MEETING
CHILDREN, EDUCATION & SAFEGUARDING COMMITTEE
DATE AND TIME
WEDNESDAY 13TH MARCH, 2019
AT 7.00 PM
VENUE
HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4BQ

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

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

Councillors

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

Substitute Members

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

In line with provisions in Article 3 of the Constitution, Residents and Public Participation, requests to submit public questions or comments must relate to a substantive item of business on the agenda and be submitted by 10AM on the third working day before the date of the committee meeting. Therefore, the deadline for this meeting is at 10AM, Friday 8 March. Requests must be submitted to Salar Rida at salar.rida@barnet.gov.uk

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

Governance Services contact: Salar Rida 020 8359 7113 Salar.Rida@Barnet.gov.uk

Media Relations Contact: Gareth Greene 020 8359 7039

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ORDER OF BUSINESS

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Decisions of the Children, Education & Safeguarding Committee

16 January 2019

Members Present:-

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

Councillor Pauline Coakley Webb
Councillor Alison Cornelius
Councillor Val Duschinsky
Councillor Anne Clarke
Councillor Reuben Thompstone

Councillor Linda Freedman
Councillor Anne Hutton
Councillor Nagus Narenthira
Councillor Felix Byers

1. **MINUTES OF THE LAST MEETING**

The Chairman of the Committee, Councillor David Longstaff welcomed all attendants to the meeting.

It was **RESOLVED that the minutes of the previous meeting held on 29th November 2018 be agreed as a correct record.**

2. **ABSENCE OF MEMBERS**

None.

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

None.

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

None.

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

None were received.

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

None.

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

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

Mr Munday briefed the Committee about the continued improvement work – he noted that following the Monitoring visit social work practice has been further consolidated and that as a result social work practice has been further consolidated.

Officers noted the issues raised by inspectors in the Ofsted letter, particularly in relation to case management and recording and the Committee stressed the importance of continued oversight and improvement towards performance and standards of practise.

Members queried the impact of the audits undertaken on cases allocated to the Duty & Assessments Team. Officers informed the Committee that there has been an increase in the number of cases reviewed and that as a result of the audit programme there is a better understanding of procedures and that issues have been tackled thematically. In addition, further practical training has been rolled out for staff to support the improvement work.

In respect of the audit ratings of service activity from April-November 2018 under section 1.18 of the report Members noted the reduction in the number of inadequate ratings as well as and stressed the importance of tackling issues and continued progress.

Following a query from the Committee about Troubled Families, Officers noted the sustained progress achieved with families since the start of the programme in 2014. Officers highlighted the need for continued data improvement in relation to employment and the ongoing work with DWP to improve data sharing with Job Centres.

Officers noted the issues raised by inspectors, particularly in relation to case management and recording and the Committee stressed the importance of continued oversight and improvement towards performance and standards of practise.

It was unanimously **RESOLVED that:**

1. **That the Committee noted the progress of the Barnet Children's Services Improvement Action Plan as set out in paragraphs 1.8 to 1.42.**

2. **That the Committee noted the OFSTED monitoring visit feedback letter attached in Appendix 1.**

3. **That the Committee noted and scrutinised as above the performance information provided in Appendix 2.**

8. **ANNUAL REPORT ON SCHOOL FUNDING IN BARNET FOR 2019-20**

The Chairman welcomed Mr Ian Harrison, Education and Skills Director who joined the meeting and presented the Annual Report on School Funding.

Mr Harrison informed the Committee that the funding was approved following the letter submitted to the Secretary of State which was discussed at the recent Schools Forum meeting. He also spoke about the funding criteria used when allocating growth and split site funding which was also approved by the Schools Forum.

Following a query about any deficit position, Mr Harrison noted that this will only be apparent once schools declare their budget position. The Committee asked a follow up question on budget management support and it was noted that schools must submit

balanced three year plans and if there are any issues, work can be undertaken to support a school at an early stage to address any issues as best as possible.

It was unanimously **RESOLVED that the Children, Education and Safeguarding Committee:**

1. **Noted the annual report on school funding in Barnet and the decision to withdraw the application to the Secretary of State to transfer 0.5% from the schools block to the high needs block as set out in paragraphs 1.28 and 1.29.**

2. **Approved the submission of the Authority Proforma Tool (which specifies the authority's funding formula for schools) on the basis of paragraphs 1.25 to 1.43, which includes a Minimum Funding Guarantee of 0% and means that no primary or secondary school will receive less money per pupil in 2019-20 than they did in 2018-19 (through the pupil-led element of the school funding formula), while any schools gaining from the introduction of the National Funding Formula will have their gains capped at +0.5% per pupil.**

3. **Noted that the overall Schools Budget will be considered by the Policy and Resources Committee at its next meeting on 20th February 2019 for onward submission to full council as part of the budget setting process.**

9. **BARNET CHILDREN AND YOUNG PEOPLE'S PLAN 2019-2023**

The Chairman introduced the item which was presented by Mr Ben Thomas, Strategic Lead for Children and Young People.

Mr Thomas spoke about the work of the LBB with UNICEF UK through the Child Friendly Cities and Communities programme and noted that the overarching ambition is for the borough to be recognised by UNICEF UK as a UNICEF Child Friendly Community in 2020.

He informed Members about the seven key principles of a child rights-based approach which will enhance and improve the way children and young people are supported.

It was unanimously **RESOLVED:**

1. **That the Children, Education and Safeguarding Committee considered the draft Children and Young People Plan 2019-2023 including the vision and key outcomes.**

2. **That the Children, Education and Safeguarding Committee approved the public consultation of the draft Children and Young People Plan 2019-2023.**

3. **That following public consultation delegated authority is given to the Strategic Director for Children and Young People in consultation with the Committee Chairman to give final approval of the Children and Young People Plan 2019- 2023.**

10. **BARNET SAFEGUARDING CHILDREN PARTNERSHIP BOARD ANNUAL REPORT 2017-18**

The Committee welcomed and commended the quality of the report. It was noted that Ms Fiona Bateman has, for the interim, has been appointed to the role of Chair of the Barnet Children's Safeguarding Board.

It was unanimously **RESOLVED:**

That the Committee noted the information contained within BSCP Annual Report 2017-18.

11. **COMMITTEE WORK PROGRAMME**

The Committee noted the standing item on the agenda which lists the Forward Work Programme of the Committee for 2019.

It was agreed that the Committee receive a report at a future meeting on the annual progress against the Children and Young People's Plan. (**Action**: Forward Work Programme)

It was **RESOLVED that the Committee noted the Forward Work Programme 2019.**

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

None.

The meeting finished at 8.20 pm

CHILDREN, EDUCATION and SAFEGUARDING COMMITTEE

13 March 2019

Title	**Update Report on the progress of Barnet Children's Services Improvement Action Plan and other CES Committee Priorities**
Report of	Chairman of the Committee, Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	**Appendix 1: Ofsted Monitoring Visit Feedback letter (February 2019)** **Appendix 2: Family Services Performance Report** **Appendix 3: Revised 16/17 Homeless Protocol** **Appendix 4: Draft 2019/20 Delivery Plan – Barnet Children and Young People's Plan**
Officer Contact Details	Chris Munday Strategic Director for Children and Young People Chris.Munday@barnet.gov.uk

Summary

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

The OFSTED Improvement Plan is a corporate and committee priority; this report provides an update on progress of Barnet Children's Services Improvement Action Plan to ensure scrutiny by elected members in improving the effectiveness of the local authority in protecting and caring for children and young people in need and caring for children and young people as a corporate parent. This is the eighth update report to be received by Committee and the reporting period for progress is November to December 2018. The update on progress is structured according to the six improvement themes in the action plan, and Family Services Performance Report has been included in Appendix 2.

The report includes:
- An update from the sixth OFSTED monitoring visit which took place in February 2019, and focussed on Care Leaving Services, and how young people prepare to leave care;
- A revised Protocol between Children's Social Care and Housing Options joint procedure for responding to 16/17 year old homelessness.
- A draft 2019/20 Delivery Plan for the Barnet Children and Young People Plan for review and approval by Members.

Recommendations

1. **That the Committee note the progress of the Barnet Children's Services Improvement Action Plan as set out in paragraphs 1.11 to 1.34.**

2. **That the Committee note the OFSTED monitoring visit feedback letter.**
   [NB - letter will be circulated as a supplementary appendix 1 as it is not published until 7th March 2019].

3. **That the Committee reviews and approves the updated Joint Protocol for homeless young people aged 16 and 17 attached as Appendix 2.**

4. **That the Committee note and scrutinise the performance information provided in Appendix 3.**

5. **That the Committee reviews and approves the 2019-20 Delivery Plan of the Children and Young People's Plan attached as Appendix 4.**

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

1.2   The Council fully accepted the findings of the report and is working collectively with the partnership to drive the improvements needed to transform social care services for children, young people and their families from inadequate to good rapidly.

1.3   To enhance scrutiny by elected members to support and challenge this continuous improvement, it was agreed at Children, Education, Libraries and Safeguarding (CELS) Committee in July 2017 that an update on the progress of implementing improvements will be a standing item on committee agendas. This is to ensure the local authority is effective in protecting children in need and caring for children and young people as a corporate parent.

1.4   Under the Inspection of Local Authority Children's Services (ILACS) Framework, local authorities judged as inadequate are subject to ongoing monitoring activity from OFSTED; in Barnet, this has included an action planning visit, quarterly monitoring visits, and will also entail a full ILACS inspection after February 2019 if there is satisfactory progress in the next monitoring visits.

1.5   Since November 2017, OFSTED have conducted six monitoring visits of Barnet Children's Services, which focussed on 'front door' services, Duty and Assessment, Intervention and Planning, Children in Care, work with vulnerable adolescents and Care Leaver services. During this period, OFSTED have found there to be a steady and strong focus on improving services and the quality of social work practice in Barnet. Although the pace of change has begun to establish improved social work practice over the last year, there is more work to do to ensure consistent quality of practice across all services.

1.6   A sixth monitoring visit took place on 14 and 15 February 2019, and focussed on the leaving care service, Onwards and Upwards, and young people transitioning to leaving care. OFSTED has indicated that this is the last monitoring visit that the Local Authority can expect. The next visit by OFSTED is likely to be a full Inspection of Local Authority Children's Services (ILACS) in late Spring/early Summer 2019, which will be a reinspection of all services.

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

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

1.8   As with the previous version, the action plan sets out the improvement journey and gives focus to transform services, especially social care, from inadequate to good rapidly. The action plan is in line with the three core strategic objectives that cut across all our plans for children, young people and families and underpin the systemic and cultural change needed to drive improvement within the borough:

- Empowering and equipping our workforce to understand the importance and meaning of purposeful social work assessments and interventions with families

- Ensuring our involvement with the most vulnerable children in the borough positively impacts on their outcomes

- Providing Practice Leadership and management throughout the system to ensure progress is made for children within timescales that are appropriate and proportionate to their needs and that practitioners are well supported, child curious and focused

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

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

Update on progress since the last report:

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

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

Priority 1: Systems Leadership for Children

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

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

1.14 35 students from across Barnet have taken part in workshops where they had the opportunity to work with staff to review and evaluate the local offer, joined a design workshop to ensure our Children and Young People's Plan is child friendly, and gave their views in a communications focus group about how they want to be communicated with. The aim was for us to understand what is important to young people and listen to their views about how we can interact with and involve them in the services we provide for them. Their views will now form the new Communications Strategy and have informed the Children and Young People's Plan.

1.15   The Barnet Safeguarding Children's Partnership Executive Group has agreed the business plan and priorities for 2018-19, which is aligned to the Ofsted Improvement Plan. The new Multi Agency Safeguarding Arrangements (MASA) are being developed by the partners. These need to be published in June 2018. The arrangements will be brought back to committee in May for agreement.

Improvement theme 2: Enhancing Practice Leadership for Children

1.16   This theme focuses on strengthening professional systems that work together effectively to improve children's lived experience. This includes that children's voices are heard and influence decisions being made about them, that these decisions are recorded to a high standard and that this leads to timely interventions from appropriately skilled professionals across the partnership.

1.17   Work on ensuring that management oversight and supervision is consistent and rigorous, and that oversight of practice provides sufficient guidance and direction to improve practice for children continues across all services.

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

1.18   This improvement theme is focussed on embedding the monitoring and understanding of thresholds across the partnership. The outcomes are to have an effective MASH, effective decision making and joined up Early Help.

1.19   The Early Help Hubs are continuing to bed in across the borough. The next phase of the Early Help strategy – now that hubs have been established across the borough – is being developed, and will focus on training and development of staff, maturation of its relationship with the Multi-Agency Safeguarding Hub (MASH), and targeting delivery in the areas (both geographical and thematic) where Early Help services need to be focussed on.

1.20   The revised Joint Protocol between the Housing Options service and Children's Social Care is appended to this report as Appendix 2. The previous version of the protocol was agreed by the Children, Education, Libraries and Safeguarding (CELS) committee in September 2017.

1.21   Since it was agreed in September 2017, the Protocol has provided clarity on Barnet's commitment, and responsibility, to ensuring that young people receive a good or better service when they ask for help. The Ofsted inspection report had noted that this was an area that the local authority had already identified as in need of development and which was being re-modelled and made a recommendation to ensure that homeless 16 to 17 year olds are thoroughly assessed and that appropriate ongoing support is offered to them to meet their needs.

1.22   The Protocol has been reviewed and updated following the Homelessness Reduction Act 2017 coming into force, which amended the Housing Act 1996 to expand on the Council's duties to prevent homelessness as follows:

- Preventing homelessness (taking "reasonable steps to help the applicant to secure that accommodation does not cease to be available" (s.195 of the Housing Act 1996))

- Providing homelessness relief or taking "reasonable steps to help the applicant to secure that suitable accommodation becomes available" (s.189B of the Housing Act 1996))

1.23 The revised protocol still contains the revisions previously added to reflect best practice following the last review by Members at CELS in September 2017. Members are asked to review and agree the revised Joint Protocol.

Improvement theme 4: Strengthening Assessment for Children

1.24 This theme focusses on strengthening assessments, ensuring they are child centred, effectively analyse risk of harm to prevent drift in the system and prevent delays to delivering interventions.

1.25 A comprehensive training offer in in place for practitioners which provides learning opportunities about specific issues relating to culture and faith, allowing social workers to incorporate this knowledge into their assessments. In addition to classroom based training, our Practice Development Workers continue to run identity and diversity workshops with social workers. Since January 2018, 165 staff have attended one of these workshops. The impact of this activity has been a reduction in the percentage of 'inadequate' audits in DAT under the domain of 'Diversity and Identity' across October, November and December.

1.26 Data on strategy discussions shows that we have improved Police and Education compliance for multi-agency attendance at strategy discussions. Audit data for the three months October to December 2018 shows no inadequate gradings after October in DAT and I&P and an increase in the proportion of 'good' gradings. In December in DATS all strategy discussions that were audited were graded as 'good'.

Improvement theme 5: Strengthening Planning for Children

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

1.28 Practice development activity around this theme has focussed on direct work skills with practitioners. Targeted courses have included intervention skills workshops, direct work with teenagers and adolescents including on building relationships, and implementing systemic ideas into practice, which has been attended by 55 social workers. Between October and December 2018 we have seen fewer 'inadequate' gradings for 'Child's Voice and Engagement' in DAT along with sustained majority 'good' gradings under this domain in Children in Care. Audit data under the domain of 'Parents/Carers Engagement' shows sustained 'good' outcomes across Intervention & Planning and Children in Care. Practice Development Workers are offering regular coaching and drop in sessions for social workers on direct work, which we expect to result in an increasing proportion of 'good' audits in this domain.

1.29 Audits show that there has been an improvement in the quality of Children in Need Plans and meetings (CIN), and Child Protection Plans and Core Group Meetings (CPC/CGM) in the Intervention and Planning service. Comparative data between

October and December (no data is available for November) shows that there has been a significant increase in the proportion of 'good' audits under the CIN domain, and a reduction to zero of inadequate gradings under the CPC/CGM domain.

1.30 A new assessment and planning tool for Children in Care and Care Leavers called 'All About Me' will be introduced from March 2019. It will provide a simpler way of presenting the plan, which will be easier for children and young people to understand, and more intuitive for staff to use.

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

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

1.32 Communication across the Council has been led by the Chief Executive who has raised the importance of children's services improvement through Chief Executive briefings which have all included the focus on children and children's services improvement, and Director letters to staff all contain wellbeing of children at the heart of what we do. Additionally, we have issued guidance on Corporate Parenting principles to authors of Council reports – a copy of this guidance is in the papers for this meeting of the Improvement Board – which will ensure this good practice feeds through the organisation.

1.33 Managers have regular meaningful contact with staff at all levels, from regular fortnightly directors briefings led by the DCS, the 'Grapevine' news email to all staff, director's emails focussing on particular themes or events, to the staff forum which is part of seeking to reflect a more staff led approach.

1.34 In November 2018 we completed our second social worker survey of the year, and a report on the outcomes is included in the papers of this month's Improvement Board. Areas of improvement include that social workers report more regular focussed supervision, and they felt that there is support from their team/the authority when there is pressure or there are difficult emotional decisions to make. Most workers agreed that they apply the Resilience philosophy when working with children and families and 92% of respondents agreed that they could access training, learning and development that helps them drive their practice. Areas where we need to do more according to the views of survey respondents have fed into new approaches to auditing, the introduction of clinical therapy support and the use of appreciative enquiry.

Quantitative Performance Data

1.35 Quantitative performance data is based on activity in January 2019. Reporting is on indicators that are subject to additional focus through the Improvement Plan, with information about what needs to change and what is being done about it, as well as what is working well. The full Barnet Children's Services Performance Matters report and Director commentary has been included in Appendix 3.

2. ADDITIONAL CES PRIORITIES IN THE CORPORATE PLAN

2.1   There are two indicators related to the OFSTED update in the Corporate Plan. These are:

Indicator	Polarity	Annual Target	Q3 18/19			Q3 17/18	Benchmarking
			Target	Result	DOT	Result	
Overall progress against Children's Services Improvement Action Plan	Monitor	Monitor	Monitor	Pace of change begun to establish improved social work practice	New for 18/19	New for 18/19	No benchmark available
Findings of Ofsted Monitoring Visits	Monitor	Monitor	Monitor		New for 18/19	New for 18/19	No benchmark available

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

Corporate Priority update: Tackling Gang Activity

2.3   This is a CES Committee priority within the Corporate Plan Addendum 2018/19.

2.4   Partnership arrangements continue to be in place with MAC UK, Growing Against Violence and Art Against Knives, and continue to support the delivery of work with young people at risk of exploitation (including in relation to gangs).

2.5   Using the learning from our work through REACH and the partnerships outlined above, Work during the previous period has focussed on developing and implementing a revised operational framework focussed on addressing the early complex indicators which contribute towards the risk of being exploited or going missing, rather than reacting to events.

2.6   The operational framework has been supported by:

- an improved training offer for staff and partners, which focusses on building trusting relationships with young people as the primary mechanism to implementing change. The impact of the new training approach will be evaluated.
- Strengthened data collection and analysis from across the partnership, which enables partners and social care staff to have a clearer understanding of what is happening in Barnet and the lived experience of young people, and where resources should be targeted next.

2.7   Barnet continues to deliver using the monies awarded following a bid to the Home Office's Trusted Relationships programme. Barnet's programme which builds on the provision of schools based gang prevention programmes and community based support delivered by the Voluntary and Community Sector in Creative Safe Spaces.

2.8   The project works across a spectrum of services and levels of need, taking an evidence based approach that focuses on relationships and resilience as follows:
- Universal engagement with young people within creative community spaces, providing creative skills training and individual and group support;
- Targeted / Specialist support in communities based within Art Against Knives creative spaces to provide direct support to those identified through relation working and assessment as at risk of exploitation;
- Psychologically informed staff at MAC-UK delivering staff learning spaces to the Art Against Knives team and 'hang out' in creative spaces with young people;
- In-School preventative evidence based programme delivery to young people.

2.9   Since being announced as a successful applicant, the following progress has been made with the Trusted Relationships project:

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

Corporate Priority update: Delivering the family-friendly Barnet vision

2.10   Barnet's new Children and Young People's plan which is underpinned by the Borough's participation in UNICEF UK's Child Friendly Cities programme. The approach, which complements the ambition to be the most 'Family Friendly borough by 2020', will embed child-rights in Barnet's services and delivery.

2.11   The Annual Young People's Survey showed 84 per cent of young people think Barnet is a family friendly place to live. Top personal safety concerns are gangs, bullying and drug taking. This has helped to inform the new CYPP and responses will assist with

better targeting and improvement of services

2.12 A draft version of the Plan was presented at the January 2019 CES Committee, and public consultation has been used to shape the final version. The delivery plan is attached to this report as Appendix 4.

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

2.13 Progress on this Corporate Priority is contained in the report "Educational Standards in Barnet 2017/18" which is also on the agenda for this meeting.

3. REASONS FOR RECOMMENDATIONS

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

4. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

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

5. POST DECISION IMPLEMENTATION

5.1 As the primary driver of improvement, the Children's Service Improvement Board will oversee the delivery of the action plan and is ultimately responsible for its delivery. The Children's Services Improvement Board is independently chaired by Dave Hill and will provide scrutiny and challenge as well as measure impact.

5.2 Operationally the Improvement Plan is driven and directed by the Operational Improvement Group chaired by the Strategic Director of Children's Services with senior representatives from key partner agencies. The group will oversee the day to day transformation of services and ensure effective communication and engagement with staff, children, young people and their families.

5.3 Reports on the progress of the action plan will be received by Children, Education, and Safeguarding Committee, Health and Well-Being Board and Barnet Safeguarding Children's Board.

6. IMPLICATIONS OF DECISION

6.1 **Corporate Priorities and Performance**

6.1.1 The implementation of Barnet Children's Services Improvement Action Plan is a key mechanism through which Barnet Council and its partners will deliver the Family

Friendly Barnet vision to be the most family friendly borough in London by 2020.

6.1.2 This supports the following Council's corporate priorities as expressed through the Corporate Plan for 2019-2024 which sets outs the vision and strategy for the next five years based on the core principles of fairness, responsibility and opportunity, to make sure Barnet;

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

6.1.3 The Barnet Children's Services Improvement Action Plan looks to improve children's participation to ensure that all decisions and planning that affects them is influenced by their wishes and feelings. The action plan also includes actions to strengthen how the views and experiences of children, young people and their families influence service design. This feedback will also help monitor the impact of improvement activity.

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

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

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

Budget forecasts

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

6.3 **Social Value**

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

6.4 **Legal and Constitutional References**

6.4.1 Local authorities have specific duties in respect of children under various legislation including the Children Act 1989 and Children Act 2004. They have a general duty to

safeguard and promote the welfare of children in need in their area and, if this is consistent with the child's safety and welfare, to promote the upbringing of such children by their families by providing services appropriate to the child's needs. They also have a duty to promote the upbringing of such children by their families, by providing services appropriate to the child's needs, provided this is consistent with the child's safety and welfare. They should do this in partnership with parents, in a way that is sensitive to the child's race, religion, culture and language and that, where practicable, takes account of the child's wishes and feelings.

6.4.2   Part 8 of the Education and Inspections Act 2006 provides the statutory framework for OFSTED inspections. Section 136 and 137 provide the power for OFSTED to inspect on behalf of the Secretary of State and requires the Chief Inspector to produce a report following such an inspection. OFSTED will have monitoring visits on a regular basis in local authorities found to be inadequate. A new OFSTED framework has been in place from January 2018, however monitoring visits are still undertaken for authorities found to be inadequate. In addition to OFSTED's statutory responsibilities, the Secretary of State has the power to direct local authorities. This power of direction includes the power to impose a commissioner, direct the local authority to work with improvement partners and direct alternative delivery options. Subsequent directions can be given if the services are not found to be adequate.

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

6.4.4   The Children and Social Work Act 2017 amended the Children Act 2004, introducing changes to multi-agency safeguarding arrangements requiring the statutory agencies (local authority, CCG and police) to work together with other relevant agencies for the purpose of safeguarding and promoting the welfare of children in their local area, including working together to identify and respond to the needs of children.

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

6.5   **Risk Management**

Children's Services Improvement Action Plan

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

quality services.

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

STR021 - Delivery of OFSTED Improvement Action Plan (residual risk score 16). The Improvement Action Plan is monitored regularly and overseen by a Board chaired by the Chief Executive. In February 2019, OFSTED conducted a fifth monitoring visit of Children's Services, which focused on children in care. The feedback from this visit was reported to CES in this report. Delivery on the Improvement Action Plan continues, and preparation is now focussed on an Inspection of Local Authority Children's Services.

6.6   **Equalities and Diversity**

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

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

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

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

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

6.6.5   Unaccompanied young people experience separation and loss from their families, and in addition to this they are also likely to have experienced further trauma, such as abuse an exploitation whilst travelling to the UK. There have been several practice and

service developments to ensure the needs of this group are met, many of whom arrive in the UK without being able to speak English. In 2018,

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

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

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

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

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

service which means that children with disabilities are better protected.

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

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

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

Legend: ■ 815 Males (54%)   25 Unknown (2%)   ■ 682 Females (45%)   ▬ *0-17 population estimate*
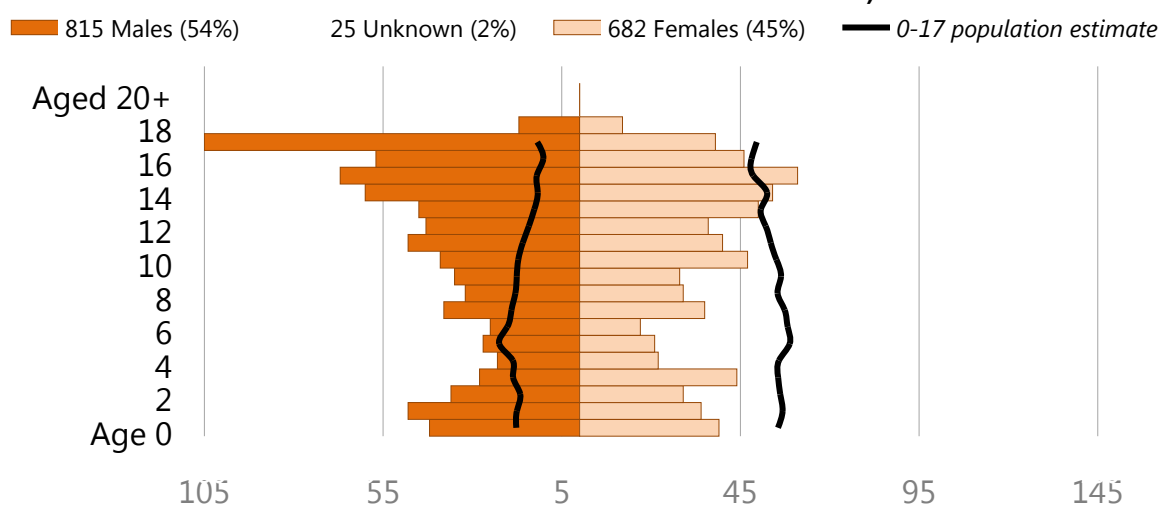
6.6.11 The number and needs of adolescents has resulted in several services being invested in to ensure that emerging and existing issues are supported to prevent them becoming more serious problems; data shoes that this age group are more likely to be affected by issues such as exploitation, criminality and poor mental health. As at 30 November 2018, of 27 young people identified as known to the Youth Offending Team and vulnerable (gone missing, those with an open Child Sexual Exploitation or gang flag, and those who have been the subject of a Sexual Exploitation And Missing meeting, within a selected time period) 96% (n=26), were aged 15 to 17, one was 12 years old.

6.6.12 One of the services that has been invested in to engage vulnerable young people in this age group is the REACH Team. This team was set up in April 2017 to provide multi-agency wrap-around support to young people at high risk of criminal or sexual exploitation. Further to this the Trusted Relationships Project will be delivered in 2019 following a successful bid to the Home Office in September 2018; more details about this can be found in 2.2 to 2.6.

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

6.6.14 Some areas of social work practice in relation to inequalities and disadvantage still

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

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

6.7   Corporate Parenting

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

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

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

6.7.3   The Children in Care Survey was re-launched on 10th December 2018 as part of a two-week campaign to capture our children and young people's views. The campaign was called **It's All About Me Fortnight** and was a targeted effort from Corporate Parenting teams. Two surveys were used, tailored to two different age groups – one for 8 to 12-

year olds and one for 13 to 25-year olds.

6.7.4   All Children in Care and Care Leavers aged 8-25 were surveyed. We received <u>74</u> responses in total: 30 responses to the survey for 8-12-year olds and 44 responses to the survey for 13-25-year olds. This represents an improvement of 60.9% when compared to the previous survey completion rate (46 responses).

6.7.5   Initial findings are as follows:

<div align="center"><u>A Good Education</u></div>

- <u>90%</u> of 8-12-year old respondents said they enjoyed their education and were more likely to enjoy school because of the knowledge they are learning or their friends
- <u>77%</u> of 13-25-year olds respondents feel they have been able to have their say in their education or training
- Not everyone has the same experience – some 13-25-year-olds responded that they didn't feel as supported as others in their current studies, or in choosing options on what to do next
- Responses to the 8-12- year- old survey indicated some experience of bullying and negative peer to peer relationships.

<div align="center"><u>Championing Your Needs</u></div>

- <u>86%</u> of respondents agreed that they have been given the opportunity to understand and explore their identity and family culture
- Among the 8-12-year olds, this was <u>94%</u>, and for the 13-25-year olds, this was <u>82%</u>
- Main gaps highlighted were around opportunities and understanding around being LGBTQ+ and lack of information being given about specific opportunities linked to religion or country specific culture, e.g. knowledge about Eritrean groups.

<div align="center"><u>Keeping Healthy</u></div>

- <u>86%</u> of respondents said that they had felt emotionally worried
- Among the 8-12-year olds, this was <u>81%,</u> and for the 13-25-year olds, <u>89%</u> felt emotionally worried
- Children and Young people would turn to their Carers as the first port of call for emotional support, which is followed by school support staff and/or their social worker
- No young person identified that they used KOOTH, the online counselling portal for young people.

<div align="center"><u>Staying Safe</u></div>

- <u>84%</u> of respondents agreed that they felt safe in their community.
- Among the 8-12-year olds, this was <u>70%,</u> and for 13-25-year olds, <u>90%</u> agreed that they felt safe.

<div align="center"><u>Feeling a Sense of Belonging</u></div>

- <u>99%</u> of respondents felt some involvement in decisions about their life

- Among the 8-12-year olds, this was <u>100%</u>, and for 13-25-year olds, <u>99%</u> felt involvement in decisions about their life
- When asked about how well the Council listens to and understands their views <u>67%</u> answered excellent or good
- <u>70%</u> felt that they saw their Social Worker often enough
- The survey highlighted Quality of communication is important – young people appreciate face to face conversation, and the Council doing what it said it will do.
- The young people appreciate the events, such as the Celebration Events to celebrate the successes of young people – some suggestions that we follow this up with more written acknowledgement of achievements.
- The survey showed that few young people were aware of #BOP forums.

6.7.6   Corporate Advisory Parenting Panel will use a more in-depth analysis of the results, alongside the results of the other work with young people over the last 12 months to agree what will happen as a result of the messages from the survey.

6.7.7   Other activity as part of the OFSTED improvement journey and to ensure that Barnet has due regard to the Principles and improves on the delivery of corporate parenting to its children in care and care leavers includes:

- Barnet have committed to supporting children and young people to achieve their best in childhood, adolescence and adulthood within the Corporate Parenting Pledge for children in care and care leavers, as approved by full council on 29 January 2016. The Pledge can be found in section 6.3.

- Learning and development for elected members and senior officers has and will continue to be delivered, to ensure that there is a clear understanding of their duties and responsibilities to children and care and care leavers and ways in which the Principles can be embedded and sufficient challenge provided regarding work and decisions of the council. The last training session for members was delivered on 31 May 2018.

- Improved our Mental Health offer for Children in Care and Care Leavers, in partnership with the Barnet Integrated Clinical Service and Terepia.

- A Local Offer for care leavers is currently out for consultation with young people and stakeholders. The deadline for responses has been extended until 15th March 2019 in order to ensure that young people have the chance to review the current draft. The final version of the Local Offer will be published by the end of April 2019. Following publication, the Local Offer will be reviewed and updated bi-annually to ensure that the services and information outlined within it are up to date and help young people gain access to and make best use of local services.

- To ensure that Barnet has due regard to the Principles and improves on the delivery of corporate parenting to children in care and care leavers in Barnet, the administering of council tax relief was approved at Full Council on 31 July 2018 and backdated to April 2018 when implemented in September 2018. This scheme helps care experienced young people have a more successful transition to

independence, through the provision of guaranteed relief in their first two years of independent living.

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

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

- A Care Leaver Participation Coordinator has been recruited to lead on a targeted participation project which seeks to improve the education, employment and training (EET) outcomes of Barnet's Care Leavers. The Coordinator's role includes working with key stakeholders to develop and implement an appropriate and accessible EET Pathway for Barnet Care Leavers, action EET related tasks within the Corporate Parenting Plan and work with staff and care leavers to increase skills and opportunities available to care leavers. This project has been funded by the Council's Chief Executive until March 2021.

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

6.8 Consultation and Engagement

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

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

6.8.3 The Barnet Children's Services Improvement Action Plan looks to improve children's participation to ensure that all decisions and planning that affects them is influenced by their wishes and feelings. The action plan also includes actions to strengthen how the views and experiences of children, young people and their families influence service design. Messages from the Children in Care survey outlined in paragraphs 6.7.3 – 6.7.5 will be used both in service design, and also as part of monitoring the impact of improvement activity.

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

6.9 **Insight**

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

7. BACKGROUND PAPERS

7.1 Single Inspection of services for children in need of help and protection, children looked after and care leavers and Review of the effectiveness of the Local Safeguarding Children Board report, OFSTED, 7 July 2017 https://reports.OFSTED.gov.uk/sites/default/files/documents/local_authority_reports/barnet/051_Single%20inspection%20of%20LA%20children%27s%20services%20as%20pdf.pdf

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

Family Services

Document control	
Document title	**Barnet Joint Housing and Children's Social Care Protocol for Homeless 16 & 17 Year Olds**
Document description	This protocol sets out Children's Social Care and Housing Options joint procedure for responding to 16/17 year old homelessness. It covers what will happen from the point young people present asking for help to longer term support arrangements
Document author	**Tina McElligott** **Ian Helcke** **Sarah Marshall** **Karen Pearson**

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Name of person who approves the document to be added to the Document Bank – this should be the Head of Service or above **Tina McElligott – Operational Director Social Care**	Date the document has been approved February 2019

Contents

1. Introduction

Barnet recognises the value that a strong and stable family life provides to young people aged 16/17, particularly in relation to the quality of their relationships, education, financial security, preparation for adulthood and positive health; this is widely supported by research which tells us that children and young people do better when they remain living within their own families.

As such, we will always strive to find ways to help young people remain living with their families by ensuring they have access to early help services that focus on rebuilding their relationships with their parents/carers or exploring other members of the family who might be able to offer the security of a stable home into adulthood.

We recognise that for some young people, this type of stability and security may not be available to them within their own families, and when this is the case we will assess their needs thoroughly in order to decide the type and level of accommodation and support that will need to be provided to them.

This protocol sets out Early Help, Children's Social Care and Housing Options joint procedure for responding to 16/17 year old homelessness. It covers what will happen from the earliest point of need to the point young people present asking for help and longer term support arrangements.

Our commitment is:

- to ensure that all young people approaching our services for help are treated fairly, with respect and with sensitivity to their age, understanding individual backgrounds or circumstances
- to thoroughly assess a young person's circumstances without prejudice
- to seek to find the best outcome for young people by listening to what they have to say and working in their best interests and in collaboration with them
- to maintain a professional and calm approach towards young people at all times
- to ensure that is safe for young people to return home
- to ensure that accommodation provided to young people is of a good quality
- to ensure that young people are escorted to their accommodation and helped to settle in and/or introduced to those that will be providing day to day support to them; and
- to listen to young people's views and feedback about their experiences.

2. Out of hours/Emergency referrals

Outside of office hours, young people will need to call the Emergency Duty Team on (0208 359 2000), all young people who contact the service as homeless will be placed in foster care or in a high support placement until the next working day.

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3. First Point of Contact

When young people present as homeless and ask for help, our first priority is to ensure that they are safe from harm. We will also make sure, where necessary, they have somewhere safe to stay, where there is an appropriate level of early help/support available to help them cope with living away from home, whilst we assess their needs and explore their circumstances fully.

All 16/17 year olds that are homeless or at risk of homelessness will need to present themselves at Barnet House between the hours of 9am – 5pm where they will meet with a Housing Needs Officer, trained in family mediation, who will ask questions about what has happened to them and obtain contact information for their parents/carers and any other relatives who might be able to support them.

The Housing Needs Officer will establish if the young person is homeless or at imminent risk of homelessness. They will explore with the young person and their family if the difficulties that have led to the young person presenting at Barnet House can be resolved and attempt to enable the young person to remain at home, when it is safe for them to do so.

The Housing Needs Officer will consider:

- the young person's history of involvement with services

- family circumstances and composition

- support networks within and outside of the family

- the young person's particular vulnerabilities (i.e. health, mental health and learning needs) and immediate risks (i.e. gangs, safeguarding)

- the young person's education, training or employment status

- the young person's views; and

- the views of the young person's family, particularly those that hold parental responsibility.

If the Housing Needs Officer establishes that a young person can safely return home and is not in need of a statutory assessment of their needs, they will ask for consent to make a referral to MASH to enable early help options to be explored for the young person and their family, including the need for an Early Help Assessment.

All young people found to be in need of accommodation or at risk of imminent homelessness will be referred to MASH, without the need for consent, to enable the commencement of a single assessment by Children's Social Care and Housing Options.

4. Emergency Accommodation

Once a young person has been referred to MASH as homeless or at imminent risk of homelessness, the MASH will make a same day allocation to the Social Work Team on duty in Children's Social Care (Duty and Assessment Team). For young people in immediate need of accommodation, the allocated social worker will make an immediate referral to the Placements Service to source emergency accommodation with an appropriate level of support.

The Placements Team holds an approved provider list of supported accommodation options, including out of borough placements. At no time must young people be placed in temporary accommodation in an emergency unless there is also a high level package of support to wrap around them in place. Some young people, particularly 16 year olds and those with a higher level of vulnerability may need to be placed in an emergency foster or residential placement to ensure that they are safe and well cared for.

All young people placed in accommodation in accordance with a Children Act assessment will immediately become 'Looked After' pursuant to s20 Children Act 1989. The social worker must immediately commence 'Looked After' processes including referral for a LAC medical and make a referral to the Permanency Planning Panel.

A young person may also be placed in supported accommodation pending an initial assessment in accordance with s.188 of the Housing Act 1996. Once an initial assessment has been completed, it has been determined that s20 accommodation will be provided, and the accommodation is suitable for occupation for at least 6 months, the housing duty will cease and the young person will be accommodated under s20. A young person's vulnerability to harm and exploitation and risk to others must always be considered when considering the type and level of placement and support that is needed and provided.

Accommodation provided whilst an assessment takes place, ensures that young people are not left in unsuitable living arrangements before the extent of their needs are known. The provision of accommodation during an assessment does not automatically qualify the provision of longer term housing support for a young person.

4.1. Young People at risk of/involved in Gangs, Offending and Exploitation

Young people who are engaged in offending or who are gang-involved may be at risk of harm to others and still present with a high level of vulnerability to serious youth violence and exploitation. The Youth Offending Team must always be consulted when a young person is open to their service and is in need of emergency accommodation. This includes young people at risk of homelessness on release from a custodial setting. The highest priority is always to ensure a young person will be safe and risk of harm to others is minimized by making adequate checks to ensure that gang-involved young people are not placed in the vicinity of rival or other high profile gang affected areas, or that other very vulnerable young people are not sharing the same placement/accommodation. The same principal applies to young people who are at a high risk of going missing and are vulnerable to child sexual and other forms of exploitation.

4.2. Young people in custody

Young people who are in custody will require contingency planning for their release on bail into the community and/or following a custodial sentence. Resettlement planning must commence at the start of a sentence by holding a Family Group Conference which will help identify who in the family the young person can expect to receive support from whilst in custody and where they will live upon their release, whether this is planned or unplanned. If at any point, it becomes apparent that the young person may require accommodation on release, suitable accommodation and support provisions will need to be arranged in good time.

Planning for young people who have served a custodial sentence must commence no later than 4 weeks ahead of their known release date. Accommodation must be identified and an address confirmed in readiness for resettlement support and any community based support or restrictions to be adequately planned for. Young people who were looked after or relevant children when they entered custody, or have become a relevant child by virtue of having been remanded into local authority care for more than 13

weeks will be entitled to services from Onwards & Upwards as a former relevant care leaver, if they require accommodation on release. They must be allocated to Onwards & Upwards as soon as the 13 week threshold has been met if their release date will occur before their 21st birthday.

5. Assessment

5.1. Section 17, Children Act 1989

All young people placed in emergency accommodation under s20 Children Act 1989, and those at risk of imminent homelessness who remain living at home or with a safe family member/friend, will have a full assessment of their needs undertaken by their allocated social worker. It is in the best interests of young people and their families for a full assessment to be undertaken in order to make timely decisions about what happens next; as such, single assessments will be completed within 45 days, from the point of referral, unless there are very good reasons to extend the length of the assessment. Manager agreement must be sought by the social worker and the reasons for extending the time period recorded by their manager to extend an assessment beyond 45 days.

In accordance with Barnet's Local Assessment Protocol 2019, the assessment will explore the young person's life at home, in school and in the community; it will explore relationships with family and friends to understand what life is like for the young person .It will focus on individual and family strengths as well as any risks that the young person poses to others or may be facing.

A Family Group Conference must be convened to explore alternatives to care arrangements and to mobilise the support family members, family friends and other trusted adults including neighbours community groups and churches may be able to offer support to a young person who is living away from home.

All assessments must be undertaken jointly with the Housing Options team who will assess what duties are owed to the young person under Part VII, Housing Act 1996.

5.2. Assessment Outcome

The single assessment will determine if the young person is 'in need' as defined by s17 Children Act 1989. All young people who are found to be homeless will almost always be defined as Children in Need in accordance with the Act. The assessment must also determine whether the young person is in need of accommodation and if longer term accommodation and support is to be provided.

Once a young person has been determined to be 'in need' **and** 'in need of accommodation' they must be provided with information about their rights and the local authority's and Housing Options responsibility for them. Young people must be given written information and supported to access an advocate who can provide impartial advice. Young people can receive housing and support services under:

- **Section 17 Children Act 1989** – this will entitle a young person to support provided by the local authority. Any young person who is provided with support services pursuant to s.17 will be afforded a Child in Need Plan until they reach 18 years of age. If a young person, having made an informed decision, does not wish to be accommodated under s.20, they will be assessed for housing under Part VII of the Housing Act 1996. If a young person is able to be accommodated with family members with support, accommodation may be offered under s17.

- **Section 20 Children Act 1989** - if as a result of being provided with accommodation under s20 the young person will become a Looked After Child (LAC) and thereafter will be eligible to

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receive all the services which the Local Authority has a statutory duty to provide Looked After Children, as set out in the Children Act 1989, including regular LAC reviews to ensure that their needs are continuing to be met. They may also be entitled to a range of services once they cease to be looked after, as a result of the Local Authority's leaving care duties, as set out in the Leaving Care Act 2000 and the Care Leavers (England) Regulations 2010. Young people who are accommodated under s20 must be transferred to the Children in Care service, known as Onwards and Upwards in Barnet, at the end of the assessment and following ratification at Permanency Planning Panel.

- **Part VII Housing Act 1996** – entitles a young person to a personal housing plan and duties on the local authority to prevent and relieve their homelessness. This may lead initially to placements in temporary accommodation, followed by longer term options, which last for a minimum of 6 months. The young person will also be placed onto the Council's Housing Allocation Scheme for social housing. All young people who choose Housing Act accommodation will be afforded a Child in Need Plan and an outreach support package

For young people who are found to be homeless and have been living at home or in family/friends arrangements during the assessment period, a referral to the Permanency Planning Panel must be made followed by a referral to the Placements Team to identify suitable accommodation in accordance with their assessed needs and the panel decision.

An assessment may also determine that a young person:

- Is not 'in need' and therefore '*not*' in need of s20 accommodation.

  In such circumstances, the social worker will ensure that the young person is supported to return home, if they have been provided with accommodation for the duration of the assessment and are referred on for early help services, where appropriate. Alternatively, if the young person does not wish to return home, they may be advised to approach the Housing Department who will determine whether they have a statutory duty to provide them with Housing. This will include an assessment of any identified risks at home and the parents willingness to have them return home. Children's Social Care will have no on-going involvement with the young person, although early help services may be required. If Housing Options, having assessed the child, believes that they may be in need of services, the officer should refer the matter back to Children's Social Care for further consideration.

- Is 'in need' but is *not* in need of accommodation

  In these circumstances, the young person will be supported to return home, if they have been provided with accommodation for the duration of the assessment, and will be subject to a Child in Need Plan to ensure their needs are met to remain living in the family.

Following assessment, the Early Help Service will offer support to ensure young people are supported with education, career paths, managing finances and life skills.

Some 16 and 17 year olds in need may decide they do not wish to be accommodated under s20, for example that they do not wish to be supported as a looked after child. In these circumstances, it is important that the social worker is clear that the young person has capacity to reach a decision and has been properly informed and fully advised of the implications. If the young person is subsequently not owed an accommodation duty by Housing Options and remains homeless, the housing officer will inform the social worker who may need to take further action. Children's services should, given the change in circumstances, ask the young person again if they wish to be accommodated under s.20.

If the young person still does not want to be accommodated under s.20 and has capacity to makes this decision and if it is necessary to safeguard and promote the welfare of the young person in need, the young person should be offered s.17 accommodation they no longer require the accommodation or they reach the age of 18,. In such circumstances, children's services and housing options must work together to ensure that the young person is not placed at risk of homelessness as they approach the age of 18.

6.   Duty to Refer

Family Services are among the public authorities which are required to notify Housing Options Services of a service user that they consider may be homeless or threatened with homelessness within 56 days. This duty applies to 16 and 17 year olds and if they approach Family Services they must obtain their consent before a referral can be made. The young person can choose which local authority in England the notification should be sent and they must agree that their contact details can be shared so that they can be contacted.

The referral does not diminish Family Services responsibilities under this protocol but enables early intervention and joint working with Housing Options to prevent young people from becoming homeless. It is not an alternative to carrying out early help or child in need assessments. Referrals to Barnet Homes Housing Options Service are made via **dutytorefer@barnet.gov.uk**.

More guidance on the duty to refer can be found at **https://www.gov.uk/government/publications/homelessness-duty-to-refer/a-guide-to-the-duty-to-refer**

7.   Support Packages

All young people placed in emergency accommodation will initially receive a high level support package to ensure that they have access to the support they need from the accommodation provider, Early Help Service or another provider. This avoids the risk of young people being left in situations where they are not yet ready to manage the complex task of living independently. The support package must include daily visits to the young person until there is sufficient evidence that the young person has developed the skills and knowledge they need to manage independent living, without the need for high levels of support. It is acknowledged that some young people are better prepared for independent living than others and may only require high level packages for a short period. This will be decided on a case by case basis. (See Appendix 2 for checklist)

8.   Advocacy

Young people should have access to independent advocacy and support to enable them to understand the housing process and make balanced and informed decisions in respect of their housing needs.

An advocacy advice service is available for young people who need support to attend appointments via Shelter UK. They provide advice and information 365 days a year, as well as emergency support. For further information visit https://england.shelter.org.uk/get_help or call 0808 800 4444

Early Help workers will also act as advocates at meetings and provide mediation where they are currently involved with a young person in order to avoid unnecessary layering of professional involvement.

9.   Dispute Resolution

There may, on occasion, be disagreement between social workers in Family Services and officers in Housing Options on how the protocol is being administered or on how a young person is being advised and supported. If these cannot be resolved by duty managers then they should be escalated to the service manager for housing needs and the MASH manager. Lessons learnt will be shared with staff and the MASH Steering Group.

Further information on dispute resolution, can be found on the Barnet Safeguarding Children Partnership website.

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Appendix 1 - Related Guidance

Factors to be considered by children's services when assessing 16/17 year olds who may be homeless children in need.

	Dimensions of Need	Issues to consider in assessing child's future needs.
1.	**Accommodation**	• Does the child have access to stable accommodation? • How far is this suitable to the full range of the child's needs?
2.	**Family and Social Relationships**	• Assessment of the child's relationship with their parents and wider family. • What is the capacity of the child's family and social network to provide stable and secure accommodation and meet the child's practical, emotional and social needs
3.	**Emotional and Behavioural Development**	• Does the child show self-esteem, resilience and confidence? • Assessment of their attachments and the quality of their relationships. Does the child show self-control and appropriate self-awareness?
4.	**Education, Training and Employment**	• Information about the child's education experience and background • Assessment as to whether support may be required to enable the child to access education, training or employment.
5.	**Financial Capability and independent living skills**	• Assessment of the child's financial competence and how they will secure financial support in future • Information about the support the child might need to develop self-management
6.	**Health and Development**	• Assessment of child's physical, emotional and mental health needs.
7.	**Identity**	• Assessment of the child's needs as a result of their ethnicity, preferred langrage, cultural background, religion or sexual identity.

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Appendix 2 - 50 Point Checklist

For young people living in supported and independent living arrangements.

