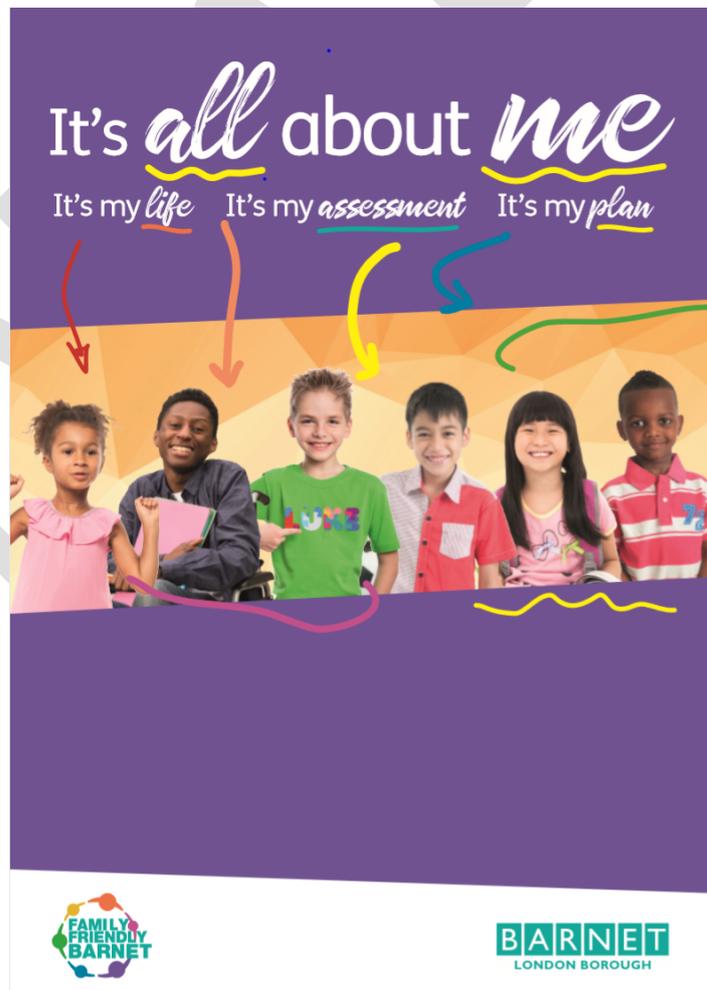


# Annual Report on Corporate Parenting (April 2017- March 2018)



## 1. Introduction

This report seeks to inform Members about the progress and outcomes for children in care and care leavers in Barnet for the period April 2017 - March 2018. It incorporates the Annual Independent Reviewing Officer report, the Annual Adoption Report and the Annual Fostering Report.

At the beginning of the year OFSTED undertook a Single Inspection Framework (SIF). This identified a range of serious, systemic issues which led to the service being judged to be inadequate.

They found:

- *“Ineffective analysis of risk and assessment of children’s needs, including for children looked after, result in poor care planning that is not focused on outcomes and is unresponsive when children’s circumstances change or deteriorate. Poor-quality case recording and oversight of casework by managers, child protection chairs and independent reviewing officers lead to ineffective case work direction. This contributes to drift and delay in the provision of appropriate services for children and their families”.*
- *“Decisions for children to become looked after are not always timely. Some children who are experiencing significant neglect remain in the pre-proceedings phase of the Public Law Outline for too long before care proceedings commence. Permanence is not considered early enough or achieved swiftly for many children”.*
- *“Social workers see the majority of children looked after regularly, although not always alone.*
- *“Most children live in stable homes with carers who meet their needs, although some children are living with connected carers in unassessed situations for too long”.*
- *“Children told inspectors that they are listened to and are happy where they are living. Too few children have a record of their life story. Once children are looked after, corporate parenting is stronger, achieving improvements in the housing provision for care leavers and the timeliness of initial health assessments”.*
- *“Children’s achievements are recognised and celebrated”.*
- *When children looked after go missing and are vulnerable to criminal or sexual exploitation, the action taken to understand and reduce the risk to them is often delayed and insufficiently robust.*
- *“Permanence is not achieved swiftly for many children. A lack of urgency in completing assessments of parents and connected carers means that a minority of children experience avoidable delay in returning to their families or live in unassessed situations for too long”.*

The Council accepted in full the findings of the inspection and undertook to build on the improvement work already initiated.

## 2. Our approach to improvement

To drive improvement a range of actions have been taken at both a strategic and operational level. At the heart of the improvement journey was the resilience-based practice approach we have been implementing which holds the child central and builds on their strengths.

### (a) Governance

The Council implemented a constitutional change in relation to the Corporate Parenting Advisory Panel to ensure it was more effective at engaging with children and young people thus enabling Members to understand more about the lived experience of children in care and care leavers.

51 Members attended training on Corporate Parenting

The Council took account of the corporate parenting principles which came into force on 1 April 2018 and 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.

These are considered in key Council documentation and decision making from the 1<sup>st</sup> April 2018.

A Corporate Parenting Officer Group (CPOG) was established whose aims are;

- **To raise the visibility of and commitment to the Corporate Parenting agenda across the multi-agency partnership**
- **To coordinate and advance the Corporate Parenting plan, with partners and young people in Barnet to improve outcomes for all children in care and care leavers.**
- **To monitor the effectiveness of planning and service delivery across the partnership**

The multi-agency group includes: young people, Children Social Care, Health, Education (16+), the Virtual School, Advocacy service, Housing, Voice of the Child Service, and the Independent Reviewing Officer service.

### (b) Strategy

The Corporate Parenting Strategy was developed with clear priorities to address the local needs identified in Barnet and the key findings of the Inspection.

Priority 1

**To better promote the welfare and safeguarding of children in care and those on the edge of care**

Priority 2

**To improve the choice of placement through the Placement Sufficiency Strategy**

Priority 3

**To improve the involvement and impact of young people on the planning and evaluation of service design**

Priority 4

**To improve the education attainment and aspirations of all children in care and leaving care**

Priority 5

**To improve the physical, social health and emotional wellbeing of children in care and care leavers**

#### **CASE STUDY**

AB was previously privately fostered. When AB disclosed physical and emotional abuse, an investigation resulted in her becoming looked after. AB first went to live with a family who knew her through her school and who were temporarily approved to be her carers. She has now been matched with long-term carers providing stability and nurturing. Her outcome for the future is looking good.

#### **CASE STUDY**

RB turned 18 in February 2018. She completed her A Levels in Sociology and Photography alongside a BTEC level three Health and Social Care Diploma. She achieved A, A & B and secured her place at City University to study Law in September. She was planning on moving to private rented accommodation this September but decided at the last minute to remain with her foster carers as she appreciated the support she receives from them. This Staying Put arrangement will provide her with the secure base she will need whilst entering the new world of university education and young adulthood.

### **3. Our achievements in Corporate Parenting**

- Established additional capacity at social worker and team manager levels to ensure low caseloads and better management oversight
- Introduced Practice Development workers to drive improvements in social work practice across the service
- Training and development offer for social work enhanced
- Refreshed Corporate Parenting strategy and established arrangements for driving improvement through the Corporate Parenting Officer Group
- Strengthened planning in the Virtual School.
- Recruited more foster carers
- Increased number of children adopted and recruited more adopters
- Strengthened permanency planning through the Permanency Planning Panel and the Permanency Tracking Meeting
- Improved timeliness and quality of initial health assessments for looked after children
- Secured agreement from Members to exempt care leavers from Council Tax for the first 2 years of independent living
- Reviewed our pledge to looked after children
- Life story work for looked after children and those placed for adoption has improved in quality and has expanded to children in long term placements
- Life journey work is more firmly embedded in Onwards and Upwards and is receiving a positive response from care leavers
- Establish a corporate charity "Live Unlimited" to strengthen engagement in Corporate Parenting

- Introduced new arrangements for the assessment and support to connected carers
- To better understand and respond to the risks looked after children face within and out of borough, SEAM, Sexual exploitation and missing measurement tool was introduced. SEAM is a recognised and evidenced based approach to measure, assess and plan for the support of adolescents who have additional vulnerabilities. It will enable the professional network to plan interventions that can help prevent further risks from developing such as sexual exploitation and gang affiliation.
- A revised Missing Protocol and new Vulnerable Adolescent Protocol was introduced which has provided a smart framework to how we respond to our most vulnerable looked after children who are at risk of exploitation or developing harmful behaviours.
- Co-produced a NEET (Not in Education, Employment and Training) project plan with care leavers that has been implemented and there is some indication that NEET numbers are reducing. This project is supported by the Chief executive, John Hooton.
- The effectiveness of the Virtual School was reviewed and changes are being implemented to ensure educational outcomes for looked after children consistently improve. **See Appendix 1A for outcomes information**

#### **4. Practice Improvement**

##### **Practice Development workers**

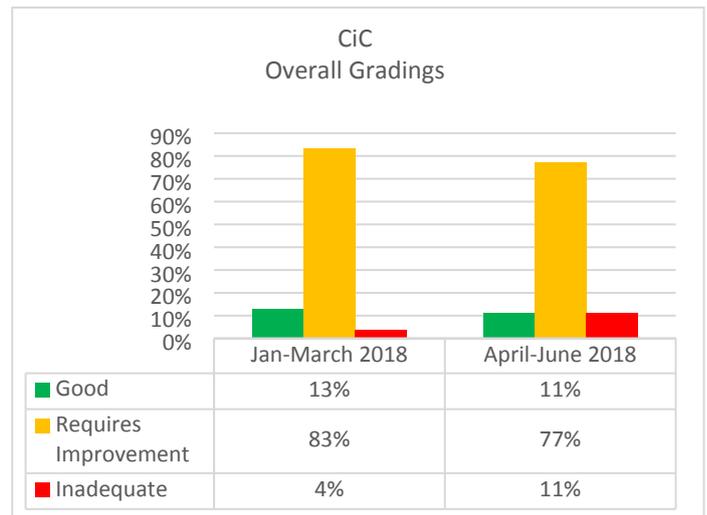
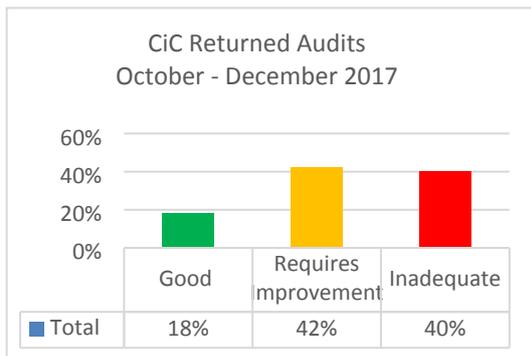
The Practice Development workers are embedded across the service to support learning from audits and narrow gaps in practitioner knowledge and skills. This is having a positive impact on practice, for example, the implementation of Signs of Safety tools is improving the quality of assessments of risk and need leading to more robust decision and less drift and delay. In the Children in Care teams, the PDW has enabled improvements in direct work with children, evidencing the voice of the child in language and written work, and thinking 'child first'. This is starting to be evident in better care planning for children and more child focussed discussions and recordings.

