



**Children Young People and Families  
Policy and Performance Board**

**Monday, 25 February 2013 at 6.30 p.m.  
Council Chamber, Runcorn Town Hall**



**Chief Executive**

**BOARD MEMBERSHIP**

|   |                         |
|---|-------------------------|
| <b>Councillor Mark Dennett<br/>(Chairman)</b>           | <b>Labour</b>           |
| <b>Councillor Margaret Horabin (Vice-<br/>Chairman)</b> | <b>Labour</b>           |
| <b>Councillor Ellen Cargill</b>                         | <b>Labour</b>           |
| <b>Councillor Lauren Cassidy</b>                        | <b>Labour</b>           |
| <b>Councillor Frank Fraser</b>                          | <b>Labour</b>           |
| <b>Councillor Pauline Hignett</b>                       | <b>Labour</b>           |
| <b>Councillor Miriam Hodge</b>                          | <b>Liberal Democrat</b> |
| <b>Councillor Kath Loftus</b>                           | <b>Labour</b>           |
| <b>Councillor Geoffrey Logan</b>                        | <b>Labour</b>           |
| <b>Councillor Carol Plumpton Walsh</b>                  | <b>Labour</b>           |
| <b>Councillor Bill Woolfall</b>                         | <b>Labour</b>           |
| <b>Miss Elizabeth Lawler</b>                            | <b>Co-optee</b>         |

*Please contact Michelle Simpson on 0151 511 8708 or e-mail  
[michelle.simpson@halton.gov.uk](mailto:michelle.simpson@halton.gov.uk) for further information.*

**ITEMS TO BE DEALT WITH  
IN THE PRESENCE OF THE PRESS AND PUBLIC**

**Part I**

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| <b>1. MINUTES</b>  |                 |
| <b>2. DECLARATION OF INTEREST (INCLUDING PARTY WHIP DECLARATIONS)</b>  |                 |
| Members are reminded of their responsibility to declare any Disclosable Pecuniary Interest or Other Disclosable Interest which they have in any item of business on the agenda, no later than when that item is reached or as soon as the interest becomes apparent and, with Disclosable Pecuniary interests, to leave the meeting during any discussion or voting on the item. |                 |
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*In accordance with the Health and Safety at Work Act the Council is required to notify those attending meetings of the fire evacuation procedures. A copy has previously been circulated to Members and instructions are located in all rooms within the Civic block.*

**REPORT TO:** Children, Young People and Families Policy & Performance Board

**DATE:** 25 February 2013

**REPORTING OFFICER:** Strategic Director, Policy and Resources

**SUBJECT:** Public Question Time

**WARD(s):** Borough-wide

### **1.0 PURPOSE OF REPORT**

- 1.1 To consider any questions submitted by the Public in accordance with Standing Order 34(9).
- 1.2 Details of any questions received will be circulated at the meeting.

### **2.0 RECOMMENDED: That any questions received be dealt with.**

### **3.0 SUPPORTING INFORMATION**

- 3.1 Standing Order 34(9) states that Public Questions shall be dealt with as follows:-
- (i) A total of 30 minutes will be allocated for dealing with questions from members of the public who are residents of the Borough, to ask questions at meetings of the Policy and Performance Boards.
  - (ii) Members of the public can ask questions on any matter relating to the agenda.
  - (iii) Members of the public can ask questions. Written notice of questions must be given by 4.00 pm on the working day prior to the date of the meeting to the Committee Services Manager. At any one meeting no person/organisation may submit more than one question.
  - (iv) One supplementary question (relating to the original question) may be asked by the questioner, which may or may not be answered at the meeting.
  - (v) The Chair or proper officer may reject a question if it:-
    - Is not about a matter for which the local authority has a responsibility or which affects the Borough;
    - Is defamatory, frivolous, offensive, abusive or racist;
    - Is substantially the same as a question which has been put at a meeting of the Council in the past six months; or

- Requires the disclosure of confidential or exempt information.
- (vi) In the interests of natural justice, public questions cannot relate to a planning or licensing application or to any matter which is not dealt with in the public part of a meeting.
- (vii) The Chairperson will ask for people to indicate that they wish to ask a question.
- (viii) **PLEASE NOTE** that the maximum amount of time each questioner will be allowed is 3 minutes.
- (ix) If you do not receive a response at the meeting, a Council Officer will ask for your name and address and make sure that you receive a written response.

Please bear in mind that public question time lasts for a maximum of 30 minutes. To help in making the most of this opportunity to speak:-

- Please keep your questions as concise as possible.
- Please do not repeat or make statements on earlier questions as this reduces the time available for other issues to be raised.
- Please note public question time is not intended for debate – issues raised will be responded to either at the meeting or in writing at a later date.

#### **4.0 POLICY IMPLICATIONS**

None.

#### **5.0 OTHER IMPLICATIONS**

None.

#### **6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

6.1 **Children and Young People in Halton** - none.

6.2 **Employment, Learning and Skills in Halton** - none.

6.3 **A Healthy Halton** – none.

6.4 **A Safer Halton** – none.

6.5 **Halton's Urban Renewal** – none.

**7.0 EQUALITY AND DIVERSITY ISSUES**

7.1 None.

**8.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

8.1 There are no background papers under the meaning of the Act.

**REPORT TO:** Children, Young People and Families Policy and Performance Board

**DATE:** 25 February 2013

**REPORTING OFFICER:** Chief Executive

**SUBJECT:** Executive Board Minutes

**WARD(s):** Boroughwide

## **1.0 PURPOSE OF REPORT**

- 1.1 The Minutes relating to the Children and Young People Portfolio which have been considered by the Executive Board are attached at Appendix 1 for information.
- 1.2 The Minutes are submitted to inform the Policy and Performance Board of decisions taken in their area.

## **2.0 RECOMMENDATION: That the Minutes be noted.**

## **3.0 POLICY IMPLICATIONS**

- 3.1 None.

## **4.0 OTHER IMPLICATIONS**

- 4.1 None.

## **5.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

### **5.1 Children and Young People in Halton**

None

### **5.2 Employment, Learning and Skills in Halton**

None

### **5.3 A Healthy Halton**

None

### **5.4 A Safer Halton**

None

### **5.5 Halton's Urban Renewal**

None

**6.0 RISK ANALYSIS**

6.1 None.

**7.0 EQUALITY AND DIVERSITY ISSUES**

7.1 None.

**8.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE  
LOCAL GOVERNMENT ACT 1972**

8.1 There are no background papers under the meaning of the Act.

## **APPENDIX 1**

### **Extract of Executive Board and Executive Board Sub Committee Minutes Relevant to the Children, Young People and Family's Policy and Performance Board**

#### **EXECUTIVE BOARD MEETING HELD ON 13 DECEMBER 2012**

##### **EX115 – PRIORITY SCHOOL BUILDING PROGRAMME UPDATE- KEY DECISION**

The Board considered a report of the Strategic Director, Children and Enterprise, which provided a summary of the Priority School Building Programme.

The Board was advised, that in July 2011, the Department for Education (DfE) announced it was commencing the Priority School Building Programme, which was a privately financed programme to address those schools in the worst building condition. The report outlined the criteria for eligibility in the programme, and noted that local authorities were required to demonstrate that school buildings were in poor condition by utilising data extracted from building condition surveys.

The Board noted that three Halton community schools met the criteria of the rebuilding costs; these schools were:

- The Bankfield;
- The Park Primary School; and
- Halebank CE Voluntary Controlled Primary School.

It was further noted that, following the submission of applications, DfE consultant surveys, site visits and survey data validation, the DfE announced that Halebank CE Voluntary Controlled Primary School was eligible to be included on the list of schools. The local authority had requested details of the private finance arrangements to enable full consideration before a decision was made whether to proceed as part of the programme. The school would make an estimated contribution of around £12,000 per annum, and would be responsible for soft facilities management (i.e. repairs, maintenance, loose furniture and equipment). The DfE had advised that they would have an Outline Business Case submitted by April 2013.

#### **Reason(s) for Decision**

To enable further details of the private finance to be considered at a later date which would help decide whether to progress with inclusion in the programme.



Alternative Options Considered and Rejected

It was not possible for the local authority to fund new build school from its capital programmes.

Implementation Date

Not applicable.

RESOLVED: That

- 1) the position of the Priority School Building Programme be noted; and
- 2) the sharing of asset management data with the Department for Education be agreed.

**EXECUTIVE BOARD MEETING HELD ON 24 JANUARY 2013**

**EXB132 – CAPITAL PROGRAMME 2013-14 - KEY DECISION**

The Board considered a report of the Strategic Director, Children and Enterprise, which provided an update on the Schools Capital Programme for 2013/14.

The Board was advised that the schools capital grant allocations were normally announced by the Department for Education in December each year. However, the capital allocations of Basic Need, Condition Maintenance and Devolved Formula Capital would be confirmed by the end of January 2013.

It was reported that an important part of the capital programme was the Capital maintenance Programme, where key elements of school buildings were replaced in a rolling programme of works which could only be carried out during school holidays to minimise disruption.

The Board was advised that design work which would allow scoping and procurement as necessary, would be carried out in advance so that works could commence on site during the Easter and Summer school holidays. Details of these works were attached at Appendix 1.

A further report would be submitted to the Board once the capital allocations had been announced.

Reason(s) for Decision

To deliver and implement the capital programme.

Alternative Options Considered and Rejected

Not applicable.

Implementation Date

1 April 2013.

RESOLVED: That

- 1) the position in respect of the announcement of the capital funding for 2013/14 be noted;
- 2) the proposals to be carried out from Capital Maintenance be agreed; and
- 3) a further report be submitted to Executive Board when capital allocations are confirmed.

**REPORT TO:** Children, Young People and Families Policy and Performance Board

**DATE:** 25 February 2013

**REPORTING OFFICER:** Chief Executive

**SUBJECT:** Special Strategic Partnership Board minutes

**WARD(s):** Boroughwide

**1.0 PURPOSE OF REPORT**

1.1 The Minutes relating to the Children and Young People's Portfolio which have been considered by the Special Strategic Partnership Board are attached at Appendix 1 for information.

**2.0 RECOMMENDATION: That the Minutes be noted.**

**3.0 POLICY IMPLICATIONS**

3.1 None.

**4.0 OTHER IMPLICATIONS**

4.1 None.

**5.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

**5.1 Children and Young People in Halton**

None.

**5.2 Employment, Learning and Skills in Halton**

None.

**5.3 A Healthy Halton**

None.

**5.4 A Safer Halton**

None.

**5.5 Halton's Urban Renewal**

None.

**6.0 RISK ANALYSIS**

6.1 None.

**7.0 EQUALITY AND DIVERSITY ISSUES**

7.1 None.

**8.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

8.1 There are no background papers under the meaning of the Act.



**Halton Children's Trust**  
**Minutes of Executive Group Meeting held on Tuesday 27<sup>th</sup> November 2012**  
**1.00pm, Civic Suite, Runcorn Town Hall**

|                   |  |
|-------------------|--|
| Gerald Meehan     | Strategic Director of Children's Services, HBC (Chair)         |
| Ann McIntyre      | Operational Director, Children's Organisation and Provision    |
| Catherine Johnson | Principal Performance & Improvement Officer, HBC               |
| Dr David Lyon     | Clinical Lead, Halton Clinical Commissioning Group             |
| Jan Snoddon       | Chief Nurse, Halton Clinical Commissioning Group               |
| Julia Rosser      | Acting Consultant, Public Health                               |
| Dave Sweeney      | Operational Director for Integrated Health Commissioning       |
| Emma Taylor       | Divisional Manager, Team Around the Family, HBC                |
| Hazel Coen        | Divisional Manager, Performance and Improvement, HBC           |
| Steve Nyakatawa   | Operational Director, Learning and Achievement, HBC            |
| Simon Clough      | Divisional Manager, 14 – 19 Services                           |
| Paula St Aubyn    | Divisional Manager, Safeguarding, Quality and Review, HBC      |
| Diane Sproson     | Area Manager, Connexions                                       |
| Michelle Bradshaw | Assistant Director, Child and Family Services, Bridgewater CHT |
| Michelle Forder   | Halton Family Voice Engagement Coordinator                     |
| Karen Hickey      | Assistant Policy Officer for CYP, HBC (minutes)                |

### Apologies

|                |   |
|----------------|---|
| Mark Grady     | Children's Trust Principal Officer, HBC                                       |
| Ged Timson     | Divisional Director, Child and Family Services, Bridgewater CHT               |
| Lindsay Smith  | Divisional Manager, Mental Health, HBC  |
| Gareth Jones   | Head of Service, Cheshire West, Halton and Warrington Youth Offending Service |
| Denise Roberts | Head of Child and Family Commissioning, NHS                                   |
| Lorraine Crane | Divisional Manager, IYSS, Commissioning & Inspiring Families, HBC             |

### In attendance:

|             |                              |
|-------------|------------------------------|
| Julie Karmy | Integrated Commissioner, HBC |
|-------------|------------------------------|

| Item      |   | Action    | Deadline           |
|-----------|---|-----------|--------------------|
| <b>1.</b> | <b>ACTIONS FROM MEETING 16.10.12</b>  |           |                    |
| 1.1       | 1.1 Health linkages: <ul style="list-style-type: none"> <li>GM has discussed linkages with Simon Banks and a structure has been circulated (see paper for item 2) which details representation from the CCG across the Trust structure</li> </ul> | GM        | Complete           |
| 1.2       | <ul style="list-style-type: none"> <li><b>LS will discuss Public Health linkages with Eileen O'Meara</b></li> </ul>   | <b>LS</b> | <b>Outstanding</b> |
| 1.3       | 1.2: JSNA will now be linked to performance management and will be monitored alongside existing activity  | AMC       | Complete           |

|      |  |            |             |
|------|--|------------|-------------|
| 1.4  | 2. Narrowing the Gap at KS2:<br><ul style="list-style-type: none"> <li><b>Library services have reduced resource which impacts on families on lower incomes, therefore limiting opportunities. GM will contact John Hatton about this to discuss possible options</b></li> </ul>   | GM         | Outstanding |
| 1.5  | <ul style="list-style-type: none"> <li>GT suggested that the school nursing service could be linked into for additional resource. GM proposed that a future area of focus should be linkages with health services</li> </ul>   | SN         | Complete    |
| 1.6  | 3. Early Help and CAVA progress update: the role of adult led services within IWST to be discussed at a future joint SMT. KH to ask Carole Bryant to arrange agenda item.<br>Update: Joint meetings have taken place between Adult and Children's safeguarding representatives to discuss training   | KH         | Complete    |
| 1.7  | 4.1: Action regarding health linkages is complete (see 1.1 above)  | GM/AMC     | Complete    |
| 1.8  | 4.2: Children's Trust Revised Performance Reporting Proposals - HC proposed further work on the report card. HC, CJ and ET to meet to discuss further.   | HC, CJ, ET | Complete    |
| 1.9  | 4.3: SCS Annual Review of Targets and Measures 2013-16 - priority leads were asked to contact HC with any proposals for amendments to the measures.  | ALL        | Complete    |
| 1.10 | 5.1: action complete (see 1.6 above)   | KH         | Complete    |
| 1.11 | 6.1. After the riots: MG to arrange for report to go to Safer Halton Partnership   | MG         | Complete    |
| 1.12 | <b>6.6 The Halton Family Voice participation officer post has capacity issues do to a rapidly increasing workload and hours need to be increased. LC to put forward proposals at the next Executive Group meeting</b>  | LC         | Outstanding |
| 2.   | <p><b>SCRUTINY TOPICS</b></p> <p><b>Health Linkages to Children's Trust Structure</b><br/>Clinical Commissioning Group (CCG) commissioning posts have been appointed to which will work alongside Public Health and will be aligned to Children's Services. They will specifically be looking at CCG responsibilities towards integrated working. Sheila McHale is the CCG commissioning lead for Children's Services, and will provide representation on the Trust subgroups</p> <p>Clinical leads are currently undergoing an elected process, and Dr David Lyon is currently the lead for the Trust. HSCB representation is provided by Ann Dunn, who is the Designated Nurse for Halton.</p> |            |             |

|    |   |   |   |
|----|---|---|---|
|    | <p>GM highlighted that processes will need to be detailed within the Section 75 Joint working Protocol</p> <p>AMC highlighted that representation from Public Health within the Children's Trust structure still needs to be detailed.</p> <p><b>Actions:</b><br/> <b>GM proposed for a report to be drafted by AMC and DSw regarding CCG committal to the Children's Trust. Julia Rosser will provide input from public Health. Paper to be brought to January Executive Group meeting, with a view to presentation at the Children's Trust Board in March</b></p> <p><b>AMC highlighted that a local authority representative needs to sit on the CCG Board. JS and AMC to discuss.</b></p>   | <p><b>AMC/<br/>DSw/ JR</b></p> <p><b>JS/AMC</b></p> | <p><b>22.01.13</b></p> <p><b>29.01.13</b></p> |
| 3. | <p><b>FEEDBACK ON PREVIOUS SCRUTINY TOPICS</b></p> <p><b>NEET scrutiny progress update</b></p> <ul style="list-style-type: none"> <li>• Data sharing agreements have been put into place with a variety of organisations who are part of the NEET agenda</li> <li>• Research into young people no longer NEET: A focus group will meet in December and Halton People Into Jobs are doing a survey. Feedback is expected in the New Year</li> <li>• Funding for additional resources for apprenticeships access: HPIJ have secured funding to provide this</li> <li>• Aligning English and maths support: excluded pupils are now receiving this support and engaging</li> <li>• The September Guarantee has shown an improvement to 97.87% of all year 11 leavers with an offer of continued learning compared with 95.1% in 2011, and 91.1% of year 12 with an offer of continued learning compared with 84.8% in 2011.</li> <li>• Indications are that young people are coming back into NEET at 18+, therefore a strategy may be needed for the 18-24 age group</li> </ul> |   |   |
| 4. | <p><b>ITEMS FOR AGREEMENT</b></p> <p><b>Early Help Strategy</b><br/> This is the first draft of the strategy, which covers all Early Years services. 0-5 development is key priority within the Health and Wellbeing strategy, and the Early Help strategy links into this. key principles have been established that underpin the strategy and are detailed within it. Appendix 1 details targets, and appendix 2 details specifically what each service area will offer.</p> <p><b>Actions:</b><br/> <b>The document has been circulated for feedback, and comments are welcomed. Partners to respond to ET</b></p> <p><b>A task and finish group has been established but needs widening and volunteers are needed. Nominations to be</b></p>  | <p><b>ALL</b></p>                                   | <p><b>14.12.12</b></p>                        |

