



Children, Education & Safeguarding Committee

12 September 2022

Title	Family Services Quarterly Update
Report of	Chair of the Committee, Councillor Coakley-Webb
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	<p>Appendix 1 – Children’s Services Analysis Tool (ChAT)</p> <p>Appendix 2 – LIA Benchmarking Report Q4 (Not for publication by virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972 as amended)</p> <p>Appendix 3 – National review into the murders of Arthur Labinjo-Hughes and Star Hobson</p> <p>Appendix 4 – Corporate Parenting Annual Report (draft)</p>
Officer Contact Details	Chris Munday, Executive Director for Children’s Services

Summary

This report gives an update on Family Services progress and asks Members to scrutinise performance data, that can be found in Appendix 1 and Appendix 2.

The National review into the murders of Arthur Labinjo-Hughes and Star Hobson in Appendix 3 has led to some important learning This report outlines the actions we are taking in respect of the findings.

The draft Corporate Parenting Annual Report is included in Appendix 4 along with updates from the recent Children in Care celebration event.

Our successful BACE (Barnet Active, Creative, Engaging) summer activity programme has just finished for another year, and a summary of this work is included in this report.

Workforce continues to be a priority for the service, and our current position is outlined including information about the London Pledge which we have now signed up for to ensure effective management of agency staff.

Officers Recommendations

1. That the Children, Education and Safeguarding Committee is asked to note and provide comments on the ChAT performance report summarised in this report and Appendix 1 and the LIA Benchmarking Report for Quarter 4 in Appendix 2.
2. That the Children, Education and Safeguarding Committee is asked to note and provide comments on the National review into the murders of Arthur Labinjo-Hughes and Star Hobson (appendix 3)
3. That the Children, Education and Safeguarding Committee is asked to note and provide comments on the Draft Corporate Parenting Annual Report (appendix 4)
4. That the Children, Education and Safeguarding Committee is asked to note and provide comments on the summer celebration for Barnet children in care and the BACE (Barnet Active, Creative, Engaged) summer activities
5. That the Children, Education and Safeguarding Committee is asked to note and provide comments on our progress against our Recruitment & Workforce Development Strategy
6. That the Children, Education and Safeguarding Committee is asked to note and provide comments on the development of our new Early Help Strategy

1. Why this report is needed

- 1.1 Family Services performance update provides members with an overview of the key data items used by the service to measure performance and identify opportunities for strategic development as well as lines of enquiry to ensure standards and statutory obligations are met. A copy of the full performance report is available in appendix 1. The London Innovation and Improvement Alliance (LIIA) is the Association of London Directors of Children's Services (ALDCS) sector-led improvement partnership and is hosted by London Councils. We submit quarterly datasets to the LIIA to allow comparative data analysis on performance across London. The data is provided on the condition that it is used for internal reporting only and other LAs data should not be shared with external partners or the public. For this reason, Appendix 2 is exempt from publication and its contents should not be shared on a wider basis.
- 1.2 The National review into the murders of Arthur Labinjo-Hughes and Star Hobson (appendix 3) sets out recommendations and findings for national government and local safeguarding partners to protect children at risk of serious harm. It examines the circumstances leading up to the deaths of Arthur Labinjo-Hughes and Star Hobson and considers whether their murders reflect wider national issues in child protection. Family Services is responding to the recommendations of the review, and this activity is outlined in this report.
- 1.3 The Children and Social Work Act 2017 says that when a child or young person comes into the care of the local authority or is under 25 and was looked-after by the authority for at least 13 weeks after their 14th birthday, the authority becomes their corporate parent. Every councillor and officer within a council has a responsibility to act for those children and young people as a parent would for their own child. The Corporate Parenting Annual Report (appendix 4) details the activity and impact of our corporate parenting work over the last 12 months and sets out priorities for the year ahead.

- 1.4 Our child participation and family involvement strategy, My Say Matters, is for all children, young people and their families especially those from racially minoritised communities, migrant families, LGBT+, children with disabilities and any other marginalised groups whose voices may not be heard as often. We have made a commitment in this strategy to sure that everyone is supported to share their voice and express themselves fully. This report outlines some of the participation centred around the Children in Care celebration event.