The PDW's are focussing on building collaborative working relationships with Team Managers to support progress towards consistency in practice and compliance with the expectations set out within the Practice Standards.

##### **Audits**

Audit activity has demonstrated a significant positive progression in social work practice and outcomes for looked after children which has embedded and consolidated in the last quarter of 2017/18. 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.

Most looked after children are receiving a level of social work intervention that meets their needs and supports placement stability with strong support from health services, clinical services and the Virtual School to address their long term holistic needs. Practice development and systems activities will further strengthen social work practice by targeting support and training in the areas identified as requiring most development.



### Practice Strengths

- Evidence of improvement in the quality of assessments that supports stronger planning and leads to some good outcomes for children.
- Improvements related to the voice of the child are clearer and more evident in decision-making and on files.
- Evidence of good direct work with some children.
- Some evidence of improvement of participation in developing care and pathway plans.
- Good case recording on some cases.
- Good referral information on some cases.
- Evidence of improving practice supporting the diversity and identity needs of looked after children.
- Life story work across Corporate Parenting has improved and the life journey work in Onwards and Upwards is having a positive impact for young people able to participate
- Stability is being achieved for most
- Evidence of some tracking and mid-way reviews by IROs on some cases.
- Most child in care review meetings are held within timescales.
- Stronger arrangements in place to ensure a consistent approach to assessing connected carers and special guardians.
- More children have been placed with foster carers this year than previously and recruitment activity is delivering good results.
- Increased focus and support by managers is ensuring actions identified in improvement plans following audits, are progressed.
- Evidence of an upward trajectory in number of audited cases graded Requires Improvement or Good.
- Strong evidence of good partnership working with health and education services contributing to children's plans.

### 5. Our areas for development

- Create better stability in workforce, especially on team manager level
- Quality of assessment and planning is still too variable and not consistently good

- Independent Reviewing Officers are not sufficiently impactful on quality of care planning and there needs to be an increased evidence of IRO tracking and escalation across all looked after children
- Improve timeliness of permanence planning
- Improve completion and timeliness of an annual assessment for all looked after children
- Ensure meaningful direct work is routinely undertaken with all children.
- Although the assessment of risks associated with our vulnerable adolescents has improved, the use of SEAM needs to be more firmly embedded and interventions planned.
- Continued robust support and practice development activities to improve the quality of practice related to assessment, planning for children and understanding the child's world.
- Increase consistency of supervision and management oversight.
- Actions identified in improvement plans following all audits, to be swiftly progressed.
- Increased compliance with statutory visiting timescales and social worker contact with children between statutory visits.
- Focussed campaign to recruit carers who will provide supported lodgings for adolescents was launched and needs to be promoted widely to ensure a better choice for adolescents

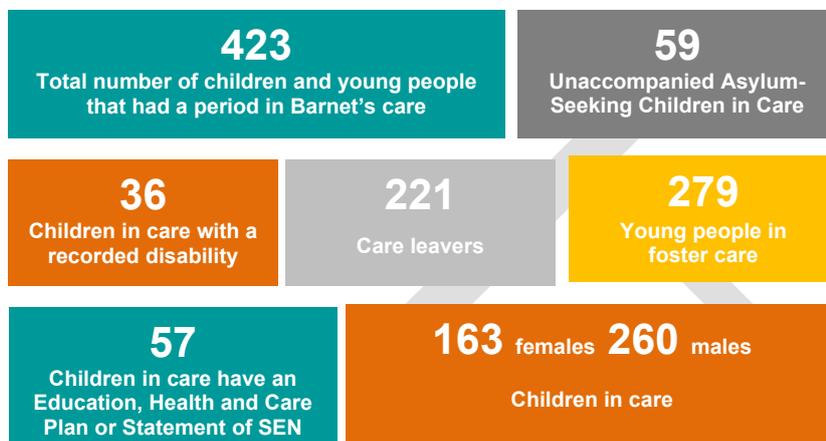
## **6. What we plan to do in 2018-2019?**

- Ensure permanence is considered from the start of the child's journey
- Develop and embed an annual looked after children assessment tool
- Review and develop the Placement Sufficiency Strategy
- Embed assessment and support arrangements for Connected Carers
- Ensure all children have life story work of a very good quality
- Continue to strengthen practice through the learning and development from the Quality Assurance process.
- Continued support to enable Team Managers to provide regular, focused reflective supervision and oversight through planned Systemic training.
- Social workers to be supported to access the comprehensive training offer by Barnet Children Practice Academy.
- Support and workshops to be delivered to Independent Reviewing Officers related to increased effectiveness in tracking, challenge and escalation.
- 1:1 Practice Development Worker support to continue to embed the development of improved direct work, life story work and timeliness of permanency planning.
- Continue to drive the recruitment of foster carers and ensure consistency in all carer assessments.
- Collaborate with North London Boroughs to successfully design and implement a regional adoption agency
- Quality Assurance team to continue to offer rigor and challenge to promote further practice improvement. To include continued tracking, 4R meetings, increased partnership work with practice development workers, and appreciative enquiry with social workers and team managers to move social work practice from Requires Improvement to Good across services.
- Quality Assurance activity to now be further developed to challenge the Requiring Improvement work to achieve Good for more children as there is less inadequate work across the system

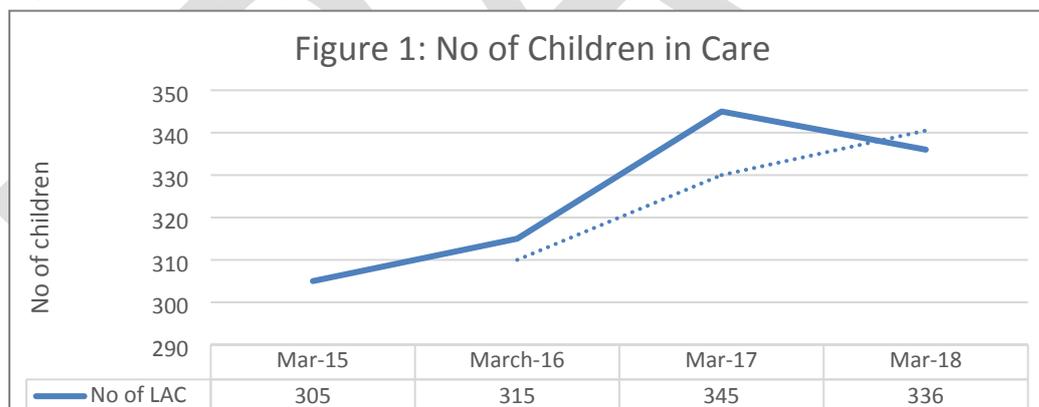
- The Voice of the Child team to drive a programme of positive engagement with looked after children and ensure their voices are heard through the Children in Care council, CPAP and through ongoing consultation activities.

## 7. Our looked after children

The profile of all children in care and care leavers in 2017/18.



Barnet had 336 children in care on 31st March 2018 (a rate of 34.7 per 10,000 children) in comparison to 342 (35.3 per 10,000 children) on 31 March 2017.



**Figure 1:** shows the trend in number of children in care 2015-18

**Figure 2** - shows the movement of children in and out of care by month and the net gain or loss on last year's position.

|                 | 2017 |     |     |     |     |     |     |     |     | 2018 |     |     |
|-----------------|------|-----|-----|-----|-----|-----|-----|-----|-----|------|-----|-----|
|                 | Apr  | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan  | Feb | Mar |
| CiC Numbers     | 340  | 341 | 337 | 332 | 323 | 322 | 329 | 332 | 331 | 337  | 337 | 336 |
| Accommodated    | 6    | 14  | 20  | 16  | 6   | 14  | 17  | 26  | 19  | 22   | 16  | 5   |
| No Longer CiC   | 8    | 13  | 24  | 21  | 15  | 15  | 10  | 23  | 20  | 16   | 16  | 6   |
| Net Gain / Loss | -2   | -1  | -5  | -10 | -19 | -20 | -13 | -10 | -11 | -5   | -5  | -6  |

Of the 336 children in care as at 31 March 2018:

- **183** (54.4%) live in foster care, of whom **115** live with Barnet foster carers
- **21** live with connected carers
- **54** live in residential units, of whom 88% live out of the authority area
- **5** children subject to care orders live with parents under the placement at home regulations
- **57** children are unaccompanied asylum-seeking children (UASC)
- **13** children were adopted during this year
- **23** children became subject of special guardianship orders

### Unaccompanied Asylum-Seeking Children

Compared to national trends and statistical neighbours, Barnet has seen a moderate growth in UASC in recent years, that just exceeds that of statistical neighbour’s average.