|     |  |  |  |
|-----|--|--|--|
|     | <p>sent to ET. MF to identify a parent representative</p> <p>The task and finish group is to meet to discuss health input for the action plan, and clarify input from other agencies. MB proposed that the group could meet after next EHAS meeting on 7<sup>th</sup> January</p> <p>A report on progress is to be presented to the Children's Trust Executive on the 29<sup>th</sup> January.</p>   | <p>ALL/MF</p> <p>14.12.12</p> <p>MB/ET/<br/>others</p> <p>07.01.13</p> <p>ET</p> <p>22.01.13</p> |  |
| 5.  | <b>PRIORITY UPDATES</b>  |  |  |
| 5.1 | <p><b><i>Improve outcomes for children and young people through effective joint commissioning</i></b></p> <p>Alcohol and substance misuse: there are current issues with data integrity from Health. HBC Research &amp; Intelligence team have been linking into the Health commissioning hub, and CJ is trying to establish the data set used for the information within ChiMat so that we can benchmark locally against this. JR said that it would be helpful for public health and performance to work together in the future.</p> <p>Review of mental health services: a new pathway has been designed to focus on a multi-disciplinary team approach. Feedback from GPs has been positive. New research has been commissioned from Adult services to review health services across the borough. DL updated that children's referral pathways are currently an area of focus, as feedback to date from service users has not been positive.</p> |  |  |
| 5.2 | <p><b><i>Improve outcomes for children and young people through embedding integrated processes to deliver early intervention</i></b></p> <p>Quarter 2 performance continues to be strong around CAF and audits. There is an upward trend in CAFs which could correlate to the implementation of Early Help services.</p> <p><b>Action:</b><br/><b>ET and CJ to discuss the possibility of evidencing this via performance measures</b></p> <p>The health visiting team at Warrington Road is working well, and IT issues within Kingsway children's centre are being addressed so that co-location can be established there also.</p> <p>Levels of need consultations are taking place with Trust colleagues and practitioners on the proposed new framework, and feedback has been considerable. This feedback will be presented to the Trust and HSCB at future meetings</p>   | <p>ET/CJ</p> <p>29.01.13</p>   |  |
| 5.3 | <p><b><i>Improve outcomes for our most vulnerable children and young people by targeting services effectively</i></b></p> <p>Children in Care data analysis has taken place and all within the cohort have made progress, however attainment has reduced.</p>  |  |  |



|    |   |    |          |
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|    | <p>5 children in care have made 3 levels of progress and out-performed their peers on all measures</p> <p>Peer challenge: meetings with head teachers have taken place to raise awareness of the Narrowing the Gap ambition. Agreement has been given from head teachers to look at the Free School Meals gap, and 'amber/red' schools will receive support from 'green' schools. This will be done as part of a school improvement strategy that is being developed for offering school to school support.</p> <p>GCSEs A*-C in English and maths are at 59% and national rate is currently 58%, therefore Halton is above the national average</p> <p>The Green paper on SEN pathfinder has been postponed for a further 18 months by central government</p> <p>A discussion took place around health outcomes for vulnerable young people, and whether they should be monitored. AMC suggested that this could possibly be examined in the future (no definite action stated)</p> <p><b>Action:</b><br/> <b>SC to provide latest data on the September guarantee, NEET and activity services for circulation to the group</b></p>  | SC | 22.01.13 |
| 6. | <p><b>6.1 Inspiring Families update</b></p> <p>A new target has been established of 145 families to be worked with in the first year, by March 2013. The number of families to be worked with in the 2<sup>nd</sup> year is 165 families and in the 3<sup>rd</sup> year is 65 families. National criteria is flawed and therefore local criteria will be significant for identifying families. There have been issues with information sharing but this is being addressed and progress has been made. Additional posts are currently being recruited.</p> <p><b>Action:</b><br/> <b>A detailed report will be brought to the January meeting</b></p> <p><b>6.2 Child Protection Inspection Planning update</b></p> <ul style="list-style-type: none"> <li>• A document library has been set up to collate information that will be required by inspectors. MG/KH will contact partners for any additional information if required</li> <li>• A communication pathway has been established with key contacts and deputies within each agency</li> <li>• HSCB is proposing to offer help to agencies to enable them to collate and evidence views of children and young people, and funding has been identified for this support</li> <li>• A dedicated web page for sharing information on the inspection has been set up on the Children's Trust website</li> <li>• A newsletter has been produced and circulated this week, this will also be on the website (hopefully by tomorrow)</li> </ul> | LC | 22.01.13 |

|     |   |            |          |
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|     | <ul style="list-style-type: none"> <li>• A member of staff from Cheshire West will be coming to Halton to talk about their recent inspection and share good practice at a forthcoming Children's Trust meeting</li> <li>• A new inspection framework for Children in Care and care leavers is also being introduced, which will also cover adoption and fostering services. The CPI Strategic group will also cover this inspection strategically, and an additional operational group is to be set up specifically for the Children in Care inspection.</li> </ul>   |            |          |
| 6.3 | <p><b>ADHD/ASD Pathways</b><br/>Julie Karmy presented the proposed pathways to the group for agreement. A new ASD coordinator has been recruited and will take up post in January. A GP safeguarding meeting recently took place and it was identified that a link should be established between ADHD pathways and GP practices. GM suggested that CHAPS should be involved in testing of the pathways. JK updated that the Carer Centre have been involved in development of the pathway, and MF updated that a variety of parent groups have been involved, including CHAPS.</p> <p><b>Actions:</b><br/><b>GM suggested that the term 'disorder' should be changed to 'condition' throughout the pathway as parents prefer this description.</b></p> <p><b>The pathway was not agreed by the group as there were concerns around health linkages. JK to discuss further with JR</b></p> | JK         | 22.01.13 |
| 6.4 | <p><b>Provision of Defibrillators</b><br/>JR and JS updated that incidences of where a defibrillator would be required tend to be in the over 50s, and as such the need within schools would be rare. A report outlining findings has been circulated with the minutes (see appendix 1). Evidence suggests that the best places for defibrillators to be placed would be places such as medical facilities or workplaces as oppose to schools.</p> <p><b>Action:</b><br/><b>AMC suggested that some advice on this could go out via the schools e-circular, JS/JR to provide this to AMC.</b></p>   | JK/JR      | 21.12.12 |
| 6.5 | <p><b>Audit of CAF, October 2012</b><br/>The report was circulated for information. Children with disabilities where there are also child protection concerns were an area of focus on this occasion, and the audit showed that these cases were being managed well.</p>  | JS/JR /AMC | 12.12.12 |
| 6.6 | <p><b>Minutes of HSCB Meetings</b><br/>Circulated for information.</p>  |            |          |
| 7.  | <b>AOB</b>  |            |          |

|   |  |  |   |
|---|--|--|---|
| 7.1   | <p><b>Health Outcomes for Children in Halton</b><br/> MB raised concerns around issues regarding public health outcomes for children and young people, and proposed a Children's Trust/Safeguarding Board joint event focusing on this. AMC updated that areas of focus are currently being re-examined to better align with ChiMat performance measures, so these areas of focus will be addressed via this. On the 12<sup>th</sup> December a meeting will take place around the JSNA performance measures, and AMC suggested that ChiMat should be discussed as part of this meeting.</p> <p><b>Actions:</b><br/> <b>MB to forward key points to AMC via email, to be raised at meeting on 12<sup>th</sup> December</b></p> <p><b>MB to discuss with Tracey Holyhead and MG about having this issue discussed at the HSCB/CT joint event next year.</b></p> | <p><b>MB/<br/>AMC</b></p> <p><b>MB</b></p> | <p><b>11.12.12</b></p> <p><b>11.12.12</b></p> |
| 7.2   | <p><b>MJ Awards 2013</b><br/> Partners were asked to consider the categories below, and forward suggestions for entry to GM by (2 weeks from now)<br/> This Year's Categories are:</p> <p><a href="#">Best Achieving Council</a>      <a href="#">Children's Services</a><br/> <a href="#">Community Investor</a>      <a href="#">Democratic Services</a><br/> <a href="#">Innovation In Communications</a>      <a href="#">Innovative Finance</a><br/> <a href="#">Innovation In Social Care</a>      <a href="#">Legal Services</a><br/> <a href="#">Public Private Partnerships</a>      <a href="#">Trading Standards &amp; Environmental Health</a><br/> <a href="#">Workforce Transformation</a></p>   | <p><b>ALL</b></p>                          | <p><b>11.12.12</b></p>                        |
| <p><b>Date and time of next meeting:</b><br/> Tuesday 29<sup>th</sup> January, 1.00pm – 3.00pm, Committee Room 1, Runcorn Town Hall</p> |  |  |   |

|                           |  |
|---------------------------|--|
| <b>REPORT TO:</b>         | Children, Young People & Families Policy and Performance Board |
| <b>DATE:</b>              | 25 <sup>th</sup> February 2013                                 |
| <b>REPORTING OFFICER:</b> | Strategic Director Policy & Resources                          |
| <b>SUBJECT:</b>           | Performance Management Reports for Quarter 3 of 2012/13        |
| <b>WARDS:</b>             | Boroughwide  |

#### **1.0 PURPOSE OF REPORT**

- 1.1** To consider and raise any questions or points of clarification in respect of performance management of the Children and Young People's Directorate for the third quarter to December 2012. The report details progress against service objectives/ milestones and performance targets, and describes factors affecting the service.

#### **2.0 RECOMMENDED: That the Policy and Performance Board**

- 1) Receive the third quarter performance management reports;**
- 2) Consider the progress and performance information and raise any questions or points for clarification; and**
- 3) Highlight any areas of interest and/or concern where further information is to be reported at a future meeting of the Policy and Performance Board.**

#### **3.0 SUPPORTING INFORMATION**

- 3.1** Departmental objectives provide a clear statement on what the services are planning to achieve and to show how they contribute to the Council's strategic priorities. Such information is central to the Council's performance management arrangements and the Policy and Performance Board has a key role in monitoring performance and strengthening accountability.
- 3.2** In line with the revised Council's Performance Framework for 2012/13 (approved by Executive Board in 2012/13), the Policy and Performance Board has been provided with a Children and Young People's Priority Based report; which identifies the key issues arising from the performance in Quarter 3. This has been structured using the below priorities and common areas of focus, as stated in the Directorate Plan for 2012-15:
- Commissioning
  - Early Help and Support
  - Narrowing the Gap

- Common Areas of Focus: Workforce Planning and Development, Asset management , Resources

3.3 The full Departmental quarterly reports are available on the Members' Information Bulletin to allow Members access to the reports as soon as they have become available within six weeks of the quarter end. This also provides Members with an opportunity to give advance notice of any questions, points or requests for further information that will be raised to ensure the appropriate Officers are available at the PPB meeting. The three Departmental quarterly monitoring reports are also available via the following link

<http://hbc/teams/PERFIMP/Quarterly%20Monitoring%20Reports/Forms/AllItems.aspx>

#### **4.0 POLICY IMPLICATIONS**

4.1 There are no policy implications associated with this report.

#### **5.0 OTHER IMPLICATIONS**

5.1 There are no other implications associated with this report.

#### **6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

6.1 Departmental service objectives and performance measures, both local and national are linked to the delivery of the Council's priorities. The introduction of a Priority Based Report and the identification of business critical objectives/ milestones and performance indicators will further support organisational improvement.

6.2 Although some objectives link specifically to one priority area, the nature of the cross - cutting activities being reported, means that to a greater or lesser extent a contribution is made to one or more of the Council priorities. Three common areas of work that transcend these priorities have been agreed for workforce, planning and development, asset management and resources.

#### **7.0 RISK ANALYSIS**

7.1 Not applicable.

#### **8.0 EQUALITY AND DIVERSITY ISSUES**

8.1 Not applicable.

#### **9.0 LIST OF BACKGROUND PAPERS UNDER SECTIONS 100D OF THE LOCAL GOVERNMENT ACT 1972**

**Document**  
Not applicable

**Place of Inspection**   **Contact Officer**

## Directorate Performance Overview Report

**Directorate:** Children and Enterprise Directorate

**Reporting Period:** Quarter 3, Period 1 October 2012 – 31 December 2012

### 1.0 Introduction

This report provides an overview of issues and progress within the Directorate that have occurred within Quarter 3. The way in which traffic light symbols have been used to reflect progress to date is explained within the Appendix (section 8).

Please note initials have been provided to indicate which Operational Director is responsible for the commentary to aid Members, as requested by the Children and Young People Policy and Performance Board. A key is provided at the end of the report in Appendix (section 8).

### 2.0 Key Developments

#### **Inspiring Families Project (previously Troubled Families)**

In November 2012 Halton's Inspiring Families programme became operational. The model includes a scaled up existing team that works intensively with families in most need. Whilst this team is not yet fully staffed, work has begun with those families identified as being most in need of intensive support. Partner agencies including Youth Offending Team and Police have now joined this team. Each family is assessed holistically and their progress tracked closely. Colleagues in Communities Directorate and the wider Children's Trust are also involved in the programme, as well as Children's Social Care. Following this work, the first submission for payments by results was submitted on 21 January 2013 and Halton has made a claim for 24 families. (AM, TC)

#### **Adoption Scorecard**

The Adoption Scorecard which illustrates performance for the period between 2009-2012 was published at the end of November 2012. Local authorities (LA's) were measured against two thresholds. The first threshold was the average time between a child entering care and moving in with their adoptive family. Halton achieved an average of 567 days compared with an England average of 636 days. The second threshold was the average time between the local authority receiving court authority to place a child and deciding on a match with a family. Halton achieved an average of 130 days compared with an England average of 195 days. Both thresholds were therefore met. (TC)

#### **Upton All Saints Children's Centre**

In November 2012 Upton All Saints Children's Centre underwent an Ofsted inspection. Ofsted confirmed that they are now applying the current inspection framework even more rigorously, yet despite this the Centre was graded as 'good' overall. All other aspects were graded as 'good', except partnership working and safeguarding which were graded as 'outstanding'. (TC)

#### **Narrowing the Gap (NtG)**

Schools have been invited by the LA to self-evaluate themselves with regards to narrowing the gaps which will support subsequent work in closing gaps in attainment for vulnerable groups. A programme of LA support is being developed for launch in 2013. All schools will be invited to attend NtG network meetings where a project group of up to 12 schools, with differing gaps in attainment will be established. These schools will be engaging in action research and focusing on strategies to NtG that have been proven to work in other LA's. The group will feedback to the wider network group which is being developed in collaboration with colleagues in St Helens LA. (SN)

### **Academy/Free School Updates**

Wade Deacon High School is progressing with its transfer to becoming Academy. Due to the complexity of the transfer the conversion is now planned for 1 March 2013. As the running track on the site is a joint use facility to protect the use of other schools and community use, a joint use agreement is being negotiated prior to the conversion.

A Warrington Montessori Free School is planning to open in Daresbury Park. The schools will be a primary school for 140 pupils and will offer child-centred learning based on Montessori principles of children learning through choosing, trying and doing things for themselves. (AM)

### **Key Stage 4 Pupil Referral Unit (KS4 PRU)**

A new Senior Leadership Team has been appointed to the KS4 PRU. For the academic year 2012-2013 provider contracts have been amended to include a base payment for learner places with additional payments to reward providers if they are able to secure a set percentage improvement in attendance, or for providing a tutor with qualified teacher status. (AM)

## **3.0 Emerging Issues**

### **Children's Centres- proposed new inspection framework**

Ofsted have produced a new Children Centre inspection framework and a consultation period is underway which ends in January 2013. A key change includes the plan to undertake single inspections where a group of Centre's share leadership and management. This could affect Halton positively given its shared management structure. It is also proposed that the number of inspection judgments is significantly reduced from 20 to three key judgments, which would include leadership and governance and a judgment for overall effectiveness. Judgment grades would also change, meaning that any Centre that is not good or better will receive a new judgment- 'requires improvement'. (TC)

### **Social Work Caseloads**

The framework proposed for multi-agency safeguarding inspections is due in February 2013 and the framework for Looked After Children and Care Leavers in January 2013. Both inspection frameworks will have significant implications on services. An initial event to undertake a self-assessment under both frameworks is planned for the Children's Trust and the Local Safeguarding Board on 1 March 2013. This will inform the multi-agency planning for both inspections. In addition the Working Together statutory framework is still awaited and this will also have significant implications for services.

The Efficiency Review of the Child In Need Service identified that whilst social work vacancy rates and turnover is low, there is a significant issue of reduced capacity within the service due to the demographic of the workforce. It has been agreed, therefore, that three additional social work posts would be created in recognition of this reduction in capacity, two of these have been filled. Additionally it has recently been agreed to allow the service to further 'over – recruit' social workers to increase capacity and reduce caseloads in line with Ofsted recommendations. This will be achieved within existing budgets.

### **Educating Children with Health Needs**

The Department for Education (DfE) issued updated statutory guidance for local authorities (LA's) in January 2013 outlining the LA's duty to provide a suitable full time education (or as much education as the child's health condition allows) for children unable to attend mainstream (including academies, free schools, and independent schools) or special school due to health needs. The guidance highlights that LA's should not reduce or withhold provision on the basis of cost so as to ensure that any provision is able to provide a good quality education, which enables access to appropriate qualifications and supports eventual reintegration into school. The provision should ensure that pupils receiving such provision should be able to make similar progress to their peers.

LA's are responsible for arranging provision and must ensure that processes and policies are in line with the issued guidelines. LA's also need to ensure that they have policies based upon the percentage of time a child is able to attend school rather than whether the child is receiving a suitable education during that attendance or have lists of health conditions which dictate whether or not they will arrange education for children or inflexible policies which result in children going without suitable full time education. This means that the LA should have processes and policies in place which ensure that a child receives the right type of educational provision, therefore, this will need to be reviewed within Halton to ensure the standard of provision is as expected.

#### 4.0 Risk Control Measures

Risk control forms an integral part of the Council's Business Planning and performance monitoring arrangements. During the development of the 2012/13 Business Plan, the service was required to undertake a risk assessment of all key service objectives with high risks included in the Directorate Risk Register.

As a result, monitoring of all relevant 'high' risks has been undertaken and progress reported against the application of the risk treatment measures. This included in each of the quarterly monitoring reports by department. Below is a summary of the risks where progress is uncertain or not met for each high risk.