2. Reasons for recommendations

2.1 Family Services Performance Update

- 2.2 Capacity in the system remains stable, though contacts into the Multi Agency Safeguarding Hub (MASH), the first point of referral for the public and professionals about children and young people, are up to 11056 (appendix 1), which is an increase from the previous quarterly update which showed contacts at 10756 and is an increase of 19% from the August 2019 pre pandemic figure of 9283. The increase in contacts is mirrored across London, with LIIA data (appendix 2) showing a London average increase in contacts of 12% over the last 12 months with the Barnet data at 13% , the median across London. This has been mirrored by an increase the number of Early Help Assessments 1984 to 2045, and referrals rising from 1417 to 1503. Our rate of Early Help Assessments at 314 is amongst the highest in London, showing a positive story that we are delivering intervention with families at this earlier stage. This is evidenced by our referral rates to children's social care which are lower when compared to the London average, with the data for Q4 12% putting us towards the lowest in London, although within the tolerance that we would expect to see.
- 2.3 The timeliness of completed assessments remains an area of focus for performance, with the CHAT (appendix 1) showing in the ChAT, currently at 72% within timescales. Assessment timeliness has, in part, been affected by rapid movement of agency staff which has resulted in assessments having to be restarted when agency social workers leave at short notice. The instability in the workforce created by agency staff who start and end assignments over short periods is being addressed via the pan-London Pledge which is discussed later in the report. Further, the successful recent permanent recruitment of a new Assistant Head of Service will ensure there is increased scrutiny of open assessments across the service to ensure that assessments are closed when families move out of the borough and/or their circumstances change. A focused piece of work in this area may result in some temporary data fluctuations as assessments that need to end are closed on the system but will have the longer term benefit of improving the timeliness percentage.
- 2.4 The number of Section 47 enquiries remains stable, with the July ChAT data showing 463 in the previous 6 months. The LIIA data (appendix 2) shows that across London rates of Section 47 investigations are also stable. The ChAT (appendix 1) shows that 75% of Section 47 enquiries did not result in an Initial Child Protection Conference (ICPC), but of the 25% that progressed to ICPC, 96% resulted in a Child Protection Plan indicating that thresholds are being applied appropriately. We have seen a reduction in new child protection plans from 123 to 112 following a previous increase, however the overall number of children on plans remains stable.

- 2.5 The number of children looked after continues remain stable with some slight reductions, in this period from 334 to 330, and the number of new children looked after decreased from 80 to 67. 9 % of children coming into care were unaccompanied asylum-seeking children, a significant decrease from 29% in the previous period. The LIIA data (appendix 2) shows that the rate of children coming into care is lower in Barnet than across most other London boroughs which aligns with the lower amounts of child protection activity in the system. Across London, the rates of children in care has remained stable. Further work is being undertaken at a NCL level to ensure sufficient health provision is in place. The investment in additional resources to ensure care leavers are in education, employment or training has had an impact on the outcomes for this cohort of young people, up from 73% to 86% for 17-18 year olds and 59% to 81% for 19-21 year olds.
- 2.6 **National Panel Report into the deaths of Arthur Labdinjo- Hughes and Star Hobson**
- 2.7 The National review into the murders of Arthur Labinjo-Hughes and Star Hobson (appendix 3) was initiated in the context of widespread public distress about the circumstances of their tragic deaths and was conducted to evaluate the role of the agencies involved in these children's lives. The report identifies a set of issues which hindered professionals' understanding of what was happening to Star and Arthur:
- 2.8 Weaknesses in information sharing and seeking within and between agencies.
- 2.9 A lack of robust critical thinking and challenge within and between agencies, compounded by a failure to trigger statutory multi-agency child protection processes at a number of key moments.
- 2.10 A need for sharper specialist child protection skills and expertise, especially in relation to complex risk assessment and decision making; engaging reluctant parents; understanding the daily life of children; and domestic abuse.
- 2.11 Underpinning these issues, is the need for leaders to have a powerful enabling impact on child protection practice, creating and protecting the optimum organisational conditions for undertaking this complex work
- 2.12 Eight national recommendations are made in the report. These are being considered by National Government:
- Recommendation 1: A new expert-led, multi-agency model for child protection investigation, planning, intervention, and review.
 - Recommendation 2: Establishing National Multi-Agency Practice Standards for Child Protection.
 - Recommendation 3: Strengthening the local Safeguarding Partners to ensure proper co-ordination and involvement of all agencies.
 - Recommendation 4: Changes to multi-agency inspection to better understand local performance and drive improvement.
 - Recommendation 5: A new role for the Child Safeguarding Practice Review Panel in driving practice improvement in Safeguarding Partners.

