

	<p>Children, Education, Libraries & Safeguarding Committee 12th July 2016</p>
<p style="text-align: right;">Title</p>	<p>Early Years Performance Report – Progress Update</p>
<p style="text-align: right;">Report of</p>	<p>Commissioning Director, Children and Young People</p>
<p style="text-align: right;">Wards</p>	<p>All</p>
<p style="text-align: right;">Status</p>	<p>Public</p>
<p style="text-align: right;">Urgent</p>	<p>No</p>
<p style="text-align: right;">Key</p>	<p>No</p>
<p style="text-align: right;">Enclosures</p>	<p>Annex A: Progress Update: Children’s Centre Locality Model</p>
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<p>Summary</p>
<p>This report provides the committee with a progress update in relation to the Early Years’ service performance following the decision agreed at a meeting of committee on 28th October 2014 for the remodelling of the Early Years’ service. This decision was taken in order to have a clear central function to support quality improvement across the Early Years sector, and in order to further develop access to and provision of the early education entitlement for targeted two year olds and all three and four year olds, as well as to implement a locality model for the boroughs children’s centres.</p>

<p>Recommendations</p>
<p>That the Committee note the following:</p> <ol style="list-style-type: none"> That the committee note the progress of the Early Years’ service performance following the Early Years review as outlined in the report.

1. WHY THIS REPORT IS NEEDED

- 1.1 At the meeting of the Children, Education, Libraries and Safeguarding (CELS) Committee on 28th October 2014 it was agreed that the Early Years' service be remodelled including a locality model of delivery for children's centres being implemented that includes continued improvements in joint working with health visitors
- 1.2 Members have requested that a progress report be presented with regard to the implementation of the reconfigured Early Years' service and therefore this report provides the Committee with a progress update in relation to the remodelling and the work undertaken by all aspects of the service area.

2. REASONS FOR RECOMMENDATIONS

- 2.1 In order to meet the statutory duties in point 5.4 the committee are asked to note the progress made so that further development and embedding of the locality model can continue.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 There are no alternative options presented as this is an update report on current delivery.

4. POST DECISION IMPLEMENTATION

- 4.1 Once progress has been noted by committee, the continuation of the models development will be progressed by the Early Years' Service. This service reports quarterly to the Early Years Board where these actions will be reviewed.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 The council will continue to ensure a great start in life for every child and that young people are well prepared for adulthood
- 5.1.2 The Central Early Years teams provide quality assurance and work across a range of partners to improve standards in Early Years settings that are provided in schools and through partners in the voluntary, private and independent sector (PVI's). The teams also provide brokerage and support for providers to increase their provision for targeted two year olds and all three and four year olds and to parents who wish to access early education and child care for their under 5s. The teams support the children's centre localities by providing data in relation to each localities community profile and needs analyses and report to the board the performance of all areas of the service. The central team also lead on specific pieces of work such as the recent Child Sufficiency Assessment (CSA).

- 5.1.3 The locality children centre model works to provide services and interventions for a good start in life for our youngest children, with a targeted approach for those who are vulnerable or disadvantaged. The model is one of multi-agency, integrated services and sees the children's centres as a vehicle of delivery across a whole locality rather than one building. In this way activities and services are delivered where families are, so that they are locally accessible and more likely to be utilised.
- 5.1.4 The localities are pivotal in providing early identification and intervention and as such, staff are lead practitioners for assessment and intervention as part of the Common Assessment Framework (CAF) and are part of the Team Around the Child for those children who have children's social care plans. They provide early parenting and family support that encourages good attachment and early language development that supports their 'school readiness' and positive educational outcomes. Working with partners, a range of health services are provided starting in the antenatal period with midwifery service and following birth through partnerships with health visitors. The centres support healthy eating, good mental health and good oral health so that children's life chances are improved.
- 5.1.5 To support families to move out of poverty the localities provide support in accessing training and employment through working with Employment Advisors from JobCentre Plus (JCP) and Barnet College. The localities also support parents to access their entitlement to 15 hours of free early education for targeted 2 year olds and all 3 and 4 year olds
- 5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)**
- 5.2.1 As this is a progress update report there are no additional resource implications arising directly from this report.
- 5.2.2 The current children's centre locality model - which includes both council funding and public health funding - has an agreed budget profile in 2016/17, which forms part of the agreed base budget for Family Services as agreed as part of the annual budget planning process. The agreed budget profile for 2016/17 is £1,948,961 for the council led centres and £1,447,445 for those centres led by school partners. Budgets have taken account numbers of under 5s in each locality and levels of deprivation. The central team's budget is £315,101 from the base budget and £406,450 from Early Years Dedicated Schools Grant (DSG).
- 5.3 Social Value**
- 5.3.1 The Early Years' service is built upon effective multi-agency working across partners. It ensures universal and targeted delivery of early education, child care and children's centres in local communities across the boroughs three localities in order to have locally accessible services that reach all families with a targeted approach for those who are in need but less likely to access

services.