**LAS1:** Failure to provide sufficient resources to ensure required levels of support for schools and settings as a result of cessation of grant funding and future efficiencies. Whilst there is no evidence at this stage that there has been an impact upon quality and standards this will continue to be monitored to establish the long term impact. Risk have been mitigated through the deployment of retained school improvement support to target schools; effective school to school support including the use of National and Local Leaders in education and schools' purchase of school improvement through traded services. (SN)

**CFS1:** Failure to ensure that the development, design and implementation of CareFirst6 supports and enhances the effectiveness of frontline practice. CareFirst6 has been implemented within approximately 40% of the department and the Children's Social Care ICT Management Group meets monthly. The system will be upgraded to the most up to date version in mid-November which should improve the user experience of the system and reduce down time. (TC)

**CFS5:** Failure to recruit and retain sufficient numbers of social work front line managers to meet statutory duties and requirements. Whilst the risk control measures have been put in place the risk is still considered high as there continues to be a vacancy issue within the front line social work management positions. The Management Trainee Programme has been implemented with the successful candidate having secured a Senior Early Help Role and with recruitment to the scheme underway it is hoped that there will be more candidates from social care.

**COPS2:** Failure to secure improvement in education, employment and training rates in light of government cuts. Whilst the percentage of Halton 16-18 year olds in NEET has reduced compared with previous years, the borough still faces a significant challenge to ensure full post-16 participation for all young people as part of the Raising Participation Age (RPA) agenda. (AM)

**COPS5:** Failure to reduce teenage conception. Through effective performance monitoring it has been identified that clinic opening times needed to be reviewed to allow improved accessibility for children and young people across the borough. This will be closely monitored. (AM)



## 5.0 Progress against high priority equality actions

The Council must have evidence that it reviews its services and policies to show that they comply with the Public Sector Equality Duty (PSED) which came into force in April 2011. The PSED also requires us to publish this information as it is available.







As a result of undertaking a Departmental Equality Impact Assessments no high priority actions were identified for the Directorate to Quarter 3 2012 – 2013.

## 6.0 Performance Overview

The following information provides a synopsis of progress for both milestones and performance indicators across the key business areas that have been identified by each Directorate.

### Commissioning

#### Key Milestones

| Ref   | Milestones  | Q3 Progress   |
|-------|---|---|
| LAS1  | Review the performance of all schools and EY provision with a specific focus on those currently graded as satisfactory. Identify actions, including levels of support or intervention, required to improve inspection outcomes by July 2012. (SN) |    |
| LAS3  | Commission a review of Autism provision in Halton through the National Autistic Society by October 2012. Consider the recommendations of the Review and implement an appropriate action plan. (SN)  |    |
| COPS1 | Ensure sufficiency to cover the extension of support to vulnerable 2 year olds by April 2012 (AMc)  |  |
| COPS2 | Evaluate and monitor the impact on current school sufficiency and sustainability through the development of Academies and Free Schools by March 2013 (AMc)  |  |
| COPS3 | Strengthen the understanding and links with colleagues in Health to ensure effective commissioning by March 2013 (AMc)  |  |
| COPS4 | Improve outcomes for children and young people through integrated and targeted youth support ensuring the effective transition in youth service to the new providers (AMc)  |  |

#### Supporting Commentary

All milestones related to commissioning are progressing in line with expectations.






The review of Autism provision was completed and reported to the Executive Board in May 2012 with a detailed action plan devised following the recommendations. As part of this a consultation was completed in the Autumn term on the suggested re-designation of Ashley School. Informal Consultation on this recommendation was approved by the Executive Board of the Borough Council. This consultation began with a public meeting held at Ashley School on Thursday 8 November 2012 (This informal consultation concluded at the end of December 2012 and the outcome will be reported back to the Executive Board in January 2013). (SN)

Various options to increase the current capacity of two year old places are currently being pursued, particularly the use of under-utilised space within existing nurseries and crèche space within Children's Centres. Also in the current quarter we have been successful in attracting new providers of the free entitlement for 2 year olds, which is a direct boost to levels of sufficiency. (AMc)

Since the Sandymoor Free School opened pupil numbers have been reported to be rising and are currently be reported to be 27 pupils. The impact on Runcorn secondary provision is being monitored. The Heath School has been granted a 300 place sixth form provision. A new facility will be constructed for the sixth form at the same time as the Priority School Building Programme constructs the new school. A Warrington Montessori Free School is planning to open in Daresbury Park. The school will be a Primary School for 140 pupils. (AMc)

The Clinical Commissioning Group has recruited to two new Children's Commissioning Post. Both postholders are expected to commence in January 2013. In addition, a 0.5 Children's Public Health Consultant has now been appointed and the newly appointed Children's commissioner is expected to take up their role in March. These staff will form part of the virtual Children's Commissioning team. Health representatives have been agreed for each of the key strategic groups. Joint training is being planned for January and February 2013. (AMc)

### Key Performance Indicators

| Ref                | Measure   | 11/12 Actual                   | 12/13 Target                                    | Q3                             | Current Progress  | Direction of Travel   |
|--------------------|---|--------------------------------|---|--------------------------------|---|---|
| SCS CYP09          | Percentage of educational settings with overall effectiveness of Good or Outstanding            | 79%                            | 84%   | 79%                            |  | N/A   |
| NI112 adjusted SCS | Under 18 conception rate, percentage change from 2009 baseline (58.9 rolling quarterly average) | 63.3 rolling quarterly average | 56.3 rolling quarterly average                  | 40.8 rolling quarterly average |  |  |
| COP LI05           | Under 18 conception rate, reduction in conceptions from 2009 baseline (140 conceptions)         | 142                            | 137 (3% reduction)                              | 69                             |  |  |
| SCS CYP07          | Reduce the rate of CYP admitted to hospital for substance misuse                                | New calculation                | N/A   | Refer comment                  | N/A   | N/A   |
| SCS SH04           | Reduce the number of Young People who repeatedly run away in Halton                             | 465 episodes                   | To re-establish baseline in 2012/13 - Reduction | 164 episodes                   | N/A   | N/A   |

### Supporting Commentary

Most measures are progressing in line with expectations;





Overall effectiveness across phases is Nursery 100%, Primary 80%, Special 100%, Secondary 60%, and PRUs 50%. Overall this means that 50 out of 63 schools have achieved good or outstanding (including PRUs, but excluding academies). As this a small cohort this affects the percentages. (SN)

The latest ONS conception rate data for Quarter 3 2011 shows Halton's rate as 40.8. This is 25% decrease from Quarter 2 2011 and 27% below the target for 2012-13. The number of actual conceptions for 2012/13 is currently 69. This is a reduction compared to the previous year and this means that Halton is on target to exceed the 3% reduction target set for 2012/13. (AMc)

Cheshire Constabulary data is used as an indicator only as both adult and young persons recorded episodes are included and unfortunately data restrictions do not allow for this to be split. Therefore numbers are to be considered alongside commissioned services data, which is young person specific. Both datasets have demonstrated a reduction in overall numbers. Cheshire Constabulary has seen a reduction of 19% during Quarter 3 when compared to the same quarter in the previous year, with 39 less Police incidents. Halton reductions continue to record the highest across Cheshire Commissioned Service data: numbers have increased this quarter from 8 repeat episodes and 6 runners in Quarter 2 to 40 repeat episodes and 8 repeat runners in Quarter 3. The increase can be attributed to individuals running from home, the service and Police coordinator are actively engaged with all of these individuals to address the issues and reduce the impact for Quarter 4. There were no recorded episodes for CICOLAs during this quarter. (AMc)

## Early Help & Support

### Key Milestones

| Ref  | Milestones   | Q3 Progress   |
|------|--|---|
| CFS2 | Develop with the Children's Trust a new level of needs framework by December 2012  |  |
| CFS2 | Implement the new Team Around the Family structure by September 2012   |  |
| LAS3 | Ensure the support for vulnerable two year olds is appropriate within EYFS settings  |  |
| LAS1 | Complete the Foundation Stage Profile data analysis at ward level, to identify multi agency links; training and interventions that can be planned through Children's Centre and Early Years support by December 2012 |  |

### Supporting Commentary









All milestones related to early help and support are progressing in line with expectations.

New proposed levels of need were sent out for consultation in November 2012. A number of workshops were held to share the proposals with practitioners and managers across the Trust. Feedback was collated and is now being considered by the established working group. The Safeguarding Board and Children's Trust have both been briefed on the progress of the group and final proposals will be finalised over the next two months. The timescale for its launch is April 2013, subject to the Safeguarding Board endorsing the new levels of need. (TC)

The new Team around the Family structure is now fully implemented, although there remain a number of vacancies. The priority now is to embed the new design to ensure services within the Division are fully integrated. Early Years Children's Trust (EYCT) monitor provision and support for vulnerable two year olds through setting visits. Training of baby, toddler and child development has been delivered and most settings have accessed this training. Observation, planning and recording of progress and development is supported through EYCT and cluster meetings, Foundation Stage Profile (FSP) data of past funded two year old children. (TC)

Foundation Stage Profile data analysis completed at LA level and prioritised analysis of ward level where Children's Centres are anticipating an Ofsted inspection. All other wards are being prioritised for completion by end of Feb 2013. Multi-agency links and interventions have been planned and are being delivered within Children's Centre and through EYCT.(SN)

### Key Performance Indicators

| Ref             | Measure   | 11/12 Actual  | 12/13 Target | Q3    | Current Progress  | Direction of Travel   |
|-----------------|---|---------------|--------------|-------|---|---|
| LPI07COP        | Take up of Early Years entitlement for vulnerable 2 year olds                                   | 107           | 100          | 128   |  |  |
| NI072 SCS CYP01 | Early Years Foundation Stage Attainment   | 48.3%         | 56%          | 54.1% |  |  |
| CFS LI03        | Number of multi-agency interventions (CAF) which are in place and operating for Level 2/3 cases | New indicator | 250          | 311   |  |  |
| CFS LI07 SCS    | Percentage of referrals to social care that had been subject to CAF in the previous 12 months   | 7%            | 15%          | 6.6%  |  |  |

### Supporting Commentary

Some measures are progressing in line with expectations;

Halton were given the target of 70 Full Time Equivalent we have been able to exceed this target by more than 50 each term by maximising the funding available as outreach work was already in place and being funded from other budgets. An internally determined target of 100 has also been exceeded. (AMc)









Following a 6% increase on 2011 attainment of the Early Years Foundation Stage attainment, the target was nearly achieved. (AMc)

The overall trend for number of CAF's in place continues to rise across the Borough. Improved multi-agency working across the Children's Trust has resulted in the target of 250 being exceeded, with the total number of CAF's now over 300. (TC)

The percentage of referrals that had previously been subject to a CAF continues to improve. A key issue is ensuring that other measurable aspects of early help across the Children's Trust are captured in this indicator, as well as CAF activity. This is a priority for 2013/14 (TC)

## Narrowing the Gap

### Key Milestones

| Ref   | Milestones  | Q3 Progress   |
|-------|---|---|
| CFS3  | Effectively implement the new Framework for the Assessment of Children in Need and the changes to Working Together to Safeguard Children (currently out for consultation)   |    |
| CFS4  | Implement the revised Children in Care and Care Leaver pathways by September 2012   |    |
| CFS4  | Implement the action plan from the multi-agency Children in Care strategy (2011-14) by March 2013   |    |
| LAS1  | Review the alerts and triggers criteria to ensure that they align with the current floor standards and use to support the categorisation of all schools   |    |
| LAS2  | Analyse the levels of absence, including persistent absence, across all phases on a termly basis  |   |
| LAS3  | Conduct data analysis for Children in Care and with schools to ensure that action plans for individual pupils are in place by September 2012  |  |
| LAS3  | Conduct data analysis for Free School Meals Pupils and identify areas of need and support required by November 2012   |  |
| COPS2 | Monitor and evaluate the arrangements for Information, Advice and Guidance due to changes in Local Authority statutory responsibilities, with particular focus on the impact on NEET (not in education, employment or training) by March 2013 |  |

### Supporting Commentary

All milestones related to narrowing the gap are progressing in line with expectations.

The new framework for the Assessment of Children and Need has been out for consultation and Halton contributed to the consultation. The new framework was anticipated to be implemented in April 2013, however, there may be some delay with this from DfE. (TC)












The school improvement team use the national floor standards as an indicator of school performance. The analysis of school performance against these indicators supported the categorisation of all schools in October 2012. A further analysis of performance data has recently been undertaken to include an analysis of value added data following the publication of school RAISEonline reports (OFSTED's data report on schools).(SN)

The data analysis has taken place following initial confirmation of Key Stage 2 and Key Stage 4 results. The data shows there was a decrease in performance at Key Stage 2, although the two levels progress indicator shows that children in care did well according to their own abilities and expected levels of progress. At Key Stage 4 both performance and two levels progress both showed a significant improvement. Validated data is expected in January 2013. (SN)

Key stage 2 data is now confirmed and shows that the gap has narrowed significantly compared to previous year. All schools have been invited to self-evaluate and "RAG rate" (Red/Amber/Green) themselves in relation to Narrowing the Gap and this will be compared to the Authority's analysis of each school in order to agree a "RAG rating" category. Support will then be arranged for all "Red" schools. (SN)

As part of the on-going NEET strategy the 14-19 Team have secured focus groups through the IAG and Youth Service Provider during December 2012. Monthly meetings are held with the IAG contractor to actively monitor the delivery of the revised authority contract to support NEET young people aged 16-18 – this has led to a fall in the number of 16-18 NEET young people in the 12 months to November 2012.(TC)

### Key Performance Indicators

| Ref              | Measure   | 11/12 Actual  | 12/13 Target | Q3   | Current Progress   | Direction of Travel   |
|------------------|---|---------------|--------------|--|--|---|
| CFS LI02         | Single Social Work Assessment – measure to be defined once guidance published                                   | New Indicator | TBC          |  | Refer comment  |   |
| NI075 SCS CYP03  | Proportion achieving 5+ GCSE A*-C including English and Maths   | 56%           | 55.5%        | 59%<br><i>provisional</i>                  |   |  |
| NI073 SCS        | Proportion achieving Level 4 KS2 English and Maths  | 77%           | 81%          | 83%  |   |  |
| LPI03 CYP SCS    | Percentage of Children in Care achieving expected outcomes at KS2 and KS4                                       | 83%<br>(KS2)  | No target    | 100%<br>60%<br><i>provisional</i>          | N/A  | N/A   |
| NI102a SCS CYP10 | Achievement gap at Key Stage 2 English and Maths Free School Meals and peers                                    | 20.6%         | 12%          | 13%<br><i>provisional</i>                  |   |  |
| NI102b SCS CYP11 | Achievement gap at Key Stage 4 Free School Meals and peers  | 28.3%         | 24%          | 26.8%<br><i>provisional</i>                |   |  |
| NI148            | Care Leavers in Employment, Education or Training at 19   | 81.8%         | 75%          | 74%  |   |  |
| SCS CYP12        | Improved identification of Special Educational Needs at School Action and School Action Plus                    | New indicator | 20.2%        | 19%  |  | N/A   |
| SCS CYP14        | The percentage of children with Statements of SEN or receiving enhanced provision achieving two levels progress | New indicator | No target    | 86.2%<br>(English)<br><br>79.6%<br>(Maths) | N/A  | N/A   |
| NI104            | SEN/Non-SEN achievement gap at KS2 English and Maths  | 53.3%         | 33%          | Refer comment ~                            |  |   |
| NI105            | SEN/Non-SEN achievement gap at GCSE 5+ A*-C including English and Maths   | 46.2%         | 27%          | Refer comment ~                            |  |   |
| NI080            | Achievement of Level 3 qualification at age 19  | 51.2%         | 45%          | Refer comment ~                            |  |   |

### Supporting Commentary

There is mixed performance with measures representing narrowing the gap at Quarter 3 and significant numbers are not available for reporting at this stage in the year. ~ Data is expected Quarter 4.

The new Single Social Work Assessment is not now expected to come into effect until April 2013 in line with the new Assessment of Child and Need framework. Performance for Initial Assessments was 75% and for Core Assessments was 79%. (TC)

The proportion achieving 5+ GCSE A\*-C including English and is 3% higher than 2011 results and the target has been exceeded. This is Halton's highest ever attainment in this indicator and results are in line with national results. (SN)

The proportion achieving Level 4 KS2 English and Maths has increased by 6% on the 2011 results, the target has been exceeded (SN)

Children in Care who achieved their expected outcomes at KS2 and KS4 was very positive as the KS4 cohort included a young person with severe learning difficulties who was unable to take GCSEs and was therefore never predicted to achieve 3 levels of progress. (TC, SN)

There are six young people who are NEET. One of these is in custody, three are young parents or pregnant (the new G6 category), one has significant mental health issues and one young person is hoping to commence some training in January 2013 (TC)

## Employment & Growth

### Key Performance Indicators

| Ref       | Measure  | 11/12 Actual  | 12/13 Target | Q3 | Current Progress | Direction of Travel |
|-----------|--|---------------|--------------|----|------------------|---------------------|
| NI117 SCS | Percentage of 16-18 year olds not in education, employment or training | 10.3%         | 9.5%         |    | Refer comment    |                     |
| SCS CYP13 | Percentage of young people progressing to Higher Education             | New indicator | 24%          |    | Refer comment    |                     |

### Supporting Commentary

Most indicators related to employment and growth are progressing in line with expectations:

The 2011/12 performance will be available in late January 2013. Performance at November 2012 was 9.0%, which is equivalent to 387 NEET young people aged 16-18.(AMc)

Whilst performance for the proportion of 16-18 year olds not in education, employment or training is not available until quarter four. The percentage of young people progressing to Higher Education will be available in quarter four, however, it is expected that the performance will be lower than previous years given the national changes to tuition fees. (AMc)

### Common key areas of focus:

## Workforce planning & development, Asset Management, Resources

### Key Milestones

| Ref  | Milestones   | Q3 Progress |
|------|--|-------------|
| CFS1 | Review the terms and conditions for Halton's Social Care workforce to ensure Halton's offer is competitive by June 2012                | ?           |
| CFS2 | Ensure the Team Around the Family workforce have a set of core competencies to work with families with multiple problems by March 2013 | ✓           |

### Supporting Commentary

The majority of milestones in this section are progressing in line with expectations.