- Recommendation 6: A sharper performance focus and better co-ordination of child protection policy in central Government.
 - Recommendation 7: Using the potential of data to help professionals protect children.
 - Recommendation 8: Specific practice improvements in relation to domestic abuse.
- 2.13 The National Panel required Local Children’s Safeguarding Partnerships to “assure themselves that:
- Robust multi-agency strategy discussions are always being held whenever it is suspected a child may be at risk of suffering significant harm.
 - Sufficient resources are in place from across all agencies to allow for the necessary multi-agency engagement in child protection processes e.g., strategy discussions, section 47 enquiries, Initial Child Protection Conferences.
 - There are robust information sharing arrangements and protocols in place across the Partnership.
 - Referrals are not deemed malicious without a full and thorough multi-agency assessment, including talking with the referrer, and agreement with the appropriate manager. Indeed, the Panel believes that the use of such language has many attendant risks and would therefore discourage its usage as a professional conclusion.
- 2.14 In response the safeguarding partnership have discussed the recommendations and detailed findings in the report and have agreed the following actions to ensure our own referral systems and Section 47 processes are robust:
- A review of our Section 47 processes including the quality of strategy discussions, multi-agency contributions and decision making; this includes a review of the use of child protection medicals. 10% of all S47 enquiries over the past 12 months will be sampled (103 S47 enquiries)
 - A review of referrals made by friends/family to the MASH to ensure these referrals have been responded to appropriately
 - To support practitioners learning across agencies, in September, the Barnet Safeguarding Children’s Partnership will be delivering a series of workshops on the learning from the national review and Children’s Social Care and the Police have a workshop planned focused on lessons from the review and what a robust S47 investigation looks like.
- 2.15 **Corporate Parenting Annual Report**
- 2.16 In the full council meeting on 26th July 2022 the new administration carried the motion that:
- “Council notes that: as ‘corporate parents’ we are responsible for the care and support of our children in care and care leavers. We will make sure that they are safeguarded and that they are provided with the opportunities they need; the same as any parent.
- Council also notes that: responsibility for corporate parenting sits with the whole council, Councillors, community services, education support, schools and health services; we all

have a vital role to play in supporting our children in care and care leavers to do well. As with all parents we know we will not always get things right, but we pledge to do our best.

To our children in care and our care leavers, Council therefore resolves that: We, your Corporate Parents, will:

1. Support you to fulfil your dreams,
2. Be there for you, when you need us,
3. Support your mental and physical health,
4. Listen, communicate and make decisions together with you,
5. Support you to become independent and prepare for adulthood,
6. Celebrate you, your achievements, identity and culture.”

- 2.17 During 2021/22 there were 335 children in our care and we have provided support and services to 340 care experienced young adults. Placement sufficiency has been our greatest challenge but for each child there has been a committed determined professional network that has work alongside each child to ensure they are safe, nurtured, and supported to achieve. We have maintained good placement stability, only moving children when necessary; we have ensured that every unaccompanied asylum seeking child coming into our care receives the necessary support together with our colleagues from Education and Health and that as they move into adulthood, they are well supported with their asylum claims and developing their independence.
- 2.18 This year has seen to culmination of many months of planning with the opening of the Therapeutic Children’s Home, the development of a semi-independent provision and a revised Fostering recruitment strategy as part of the Placement Transformation programme. Increasing our in-house provisions for our children enables us to create better options for them, ensure better value for money and ensure that they maintain their local connections where it is safe to do so.
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- 2.21 To demonstrate the work of the network around the children and young adults the following reports are included in the Corporate Parenting report;
- The Annual Independent Reviewing Service report
 - The Annual Fostering Report
 - The Annual Virtual school report.
- 2.22 **Barnet Active, Creative, Engaging (BACE) Summer 2022**
- 2.23 BACE (Barnet Active, Creative, Engaging) Holidays is Department for Education funded and organised and delivered by Barnet Council and Young Barnet Foundation. BACE holidays supports children and young people aged 5 – 16 living in Barnet who receive free school meals. As school holidays can be a pressure point for some families, particularly with increases in the cost of living, BACE Holidays provide engaging and healthy activities with an emphasis on physical, emotional, and nutritional wellbeing during the school holidays.
- 2.24 This summer, a range of creative, enriching and physical activities have been available including Circus Skills, Arts and Crafts, Trips, Team Challenges, Music Production, Talent Shows, Football, Basketball, Multi-sports, Tennis, Dance and access to gyms. Young people attending BACE are provided with a hot healthy meal on each day that they attend activities as well as receiving a healthy snack bag or fresh fruit. There is opportunity for children and young people to learn about nutrition, ingredients and how to cook healthy meals. In this cohort, 18 food providers were used handing out 1202 snack bags or fresh fruit to every child attending activities.
- 2.25 4675 children attended 73 BACE provisions, across 58 venues and delivered by 54 providers between 25 July and 18 August. There were 6694 spaces available; as the full data is not available at time of reporting this gap may narrow. In addition, Young Barnet Foundation had c.400 children attending activities each day across 19 provisions in 17 venues between 25 July and 26 August 2022.
- 2.26 It has been more of a challenge to engage young people aged 12-16 years in BACE activities, and young people in this age range were offered a 'pick and mix' of activities, with most interest in activities that were related to business skills or skill related activities compared to the sessions offered at the leisure centre. Future BACE programmes will consider this preference to promote greater engagement with this age group.
- 2.27 The cost of delivering BACE this summer has totalled £735,781.90; this includes staffing, venues, food and activity materials.
- 2.28 This summer, multiple food providers were used, and this was successful with feedback from families suggesting the providers offering greater variety and meat options were more popular than vegetarian options which was the only option available in previous BACE programmes. The fruit orders were excessive for most sites, and this will be adjusted for future BACE programmes, although children were able to take extra fruit home with them.
- 2.29 On top of the core spend, BACE received two donations from local supermarkets totalling £2,166.00 and Groundworks Volunteering partnered with BACE Holidays and our providers to offer volunteering opportunities and experiences to parents.