- 5.3.2 Barnet's Early Years model supports building resilience with children and families early in a child's life in order to improve their education and health outcomes and therefore their life chances. It builds capacity and resilience in local communities through integrated work with local community organisations and through the volunteer programme.
- 5.3.3 The Early Years locality model supports and assists parents to access training and employment opportunities again building resilience in families and addressing issues of child poverty.
- 5.3.4 The Early Years model supports newly-arrived families so that social isolation is reduced and such families have access to courses such as English for Speakers of Other Languages (ESOL) in order to support their child's school readiness and to fulfil their own aspirations in relation to future training and employment.

5.4 Legal and Constitutional References

- 5.4.1 Responsibility for Functions Annex A, as outlined in the council's constitution, states that the committee is responsible for those powers, duties and functions of the Council in relation to Children's Services
- 5.4.2 Under the Childcare Act 2006, local authorities have various duties in relation to young children in their area. This includes a general duty under s.1 to improve the well-being of young children and reduce inequalities and specific duties to provide early years services in an integrated manner and to promote services to those parents who are unlikely to take advantage of them.
- 5.4.3 The 2006 Act also contains a specific duty to secure, so far as is reasonably practicable, the provision of sufficient childcare to enable parents/carers to take up or remain in work, or to undertake education and training leading to work.
- 5.4.4 The Childcare Act 2006 requires local authorities to take account of the quantity and quality of early childhood services that are or are expected to be provided.
- 5.4.5 Section 5A of the 2006 Act requires the Council to secure, so far as reasonably practicable, sufficient children's centres in its area to meet local need
- 5.4.6 The Sure Start Children's Centre Statutory Guidance 2013 sets out the core purpose of a children's centre which is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in:
 - child development and school readiness;
 - parenting aspirations and parenting skills; and

- child and family health and life chances.

5.5 Risk Management

- 5.5.1 Family Services manages risk in accordance with the council risk management procedure. Risks are reviewed in a timely fashion and controls put in place to reduce their likelihood and/or impact.
- 5.5.2 Barnet has a rapidly growing population and the work of the Early Years' service will increase particularly in areas of regeneration. In order to continue to meet the needs of our youngest children and their families further development of the locality model and more integrated working with partners, particularly with the health visiting service and community providers, is essential in providing the best we can for what we can afford.

5.6 Equalities and Diversity

- 5.6.1 The 2010 Equality Act outlines the provisions of the Public Sector Equalities Duty which requires Public Bodies **to have due regard** to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
 - advance equality of opportunity between people from different groups
 - foster good relations between people from different groups
- 5.6.2 The broad purpose of this duty is to integrate considerations of equality into everyday business.
- 5.6.3 The equalities characteristics of Barnet's population are taken into account in decision making, the design of policies and the delivery of services. This information, insight and data are also taken into account in extending the reach of services, for example in providing early years places.
- 5.6.4 Early Years services and provision by their nature impacts on parents of working age and children below school age more than other age groups. The delivery of the early years model impacts on women receiving maternity services and those parents wishing to return to training or work following having children. Early Years services are particularly important to lone parents, who are more likely to be female and families on low income where for both parents there can be social isolation and family/parenting support needs. In Barnet the areas of highest relative deprivation, such as Colindale, Burnt Oak, and West Hendon, have the largest proportion of black and minority ethnic groups. It has also been identified that the Jewish Community, largely based in Golders Green and Childs Hill, are less likely to make use of the children's centres. Through an annual needs analysis and providing each locality with a community profile the needs of these and other target groups are considered when devising a strategy for engagement and delivery across the locality.
- 5.6.5 Families where English is an additional language are more likely to live in areas of higher deprivation and as such are more impacted on by provision in

these areas. In Barnet, this is mostly concentrated in Colindale, Burnt Oak, and West Hendon. Parents of children with Special Educational Needs (SEN) or a disability often find it harder to locate early year's provision than other parents. It is anticipated that the continued early year's model will have a positive impact on these groups, as provision will be more targeted to groups with these protected characteristics.

5.7 Consultation and Engagement

- 5.7.1 All consultation with regard to the new model had taken place prior to the Committee reaching its decision to implement the locality model. Work has taken place with parents and partners in each locality to identify need and develop integrated working; each locality has held locality planning days with partners to agree target areas, target groups and an integrated delivery plan.