A local temporary agreement to pay recruitment and retention increments for hard to recruit Principal Managers has been agreed with Unions. The agreement will be reviewed in March 2013. The efficiency review of Child Protection and Children in Need service has identified recruitment of frontline managers a significant challenge. The 'to be' report and will bring forward recommendations in regard to recruitment and retention in Quarter 3 (TC)

A programme of training has been agreed in conjunction with Learning and Development colleagues to ensure frontline staff have a core set of competencies to work with families in greatest need. This includes a commissioned programme on engaging and communicating with children and families. This particular programme is underway with staff involved on the Inspiring Families programme already completing this training. (TC)

## 7.0 Financial Statement

## CHILDREN &amp; FAMILIES DEPARTMENT

## SUMMARY FINANCIAL POSITION AS AT 31st December 2012

|                                  | Annual Budget<br>£'000 | Budget to<br>Date £'000 | Expenditure<br>to Date<br>£'000 | Variance to<br>Date<br>(overspend)<br>£'000 |
|----------------------------------|------------------------|-------------------------|---------------------------------|---|
| <b>Expenditure</b>               |                        |                         |                                 |   |
| Employees                        | 8,031                  | 5,715                   | 5,649                           | 66  |
| Premises                         | 415                    | 316                     | 299                             | 17  |
| Supplies & Services              | 1,421                  | 611                     | 547                             | 64  |
| Transport                        | 36                     | 15                      | 13                              | 2   |
| Commissioned Services            | 534                    | 223                     | 207                             | 16  |
| Agency Related Expenditure       | 389                    | 240                     | 221                             | 19  |
| Residential Placements           | 1,666                  | 970                     | 797                             | 173   |
| Out of Borough Adoption          | 80                     | 20                      | 15                              | 5   |
| Out of Borough Fostering         | 364                    | 197                     | 174                             | 23  |
| In House Foster Carer Placements | 1,609                  | 1,275                   | 1,253                           | 22  |
| In house Adoption                | 497                    | 411                     | 403                             | 8   |
| Care Leavers                     | 316                    | 247                     | 229                             | 18  |
| Family Support                   | 129                    | 90                      | 77                              | 13  |
| <b>Total Expenditure</b>         | <b>15,487</b>          | <b>10,330</b>           | <b>9,884</b>                    | <b>446</b>                                  |
| Fees & Charges                   | -123                   | -76                     | -79                             | 3   |
| Adoption Placements              | -41                    | -27                     | -27                             | 0   |
| Transfer to / from Reserves      | -500                   | -500                    | -500                            | 0   |
| Early Intervention Grant         | -9,075                 | -6,898                  | -6,898                          | 0   |
| Government Grant Income          | -83                    | -203                    | -203                            | 0   |
| Reimbursements & Other Income    | -222                   | -17                     | -17                             | 0   |
| <b>Total Income</b>              | <b>-10,044</b>         | <b>-7,721</b>           | <b>-7,724</b>                   | <b>3</b>                                    |
| <b>NET OPERATIONAL BUDGET</b>    | <b>5,443</b>           | <b>2,609</b>            | <b>2,160</b>                    | <b>449</b>                                  |
| Premises Support Costs           | 330                    | 250                     | 250                             | 0   |
| Transport Support Costs          | 85                     | 66                      | 66                              | 0   |
| Central Support Service Costs    | 3,143                  | 2,337                   | 2,337                           | 0   |
| Asset Rental Support Costs       | 46                     | 10                      | 10                              | 0   |
| <b>Total Recharges</b>           | <b>3,604</b>           | <b>2,663</b>            | <b>2,663</b>                    | <b>0</b>                                    |
| <b>Net Expenditure</b>           | <b>9,047</b>           | <b>5,272</b>            | <b>4,823</b>                    | <b>449</b>                                  |

Employee expenditure is below budget, primarily due to a number of vacancies within the various Divisions. In the main vacancies exist with the Childcare & Think Family teams & as an expenditure item is to be under-budget at year end.

Supplies & Services are currently under budget to date due in the main to a reduction in

overall demand for supplies & services in localised areas following reduced staffing levels and streamlined workflows. This is expected to be under budget at year end.

An effort has been made to reduce the need to place children out of the borough through invest to save initiatives utilising in-house services. This underspend is in line with the annual underspend we are currently projecting. However, it is difficult to forecast the out-turn position due to the volatile nature of the budget (as difficult to project unexpected or emergency placements can occur during the year).

The in house fostering budget is currently below budget to date which is largely due to the timing of expenditure and is expected to remain within budget by year end.

The in house adoption budget is currently over budget to date because of an increase in capacity for these services and will need to be monitored closely in year to ensure a balanced budget is achieved.

Care leavers budget is currently under budget to date which is largely due to a decrease in the number of children reaching the leaving care age range.



**CHILDREN'S ORGANISATION & PROVISION  
DEPARTMENT**

**SUMMARY FINANCIAL POSITION AS AT 31st December 2012**

|                                     | Annual<br>Budget<br>£'000 | Budget to<br>Date £'000 | Expenditure<br>to Date<br>£'000 | Variance to<br>Date<br>(overspend)<br>£'000 |
|-------------------------------------|---------------------------|-------------------------|---------------------------------|---|
| <b><u>Expenditure</u></b>           |                           |                         |                                 |   |
| Employees                           | 3,828                     | 2,668                   | 2,640                           | 28  |
| Premises                            | 457                       | 77                      | 77                              | 0   |
| Supplies & Services                 | 1,442                     | 776                     | 771                             | 5   |
| Transport                           | 5                         | 5                       | 5                               | 0   |
| Agency Related Expenditure          | 328                       | 216                     | 190                             | 26  |
| Commissioned Services - Youth Serv. | 900                       | 788                     | 788                             | 0   |
| Commissioned Services               | 1,759                     | 1,027                   | 1,015                           | 12  |
| Connexions                          | 1,073                     | 624                     | 624                             | 0   |
| Nursery Education Payments          | 2,202                     | 1,799                   | 1,799                           | 0   |
| Schools Contingency Costs           | 240                       | 0                       | 0                               | 0   |
| NQT Contingency                     | 45                        | 0                       | 0                               | 0   |
| Schools Non Delegated Support       | 294                       | 0                       | 0                               | 0   |
| Schools Transport                   | 967                       | 604                     | 586                             | 18  |
| Special Education Needs Contingency | 357                       | 0                       | 0                               | 0   |
| <b>Total Expenditure</b>            | <b>13,897</b>             | <b>8,584</b>            | <b>8,495</b>                    | <b>89</b>                                   |
| Fees & Charges                      | -484                      | -208                    | -209                            | 1   |
| Transfer to / from Reserves         | -268                      | -251                    | -251                            | 0   |
| Dedicated Schools Grant             | -4,393                    | -3                      | -3                              | 0   |
| Reimbursements & Other Income       | -607                      | -437                    | -468                            | 31  |
| Schools SLA Income                  | -516                      | -506                    | -506                            | 0   |
| <b>Total Income</b>                 | <b>-6,268</b>             | <b>-1,405</b>           | <b>-1,437</b>                   | <b>32</b>                                   |
| <b>NET OPERATIONAL BUDGET</b>       | <b>7,629</b>              | <b>7,179</b>            | <b>7,058</b>                    | <b>121</b>                                  |
| Premises Support Costs              | 153                       | 115                     | 115                             | 0   |
| Transport Support Costs             | 276                       | 94                      | 94                              | 0   |
| Central Support Service Costs       | 2,032                     | 1,370                   | 1,370                           | 0   |
| Asset Rental Support Costs          | 3,186                     | 0                       | 0                               | 0   |
| <b>Total Recharges</b>              | <b>5,647</b>              | <b>1,579</b>            | <b>1,579</b>                    | <b>0</b>                                    |
| <b>Net Expenditure</b>              | <b>13,276</b>             | <b>8,758</b>            | <b>8,637</b>                    | <b>121</b>                                  |

Employee expenditure is below budget to date due to vacancies within Integrated Youth Support Services and Place Planning and Provision Divisions. Further underspend in relation to Employee expenditure has resulted in savings been achieved within Place Planning due to extended maternity leave.

Agency Related expenditure is underspent due to Childcare settings sustainability applications still being processed. Commissioned Services is below budget to date as efficiencies have been achieved due to renegotiation of commissioned services contracts.

Overachievement of Reimbursement & other income is as a result of additional income mainly achieved within Place Planning & Provision Division's Technical Services budget. Income relates to payment for services such as training and other technical services reimbursements. Income has also been achieved within COP Management Division in relation to education visits training and recoupment of pension overpayment.

## LEARNING &amp; ACHIEVEMENT DEPARTMENT

## SUMMARY FINANCIAL POSITION AS AT 31st December 2012

|                               | Annual Budget<br>£'000 | Budget to Date<br>£'000 | Expenditure to Date<br>£'000 | Variance to Date<br>(overspend)<br>£'000 |
|-------------------------------|------------------------|-------------------------|------------------------------|--|
| <b><u>Expenditure</u></b>     |                        |                         |                              |  |
| Employees                     | 4,180                  | 2,576                   | 2,508                        | 68                                       |
| Premises                      | 37                     | 15                      | 15                           | 0  |
| Supplies & Services           | 1,178                  | 464                     | 452                          | 12                                       |
| Transport                     | 13                     | 0                       | 0                            | 0  |
| Agency Related Expenditure    | 91                     | 48                      | 39                           | 9  |
| Commissioned Services         | 14                     | 11                      | 8                            | 3  |
| Independent School Fees       | 1,553                  | 987                     | 987                          | 0  |
| Inter Authority Recoupment    | 795                    | 477                     | 477                          | 0  |
| Speech Therapy                | 120                    | 90                      | 90                           | 0  |
| <b>Total Expenditure</b>      | <b>7,981</b>           | <b>4,668</b>            | <b>4,576</b>                 | <b>92</b>                                |
| Fees & Charges                | -160                   | -120                    | -126                         | 6  |
| Transfer to / from Reserves   | -59                    | -125                    | -125                         | 0  |
| Government Grant Income       | -4,766                 | -136                    | -136                         | 0  |
| Reimbursements & Other Income | -42                    | -10                     | -10                          | 0  |
| Inter Authority Income        | -578                   | -202                    | -202                         | 0  |
| Schools SLA Income            | -38                    | -46                     | -46                          | 0  |
| <b>Total Income</b>           | <b>-5,643</b>          | <b>-639</b>             | <b>-645</b>                  | <b>6</b>                                 |
| <b>NET OPERATIONAL BUDGET</b> | <b>2,338</b>           | <b>4,029</b>            | <b>3,931</b>                 | <b>98</b>                                |
| Premises Support Costs        | 90                     | 45                      | 45                           | 0  |
| Transport Support Costs       | 19                     | 17                      | 17                           | 0  |
| Central Support Service Costs | 918                    | 459                     | 459                          | 0  |
| Asset Rental Support Costs    | 1                      | 1                       | 1                            | 0  |
| <b>Total Recharges</b>        | <b>1,028</b>           | <b>522</b>              | <b>522</b>                   | <b>0</b>                                 |
| <b>Net Expenditure</b>        | <b>3,366</b>           | <b>4,551</b>            | <b>4,453</b>                 | <b>98</b>                                |

Employee expenditure is below budget to date due to vacancies within both the 0-19 Learning Service and Inclusion Divisions.

Supplies & Services are currently under budget to date due in the main to a reduction in overall demand for supplies & services in localised areas following reduced staffing levels and streamlined workflows.

## CHILDREN &amp; ENTERPRISE CAPITAL PROJECTS

## SUMMARY FINANCIAL POSITION AS AT 31st December 2012

|   | 2012/13<br>Capital<br>Allocation<br>£'000 | Allocation<br>To Date<br>£000's | Expenditure<br>to Date<br>£'000 | Variance to<br>Date<br>(overspend)<br>£'000 |
|---|---|---------------------------------|---------------------------------|---|
| <b>Children &amp; Enterprise Directorate</b>        |   |                                 |                                 |   |
| Asset Management (CADS)                             | 20  | 1                               | 1                               | 0   |
| Capital Repairs                                     | 1,771                                     | 1,290                           | 1,290                           | 0   |
| Fire Compartmentation                               | 20  | 20                              | 22                              | (2)   |
| Asbestos Management                                 | 10  | 8                               | 6                               | 2   |
| Schools Access Initiative                           | 100                                       | 67                              | 67                              | 0   |
| Education Programme General                         | 140                                       | 60                              | 60                              | 0   |
| Weston Primary                                      | 18  | 0                               | 0                               | 0   |
| Lunts Heath – Basic Need                            | 773                                       | 476                             | 476                             | 0   |
| Windmill Hill – Basic Need                          | 352                                       | 317                             | 317                             | 0   |
| St Bedes Infants – Basic Need                       | 534                                       | 500                             | 413                             | 87  |
| St Bedes Junior – Basic Need                        | 450                                       | 50                              | 43                              | 7   |
| Weston Point –Basic Need                            | 83  | 12                              | 1                               | 11  |
| School Modernisation Projects                       | 500                                       | 255                             | 255                             | 0   |
| Short Breaks for Disabled Children                  | 431                                       | 172                             | 172                             | 0   |
| Wade Deacon (BSF)                                   | 1,200                                     | 0                               | 0                               | 0   |
| The Grange (BSF)                                    | 16,537                                    | 15,500                          | 15,353                          | 147   |
| <b>Total Schools</b>                                | <b>22,939</b>                             | <b>18,728</b>                   | <b>18,476</b>                   | <b>252</b>                                  |
| <b>Economy, Enterprise &amp; Property<br/>Dep't</b> |   |                                 |                                 |   |
| Castlefields Regeneration                           | 2,269                                     | 200                             | 132                             | 68  |
| 3MG   | 4,500                                     | 3,375                           | 2,153                           | 1,222                                       |
| Widnes Waterfront                                   | 40  | 20                              | 14                              | 6   |
| The Hive  | 284                                       | 142                             | 20                              | 122   |
| Decontamination of Land                             | 559                                       | 250                             | 156                             | 94  |
| Property Purchase                                   | 29  | 29                              | 29                              | 0   |
| Municipal Building Refurbishment of<br>Podium Level | 38  | 38                              | 38                              | 0   |
| Runcorn Library Replacement                         | 224                                       | 206                             | 194                             | 12  |
| Queens Arms   | 160                                       | 0                               | 0                               | 0   |
| Disability Discrimination Act/Disabled<br>Access    | 300                                       | 100                             | 61                              | 39  |
| <b>Total</b>  | <b>8,403</b>                              | <b>4,360</b>                    | <b>2,797</b>                    | <b>1,563</b>                                |
| <b>Grand Total</b>                                  | <b>31,342</b>                             | <b>23,088</b>                   | <b>21,273</b>                   | <b>1,815</b>                                |

**Comments on the above figures :**

The majority of 2012-13 projects have been completed and spending on capital schemes is generally in line with the budget profile at the end of quarter 3.

Fire Compartmentation - although this project has overspent to date, it will be balanced to the budget figure at year end.

Asbestos Management - this is for on-going surveys and remedial action so may underspend.

Schools Access - bids have been received from schools and have been approved, work has commenced and the project is on target to spend as per budget allocation.

Education Programme General - expenditure incurred in relation to maintenance repairs in respect of Emergency and Health and Safety issues on an ad hoc basis.




Weston Primary - work not commenced as still in discussions with School. Possibility that work might not commence till 13-14, so funding will need to be carried forward.

Basic Need Projects – with St Bede's Infants work is complete (waiting on final invoices from Diocese) and St Bede's Junior the kitchen works complete with new classrooms extension due to start. For Weston Point tenders have been returned and contractors due on site February 2013.

Schools Modernisation Projects - bids have been received and provisionally approved. A good proportion of schemes have been completed over summer holidays. Those remaining will be complete before the end of the financial year.




## 8.0 Appendix – Explanation for use of symbols

Symbols are used in the following manner:

| <u>Progress</u>  | <u>Objective</u>   | <u>Performance Indicator</u>  |
|--|--|---|
| <b>Green</b>  | Indicates that the <u>objective is on course to be achieved</u> within the appropriate timeframe.  | <i>Indicates that the annual target <u>is on course to be achieved</u>.</i>   |
| <b>Amber</b>  | Indicates that it is <u>uncertain or too early to say at this stage</u> , whether the milestone/objective will be achieved within the appropriate timeframe. | <i>Indicates that it is <u>uncertain or too early to say at this stage</u> whether the annual target is on course to be achieved.</i> |
| <b>Red</b>    | Indicates that it is <u>highly likely or certain</u> that the objective will not be achieved within the appropriate timeframe.                               | <i>Indicates that the target <u>will not be achieved</u> unless there is an <u>intervention or remedial action</u> taken.</i>         |

### Direction of Travel Indicator

Where possible performance measures will also identify a direction of travel using the following convention

|  |  |
|--|--|
| <b>Green</b>  | <b><i>Indicates that</i></b> performance is better <b><i>as compared to the same period last year.</i></b>   |
| <b>Amber</b>  | <b><i>Indicates that</i></b> performance is the same <b><i>as compared to the same period last year.</i></b> |
| <b>Red</b>    | <b><i>Indicates that</i></b> performance is worse <b><i>as compared to the same period last year.</i></b>    |
| <b>N/A</b>   | <b><i>Indicates that the measure cannot be compared to the same period last year.</i></b>                    |

### Key for Operational Director lead:

SN – Steve Nyakatawa, Operational Director, Learning and Achievement Service (LAS)  
 AMc – Ann McIntyre, Operational Director, Children’s Organisation and Provision Service (COPS)  
 TC – Tracey Coffey Operational Director, Children and Families Service (CFS)

|                           |  |
|---------------------------|--|
| <b>REPORT TO:</b>         | Children, Young People and Families Policy and Performance Board |
| <b>DATE:</b>              | 25 <sup>th</sup> February 2013                                   |
| <b>REPORTING OFFICER:</b> | Strategic Director – Children & Enterprise                       |
| <b>PORTFOLIO:</b>         | Children, Young People and Families                              |
| <b>SUBJECT:</b>           | Child in Need Contact, Referral and Assessment Analysis          |
| <b>WARDS:</b>             | Borough Wide   |

## **1.0 PURPOSE OF THE REPORT**

- 1.1 The purpose of this report is to afford Members the opportunity to scrutinise Referral and Assessment activity and provide an update on issues impacting on current performance within the Children in Need (CiN) service. This report focuses on the performance in relation to the Quarters 1 and 2 of 2012/13.
- 1.2 It is important that Members have a good understanding of this performance and are satisfied that adequate strategies are in place to ensure that the children of Halton are safeguarded. Ofsted Inspections of Contact, Referral and Assessment processes in other Local authorities have criticised the failure to scrutinise safeguarding practices and the poor understanding of issues impacting on performance.

