

Notice of Children's Services Overview and Scrutiny Committee



Date: Tuesday, 22 November 2022 at 6.00 pm

Venue: Committee Room, First Floor, BCP Civic Centre Annex, St Stephen's Rd, Bournemouth BH2 6LL

Membership:

Chair:

Cllr R Burton

Vice Chair:

Cllr S Gabriel

Cllr D Butt
Cllr E Coope
Cllr M Haines

Cllr L Lewis
Cllr S Moore
Cllr L Northover

Cllr S Phillips
Cllr R Rocca
Vacancy

Parent Governor Co-opted Representatives

P Martin, E Hall (Academy) and S Welch (Academy)

Diocesan Co-Opted Representatives

M Saxby

Youth Parliament Representatives

D Rees-Coshan, Z Sosic, A Hedges and H Maftah

All Members of the Children's Services Overview and Scrutiny Committee are summoned to attend this meeting to consider the items of business set out on the agenda below.

The press and public are welcome to view the live stream of this meeting at the following link:

<https://democracy.bcpccouncil.gov.uk/ieListDocuments.aspx?MId=5281>

If you would like any further information on the items to be considered at the meeting please contact: Louise Smith, louise.smith@bcpcouncil.gov.uk on 01202 096660 or email

Press enquiries should be directed to the Press Office by email at press.office@bcpcouncil.gov.uk or tel: 01202 118686

This notice and all the papers mentioned within it are available at democracy.bcpccouncil.gov.uk

GRAHAM FARRANT
CHIEF EXECUTIVE

14 November 2022

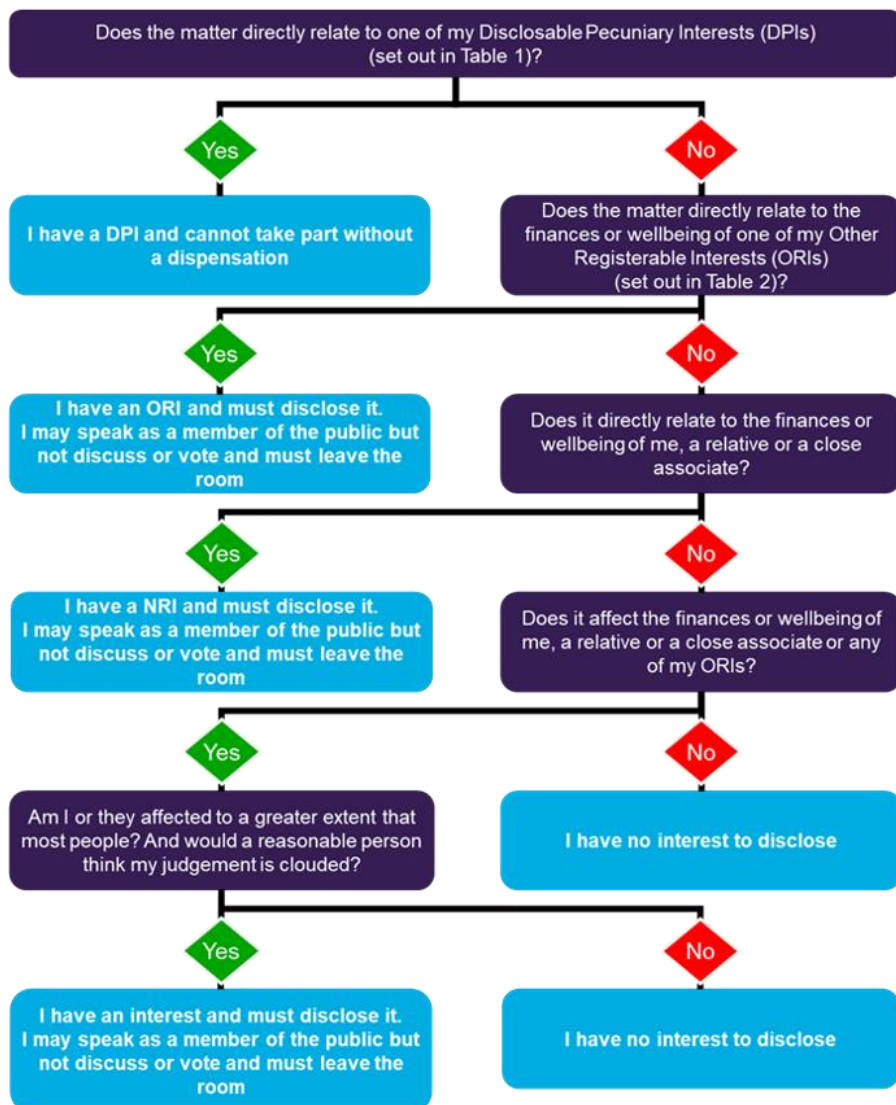


Maintaining and promoting high standards of conduct

Declaring interests at meetings

Familiarise yourself with the Councillor Code of Conduct which can be found in Part 6 of the Council's Constitution.

Before the meeting, read the agenda and reports to see if the matters to be discussed at the meeting concern your interests



What are the principles of bias and pre-determination and how do they affect my participation in the meeting?

Bias and predetermination are common law concepts. If they affect you, your participation in the meeting may call into question the decision arrived at on the item.

Bias Test

In all the circumstances, would it lead a fair minded and informed observer to conclude that there was a real possibility or a real danger that the decision maker was biased?

Predetermination Test

At the time of making the decision, did the decision maker have a closed mind?

If a councillor appears to be biased or to have predetermined their decision, they must NOT participate in the meeting.

For more information or advice please contact the Monitoring Officer
(susan.zeiss@bcpcouncil.gov.uk)

Selflessness

Councillors should act solely in terms of the public interest

Integrity

Councillors must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships

Objectivity

Councillors must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias

Accountability

Councillors are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this

Openness

Councillors should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing

Honesty & Integrity

Councillors should act with honesty and integrity and should not place themselves in situations where their honesty and integrity may be questioned

Leadership

Councillors should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs

AGENDA

Items to be considered while the meeting is open to the public

1. Apologies

To receive any apologies for absence from Councillors.

2. Substitute Members

To receive information on any changes in the membership of the Committee.

Note – When a member of a Committee is unable to attend a meeting of a Committee or Sub-Committee, the relevant Political Group Leader (or their nominated representative) may, by notice to the Monitoring Officer (or their nominated representative) prior to the meeting, appoint a substitute member from within the same Political Group. The contact details on the front of this agenda should be used for notifications.

3. Declarations of Interests

Councillors are requested to declare any interests on items included in this agenda. Please refer to the workflow on the preceding page for guidance.

Declarations received will be reported at the meeting.

4. Confirmation of Minutes

7 - 18

To confirm and sign as a correct record the minutes of the Meeting held on 20 September 2022.

a) Action Sheet

19 - 24

5. Public Issues

To receive any public questions, statements or petitions submitted in accordance with the Constitution, which is available to view at the following link:

https://democracy.bpcouncil.gov.uk/ieListMeetings.aspx?CommitteeID=151&Info=1&bc_r=1

The deadline for the submission of a public question is 4 clear working days before the meeting.

The deadline for the submission of a public statement is midday the working day before the meeting.

The deadline for the submission of a petition is 10 working days before the meeting.

6. Feedback from the Child Exploitation Working Group

The Chair of the Working Group to provide a verbal update to the Committee on its findings and recommendations.

7. Pan-Dorset Safeguarding Children Partnership	25 - 76
<p>The Pan-Dorset Safeguarding Children Partnership (PDSCP) is the statutory body which oversees multi-agency safeguarding services which covers the local Dorset and BCP council areas. This report contains a background and introduction to the functions of the partnership and the council's responsibilities.</p> <p>The annual report of the PDSCP is provided as an attachment for consideration by cabinet. The annual report includes reflections on 2021/22; strategic priorities for 2022 to 2024; learning from practice; information from the Child Death Overview Panel; summary of multi-agency training; achievements from each of the statutory safeguarding partner organisations and sub-groups of the partnership.</p>	
8. Children's Services Improvement Update	77 - 116
<p>BCP Children's Services was inspected, under the Inspection of Local Authority Children's Services (ILACs) framework in December 2021. The outcome was an overall inadequate judgement. As a result the Secretary of State of Education issued a Statutory Direction and appointed a DfE Improvement Adviser to support the Council in their improvement of Children's Social Care Services.</p> <p>As a result a Children's Services Improvement Plan is in place to ensure progress is made at pace in Children's Social Care in line with the recommendations of the December Inspection and in accordance with the statutory direction notice received by the Council in March 2022.</p> <p>Overview and Scrutiny require regular updates on themes regarding improvement. In October 2022 Children's Services had their second Monitoring Visit, the letter published by Ofsted is presented for scrutiny alongside, the DfE Advisers first report. The DfE Adviser in their role is required to review the pace and progress of improvement at 6 months to ensure it is sufficient and report on this to the Secretary of State.</p>	
9. Written Statement of Action Progress Report	117 - 144
<p>The Written Statement of Action Programme of Improvement Work has been underway for ten months and as required by Department for Education and NHS England has been concentrating on improving eight areas of significant weakness. The Department for Education and NHS England have a regular monitoring session with BCP Council and NHS Dorset to ensure progress is being made against the eight key areas.</p>	
10. School Attainment and Progress 2022	145 - 156
<p>Report providing provisional attainment data from 2022 public examinations and assessment series in BCP.</p>	
11. Brighter Futures Children's Services Key Performance Indicators (Q2)	157 - 180
<p>This report provides a performance update for the period July – September 2022 (Quarter 2 2022-23) for the key performance indicators relating to Children's Services as detailed in the Corporate Performance Scorecard.</p>	

12. Portfolio Holder Update

To receive a verbal update from the Portfolio Holders.

13. Forward Plan

To consider the Committee's Forward Plan.

14. Dates of Future Meetings

To note the date for the next meeting as 7 February 2023.

181 - 186

No other items of business can be considered unless the Chairman decides the matter is urgent for reasons that must be specified and recorded in the Minutes.

This page is intentionally left blank

BOURNEMOUTH, CHRISTCHURCH AND POOLE COUNCIL
CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE

Minutes of the Meeting held on 20 September 2022 at 6.00 pm

Present:-

Cllr S Gabriel – Vice-Chair, in the Chair

Present: Cllr L Lewis, Cllr D Butt, Cllr E Coope, Cllr S Moore, Cllr L Northover
and Cllr S Phillips,

Also in attendance: Cllr Burton and Cllr Haines attended virtually
S Welch, Academy Parent Governor Rep, P Martin, Parent Governor
Rep
M Saxy, Diocesan Rep
H Maflah and Z Sasic, Members of Youth Parliament

31. Apologies

Apologies had been received from Councillor Rocca.

Councillors Burton and Haines attended virtually, forgoing any voting rights.
Councillor Gabriel chaired the meeting in Councillor Burton's absence.

32. Substitute Members

There were no substitute members on this occasion.

33. Declarations of Interests

There were no declarations of interest received on this occasion.

34. Confirmation of Minutes

RESOLVED that the Minutes of the Children's Services Overview and Scrutiny Committee held on 26 July 2022, having previously been circulated, be confirmed as read and agreed and signed by the Chair.

35. Action Sheet

The action sheet was noted.

36. Public Issues

There were no public issues received on this occasion.

37. Report for Children's Overview and Scrutiny - Care Experienced Young People Themed Service Update

The Director of Corporate Parenting & Permanence presented a report, a copy of which had been circulated to each Member and a copy of which appears as Appendix 'A' to these Minutes in the Minute Book.

The Care Experienced themed report provided an update on the progress of improvement work within the Care Experienced Young People's Service in Children's Social Care. It highlighted activity undertaken within a recent themed 'practice week', including a summary presentation included at Appendix 1 to the Report. In addition, it detailed updates on progress on the provision of health passports, housing options and the recent opening of the BCP Care Leaver Hub '333'. Appendix 2 of the Report highlighted the voice of the young people involved in the design and development of the Hub, with their views on the outcome.

There were several actions identified for the next quarter to continue the service's improvement journey.

The Committee discussed the report and comments were made, including:

- In response to a query about making sure all care leavers had access to the Hub, including possible transport support, the Committee was advised that the service would ensure that care leavers got the support and advice they needed which might be virtual, if appropriate.
- The Committee was advised that the health passports provided details of a child's health and improvements had been made in ensuring children and young people understood them and they were presented and available in a young person friendly way
- A Member of Youth Parliament enquired about housing and the Youth Homelessness Board and the Committee was advised that it considered care leavers from the age of 18, however planning for accommodation started once a personal advisor was allocated when a young person turned 16.
- In response to a query regarding accommodation needs and priority for housing, the Committee was advised that support was provided up to the age of 25. Reassurance was given that Children's services worked closely with housing and that gold band priority was given to all care leavers until the age of 25.
- In response to a query regarding out of hours support, the Committee was advised that the care leavers hub was opened on a flexible basis, opening some evenings and Saturdays, in addition out of hours support was also provided and there could be additional named support for example a foster carer providing support to an identified young person. The Care Leavers Offer was highlighted which provided a suite of information was currently being updated and would be provided by personal advisors to care leavers
- In response to a query regarding educational opportunities, including providing funding to enable care leavers to attend university. It was

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE
20 September 2022

advised that there was a bursary for this purpose and the service would provide assistance with accommodation where possible.

- A Committee Member who also sat on the Corporate Parenting Board wished to express support of the Care Leavers Hub '333' and supported the youth homelessness board and funding for a prevention worker.
- In response to a query regarding staffing, the Committee was advised that the structure would be fully recruited and permanent soon
- In response to a query regarding ensuring the voice that of the children were heard, the Committee was advised that the service wanted to ensure that the voice of the child could be evident and demonstrated throughout their case files. It was noted that the care leavers hub had enabled young people who had not previously engaged.
- The Committee was advised that there were a couple of young people who lived outside of the area and had not taken up the offer of housing back within BCP
- The Committee was reassured that any care leaver who had additional needs which prevented them from gaining employment would be supported up to the age of 25 and if they had significant needs that met the requirements of adult social care then they would be passed to that service.
- In response to a query regarding continuity of social worker support, the Committee was advised that Social worker turnover was a national problem but the service was trying to ensure that a proper handover was undertaken and communicated
- In response to a query regarding personal supervision, the Committee was advised that social workers need time to reflect on whether they were making a positive impact and if not, to consider different ways to engage. Consistency across the teams was highlighted as important and the need to strive to improve circumstances for the young person.
- In response to a query regarding engagement, communication and feedback and how data could be collated, the Committee was advised that newsletters were sent out to young people and information was shared with carers to pass on. The Committee was advised of the methods used to collect young person's views for the care leavers strategy and whilst it was acknowledged that engagement had increased, some care leavers did not want to engage
- In response to a query, the Committee was advised of daily and monthly reports for visits to young people to ensure that children and young people were seen. It was highlighted that there had been work around personal advisors ensuring that their visits were recorded on the system.

RSOLVED that the Committee note the progress made and areas for further action.

38. SEND Improvement Journey – SEND Expansion of Places

The Head of Service, School Place Planning and Capital, presented a report, a copy of which had been circulated to each Member and a copy of which appears as Appendix 'B' to these Minutes in the Minute Book.

The number of children and young people assessed as requiring a place at a specialist education provision in the BCP area had increased in recent years and this had increased expenditure on high needs.

As part of the Council's strategy to address growth and associated financial pressure, work was underway to implement a programme of expansion of specialist school places across BCP which would help provide local access to cost effective places and a reduction in the Council's reliance on costly independent placements.

