

	<p>Children, Education, Libraries and Safeguarding Committee</p> <p>18th July 2017</p>
<p style="text-align: center;">Title</p>	<p>Annual report on the Children, Education, Libraries and Safeguarding Committee commissioning plan and outcome measures</p>
<p style="text-align: center;">Report of</p>	<p>Strategic Director of Children and Young People</p>
<p style="text-align: center;">Wards</p>	<p>All</p>
<p style="text-align: center;">Status</p>	<p>Public</p>
<p style="text-align: center;">Urgent</p>	<p>No</p>
<p style="text-align: center;">Key</p>	<p>No</p>
<p style="text-align: center;">Enclosures</p>	<p>Appendix A: Children, Education, Libraries and Safeguarding Committee Commissioning Plan – Annual Performance Report 2016/17</p>
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<p>Summary</p>
<p>This report gives an overview of performance relating to the committee’s remit over the last year. It details progress against the Children, Education, Libraries and Safeguarding Committee’s commissioning intentions and performance from the addendum, agreed by the Committee on the 23rd March 2016, to the Commissioning Plan 2015 - 2020.</p>

<p>Recommendations</p>
<p>1. That the Children, Education, Libraries and Safeguarding Committee note the performance in 2016/17 in delivering the Children, Education, Libraries and Safeguarding Committee Commissioning Plan.</p>

1. WHY THIS REPORT IS NEEDED

- 1.1 At its meeting on the 23rd March 2016, the Children, Education, Libraries and Safeguarding Committee approved an addendum to its Commissioning Plan 2015-2020 setting out its priorities and targets for the year 2016/17. This report sets out the performance achieved in 16/17 and updates the committee on progress in delivering these commissioning intentions, set out in Appendix A.

Safeguarding

- 1.2 The implementation of the Family Services Practice Improvement Plan (PIP) was our key priority over 2016/17 to ensure effective safeguarding of the borough's vulnerable children and young people. This plan was overseen by the Social Work Improvement Board, chaired by the Chief Executive and attended by the Strategic Director of Children and Young People, senior leaders from HR and IT and Barnet's Practice Improvement Partner, Essex County Council.
- 1.3 All 56 actions in the Practice Improvement Plan have been delivered or are on track to be delivered and there is evidence of achievement within the ten conditions of success. These include;
- Clear overarching partnership vision of Family Friendly Barnet with 98% of staff surveyed in January knowing the model of resilience
 - A more stable workforce, with a lower turnover rate from 39% (30 Sept 2015) to 12.76% (March 2017) which reflects the focus on the recruitment, development and retention of social workers and social work managers in frontline practice
 - Social workers with a manageable workload which is regularly reviewed - reduction in caseloads from 37.5 in Duty Assessment Teams (DAT) and 18.7 in Intervention and Placement teams (I&P) (January 2016) to 12.7 in DATs and 14.6 in I&P (April 2017)
 - Social care teams small enough to allow team managers to know both staff and families well - reduction in ratio of managers to social workers from 1:13 in April 2016 to 1:6 in April 2017
- 1.4 However although there is emerging evidence of practice improvement this is not sufficiently consistent or embedded. The focus of the improvement programme in 17/18 is improving the quality and consistency of core social work practice.

Building resilience

- 1.5 The Resilient Futures project has looked to safely reduce the rate of children in care through targeted and specialist interventions to support adolescents on the edge of care. A number of recommendations were made and implemented. This included new Children's Wellbeing workers within the Family Resilience Team and a new REACH team which provides services for adolescents at the edge of care, especially young people at risk of Child Sexual Exploitation, gang-involvement and who go missing from home. The implementation of further recommendations will continue in 17/18.

- 1.6 There have been developments in building resilience in children, young people, families, and communities by putting the voice of young people at the heart of what we do. In late 2016, Barnet became a UNICEF Child Rights Partner in recognition of progress on the participation agenda. Aimed at helping making Barnet a place where all children, including the most vulnerable, feel safe, heard and nurtured, this partnership will be a key tenet of our plans to make Barnet the most Family Friendly borough in the capital by 2020. Barnet's Corporate Parenting Pledge was also implemented in May 2016. Impact has shown strengths in positive educational progress at Key Stages 1 and 2, children are likely to be placed near to family and there is regular contact with social workers. Improvements are needed in boosting post 16 participation rates and increasing the take up rate of 'Staying Put' arrangements.

Quality of social work practice

- 1.7 A successful options appraisal of social work tools and frameworks was undertaken and Signs of Safety was identified as a tool that would enable resilience based practice. Training commenced in November 2016, and to date the majority of family services staff, senior managers and BSCB partners have received the two-day training. Workshops for Practice Leaders have also commenced.
- 1.8 In addition to this, systemic training has also commenced for leaders to develop the resilience-based model of practice, and a series of internal workshops took place in early 2017 to support purposeful practice, identified through our assurance activity.