	Please consider:	Yes/No	What needs to happen? By Whom and when?
1.	Are the young person's independent living skills being consolidated?		
2.	Does further work need to be done and what resources are required to achieve independence?		
3.	Is a mentor/advocate engaged with the young person		
4.	Does the young person have copies of the documents they will need as an adult or do they know where to find them if they need them in the future? • Birth certificate • NHS Card • Passport • Student card • Provisional Drivers licence • National Insurance Number • Bank Account		
5.	Does the young person have sufficient identification documentation		
6.	Are the services currently engaged with the young person clearly outlined in their Plan		
7.	Is the young person providing input to the plan? And how are they kept aware of any changes to the plan		
8.	Are all stakeholders, including the young person, aware of their roles and responsibilities in relation to tasks outlined in the Plan		
9.	Has a plan for keeping the young person's significant relationships connected and maintained been developed?		
10.	Does the young person have reliable support networks		
11.	Does the young person have regular contact with family or significant others		
12.	What community groups could the young person be linked with to help develop wider social and support networks		
13.	Are there any ongoing safety needs for the young person?		
14.	Does the young person know how to contact relevant people in an emergency?		
15.	Do they have a list of emergency contacts		
16.	What are the accommodation arrangements		

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	Please consider:	Yes/No	What needs to happen? By Whom and when?
17.	Are all relevant people clear regarding these arrangements		
18.	What services are involved that may be able to provide ongoing or one off assistance to the young person		
19.	Do they currently have stable accommodation? How long is it likely to remain stable		
20.	Can the young person remain in their current living arrangement when they reach 18? If not, what is the Plan?		
21.	Has contact been made Housing regarding available options		
22.	What are the contingency arrangements should a placement breakdown occur? How will the young person be assisted to enact these arrangements?		
23.	What are the young person's ongoing medical and dental needs and how are they being addressed		
24.	Is the you person engaged with a therapeutic service to support their ongoing mental health		
25.	Does the young person have a GP, Dentist, Optician		
26.	Does the young person need ongoing medication? If yes, do they understand how to manage this, including obtaining repeat prescriptions from a Doctor and going to the chemist to collect these		
27.	Does the young person have a disability or special educational needs		
28.	Does the young person need help to read and respond to letters they receive		
29.	Does the young person understand their sexual health and how to manage this		
30.	Does the young person have alcohol or drug issues? If yes how are these to be managed		
31.	What are the young person's plans for the future in terms of education and employment?		
32.	Does the young person have an Education Plan?		
33.	Does the young person have a CV, and do they know how to write a job application?		
34.	Is the young person engaged with Education, Training and Employment support?		
35.	Has the young person been assisted to apply for relevant benefits		
36.	What are the young person's financial supports		
37.	Can the young person manage money		
38.	What is the plan if they run out of money		
39.	Does the young person know how to pay bills and		

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	Please consider:	Yes/No	What needs to happen? By Whom and when?
	rent?		
40.	Does the young person know how to budget for grocery and essentials shopping?		
41.	Can the young person cook?		
42.	Can the young person cope with loneliness		
43.	Does the young person have a network of friends		
44.	Are their friends a positive influence, if not has risk that their friends pose been considered		
45.	Is the young person involved in any religious or cultural groups in the community		
46.	What do you know about these and how can they support the young person to live independently		
47.	Is there a risk of radicalisation		
48.	Has the young person been ostracised by their cultural or religious community		
49.	Is the young person engaged in positive social activities with their peers		
50.	Is the young person clear about how and when you will stay in contact with them		

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PERFORMANCE MATTERS

BARNET
LONDON BOROUGH

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LONDON BOROUGH OF BARNET

MULTI AGENCY SAFEGUARDING HUB

PERFORMANCE ON A PAGE (31 January 2019)

Contact Information	YTD*	Rate	Jan	Dec	Nov
Updated to Reflect Change in Process	-	-	-	-	-
Contacts Received	**13,738**		**1,365**	**1,224**	**1,567**
Outcome - Referral to Social Care	3,184	20%	279	255	369
- Referral to CAF	1,913	20%	269	216	235
- NFA/Provision of Info.	3,933	46%	627	361	635
- Outcome of NFA	2,950	0%	0	192	65
- Signposting	1,737	14%	187	200	258
Contacts received not assessed in Month	21	0%	3	0	5

*YTD data is based on new reporting from Apr 18

Referral Information	YTD	Rate	Jan	Dec	Nov
Referrals by month	**2,888**		**249**	**248**	**345**
Referrals per 10,000 Child Population		**298.0**			
Re Referrals (Within 12 Months)	620	21%	63	55	57
Source - Police/Legal Agency	1,000	35%	107	61	98
- School/Education Setting	708	25%	53	108	88
- Health Services	436	15%	33	39	47
- LA Services	451	16%	40	31	77
- Other (Incl Missing)	293	10%	16	9	35

Number of Contacts & Conversions of Contacts to Social Care Referral

Legend: Contacts 17/18, Contacts 18/19, Ref Rate 17/18, Ref Rate 18/19

24.1%, 20.4%
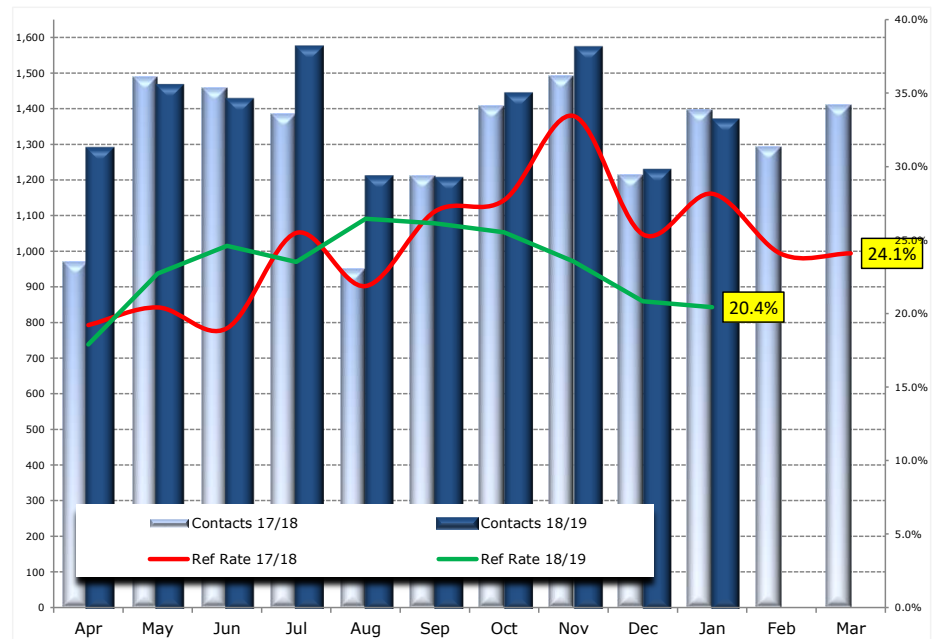
Contact by Gender and Age Band (Jan)

	a) Unborn	b) 0 - 4	c) 5 - 10	d) 11 - 15	e) 16 - 18	f) 19 - 25
Female	1	152	180	220	80	1
Male	0	134	231	224	108	1
Indeterminate	0	0	0	0	0	0
Unborn	17	3	0	0	0	0
Unknown	0	7	5	1	0	0
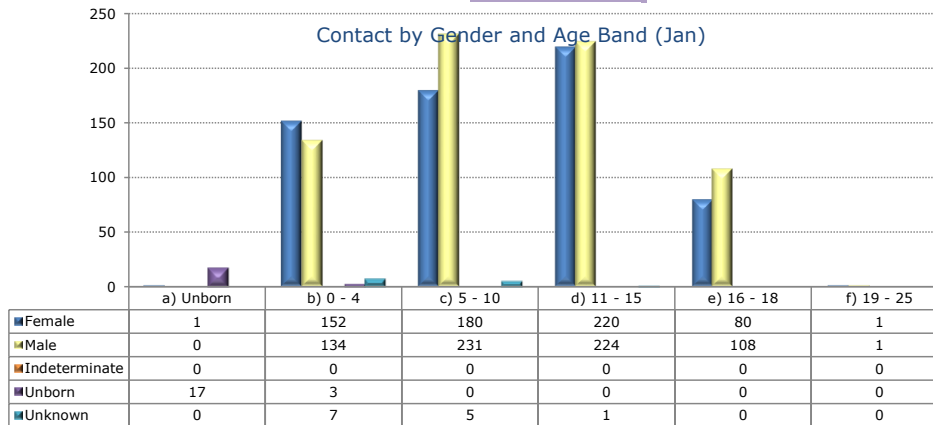
Contact by Initial & Final BRAG Rating (Jan)

	BLUE	GREEN	AMBER	RED
INITIAL	295	660	343	67
FINAL	366	714	215	70

44
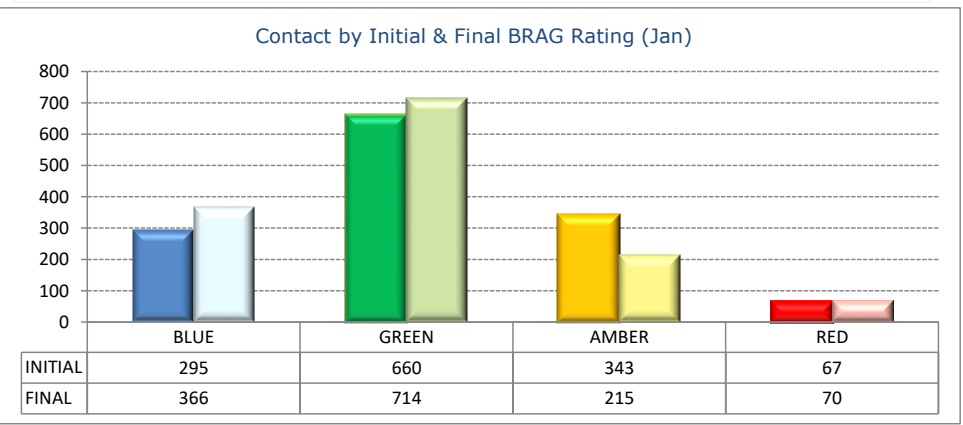
LONDON BOROUGH OF BARNET

EARLY HELP ASSESSMENT (EHA)

PERFORMANCE ON A PAGE (31 January 2019)

EHAs Open at Month End

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	884	881	871	767	752	720	692	614	615	630	641	698
18/19	723	709	719	693	640	622	679	691	689	827		

Number of EHAs Closed this Month

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	179	94	115	190	88	101	128	140	82	83	89	82
18/19	90	111	99	111	82	75	62	74	45	93		

	YTD	Jan	Dec	Nov
EHAs started in the month	1374	260	100	160

Number of EHAs started this Month

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	97	84	101	75	77	58	90	88	100	143	97	150
18/19	153	127	129	123	78	102	142	160	100	260		
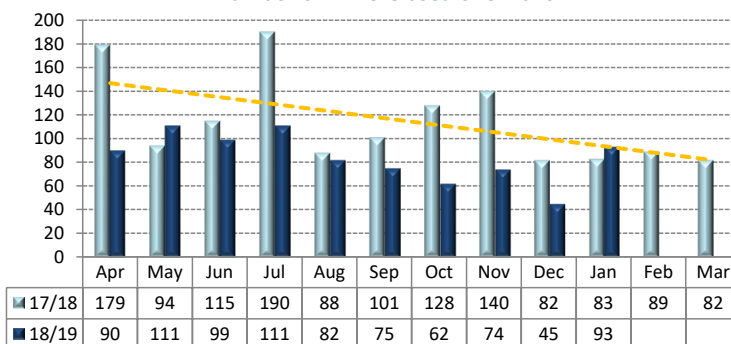
Open EHA durations	No.	%
0-3 mths	435	52.6%
3- 6 mths	134	16.2%
6-9 mths	95	11.5%
9-12 mths	90	10.9%
>1 Year	73	8.8%

EHA Closure Reason/Success Rating (Jan 2019)

n=93	Met		Not Met		Not Relevant		Partially Met	
Needs Met/Action Plan Completed	32	43%	0	0%	0	0%	12	16%
Child Reached 18 Years of Age	0	0%	0	0%	1	1%	1	1%
Child Moved to Another Authority	0	0%	0	0%	0	0%	0	0%
EHA not started	0	0%	2	3%	0	0%	0	0%
Consent Withdrawn/Family Disengage from EHA Process	6	8%	6	8%	0	0%	7	9%
Signposting/Advice Offered	3	4%	3	4%	3	4%	7	9%
Stepped Up to Social Care	2	3%	3	4%	3	4%	2	3%

EHA by Lead Professional by Month	Jan	Dec	Nov
EAST Central Locality	188	136	131
West Locality	213	152	158
South Locality	124	85	88
0-19 Service	2	4	7
Central Edu Support Team	1	2	2
Children's Centre	45	70	72
Educ Setting	182	194	193
PVI	3	3	3
Social Care	12	6	8
Vol. sector	21	18	17
Youth/ Family Resilience Team	13	11	13
Unknown	21	8	
Vol.sector,Internal system	23		

Early Help, Early Years & Troubled Families

Chart 1 - Number of Free Entitlement EYP Taken up

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	435	462	473	474	474	919	987	1016	1019	891	917	1265
18/19	821	835	848	852	852	586	869	926	932	791		
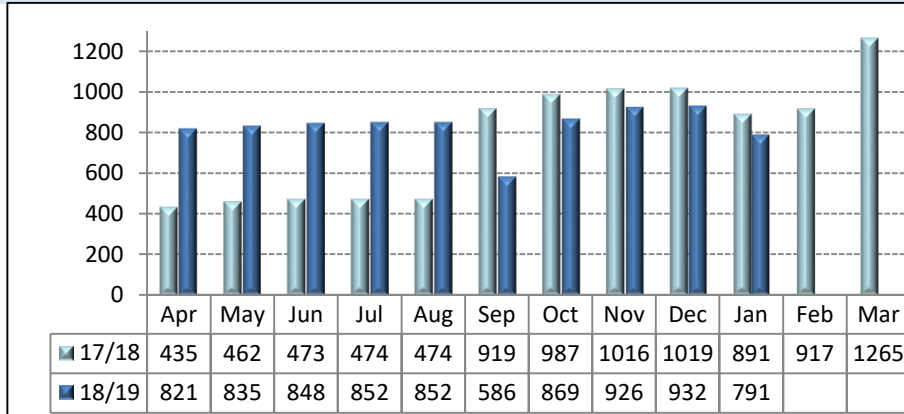
Data Comments : The number of EYP taken up in Jan is 15% lower than the previous month. This indicator is 11% less than the same period the previous year.

Target :	Monitor
Latest :	**791**
Variance :	
SN :	

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	92%	90%	83%	83%	82%	83%	84%	84%	79%	85%	85%	93%
18/19	87%	87%	87%	87%	86%	86%	86%	86%	85%	86%		
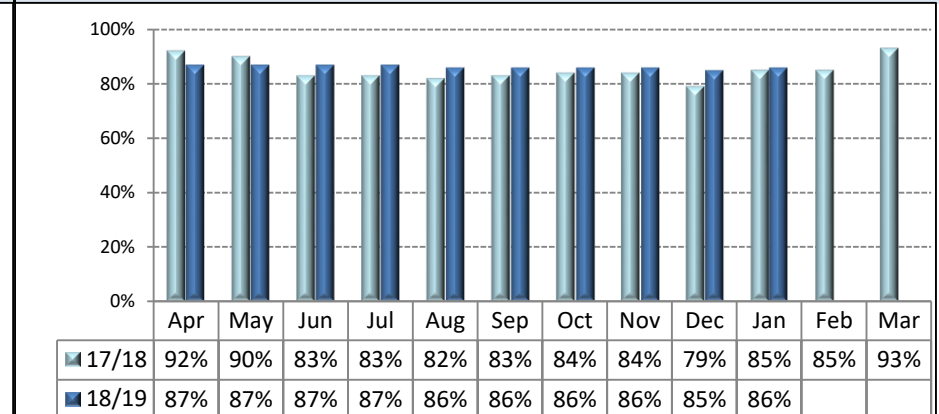
Data Comments: This figure for Jan is 86% and is 1% higher than Dec 2017.

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

Chart 3 - Percentage of Children Accessing 30 Hours

	Spring 2018	Summer 2018	Autumn 2018
Outturn	72%	70%	78%
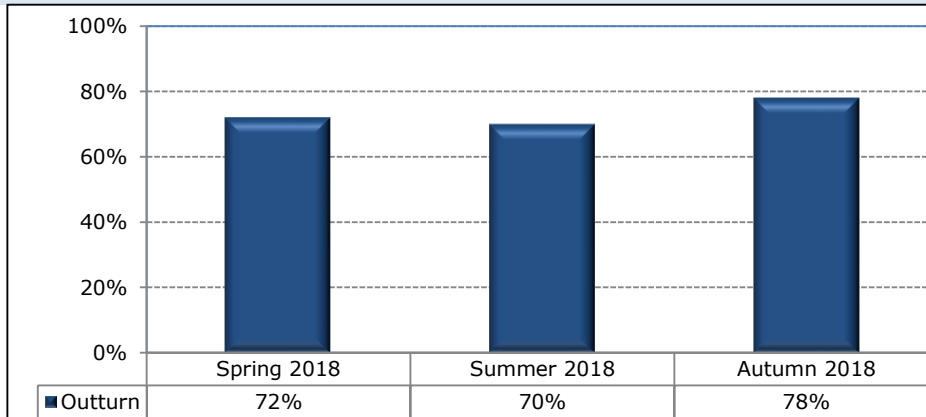
Data Comments : The percentage of Children Accessing 30 Hours has increased from the Summer term by 8%.

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

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

	Spring 2018	Summer 2018	Autumn 2018
Outturn	243	459	317
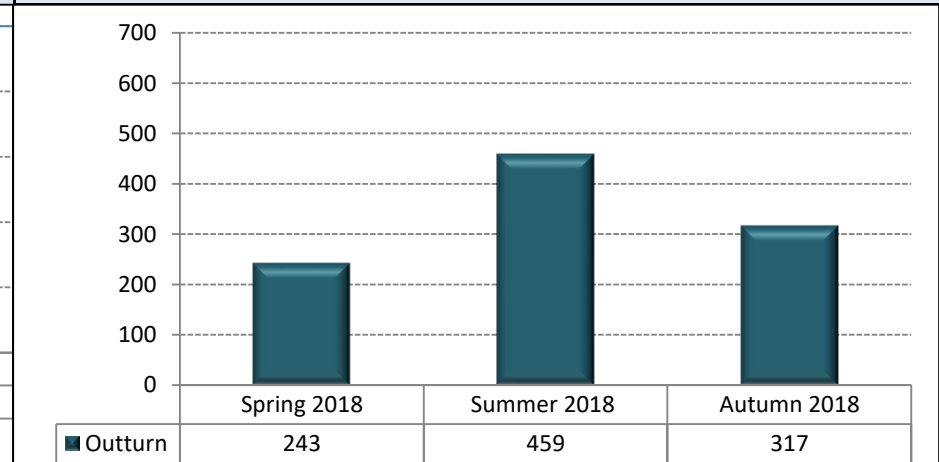
Data Comments: The total number in 2 year old places turning 3 by the end of term is 317, which is 30% higher than Spring 2018 and 30% lower than Summer 2018 which is to be expected at the start of the school year.

Target :	Monitor
Latest :	**317**
Variance :	
SN :	

LONDON BOROUGH OF BARNET

STRAT DISCUSSIONS, S47'S & ICPCs

PERFORMANCE ON A PAGE (31 January 2019)

Strategy Discussion Involvements:		YTD*		January	
Number of Meetings Recorded as Completed		**473**		**43**	
Social Care	Number and Rate Invited	473	100%	43	100%
	Number and Rate Attended	473	100%	43	100%
Police	Number and Rate Invited	454	96%	42	98%
	Number and Rate Attended	419	92.3%	42	100%
Health	Number and Rate Invited	388	82.0%	30	70%
	Number and Rate Attended	349	89.9%	25	83.3%
Education	Number and Rate Invited	295	62.4%	31	72.1%
	Number and Rate Attended	276	93.6%	29	93.5%
*YTD Period Begins April 18					

	No.
Number of S47's in Month	**46**

Number of S47's Completed in Month

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	33	91	68	55	24	53	85	95	93	91	67	71
18/19	60	88	88	82	67	54	70	78	67	46		
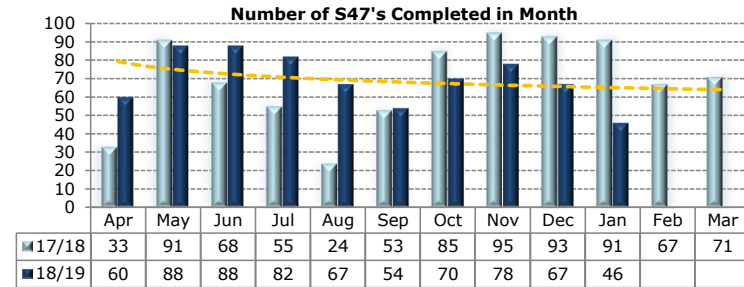
Percentage of Section 47s leading to:	No.	%
Continue with C&F	27	58.7%
Progressing to an ICPC	14	30.4%
Legal Action	0	0.0%
Continue with CIN/CP/CLA	5	10.9%
Other Agency to monitor welfare	0	0.0%

Number of Children subject to ICPC

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	4	12	21	22	5	35	34	32	17	10	21	40
18/19	25	31	22	17	38	18	25	19	14	5		
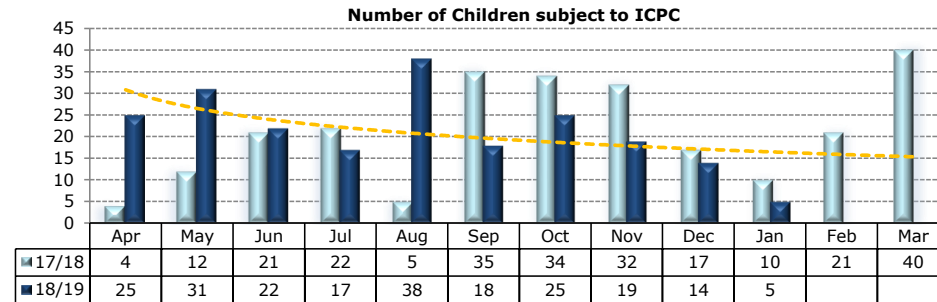
Section 47 by Team	No.	%
Duty & Assessment Team 1	11	23.9%
Duty & Assessment Team 2	2	4.3%
Duty & Assessment Team 3	19	41.3%
Duty & Assessment Team 4	3	6.5%
Intervention & Planning Team 1	0	0.0%
Intervention & Planning Team 2	0	0.0%
Intervention & Planning Team 3	3	6.5%
Intervention & Planning Team 4	0	0.0%
Intervention & Planning Team 5	2	4.3%
Intervention & Planning Team 6	0	0.0%
Intervention & Planning Team 7	6	13.0%
0-25	0	0.0%

ICPC's	Confs	Children
Number in Month	**3**	**5**
	No.	**Rate**
Conferences in 15 Days	**3**	**100.0%**

	Current Month			Year to Date		
	Number	%	Group	Number	%	Group
Under 1	1	20.0%	-	39	18.2%	-
1	0	0.0%		6	2.8%	
2	0	0.0%		14	6.5%	
3	0	0.0%	0.0%	8	3.7%	23.4%
4	0	0.0%		15	7.0%	
5	0	0.0%		7	3.3%	
6	0	0.0%		12	5.6%	
7	0	0.0%		8	3.7%	
8	0	0.0%	20.0%	9	4.2%	26.6%
9	1	20.0%		15	7.0%	
10	0	0.0%		13	6.1%	
11	0	0.0%		18	8.4%	
12	0	0.0%		6	2.8%	
13	1	20.0%	60.0%	12	5.6%	27.1%
14	1	20.0%		12	5.6%	
15	1	20.0%		10	4.7%	
16	0	0.0%	0.0%	6	2.8%	4.7%
17	0	0.0%		4	1.9%	
	5			214		

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LONDON BOROUGH OF BARNET

ASSESSMENTS

PERFORMANCE ON A PAGE (31 January 2019)

Assessments	No.	%
All Assessments Completed in Month	**290**	-
Children seen during Assessment	**279**	**96.2%**
Percentage of Assessments Completed within 45 Working Days	**251**	**86.6%**
0-25 days	144	49.7%
26-40 days	87	30.0%
41-45 days	20	6.9%
46+ days	**39**	**13.4%**
Outcome of Assessments	**No.**	**%**
Child In Need - Update Child's Plan	79	27.2%
Legal Action	0	0.0%
No Further Action	132	45.5%
Continue with CIN/CP/CLA	58	20.0%
Referral to Other Agency	1	0.3%
Step Down to Early Help System	19	6.6%
Strategy Discussion	1	0.3%
First Assessment of Referral	**232**	**80.0%**

Assessments by Team	Initial Assess	Other	%
0-25 Service	1	1	1%
Duty & Assessment Team 1	36	4	14%
Duty & Assessment Team 2	60	3	22%
Duty & Assessment Team 3	51	4	19%
Duty & Assessment Team 4	63	0	22%
Intervention & Planning Team 1	2	2	1%
Intervention & Planning Team 2	0	5	2%
Intervention & Planning Team 3	0	9	3%
Intervention & Planning Team 4	0	9	3%
Intervention & Planning Team 5	5	12	6%
Intervention & Planning Team 6	9	1	3%
Intervention & Planning Team 7	1	2	1%
REACH	0	5	2%
Other	4	1	2%

Number of Assessments Completed in Month

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	223	274	290	283	276	251	407	499	331	533	490	434
18/19	328	303	302	294	274	277	372	332	295	290		
% 45 working days	87%	88%	93%	90%	87%	79%	85%	89%	94%	87%		

Age of Children subject to Assessment

- Unborn: 2%
- 0-4: 27%
- 5 to 9: 26%
- 10 to 15: 37%
- 16+: 8%

Gender

- Female: 46%
- Male: 51%
- Unborn: 3%

Ethnicity

- Any Other: 8%
- Asian: 11%
- Black: 20%
- Chinese: 1%
- Mixed: 17%
- White: 43%

Children in Need

Chart 1 - Number of Children with Child in Need Plans

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	294	352	362	425	438	478	589	676	725	682	641	624
18/19	587	607	566	550	531	538	559	570	573	599		
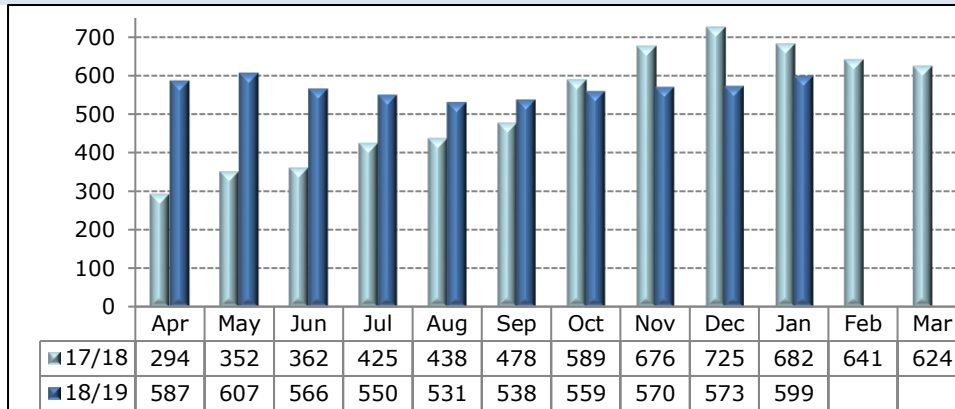
Data Comments : The number of CIN plans in January is 4.5% higher than the previous month. This indicator is 12% lower than the same period the previous year.

Duration	Total
0-3 mths	197
3-6 mths	157
6-12 mths	143
>12 mths	102

Chart 2 - Child in Need Plans Started in Month

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	63	112	116	113	70	86	173	139	69	150	88	109
18/19	75	82	49	65	40	64	103	76	52	86		
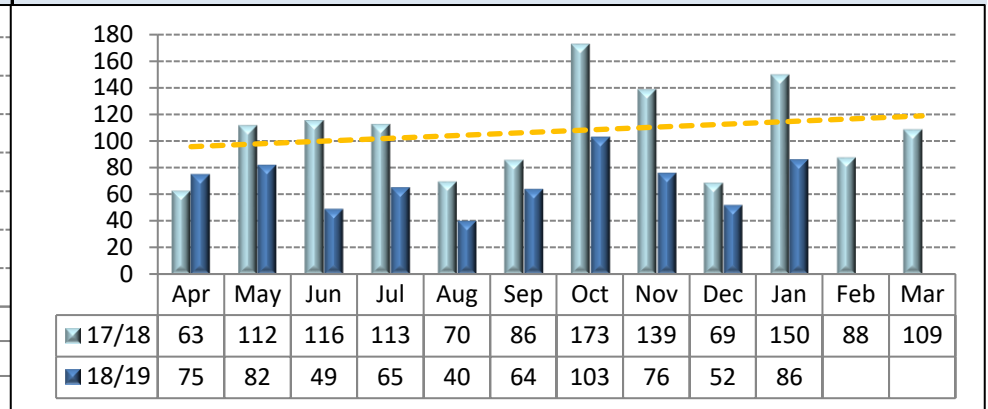
Data Comments : In January 2018, 86 CIN plans started which is 42% less than the same period the previous year.

Age	Total
0-4	26
5- 9	20
10 - 15	31
16+	9

Chart 3 - No. of Ceased CIN Plan with Destination

	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
17/18	74	52	102	46	61	56	56	45	20	116	129	126
18/19	112	62	90	81	59	57	82	65	49	60		
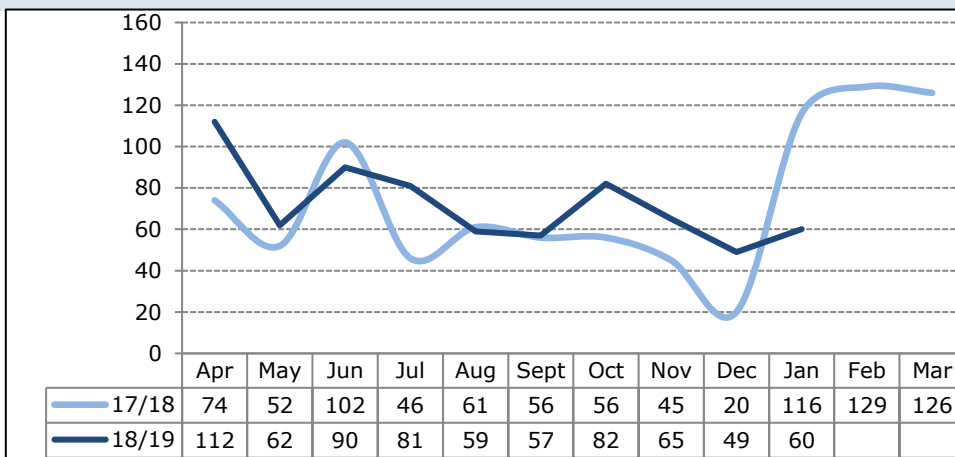
Data Comments : The number of CIN plans ending in January is 22% higher than the previous month.

Destination	
CIN to CP	0
CIN to CiC	0

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	78%	79%	55%	55%	76%	56%	72%	69%	58%	45%	63%	68%
18/19	57%	65%	62%	66%	61%	69%	69%	69%	63%	72%		
inc failed	60%	69%	68%	69%	72%	78%	70%	71%	68%	72%		
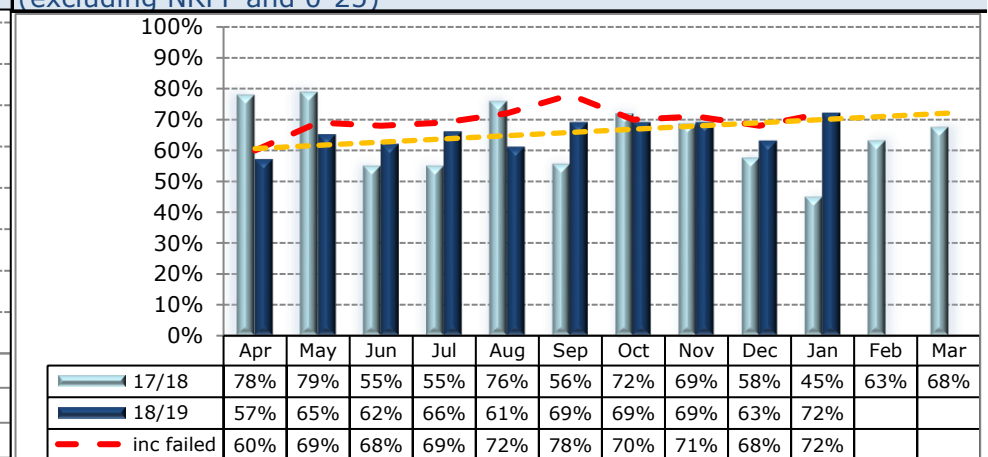
Data Comments : All visits (72%) were successful during the period; there are no failed visits recorded during this time

Target :	95.0%
Latest :	**72.0%**
Variance :	(24.2%)
SN :	

Children in Need

Chart 5 - Number of Children with Child in Need Plans by Case Holding Team -excl NRPF & 0-25 (n=548) and with Rate of Timely Visits (n=72%)

	Onward &Upwards	DAT 1	DAT 2	DAT 3	DAT 4	I&P 1	I&P 2	I&P 3	I&P 4	I&P 5	I&P 6	I&P 7	REACH	Student Team
TotalNumber	1	14	12	23	12	50	92	46	39	74	65	77	26	15
Rate	0%	86%	92%	96%	100%	54%	57%	85%	79%	64%	72%	77%	81%	73%
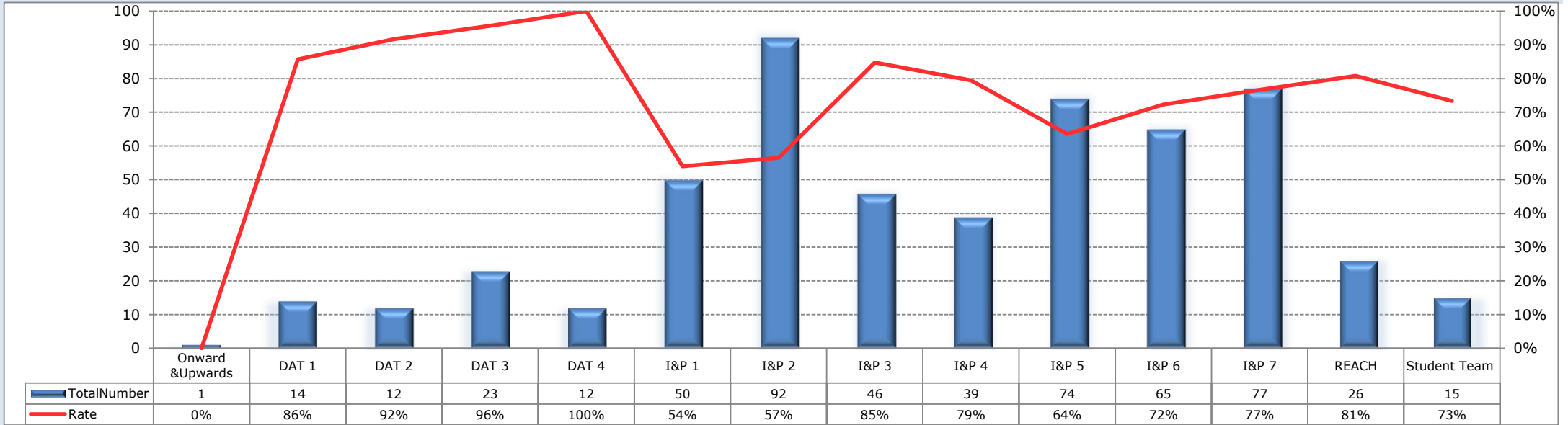
LONDON BOROUGH OF BARNET

CHILD PROTECTION SERVICE

PERFORMANCE ON A PAGE (31 January 2019)

Category of Abuse	Jan	%	Dec	Nov
Emotional	84	52.8%	85	94
Neglect	56	35.2%	56	54
Physical	17	10.7%	20	24
Sexual	2	1.3%	6	6
Multiple	0	0.0%	0	0
Number of Children Subject to a Child Protection Plan	159	-	167	178
Cumulative Facts & Figures	**No.**	**Rate**	**No.**	**No.**
Rate per 10,000 u18 Population	16.4	-	17.2	18.4
New Registrations from April 2018 / Rate of 1st Time on Plan	194	-	190	178
Number/Rate of Disabled Children Subject to a CP Plan	11	6.9%	11	10
LAC Subject to a CP Plan	3	1.9%	3	0
De Registrations in the Year to Date from April 2018	196	-	184	161
De-Registrations (after 2 Years) From April 2018	3	1.5%	3	3
Number of Under 5's Subject to a CP Plan (YTD)	49	30.8%	56	58
CP Reviews Completed to Timescale (YTD)	126	100%	127	112

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2017-18	178	141	136	145	150	161	164	179	158	148	138	161
2018-19	172	173	170	173	195	193	182	179	171	159		
Cum ReRegs (Ever)	7	7	8	12	12	15	16	19	20	20	0	0
Cum ReRegs (<2yrs)	3	3	4	4	4	5	5	7	7	8		
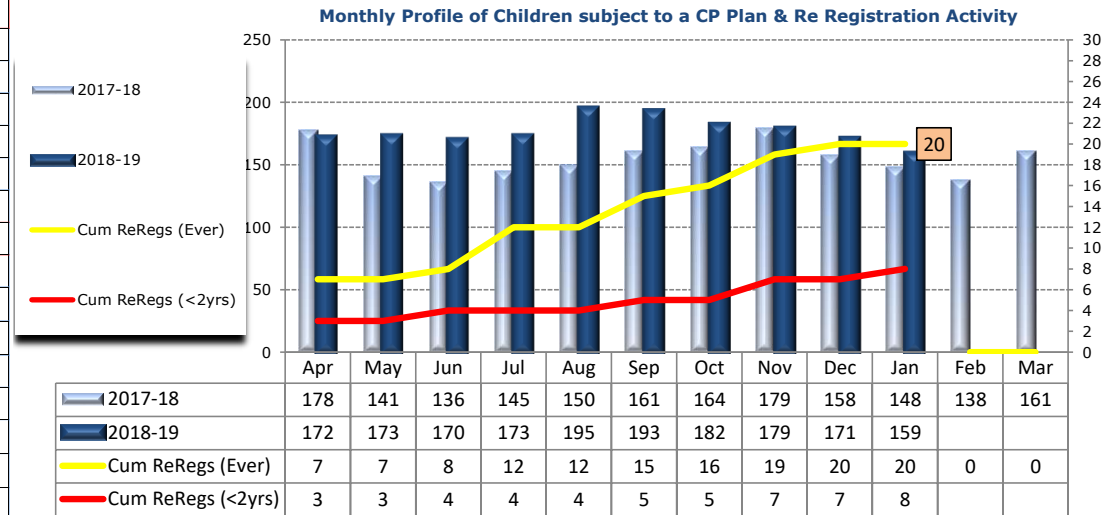
Age & Gender Split of All Children Subject to a Child Protection Plan

	<3M	<6M	<1YR	<2YRS	2+YRS
Boys	13	22	37	8	0
Girls	14	20	31	13	0
Unknown	1	0	0	0	0

Monthly Profile of New Child Plans & De Plans

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Registrations	22	22	23	15	32	23	22	19	12	4	0	0
DeRegistrations	11	21	26	12	10	25	34	22	23	12	0	0
Net Cum. Gain / (Loss)	11	12	9	12	34	32	20	17	6	-2	0	0
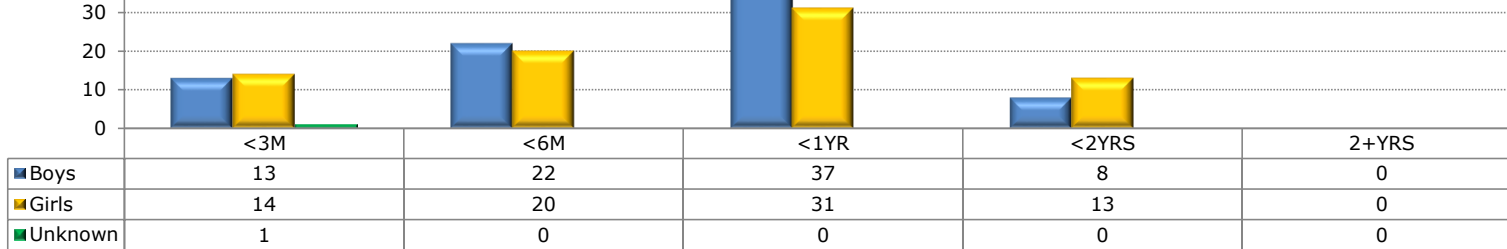
Child Protection Visits on Time

71.0%
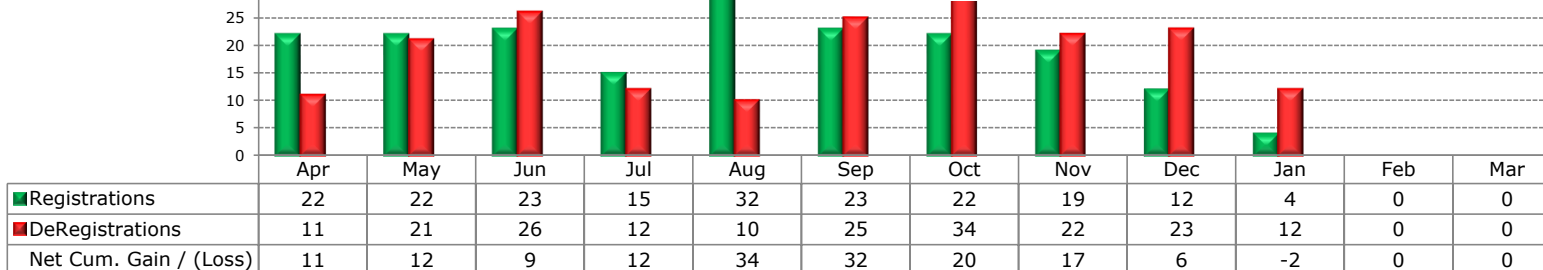
Case Holding Team	Cases	Visits
Intervention & Planning Team 1	23	72%
Intervention & Planning Team 2	12	73%
Intervention & Planning Team 3	28	84%
Intervention & Planning Team 4	21	55%
Intervention & Planning Team 5	17	74%
Intervention & Planning Team 6	29	46%
Intervention & Planning Team 7	11	80%
OTHER	18	80%
TOTALS	**159**	**71.0%**

51

Child Protection

Chart 1 - Duration of Current CP Plans

	<3M	<6M	<1YR	<2YRS	2+YRS
Mar-18	24.5%	27.7%	35.2%	10.7%	1.9%
Dec-18	17.6%	26.4%	42.8%	13.2%	0.0%

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

<3M	28
<6M	42
<1YR	68
<2YRS	21
2+YRS	0
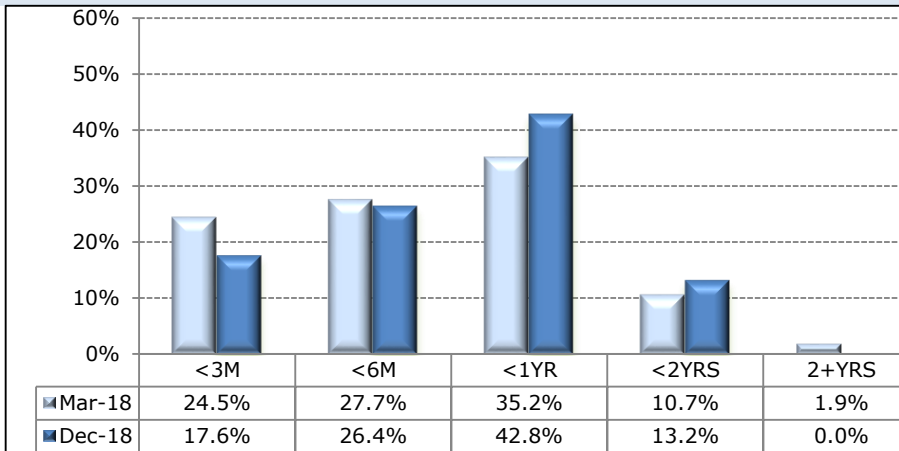
Chart 2 - Children made Subject to CP Plans

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	12	10	20	18	6	35	27	29	18	10	19	37
18/19	22	22	23	15	32	23	22	19	12	4	0	0

Data Comments :   194 children have been made subject to a CP Plan since April 1st 2018, compared to 185 children during the same period in 2017/18 an increase of 4.9%.

U1	39
1 to 5	56
6 to 10	54
11 to 15	40
16+	5

Chart 3 - No. of Children whose CP Plan Ceased

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	22	47	25	9	1	24	24	14	39	20	29	16
18/19	11	21	26	12	10	25	34	22	23	12		
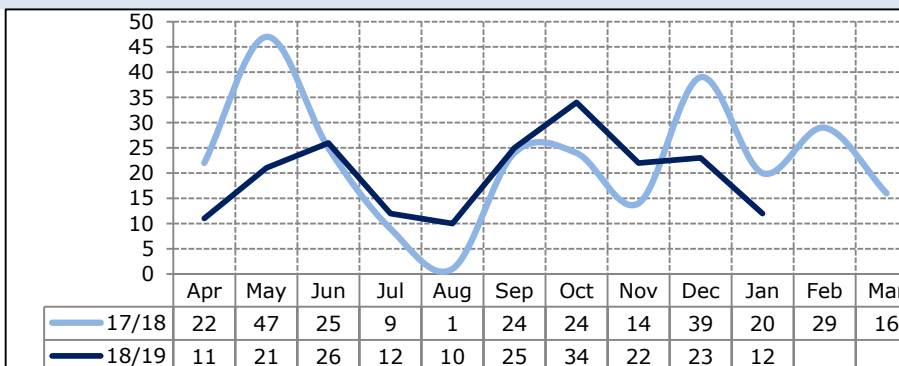
Data Comments : The number of CP cases that ended in January halved in the month and was just over half the number ending this time last year.

Destination	
CP to CIN	0

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Previous Rate	18.4	14.6	14.0	15.0	15.5	16.6	16.9	18.5	16.3	15.3	14.2	16.5
Current Rate	17.8	17.9	17.5	17.9	20.1	19.9	18.8	18.5	17.6	15.9		
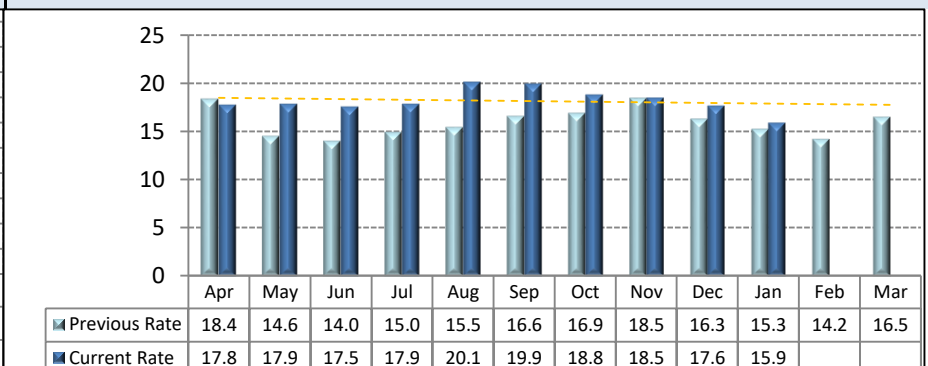
Data Comments : The rate of children subject to CPP remains well below our statistical neighbours (41.2) at 16.4, following a decrease in the rate during last year. Despite good performance compared to our nearest statistical neighbours this year the rate has shown a general upward trajectory since the end of 2017/18

Target :	Monitor
Latest :	15.9
Variance :	-
SN :	41.2

Child Protection

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	86%	64%	56%	78%	72%	62%	63%	64%	64%	77%	66%	58%
18/19	73%	65%	52%	63%	64%	73%	67%	75%	75%	71%		
Incl Failed	77%	73%	63%	73%	74%	77%	73%	77%	79%	75%		

Data Comments : Visits not within timescale show a number of reasons for this including:unborn children, transfers out of CP, failed visits (in time) due to children either being on holiday or religious holidays. Had all the visits that were unsuccessful but on time been included in this data, the percentage of visits in timescales would show as being 75%. Visits within 4 weeks are at 97%. The number of Children Seen Alone is 66 (42%), of these, 8 were aged Under 3.

Target :	95.0%
Latest :	**71.0%**
Variance :	(25.3%)
SN :	

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18				62%	65%	68%	70%	77%	76%	55%		
18/19	73%	73%	44%	64%	69%	80%	66%	76%	76%	78%		
inc failed	75%	78%	60%	75%	69%	82%	74%	81%	80%	78%		

Data Comments : There are currently 49 children under 5 on a CP Plan, 38 of these had been seen within 10 days, 78%. Analysis of those visits not in timescale show a similar picture to all CP visits. There were no visits that were unsuccessful but on time.

Target :	95.0%
Latest :	**78.0%**
Variance :	(17.9%)
SN :	

Chart 7 - December 2018 CP Timeliness

January 2019 Days Between CP Visit Grouping
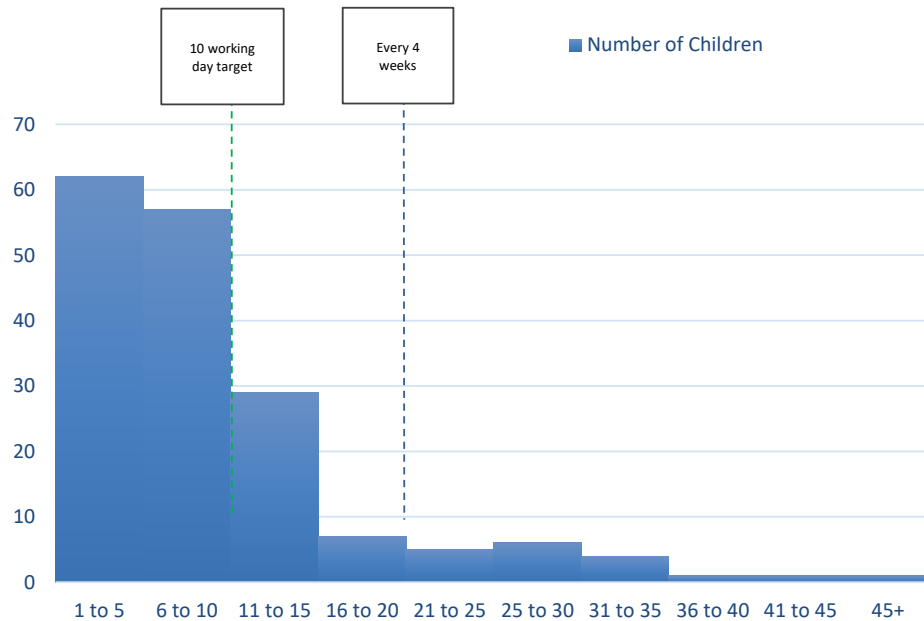
Child Protection

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	10	8	4	5	7	6	9	10	7	8	1	0
18/19	4	0	9	10	4	2	2	0	3	3		

Data Comments : The number of children on Child Protection Plans and who are also Looked After has remained at 3 children for the last 2-months.

Target :	Monitor
Latest :	**3**
Variance :	-
SN :	-

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

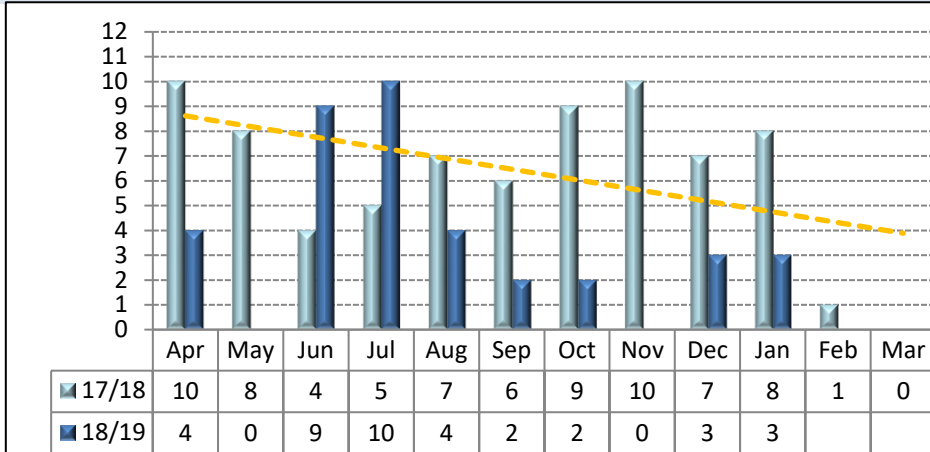|	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	11	6	6	5	8	4	1	2	2	4	3	3
18/19	3	3	3	3	3	5	3	2	2	0		
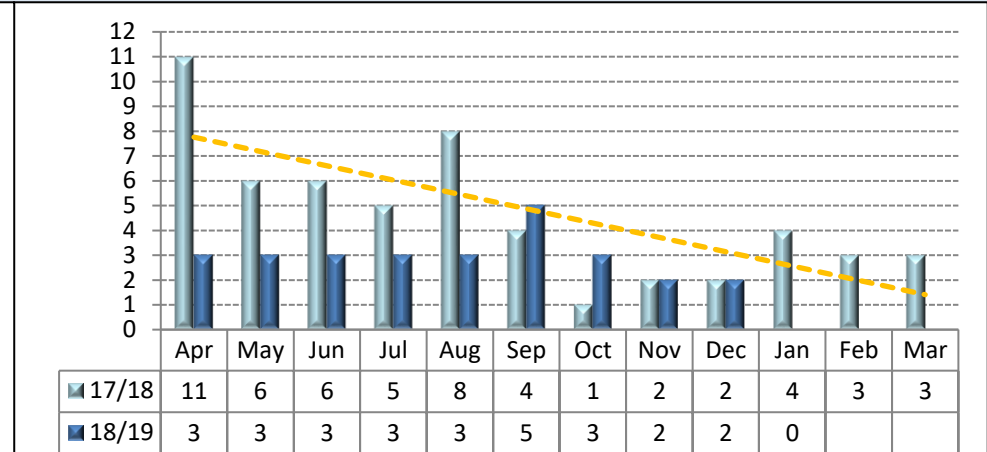
Data Comments : The number of children subject to a CP Plan for over 2 years had remained low for over a year, has now reduced to zero.