The Council was developing a range of options to assess the scope for the development of specialist school places on local school sites. A total of 34 expressions of interest were received from a total of 16 trusts/schools with proposals for between 300-500 places. The Council provided details of schemes currently in development across four tranches which delivered places in the short, medium and longer term. Options for the delivery of places include:

- The option to continue to work in partnership with local school leaders to explore options and develop proposals to create provision on other local school sites.
- The option to commission new specialist school provision as part of the government's Free School Programme. The Council was in the process of preparing an application to the Department for Education (DfE) for new free school provision. The application deadline for new school proposals was 21 October 2022 and the outcome of the initial application stage was expected to be announced late 2022 to early 2023. For successful applications, proposer groups would submit their applications in February 2023 as part of a competitive process and through the publication of local authority specifications and proposer guidance.

The option to make no change to existing school provision/maintain the status

quo was not an option and would fail to make progress in delivering the improvements necessary as contained in the Council's Written Statement of Action (WSOA).

The Committee discussed the report and comments were made, including:

- In response to a query regarding the potential schemes for Winchelsea and Somerford, the Committee was advised that they could be complete rebuilds or could be remodelling of some blocks and areas of the schools

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE
20 September 2022

- In response to a query regarding the need for extra provision, the Committee was advised of the reasons for it which included the increase of SEND pupils, population changes and the fact that provision for SEND had lagged behind mainstream provision and now needed urgent attention
- The Director of Children's Services highlighted that additional specialist provision was not the only answer to manage the EHCP increase and that providing support to mainstream schools would also address the issue
- A Committee Member, who was also a member of SEND improvement board, advised that she was fully supportive of these schemes and enquired whether the Council's current financial situation would hinder the progress of capital projects to deliver more specialist places. The Portfolio Holder for Council Priorities and Delivery highlighted the difference between capital and revenue and acknowledged that the positive impact would be felt on the high needs' deficit
- A Member of Youth Parliament enquired about the current provision available and was advised that there was some resource bases, satellite provision and excellent provision within some of the mainstream schools, which was being replicated to expand good practice
- In response to whether tranche one was on track, the Committee was advised that the key fact was the impact on revenue expenditure and the savings were highlighted, but the timescale for tangible and noticeable shift would take time as children would not be asked to move provision. The focus would be to track it and ensure that the provision being made would make savings in the future
- A Committee Member highlighted the futures programme which was being developed by a specialist provision which included sixth form provision and would give young people the life skills and confidence, they required post school. The Committee was advised that the scheme had suffered some delays and the reasons for it were highlighted.
- In response to a query regarding movement into the area of pupils with SEND, the increase of pupils was discussed and the reasons for the movement were highlighted.

RESOLVED that the Committee note the progress of the programme of expansion and express thanks to the officers for their hard work.

39. Update - Longspee Ensbury Park Campus

The Head of Service, School Place Planning and Capital, presented a report, a copy of which had been circulated to each Member and a copy of which appears as Appendix 'C' to these Minutes in the Minute Book.

The report provided an overview of the impact of the newly created specialist school places provided at Longspee Ensbury Park Campus, part of Ambitions Academy Trust. Working with Ambitions Academy Trust, the

Council redeveloped the former Bournemouth Learning Centre to provide a satellite of Longspee Special School. The new campus opened for a full complement of 54 children in September 2021 and provided places for secondary school aged children 11-16 with a diagnosis of social emotional mental health (SEMH)/autistic spectrum condition (ASC) and complex needs. The scheme to redevelop the accommodation at BLC was funded by the Council and following the development of a challenging and complex project, the Overview and Scrutiny Committee requested the opportunity to review key aspects of the scheme to promote learning, including:

- the impact of the newly created campus on the opportunities for teaching and learning for children and young people;
- lessons learned and mitigations for future schemes.

The Committee discussed the report and comments were made, including:

- A Committee Member expressed gratitude at seeing evidence from lessons learnt in relation to the finance of this project being demonstrated in other projects considered by other Committees and advised that it was clear to see the value that this project had added to the lives of the pupils who attended the provision
- In response to a query from a MYP regarding feedback from the pupils, the Director of Education shared a positive story of a pupil who was greatly benefitting from the provision
- The Committee Members who had visited the campus all expressed how impressed they were with the specialist provision
- The Portfolio Holder with responsibility for Council Priorities and Delivery was grateful that the work on strengthening governance and financial management of these programmes going forward was apparent.

RESOLVED that the Committee note the:

- a) the impact of the newly created campus on the outcomes of children and young people;**
- b) lessons learned and mitigations for future schemes.**

40. Review of the new RE syllabus from BCP SACRE

The Education Adviser, Quality Assurance, Support & Partnership 0-25, presented a report, a copy of which had been circulated to each Member and a copy of which appears as Appendix 'D' to these Minutes in the Minute Book.

SACRE (Standing Advisory Council on Religious Education) was a statutory responsibility of every Local Authority (LA) in England. The locally Agreed Syllabus was a statutory syllabus of Religious Education (RE) prepared under Schedule 31 to the Education Act 1996 and adopted by the LA under that schedule. It must be followed in state funded schools without a designated denomination. Once adopted by the LA, the Agreed Syllabus sets out what pupils should be taught and could include the expected standards of pupils' performance at different stages.

Every five years SACRE must convene an Agreed Syllabus Conference to review and commission a revised syllabus that reflects changing communities, curriculum, and culture of the local area. The current Agreed Syllabus was a legacy joint [Bournemouth and Poole syllabus](#).

BCP SACRE had commissioned and procured Jan Lever Group to review, plan, write and deliver the first BCP Agreed Syllabus which would be taught in schools from September 2023. The syllabus would be covered by up to a £20,000 budget and would be delivered within the agreed budget and timeline.

The Committee discussed the report and comments were made, including:

- In response to a query, the Committee was advised that the syllabus was created for maintained schools to follow, and that Academies had a choice whether to use the locally agreed syllabus. The Committee was advised that most Academies within BCP would use the syllabus for the base of their religious education
- A Committee Member welcomed and supported the review and hoped that all schools across BCP would roll it out
- An MYP advised that she had met with one of the RE Advisors and had requested she was included in any further work as it was closely aligned to her campaign.
- A Committee Member requested information on the number of academies who had engaged with the review and were going to use the locally agreed syllabus. **ACTION**
- The Diocesan Representative advised the Committee that when a Church School had a SIAMS inspection it was enquired whether the school was following the locally agreed syllabus so it was in their interests to follow it.

RESOLVED that the Committee endorse the locally agreed syllabus to full Council and note that:

- a) The locally Agreed Syllabus was a statutory syllabus of RE prepared under Schedule 31 to the Education Act 1996 and adopted by the Local Authority.**
- b) The BCP agreed syllabus would reflect our local communities and support the teaching of high-quality RE within our local education system.**
- c) BCP SACRE had completed its functions and had commissioned and approved the review of the Agreed Syllabus.**

41. School Admission Arrangements 2024/25 – Determination

The Team Manager, School Admissions, presented a report, a copy of which had been circulated to each Member and a copy of which appears as Appendix 'E' to these Minutes in the Minute Book.

BCP Council administered admission arrangements for its community and voluntary controlled schools. There was a legal requirement to determine the arrangements annually as described in the School Admissions Code 2021 and associated legislation.

There were no proposed changes to the admission arrangements for the 2024/25 academic year from those which were publicly consulted upon and determined by the Council for the 2023/24 academic year.

The local authority must also formulate and publish a scheme to coordinate the admission arrangements for all publicly funded schools within their area for the 2024/25 academic year.

The Committee discussed the report and comments were made:

- The maintained schools the policy was in relation to were detailed to the Committee
- It was noted that the changes to the admission arrangements had been considered by the Committee last year.

RECOMMENDED that Cabinet approve:

(a) the admission arrangements for maintained community and voluntary controlled schools in accordance with Part III, Chapter I, Section 89 of the 1998 School Standards and Framework Act and Section 1 of the School Admissions Code 2014

(b) the Coordinated Admissions Scheme for the administration of the 2021/22 year in accordance with Part III, Chapter I, Section 89 of the 1998 School Standards and Framework Act and paragraphs 2.202.22 of the School Admissions Code 2014.

Voting: For - unanimous

42. Key Performance Indicators - Quarter 1

The Interim Head of Performance, Quality and Assurance presented a report, a copy of which had been circulated to each Member and a copy of which appears as Appendix 'F' to these Minutes in the Minute Book.

The report provided a performance update for the period April - June 2022 (Quarter 1 2022-23) for the key performance indicators relating to Children's Services as detailed in the Corporate Performance Scorecard.

The Committee discussed the report and comments were made, including:

- A Committee Member referred to the new course which was being proposed for unaccompanied asylum seekers and detailed the difficulties faced by them educationally within the current system

- In response to a query regarding schools advising they were inadequately resourced to meet the increased complex needs of some pupils, the Committee was advised that funding was an issue, together with the rise of EHCPs
- The Committee was advised of the Education Entitlement Board which would include Headteachers and was going to meet for the first time soon and would monitor children missing education and exclusions. It was noted that the Board would bring stakeholders together to ensure a joined up and positive response
- In response to a query regarding the cost implications of providing education for excluded pupils and the consequence of them being excluded having wider cost implications across other services, the Committee was advised that the service had a duty to provide alternative provision for permanently excluded pupils
- An MYP advised that as part of her work she had been made aware of pupils who did not go to school for fear of being harmed or bullied by disruptive pupils and in response the Committee was advised that a schools first duty was to ensure pupils within the school were safe.
- In response to a query about the number of children missing out of education and the possible reasons for this, the Committee was advised that it was difficult to make a judgment on why which could include complex reasons. The Committee was advised that schools would say that they offered a comprehensive curriculum, and it was not thought that would be a reason.
- In response to a query regarding how Academies report into the data, the Committee was advised of the methods used to collect the data both daily and weekly.

RESOLVED that the Committee note the report.

43. Portfolio Holder Update

The Portfolio Holder with responsibility for Council Priorities and Delivery advised that a large amount of her Portfolio had been considered at Committee today and advised of updates regarding the SEND Improvement Plan and the SEND led improvement partner who had been working in close contact with the team. The Committee was also advised that there was a lot of work being undertaken with the Department for Education regarding the pressure on the high needs block.

The Portfolio Holder with responsibility for Children and Young People advised the Committee that Children's Services had two Ofsted inspections due in October looking at Children in Need and Child Protection Plans and the Youth Justice Service, it was noted that these inspections would put pressure on services which were already strained.

The Committee was also advised of two dates for their diaries: an invitation to an open day at the new care leavers hub on 24 October 2022 and an all-Member engagement event with the MYPs being held on 11 October 2022 from 5-7pm.

Councillor Lewis left the meeting at 8:07pm.

44. Forward Plan

The Committee was advised that a working group was being scheduled to consider issues surrounding child exploitation.

The MYPs requested their Annual Report be added to the Forward Plan for the March 2023 Committee. **ADD TO FORWARD PLAN.**

45. Dates of Future Meetings

The dates of future meetings were noted, and a typing error was highlighted.

46. Exclusion of Press and Public

RESOLVED that under Section 100 (A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraphs 1 and 2 in Part I of Schedule 12A of the Act and that the public interest in withholding the information outweighs such interest in disclosing the information.

47. SEND Programme of Expansion - Broadstone Middle School

The Director of Education presented a report, a copy of which had been circulated to each Member and a copy of which appears as Appendix 'G' to these Minutes in the Minute Book.

The number of children and young people assessed as requiring a place at a specialist education provision in the BCP area had increased in recent years and this had increased expenditure on high needs. As part of the Council's strategy to address growth and associated financial pressure, work was underway to implement a programme of expansion of specialist school places across the conurbation which would help provide local access to cost effective places and a reduction in the Council's reliance on costly independent placements. As one of several schemes currently in development, it was planned that Broadstone Middle School run by the Castleman Academy Trust would expand the existing resource base to provide an additional eight resource base places for children with autism spectrum condition (ASC). The proposal was for the expansion of the existing resource base known locally as The Link, from 15 places to 23 places from September 2022.

Other options considered included creating provision on other local school sites, commissioning new school provision and doing nothing. The Council continued to explore options to create provision on other local school sites and was in the process of preparing an application to the Department for Education (DfE) for new free school provision. Doing nothing was not an option for meeting the Council's High Needs strategy. The proposal to

expand the resource base at Broadstone Middle School was the only option in this case which achieved a timely progression pathway to enable the current Year 8 children to remain on roll in Year 9. This was the recommended option and for which an approval for a budget as contained in Appendix 1 was necessary to provide an additional 8 places from September 2022. A temporary change in age range would provide continuity for existing children on roll. From September 2023/24 the resource base would offer a total of 23 places for children aged 9-13 years old. The approved capital programme included funding for the proposed scheme as part of a programme of SEND place expansion.

The Committee discussed the report and comments were made, including:

- In response to a query regarding onward progression and those moving through the school years, the Committee was advised that there was a whole range of creative and viable options being considered such as possibility of a satellite on site provision, the challenge was to complete the project on time for the incoming Year 8 cohort
- The positivity of Academy Trust was welcomed
- The Committee requested a progress report in 2023 **ADD TO FORWARD PLAN**

RESOLVED that the Committee note the capital budget as set out in Appendix 1 to expand the existing resource base provision at Broadstone Middle School. The funding would provide a new Learning Resource Centre co-located on the existing school site.