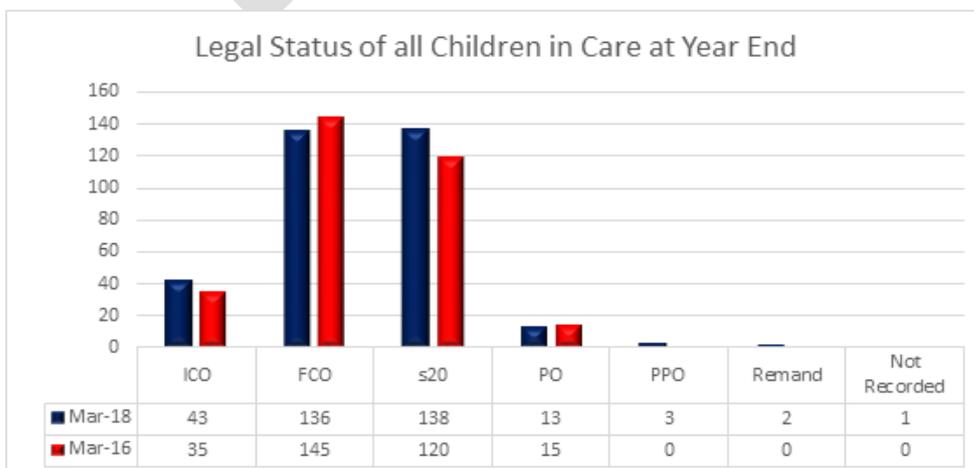
**Figure 3**

| Local Authority               | 2015/16   | 2016/17   | 2017/18   | Change from 2013/14 - 2017/18 (%) |
|-------------------------------|-----------|-----------|-----------|-----------------------------------|
| Redbridge                     | 25        | 20        | 15        | -40                               |
| Hillingdon                    | 95        | 110       | 85        | -11                               |
| Bromley                       | 15        | 20        | 15        | 0                                 |
| Milton Keynes                 | 25        | 40        | 40        | 12.5                              |
| Kingston upon Thames          | 20        | 25        | 25        | 25                                |
| Merton                        | 15        | 25        | 20        | 33                                |
| <b>Statistical Neighbours</b> | <b>25</b> | <b>31</b> | <b>32</b> | <b>33.5</b>                       |
| <b>Barnet</b>                 | <b>39</b> | <b>51</b> | <b>58</b> | <b>49</b>                         |
| Hounslow                      | 40        | 35        | 45        | 80                                |
| Ealing                        | 25        | 25        | 45        | 80                                |
| Sutton                        | 10        | 15        | 20        | 100                               |

Barnet’s increase occurred mostly in 2016/17 which correlates with the sharp increase in total numbers of children in care. Barnet’s total number of UASC, as at March 2018, is higher than all except one statistical neighbour, Hillingdon which is influenced by the presence of Heathrow.

### Legal status

The legal status of children in care as at 31 March 2018, is shown in the below - **Figure 4**



The above trend follows that of the past two years, where children in care subject to a care order or accommodated under Section 20 have made up the majority of this cohort. The number of children in care under a care order has declined year on year, however the number of children on an interim care order has increased by 22.9% from 2015/16 to 2017/18. This figure is an indication that more children were subject to care proceedings within the last year than previous years addressing the concerns of drift and delay in the system.

#### **Use of Section 20 of the Children Act 1989**

Over the past few years, there has been judicial and sector concerns about the use of Section 20 of the Children Act 1989 (under which children can be accommodated by the local authority by agreement with their family). These concerns were about where local authorities had failed to obtain informed consent from parents from the outset or where they had allowed Section 20 arrangements to continue for too long resulting in a child not having a clear permanence plan.

All children in Barnet who are looked after under Section 20 have their care plans and legal status confirmed initially by the Permanency Planning Panel and then are tracked through the weekly Permanency Tracking meeting to ensure that permanency planning for them is not delayed or hindered by the fact that the authority does not share parental responsibility for them with their parents. All children under the age of 15 who are looked after under Section 20 are presented to the Permanency Planning Panel every three months to ensure correct use of this legal provision.

The majority of children looked after under Section 20 are over 16 years old and have either chosen to become looked after or are unaccompanied minors being looked after by Barnet.

**Figure 5 – Section 20 as at 31 March 2018**

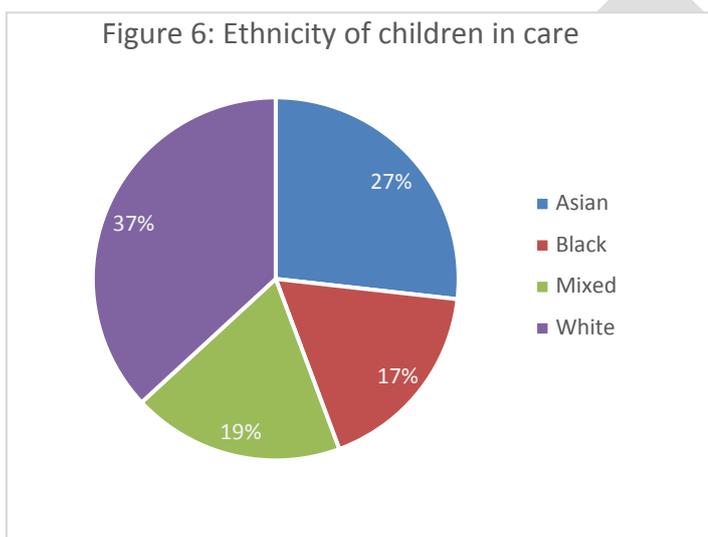
| Age Grouping | Total      | Rate  |
|--------------|------------|-------|
| Under 1      | 2          | 1.4%  |
| 1 to 5       | 6          | 4.3%  |
| 6 to 10      | 3          | 2.2%  |
| 11 to 15     | 40         | 29.0% |
| 16+          | 87         | 63.0% |
| <b>Total</b> | <b>138</b> |       |

### Ethnicity, age & gender

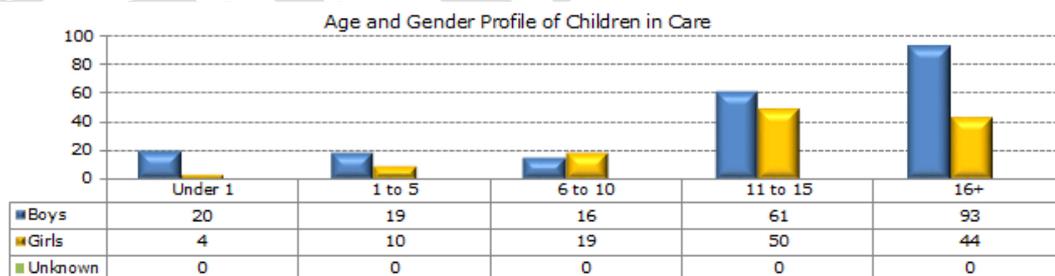
As at 31 March 2018, the majority of looked after children are from black and minority ethnic (BME) backgrounds as indicated in figure 6 (n=63%). There is an over-representation when compared to Barnet’s children and young people population, of whom BME groups account for 52%. These figures are affected by the numbers of unaccompanied minors in our care.

The diversity of looked after children is further amplified when compared to the make-up of children and young people nationally, where those from Black and Minority Ethnic backgrounds account for 30% of this population.

There is a need to therefore ensure services are sufficiently diverse to meet the needs and reflect the rich diversity within Barnet’s looked after children population.



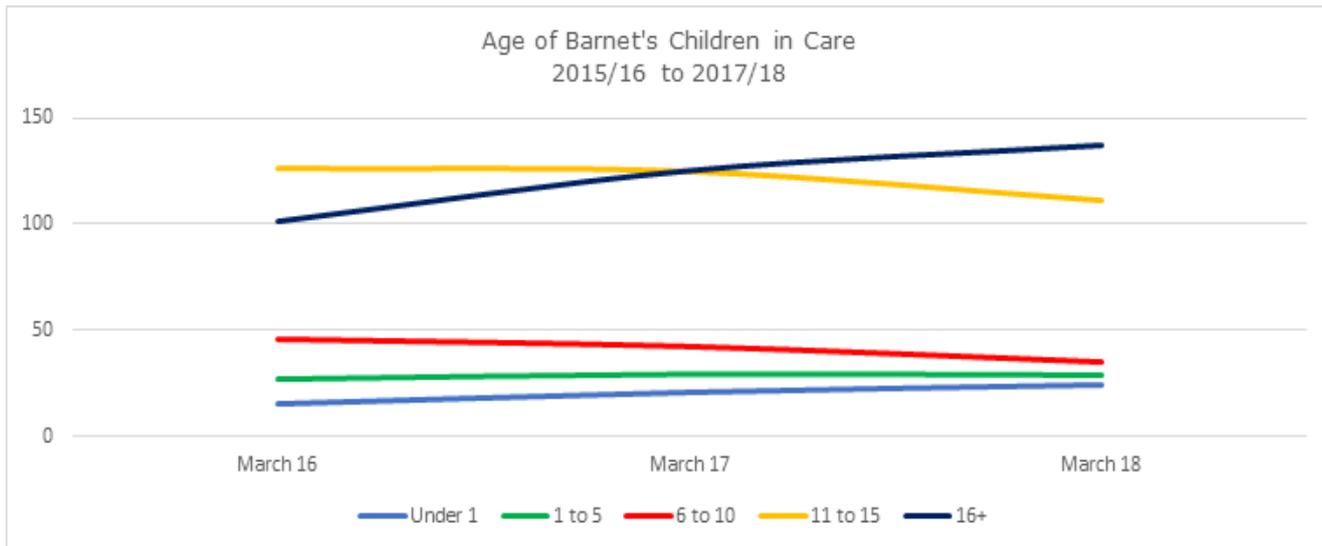
**Figure 7: Age and gender of Children in Care as at March 2018**



As seen in figure 7, there are more boys in care, which correlates with previous years. The biggest cohort in terms of age, are young people aged 14+. This is largely due to the high numbers of 16+ year olds (mostly UASC) who have become looked after over the last three years.