- 2.30 Barnet Library service 'Summer Reading Challenge' was well received when packs were given to providers; the mobile library was also successful with 2,000 summer Reading Challenges and free books given out.
- 2.31 The BACE Team in 0-19 Early Help Services supported the asylum contingency hotels and local schools to offer children of refugee families places on BACE and are now part of the 'Information Meeting Regarding Hotel Families' (Refugees) in the south and west of the borough which is supporting engagement with refugee children and local charities referrals to BACE.
- 2.32 The BACE team have also developed a partnership with Interlink to work with Barnet's Orthodox Jewish population which has enabled children from the community to attend provision within their local community.
- 2.33 Other partnerships include parent and child cooking sessions with Bread n Butter, Metropolitan Police and Better Gyms (GLL) delivering sessions for young people aged 12-16 years in local leisure centres. There have been trips to the RAF museum and for the first time, a family picnic was held in a local park.
- 2.34 Several children with SEND needs used BACE provision, with some parents referring to the provision as 'respite'. Teach Now have supported this aspect of delivery, although it is very costly. All providers offer provisions that are inclusive, but there are only a few that specialise just in SEND which has given us the option to place children with higher needs in this provision where they have appropriate support to engage fully.
- 2.35 The success of the summer BACE programme has been supported by staff delivering outreach at local school fayres and festivals which helped raise the profile resulting in more referrals from schools, including the MOPAC risk of exclusion mentoring team. The introduction of E-Vouchers via Wonde has increased bookings and attendance. Attending these events enabled feedback from children to be gathered via focus groups; children have told us what they have enjoyed and would like in future BACE delivery including how they would like to celebrate Black History Month.
- 2.36 **Summer Celebration for Barnet's Children in Care**
- 2.37 On 26 July 2022 Barnet held a Family Fun Day for young people, their carers and Family Services staff to celebrate the achievements of our children in care. Over 200 children, parents and carers attended and many staff volunteers from across Family Services worked tirelessly to ensure everyone had a great time. The event included an awards ceremony where children of all ages received a certificate which was presented by Barnet's Mayor and senior leaders. Certificates recognised a range of achievements from passing exams, being kind or brave and excelling in activities like dance or sport – the hall was packed to overflowing with the audience showing their appreciation by cheering and clapping each child as they took to the stage.
- 2.38 Other activities included music, great food, inflatables, mindfulness, dance, arts and crafts, face painting, a silent disco, an area for under 5s (hosted by our children's centre and libraries staff), sports, a rodeo ride and visit by the fire brigade and an ice-cream van. Pop up stalls were delivered by BOP our child in care council and the My Say Matters project, Onwards and Upwards our leaving care team, our Live Unlimited Charity and Barnet Integrated Care Service which offers mental health support. The day provided a

great opportunity for our children in care to get together, socialise and meet the staff who support them all year round and we were lucky the weather was perfect too.