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

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

	Cumulative Figures		
Month	**17/18**	**18/19**	**No's (18/19)**
Apr	0.0%	31.8%	7
May	0.0%	15.9%	7
Jun	4.8%	11.9%	8
Jul	10.0%	14.6%	12
Aug	10.6%	10.5%	12
Sep	7.9%	11.0%	15
Oct	7.0%	10.1%	16
Nov	7.6%	10.2%	18
Dec	8.0%	9.5%	18
Jan	8.6%	10.6%	20
Feb	11.3%		
Mar	10.7%		

Gender	No's
Male	**45%**	9
Female	**55%**	11

Gender	No's
Male	**45%**	9
Female	**55%**	11

Ages		No's
U1	**0%**	0
1 to 5	**25%**	5
6 to 10	**31%**	8
11 to 15	**44%**	7
16+	**0%**	0

Data Comments : There were 2 Child Protection re-registrations this month. At a rate of 10.6%, the measure of children subject to a subsequent CP Plan is within the year
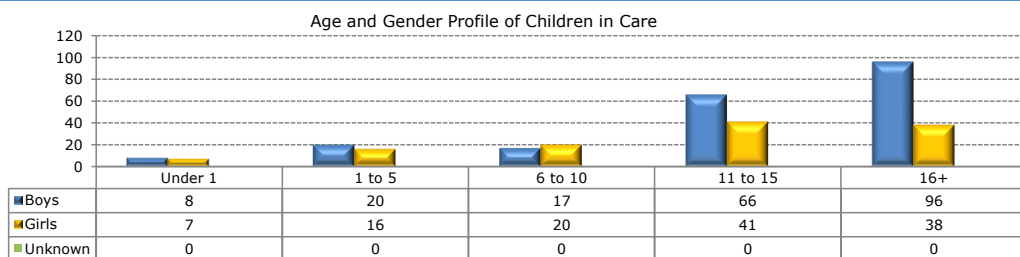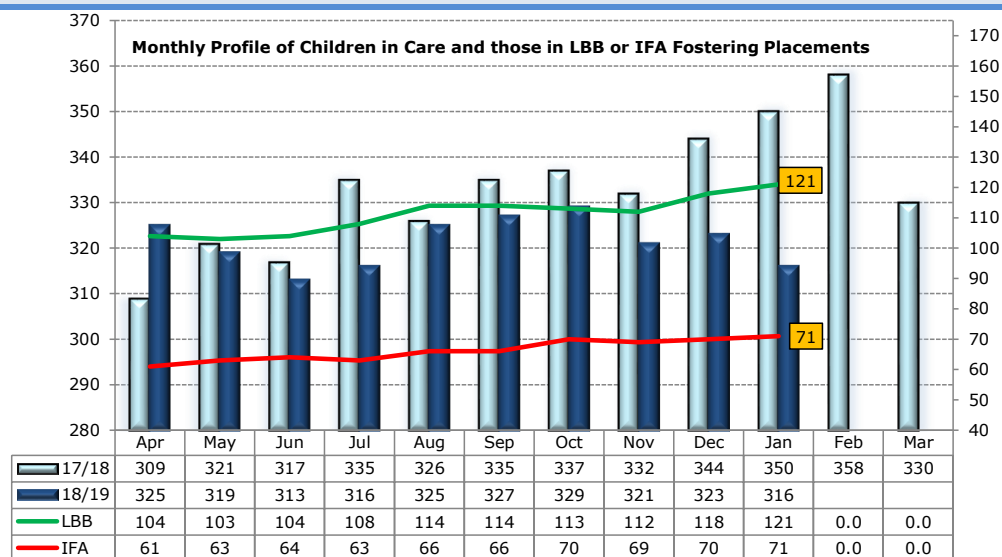
Target :	15.6%
Latest :	**10.6%**

LONDON BOROUGH OF BARNET

CHILDREN IN CARE SERVICE

PERFORMANCE ON A PAGE (31 January 2019)

Current Legal Status	Jan	%	Dec	Nov
Interim Care Order	52	16.5%	53	50
Full Care Order	126	39.9%	127	129
Section 20	120	38.0%	126	126
Placement Order - In Adoptive Placement	5	1.6%	5	4
Placement Order - Awaiting Placement	7	2.2%	7	7
Emergency Protection Order - In LA Accommodtion	4	1.3%	3	3
Remanded to LA Accommodation or Youth Detention Accomm	1	0.3%	1	1
Other or Missing	1	0.3%	1	1
Total Number of Children in Care	**316**	**-**	**323**	**321**

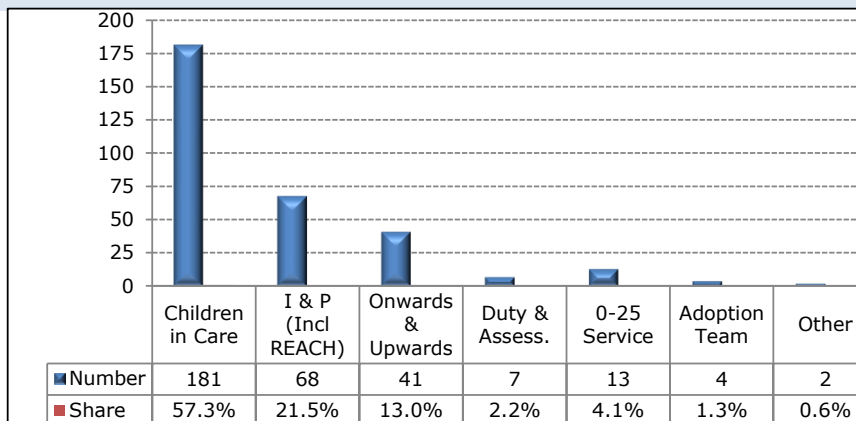| Facts & Figures	No.	%	No.	No.
Rate of Children in Care per 10,000 u18 Population	32.6	-	33.3	33.1
Number of Children with 3+ Placements / Rate Former NI62 (Cum)	30	9.5%	30	25
Longer Term Stability Measure / Rate Former NI63 (Cum)	74	57.4%	77	79
Number/Rate of Children Adopted from Care in Year (Cum)	5	2.3%	3	2
Number/Rate of Children with Special Guardianship Order (Cum)	9	6.2%	8	8
Review Health Assessments Completed within Timescale	241	96.4%	95.3%	95.8%
Number of Children Who Are Privately Fostered	6	-	6	6

Monthly Profile of Children in Care and those in LBB or IFA Fostering Placements

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	309	321	317	335	326	335	337	332	344	350	358	330
18/19	325	319	313	316	325	327	329	321	323	316		
LBB	104	103	104	108	114	114	113	112	118	121	0.0	0.0
IFA	61	63	64	63	66	66	70	69	70	71	0.0	0.0

Age and Gender Profile of Children in Care

	Under 1	1 to 5	6 to 10	11 to 15	16+
Boys	8	20	17	66	96
Girls	7	16	20	41	38
Unknown	0	0	0	0	0

Monthly Profile of Newly Accommodated & De Accommodated Children

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Accommodated	11	13	8	18	24	17	16	6	10	10	0.0	0.0
No Longer CLA	14	20	13	14	16	15	14	14	10	17	0.0	0.0
Net Cum. Gain / (Loss)	-3	-10	-15	-11	-3	-1	1	-7	-7	-14	0.0	0.0

Characteristics of Children Currently in Care

Gender		%	Time in Care System		%
Male	192	60.8%	0-6 Months	129	40.8%
Female	124	39.2%	6-12 Months	54	17.1%
Unknown	0	0.0%	12-18 Months	38	12.0%
Ratio of M to F	1.54 : 1	-	18-24 Months	22	7.0%
			Over 24 Months	73	23.1%

Ethnicity		%	Caseholding Service		%
			Children in Care	181	57.3%
Asian	70	22.2%	I & P (Incl REACH)	68	21.5%
Black	55	17.4%	Onwards & Upwards	41	13.0%
Mixed	62	19.6%	Duty & Assess.	7	2.2%
White	128	40.5%	0-25 Service	13	4.1%
Missing	1	0.3%	Adoption Team	4	1.3%
			Other	2	0.6%

Placement Provision		%	UASC	No.	% of CiC
			Section 20	59	18.7%
Barnet	150	47.5%	Care Order	3	0.9%
Other	166	52.5%	Other	0	0.0%
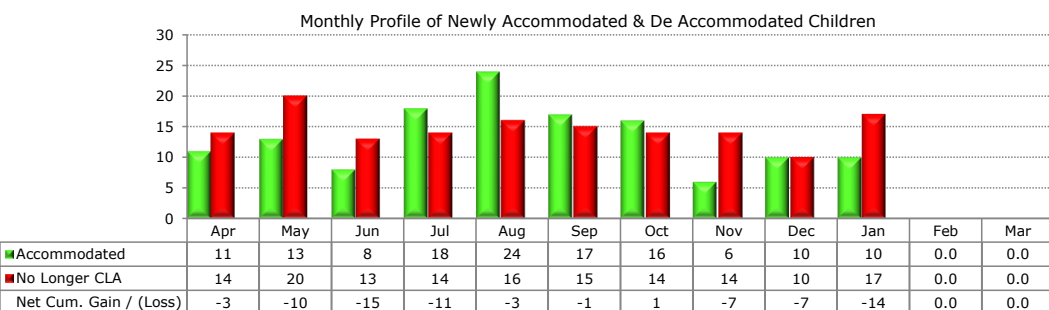
Children in Care

Chart 1 - Children in Care by Service Area

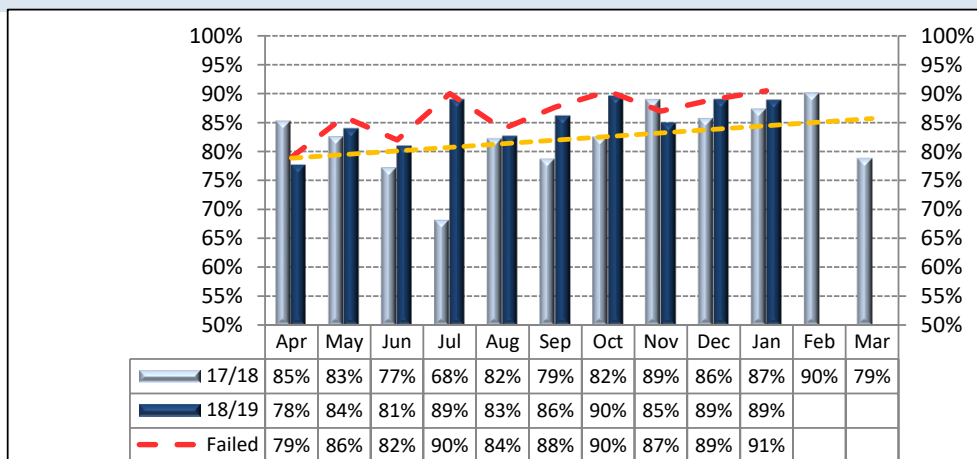|	Children in Care	I & P (Incl REACH)	Onwards & Upwards	Duty & Assess.	0-25 Service	Adoption Team	Other
■Number	181	68	41	7	13	4	2
■Share	57.3%	21.5%	13.0%	2.2%	4.1%	1.3%	0.6%

Data Comments : Cases held by the CIC Team have fallen by 0.4% when compared to December 2018 and a 10.5% decrease against the same period the previous year. Likewise, 0-25 and O&U saw their share decrease whilst DATs and I&P saw increases.

Chart 2 - Current CiC by Service & Length of Time in Care

Service Area	<1M	2-3M	4-6M	7-12M	13-18M	19-24M	24M+
Children in Care	7	14	20	35	28	14	63
Intervention & Plan.	12	9	29	8	2	0	0
Onwards & Upwards	1	7	13	7	5	5	3
Duty & Assessment	4	0	3	0	0	0	0
0-25 Service	2	0	2	0	3	1	5
Other	0	1	5	4	0	2	2
	26	31	72	54	38	22	73

Chart 3 - Timeliness of Children in Care Visits

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	85%	83%	77%	68%	82%	79%	82%	89%	86%	87%	90%	79%
18/19	78%	84%	81%	89%	83%	86%	90%	85%	89%	89%		
Failed	79%	86%	82%	90%	84%	88%	90%	87%	89%	91%		

Data Comments : CIC visits are currently at 89%, 6% below the target of 95%. We have analysed visits that were deemed to have failed, but would have been in time; for CIC visits the outturn would have been 91%.

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

Chart 4 - CiC with 3+ Placements in 12 Months

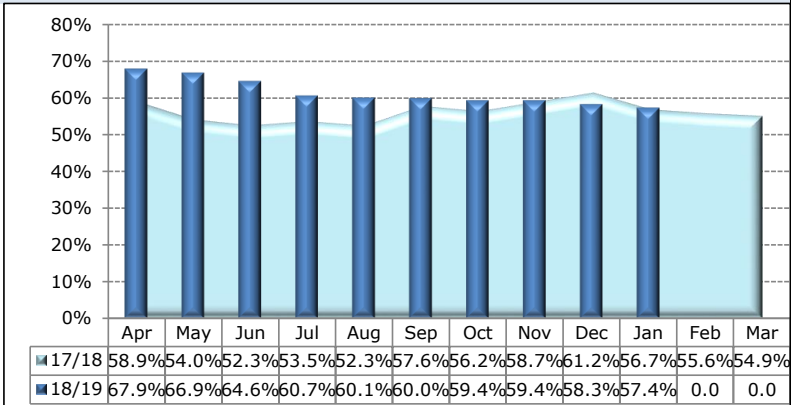|	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18 Cum	0.0%	0.0%	0.9%	2.1%	3.4%	3.7%	4.6%	4.8%	6.9%	7.4%	8.9%	10.1%
18/19 Cum	0.0%	0.6%	1.0%	1.3%	2.2%	4.3%	6.1%	7.8%	9.3%	9.5%	0.0%	0.0%
In Last 12m	5	9	10	14	20	27	30	35	40	38	0.0	0.0
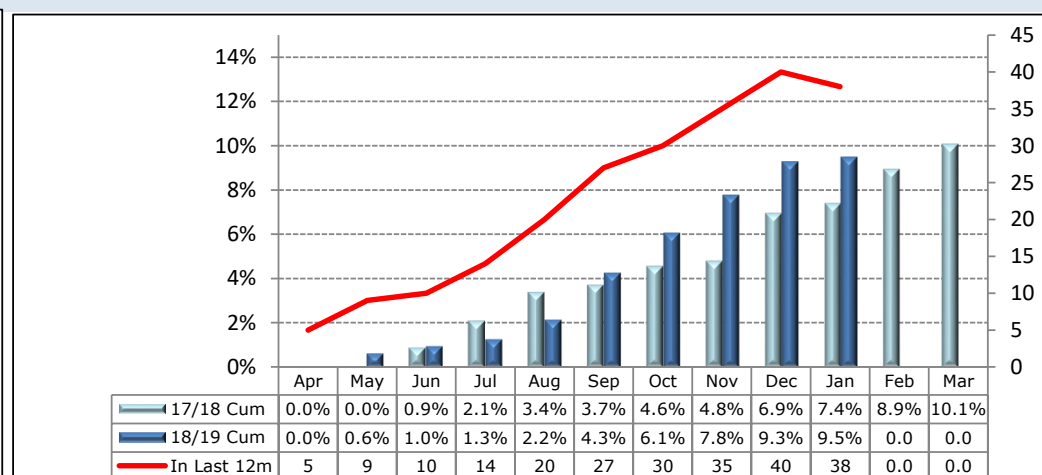
Data Comments : Currently there are 30 children with 3 or more placements since April 1st 2018, and 38 in the last 12 months. Two of these will be 18 before March 31st and will not therefore count in the year end statutory returns. There are also 68 children and young people with 2 placements.

Target :	11.5%
Latest :	**9.5%**
Variance :	(17.4%)
SN :	11.5%

Children in Care

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	58.9%	54.0%	52.3%	53.5%	52.3%	57.6%	56.2%	58.7%	61.2%	56.7%	55.6%	54.9%
18/19	67.9%	66.9%	64.6%	60.7%	60.1%	60.0%	59.4%	59.4%	58.3%	57.4%	0.0	0.0

Data Comments : The percentage of children in the same placement for 2 years or more, currently stands at 57.4% which is a slight reduction on last month and consistent with the declining trend seen since April 2018. This indicator is still higher than the same period last year

Target :	62.0%
Latest :	**57.4%**
Variance :	(7.5%)
SN :	66.4%

Chart 6 - Monthly Rate of Timely Initial Health Assessments

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
IHA's Due	8	16	30	37	56	76	93	109	113	123		
In Time	3	7	18	24	34	48	62	71	72	79		
Rate	37.5	43.8	60.0	64.9	60.7	63.2	66.7	65.1	63.7	64.2		
Incomplete Data	0	1	2	3	6	7	9	11	13	15		
Monthly Rate	0.0	50.0	78.6	85.7	52.6	70.0	82.4	56.3	25.0	70.0		
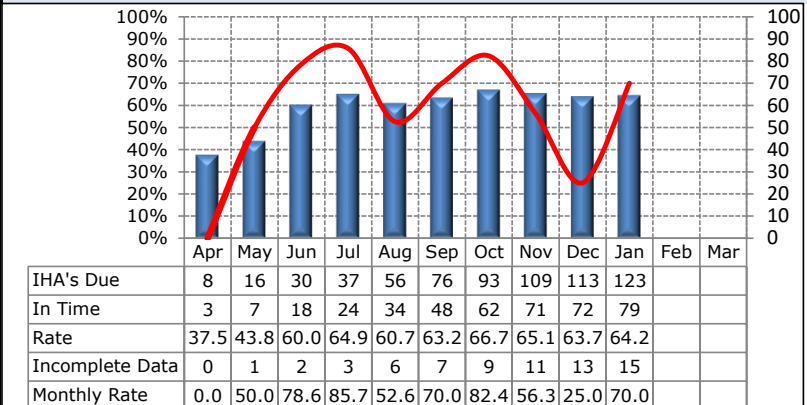
Data Comments : This measure looks at all of those chldren who began an episode of care, whereby the IHA was due on or after April 1st. The chart shows both monthly and cumulative perfromance. The 'missing' rate is inlcuded to show that where performance may look poor, it could be that the childs record has no IHA recorded in the month rather than it being out of time. A timely initial health assessment will take place within 20 working days of the child entering care.

Target :	95.0%
Latest :	**64.2%**
Variance :	(32.4%)
SN :	

Chart 7 - Rate of CiC with Timely Dental Checks

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
CiC	241	237	249	246	254	257	251	250	250	221		
In Time	180	193	208	214	230	228	215	199	188	145		
Rate	74.7	81.4	83.5	87.0	90.6	88.7	85.7	79.6	75.2	66%		
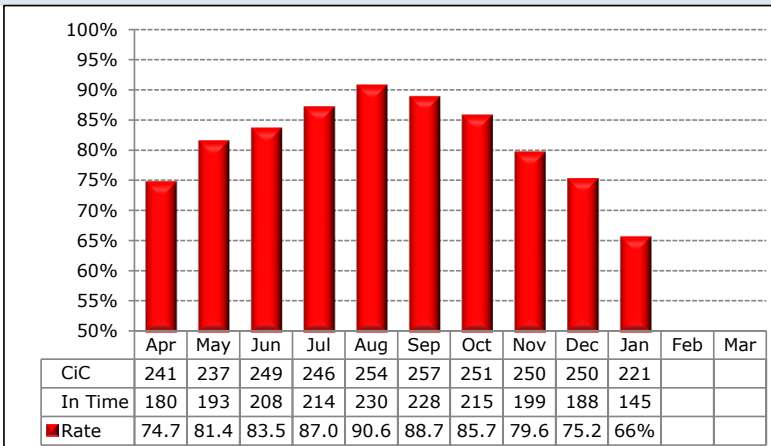
Data Comments : This measure looks at all the current cohort of children to see how many have had a dental check within the last 12 months. This will include children under 5, who, by DfE definitions needs to undergo a gum check and are included in the cohort.

Target :	95.0%
Latest :	**65.6%**
Variance :	(30.9%)
SN :	

Children in Care

Chart 8 - Percentage of LAC Reviews Completed on Time

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	76%	76%	79%	82%	81%	80%	81%	80%	79%	80%	82%	81%
18/19	76%	75%	77%	82%	82%	79%	74%	70%	80%	94%		
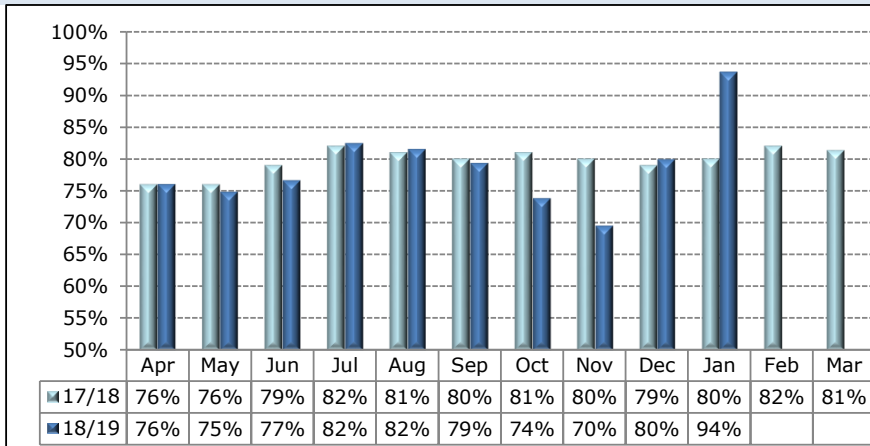
Data Comments : Due to systems improvements now being completed, we are now able to report on the correct timeliness of CIC Reviews being completed in time.

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

Chart 9 - Children in Care Subject to a Section 20

Age Grouping	Boys	Girls	Not Known	Total	Avg Time
Under 1	1	1	0	2	14.6 wks
1 to 5	3	1	0	4	26.8 wks
6 to 10	0	3	0	3	15.1 wks
11 to 15	21	11	0	32	39.6 wks
16+	66	13	0	79	53.1 wks
Total	91	29	0	120	
Avg Time in Care	52.3 wks	30.5 wks	-		

The Ratio of Boys to Girls in the wider CiC cohort is 1.67 : 1 whereas the Ratio for those on a Section 20 Order is 3.57 : 1

Data Comments : The 11 to 16+ cohort includes 59 of the 62 UASC population (55 boys and 4 girls).

58

LONDON BOROUGH OF BARNET

UNACCOMPANIED ASYLUM SEEKING CHILDREN (UNDER 18)

PERFORMANCE ON A PAGE (31 January 2019)

Current Number of UASC	62	-

Time in Care (Years)	No.	%
Less than a Year	38	61.3%
1	17	27.4%
2	2	3.2%
3	2	3.2%
4	3	4.8%

Average Time in Care	1 Year 4 Months

Current Placement	No	%
Fostering	36	58.1%
Semi Independence	25	40.3%
Residential	1	1.6%

UASC by Team	No	%
Children In Care Team 1	9	14.5%
Children In Care Team 2	9	14.5%
Children In Care Team 3	15	24.2%
Duty & Assessment Team 1	0	0.0%
Duty & Assessment Team 2	1	1.6%
Duty & Assessment Team 3	1	1.6%
Duty & Assessment Team 4	0	0.0%
Onwards & Upwards	27	43.5%

The numbers of UASC has reduced this month from 67 in December to 62 in January 2019, this is an increase of 4 UASC against the same period the previous year.

Rate of UASC who are Male :	93.5%
Rate of Males aged 16-17 :	72.4%
Rate of UASC placed in Semi Indep. or Fostering :	98.4%

Total Number of UASC - Under 18

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	44	49	49	44	41	43	49	54	55	58	57	57
18/19	58	62	62	60	61	67	65	64	67	62		
Threshold	68	68	68	68	68	68	68	68	68	68	68	68

Age and Gender split of UASC

	13	14	15	16	17 Yrs
Male	0	8	8	15	27
Female	0	0	1	2	1
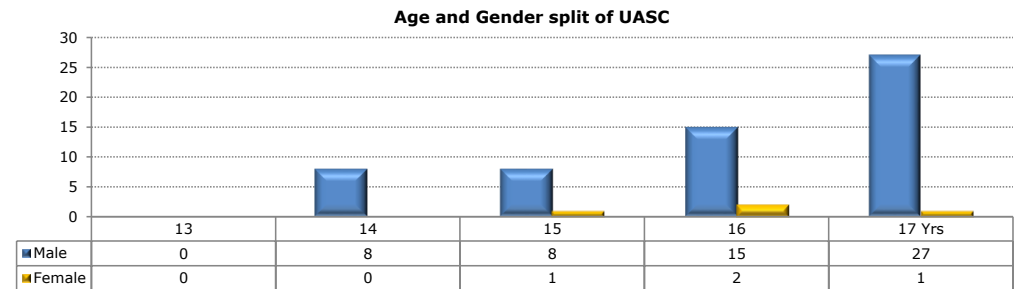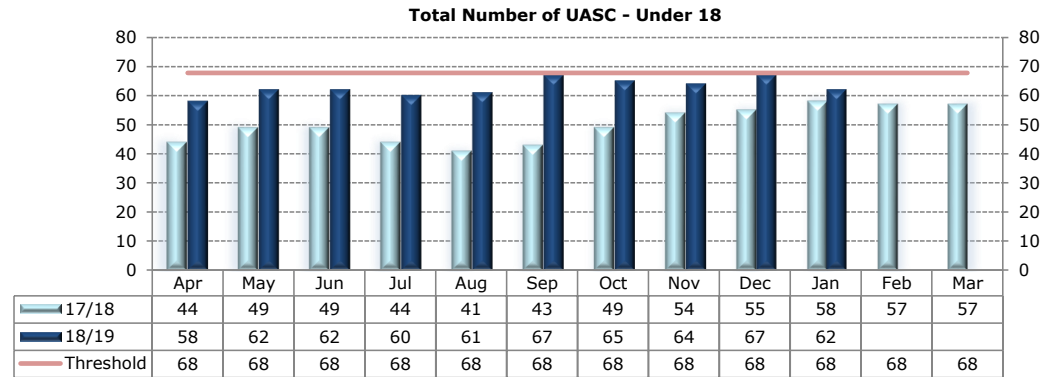
Nationality	Number	Rate
Afgan	25	40.3%
Albanian	11	17.7%
Eritrean	7	11.3%
Ethiopian	4	6.5%
Iranian	1	1.6%
Iraqi	1	1.6%
Kurdish	1	1.6%
Kuwaiti	1	1.6%
Palestinian	1	1.6%
Sudanese	1	1.6%
Vietnamese	6	9.7%
Pakistani	1	1.6%
Missing	2	3.2%
	62	

Ethnicity of UASC
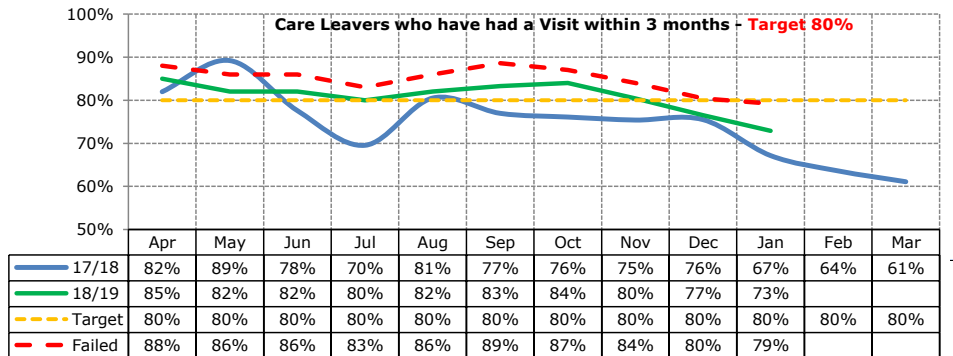
48, 6, 1, 7

■ Asian ■ Black ■ Mixed ■ White ■ Not stated
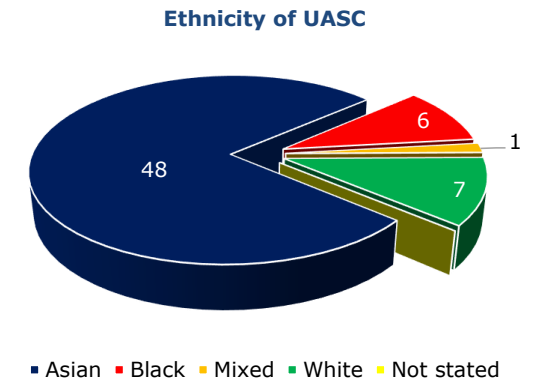
LONDON BOROUGH OF BARNET

CARE LEAVERS & 0-25 SERVICES

PERFORMANCE ON A PAGE (31 January 2019)

Care Leavers	No.	%
Number of Care Leavers by age	**265**	**-**
18	79	29.8%
19	77	29.1%
20	52	19.6%
21	28	10.6%
22+	29	10.9%
Care Leavers (19 - 21) in Employment, Education or Training	**106**	**67.5%**
Young person engaged in higher education (i.e. beyond A level)	18	17.0%
Young person engaged in education other than higher education	50	47.2%
Young person engaged in training or employment	38	35.8%
Percentage of care leavers who have been in touch in the previous 12 months - Target 90%	**235**	**88.7%**
Care leavers (aged 19 - 21) in suitable accommodation	**151**	**96.2%**
B - With parents or relatives	9	6.0%
C - Community home or other form of residential care	5	3.3%
D - Semi-independent, transitional accommodation	24	15.9%
E - Supported lodgings	4	2.6%
T - Foyers	5	3.3%
U - Independent living	84	55.6%
V - Stepping Stone accommodation (Postcode In Barnet **n = 7**)	1	0.7%
Y - Other accommodation	7	4.6%
Z - With Former foster carers/Staying Put	12	7.9%
Number of Care Leavers at University	**23**	**-**

Number of Care Leavers

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	197	198	196	196	206	204	205	203	216	215	217	221
18/19	244	238	239	238	239	245	251	254	258	265		
UASC	62	60	61	61	64	67	68	70	73	77		

Care Leavers who have had a Visit within 3 months - Target 80%

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	82%	89%	78%	70%	81%	77%	76%	75%	76%	67%	64%	61%
18/19	85%	82%	82%	80%	82%	83%	84%	80%	77%	73%		
Target	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%
Failed	88%	86%	86%	83%	86%	89%	87%	84%	80%	79%		

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	79%	81%	88%	84%	79%	83%	76%	75%	71%	85%	82%	83%
18/19	89%	86%	85%	85%	84%	82%	78%	78%	78%	81%		

Care Leavers (aged 19,20,21) in Employment, Education or Training - Target 65%

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	58%	58%	63%	64%	62%	62%	66%	65%	66%	59%	63%	58%
18/19	53%	51%	58%	58%	61%	61%	62%	66%	67%	68%		
Target	65%	65%	65%	65%	65%	65%	65%	65%	65%	65%	65%	65%
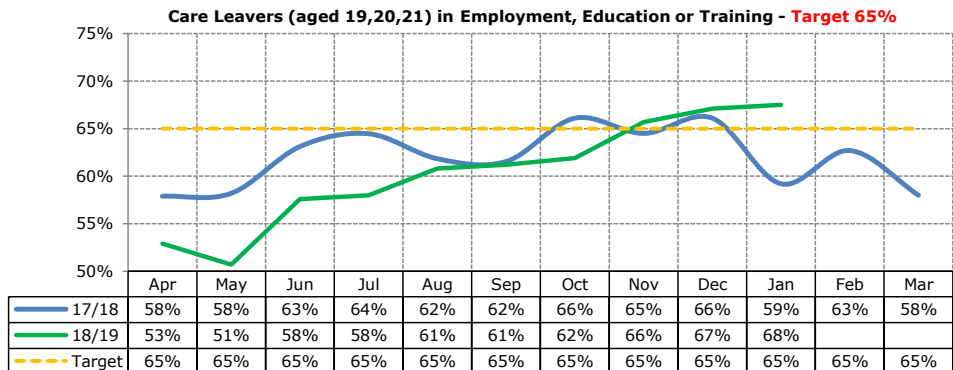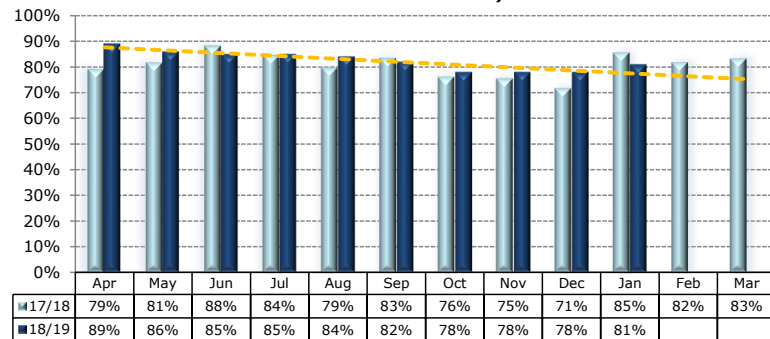
Youth Offending

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	97	93	92	91	92	85	82	84	82	77	78	78
18/19	78	73	77	65	65	66	64	66	68	65		
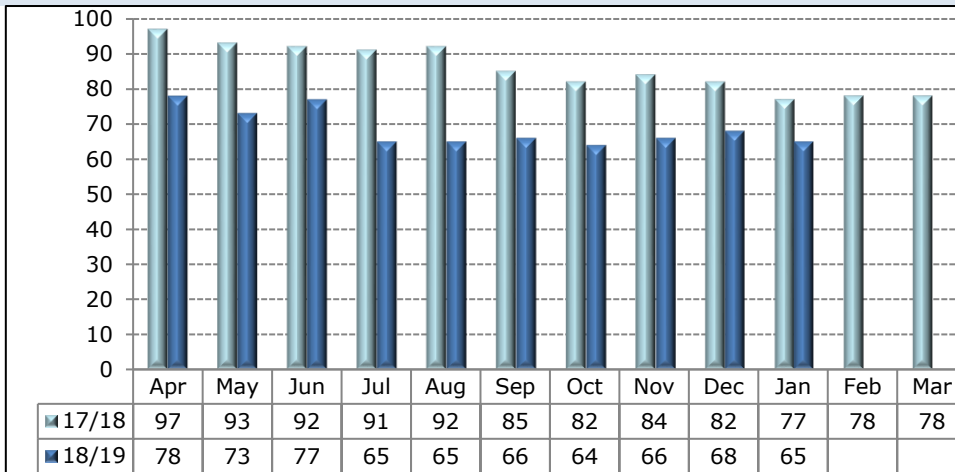
Data Comments : This indicator has seen a decrease of 16% in the number of open cases since January 2018 (77) compared to 65 in January 2019.

Target :	Monitor
Latest :	**65**
Variance :	
SN :	

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	8	9	10	9	4	2	2	5	7	2	6	7
18/19	6	7	6	9	4	2	2	5	4	8		
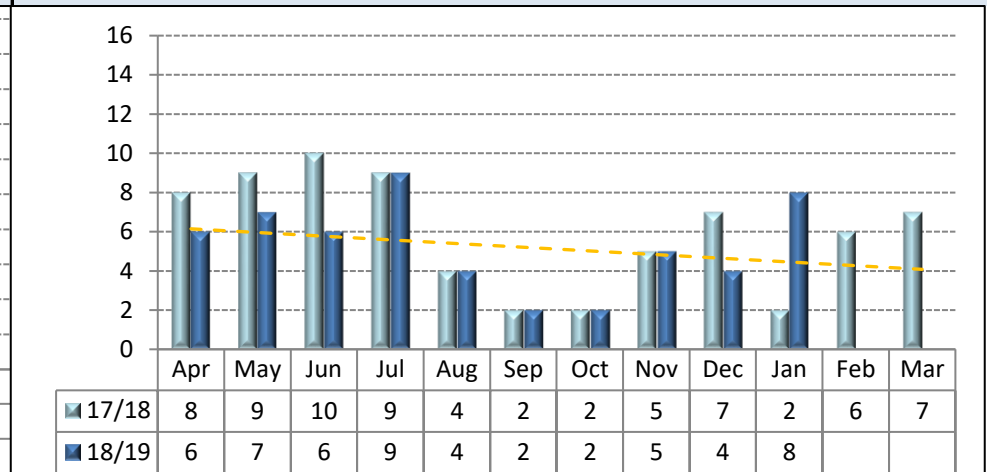
Data Comments : The number of first time entrants has seen an increase from 2 in January 2018 compared to 8 in January 2019.

Target :	Monitor
Latest :	**8**
Variance :	
SN :	

Chart 3 - No. of Young Offenders Sentenced to Custody

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	0	0	3	2	2	0	1	1	1	1	0	0
18/19	0	3	1	0	0	0	0	0	1	0		
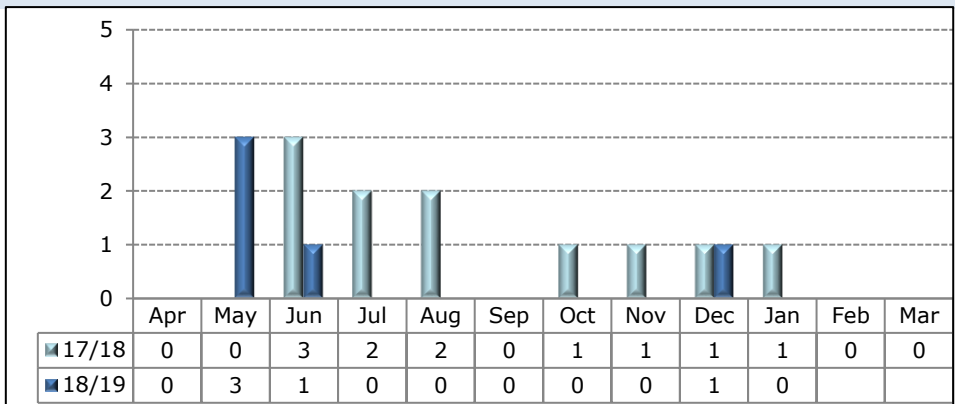
Data Comments : There has been a total of 5 Young Offenders sentenced to custody in 2018/19, compared to 11 in 2017/18.

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

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	47%	50%	45%	43%	41%	42%	40%	46%	46%	46%	46%	40%
18/19	40%	47%	45%	46%	52%	59%	47%	42%	41%	31%		
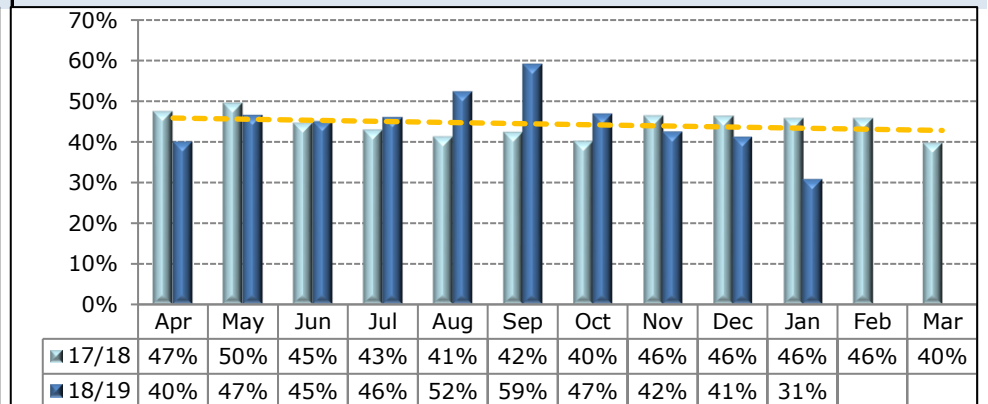
Data Comments : January's figure (31%) has continued to decrease (by 10%) when compared to December 2018 (41%), and is 15% lower than January 2018 (46%).

Target :	Monitor
Latest :	**31.0%**
Variance :	
SN :	

Youth Offending

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	50%	60%	53%	50%	51%	53%	49%	50%	54%	31%	28%	55%
18/19	54%	51%	51%	62%	62%	71%	69%	67%	63%	60%		
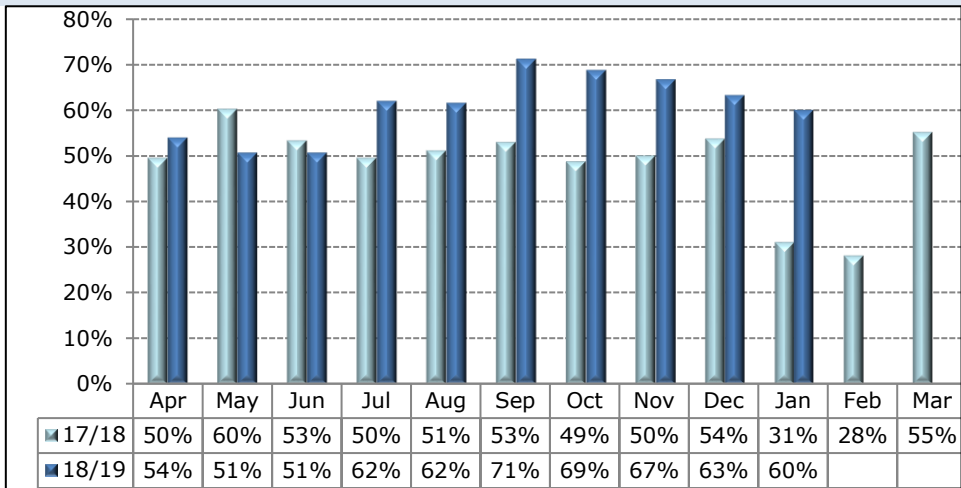
Data Comments : January's figure of 60% is slightly less than the previous month, but is still one of the highest percentages seen for this indicator.

Target :	Monitor
Latest :	**60.0%**
Variance :	
SN :	

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

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
17/18	78%	78%	67%	69%	70%	59%	69%	69%	69%	67%	67%	50%
18/19	55%	46%	73%	78%	78%	48%	70%	70%	63%	56%		
Target	66%	66%	66%	66%	66%	66%	66%	66%	66%	66%	66%	66%
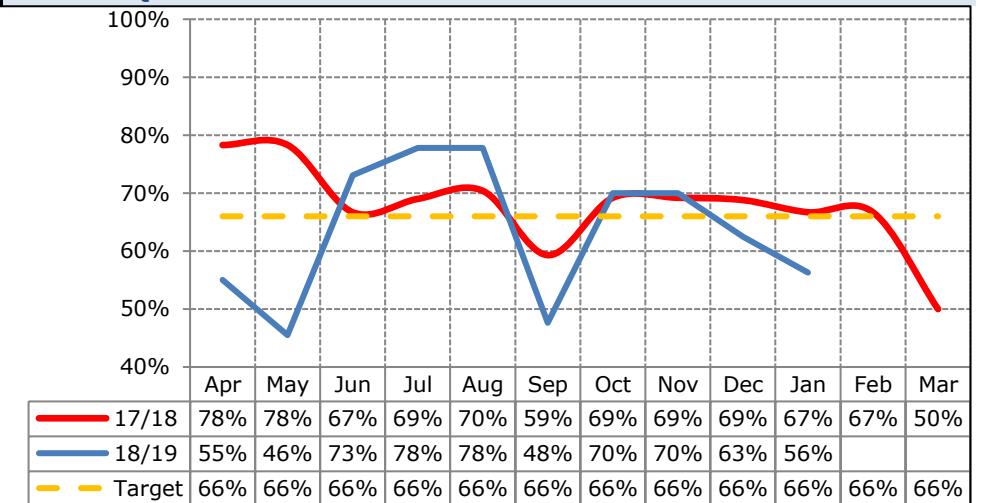
Data Comments : ETE is currently 7% lower than the previous month and 11% lower than the same period in 2017.