Figure 8 shows increases over the past three years in both younger cohorts and over 16. This may be associated with greater focus in intervening earlier and being more decisive for younger children and increased numbers of unaccompanied minors for the over 16’s

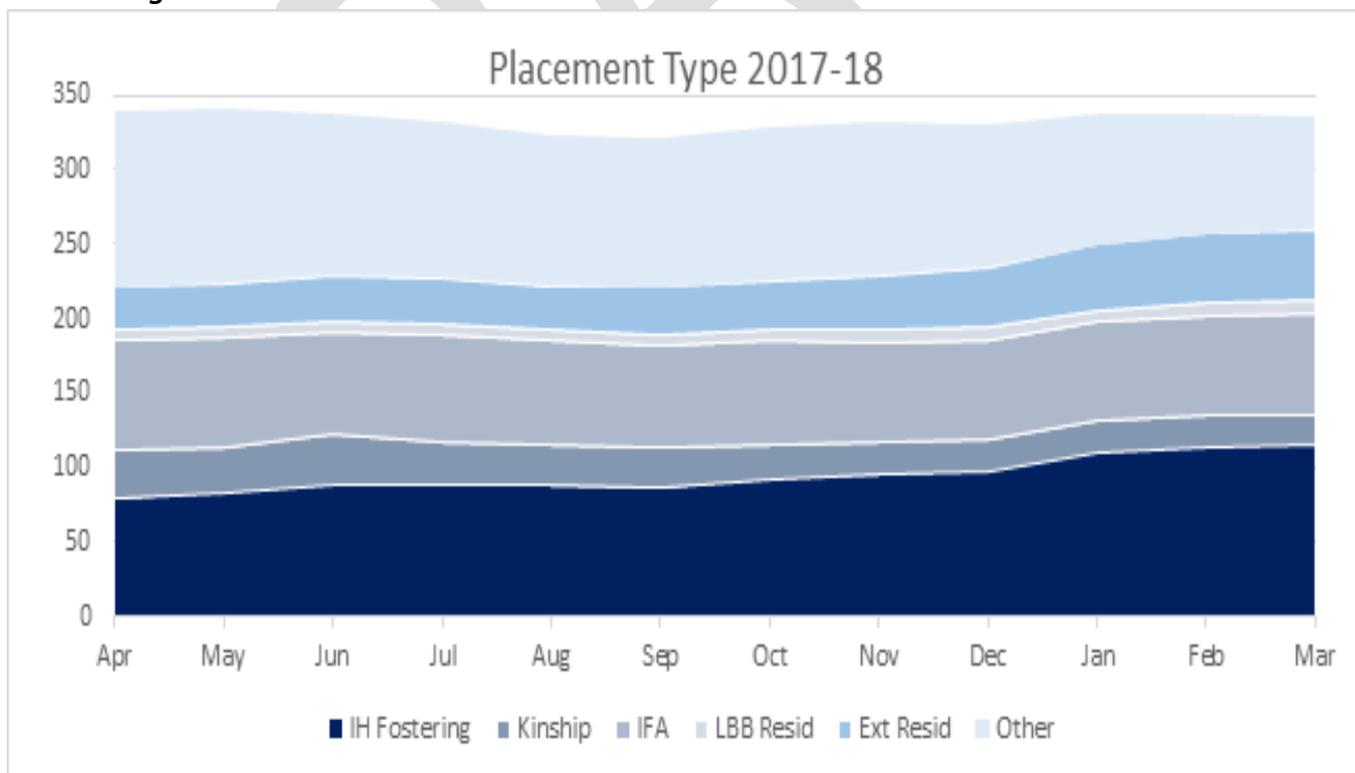
**Figure 8: Comparison of age groups**



**Placement types**

Most looked after children are placed with Barnet foster carers. This number has increased steadily over the last year following the success of marketing and recruitment campaigns during 2017/18.

**Figure 9**

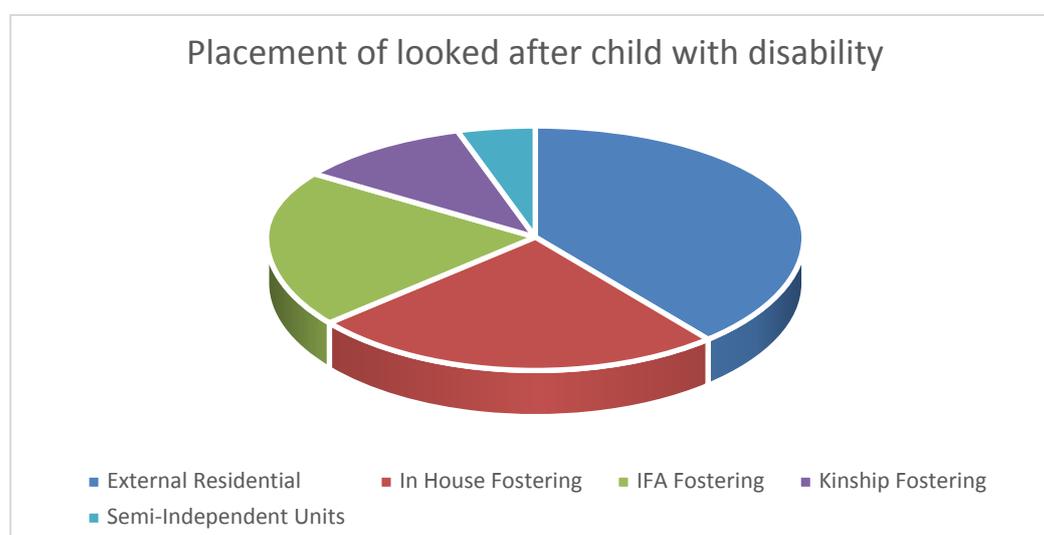


*\*Other refers to children on remand, secure, parent and baby placements, connected carers and family assessment placements*

## Disability

11% (n=36) of looked after children are recorded as having a disability as at 31 March 2018.

Of these, the majority live in external residential placements as indicated below:



**Figure 10**

## 8. Children's view of the system

The Children in Care Council members delivered this message for all in care;

*"You will get through your situation no matter how difficult it may be or how it may make you feel. Just know people do care about you. Being in care will not define who you are, nor will your past determine your future."*

Improvement journey towards meaningful participation:

The Voice of the Child team is aware that there is still a need to continue increasing our engagement numbers and to reflect on creative methods of engaging our looked after children and capturing their feedback. There is also a need for the Children in Care Council (CICC) to move towards having a stronger input into service design, voice recommendations and have more opportunities to meet senior officials.

The new Voice of the Child Strategy currently being drafted outlines our vision for meaningful participation that sets out Core Standards when engaging with Children and Young People. To underpin our work to ensure we are complying within Article 12 of the United Nation Convention on the Rights of the Child (UNCRC) and our core standards, we will embed Lundy's (2007) Voice Participation model.

This model will guide us to plan and structure our work to ensure it is grounded in the UNCRC and focuses on a rights-based approach to involving children in decision-making. The new Voice of the Child Strategy has been co-produced with young people and this valuable exercise has supported us to develop the participation of children and young people further to ensure:

- children have the space to express their views;
- their voice is enabled;
- they have an audience for their views;
- and their views will have influence.

There have been three recurring themes which have formed our Voice of the Child strategic aims and will support us to develop our CICC offer.

The three aims are to:

1. Develop our Youth Voice Offer to increase our membership
2. Co-production to enable all children and young people to actively participate in strategic decision making and service improvement across all services
3. Include children and young people within wider engagement across the council, Locally and Nationally.

### **Complaints and compliments**

Young people who are looked after or are care leavers do feel able to complain in relation to services delivered.

During 2017/18 there were 15 complaints received from young people, a slight increase from the previous year (12). This is good as it demonstrates that young people have access to the complaints process.

From September 2017, the advocacy arrangements for children in care changed, having previously been provided by Barnardo's the service moved internally, with the advocate being directly employed by Barnet. This should help to create a more direct relationship between the advocate and the social work teams, and help issues be resolved more quickly.

All the 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 experiencing frequent changes of allocated worker. There were also several about placement moves (i.e. the young person needing or wanting to move placements, but felt that the worker was not doing enough to arrange a new placement quickly enough).

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 being made or action being taken.

12 young people sent in compliments over the year and 7 foster carers complimented the services they and the children receive from both the children's teams and the fostering team.

The engagement of our looked after children in their plans and service design has improved but there remains more to be done to strengthen our approach to co-production and purposeful engagement.

## CASE STUDY

3 siblings lived with her aunt in law since May 2001 when they were removed from their mother's care and placed with their maternal uncle and his wife. Care Orders were granted in respect of all three sisters on 25th September 2001. Paternal uncle left his wife and the family. He did not return and so the paternal aunt cared for all of the children as a lone parent. The three girls are now care leavers and have successfully enrolled at university. The eldest is enrolled at Northampton university where she is studying a BA in Social and Community Development, the middle sister is enrolled at Kent university where she is studying a BA in accounting and finance, and the youngest is enrolled at Birmingham university studying radiography.

Their success was determined by the responsive, stable and loving parenting they received from their aunt.

## 9. Our Care Leavers

Services to care leavers in Barnet were assessed as requiring improvement to be good in April 2017.

OFSTED recommended that the Council

*“Improve care leavers’ ownership of pathway plans and the quality and timeliness of targets, to improve their lives. Ensure that care leavers have the tools, such as money management, to cope with life’s challenges and are fully aware of the ‘Pledge’ and their entitlements”.*

During the year the Children and Social Work Act in 2017 was introduced, the duty is for local authorities to support care leavers up to the age of twenty-five if requested and irrespective of their education status.

Ofsted stated that the *“care-leaving service is in touch with almost all its care leavers and knows them well. The local authority provides suitable accommodation for almost all care leavers. Although the majority of care leavers are engaged in learning or employment, too many are not”.*

As at 31 March 2018 there were 221 Care Leavers aged 18 to 25 being supported by Barnet’s Leaving Care Team, Onwards and Upwards. 168 care leavers are under 21.

The majority of Barnet’s care leavers are from Black and Minority Ethnic (BME) backgrounds (58%). This aligns with, but is slightly higher than the number of young people from BME groups across the borough as a whole, where young people from BME account for 52% of the borough’s children and young people population.

The number of care leavers from BME backgrounds has increased over the past three years. Data suggests that this increase is linked to the rise in unaccompanied asylum-seeking children coming into Barnet’s care over this period.

