. From 1st September 2017, onsite childcare at Parkfield Children Centre will be delivered by Parkfield School. This transition will allow for high quality childcare to be maintained whilst reducing overhead expenditure related to direct delivery. Staff have been TUPEd across to the school to maintain continuity for the children and families.

There is a large requirement to increase the supply of FEE2 places. A full time brokerage team is now in post and working closely with our Children's Centres to support eligible families' access their entitlement. Capital funding has allowed us to continue to develop places in areas of need. This includes 4 schools that will be offering 2 year old places from September

2.2 Recruitment

2.2.1 The South currently have 1 agency worker filling a 1 FTE post from 15.6 FTE, this equates to 6% of workforce

East/Central currently have 1.6 agency workers filling 1.6 FTE post from 15.1 FTE, this equates to 11% of workforce.

The West currently have a 0.4 FTE vacancy and 1 agency worker being recruited to fill 1 FTE post, from 12 FTE, this equates to 12% of workforce (not including 1 FTE on maternity leave).

2.3 Ofsted Requirements

2.3.1 Current Ofsted inspections nationally have been suspended whilst consultation takes place on a new framework; however we continue to measure quality against the current framework and have developed a robust performance framework and toolkit, supported by an Annual Conversation process led by the central Early Years Standards Team (please see section 1.7).

2.4 Reach and Outcomes

2.4.1 There are 27,230 children aged 0-4 living in Barnet

Barnet's aims for Early Years as part of the Resilience model and Early Intervention and Prevention Strategy has four key outcome areas that underpin the work across the Early Years sector, they are:

- Increased resilience of the most vulnerable families
- Sufficiency and take up of high quality child care places
- School Readiness
- Increased number of parents/carers with young children that are able to return to work
- Positive health outcomes for all children in Barnet

2.4.2 As described the Children's Centre localities are delivering universal and Early Help services to our youngest children and their families. The locality children's centres are a vehicle for multi-agency delivery providing young children and their families' access to services that deliver against the core purpose as described in the Sure Start Children's Centre Statutory Guidance 2013:

- child development and school readiness;
- parenting aspirations and parenting skills; and
- child and family health and life chances.

2.4.3 To deliver the core purpose the localities provide a range of activities and interventions in the following areas

- Early Education and Child Care
- Health services
- Training and employment for parents and carers
- Family and Parenting support

2.4.4 A dashboard for Early Years has recently been developed; children's centre and early years provide quarterly performance reports as part of this process. Our most recent data in relation to the reach of Barnet's children's centres shows that the % of families with children under 5 registered and accessing children's centres remains stable and above the 80% target.

The % of families with children under 5 registered and accessing children's centres who live in LSOA's has risen over the last six months to the highest figures seen and is well above the 65% target.

2.5 Increased resilience of the most vulnerable families

2.5.1 In order to measure impact and outcomes, Family Support in the children's centres used Outcome Star in 2015. Since January 2016 they have used RADAR as their measure tool for families engaged in family support plans. As

well as radar, regular casework focused supervisions take place to measure quality and consistency across all centres.

- 2.5.2 In the last year West Locality Children's Centres have worked with 239 families. 162 families have been closed with 149 demonstrating positive or improved outcomes (92%).
- 2.5.3 South Locality has had 128 children since September. 100% of those families that have been recorded on Radar have improved outcomes.
- 2.5.4 In East Central locality they have engaged with 199 families, 35 families are still receiving support with 164 families now closed. 68% of these show a positive impact.
- 2.5.5 The localities provide various parenting programmes such as Family Links, Incredible Years and the Solihull Approach. In the last year 155 families have accessed these programmes
- 2.5.6 Family support in children's centres is integral in initiating and leading CAF and supporting partners across the early years sector. Through the work of the locality model supported by the CAF team there has been a focused approach to increasing early help and therefore CAFs in the early years.

2.6 Increased number of parents/carers with young children that are able to return to work

There are 2,775 children under 5 in families where parents are in receipt of out of work benefits. (This is based on DWP Children in out-of-work benefit household data).