## **2.0 RECOMMENDATION: That**

- (1) An update report on year end performance (2012/13) is presented to the board in Six months.
- (2) That board supports the steps being taken to reduce social workers caseloads and monitors progress and impact of these.

## **3.0 SUPPORTING INFORMATION**

### **3.1 Referrals**

A referral is a request to Children's Social Care for a service or advice that is accepted by Children's Social Care for allocation for assessment.

- There have been 443 referrals during the first two quarters, a reduction of approximately 22.4 % compared to the same period last year. Although it is too early to suggest this is a trend as referrals fluctuate throughout the year, this is in addition to an overall reduction in

referrals of 19% last year. This may be an indicator of the impact of Early Help.

- Police generated 162 referrals or 36% (a similar number to the previous year) through the Police CAVA system.
- The main reasons for referral are Family Dysfunction (41%), Domestic Abuse (16%) and physical abuse (12.6%). For the first time in many years Neglect has fallen from 3<sup>rd</sup> highest category to 5<sup>th</sup> behind physical and sexual abuse. Again this could be an indicator of the impact of Early Help with more neglect cases being supported through the Team around the Family model.

## 3.2 Contacts

A contact is a request to Children's Social Care for a service or advice that is not accepted for allocation as it does not meet the criteria for access to assessment at Levels 3b and 4 of Halton's Level of Need Criteria.

- There were additionally 543 contacts during the period which is a 26% reduction in the same period last year. It is too early to say whether this is a downward trend as it is the first time a reduction has been reported. However this could also be an indicator of the impact of Early Help with more agencies contacting the IWST service in the first instance.
- 127 or 23% of these contacts were generated by Police CAVAS, this is an increase of 5%. It is unclear if this is an upward trend, however, if this continues then a review of the CAVA pathways maybe needed.

## 3.3 Completion of Assessments

The provisional performance in relation to the completion of Initial and Core Assessments within timescales for the period is 82% for Initial Assessments within 10 days, and 72% for Core Assessments. This is good performance in relation to Initial Assessment but Core Assessment performance should be stronger and this will be explored with Principal Managers.

On a positive note the number of Core Assessments being completed is increasing. This is one indicator of appropriateness of referrals, i.e. if referrals are appropriate then it is likely that children and families will need a sustained intervention. The distinction between Initial and Core Assessments will be removed once the recommendations from the Munro review are implemented next year.

It is expected that performance in relation to assessment completion will reduce over the year especially initial assessment. The Department of Education has recently issued a change which will have a significant impact for Halton children's social care. It has changed the end date of an assessment from Effective End Date to Authorisation Date, e.g. the date the assessment is authorised by a manager on CareFirst. Halton had previously had the end date of the assessment as the date the manager authorised it as



complete rather than the date it was authorised on the system. This method of authorising has been ratified through three Ofsted inspections. It has been agreed that this will be implemented from 1<sup>st</sup> September as guidance was issued 30th August 12. This change does appear to conflict with the Munro recommendations and a move to locally agreed assessment timescales

The Safeguarding unit has developed a system for the independent review of CiN cases similar to the challenge and the over view that is provided for Children subject to Child Protection Plans and Children in Care. This has further strengthened the response to Children in Need and ensures that appropriate services are being provided at the appropriate level of need, including the completion of a Core Assessment when appropriate.

### **3.5 Child Protection Plans and S47 Enquiries**

Child Protection Plan activity is again on the increase with 106 plans in place at the end of September. This is an indicator of the complexity of the cases despite reduced numbers over all. The move to Carefirst 6 has caused some recording issues in relation to s47 Enquiries this is being addressed and accurate data should be available for quarter 3.

### **3.6 Court Activity / Children in Care**

The numbers of Children in Care are increasing and were 133 at the end of September. This is the highest for some time with entrants into the care system steadily increasing over the past three years. It is good performance that overall numbers of Children in Care are not escalating as this demonstrates good planning and children exiting care through Special Guardianship Orders, Adoption etc.

Court activity is also increasing; this element of work is becoming increasingly complex with social workers bearing the brunt of the work and responsibility. The pre – proceedings protocol has been put into place to reduce delay in the courts in relation to neglect. However in reality it masks the court delay by moving responsibility on to social workers to have all assessments completed, including any expert assessments, drugs testing, DNA testing, disclosures from other parties etc prior to issuing proceedings. Previously this would have been completed during the court process with support from other parties. This is a significant resource issue both financially and on social work capacity. There have been 10 sets of care proceedings issued during the period and a further six that are being progressed through the pre-proceedings stage.

### **3.8 Performance / Data**

Carefirst 6 is now embedded in the CiN teams. There continue to be issues that have impacted on performance including lost work and 'down – time'. A new server has recently been purchased and it is hoped that this will significantly improve this.

All staff have now been upgraded to windows 7 and have had the 'Lync' telephone system installed, this has led to a number of complaints from agencies about getting through to teams which we have worked with IT to resolve this issue and will monitor the impact of newly installed 'team numbers'

Electronic social care records are still some time off, however, a decision has been made to cease printing documents that are held on Carefirst 6 given that records will be on one system. All other documentation, letters, correspondence etc will be held on the paper file. This will reduce the burden on workers to maintain paper files as the primary record.

### **3.9 Social Work Capacity**

Social worker caseloads within CiN remain higher than desirable, but this has continued to improve. This was identified by OFSTED during the Unannounced Inspection of Contact, Referral and Assessment in December 11. Although there is no definitive recommended number as complexity of cases can be variable it is generally accepted that 23 is a sensible average caseload for a social worker who has completed their Assessed Year in Social Work Employment. . Social Work Caseloads in the Child in Need Service are variable and average caseload is around 32 for a full time social worker.

### **3.10 Social Work Establishment**

The Efficiency Review of the Child In Need Service identified that whilst social work vacancy rates and turnover is low there is a significant issue of reduced capacity within the service due to the demographic of the workforce. The workforce is predominantly female and maternity leave and reduced hours do impact. It was therefore agreed that three additional social work posts would be created, (two have been filled to date), in recognition of this reduction in capacity. Additionally Chief Officers Management Team have recently agreed to allow the service to further 'over – recruit' social workers to increase capacity and reduce caseloads in line with Ofsted recommendations. This will be achieved within existing budgets.

At 30<sup>th</sup> September 2012 the establishment of social workers within Children is need was 29 full time equivalent, this included 3 additional social work posts. This would average out to approximately 20 cases per social worker. In reality there were 2 vacancies, 4 on maternity leave, 1 long term sick, reduced hours and four social workers covering duty on a daily basis which equates to an average caseload of approximately 32.

### **3.11 Caseload Analysis**

One of the difficulties of looking at caseloads from a purely numbers approach is that it does not differentiate between the complexity of cases and the different demands of cases.

The supervisory relationship is critical in determining caseloads, for example one SW has a planned hospital admission therefore her caseload is being reduced and reallocated in preparation for this so is artificially low. A worker who has only recently started is building up a case load is building up. Some workers will have more Initial Assessments, for example part time workers predominantly undertake duty and Initial Assessments.

Some of the difficulties in managing caseloads may be 'masked' by offering over time to social workers when they work on a Saturday and usually concentrate on case closures and outstanding assessments. Additionally most social workers work beyond their 37 hours per week and this is not captured by the flexi system as they are working at home in the evenings and at weekends.

Children's Social Care have realigned structures and as part of this process transfer points between CiN and the Permanence team have been reconsidered and cases now transfer at an earlier point, the actual number of cases that will transfer are small however they do tend to be the complex cases within the court process. Additionally older CiN 14yrs+ who are not part of a sibling group are transferred the Young People's Team, however the Young People's Team is currently experiencing capacity issues due to absences which is impacting on ability to transfer work.

### **3.12 Management Capacity**

Management capacity continues to be a significant issue both within the Children in Need Service and across Children's social Care. In Children in Need the one Principal Manager Vacancy has recently been filled however there are two practice manager vacancies and one on maternity leave severely reducing management capacity across the service.

Recruitment is again in process however several attempts to recruit to these posts have taken place; therefore agreement has been given to try adverts in the National and Local press.

Recruitment of managers is a national issue, the Local Agreement which involves enhanced payments has been agreed for Principal Managers until 31<sup>st</sup> March 13, in order to ensure pay scales are competitive, however there is a reluctance to continue to support these payments which could result in further reduction in pay and for Principal Managers and difficulties recruiting and retaining.

The reduction in management capacity does impact significantly on the service,

- Managers have to read and authorise each documents produced by workers and it is not unusual to have in excess of a 100 documents awaiting management authorisation in each team every day.

- Managers supervise up to 10 staff on a monthly basis for approximately 2 hours per worker having oversight of approximately 200 – 250 cases.
- Managers chair approximately 10 - 15 multi- agency meetings per week which last on average 1- 1.5 hours.
- Managers also oversee the duty function on a daily basis ensuring decision making is sound and children adequately safeguarded through the appropriate level of response.

Managers increasingly have responsibility for functions that would have been supported in the past. These processes take managers away from operational issues and oversight of safeguarding issues. Whilst many of these processes are now electronic this in itself is challenging as there are numerous systems managers have to access and input into.

Halton is committed to developing a 'grow your own' traineeship for social workers who are aspiring managers, building on the success of social work traineeship and student intake scheme. However it will be a number of years before this scheme realises actual managers.

### **3.13 Efficiency Review**

The Efficiency Review team are currently looking at the 'to be' options for the CiN service, prioritising social work caseloads and Management Capacity. As a result of the Review it has recently been agreed that four additional admin support workers will be brought into the service to specifically work alongside social workers and provide typing and minutes support to ensure that social workers have capacity to work directly with children and families. These posts have started in January/February 2013 and will be regularly reviewed to ensure effectiveness and impact on social worker capacity.

### **3.14 Climbe Visits**

Lord Laming's Inquiry into the death of Victoria Climbe recommended that; Chief Executives of local authorities with social services responsibilities must make arrangements for senior managers and councillors to regularly visit intake teams in their children's services department, and to report their findings to the Chief Executive and social services committee. This recommendation remains 'best practice' and is still considered as part of any Ofsted Inspection.

The purpose of the Climbe Visit is to;

- Ensure that staffing levels are appropriate
- Check that workloads of individual workers are appropriate
- Ensure that referral management processes are sound and secure
- Check on the performance of the Duty Teams

- Track the progress of implementation of Integrated Children's System (ICS)

Climbie visits have continued to take place quarterly to both the Runcorn and Widnes Child in Need Teams. On completion of the visit a report is sent to the Divisional Manager for Child Protection and Children in Need and any issues raised are responded to. Commitment to these visits remains good and a rota has been established for 2013.

Members talk directly to social workers without managers present. Issues and themes identified by members are similar to those highlighted in this report and include:

- Capacity due to maternity leave impact on social work caseloads, one member queried whether 30 cases is too many as social workers reporting that this is an acceptable number.
- Office environment – both teams have subsequently moved to improved office accommodation.
- IT issues, lost work, impact of new Lync telephone system – new server purchased and dedicated team numbers installed.
- Impact of paperwork and lack of admin support – more admin support secured.
- Truly dedicated workers in teams, good team morale, supportive environment.

### **3.15 Climbie Training**

Climbie Training was offered earlier this year to all members, however take up was very low and the sessions were cancelled. A number of members have agreed to be part of the rota for next year who have not previously undertaken the visits and a 1:1 session with the Divisional Manager has been offered to support them in this role, additionally most visits are undertaken by two members and where possible new visitors will be paired up with experienced visitors to assist this process.

### **3.16 SUMMARY**

There appears to be some indicators that Early Help is beginning to impact on the work of the CiN service with reduced referrals and contacts and indications that more Neglect cases are being dealt with at the Early Help stage. It would be useful to explore this further especially if these trends continue.

The number of Children in Need cases appears to be reducing, however Child Protection plans, and entrants into care and care proceedings remain high.

The performance in relation to Initial Assessments will be carefully monitored but it is likely that Initial Assessment performance will reduce over the second half of the year.

Social work caseloads and management capacity within the Children in Need service remain challenging with similar problems across Children's social care in relation to management capacity. Focussing on caseload numbers whilst a good indicator does not tell the whole story and the supervisory relationship is critical when managing caseloads.

Recruitment of social workers is prioritised and retention is generally good, the majority of social work vacancies are due to growth and promotions.

The recruitment of frontline managers remains a priority and the impact of vacancies will be continually reviewed to ensure that the service remains safe and focussed on the core business of protecting children.

The Recruitment and Retention Strategy needs to be reviewed and refreshed to ensure it addresses current need; this will be completed in consultation with workforce development.

#### **4.0 POLICY IMPLICATIONS**

The work of the Child in Need teams is underpinned by Working Together 2010. The main purpose is to provide services to the most vulnerable children including those in need of protection. This is a statutory function that is measured through a series of national Indicators. The performance of these teams impacts on all aspects of Children's Social Care and it is essential that we ensure that our safeguarding processes through the duty referral and assessment process remain robust.

#### **5.0 OTHER IMPLICATIONS**

It is important that the areas for development highlighted by OFSTED inspectors in relation to high case loads are assessed. Whilst this report highlights some of the current difficulties and constraints it is important to emphasise that in Halton we have very high standards in respect of safeguarding children and robust responses to Child Protection issues.

#### **6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

##### **6.1 Children and Young People in Halton**

All Children in need are subject to regulated services which will be inspected by Ofsted. It is important that members have a good understanding of the work of the front line teams and are assured that Contact, Referral and Assessment processes are robust and safeguard children

##### **6.2 Employment, Learning and Skills in Halton**

If children and young people are not safeguarded from harm they will have poorer outcomes and less likely to achieve economic well being

##### **6.3 A Healthy Halton**

If children and young people are not safeguarded from harm they will have poorer outcomes and less likely to thrive and be healthy

#### 6.4 A Safer Halton

The performance of the Council's children services contact, referral and assessments teams is critical to keeping the most vulnerable children and young people in the borough safe.

#### 6.5 Halton's Urban Renewal

None

### 7.0 RISK ANALYSIS

If Contact Referral and Assessment processes are not robust and do not ensure that children are safeguarded and protected from harm, then children will remain vulnerable to poor outcomes and the service will receive poor Inspection outcomes which will impact on the overall rating of the council.

### 8.0 EQUALITY AND DIVERSITY ISSUES

The teams provide services to the most vulnerable children in the borough. The service is available to all children and their families who meet the criteria at level 3b / 4 of Halton's Level of need. This includes all protected characteristics as defined by the Equality Act 2010

### 9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

| Document  | Place of Inspection   | Contact Officer |
|---|---|-----------------|
| Working Together to Safeguard Children 2010           | Rutland House   | Vicky Buchanan  |
| Halton safeguarding Board Child Protection procedures | Rutland House<br><a href="http://www.haltonsafeguarding.co.uk">www.haltonsafeguarding.co.uk</a> | Vicky Buchanan  |

**The REPORT TO:** Children, Young People and Families Policy and Performance Board

**DATE:** 25th February 2013

**REPORTING OFFICER:** Strategic Director Children and Enterprise

**PORTFOLIO:** Children, Young People and Families

**SUBJECT:** Child Poverty and use of the Pupil Premium

**WARDS:** Borough-wide

## **1.0 PURPOSE OF THE REPORT**

- 1.1 To update members on Child Poverty within the Liverpool City Region and the developments locally as outlined in Halton's Child and Family Poverty Strategy.
- 1.2 To update members on the use of the Pupil Premium and its impact on narrowing the attainment gap between pupils in receipt of the Pupil Premium and those who are not,

## **2.0 RECOMMENDATION:** That the Policy Performance Board

- 2.1 Consider the impact the impact of the Pupil Premium to date and make any further recommendations for improving practice in this area.

## **3.0 BACKGROUND: Liverpool City Region Child Poverty and Life Chances Commission**

- 3.1 The Liverpool City Region is home to 1.5 million people, which include around 327,000 children in 191,000 families. The City Region comprises the boroughs of Halton, Knowsley, Sefton, St. Helens, Wirral and the City of Liverpool.
- 3.2 Over 91,000 (27.9%) children in the Liverpool City Region are growing up in poverty. Approximately 6,500 (26.4%) children in Halton live in poverty. The latest projections suggest that there will be a significant increase in relative and absolute poverty through to 2020 which means the government target of eradicating child poverty will not be met.
- 3.3 The Liverpool City Region (LCR) has developed a Child Poverty and Life Chances Strategy which aims to eradicate child poverty. The Liverpool City Region Child Poverty and Life Chances Commission is responsible for coordinating this work within the region.



3.4 The Liverpool City Region Child Poverty and Life Chances current strategy runs to 2014. The strategy has identified two overarching aims to reduce child poverty across the Region. The two aims are as follows:

**Aim1:** ensure the best possible start in life for children and young people to improve their life chances;

**Aim 2:** Maximise family income.

3.5 There are seven key actions associated with the two strategic aims.

The key action that is the focus of this paper is as follows:

*Enhance children's social and emotional development and reduce the gaps in educational attainment.*

3.6 Halton has worked to the strategic priorities agreed for the Liverpool City Region through a local strategy that has been developed to meet the specific needs of the local area. The Halton Child and Family Poverty Strategy has identified three areas of focus which are outlined below:

3.6.1 Key underlying causes of child and family poverty in Halton

- Some families feel that they will never move out of poverty which restricts their aspirations
- A cycle of benefit dependency which can be an intergenerational issue

3.6.2 Key priorities to tackle child and family poverty in Halton

- Cultural challenge and realising aspirations
- Early intervention
- Whole family approach
- Providing a single point of access to support services

3.6.3 Key issues to overcome first to tackle child and family poverty in Halton.

- Ensuring that support services meet the needs of target groups now and in the future and are easily accessible
- Improving the sharing of information between partners to provide greater support to customers.

3.7 Following on from the priorities identified above, Halton's Child and Family Poverty Strategy has identified five objectives in its Development Plan to tackle child poverty and within these objectives, a number of actions have been identified.

**Objective 1:** Supporting families to achieve their aspirations

**Objective 2:** Working with the whole family

**Objective 3:** Working more closely between partners

**Objective 4:** Mapping services/New ways of working

**Objective 5:** Maximise income

3.8 In summary, at regional and local level there is a clear commitment to tackle child poverty. In Halton, partners have come together to pool their resources and work towards the same goal. There is no additional funding to support

the work of the Child and Family Poverty Strategy Group. The closer working between partners will make a significant contribution to narrowing the attainment gap. This will be discussed in the next section of this paper.