2.39 Excellent feedback has been received from children and their carers many of whom travelled from other parts of the country to attend. They commented on the range of activities, the chance to spend time with their social worker and the pride they felt at the awards ceremony as well as the way feedback from previous events was taken on board. The theme for the day was Belonging and the event had the feel of an authentic family get together with all parts of the Family Services system coming together to collectively contribute in some way. This has left a legacy of great memories and shared experiences and we are already looking forward to next year's event.

2.40 **Workforce**

2.41 Our Recruitment and Workforce Development Strategy 2021 – 2024 sets out our ambition to recruit, develop and retain a diverse and resilient workforce that delivers child-focused outcomes.

2.42 Barnet Family Services benefit from a permanent and stable senior leadership team and from permanently filled senior manager and team manager roles.

2.43 Our successful "Grow Your Own" strategy launched in 2018 has facilitated the recruitment of good quality student social workers who have completed their final practice placements in Barnet into Newly Qualified Social Work roles during which the Assessed and Supported Year in Employment (ASYE) is completed with a highly intensive and bespoke support and practice development programme. We have invested in induction, training, group supervision and tailored support which embeds knowledge and applied experience within our resilience informed practice model. This approach has facilitated a retention rate of NQSW's transitioning into vacant social worker roles at the end of their ASYE programme.

2.44 The 'Grow Your Own' strategy is particularly important as a long-term strategy given the London-wide and national difficulties in recruiting and retaining experienced social work practitioners. There are currently 54 social work vacancies across Family Services, representing 39% of all social work posts. The vacancies are particularly prevalent in the Duty and Assessment and Intervention & Planning Service, as agency staff often leave at short notice, this can create instability in assessment and care planning for children and has the disruptive impact of frequent change of worker as social workers move across London and the surrounding counties for higher paid roles.

2.45 To tackle this, London Councils developed the pan-London Pledge which has been signed up to for 2 years by 32/33 London authorities; the Pledge went live on 1 June 2022. The Pledge is "a pan-London commitment by Children's Services system leaders to work cooperatively and transparently to manage the agency supply chain, improve the quality of agency staff and regulate pay rates within Children's Social Work" (pan-London Pledge, May 2022). The Pledge replaces the Memorandum of Cooperation and is supported by London Councils who are coordinating implementation and the sub-regional governance groups.

2.46 In signing the Pledge, London borough's agree to advertise and pay social work staff, from practitioner to team manager levels, within agreed capped rates; including existing

staff who are currently being paid over the capped rates. Agreement to work within the Pledge has been discussed and agreed with Barnet's Managed Service Provider, Matrix.

- 2.47 The Pledge prohibits newly qualified social work staff from joining an agency for 2 years after social work qualification and permanent social workers from joining an agency to work in London within six months of resigning from a permanent post. Within the Pledge, there is a right to instate a 3-week notice period (previously one week) to minimise rapid departures. Barnet is working within the capped rate, as the implementation settles across London it is expected that agency staff movement will reduce across London as higher rates of agency pay will not be a motivating factor. Impact reporting will be available at the next CES once the first quarter data has been shared across London.
- 2.48 In 2021, Barnet Family Services developed a recruitment video with a professional media company; this is accompanied by short 'reels' that can be viewed on social media. Family Services will be re-launching the campaign over the coming months to attract agency social workers who may be seeking permanent employment now that the Pledge has been implemented.
- 2.49 Securing a stable workforce, that is diverse, so that it is representative of the communities we work with and highly-skilled so that children and families receive an excellent service is core to our workforce strategy. Our Workforce Development Team have developed a comprehensive programme of learning for new starters and existing staff that promotes understanding of systemic/relational, trauma-informed, signs of safety and anti-racist practice approaches which sit within our resilience-based practice framework.
- 2.50 All staff have an agreed professional development plan as part of their annual appraisal and there are clear career progression pathways across the service, including bespoke pathways to encourage minoritized staff to progress into leadership roles.
- 2.51 A strategy based on resilience involves looking for strengths and opportunities to build on, rather than for issues or problems to treat. As an organisation we recognise the historical, structural and systemic contexts in our society that increase the opportunities of some children, young people and families compared to others, in particular, Black and other minoritised members of society. This means that not all families we work with will have the same opportunities or access to resources, alongside, varied experiences of equality and inclusion which can impact their life chances and outcomes. To ensure our 'resilience-based approach' works to support all children, young people and families we have an explicit Anti-racism Strategy designed to support practice, address racism and/or discrimination externally or within the organisation. This includes a clear commitment to promoting equalities, diversity and inclusion within our recruitment and retention processes, training opportunities and overall development of the workforce.
- 2.52 Coming out of the pandemic, the workforce has adapted to and adopted hybrid ways of working that allow for greater flexibility and improved work/life balance. However, there are agreed core activities which have been mandated as face to face including supervision, interviews, new starter inductions, student supervision, team and management meetings, promoting cohesive. In practice, direct work and home visits are mainly undertaken face to face, unless there are exceptional circumstances that would warrant virtual working arrangements.
- 2.53 **Early Help Strategy**