Education

- 1.9 Education services successfully transitioned to Cambridge Education on the 1st April 2016. Governance arrangements involving headteacher representatives have been put in place to steer and oversee the strategic partnership. Cambridge Education has developed its traded service offer to schools, re-shaping the offer in response to feedback from schools and the strategic partnership delivered the anticipated level of savings in 2016/17.
- 1.10 A new Multi-Academy Trust (MAT) has been established, led and governed by Barnet schools to bring together Barnet's alternative provision offer. Oak Hill provision, previously part of Mill Hill County High, was established as a special Academy in May 2017 and is the first school in the new MAT. The MAT will lead on the further development of the spectrum of support available to Barnet pupils including exploring the potential of virtual classroom learning and reviewing arrangements for primary aged pupils. Plans for the rebuilding of the Pavilion Pupil Referral Unit are progressing, a project that is being delivered on behalf of the Department for Education as part of its capital investment programme to improve the condition of school buildings.
- 1.11 During the year, significant improvements were delivered by Cambridge Education in relation to services for children and young people with special educational needs and/or disabilities (SEND). This is illustrated by the increase in timeliness in completing Education, Health and Care plans (including exceptions) from 16.85% in 2015/16 to 53.5% in 2016/17. This

improvement is projected to continue and is on track to achieve the target of 90% in 2017/18.

- 1.12 The Committee will be receiving its annual report on school places at its meeting in September 2017. For this report, the headline success is that all children who require a school place have been provided one, an achievement of close partnership working with headteachers and governors.

Libraries

- 1.13 The new library at Colindale opened in September 2016 and work on the new library at Gateway House has progressed throughout the year, scheduled to open towards the end of summer 2017.
- 1.14 Consultation on proposals to re-locate East Barnet library were undertaken during Autumn 2016 and a decision to co-locate the library with the new planned leisure centre in Victoria Park was taken by the council's Policy and Resources Committee in January 2017.
- 1.15 Four Partnership libraries successfully established, ready to open their doors on the 1st April 2017. NW7 Hub are operating Mill Hill library, Kisharon are operating Child's Hill library and Inclusion Barnet are operating East Barnet and South Friern.
- 1.16 Work to reconfigure the buildings and install the self-service opening technology was started during the year and will continue at some sites through summer 2017/18. As each site re-opens, staff are on hand to register people to use self-service opening and to explain how the new arrangement works. By end of May 2017, over 7,000 residents had registered to use self-service opening.
- 1.17 During the year, the library staffing establishment was restructured and the number of posts were reduced ahead of the implementation of the new library offer in the 1st April 2017.

2 REASONS FOR RECOMMENDATIONS

Theme committees review performance against their commissioning priorities on an annual basis. The commissioning plan sets out the council's strategy for delivery quality services and enabling good outcomes for residents whilst addressing budget and demand pressures.

3 ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

There is no statutory duty to publish Committee Commissioning Plans but it is considered to be good practice to have comprehensive business plans in place for each Committee – which set out priorities and how progress will be measured – to ensure that the council's vision for the future is clearly set out and transparent.

4 POST DECISION IMPLEMENTATION

Work to implement the Commissioning Plan and respond to performance challenges will continue.

5 IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

The Commissioning Plan reflects the priorities contained within the corporate plan and Barnet's Children and Young People Plan.

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

5.2.1 In addition to continuing budget reductions, demographic change and the resulting pressure on services pose a significant challenge to the council. The organisation is facing significant budget reductions at the same time as the population is increasing, particularly in the young and very old population groups.

5.2.2 The Commissioning Plan has been informed by the council's Medium Term Financial Strategy, which sets out the need to make savings by 2020.

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 All proposals must be considered in terms of the council's legal powers and obligations, including its overarching statutory duties such as the Public Sector Equality Duty.

5.4.2 The Council's Constitution, in Part 15 Annex A, Responsibility for Functions, states the functions of the Adults and Safeguarding Committee, including: To receive reports on relevant performance information on Delivery Units providing services under the remit of the Committee.

5.5 Risk Management

5.5.1 The council has an established approach to risk management. Key corporate risks are assessed regularly and reported to Performance and Contract Management Committee on a quarterly basis.

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

5.7 Consultation and Engagement

The Corporate Plan and Commissioning Plans were informed by extensive consultation through the Budget and Business Planning process. The consultation aimed to set a new approach to business planning and engagement by consulting on the combined package of the Corporate Plan, Commissioning Plans, and budget. Consultation on the Council's plans for 2016/17 was undertaken following the decision by Policy and Resources Committee to proceed to consultation on the 2016/17 Budget, on 16 December 2015.

6 BACKGROUND PAPERS

Children, Education, Libraries and Safeguarding Committee 23rd March 2016
*Children, Education, Libraries and Safeguarding Commissioning Plan
2016/17 addendum*

<https://barnet.moderngov.co.uk/ieListDocuments.aspx?CId=697&MIId=8261&Ver=4>