- 2.6.1 Our children's centre localities provide support for parents/carers in accessing training and employment opportunities. We work closely with Barnet College to provide:
 - Maths
 - Literacy
 - ESOL
 - Family Language
 - Let's Talk
 - Family English
 - Family Maths
 - Return to Work
 - Paediatric First Aid
 - Healthy Living
 - Healthy Cooking

- Introduction to Childcare
- Family Links
- Money Management
- First Steps to Sewing
- Beginners IT

2.7 Education & Employment

2.7.1 Adult learning alongside specific employment support sessions have been delivered across all three localities. Previously work in this area had been through Welfare Rights & Employment Advisors. During the last year this has been built upon as part of the Families First (Troubled Families) programme that has been embedded throughout Family Services with a variety of additional activities being delivered in addition to the Welfare Rights & Employment Advice sessions. These include:

- Money Smart
- Skills to get a job information
- Volunteer Opportunities & Skills to get a job
- Volunteers Information Session

2.7.2 The West and South Localities specifically have been working in partnership with the BOOST Project to support adults into returning to work, work through the children's centres in this area is also delivered in the East/Central locality. 2016/17 delivery:

East/Central - 119 activities 343 attendances
 South – 48 activities 128 attendances
 West – 61 Activities 119 attendances
 Total – 228 activities 590 attendances

2.7.3 Since August 2016, the numbers for parents supported into work that have children under 5 are:

BOOST Burnt Oak – 6
 BOOST Childs Hill - 2
 Welfare Reform Task Force - 34

2.7.4 Other adult training has included First Aid, Basic IT skills, Basic Maths and cooking courses. Outcomes included progression to further training, confidence in managing minor injuries within the families, improved health and social engagement (family meal time).. There are currently 10 volunteer roles available within the children centres, 5 of these roles are filled with parent volunteers.

2.7.5 Every CAF plan that is initiated ensures that families have access to an Employment Advisor as part of the Families First (Trouble Families) offer.

2.8 Positive health outcomes for all children in Barnet

- 2.8.1 The health and wellbeing of children in Barnet is generally better than the England average, the infant mortality rate is better and the child mortality rate is similar to the London and England average. Young children in Barnet have average levels of obesity at 8.7% for children aged 5-6 years and 19% for children aged 10-11 years.
- 2.8.2 85.1% of mothers initiate breastfeeding when their baby is born. Overall, initiation was significantly better in Barnet than the national average. However, it was statistically similar to the London average.
- 2.8.3 Local areas should aim to have at least 90% of children immunised, the MMR and diphtheria, tetanus, polio, pertussis and Hib immunisation rates are lower than 90%. Public health has been working closely with NHSE and PHE and has developed a project plan to increase MMR uptake using targeted approach. Public Health arranged two childhood immunisation trainings for children centre staff which have been delivered by PHE. The purpose of the training was to increase take-up of childhood immunisation and ensure coverage across the demographic groups in Barnet. Barnet supported the European immunisation campaign by using WHO resources and promoting the week through a variety of social media platforms. Children centres were also provided with campaign resources and were encouraged to support the campaign. Public Health has informed GPs about the current uptake rates in Barnet. GPs have been encouraged to increase uptake and aim to reach the London average rate.
- 2.8.4 Perinatal mental health – An integrated mild/moderate perinatal mental health pathway to support pregnant women and new mothers has been developed across the year and will be implemented in the autumn. This will provide a step up and step down model to the newly established NCL Specialist Perinatal Mental health service for moderate to severe conditions and Children’s Centre staff will be trained to work with new mothers and identify where there are additional needs with regard to the mother’s mental health.
- 2.8.5 In order to continue to improve health outcomes in the early years, it is vital to provide local services and information through activities that engage parents in taking up services that will improve their child’s life chances. Through the localities parents are able to access universal midwifery and health visiting services and are provided support by centre staff with areas such as breastfeeding (CLCH Breastfeeding Peer Support continues to meet and exceed KPIs) weaning, oral health (nineteen Oral Health Champions now trained) healthy eating and physical exercise. As stated previously continued development of more integrated working with midwives and health visitors and of the delivery of Public Health outcomes is required.
- 2.8.6 All localities receive a list of new births every month and undertake visits to register families and offer support. In the last year an average of 60% of the new births notified were then registered with the children’s centres. In order to increase this % work has been undertaken with the midwifery and health

visiting services and a new process agreed where midwives will register in the ante-natal period and for any families not registered health visitors will register at their new birth visit. The children's centres will then contact the registered families to engage them in children's centre activities.