The meeting ended at 8.20 pm

CHAIR

This page is intentionally left blank

ACTION SHEET – BOURNEMOUTH, CHRISTCHURCH AND POOLE CHILDREN’S SERVICES OVERVIEW AND SCRUTINY COMMITTEE

Minute number	Item	Action* *Items remain until action completed.	Benefit	Outcome (where recommendations are made to other bodies)
8 June 2021				
	Covid Impact to include information on Pupil Premium and child poverty	Decision Made: Arrange a meeting between Corporate Director and interested Committee Members to discuss the changes in Pupil Premium funding Action – Officers aware – Emma Regenhardt	To enable Councillors to have fuller information surrounding this issue.	
27 July 2021				
	Forward Plan	Decision Made. To consider how to incorporate links to the Children and Young People’s Plan in future items coming to Committee Action – Chair to consider with Officers – TBC.	To create links within strategies and policies	
21 September 2021				
	School Place Planning Strategy	Decision made: Amend Page 16 regarding Northwest Poole which needed should read Broadstone and Merley, not Canford Heath. Actioned – amendment made.	To enable easier identification for Ward Members	

23 November 2021				
	The BCP Appreciative Inquiry into inclusion practices in BCP schools	<p>Decision Made:</p> <p>Arrange a briefing regarding the changes to the High Need Block.</p> <p>Actioned – Report on changes to SEND Mainstream Banding on 27 July before consideration by Cabinet to include information on saving which need to be made. Went to Cabinet on 26 October 2022</p>		
	Home to School Transport	<p>Decision Made:</p> <p>To consider transport provision for outside of BCP to reduce NEETs</p> <p>Action – transport review in progress</p>		
22 March 2022				
	Full ILACS (Inspecting Local Authority Children's Services) Report	<p>Decision Made:</p> <p>Share the Corporate Parenting Board report regarding HMOs with the Committee.</p> <p>Action – Officers aware</p> <p>Decision Made:</p> <p>To provide an update on social workers caseloads at an appropriate time.</p>		

		Action – Officers aware		
	SEND Improvement Plan Update	<p>Decision Made:</p> <p>To share the financial overview report from the SEND Improvement Board with the Committee.</p> <p>Actioned – SR advised completed</p>		
	Portfolio Holder Update	<p>Decision Made:</p> <p>Chair to liaise with the Chairman of the Overview and Scrutiny Board regarding scrutiny of the high needs block funding</p> <p>Actioned – SR completed</p>		
7 June 2022				
	Child Exploitation	<p>Decision Made:</p> <p>Chair to discuss with the Chair of Corporate and Community regarding the Committee's wish to scrutinise the Community Safety Partnership</p> <p>Action – CSP going to C and C on 12 December, Chair to request invitation?</p> <p>Decision Made:</p> <p>That the Committee do in depth scrutiny in this area with an update to be provided to the November meeting.</p>		

		Actioned – working group considered a report with a verbal update and any recommendations going to November Committee.		
	SEND Improvement Plan	<p>Decision Made:</p> <p>That the Committees thanks be passed to the outgoing Head of SEND</p> <p>Actioned – SR completed</p>		
26 July 2022				
	SEND Improvement Journey: Permanent and fixed term exclusions	<p>Decision Made:</p> <p>Ensure MYP involved with Headteachers Forum's discussions on school uniform policies</p> <p>Action – Officer aware</p> <p>Decision Made:</p> <p>Discuss possible alternative provision with Cllr S Moore</p> <p>Action – Officer aware</p> <p>Decision Made:</p> <p>Send a copy of the Appreciative Inquiry to Cllr D Butt</p> <p>Actioned – SR completed</p> <p>Decision Made:</p>		

		<p>For the Committee to continue to be provided with data to monitor progress.</p> <p>Action – Yearly update to go on forward plan.</p>		
	SEND Mainstream Banding	<p>Decision Made:</p> <p>Request to separate out new EHCPs to enable easier progress monitoring</p> <p>Actioned – SR completed</p> <p>Decision Made:</p> <p>Add SEND Mainstream Banding to Forward Plan for a review in 12 months.</p> <p>Action – added to Forward Plan</p>		
	Members of Youth Parliament – Update	<p>Decision Made:</p> <p>MYPs to investigate schools which teach politics as part of PHSE</p> <p>Action – MYPs aware</p> <p>Decision Made:</p> <p>MYPs to make contact with Cllr J Butt, Lead Member for Engagement</p> <p>Action – MYPs aware</p> <p>Decision Made:</p>		

		MYPs to make contact with Cllr Haines regarding any support she could provide for the campaign equality for minorities		
		Action – MYPs aware		

20 September 2022				
	Review of the new RE Syllabus from BCP SACRE	<p>Decision Made:</p> <p>Provide information on the number of academies who had engaged with the review and were going to use the locally agreed syllabus</p> <p>Actioned – email sent to Committee with information on 7 November 2022</p>		

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE



Report subject	Pan-Dorset Safeguarding Children Partnership
Meeting date	22 November 2022
Status	Public Report
Executive summary	<p>The Pan-Dorset Safeguarding Children Partnership (PDSCP) is the statutory body which oversees multi-agency safeguarding services which covers the local Dorset and BCP council areas. This report contains a background and introduction to the functions of the partnership and the council's responsibilities.</p> <p>The annual report of the PDSCP is provided as an attachment for consideration by cabinet. The annual report includes reflections on 2021/22; strategic priorities for 2022 to 2024; learning from practice; information from the Child Death Overview Panel; summary of multi-agency training; achievements from each of the statutory safeguarding partner organisations and sub-groups of the partnership.</p>
Recommendations	<p>It is RECOMMENDED that:</p> <p>The Committee note the content of the PDSCP Annual Report 2021/2022 and raise any scrutiny and challenge questions on the business of the PDSCP.</p>
Reason for recommendations	The production of an annual report is a statutory responsibility and therefore the endorsement of the four statutory partners (Dorset Council, BCP Council, NHS Dorset, Dorset Police) of the safeguarding partnership is required prior to publication.

Portfolio Holder(s):	Councillor Mike White, Portfolio Holder Children's Services
Corporate Director	Cathi Hadley, Director for Childrens Services
Report Authors	Tammy Lawrence, Interim Head of Quality Assurance, Safeguarding and Partnerships
Wards	Council-wide
Classification	For Information

Background

1. The Pan-Dorset Safeguarding Children Partnership (PDSCP) is the statutory body which oversees multi-agency child safeguarding services which cover the Dorset Council and Bournemouth, Christchurch and Poole Council (BCP) footprints. It was introduced in 2019 in line with the statutory guidance Working Together to Safeguard Children (2018). The guidance outlines the legislative requirements placed on individual services; and provides a framework for how partners are required to work together. This requires three local safeguarding partners (local authority, clinical commissioning groups, and chief officer of the police) are required to make arrangements to work together to safeguard and promote the welfare of local children, including identifying and responding to their needs
2. The executive team of the partnership maintains oversight and responsibility for the partnership's statutory functions, provides strategic leadership and seeks assurance about the effectiveness of the safeguarding system and provides strategic leadership. In October 2021, a new independent chair was appointed to act as a critical friend and independent scrutineer. The partnership operates at a pan-Dorset level, and place based operational delivery arms have been created, serving each local authority area. This is to enable the delivery of multi-agency safeguarding delivery in a way that is responsive to local community needs and in line with local service provision.
3. In BCP, the place-based arrangements are driven through the multi-agency Strengthening Services Board, chaired by the Chief Executive of Dorset Council. These arrangements have enabled the partnership to deliver timely responses to local safeguarding priorities and offer strong alignment with other local partnerships such as the Community Safety Partnership and Safeguarding Adults Board.

Functions of the partnership

4. Learning from practice: the partnership facilitates learning from practice through multi-agency case audits and when required the commissioning of Child Safeguarding Practice Reviews. These reviews are shared nationally to identify improvements to be made to safeguard and promote the welfare of children. Learning is not only used locally but has a wider importance for all practitioners working with children and families as well as informing government and policy makers. Any actions identified from these are added to the Strengthening Services Board action plan and tracked to ensure implementation.

5. Child Death Overview Panel: arrangements for reviewing child deaths are through a panel that covers the pan-Dorset and Somerset local authority areas. The panel is responsible for reviewing all deaths of children aged under 18 years. The learning from reviews must be shared with the National Child Mortality Database, which is used to identify any patterns or trends/similarities in deaths that can be used to systematic or local changes to prevent future deaths.
6. Multi-agency training: All practitioners working with children and young people or their families or those who come into contact with them have a responsibility to identify the symptoms and triggers of abuse and neglect, to share that information and provide children with the help they need. To do that, they need to have the knowledge and skills and keep up to date with emerging threats. To enable this the safeguarding partners are required to coordinate training and monitor and evaluate its effectiveness. The pan-Dorset training function administers, coordinates and monitors this. Income received from the provision of this training funds the delivery.
7. Quality Assurance: Place based arrangements have been implemented to enable the prioritisation of local practice issues; identify areas for practice improvement and celebrate good practice. This includes single agency and multi-agency audit activity. In BCP the implementation of multi-agency practice toolkits has enabled practitioners to have one dedicated resource for practical guidance and access to services and research in one place.

Annual Report

8. In order to bring transparency for children, families, and all practitioners about the activity undertaken, the safeguarding partners are required to publish a report at least once every 12 months. The report must set out the work that have been undertaken and as assessment of the effectiveness of the partnership arrangements.
9. The PDSCP Annual Report 2021/2022 is provided as an appendix to this report.

Options Appraisal

10. The PDSCP Annual Report 2021/2022 is for information and scrutiny.

Summary of financial implications

11. Safeguarding partners are required to provide equitable and proportionate funding to cover all elements of their multi-agency child safeguarding arrangements (Working Together 2018). The funding should be transparent to children and families in the area and sufficient to cover all elements of the arrangements.
12. The table below sets out the contributions of each of the safeguarding partners to the delivery of the partnership. These resources are used to facilitate the delivery of partnership functions including learning from practice reviews, the child death overview panel, multi-agency training and quality assurance activity.

SAFEGUARDING PARTNER	CONTRIBUTION	Proportion
BCP COUNCIL	£79,605	29%
DORSET COUNCIL	£72,359	26%
DORSET POLICE	£48,846	18%
DORSET CCG	£75,393	27%
TOTAL	£276,203	

Summary of legal implications

13. The Pan-Dorset Safeguarding Children Partnership (PDSCP) is the statutory body which oversees multi-agency child safeguarding services which cover the Dorset Council and Bournemouth, Christchurch and Poole Council (BCP) footprints. It was introduced in 2019 in line with the statutory guidance Working Together to Safeguard Children (2018). The guidance outlines the legislative requirements placed on individual services; and provides a framework for how partners are required to work together. This requires three local safeguarding partners (local authority, clinical commissioning groups, and chief officer of the police) are required to make arrangements to work together to safeguard and promote the welfare of local children, including identifying and responding to their needs.

Summary of human resources implications

14. None identified through this report

Summary of sustainability impact

15. None identified through this report

Summary of public health implications

16. The Partnership's work is designed to impact positively on the well-being and health of BCP's children and young people, by keeping them safe, by reducing the risk of harm and through raising awareness of child safeguarding issues so that children None identified are protected from harm and provided support when they need it.

Summary of equality implications

17. None completed for this report. The Partnership's core business is to reduce the impact of inequalities, both on individual children and young people and on groups, cohorts of children and young people.

Summary of risk assessment

18. The level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

Background papers

Annual Report of the partnership presented to Cabinet 2021:

<https://moderngov.dorsetcouncil.gov.uk/documents/g5133/Public%20reports%20pack%2007th-Sep-2021%2010.00%20Cabinet.pdf?T=10>

Pan-Dorset Safeguarding Children Partnership Website: Pan-Dorset Safeguarding Children Partnership (pdscp.co.uk)

Pan-Dorset Safeguarding Children Partnership Annual Reports (Historic):

Annual Reports - Pan-Dorset Safeguarding Children Partnership (pdscp.co.uk)

Appendices

PDSCP Annual Report 2021-22

This page is intentionally left blank



ANNUAL REPORT 2021-22

Pan-Dorset Safeguarding Children Partnership



Dorset
Council



DORSET
POLICE

NHS
Dorset

CONTENTS

⇒	Glossary	Page 3
⇒	Welcome	Page 4
⇒	Pan Dorset Safeguarding Children Partnership (PDSCP) Structure and Governance	Page 5

PART ONE

⇒	Reflections on 2021/2022	Page 8
	- Strategic priorities	Page 9
	- Children and young people	Page 10
	- Learning from practice	Page 12
	- Child Death Overview Panel	Page 14
	- PDSCP multi-agency training	Page 15
⇒	Objectives for 2022/2023	Page 19

PART TWO

⇒	Individual Partners Contributions	Page 22
⇒	Dorset and Bournemouth, Christchurch, and Poole Subgroup Contributions	Page 35
⇒	Performance Data	Page 40
⇒	PDSCP Budget	Page 44

GLOSSARY

BCP	Bournemouth, Christchurch and Poole
CAROLE	Children at Risk of or Linked to Exploitation Group
CCG/ICB	Clinic Commissioning Group/Integrated Children's Board
CDOP	Child Death Overview Panel
CE	Criminal Exploitation
CIC	Children in Care
CIN	Child in Need
CP	Child Protection
CSPR	Criminal exploitation
DSL	Designated Safeguarding Lead
ETAC	Exploitation Team Around the Child
ILACS	Inspection of Local Authority Children's Services
LADO	Local Authority Designated Officer (for allegations made against staff)
HMIC	Her Majesty's Inspectorate of Constabulary
MAQPAG	Multi-agency Quality and Performance Assurance Group
MASH	Multi-agency Safeguarding Hub
PDSCP	Pan Dorset Safeguarding Children Partnership
PPN	Police Protection Notification
SEND	Special educational needs and disability
UASC	Unaccompanied asylum-seeking children

Welcome to the 2021 –2022 Annual Report from the Pan-Dorset Safeguarding Children Partnership

Dear colleagues, partners, and members of the public we are proud to publish the second Pan Dorset Safeguarding Children Partnership Annual Report which covers 2021/2022.

We welcome James Vaughan, Independent Chairperson and Scrutineer, Cathi Hadley, Director of Children's Services, Bournemouth, Christchurch, and Poole Council and Assistant Chief Constable, Rachel Farrell, Dorset Police, as the most recent members to join the Partnership during the year.

We would like to extend our thanks to the previous Chairperson, Anthony Douglas CBE and BCP's Director Elaine Redding for their dedication and commitment to the Partnership from its inception in 2019 to 2021.

34

Current Executive Board Members



Cathi Hadley
Corporate Director, Children's Services, BCP Council



Theresa Leavy
Executive Director, People, Dorset Council



Vanessa Read
Director of Nursing and Quality, NHS Dorset



Rachel Farrell
Deputy Chief Constable, Dorset Police

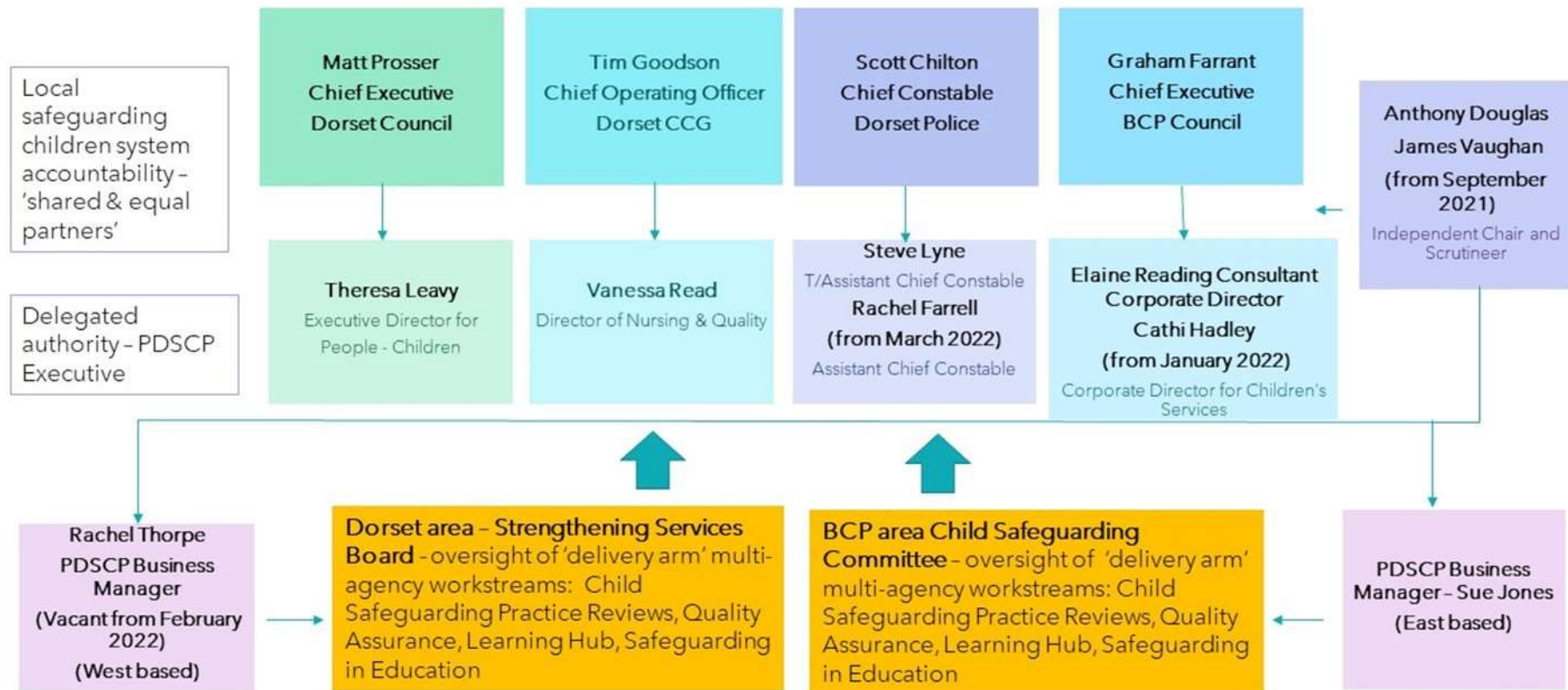


James Vaughan
PDSP Independent Chairperson

* The Clinical Commissioning Group became Dorset Integrated Care Board on 01 July 2022. Reference to activity in this report refers to the Clinical Commissioning Group.