6 BACKGROUND PAPERS

CELS October 2014 meeting, Agenda item 9:

<https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MId=8016&Ver=4>

ANNEX A: Progress Update Children's Centre Locality Model

The Early Years Model

- 1.1 The locality model was implemented in September 2015 with the first term being one of settling in and adjustments to the new model by all parties and working towards a fully embedded model by January 2016.
- 1.2 The premise of the model was to have a central team for improving standards across Early Years services and settings, to develop more provision for two, three and four year olds including specific posts to support and increase child minding and to enable more parents to access their child's Early education Entitlement.
- 1.3 The Children's Centre Localities that are part of this model bring together the thirteen individual Children's Centres in order to provide more effective and efficient integrated services that will improve outcomes for our youngest children. The model looks to provide universal services such as midwifery, health visiting and early learning that are part of a universal offer for all families along with targeted services such as family support and parenting support/programmes for our most vulnerable and disadvantaged children and families. Work with health colleagues has enabled some integrated working however this area is in its early stages and requires further development.
- 1.4 Using data and local knowledge, a community profile and needs analysis is developed which enable the identification of an areas specific need, where targeted services are required, and identifies through demographics those groups that are less likely to engage whilst requiring higher levels of support. The outreach aspects of the service therefore work across the locality in local communities to build relationships and engagement.
- 1.5 We have re-structured council-led services following full consultation so that there is now integrated leadership, management and service delivery. In practice this means the five council-led services have come together and in each locality we now deliver a range of services and activities across the whole locality. The model identifies that Children's Centres are not buildings or a discrete service; rather, they are a vehicle for integrated service delivery across a range of partners.
- 1.6 Our school led Children's Centres are committed to being part of the locality model and each area has a locality manager that works to ensure integrated partnership working, including planning and quality assurance of Children's Centre services.
- 1.7 Key areas to note in this report are:

- In 2015 two of the council led centres, Newstead and Parkfield received a 'good' Ofsted judgement, with Newstead childcare also receiving a 'good' judgment.
- The end of foundation stage results (Good level of development) for 2014 and 2015 continue to be above the national average and have improved year on year.
- In the Private, Voluntary and Independent (PVI's) sector we have 120 settings with 107 (89%) graded good or better by Ofsted
- The percentage of two year olds accessing their Early Education Entitlement has risen 10% in the last year, this does however continue to be a challenging agenda
- The number of Common Assessment Framework plans (CAFs) initiated and completed in relation to children under 5 has increased indicating earlier intervention where there are emerging issues.
- All of the children's centres in the localities are now accredited as Healthy Children Centres with one achieving an outstanding rating

Early Years Performance

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

2.1.1 East and Central

The council-led team for East and Central is based at Newstead Children's Centre which also has early education and child care on site. The locality also comprises Barnet Early Years Alliance (BEYA) which is the federated nursery schools of St Margaret's, Hampden Way and Brookhill. This includes the two children's centres previously managed individually by St Margaret's and Hampden Way Nursery Schools that have merged to become BEYA Children's Centre. In addition to the Children's Centres BEYA have been commissioned to support quality improvement across the early years' providers and promote and enable providers to deliver the targeted Free Early Education for 2yr olds offer of 15 free hours early education for our most disadvantaged two year olds. Underhill and Coppetts Wood Children's Centres are two school-led centres that are partners of the locality model. This locality is progressing well with joint planning around delivery having taken place and being implemented.

2.1.2 West

The council led team here is the merger of Wingfield and Stonegrove Children's Centres. The locality also comprises Fairway and Barnfield, two

school led Children's Centres. There are regeneration projects that include both the Wingfield and Stonegrove sites and work is in place to ensure the children's centre delivery will be at the heart of the community as the regeneration progresses. This locality is progressing well with joint planning around delivery in place. Early Education for 2, 3 and 4 year olds is provided at the Wingfield site, delivered through a partnership with the Orion school.

2.1.3 South

The Council led team here is the merger of Parkfield and The Hyde Children's Centres which also has early education and child care on site. From April 2016 Child's Hill, which was a school-led centre, has also merged into the locality team. The merger has taken place as Child's Hill school is increasing its reception class intake and remodelling its nursery class provision. There are close working relationships with the school with the locality team delivering children's centre services as part of the schools developing early years model. The model includes delivering early education for targeted two year olds and universal early education for three and four year olds. The school led centre that is part of the locality model is Bell Lane

There is a large requirement to increase the supply of Free Early Education for 2yr olds (FEE2) places in the south and therefore the Hyde site is being considered for an expansion in this area along with preparation planning for the increase in early education entitlement from 15 to 30 hours for parents who will meet the government's criteria.