Target :	66%
Latest :	**56.0%**
Variance :	(15.2%)
SN :	

December 2018 Quality Assurance Dashboard

Audit Outcomes →

Good	RI	Inadequate
14 28%	33 66%	3 6%

commentary:

AUDIT OUTCOMES

Legend: Inadequate (red), RI (yellow), Good (green)

Months: Jul-18, Aug-18, Sep-18, Oct-18, Nov-18, Dec-18, Jan-19, Feb-19, Mar-19 — each with Reg and Annex A
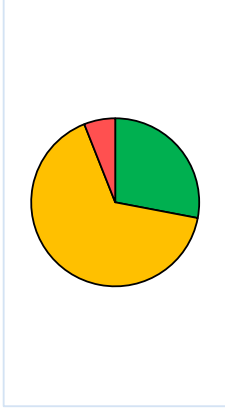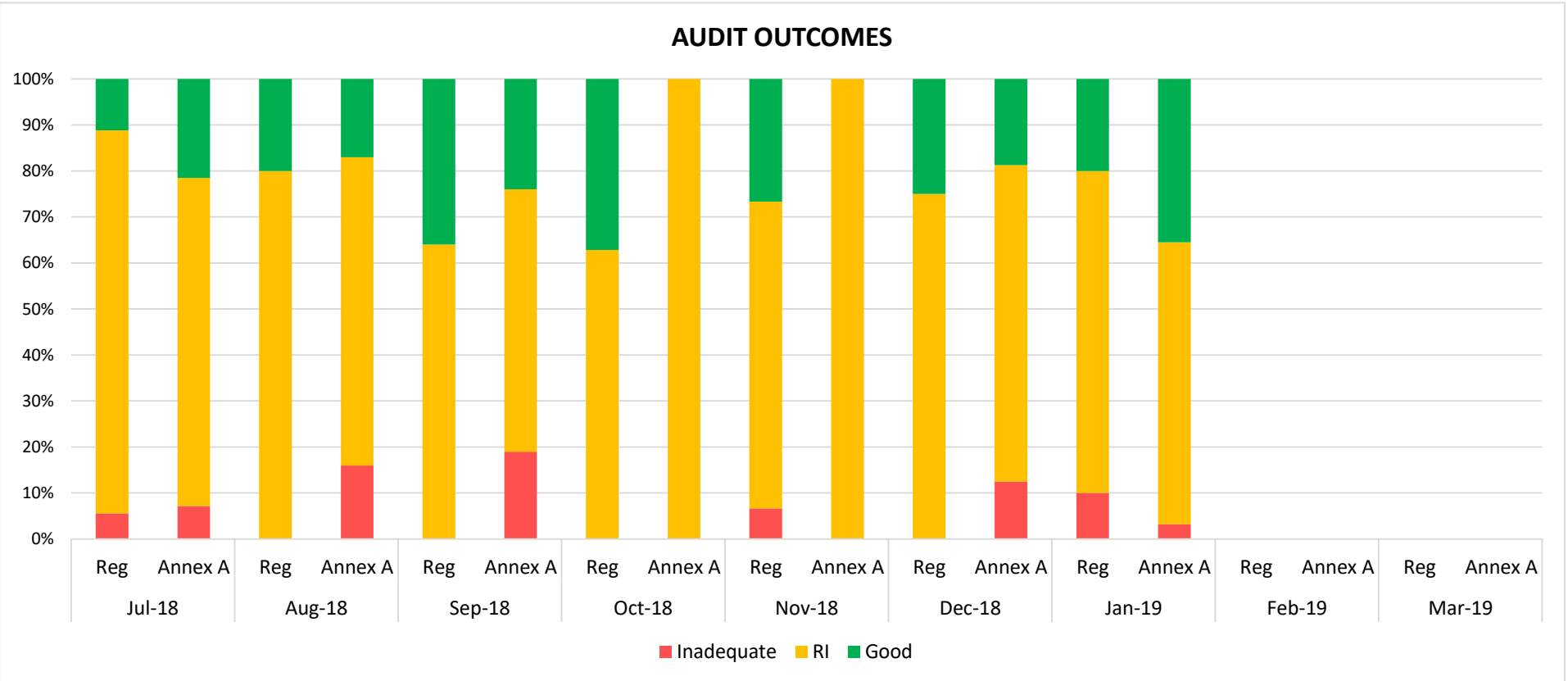
Service Area - Audit Gradings Breakdown - Regular and Annex A Audits

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

January 2019 Quality Assurance Dashboard

Domain Outcome- Combined Assessments

	Good		RI		Inadequate		Not Graded		Total Count	N/A
	No.	%	No.	%	No.	%	No.	%		No.
Nov-18	4	25%	9	56%	3	19%	0	0%	16	3
Dec-18	6	35%	9	53%	2	12%	0	0%	17	3
Jan-19	16	36%	25	56%	4	9%	0	0%	45	4

Domain Outcome - Management Oversight

	Good		RI		Inadequate		Not Graded		Total Count	N/A
	No.	%	No.	%	No.	%	No.	%		No.
Nov-18	6	32%	11	58%	2	11%	0	0%	19	0
Dec-18	2	10%	16	80%	2	10%	0	0%	20	0
Jan-19	17	35%	27	55%	5	10%	0	0%	49	0

Domain Outcome - CPC, Plan and core group meetings

	Good		RI		Inadequate		Not Graded		Total Count	N/A
	No.	%	No.	%	No.	%	No.	%		No.
Nov-18	0	0%	0	0%	1	100%	0	0%	1	18
Dec-18	0	0%	3	100%	0	0%	0	0%	3	17
Jan-19	0	0%	0	0%	0	0%	0	0%	0	0

Domain Outcome - CIN

	Good		RI		Inadequate		Not Graded		Total Count	N/A
	No.	%	No.	%	No.	%	No.	%		No.
Nov-18	0	0%	1	33%	2	67%	0	0%	3	16
Dec-18	1	25%	3	75%	0	0%	0	0%	4	16
Jan-19	1	14%	6	86%	0	0%	0	0%	7	44

Domain Outcome - CiC

	Good		RI		Inadequate		Not Graded		Total Count	N/A
	No.	%	No.	%	No.	%	No.	%		No.
Nov-18	3	50%	2	50%	0	0%	0	0%	6	13
Dec-18	4	36%	5	45%	2	18%	0	0%	11	9
Jan-19	1	14%	4	57%	2	29%	0	0%	7	44

Data Dashboard
Barnet Children's Services Improvement Plan

Plan ID	Measure	Previous Period	Latest Position	Change		Change since Ofsted		Target	Rating
To drive sustainable practice improvement at pace									
T6	Posts over establishment	**Dec 18**	**Jan 19**						
	Unfunded Posts	8	**5**	-3	⬇				
T6	Social Work staff makeup	**Dec 18**	**Jan 19**						
	Permanent	69%	**68%**	-1%	⬇				
	Agency	29%	**28%**	-1%	⬇				
	Vacant	2%	**4%**	2%	⬆				
T8 2a(i)	Average Caseload Numbers	**Dec 18**	**Jan 19**						
	Duty and Assessment	14.7	**13.6**	-1.1	⬇	28.3	⬇		
	Intervention and Planning	15	**16.4**	1.4	⬆	17.3	⬇		
	Children in Care	13.1	**13.2**	0.1	⬆	15.9	⬇		
	0-25	14.8	**13.5**	-1.3	⬇	17.6	⬇		
	Onwards and Upwards	20.8	**21.5**	0.7	⬆	21.2	⬇		
	REACH	9.25	**9.5**	0.3	⬆	9.8	⬇		
Strengthened systems leadership for children									
2a(vii)	Children's input into conferences	**Dec 18**	**Jan 19**						
	Conferences: attended (PN1 and PN3)	4%	**12%**	8%	⬆				
	Conferences: views sent (PN0-PN6)	86%	**96%**	10%	⬆				
3a(vii)	Case supervisions within timescales	Case allocated Less than 6 weeks	In Tme Supervision	Supervision Overdue	No Supervision Record				
	Duty & Assessment	39%	50%	8%	3%				
	Intervention & Planning	10%	55%	33%	2%				
	0-25 Service	9%	54%	29%	7%				
	Chilldren In Care	5%	40%	55%	0%				
	Onwards & Upwards	6%	43%	40%	11%				
	REACH	5%	76%	18%	0%				
	Number of Group Supervision's within the last 3 months	**DAT**	**I&P**	**0-25**	**CIC**	**O&U**	**REACH**		
		59	12	0	0	0	13		
3a(vii)	Management oversight gradings in regular audits	**Dec 18**	**Jan 19**						
	Performance Matters								

Plan ID	Measure	Previous Period	Latest Position	Change		Change since Ofsted		Target	Rating
Effective MASH									
4a(iv)	Timeliness of contact decision	**Dec 18**	**Jan 19**						
	Decision on contact made within 24 hours	47%	**59%**	12%	⬆	53%	⬆		
4a(iv)	Timeliness of assessment	**Dec 18**	**Jan 19**						
	Performance Matters								
Effective decision making									
4b(ii)	Number of children subject to Pre-Proceedings	**Dec 18**	**Jan 19**						
		17		-1	⬇				
4b(ii)	Multi agency involvement in Strategy Discussions	**Dec 18**	**Jan 19**	System change and new report from Jan 2018					
	Performance Matters								
	Performance Matters								
	Performance Matters								
	Performance Matters								
4b(ii)	S47: length of time open	**Dec 18**	**Jan 19**						
		18.6 days	**10.7 days**	+5.5 days	⬆	15.5 days	⬆		
4b(ii)	S47: Outcome	**Dec 18**	**Jan 19**						
	Performance Matters								
	Performance Matters								
	Performance Matters								
	Performance Matters								
Strengthen assessment									
5a(iii)	Average Length of missing episode	**Dec 18**	**Jan 19**						
	From Home	1.6	**3.0**	1.4	⬆	1.1	⬆		
	From Care	2.3	**2.8**	0.5	⬆	2.4	⬆		
5a(iii)	Overall number of missing episodes	**Dec 18**	**Jan 19**						
	From Home	16	**23**	7	⬆	22	⬆		
	From Care	36	**64**	28	⬆	45	⬆		

Plan ID	Measure	Previous Period	Latest Position	Change		Change since Ofsted		Target	Rating
Child centred plans									
6a(iv)	Number of escalations of plans	**Dec 18**	**Jan 19**						
	To Child Protection	Performance Matters							
	To Child in Care	Performance Matters							
6a(vii)	Pre-proceedings progressing to care proceedings	**Dec 18**	**Jan 19**						
		3		-1	⬇				
6a(vii)	Timeliness of care proceedings	**Dec 18**	**Jan 19**						
		31.7 weeks		+1.3 week	⬆				
6a(vii)	Outcomes of care proceedings	**Dec 18**	**Jan 19**						
	Placement Orders	0		0	⬅➡				
	Care Orders	1		-4	⬇				
	SGO	0		-1	⬇				
	Supervision Order	4		+2	⬆				
	Child Arrangement Order	1		-2	⬇				
	No Public Law Order	2		+2	⬆				
6a(ix)	Number of children participating in life story work	**Dec 18**	**Jan 19**						
		22	**20**	-2	⬇				
Plans achieving best outcomes									
6b(vii)	Percent NEET young people (16 -18)	**Dec 18**	**Jan 19**						
		1.2%	1.2%	0%	⬅➡	1.9%	⬇		
6b(vii)	How many EET care leavers	**Dec 18**	**Jan 19**						
		Performance Matters							

⬆ Positive upward change   ⬆ Negative upward change

⬇ Positive downward change   ⬇ Negative downward change

L O N D O N   B O R O U G H   O F   B A R N E T
VULNERABLE ADOLESCENTS SUMMARY
VULNERABLE ADOLESCENTS PERFORMANCE REPORT

175
young people
in Vulnerable Adolescents Dataset
Jan 2018 - Jan 2019
Criteria: Missing, CSE, Gangs or SEAM in reporting period
(aged under 18, only Barnet LA)

Missing
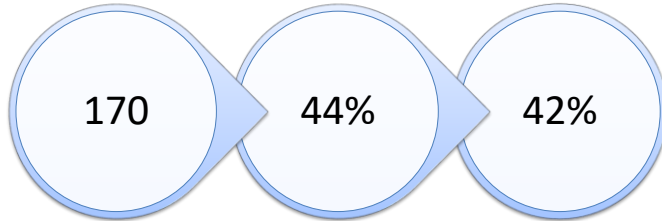
170
- young people reported missing
- missing for **2.1 days**, on average

44%
- were aged 12-15 years
- 81 males, 89 females

42%
- missing from care
- 956 missing episodes (**83%** of all missing episodes)

Vulnerable

36
- at risk of CSE
- 78% are females

13
- at risk of gang/serious youth violence
- 31% are female

74
- in care during the period (42%)
- 22 have been CIN at some point

57
- involved with Troubled Families Programme

24
- school exclusion recorded

Escalated
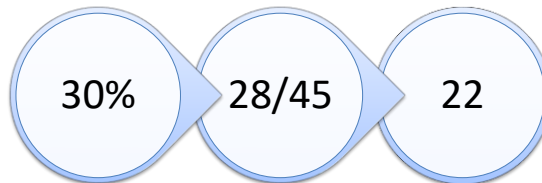
30%
- 52 had a SEAM Strategy Meeting

28/45
- average SEAM score, out of 45

22
- referred to MACE / VARP Panels

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

SEAM Episode: The duration of time a young person is open to SEAM procedures; there may be multiple SEAMs
SEAM: Actual SEAM meeting with professionals, including sign-off of SEAM meeting notes/actions
Initial SEAM: First SEAM meeting (and first set of SEAM scores) for a young person, within a SEAM Episode
Review SEAM: Follow-up SEAM meetings (and reviewed SEAM scores) within a SEAM Episode

SEAM Episodes Opened

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	12	10	9	17	11	9	11	5	6	5	8	4
2019	5											

SEAM Episode Closures

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018				8	5	2	7	1	2	10	8	4
2019	4											
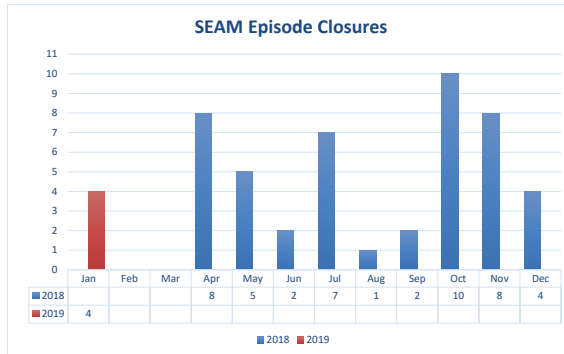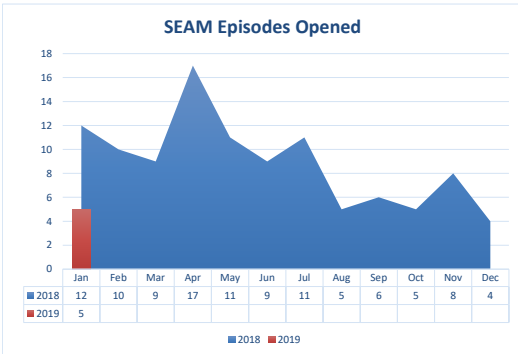
Commentary:

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

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

Referrals to NRM?	
Aug-18	1
Sep-18	0
Oct-18	4
Nov-18	2
Dec-18	0
Jan-19	1
Total	**8**

SEAMS INITIATED, BY TEAM

	Children In Care Teams	Duty & Assmnt Teams	Intervtn & Planning Teams	Onwards & Upwards	REACH	Safe-guarding /Other
2019	3	5	5	2	1	1
2018	29	53	67	14	23	33

SEAM Scores: All Closed SEAMS (n=43)

Initial — Review — Final

Average of Alcohol and Drug Use
Average of Distrust of Authority figure disengagement Education...
Average of Absent / Missing
Average of Recognition of abusive and exploitative behaviour receipt of...
Average of Familial Concerns Parent/Carer – Young Person Relationship
Average of Sexual Health - Activities and Awareness
Average of Emotional and Physical Condition
Average of Use of Technology - Social Media - Sexual Bullying
Average of Gangs. Association with Criminals/ Adults who Pose a Risk

TOTAL SEAMS RECORDED (VOLUME)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	19	13	13	31	25	22	25	16	16	28	27	8
2019	17											

AVERAGE LENGTH OF TIME TO COMPLETE A SEAM, IN WORKING DAYS

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	10.8	13.3	11.0	12.0	28.9	24.3	18.9	21.9	14.9	11.0	12.0	8.0
2019	10.0											
Target	5	5	5	5	5	5	5	5	5	5	5	5

CSE

CSE EPISODES OPENED

	Q1	Q2	Q3	Q4
2018	7	7	12	11
2019	1			

CSE EPISODES CLOSED

	Q1	Q2	Q3	Q4
2018	6	3	10	16
2019	5			

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

GANGS

GANG EPISODES OPENED

	Q1	Q2	Q3	Q4
2018	7	0	10	8
2019	0			
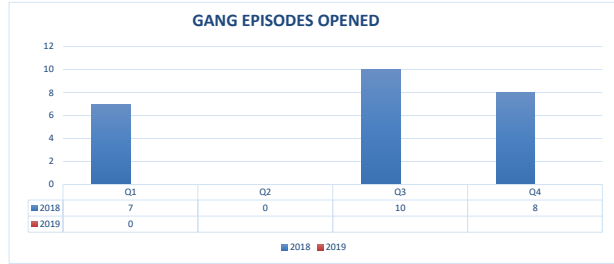
GANGS EPISODES CLOSED

	Q1	Q2	Q3	Q4
2018				21
2019	1			0
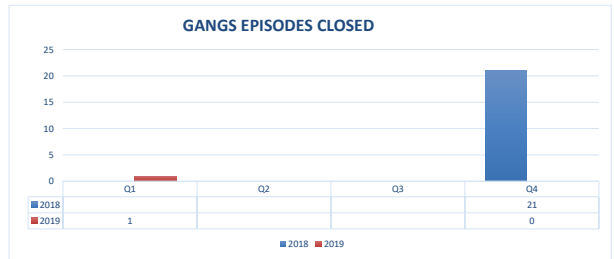
GANG	Average Days Open	Number of Episodes
2018		
Qtr1	299	7
Qtr2	0	0
Qtr3	155	10
Qtr4	87	8
2019		
Qtr1	0	0
Qtr2		
Qtr3		
Qtr4		

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

OPEN CSE EPISODES, BY TEAM (N=21)

Children In Care Teams ■ Intervention & Planning Teams ■ REACH ■ Onwards and Upwards ■ DAT

- 38%
- 43%
- 9%
- 5%
- 5%
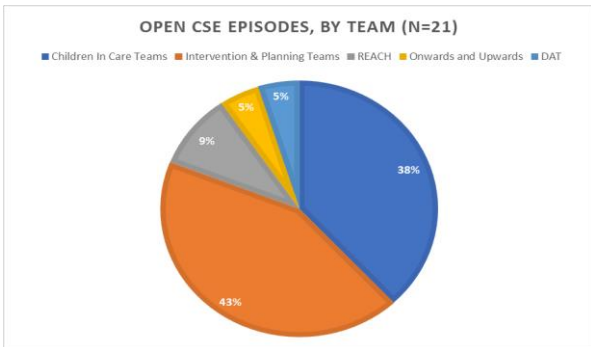
OPEN GANG EPISODES, BY TEAM (N=19)

■ Children In Care Teams ■ Intervention & Planning Teams ■ REACH ■ Onwards & Upwards

- 32%
- 37%
- 26%
- 5%
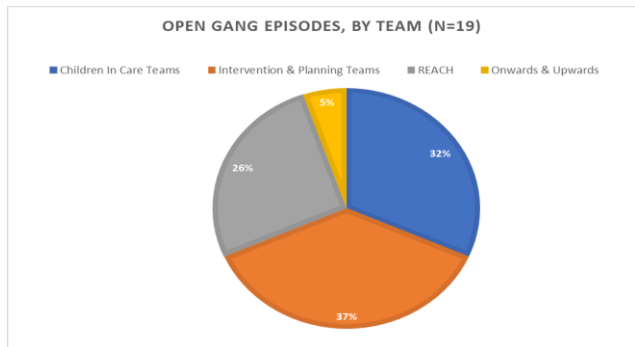
All CSE Episodes, By Ethnicity & Gender

(Female / Male)
- White Other
- White Irish
- White British
- Mixed White & Black Caribbean
- Mixed White & Black African
- Mixed Other
- Black/Black British Other
- Black/Black British Caribbean
- Black/Black British African
- Asian/Asian British Pakistani
- Asian/Asian British Other
- Any Other Ethnic Group
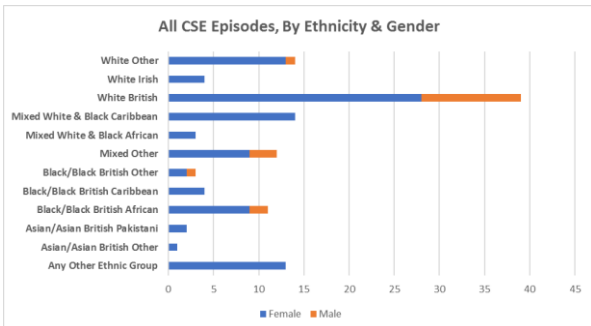
All Gang Episodes, By Ethnicity & Gender
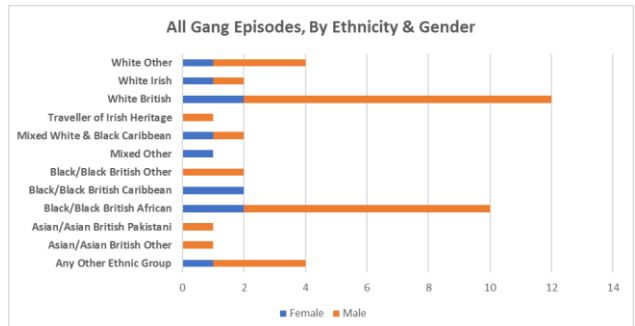
(Female / Male)
- White Other
- White Irish
- White British
- Traveller of Irish Heritage
- Mixed White & Black Caribbean
- Mixed Other
- Black/Black British Other
- Black/Black British Caribbean
- Black/Black British African
- Asian/Asian British Pakistani
- Asian/Asian British Other
- Any Other Ethnic Group

71

MISSING EPISODES (12 MONTH TREND)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	103	107	107	121	139	139	142	128	142	138	74	62
2019	86											
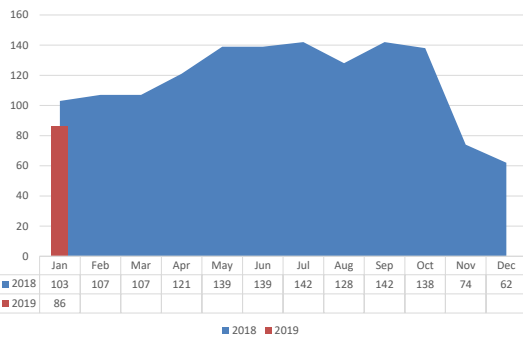
MISSING YOUNG PEOPLE (12 MONTH TREND)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	54	47	53	57	43	49	51	45	48	66	43	36
2019	47											
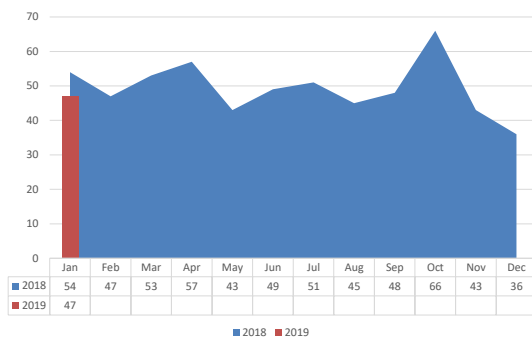
AVERAGE DURATION OF MISSING EPISODES

Less than 24 hours
Between 1 and 6 days
Between 1 week and 28 days
More than 28 days
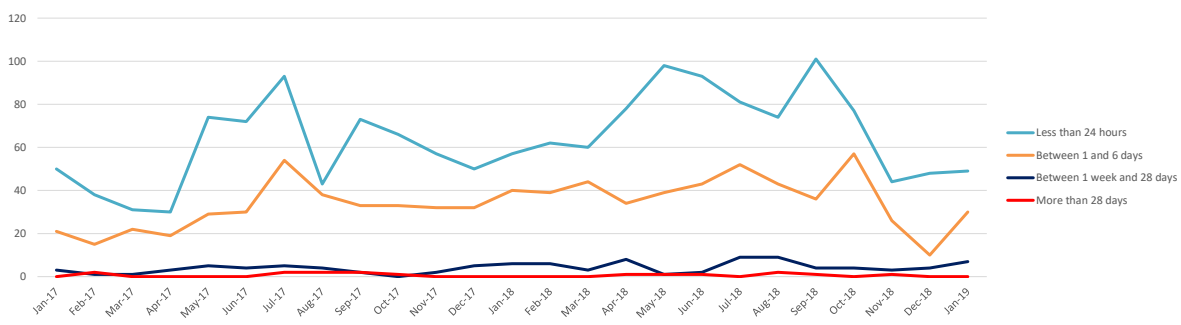
MISSING EPISODES, BY CURRENT ALLOCATION

	0-25 Service	Children In Care Teams	DAT	I&P Teams	Onwards & Upwards	REACH	Student Team	Adoption & Post Perm	Safeguarding Division	(blank)
2018	1	427	20	276	295	230	8	1	1	143
2019	0	17	11	8	25	12	0	0	0	13
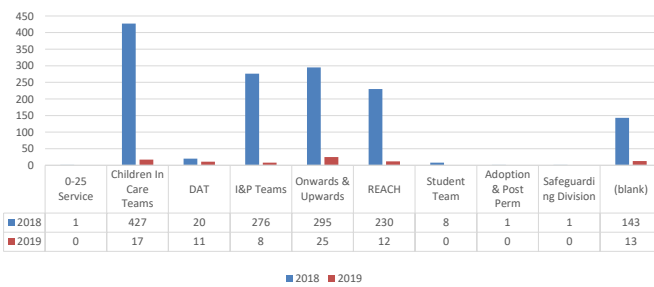
Commentary:

> **264** individual young people have been reported missing since 01 Jan 2018

> **1,487** missing episodes have been recorded since this time; giving a ratio of around 6 missing episodes per person (11-17 year olds, Barnet LA and blank LA)

> Volume of missing in 2018 has increased compared with 2017, likely due to improvements in reporting. However October 2018 saw more young people going missing and for longer periods.

> Young people in care go missing more frequently than young people at home. 63% of young men who go missing are missing from care, compared with 80% of young women who go missing.

MISSING EPISODES, BY CARE STATUS

Missing from care
Missing from home
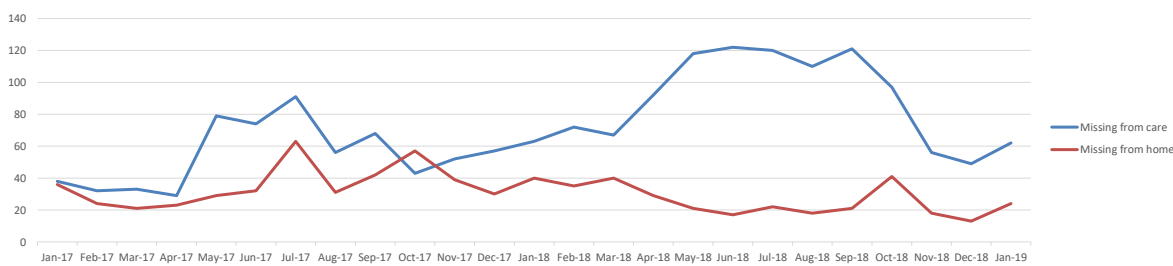
MISSING EPISODES, BY CARE STATUS & DURATION MISSING (From Jan 19)

	MT1 - Less than 24 hours	MT2 - Between 1 and 6 days	MT3 - Between 1 week and 28 days	MT4 - More than 28 days
Missing from home	12	9		
Missing from care	37	21		
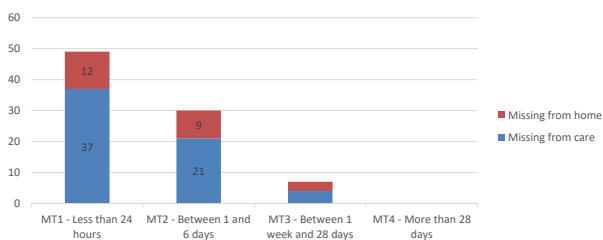
MISSING EPISODES, BY CARE STATUS & GENDER (From Jan 19)

	Female	Male
Missing from home	9	15
Missing from care	36	26
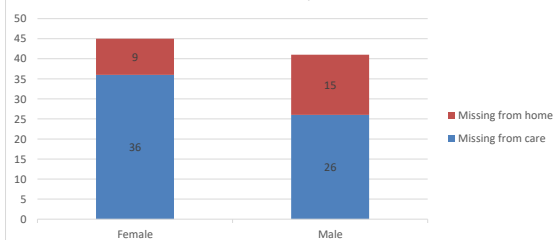
**Children and Young People's Plan
2019-20 Delivery Plan**

Version: Feb 2019

1. Introduction

The Children and Young People's Plan 2019-2023 is a four-year plan that establishes the vision, key priorities and outcomes for children and young people in Barnet, providing a strategic framework for partnership activity in the borough. This delivery plan sets out the actions for 19-20.

2. Governance and reporting arrangements

A report regularly goes to the Children, Education and Safeguarding Committee to update on progress against the Improvement Plan and to provide data against all of the indicators set out in Section 6.

The Standards Report goes to the Children, Education and Safeguarding Committee to provide an overview of the Education Standards in Barnet and includes data against the indicators set out in Section 6.

Reports on progress against this delivery plan will be reported to the Children's Partnership Board with a RAG rating for each action and a progress update on a specific outcome at each Board meeting.

Risks are reported through the corporate risk register.

3. Children, Education and Safeguarding Priorities

In the CES Business Planning paper that came to Committee in November, the following priorities were agreed, which were taken from the Corporate Plan:

- Improving services for children and young people and ensuring the needs of children are considered in everything we do
- Ensuring we have good schools and enough school places so all children have access to a great education
- Ensure we are a family friendly borough

Section 4 below sets out the outcomes and priorities in the Children and Young People's Plan and the table below each of these sets out which of the three Children, Education and Safeguarding Committee priorities these deliver against.

4. Outcomes and priorities

The outcomes and priorities established in the Children and Young People's Plan are set out below and the tables in Section 5 set out the specific actions to deliver against each of these.

Family & Belonging

- o Provide support that encourages and builds resilience
- o Improve social, emotional and physical health and well being

> Children, Education and Safeguarding Committee priorities against which this outcome delivers:
> - Improving services for children and young people and ensuring the needs of children are considered in everything we do
> - Ensure we are a family friendly borough

Safe & Secure

- o Ensure the most vulnerable are protected
- o Help children to live in safe and supportive families and communities
- o Prevent young people from being drawn into violence, crime, exploitation and anti-social behaviour
- o Strengthen engagement with professionals
- o Enable environments to allow CYP to express their concerns

> Children, Education and Safeguarding Committee priorities against which this outcome delivers:
> - Improving services for children and young people and ensuring the needs of children are considered in everything we do
> - Ensure we are a family friendly borough

Health & Wellbeing

- o Give every child in Barnet the best possible start to a healthy life

- o Support children and young people to adopt health lifestyles to prevent avoidable illness and improve their social, physical and mental wellbeing
- o Enable children and young people to build emotional resilience

Children, Education and Safeguarding Committee priorities against which this outcome delivers:
- Improving services for children and young people and ensuring the needs of children are considered in everything we do
- Ensure we are a family friendly borough

Education & Learning

- o Improve achievement and close attainment gaps
- o Awareness and training in Child Rights for pupils, staff and alternative education settings
- o Improve outcomes for CYP with special educational needs and disability
- o Support children to have their best start in life and be ready for learning
- o Support schools to improve attendance and minimise exclusions

Children, Education and Safeguarding Committee priorities against which this outcome delivers:
- Ensuring we have good schools and enough school places so all children have access to a great education
- Ensure we are a family friendly borough

Culture
- o Encourage and highlight the contribution of children and young people in everything we do
- o Embed child rights across policies and procedures

Children, Education and Safeguarding Committee priorities against which this outcome delivers:
- Improving services for children and young people and ensuring the needs of children are considered in everything we do
- Ensure we are a family friendly borough

Cooperation & Leadership

- o Opportunities exist to enable children and young people to have a voice in key decisions affecting their lives
- o Young people have a platform to lead on programmes that benefit the lives of children and young people in Barnet

> Children, Education and Safeguarding Committee priorities against which this outcome delivers:
> - Improving services for children and young people and ensuring the needs of children are considered in everything we do
> - Ensure we are a family friendly borough

Communication

- o Ensure children and young people are aware of the support and services available
- o Effective communication channels to engage children and young people
- o Ensure children and families know about and can influence decisions that affect them

> Children, Education and Safeguarding Committee priorities against which this outcome delivers:
> - Improving services for children and young people and ensuring the needs of children are considered in everything we do
> - Ensure we are a family friendly borough

5. Actions against each priority

Outcome 1- Family and Belonging		
Priority	**Actions**	**Lead Agency**
Provide support that encourages and builds resilience	Continue to embed resilience based practice to build families' resilience in supporting the independence of children and young people	Family Services
	Enhance partnership working with the VCS across the sectors to support Children, Young People and their families	Young Barnet Foundation
Improve social, emotional and physical health and wellbeing	Prioritise family sized housing in the development of new homes	Regeneration & Development
	Develop Barnet Youth Zone - a purpose-built facility for children and young people in Burnt Oak/Colindale area of Barnet	Barnet Youth Zone
	Ensure children, young people and their families can access green and open spaces to enjoy - parks, gardens & landscapes	Green Spaces
	Provide free accessible and inclusive family events/activities that promote and enable greater community cohesion, including amongst Barnet's diverse cultures and faiths	Voluntary Sector Partnership
	Promote, grow and strengthen opportunities for CYP and families to access healthy lifestyle activities that enhance mental, emotional and physical activity	Sport and Physical Activity
	Create community spaces that are open when children need them	Community Participation

Outcome 2- Safe and Secure		
Priority	**Actions**	**Lead**
Ensure the most vulnerable are protected	Raise standards and effectiveness through implementation of Ofsted Improvement Plan	Family Services
	Intervene at the earliest stage of identified need so that children, young people and family's problems are resolved without the need for escalation to statutory services and interventions through our 0-18 early help approach	Family Services
	Ensure multi-agency work involving vulnerable adolescents is focused on the reduction of vulnerability through Vulnerable Adolescents Strategy (2018)	Family Services
	Improve and strengthen cross sector working and safeguarding procedures, training and updates	Family Services
	Deliver Care Quality Commission Action Plan across the whole system	CCG
Help children to live in safe and supportive families and communities	Review Housing Allocation Policy to ensure it accounts for the educational needs of children	Housing
	Develop and deliver a new Youth Homelessness Strategy to help prevent homelessness and ensure young people receive appropriate advice and support	Housing
	Prevent families from becoming homeless, Reduce the number of families in temporary accommodation and Adopt a collaborative approach to ensure families are financially secure to stay in their homes through the new homelessness strategy and action plan	Barnet Homes/Family Services
	Ensure Children in care and care leavers are appropriately prepared and supported to live independently	Family Services
Prevent young people from being	Embed our collaborative approach towards early identification and intervention to protect vulnerable young people through implementation of Youth Justice Plan 2018-2020	Family Services

drawn into violence, crime, exploitation and anti-social behaviour	Deliver psychologically informed approaches to engage vulnerable adolescents and use intelligence to target disruption activity pertaining to child criminal exploitation, child sexual exploitation and serious youth violence	Family Services
	Build relationships and resilience of vulnerable adolescents through engagement with young people in creative community spaces, targeted specialist support in communities and in-school preventative evidence based programmes	Family Services
	Collaborate with children and young people as key stakeholders in the work to reduce serious youth violence and crime	Family Services
	Deliver PREVENT initiative in schools	Community Safety/ Cambridge Education
Strengthen engagement with professionals	Consistent delivery of co-facilitated group training and interviews with young people who have experienced care or the youth offending system	Family Services
	Implement the 0-19 Service including Hub delivery model of Early Help support	Family Services
	Deliver youth-led police training on youth engagement	Barnet Police
	Enable learning opportunities to allow young people to express their views in areas where they are affected by decisions	Family Services/Child Friendly Communities Programme (CFC)

Outcome 3- Health and Wellbeing		
Priority	**Actions**	**Lead**
Give every child in	Deliver a comprehensive healthy child programme to provide children and their families with	Public Health

Barnet the best possible start to a live a healthy life	high quality universal health services and wellbeing advice from pregnancy and birth onwards	
	Increase awareness of immunisation rates among health, education and social care professionals	Public Health
Support children and young people to adopt healthy lifestyles to prevent avoidable illness and to improve their mental wellbeing	Deliver high quality Healthy Early Years and Healthy Schools Programmes, and an effective Healthy Weight Pathway for children	Public Health
	Develop effective and efficient mental health referral pathways (internal and external)	Family Services
	Embed Integrated Clinical Services, including Child Well-being Programme (CWP) and CAMHS in schools (CiS), to assess and intervene early to deliver brief interventions to children and young people within community settings.	Family Services
	Improve promotion of specialist mental health services for children and young people, and the indicators that young people might need to be supported to access them	Public Health
	Keep children and young people safe through the delivery of a Sexual Health Prevention programmes including outreach into community settings	Public Health
Enable children and young people to build emotional resilience	Through the Resilient Schools Programme implement a whole school approach to increase mental health awareness, early identification of mental health issues, and appropriate access to mental health support.	Public Health
	Commission online counselling and well-being support for young people through KOOTH. Provide online counselling for educational staff and parents/carers of children and young people with SEND or SEMH through QWELL	Family Services
	Ensure that all schools have a trained youth mental health first aider	Public Health
	Enable schools to educate children and young people to be digitally resilient by providing resources about how to stay online healthy and online safe	Public Health

9

Outcome 4- Education and Learning

Priority	Actions	Lead
Improve achievement and close attainment gaps	Deliver the School Improvement Strategy	Cambridge Education
	Enhance partnership working with the Voluntary Community Sector to support Barnet's supplementary school provision enabling better outcomes for children and young people	Young Barnet Foundation
	Develop clearer education transition planning for young people across all key stages: Early Years to Schools to Adults by delivering the School Improvement Strategy	Cambridge Education
	Improve the attainment and progress of children in care by delivering the Virtual School Improvement Plan	Virtual School
	Identify learners at risk of being NEET. Signpost schools and colleges to available support and resources including developing new provision to engage young people at risk of NEET	Schools/Colleges/Cambridge Education
Awareness and training in Child Rights for pupils, staff and alternative education settings	Deliver children's Rights training via UNICEF UK	Family Services/CFC Programme
	Implement 'Rights Respecting Schools' programme	CFC Programme/Schools
Improve outcomes for CYP with special	Champion the educational progress and attainment of pupils with SEND by delivering the Special Educational Needs and Disabilities Strategy	Parents/Schools/Cambridge Education
	Ensure effective joint commissioning and integration of services from early years through to	Barnet Clinical Commissioning

educational needs and disability	adulthood especially in relation to therapies	Group/Family Services/ Cambridge Education
	Continue to update the content of the SEND local offer to include information from Health, Social Care, the Voluntary Sector and Education, making clear what services are available and who to contact for support	Cambridge Education
	Improve participation in, and co-production with key partners, parents/carers, families, children and young people in decision making	Barnet Clinical Commissioning Group/ Family Services
	Promote independence and prepare children and young people with SEND for adulthood by delivering the Special Educational Needs and Disabilities Strategy	Cambridge Education
	Ensure Independent support and advice is available for children and young people with SEND	Family Services/Schools
Support children to have their best start in life and be ready for learning	Ensure there are sufficient high-quality school places to meet the needs of children and young people	Cambridge Education
	Develop Intergenerational programmes - initiatives that aim to build better relationships between younger and older generation	CFC Programme
	Promote mentoring programmes to support young people and develop their potential	Voluntary Community Sector
Support schools to improve attendance and	Continue to focus efforts on improving primary attendance by delivering the School Improvement Strategy	Cambridge Education
	Keep exclusions to a minimum through schools maintaining positive behaviour and working	Schools/Cambridge

| minimise exclusions | with each other and Barnet council by delivering the School Improvement Strategy | Education |
| | Improve attendance for looked after children by delivering the Virtual School Improvement Plan | Virtual School |

Outcome 5- Culture		
Priority	**Actions**	**Lead**
Encourage and highlight the contribution of children and young people in everything we do	Widen the reach of the Youth Voice Offer	Family Services
	Promotion of 'All About Me' initiative to ensure children and young people at the heart of all decisions made in Family Services	Family Services
	Ensure Children's Rights is an objective across the Council through improved communications and training for Elected Members	CFC Programme
	Adopt Healthy Streets approach as part of Barnet Transport Policy - improve air quality and reduce congestion making streets healthier and inclusive places for children and young people	Transport
	Highlight the contribution of children and young people to their communities through events/awards such as Barnet Children and Young People Awards	CFC Programme/ Barnet Council/ VCS
Embed child rights across policies and procedures	Share and champion good practice relating to Children's Rights across sectors	CFC Programme

Outcome 6- Co-operation and leadership

Priority	Actions	Lead
Opportunities exist to enable children and young people to have a voice in key decisions affecting their lives	Youth Voice Offer Forums for young people	Family Services
	Provide online and offline opportunities (surveys) for young people to share and their views to be captured	Barnet Council
	Ensure LB Barnet policies and procedures are in line with child's rights based approach and include references to child's rights	Barnet council
Young people have a platform to lead on programmes that benefit the lives of children and young people in Barnet	Refresh Young Commissioners programme to ensure young people play a key role in the services commissioned and delivered for and to them	Family Services/ CFC Programme
	Children and young people to be supported to understand the impact of strategies and be part of consultations in the development of them	Family Services/ Barnet Council/ CFC Programme
	Promote children and young people's participation in Voluntary Community Sector platforms	Voluntary Community Sector

Outcome 7- Communication		
Priority	**Actions**	**Lead**
Ensure children and young people are aware of the support and services available	Promote advocacy for children and young people to safeguard their interests	Family Services
Ensure children and families know about and can influence decisions that affect them	Campaign promotion to increase awareness of child's rights across Barnet internally and externally.	Communications
	Undertake Strategic campaigns to address young people's top three quality of life concerns	Communications
	Develop and implement effective council engagement strategy targeting children and young people, ensuring a feedback process is in place for all consultations	Communications
Effective communication channels to engage children and young people	Appoint a team of young people to be social media / content champions, and develop social media policies and procedures to enable effective engagement with children and young people	Communications

6. Indicators

CHILDREN'S SOCIAL CARE INDICATORS

Referrals received (annual rate per 10,000 of children)
Referrals to social care that were within 12 months of a previous referral (%)
Assessments completed (annual rate per 10,000 of children)
Assessments completed within 45 working days (%)
Children subject to section 47 enquiries (annual rate per 10,000 of children)
Children subject of an initial child protection conference (annual rate per 10,000 of children)
Initial Child Protection Conferences held within 15 working days of the start of the section 47 enquiry (%)
Children in need (snapshot rate per 10,000 children)
Children who are the subject of a child protection plan (snapshot rate per 10,000 children)
Children who became the subject of a CP plan for a second or subsequent time (%)
Children who ceased to be on a CP plan whose plan lasted 2 years or more (%)
Children who are looked after (snapshot rate per 10,000 children)
Children looked after who had a missing incident in the period (%)
Children looked after who were away without authorisation in the period (%)

Children looked after who had their teeth checked by a dentist in the last 12 months (%)
Children looked after who had their annual health assessment (%)
Children who ceased to be looked after in the period who were adopted (%)
Children who ceased to be looked after in the period due to a Special Guardianship Order (%)
Children leaving care over the age of 16 who remained looked after until their 18th birthday (%)
Care leavers aged 19-21 in education, employment, or training (%)
Average time between entering care and moving in with family for children who were adopted (days)
Average time between LA receiving placement order and LA deciding on a match with family (days)

EDUCATION AND SKILLS INDICATORS

Percentage of children who applied on-time for a Reception place made an offer on national offer day
Percentage of secondary children made an offer of a school place by statutory deadlines
Percentage of final EHC plans issued within 20 weeks
Percentage of schools rated as 'good' or better
Average percentage attendance levels in Primary schools for the Autumn and Spring terms

Primary attainment (KS2):   Percentage of primary pupils achieving the 'expected standard' in English Reading, English Writing and Mathematics (combined) at the end of Key Stage 2
Primary progress: The average of Primary pupils' average progress in: • English Reading   • English Writing   • Maths
Secondary attainment and progress (GCSEs):   a Average Attainment 8 Score   b Average Progress 8 Score   c Percentage of pupils achieving grade 5 in English and mathematics   d Percentage of pupils achieving the English Baccalaureate
Primary disadvantaged pupils: attainment and narrowing the attainment gap   a: % of disadvantaged pupils (this includes Free School Meal 6 and Children Looked After pupils) achieving the 'expected standard' in English Reading, English Writing and Mathematics (combined) at the end of Key Stage 2   AND   b: Difference between attainment level of disadvantaged pupils and their peers nationally ('expected standard' in RWM combined) at the end of Key Stage 2.

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Secondary disadvantaged pupils: attainment and progress narrowing the attainment gap:

a Average Attainment 8 Score for disadvantaged pupils.

b Average Progress 8 Score for disadvantaged pupils.

c Attainment gap between disadvantaged pupils and other pupils nationally (Average Attainment 8 Score for disadvantaged pupils in Barnet - Average Attainment 8 Score for pupils not disadvantaged nationally)

d Achievement gap between disadvantaged pupils and other pupils nationally (Average Progress 8 Score for disadvantaged pupils on FSM - Average Progress 8 Score for pupils not disadvantaged nationally)

Progress and attainment of looked after children:

a) Average Attainment 8 score of looked after children

b) Average Progress 8 score of looked after children

c) Gap between

  i) A8 Barnet CLA and national A8 for all pupils

  ii) P8 Barnet CLA and national P8 for all pupils

d) The quality of PEPs

e) KS2 performance (expected standards in RWM)

f) 16-17 year old NEETs

g) Attendance of LACs

Attainment and progress of SEND pupils

a) The percentage of SEND pupils with an EHCP attaining the 'expected standard' in each of:
- English Reading
- English Writing and
- Mathematics

at the end of Key Stage 2

and the gap between Barnet SEN support pupils achieving the expected standard in RWM combined and for all pupils nationally.

b Average attainment 8 score of SEND pupils with a an EHCP

c Average progress 8 score of SEND pupils with an EHCP

NEETS:

a   % not in education, employment or training (16 to 17 year olds)

b combined percentage of 16 to 17 year olds who are NEET and those whose current activity is not known to the LA

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CHILDREN, EDUCATION and SAFEGUARDING COMMITTEE

13 March 2019

Title	Business case for the Regional Adoption Agency in North London
Report of	Chairman of the Committee, Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	Yes
Enclosures	**Appendix 1: Adopt London North –Regional Adoption Agency Business Case** **Appendix 2: Details of the arrangements to be covered in the partnership agreement**
Officer Contact Details	Brigitte Jordaan, Operational Director – Family Services brigitte.jordaan@barnet.gov.uk

Summary
In June 2015, the Department for Education (DfE) published a paper, 'Regionalising Adoption,' setting out the proposals for the establishment of Regional Adoption Agencies (RAAs). The paper confirmed the Government commitment to all local authorities being part of a regional adoption agency and provided details of start up funding for those authorities interested in making early progress. The Education and Adoption Act 2016 amended the Adoption and Children Act 2002, giving the Secretary of State the power to direct one or more local authorities to make arrangements for specified adoption functions to be carried out by one of those authorities or one or more other adoption agencies. This report presents a Business Case for Barnet joining with Camden, Enfield, Hackney, Haringey and Islington to form Adopt London North. Councillors are asked to consider the business case and approve.

Recommendations
1. **That the Committee approves the Business Case for Adopt London North (attached to this report as Appendix 1).**

2. **That the Committee recommend to Council the following decisions:**
    • **That the functions referred to in section 5.4 are delegated to the London Borough of Islington from the date specified in the partnership agreement to be entered into for the purposes of setting up Adopt London North;**
    • **That delegated authority is given to the Director of Children's Services to negotiate and sign a partnership agreement to effect the establishment of the Adopt London North Regional Adoption Agency.**

CONTEXT – REGIONAL ADOPTION AGENCIES

1.1 In June 2015, the Department for Education (DfE) published a paper, 'Regionalising Adoption,' setting out the proposals for the establishment of Regional Adoption Agencies (RAAs). The role of RAAs was proposed to focus on the recruitment, vetting and training of potential adopters, and the matching of children with potential adoptive parents. The rationale for the change was that by doing these roles at a regional – rather than Local Authority – level, regional agencies could speed up the matching process between child and potential adopter, improve adopter recruitment and support, reduce costs and to improve the life chances of some of our most vulnerable children.

1.2 Following the white paper, the Education and Adoption Act 2016 was passed, amending the Adoption and Children Act 2002. This amendment gives the Secretary of State the power to direct one or more local authorities to make arrangements for specified adoption functions to be carried out by one of those authorities or one or more other adoption agencies.

1.3 The predecessor to CES, the Children's, Education, Libraries and Safeguarding Committee, on 17th November 2016, agreed:

- in principle, for the council to join a London Regional Adoption Agency, and
- gave delegated authority to the Commissioning Director, Children and Young People (Director for Children's Services) to progress arrangements relating to the development of the detailed financial analysis and the implementation of the London Regional Adoption Agency model.

ADOPT LONDON NORTH AND IMPLICATIONS FOR BARNET

1.4 Following the decision by CELS, work has progressed on developing the detailed proposal for a RAA for London, as well as sharing Adoption practice between the London boroughs ahead of a potential formal merger. The programme for the London RAA has been overseen by the RAA London Board, which includes representation from the London Borough of Barnet.

1.5 Overall, it is proposed that four agencies are created for London. These are proposed to be:
- Adopt London South – hosted by Southwark

- Adopt London East – hosted by Havering
- Adopt London West – hosted by Ealing
- Adopt London North – hosted by Islington

1.6 It is proposed that the London Borough of Barnet would be part of Adopt London North, alongside the London Boroughs of Enfield, Camden, Hackney, Islington and Haringey.

1.7 A formal Business Case has now been prepared for Adopt London North, this is attached to this report as Appendix 1. It is currently undergoing a ratification and sign off process with each of the London boroughs included in paragraph 1.6.

1.8 The Business Case outlines the detail about what functions Adopt London North will potentially takeover from the Local Authority bodies, however, broadly it will lead on/deliver:

- Recruitment and Assessment – to provide the prospective adopters;

- Permanence Planning – to ensure that Local Authorities are supported to identify children requiring adoption and achieve placement (the Local Authority retains case management responsibility in relation to the child)

- Matching and Placement – to match prospective adopters with children in need of adoption;

- Pre and Post Adoption Support – to help all affected by adoption.

1.9 The London Borough of Barnet will need to enter into a Partnership Agreement (alongside the other London Boroughs forming Adopt London North). The agreement will cover the aims of the RAA, how the RAA will operate, details of the functions to be covered by the host borough (Islington) and service standards. This will include merging all the six Adoption Panels (one in each borough) into one Regional Adoption Panel. Barnet will continue to retain Agency Decision Maker responsibilities in relation to placement of children with adopters, and will make the final decisions on which children should be placed for adoption. The partnership agreement is still in draft format, however Appendix 2 sets out the broad arrangements to be covered.

1.10 To effect the RAA, it is necessary for each Borough to delegate certain statutory functions to the host borough. The functions to be delegated are as follows (full detail is provided in the legal section below):

(1) functions associated with the linking and matching process, excluding the decision to place a child with specific adoptors;

(2) completion of adoption placement reports and organising matching panel;

(3) recruitment of adopters;

(4) central enquiry process;

(5) Stage 1 and Stage 2 functions for adopter recruitment;

(6) ADM decision making for all approvals of adopters, including managing Adoption panel;

(7) assessment of adoption support needs, excluding financial assessment;

(8) adoption support assessment and plan;

(9) Adoption panel including independent panel chairs.

1.11 On a day to day operational basis, Adopt London North will report into the Director of Safeguarding, London Borough of Islington. Islington will report to the Quality Assurance Group, which will include the London Borough of Barnet, on the effective running of the service, and Barnet will have a crucial role in ensuring that relationships with Social Workers in Barnet are continued, and that support and challenge is given to the RAA to enable it to operate successfully. Performance on adoption will continue to be reported to Councillors via the normal performance reporting mechanisms.

1.12 The contribution from each borough to the running of Adopt London North has been calculated using the current staffing costs of Adoption services in each borough. The proposed running costs and contributions are laid out below. 2019/20 prices have been calculated using assumptions about national pay awards. More detail on the financial arrangements is found in Section 5 of Appendix 1 and Appendix 2

	2018/19 prices			2019/20 Prices		
Borough	Total pay and non-pay contribution	Existing contribution to North London Adoption Consortium	Total	2019/20 Inflation uplift (pay)	2019/20 Total	Pro-rata from go-live (9/12ths)
	£	£	£	£	£	£
Islington	421,805	29,366	451,170	7,306	458,476	343,857
Hackney	391,582	29,366	420,947	6,555	427,502	320,626
Haringey	415,294	29,366	444,659	7,595	452,254	339,190
Enfield	226,963	29,366	256,329	3,834	260,163	195,122
Camden	285,646	29,366	315,012	5,415	320,426	240,320
Barnet	332,361	29,366	361,726	5,438	367,164	275,373
	2,073,650	176,193	2,249,843	36,143	2,285,985	1,714,489

1.13 If approved, the move to Adopt London North will also mean that staff currently working for London Borough of Barnet will be subject to the Transfer of Undertakings (Protection of Employment) Regulations 2006 (otherwise known as TUPE), as their roles will move to London Borough of Islington. This will affect between 6-8 staff (6-8 FTE).

1.14 Formal consultation will need to take place with the staff affected and will commence following sign off of the business case by all the participating London Boroughs. It is not anticipated that there will be any need for staff redundancies. If this position changes during the staff consultation, Barnet will avoid any redundancies at all costs through redeployment of staff into other roles. The Adoption Team have been part of the informal consultations and planning process that have contributed to the development of the RAA.

2.   REASONS FOR RECOMMENDATIONS
2.1   Members are asked to review the business case and agree the recommended option of joining the Adopt London North Regional Adoption Agency, and recommend to Full Council that certain statutory functions are delegated to the London Borough of Islington. This is recommended as it is the option that will provide the best value and most effective option for delivering adoption services on a regional basis.

3.   ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED
3.1   If the London Borough of Barnet does not make progress towards joining a RAA, then the Secretary of State for Education has to power to direct the London Borough of Barnet to

join a RAA arrangement.

3.2 A number of alternative options for delivery have already been reviewed, these are contained in section 2.3 of the business case attached to this report as Appendix 1. This option is recommended as it is forming a more formalised adoption organisation with existing consortium partners that we have had successful working relationship with for 14 years.

4. POST DECISION IMPLEMENTATION

4.1 Currently, the business case is undergoing a Member approval process in each of the six London Boroughs which will form Adopt London North.

4.2 Once the approval process has finished, Phase 2 of RAA set up will start. This will include:

- Recruitment to the post of Head of Service and locations of operation will be finalised.
- The staffing structure for the new service will be finalised, subject to consultation with affected staff and trade unions. The new staffing structure will be effective from July 2019
- Training and support for news ways of working in a single agency, as well as plans developed for on-going professional development.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

5.1.1 This supports the following Council's corporate priorities as expressed through the Corporate Plan for 2019-2024 which sets outs the vision and strategy for the next five years based on the core principles of fairness, responsibility and opportunity, to make sure Barnet;

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

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

- A thorough review of each Boroughs financial spend on adoption services has been undertaken, resulting in challenges and peer-to-peer reviews. Boroughs have not been asked to contribute sums over and above their confirmed relevant spend on adoption.

- The £0.275m 2019/20 Pro-rata funding consists of existing adoption revenue budgets and relates to the functions which will be carried out by a new regional adoption agency.

- Further information on the financial arrangements are included in Appendix 1 and 2.

5.3 Social Value

5.3.1 The Public Services (Social Value) Act 2013 requires people who commission public

services to think about how they can also secure wider social, economic and environmental benefits. Before commencing a procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

5.4 Legal and Constitutional References

5.4.1 Article 4 of the Council's Constitution reserves certain decisions to Full Council. This includes any decision to delegate functions to another council. Article 8.3 also confirms that decisions on delegation of functions to another council are reserved to a Full Council meeting.

5.4.2 Section 3 of the Adoption and Children Act 2002 requires a local authority to maintain an adoption service designed to meet the adoption needs of children who may be adopted, their parents and guardians, persons wishing to adopt a child and adopted persons, their parents, natural parents and former guardians. In connection with this duty, a local authority must provide facilities including making and participating in arrangements for the adoption of children and the provision of adoption support services. Such facilities may be secured via provision through another local authority or registered adoption society, but must be provided in conjunction with the local authority's other social services functions and with local adoption societies, so that help may be provided in a co-ordinated manner.

5.4.3 Section 3ZA of the 2002 Act provides the Secretary of State the power to direct that a local authority enters into arrangements for the delivery of all or some of its adoption services with another local authority or one or more other adoption agencies. This includes functions relating to (1) the recruitment of persons as prospective adopters, (2) the assessment of prospective adopters' suitability to adopt a child, (3) the approval of prospective adopters to adopt a child, (4) decisions as to whether a particular child should be placed for adoption with a particular prospective adopter, (5) the provision of adoption support services.

5.4.4 It is proposed that some of the adoption service functions will be delegated to the London Borough of Islington under a regional adoption service arrangement. Section 101 of the Local Government Act 1972 permits a local authority to arrange for the discharge of its functions by another local authority. This section also confirms that such a delegation does not prevent the original local authority from exercising its functions. This will allow the Council's officers to take decisions and undertake statutory functions where appropriate, including where they may be a conflict of interest that prevents the London Borough of Islington from undertaking the function. The functions currently envisaged to be delegated are as follows (any changes following further discussion with other authorities will be included in the report to Full Council):

Provision of information

5.4.4.1 Functions under Section 4B of the 2002 Act and Part 1 of the Adoption Support Services Regulation 2005 (the ASS Regs), including the duty to provide information to prescribed persons on adoption support services, right to request an assessment and availability of personal budgets

Provision of adoption support services

5.4.4.2 Functions under Section 2 of the 2002 Act and Part 2 of the ASS Regs, including prescribed services except as provided below, appointment of adoption support services advisor

5.4.4.3 Excluded functions – assessment for and provision of financial support, including functions under Part 3 of the ASS Regs – decisions on financial support will remain with individuals' local authorities.