Partnership Structure and Governance

PDSCP - Structure





PART ONE

- Pan-Dorset Safeguarding Children Partnership (PDSCP) Structure and Governance
- Reflections on 2021/2022
 - Strategic priorities
 - Children and young people
 - Learning from practice
 - Child Death Overview Panel
- PDSCP multi-agency training
- Objectives for 2022/2023

REFLECTIONS ON 2021/2022

In 2019 the Pan Dorset Safeguarding Children Partnership ('The Partnership') was implemented with governance from Dorset Council and Bournemouth, Christchurch, and Poole (BCP) Council. The aim was to provide a strong, productive, and valuable partnership that drives best outcomes for children and young people. Two years on the Partnership has continued to develop and reflect on what works well and where changes need to be made to improve its effectiveness.

The Partnership is pleased to share its progress during 2021/2022 despite the continuing challenges posed by the Covid-19 virus and its impact on children, families, and the workforce. Effective joint working continued during the year, building upon the strong working relationships developed throughout 2020/2021.

The Partnership maintains oversight and responsibility for the Partnership's statutory functions and seeks assurance about the effectiveness of the wider safeguarding system that supports children and families through receiving regular reporting from the two delivery arms.

The Partnership has continued to be agile, adaptable, and uses communication platforms for the delivery of its business as this model works well; it will develop face to face events such as an annual conference and how it engages with children and young people in 2022/2023.

∞ The place-based, operational delivery arms of the two local authority areas have created the opportunity to tailor multi-agency safeguarding delivery in a more bespoke way to better reflect demographics and shape service provision according to local need. The Place-based arrangements also enable a timely response and enhanced focus on local area safeguarding priorities, stronger alignment with other local partnerships (e.g., SEND, MASH, Community Safety, Health and Wellbeing and Safeguarding Adult Board) and increased opportunities to develop a more inclusive approach with the wider safeguarding network, including schools, parent and young people participation forums and voluntary/ community sector organisations.

The Executive Team ensure that whilst different approaches may be used at a place-based level, opportunities for alignment are maximised e.g., strategic sign off and publication of local Children Safeguarding Practice Reviews. The Partnership acknowledges it is often difficult for both Health and the Police to resource the growing demand for partnership working across both BCP and Dorset and will support its partners to manage any tensions or resource issues.

In September 2021 the Partnership appointed a new independent chairperson adding 'scrutineer' to the title. The role will act as a 'critical friend' to provide independent scrutiny and challenge on the effectiveness of the Partnership's multi-agency child safeguarding arrangements. The remit and potential impact of this role is yet to be fully developed and realised. However, to date scrutiny has focused on local Child Safeguarding Practice Reviews, strategic risk management and Section 11 safeguarding audit and scrutiny for both statutory and non-statutory partners. In addition, an external review of the effectiveness and efficiency of the Business Management Team for the partnership was undertaken at the start of the year.

Strategic priorities 2022/2024

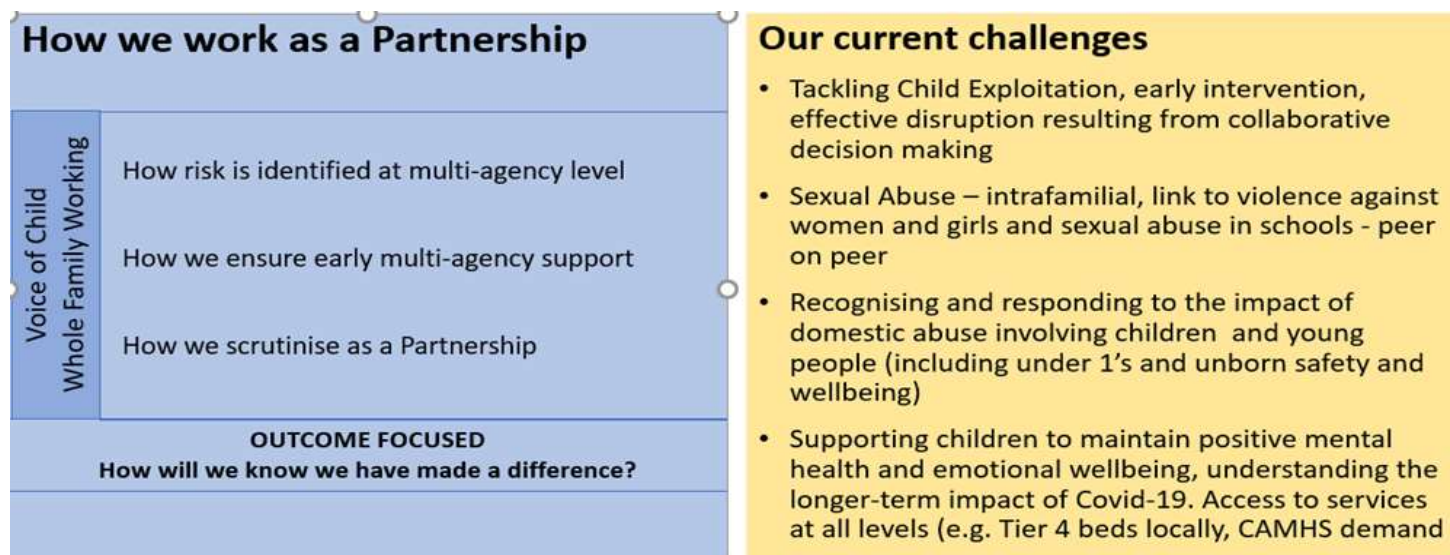
In February 2022, the Partnership held a strategic planning session to determine and sharpen priorities for the 2022/2024, review how the Partnership business had evolved during the year and to agree a vision going forward.

These priorities were informed by an understanding of need across each of the partners' areas of responsibility, utilising internal data sets, self-evaluations, strategic assessments, and inspection findings.

Chairs of the Safeguarding Adults Boards, Community Safety Partnerships and the Pan-Dorset Safeguarding Children Partnership have begun to meet regularly to ensure that strategic priorities are aligned and there is a clear understanding of which partnership is leading and delivering which key work streams.

The agreed strategic priorities set out below will be translated into a Partnership strategic delivery plan in 2022 and reflected in individual organisation service plans.

Following the independent review of the business management arrangements early in the year, the Partnership agreed to move to a single Business Manager across Pan-Dorset. This will allow smoother and more joined up strategic delivery and more flexibility to ensure place-based support. At the time of publishing our report, we are pleased to say that we are in the late stages of recruitment for this key role. The review findings also demonstrated that the Dorset business management model compared well to national comparators on both efficiency and effectiveness. It also enabled the partnership to devise a plan to balance the financial contributions across the statutory agencies.



The voice of children and young people

This section provides examples of how both BCP and Dorset have sought to engage and involve children and young people, parents, and the wider community in its learning and in improving its multi-agency safeguarding arrangements.

In BCP, area work was undertaken to engage the voice of children, young people, and their families, which included one Thematic Learning Review (Child M) involving substantial engagement with the parents, wider family, and wider community to raise awareness of child exploitation.

BCP have two forums for Children in Care and Care Experienced Young people, they are an invaluable source of the truth, both take an active part in the Corporate Parenting Board and young people co-chair. Young people are also represented on our Children's Services Overview and Scrutiny Committee with equal voice as members. They have been involved in developing services, contributing to the Children's Services Improvement Plan, improving the collection of young people views prior to review, review of Health Passports.

Through Members of Youth Parliament POP (Pack of Positivity) cards have been developed by Young People and launched in all schools to support young people and staff in understanding and responding to mental health needs

In BCP young people are encouraged to chair their reviews or as a minimum take an active part through attendance and participation, some 'take over' and lead whilst others contribute and attend for parts.

40

Children and Young people in BCP are celebrated through annual Celebration Events and fun activities, for example Easter event in April 2022, Fun Day during the summer and a Jubilee Event.

Care Experienced Young people were involved in our Practice Week giving valuable feedback of their lived experience and offering suggestions and solutions as to how the service and support can be improved. Practice Weeks are held on a quarterly basis and children and young people are part of the team.

Care Experienced Young people have produced and launched the new Care Leavers Offer and been part of the Care Leaver Hub development team, designing the building and developing the offer in their exciting new 333 Hub. The 333 Hub has its own dedicated steering group of Young People to ensure the work of the Hub is relevant and accessible.

The Children's Rights and Participation team worked with 6 children and young people aged between 10 and 18 years old to understand their lived experience of being a child or young person within the CIN, CP, or Children in Care, they told us what good practice looks like to them, what they wanted their workers to consider and how we can become better at working with them. Colleagues met with the young people every two weeks for a six-month period so they could get 'live' up to date feedback from the volunteers. There is a lived experience example in our Improvement Board on a regular basis for members to hear directly from young people their experiences.

Young people took part in Visioning activity to support the Vision setting through our Improvement Plan and they have informed the developing Youth Service Strategy.

Developing Services – A young people led panel supported with the recruitment and retention of BCP new Senior Leadership Team. They are involved in all Childrens Services recruitment, developing the new policy on their involvement. The senior leadership team have offered shadowing opportunities to young people where they have been involved in service development. Young People take part in our training offer and deliver workshops to staff to develop the understanding of their lived experience.

Dorset Council have reintegrated Dorset Youth Voice into its Children's Services including two young people on work experience placements, who were able to contribute to service development.

The Dorset Youth Voice Team have now hosted two whole fostering family days to get alongside and listen in to younger children in care. There are a further 4 events planned for the rest of this year.

What Dorset have heard from the younger children so far, has helped us to further improve the Dorset Foster Carers Handbook and the guide that children receive when they come into our care. The Dorset Children in Care Council is growing organically through these events and the team are taking the time to 'catch up' with these children to nurture the relationship.

The team are mindful of the trauma many of our children and young people have experienced and listen sensitively and skilfully. The approach to co-production must be done in a trauma-informed way.

Dorset Care leavers were involved in two workshops during National Care Leavers Week in October 2021, and they helped to co-produce how they want their achievements and successes to be recognised. They also worked on shaping improvements to the council's web pages which host their Dorset care leaver local offer.

Care leavers have also been involved in two interview panels for the recruitment of senior management positions and their feedback was an incredibly helpful part of the process.

Dorset Care leavers have worked with the Youth Council to co-produce a 'what's in it for me' chart for participation activities and to give their thoughts and views on the new branding for the team.

14 Dorset care leavers have been working with the Youth Voice Team in a variety of ways since August 2021. Twenty care leavers contributed their digital voice in January on an activity about foster care and 24 were involved last month, on the New Belongings project with Coram Voice.

Dorset took part in the Takeover Challenge, a national programme of engagement, which took place from the 14 June to 8 July 2022. This included children and young people who are:

- in our care
- leaving our care
- young carers
- children and young people with SEND
- members of our current youth council



The final week of Takeover Challenge included the Summer Conferences. Young people led and delivered several workshops at the event with partners pledging to make real changes to service design and delivery. There will be a follow up event in November 2022, in line with the national event.

Learning from Practice

Evidence from our local case reviews and audits indicate that Covid has affected the emotional health and well-being of our children and young people through missing school and social isolation. The challenges of Covid on the workforce, their families and their own sickness has been significant, however the Partnership remains vigilant to the potential for 'hidden' harm.

In the first 'lockdown' in 2020 there appeared to be higher levels of lower-level domestic abuse incidents, which reflected the stress some families were under. Findings this year indicate that domestic abuse continues to be a significant factor in safeguarding, bearing in mind the detrimental impact of domestic abuse on children and young people. In response conversations continue to be held to further strengthen communication and joint working across safeguarding and the Community Safety Partnerships.

Findings from child practice reviews and multi-agency case audits indicate the importance of face-to-face contact with a trusted consistent practitioner. There is recognition of the need to better engage with children and young people to hear more about their views and 'lived' experience to help us to continuously improve what we do; this is a key objective in the 2022/2023 PDSCP strategic plan.

Additionally, our learning has highlighted the importance of professional curiosity and challenge when cases are considered by partners to be closed too early; we are ensuring that the escalation policy is understood and implemented by all partners.

Across both BCP and Dorset the importance of a 'whole family' approach is acknowledged across the Partnership although this has progressed further with some partners than others. Learning has included a need to listen to the young person and the family and the need to undertake robust holistic family assessments. By doing this action plans will be more specific to the individual child or young person as they reflect how the young person sees themselves and with outcomes that can be monitored. Such engagement with the family will enable a more proactive approach to safeguarding. From more than one case review the importance of professionals seeing the young person on their own was highlighted. Also highlighted was the need to follow up with curiosity where a child who has made an allegation subsequently states that the abuse did not happen.

The BCP Child Safeguarding Practice Review Group developed a questionnaire to give to families engaged in child protection processes, where neglect was the main concern and where there appeared to be no improvement over a prolonged period. The purpose of this was to give parents an opportunity to share their views and experiences of the intervention they had received so that practice improvements could be identified. The evaluation is ongoing.

Dorset Council engaged the voice of users in several initiatives including the Harbour Project and with Children in Care to better understand their views and identify ways in which agencies can work more effectively with them. This work has informed service redesign for children in

Intrafamilial child sexual abuse was a theme in two local CSPRs and emphasised the need to improve recognition and understanding of this topic among colleagues. In response, PDSCP has planned a conference this year to focus on this topic. Self-harm and understanding suicide and suicidal ideation were also themes identified in our reviews and work is being undertaken with mental health commissioners to take this forward, to include bespoke training.

Feedback from the independent case review authors in Dorset and BCP has shown how well the practitioners have fully engaged in the case review process. Comments have included how well agencies worked together and how pro-active practitioners were in protecting children and young people from harm. In CSCR panel meetings, representatives from User Groups including SPACE Youth project have provided subject expertise.

Across the Dorset and BCP areas the quality assurance and learning cycles are beginning to become embedded; this means that in future recommendations from reviews can be more readily implemented, there will be continuous practice improvement and outcomes will be more clearly understood and reported. Measuring the impact of learning will support the experience of children and families when accessing services.

All local CSCRs are published on the PDSCP website along with practitioner briefings <https://pdscp.co.uk/working-with-children/serious-case-reviews/> (unless anonymity is required); they will also be published on the NSPCC website.



Child Death Overview Panel (CDOP)

The Pan Dorset and Somerset CDOP convened six times during the year 2021/2022. This consisted of two neonatal panels and four main panels, reviewing 27 Dorset cases during this time. There were 23 new deaths of children which is 9 fewer deaths than the previous year of 32. Of the 23 deaths, 7 were neonatal and 16 were children.