- 2.8.7 All 10 centres in the localities are now accredited as Healthy Children Centres with one achieving an outstanding rating. This programme aims to positively impact on the Public Health priorities in Barnet of healthy weight healthy lives, oral health, emotional health and wellbeing, alcohol and substance misuse, smoking cessation and childhood immunisations.

2.9 Performance of the Central Teams

2.9.1 Sufficiency and take up of high quality child care places

There is a dedicated team of brokerage workers who work to support parents to access the free early education entitlement for 2 year olds and who work with children's centres to ensure provision of outreach services to identify and engage with families who have eligible two year olds and then to identify suitable provision. This is a challenging agenda in Barnet due to lack of supply in our most populated and deprived areas and due to some groups not accessing their entitlement due to reasons of culture or parental choice. We have a clear strategy and action plan that has seen take up of two year old places increase by 10% in the last year and project a continuing upwards trajectory in the coming academic year. We are working with providers and parents in relation to developing sufficiency for the expansion of 15 hours free early education for 3 and 4 year olds and the DfE recognise that Barnet is well prepared for the introduction of 30 hours in September 2017. The work in the early years supports 'school readiness' and the standards team continue to work with all Early Years providers to ensure children make good progress in their early years.

2.9.2 School readiness

In Barnet the end of foundation stage results (Good level of development) for 2014, 15 and 16 continue to improve. However, in 2016 Barnet did not exceed National levels. Targeted work has been ongoing with all schools this year and early indications show our percentage of children achieving a good level of development has improved and will exceed national average.

2014	2015	2016
National - 60.4%	National - 66.3%	National - 69.3%
Barnet - 65.3%	Barnet - 68.3%	Barnet - 69%
Free School Meals (FSM) -	Free School Meals (FSM) -	Free School Meals (FSM) -

52.2%	57.5%	55.7%
-------	-------	-------

The Standards team provide central and bespoke training around attainment and closing the gap. All schools take part in the profile moderation programme. Advisory teachers discuss attainment, progress and tracking children, including vulnerable groups, with managers of PVI's during visits. Through this work there has been a continued increase in achievement of our lowest attaining group (boys FSM).

In the Private, Voluntary and Independent (PVI's) sector we have 131 settings with 120 (92%) graded good or better by Ofsted.

2.9.3 Advice, Support and Challenge

The service reports to the HoS at quarterly performance meetings and highlights are included in the Delivery Unit reports to Senior Managers and the Lead Member

The Standards team provide support to schools and to providers in the Private, Voluntary and Independent sector. Those that are graded Inadequate or Requires Improvement by Ofsted have clear action plans that are monitored and reviewed alongside regular support and challenge visits. Other providers are visited and monitored to ensure all providers continue to improve. In addition regular training is delivered as well as bespoke training where need is identified. Termly network meetings are delivered in each of the locality areas for all schools and settings

Each Children's Centre locality has a multi-agency advisory board to provide external advice support and challenge; these meetings take place termly and are part of agreeing the annual target groups and the locality delivery plan.

2.10 Next Steps

2.10.1 Building on the success of the locality model that has supported integrated working in early years, the approach is being expanded to all children in need of early help and targeted support aged 0-19 years. The early help pilot 0-19 locality model in East/Central is an important step towards fully integrated multi-agency locality working. Through a more collaborative approach services to families can be delivered seamlessly, reducing duplication and overlap and better ensuring consistency and coordination of help. As the pilot rolls out across the pilot locality and later to the West and South, our early help offer will develop and be remodelled to deliver the Healthy Child Programme, early years, family support and Targeted Youth Services.