This locality is progressing well with joint planning around delivery in place.

2.2 Recruitment

To support the new model the council has undertaken a large recruitment drive to appoint over 50 staff, more than two thirds of the appointments have been made. The school led centres have also reconfigured in order to ensure that across the whole locality there is less duplication of delivery and increased integrated working.

2.3 Ofsted Requirements

2.3.1 Current Ofsted inspections nationally have been suspended whilst consultation takes place on a new framework; early indications are that the move will be away from children's centres as building and more around service delivery to meet need which may become part of the council's Ofsted inspection under the remit of Early Intervention. However we continue to measure quality against the current framework and have developed a robust performance framework and toolkit, supported by an Annual Conversation process led by the central Early Years Standards Team. In 2015 two of the

council led centres, Newstead and Parkfield have received a 'good' Ofsted judgement, with Newstead child care also receiving a 'good' judgment.

2.4 Reach and Outcomes

2.4.1 There are 27,500 children aged 0-4 living in Barnet

Barnet's draft early years strategy sets out four key outcome areas that underpin the work across the Early Years sector, they are:

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

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

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

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

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

2.4.4 A dashboard for Early Intervention and Prevention (EIP) has recently been developed; children's centre and early years provide quarterly performance reports as part of this process. Our most recent data in relation to the reach of Barnet's children's centres shows:

Registration across Barnet – Target 80%

- Families registered (Census 2011 baseline) **16696** (84%)

Use of Services across Barnet – Target 60%

- Families using services (Census 2011 baseline) **15146** (76%)

Groups from Index of Multiple Deprivation (IMD)-deprived Target Lower Super Output Areas (LSOAs) in Barnet using services – Target 65%

- Families in target LSOAs using services (Census 2011 baseline) **2820** (86%)

2.5 Increased resilience of the most vulnerable families

2.5.1 In order to measure impact and outcomes, Family Support in the children's centres used an evaluation tool called Outcome Star in 2015. Since January 2016 they have used the distance travelled radar (known as radar) as their measure tool for families engaged in family support plans. As well as radar, regular case supervisions take place to measure quality and consistency across all centres.

2.5.2 In the last year West Locality Children's Centres has worked with 290 families and 186 families have demonstrated positive or improved outcomes (64%). Currently West have 43 open cases.

2.5.3 South Locality have had 128 cases since September. 100% of those families that have been recorded on radar have improved outcomes.

2.5.4 In East Central locality they have engaged with 85 families, 54 families are still receiving support with 31 cases now closed. 64% of these cases show a positive impact.

2.5.5 The localities provide various parenting programmes such as Family Links, Incredible Years and the Solihull Approach. In the last year 155 families have accessed these programmes

2.5.6 Family support in children's centres is integral in initiating and leading Common Assessment Framework plans (CAFS) and supporting partners across the early years sector. Through the work of the locality model supported by the CAF team there has been a focused approach to increasing early help and therefore CAFs in the early years.

2.5.7 In 2015/16 there were 157 CAFs open where the children were under 5 (this was 24% of all CAFs.) In relation to CAFs completed in 2014/15 there were 11 which rose to 36 in 2015/16 (320% increase). In the last year there have been 83 CAFs for children under 5 where the children's centre locality provided the Lead Practitioner.

2.5.8 This increase in the early identification of the needs of families with children under 5 has ensured appropriate interventions as part of the CAF. This may have supported the reduction in children under 5 requiring statutory intervention from Children's Social Care. In 2014/15 there were 135 children

under 5 with a CP plan, (50% of all children with a CP plan), in 2015/16 this had fallen to 110 children (35% of all children with a CP plan) In 2014/15 there were 1,289 children under 5 with a Child in Need plan (34% of all children with a child in need plan) and this has further reduced to 987 (30%) in 2015/16

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

2.6.1 There are 3,175 families with children under 5 where parents are in receipt of out of work benefits. (This is based on Department of Work and Pensions Work and Pensions Longitudinal Study 100% data and Her Majesties Revenue and Customs Child Benefit administrative data).

2.6.2 Our children's centre localities provide support for parents/carers in accessing training and employment opportunities. We work closely with Barnet College to provide:

- English for Speakers of Other Languages (ESOL) PreEntry E1
- WFL Paediatric First Aid
- Let's Talk
- Introduction to Childcare
- Family Links
- Digi Discipline
- Healthy Eating & Cooking
- Return to Work
- Incredible Years
- Number Fun

2.6.3 Many families have ESOL requirements and classes are provided throughout the localities. In the last year 180 parents have attended. This has led to some parents now being in employment and others accessing further training and volunteering.