#### **4.0 The Pupil Premium**

- 4.1 The Pupil Premium was introduced in April 2011 and is allocated to schools to work with pupils who have been registered for free school meals at any point in the last six years (known as 'Ever 6 FSM').
- 4.2 The Government believes that the Pupil Premium, which is additional to main school funding, is the best way to address the current underlying inequalities between children eligible for free school meals (FSM) and their peers by ensuring that funding to tackle disadvantage reaches the pupils who need it most.
- 4.3 Schools also receive funding for children who have been looked after continuously for more than six months, and children of service personnel.
- 4.4 Schools currently receive £600 for each pupil that is eligible for a Free School Meal. Schools used the summer term in 2011 to plan how they would use the Pupil Premium in the 2011/12 academic year.

#### **5.0 Use of the Pupil Premium**

- 5.1 Members will recall the presentation on the Peer Challenge process in January 2013 that 'excellent' examples of the use of the Pupil Premium were cited by Peer Challenge Team. Use of the Pupil Premium included:
- Highly targeted interventions e.g. one-to-one tuition
  - Bespoke use of Teaching Assistant support for identified pupils
  - Extra- curricular activities for individual pupils such as music tuition
  - Weekly trips to the library
  - Residential experiences
  - Gifted and talented work
  - Sharing of Family Support Workers between schools
  - Parents/carers involved in residential trips
  - Termly Numeracy and Literacy evenings
  - Mentoring
- 5.2 Schools have on the whole, aimed to reduce the adult pupil ratio so that more intensive tuition can be provided to targeted groups of pupils who are not making expected progress. One to one sessions are organised individual pupils who have specific learning needs.
- 5.3 In some schools, members of the Senior Leadership Team have taken on a mentoring role for pupils who are at risk of underachieving. The Pupil Premium has given schools the opportunity to use their staff more flexibly so that pupils in receipt of the Pupil Premium are supported to make accelerated progress.

## **6.0 IMPACT OF THE PUPIL PREMIUM- HALTON'S PERFORMANCE**

6.1 The work of partners within the Child and Family Poverty Strategy Group and the follow up work from the Peer Challenges and the work of schools has made a significant contribution to narrowing the gap between pupils on Free School Meals and their peers. There is still a lot of work to be done, given the projection that child poverty is going to increase in the next few years. However, Halton's 2012 results below show that the attainment gap is narrowing.

### **6.2 Key Stage 2 Performance**

In 2012, at Key Stage 2 the gap between the attainment of FSM and non-FSM pupils at Level 4 and above in English and Maths combined was 13%. This is a significant reduction compared to 2011 when the gap in this indicator was 21%. There has been an increase in the attainment of FSM pupils in Halton and they continue to outperform FSM pupils nationally.

### **6.3 Key Stage 4 Performance**

The performance of Key Stage 4 pupils eligible for FSM at 5+ A\*-C including English and Maths has increased by 5.1% in 2012. As a result the gap between free school meals pupils (39.3%) and non-free school meals pupils (66.1%) has narrowed by 1.5% from a gap of 28.3% in 2011 to 26.8% in 2012.

6.4 In addition, since the introduction of the new Ofsted framework in September 2012, inspectors have to make a judgement on the use of the Pupil Premium under the achievement and/or the leadership and management sections of the inspection report. (See Annex 1)

6.5 Five schools have been inspected since September 2012 and most pupils in receipt of the Pupil Premium were judged to be making good progress overall.

6.6 The objective is to eliminate the gap completely by raising the performance of the FSM cohort to that of their non FSM peers. Progress has made during the 2011/12 academic year and the Narrowing the Gap seeks to ensure that gains made are sustained.

6.7 Implementing the Halton Child and Family Poverty Strategy and using the recommendations of the Peer Challenge will help improve the proportion of young people in education and training. The effective use of additional resources such as the Pupil Premium will ensure that pupils' learning and well-being needs are addressed. This should in turn improve young people's prospects in further and higher Education and open up wider employment opportunities.

6.8 Halton has adopted a 'joined' approach to tackle child and family poverty. This approach is reflected in range of strategic for example; Children and

Enterprise Business Plan, Children's Trust and the Sustainable Communities Strategy.

**7.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES:**

Educational attainment is the key to the future life chances of children and young people in Halton.

The work on narrowing the attainment gap with schools will ensure that vulnerable children in the borough make good progress and achieve as well as their peers.

Educational attainment of children and young people will have a significant impact on future employment, learning and skills of Halton's population.

**8.0 RISK ANALYSIS:**

None

**9.0 EQUALITY AND DIVERSITY ISSUES:**

Effective implementation will reduce inequalities in achievement for vulnerable groups thus giving these children and young people knowledge and qualifications to access education and training.

**10.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

None under the meaning of the act

## **Annex 1**

### **Schools inspected between September and December 2012**

#### **Victoria Road Primary:**

Pupils who have special educational needs, those who are known to be eligible for the pupil premium funding and those who have English as their additional language all progress at a similar rate to other pupils, because of the support they are given.

#### **Westfield Primary:**

Pupils known to be eligible for the pupil premium also make good progress and current data shows that any gaps in their achievement are narrowing.

The pupil premium funding is used effectively to support pupils' academic and social and emotional needs, so pupils in receipt of this make the same good progress as that of their peers. One example is the one-to-one support for pupils in their mathematical skills, which has improved their skills and understanding.

#### **Moorfield Primary:**

Pupils supported by the pupil premium are making good progress and their attainment is better than the national picture.

#### **Ormston Bolingbroke Academy:**

Students who are known to be eligible for the pupil premium achieve better than students nationally in this group. The academy is sharp in precisely targeting this funding to drive improvement and raise aspirations. For those students eligible, the gap between their achievement and that of their peers is closing quickly.

The pupil premium funding has been used very well to enable greater opportunities for students to improve their reading, numeracy, speaking and writing skills and to develop higher aspirations. This strong focus on reading, numeracy and speaking skills has impacted on improved standards and more confident and articulate students. The academy places a strong focus on equality of opportunity, which is best demonstrated by rising standards and increased opportunities for all students.

#### **Ashley Special School:**

This means that all groups and individuals, including the large number of students who are eligible for additional funding through the pupil premium, have an equal opportunity to succeed.

|                           |   |
|---------------------------|---|
| <b>REPORT TO:</b>         | Children, Young People and Families Policy and Performance Board (PPB)  |
| <b>DATE:</b>              | 25 <sup>th</sup> February 2013  |
| <b>REPORTING OFFICER:</b> | Strategic Director - Children and Enterprise                            |
| <b>PORTFOLIO:</b>         | Children, Young People and Families                                     |
| <b>SUBJECT:</b>           | Children's Emotional and Mental Health and Well-being Service Provision |
| <b>WARD(S)</b>            | Borough-wide  |

## 1.0 PURPOSE OF THE REPORT

1.1 To provide Members with an outline of the provision in Halton for Children's Emotional and Mental Health.

## 2.0 RECOMMENDATION:

- i) That the Policy & Performance Board notes the report.
- ii) To request that a further report be presented at the Board in 6 months outlining developments.

## 3.0 SUPPORTING INFORMATION

### 3.1 Prevalence of Mental Health Problems

9.6% of all children and young people aged 16 and under will have some form of mental disorder (ONS 2005). Therefore according to recent demographic information there are approximately 24,000 children and young people aged 0-15 currently living in Halton. Of this cohort we could expect to see 2500 children with a diagnosable emotional and mental health condition.

There is wide spread evidence suggesting that vulnerable groups are more at risk of developing mental health problems.

- **Children with disabilities:** Research suggests that almost 1 in 4 children who are in receipt of a disability have an emotional disorder. In Halton there are more SEN children as a proportion of all children than the national average.
- **Young people who smoke and drink:** Of 11-15 year-olds who smoke regularly, 41% have a mental disorder, as well as 24% of those who drink alcohol at least once a week, and 49% of those

who use cannabis at least once a month (MHF, 2007). In Merseyside, under-18s admitted to hospital with alcohol specific conditions, levels are more than twice as high as the national rate of 55.8 per 100,000. Although the latest information from the North West Public Health (2012) demonstrates that there has been significant reduction in under-18's admitted to Hospital with Alcohol Specific Conditions within Halton.

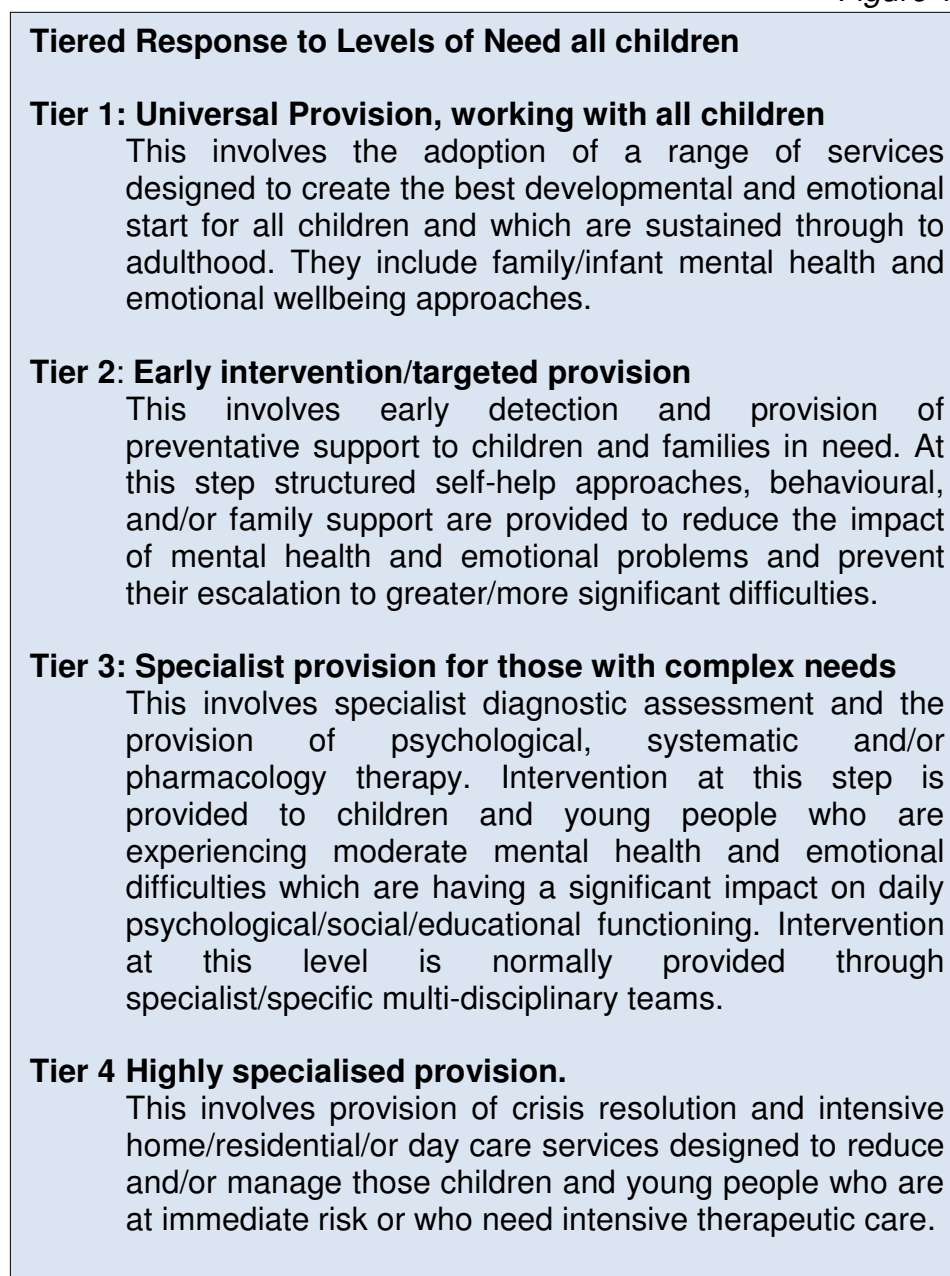
- **Not in education, employment, or training (NEET):** Being in education, employment and training between the ages of 16-18 increases a young person's resilience (ChiMat, 2012). In 2011 across Merseyside, levels of young people who were 'NEET' were higher than the average of 7.1%. The latest information from Halton indicates that at the end of 2012 the NEET figure was 9% of the cohort.
- **Pregnant teenagers:** Although early parenthood can be a positive experience for some young people, low levels of emotional health and wellbeing can often be regarded as both a cause and a consequence of teenage pregnancy. Halton has been able to reduce the numbers of pregnant teenagers locally, although Halton still remains above the regional and national average with the (ONS 2011) confirming that Halton has 40 per 10000 15-17 year old girls conceiving.
- **Asylum Seekers, Refugees and Immigrants:** Mental health problems in some migrant groups are higher than in the general population, for example migrant groups and their children are at two to eight times greater risk of psychosis (DH, 2011a).
- **Gypsy, Roma and Traveller children:** Gypsy, Roma and Traveller children have the worst educational outcomes of any ethnic group in the UK and high rates of school exclusion. Currently in January 2013, there are five gypsy and traveller sites across Halton. Two are owned and managed by the council, two are private sites with planning permission and the final site has applied for retrospective planning permission.
- **Young carers:** There is unfortunately a strong relationship between poor mental health and caring. There are 296 known young carers as of November 2012 within Halton, although it is widely recognised that many young carers are not known to service provision.

There are also risk factors that are associated with increase prevalence of mental ill health. The risk factors such as single parent households, poverty and lack of educational attainment can be countered with the development of resilience factors such as improved appropriate relationships and opportunities for improved self-esteem and confidence.

### 3.2 Overview of CAMHS

The recent government Mental Health Strategy (DOH 2011); recognises the importance of early intervention to prevent serious mental health issues developing amongst children and young people. The comprehensive CAMHS agenda has been well documented since the development of Every Child Matters (DFE 2004). The comprehensive CAMHS agenda supports the development of the Tiered response to levels of need as demonstrated below:

*Figure 1*



*Figure 2*



### **Current Tiered CAMHS Provision across Halton**

**Tier 1:** Universal Provision, working with all children  
Midwives, health visitors, school teachers, school nurses and youth workers supporting all children and young people in their development.

**Tier 2:**

- Barnardo's Hear4u provision £132,354. This service provides interventions such as individual counselling and solution focussed interventions to young people up to the age of 19.
- Barnardo's Go Forward Service (Children in Care) £59,329. This service provides specialist mental health assessment, advice and support to Children in Care and their carers.
- Bridgewater Community NHS Trust Provider – This service provides consultation, training and interventions to children and young people. This includes preventing mental ill health developing and targeting vulnerable children and young people.
- Paediatric Liaison S Helens Service A+E. This service provides swift emotional and mental health support to children and young people who access A+E.
- YOS CAMHS Service. This service is specifically for children and young people who are young offenders.

**Tier 3:**

- 5 Boroughs Partnership CAMHS. The tier 3 specialist CAMH service is provided for the most severe, complex and persistent of child mental health problems/disorders and risk factors which have multi-factorial causation, psychological and social outcomes and which require interventions across the same domains to be delivered on a multi-agency basis. The service will deliver specialist services, including assessment, triage, consultation, diagnosis, formulation and treatment in a range of settings, including community and locality settings which meet children and young people's needs for timely and efficient service delivery.
- 5 Boroughs Partnership CURT Service. This urgent response team provide urgent assessment and service to young people up to their 18<sup>th</sup> birthday within 24 hours.

**Tier 4** Highly specialised provision

The Health and Wellbeing Board have prioritised mental health and children's mental health.

The wide range of fragmented provision particularly at Tier 2 demonstrates a need for health and local authority commissioners to work closely together to develop a seamless provision with clear pathways between the services.

There is now an opportunity to develop integrated commissioning arrangements including development of integrated budgets to jointly commission an effective and robust comprehensive CAMHS service. This would allow for cost savings for the Clinical Commissioning Group (CCG) and the Local Authority whilst enhancing service provision.

### 3.3 **Demand and Capacity**

The local authority commissioned a counselling service that is currently been provided by Barnardo's and is called the Hear4u service. Quarterly reviews have highlighted the need for increased provision due to the number of referrals and the level of referrals received.

There is a need to explore NHS CAMHS tier 2 and Tier 3 referral data including waiting times. This is to a need to ascertain the demand and capacity of the service, whilst further investigating referral sources. Close working relations with the CCG commissioners will allow for this information to be gained and utilised to improve provision.

There is also a need to further review schools, GP's and parents experience of CAMHS provision across the borough. This will enable a thorough analysis on access to provision including response times, treatment and intervention and outcomes for children and young people.

### 3.4 **Next Steps**

There are concerns about the lack of a single point of entry or access to generic CAMHS provision. Services at Tier 2 appear fragmented and there is a need to develop integrated commissioning arrangements to support effective service redesign.

The Health and Wellbeing Board have prioritised Mental Health including children's mental health, Children's emotional health. The CCG also recognise the importance of this broad topic and are supporting this priority. CAMHS and the local authority commissioners will liaise with the CCG commissioners to commence a comprehensive review. This is an ideal opportunity for CCG children's commissioners to work collaboratively with the children's local authority commissioning managers to review and develop a comprehensive CAMHS.

4.0 **POLICY IMPLICATIONS**

The Children and Young People's Plan prioritises children and young people's emotional health and the Health and Wellbeing Board has prioritised Mental Health, including children's mental health. The Clinical Commissioning Group (CCG) also supports this priority.

5.0 **OTHER/FINANCIAL IMPLICATIONS**

None at present

6.0 **IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

6.1 **Children & Young People in Halton**

Emotional and mental health and wellbeing is a critical factor in supporting children and young people's social development, behaviour and resilience, educational attainment and achievement, positive engagement and life chances. This area of work also supports Halton's focus upon Early Help and Support and the priorities within Halton's Children and Young People's Plan.

6.2 **Employment, Learning & Skills in Halton**

Good emotional and mental health and well-being is a vital factor in children and young people's learning and future employment and skills development.

6.3 **A Healthy Halton**

Emotional and mental health services impact directly upon the health and well-being of children and young people with an identified emotional or mental health need, or who are at risk of developing these needs.

6.4 **A Safer Halton**

Children and young people who do not enjoy good emotional and mental health and well-being are more likely to be subject to a range of risk factors that will impact negatively upon their achievement of positive outcomes.