### What we have done?

- Strengthened practice of social workers and personal advisors through robust practice development work, quality assurance of pathway plans and audits
- Ensuring the learning from audits creates change
- Undertook a Housing Needs Assessment to inform service planning

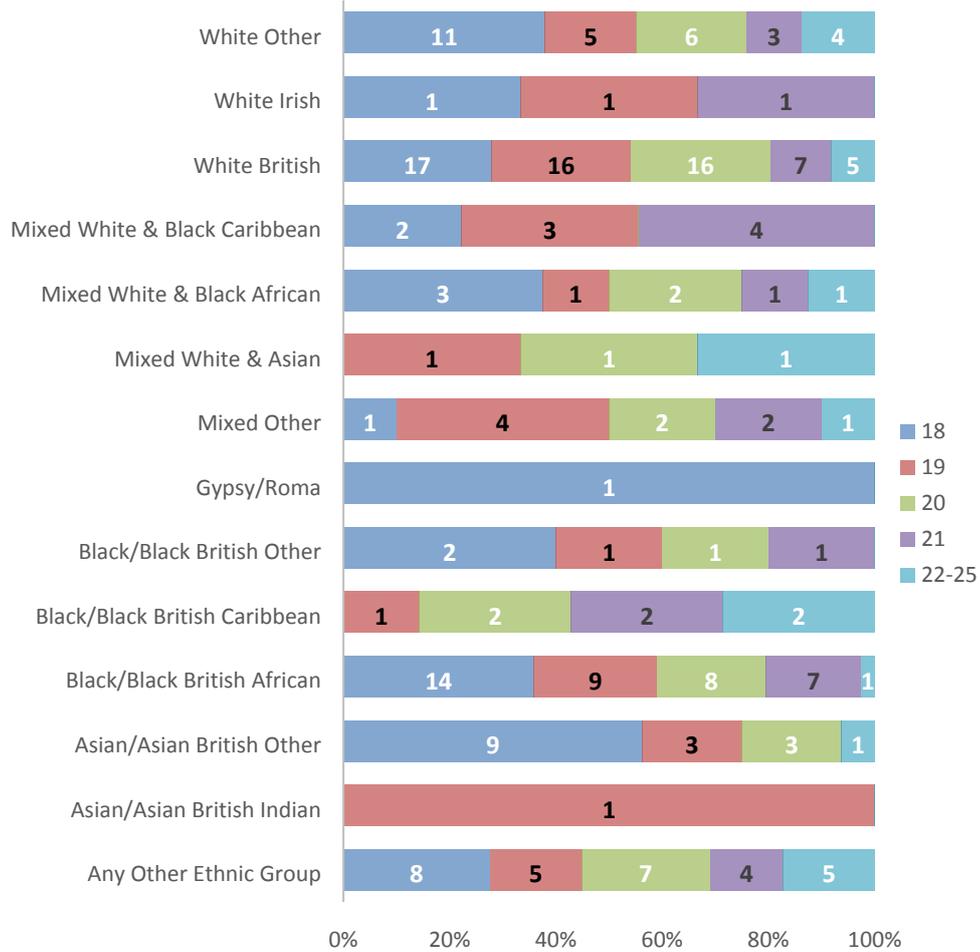
- Increased the capacity of the team to manage the increased demand in the 22-25 age group
- Focussed through CPOG on areas of the local offer that needed further development ie financial strategy, council tax exemption, NEET
- Worked with the VOTC team to strengthen the voice of the care leaver in service design and delivery
- Developed services at Woodhouse Road centre to respond to the needs of the care leavers and created drop in options on a variety of issues they identified.

### **What we plan to do**

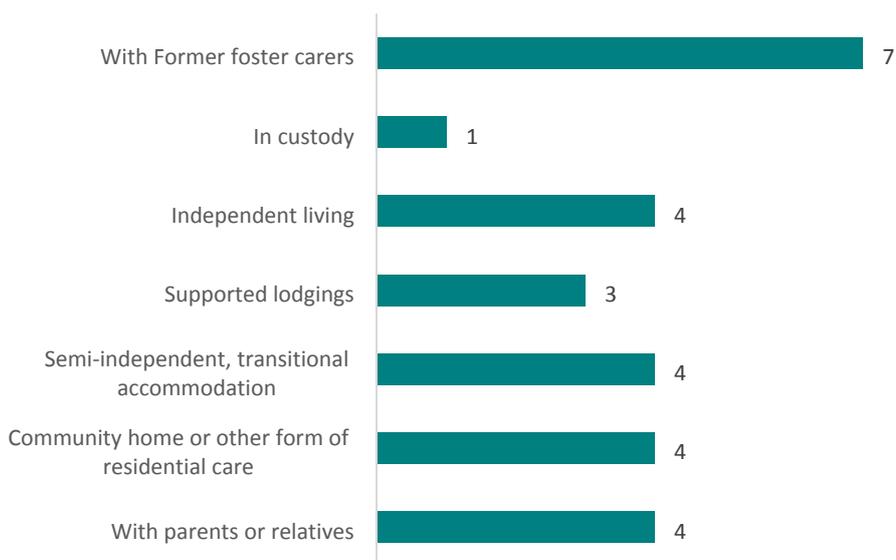
- Develop and consult on the Local offer for care leavers
- Develop a no tolerance position throughout the team on NEET
- Collaborate with Housing, Adult Education, the Chief executive's office to develop opportunities for young people within the council and through links with corporate partners
- The Joint Housing Protocol is being updated as part of the review of the Placements Sufficiency Strategy.
- Implement the Council Tax exemption and ensure robust processes are in place to prevent any care leaver from being disadvantaged
- Revise the Staying Put policy and share details of the offer to foster carers and to young people through the pathway planning process when they are 16.
- Improve our offer to support care leavers with their emotional wellbeing and mental health through the extension of the work the therapeutic organisation, Terapia does with staff and young people.
- Through the practice development workers and the clinicians embedded in the service we aim to develop a dynamic and creative professional response to care leavers that ensures good access to support, responsive advice being available and an ongoing needs analysis of this cohort to inform service design.

As at 31 March 2018, 12% (n=27) of care leavers who are recorded as having a disability. The majority of this cohort are living with former foster carers in staying put arrangements, which provides a supportive environment for the young person until they are at least 21 years old.

**FIGURE 11: CARE LEAVERS BY AGE AND ETHNICITY AS AT 31 MARCH 2018**

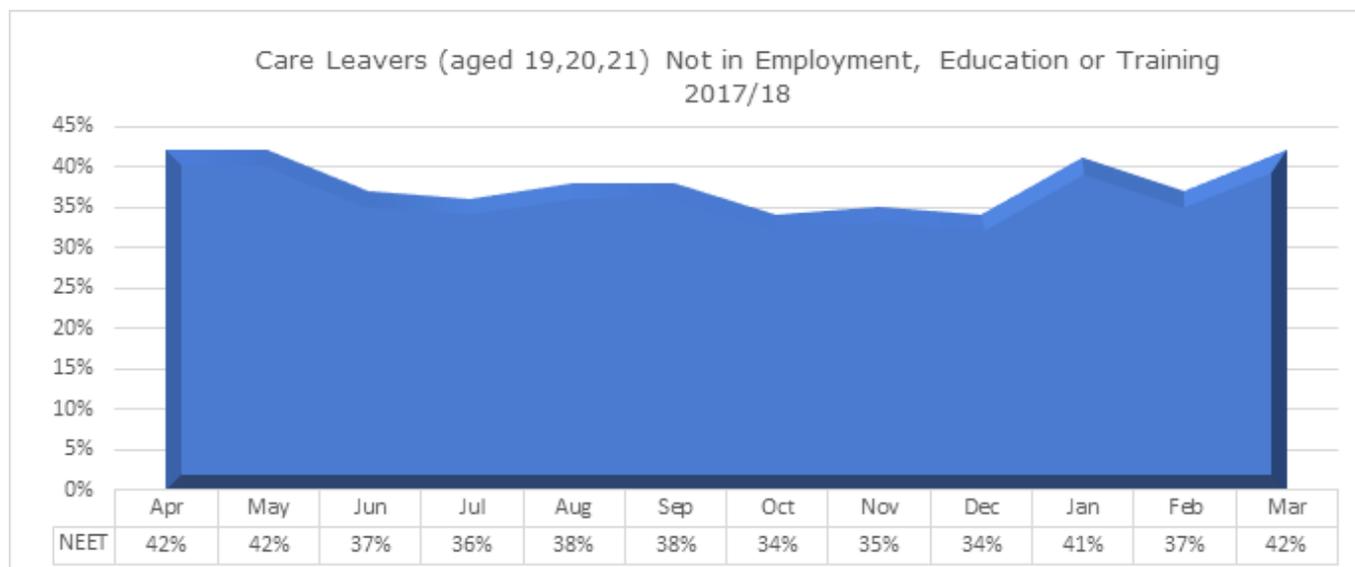


**Figure 12: Care leavers with a disability by placement type**



## Education, Employment and Training and Accommodation

On 31<sup>st</sup> March 58% of the 150 of Care Leavers aged 19 to 21 were in education, employment or training compared to 53% for our Statistical Neighbours and Outer London. It is Barnet's view that this is an area needing further improvement and it has generated interest across the council resulting in a working group led by the Chief Executive. It is a high priority of CPOG and the council to reduce this figure.



### Care leavers' housing needs

On 31<sup>st</sup> March 2018, 90% of Care Leavers age 19 to 21 were in suitable accommodation compared to 83% of Statistical Neighbours and 82% of Outer London. This statistic has remained consistent over the last year and much is done through the council and partners to maintain a high rate of suitable accommodation.

In March 2018, the Strategy and Insight Team completed a needs analysis which sought to understand the barriers preventing Barnet's care leavers from achieving successful tenancies and the changes needed to better meet their needs.

Previous analysis into council tax responsibilities (November 2017) and Corporate Parenting Officers' Group discussions, including feedback from care leavers attending the Group, indicated that accommodation needs are not being met and they are not adequately being prepared for independent living.

Barriers identified within the March 2018 analysis included:

- Transition process
- Current housing support options and availability
- Variation within data and systems in different services and quality of recording
- Variable quality of Temporary Accommodation
- Lack of consistent and effective joint working between key agencies
- High rents within Barnet and low income for care leavers.

These barriers may result in:

- Team allocation and accommodation moves are taking place at key points within Care Leaver's lives, impacting on their education and independence;

- The support needs not being met by the current support and placements options available;
- Data not being used to identify and target interventions and support to care leaver experiencing tenancy issues;
- The cost of living being unaffordable, and care leavers accruing rent and other debts as a result.