Of the 27 reviews carried out, key learning and impact of the last year were as follows:

a) In November 2021, the panel reviewed a Sudden Unexplained Death Infant cohort and recommended that the safe sleeping message needs to be reinforced and updated, to include the message of always needing 'clear, safe space around the baby'. The panel wrote to the PDSCP (Dorset) Multi-agency Quality and Performance Group recommending that multi agency work should be undertaken. Evidence indicates that families are aware of the advice but choose not to follow it. Further work is needed to understand the barriers to following the advice and how to overcome them. Public Health Dorset have just launched their summer safer sleeping campaign. Key messages included on PDSCP site on pages for parents/carers and practitioners. The out of routine report is referenced on the practitioner page [Out of Routine](#). There is now [Safer Sleeping Guidance for Parents/Carers with Babies and Infants - Pan-Dorset Safeguarding Children Partnership \(pdscp.co.uk\)](#) as well as a [practitioners' page](#). The PDSCP will repeat the planned a Safe Sleeping campaign over the course of 2021/22 which will also include links to the Invisible Men report.

b) The panel reviewed some cases where mothers were diabetic. As a result of this, the Designated Doctor met with the diabetes Consultant to discuss and review management during pregnancy. The maternity pathway for diabetic women has been amended and the diabetes specialists now provide a weekly clinic rather than fortnightly. A recent review of another infant death where diabetes was a factor noted that the new arrangements had been very successful in substantially improving the mother's diabetes control.

The Pan Dorset CDOP has collected information in this area beyond the statutory requirement, including information on mothers' raised BMI. It recently audited its data to explore a possible link between this and delivery at premature gestation. It concluded that its sample was too small to either indicate a trend or dismiss it. We have raised this nationally and as a result, the national forms have been amended to include this data field so that this can be reviewed on a country-wide scale.

The panel presented a learning event on the 4 November 2021 which was well received. Feedback was positive with requests for future learning events. There are plans for another event later in the Year.

The panel reflected on the impact of remote panel meetings initiated in response to the Covid 19 pandemic, given the nature of the content discussed; this has since been overcome as meetings are now face to face again.

Multi agency training

The Pan-Dorset training function offers a central training offer for the multi-agency workforce, the administration and co-ordination of which is self-funding. The offer is accessed by a wide range of agencies and seen as a trusted and reliable source to ensure that organisations meet their safeguarding training requirements. Most courses are commissioned through the Dorset Council commissioning framework, which provides the function with quality control and contract compliance measures.

The menu of training includes:

- Multi-agency Working Together in Safeguarding Children Initial and Update (former Level 3)
- Managing Allegations
- Safer Recruitment and Safer Recruitment Update,
- Supervision for Safeguarding,
- Criminal Exploitation Basic Awareness, Missing, Exploited and Trafficked Children (former L3 CE),
- Neglect, Safeguarding Children with SEND,
- Annual Online Safety Champions Update,
- Foundation in Safeguarding Children and Recognising and Responding to CSA.

45

The PDSCP also offered free sessions on the newly developed Dorset place-based Domestic Abuse toolkit.

All training remained virtual throughout 2021-22. In general, the delegates expressed their preference for attending virtual sessions with the main reasons (apart from Covid) being saving on commuting, parking time, petrol costs and environmental impact.

Over the past business year 132 courses were delivered and attended by 2,527 multi-agency practitioners. Occupancy rates for these courses averaged 90% of capacity. Day rates for courses have not changed from the previous year priced around £75/£80 with half days costed at £50. Small charities or voluntary sector organisations can apply for a free place to ensure we are inclusive.

Local authorities, schools and early years providers continue to make up the biggest cohort of staff attending courses. In response to requests, training has also been offered on Saturday mornings and twilight sessions to fit in with working patterns of some practitioners e.g., voluntary sector and early years staff.

Where partner agencies have a lower rate of engagement in multi-agency safeguarding training, we have challenged this. Our aim is to offer a fully multiagency experience to attendees and the opportunity to get to know each other's roles and build contact networks. This is balanced with the single agency training offer and the demands caused by continued Covid 19 pressures into this year.

During the year training has been offered to sports and activity clubs reinforcing statutory requirements and good practice in relation to adults in 'positions of trust'. As soon as any changes in legislation or statutory guidance become law relating to extending the 'position of trust' this is included in all relevant training and communication to relevant partner agencies or groups.

There is a high degree of synergy between the PDSCP Training offer and learning from the Pan-Dorset Learning Hub activity, Child Safe-guarding Practice Reviews, case and thematic audits and service developments. Surplus in the budget in 2021-22 has enabled a programme of free training on specific topics identified in these ways for 2022-23:

- Safeguarding Supervision bespoke for schools

- Trauma-informed practice / Strength based restorative practice

- Supporting families where parental conflict is a feature

- Gender identity/Transgender/LGBTQ+

- Travelling Community – cultural competence

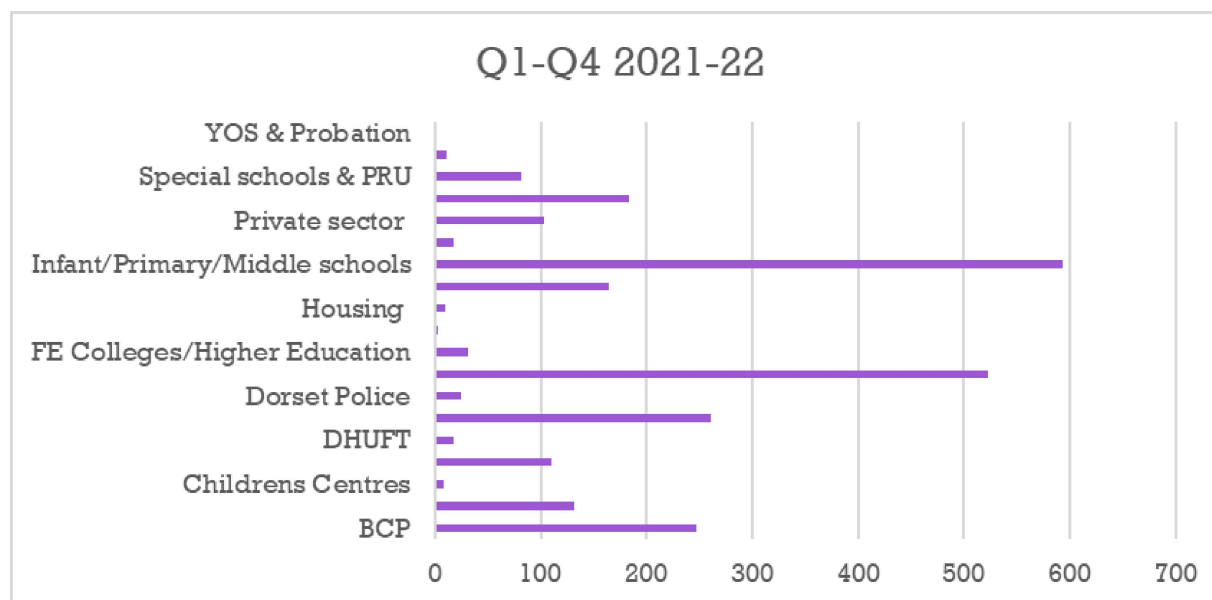
- Working with children and young people who describe suicidal thoughts or who self-harm

- Covid 19 impact on Young People's mental health

Qualitative data from evaluation feedback demonstrates that practitioners are using their learning when they return to the workplace. Courses are quality assured through the Learning Hub groups from Dorset and BCP which review feedback, impact, performance of providers and course design and planning.

Training delivery and participation

<u>Financial Quarters</u>	No of courses	Total spaces	Total bookings	Total attendance	Booking %	% Booking rate change compared to previous Q	Occupancy rate %	% Occupancy rate change compared to previous Q	Feedback received	Feedback %
Totals for Q4	41	879	846	750	96	-2	89	6	529	71
Totals for Q3	32	689	678	564	98	-1	83	-8	382	68
Totals for Q2	26	628	619	565	99	2	91	0	348	62
Totals for Q1 Apr-June 2021	33	731	708	648	97	-1	91	2	377	58





OBJECTIVES 2022/2023

The Partnership will review its multi-agency safeguarding children arrangements published in 2019 and will strengthen its governance with other partnerships e.g., Safeguarding Adults Boards, and how it can more effectively communicate with the public and practitioners in both areas.

It will appoint one Business Manager to co-ordinate and manage the day to business of the PDSCP across both Dorset and BCP areas. Place-based local multi-agency safeguarding arrangements, based on the agreed PDSCP priorities, will be managed by local area business support officers/co-ordinator.

The Partnership will strengthen its quality assurance, learning, and scrutiny functions and will demonstrate better outcomes for children and young people, in accordance with its agreed priorities.

It will strengthen how it uses performance data to inform and drive its priorities and objectives and will consider how it implements learning from local and national Child Safeguarding Practice Reviews, including the national reviews into the deaths of Star Hobson and Arthur Labinjo Hughes, the National Independent Review of Children's Social Care and other local and national safeguarding issues as they arise.

The Partnership will strengthen the voice of children, young people, parents, and practitioners in its business through the role of the Independent Scrutineer and other means, such as participatory groups and engagement activity.

Dorset Police will lead an annual review of the effectiveness of Operation Encompass in schools.

There will be a focus on strengthening the transition between children's and adult services.



PART TWO

- Individual Partners Contributions
- Dorset and Bournemouth, Christchurch, and Poole Subgroup Contributions
- Performance Data
- PDSCP Budget

INDIVIDUAL PARTNER CONTRIBUTIONS

This section of the report provides an overview of individual partner organisations achievements during the year for safeguarding children and young people and how they intend to continue to improve their practice and systems.



The MASH Operational and Strategic Boards are split to align with the two Local Authority areas. The Operational Boards are working well to identify actions, risks, and development themes at the operational level. The Strategic Board enables appropriate oversight by strategic leaders across the partnership however causes duplication of Governance across what remains a Pan Dorset MASH. The membership and leadership of all boards has improved significantly throughout 2021/22 to broaden agencies representations.

The strategic intent during the year was to provide a collaborative approach to child safeguarding through information sharing, risk assessment, decision making and shared learning. A significant change programme has been implemented across the police MASH environment to improve services and embed these changes.

There has been a considerable investment in training 1200 staff to upskill their understanding of the importance of capturing the voice of the child; vulnerability 3 training, an internal communication campaign and 'power hour training' has resulted in officers having a greater understanding of the child's perspective and lived experience. The increased recording has identified contextual risk which has in turn been shared with partners.

Numerous frontline staff and child protection specialists have attended Pan-Dorset child safeguarding training events during the year with positive feedback received.

Practitioners have been directly engaged in the force response to the HMICFRS inspection and the development of safeguarding hubs and the missing persons teams across the organisation, to ensure the strategic direction is informed by the practitioner opinion. Dorset Police will embed local safeguarding hubs in both Local Policing Areas in 2023 to ensure place based earlier intervention to reduce the harm suffered in our communities.

As part of the Dorset Police monthly Tactical CAROLE Group meeting there is a dip sample of the two of the children from the most at-risk list group. This is designed to scrutinise the multiagency response to the child, enable each agency present to consider their flagging of the child and to ensure that there is appropriate attendance and suitable safety planning at MACE meetings. The BCP CAROLE Group focuses more broadly on the themes to improve the safeguarding of Exploited Children.

The Multi-agency Child Exploitation Chairs toolkit was developed with oversight from the CAROLE Group. The direction and work of the CAROLE Group will be dependent on the updated Child Exploitation Strategy. It is anticipated the once the areas for improvement are identified a task and finish group will be convened in pursuit of the aims.

Information is shared by the Dorset Police IMPACT team in respect of the pursue work completed for child exploitation. This includes an update on the current County Lines operating in Dorset and intelligence requirements from partners.



Health have continued to work alongside colleagues in Dorset and BCP Councils and Dorset Police to undertake our statutory duties to safeguard children and young people.

Within health we have developed a revised quality assurance framework to ensure that learning from statutory reviews is embedded and outcomes are achieved. In General Practice, a quality framework for assurance has now been in place for two years and significant improvements have been made to safeguarding reports by Primary Care. The new quality assurance framework across health will provide the evidence that learning has been embedded and how outcomes are being met. The framework is cyclical allowing opportunity to reflect on the findings and amend as necessary.

Agreed processes are in place to escalate any concerns regarding the safeguarding system, which is shared to all Partners and has improved working practice. The Dorset Insight and Intelligence Service are working with all Partners to develop a population-based safeguarding dashboard across Pan-Dorset.

The Children in Care Team engage with children and young people regularly attending a variety of forums to ensure their voices are heard. All health settings are required to distribute feedback forms to all users to provide opportunity to share their views and make changes to improve services. Health supported the BCP questionnaire for families attending Child Protection Reviews regarding neglect.

Health partners have been active participants in practitioner events and have received positive feedback for their contribution. They have also fed back how positive the experience has been for them in reflecting on practice and challenging their thoughts and views.

The number of statutory discussions has increased over the last year which has impacted on the workforce and how work is prioritised. Helpful multi-agency discussions have taken place to clarify processes and procedures.

There have been significant demands on mental health and well-being services throughout Covid with the impact of social isolation affecting some children more than others. The increase in domestic abuse incidents also impacted on workload, some universal services were unable to provide face-to-face contact throughout the pandemic and the impact of this has yet to be fully understood.

The place-based arrangements provide the opportunity to respond to population health need across Pan-Dorset, this will inevitably provide a more focused service for those requiring services.

Health continues to support Dorset and BCP Councils in response to the two ILACS inspections this year. As the Clinical Commissioning Group (Integrated Children's Board from July 2022) move into 2022/2023 the quality assurance of GP Reports will be undertaken in partnership with both Councils monthly.



Children's Social Care

Since the ILACS inspection in December 2021, where BCP Children's Services was judged inadequate, further commitment has been made against the Statutory Direction from the Secretary of State, as has the Corporate Management Board to the improvement journey. Improvement Board has been put in place and membership extends to all partners and members of the Children's Senior Leadership Team. The Improvement Board is chaired by a new DfE Advisor, John Coughlan, and the improvement work is supported by Hampshire County Council with a wider Partners in Practice remit. A permanent Director of Children's Services, Cathi Hadley was appointed in February 2022.

At an operational level there are several developments to improve multi-agency working. Multi-agency governance of the MASH is undertaken through operational and strategic boards, which review data and analysis to assess performance. Multi-agency, weekly collaborative auditing has now been developed to provide a more qualitative understanding of practice. The MASH Operating Manual is currently being reviewed, to avoid and reduce unnecessary delay and drift in progressing contacts within 24 hours.

The Pan-Dorset Child Protection protocol is also now in place which confirms the commitment of health colleagues to the CP process, agrees a quality assurance process of compliance and quality of GP reports to conferences.

54 Complex Safeguarding teams and the wider service use the Exploitation Team Around the Child (ETAC) model for the assessment, planning and review of multi-agency intervention and disruption. A missing tracker is reviewed monthly to identify frequent and persistent missing children, together with performance in the timely completion of return home interviews.

Return Home Interviews are monitored by a Missing Co-ordinator, who assesses both quality and engagement. The service now has a Gold and Silver Command structure between the CST and Dorset Police, and has embedded the 3Ps model: Prosecution, Protection and Prevention.

BCP is committed to hear and respond to the voice of children, young people, and families. BCP Children's Services commissioned CORAM to run a Bright Spots survey with children in care aged 4 to 18-years-old between February and May 2021 to seek views on their well-being. 168 children responded which represents 44% of looked after population. An action plan has been completed and the 'You said We Did' progress is now being shared with and monitored by young people.