Assessments and plans

5.4.4.4 Section 4 of the 2002 Act and Part 4 and 5 of the ASS Regs including requirement to carry out assessment of prescribed person's needs for adoption support, provision of adoption support plan and review of need for support.

Preliminary requirements prior to adoption

5.4.4.5 Section 43 and section 44 – where an application has been made to court for an adoption order, the adoption agency must submit a report to the court on the suitability of the applicants and assist the court as directed and must investigate in cases of adoption not via the adoption agency.

Adoption agency arrangements

5.4.4.6 Requirements under the Adoption Agencies Regulations 2005 (the AA Regs) in relation to Adoption Panels, including maintaining the central list, constituting and arranging meetings of the Adoption Panel, maintaining written policies and procedures, appointment of agency advisor and medical advisor, provision of legal advisor.

Duties where child is to be considered for adoption

5.4.4.7 Functions under Part 3 of the AA Regs including maintaining a child's case record, identifying prospective adopters, provision of counselling and information to a child, parent or guardian, obtaining information about a child, preparing child's permanence report,

5.4.4.8 Excluded functions – the individual LAs will retain responsibility for maintained the child adoption file, however information will be shared between the individual LA and the RAA.

Duties towards prospective adopters
Stage 1 – pre-assessment process

5.4.4.9 Functions under Part 4 of the AA Regs including preparation of a Stage 1 plan, case record, provision of counselling, information and preparation for adoption, undertaking appropriate checks, obtaining pre-assessment information and pre-assessment decision.
Stage 2 – assessment decision

5.4.4.10 Functions under Part 4 of the AA Regs including preparation of assessment plan, prospective adopter's report, agency decision and notification, submission of information to an independent review panel, ongoing review and decision on termination of approval, preparation of prospective adopter matching plan

Duties in respect of proposed placement of child

5.4.4.11 Functions under s.4 of the 2002 Act and Part 5 of the AA Regs including provision of permanence report, information and support to prospective adopters, assessments for adoption support services, preparation of adoption placement report, supporting the relevant local authority with a recommendation to the Adoption Panel, communication of decision to child and maintenance of child's case record.

5.4.4.12 Excluded functions – recommendation on whether to place a child for adoption and ADM decision making on placement.

Placement and review

5.4.4.13 Functions under Part 6 of the AA Regs including provision of adoption placement plan, notifying professionals about adoption, maintenance of child's case record, maintaining statutory visits and undertaking reviews.

5.4.4.14 Excluded functions – independent reviewing officer functions.

Case Records

5.4.4.15 Functions under Part 7 of the AA Regs including maintenance and storage of case records, access and disclosure of records in accordance with legal requirements.

Post adoption family contact

5.4.4.16 Section 54 of the 2002 Act and Part 8 of the AA Regs including determining contact arrangements.

5.5 Risk Management

5.5.1 The strategic risks relating to the move to a RAA are outlined in section 2.6 of Appendix 1. It is worth noting that all Local Authorities who are moving to a RAA arrangement will experience the same risks. Risk management of the programme is retained at a regional level, and London Borough of Barnet works closely with the Adopt London programme team to ensure that risks are mitigated.

5.6 Equalities and Diversity

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

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

5.6.2 One of the benefits of moving to a RAA will be improved adopter recruitment. Whilst there has been growth in adopter recruitment there are too few adopters willing and able to adopt 'priority' children. This means that currently, some children are waiting too long for a permanent arrangement. These children tend to be older, be in sibling groups, and from some specific ethnic, religious or cultural backgrounds. Recruitment from a wider geographical base than an individual local authority, that takes account of the needs of children across a number of those local authorities in a regional recruitment strategy and uses specialist techniques for recruiting adopters for hard to place children, would potentially lead to fewer children waiting.

5.7 Corporate Parenting

5.7.1 Finding a suitable, nurturing, permanent home for children and young people who are unable to live at home with their birth family is critical to ensure that these children and young people can go on to live happy and positive future lives. Work on adoption placements follow the same core principles as Corporate Parenting work, namely:

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

5.8 Consultation and Engagement

5.8.1 The proposed RAA model and future operation was developed using consultation and engagement with staff in the Barnet Adoption Team, as well as current and future adopters.

5.9 Insight

5.9.1 Insight data will be used to inform the strategy for its future delivery, as well as track the impact of the RAA.

6 BACKGROUND PAPERS

6.1 CELS, London Regional Adoption Agency, 17th November 2016,
http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MId=8687&Ver=4

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A London North Regional Adoption Agency

BUSINESS CASE

Draft VERSION 3.0

January 2019

Project information

Project name	Adopt London North : a North London regionalised adoption service
Project ID	
Project Director	Finola Culbert
Project Manager	Julie Lewis

Document revision history

Date	Version	Summary of changes	Revised by
29/11/2018	2	As advised at RAA Board – terminology and consequences	Julie Lewis
21/01/2019	3	Following agreement of financial contributions	Julie Lewis/Dean Langsdon
05/02/2019	4	Amendment to financial contribution Enfield	Dean Langsdon

Document approval

Date	Version	Approved by	Role of approver

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1. Executive Summary

It is proposed that a new North London Regional Adoption Agency (RAA) is created through combining the adoption services for the North London Boroughs of Barnet, Camden, Enfield, Hackney, Haringey and Islington. These agencies wish to build on the success of their existing services to improve performance in meeting the needs of those children who require permanence through adoption by bringing together the best practice from each authority within the RAA. This proposal forms part of an overarching project to develop four RAA's across London.

This document describes how establishing a single agency will allow the six authorities to provide a more cohesive, efficient and effective use of resources and development of practice to the benefit of children, adopters and others who gain from adoption services. It proposes that the London Borough of Islington will host the RAA, the cost of implementation to be funded by the Department for Education. This document also sets out how the RAA will work with its partners to deliver Adoption Services.

In June 2015, the Department for Education (DfE) published a paper, 'Regionalising Adoption,' setting out the proposals for the establishment of Regional Adoption Agencies (RAAs). The paper gave a very clear directive to local authorities that it was the expectation for all authorities to be part of a Regional Adoption Agency by 2020. Further policy statements since then continue to support the proposed reforms to adoption and outline the provision of funding and support for the creation of RAAs. In March 2018 The DfE commenced the legislation that allows them to direct a local authority into a RAA if there is no progress being made. ***It is important to iterate therefore that the move towards Regionalisation of Adoption services is mandatory and local authorities not progressing sufficiently towards this objective run the risk of government intervention.***

The move towards the creation of Regional Adoption Agencies is led by a national agenda to better target the recruitment of prospective adopters and speed up the matching and placement of children for adoption. Funding has been made available from the Department for Education (DfE) as part of a national Regional Adoption Agency Programme, backed by legislation in the form of the Education and Adoption Act 2016, which requires local authorities to combine their adoption services in Regional Adoption Agencies, or be directed to do so if they do not choose to do so on a voluntary basis

The implementation of the new RAA will follow substantial project work being undertaken. Funding has been provided by the DfE to develop proposals, which include the scope of the operational model and organisational structure of the new RAA. The North London project has the benefit of being able to access previous learning from those RAAs already live and further progressed than this one. Project Managers across London have also worked together to ensure as much consistency pan London as is possible whilst retaining an awareness and consideration of the specific demographics of their region.

The North London RAA will be known as Adopt London North and will build upon the previous positive practice established within the North London Consortium which has acquired over the years a good reputation for delivering effective services.

There are the equivalent of circa 40 full time posts affected within these proposals.

Assumptions made:
All agencies have the resources available to actively lead on and participate in agreed work streams and achieve the deliverables within agreed timescales set out in the plan

Staff affected will retain their existing Terms and Conditions (Ts & Cs), including pension rights, holiday entitlements and sick pay policies. Staff will be transferred to the host authority under the Transfer of Undertakings (Protection of Employment) regulations (TUPE)

Any applicable redundancy costs will be underwritten by the currently employing LAs as this will not be funded by the DfE or the host;

Premises – ALN will be delivered from one office base. Staff have expressed that this is their preferred option and will allow for closer working relationships, the building of an appropriate culture and effective management oversight. Workers will retain the ability to hot desk in offices in other Boroughs in order to retain and build upon relationships with Childrens social workers and other key stakeholders. Potential buildings have been identified and further work is now being undertaken to establish that which best meets the needs of the service.

1.1 Finance Summary

A thorough forensic analysis of each Boroughs financial spend on adoption services has been undertaken, with resulting challenges and peer-to-peer reviews. Boroughs have not been asked to contribute sums over and above their confirmed relevant spend on adoption.

Total confirmed contributions will sufficiently fund the proposed new service, including staff and non-pay (excluding items detailed in the Partnership Agreement) and overheads attributed to the hosting of the agency.

The Principles

The principles which this business case has followed are:
- Local authorities involved in Adopt London and each of the four RAAs are committed to collaborating adoption arrangements so that the best interests of children and their adoptive families are secured and kept at the forefront of decision making.

- Adopt London will provide an overarching framework for enabling effective coordination, coherence and partnership working across London.

- Adopt London authorities, and the four RAAs will make sure that there is consistency of approach in relation to key strategic and operational decisions, e.g. about whether staff are transferred under TUPE arrangements or seconded. Project teams in the four RAAs and RAA governance arrangements should reflect the ambition to promote such consistency of approach.

- The remit of some RAAs (provisionally) should include SGOs but further work on the implications for this will need to be undertaken. North London at this time is not seeking to include SGO work in the Regional Agency.

- North London RAA is committed to working effectively together with VAAs, making sure that their unique and important contribution is maximised and that VAAs are involved in the development of the RAAs and Adopt London.

- The focus of work over the next 12 months will be on establishing the four RAAs; in phase two, developmental work on the Adopt London hub will progress. In the interim, Adopt London Executive Board will operate a virtual Pan London Hub, with a view to exploring options for joint commissioning across London, maintaining common design principles for the RAA's and exploring opportunities for further development of the Pan London Hub in phase 2.

2. INTRODUCTION

2.1 PURPOSE OF THIS DOCUMENT

This document sets out the case for creating a new Regional Adoption Agency (RAA) to be named*" Adopt London North"* through combining the adoption services for the local authority areas Barnet, Camden, Enfield, Hackney, Haringey and Islington. It describes how establishing a single agency will allow the six authorities to provide a more cohesive, efficient and effective use of resources and promote the development of practice to the benefit of children, adopters and others who gain from adoption services. It proposes that London Borough of Islington will host the new adoption agency, the cost of implementation to be funded by the Department for Education. This document also sets out how Adopt London North will work with other RAAs pan London to develop a Regional Hub for the provision of some services yet to be determined.

2.2 SCOPE AND VISION OF THE NEW RAA

The proposed Regional Adoption Agency would encompass all six Local Authority areas in North London. It is estimated that approximately 60 children annually will be placed by the RAA (some in sibling groups) and 50 adopter households recruited. This is based on current activity and demand which could potentially increase over time.

The RAA will operate in partnership with three other RAAs and a developing Hub in London.

Additional adoption functions will be provided by the Hub as regionalisation plans develop, where they can further improve the outcomes for children and achieve better value.

The vision of the RAA is to achieve excellent outcomes for children and adults affected by adoption through:

Working closely with the Local Authorities and partners to ensure that children's best interests are at the heart of placement decisions which will fully meet their needs;

Targeting recruitment and establishing a wider and more diverse pool of prospective adopters;

Embedding early permanence principles and matching so that children are placed without delay in secure, loving families;

Providing creative and outstanding adoption support services;

Investing in the workforce to ensure they have the right skills and capacity to deliver excellent services;

Continually seeking to apply best practice and innovation to our ways of working;

Actively listening to and learning from children, adults and staff to develop and improve the services provided.

2.3 DELIVERY MODEL OPTIONS CONSIDERED AND RECOMMENDATION

Whilst a number of options were considered early on including the creation of a new single entity to deliver Adoption services across North London, the preferred option is that which entails the combination of the 6 London Boroughs in the North with one Borough becoming the Host authority.

Creation of new single entities is time consuming and costly and not a preferred option elsewhere with RAAs already live.

All options considered assumed governance of the RAA through a board comprising of senior representatives from all LA's with representation from VAA's, adopters and adoptees.

The RAA will continue to be accountable to Corporate Parenting Boards and other Local Authority bodies.

The RAA will aim to provide a high quality service to our adopted children with improved outcomes; taking the best models of delivery from each of the six services. The RAA will also aim to provide savings through economies of scale. Financial modelling and deployment of resources poses a significant challenge and the detail of the proposed modelling will be subject of further approval.

The delivery model for the RAA will need to address the DfE minimum expectations of a Regional Adoption Agency as outlined below –

RAA Operating model

·   **Single line of accountability** *– The new body must be in a position to act as a single entity on behalf of the individual authorities.*

·   **Core functions are transferred to the RAA** *– As set out in the policy paper 'Regionalising Adoption', we want RAAs to be responsible for recruitment, matching and support.*

·   **Pan regional approach** *– The new body should have a regional reach as far as its key functions are concerned, particularly on family finding and matching.*

·   **Recruitment, support and matching** *– It is essential that RAAs drive forward the recruitment of new adopters utilising a wider geographical base audience to increase the scope for more matching and ultimately increasing placement opportunities. We believe this will be particularly helpful in assessing adopters for harder to place children.*

·   *Each RAA to appoint a* **Head of Service** *with line management responsibility for staff in the RAA.*

· **Pooled funding** – *We want LAs to pool their adoption funding into one RAA funding pot that is managed by the RAA.*

· **Partnership with the voluntary sector** – *VAAs have an important role to play in the provision of adoption services. We want RAAs to involve them in the design and implementation of RAAs and to consider their role in the delivery of services.*

The preferred option for North London addresses these requirements and proposes to work collaboratively with 3 other RAAs across London namely –

Adopt London West – Ealing

Adopt London South – Southwark

Adopt London East – Havering

2.4 OVERVIEW OF THE OPERATING MODEL

From a local perspective, the six agencies have a long history of working together and North London has a clear identity. The North London Consortium has focussed on developing joint services for Fostering, Adoption and Special Guardianship. Robust working relationships are already established. Adoption services have worked cooperatively in sharing practice and training opportunities. This has enabled constructive working together in developing the target operating model.

Adopt London North will therefore bring together best practice from these LAs while providing the opportunity to create clear practice improvements and enable a viable future market for recruitment. Approximately 40 LA staff, many of whom work part time, are expected to become part of the new organisation to deliver the following main services across North London:

- Recruitment and Assessment – to provide the prospective adopters;

- Permanence Planning – ensuring that children identified as requiring adoption achieve a placement;

- Matching and Placement – to match prospective adopters with children in need of adoption;

- Adoption Support – to help all affected by adoption;

More detail on the Operating Model is found in Section 3 below.

2.5 STRATEGIC BENEFITS

The key aim in combining services to create a single Regional Adoption Agency is to achieve better outcomes for all children and young people with adoption plans in the region. Local Authorities and Voluntary Adoption Agencies will come together and combine adoption services into a new regional agency to benefit children

and their adoptive families, with larger operating areas giving a wider pool of adopters and children, more effective matching and better support services.

The Government set out the challenges they are seeking to address nationally through the creation of Regional Adoption Agencies in the paper 'Regionalising Adoption', published in June 2015.
In summary, these are:

Inefficiencies
A highly-fragmented system with around 180 agencies recruiting and matching adopters for only 5,000 children per year (this number has subsequently decreased to 4,350 in 2017). The majority of agencies are operating on a small scale with over half recruiting fewer than 20 adopters in the first three quarters of 2014/15 at the time of the publication of the paper. Subsequently in 2017/18 the 6 boroughs in North London approved 27 adopter households in total for 63 children adopted. This is not an effective and efficient scale to be operating at and is likely to mean that costs are higher because management overheads and fixed costs are shared over a smaller base. Having a system that is fragmented in this way reduces the scope for broader, strategic planning, as well as specialisation, innovation and investment. Large numbers of small agencies render the system unable to make the best use of the national supply of potential adopters, more vulnerable to peaks and troughs in the flow of children, and less cost effective.

Matching
The system needs to match children with families far more quickly. Nationally, the data also shows that, as at 31st March 2017, there were 2,470 children with a placement order waiting to be matched. In North London at the end of March 2018 there were 54 children with a placement order not matched to adopters. The average timescale for children between becoming looked after and being placed with an adoptive family nationally in 2017 was 457 days. The average in North London was 564 days. The costs of delay, both to children and to the system, are high. It is vital that children are given the best and earliest possible chance of finding a family, irrespective of authority boundaries and lack of trust of other agencies' adopters. It is unacceptable that children are left waiting in the system when families can be found. Successful matching relies on being able to access a wide range of potential adopters from the beginning and operating at a greater scale would allow social workers to do this, thus reducing delay in the system. It could also reduce the number of children who have their adoption decisions reversed. Furthermore, the opportunity for practice innovation created by moving to a new delivery model also has real potential to improve matching.

Recruitment
Whilst there has been growth in adopter recruitment there are too few adopters willing and able to adopt 'priority' children. Recruitment from a wider geographical base as part of a regional recruitment strategy will go some way to addressing this. Incentives also need to be better aligned so that agencies are encouraged to recruit the right kind of adopters given the characteristics of the children waiting. Recruitment from a wider geographical base than an individual local authority, that takes account of the needs of children across a number of those local authorities in a regional recruitment strategy and uses specialist techniques for recruiting adopters for hard to place children, would potentially lead to fewer children waiting.

Adoption Support
Currently adoption support services are provided by a mix of local authority provision, the NHS and independent providers (voluntary adoption agencies, adoption support agencies and small independent providers). There is a risk that the public and independent sectors are unlikely to be able to grow sufficiently to meet increased demand for adoption support. There are regional gaps in the types of services on offer and little evidence of spare capacity. The sector is currently dominated by spot purchasing and sole providers. This is not an efficient way to deliver these services. For providers to expand and therefore operate at a more efficient scale, services need to be commissioned on bigger and longer term contracts.

RAAs should enable this to be done. It is envisaged that the Hub will act as a conduit to the wider voluntary sector, providing economies of scale and opportunities for innovation

The Local Perspective

The statutory functions required of local authorities in respect of adoption are provided by each of the six local authorities within their own geographic areas. There is already a great deal of joint working between the 6 adoption agencies as part of the North London Consortium to provide parts of the current service.

Joining the six local authority services together within Adopt London North will enable efficiencies to be achieved and improvements to services for all those affected by adoption.

In terms of recruiting adoptive parents all the agencies are currently competing with each other. There is a duplication of effort and associated costs with the risk that people wanting to be considered as adoptive parents are confused about where and how to proceed with their enquiry. Adopt London North will have a single point of contact for prospective adopters, reducing the current fragmentation of services. Similarly, a single point of entry to the adoption service locally will improve access to adoption support services for adoptive families, and also for adopted adults and birth family members, who have a statutory entitlement to receive a service. Recruitment will be targeted for those children waiting in North London in order to ensure the service is delivering for those Boroughs contributing financially.

Combining the services should ensure that management overheads and fixed costs will be reduced over time. The new service will allow for the more efficient use of staff time, for example prospective adoptive parents are provided with training as part of the assessment process.   Adopt London North will deliver training courses across the whole area resulting in less duplication and more timely access to the training courses for prospective adopters. There will also be the opportunity for trialling new approaches, including the use of experienced adoptive parents as trainers/mentors.

There are currently six Adoption Panels operating across the six Local Authorities. ALN will have one Adoption Panel which will consider applications from prospective adopters and placements of children with approved adopters. Agency Decisions in relation to prospective adopter approvals will be made by the Agency Decision Maker for the RAA. It will no longer be necessary for the six Local Authorities to retain their individual Adoption Panels, but each will continue to have a designated Agency Decision Maker for considering and agreeing the plan that a child should be placed for adoption and agreeing the match to appropriate adopters. Central list for Adoption panel will continue to encourage and retain the oversight, contributions and expertise provided by elected members across the North London region.

The new combined service provides the opportunity for the provision of a service of excellence for adoption support. This will be a multi-disciplinary service in partnership with colleagues from health and education and providing comprehensive and high level targeted support for adopted children, adoptive parents, adopted adults and birth family members

ALN will aim to reduce the proportion of children whose plans are changed from adoption because an adoption placement cannot be found and the number of adoption placement disruptions. The RAA will bring the existing local expertise among managers and social workers together in respect of what makes a good match, and will be looking at a high proportion of children being referred to the RAA prior to the point of Placement Order. Early identification of children with likely adoption plans by the Permanence Coordinators, and the plans for the RAA worker to liaise with the child's social worker during the court proceedings will enable fuller and more accurate assessments of an individual child's needs to inform matching, and prepare the child. Being more strategic in terms of recruitment will also widen choice of potential adoptive families for children, which again should lead to better and more sustainable matching.

Benefits will be delivered through adopting the "best practice" from the six contributing organisations. This will be of particular value in delivering benefits from the areas of Early Permanence (concurrency and fostering to adopt), improved adoption support, making optimal use of colleagues in health and education as well as those in ALN registered as social workers and those without social work qualifications but with other relevant knowledge, skills and experience.

2.6 STRATEGIC RISKS

There is a risk to all Local Authorities who fail to join a regional agency. This would include central government directing how its services would be delivered.

Major reorganisation of adoption services in the region may have an impact on service delivery to children and adoptive families in the short term. To mitigate these risks, performance measures aligned with the revised operating model and regular monitoring arrangements will be established between the host and non-host authorities.

Separation of functions could cause delay through ineffective communication. The service delivery model promotes co-location and local delivery in all six Local Authority areas. Effective information sharing agreements and close working relationships between children's and adoption social workers will mitigate against this risk

Any future difference in opinion across the LAs as to the role and scope of ALN and future governance arrangements could delay implementation.

The organisational staffing levels proposed in this business case have been based on actual demand experienced over the past three years, however because of the current difficulties in predicting the levels of activity (e.g., numbers of children with adoption plans) there is a risk that suggested staffing levels might not be consistent with demand.

There is risk, even regionally, of not being able to recruit adopters able to meet the needs of the children waiting, leading to more interagency placements and financial viability issues. More coordinated and targeted recruitment activity is expected to address this, scope for enhanced recruitment and assessment has been built into the delivery model.

Major change will see a potentially worrying time for staff and proposed changes to ways of working could lead to a risk that ALN may find it challenging to retain its existing experienced and qualified adoption team workforce. The engagement of staff directly involved in the delivery of adoption services, and the involvement of current service users will be essential mitigation alongside keeping colleagues in partner organisations informed. The project team have been engaging with staff to ensure they are informed and enthused about the opportunities in a joint agency.

2.7 REALISING THE BENEFITS OF THE RAA

The diagram in Appendix 1 shows how key elements of the planned project work and implementation combine to achieve our desired outcomes and how these align to meet central Governments objectives set out in their paper 'Adoption: A Vision for Change.'

Benefits expected to be realized through the project include:

- Improved timescales for adopter assessments

- Higher conversion rate from enquiry to approval of prospective adopters

- Early identification of children with potential adoption plans and more children placed on an Early Permanence (Fostering to Adopt or concurrency) basis

- Reduction in the number of children for whom the permanence plan has changed away from adoption

- Increase in the percentage of children adopted for care

- More timely matching of approved adopters

- Improved timescales for placing children with their adoptive families

- Fewer prospective adopter approvals rescinded as approved adopters are not matched with a child

- Fewer adoption placement disruptions pre and post adoption order

- Improved performance measurement and management across the service

2.8 STAKEHOLDERS CONSULTED

Consultation with stakeholders is an integral part of the Regional Adoption Agency project.
Task and Finish groups with practitioners across North London has served as a vehicle to acquire the views and experience of staff and the adopters they work with.

Specific Listening and Sharing events have also been instrumental in ensuring the views of staff are being sought to inform the development of the service delivery model.

Views ascertained in the Adopter Voice North London consultation report (early 2018) have been taken into account when developing the service specification and have informed agenda items at task and finish groups. It is also intended that Adopters will be invited to future Listening and Sharing events.

3. RAA OPERATING MODEL

3.1 PROCESS

The target operating model for the new RAA considers its role in the delivery of the following main services across North London:

- Recruitment and Assessment – to provide the prospective adopters;

- Permanence Planning – Identifying children who need adopting;
- Matching and Placement – to match prospective adopters with children in need of adoption;
- Pre and Post Placement Support – to help all affected by adoption

3.2 ROLES AND RESPONSIBILITIES

The table below sets out how the RAA and LAs will work together, summarising roles and responsibilities for each:

Function	Regional Adoption Agency	Local Authority
RECRUITMENT AND ASSESSMENT		
Marketing and Recruitment Strategy	✓	
Adopter Recruitment and Enquiries	✓	
Assessment of Prospective Adopters – all Stage One and Stage Two functions	✓	
Completion of Prospective Adopter Report	✓	
Agency Decision Maker for approval of adopters	✓	
Post approval training	✓	
Matching	✓	
Post Placement training for Prospective Adopters	✓	
PERMANANCE PLANNING		
Early identification of a child possibly requiring adoption		✓
Tracking and monitoring the child possibly requiring adoption	✓	✓
Support and advice to child care social worker on the adoption process	✓	✓
Sibling or other specialist assessments if commissioned by LA	✓	✓
Direct work to prepare child prior to placement	✓	✓
Preparation of the Child Permanence Report		✓
Agency Decision Maker for "Should be placed for Adoption" decisions		✓
Agency Decision Maker for Foster to adopt placements under reg 25A Care Planning Regulations (specific child)		✓
Case management prior to the point agreed by the LA ADM		✓
Case management from point agreed by the LA ADM		✓

Function	Regional Adoption Agency	Local Authority
MATCHING AND PLACEMENT		
Family finding	✓	
Looked After Child reviews	✓	✓
Shortlist and visit potential families	✓	✓
Organising child appreciation day	✓	
Ongoing direct work to prepare child prior to placement	✓	✓
Adoption Panel administration and management	✓	
Agency adviser role	✓	
Agency Decision Maker for Matching prospective adopters and child		✓
Placement Planning meeting administration and management of introductions	✓	
Support to family post placement and planning and delivery of adoption support	✓	
Ongoing life story work and preparation of Life story book	✓	✓
Independent Review Officer monitoring of quality of child's care and care plan		✓
Support prospective adopters in preparation and submission of application for Adoption Order – including attending at court	✓	
Preparation of later life letter		✓
ADOPTION SUPPORT		
Assessment for adoption support	✓	
Developing and delivering adoption support plans	✓	✓
Agree and administer financial support to adoptive families pre and post Adoption Order		✓
Adoption support delivery including: • Support groups • Social events • Post adoption/special guardianship training • Independent Birth Relative services • Support with ongoing birth relative contact • Adoption counselling and training	✓	
Financial support to adopters including adoption allowances		✓
Funding applications to the Adoption Support Fund	✓	
NON-AGENCY ADOPTIONS		
Step parent/partner adoption assessments	✓	

Function	Regional Adoption Agency	Local Authority
Inter-country adoption assessments and post approval and post order support	✓	

For more detail please see the full service schedule APPENDIX 2.

As part of implementation project managers across London are exploring potential areas for the VAA to partner with the 4 London RAAs to support service delivery including consideration of the following areas:

✓ Targeted recruitment activity focusing on Early Permanence and targeted assessments for priority children
✓ Specialist adoption support training
✓ Specialist practical or therapeutic support services for children and families post placement and post order
✓ Adoption counselling and services to adopted adults
✓ Continued provision of VAA families

Practice improvements will be delivered through the implementation of new ways of working. ALNRAA will work jointly with the other RAA's and the Hub (once developed) in London to seek to explore further sources of funding to work jointly with the VAA and ASA sector, for example, in the areas of Early Permanence and adoption support to design and deliver practice improvements.

3.3 OVERVIEW OF THE PROPOSED ORGANISATION FOR THE RAA

Approximately 40 FTE Adoption staff would become part of Adopt London North to deliver Adoption services across North London.: The proposed organisation chart for ALNRAA is detailed in Appendix 3.

What Research and Best Practice Tells us
Research identifies several factors which contribute to timely, successful family finding and matching outcomes for children with a plan of adoption.

The University of Bristol (June 2010) and Oxford University (Feb 2015) identified within research briefs, key factors seen to enhance the adoption journey for both children and their prospective adopters.

Quality of information – all information at all parts of the process must be of high quality, factual and comprehensive. Poor quality information is identified as a direct correlation to disruption.

Local authorities with access to a **wider pool of prospective adopters** experienced less delay in their family finding and matching processes.

Family finding done at the point of **ADM decision** (rather than at the granting of the placement order) resulted in children experiencing less delay.

Delay was reduced when **case responsibility for children transferred to adoption service** at point of placement order.

Delay was also reduced when **early family finding strategies** were agreed for individual children deemed to have complex needs.

Tracking of children throughout their journey is critical and adoption workers involved in this can drive and empower the process.

Timely <u>joint</u> **decision making** re whether to pursue ethnic matches or sibling separation also reduced delay for children.

Post placement support (in a variety of formats) is particularly valued by adopters, contributes to positive transitions and reduces the risk of disruptions.

Proposals contained within this report have taken account of these key factors alongside the need for quality and efficiency.

Agency Roles
The new roles created in the establishment of the new organisation are:

- 1 FTE Head of Service (also ADM)
- 1 FTE Service Manager

The **Head of Service** is expected to provide leadership and vision for the continuous development of the ALNRAA, leading the strategic planning, development and management of all aspects of the Agency to ensure the delivery of high quality, effective and legally compliant Adoption services. They will manage the operational relationship with Local Authorities through interaction at Senior Management level. An ability to work in a transformation role will be essential as part of this role to drive the practice improvement and cultural change required to deliver these.

The **Service Manager** will be responsible for the operational management of the social work teams and the monitoring and driving of performance. They will deputise for the Head of Service when necessary.

The **Agency Advisers** (1.5FTE) will be centrally located and will work closely with child care social workers throughout the permanence and adoption process. They will provide quality assurance and advice to the Agency Decision Maker (ADM) and act as Agency Adviser to the Adoption Panel.

The **Marketing and Recruitment Officer** will play a key role in developing and delivering the Marketing and Recruitment strategy ensuring that recruitment is targeted for children who are waiting.

Other roles within the RAA related to team management, social workers, family support workers and business support staff will be included in the organisation. In designing the organisational structure, we have designed and shaped the RAA using the combined experience of managing adoption services across the local authority and voluntary sector. The operational staff numbers have been determined to meet the anticipated demands of the service and ensure the ability to deliver and sustain practice improvement to the benefit of children, adopters and others who benefit from adoption services.

Detailed work on mapping existing staff (in scope of TUPE) to the teams in the new staffing structure will form part of the HR Work Stream activities during implementation.

4. HR IMPLICATIONS AND ACTIVITIES

It is proposed that some staff for whom the provision of TUPE (Transfer of Undertakings- Protection of Employment) applies, will transfer to London Borough of Islington from the boroughs of Barnet, Camden, Hackney, Haringey and Enfield. Formal consultation will form part of the HR Work Stream and will commence following sign off of the business case. It is not anticipated that there will be any need for staff redundancies as a result of Regionalisation. For those staff currently working in Adoption services who fall out of scope of TUPE, there will be a preference exercise completed as phase 2 of the HR process. Consultation with Unions is being undertaken.

Full detail of the process and timeline is listed below:

The project plan for implementation in order to complete the TUPE transfer will be subject to the following:

- Cabinet sign off approval in mid-March 2019
- Once cabinet approval is secured the formal consultation with staff affected will commence in March/April 2019
- Recruitment to the post of Head of Service will be finalised.
- The staffing structure for the new service will be finalised subject to consultation with affected staff and trade unions to be effective from July 2019
- Staff will transfer to London Borough of Islington on their existing terms and conditions unless through consultation it is agreed they will transfer on London Borough of Islington terms and conditions
- Any remaining vacant posts within the new structure will be subject to recruitment and selection procedures
- HR processes will be put in place to formalise the process and populate the staffing structure with information provided by the boroughs concerned through Employee Liability Information process
- HR/Payroll administration process to be undertaken
- Training and support for news ways of working in a single agency
- Establishing plans for on-going professional development
- Identification of work location for all staff

5. FINANCE

Proposed Financial Contributions

- The table below shows the agreed financial contributions per Borough, arrived at through a series of robust challenge and confirmation meetings.

Borough	2018/19 prices			2019/20 Prices		
	Total pay and non-pay contribution	NLAC £	Total £	2019/20 Inflation uplift (pay) £	2019/20 Total £	Pro-rata from go-live (9/12ths) £
Islington	421,805	29,366	451,170	7,306	**458,476**	343,857
Hackney	391,582	29,366	420,947	6,555	**427,502**	320,626
Haringey	415,294	29,366	444,659	7,595	**452,254**	339,190
Enfield	226,963	29,366	256,329	3,834	**260,163**	195,122
Camden	285,646	29,366	315,012	5,415	**320,426**	240,320
Barnet	332,361	29,366	361,726	5,438	**367,164**	275,373
	2,073,650	**176,193**	**2,249,843**	**36,143**	**2,285,985**	**1,714,489**

- Pay Award for 2019/20 has been estimated at 2% of each boroughs pay budget contribution.
- Full year 2019/20 contribution, including pay uplift, is **£2,285,985.**
- Pro-rata from 'go-live' (July 2019) **£1,714,489**
- The table includes agreed 're-routing' of contributions relating to the North London Adoption Consortium (at an agreed percentage of current contribution levels)
- Table does not include the future (post July 19) costs of Inter-Agency placements, funding implications currently being confirmed at Adopt London North Board.
- Future year funding contributions, pending annual Board review, re Partnership Agreement.
- A detailed analysis of the Financial Protocol with regards to the relationship between the Partners can be viewed on schedule 5 of the Partnership Agreement.

Financial Risks

- The primary risk is that the agency is underfunded and therefore unable to deliver adequately for the children of North London. This will also impact on timescales for children waiting and influence Ofsted judgements about the service provided to Children in Care.
- Failure to provide high quality adoption support services may result in placement disruptions meaning children will return to care. The detrimental impact of this in respect of the child's wellbeing (and adopter) cannot be underestimated.

- It is well evidenced that satisfied adopters are a critical factor in recruiting new applicants. Adopters who are dissatisfied with their experience during any part of their journey may negatively influence recruitment success.
- There is a further risk to the host authority around the hosting overhead costs. The figure of 7.5% has been included in the model, but this is lower than the figures used in the other 3 Regions across London. It is also unclear at present, as to accommodation arrangements, which may lead to additional costs.
- Financial risks can be part-mitigated by an inclusionary note in the Partnership Agreement explaining the treatment of any over (and under) spends. This reduces the risk to the host but would not affect the overall financial pressure.
- There is a risk that spend against non-pay structure costs may exceed current budget allocations, economies of scale may take longer to achieve.'

6. PERFORMANCE

Nationally 3,820 children were adopted in 2017/18. This is a decrease of 13% on the previous year and down from a peak of 5,360 in 2015.
The Children Looked After Population continues to rise to 75,420 on the 31st March 2018. This is a rise of 4% from the previous year.
By comparison in North London 63 children were adopted in 2017/18 and 70 the previous year (a decrease of 10%).
Historical activity for the region is listed in the table below

	2014-15	2015-16	2016-17	2017-18
No. of approvals North London	92	41	31	27
No. of adoptions North London	90	82	70	63

Numbers of children requiring adoption in North London have continued to reduce over the past three years, with predictions for this coming year being similar to the previous one. The region however has failed to recruit sufficient numbers of adopters to meet local need.

At the end of Q2 2018/19, returns from all 6 Boroughs suggested that there were 27 adopter households waiting for children and a further 10 households in the process of approval. This compares with 43 children with a court order stating that they require adoption and a further 23 awaiting a court order.

There is good evidence to suggest that those RAAs which have gone live earlier are now starting to reap the benefits of targeted recruitment work. For example One Adoption West Yorkshire increased numbers of approved adopters by 20% in Quarter 1 of this year compared to the same quarter the previous year. Timescales for children have also improved with the average number of days from a child becoming

looked after to being placed with adopters reducing from 439 days to 315 days. Key findings from the research report Evaluation of Regional Adoption Agencies published by the DfE in November 2018 are attached as appendix 5.

It is anticipated that a Performance Framework already in use within live RAAs will be utilised to ensure accurate performance reporting and sufficiency predictions. A quarterly performance report will be provided to the Governance Board for ALN RAA.

7. PROPERTY AND IT IMPLICATIONS

Work is currently underway to identify an appropriate building in Islington to accommodate the staff of the Regional Adoption Agency. Staff will retain the ability to hot desk in Boroughs to facilitate the sustainment and development of positive working relationships with Childrens social workers and local accessibility to adopters.

IT systems are currently being explored that will deliver an effective efficient service to the RAA and its stakeholders. Both operational and technical staff are involved in the identification of this product.

8. DATA AND INFORMATION

Data and Information will be required for the day to day operation and management of the RAA. Management Information will be generated automatically from core systems where possible. Information is required to be presented to the RAA Management team, Ofsted, Local Authorities including senior management teams and elected members, the Adoption Leadership Board, the Department for Education and other partners. The way in which data will be shared and exchanged is detailed in an information sharing agreement.

9. PROPOSED GOVERNANCE ARRANGEMENTS AND LEGAL ARRANGEMENTS

A partnership agreement setting out the agreement of the 6 Boroughs to the establishment of the Adopt London North Regional Adoption Agency is currently drafted and will be signed off by legal leads and RAA Board members in each Borough.
The agreement contains the aims of the RAA, the operational basis and the functions which are delegated to the Host.
The agreement also details the intended service delivery model, requirements for an annual plan, financial contributions, over and underspend arrangements and the premises to be provided for the purposes of the RAA. An information sharing agreement will also be incorporated into this document.
Appendix 4 details the proposed governance structure of the RAA.

10. IMPLEMENTATION TIMELINE

The business case is scheduled for sign off at cabinets in February/March 2019. Once sign off in all Boroughs is obtained, a TUPE process for eligible staff can commence followed by a preference exercise for staff falling out of scope of TUPE. There is an anticipated Go Live date for the new service of July 2019.

BENEFITS DIAGRAM

ENABLERS – Project Deliverables	CHANGES – new ways of working	OUTCOMES – project success measures	BENEFITS – RAA Programme Expectations	DRIVERS – the Government's "Vision for Change" Objectives
Creation of Permanence Coordinator role	Transfer of case responsibility for children at PO for the majority of children	Improved timescales for placing children their adoptive families	Recruitment taking place at an efficient scale to provide a pool of 'adoption ready' adopters	Reduce the time children wait to be adopted
Establishment of a Marketing and Recruitment Strategy	Permanence Coordinator in place to work alongside the LA CCSW	Early identification of children with potential adoption plans	Fewer children waiting to be matched - particularly priority children	Provide more high quality adoption support
Consolidation of LA Staff into 1 Recruitment & Assessment Team	Early identification of children likely to have an adoption plan	More children placed on an early permanence (Fostering to Adopt/ concurrency) basis	Children are matched with the most suitable adopters as quickly as possible	
Consolidation of LA Staff into 1 Family Finding/ Matching Team	More targeted recruitment of prospective adopters for priority children	Reduction in the no. of children for whom the permanence plan has changed away from adoption		Act to address unexpected falls in adoption decisions
Consolidation of LA Staff into 1 Adoption and SG Support Team	Specialist multi-agency Adoption and SG Support services	Improved timescales for placing children with their adoptive families	High quality adoption support services available nationwide	
Creation of a dedicated SGO Assessment Team	Dedicated adopter Recruitment and Assessment team	Fewer adoption placement disruptions		
Procedures and policies to reflect new ways of working	R&A team co-located with Family Finding/ Matching team	Increase in the percentage of children adopted for care	More focus on the end user and a higher quality service	Invest in developing the work force
People Change Management (Training/ Comms)	Delivery of Marketing and Recruitment Strategy	Improved timescales for adopter asssessments & more timely matching of approved adopters		
Supporting IT systems	Operations Manager in place	Higher conversion rate from enquiry to approval of prospective adopters	Improved productivity and greater efficiencies	Further embed strong performance management and accountability arrangements
Benefits Realisation and other Performance Management Measures	Aspire Adoption Performance Scorecard created	Improved performance measurement and management across the service		

The table below sets out the RAA and LAs will work together, summarising roles and responsibilities for each:

Function	Regional Adoption Agency	Local Authority
RECRUITMENT AND ASSESSMENT		
Marketing and Recruitment Strategy	✓	
Adopter Recruitment and Enquiries	✓	
Assessment of Prospective Adopters – all Stage One and Stage Two functions	✓	
Completion of Prospective Adopter Report	✓	
Agency Decision Maker for approval of adopters	✓	
Post approval training	✓	
Matching	✓	
Post Placement training for Prospective Adopters	✓	
PERMANANCE PLANNING		
Early identification of a child possibly requiring adoption		✓
Tracking and monitoring the child possibly requiring adoption	✓	✓
Support and advice to child care social worker on the adoption process	✓	✓
Sibling or other specialist assessments if commissioned by LA	✓	✓
Direct work to prepare child prior to placement	✓	✓
Preparation of the Child Permanence Report		✓
Agency Decision Maker for "Should be placed for Adoption" decisions		✓
Agency Decision Maker for Foster to adopt placements under reg 25A Care Planning Regulations (specific child)		✓
Case management prior to the point agreed by the LA ADM		✓
Case management from point agreed by the LA ADM		✓
MATCHING AND PLACEMENT		
Family finding	✓	
Looked After Child reviews	✓	✓
Shortlist and visit potential families	✓	✓
Organising child appreciation day	✓	
Ongoing direct work to prepare child prior to placement	✓	✓

Function	Regional Adoption Agency	Local Authority
Adoption Panel administration and management	✓	
Agency adviser role	✓	
Agency Decision Maker for Matching prospective adopters and child		✓
Placement Planning meeting administration and management of introductions	✓	
Support to family post placement and planning and delivery of adoption support	✓	
Ongoing life story work and preparation of Life story book	✓	✓
Independent Review Officer monitoring of quality of child's care and care plan		✓
Support prospective adopters in preparation and submission of application for Adoption Order – including attending at court	✓	
Preparation of later life letter		✓
ADOPTION SUPPORT		
Assessment for adoption support	✓	
Developing and delivering adoption support plans	✓	✓
Agree and administer financial support to adoptive families pre and post Adoption Order		✓
Adoption support delivery including: • Support groups • Social events • Post adoption/special guardianship training • Independent Birth Relative services • Support with ongoing birth relative contact • Adoption counselling and training	✓	
Financial support to adopters including adoption allowances		✓
Funding applications to the Adoption Support Fund	✓	
NON-AGENCY ADOPTIONS		
Step parent/partner adoption assessments	✓	
Inter-country adoption assessments and post approval and post order support	✓	

Proposed staffing structure Adopt London North Regional Adoption Agency (subject to change)

Head of Service
1 FTE

Management Information Officer
0.5 FTE

Service Manager – Lead relationships with boroughs
1 FTE

Team Manager - Recruitment & Assessment
1 FTE

Team Manager - Family Finding
1 FTE

Team Manager – Adoption Support
1 FTE

Team Manager - Adoption Support
1 FTE

Panel Advisor - Lead professional development in boroughs
1.5 FTE

Deputy Team Manager (Practicing) – Lead for Early Perm.
1 FTE

Deputy Team Manager (Practicing) – Lead for LSW
1 FTE

Social Worker – Recruitment & Assessment
5 FTE

Marketing Officer
1 FTE

Social Worker – Family Finding
4 FTE

Social Worker – Adoption Support
4 FTE

Lead Clinician – Link to clinical hub
0.5 FTE

Social Worker – Adoption Support
4 FTE

Family Support Worker – Lead Direct Work
1 FTE

Family Support Worker – Lead Direct Contact
1 FTE

Business Support – Recruitment & Assessment
1 FTE

Business Support – Family Finding
1 FTE

Business Support – Lead for Letterbox
1 FTE

Business Support – Lead for ASF
1 FTE

Business Support – Panel Coordinator & senior management support
2 FTE

*Family Support Workers will undertake a variety of responsibilities including contact, ASF reviews and post adoption training.

LONDON ADOPTION BOARD

Stakeholder Representative

VAA Representative

North London Regional Adoption Agency Partnership Board

Director of Children's Services x6

Quality Assurance Group

Chair – Head of Performance – Islington or Head of Service RAA

LA representatives/Panel Chairs

Virtual School/LAC reps

Service User reps

Director of Safeguarding London Borough of Islington

ALNRAA Head of Service

ALNRAA Staff

Evaluation of Regional Adoption Agencies (Department for Education November 2018)

Key findings

Models

LAs were free to decide the size and makeup of the RAAs and choose from one of four broad RAA models[1]:

• Single LA hosting on behalf of the other LAs
• Joint venture between the LAs and VAAs creating a new VAA
• Joint venture between the LAs and VAAs under a local authority trading company (LATC)
• Outsourcing service delivery to an existing VAA

In spring 2018 a small number of RAAs were in the initial stages of development, the RAA models were fluid and RAA projects were subject to change post-launch. However, their apparent differences meant we could place each RAA (involving between three and ten LAs) on a spectrum based on the extent to which services and responsibilities were centralised. At the far end of the spectrum sit the 'LA hosted – centralised' RAAs (3); followed by those setting up joint ventures / local authority trading companies (LATCs (2)); then 'LA hosted – hub and spoke' models (by far the most common approach (14 RAAs)); and at the other end of the spectrum sit decentralised RAAs (2).

The overriding factor that influenced LAs and VAAs choosing to work together was historic relationships. Geography also played a role as did, in a small number of cases performance of each adoption service. One of the main factors that influenced the decision over which model to adopt was the degree to which the LAs were willing to each take on, or give away, control and risk. To a large degree, LAs reported choosing to adopt a model whereby most adoption services remained within LAs because they took their statutory duties in relation to adoption very seriously, and were uncomfortable with responsibility for this moving outside of a LA.

Progress to date

There was a mixed picture of whether RAAs and RAA projects were on track with agreed plans. At the time of the fieldwork, some of the live RAAs had met their target launch date or agreed to take a phased approach to 'go live'. The

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[1] Department for Education (June 2015) Regionalising Adoption.

interviews show that in these areas they were able to build on the strength of previous relationships from an established position of trust, which meant that individuals and organisations felt better prepared and more willing to help each other to do the best for children as an RAA. This made for speedier and smoother negotiations. The interviews found that 'go live' was generally somewhere between three to six months behind planned launch dates because there were challenges in agreeing key aspects of RAA project models, such as hosting responsibilities. Further delays happened when the challenges centred on even bigger decisions like what form the RAA project should take.

Go-live

Projects often talked about 'go live' in relation to broad changes they were making that involved people, systems and resources and the new 'front door'. The interviews show that RAAs viewed key markers of 'go live' as an established public presence and profile, and a single point of entry often supported by centralised marketing (e.g. branding, strapline), centralised recruitment roles and a functioning RAA website. To 'go live' it was also necessary to have overarching structures and systems in place for governance, legal, Human Resources (HR) and Information Communication Technology (ICT), as well as model-specific aspects such as joint panels and training plans.

The interviews demonstrate the importance of "breathing space and adjustment time". A number of the early implementers said it took around six months for the new service to "bed in".

Challenges and success in launching the RAAs

At the time the research was undertaken, with more than half of RAA projects yet to go live, there was a tendency for interviewees to focus on the challenges associated with establishing live RAAs when asked about what was working well and less well so far. An overarching challenge raised was balancing the structural change the move to RAAs required with the focus on practice to improve the quality of adoption services. In the planning, 'go live' and wider implementation of the RAA, this tension was ongoing as were decisions around what would be in and out of RAAs, for example whether to include SGOs.

RAAs were experiencing ongoing challenges around securing buy in and consensus from participating LAs (including elected members, senior staff and practitioners); particularly where services previously performed well because many LAs involved could not always see the benefits the RAA model would bring. They wondered what they stood to gain in terms of performance, sharing good practice or financial efficiencies. Staffing RAAs proved difficult at times,

for example when recruiting to the Head of Service role. Staff were not always willing or able to travel the distance required to RAA hubs. There were reports of staff anxieties about losing or changing the identity of their local adoption service, and what the new service and culture would look like, and there was an expectation that this would take 12 to 18 months to establish.

Interviewees also reported challenges around agreeing financial models. Some were concerned that RAAs would cost more, although others were confident there were opportunities for cost savings. There was concern about financial risks for LAs that were hosting. There was a view that there were more "financial losers" than had been originally expected and that instead of bringing savings and efficiencies for LAs and VAAs, adoption services would actually cost more. Whilst several RAAs reported working within the "financial envelope" they had been given to set up the RAA, others believed the funding was insufficient. There was a common view that the overall set-up costs were high. Some LAs reported that they were now contributing proportionately more than they were spending on adoption and unpicking the costs to get to this point had been extremely difficult. There were cases where partners have reached agreements, for example to ring-fence their existing budgets for the next two years, but this took a lot of time and energy.

There were ongoing challenges around developing shared systems for IT, HR and legalities, regarding differential pay, secondments, terms and conditions and Transfer of Undertakings Protection of Employment (TUPE). Developing commissioning arrangements also proved difficult for some. In some areas, joint Practice and Improvement Fund (PIF) bids had been developed and funded and were seen as an excellent way to promote joint working between the RAAs and VAAs. However, other interviewees were concerned at what they perceived as a risk to their services, such as reduced sharing of best practice and innovation and threats to business continuity.

In addition to the challenges stakeholders were facing at the time, they were also concerned about potential forthcoming challenges or negative unintended consequences. These included: structural disconnection of adoption services from the rest of children's services; inconsistent practice around Adopter Voice; and negative impact on the sustainability of VAAs.

Despite these challenges, several aspects were working well, especially where there was strong joint working and staff engagement and they were starting to see some early advantages. The interviews show RAAs have offered an opportunity to share what is working well, develop new ideas and provide an impetus to improve the quality of poorer performing services. The strength of previous partnership working has influenced the ease with which partners have

been able implement the RAA programme. When asked what was working well, most RAAs referenced partnership working as a facilitating factor and improved partnership working as an early outcome. Building on strong foundations, the process of becoming an RAA has brought some LAs closer in a very positive way, creating a sense of cohesion and perceived mutual benefits for staff, adopters and children.

Several RAAs highlighted examples where their efforts to engage operational staff in the development and implementation of RAAs had proved empowering, yet at the same time, retaining and engaging staff has been a challenge. As a result, middle managers and frontline staff have gained ownership over the process when they perhaps did not have before, remained in post, and bought in to the change process. RAAs have engaged staff in various ways depending upon the model and governance structures; these include mixed project teams comprising strategic and operational staff, separate operational boards, and task and finish/working groups, all of which interviewees said were contributing towards a smoother transition to RAAs. The interviews show that it has been important for staff to understand the rationale for the move, how RAAs should help to address the issues that local areas were facing (e.g. in relation to adopter sufficiency) and their belief that it would ultimately mean better outcomes for the children. In models where staff were TUPE'd across they were positive about the benefits, such as finding more support as part of a bigger specialist team and more regular supervision.

Emerging impact

At this stage, there were anecdotal examples of positive impacts on four areas: speed of matching, recruiting adopters, adopter support, processes and timeliness, which the longitudinal data analysis will explore. Some of the live RAAs in the Leaders Group outlined where they were starting to see early successes and there was a view at a national level that there are "exemplars that others can look up to", which the evaluation will explore further in future.