- 2.54 A multi-agency EH Strategy Development Away Day was held on 6 July attended by a range of agency representatives, including parents. The day focused on building on our success and strengthening multi-agency engagement in operational delivery. A new strategy will draw on evidence from national reviews, reports, and research to set out how our multi-agency partnership will work together effectively and emphasises the need for information about Universal, Universal Plus and Targeted Support to be accessible to all communities, particularly those who have newly arrived or who may experience language barriers.
- 2.55 The Strategy will focus on the support children need at different ages and stages of their developmental journey to reach their full potential and will incorporate a new vision for youth services. The first draft of the Early Help Strategy 2022 - 2026 will be shared with the 0-19 Early Help Strategic Board on 8th September for multi-agency review and final amendments ahead of children, young people and families / public consultation and member consultation period during month of October with a plan to bring to CES for agreement in November and publication in December 2022.

3. Post decision implementation

- 3.1 N/A

4. Implications of decision

4.1 Corporate Priorities and Performance

- 4.1.1 Family Friendly is a key part of the Barnet Plan for 2021-2025 with the vision of “Creating a Family Friendly Barnet, enabling opportunities for our children and young people to achieve their best”.

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

- 4.2.1 There are no resource implications.

4.3 Legal and Constitutional References

- 4.3.1 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. Under the Children and Families Act 2014, local authorities must consider how the child or young person can be supported to facilitate their development and to help them achieve the “best possible educational and other outcomes”.

- 4.3.2 Local authorities have specific duties to care leavers under the Children Act 1989 as

amended by the Children and Social Work Act 2017. The corporate parenting duties and powers under the 1989 Act include:

- to act in the best interests, and promote the physical and mental health and well-being, of those children and young people;
- to encourage those children and young people to express their views, wishes and feelings;
- to take into account the views, wishes and feelings of those children and young people;
- 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;
- to promote high aspirations, and seek to secure the best outcomes, for those children and young people;
- for those children and young people to be safe, and for stability in their home lives, relationships and education or work; and,
- to prepare those children and young people for adulthood and independent living

4.3.3 The Council's Constitution, Article 7 notes that the Children, Education and Safeguarding Committee has 'Responsibility for all matters relating to children, schools and education.'

4.4 Insight

4.4.1 Family Services uses a comprehensive suite of performance information to support decision making, including local and regional datasets, audit and financial analysis. This information is scrutinised by Senior Leaders in a variety of forums including Placement Board, Performance Board, MTFS Board and in quarterly meetings with the Lead Member for Children and Families, and the Chief Executive.

4.5 Social Value

4.5.1 All commissioning activity includes social value as a standard monitoring item.

4.6 Risk Management

4.6.1 Specific risk management is being carried out for Children and Young People's Plan. Any Family Services risks are recorded on the Family Services Risk Register and monitored each quarter by the Senior Leadership Team with escalations to CMT if necessary.

4.7 Equalities and Diversity

4.7.1 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

4.7.2 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

4.7.3 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. We continue to closely monitor this, as report appendixes notes, in our performance data.

4.8 Corporate Parenting

4.8.1 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.'

4.8.2 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:

- to act in the best interests, and promote the physical and mental health and well-being, of those children and young people;
- to encourage those children and young people to express their views, wishes and feelings;
- to take into account the views, wishes and feelings of those children and young people;
- 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;
- to promote high aspirations, and seek to secure the best outcomes, for those children and young people;
- for those children and young people to be safe, and for stability in their home lives, relationships and education or work; and;
- to prepare those children and young people for adulthood and independent living.

4.9 Consultation and Engagement

4.9.1 My Say Matters, the Family Services consultation and participation programme, has

been launched and the quarterly updates will report on activity in this programme

4.10 Environmental Impact

4.10.1 N/A

5. Background papers

None