There is an engagement and participation offer for children in care and care leavers (aged 11 to 24-years-old). Children participate in the recruitment and retention of key management and social worker posts, recently including the permanent Director of Education, Director of Quality, Performance Improvement and Governance and Director of Safeguarding and Early Help.

Two key forums UNITE (Children in Care Council) and INSIGHT (Care Leavers) are an invaluable source of feedback and learning. Officers and managers alike consult and find the feedback to be mature and grounding.

The Corporate Parenting Board is co-chaired by members from UNITE and INSIGHT who directly support the Board in measuring and monitoring the effectiveness and quality of Corporate Parenting in BCP. Children and young people have been influential in developing formal and informal meetings to ensure their voices are heard listened to and acted upon, an example being the development of the Care Leavers Hub.



The Corporate Parenting Board is co-chaired by members from UNITE and INSIGHT who directly support the Board in measuring and monitoring the effectiveness and quality of Corporate Parenting in BCP. Children and young people have been influential in developing formal and informal meetings to ensure their voices are heard listened to and acted upon, an example being the development of the Care Leavers Hub.

Children and young people requiring an advocate are supported to access this. Children report good relationships with their advocate who effectively represent children's views clearly at meetings. There have been no complaints regarding any advocate practice.

Feedback from a recent consultation of children and young people report an overall positive experience. All the young people reported good relations with their social worker. A parent also commented in respect of social workers, "Some have built good working relationships with the children and that has always been worth it -the children appear to have benefited from this". The impact of the turnover of social workers has had a negative impact on some children and young people, "When I was 14 there were so many different SWs it was annoying having to keep telling your story". Some feedback evidence positive impact: "the current social worker makes our family happy we love it when she visits everyone is happy".

Further activity is taking place to help raise young people's awareness of the health offer available to them. A Children's Services newsletter is dedicating one edition to 'Know Your Rights about Health'.

Children's Services is working hard to build confidence within the workforce and engage with frontline staff. The Progress (staff) Forum has been in place for 12 months and feedback is to focus on caseloads, more supervision, less paperwork, converting agency staff to permanent, work flexibility, stabilise the management team, increase communication, and give greater clarity on the vision and values. The Progress Forum is an inclusive platform where staff can choose to participate as and when they need to, whether it's attending a workshop or completing the surveys. The Progress Forum is currently producing its first annual report and the results from the five surveys.

The latest corporate staff engagement survey took place in December 2021. Comments from the survey heavily centred around the desire of staff to return to the workplace to have face to face contact with colleagues and teams. BCP Council has a Return-to-Work plan, and the first phase has recently opened the new BCP Civic Centre with a Children's Services dedicated hot-desking space and local office spaces spread around the conurbation for Children's Services staff.

Towards the end of the year, a new governance structure for governance, improvement, quality assurance and partnerships were put in place with the focus on improving quality assurance of social care. This will be widened out across Children's Services once embedded. As well as assisting with understanding the quality of the service for children, young people and their families, this will strengthen the learning from CSPR, local reviews and other partnership quality assurance.

The priorities for BCP Children's Services in 2022/2023 is to stabilise the workforce, which is being achieved through the workforce development strategy and improving the impact and outcomes for young people through quality assurance and practice improvement.



Early Years Services

The Early Years Quality Improvement Specialist for Safeguarding ensures the development of multiagency working with wider partners within BCP, across Dorset and the Southwest continues. The Quality Improvement Specialist and Early Years team are responsible for continually raising awareness of the early years sector and the significant role they play in safeguarding children.

Regular links with the Pan Dorset Safeguarding Children Partnership are maintained, including being a part of campaigns and awareness-raising, and contributions to multi-agency audits and questionnaires.

The Early Years Quality Improvement Specialist for Safeguarding and the Early Years and Childcare Advisors provide support to all BCP early years providers: nurseries, pre-schools, childminders and out of school provision.

Intensive and focused safeguarding support for settings with 'inadequate' and 'requires improvement' Ofsted inspection outcomes is provided. Some examples of this includes a detailed improvement plan put in place, which will include the identified Ofsted actions, other agreed areas of improvement, regular visits to the provision, observations of practice, clear understanding of when they have been achieved and what that looks like in practice, and a signed agreement to complete the actions by all the stakeholders in the provision.

The impact of the above is timely and effective action to safeguard children, and the development of skills, knowledge and safeguarding compliance by the early years' providers. Examples of this include increases in effective information sharing and multi-agency working, effective and timely referrals, attendance and inclusion at Early Years meetings and conferences, a growing range of early support for children, families, and professionals, and a growing number of opportunities for Early Years services to be represented in future campaigns plans and actions.

The Early Years' service provides a range of safeguarding training courses for providers including foundation safeguarding, neglect, and effective recording and the roles and responsibilities of Designated Safeguarding Leads (DSL). Which included during 2021/2022 neglect and effective safeguarding recording. The impact of training is observed through practice and evaluations, which are completed after each training session and the feedback used when reviewing the content and delivery of the courses.

The BCP Early Years team supports early years providers to ensure the voice of the child and their families are heard and supported through supporting providers to provide effective timely safeguarding practice. Examples of this are through identifying concerns, discussions about their concerns, and using the PDSCP escalation policy.

Practitioner engagement and feedback is regularly encouraged through DSL forums and discussion groups take place regularly with early years providers. Engagement and feedback are actively encouraged through discussions, during visits, phone call and emails. Practitioner engagement provides the opportunity for providers to link with other professionals and provisions to share ideas and examples of good practice. This continuous engagement provides the opportunity for open dialogue to ensure providers can share issues they face and feel their voices can be heard.



BCP Early Years has safeguarding webpages on the BCP website, and a regular newsletter is sent to providers on a fortnightly basis with a section dedicated to safeguarding; special edition newsletters are also sent out to be able to share information as and when needed. Examples include updates to statutory guidance, legislation and/or BCP guidance documents, changes to key professionals and teams, and awareness of key issues, including dog safety, water safety and safer sleeping guidance.

Learning from local and national case reviews is shared with early years providers and the Early Years team. We recently shared the National review into the murders of Arthur Labinjo-Hughes and Star Hobson and gave recommendations for areas of practice to review.

An Annual Safeguarding and Inclusion self-assessment tool are provided to all BCP early years providers. This enables them to review their safeguarding arrangements on a regular basis and supports them to meet their safeguarding duties and responsibilities. Once completed they are reviewed by the Early Years team and areas of identified development are discussed with the provider and support provided by the Early Years team. This may include observations of practice, telephone calls to gain further clarification about information provided and signposting.

57 The Early Years team and early years providers quickly adapted practice to reduce the impacts from Covid. Providers continue to make regular contact with families who were not able to attend and keep close links with professionals. Challenges faced by our providers included maintaining contact with families and finding ways to manage staffing issues and barriers to accessing services. Virtual meetings and virtual training also provided some challenges at times. Regular contact continued with providers and during lockdowns this increased to a minimum of weekly to ensure providers were supported virtually and face to face where appropriate.

The Early years team and early years providers continue to work to address the impacts from Covid for children and their families. This includes identifying any delays in child development, financial difficulties, health, social and safeguarding issues.

Early years providers are inspected by Ofsted. (The figures below do not include out of school provision) Currently 100% of BCP providers are graded effective for safeguarding and over 96% are graded good or outstanding.

The plans and priorities for the Early Years team for the year ahead (2022/2023) include:

- Supporting practice development as required for Early Years providers, providing training, the continual review of practice and provision of bespoke support
- Continue to develop the support packages for out of school provisions
- Continue to work with the PDSCP and BCP Committee on agreed priorities
- Continue to grow the links with partners and the Early Years team to support effective safeguarding practice and to raise awareness of the significant role the Early Years team have in safeguarding

Training packages currently being developed for delivery in 2022/2023 include effective referrals, reintroduction of supervision for early years, safeguarding induction, PPN and MARAC workshops and chronology workshops.



Safeguarding in Education

BCP has two Education Safeguarding Advisors who work in close working partnership with all education settings and all multi-agency partners. The advisors are members of many multi-agency working groups, such as School Watch, Operation Encompass, Prevent, Complex Safeguarding, Harmful Sexual Behaviour Working Party, School Monitoring Group, and Early Help Management Group Resources. The advisors represent the views of schools and the local college and share areas of strength, good practice, issues, and concerns from education settings with partners for discussion. Minutes and discussion outcomes are disseminated to education settings by the advisors, via forums and newsletters. The advisors also work in close partnership with Dorset Police for the 'School Watch' procedures and with colleagues from across BCP, such as the LADO, Early Years Safeguarding Lead, Education Officer in the MASH, BCP SEND team and Pan-Dorset Partnership Business Manager.

This includes promoting effective working relationships between settings and other agencies, such as Social Care, promoting the use of the escalation policy and increasing awareness and understanding of the roles and responsibilities of all agencies and liaison with Early Help partners and the MASH/Assessment team to support the development of services (e.g., the BCP Navigator scheme).

58 BCP has two Education Safeguarding Advisors who work in close working partnership with all education settings and all multi-agency partners. The advisors are members of many multi-agency working groups, such as School Watch, Operation Encompass, Prevent, Complex Safeguarding, Harmful Sexual Behaviour Working Party, School Monitoring Group, and Early Help Management Group Resources. The advisors represent the views of schools and the local college and share areas of strength, good practice, issues, and concerns from education settings with partners for discussion. Minutes and discussion outcomes are disseminated to education settings by the advisors, via forums and newsletters. The advisors also work in close partnership with Dorset Police for the 'School Watch' procedures and with colleagues from across BCP, such as the LADO, Early Years Safeguarding Lead, Education Officer in the MASH, BCP SEND team and Pan-Dorset Partnership Business Manager. This includes promoting effective working relationships between settings and other agencies, such as Social Care, promoting the use of the escalation policy and increasing awareness and understanding of the roles and responsibilities of all agencies and liaison with Early Help partners and the MASH/Assessment team to support the development of services (e.g., the BCP Navigator scheme).

Eleven BCP schools have received an external Ofsted inspection visit with 10 school graded as 'Good' (April 21 – March 22). DSLs share their experiences of Ofsted inspections with their colleagues at the DSL forums. Ofsted also provides an avenue for parents to raise a complaint about a school. 20 Ofsted complaints were received between April 2021 and March 2022 relating to BCP Schools. (Thirteen different schools, with some repeat complaints from the same person). All Ofsted complaints received by BCP Council are acted upon and in accordance with the level of consent. Any trends or themes are noted and are used to direct attention to the area for reflection and development in the settings and where possible at the forums as a learning opportunity for all DSLs. The advisors have seen an increase in the number of Ofsted complaints where there has been a 'consent to share'. This has led to challenge and review by BCP Council, items as key learning opportunities and offers of support from other teams at BCP (e.g., behaviour, anti-bullying support, exclusion issues).

Some good examples of the work of the BCP advisors includes:

- Annual up-dates to and promoting of local guidance documents, local audit tool in line with Keeping Children Safe in Education (KCSiE); available on the PDSCP website
- Further development of our safeguarding leaflet into different languages, (this year into Ukrainian and Afghanistan languages) to respond to new cultural groups joining our schools
- Promoting developments from other teams during the DSL forums e.g., navigator role, school mental health support
- Audit discussions and outcomes ensure involvement of children and parents (e.g., safeguarding questionnaires, school council agenda, school governor involvement, parent workshops, parent forums, training offers)
- Two online forums for DSLs held each term
- Anti-bullying Forums are held termly linking to the Anti bullying Alliance national United against bullying project
- Governor training and annual briefing provided by the ESAs
- A Questionnaire to all DSLs regarding harmful sexual behaviour in schools. Included feedback on requirements for further development of services. Data analysed by BCP senior team.
- Operation Encompass processes to move forward to PRONTO where reports should be received by the school before the child attends
- MARAC – reviewing how schools are more directly involved in this process in knowing the outcomes for their children





Dorset Council continues to ensure the lives of our residents are as good as they can be. With this in mind, we continually improve the services we deliver and commission to improve outcomes and ensure that every child and young person in Dorset has the best childhood possible. Dorset has worked with partners to develop and deliver a Children, Young People and Families' Plan 2020-23 which improves outcomes for our children, young people and families in Dorset. The Plan has clear governance arrangements reporting into strategic boards and member committees to ensure transparency and oversight, celebrating the success of positive impact where this is made.

Following our full ILACS inspection in September and October of 2021, we've progressed our partnership improvement plans, working through our Strengthening Services Board, which is the local delivery function of the PDSCP. Ofsted rated Dorset as "Good" with "Outstanding" leadership in its [published Report in November 2021](#). The Strengthening Services Board is the local delivery arm for the Dorset area in the Pan-Dorset partnership, chaired by the Chief Executive of Dorset Council with representatives at executive level across the partners. The Board meet every 6-weeks to ensure progress and impact on the actions in the Plan are translating into improved outcomes for children and young people. The Highlight Report from each Board is shared with the PDSCP Executive Team every month to enable strategic oversight.

In 2021 we embedded our fully integrated locality approach which is showing positive impact in school inclusion, Early Help and Social Work practice.

We have opened new Children's Homes, enabling us to keep our children and young people in Dorset, closer to their homes, families and friends. We have also delivered a grow-your-own approach to developing social workers and future leaders.

All of this has had a real impact on improving outcomes for our children and young people.

Context for Dorset

Dorset Council area population is 379,791 - 28% of whom are aged 65 and older (national 18%) with 74,305 children and young people aged 0-24 representing 20% of the total population. We have low birth rates and historically many working age young people have left the area.

The beautiful landscapes of Dorset can conceal hidden challenges: there are some significant areas of deprivation, mostly in urban areas (mainly Weymouth and Portland). Ten areas in Dorset are within the top 20% nationally for high levels of multiple deprivation, nine of these within Weymouth and Portland.

There is also rural deprivation due to isolation and difficulty accessing housing, transport and essential services. The Children's Society estimates that approximately 23% of Dorset Children are living in poverty.

There are 47,946 children from Reception to Year 14 in Dorset. The population is predominantly white British, with 4.4% of our residents from black and minority ethnic groups, rising to 8% for children of school age. We have 159 Schools, Academies, Maintained and Free. 77% of our children are educated in schools that are judged good or better by Ofsted – 83% of children with an Education, Health and Care Plan (EHCP) are educated in schools that are judged good or better by Ofsted.

Crime is generally low in Dorset as are first time entrants into the Youth Justice System and this is an improving picture. Employment is high but earnings are below average and house prices are high with affordability issues for many young people and keyworkers.



Early Help

Dorset has published an Early Help Strategy, which is commended in Ofsted's Inspection Report, "Children receive the help that they need at the right time. Families benefit from a broad range of Early Help services, tailored to their needs and in the places where they live. Partnership working is well developed, offering a range of options that build on family's strengths and which can be provided without delay."

Early Help is the total support that improves a family's resilience and outcomes or reduces the chance of a problem getting worse. We understand the importance of high-quality universal services as an important foundation of early help, building children, young people and family resilience. We are committed to providing help and support in communities, so that we are embedded in the places where families live, learn and thrive and alongside partners who want the best for our children. We recognise that an effective early help system is entirely reliant on strong relationships across the whole system as well as with our children, young people and families.

Our vision for Early Help is that we want our children to thrive. We believe that early help is an approach as much as it is a set of services and an offer for our families. To be effective, early help needs to be embedded in thinking and action across the system so that our children and families can say, "I got the help I needed, when I needed it". In Dorset, we have a strong commitment to early help across our partnership. We want our communities that wrap around children and families and provide opportunities for help and support, from conception to career. We believe we all have a role to play in helping families with the right support at the right time and that we can build and draw on existing community assets to create a system that helps our children to thrive.