There were several reported examples of increasing numbers of adoption panels leading to more timely adoption decisions. There were some indications that RAAs had started to have a positive effect on the number of adopters recruited, but the data is not yet available at RAA-level or national level and will be analysed as part of the evaluation in future. There was evidence from the interviews that RAAs were already leading to practices that were more consistent. Examples given included the development of a consistent adoption support offer, consistent approaches in matching panels and disruption meetings, and the development of adoption packs. In several RAAs, interviewees described adopter feedback and engagement as being positive.

Staff coming together was perceived to have enabled the pooling of ideas and expertise, which is central to the programme's future, as is an increased emphasis on performance management.

Critical success factors

Critical success factors for RAAs in spring 2018 included strong, consistent and effective leadership, taking a phased and thoughtful approach together as a partnership and placing sufficient emphasis on changing culture and identity. Live RAAs from the Leaders Group emphasised the importance of working to create an RAA culture that all could identify with.

Effectiveness of support with RAA development and outstanding support needs

The interviewees suggest that support and guidance from the Department has improved over time and new features such as the leadership development programme are welcome. However, RAAs would like a greater steer on some fundamental aspects such as the Ofsted inspection requirements, more opportunities for sharing learning, and more clarity on the coaching role.

Conclusions

In conclusion, this report has provided a snapshot of stakeholders' experiences in the first steps towards regionalising adoption. It paints a picture of frustration and challenge in the early stages of implementation, but also of hope as some RAAs have worked through the difficulties and have seen the first signs of greater collaboration, consistency and improved practice and associated benefits. The picture will evolve as the RAAs develop further and more RAA projects become live RAAs. Our next evaluation report, after we have undertaken in-depth case studies, analysis of the SSDA903 and Adoption & Special Guardianship Leadership Board statistics and analysis of RAA cost data, will provide further information on this evolution and impact.

Appendix 2 – Proposals to be covered in partnership agreement

1. **Term**

   The term is proposed to be 10 years, but subject to a formal review on the fifth anniversary of commencement.

2. **Delegation of functions**

   The London Borough of Islington will discharge the following delegated adoption functions of the partners authorities:

   (1)   the recruitment of persons as prospective adopters;

   (2)   the assessment of prospective adopters' suitability to adopt a child;

   (3)   the approval of prospective adopters as suitable to adopt a child;

   (5)   the provision of adoption support services.

   Each of the partner authorities retain their other statutory responsibilities in respect of the following adoption services:

   a. Authority to place –Best Interests' decision –Decision made by the Local Authority Agency Decision Maker (LA ADM) (Adoption Agencies Regulations 2005, Regulation 19 of AAR)) (either apply to the court for a Placement Order (s21, Adoption and Children Act 2002 (ACA02)) or Parental Consent (sections 19 and 20 ACA02), consent is independently obtained by a CAFCASS officer (regulation 20 of AAR), and the best interests' decision is considered by the Adoption Panel (regulation 18 of AAR) and a recommendation made, followed by ratification by the LA ADM (regulation 19 AAR); and
   b. Adoption - Matching proposal considered by the Adoption Panel (regulation 32 AAR), and ratification by the LA ADM (regulation 33 AAR). Placement with the proposed prospective adopter (regulation 3 AAR) subject to authority to place (consent or placement order as above). Application by prospective adopter for an Adoption Order (section 46 ACA02).

3. **Services**

   The London Borough of Islington will provide assets, staff and resources to carry out the functions of the ALN and will be accountable to the partner authorities for the following:

   a) To ensure the proper discharge of the statutory functions;
   b) To act in accordance with best practice;
   c) To act in accordance with the aims, principles and objectives of the agreement and any applicable policies agreed by the partner authorities;
   d) To act in accordance with its own constitution including those rules relating to decision making and the procurement procedure rules;
   e) To act in accordance with all applicable law; and
   f) To act in accordance with the ALN Management Board arrangements.

   The key objectives of the service are intended to be:

- 3.1 To provide children with the right adopters at the right time, approving those equipped to meet the needs of children waiting.
- 3.2 To reduce delay and improve timescales for matching and placement for all children – working with care planning processes in each LA to improve early identification / twin track planning and to achieve best practice and consistency across the region.
- 3.3 To improve Early Permanency Placements(EPP) using:
- Concurrent Planning
- Fostering for Adoption

- 3.4 To take innovative approaches to placing 'hard to place' children. e.g.
  - i   linking children with adopters from enquiry stage onwards where appropriate through a child specific approach
  - ii   thoroughly preparing child and family for placement

- To minimise changes of plan away from adoption
- 3.6 To reduce the likelihood of placement breakdown through timely and improved matching, preparation and adoption support through
  - i   working seamlessly with Children's social work services in each LA
  - ii   providing a range of adoption support and intermediary services in conjunction with statutory and voluntary sector providers
  - iii   establishing effective working links with key partnership agencies (e.g. education and health and local authority providers) – enhancing services for birth parents)
- To form strong and productive partnerships with:
  - i   Adopters
  - ii   Adoptees
  - iii   Birth parents
  - iv   Voluntary Sector providers
  - v   Community sector and other groups who may add value and support our activities
- 3.8   To ensure that customer feedback and the views of service users are obtained and considered in the development of the service

4. **Annual plan**

   The London Borough of Islington shall prepare an annual plan that will be discussed and agreed by the management board. This plan shall set out the activities to be undertaken, describe any changes or developments in the service, provide information on any change in funding or resources and include details of any required financial contributions.

5. **Financial arrangements**

   Financial contributions from the partners will be paid on a quarterly basis in advance. The financial contributions will be set for the first year and for subsequent years will be determined by reference to these proportions and by reference to any increase or decrease in the cost of providing the service and the support services.

2

The partner authorities will retain responsibility for the following items of expenditure:

- Adoption allowances
- Adoption support
- Inter-agency fees payable or receivable

Quarterly budget monitoring reports will be submitted to the management board and any deficits will be made good by the partner authorities in the same proportion as the financial contributions. Any surplus will be carried over and returned to the partner authorities in the same proportion as the financial contributions. The proposed budget will be presented to each partner to fit with its budget cycle.

4.9.5 The ALN Management Board shall decide on any money surplus or deficit balance in accordance with paragraphs 4.4 and 4.5 of this Schedule 5.

Capital expenditure – a proposed capital budget and programme will be agreed for consideration by the management board and each partner authority will decide whether to agree this as part of its annual budget setting process. In year variations will either be met from anticipated underspends or will be considered by the management board. The partnership agreement will set out detailed arrangements for dealing with overspends and underspends on capital projects.

The London Borough of Islington can enter into third party contracts for a period of not more than 3 years during the initial 5 year period and after that period for not more than a further period of 3 years unless agreed by the partner authorities.

6. Premises

Partner authorities agree to make available appropriate accommodation, working space and facilities free of charge as shall be appropriate for the delivery of the service during the term in accordance with any licence arrangement.

7. Staffing

The London Borough of Islington will employ staff for provision of the service. Employee information will be provided by partner authorities to the London Borough of Islington and all parties will comply with their obligations under the TUPE Regulations. Detailed provisions about indemnities and pension arrangements will be included in the partnership agreement.

8. Management governance

There will be a management board consisting of the directors of children's services or their representative from each authority. This board will be consulted on specific decisions and will be responsible for monitoring the provision of the service.

9. Host support

The London Borough of Islington will provide support services and the partnership agreement will set out the basis on which the cost of this is to be met.

10. Dispute resolution and exit arrangements

3

The partner authorities shall act in good faith and use their reasonable endeavours to resolve disputes informally. The partnership agreement will set out a dispute resolution procedure and exit arrangements.

11. Termination and review

The partnership agreement will contain detailed provisions to permit the service of a notice and termination in the event of prescribed events happening, including persistent failure to perform the services, change in law or government guidance, failure to meet financial contributions. In addition any partner authority may terminate their participation by giving requisite notice during the term. The partnership agreement will set out detailed provisions on the arrangements following termination.

Schedule 3

Information Sharing Protocol

<mark>**To follow**</mark>

5

<mark>**To follow**</mark>

Schedule 4

ALN Management Board Representatives

Representatives

Barnet

Name of representative: Chris Munday

Position: Director of Children's Services

Name of substitute representative Brigitte JordanPosition Operational Director family Services

Camden

Name of representative: Martin Pratt

Position: Director of Children's Services

Name of substitute representative Anne Turner

Position Director of Children's Safeguarding and Social Work

Enfield

Name of representative: Tony Theodoulou

Position: Director of Children's Services

Name of substitute representative Anne Stoker

Position

Hackney

Name of representative: Anne Canning

Position: Director of Children's Services

Name of substitute representative -Sarah Wright

Position Director of Children and Families

Haringey

Name of representative: Ann Graham

Position: Director of Children's Services

Name of substitute representative Sarah Alexander

Position Assistant Director Children and Young People's Services

Islington

Name of representative: Carmel Littleton

Position: Director of Children's Services

Name of substitute representative Finola Culbert

Position Director of Safeguarding and Family Support

Initial chair of the ALN Management Board

Schedule 5

Financial Protocol with regards to the relationship between the Partners

1.   General principles

1.1   The Host Authority will provide the financial administration accounting system and appropriate associated support for ALN. This shall be performed in accordance with the Host Authority's Financial Regulations. Subject to the statutory role of each Partner's section 151 Officer in relation to their council, the Host Authority shall provide the services of its Chief Financial Officer/ section 151 officer to ALN.

1.2   Each Partner will contribute its Financial Contribution commencing on the Commencement Date or on a pro-rata basis in the event of a delay. The Host Authority shall not inherit any debt or liability incurred by any of the Partners prior to the Commencement Date.

2.   **Calculating the Financial Contribution**

2.1   The Partners are committed to the fair and equitable resourcing of ALN while ensuring that the full cost of the Service is recovered. Each Partner will be required to contribute its share of the agreed annual budget of ALN. The Financial Contributions for the year 2019/20 are set out in table 1 below.

Table 1

ALN RAA Partner Financial Contributions to 2019/20 ALN budget

Partner	2019/20 Financial Contribution	2019/20 percentage contribution
Barnet		
Camden		
Enfield		
Hackney		
Haringey		
Islington		
Total		**100%**

2.2   The Financial Contributions for every subsequent year of operation of ALN or part thereof shall be calculated in accordance with the following:

- the proportion of the overall ALN budget to be paid by each Partner shall be in line with the 2019/20 Financial Contribution; and
- the sum of the Financial Contribution shall be in line with the 2019/20 Financial Contribution except to the extent that the costs of providing the Service and / or Host Support change (whether an increase or a decrease) due to the factors listed in paragraph 5.2 of this Schedule 5 in which case the Financial Contributions shall be amended in line with these changes.

2.3   Until such time as unanimously agreed by the Partners the following items of income and expenditure will remain the responsibility of each of the Partners

- Adoption allowances – those costs relating to specific new or ongoing allowances paid to adoptive parents by respective Partner's designated officer
- Adoption support- Those costs relating to adoption support arrangements agreed in respect of a particular child prior to the Commencement Date as authorised by the Partner's designated officer
- Adoption Support (post Commencement Date) - those costs relating to any match funded element of an application to the Adoption Support Fund will be covered by the relevant Partner, after agreement has been given by the relevant Partner
- Inter-agency fees payable or receivable- those fees relating to the direct costs related with or income generated from the placement of a child prior to the Commencement Date

3.   Payment Arrangements and VAT

3.1   Following agreement of the annual budget by the ALN Management Board (as described in paragraph 5 of this Schedule 5) each Partner shall be notified of their Financial Contribution by the Host Authority. The Financial Contribution shall be paid in four equal instalments on 15 May, 15 August, 15 November and 15 February in each calendar year of operation of ALN or on the next working day if these dates fall on a weekend or a Bank Holiday. Payment is to be made by BACS to the Host Authority's bank account.

3.2   Unless the following option is taken, the Host Authority will account for VAT. The following text is included as an option that may be exercised at the beginning of any Financial Year by a Partner that, acting reasonably, believes that the ALN arrangements are generating significant sums of VAT: "each Partner is responsible for accounting for any Value Added Tax that becomes payable on any monies that they expend as part of ALN. Where the Host Authority commissions a contract or an element of a contract for Services outside of the Islington London Borough Council administrative boundary any VAT incurred is repatriated to the individual Partners in whose administrative area the Services have been provided. This shall either be through direct invoicing to that Partner or the creation of a retrospective VAT only invoice for their share of a shared contract. This shall apply to all monies paid by the Host Authority in respect of externally incurred VAT bearing expenditure. The amount of externally incurred VAT to be repatriated will be apportioned based on a pro-rata percentage of the Financial Contributions of each Partner towards the annual budget.

Worked example: The external contractor's fees are £1m exclusive of VAT. This expenditure covers the administrative area of all six Partners. Partner 1 contributes 40% of the annual budget and the other 4 Partners contribute 12% each:

Partner 1 will reclaim VAT on £400,000 of spend = £80,000 (based on VAT at 20%)

The other Partners will each reclaim VAT on £120,000 of spend = £24,000 (based on VAT at 20%)

3.3   The Partners agree that, so far as permitted by law, they shall not charge VAT on any amounts payable under this Agreement as a non-business supply.

4. Budgetary Control and Monitoring

4.1   The Head of Service ALN shall prepare a draft annual budget for consideration by the ALN Management Board and approval by each of the Partners as part of its budget setting process. The budget will be used to calculate the Financial Contribution from each Partner as identified in paragraph 2 above. The Host Authority is not authorised to operate or budget for an accumulative or deficit position. In the event that the annual accounts are closed in a deficit position, the deficit will be made good by the Partners contributing in the same proportions as the Financial Contributions to the annual budget. Any surplus shall be carried over and returned to the Partners in the same proportions as the Partners' Financial Contributions determined by the ALN Management Board.

4.2   The Host Agency's Section 151 Officer shall ensure there are mechanisms in place to enable budgets to be managed in line with the available resources and any variations to the budget are identified as early as possible. The Host Authority's Section 151 Officer will submit quarterly budget monitoring reports of ALN to the ALN Management Board. These reports will include explanations of any variances against the profiled budget. The ALN Management Board will review the expenditure and forecast to ensure that the allocated budget is being correctly adhered to. Each year, the ALN Management Board shall be presented with a proposed budget for ALN for the following financial year by 30 September prior to the start of the financial year for agreement by 31 December recognising each Partner's budget cycle and subject to financial approval in accordance with the financial procedures and constitutional arrangements for the Host authority. The proposed budget shall be based on the 2019/20 budget subject to adjustments (where an increase or a decrease) to allow for:

(i) indexation in line with local authority pay awards;

(ii) other changes in staff pay;

(iii) changes in the type, nature or quantum of the Service to be provided; and

(iv) changes in law, government policy and guidance and best practice.

4.3   Overspends (Deficit)

   4.3.1   Whenever an overspend is projected, the Partners shall agree how to manage the overspend and shall keep the positon under review. The Partners shall act in good faith and in a reasonable manner in agreeing the management of the overspend.

   4.3.2   If at the end of any Financial Year, there is an overspend the Partners shall identify the reasons for the overspend and shall deal with such overspend in accordance with the following:

      4.3.2.1   overspends relating to staffing related overhead costs shall be apportioned between the Partners in equal shares or by mutual consent where exceptional circumstances exist that relate to the creation of the overspend;

      4.3.2.2   overspends relating to any other costs not covered in

paragraph4.3.2.1 shall be apportioned between the Partners in equal shares or by mutual consent where exceptional circumstances exist that relate to the creation of the overspend.

4.3.3   In the event that agreement cannot be reached, the Partners shall follow the Dispute Resolution Procedure

4.4   Underspends (Surplus)

4.4.1   Whenever an underspend is projected, the Partners, the underspend sum shall be returned to the Partners within thirty (30) days of the close of the Financial Year, subject to the following:

4.4.1.1   underspends relating to direct staffing costs or staffing related overheads shall be apportioned between the Partners in equal shares or by mutual consent where exceptional circumstances exist that relate to the creation of the underspend.

4.4.1.2   underspends relating to any other costs not covered in paragraph 4.4.1.1 shall be apportioned between the Partners in equal shares or by mutual consent where exceptional circumstances exist that relate to the creation of the underspend

4.4.2   In the event that agreement cannot be reached, the Partners shall follow the Dispute Resolution Procedure.

4.5   Reconciliation

At the end of each Financial Year, the Host Authority will lead on the reconciliation of expenditure within ALN attributable to the running of the Services within one council,

4.6   Other costs

As Host Authority, Islington may be requested to deliver additional services that incur costs above and beyond what is currently captured within existing resources. These costs will be captured and funded within the ALN budget and subject to the wider approval process.

4.7   Grants

4.7.1   The Host Authority shall ensure that all monies from any grants received in respect of ALN shall be applied in a proper manner and in accordance with any grant criteria.

4.7.2   The Host Authority shall be responsible for verifying and approving any grant returns, audit or other reporting requirements to the appropriate government or other body.

4.8   Accounting and Reporting Requirements

4.8.1   The Host Authority shall ensure that full and proper records for accounting purposes are kept in respect of ALN.

4.8.2   Each Partner shall ensure that where appropriate and practicable as agreed by the Partners, it keeps separate accounting records to record the costs of ALN.

4.8.3   Each Partner shall provide any necessary financial information with respect to ALN to the Host Authority on a quarterly basis.

4.8.4   The Partners shall hold quarterly monitoring meetings as part of the ALN Management Board meetings to discuss the financial performance of ALN.]

4.9   Annual accounts and audit following each year end

4.9.1   The Host Authority shall prepare the annual account for ALN in a manner compliant with the relevant legislation, regulations and guidance within any statutory timescales applicable and shall ensure that the relevant information is available for external inspection and scrutiny.

4.9.2   The Partners shall co-operate with the Host Authority and each other in respect of the preparation of the ALN account.

4.9.3   the draft annual ALN account shall be submitted to the ALN Management Board for approval within the statutory deadlines along with the annual audit letter prepared by the Host Authority's external auditor.

4.9.4   The cost of the external auditors in respect of the ALN account shall be borne   by the ALN budget.

4.9.5   The ALN Management Board shall decide on any money surplus or deficit balance in accordance with paragraphs 4.4 and 4.5 of this Schedule 5.

5   Capital expenditure

5.1   Setting of the Shared Service ICT Capital Budget

5.1.1 The designated Chief Finance Officers (or their designated representatives) and the Head of Service ALN shall meet at least 3 (three) months before the end of each financial year to agree a proposed ALN Capital Budget and Programme for the following financial year for consideration by the ALN Management Board.

5.1.2 The ALN Management Board shall consider the proposed ALN Capital Budget and Programme and decide whether to recommend the budget and programme for approval by the Partners as part of their annual budget making process.

5.1.3 If the proposed ALN Capital Budget and Programme is approved by all the Partners, each Partner shall be responsible for meeting one sixth of the total cost of each ALN capital project funded from the agreed budget unless otherwise agreed by the partners.

5.2   Spending on ICT Capital Projects

5.2.1 No expenditure or commitment on an ALN Capital Project shall take place unless

5.2.1.1   the project has been included in the ALN Capital Budget and Programme; or

5.2.1.2   the project has been approved by the Head of Service ALN (following consultation with the Partners' designated Chief Finance Officers), and

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can be met from anticipated underspends in the ALN capital Budget and Programme; or

5.2.1.3   the project has been recommended by the ALN Management Board and subsequently approved by the Head of Service ALN where the cost can be met from anticipated underspends in the Shared Digital ICT Capital Budget and Programme.

5.3   Changes to the Shared Digital ICT Capital Budget and Programme

5.3.1   The ALN Management Board may recommend changes to the ALN Capital Budget and Programme to reflect;

5.3.1.1   alterations in overall resource assumptions;

5.3.1.2   unforeseen ALN capital spending requirements

for approval by the Partners.

5.3.2   Subject to any required additional financial resources being available any increase in the ALN Capital Budget and Programme requires the approval of each of the Partners.

5.4   Overspends

5.4.1   Where monitoring reports indicate that spend on an ALN capital project will exceed the financial provision for that scheme, the Head of Service ALN shall wherever possible, develop an action plan to eliminate such overspend.

5.4.2   Where such overspend cannot reasonably be eliminated, the Head of Service ALN Officer may authorise such overspend.

5.4.3   Any such authorisations must be reported to the Parties' designated Chief Finance Officers.

5.4.4   Any overspends not authorised under paragraph 5.4.2 must be approved by the Parties' designated Chief Finance Officers.

5.5   Underspends

Where there is an Underspend the Head of Service ALN may agree additional investment relating to the Service subject to the respective Partners' constitutions.

5.6   Accounting, monitoring and reporting

5.6.1   The Head of Service ALN shall be responsible for monitoring or procuring the monitoring of progress of the ALN capital projects and identifying any potential overspends on those projects and shall submit regular monitoring reports to the ALN Management Board.

5.6.2   The Partners shall ensure that full and proper records for accounting purposes are kept in respect of each ALN capital project.

5.6.3 Where an ALN capital project is being funded wholly or partly from an external capital grant, the Partner receiving the grant shall be responsible for ensuring that the conditions for receipt of the grant are met.

5.7 Authorisation

The Head of Service ALN shall be enabled to expend capital which has been previously authorised as part of the annual ALN capital budget. Other capital expenditure shall require unanimous agreement of the Partners.

6 Long term contracts

6.1 Contracts for goods, works and services must not exceed a period of three years during the Initial Period.

6.2 After the Initial Period, the Host Authority shall not enter into contracts exceeding a period of three years unless agreed by the ALN Management Board along with suitable arrangements for meeting all Host Authority obligations under the contract.

6.3 The Host Authority shall not enter into contracts that exceed the Term unless unanimously agreed by the ALN Management Board.

Schedule 6
Head of Service ALN

Name

Position

Contact details

Reports to

Accountable to

Job Purpose

Main areas of responsibility

Schedule 7

Assets

Part 1 Facilities for ALN staff

1. Each member of staff shall be provided with   a lap top / desk top and mobile telephone.
2. The intention is that members of staff will continue to use IT and telephone hardware at the location where they are based supplied by the Partner that employed them prior to the TUPE transfer taking place. If any member of staff does not have the required hardware the primary obligation to supply it will rest with the Host Authority noting that Partners will be required to co-operate with the Host Authority and act reasonably to find a solution.
3. The cost of mobile phones will be met by the Host Authority from the Financial ,,,,,,Contributions
4. The cost of provision, support, maintenance and replacement of laptops will be met by the Host Authority from the Financial Contributions.

Part 2 Facilities to be provided by each Partner:

1. Access to the Integrated Children's System of the Partner on a web based read only basis

2. Access to the network of each Partner (ability to send and receive e-mails and connect to the internet)

Part 3 Authority Premises

The Partners shall provide accommodation as follows:

Islington

Premises

Accommodation for [   ] staff

Barnet

Premises

Accommodation for [   ] staff

Camden

Premises

16

Accommodation for [   ] staff

Enfield

Premises

Accommodation for [   ] staff

Hackney

Premises

Accommodation for [   ] staff

Haringey

Premises

Accommodation for [   ] staff

Accommodation is to provide appropriate working space and associated facilities and services, including telephones and bookable meeting rooms as shall be appropriate for delivery of the Service for the Term

Staff ratio to be 10 staff to ≥[7] desks

Access to the accommodation to be 7am – 7pm on Working Days

Schedule 8 Management Board Governance Arrangements

1   Establishment

1.1   The board shall be called the ALN Management Board

1.2   These terms shall have effect from the first meeting of the ALN Management Board.

2   Powers and responsibilities of the ALN Management Board

2.1   The ALN Management Board shall be responsible for:

- acting as a consultative body and performing a check and challenge function to the Host Authority's performance of and proposals in relation to: (i) the strategic delivery of the Service ;
  (ii) the day to day operation of the Service; and
  (iii) developments in legislation, guidance and best practice;
- if and when the opportunity arises making proposals for service improvements and innovations to Partners and the Host Authority;
- approving the annual budget and Financial Contributions, noting that the agreed method of establishing the annual budget and annual contribution is set out at Schedule 5 of this Agreement and on the express understanding that such approval shall be subject to each Partner's internal governance processes in relation to budgets and expenditure;
- actions required under clauses 7 (Annual ALN Plan), 16 (Quarterly Review) and 17 (Annual Review) of this Agreement
- providing an opportunity for dialogue between Partners, Third Sector Partners and invitees; and
- dispute resolution and exit arrangements.
- agreeing whether an organisation or representative can become a Third Sector Partner
- monitoring any key performance indicators and other data
- monitoring quality assurance

2.2   The ALN Management Board shall perform the tasks set out at bullet points 1 and 3 above in response to reports submitted by the Head of Service ALN as set out in the main body and other Schedules to this Agreement.

3   Third Sector Partner Involvement

3.1   Third Sector Partners engaged through clause 43 of this Agreement shall be entitled to be present for items in relation to the following:

- the strategic direction of ALN;
- service improvements and best practice; and
- changes in legislation and guidance.

3.2   For the avoidance of doubt, Third Sector Partners will not be entitled to be present for items in relation to the annual budget, Financial Contributions, dispute resolution and detailed (rather than general) discussions on procurement.

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3.3   Third Sector Partners may be required to leave ALN Management Board meetings for some items on the agenda if in the opinion of the Partners the presence of the Third Sector Partner may prejudice or be perceived by others as prejudicing the proper and impartial conduct of a procurement, a grant award, legal action or litigation, disputes, budget setting or any other activity of ALN.

3.4   Third Sector Partners shall declare any interest that they may have in items on the agenda either in advance of the meeting of the ALN management Board or at the start of the meeting.

4.   Service User Involvement

The ALN Management Board shall actively consider the extent to which Service Users including birth parents, adopters and adoptees can be invited to attend and contribute to ALN Management Board meetings. Invites may be extended on either an ad-hoc or "standing" basis.

5   Governance arrangements of the ALN Management Board

- The ALN Management Board shall be constituted by the appointment of one representative from each Partner. Each Partner shall also appoint a substitute member to attend and vote at meetings of the ALN Management Board in the absence of the appointed member.
- The initial members of the ALN Management Board and the members' substitutes shall be those listed in Schedule 4 subject to replacement in accordance with the terms of this Agreement.
- The members of the ALN Management Board shall in the case of Partners be Directors of Children's Services or persons acting under their delegated authority who shall be suitably qualified and experienced to act as members of a supervisory board for the Service and who shall be of the appropriate standing and seniority.
- It is preferable for decisions of the ALN management Board to be by consensus rather than by vote. However, two Partners may request a vote on an item of business in which case each Partner shall have one vote with decisions being made on a majority vote of those Partners participating and entitled to participate in the vote with the exception of the annual budget and Financial Contributions which shall require the express consent of each Partner.
- The ALN Management Board shall appoint one of the Partner members to act as Chair in all meetings of the ALN Management Board. The Chair shall be an employee of a Partner and shall have regard to the overall interests of the Service not just the interests of the Partner that they represent. The initial member of the ALN Management Board appointed as Chair shall be listed in Schedule 4 and this initial appointment shall be reviewed by the Partners annually.
- The ALN Management Board shall appoint one of the members to act as Vice Chair in all meetings of the ALN Management Board and such Vice Chair shall act as Chair in the event of the absence of the Chair at any meeting of the ALN Management Board. The Vice Chairperson shall be an employee of a Partner.
- A meeting of the ALN Management Board shall be quorate with the attendance of 50% of the members who are entitled to vote at such meeting.
- If a member of the ALN Management Board shall not be present at any meeting of the Management Board, his or her agreement to a decision or a course of action (in relation to

the Service and within the role of the responsibilities of the ALN Management Board) may be given in writing to the Chair or Vice Chair or the member may decide at her or his discretion for her /his substitute to attend and to vote on its behalf in relation to any such decision or course of action.

- The Partners each undertake that they have passed a resolution (or have the appropriate delegated authority) delegating the necessary authority to their representative on the ALN Management Board to enable the ALN Management Board to act in accordance with this Schedule 8 and to commit the Partners within the terms of and as contemplated by this Schedule 8.

- A Partner may remove any person acting from time to time as its representative on the ALN Management Board and another representative (who shall be duly qualified in accordance with the terms of this Schedule 8) for the relevant Partner shall be appointed in accordance with the provisions of this Schedule 8.

- No Partner shall remove a person as its representative on the ALN Management Board without first securing the appointment of another representative and advising the other Partners of the appointment of such representative in writing.

- The ALN Management Board shall meet as regularly as is necessary in order to perform its role in relation to ALN but in any event no less than once per quarter. The Host Authority shall give the Partners at least ten (10) Working Days written notice in advance of any meeting of the ALN Management Board. Such notice shall include an agenda for the issues to be discussed and any decisions or actions to be considered at such meeting. The ten (10) Working Days' notice period may be waived if all Partners agree or the matter is urgent (in the reasonable opinion of the Host Authority).

- Any Partner may request a meeting of the ALN Management Board by giving notice in writing to the Host Authority. Such notice shall detail the reason for the meeting request and shall include a draft agenda for such meeting.

- Meetings shall be held at the venue or venues agreed by the ALN Management Board at their first meeting which shall be held at Islington Town Hall.

- Minutes shall be taken at each meeting in the form of actions and decisions agreed. Minutes shall be presented to the next meeting of the ALN Management Board for its agreement.

6   Administrative Duties of the Host Authority

6.1   The Host Authority shall provide administrative support to the management board including:

- Arranging ALN Management Board meetings;
- Distributing agendas and papers;
- Minute taking and distribution; and
- Acting as secretariat to the ALN Management Board

Schedule 9

Information to be disclosed by Partner Transferors relating to employees

Personal details

Full name

Sex

Date of birth

Home address

Job title and Full Job Description (written job descriptions to be provided if in existence)

Work location

National Insurance Number and table letter

Bank account details for payment of salary

Remuneration and personnel issues

Date continuous employment commenced with the Partner Transferor and (if applicable) the commencement dates in local government

Contractual Notice to be provided by the Partner Transferor and Employee upon termination

Normal retirement date

Annual salary and rates of pay band/grade

Shifts, unsociable hours or other premium rates of pay

Hours of work

Overtime history for preceding 12 month period

Allowances and bonuses for preceding 12 month period

Outstanding loan/advances on salary or debts

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Sickness absence and disciplinary records for immediately preceding two year period

Any performance assessment or appraisal details

Car allocation and/or allowance details

Details of any written grievances submitted for the preceding two year period

Details of any material breaches of employment contracts

Pensions

Details of scheme, and individual/employer's contributions

Confirmation that employer contributions have been paid in full.

Details of any current or pending applications for early retirement

Leave

Annual holiday entitlement and accrued holiday entitlement

Those currently on maternity leave or other long term leave of absence with details of the nature of their illness and the duration and dates of their absence due to that condition.

Those who have notified the Partner that they are pregnant

Those on sick leave

Other information

Existing training or sponsorship commitments

Details of any active disciplinary/inefficiency/competence or grievance proceedings or any matters which may give rise to such.Details of any existing or potential claims made by the employee against the employer including any court, employment tribunal or arbitration claims or any matters which may give rise to such.

Details of any enquiry, correspondence or contact between the Partner and the Commission for Racial Equality, the Equal Opportunities Commission, the Health and Safety Inspectorate and the inland revenue concerning Transferring Employees.

Details of any court judgment or current employment tribunal award in respect of any Transferring Employee.

Existence of any secondment arrangements

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Existence of any arrangements for deductions from pay e.g. court orders, union subscriptions, student loans, family tax credit or any other similar deductions

Details of any policies relating to equal opportunities, disciplinary and grievance procedures, maternity and paternity provisions, flexible working, redundancy procedures and payments, redeployment, sickness absence and sick pay entitlement and retirement.

Details of enhanced DBS checks for all staff with the exception of business support staff.

A copy of any job evaluation scheme.

Dismissals

Details of all dismissals / resignations within the last 12 months including reasons for the dismissal / resignation

Details of all employees recruited within the last 12 months.

Collective bargaining

Details of the names of the trade union and other employee representatives.

Details of any trade union recognised by the Partner, giving the date and details of the recognition agreement (and a copy if available) and any pending negotiations.

Details of any other agreement, whether local or national with any trade union or other body of employee representatives (and copies if available) including any informal recognition and procedure arrangements and other arrangements honoured by 'custom and practice'.

Details of which, if any, of the terms of any collective agreement from part of individuals' terms and conditions of employment.

Working Time Regulations 1998

Copies of any individual, collective and workforce agreements entered into pursuant to the Working Time Regulations.

Health and Safety

Details of any health and safety committee / representatives.

Details of any health and safety complaints or recommendations over the last 5 years.

Trainees/Consultants

Details of all individuals working on training, work experience or similar schemes

Details of all consultancy agreements and self employed personnel who are or may actually be employees.

Schedule 10

Relevant Employees

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			26	

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Schedule 11

Assets Register

Schedule 12

Processing, Personal Data and Data Subjects

1.   The Provider shall comply with any further written instructions with respect to processing by the Council.

2.   Any such further instructions shall be incorporated into this Schedule.

Description	Details
Subject matter of the processing	*[This should be a high level, short description of what the processing is about i.e. its subject matter]*
Duration of the processing	*[Clearly set out the duration of the processing including dates]*
Nature and purposes of the processing	*[Please be as specific as possible, but make sure that you cover all intended purposes.* *The nature of the processing means any operation such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction of data (whether or not by automated means) etc.* *The purpose might include: employment processing, statutory obligation, recruitment assessment etc.*
Type of Personal Data	*[Examples here include: name, address, date of birth, NI number, telephone number, pay, images, biometric data etc]*
Categories of Data Subject	*[Examples include: Staff (including volunteers, agents, and temporary workers), Councils/ clients, suppliers, patients, students / pupils, members of the public, users of a particular website et*

Plan for return and destruction of the data once the processing is complete UNLESS requirement under union or member state law to preserve that type of data	*[Describe how long the data will be retained for, how it be returned or destroyed]*

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BARNET LONDON BOROUGH

AGENDA ITEM 9

Children, Education and Safeguarding Committee

13 March 2019

Title	Educational Standards in Barnet 2017/18
Report of	Chairman of the Committee, Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	Appendix A: Summary of Educational Standards in Barnet, 2017/18
Officer Contact Details	Chris Munday, Strategic Director, Children and Young People Chris.Munday@Barnet.gov.uk Telephone: 0208 359 7099 Ian Harrison, Education and Skills Director, Barnet with Cambridge Education Ian.J.Harrison@Barnet.gov.uk Telephone: 0208 359 7943

Summary

Barnet is well known for the quality of its schools and the diversity of its educational offer. The quality of Barnet's schools is a significant contributory factor to making the borough a popular and desirable place to live and supports our strategic drive to be the most family friendly borough in London. This report provides information on validated results for 2017/18 assessments and national examinations, set out in Appendix A.

Recommendations

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

1 WHY THIS REPORT IS NEEDED

1.1 Appendix A provides validated results for the 2017/18 academic year for Barnet's state-maintained schools (including Academies and Free Schools) and comparisons with statistical neighbours, the national average, and the London average (where available). It provides information on the attainment (i.e. the standards reached) and the progress of pupils across all key stages. The appendix will be made available to schools and will be published on the council's website.

1.2 For some years, Barnet has been among the top performing local authority areas in the country in relation to the achievement of children and young people and the quality of our schools. Barnet's aspiration is to be among the top 10% of local authorities in relation to the quality of provision in its schools.

1.3 On 18th July 2017, the Children, Education, Libraries and Safeguarding Committee considered and approved a report entitled Education Strategy 2017–2020, which set out an education strategy for the Borough for the period 2017 to 2020. The Education Strategy sets out the shared ambition of the strategic partnership between the council, schools and Cambridge Education to achieve the best outcomes for children and young people in Barnet.

1.4 Results for the national examinations and assessments that took place across the early years, primary and secondary phases in summer 2018 have now been published. Barnet's secondary schools continue to perform very well and there have been improvements across early years and primary schools; with Barnet performing in the top quartile of local authorities for most indicators and in the top ten per cent on several measures.

1.5 Appendix A provides an analysis of school performance issues in Barnet based on the validated assessment and examination results. Headline results from this analysis include:

Good and outstanding schools

- The percentage of Good and Outstanding schools in Barnet is now 94.3% and is above National, Inner London and Outer London averages. The percentage of primary and secondary schools in Barnet rated Good or Outstanding is in the top 10% of the country.

- 95.1% of Barnet pupils attend a Good or Outstanding school and is above National, Inner London and Outer London averages. The percentage of pupils attending a Good or Outstanding school is in the top 10% of the country.

Attendance

- Primary attendance is now 96.1% and is above the national average, with Barnet's ranking having improved from 82nd in 2016 to 15th in 2018 (out of 152 LAs) thus placing Barnet in the top 10% of LAs. Secondary attendance is now 95.5%, ranked 7th nationally, and thus also in the top 10% of LAs.

Early years

- The percentage of children who achieved a Good Level of Development (GLD) in the Early Years Foundation Stage was above the national average and in line

with London and Statistical Neighbour averages in 2018, with Barnet's national ranking having increased from 87th in 2016 to 35th in 2018.

Primary

- Year 1 Phonics – attainment is in the top 10% nationally.

- In Key Stage 1 attainment at the expected standard is above the national average in all subjects and in the top 20% of LAs in reading, writing and mathematics, whilst being roughly in line with statistical neighbours and London averages.

- In Key Stage 2, attainment of the expected standard across Reading, Maths and Grammar, Punctuation and Spelling (GPS) was in the top 10% of LAs nationally. Attainment in Reading, Writing and Mathematics (RWM) combined was also in the top 10%, with Barnet now ranked 8th out of 152 LAs. Attainment in Writing was in the top 20% of LAs, with Barnet's ranking having improved to 21st from 100th in 2016.

- Progress of pupils between Key Stage 1 and Key Stage 2 in all subjects is significantly better than the national average. Barnet is in the top 10% of LAs in the country for Maths and Reading progress. It ranks 42nd for progress in Writing, but there remain issues around the validity of national comparisons because of inconsistencies in moderation of teacher assessments across the country.

- Attainment in Reading, Writing and Mathematics combined by disadvantaged KS2 pupils is now in the top 10% of LAs, with Barnet ranked 9th in the country. In 2016 the percentage of disadvantaged pupils reaching the expected standard in Reading Writing and Mathematics was 46%. In 2017, it had increased to 55%, an increase of 9 percentage points and in 2018 the proportion of Disadvantaged pupils reaching the expected standard in Reading, Writing and Maths increased by 7 percentage points to 62%.

- Barnet is performing better than the national and statistical neighbour averages in Reading Writing and Maths combined in all the ethnic pupil categories for the proportion of pupils reaching the expected standard.

- Attainment in Reading, Writing and Mathematics combined by KS2 pupils on SEN Support is strong, as is Progress by KS2 SEN Support pupils and pupils with Education, Health and Care Plans in Reading and Mathematics (Barnet ranks in the top 10% of LAs for all these measures).

- The attainment of pupils with SEN Support in Reading, Writing and Mathematics combined has improved steadily – with Barnet's rank rising from 18th in 2016 to 7th in 2017 and 1st in 2018 (out of 152 LAs).

Secondary

- End of Key Stage 4 GCSE attainment and progress are in the top 5% nationally (Attainment 8 and Progress 8) for all pupils and for disadvantaged pupils.

- Barnet's Attainment 8 rank has remained the same at 5th best Local Authority nationally.

- Barnet's Attainment 8 rank for disadvantaged pupils has increased from 10th to 5th best Local Authority.

- Barnet's Progress 8 rank was 3rd last year and this has risen to 2nd in 2018 behind only the Isles of Scilly who only have 14 eligible pupils, compared with Barnet's 3,438 pupils.

- Barnet's progress 8 score for disadvantaged pupils has increased from 0.07 in 2017 to 0.23 in 2018 and the rank has improved from 15th best Local Authority in 2017 to 4th best in 2018.

- The proportion of pupils who attained a 5 or above in English and Maths is in the top 5% of LAs nationally, as is the proportion of pupils who achieved the English Baccalaureate.

- The gap between Barnet's disadvantaged pupils and non-disadvantaged pupils nationally at Attainment 8 is the 5th smallest in the country. With Progress 8, there is now a positive gap between Barnet's disadvantaged pupils and non-disadvantaged pupils nationally: Instead of performing less well than non-disadvantaged pupils nationally, Barnet disadvantaged pupils are now performing better than non-disadvantaged pupils nationally. Barnet rank on this gap measure has improved from 15th in 2017 to 4th best Local Authority in 2018.

- At secondary level in Attainment 8 and Progress 8 all ethnic groups are in the top 10% other than 'All Black pupils', who are above the national average but well short of the top 10%.

- On all measures at KS4, Barnet pupils on SEN Support are among the top 10% nationally.

- End of Key Stage 5 'A Level' attainment is in the top 5% nationally on all key measures, except in the vocational qualification groups of technical qualifications or applied general qualifications.

1.6 The report identifies a number of areas for development, which reflect the key priorities in the Education Strategy approved by the Children, Education, Libraries and Safeguarding Committee in July 2017. The following areas have been identified as priorities for 2018-19 by the School Standards Partnership Board:

Primary Attendance

- Having now improved to a national ranking of 15th, from 98th two years previously, a key priority is to consolidate this improved performance. In particular, there is still a need to reduce levels of authorised absence in Primary schools, which remains at the national average and higher than the London average.

Early Years

- Barnet's national ranking for the percentage of pupils achieving a Good Level of Development (GLD) in the Early Years Foundation Stage (EYFS) was 35th in 2018, which is below the top 10% of LAs and thus remains a priority. The percentage of girls achieving a GLD was above national, London and Statistical Neighbours and was ranked 26th. However, the percentage of boys achieving a GLD, although above national, was below London and Statistical Neighbours and was ranked 72nd. Therefore, raising attainment of boys at EYFS is a priority.

Key Stage 1 Achievement

- KS1 relative attainment (ranking), although significantly improved in 2018, remains below the top 10% of LAs for all KS1 subjects. Science is ranked the lowest (51st) for the proportion of pupils achieving at least the expected standard, then Writing (25th), then Maths (23rd) with the best relative attainment being in Reading (17th).

KS2 Writing

- Despite attainment in 2018 being above the national and statistical neighbour averages, our ranking, although improved from 2017 is still 25th. Although it is clear that there are inconsistencies nationally with teacher assessment of writing, we still need to maintain a focus on this subject in order to continue to improve Barnet's ranking.

Disadvantaged and vulnerable pupils

- Achievement of Disadvantaged Pupils and other Vulnerable Groups (including pupils with SEND, Children in Need, and Black pupils) remains a priority for improvement to eliminate differences in the performance of particular groups of pupils. The aim is to maintain or improve on the current high levels of performance of SEND pupils relative to other LAs. Work is taking place to match datasets across education and social care for 'children in need' in order to facilitate tracking of this group of children and to plan improved interventions, where necessary. The 'All Black' category of pupils achieves above the national average in both primary and secondary schools but is still outside the top 20% and so remains a priority.

Looked After Children

- Comparative data from 2018 is not published until May. The 2017 data showed an improvement on recent years. At KS2 attainment is above the national figures for Looked After Children in all subjects. Progress between KS1 and KS2 was strong in Maths (ranked 10th) but lower in Reading (ranked 81st) and Writing (ranked 94th). At secondary level (KS4) Progress 8 was ranked 42nd and Attainment 8 was 83rd. Attendance of Looked After Children is also a key priority. It needs to be recognised that, due to the small number of LAC in each year group, results fluctuate year on year.

Transition

- Transition between all Key Stages remains a priority with a working group of officers and headteachers focussing on transition between key stages.

Recruitment

- Recruiting and retaining good quality teachers and school leaders is a challenge for schools across Barnet. The Recruitment and Retention Working party is working to address these challenges.

Progress and Progression Pathways of low attaining pupils across all key stages

- The priority is to ensure that sufficient high quality learning opportunities exist for children and young people to succeed across a range of skills and abilities. A particular area of concern are the choices for young people moving from Key Stage 4 (GCSEs) to Key Stage 5 (sixth-form or college) who would benefit from

vocational or technical courses of study and young people with special educational needs and disabilities.

Safeguarding

- Schools and the Education and Skills service continue to support the implementation of Barnet Children's Services Improvement Plan following the Inadequate judgement by Ofsted in July 2017. All schools inspected by Ofsted during in the last two school years and this year to date have been judged to have effective arrangements in place for safeguarding.

Wider Curriculum

- A key priority this year to support the delivery of a broad and balanced curriculum which provides a wide range of opportunities for pupils to learn and helps pupils acquire knowledge, understanding and skills in all aspects of their education, including the humanities and linguistic, mathematical, scientific, technical, social, physical and artistic learning. This approach is recognised as important in ensuring all pupils make good progress through their school life.

Positive behaviour for learning

- The above priorities are underpinned by:
  - A curriculum that contributes well to pupils' behaviour and welfare, including their physical, mental and personal well-being, safety and spiritual, moral, social and cultural development.
  - School leaders who take effective steps to secure good behaviour from pupils and a consistent approach to discipline. This in turn helps to minimise the need for exclusions.

  It is recognised that schools are having to manage pupils with more complex behaviour challenges. School Improvement staff work closely with colleagues from the SEND and Inclusion Teams to offer support to schools in managing more complex behaviour.

1.7 The report also shows performance against a number of performance indicators. All targets have been met or nearly met except:

- Primary pupils' average progress in English Writing – as indicated above, there remain inconsistencies nationally with teacher assessment of writing, which casts doubt on the validity of national rankings.

2 REASONS FOR RECOMMENDATIONS

2.1 National assessments and examinations are used to report on and monitor schools' performance. Data available in the public domain provides an opportunity for benchmarking Barnet's performance, celebrating successes and identifying areas for improvement to ensure Barnet's schools remain popular and successful.

3 ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

3.1 None.

4   POST DECISION IMPLEMENTATION

4.1   Data will be shared with schools. Appendix A will be published on the council's website and available for parents and residents. The analysis will be used to continue to raise standards across Barnet schools, maximising the impact of Barnet's school improvement approach.

4.2   The council's strategy for continuing to deliver high standards in Barnet schools is set out in the Education Strategy 2017-2020, which was approved by the Children, Education, Libraries and Safeguarding Committee in July 2017.   Officers will continue to work with schools to implement the strategy, with oversight of its delivery led by the School Standards Partnership Board, which includes representatives of the council, Cambridge Education and schools.

5   IMPLICATIONS OF DECISION

5.1   **Corporate Priorities and Performance**
The quality of the education offer is at the heart of Barnet's continuing success as a place where people want to live, work and study. It plays a crucial part in making Barnet family friendly, with many families attracted to the area by the good reputation of Barnet's schools. Excellent educational outcomes and ensuring children and young people are equipped to meet the needs of employers are key to deliver the Council's vision set out in its Corporate Plan 2015-20 for:
- Barnet's schools to be amongst the best in the country, with enough places for all, and with all children achieving the best they can
- Barnet's children and young people to receive a great start in life and
- For there to be a broad offer of skills and employment programmes for all ages.

5.2   **Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**
The work to drive the delivery of the council's contribution to the Education Strategy is delivered from within existing resources of the Education and Skills service, which is delivered in partnership with Cambridge Education.
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5.3   **Legal and Constitutional References**

5.3.1 Article 7 - Committees, Forums, Working Groups and Partnerships of the council's constitution states that the committee has responsibility for all matters relating to children, schools, education and safeguarding.

5.3.2 Section 13 of the Education Act 1996 place a duty on local authorities to secure efficient primary, secondary and further education are available to meet the needs of the population of their area. Section 13A requires local authorities to ensure that their functions are exercised with a view of promoting high standards, ensuring fair access to opportunity for education and training and promoting fulfilment of learning potential for children and young people in its area. Section 14 requires local authorities to secure sufficient schools and sufficient is defined by reference to number, character and equipment to provide appropriate education based on age, ability and aptitude, as well as ensuring diversity of provision. These duties are

overarching duties and apply regardless of whether schools are maintained by the local authority or independent of local authority support.

5.3.3 Part 4 of the Education and Inspections Act 2006 contains powers and duties in relation to schools causing concern. The powers of intervention apply in relation to maintained schools only. For Academy schools, local authorities should raise any concerns with the Department for Education. Section 72 of this Act requires local authorities to have regard to Government guidance when exercising its functions under Part 4. The latest guidance, Schools Causing Concern, published in November 2018, confirms that local authorities and the Regional Schools Commissioners should work with school leaders to drive school improvement and that data should be used to start a discussion in order to give schools the support they need. The guidance emphasises the local authority role as champions of high standards of education across their schools, including the following:

- Understand the performance of maintained schools in their area, using data as a starting point to identify any that are underperforming, while working with them to explore ways to support progress;

- Work closely with the relevant RSC and other local partners to ensure schools receive the support they need to improve;

- Where underperformance has been recognised in a maintained school, proactively work with the relevant RSC, combining local and regional expertise to ensure the right approach, including sending warning notices and using intervention powers where this will improve leadership and standards; and

- Encourage good and outstanding maintained schools to: take responsibility for their own improvement; support other schools; and enable other schools to access the support they need to improve.

5.3.4 In relation to academies, local authorities should raise any concerns directly with the RSC.

5.4 **Risk Management**
None.

5.5 **Equalities and Diversity**
The Council has a duty contained in section 149 of the Equality Act to have due regard to the need to:

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are:
- age
- disability;
- gender reassignment;
- pregnancy and maternity;

- race;
- religion or belief;
- sex;
- sexual orientation.

The broad purpose of this duty is to integrate considerations of equality into day to day business and to keep them under review in decision making, the design of policies and the delivery of services. School improvement monitoring, supporting and challenging arrangements ensure that the quality of education in Barnet is maintained and improved. Outcomes for all groups of children and young people are monitored including children with special educational needs and disabilities and disadvantaged children (those in receipt of free school meals and children looked after).

Following the analysis of the 2017 results, the School Standards Partnership Board added the achievement of Black Caribbean pupils as a specific priority area. The BPSI Spring Conference in 2018 was focused on raising the achievement of Black Caribbean pupils and those with EAL (English as an Additional Language). Following the analysis of the 2018 results, the School Standards Partnership Board added the achievement of boys at Early Years as a specific priority area and BPSI are running specific training on this area. In addition, SEND pupils were added as a specified vulnerable group in the priorities to ensure a continued focus on their achievement. Barnet's Children and Young People Plan and the Education Strategy 2017-2020 both have a strong focus on improving outcomes for disadvantaged groups of children and young people.

5.6 **Corporate Parenting Principles**
Appendix A includes details of attainment and progress of looked after children. Improving the outcomes for looked after children is one of the key priorities in the council's Education Strategy and in the Children and Young People Plan.

5.7 **Consultation and Engagement**
The Education Strategy 2017-2020 was developed by the strategic partnership between the council, Cambridge Education and schools. It was subject to consultation with all headteachers and chairs of governors.

6 BACKGROUND PAPERS

Children, Education, Libraries and Safeguarding Committee, 18th July 2017 – Education Strategy 2017-2020
https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MId=8692&Ver=4

Appendix A: Summary of Educational Standards in Barnet, 2017/18

Contents

Background

Barnet is well known for the excellent quality of its schools and the diversity of its educational offer. These are at the heart of Barnet's vision to be Family Friendly and its continuing success as a desirable place where people want to live, work and study. Excellent educational outcomes and ensuring children and young people are resilient and equipped to meet the needs of employers are vital to Barnet's future success.

Our strategic vision for education in Barnet is:
Resilient schools – resilient communities: We want Barnet to be the most successful place for high quality education where excellent school standards result in all children achieving their best, being safe and happy and able to progress to become successful adults.

In order to achieve this, our mission is to ensure:
- Every child attends a **good or outstanding school**, as judged by Ofsted.
- The attainment and progress of children in Barnet schools is **within the top 10%** nationally.
- There is accelerating progress of the most disadvantaged and vulnerable pupils in order to **close the gap** between them and their peers.