6.5 **Halton's Urban Renewal**

N/A

7.0 **RISK ANALYSIS**

National and local evidence demonstrates that failure to ensure appropriate services to support the emotional and mental health and well-being of children and young people is likely to impact negatively upon their outcomes and life chances, and therefore jeopardise the fulfilment of their potential. It would also increase the need for specialist services thus leading to increased costs in the borough.

8.0 **EQUALITY AND DIVERSITY ISSUES**

Equality Impact Assessments undertaken in 2012 demonstrate that the following protected characteristics would be impacted upon if appropriate and effective emotional and mental health and well-being services for children and young people are not available:

- Age
- Sexual Orientation
- Gender Reassignment
- Socio-Economic
- Carers
- Disability

09.0 **LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

None.

|                           |   |
|---------------------------|---|
| <b>REPORT TO:</b>         | Children, Young People and Families Policy and Performance Board. |
| <b>DATE:</b>              | 25 <sup>th</sup> February 2013                                    |
| <b>REPORTING OFFICER:</b> | Strategic Director – Children and Enterprise                      |
| <b>PORTFOLIO:</b>         | Children, Young People and Families                               |
| <b>SUBJECT:</b>           | Halton Borough Council Update on Apprenticeships                  |
| <b>WARD(S):</b>           | Borough-wide  |

## **1.0 PURPOSE OF THE REPORT**

1.1 To provide Members with an update on Apprenticeships in Halton.

## **2.0 RECOMMENDATION:**

- (1) That the Policy & Performance Board note the information.**
- (2) To seek Members views on how Halton Borough Council can better promote Apprenticeships and, in the future, Traineeships to employers.**

## **3.0 SUPPORTING INFORMATION**

### **3.1 Overview of Apprenticeships**

Apprenticeships are real jobs with training. They take between one and four years to complete and cover 1,400 job roles in a wide range of industries. An apprenticeship is a set of qualifications called a 'framework' developed by Sector Skills Councils. Most apprenticeship frameworks follow a standard format that comprises of:-

- A National Vocational Qualification (eg Level 2 for Intermediate Level Apprenticeships, Level 3 for Advanced Level, upto levels 4, 5 and 6 at Higher Level Apprenticeships)
- A Technical Certificate (knowledge based qualification eg BTEC, HNC)
- Transferable Skills (eg English)

A Learning Provider provides the knowledge and develops the skills of the Apprentice while the employer provides the practical experience to put those skills to the test. Training can be delivered in a classroom, workshop or in the workplace depending on the subject and learning provider.

There is opportunity for progression within apprenticeships; this has traditionally been from Level 2 to Level 3. However, the development of Higher Level Apprenticeships has increased opportunities for movement from Level 3 upwards to Level 6, which is equivalent to a degree.

The National Apprenticeship Service (NAS) has an on-line vacancy service where all Apprenticeship job opportunities are posted on-line and are available to any young person registered with the vacancy service to apply for. Being able to view all

vacancies opens up both local and nationwide opportunities for young people. NAS are in the process of developing a programme to deliver sessions to schools across the Liverpool City Region with the aim of supporting teachers' knowledge and understanding of apprenticeships. This will include briefing sessions for schools including support for pupils to help them understand how to search and apply for apprenticeship opportunities via the NAS Apprenticeship Vacancy site.

For young people who apply for apprenticeships and aren't successful NAS are currently procuring face to face and telephone support for young people to improve the quality of their applications.

## 4.0 HALTON OVERVIEW

### 4.1 Apprenticeship Starts and Success Rates for Halton Residents

Over the last 6 years there has been a significant increase in the numbers of young people aged 16 to 24 undertaking an apprenticeship. A historic summary of apprenticeship starts by age band is shown in Table 1 below:-

|              |     | 2007/08    | 2008/09    | 2009/10    | 2010/11    | 2011/12    |
|--------------|-----|------------|------------|------------|------------|------------|
| 16-18        | No. | 310        | 306        | 435        | 422        | 370        |
|              | %   | 6%         | 6%         | 9%         | 8%         | 7%         |
| 19-24        | No. | 296        | 250        | 411        | 508        | 528        |
|              | %   | 3%         | 3%         | 5%         | 6%         | 6%         |
| <b>Total</b> |     | <b>606</b> | <b>556</b> | <b>846</b> | <b>930</b> | <b>898</b> |

**Table 1.**

*Source: NAS Q4 dataset 2011/12, % based on 2010 ONS Mid-year population estimates*

Success rates are a measure of how many young people achieve the full apprenticeship framework. For example a young person who achieves all but one of the apprenticeship framework components, which could be an ICT certificate, for example, would not appear as a positive success. However, the young person would have been awarded their National Vocational Qualification, technical certificate, other transferable skills and can continue to re-sit or resubmit work to complete their apprenticeship framework. A full breakdown of apprenticeship success rates for both 2009/10 and 2010/11 with regional and national comparisons can be seen in Table 2:-

|          |            | 2009/10 |         |         | 2010/11 |         |         |
|----------|------------|---------|---------|---------|---------|---------|---------|
|          |            | Level 2 | Level 3 | Overall | Level 2 | Level 3 | Overall |
| 16-18    | Halton     | 72.4%   | 81.2%   | 74.5%   | 65.8%   | 84.4%   | 69.6%   |
|          | North-West | 71.1%   | 77.2%   | 72.7%   | 70.7%   | 79.9%   | 73.0%   |
|          | National   | 71.1%   | 76.3%   | 72.4%   | 72.2%   | 79.0%   | 74.0%   |
| 19-24    | Halton     | 69.7%   | 73.6%   | 70.9%   | 75.6%   | 82.2%   | 83.3%   |
|          | North-West | 72.7%   | 74.8%   | 73.6%   | 75.9%   | 79.3%   | 77.2%   |
|          | National   | 74.6%   | 75.5%   | 74.9%   | 76.7%   | 79.7%   | 77.8%   |
| 25+      | Halton     | 86.2%   | 61.2%   | 78.8%   | 82.6%   | 79.5%   | 81.3%   |
|          | North-West | 78.0%   | 70.9%   | 75.4%   | 81.3%   | 77.0%   | 79.5%   |
|          | National   | 77.5%   | 71.5%   | 75.1%   | 80.6%   | 76.2%   | 78.8%   |
| All Ages | Halton     | 74.4%   | 73.2%   | 74.1%   | 71.8%   | 82.1%   | 74.7%   |
|          | North-West | 72.7%   | 75.0%   | 73.5%   | 74.0%   | 79.0%   | 75.6%   |
|          | National   | 73.4%   | 74.8%   | 73.8%   | 75.3%   | 78.6%   | 76.4%   |

**Table 2.***Source: NAS Q4 report, 2011/12*

## 4.2 Halton Residents Starting an Apprenticeship by Sector Subject Area

Table 3 below shows a breakdown of 16-18 apprenticeship starts by the top 10 recruiting frameworks between 2009/10 and 2010/11, interim final year figures are shown for 2011/12.

| <b>Framework</b>                         | <b>2009/10</b> | <b>2010/11</b> | <b>2011/12<br/>(interim)</b> |
|--|----------------|----------------|------------------------------|
| Customer Service                         | 23             | 75             | 46                           |
| Business Administration                  | 38             | 40             | 39                           |
| Children's Care Learning and Development | 35             | 28             | 32                           |
| IT and Telecoms Professionals (inc. ICT) | 22             | 31             | 28                           |
| Active Leisure and Learning              | 39             | 52             | 28                           |
| Hairdressing                             | 40             | 27             | 24                           |
| Construction                             | 17             | 18             | 19                           |
| Engineering                              | 42             | 35             | 19                           |
| Industrial Applications                  | 1              | 6              | 14                           |
| MES Plumbing                             | 8              | 7              | 14                           |

**Table 3.***Source: NAS Halton LA Apprenticeship Profile 2011/12 Q4*

During 2011/2012 Customer Service continues to be the most recruited sector followed by Business Administration and Children's Care Learning and Development.

## 4.3 Apprenticeship Starts by Gender for Halton Residents

Within the 16-18 age band, more males start apprenticeship programmes than females, though the gender gap has narrowed since 2009/10. Across both 19-24 and 25+ age categories more females participate than males.

## 4.4 Halton Employer Information

There is a level of information that cannot be provided, which is:-

- Employer names
- Information on where companies recruiting apprentices residing in Halton are based.

## 4.5 Halton Borough Council Apprenticeship Development Plan

In 2012 Halton Borough Council adopted the People Plan 2012-2015, which aims to place our workforce at the heart of the Council. Twelve apprentices are working within the areas of Waste Management and Open Spaces and 3 within Employment, Learning and Skills. A target of 10 apprenticeships has been set for 2013.

There is a firm Council commitment to the apprenticeship model, and a desire that the Council should set an example, as the largest employer within the Borough, to

developing its own apprenticeship programme. There is strong independent research of the return on investment from employing apprentices.

A 'snap-shot' of temporary and agency staff employed across the Council highlighted several work areas, for example in administration and social care, where the work could instead potentially be delivered by way of an appropriate apprenticeship framework. This could re-direct some of the current expenditure on temporary and agency staff to the employment and training costs of an apprenticeship.

This creative application of apprenticeships could potentially offer some efficiency savings whilst also helping to minimise the negative impact upon services, and lead to more effective workforce planning.

Recruitment from groups under-represented in the Council's workforce will be prioritised and, supported by the Halton Employment Partnership, targeting residents who are NEET, and those leaving care.

#### **4.6 Halton Employment Partnership**

Halton Employment Partnership Team has funding available to assist new apprentices, residing in Halton, with providing financial support for travel, lunches and/or work clothes for up to 4 weeks from the start of the apprenticeship (or payment of their first salary). This Apprenticeship Support Fund was introduced in December 2012 and 6 grants have been awarded to date.

Locally, the Halton Employment Partnership committed to and secured 100 new apprenticeship opportunities (*confirmation awaited*) across the borough in 2011/12, with over 300 young people and adults across Halton signing up to the National Apprenticeship Service to help secure future employment and training. These opportunities will support the continued work of the 14-19 Partnership and of reducing young people not engaged in education or training.

As an employer Halton Borough Council has entered the Liverpool City Region Apprenticeship Awards 2013 for its commitment to apprenticeships and has also nominated apprentices from Waste Management and Open Spaces for Awards.

#### **4.7 Liverpool City Region Apprenticeship Strategy**

Halton Borough Council's Divisional Manager of Employment, Learning and Skills is the Chair of the Liverpool City Region Apprenticeship Hub. The group will take a strategic lead on the delivery of the Liverpool City Region Apprenticeship Strategy.

### **5.0 FUTURE POLICY**

#### **5.1 Apprenticeships**

The Government is intent on a major expansion in the number and range of apprenticeships, with around 200 different career choices on offer in 80 different sectors, available to anyone over 16 years-old and not in full-time education. The target is to create 100,000 more apprentices by the year 2014, with a budget of



£1,400m allocated in 2011/12.

The Youth Contract launched in late 2011 aims to provide nearly half-a-million new opportunities for 16 to 25-year-olds. This will include encouraging small businesses to hire young apprentices with incentive payments; simplifying processes to make it quicker and easier for employers to take on an apprentice; a renewed focus on targeting the programme where apprenticeships deliver greatest value and the requirement for apprenticeship providers to offer training in English and maths up to the standard of a good GCSE (level 2) for all apprenticeships

## **5.2 Traineeships**

The Departments for Education, and Business, Innovation and Skills have issued a discussion paper on Traineeships with a view to introducing the programme in September 2013. The aim is to establish Traineeships as the preferred route for young people aged 16 to 24 to equip them with the skills and experience they need to secure an Apprenticeship.

It is proposed that Traineeships would last around 6 months and consist of three core elements:-

- A focused period of work preparation training.
- A high quality work placement (extended, where possible).
- English and maths for those who have not achieved a GCSE Grade C or equivalent.

The programme, which would include mentoring and other pastoral support, would be highly flexible to allow for the needs of individual young people, and of the local labour market helping young people to successfully move into apprenticeships.

## **5.3 Richard Review of Apprenticeships – November 2012**

The independent review of apprenticeships chaired by Doug Richard has issued its final report and recommendations. It calls for an improvement in the quality of apprenticeships and that they are made more focused on the needs of employers. The key recommendations:-

- Apprenticeships should be redefined and targeted to those new to a job
- The focus of apprenticeships should be on the outcome and linked to standards for professional registration
- The testing and validation process should be independent and genuinely respected by industry
- All apprentices should have achieved Level 2 in English and maths before they can complete their apprenticeship
- Government funding should be used to create the right incentives for apprenticeship training, with the purchasing power for investing in apprenticeship training lying with the employer
- A greater diversity and innovation in training – with employers and the Government taking a more active role in safeguarding quality

The Secretaries of State for Business and Education, and the Government will now

consider the recommendations.

## **6.0 POLICY IMPLICATIONS**

**6.1** Council Corporate plan, People Plan, Children and Young People's plan, Sustainable Community Strategy and Employment, Learning and Skills Strategies have key priorities to raise aspirations of young people and increase local employment opportunities for local young people and adults.

## **7.0 OTHER IMPLICATIONS**

**7.1** The 11-19 Partnership members are involved in the planning and delivery of provision for 14-19 learners in Halton. They will enable Halton Borough Council to implement apprenticeship requirements.

## **8.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

### **8.1 Children and Young People in Halton**

Raising awareness of the benefits of apprenticeships and increasing the numbers of apprenticeships available supports key priorities to ensure that Children and Young People do well wherever they live and provides opportunities for young people to be successful when they leave school by raising aspirations of young people.

### **8.2 Employment, Learning and Skills in Halton**

Ensuring apprenticeships are available links to Halton's key priorities to:

- Reduce the number of young people Not in Education, Employment and Training (NEET)
- Increase the number of Halton young people achieving Level 2 and Level 3 qualifications

### **8.3 A Healthy Halton**

Will create opportunities to reduce NEET, young people in NEET are more at risk of ill health.

### **8.4 A Safer Halton**

Young People who are not engaged in education, employment or training are more likely to be involved in criminal activity.

### **8.5 Halton's Urban Renewal**

n/a

## **9.0 RISK ANALYSIS**

**9.1** Failure to continue with the drive to raise awareness of and increase the numbers of apprenticeships available to young people may lead to a mix and balance of provision driven by providers' priorities and may not meet the needs of young people or employers.

## **10.0 EQUALITY AND DIVERSITY ISSUES**

**10.1** Halton Borough Council has a statutory duty to secure that enough suitable education and training is provided to meet the reasonable needs of:-

- (a) Persons in their area who are over compulsory school age but under 19, and
- (b) Persons in their area who are aged 19 or over but under 25 and are subject to a learning difficulty assessment

**11.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

**11.1** None under the meaning of the Act.

**REPORT TO:** Children, Young People and Families PPB

**DATE:** 25<sup>th</sup> February 2013

**REPORTING OFFICER:** Strategic Director, Communities

**PORTFOLIO:** The Leader

**SUBJECT:** Armed Forces Community Covenant

**WARD(S)** Borough-wide

#### 1.0 **PURPOSE OF THE REPORT**

To inform the Policy and Performance Board of the Armed Forces Community Covenant (appendix one).

#### 2.0 **RECOMMENDATION: That:**

i) the report be noted;

#### 3.0 **SUPPORTING INFORMATION**

##### 3.1 In referring to Armed Forces this encompasses the Army, Royal Navy & Air Force.

Halton is part of a pan Cheshire Covenant covering the Local Authorities of Cheshire East, Cheshire West & Cheshire, Warrington and Halton. In addition to local authorities, health, probation and job centre plus are involved in supporting the covenant.

The Armed Forces Community Covenant was signed by dignatories representing each of the authorities on the 30<sup>th</sup> June 2012, Armed Forces Day.

Each Local Authority is required to have a nominated Armed Forces Champion, the Community Development Manager has been designated this role in Halton. The Armed Forces Champion provides representation on a Community Covenant working group that covers the Cheshire area and provides a point of liaison for the forces.

#### 4.0 **ARMED FORCES COMMUNITY COVENANT**

##### 4.1 The Armed Forces Community Covenant is a voluntary statement of mutual support between the civilian community and its local armed forces community. It aims to provide awareness of the role of the armed forces, the sacrifices that in service and ex service personnel

and their families make, encourage activities that integrate armed forces and local communities together and continue to foster civic pride in our armed forces.

4.2 The Armed Forces Community Covenant sets out pledges, twenty in total around five key themes:-

- Housing
- Employment & Benefit
- Education
- Health
- Wellbeing

#### 4.2.1 **Housing**

There is evidence that securing accommodation can be difficult, in particular for those leaving the forces. The pledges request priority is given to armed forces personnel with high priority for veterans injured or disabled or their spouse and dependants for widow (ers). Halton's policy supports this approach, this has been tested through support given to an army widow earlier this year and is cited as an example of good practice by the Armed Forces.

#### 4.2.2 **Employment & Benefits**

These pledges identify it can be difficult for service leavers to secure employment and for those with spouses in service, it can be difficult to seek employment as they often have sole responsibility for childcare. Organisations and services that provide employment and benefit support need to identify service leavers and veterans and ensure additional support is offered.

#### 4.2.3 **Education**

Accessing education provision for service families can be outside of routine school admission timetables, sometimes this is linked to whole regiments moving about or could be individual families. Policies should ensure service families are not disadvantaged in accessing schools of their choice by being resident elsewhere. Schools need to also be vigilant in ensuring support for forces children in integrating to a new environment. Where a child has additional needs appropriate support should also be put in place by the relevant council departments in a reasonable timescale.

#### 4.2.4 **Health**

Access and engaging in health support services for veterans is a priority. There are five pledges which set out (regardless of changes in structures for health provision) access to services will be made easier for armed forces and their families to support good physical

health, positive mental health and wellbeing. Health records should indicate if a patient is a current or former service member, places on waiting lists for clinical procedures should be maintained where relocation occurs and the provision of prosthetic limbs will match the standard provided by the Defence Medical Services. Access to mental health services is a key issue and since the Community Covenant was adopted "Live At Ease" has been launched. This is an initiative commissioned by health aimed at veterans and provides wrap around support to issues which are impacting on the mental health and wellbeing of the veteran i.e debt advice, addiction support, counselling, etc. It aims to be a one stop to provide the required support however complex.

#### 4.2.5 **Wellbeing**

Wellbeing cuts across the other four themes however the pledges here are about supporting access to services in communities and support for those who become involved in the criminal justice system. Areas are urged to consider discounts to leisure facilities and other services if possible for the armed forces community. These pledges reinforce the need for partners to work together to ensure signposting and referrals arrangements with appropriate priorities are in place.