Safeguarding in Education Offer to Schools

Within the Quality Assurance and Partnerships Team in Dorset Council we have created additional capacity to provide the strategic leadership and oversight of the education safeguarding offer by building in an additional Service Manager Post to our structure. In addition to this we employ Safeguarding and Standards Advisors who have discreet specialisms. These consist of:

- Safeguarding and Standards Advisor - Designated Officers (LADO), who provides support, advice and guidance to schools (along with other partners) when allegations have been made against adults working with children who are either employed by or who provide services on a voluntary basis for the school.
- Safeguarding and Standards Advisor – Schools, who provide dedicated support to education settings regarding safeguarding.
- Safeguarding and Standards Advisor – SEND, who focusses on the development of Quality Assurance of SEND

The Safeguarding and Standards Advisors - Schools and LADO are qualified social workers with extensive safeguarding and child protection experience who have access to a wide range of professional expertise and professional relationships with other agencies.



Managing allegations

When allegations are made against adults working with children who are either employed by, or who provide services on a voluntary basis for education settings, the LADO will support them through the management of allegations process offering support and guidance. The Safeguarding and Standards Advisor - Schools will be invited to the allegations meeting by the LADO so that the education settings can be supported with their safety planning and pick up on any recurrent trends or themes relating to schools.

Closing the loop – Learning from audits and reviews

There is a strong link with the Pan-Dorset Safeguarding Children Partnership (PDSCP) and where actions or learnings are identified for specific education settings through a Child Safeguarding Practice Review (CSPR), or other multi-agency audits, the Safeguarding and Standards Advisor - Schools will support the education setting with the development of an action plan which is tracked and monitored through the PDSCP CSPR group.

8 The Safeguarding and Standards Advisor will also support schools with other Safeguarding Partnership developments or projects such as Operation Encompass, which is a police and education early information safeguarding partnership enabling schools to offer immediate support to children experiencing domestic abuse.

Where learning or recurrent themes are identified relating to safeguarding more generally across education settings, this will either be incorporated into the current training courses offered, or bespoke training may be developed if required working closely with the PDSCP.

The 175/157 audit is an annual safeguarding audit that the team sends to all schools in Dorset in September to gain assurance that schools are discharging their statutory safeguarding duties compliantly and to highlight where this may need strengthening.

The Safeguarding and Standards Advisor – Schools, provide feedback to the schools on their audit, highlighting any specific safeguarding issues, supporting with completion of an action plan, then monitoring and tracking progress until completion of all actions, which may include a follow up visit. This work will in turn provide the education setting with assurance that they are fulfilling their statutory duties through this external validation, which also supports schools to demonstrate robust safeguarding procedures to Ofsted.

Safeguarding Complaints about education settings

All safeguarding complaints about education settings reported to Children's Services, which include by Ofsted, or the Department for Education are investigated by the Safeguarding and Standards Advisor - Schools. Where actions are identified, they support the education setting with the completion of an action plan to address any areas for improvement.



School Watch

A 'School Watch' is in place within the localities, this is when the police may wish to highlight an urgent safeguarding risk that they feel relevant education settings need to be aware of. This is a system of mechanised telephone calls between schools, each receiving information and passing to the next, culminating in the last school on the list advising the team when they receive confirmation of receipt of the information. This provides a speedy cascade of information sharing to education settings that may be affected by safeguarding concerns in their community that the police have identified.

Work is due to commence with mainstream schools (as commissioners of alternative provision) and providers of alternative provision, to enhance staff knowledge in recognising and responding to safeguarding concerns, this will include development of risk assessments supporting decision making for individual children. This will also include the development of a safeguarding self-assessment, with an external quality assurance approach for alternative provision, with a focus on the risks associated with children experiencing extra-familial harm and how this is recognised and responded to.

The Safeguarding Advisor and the Education Challenge Leads in the Localities work together liaising when there are safeguarding issues that relate to their schools. We will be strengthening these links to ensure the Safeguarding Advisor has a far broader understanding across Dorset of safeguarding themes and patterns for schools that will better inform their offer of support and training available to schools across Dorset.

⌘ Training offer

Training has been developed in addition to the training provided by the Partnership and all materials and training content is reviewed and updated by the Safeguarding and Standards Advisor - Schools in line with any updates in legislation or statutory guidance such as Keeping Children Safe in Education or Working Together to Safeguard Children with further oversight regarding quality of training and materials by the Dorset Council Practice, Policy and Procedure Group.

To ensure that social work in the Dorset area delivers the impact required. Quality Assurance teams have continued to monitor the quality of social work practice, policies and procedures in place. Regular, monthly reporting to senior managers and leadership across the council is embedded and enables rapid changes to policy, practice and procedures where required.

A local Multi-Agency Quality of Practice and Action Group (MAQPAG) brings partners across the system together to ensure joined-up and clear actions are delivered across the partnership, feeding into embedded governance reporting.

A series of toolkits has been developed and cascaded to the workforce to enable efficient and effective practice. Regular weekly communications are shared across the partnership with team meetings and supervision monitoring review of updated information, advice and guidance for policy, procedure and practice.

Quality Assurance

Quality Assurance embraces all activity that contributes to quality of practice and service improvement and helps us to understand how effectively services are being delivered to keep children safe. This is evidenced through:

- Audits
- Dip Samples
- Observations of practice
- Multi agency audits
- Themed Reviews
- Closing the learning loop

Quality Assurance also collates feedback from children, young people and families and progresses changes to policy, process, and practice through Dorset's local area arrangements. This function is being strengthened through the development of Family Hubs and the Family Advisory Group work.



DORSET AND BOURNEMOUTH, CHRISTCHURCH, AND POOLE SUBGROUP CONTRIBUTIONS

BCP SAFEGUARDING CHILDREN COMMITTEE

The BCP Safeguarding Children Committee is the BCP delivery arm of the PDSCP. It meets every six weeks and is responsible for promoting outstanding practice in the way that agencies work together to protect children and young people within the BCP area. The first meeting of the Committee was held in June 2021 and work during the year has focused on developing robust terms of reference, a standing agenda, strengthening governance and reporting from BCP subgroups, all of which drive the work of the Committee.

Plans for 2022/2023 are to develop a BCP area safeguarding children delivery plan informed by local data and learning and linked to the PDSCP priorities and challenges.

PDSCP CHALLENGE AND SCRUTINY TASK AND FINISH GROUP

- At its meeting in March 2022 the PDSCP agreed for there to be individual area-based quality assurance groups, recognising that this would better meet the needs of the diverse populations of both areas, and allow for a better understanding of local context. These separate arrangements will be kept under review and standardised as much as possible across the two areas.

The PDSCP Challenge and Scrutiny Task and Finish Group were reformed as the BCP area-based Quality Assurance Group and Dorset area-based Quality Assurance Group.

The area-based groups are accountable to the local BCP Safeguarding Committee and the local Dorset Strengthening Services for Children and Families Board. They are established to provide assurance that appropriate and effective quality assurance mechanisms are in place and effective.

BCP AREA-BASED QUALITY ASSURANCE GROUP

In the year ahead the BCP Quality Assurance Group will develop its work plan for 2022/2023 and propose a program of work to the BCP Child Safeguarding Committee based on agreed priorities.

The Group will review and amend its terms of reference and membership to reflect the changes in local operational delivery and will develop a quality assurance framework and review its area-based data set and performance scorecard.

BCP AND DORSET CHILD SAFEGUARDING PRACTICE REVIEW GROUPS (CSPR)

During 2021 there was a shift from a Pan Dorset approach for managing child safeguarding practice reviews to place-based arrangements in the two Local Authority areas. Both groups have the same chairperson which provides consistency across the two areas and has provided the opportunity for multi-agency partners to review the terms of reference and membership of each group. Group members are all experienced safeguarding practitioners who hold each other to account and challenge where appropriate.

There were three CSPR's initiated in Dorset Council and one in Bournemouth, Christchurch, and Poole Council (BCP), and a thematic learning review in both Dorset and BCP, where there was significant engagement with the family, community, Dorset Police and BCP Council.

CSPR Reports can be found here: <https://pdscp.co.uk/working-with-children/serious-case-reviews/>

A further case was considered and agreed to be managed through the Child Death Overview Panel and one case is currently sitting within the criminal arena. In addition, Dorset CSPR Group has been involved in two out of area cases; a young girl who appeared to have taken her own life and a sudden and unexpected infant death, in which neglect was a feature.

Of interest though has been national learning from other areas.

Detail about the learning from multi-agency case reviews is in the Reflection section – learning from Practice (page x).

DORSET AREA-BASED MULTI-AGENCY QUALITY AND PERFORMANCE ACTION GROUP (MAQPAG)

MAQPAG is Dorset's place-based quality assurance group. This has enabled a focus on the key partnership arrangements for children in Dorset and to support place-based focus of audit and improvements to the quality of practice. One of the key areas identified from this work was our response to families where domestic abuse is a factor, where risks were seen to be heightened by Covid-enforced isolation. The Domestic Abuse toolkit is a Dorset Multi agency toolkit for all front-line practitioners and the take up and use of this was evidenced in the children's services Ofsted inspection.

The quality assurance of the partnership has enabled identification of areas for improvement as a partnership and individual partners. A particular focus has been Child Exploitation, a partnership audit for this will be available in July 22 along with publication of our updated strategy.

The Partnership has during this year been supported through a commissioned service to consider child and family feedback along with participation from them to ensure we have focus on the areas that are important to them. A governance process around this has now been implemented and the partnership continues to prioritise this area of the work. We had some powerful feedback from some of our children who have additional needs. As a result, direct learning and action was progressed to facilitate changes in practice. The partnership has also recently become part of the children's service practice observation week twice a year. This enables us as leaders to learn from observation of our partnership front-line work with children and families to build on good practice and support improvements. Action plans are then progressed through the Multi Agency Quality Assurance Group (MAQPAG) and governance arrangements.

Children's services have developed a sexual abuse toolkit for practitioners. A recent local CSPR recommended that this be adopted by the full PDSCP. Work has already commenced, and it is planned that we will have a Pan Dorset sexual abuse toolkit available by December 2022.

The development of several multi-agency toolkits means front line practitioners have one dedicated resource for practical guidance, access to services and research for each topic. The toolkits also mean that practitioners can give children and families consistent access to quality information and support when they need it. We have also worked on further initiatives such as the DRIVE programme and the Family Courts Pathfinder, which aims to make family's experience of court less adversarial.

All parts of the partnership have had some form of inspection, the ILACS identified the strength of our front door arrangements but also highlighted the need to strengthen the process around strategy discussions. Police have also had a HMIC inspection and areas for improvement addressed which are heard and monitored through progress updates to the MA QPAG. We will look to oversee any further plans required. We have reviewed our Children's Services Quality Assurance Framework; we are now undertaking a peer review of safeguarding in education. We have recently published our safeguarding in schools offer and want to enhance this further and link to wider work within the partnership in a co-ordinated approach to support schools more broadly.

Future partnership working to implement Safeguarding Families Together has also been supported by committee and the partnership to implement a pilot in the Portland and Weymouth area. This will bring together adult practitioners to support a more holistic approach to working with families to manage risk and reduce children coming into care or subject to child protection plans.

All parts of the partnership have had some form of inspection, the ILACS identified the strength of our front door arrangements but also highlighted the need to strengthen the process around strategy discussions. Police have also had a HMIC inspection and areas for improvement addressed which are heard and monitored through progress updates to the MA QPAG. We will look to oversee any further plans required. We have reviewed our Children's Services Quality Assurance Framework; we are now undertaking a peer review of safeguarding in education. We have recently published our safeguarding in schools offer and want to enhance this further and link to wider work within the partnership in a co-ordinated approach to support schools more broadly.

Future partnership working to implement Safeguarding Families Together has also been supported by committee and the partnership to implement a pilot in the Portland and Weymouth area. This will bring together adult practitioners to support a more holistic approach to working with families to manage risk and reduce children coming into care or subject to child protection plans.

DORSET MULTI-AGENCY SAFEGUARDING HUB

Dorset MASH partners continued to work well together during Covid – Dorset Council Children's Services MASH arrangements, sits within the Children's Advice & Duty Service and the MASH model is a virtual one. We have continued to strengthen our multi-agency working practices, with 6 weekly MASH Operational meetings, 3 monthly MASH Strategic Group meetings and weekly audit/themes meetings. This has enabled us to provide a co-ordinated response when required, continue to develop, and strengthen practice where required and to learn from the audits to promote learning.

The Dorset Multi-Agency Safeguarding Hub is capturing the voice of children, young people, and their families through direct feedback. This includes the child's likely lived experience in decision-making, analysing the referral detail, history, risks, and strengths, to consider the likely

impact of this for the child and their lived experience. This is central to decision-making, keeping the child at the heart of what is done, to ensure that right from our initial contact with families, the child is at the centre of practice.

The Dorset MASH continue to audit decision-making and information sharing with our statutory partners and meets weekly to confirm outcomes, themes and identify areas of good practice and development. Audit templates identify themes to focus on within the referral and decision-making process, for example: consent or involvement of fathers.

Learning from case reviews is taken forwards, within our partnerships to understand how this learning can be applied to strengthen decision-making and identify safeguarding needs and risks at the Front Door. This includes understanding the child's rights, lived experience and needs, with the aim of the child and their family receiving the right service, first time.

Safeguarding practices within the Dorset MASH continue to be developed, using learning from audits, conversations with partners and a review of the current MASH arrangements. This has led, to a task & finish group, which currently remains in place, to look at how we promote decision-making within the MASH, what good practice looks like, how will we get there, what support do we need to get there and how we will know when we are achieving this.

Our Consultant Social Workers have supported with Vulnerability and Safeguarding training with our Dorset Police colleagues. We continue to work closely with our Dorset MASH partners and contribute where required to training and development needs in respect of safeguarding and good practice.

- Ofsted Children's Services inspection report published in November 2021, noted – The 'front door' provides a calm, well-organised service, where timely and appropriate decisions are made about how to protect and support children most effectively. Parental consent is obtained if appropriate, and families are not subjected to statutory intervention unnecessarily. However, when children are, or may be, at risk of significant harm, social workers investigate quickly, with the support of key partners, including Police, when needed.

Early Help triage process will be amalgamated into the Dorset MASH creating one central contact point and consistency in decision-making at the front door for all contacts and referrals.

DORSET CHILD EXPLOITATION STRATEGIC GROUP

The Dorset Child Exploitation Strategic Group meets on a quarterly basis and has oversight of the work of the [Children at Risk of or Linked to Exploitation \(CAROLE\) tactical group](#) and the Child Exploitation (CE) action plan.

During 2022/21 the contextual safeguarding toolkit was developed and implemented across the Dorset Council area. Multi Agency training was delivered between May and Sept 2021. Additional training has been delivered by Target Youth Workers to local businesses, RNLI, schools, libraries, youth clubs and the Voluntary and Community Sector.

We have embedded Youth at Risk meetings within each locality area, with good engagement from partners to identify emerging risks of exploitation and extra familial harm and explore how we can make contexts safer for young people.

Funding has been accessed from the Covid Recovery fund to support additional capacity from the voluntary and community sector to support an outreach youth worker in each of our locality areas. Outreach youth work has been effective in developing relationships with young people and identifying emerging concerns which can be addressed through our contextual safeguarding approach.

We have embedded Child Exploitation Champions across all our localities and some central services and hold monthly meetings to share information around key themes, areas of concerns, work being undertaken by Targeted youth workers and feedback from and to CAROLE and CE Strategic Group.