Summary

Based on Barnet's strategic vision, indicators have been colour coded based on Barnet's achievement compared to other Local Authorities (LAs) nationally using the following system:

Colour Coding (National Ranking out of 152 LAs)

	Within top 10% of LAs
	Within top 20% of LAs
	In bottom 50% of LAs

Strengths

Arising from the attainment data
- Attainment at the end of Early Years Foundation Stage above national
- Year 1 Phonics – attainment in top 10% nationally
- End of Key Stage 2 (KS2) attainment in Reading, Writing and Maths combined – in top 10% nationally
- End of KS2 attainment is above national at all measures in all subjects
- Progress between Key Stage 1 (KS1) and KS2 in all subjects – significantly better than national with the average progress in Reading, Writing and Maths combined being in the top 10% nationally
- End of Key Stage 4 (KS4) GCSE attainment and progress – in top 5% nationally (Including Progress 8 and Attainment 8)
- End of Key Stage 5 (KS5) A Level attainment – in top 5% nationally
- Attainment in Reading, Writing and Mathematics combined by KS2 pupils on SEN Support and Progress by KS2 'SEN Support' pupils and pupils with Education, Health and Care Plans in Reading and Mathematics.

Other particular strengths
- Percentage of Good and Outstanding schools above National, Inner London and Outer London
- Over 95% of pupils attending a Good or Outstanding school
- Positive and productive relationship with schools
- Knowing our schools well.
- Accurate identification of vulnerable schools.

- Strong track record of supporting Schools Causing Concern to make the necessary improvements
- High expectations and aspirations for schools in Barnet
- Thriving and popular school improvement traded service (BPSI)
- Successful NQT Induction programme
- Robust procedures for monitoring, challenging and supporting schools (see School Improvement Strategy 2017-20, Part B – Monitoring, Challenge and Support including Schools Causing Concern Policy)

Areas for Development - School Standards Partnership Board Priorities

Based on available provisional education performance data, the following areas have been identified as a priority for improvement by the School Standards Partnership Board:

- **Primary Attendance**

Having now improved to a national ranking of 15th, from 98th two years previously, a key priority is to consolidate this improved performance. In particular, there is still a need to reduce levels of authorised absence in Primary schools, which remains at the national average and higher than the London average.

- **Early Years**

Barnet's national ranking for the percentage of pupils achieving a Good Level of Development in the EY Foundation Stage was 35th in 2018, which is below the top 10% of LAs and thus remains a priority. The percentage of girls achieving a GLD was above national, London and Statistical Neighbours and was ranked 26th. However, the percentage of boys achieving a GLD, although above national, was below London and Statistical Neighbours and was ranked 72nd. Therefore raising attainment of boys at EYFS is a priority.

- **Key Stage 1 Achievement**

KS1 relative attainment (ranking), although significantly improved in 2018, remains below the top 10% of LAs for all KS1 subjects. Science is ranked the lowest (51st) for the proportion of pupils achieving at least the expected standard, then Writing (25th), then Maths (23rd) with the best relative attainment being in Reading (17th).

- **KS2 Writing**

Despite attainment in 2018 being above the national and statistical neighbour averages, our ranking, although improved from 2017 is still 25th. Although it is clear that there are inconsistencies nationally with teacher assessment of writing, we still need to maintain a focus on this subject in order to continue to improve Barnet's ranking.

- **Achievement of Disadvantaged Pupils and other Vulnerable Groups (including pupils with SEND, Children in Need and Black Caribbean)**

Achievement of Disadvantaged Pupils and other Vulnerable Groups (including pupils with SEND, Children in Need, and Black pupils) remains a priority for improvement to eliminate differences in the performance of particular groups of pupils. The aim is to maintain or improve on the current high levels of performance of SEND pupils relative to other LAs. Work is taking place to match datasets across education and social care for 'children in need' in order to facilitate tracking of this group of children and to plan improved interventions, where necessary. The 'All Black' category of pupils achieves above the national average in both primary and secondary schools but is still outside the top 20% and so remains a priority.

- **Looked After Children**

Comparative data from 2018 is not published until May 2019. The 2017 data showed an improvement on recent years. At KS2 attainment is above national Looked After Children (LAC) in all subjects. Progress between KS1 and KS2 was strong in Maths (ranked 10th) but lower in Reading (ranked 81st) and Writing (ranked 94th). In Secondary School Progress 8 was ranked 42nd and Attainment 8 was 83rd. Attendance of LAC is also a key priority. We also provide advice and information for previously looked after children who are now adopted or permanently placed.

- **Transition**

Transition between all Key Stages remains a priority with a working group of officers and headteachers focussing on transition between key stages.

- **Recruitment**

Recruiting and retaining good quality teachers and school leaders is a challenge for schools across Barnet. The Recruitment and Retention Working party is working to address these challenges.

- **Progress and Progression Pathways of low attaining pupils across all key stages**

The priority is to ensure that sufficient high quality learning opportunities exist for children and young people to succeed across a range of skills and abilities. A particular area of concern is the choices for young people moving from Key Stage 4 (GCSEs) to Key Stage 5 (sixth-form or college) who would benefit from vocational or technical courses of study and young people with special educational needs and disabilities.

- **Safeguarding**

Schools and the Education and Skills service continue to support the implementation of Barnet Children's Services Improvement Plan following the Inadequate judgement by Ofsted in July 2017.

- **Wider Curriculum**

A key priority this year to support the delivery of a broad and balanced curriculum which provides a wide range of opportunities for pupils to learn and helps pupils acquire knowledge, understanding and skills in all aspects of their education, including the humanities and linguistic, mathematical, scientific, technical, social, physical and artistic learning. This approach is recognised as important in ensuring all pupils make good progress through their school life.

- **Positive behaviour for learning**

The above priorities are underpinned by:

- A curriculum that contributes well to pupils' behaviour and welfare, including their physical, mental and personal well-being, safety and spiritual, moral, social and cultural development.
- School leaders who take effective steps to secure good behaviour from pupils and a consistent approach to discipline. This in turn helps to minimise the need for exclusions.

It is recognised that schools are having to manage pupils with more complex behaviour challenges. School Improvement staff work closely with colleagues from the SEND and Inclusion Teams to offer support to schools in managing more complex behaviour.

Quality of Schools

In the 2017-18 school year 93.7% of Barnet schools were good or outstanding.

A summary of the current position for primary and secondary schools (February 2019) is provided below and shows that the proportion of schools that are Good or Outstanding is above the national average, and either above or in line with the London averages.

Ofsted has recently changed its reporting methodology to include academies that were graded RI or Inadequate prior to academisation. Previously they were omitted as they were considered a new school. This has partly impacted on the proportion of good and outstanding schools nationally and in Barnet; however, Barnet is still performing better than its comparator LAs.

Good or outstanding schools

	Percentage of Schools		
	Primary	Secondary	Primary and Secondary
Barnet	93.3	95.7	93.8
Inner London	94.8	86.6	93.2
Outer London	91.3	86.9	90.4
England	86.9	75.5	85

All Barnet special schools and pupil referral units (PRUs) are rated Good or Outstanding by Ofsted. All four Nursery Schools in Barnet are rated Outstanding by Ofsted. The proportion of all Barnet schools that are currently good or outstanding is 94.3%. The percentage of primary and secondary schools in Barnet rated Good or Outstanding is in the top 10% of the country.

95.1% of pupils in Barnet schools attend a good or outstanding school.

School Attendance

This data reports on absence of pupils of compulsory school age in state-funded primary and secondary schools during the first two terms of the school year 2017 to 2018; it is therefore not a full academic year.

Primary Absence

2018 figures below are from the two-term attendance SFR published by the DfE (Autumn Term 2017 and Spring Term 2018) and based on this Barnet is now in the top 10 % of Local authorities nationally for both primary and secondary phases. A working group of officers and headteachers developed a range of strategies to raise the profile of attendance and share good school practice to establish whole school approaches to raising attendance. This has had a significant impact.

	2013	2014	2015	2016	2017	2018
Barnet	4.8	4.1	4.1	4.1	3.8	3.9
London	4.5	3.9	4.1	4.1	4.0	4.1
Statistical Neighbours	4.5	3.9	4.1	4.0	3.95	4.1
England	4.7	3.9	4.0	4.0	4.0	4.2
Barnet Rank	90th	107th	79th	82nd	19th	15th

Secondary Absence

Overall absence in secondary schools is ranked in the top 10% of local authorities (LAs) nationally.

	2013	2014	2015	2016	2017	2018
Barnet	5.3	4.7	4.9	4.9	4.6	4.5
London	5.2	4.8	4.9	4.9	4.8	4.9
Statistical Neighbours	5.3	4.9	5.0	4.9	4.7	4.8
England	5.9	5.2	5.3	5.2	5.2	5.4
Barnet Rank	25th	16th	24th	29th	18th	7th

Early Years Foundation Stage

The Early Years Foundation Stage (EYFS) sets the standards that all early years providers must meet to ensure that children learn and develop well and are kept healthy and safe. It promotes teaching and learning to ensure children's 'school readiness' and gives children the broad range of knowledge and skills that provide the right foundation for good future progress through school and life.

Children achieving a good level of development are those achieving at least the expected level within the following areas of learning: communication and language; physical development; personal, social and emotional development; literacy; and mathematics.

Good Level of Development (%)

Attainment at the end of the Early Years Foundation Stage is above the National average. The percentage increase for Barnet (0.8%) was in line with the comparators listed below, bringing Barnet in line with the London and Statistical Neighbour averages.

	2013	2014	2015	2016	2017	2018
Barnet	59.5	65.4	68.1	68.9	73.2	74
London	52.8	62.2	68.1	71.2	73.0	73.8
Statistical Neighbours	50.3	61.6	67.9	71.5	73.0	73.7
England	51.7	60.4	66.3	69.3	70.7	71.5
Barnet Rank					39th	35th

Average Total Point Score

The average total point score across all learning areas is in line with the National and London Averages, but below the average for statistical neighbours.

	2013	2014	2015	2016	2017	2018
Barnet	34.1	35.1	35.0	34.7	35.0	34.7
London	32.8	33.9	34.5	34.7	34.8	34.9
Statistical Neighbours	32.8	34.1	34.8	35.1	35.3	35.4
England	32.8	33.8	34.3	34.5	34.5	34.6
Barnet Rank					43rd	60th

Good Level of Development (%) - FSM Pupils (Non-FSM in brackets)

Attainment of pupils eligible for free school meals (FSM) is above the national average and the statistical neighbour average, but below London.

	2013	2014	2015	2016	2017	2018
Barnet	46 (62)	53 (68)	57 (70)	56 (72)	62 (75)	63 (76)
London	43 (56)	52 (65)	59 (70)	61 (73)	64 (75)	64 (75)
Statistical Neighbours	36.3 (52.8)	47.2 (63.9)	52.7 (69.7)	58.1 (72.9)	60.6 (74.4)	61.2 (75)
England	36 (55)	45 (64)	51 (69)	54 (72)	56 (73)	57 (74)
Barnet Rank					20th	27th

Year 1 Phonics

The Phonics screening check is a statutory assessment for all pupils in year 1 (typically aged 6) to check whether they have reached the expected standard in phonic decoding. All state-funded schools with a year 1 cohort must administer the check. Those pupils who did not meet the standard in year 1 or who were not tested, must be re-checked at the end of year 2 (typically aged 7).

Year 1 Phonics (% Working at)

Barnet's attainment in Phonics is above London, statistical neighbours and the national average in 2018 and is within the top 10% of Local Authorities in the country.

	2012	2013	2014	2015	2016	2017	2018
Barnet	64.0	72.0	76.0	80.0	81.0	85	86
London	60.0	72.0	77.0	80.0	83.0	84	85
Statistical Neighbours	59.0	71.0	76.9	78.4	82.4	83.5	85.4
England	58.0	69.0	74.0	77.0	81.0	81	82
Barnet Rank						10th	9th

Year 1 Phonics (% Working at) - FSM Pupils

Barnet's attainment in Phonics for FSM pupils is above the National, London and Statistical Neighbour Averages in 2018. Barnet is in the top 10% for this measure.

	2012	2013	2014	2015	2016	2017	2018
Barnet	49.0	61.0	66.0	69.0	72.0	76	79
London	50.0	63.0	69.0	72.0	75.0	75.0	77
Statistical Neighbours	44.2	57.3	64.6	67.3	70.3	71.8	74.7
England	44.0	56.0	61.0	65.0	69.0	68	70
Barnet Rank						12th	7th

Key Stage 1

Children are assessed at the end of KS1. They are judged as to whether they have reached the expected standard in Reading, Writing, Mathematics and Science and the higher standard (greater depth) in Reading, Writing and Mathematics.

Attainment – All Pupils

Attainment at the expected standard is above the national average in all subjects and in the top 20% of local authorities (LAs) in reading, writing and mathematics, whilst being roughly in line with statistical neighbours and London averages. The proportion of pupils reaching the higher standard in reading and writing is in line with the national average and above the national average and in the top 20% of LAs in mathematics.

	Percentage reaching the expected standard				Percentage reaching the higher standard		
	Reading	Writing	Mathematics	Science	Reading	Writing	Mathematics
Barnet	**79**	**73**	**79**	**84**	**27**	**16**	**25**
London	**78**	**73**	**79**	**84**	**28**	**19**	**25**
Statistical Neighbours	**78.3**	**72.4**	**78.8**	**84.4**	**30**	**19**	**26.4**
England	**75**	**70**	**76**	**83**	**26**	**16**	**22**
Barnet Rank	17th	25th	23rd	47th	42nd	59th	29th

Attainment – FSM Pupils (Expected Standard)

Attainment of pupils eligible for free school meals (FSM) is above the national average in all subjects and in the top 10% of LAs in science, and in the top 20% of LAs in reading, writing and maths.

	Reading	Writing	Mathematics	Science
Barnet	**67 (80)**	**58 (73)**	**65 (79)**	**76 (85)**
London	**61 (78)**	**60 (74)**	**67 (80)**	**75 (85)**
Statistical Neighbours	**63.8 (78)**	**53.1 (70.9)**	**61.9 (77.6)**	**72.2 (84.9)**
England	**61 (80)**	**52 (71)**	**60 (78)**	**69 (84)**
Barnet Rank	16th	23rd	23rd	8th

Key Stage 2

2018 is the third year where results of key stage 2 assessments are no longer reported as levels: pupils are judged to have reached the expected standard if they have scored a scaled score of 100 or above. A pupil's scaled score is based on their raw score. The raw score is the total number of marks a pupil scores in a test, based on the number of questions they answered correctly.[1]

The 'progress' scores aim to capture the progress that pupils make from the end of key stage 1 to the end of primary school. Any amount of progress a pupil makes contributes towards a school's progress score. Progress scores are calculated for each of reading, writing and mathematics. They are not combined. They are a type of value added measure, which means that pupils' results are compared to the actual achievements of other pupils nationally with similar prior attainment.

Attainment of the expected standard – All Pupils

In 2018, attainment of the expected standard across Reading, Maths and Grammar, Punctuation and Spelling (GPS) was in the top 10% of LAs nationally. Attainment in reading, writing and mathematics (RWM) combined was also in the top 10%.

Writing attainment was above the national average, in the top 20% of LAs nationally and in line with statistical neighbours. There has been national recognition that due to the implementation of the new Interim Teacher Assessment frameworks, used for the first time in 2016, there is variability both in how schools interpreted the demands of the interim framework, and the way in which different LAs approached moderation. Ofsted's November 2016 School Inspection Update recognised this and advised that "Inspectors should interpret 2016 Key Stage 2 writing performance carefully, given that this is the first year of teacher assessment using a new curriculum and against the new interim framework." and that "No single measure or indicator, such as writing progress or attainment, should determine judgements. No judgement should be based on only one year's outcomes."

	% EXS+ GPS	% EXS+ Maths	% EXS+ Reading	% EXS+ Writing	% EXS Science	% EXS+ RWM
Barnet %	85.0	83	82	82	87	73
London %	83	81	79	82	85	70
Statistical Neighbours %	83	79.9	78.8	81.2	85.8	68.9
England %	78	76	75	78	82	64
Barnet Rank	10th	8th	6th	21st	12th	8th

Note: EXS+ means 'Attained the Expected Standard'

Attainment of the high standard – All Pupils

Attainment of the high standard in GPS, reading and maths was in the top 10% of LAs nationally and above the national, London and statistical neighbour averages. Attainment of the high standard in RWM combined was in the top 20%. Writing was in line with the national average.

	% High GPS	% High Maths	% High Reading	% GDS Writing	% High/GDS RWM
Barnet	47	32	35	20	12
London	44	31	31	24	13
Statistical Neighbours	44.2	31.2	32.2	23.9	13.7
England	34	24	28	20	10
Barnet Rank	8th	11th	13th	74th	30th

[1] https://www.gov.uk/guidance/scaled-scores-at-key-stage-2#what-is-a-scaled-score

Average Scaled Score (SS)

The average scaled score is calculated as the mean scaled score of all pupils awarded a scaled score. Pupils who did not take the test or took the test but did not receive a scaled score are excluded. The 'expected' standard is equal to a scaled score of 100. The average scaled score of pupils in Barnet is in the top 10% of LAs nationally in all subjects.

	Ave SS GPS	Ave SS Maths	Ave SS Reading
Barnet	**109 (108)**	**106 (106)**	**107 (106)**
London	**108 (108)**	**106 (106)**	**106 (105)**
Statistical Neighbours	**108 (107.7)**	**105.8 (105.8)**	**105.9 (104.9)**
England	**106 (106)**	**104 (104)**	**105 (104)**
Barnet Rank	8th	9th	3rd

Barnet's rank for average scaled score for reading has increased between 2017 and 2018 from 8th to 3rd; additionally, the average scaled score has increased from 106 to 107. The rank for the average scaled score for GPS has increased between 2017 and 2018 from 8th to 6th. The scaled score has also increased from 108 to 109. The rank for the average scaled score of Maths has remained the same at 9th between 2017 and 2018. The average scaled score has also remained the same at 106.

Average Progress Score

Progress scores are presented as positive or negative numbers either side of zero. A score of zero means that pupils in a school (or group) made the same progress as those with similar prior attainment nationally; a positive score means that they made more progress than those with similar prior attainment; a negative score means they made less progress than pupils with similar starting points nationally.

The average progress made by all pupils across Barnet was above the national, London and statistical neighbour averages in maths and reading, and in line with statistical neighbours in writing. Barnet is in the top 10% of LA's in the country for Maths and Reading progress. This has not yet been achieved for Writing, but there remain issues around the validity of national comparisons because of inconsistencies in moderation of teacher assessments across the country. Nonetheless improving KS2 Writing remains a target and both Barnet's progress score for the measure and its ranking have improved over the past three years. (2016 progress score was 0.3 and the rank was 71st; in 2017 this improved to 0.4 and 54th; it improved again in 2018 to 0.6 and a rank of 42nd).

	Maths Progress	Reading Progress	Writing Progress
Barnet	**1.8 (2.0)**	**1.8 (1.7)**	**0.6 (0.4)**
London	**1.3 (1.6)**	**0.8 (0.8)**	**0.8 (1.0)**
Statistical Neighbours	**0.96 (1.19)**	**0.5 (0.59)**	**0.42 (0.46)**
England	**0.0**	**0.0**	**0.0**
Barnet Rank	8th	2nd	42nd

Attainment of the Expected Standard – Disadvantaged Pupils

The attainment of disadvantaged pupils (those eligible for free school meals at any point in the past 6 years and/or children looked after) is in the top 20% of LAs for maths, GPS and reading and in the top 10% for Reading, Writing and Mathematics combined. The target is for Barnet to be within the top 10% of local authorities nationally (i.e. 15th or above) for Reading, Writing and Mathematics combined. Barnet is ranked 9th, well within the top 10% of Local Authorities in the country. In 2016 the percentage of disadvantaged pupils reaching the expected standard in Reading Writing and Mathematics was 46%. In 2017, it had increased to 55%, an increase of 9 percentage points and in 2018 the proportion of Disadvantaged pupils reaching the expected standard in Reading, Writing and Maths increased by 7 percentage points to 62%.

	% EXS+ GPS	% EXS+ Maths	% EXS+ Reading	% EXS+ Writing	% EXS+ RWM
Barnet	**76.3 (90)**	**72.3 (88)**	**68 (84)**	**69 (84)**	**62 (78)**
London	**76.6 (87)**	**73.3 (86)**	**68.1 (80)**	**74.4 (85)**	**60 (76)**
Statistical Neighbours	**73.7 (87)**	**69.5 (85)**	**65.8 (80)**	**70.1 (84)**	**53.9(74.7)**
England	**66.7 (83)**	**63.5 (81)**	**60.1 (78)**	**65.9 (82)**	**51 (71)**
Barnet Rank	16th	20th	19th	44th	9th

Progress scores for Disadvantaged pupils

	Maths Progress	Reading Progress	Writing Progress
Barnet	**1.4**	**1.20**	**0.40**
London	**0.9**	**0.20**	**0.8**
England	**-0.6**	**-0.60**	**-0.40**
Barnet Rank	7th	7th	30th

Diminishing the difference

The aim for schools in Barnet is to diminish the difference between disadvantaged pupils and their peers nationally (non-disadvantaged pupils) in terms of attainment. In 2016 this attainment gap in Barnet was 15 percentage points; in 2017 this gap reduced to 13 percentage points. The gap reduced further in 2018 to 9 percentage points, Barents proportion of disadvantaged pupils reaching the expected standard in Reading, Writing and Maths has increased at a greater rate than non-disadvantage pupils nationally between 2016 and 2018.

	% of Disadvantaged pupils in Barnet reaching the expected standard in Reading, Writing and Maths	National Other	Difference
2018	62	71	-9
2017	55	68	-13
2016	46	61	- 15

Attainment of the Expected Standard – by Ethnicity

The table below shows the percentage of pupils reaching the expected standard in Reading, Writing and Mathematics combined, by ethnicity. The proportion of pupils reaching the expected standard has increased in Barnet between 2017 and 2018 for all ethnic groups. Barnet is performing better than the national and statistical neighbour averages in Reading Writing and Maths combined in all the ethnic pupil categories for the proportion of pupils reaching the expected standard. Barnet is performing above London for the proportion of White pupils, Asian Pupils and Chinese pupils reaching the expected standard in Reading Writing and Maths. The proportion of mixed pupils and black pupils reaching the expected standard in Reading, Writing and Maths increased, but their attainment remains outside to top 20% of LAs nationally.

	All White Pupils RWM	All Mixed Pupils RWM	All Asian Pupils RWM	All Black Pupils RWM	All Chinese Pupils RWM
Barnet	75 (71)	70 (69)	79 (73)	66 (61)	91 (89)
London	70 (68)	71 (68)	75 (71)	66 (63)	83 (81)
Statistical Neighbours	67.4 (64.9)	69.7 (66.7)	76.2 (72.2)	62.6 (62)	83.6 (85.2)
England	64 (61)	66 (63)	69 (64)	64 (61)	82 (78)
Barnet Rank	7th	41st	21st	46th	36th

Data in Brackets 2017

Attainment of the expected standard – SEN (Special Educational Needs) in Reading, Writing and Mathematics

SEN pupils are categorised as 'SEN with an Education, Health and Care Plan' (EHCP) or 'SEN Support'.

The attainment of pupils with SEN Support in Reading, Writing and Mathematics combined has improved steadily – with Barnet's rank rising from 18th in 2016 to 7th in 2017 and 1st in 2018 (out of 152 LAs).

The performance of EHC Plan pupils in Barnet at KS2 has also improved in 2018. There has been an increase in the percentage of this cohort reaching the expected standard and the ranking, but it should be noted that there tends to be a lot of variability between years due to the small size of the cohort of pupils, which makes it very difficult to compare accurately between years. In 2018, 129 pupils had an EHC plan; a handful of pupils can dramatically alter the percentage reaching the expected standard.

% of Pupils with SEN Support Reaching the Expected Standard in Reading, Writing and Mathematics

	2016 RWM	2017 RWM	2018 RWM
Barnet	23	34	41
London	24	29	33
Statistical Neighbours	20	20	29.2
England	16	21	24
Barnet Rank	18th	7th	1st

Progress Score for SEN Support Pupils

	Maths Progress	Reading Progress	Writing Progress
Barnet	**0.8 (1.2)**	**1.3 (1.4)**	**-0.5 (-1.0)**
London	**0.2 (0.4)**	**0.1 (0.1)**	**-0.7 (-0.6)**
Statistical Neighbours	**-0.3 (-0.07)**	**-0.39 (-0.37)**	**-1.2 (-1.59)**
England	**-1.0 (-1.1)**	**-1.0 (-1.2)**	**-1.8 (-2.2)**
Barnet Rank	14th	7th	24th

*Progress score in brackets relate to 2017 data.

Barnet's rank has improved in Reading and Barnet remains in the top 10% of LAs in the country. Barnet's rank for Writing improved in 2018 from 36th to 24th, while the Maths ranking decreased from 11th to 14th, still within the top 10% of LAs nationally. There has been a small decrease in the progress score for Maths, although it is still better than all comparators; only the national average increased from 2017 to 2018, but Barnet is still performing better than the national average.

Attainment of pupils with EHC Plan

	2016 RWM	2017 RWM	2018 RWM
Barnet	**10**	**8**	**16**
London	**9**	**8**	**10**
Statistical Neighbours	**10.4**	**10.1**	**11.3**
England	**7**	**8**	**9**
Barnet Rank	21st	60th	7th

Progress Score for Pupils with EHC Plan

	Maths Progress	Reading Progress	Writing Progress
Barnet	**-2.0 (-2.5)**	**-2.3 (-3.0)**	**-1.7 (-3.2)**
London	**-2.4 (-2.6)**	**-2.8 (-2.8)**	**-2.9 (-3.0)**
Statistical Neighbours	**-2.39 (-3.14)**	**-2.7 (-3.48)**	**-3.16 (-3.63)**
England	**-3.8 (-4.1)**	**-3.8 (-3.7)**	**-4.1 (-4.3)**
Barnet Rank	21st	25th	14th

The average progress score for pupils with an EHC Plan in Reading has improved between 2017 and 2018, but the rank has decreased from 9th to 25th. London has remained the same and the national has slightly worsened. Barnet's average progress score for EHC Plan pupils is better than all comparators.

The average progress score for EHC Plan pupils in Writing has improved between 2017 and 2018 and Barnet is performing above all comparators for this measure. All comparators have improved between 2017 and 2018, but Barnet's improvement has been more substantial. Barnet's rank has also improved from 36th in 2017 to 14th in 2018 putting Barnet in the top 10% of local authorities in the country.

The average progress for pupils with an EHC Plan in Maths in Barnet has improved between 2017 and 2018. Barnet's Rank has dropped from 11th to 21st; nevertheless, Barnet has a better Maths progress score than all comparators.

Key Stage 4

A new secondary school accountability system was implemented for English and Maths in 2017 with the movement away from A* to C grades to a numbered 9-4 standard with 4 being a higher standard than the previous C grade. 4 is regarded as a "pass", with 5 a "good pass." In 2018 this was rolled out to the vast majority of other GCSE subjects. The 2018 headline accountability measures for schools are: Attainment 8, Progress 8, attainment in English and Maths (9-5), and English Baccalaureate (EBacc) achievement (including English and Maths 9-5) and EBacc Average Point Score (APS).

Average Attainment 8 Score

The average attainment 8 score across all pupils in Barnet is in the top 5% of LAs nationally, and for disadvantaged pupils, is also in top 10% of LAs nationally.

	All (2017 in brackets)	Disadvantaged ('other' in brackets)
Barnet	56.0 (54.7)	45.3 (60.2)
London	49.4 (48.9)	42.7 (53.3)
Statistical Neighbours	50.97 (50.13)	40.87 (54.15)
England	44.5 (44.6)	36.8 (50.3)
Barnet Rank	5th (5th)	5th

Barnet's Attainment 8 rank has remained the same at 5th best Local Authority nationally. Barnet's Attainment 8 rank for Disadvantaged pupils has increased from 10th to 5th best Local Authority.

Average Progress 8 Score

The average Progress 8 score across all pupils in Barnet is in the top 5% of LAs nationally and for disadvantaged pupils, is in the top 10% nationally, with Barnet now ranked 2nd nationally for this measure.

	All	Disadvantaged ('other' in brackets)
Barnet	0.57 (0.47)	0.23 (0.72)
London	0.23 (0.22)	-0.05 (0.39)
Statistical Neighbours	0.28 (0.26)	-0.13 (0.42)
England	- (-)	-0.44 (0.13)
Barnet Rank	2nd (3rd)	4th

Ranked 3rd last year this has risen to 2nd behind only the Isles of Scilly who only have 14 eligible pupils, compared with Barnet's 3,438 pupils.
Barnet's progress 8 score for disadvantaged pupils has increased from 0.07 in 2017 to 0.23 in 2018 and the rank has improved from 15th best Local Authority in 2017 to 4th best in 2018.

5-9 in English and Maths

The proportion of pupils who attained a 5 or above in English and Maths is in the top 5% of LAs nationally.

	2017	2018
Barnet	60.3	60.6
London	48.2	48.5
Statistical Neighbours	50.85	51.27
England	39.6	39.6
Barnet Rank	4th	5th

This is the second year for this measure and Barnet, London and national figures have remained stable between 2017 and 2018. Barnet is now ranked 5th for this measure.

% of Pupils Achieving the EBacc (including English and Maths 5-9 for 2017 and 2018, previous years including English and maths as A*-C)

The proportion of pupils who achieved the English Baccalaureate is in the top 5% of LAs nationally.

	2013	2014	2015	2016	2017	2018
Barnet	40.6	43.8	43.5	43.7	39.1	37.3
London	28.6	30.1	30.5	31.9	28.8	23.4
Statistical Neighbours	31.2	32.5	32.5	34.4	30.56	-
England	23.0	22.8	22.9	23.1	19.7	16.8
Barnet Rank					4th	4th

New measure – EBacc Average Point Score (APS)

The previous measure of proportion of pupils achieving EBacc including 5-9 in English and Maths has been superseded. The replacement measure for 2018, the EBacc Average Point Score (APS). This is measured across the five pillars of EBacc - English Language and Literature, Maths, the Sciences, Geography or History and a Language. It includes the better of the English subjects, if both are taken, the maths grade, the best two grades from science, the better grade of either geography or history and the best grade in a language. If a pupil does not take a subject they are awarded a 0.

	2018
Barnet	5.18
London	4.41
Statistical Neighbours	4.56
England	3.83
Barnet Rank	4th

Barnet is in the top 10% of LAs nationally for this measure and is performing above London, Statistical Neighbours and National averages.

Diminishing the difference at KS4

The gap between disadvantaged pupils in Barnet and Other Pupils (non-disadvantaged pupils) nationally at GCSE is diminishing and in the case of Progress 8 Barnet disadvantaged pupils are now performing better than non-disadvantaged pupils nationally. This is the second year of changes to GCSE results reporting, with numbers 1 to 9 for attainment. with 4+ being a 'standard pass'; 5+ has become the main indicator and a 'strong pass'. This has been reflected below in the figures showing the proportion of pupils attaining 5 or above in both English (highest of either English Language or English literature) and Maths.

Attainment 8 – Diminishing the Difference

	Barnet Disadvantaged	National Other (Non-Disadvantaged)	Difference
2018	45.3	50.3	-5
2017	43.9	49.9	-6.0
2016	47.2	59.8	- 6.3
Barnet Rank			5th

Barnet's Attainment 8 score for disadvantaged pupils has improved between 2016 and 2018 and the gap has closed between disadvantaged pupils and non-disadvantaged pupils nationally for the third successive year. Disadvantaged pupils in Barnet are performing above London, Statistical neighbours and National averages for this measure. Barnet's rank has improved from 10th place in 2017 to 5th in 2018.

Progress 8 Score – Diminishing the Difference

	Barnet Disadvantaged	National Other	Difference
2018	0.23	0.13	+0.10
2017	0.07	0.11	-0.04
2016	0.05	0.10	-0.05
Barnet Rank			4th

There is a positive gap between Barnet's Disadvantaged pupils and non-disadvantaged pupils nationally. Instead of performing less well than non-disadvantaged pupils nationally, Barnet disadvantaged pupils are now performing better than non-disadvantaged pupils nationally.

Barnet has improved from 15th in 2017 to 4th best Local Authority in the country for this 'gap' measure.

Percentage of Disadvantaged pupils attaining English and Maths at 9-5 - Diminishing the Difference

Barnet's performance is similar to 2017 for the proportion of disadvantaged pupils attaining a 5 or higher in both English and Maths. The national other (non-disadvantaged) figure has also remained roughly in line with 2017, which means there has been little change in the difference in 2018.

	Barnet Disadvantaged	National Other	Difference
2018	41%	50%	-9%
2017	41.3%	49.7%	-8.4%
Barnet Rank			5th

The gap is in line with the 2017 gap. To contextualise Barnet's gap, it is smaller than that for London, National and Statistical neighbours. The rank has dropped by one place from 4th to 5th, but this movement is marginal. This is the second year this measure has been reported.

KS4 by Ethnicity

At secondary level in Attainment 8 and Progress 8 all ethnic groups are in the top 10% other than 'All Black pupils', who are above the national average but well short of the top 10%.

Attainment 8 by ethnicity

	All White Pupils Attainment 8	All Mixed Pupils Attainment 8	All Asian Pupils Attainment 8	All Black Pupils Attainment 8	All Chinese Pupils Attainment 8
Barnet	**55.4 (53.9)**	**55.0 (54.9)**	**67.8 (64.3)**	**47.1 (47.6)**	**72.0 (69.1)**
London	**48.4 (51.7)**	**48.8 (52.0)**	**53.5 (55.8)**	**45.4 (49.2)**	**67.4 (64.6)**
Statistical Neighbours	**48.7 (51.99)**	**50.2 (53.6)**	**56.3 (58.4)**	**46.2 (50.1)**	**70.37 (64.1)**
England	**46.0 (49.8)**	**47.1 (50.6)**	**50.2 (52.9)**	**45.0 (48.9)**	**64.5 (63.0)**
Barnet Rank	5th	9th	3rd	46th	15th

Barnet is ranked in the top 10% for the attainment scores of White, Mixed, Asian and Chinese pupil groups in 2018. These pupil groups in Barnet have also seen an increase in their Attainment 8 score. The attainment 8 score for black pupils in Barnet is roughly in line with 2017, but the average attainment 8 score is still above National, London and statistical neighbours.

Progress 8 by ethnicity

	All White Pupils Progress 8	All Mixed Pupils Progress 8	All Asian Pupils Progress 8	All Black Pupils Progress 8	All Chinese Pupils Progress 8
Barnet	**0.50 (0.38)**	**0.45 (0.39)**	**0.96 (0.90)**	**0.32 (0.18)**	**1.12 (0.68)**
London	**0.07 (0.04)**	**0.07(0.09)**	**0.65 (0.65)**	**0.09 (0.14)**	**0.99 (0.87)**
Statistical Neighbours	**0.01 (0.05)**	**0.19 (0.19)**	**0.96 (0.77)**	**0.27 (0.26)**	**1.04 (0.97)**
England	**-0.10 (-0.11)**	**-0.02 (-0.02)**	**0.45 (0.47)**	**0.27 (0.16)**	**1.03 (0.93)**
Barnet Rank	4th	6th	12th	53rd	56th

Barnet has seen an improvement for all ethnic groups in the progress 8 measure between 2017 and 2018. The rankings for White, Mixed and Asian pupil groups in Barnet are within the top 10% of Local Authorities nationally. The progress 8 score for Black pupils in Barnet has improved between 2017 and 2018 and this has been reflected in the improvement in the ranking from 71st to 53rd in 2018. Chinese pupils in Barnet are performing above all comparators for Chinese pupils. Barnet's progress 8 score for Chinese pupils in 2018 has increased by a greater margin than national, London and statistical neighbours. Chinese pupils are a small cohort in both Barnet and across the country generally (38 pupils, 1.1% of the KS4 cohort eligible for progress 8 in Barnet and 0.3% nationally).

SEN Support Pupils

Barnet has seen a large improvement in the attainment and progress of SEN pupil at KS4 both for pupils receiving SEN Support and pupils with an EHC Plan.

SEN Support Pupils - Attainment 8

	2017	2018
Barnet	35.8	37.9
London	35.1	35.3
Statistical Neighbours	35.78	35.87
England	31.9	32.2
Barnet Rank	23rd	14th

Average Progress 8 score for SEN Support Pupils

	2017	2018
Barnet	-0.35	-0.16
London	-0.24	-0.24
Statistical Neighbours	-0.23	-0.20
England	-0.43	-0.43
Barnet Rank	55th	15th

SEN Support Pupils - English and Maths 9-5

	2017	2018
Barnet	24.3%	26%
London	19.8%	20%
England	15.6%	17%
Barnet Rank	10th	8th

SEN Support Pupils attaining EBacc including English and Maths at 9-5

	2017	2018
Barnet	8.3%	10.9%
London	8.3%	6.3%
England	5.1%	3.9%
Barnet Rank	9th	5th

EHC Plan Pupils

Attainment of EHCP pupils at secondary level is in the top 10% for attainment 8 and progress 8, for both these measures Barnet is performing above London, Statistical Neighbours and National. one measure where there has been a slight decrease is the proportion of pupils with an EHC Plan attaining a 5+ in both English and Maths at GCSE, this is a small cohort and high variability.

EHC Plan Pupils - Attainment 8

	2017	2018
Barnet	18.6	19.5
London	15.7	15.5
Statistical Neighbours	15.7	16.18
England	13.9	13.5
Barnet Rank	11th	11th

Average Progress 8 score for Pupils with an EHC Plan or statement

	2017	2018
Barnet	-0.79	-0.67
London	-0.88	-0.91
Statistical Neighbours	-0.89	-0.97
England	-1.04	-1.09
Barnet Rank	26th	11th

Pupils with an EHC Plan or Statement attaining English and Maths 9-5

	2017	2018
Barnet	12.4%	7%
London	7.3%	7%
England	5.3%	5%
Barnet Rank	6th	32nd

Looked after Children

Educational achievement data for Looked After Children in 2017/18 nationally is due to be published in May 2019. Until then it will not be clear what the performance of this cohort nationally, in London or amongst statistical neighbours is.

KS2 – Looked After Children

The DfE reports on those who have been in Care for a Year or more on 31 March (the 903 cohort). The total Year 6 Looked After Children 903 cohort in June 2018 was 15.

The information below is unvalidated, based on information collected directly from schools. The table shows the average attainment of Barnet Looked After Children in Reading, Writing and Mathematics combined at Key Stage 2 and indicates a slight decrease in attainment amongst pupils within the Virtual School in Barnet from 50% in 2017. This cohort is very small and has high variability year on year, making direct comparisons difficult.

	2016 RWM	2017 RWM	2018 RWM
Barnet	45.5%	50%	33%
London	32%	42%	
Statistical Neighbours	44%	46.5%	
England	25%	32%	

KS4 – Looked After Children

The proportion of Looked After Pupils in the 903 cohort at KS4 attaining a 4 or above in either English Literature or Language was 37% in 2018. Pupils within the same cohort attaining a 4 or above in Maths was 27% in 2018 and the proportion of pupils who attained a 4 or above in both Maths and either English Literature or Language was 19%, which is comparable to the Outer London and National averages for 2017.

Comparator data for 2018 will not be available until the national statistics are published in March 2019.

Key Stage 5

A new 16-18 school and college accountability system was implemented in 2016, which included new headline accountability measures and changes to the methodology for calculating 16-18 results.

The 2016 recommendations from Professor Alison Wolf's Review of Vocational Education took effect for the first time in 16-18 performance tables in 2016 and also in the calculation of the data underpinning the relevant DfE statistical release. This means that the measures only include vocational qualifications that are on the approved list of applied general or technical level qualifications:-

- Applied general qualifications: level 3 (advanced) qualifications that provide broad study of a vocational subject area e.g. a level 3 certificate/diploma in business or applied science.
- Tech level qualifications: level 3 qualifications for students wishing to specialise in a technical occupation or occupational group e.g. a level 3 diploma in construction or bricklaying.

3+ A grades at GCE/Applied GCE A Level and Double Awards

The proportion of Barnet pupils who attained 3 or more A grades at A level places Barnet within the top 5% of LAs nationally.

	2013	2014	2015	2016	2017	2018
Barnet	18.1	16.6	18.3	16.1	18.9	20.2
London	9.7	9.2	9.2	10.2	11.6	11.7
Stat Neighbours	13.8	12.7	13.1	14.9	14.89	15.57
England	12.5	12.0	11.7	12.9	13.4	12.9
Barnet Rank	.	.	5th	7th	6th	6th

Percentage of students achieving grades AAB or better at GCE A level, Applied GCE A level and Double Award A level

The proportion of Barnet pupils who attained grades AAB or higher at A level places Barnet within the top 5% of LAs nationally.

	2013	2014	2015	2016	2017	2018
Barnet	27.3	25.9	27.9	25.3	30.0	31.9
London	16.6	15.7	15.9	18.3	20.3	19.2
Stat Neighbours	21.6	19.8	20.6	22.9	24.0	23.61
England	20.3	19.5	19.2	21.6	22.4	21.1
Barnet Rank	.	.	5th	7th	7th	6th

Percentage of students achieving grades AAB or better at A level, of which at least two are in facilitating subjects

The proportion of Barnet pupils who attained grades AAB or higher (with at least 2 in facilitating subjects) at A level places Barnet within the top 5% of LAs nationally.

	2013	2014	2015	2016	2017	2018
Barnet	.	.	23.7	21.9	24.6	25.2
London	.	.	12.6	14.4	16.0	15.0
Stat Neighbours	.	.	17.3	19.6	19.97	19.76
England	.	.	14.7	16.7	17.0	16.2
Barnet Rank	.	.	6th	7th	6th	6th

Average Point Score per Entry

The average point score per entry across A levels is in the top 5% of LAs for pupils in Barnet. The average point score across the vocational qualification groups of technical qualifications or applied general qualifications is in the lowest 50% of LAs. This can largely be explained by the strong focus of nearly all Barnet secondary schools on the teaching of academic subjects at A level and the resultant strong pressure for pupils to take A level courses. In addition to this, the high quality of Barnet schools leads to a greater percentage of students following a Post 16 A Level pathway, as the schools are able to support them effectively. This in turn means there is a disproportionately low proportion of higher-attaining pupils studying for technical and general qualifications. Nonetheless, this has been agreed as a priority area by Barnet's School Standards Partnership Board (SSPB) and is being reviewed on a regular basis.

	A Levels	Tech Level	Applied General Studies
Barnet	36.71 (35.33)	24.79(31.3)	30.54(32.61)
London	31.43	29.38 (32.74)	28.49 (34.37)
Stat Neighbours	32.94	33.88	35.83
England	32.39	28.33 (32.26)	28.26 (35.72)
Barnet Rank	8th	117th	21st

APS for A levels has increased marginally between 2017 and 2018; the ranking has slightly decreased from 6th to 8th. APS for Tech Levels has declined in 2018; the ranking has also declined from 96th to 117th between 2017 and 2018. Barnet's rank for Applied General APS has improved from 134th to 21st; however, the actual score has declined slightly.

Attainment by Age 19

The data providing information on the attainment of 19 year olds has not been released by the DfE yet. The scheduled date for the release of this data is March 2019. This release will give Barnet's performance, comparator data and rankings.

Performance Indicators

Performance Indicators – A number of measures of educational standards have been adopted by the council as performance indicators. These are all listed in Annex A, along with the council's targets and an indication of whether targets have been met, nearly met or not met (RAG ratings).

All targets have been met or nearly met except:

- Primary pupils' average progress in English Writing – As indicated above, there remain inconsistencies nationally with teacher assessment of writing, which casts doubt on the validity of national rankings.

Annex A – performance indicators

PI reference	Indicator title	2016-17 Result	2017-18 Target	2017-18 Result	Benchmarking
CES/S1	Percentage of schools rated as 'good' or better*	93.9%	92.6%	93.7%	Available separately for primary and secondary schools
CES/S25	Percentage attendance levels at primary schools	96.2%	London Average	96.1%	England 95.8% London 95.9%
CES/S24	The percentage of primary pupils achieving the 'expected standard' in English Reading, English Writing and Mathematics (combined) at the end of Key Stage 2	69.0% Rank: 16th	Top 10% in England	73% Rank: 8th	Statistical N'bours 68.9% England 64% London 70% (2017/18, LAIT)
CES/S8	Primary pupils' average progress in English Reading	1.7 Rank: 8th	Top 10% in England	1.8 Rank: 2nd	Statistical Neighbours: 0.8 England: 0.00 London: 0.8
CES/S9	Primary pupils' average progress in English Writing	0.4 Rank: 54th	Top 10% in England	0.6 Rank: 42nd	Statistical Neighbours: 0.42 England: 0.0 London: 0.8
CES/S23	Primary pupils' average progress in Mathematics	2.0 Rank: 9th	Top 10% in England	1.8 Rank: 8th	Statistical Neighbours: 0.96 England: 0.0 London: 1.3
CES/S11-1	Percentage of disadvantaged pupils achieving the 'expected standard' in English Reading, English Writing and Mathematics (combined) at the end of KS2	55.0% Rank: 20th	Top 10% in England	62% Rank: 9th	Statistical Neighbours: 53.9% England: 51% London: 60% LAIT 2017/18

PI reference	Indicator title	2016-17 Result	2017-18 Target	2017-18 Result	Benchmarking
CES/S11-2	Difference between attainment level of disadvantaged pupils and their peers ('expected standard' in RWM combined) at the end of Key Stage 2	-13% (Barnet Disadvantaged: 55% National Other - Non-Disadvantaged. 68%) Rank: 20th	Top 10% in England	-9% (Barnet Disadvantaged 62% v National Other – Non-Disadvantaged 71%) Ranked 12th	Stat Neighbour: -17.1% (53.9% Reaching Exp Standard) National: -20% (51% Reaching Exp Standard) London: -11% (60% Reaching the Exp Standard) Source: Local Authority Interactive Tool (LAIT)
CES/S26	Percentage of pupils with an Education, Health and Care Plan achieving the 'expected standard' in English Reading, English Writing and Mathematics at KS2	8.0% Rank: 60th	Top 10% in England	16% Rank: 7th	Statistical Neighbours 11.3% England 9% London 11% (2016/17, DfE)
CES/S13-1	Average attainment 8 score	54.7 Rank: 5th	Top 10% in England	56.0 Rank: 5th	Statistical Neighbours 50.97 National 44.5 London 49.4 (LAIT)
CES/S13-2	Average Progress 8 score	0.47 Rank: 3rd	Top 10% in England	0.57 Rank:2nd	Stat Neighbours: 0.28 National 0.00 London 0.23 Source: Local Authority Interactive Tool (LAIT)
CES/S13-4	Percentage of pupils achieving the English Baccalaureate	39.1% (G) Rank: 4th	Top 10% in England	37.3% Rank: 4th	National: 16.8% London: 23.4% Source: DfE SFR
CES/S13-3	Percentage of pupils achieving the threshold in English and mathematics (grade 5)	60.3% (G) Rank: 4th	Top 10% in England	60.8% Rank: 5th	Stat Neighbours: 51.46% England: 40.2% London: 48.7% Source: Local Authority Interactive Tool (LAIT)

PI reference	Indicator title	2016-17 Result	2017-18 Target	2017-18 Result	Benchmarking
CES/S27-1	Average attainment 8 score for pupils with pupils with an Education, Health and Care Plan	18.6 Rank: 11th	Top 10% in England	19.5 Rank: 11th	Stat Neigh: 16.8 National:13.5 London:15.5 Source: DfE SFR
CES/S27-2	Average progress 8 score for pupils with an Education, Health and Care Plan	-0.79 Rank: 26th	Top 10% in England	-0.67 Rank: 11th	Stat Neigh: -0.97 National: -1.09 London: -0.91 Source: DfE LAIT
CES/S29	Average attainment 8 score for Disadvantaged pupils	43.9 Rank: 10th	Top 10% in England	45.3 Rank: 5th	Stat Neighbours: 40.87 National: 36.8 London 42.7 DfE LAIT
CES/S28	Average Progress 8 score for Disadvantaged pupils	0.07 Rank: 15th	Top 10% in England	0.23 Rank: 4th	Stat Neighbours: -0.13 National: -0.44 London: -0.05
CES/S30	Gap in average attainment 8 score between Disadvantaged pupils and their peers Nationally (Non-Disadvantaged Pupils)	-6 (Barnet Disadvantaged 43.9; National Other (Non-Disadvantaged 49.9) Rank: 10th	Top 10% in England	-5 (Barnet Disadvantaged 45.3 v National Other 50.3) Rank 5th	Stat Neighbour: -8.7 (41.6) National: -13.5 (36.8) London: -7.6 (42.7) Local Authority Interactive Tool (LAIT)
CES/S31	Gap in average progress 8 score between Disadvantaged pupils and their peers Nationally (Non-Disadvantaged Pupils)	-0.04 (Barnet Disadvantaged 0.07; National Other: 0.11) Rank: 15th	Top 10% in England	+0.10 Barnet Disadvantaged 0.23 v National Non-disadvantaged (0.13) Barnet Rank: 4th	Stat Neighbours: -0.07 National: -0.44 London: -0.05 Local Authority Interactive Tool (LAIT)

* CES/S1: To assist comparisons between years, the new KPI covering all schools has been used instead of the previous separate KPIs for primary and secondary schools. For 2018-19 a new KPI is also being used – the percentage of pupils attending good or outstanding schools.

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AGENDA ITEM 10

Children, Education and Safeguarding Committee

13 March 2019

Title	**Special Educational Needs and Disabilities Strategy - update**
Report of	Chairman of the Committee, Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	None
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Summary

This report seeks approval from the Children, Education and Safeguarding Committee to refine and update the Strategic Priorities of the SEND Strategy 2017–2020 in the light of an internal Local Area SEN Review which took place in December 2018. The report also provides an update on specialist SEND provision and plans to ensure sufficiency of SEND provision in Barnet over the next three to five years.

Recommendations

1. That the Children, Education and Safeguarding Committee approve the draft changes to the Strategic Priorities in the Special Educational Needs and Disabilities Strategy, to allow for consultation on the Strategic Priorities.

2. That the Children, Education and Safeguarding Committee agree the initial proposals to commission additional specialist places for children and young people set out in the report and the plans to complete a needs analysis, leading to the production of an updated Special Provision Plan and proposals for the use of the council's Special Places Fund allocation.

3. That the Children, Education and Safeguarding Committee delegate authority to the Strategic Director for Children and Young People, following consultation with the Chairman of the Committee, to:
- **Consult on the Strategic Priorities and, following consultation, finalise these and update the Special Educational Needs and Disabilities Strategy;**
- **Finalise a draft Special Places Plan and proposals for use of the remaining Special Places Fund allocation;**
- **Consult on the draft Special Places Plan and allocation proposals and, following consultation, agree the Special Places Plan and use of the Special Places Fund.**

1   WHY THIS REPORT IS NEEDED

1.1   On 15th November 2017 the Children, Education, Libraries and Safeguarding Committee approved the Special Educational Needs and Disabilities Strategy 2017-2020 for consultation with stakeholders. Following consultation, the strategy was approved by the Strategic Director for Children and Young People and was published on the council's Local Offer website.

1.2   This report proposes changes to the Strategic Priorities in the Special Educational Needs and Disabilities Strategy 2017-2020, in the light of the findings of the recent internal SEN Local Area Review, which took place in December 2018.   The proposed priorities are a refinement of the previous six priorities, and build on the progress made in the implementation of the SEND Strategy 2017–2020.