### **Pathway Plans**

As at 31 March 2018, 83% of care leavers had an up to date Pathway Plan, which refers to plans created or updated within the past 6 months; this compares to 77% in 2017. The quality of Pathway Plans is an area in need of improvement, where practice will be strengthened by plans being developed earlier in the young person's life. Changes to the way the teams work are being introduced to ensure that we respond to the concerns young people have raised about lack of support and poor timing of transition to independence.

Young people will not fully transition to the leaving care team until they are at least 17½, however the personal advisors will start building a relationship with the young person and support the pathway planning at 15½ in a co-working partnership with the young person and their social worker.

Barnet care leavers do not take up university places to the same degree as those not in the care system locally. The high propensity of young people residing in semi-independent accommodation instead of with a foster family may be one of the factors in this low take up.

In order to address this the Staying Put offer to foster carers is being reviewed with an aim to keep young people in their foster families wherever possible through to at least 21. We have set a high target of 90% to remain Staying Put by 2020.

If young people feel settled and supported they are more likely to take up higher education and/or apprenticeship opportunities. As corporate parents, we wish to achieve the target of at least 98% of those 16 to 25 year olds for whom we have responsibility being in education/employment or training by April 2020.

Onwards and Upwards have successfully introduced a Life Journey Project that enables care leavers to work with a practitioner to understand their journey to and through care and be able to have an opportunity to safely reflect through talking, art, and writing how the journey has impacted them and what support they may need.

Developing the skills to live independently as an effective adult in the community is often compromised by their life journey and ensuring that pathway planning starts earlier, that they are supported to have aspirations and dreams for their future and that wherever possible they have the opportunity to remain within or close to their foster family will improve their outcomes as adults.

## 10. Independent Reviewing Service Annual Report

### Role and Functions of the IRO

Understanding the role and functions of the IRO requires an understanding of the centrality of effective care planning and review to good social work practice, as well as the duties of the local authority in relation to care planning and review, as set out in Regulations.

Care planning and reviews are about bringing together children who are looked after, their families, carers and professionals, in order to plan for the care of the child and to review that plan on a regular basis. Effective care planning and review is underpinned by careful assessment of the needs of a child and making the right decisions about how best to meet those needs. This is a fundamental part of social work, which not only requires an understanding of the importance of planning, but also the relevant conceptual and practice frameworks.

The IRO's primary focus is to quality assure the care planning and review process for each child and to ensure that his/her current wishes and feelings are given full consideration. To be successful, the role must be valued by senior managers and operate within a supportive service culture and environment. An effective IRO service should enable the local authority to achieve improved outcomes for children.

Every IRO should feel confident in his/her role and personal authority and understand his/her responsibilities to monitor and review the child's case and, where necessary, challenge poor practice

### 2017 OFSTED Findings

The Ofsted inspection identified that

*"Independent reviewing officers' (IROs') oversight of casework is regular and children have timely reviews. IROs visit children between reviews and sometimes are stable figures in children's lives. Children are encouraged to participate in their reviews, and many do so. Reviews for children looked after routinely consider children's contact with the people who are important to them, including previous foster carers. While not always timely, inspectors saw examples of clear efforts made to re-engage family members, when necessary, to the benefit of children. When children's contact requires supervision, support workers provide an effective service that ensures that children's contact with their families is safe. However, IROs' quality assurance of practice is overly focused on process rather than children's experiences. They have not used escalation processes sufficiently when positive change for children is not achieved within acceptable timescales. While the local authority has taken recent action since January 2017 by reshaping the service and refreshing escalation procedures to ensure that IROs have the capacity and skills to be more effective in their oversight of practice, this is not yet resulting in improved outcomes for children".*

*"Poor-quality case recording and oversight of casework by managers, child protection chairs and independent reviewing officers lead to ineffective case work direction. This contributes to drift and delay in the provision of appropriate services for children and their families".*

Ofsted recommended that the Council *“Ensure that the oversight of practice by all operational directors, heads of service, team managers, child protection chairs and independent reviewing officers is child focused and effective in achieving positive change for children”*

### **Improvement Activity 2017-18**

- Management arrangements for the Independent Reviewing Officers were integrated into the Safeguarding, Quality Assurance and Workforce Development service to strengthen the IRO’s oversight, develop their function to provide timely challenge to practitioners and ensure positive change for children is supported by effective plans.
- A new model for raising alerts was introduced, i.e., face to face meetings or telephone discussions to encourage reflective practice and working together to address drift and delay. This, also, includes alerts to Heads of Services and Operational Directors been implemented at an earlier stage in the escalation process.
- Our Improvement Partner, Essex County Council, worked closely with us to drive improvements in the service by providing observation of and feedback to reviewing officers, training and guidance on developing a model of co-production with young people to improve their experiences of and participation in their reviews.
- A culture of reflection and learning has been embedded by implementing group supervisions and ongoing practice meetings with Practice Development Workers and Quality Assurance Officers.

These changes in service delivery have strengthened the impact of the IRO service (this was recognised by Ofsted in their children in care monitoring visit in July 2018) but they remain areas for ongoing development to be fully achieved and embedded. Areas’ have been identified as:

- IROs need to ensure prompt, consistent and respectful challenge to social work practitioners and managers to ensure permanency plans are in place for children at the second Children in Care Review (as per statutory guidance).
- The IRO ‘foot print’ (i.e., minutes, challenge and escalation) needs to be consistently evidenced on children’s files as well as evidence that they are curious and understand the children they work with as reviewing officers.
- IRO’s need to develop more confidence in escalating concerns when care plans are not progressing to assist/support practitioners in providing a comprehensive, timely and robust service to children in care.
- The service needs to support children and young people to take the lead in their reviews and planning and to help professional networks understand that reviews need to be child centred forums where the child’s voice is heard.

### **Forward plan for 2018-2019**

1. To continue to reflect on new review meetings and their effectiveness by having quarterly events with young people in which we continue to gather feedback and co-produce changes that encourages participation that is more meaningful for the child/young person.

2. To increase the IRO's confidence and capacity to focus on good quality care plans and monitoring plans effectively which will be evidenced by appropriate escalation and the increased visibility of the IRO "footprint" on children's files.
3. To ensure that IRO's are supported by the Quality Assurance Team (by ongoing integrated learning and training forums) to strengthen their consistency in auditing, practice expectations and confidence in delivering reflective and child centred challenge.
4. To develop a more streamlined data report to support the management and oversight of the IRO's service, i.e., individual performance and ensuring statutory guidelines are met. Also, the data collected by IRO's and the Quality Assurance service to be used in a meaningful way to target specific teams for support

### **Service structure and delivery arrangements**

Independent Reviewing Officers are placed within the Safeguarding, Quality Assurance, Workforce and Development Service to support their independent function, i.e., to review and quality assure children and young people's permanence plans and provide challenge and advocacy if necessary. The service had been temporarily managed by a Head of Service within Corporate Parenting Service during a reorganisation of services post inspection and transferred back to the line management within the Safeguarding service on the 02/02/18.

Statutory Guidance recommends that IROs have caseloads of 50 to 70 looked after children, in order to deliver a good quality of service that includes the full range of functions set out in the IRO handbook. Caseloads have remained within statutory guidelines.

The service is comprised of five full time Reviewing Officers who are managed and supported by a Team Manager (who also manages three Conference Reviewing Officers) and a business support team. Additionally, there are two commissioned IROs (who provide additional capacity if required) and a full time Fostering Independent Reviewing Officer (FIRO) who chairs annual reviews of foster carers.

### **Annual performance**

The data and performance indicators for the year 2017/18 show:

- that of the 323 Children in Care requiring reviews 92.5% were within statutory timescales
- 95.5% of children and young people participated in their reviews.

Escalations remain predominately in relation to process rather than practice.

## 11. Adoption Annual Report

### Adoption

The Adoption Service was identified as Requiring Improvement in the OFSTED inspection.

*“Adopters who spoke to inspectors, including second-time adopters, were positive regarding the preparation, assessment and support received from the agency. Joint recruitment and preparation of prospective adopters, in partnership with the North London Fostering and Adoption Consortium, is supported by a wide range of good information, guides and an easy-to-use website. The joint preparation course is comprehensive and provides adopters with a good, basic understanding of the needs of adopted children. Adopters spoke positively of the learning and insight that they had gained from attending the foundation day and preparation course, and from the assessment process”.*

*However, adopters and the service acknowledge some delays in moving between adoption stage one and stage two assessments, preventing some PARs from being progressed in a timely manner. Adoption recruitment has recently been brought back into the adoption service from the recruitment and assessment team to ensure the prompt assessment of prospective adopters.*

*The quality of child permanence reports is too variable. Reports seen contain recording errors and are not routinely updated by social workers. A minority of reports include irrelevant information from brother and sister assessments, and information such as medical adviser comments is missing. Senior leaders are aware that the lack of pre-adoption medicals to inform planning for children requires improvement. A recent paper presented to the clinical commissioning group has very recently led to a decision for resources to be allocated to address this issue.*

To improve the service to be good or better the following work has been undertaken during the year.

#### What we have done

- Timeliness of family finding, matching and placing children for adoption continues to improve
- The Adoption panel and the Fostering panel were merged to create one panel that is more efficient, and delivers smarter panel processes
- Recruitment of adopters has received stronger focus
- Barnet children are placed with Barnet adopters who are well supported
- The Adoption Team makes very good use of the Adoption Support Fund offer to ensure adoptive families receive the right therapeutic support.

- Adoption of sibling groups has been made possible through committed and creative recruitment activity
- Strengthened the quality assurance of all life story work and later life letter and used trained life story workers to work alongside the child's social worker to complete direct work with adopters and children.
- Adoption medicals are being completed by a paediatrician and all adopters have the opportunity to meet with the medical advisor to ensure they are fully informed on the child's health prior to the matching process at the panel.

#### **What we need to do**

- The Practice Development Workers and Permanency Assurance Lead are working alongside social workers to improve permanency planning across the whole system
- Collaborate with the North London boroughs to design and develop the North London Regional Adoption Agency by June 2019
- Review and further develop the post permanency support offer for special guardians
- Enable all looked after children to benefit from good quality life story work

The Adoption Service has an experienced and knowledgeable staff group who are child-centred in their approach and committed to enabling adoptive and Special Guardianship Order families to become stable, confident and resilient.