#### 4.2.6 **Community Covenant Working Group**

The working group consists of the Armed Forces Champions from the four authorities, the Lieutenant Colonel of 75 Engineer Regiment, a representative from Wirral NHS (currently has strategic lead responsibility for Health Provision for Military Veterans, transferring to York & Humber shortly), Cheshire Probation Service and input from Job Centre Plus. The group is required to undertake annual reviews of the covenant.

There is a national pot of money to support initiatives endorsed through the Community Covenant Working Groups, there is £30 million unallocated at this stage. Any proposals have to be endorsed from the local covenant working group and from there are submitted to the Ministry of Defence. Projects that have been successful vary from small scale community based projects to replacing a scout hut with a community building, the underpinning theme is integration between the forces and civilian communities. £3.7 million has been allocated so far, 200 applications have been submitted with 86 being successful. The deadline for the next round of proposals is 12<sup>th</sup> November 2012.

### 5.0 **WIDER CONTEXT OF ARMED FORCES FOR HALTON**

5.1 It is difficult to know exactly how many in service personnel are from Halton and exactly how many veterans reside here, some work is

progressing to provide more accurate figures. Support organisations for veterans have indicative figures from their membership however, one factor for Halton is there is no garrison located here, hence forces members and their families are intrinsic in our regular communities and not always easy to identify. It is a balance not to contradict the concept of integration for forces members and their families in civilian communities whilst ensuring appropriate support and priority is given.

- 5.2 The armed forces are reducing their personnel, 10,532 will be leaving the forces between September 2012 to June 2013, 63% of these have sought service leaver advice and 237 are from the north west and 520 have stated they wish to resettle in the north west, a total of 820. It is anticipated a further breakdown by local authority areas will be available shortly and will be shared with Chief Executives.
- 5.3 It is anticipated from January 2013 there will be a further 6000 service leavers. As one in five in the forces originate from the north west it is reasonable to estimate 1200 returning to the region.
- 5.4 A service leaver event is being held in Liverpool in November 2012, it is an information event for service leavers wishing to return to the area, the Community Covenant Working Group will be represented there including Halton.
- 5.5 There are a number of support organisations that exist to support veterans, some have a presence established in Halton and others deliver services in the area. A web based directory is due to be launched by December 2012 to provide a comprehensive list of organisations and what support they can offer.
- 5.6 The Council will work with partners to assist and support our armed forces and their families in line with the pledges set out in the covenant.

## 6.0 **IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

### 6.1 **Children & Young People in Halton**

Ensuring the school admissions process allocates the appropriate priority for serving families and additional support for special needs children in armed forces families is provided in a reasonable timescale.

**6.2 Employment, Learning & Skills in Halton**

Approximately 5000 early service leavers depart the forces each year with 61% being employed at six months following discharge. Over a third of service leavers are unemployed and require additional support when entering the job market.

**6.3 A Healthy Halton**

Priority for the health & wellbeing of armed forces and veterans is present in health services in Halton. Traditionally, access to mental health support has been low across the forces however a bespoke service "Live At Ease" has been commissioned to provide additional services to clients and is available to Halton residents.

**6.4 A Safer Halton**

Some service leavers and veterans find it difficult to adjust to civilian life and become involved in the criminal justice system. Additional support from custody staff and the probation service are pledges identified in the Community Covenant.

**6.5 Halton's Urban Renewal**

None to report at this stage.

**7.0 RISK ANALYSIS**

7.1 The covenant is a voluntary statement of pledges to support armed forces personnel, veterans & their families at this stage however, there are indications this will become a statutory requirement in the near future. As the makeup of the armed forces changes from heavy reliance on full-time serving officers to reservists there will be greater impact on regular communities and proactively considering their needs and priorities will enable us to plan effectively.

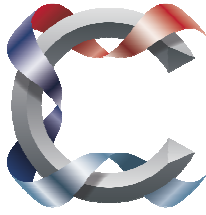
**8.0 EQUALITY AND DIVERSITY ISSUES**

8.1 It is incumbent on the authority to ensure Armed Forces Families and Veterans are not disadvantaged and appropriate priorities are awarded in accessing services.

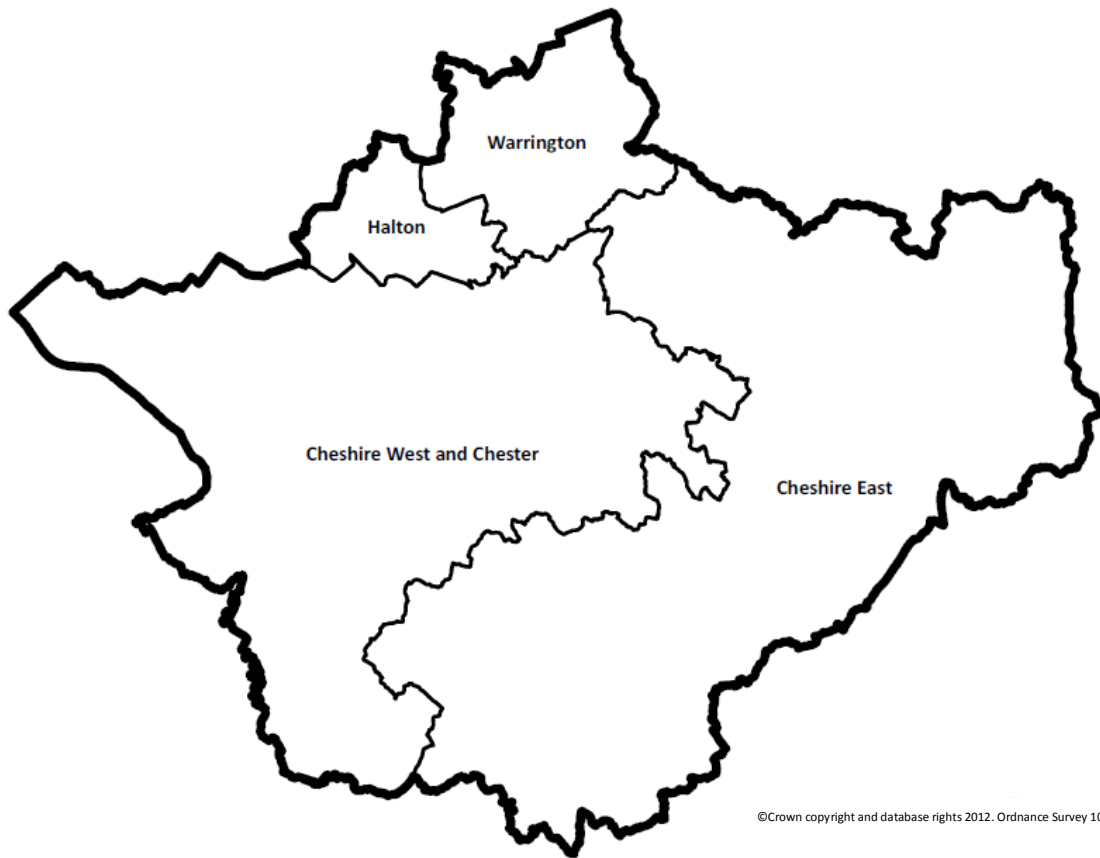
**9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

9.1 None under the meaning of the Act.





## Community Covenant



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## Cheshire, Halton and Warrington

## **Community Covenant General Principles**

The Armed Forces Community Covenant is a voluntary statement of mutual support between a civilian community and its local Armed Forces Community. It is intended to complement the Armed Forces Covenant, which outlines the moral obligation between the Nation, the Government and the Armed Forces, at a local level.

The purpose of this Community Covenant is to encourage support for the Armed Forces Community working and residing in Cheshire, Halton and Warrington and to recognise and remember the sacrifices made by members of this Armed Forces Community, particularly those who have given the most. This includes in-Service and ex-Service personnel and their families and widow(er)s in Cheshire, Halton and Warrington.

This publication explains how we will deliver the Armed Forces Community Covenant. It details our intentions, pledges and the approach that we are taking in order to ensure that the Covenant is a success for the Armed Forces, the Public, Private and Third Sectors as well as the wider community. As such, this covenant supersedes all and any previous versions held by individual signatory Local Authorities

The Armed Forces have a long history in Cheshire, Halton and Warrington:

- The Royal Navy assault ship HMS Albion is affiliated to the city of Chester.
- 75 Engineer Regiment has its Regimental Headquarters in Warrington.
- The 1st Battalion, The Mercian Regiment (Cheshire) recruits its soldiers from within the traditional Cheshire boundaries; the regiment has its area HQ at The Castle in Chester. The battalion is the successor to the 22nd (Cheshire) Regiment.
- The 1<sup>st</sup> Battalion, The Mercian Regiment has been granted freedom of the Borough of Cheshire East
- B (Cheshire) Company, 4 MERCIAN are located in Widnes.
- D (Cheshire) Company, 4 MERCIAN are located in Crewe.
- C (Cheshire Yeomanry) Squadron are located in Chester.
- The Royal Welsh (The Royal Welch Fusiliers) are located in Dale Barracks, Chester.
- The region's bomb disposal squad is Chester Troop from 521 Squadron, Dale Barracks, Chester. Part of the Royal Logistic Corps, the squadron deals with about 100 call-outs to unexploded ordnance across the region every year.
- B Squadron, 208 Field Hospital are located in Ellesmere Port.

We are immensely proud of our Armed Forces, particularly those from, stationed or returning to Cheshire, Halton and Warrington. We hope that this Covenant will demonstrate our commitment to all of our Armed Service Personnel, Veterans and their Families.

## **Participants**

The following organisations have come together to form a Community Covenant Working Group while additional organisations have come forward to provide advice and support. They have shown their commitment to our Armed Forces Community by signing this Community Covenant:

### Community Covenant Working Group

- The Armed Forces
- NHS Western Cheshire
- NHS Cheshire, Warrington and Wirral
- Cheshire Probation Services
- Cheshire West and Chester Council
- Warrington Borough Council
- Cheshire East Borough Council
- Halton Borough Council
- Jobcentre Plus

### Supporting organisations

- Halton Chamber of Commerce and Enterprise
- Cheshire Army Benevolent Fund
- Combat Stress
- SSAFA
- The Royal British Legion
- Cheshire Constabulary
- SaBRE - Cheshire

Issues affecting the relationship between the Armed Forces community and the civilian community cannot be solved by one organisation alone, nor does it stop at Local Authority boundaries. The potential barriers faced by a member of the Armed Forces community may also be influenced by, or subject to, the systems created by any or all of these organisations. This is why the organisations listed above have made a commitment to work together to ensure that members of the Armed Forces community are not subject to disadvantage when residing or returning to our communities, accessing services or seeking support throughout Cheshire, Halton and Warrington.

Each member of this Armed Forces Community Covenant has a specialist area of knowledge and expertise. By working together we can be greater than the sum of our parts, working holistically to create the best outcomes for all.

### **Aims and Objectives**

The key values identified at a national level through the government's Covenant guidelines have formed the basis of our Community Covenant:

1. Encourage local communities to support the Armed Forces communities in their areas through the development of local actions.
2. Nurture understanding and awareness amongst the public of issues affecting the Armed Forces Community.
3. Recognise and remember the sacrifices faced by the Armed Forces Community.
4. Encourage activities which help to integrate the Armed Forces Community into local life.
5. Encourage the Armed Forces Community to help and support the wider community.

Furthermore we have identified five recurring themes that we feel we can significantly and positively contribute to. These are not a limit to what we will do but provide some focus to our actions.

- Housing
- Employment and Benefits
- Education
- Health
- Wellbeing

### **How we work**

The Community Covenant Working Group is set up as a network where ideas, issues and best practice can be shared between organisations. Armed Forces Champions from each organisation will act as the first point of contact between organisations to allow the sharing of information and joined up working. Champions have responsibility for facilitating the implementation of the covenant principles and pledges within their organisations. They are also a central point to receive and distribute information within their organisation and externally with partners.

The Community Covenant Working Group will link in to the 42 (NW) Brigade Transition Delivery Working Group which covers Cheshire, Cumbria, Greater Manchester, Lancashire and Merseyside. The Community Covenant Working Group will provide local support, taking into consideration the themes, direction and intelligence provided at this highly strategic level.

The Community Covenant Working Group will also seek to engage with relevant organisations from the private, public and charity sectors. Active engagement with these groups will allow expert advice to be sought, working relationships to be built and further progress to be made.

## **Themes and Pledges**

### **Housing**

Both research and anecdotal evidence has shown that access to housing can be a problem, particularly for those leaving service or for the families of those currently serving or recently widowed. Traditionally, Local Authority Housing Policy has placed housing applicants into priority 'bands' to reflect need, with current residency status forming part of the assessment in accordance with the Common Housing Allocations Policy. Those discharged from service, with no medical needs, are therefore placed in a low band.

Those injured during service may also require additional support to adapt housing to help retain independence and remain in their own home, while homelessness is also recognised as an issue that may be faced by those discharged from the Armed Forces.

Pledge: All Local Authorities agree to place members of the Armed Forces in housing need into priority band B (or equivalent) and will not apply residency criteria to armed forces personnel. Those in housing need who have a serious injury, medical condition or disability that has been sustained as a result of their service in the Armed Forces will be placed in Band A (top priority). This commitment will extend to the dependents and widow(er)s of those serving in the Armed Forces.

Pledge: All Local Authorities agree to acknowledge that Service people occupying Service Family accommodation and who have been issued with a Certificate of Cessation demonstrates impending homelessness. In such cases, a possession order is not required before provision of housing assistance.

Pledge: Those in receipt of a War Pension will have part of this income disregarded in the means test when accessing funding from the Disabled Facilities Grant.

Pledge: Some instances of homelessness can be linked to mental health issues. The NHS is committed to ensuring improvement in mental health services for veterans at a regional level. All organisations will follow their lead and work together to support this aim.

### **Employment & Benefits**

The health and wellbeing of people of working age is critical for supporting the local and national economy and positively contributing to society. It's recognised that being in work is generally good for health and wellbeing, while being out of work can lead to poorer physical and mental health.

Accessing employment opportunities and benefits can be challenging for those leaving service or the partners of those in service. There are approximately 5,000 Early Service Leavers leaving the Armed Forces per year with only 61% of these Early Service Leavers being employed at six month following discharge. Those leaving service may have spent the majority of their career with the Armed Forces and may therefore require additional support when entering the job market. Entrepreneurial individuals may also benefit from business advice and support for accessing investment.

Families of those in the Armed Forces may also be required to move frequently. This can make finding employment difficult. Having sole responsibility for child care whilst their partners are serving can also significantly reduce the ability to keep regular employment.

Pledge: Work together to share and distribute information about existing services allowing access to job opportunities, business advice and benefits.

Pledge: Work with Jobcentre Plus Armed Forces Champions along with Third Sector Organisations to signpost extra support to those discharged from the Armed Forces.

Pledge: Cheshire Probation will continue to provide additional support to veteran offenders, including mentoring.

## **Education**

Frequent moves can cause practical issues when enrolling children into school, particularly outside of the school term. These families generally receive good support when a whole regiment moves but it can be more difficult when individual families move.

Children may also require additional support to ease integration into a new school or area and may face additional challenges when a parent is in service.

Pledge: Where possible, ensure that school admissions and local members of the Armed Forces work together before a move takes place.

Pledge: Work with schools and local groups to develop understanding and support for children of those in service. This includes the timely provision of appropriate support for Service Children with Special Educational Needs.

## **Health**

The public health agenda recognises the Armed Forces community as an important demographic to address in terms of health inequalities and specific health behaviours and needs that are related to Service. Health refers to both clinical and non-clinical elements.

Pledge: We will ensure that all parts of the NHS community will offer support to the local Armed Forces community and make it easier for Service personnel, ex-service personnel, families and veterans to access the services, help and support which will be available in a timely and appropriate manner in order to maximise their potential to achieve good physical health and positive mental health and wellbeing. Accordingly, service members and their families required to move or relocate will maintain their position within a hospital waiting list and in accordance with clinical priorities.

Pledge: Regardless of changes to NHS structures and delivery we will aim to ensure that there is a commitment to service user led design in order that the health care needs of veterans are recognised and met.

Pledge: We pledge to raise the awareness among healthcare professionals about the needs of veterans so that these needs are met. To this end Hospital and GP records will indicate that a patient is a current/former service member. The identification of an individual as a former service member may help identify vulnerable individuals who can then be brought to the attention of supporting agencies.

Pledge: In line with the establishment of pilot schemes by Central Government we pledge to improve veterans' access to Mental Health Services

Pledge: The NHS/Primary Care Trust (PCT) pledges that in the provision of prosthetic limbs the NHS/PCT will as a minimum match the standard provided by Defence Medical Services.

## **Wellbeing**

Wellbeing is intrinsically linked in to all of the themes already described, both as a contributor to and an indicator of the state of individuals and our communities. However, each organisation can further support wellbeing in our communities.

Furthermore, we recognise the Armed Forces community as a distinct group that may experience common issues and needs. We aim to fully integrate involvement and consideration of this community, as we do with all stakeholders, as part of our core business, not as an add-on or afterthought.

Pledge: Cheshire Probation will continue to provide additional support to veterans using Veteran Support Officers with specialist awareness training and will continue to work with Veterans in Custody Support Officers from Merseyside and Great Manchester to ensure best practice

Pledge: Partners will work together to promote existing opportunities including Healthy Living Centres, access to mentoring services, and other services available to members of the Armed Forces community.

Pledge: Where possible, partners will work to provide discounts to leisure facilities and promote relevant discount schemes to the Armed Forces community.

Pledge: Armed Forces Champions will work to promote the needs of the Armed Forces community as part of existing services.

Pledges: All organisations aim to encourage a positive and strengthened relationship between the Armed Forces community and the wider community.

Pledge: All organisations will work together in a mutually beneficial way, acting in accordance with the key values of this Community Covenant.

### **Monitoring and Development**

As our communities develop so too will the role of the Community Covenant. It is therefore important to revise this agreement when necessary. Organisations may also create action plans that will be developed and implemented locally to further support the aims and pledges outlined. The core Community Covenant Working Group will formally meet no less than every six months for the first two years to discuss existing pledges, achievements and issues as well as opportunities for development. Until a suitable non-military lead can be identified, this will be led by the Armed Forces Commanding Officer who holds a responsibility for Cheshire. Annual reviews will provide opportunity for additional organisations to officially sign the covenant.