1.3   The report also provides an update on specialist provision in Barnet, and the proposed use of capital funding.

Context

1.4   In Barnet 2.7% of the school population has an Education, Health and Care Plan (EHCP) compared with 2.9% nationally. In the academic year 2018, there were 277 new EHC Plans issued, with 41% of these for children under the age of 5 years. The overall number of children and young people with SEN statements or an

Education Health and Care Plan has risen by 30% since 2014. The majority of children with SEN in Barnet are in mainstream schools.

1.5   Barnet has made good progress with the implementation of the SEND Reforms. In preparation for the Local Area SEND Inspection, an internal Review was undertaken in November 2017. The findings from this informed the Self-Evaluation Framework and the SEND Improvement Plan for 2018.

1.6   Following the appointment of a new Assistant Director for SEND and Inclusion, who came into post in October 2018, it was decided to undertake another internal Local Area SEND Review in December 2018. This consisted of 17 focus groups using the Local Area SEND Inspection Framework. Parent carers and young people took part in the focus groups, together with representatives from Education, Health and Social Care, including schools and settings, over a two-week period.

Key findings of the internal SEN Local Area Review

1.7   The Early Years offer is very strong and there is an established multi-agency approach across Health, Education and Social Care which works well. Transition arrangements into school for children with complex needs is well planned and effective. There is a clear Autism pathway for pre-school children. This is not the case with school aged children, and post-16.

1.8   Accurate and timely identification of needs is improving for school-aged children. There are very good materials to support children and young people whose needs can be met at SEN Support*, including the SEN Toolkit and SENCo Conferences. The SEN Toolkit and details of the SENCo Conference are on the Local Offer website. (*SEN Support is the category of pupils who have special educational needs but do not have an Education, Health and Care Plan).

1.9   There continue to be inconsistencies across schools, with parent carers not knowing what to expect for their child, particularly at SEN Support.

1.10   The Local Offer has improved in the last 12 months, and content has been co-constructed with parent carers, young people and other partners. Generally, co-production of strategic work is good. The use of the Local Offer needs to be further embedded in day to day working of practitioners who support children and young people with SEN.

1.11   Barnet is an inclusive borough, with high-performing schools. At Key Stage 2, Barnet is ranked as the top Local Authority in the country for the proportion of pupils at SEN Support reaching the expected standards in Reading, Writing and Maths combined. On all measures at Key Stage 4, Barnet pupils on SEN Support are among the top 10% nationally. Pupils with an EHC Plan in Barnet perform above their peers nationally, in London and above statistical neighbours for Progress 8, Attainment 8 and the proportion obtaining 4 or higher for GCSE English and Maths.

1.12   There needs to be clear information for all about who does what, and what services offer, and how to contact teams and services.

1.13 There have been improvements in the quality of EHC Plans in the last 12 months and the timeliness and quality of EHCPs is good. The focus now needs to be on the quality and timeliness of Annual Reviews.

1.14 Barnet has a good range of provision for SEND, including ASC (Autistic Spectrum Condition) provision in the Additional Resource Provisions. A consistent approach to ASC has been implemented across the ARPs.

1.15 The new approach to Integrated Therapies is not yet embedded and full mobilisation of the new contract has been delayed.

1.16 There is lots of evidence of co-production, especially with parents/ carers. There is a group of young people with SEN who meet regularly to discuss key items/issues and contribute to strategic decision-making.

1.17 Pathways for school-aged children and post-16 need further clarification and development.

Strategic Priorities

1.18 The six strategic priorities in the SEND Strategy 2017-20 are currently:

Priority 1: To ensure effective, timely and robust decision-making for children, young people and their families;

Priority 2: To improve participation of, and co-production with, key partners, parents, families, children and young people in decision making;

Priority 3: To ensure effective joint commissioning and integration of services from early years through to adulthood;

Priority 4: To champion the educational progress and attainment of pupils with SEND;

Priority 5: To ensure sufficient and appropriate local and inclusive provision;

Priority 6: To promote independence and prepare children and young people for adulthood.

Progress against the strategic priorities

Priority 1 - To ensure effective, timely and robust decision-making for children, young people and their families

Developments over the past 12 months have led to changes in processes and decision-making for children and young people who either require an Education, Health and Care Plan (EHCP), or where there is a Plan but a problem with Placement. There is an established Complex Needs Panel, with representation

from partners, including schools, Health and Social Care who meet weekly to look at initial requests for an EHC Plan and any cases requiring further support for placement. There is an efficient process for the initiation of requests, and for completing Plans within the statutory timescales. For those cases requiring significant specialist input from Health, Social Care and Education, there is a multiagency Tripartite meeting which takes place every 6 weeks. These meetings are jointly chaired by Assistant Directors of Social Care and Education, and Head of Children and Young People Commissioning in Health. A more recent development has been the regular attendance of SEN colleagues at the Early Help meetings. These provide a multiagency approach, with representation from Housing, Police, schools, and a range of other partners to ensure a holistic and co-ordinated approach for vulnerable children and their families.

Recent changes to the process for placement of children and young people in specialist provision means that in future these decisions will take account of all places in borough, three times a year, involving special schools and Additional Resource Provisions (ARPs). This should enable a more transparent, fair and quicker system of allocation than the process previously in place.

Priority 2 – To improve participation of, and co-production with, key partners, parents, families, children and young people in decision-making

Since the SEND Reforms in 2014, the publication of the SEND Code of Practice (2015), and the development of the Local Offer, there has been a lot of work with key partners, including parents and carers and children and young people. There is an active and well established Local Offer group made up of parent carers, young people, specialist staff and schools. The group meets regularly to review the content of the Local Offer and co-ordinate the development of the website. Parent carers and schools have been involved in many key developments, including Short Breaks, the CAMHS Transformation Plan, the SEN Toolkit and the 'Ordinary Available' information for schools and settings. Given that co-production and participation are at the heart of the SEND Reforms and the SEND Code of Practice, both need to be incorporated into the design, delivery and evaluation of services, as 'business as usual'.

Priority 3 - To ensure effective joint commissioning and integration of services from early years through to adulthood

It is not proposed to change this strategic priority. Much work has been undertaken and progress made, particularly in relation to the CAMH Transformation plan and Short Breaks. There are, however, a number of areas that either need to embed, or need to be developed. These include the full mobilisation of the Children's Integrated Therapies, for speech and language therapy and occupational therapy in particular. Further work is needed for the Special Educational Needs area of Social, Emotional and Mental Health (SEMH), ensuring that the 'offer' for children and young people with these needs is aligned to the CAMH Transformation plan and there is a clear pathway of support for SEMH from for children and young people aged from 0 to 25 years. Another development under this priority is a clear pathway for children and young people (0 to 25 years old) with an Autistic Spectrum Condition (ASC). There is a lot of excellent support available for children and young people with autism in Barnet, but with increasing demand it is essential to ensure that there

is a clear commissioning strategy and sufficient high-quality provision across the borough to meet needs.

Priority 4 - To champion the educational progress and attainment of pupils with SEND

This also remains a strategic priority. Children and young people with SEND do well in comparison to statistical neighbours and national averages and achievement in the top 10% nationally. Pupils supported at SEN Support do exceptionally well. It is important to ensure that there is regular monitoring and reviews of progress of pupils at SEN Support and for those with an EHC Plan, and processes are in place for this. The attainment of children and young people with SEND is incorporated into the work of partners and specialist teams who drive this agenda forward.

Priority 5 - To ensure sufficient and appropriate local and inclusive provision

This priority remains, with a renewed focus on provision for Autistic Spectrum Conditions (ASC). This is because ASC continues to be the primary need of SEND in Barnet, not unlike the national picture. There have been a number of new developments in the last year, including the opening of Additional Resource Provisions (ARPs) for Autism at Coppetts Wood and Chalgrove schools and an increase in the number of places post-16. There is support for 10 new post-19 places at Kisharon from September 2020, additional special school places and a new ARP for autism at Whitefield School from September 2019, and a new special school for ASC opening in September 2021. The developments of provision form part of a graduated model of provision currently being developed. This will give greater clarity on needs in Barnet for the next 3 to 5 years and a clear specialist placement strategy.

Priority 6 - To promote independence and prepare children and young people for adulthood

Work on preparing young people for adulthood has included Preparing for Adulthood (PfA) outcomes being incorporated into new EHC Plans. Another area of work has been by the Transport Brokerage Team who have focused on their work practices and decision-making to help ensure that transport is part of a package of support, with the aim of developing independent travel skills for young people with SEND. There is close working between SEN Teams and the Social Care 0 to 25 team and links with Adults Services are developing, with representation from SEN on the Children and Adults Disability Steering Group.

1.19 In light of the findings from the internal Local Area Review in December 2018, and following consultation with the SEND Partnership Board, it is proposed to change some of the strategic priorities. The change to Priority 1 is to encompass co-production taking account of the whole family and not the child with SEN in isolation. This is in keeping with the key aspect of the child and their family being central to the SEN Code of Practice. Priority 2 and Priority 3 remain the same, with a necessary renewed focus on Autism provision in Priority 2. Priority 4 links to consistent feedback from parent carers and partners about the need for clarity about the 'offer' for children and young people with SEN, including those who have an EHC Plan and those whose needs can be met at SEN Support. The Resilient

Schools is part of this 'offer'. Many of the children and young people supported through Resilient Schools also have special educational needs. Priority 5 remains the same. Although children and young people with SEND do well academically, this needs to continue to be reviewed regularly to ensure that all age groups attain well and make good progress. Priority 6 builds on the focus of preparing for adulthood, also incorporating the work needed to further develop the CAMH Transformation Plan for children and young people with SEND.

The proposed new strategic priorities are thus:

Priority 1: Ensure that we are working in a Family Friendly way and co-production is central to our work;

Priority 2: Ensure sufficient and high-quality provision in-borough for children and young people with complex needs, including Autistic Spectrum Conditions;

Priority 3: Ensure effective joint commissioning and integration of services from early years through to adulthood;

Priority 4: In line with Resilient Schools, develop greater confidence, skills and competencies in mainstream schools and settings to meet the needs of children and young people with SEND;

Priority 5: Champion the educational progress and attainment of pupils with SEND;

Priority 6: Develop resilience in young people with SEND and promote independence.

Governance

1.20   Governance in relation to the SEND Strategy involves strategic oversight of the strategy by the SEND Partnership Board, which includes representatives of the SEND and Inclusion service, social care and health, schools and the Parent-Carer Forum. Operational delivery is co-ordinated through the SEND Development Group, which includes the same range of stakeholder representation. Multi-agency workstreams for the priority areas report to the SEND Development Group on a six-weekly basis. Progress on the delivery of the SEND Strategy is reported to the SEND Partnership Board on a termly basis.

Update on specialist provision and the Special Places Fund

1.21   The SEND Strategy 2017-20 included the following specific proposals for the development of specialist places:

- The re-commissioning of the additional resourced provision (ARP) at Coppetts Wood Primary School to focus on the needs of children with ASC instead of the previous specialism, which was for children with speech and language needs.

- The development by 2025 of one additional ARP in the primary phase (15 places) and two additional ARPs in the secondary phase (50 places).

- An increase in specialist post-16 provision (60 places) in school sixth forms and local colleges.

1.22 In 2017 the government announced the establishment of a one-off pot of capital investment funding – the Special Provision Fund - available to local authorities in recognition of the need to provide more specialist school places for children with SEND. Barnet's initial allocation was £3m across 2018/19 to 2020/21 (£1m each year), but further announcements by the DfE in May and December 2018 increased this to a total of £5.1m

1.23 Local authorities are expected to plan how to invest their Special Provision Fund allocation and other funding to achieve the best outcomes for children and young people with SEN and disabilities. They are required to update and republish (on their Local Offer) their planned use of their Special Provision Fund allocations announced in 2017, as well as their plans to use the additional allocation announced in 2018 by March each year. They must also publish details of how they have planned or are planning to consult stakeholders on the use of the funding.

1.24 The special provision capital fund is intended to enable local authorities to invest in improving the quality and range of provision for children and young people with SEN and disabilities aged 0-25. It is intended for children and young people with education, health and care plans for whom the local authority is responsible.

1.25 Local authorities are required to consult with parents' and carers' children with SEN and disabilities and young people with SEN and disabilities. It is also expected that they will consult schools, Further Education colleges and other institutions which offer special educational provision.

1.26 Following consultation on the SEND Strategy between November 2017 and January 2018, the council published its plans for developing specialist provision and for the use of its Special Provision Fund allocation on the Local Offer website, as follows:

School	Category	Planned use of the Special Provision fund	Other investment planned	Additional places
Coppetts Wood Primary School	Resourced provision (ASD)	£67,200		10
Chalgrove Primary School	Resourced provision (ASD)	£560,000		14
Whitefield Secondary Academy	Resourced provision (ASD)	£702,135	£641,865	28
Oakleigh Special School	Special provision (SLD)	£1,680,000		0
Totals		**£3,009,335**	**£641,865**	**52**

The investments at Coppetts Wood, Chalgrove and Whitefield are for additional places for children with ASC to meet forecast demand and increase parental choice. The investment in Oakleigh School is intended to support improved facilities in the school, which caters for primary-age children with Severe Learning Difficulties and Profound and Multiple Learning Difficulties.

Developments since March 2018

1.27 The Council has invested significantly in specialist SEND provision in recent years, including delivery of new units at The Orion and Broadfields Schools as well the expansion of Oakleigh Special School and Oak Lodge Special School. In accordance with the SEND Strategy 2017-20 and the Special Provision Plan published in March 2018, the council has also now taken steps to meet the growing need for additional ASC places, by investing nearly £1m over the last 12 months in the development of new Additional Resource Provision facilities at Coppetts Wood and Chalgrove Primary schools and Whitefield Secondary School.

1.28 Investment in Oakleigh School has not yet taken place but is expected to commence in Spring 2019 with the development of an extension to accommodate 6 additional placements from September 2019. £1 million of the Special Provision Fund will contribute to the development of a new hydrotherapy pool.

1.29 An additional 45 post-16 places were commissioned in 2018. 29 of these are at Barnet and Southgate College, and 16 at Oakbridge (a separate Specialist Post-16 Institution managed by Oak Lodge Special School).

The growing need for ASC specialist provision

1.30 The number of children and young people with an Autistic Spectrum Condition (ASC) continues to increase at a faster rate than other types of need, and accounts for 35.06% of all EHC Plans in Barnet (compared with 34.35% at the same time the previous year). There is a similar picture nationally, with Autistic Spectrum Conditions being the highest area of SEN.

1.31 The council has continued to support the plans by the DfE and Oak Lodge Special Academy Trust to establish a new all-through special school for children and young people with ASC – the Windmill Special Free School. It is currently assumed that the new school will be built and opened by September 2021. This is subject to the completion by the Education and Skills Funding Agency of negotiations over the provision of a site for the school.

1.32 Even with the additional places provided by the new ARPs and the Windmill Special Free School, a further additional 125 specialist places will be required in Barnet by 2025.

Plans to develop specialist places

1.33 A new 'Needs Analysis and SEND Sufficiency' exercise is currently being undertaken to ensure that any additional future provision or expansions or changes to existing provision is in the right place and of the right type to meet existing and

projected need. The proposals in section 1.34 below will be reviewed as part of this analysis and will be incorporated into a new Special Provision Plan, which will be published by the end of March. The plan will also consider options and make proposals for the future use of the Special Provision Fund.

1.34 Pending the needs analysis and the consultation that follows it, the following is planned and is being pursued in order to ensure sufficient specialist places are available from September 2019 and 2020:

1.34.1 Additional ASC specialist provision is needed on an interim basis, whilst plans for the Windmill School progress. There is a need to expand on existing provision in special schools, where possible, with 12 extra places being available by September 2019. Barnet Special Schools will be consulted on this.

1.34.2 There is also a need to increase Additional Resource Provision for Key Stage 1 and Key Stage 2 pupils by 10 additional places by September 2019. These are for primary aged children who have not yet had a confirmed placement for September 2019 due to the pressure on places. Discussions are taking place with Claremont school about the possibility of a KS1 and KS2 ARP for ASC.

1.34.3 In September 2018, Kisharon School, an independent Special School, became a Special Free School under the Kisharon Academy Trust, providing 72 special school places. It is planned to expand this provision by an additional 35 places from September 2020 for pupils with ASC and moderate learning needs. 10 places have also been commissioned for post-19 placements at Kisharon from 2020.

1.34.4 As part of the development of post-16 pathways, there will be 10 supported internships with Mencap in September 2019.

1.35 It is proposed to consult on plans for specialist places and use of the Special Provision Fund during April and May. The consultation will be with parent carers, children and young people, schools and other settings including Barnet and Southgate College and other stakeholders. The consultation will aim to:
- Describe and consult on gaps in local provision
- Propose and consult on the nature and location of additional provision
- Propose and consult on the use of the remaining capital allocation from the Special Provision Fund.

1.36 It is proposed that the committee delegate authority to approve the Special Provision Plan and arrangements for consultation, and decision-making in relation to the location of new specialist places and use of the Special Places Fund, following the consultation, to the Strategic Director for Children and Young People.

2 REASONS FOR RECOMMENDATIONS

2.1 The SEND Strategy provides a framework to drive the work of the SEND partnership in Barnet through to 2020 to deliver the best possible outcomes for children and young people with SEND and their families.

2.2 The report addresses the need to review strategic priorities in light of service developments since the Strategy was published and the requirement to review and consult on the council's Special Places Plan and use of its Special Places Fund allocation on an annual basis.

2.3 The recommendations to delegate decision making to the Commissioning Director for Children and Young People are to enable efficient and timely decision making.

3 ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

3.1 The revised strategic priorities were developed in partnership with the SEND Partnership Board, in the light of the internal SEN Local Area Review.

3.2 In relation to the future provision of, and investment in, specialist places, the proposed approach is in line with SEND Strategy 2017-2020 approved by the Children, Education, Libraries and Safeguarding Committee in 2017 for consultation, and, subsequently, by the Strategic Director for Children and Young People, following consultation.

4 POST DECISION IMPLEMENTATION

4.1 Action to deliver the strategic priorities will be overseen by the governance arrangements set out in the report.

4.2 Following the production of a draft Special Places Plan and proposals for the use of the Special Places Fund, consultation with stakeholders will take place in April and May. The Strategic Director for Children and Young People will approve final plans in the light of the consultation.

5 IMPLICATIONS OF DECISIONS

5.1 **Corporate Priorities and Performance**
The quality of the education offer is at the heart of Barnet's continuing success as a place where people want to live, work and study. It plays a crucial part in making Barnet family friendly, with many families attracted to the area by the good reputation of Barnet's schools. Excellent educational outcomes and ensuring children and young people are equipped to meet the needs of employers are key to deliver the Council's vision set out in its Corporate Plan 2015-20 for:
- Barnet's schools to be amongst the best in the country, with enough places for all, and with all children achieving the best they can
- Barnet's children and young people to receive a great start in life and
- For there to be a broad offer of skills and employment programmes for all ages.

5.2 **Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**
The strategy will be delivered within existing revenue resources. The revenue costs of any additional places will be funded from the High Needs Block of the Dedicated Schools Grant. The revenue costs would be greater if the council has to rely on

independent, non-maintained and out of borough places to meet the additional demand for specialist places instead of investing in extra provision locally. In relation to capital funding, the council's medium term financial strategy contains provision for new school places, including for those children and young people with SEND. The capital funding identified in the council's medium term financial strategy will be partly funded by the one-off government capital grant of £3m across 2018/19 to 2020/21 (£1m each year), which was increased by a further £2m in 2018. This provides the council an opportunity to devise plans to meet an anticipated shortfall in the provision of local specialist places for children and young people with SEND.

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5.3 Legal and Constitutional References

5.3.1   Article 7 - Committees, Forums, Working Groups and Partnerships of the council's constitution states that the committee has responsibility for all matters relating to children, schools, education and safeguarding.

5.3.2   Section 13 of the Education Act 1996 place a duty on local authorities to secure efficient primary, secondary and further education are available to meet the needs of the population of their area. Section 13A requires local authorities to ensure that their functions are exercised with a view of promoting high standards, ensuring fair access to opportunity for education and training and promoting fulfilment of learning potential for children and young people in its area. Section 14 requires local authorities to secure sufficient schools and sufficient is defined by reference to number, character and equipment to provide appropriate education based on age, ability and aptitude, as well as ensuring diversity of provision. These duties are overarching duties and apply regardless of whether schools are maintained by the local authority or independent of local authority support.

5.3.3   Section 27 of the Children and Families Act requires local authorities to keep under review their educational, training and social care provision for children and young people with SEND to ensure it is sufficient to meet the educational, training and social care needs of the children and young people concerned. Subsection (3) requires the local authority to consult the following persons on such a review:

5.3.3.1   Children and young people with SEND and their parents;
5.3.3.2   Maintained schools and nursery schools, academies, Post-16 institutions and non-maintained special schools in the local area;
5.3.3.3   Children's centres and early years providers;
5.3.3.4   Providers of education and youth offending teams that have responsibility for educating relevant children and young people.

5.3.4   The special provision fund has been provided by central Government for the purpose of improving the quality and range of provision for children and young people with SEND aged 0-25 years. Government guidance confirms that the fund is not ring-fenced and can be used to create new places at good or outstanding provision or improve or develop new facilities. The funds can be pooled with other funding or with other local authorities and can be spent on provision outside the local authority's area if this will help meet need for children and young people within its area. The funds can be used for maintained schools, academies, early years institutions, Post-16 institutions and independent schools providing provision for children and young people with SEND. The provision is not intended for higher education, provision for those aged over 25, creating additional places for pupils

who do not have an EHC plan, reasonable adjustments to increase accessibility (this being the responsibility of the school), mobility equipment or maintenance works.

5.4 **Risk Management**

All pupil place planning is based on pupil projections and there is a risk that the projections are inaccurate. There is a risk that the needs of groups of children change over time. Future provision will be developed to promote flexibility to respond to changing needs

5.5 **Equalities and Diversity**

The Council has a duty contained in section 149 of the Equality Act to have due regard to the need to:

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are:
- age
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

The broad purpose of this duty is to integrate considerations of equality into day to day business and to keep them under review in decision making, the design of policies and the delivery of services. School improvement monitoring, supporting and challenging arrangements ensure that the quality of education in Barnet is maintained and improved. Outcomes for all groups of children and young people are monitored including children with special educational needs and disabilities and disadvantaged children (those in receipt of free school meals and children looked after). Barnet's Children and Young People Plan and the Education Strategy 2017-2020 both have a strong focus on improving outcomes for disadvantaged groups of children and young people.

Following consultation on the Strategic Priorities and the Special Places Plan and proposals for allocating capital, an equalities impact assessment will be carried out and will inform decision-making.

5.6 **Corporate Parenting Principles**

A disproportionate number of looked after children have special educational needs. Ensuring appropriate strategic priorities in the SEND Strategy and the development

of specialist places where they are most needed will thus be of clear benefit to significant numbers of looked after children,

5.7 **Consultation and Engagement**
The SEND Strategy 2017-2020 was developed by the strategic partnership between the council, Cambridge Education and schools. It was subject to extensive consultation with parent carers, schools and other stakeholders. The report proposes consultation on the revised strategic priorities and on the Special Places Plan and use of the Special Places Fund allocation.

6 BACKGROUND PAPERS

Children, Education, Libraries and Safeguarding Committee, 18th July 2017 – Item 8: Education Strategy 2017-2020
https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MId=8692&Ver=4

Children, Education, Libraries and Safeguarding Committee, 15th November 2017 – Item 12: SEND Strategy 2017-2020
http://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MId=8694&Ver=4

Local Offer introduction to the SEND Strategy:

https://www.barnetlocaloffer.org.uk/pages/home/information-and-advice/local-area-decision-making/barnet-send-strategy
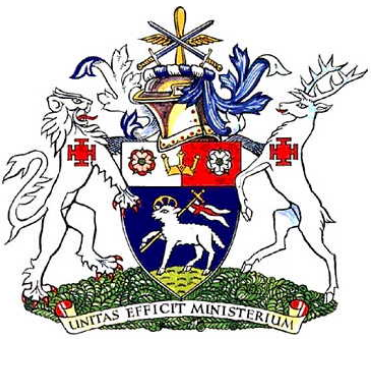
SEND Strategy published on the Local Offer:

https://www.barnetlocaloffer.org.uk/documents/655-barnet-send-strategy-2017-2020.pdf

Special Provision Fund: Engagement Plan and Special Provision Plan

https://www.barnetlocaloffer.org.uk/blog_articles/1802-special-provision-fund-engagement-plan?term=special+provision+fund

AGENDA ITEM 11

CHILDREN, EDUCATION and SAFEGUARDING COMMITTEE

13 March 2019

Title	**Childcare Sufficiency Assessment**
Report of	Chairman of the Committee, Councillor David Longstaff
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	**Appendix 1: Barnet Childcare Sufficiency Assessment 2018**
Officer Contact Details	Debra Davies, Early Years and Primary Lead, debra.davies@barnet.gov.uk

Summary
Following the introduction of the Childcare Act (2006), all local authorities are under a statutory duty to secure sufficient childcare, so far as reasonably practicable, for parents of children aged 0-14 years (up to 18 for disabled children) who are working, studying or in training in their local area. Statutory guidance recommends that there is an annual report to elected council members on how the Council is meeting its duty to secure sufficient childcare, and to make this report available and accessible to parents. This is the annual report for 2018, and presents key messages from the analysis of current childcare provision in the borough (and its take up), as well as future development required to meet future demand.

Recommendations
1. **That the Committee note the Barnet Childcare Sufficiency Assessment 2018 attached to this report as Appendix A.**

THE CHILDCARE SUFFICIENCY ASSESSMENT

1.1   Following the introduction of the Childcare Act (2006), all local authorities are under a statutory duty to secure sufficient childcare, so far as reasonably practicable, for parents of children aged 0-14 years (up to 18 for disabled children) who are working, studying or in training in their local area.

1.2   Statutory Guidance for Local Authorities published by the Department for Education, *"Early education and childcare: Statutory guidance for local authorities – June 2018"*, recommends that there is an annual report to elected council members on how the Council is meeting its duty to secure sufficient childcare, and to make this report available and accessible to parents.

1.3   Local authorities are responsible for determining the appropriate level of detail in their report, geographical division and date of publication. The report should include:

- a specific reference to how they are ensuring there is sufficient childcare available to meet the needs of: disabled children; children from families in receipt of the childcare element of Working Tax Credit or Universal Credit; children with parents who work irregular hours; children aged two, three and four taking up early education places; school age children; and children needing holiday care;

- information about the supply and demand of childcare for particular age ranges of children, and the affordability, accessibility and quality of provision; and

- details of how any gaps in childcare provision will be addressed.

1.4   The full Childcare Sufficiency Assessment for 2018 is attached to this report as Appendix A. A summary of the key themes and recommendations are presented below. The assessment will be updated on an annual basis, although the provision, quality and take up of childcare places will be continually monitored throughout the year.

CONCLUSIONS FROM THE SUFFICIENCY ASSESSMENT

1.5   Generally, the provision and quality of Early Education provision is good across the borough. 95% of two year olds, and 96% of three/four year olds attends a childcare provision which is rated good or outstanding by Ofsted.

1.6   In the short term, there are pockets in the borough where there is lower take up of free funded places at 2, 3 and 4 year old level. These pockets sit primarily sit within Colindale, Burnt Oak and Golders Green wards. There are two primary reasons for this trend. The first is that these wards are where our highest 0-4 population is, and we have already started to expand the number of places within Colindale ward. The second reason is that there is often little tradition of Early Education in some families, so they are less likely to be aware of childcare places, or the support available to help take up a place.

1.8   In the medium to long term (2018-2025), a number of trends can be seen:

- The number of 0-4 year olds living in Barnet is due to grow until 2021, and then decline to be 1.3% less in 2025 when compared to 2018;

- The number of 5-15 year olds living in Barnet is due to grow until 2022, and similarly decline slightly until 2025, but still be 2.8% higher in 2025 when compared to 2018;

- These trends are not evenly spread throughout the borough, with Colindale, Burnt Oak, Hendon and Golders Green expected to have bigger increases in both of these age groups, and High Barnet, Totteridge and Oakleigh expected to have a reduction in the number of 0-4 and 5-15 year olds;

- Population increases are expected to be driven by regeneration (particularly around Brent Cross/Cricklewood, Colindale, and Mill Hill East), and higher birth rates in these areas;

- Changes to future working patterns (e.g. shift work, weekdays only, weekends, evenings) are currently unknown, but will need to be explored to ensure that childcare provision during "atypical hours" meets demand (atypical hours is defined as any hours outside 8am to 6pm, Monday to Friday).

1.9 To address the current short-term low pockets, as well as the medium and long-term trends, recommended actions (which we are currently undertaking) are:

- Working with existing providers in locations of population growth and/or place shortages to potentially expand places;

- Our Early Years Registration Officer supports people wanting to set up childcare provision in the borough;

- Investing in outreach work through the Early Help Hubs to proactively connect families and childcare places;

- Ensure that places are provided which are suitable for children with SEND; and

- Adjusting our provider database to provide real time information on vacancy levels and funded place take up, so this can guide work in developing places, and outreach with families.

2.   REASONS FOR RECOMMENDATIONS

2.1 Members are asked to review the analysis of current and future childcare provision in the borough, and the details on how any gaps will be addresses as per the statutory guidance.

3.   ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

3.1 No alternative options have been considered for this paper.

4.   POST DECISION IMPLEMENTATION

4.1 The Childcare Sufficiency Assessment will be used to drive forward strategic work on addressing childcare gaps identified in the borough, and proactively working to ensure that there is right type and amount of childcare provision in order to match changing demand.

4.2 Take up of funded 2, 3 and 4 year old places will continue to be reported every quarter to CES as part of the overall performance reports that it receives on its priorities.

4.3   The Childcare Sufficiency Assessment will be updated and reviewed following the January 2020 school census, and will be available for review in March 2020.

5.   IMPLICATIONS OF DECISION

5.1   Corporate Priorities and Performance
5.1.1   Ensuring that there is there is the right, good quality Early Education in Barnet is a key mechanism through which Barnet Council and its partners will deliver the Family Friendly Barnet vision to be the most family friendly borough in London by 2020.

5.1.2   The take up of good quality Early Education provision also provides the foundation through which Barnet and its partners can achieve the CES priority to ensure that attainment and progress remains in the top 10% nationally.

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

5.2.1   The Early Education Entitlement for 2, 3 and 4 year olds is funded through the Dedicated Schools Grant (DSG), the rates for 2 year olds in 2018/19 was £6 per hour and for 3 and 4 year olds £5.17 per hour (notionally £5.44 per hour including the deprivation supplement).

5.2.2   For 2018/19, the forecast expenditure for 3 and 4 year old places is £23,780,585 (this now includes pupils eligible for 30 hour 'working parent' offer), plus Early Years Pupil Premium of £137,657, £89,790 Disability Access Funding and £2,722,200 for disadvantaged 2 year olds.

5.3   Social Value

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

5.4   Legal and Constitutional References

5.4.1   Section 6 of the Childcare Act 2006 places a duty on local authorities to secure, so far as is reasonably practicable, that the provision of childcare is sufficient to meet the requirements of parents in their area who require it in order to take up or remain in work or undertake education or training in order to obtain work. In determining whether childcare is sufficient, a local authority must have regard to the needs of parents in their area for the provision of childcare in respect of which the child care element of working tax credit is payable, the provision of childcare in respect of which an amount in respect of childcare costs may be included in the calculation of an award of universal credit and provision of childcare which is suitable for disabled children. In considering its duty, the local authority may take account of childcare available outside their area. This duty only applies to children up to age 14, except in the case of disabled children.

5.4.2   Statutory guidance has been published as referred to above and regard must be had to this when discharging the above duty.

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

5.5   Risk Management

5.5.1   There is currently a risk within the Family Services Risk Register, which is: *"As a result of an absence of providers in the market the Council are unable to meet Free Entitlement to Early Education (FEE2) and 30 hours free childcare demand across the borough which could result in children being unable to access their statutory entitlement, reputational damage, budgetary impacts."*

5.5.2   The likelihood of this risk happening is judged to be a high likelihood of occurring, and a high impact if it did occur, **without mitigation**. With mitigation, this rating falls to a low likelihood of occurring, and a medium impact.

5.5.3   The mitigation is to:

- Forecast the number and type of places needed through the Sufficiency Assessment
- Clear communication and partnership work with providers to ensure that the free entitlement is offered widely
- Work with current and new providers to build provision in areas of shortage
- Monitor take up, and provide outreach to areas where take up is low
- Monitor national take up, trends and what other Local Authorities are doing to ensure provision.

5.6   Equalities and Diversity

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

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

5.6.2   The Childcare Sufficiency Assessment in Appendix 1 outlines the ethnicity and disabilities of children aged 0-4 and 5-16 in Barnet

5.6.3   The table below shows the number of children supported in educational settings within Barnet as of the January 2019 School Census. We do not currently collect data in relation to the take up of childcare places by children with disabilities. We are currently reviewing how we collect this information in future.

January 2019 School Census

Age	Number of children with Statement/EHCP	Number of children with SEN Support
Birth to school age	23	222
Primary school (reception to year 6)	816	3704
Secondary school	843	2214

5.6.4   Data is not collected in relation to the ethnicity of children when reviewing the take up of places within the Childcare Sufficiency Assessment. We are currently reviewing how we collect this information in future.

5.7   Corporate Parenting

5.7.1   Some Children in Care or Care Leavers may be pregnant or be a parent. These young people are targeted via the Onwards and Upwards team, Children in Care team and Early Help Hubs to connect with childcare whilst they may be studying or working, and also to ensure that they take up their free entitlement to childcare when their child reaches the appropriate age.

5.7.2   Foster Carers of Children in Care are eligible for Free Early Education places. Social Workers and the Early Education Team work with Foster Carers to ensure that they are aware of, and take up the entitlement.

5.8   Consultation and Engagement

5.8.1   The Early Years team is in constant discussion with childcare providers currently operating in the borough, and uses their feedback, alongside other sources of information to determine the strategy for delivering childcare in the borough.

5.9   Insight

5.9.1   Insight data will continue to be regularly collected and used to monitor the progress of the provision and take up of good quality childcare places.

6.   BACKGROUND PAPERS

6.1   Department for Education, *"Early education and childcare: Statutory guidance for local authorities"*, June 2018

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/718179/Early_education_and_childcare-statutory_guidance.pdf

Family Services

Childcare Sufficiency Assessment (CSA)

Document control	
Document title	Childcare Sufficiency Assessment
Document description	This report is an assessment of sufficiency using data about the need for childcare and the amount of childcare available.
Document authors	Lauren Burbidge – Family Services Portfolio Manager
Version control	
Document production date	20 February 2019
Document version	DRAFT 2.0

Contents

1. Overall Assessment and Summary

1.1.   About the Childcare Sufficiency Assessment

Barnet council is required by law to 'report annually to elected council members on how they are meeting their duty to secure sufficient childcare, and make this report available and accessible to parents[1]'. We have prepared this report in order to meet this duty.

Having sufficient childcare means that families are able to find childcare that meets their child's learning needs and enables parents to make a real choice about work and training. This applies to all children from birth to age 14, and to children with disabilities. Sufficiency is assessed for different groups, rather than for all children in the local authority.

In this report, we have made an assessment of sufficiency using data about the need for childcare and the amount of childcare available.

We use information about childcare sufficiency to plan our work supporting the local childcare economy.

1.2.   Overall Sufficiency in Barnet

In Barnet we have a total of 480 providers delivering Early Education and Childcare. These are broken down as childminders, private, voluntary and independent nurseries, nurseries within schools and 4 maintained nursery schools. These are distributed across the three localities.

Where we previously had sufficiency issues, we have worked closely with partners to develop new child care provisions. This year we do not anticipate having any sufficiency issues for any of the Early Education offers. This includes Free early education for two-year-olds, universal offer for all three and four- year-olds and the newly introduced 30 hour offer for eligible three and four-year-olds.

93% of the early years providers in Barnet were judged as good or better by Ofsted at 31 August 2018.

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[1] Statutory guidance on Early Education and Childcare, effective from 1 September 2017.

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2. Demand for Childcare

2.1. Population of Early Years Children

In total, there are 26,000 children under the age of five living in Barnet[2]. These children may require early years childcare.

Age	Number of children
Age 0	5,300
Age 1	5,300
Age 2	5,400
Age 3	5,200
Age 4*	5,300

*Some four-year-olds will have started reception

2.2. Population of School Age Children

In total there are 38,600 children aged 5-11, and 14,400 children aged 12-14 living in Barnet[3]. These children may require childcare before and after school, and/or during the school holidays.

Age	Number of children
Age 5	5,400
Age 6	5,900
Age 7	5,700
Age 8	5,700
Age 9	5,300
Age 10	5,400
Age 11	5,200
Age 12	5,000
Age 13	4,700
Age 14	4,700

[2]&[3] https://data.london.gov.uk/dataset/gla-population-projections-custom-age-tables. Central Trend-based projection (using a 10-year migration scenario). These figures are rounded to the nearest 100

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2.3.   Number of Children with Special Educational Needs and Disabilities[4]

Children with special education needs and disabilities (SEND) are entitled to support with childcare up to the age of 18 (age 14 for children who do not have a special need or disability). The number of children with an Education, Health and Care (EHC) plan, or SEN Support in our local authority is:

Age	Number of children with EHCP	Number of children with SEN Support
Birth to school age	23	222
Primary school (reception to year 6)	816	3,704
Secondary school (year 7 to 13)	843	2,214

Children's needs change over time and are identified at different ages. Among the youngest children, SEND may only be identified when they start in childcare or school, and it can take some time from needs being identified to an EHC plan being issued. It is therefore possible that the number of children with SEND aged 0-4 is an underestimate. Some children have SEN but do not have an EHC plan.

2.4.   Characteristics of children in Barnet[5]

There are more children from all Black and Minority Ethnic groups in the 0 – 9 age group, than there are White children. Children and young people in the 10–19 age groups are predominantly White. This demonstrates a more diverse population shift in terms of ethnicity. Colindale, Burnt Oak, and West Hendon have populations that are more than 50% Black, Asian and Minority ethnic background. Over 50% of all 0-4-year-olds in Barnet are from a Black, Asian and Minority ethnic background and this is forecast to increase.

2.4.1. Deprivation 0-5 years

Whilst Barnet is generally an affluent borough, approximately 16% of children under five live in the 30% most deprived Local Super Output Areas (LSOAs)123. 19% of children under five (5,000 children) live in low income families, defined as those in receipt of Child Tax Credit and

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[4] Taken from January 2018 School Census
[5] https://www.barnet.gov.uk/jsna-home/children-and-young-people.html

either on benefits (Income Support or Jobseekers allowance) or earning less than 60% of median the income.

2.4.2. Lone parents 0-5 years

Whilst there are high concentrations of lone parents in Barnet's deprived LSOAs, it should be noted that there are also high concentrations of lone parents in the Borough's more affluent LSOAs.

LSOA	Locality	Ward	IMD Score	Lone parent households with dependent children
E01000163	East / Central	Coppetts	26%	102
E01000315	East / Central	Woodhouse	23%	116
E01000171	East / Central	East Barnet	49%	121
E01000289	East / Central	Underhill	19%	118
E01000291	East / Central	Underhill	26%	107
E01000189	West	Edgware	12%	169
E01000125	West	Burnt Oak	18%	134
E01000152	West	Colindale	19%	153
E01000245	South	Hendon	23%	80
E01000137	South	Childs Hill	24%	93
E01000141	South	Childs Hill	27%	98
E01000142	South	Childs Hill	42%	87
E01000221	South	Golders Green	17%	81
E01000308	South	West Hendon	17%	96

East / Central Locality: Within the locality, there are five LSOAs that have a relatively high number of lone parent household (over 80 households per LSOA). Four of the LSOAs are deprived with IMD scores ranging between 19%-26%.

West Locality: the locality contains the three LSOAs with the highest number of lone parents in the Borough. These are deprived LSOAs with IMD scores of 12%-19%.

South Locality: Within the locality, there are six LSOAs that have a relatively high number of lone parent household. With the exception of one LSOA within Childs Hill ward, five LSOAs are

deprived with IMD scores ranging between 17%-27%. The two most deprived LSOAs within the south locality are also LSAOs with high numbers of lone parent households.
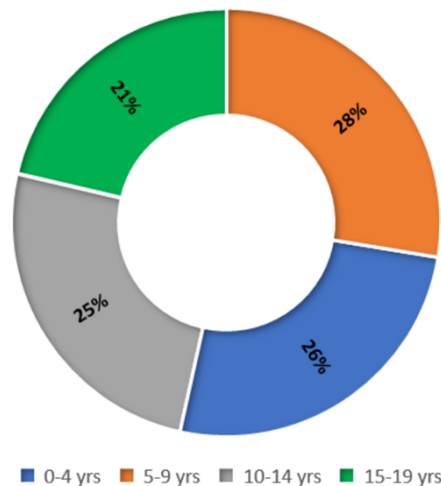
2.4.3. Ethnicity 0-5 years

Barnet has 24 LSOAs with relatively high estimated number of Black, Asian and Minority Ethnic children under five (over 90 households per LSOA). The West locality contains 17 of the LSOAs with high concentration of Black, Asian and Minority Ethnic households with children under five. It should be noted that there are high numbers of Black, Asian and Minority Ethnic children in the wards of Burnt Oak and Colindale, which have pockets of deprivation. The East/Central locality has only two LSOAs with high number of Black, Asian and Minority Ethnic households with children under five, however, these are not deprived LSOAs.

2.5. Changes to population of children in Barnet[6]

Between 2018 and 2025, the children and young people (CYP) population (0-19) in Barnet is projected to increase by 3% from roughly 99,000 to 102,000. As you can see from Figure 1 below, the largest proportion of the CYP population within Barnet in 2018, falls within the 5-9 years old age group (28%) and the smallest within the 15-19 years old age quartile (21%). By 2025, it is projected that the 5-9-year-old age group will drop to 25% of the CYP population, whilst the 10-14-year-old group will increase slightly to 26% of children and young people within the borough.

Figure 1: Proportion of children & young people in Barnet by age group 2018[7]

deprived with IMD scores ranging between 17%-27%. The two most deprived LSOAs within the

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[6] https://www.barnet.gov.uk/jsna-home/children-and-young-people.html

[7] Source: Greater London Authority (GLA, 2018) Borough Preferred Option data

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In 2018, the highest population of children and young people (CYP) is predicted in Golders Green ward (6,900) and this is due to increase by 12% to roughly 7,700 by 2025. In contrast, the CYP population of Colindale is projected to increase by 45% over the same period from about 6,600 to 9,500.

In general, the wards with the greatest increase in their 0-19 population between 2018 and 2025 are found in the west of the borough (Colindale, Mill Hill and Golders Green), whilst the wards with the greatest decrease in their children and young people populations are concentrated in the east of Barnet (Garden Suburb, Coppetts and Woodhouse).

Supply of Childcare

2.6.   Number of Early Years Providers and Places

In total, there are 418 childcare providers in Barnet. There is a maximum number of 7,554 early years (0-5) childcare places offered by childminders and private, voluntary and independent (PVI) nurseries:

Type of Provision	Number of Providers	Number of registered places
Childminders	290	1,823
Private, voluntary and independent nurseries*	128	5,731
Nursery classes in schools	58	Place data not held
Maintained nursery schools	4	Place data not held

The data in this table was correct on: 20 February 2019

*Only Ofsted registered settings details have been included. We do not hold details on Independent schools registered with the DfE.

For private, voluntary and independent nurseries and childminders, the number of registered places represents the maximum number of children who can be on the premises at any given time. In practice, many providers choose to operate below their number of registered places.

Children may attend childcare full time or part time. This table records places for children who are attending full time, or for as many hours as the setting is open. In some cases, two or more children attending part time may use one full time equivalent place. For example, one child may attend in the morning and one child may attend in the afternoon.

2.7.   Number of school age providers & places

In Barnet we have 126 schools

Type of school	Number of schools
Nursery schools	4
Primary schools	90
Secondary schools	23
All-through schools	3
Special schools	6

2.7.1. Types of schools

Community Schools are schools owned and maintained by Barnet Council. The council has overall responsibility for the community schools' admissions and the council arranges appeals for places at these schools.

Foundation Schools are funded by the council, but the governing bodies of individual schools own the building, are responsible for setting the admission criteria and handling the process including the arrangements of appeals.

Voluntary aided schools are schools funded by the council but 'voluntary bodies' (usually religious) own the buildings, and the governors of the schools are responsible for setting the admission criteria, handling the process and arranging appeals.

Free Schools are all-ability state-funded schools set up in response of what local people say they want and need, to improve education for children in their community.

Academies are independent schools, but no fees are charged to parents and they are required to participate in coordinated admission arrangements. The governing body is responsible for setting the admission criteria and for arranging appeals.

All-through schools comprise both primary and secondary education phases, where children are educated from age 3 or 4 to age 18.

An **independent or private school** is a school that is independent in its finances and governance. It is not dependent upon national or local government for financing its operation, nor reliant on taxpayer contributions. Information about independent schools can be found from the Independent Schools Council.

Further information about Barnet education, can be found at:

https://www.barnet.gov.uk/citizen-home/schools-and-education/schools-and-colleges

3. Funded early education

3.1. Introduction to funded early education

All children who meet the eligiblity criteria are able to take up a free place if their parent wants to.

Two year olds:

A child will be entitled to the free hours from the term after their second birthday and the child or parents meet the eligibility Eligible two year olds are entitled to 570 hours per year of free early education, this is the equivalent of 15 hours per week for 38 weeks of the year.

Three and four year olds (Universal hours)

All children are entitled to 570 hours of free early education beginning the term after their third birthday until the child reaches compulsory school age. This is the equivalent of 15 hours per week for 38 weeks of the year.

Three and four year olds (extended entitlement)

A child will be entitled to additional free hours beginning the term after their third birthday and the child's parent has a valid 30 hours code free childcare eligibility code.

The 30 hours free childcare is made of 15 universal hours and 15 hours of extended entitlement.

Children who attend a reception class will not be eligible to claim the free entitlement.

Funded early education eligibility criteria can be found at https://www.childcarechoices.gov.uk

3.2. Proportion of 2-year-old children entitled to funded early education

In Barnet, 28% of 2-year-olds are entitled to funded early education. This equates to around 1,498 children per year in 2018.

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3.3.   Take-up of funded early education

The proportion of eligible children taking up their funded place (for at least some of the available hours) in our local authority is:

Funding		Number of children
2-year-olds		1,030
3 & 4-year-olds universal hours	3-year-olds	4,290
	4-year-olds	4,470
	3 & 4-year-olds	8,770
3 & 4-year-olds extended hours	3-year-olds	1,210
	4-year-olds	500
	3 & 4-year-olds	1,710

The data in this table is based on Department for Education data.

3.4.   3 and 4-year-old funded entitlement applications

Parents who think they are entitled to a 30 hour extended hours place apply for this online through the Government's Childcare Support website. The same website is used to apply for tax free childcare and parents can apply for either or both. If a parent is eligible, the system creates a code which they can use with their chosen childcare provider. If they are ineligible, they will still be entitled to the universal 15 hours of early education and childcare.

Codes issued	Codes validated	Codes used
2,117	1,888	89%

The data in this table is based on Department for Education data in Spring 2019.

3.5.   Providers offering funded early education places

Providers are paid directly by government for delivering funded early education. They are not required to offer them to parents, but of course parents may choose to use a different provider if they do not. Some providers offer a restricted number of funded places.

Provider type	Number of providers	Age 2 targeted	Age 3 and 4 universal 15 hours	Age 3 and 4 – extended 30 hours
Childminders	290	43%	51%	50%
Nursery classes in schools	58	29%	100%	92%
Maintained nursery schools	4	100%	100%	100%
Private, voluntary and independent nurseries	128	78%	92%	87%

4. Prices

4.1. Cost of early years childcare

For early years childcare outside the funded entitlements, this report records the average prices per hour, reported to us by settings.[8] There may be variations to prices based on the number of hours a family uses, with reductions for longer hours, or discounts for sibling groups. There may be additional payments for additional services, e.g. lunch and other meals which are not included in these prices.

Age	Private, voluntary and independent nurseries	Childminders
2-year-olds	£10	£7.20
3 & 4-year-olds	£10	£7.25

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[8] Details of how we collect this data are in the methodology section below

5. Quality of childcare in Barnet

5.1.   Ofsted inspection grades

All childcare providers must register with and be inspected by Ofsted, Childcare providers who care for children aged frok birth to five years must register on the Early Years Register. Childcare providers are inspected by Ofsted who evaluate the overall quality and standards of the early years provision in line with the principles and requirements of the Early Years Foundation Stage.

Childcare provider who have been inspected will receive a grade these are 'Outstanding', 'Good', Requires Improvement' or 'Inadequate'.

.[9] Providers are still awaiting their first full inspection. have been excluded from our calculation.

Nursery classes in independent schools do not generally have an Ofsted grade.

Provider type	Total number of providers	% achieving good or outstanding
Childminders*	290	62%
Nursery classes in schools	58	98%
Maintained nursery schools	4	100%
Private, voluntary and independent nurseries	128	72%

*12% are yet to be inspected

[9] For more information see https://reports.ofsted.gov.uk/about-our-inspection-reports

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6. Data Sources

- Number of children: based on GLA population projections from the London Data Store

- Children with EHC plans: based on January 2018 School Census data held by London Borough of Barnet

- Supply of childcare: based on data provided to us by Ofsted, who regulate early years provision in schools and childcare provision (In some cases, we have supplemented this with local intelligence where providers are not registered with Ofsted).

- Funded early education: data on take up of funded early education entitlements is based on the Early Years and Schools Censuses, which are taken every January and published by the Department for Education in the statistical collection *Education provision: children under five years of age.* Data on entitlement to a funded early education place for 2-year-olds is provided by the Department for Work and Pensions.

- Price of childcare: Collected from Free Early Education providers in Barnet

- Quality of childcare: data on childcare quality is provided by Ofsted.

BARNET
LONDON BOROUGH

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

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

Title of Report	Overview of decision	Report Of* (officer)	Issue Type (Non key/Key/Urgent)
13 March 2019			
Update report on the progress of Barnet Children's Services Improvement Action Plan (including Quarterly Performance)	The Committee to receive an update on the Ofsted Report and quarterly performance report.	Strategic Director for Children and Young People Head of Performance and Risk	**Non-key**
Report on business case for the Adoption Regional Agency arrangements in North London	The Committee to note the report.	Divisional Director Commissioning Family Services Strategic Director, Children and Young People	**Key**
Educational Standards in Barnet 2017/18	That the Committee note the results for the Academic year.	Strategic Director, Children and Young People Education and Skills Director, Barnet with Cambridge Education	**Non-key**
SEND Strategy	That the Committee approve the amendments as per the recommendations in the report.	Strategic Director for Children and Young People Strategic Lead - Children and Young People	**Non-key**
Childcare Sufficiency Assessment	The Committee to note the report.	Strategic Director, Children and Young People Early Years Standards and Quality Lead	**Non-key**

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

Title of Report	Overview of decision	Report Of* (officer)	Issue Type (Non key/Key/Urgent)
8 May 2019			
Update report on the progress of Barnet Children's Services Improvement Action Plan (including Quarterly Performance)	The Committee to receive an update on the Ofsted Report and quarterly performance report.	Strategic Director for Children and Young People Head of Performance and Risk	**Non-key**
Voice of the Child Report	Annual Report on Barnet Youth Parliament and Barnet Youth Assembly.	Voice of the Child Coordinator	**Non-key**
Future Multi-Agency Safeguarding Arrangements	The Committee to receive an update on future multi-agency safeguarding arrangements.	Strategic Director for Children and Young People	**Non-key**

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

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