The Adoption and Post Permanence Team are responsible for the recruitment, training and assessment of prospective adopters, and following approval, identifying an appropriate match with a child(ren). The team also tracks all children in care, as well as those about to become looked after and unborn who may need permanence outside of their birth family. Active family finding is undertaken for all children who have a plan of adoption. In addition, the team is responsible for identifying suitable carers for children up to the age of 16 who require long term foster care.

The post permanence social workers are responsible for providing support to all adoptive families and Special Guardians who have children in their care whose needs cannot be met by universal services. The service makes good use of the Adoption Support Fund from central government that funds therapeutic support for children with adoptive families and with special guardians.

Barnet works collaboratively with the North London Adoption and Fostering Consortium which enable joint work on recruitment, training and development of support for children and parents.

#### **Recruitment of adopters**

Barnet adoption recruitment is the most successful in the consortium. This means that we have a greater choice of matches for our children, that we can keep them close to home when that is appropriate,

Please see below the consortium figures: 31ST March 2017 – 1st April 2018  
Approved adopters as per consortium.

|           |    |
|-----------|----|
| BARNET    | 15 |
| CAMDEN    | 4  |
| ENFIELD   | 11 |
| HACKNEY   | 5  |
| HARINGEY  | 4  |
| ISLINGTON | 2  |

**Performance in adoption has improved and in the last year 13 children have exited care via adoption.**

| Milestone | <b>Barnet<br/>13<br/>children</b> | Camden<br>4<br>children | Enfield<br>12<br>children | Hackney<br>11<br>children | Haringey<br>12<br>children | Islington<br>8<br>children | Total<br>Average |
|-----------|-----------------------------------|-------------------------|---------------------------|---------------------------|----------------------------|----------------------------|------------------|
| 1         | <b>555</b>                        | 345                     | 1090                      | 582                       | 417                        | 395                        | 564              |
| 2         | <b>97</b>                         | 29                      | 75                        | 36                        | 59                         | 86                         | 64               |
| 3         | <b>137</b>                        | 149                     | 217                       | 322                       | 198                        | 133                        | 193              |
| 4         | <b>20</b>                         | 39                      | 21                        | 27                        | 29                         | 29                         | 27               |
| 5         | <b>441</b>                        | 165                     | 172                       | 322                       | 262                        | 252                        | 269              |

In number of days

Milestone 1 = From becoming looked after to being placed

Milestone 2 = ADM decision to Placement Order

Milestone 3 = Placement Order to being match

Milestone 4 = Match to being placed

Milestone 5 = from being placed to the Adoption order

## 12. Adoption Support Fund and Post Permanency Activities

Barnet has historically had very low rates of placement disruptions, this has been attributed to our ability to recruit and undertake high quality assessments and practitioners taking time to prepare children and adoptive families during the linking and matching stage. Barnet has dealt with 2 adoption disruptions since April 2017, one with non-Barnet adopters and one where Barnet was not the placing authority.

In May 2015, the Adoption Support Fund (ASF) became available to adopters and local authorities throughout England bringing additional funding in line to support families. This was subsequently extended to Special Guardians. The fund was established recognising the need to provide bespoke tailored support and help to promote resilience and placement stability.

During the 2016/17 Barnet successfully applied for, and received ASF funding totalling £154k. This provided additional support for 12 families and 2 group-work related activities.

For 2017/18 period, Barnet successfully secured ASF funding totalling £207k providing support to 14 families and 1 group-work activity.

Current group work programmes include:

- Young Explorers – aimed at children aged 8-10
- Teen Spirits – aimed at young people aged 12-15
- Parents & Adults Group – aimed at adoptive carers

During preparation training, prospective adopters spend one day concentrating on adoption support. Prospective adopters are also made aware of the Adoption Support Fund and how they can request an adoption support assessment. The team currently utilises the Adoption Support Fund (ASF) to develop therapeutic support packages for supporting adopters and children with complex need. High quality practice and creative therapeutic work undertaken achieve permanency and placement stability for Barnet children.

Life story workers ensure all adopted children are in receipt of a life story book and later life letter, as well as providing direct therapeutic work where necessary.

### Adoption Compliments & Complaints

In 2017/18 the team received 4 compliments.

3 from adopters regarding their allocated social workers' support through the adoption process:

*"You have been such a core part of our adoption journey. Thank you for all your kindness, advice, patience, guidance and humour to help us through the tough times over the past year. Thank you for all the late night emails answered and weekends worked on our behalf. You bring a passion to what you do and it inspires so much confidence in people like us whose lives you've helped change."*

*"We just wanted to say thank you for your professionalism and care. We really appreciate your help through the whole adoption process."*

*“This seems like a good time to say thank you for listening with patience, supporting us with care, and for being considerate and kind. You have been and are a really marvellous*

From an Adopter regarding the Life Story Worker for their child, post order.

*“Thanks so much for all the work and inspiration you put into E's life story book, and for arranging to have it sent. She loves it! She enjoys finding photos of people in the book, finding all the birds, and our house. She's also started bringing it to show people who come round - she's very proud! P you put so much into this book. It really is something for her to treasure forever. I'm so glad you put your own photo in so that I can tell her it was you that made it for her. Thank you so much - E is lucky to have you on her team.”*

In 2017/18, there were 2 complaints

- One was about a lack of support during the Special Guardianship Order (SGO) process;
- One was about a SGO that was granted several years ago, which the birth mother had never supported. She has struggled to come to terms with the decision and through the complaints responses we hope to provide her clarity on how decisions were made and what support is available to her.

## 13. The Fostering Service Report

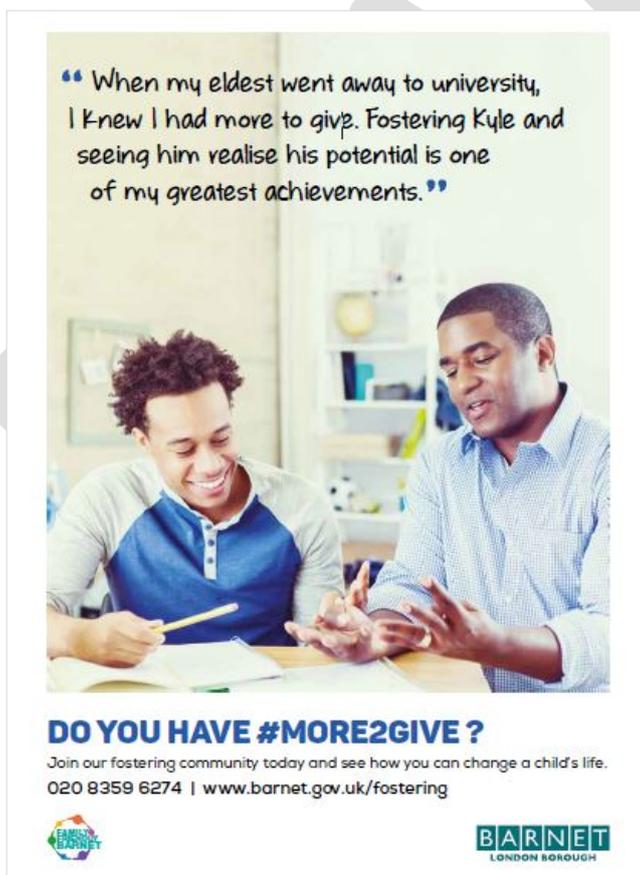
### Recruitment and Assessment

The Carer Recruitment and Assessment team are responsible for the advertising, recruiting, and the assessment, training and development of prospective foster carers for Barnet Council. The assessments of extended family members and friends of looked after children of vulnerable young people who need to be placed away from birth parents is an area of particular growth and high quality, robust viability assessments are being joint progressed between fostering teams and the children social work teams.

The Recruitment and assessment team are involved with prospective carers from the point of initial enquiry, until they are formally presented to the Adoption and Fostering Panel for approval after which their approval as foster carers is ratified by the Agency Decision Maker. Carers are supported by the Fostering Support and Development Team or the Post Permanence workers in the Adoption Team if they are special guardians.

### Overview of performance

The 'More to Give' recruitment campaign launched in September 2017 is ongoing and the campaign's target was to recruit 10 new carers by April 2018



“ When my eldest went away to university, I knew I had more to give. Fostering Kyle and seeing him realise his potential is one of my greatest achievements. ”

**DO YOU HAVE #MORE2GIVE ?**

Join our fostering community today and see how you can change a child's life.  
020 8359 6274 | [www.barnet.gov.uk/fostering](http://www.barnet.gov.uk/fostering)

During the period 17/18 there were 113 enquires leading to 14 approvals. 20 prospective carers are currently in stage 2 and a further 15 are in stage 1 of checks and initial training.

The Carer Recruitment and Assessment Team continue to deliver the compulsory Skills to Foster course to prospective carers monthly which is key to the assessment process. The training is run in partnership with foster carers, care leavers and social workers.

The assessment of connected carers and special guardians has been a focus of our improvement work and the quality and timeliness of these assessments have improved.

The collaboration with the children's social worker has also improved and all viability assessments are co-produced.

For 2018/19 this team has a new, more ambitious target of approving 20 new foster carers by March 2019, to include 10 supported lodgings providers who can assist in providing young people over the age of 16 with accommodation that supports them to independent living with additional care and training.

The first supported lodging provider will be presented to the Adoption and Fostering Panel in mid-June. There is also the intention to recruit 5 families who can provide respite and linked care to children with disabilities and two parent and child foster carers who can provide short term support to both the child and their parent for periods of assessment.

### **Fostering Support and Development**

The fostering support and development workers are responsible for the support and development of foster carers ensuring that foster carers are encouraged to utilise all their skills and space.

Support and development is provided to London Borough of Barnet foster carers in a number of ways focussing on their development, in particular those who care for children and young people with complex needs. There is a comprehensive training offer which includes high level therapeutic input for families.

Foster carers in Barnet have access to quick response therapeutic advice and support. The fostering team has a good reputation across the consortium and Barnet is beginning to attract foster carers from the independent sector wishing to return to foster for Barnet which is a strong indicator that the service is strengthening.

### **Overview of performance**

In March 2018, there were 103 approved foster carer households who provide care for between 1 to 3 children, a further 12 staying put providers and 10 connected carers who are caring for a child or young person previously known to them.