2.6.4 Other adult training has included First Aid, Basic IT skills, Basic Maths and cooking courses. Outcomes included progression to further training, confidence in managing minor injuries within the families, improved health and social engagement (family meal time).

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

2.7 Positive health outcomes for all children in Barnet

- 2.7.1 The health and wellbeing of children in Barnet is generally better than the England average, the infant mortality rate is better and the child mortality similar. Young children in Barnet have average levels of obesity at 8.7%
- 2.7.2 85.1% of mothers initiate breastfeeding when their baby is born, however Barnet has a lower percentage of babies who have ever been breastfed compared with the European average of 89.1%*.
- 2.7.3 Local areas should aim to have at least 90% of children immunised, the MMR and diphtheria, tetanus, polio, pertussis and Hib immunisation rates are lower than 90%
- 2.7.4 In order to continue to improve health outcomes in the early years it is vital to provide local services and information through activities that engage parents in taking up services that will improve their child's life chances. Through the localities parents are able to access universal midwifery and health visiting services and are provided support by centre staff with areas such as breastfeeding (CLCH Breastfeeding Peer Support continues to meet and exceed KPIs) weaning, oral health (nineteen Oral Health Champions now trained) healthy eating and physical exercise. As stated previously continued development of more integrated working with midwives and health visitors and of the delivery of Public Health outcomes is required.
- 2.7.5 All localities receive a list of new births every month and undertake visits to register families and offer support (for those who were not engaged in the CC's in the ante-natal period). In the South the average new births per month are 40 with the locality registering 77% in the last quarter. In the East and Central locality 134 new births have been notified with localities undertaking home visits to engage families and gaining a percentage of 41(%) of registrations in the last quarter. In the West there have been have notification of 117 new births of which 70 are registered with Children's Centres this equates to 60%.
- 2.7.6 All of the centres in the localities are now accredited as Healthy Children Centres with one achieving an outstanding rating. This programme aims to positively impact on the Public Health priorities in Barnet of healthy weight healthy lives, oral health, emotional health and wellbeing, alcohol and substance misuse, smoking cessation and childhood immunisations.

2.8 Performance of the Central Teams

2.8.1 Sufficiency and take up of high quality child care places

There is a dedicated team of brokerage workers who work to support parents to access the free early education entitlement for 2 year olds and who work with children's centres to ensure provision of outreach services to identify and engage with families who have eligible two year olds and then to identify

suitable provision. This is a challenging agenda in Barnet due to lack of supply in our most populated and deprived areas and due to some groups not accessing their entitlement due to reasons of culture. We have a clear strategy and action plan that has seen take up of two year old places increase by 10% in the last year and a continuing upwards trajectory. We are working with providers and parents in relation to developing sufficiency in relation to the expansion of 15 hours free early education for 3 and 4 year olds. The work in the early years supports 'school readiness' which remains in Barnet above the national average.

2.8.2 School Readiness

In Barnet the end of foundation stage results (Good level of development) for 2014 and 2015 continue to be above the national average and have improved year on year.

2014	2015
National 60.4%	National 66.3%
Barnet 65.3%	Barnet 68.3%
Free School Meals (FSM) 52.2%	Free School Meals (FSM) 57.5%
Children in Care (CiC) No data	Children in Care (CiC) 61.5%

The Standards team provide central and bespoke training around attainment and closing the gap. All schools take part in the profile moderation programme. Advisory teachers discuss attainment and tracking vulnerable groups with managers of Private, Voluntary and Independent led settings during visits. Through this work there has been a 7% increase in achievement of our lowest attaining group (boys FSM) in the last year.

In the Private, Voluntary and Independent sector we have 120 settings with 107 (89%) graded good or better by Ofsted..

2.8.3 Advice Support and Challenge

There is an Early Years Board that all areas of the service report to on a quarterly basis. The board receives performance data via a dashboard and verbal updates from managers.

The Standards team provide support to schools each term and to those providers in the Private, Voluntary and Independent sector that are graded Inadequate or Requires Improvement by Ofsted, having clear action plans that are monitored and reviewed alongside regular support and challenge visits. In addition they provide regular training events and host termly network meetings in each of the locality areas for all providers.

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

Each centre within the locality has an 'Annual Conversation' that looks at their delivery in the centres and the locality against the Ofsted framework and provides an action plan for any areas of improvement.

2.9 Next Steps

Once the locality model is embedded we will work with partners on phase two. This will include looking at funding a locality rather than individual funding for each centre, and this would further develop integrated planning and delivery across the partnership, specifically with health colleagues and more integration of the early education entitlement for 2, 3 and 4 year olds.