Foster carers are provided with a full calendar of training and they also have access to training provided within the North London consortium and Barnet Safeguarding Children Partnership. Training for foster carers has been reviewed and additional training courses have been identified to add to the training calendar, that include:

- adolescent mental health and self-harm,
- Welfare Reform,
- Prevent.
- Attuned therapeutic care training is also available now to all carers.

Attuned Therapeutic Care (ATC) is a model of therapeutic intervention which is an experiential and interactive approach of training for foster Carers. It takes into consideration the therapeutic needs of children/young people who are looked after and have suffered trauma and insecure attachments. All training is open to foster carers and social workers to attend together. This provides an invaluable opportunity for networking and trust building.

An attuned therapeutic group supervision session is held monthly which is a joint venture between social workers and foster carers.

Regular meetings take place with senior management and Barnet's Foster care association (BAFCA). Senior managers have included the Chief Executive and the Operational Director have met with foster carers at their quarterly forums. This has provided an opportunity to give them updates on Service Improvement and development and to gain feedback from foster carers regarding the service. Foster carers consider these meetings to be very helpful and the plan is to run two Senior Manager and foster carer surgery's a year.

To improve the service to be good or better the following work has been undertaken during the year.

### What we have done

- Launched a successful recruitment campaign
- Improved practice in the recruitment team to ensure no delays in processing enquiries and assessing candidates
- Improved the quality of fostering assessments and developed closer working relationship with fostering support and the children's teams to strengthen matching processes for looked after children
- Worked with children's teams to ensure all viability assessments are jointly completed
- Increased management capacity to improve quality assurance of all work produced and improve reflective supervision
- Improved timeliness on completion on connected carer assessments
- Improved quality of practice in the fostering support team to ensure practice centres on the needs of the looked after child and not on the carer.

### What we need to do

- Review Placement Sufficiency Strategy to reflect the increase in foster carers.
- Work with both the recruitment team and the support team to improve their understanding and knowledge of the looked after cohort and their needs
- Consistently work to ensure quality of all assessments is good or better
- Through the practice development worker improve the links between the fostering support team and the children's teams so that they work as one system around the child.

### Compliments and Complaints

From a foster carer about the social worker, following the Looked After Child Review

*"I want to start with saying thanks for all the lovely things you said about me yesterday in LAC meeting. You have made my work that much easier. And now God has blessed me with a second handsome and loving son. Our future will be filled with lots adventure and I will make sure that K becomes an outstanding man. And if C comes I will give her a bright future to without a second thought."*

From Foster Carer regarding the Christmas Party

*"Can you please pass on our appreciation and thanks to all involved in Tonight's [Christmas] party. Obviously a lot of time and effort was put into it. Please pass on our compliments to the chef it was all very tasty".*

There have been 6 formal complaints from foster carers:

- Two of the carers had allegations/standards of care investigations against them, and were complaining about how they had been treated during that process.
- One was about a lack of support and communication from the Supervising Social Worker;
- One was about issues with the children's IRO;
- One was about errors with school uniform payments and a lack of communication from Family Services to the carer about this mistake;
- One is about a care planning issue for the children. The foster carer does not agree with the Local Authority plan.

### **The Adoption and Fostering Panel**

As part of the Improvement Plan the structure of the Foster and Adoption Panels was reviewed during 2017/18 and in February 2018 the two panels merged into one. The change to a combined Adoption and Fostering panel aims to provide a consistent approach to decision making in all aspects of Adoption and Fostering across Family Services and to promote high quality practice.

A key process change as part of this new approach is the move to a responsive, as opposed to process driven, Panel. Previously, the Fostering Panel fulfilled its remit of reviewing Foster Carers by facilitating an annual review followed by a procedural review every three years. The new Panel will continue to undertake annual reviews, however, beyond that will review Foster Carers in response to changes in circumstances or safeguarding issues that arise as identified by the Fostering Team Manager, who will immediately defer such issues to the panel.

The key objectives of the panel are to ensure that the best interests of the child are safeguarded and that prospective and approved adopters and foster carers are treated fairly.

## APPENDIX 1A

### OUTCOMES INFORMATION (903 Cohort)

#### Early Years Attainment (Reception)

\*Please note that 903 denotes children / young people who have been in care at least a year from March 31<sup>st</sup> 2018

|                 | 2018 Cohort | 2018 Percentage achieving GLD |
|-----------------|-------------|-------------------------------|
| <b>All LAC</b>  | 3           | 66%                           |
| <b>*903</b>     | 1           | 100%                          |
| <b>Barnet</b>   | 4461        | 74.1%                         |
| <b>National</b> | 639400      | 71.5%                         |

In the EYFS (Early Years Foundation Stage) there was only one child in the 903 cohort. We are pleased that despite having SEND this child achieved a Good Level of Development. The child attended an Out of Borough School.

#### Phonics-Year 1

|                 | 2018 Cohort | 2018 Percentage achieving the standard |
|-----------------|-------------|--|
| <b>All LAC</b>  | 4           | 50%                                    |
| <b>903</b>      | 2           | 100%                                   |
| <b>Barnet</b>   | 4362        | 86.2%                                  |
| <b>National</b> | 639090      | 82.5%                                  |

Both pupils in the 903 cohort passed the phonic check. One is In borough and one is Out of Borough

#### End of Key Stage 1 Results 2018

##### Children attaining Expected Standard (EXS) or better

|                 | 2018 cohort | 2018 Reading | 2018 Writing | 2018 Maths | 2018 Science |
|-----------------|-------------|--------------|--------------|------------|--------------|
| <b>All LAC</b>  | 6           | 33%          | 0%           | 17%        | 17%          |
| <b>903</b>      | 3           | 33%          | 0%           | 33%        | 0%           |
| <b>Barnet</b>   | -           | 78.9%        | 73.4%        | 79.3%      | 84.2%        |
| <b>National</b> | -           | 75.5%        | 70%          | 76.1%      | 82.8%        |

### Contextual information

There were three pupils in the 903 cohort. All attended schools out of borough at the time of their assessments. One pupil has an EHCP and the other two pupils have SEND which are likely to be converted to an EHCP.

### Performance Information

One pupil met the standard in reading. One met the standard in maths but none of the three met the standard across all areas.

Writing is a weakness so the Virtual School will be monitoring pupils' progress and putting an intervention in place to support work in schools.

### 2018 Key Stage 2 results

|                    | Cohort  | Reading % EXS+ | Writing % EXS+ | SPAG % EXS+ | Maths % EXS+ | RWM % EXS+ | reading average scaled score | GPS average scaled score | maths average scaled score |
|--------------------|---------|----------------|----------------|-------------|--------------|------------|------------------------------|--------------------------|----------------------------|
| All CLA            | 10      | 100%           | 78%            | 78%         | 56%          | 56%        | 107                          | 104                      | 101                        |
| 903 Cohort         | 7       | 100%           | 71%            | 67%         | 57%          | 57%        | 107                          | 104                      | 102                        |
| Barnet (rounded)   | 4000    | 80.7 %         | 80.6 %         | 84%         | 82.6 %       | 71.9 %     | 106.7                        | 108.5                    | 106.3                      |
| National (rounded) | 600,000 | 75%            | 78%            | 78%         | 76%          | 64%        | 105                          | 106                      | 104                        |

Note that percentages and average scores are calculated for those who were entered for SATs. Four pupils attended independent schools that do not use SATs.

### Contextual information

- There were ten pupils in the 903 cohort
- Five pupils in the 903 cohort have EHCPs and an additional 3 have identified SEND
- Four pupils were Barnet Schools, six were out of borough at the time of the assessments.

### Performance information

- Four of the out of borough pupils with EHCPs did not sit the assessments

- Four pupils attained RWMs 57% of those entered (3 in-borough and 1 out of borough)
- Of the six pupils entered for reading, all achieved the standard and one achieved GDS (100%)
- 1 IB was not entered for reading, but was entered for the other subjects
- Of the seven pupils entered for the writing assessment, 5 pupils achieved the standard in writing-71%
- Of the seven entered for Maths, four achieved the standard (3 in-borough pupils and 1 out of borough). Two in-borough pupils achieved greater depth.
- Of the seven pupils entered for Science, five pupils met the standard (3 in-borough and 2 out of borough).

### End of KS3 Results 2018

### Year 11 Outcomes Information

### 903 Cohort

**Note:** Attainment and Progress 8 information will not be available until the statistical release in March 2019. The data team has advised us just to review English and Maths at this stage. However, we do not yet have any figures for LAC nationally to compare ourselves against.

Context:

- There were 27 pupils in the 903 cohort.
- 7 pupils did not sit GCSEs but took vocational courses (only 1 of these was in a Barnet school).

| 20 pupils  | Proportion | Number of pupils |
|------------|------------|------------------|
| English 4+ | 50%        | 10               |
| Maths 4+   | 35%        | 7                |

Three pupils had strong results:

1. Eight GCSEs all at 5+
2. Seven GCSEs all at 4+
3. Nine GCSEs all at 4+

Other pupils did take a range of subjects beyond English and Maths.

## Post 16 Results 2018

| Pupil | In Borough? | English | Maths | Geography | Sociology | Economics | Business Studies | Health and Social Care | Photography | Extended Diploma Business Retail | Music | Health and Social Care | Science |
|-------|-------------|---------|-------|-----------|-----------|-----------|------------------|------------------------|-------------|----------------------------------|-------|------------------------|---------|
| a     | Y           |         |       | C         | B         | D         |                  |                        |             |                                  |       |                        |         |
| b     | N           |         | U     | D         |           |           | D                |                        |             |                                  |       |                        |         |
| c     | N           | A       |       |           |           |           |                  |                        |             |                                  | DDD   |                        |         |
| d     | N           |         |       |           |           |           |                  |                        |             |                                  |       |                        |         |
| e     | Y           |         |       |           | A         |           |                  |                        | A           |                                  |       | D*                     |         |
| f     | N           |         |       |           |           |           |                  | C                      |             |                                  |       |                        | DM      |

DDD = triple distinction

D\* = A\* Equivalent

DM = Distinction Merit

\*Additional post 16 results are attached to this report.