We have worked with Dorset Council's licencing team to ensure that the new licencing policy for taxi drivers includes safeguarding training including child exploitation; this must be completed on registration and yearly to maintain licence.

We have strengthened our approach to children in care who are placed in Dorset by other councils, particularly in unregulated homes, by ensuring that when notification is received, full details of any child exploitation risks are requested by our Children's Advice and Duty Service (ChAD), and these are shared with the Targeted Youth Worker for the locality the child is placed. This has been particularly helpful in the Chesil area where high risk young people have been placed in unregulated post-16 provisions where high-risk young people have been placed by other Local Authorities. The Targeted youth worker has been able to make proactive approaches to the placements, so that we can support disruption.

The Partnership has worked with the Tackling Child Exploitation Project led by Research in Practice and The Children's Society to consider how we can strengthen our work with young people to ensure their lived experiences are understood and that we work with young people and families to inform our next strategic plan.

We are seeking feedback from parents/ carers and young people as part of the PDSCP criminal exploitation audit which will inform our next action plan and strategy.

Following the Multi Agency Child Exploitation (MACE) audit undertaken in March 2022 we reviewed the MACE process and developed a chairs toolkit. We also now have Quality Assurance Reviewing Officers chairing MACE meetings for those children identified to be at significant risk of child exploitation. This has improved timeliness of reviews, strengthened action planning and reduced risks more quickly.

During 2022 the PDSCP Dorset Learning Hub has undertaken a multi-agency child exploitation audit which will be concluded in September 2022. Our priority for the year ahead is to conclude this audit to inform a new child exploitation strategy and action plan for 2023 onward.



PERFORMANCE DATA



BCP COUNCIL

70 The number of children identified as at risk of exploitation has stabilised in the latter part of the year, with 88 children on the profile at the end of March 2022. This includes 27 children experiencing harm from exploitation (including 13 children in care), 36 at risk of harm from exploitation (including 13 children in care) and a further 25 children with potential concerns (including 6 children in care). There were 564 missing episodes in Quarter 4, an increase of 20.3% compared to the previous quarter. This fell month on month to 175 episodes in March 2022 involving 88 children (23 children in care). 92.0% of missing episodes required a return home interview, with 78.9% completed. 86.6% of those completed were within 3 working days – the highest performance seen in the last 12 months. 3 unaccompanied asylum-seeking children were missing at the end of March.

Complex Safeguarding teams and wider service use the Exploitation Team Around the Child (ETAC) model for the assessment, planning and review of multi-agency intervention and disruption. A missing tracker is reviewed monthly to identify frequent and persistent missing children, together with performance in the timely completion of return home interviews. Return Home Interviews are monitored by a Missing Co-ordinator, who assesses both quality and engagement. The service now has a Gold and Silver Command structure between the CST and Dorset Police, and has embedded the 3Ps model: Prosecution, Protection, and Prevention.

We continue to see a high number of Children in Need (CIN) with a further increase of 4% at the end of Quarter 3. Timely recording of visits to children and general case recording remains a challenge in the Safeguarding Service. Staff are providing assurance that they are undertaking visits and seeing children within the required frequency, however due to high caseloads they are not able to keep up with case recordings. At the end of March 2022, 89.7% of children in need had been seen in accordance with their plan. There is high level of daily, weekly, and monthly management scrutiny applied to ensure case recording and visits frequency are adhered to, and this remains a priority area.

Several agency social workers in the Children and Families First service resigned in April 2022, in part due to rising accommodation costs. Various options including Bournemouth University accommodation and deals with local hotels are being explored. The level of agency staff in this part of the service continues to be a concern.

DORSET COUNCIL

What is working well?

% Children in Care being placed closer to home: At the end of June, for the first time since November 2020 we have seen a drop to under 40% of our children in care placed 20 miles or more from home. Recruitment of foster carers remains a national issue that is also experienced in Dorset. .

However, in Dorset we continue to strive to make use of in-house local placements for our children. Operational staff and commissioning continue to work closely to ensure placements are in the community's our children have grown up in. This is positive for our children but may carry additional pressures on partnership resource to carry out the necessary statutory health checks.

17 **Annual Health Assessments for Children in Care:** At the end of June, timeliness of annual health assessments was above 90% for the first time since Covid. Children's Services continue to work closely with health colleagues to support ongoing improvement. Key developments to support the improving picture for these assessments are the increased capacity within the health service and the training that has been delivered by health recently. The training highlights the importance of review health assessments to health visiting staff and has moved from an annual rolling training program to 6 monthly. A further factor to improving performance is an improved escalation process within Dorset health for children placed out of county.

Areas of Concern

Missing: We have seen a steady increase of missing incidents over Q1, and whilst not unexpected due to the approaching summer months, there is work progressing on how we can plan and reduce the number of missing incidents. There are also several our young people who have repeat missing episodes and we are developing a weekly missing meeting, in addition to the daily missing meeting. The focus for the weekly meeting will be on key young people where repeat missing episodes and associated contextual safeguarding risks have been identified, to inform support, care and risk management plans with the aim of working with the young person to reduce repeat missing episodes/contextual safeguarding risks. There is a clear focus within the partnership and measures either in place or being developed, to reduce not only the number of missing episodes but also how we work with the young person to inform multi-agency support plans and risk reduction.

Initial Health Assessments for Children in Care: Most consents for new children arriving in care are obtained within the agreed 5 working days (on May 8 out of 12, on June 7 out of 8) but Initial Health assessments are not being completed within the agreed 20 working days (in April 9%, May 14% had their IHA on time). Current data for June suggests that at least 25% of IHAs will have been held in time, with a potential for 50% on time, showing an improvement from previous months but with more work to do. Regular discussions and escalations are taking place with health to ensure this is resolved and we are starting to see improvements with our initial June data. There remain capacity concerns within health to meet the increasing demand from our predicted increase in unaccompanied asylum-seeking children.

Increase on a Child Protection Plan: Following an audit of 50 new children that came onto a plan in March, it was identified that 19 out of the 24 families (45 children) were appropriately started with a plan, whilst the remaining 5 families proceeded too quickly without alternative interventions first. We continue to monitor closely those identified for initial child protection conferences to ensure this is the most appropriate interventions. We are implementing a pilot of safeguarding families which will directly support a reduction of child protection numbers in the Chesil locality. Depending on the launch and success this may be rolled out wider and we continue to look at safe ways to reduce number of children on a plan.

Care Leavers in Bed and Breakfast: This has been an area of very close scrutiny for the council. We have seen the number of care leavers in bed and breakfast reduce to 2 (from 7 in April) and work is taking place with our Housing colleagues and holding exit planning meetings to ensure we bring this back down to 0 as soon as possible and to avoid further such arrangements.

Understanding the trends

Children in Care including Unaccompanied Asylum-Seeking Children: We continue to see a slight increase in the number of children coming into Dorset Council's care. Dorset Council is signed up to and part of the National Asylum-Seeking Children program and as part of this we continue to receive children into our care (during April and May 15 new children). It is likely that as we receive more children under this scheme that our overall children in care numbers will continue to increase. We continue to track children until they achieve permanence and are having a focused drive on reunification. Although overall numbers have risen, our numbers in care not including unaccompanied children have reduced since December (426 Dec to 419 June).

72 **Children in Need:** In Quarter 1 performance data we have seen a reduction in the rate of Children in Need. Dorset is still above the national average, but the direction of travel is good. Close focus has been paid to our data and child in need activity. Particular attention to the timeliness and impact of plans has taken place and there is further work to do with this. The focused attention to date will have contributed towards the reduction. Whilst we continue to see high demand and activity in some localities, as well as complexity, the focused attention on child in need planning, together with the maturity of our early help offer is resulting in reduction overall.



Dorset

NHS DORSET

What is working well?

- Fortnightly meetings with BCP and Police to escalate concerns quickly
- BCP QA group in development
- UASC IHA newly commissioned service
- Dorset Intelligence and insights service, good partners buy-in and momentum, BCP Council sharing of data.

Areas of Concern?

- Partners response to the PDSCP risk register in a timely manner
- Critical incident notification process poorly understood by all agencies
- UASC capacity to respond to increasing numbers across all agencies in BCP area
- Transitioning to place-based arrangements / Pan-Dorset model

Understanding the trends

- Increasing complexity of cases often including knife crime
- Partners response to sexual abuse / intrafamilial sexual abuse requires strengthening
- Children with complex needs / placement delays whilst in acute beds
- Increasing number of young people attending the emergency department for substance and alcohol misuse
- Safeguarding training compliance is improving following dip during covid



73

DORSET POLICE

What is working well?

HMIC returned to Dorset Police on 25th April 2022, for an update inspection regarding the force performance in child protection. The positive progress of the MASH was highlighted with good feedback on timeliness of referrals, prioritisation of risk, contextual information sharing for children's lived experience, partnership working across agencies in daily meetings and onward strategic boards.

Areas of Concern

The triggers for multi-agency strategy meetings/professional meetings regarding children whose contextual risk is increasing is a concern, for example children with repeat missing episodes, carrying weapons in the community. The escalation process and management of information sharing regarding these children requires some review to ensure an increasing contextual risk can be identified and used as a foundation for multi-agency plans that tackle the core vulnerabilities of the child.

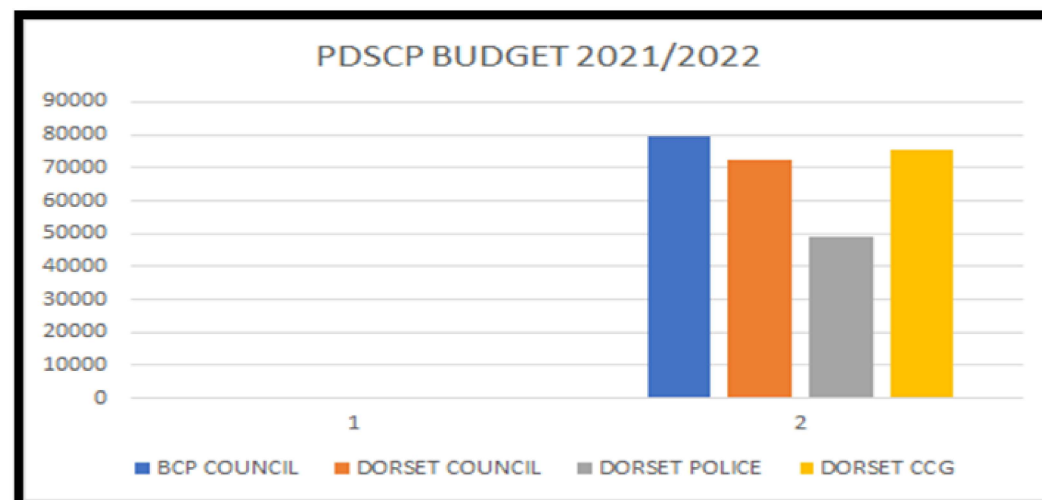
Understanding the trends.

The neglect data shows a marked increase within February 2022. 41 of the crimes are attributable to only 9 families who have multiple children attached to one child protection conference, causing most of the spikes.

PDSCP BUDGET 2021/2022

Safeguarding partners are required to provide equitable and proportionate funding to cover all elements of their multi-agency child safeguarding arrangements (Working Together Guidance 2018).

SAFEGUARDING PARTNER	CONTRIBUTION
BCP COUNCIL	£79,605
DORSET COUNCIL	£72,359
DORSET POLICE	£48,846
DORSET CCG	£75,393
TOTAL	£276,203





*I have a dream that my
four little children will
one day live in a nation
where they will not be
judged by the color of
their skin, but by the
content of their character.*

Martin Luther King, Jr.

This page is intentionally left blank

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE



Report subject	Children's Services Improvement Update <ul style="list-style-type: none"> • Feedback from Monitoring Visit 2 - October 4th and 5th Children in Need and those subject to a Child Protection Plan • Feedback from the DfE Improvement Adviser's First Report – October 2022
Meeting date	22 November 2022
Status	Public Report
Executive summary	<p>BCP Childrens Services was inspected, under the Inspection of Local Authority Children's Services (ILACs) framework in December 2021. The outcome was an overall inadequate judgement. As a result the Secretary of State of Education issued a Statutory Direction and appointed a DfE Improvement Adviser to support the Council in their improvement of Childrens Social Care Services.</p> <p>As a result a Childrens Services Improvement Plan is in place to ensure progress is made at pace in Childrens Social Care in line with the recommendations of the December Inspection and in accordance with the statutory direction notice received by the Council in March 2022.</p> <p>Overview and Scrutiny require regular updates on themes regarding improvement. In October 2022 Childrens Services had their second Monitoring Visit, the letter published by Ofsted is presented for scrutiny alongside, the DfE Advisers first report. The DfE Adviser in their role is required to review the pace and progress of improvement at 6 months to ensure it is sufficient and report on this to the Secretary of State.</p>
Recommendations	<p>It is RECOMMENDED that:</p> <p>For information and scrutiny</p>
Reason for recommendations	<p>Childrens Overview and Scrutiny have statutory powers to scrutinise decisions and plans for the service. The outcome of the Monitoring Visit 2 Children in Need (CiN) and those subject to child protection plans and the DfE Advisers first report are being presented for scrutiny so the committee can offer constructive challenge, share any voices of concern and support in order to contribute to the improvement journey.</p>

Portfolio Holder(s):	Councillor Mike White, Portfolio Holder Children's Services
Corporate Director	Cathi Hadley, Director of Childrens Services
Report Authors	Rachel Gravett, Director Quality, Performance Improvement and Governance
Wards	Council-wide
Classification	For Update

Background

Monitoring Visit 2 -Children in Need and those subject to a Child Protection Plan

1. Ofsted visited Childrens Services on the 4th & 5th October 2022 to carry out their second Monitoring Visit.
2. Monitoring visits are part of the regular improvement journey inspections. Ofsted will carry out 3 or 4 per year and usually up to 6 before re inspecting under the Inspection of Local Authority Childrens Services (ILACS)
3. Two inspectors visited, one who was the lead inspector in the December ILACS visit. Whenever possible, the same inspector will lead all the monitoring visits in the same local authority.
4. Monitoring visits focus on where improvement is needed the most and this visit concentrated on Children in Need (CiN) and those subject to child protection plans. Inspectors will also check that performance in other areas has not declined since the inspection.
5. Ofsted published their report on the local authority's progress following the inspection. It was published on 8th November 2022.
6. The presentation accompanying this report details the findings of the Monitoring Visit.

DfE Improvement Adviser's First Report

7. The Improvement Adviser will support the Council in continuing to develop and implement robust, realistic, and achievable plans to improve its children's social care functions, in particular those areas which have been judged by Ofsted to be inadequate or where other serious concerns have been identified. In particular they:
 - 7.1. Provide effective oversight to ensure the pace of improvement is appropriate and that improvements to children's social care are sustainable.
 - 7.2. Provide support and advice as necessary when assessing and driving progress, taking account of the weaknesses identified by Ofsted and of other diagnostic work.
 - 7.3. Apply their expertise and experience to support and challenge the Council's Director of Children's Services, Chief Executive, Members, and wider corporate leadership team in addressing areas of weakness and system/ strategic blockages to improvement; this may also include working with practitioners of different levels to:

- 7.3.1. to develop competence and improve performance.
 - 7.3.2. and to help foster a culture of reflection, challenge, and support.
 - 7.4. Make use of wider contacts to support and advise the Council on potential solutions to issues and signpost examples of good practice where possible.
 - 7.5. To Chair the Council's Children's Services Improvement Board.
 - 7.6. Work closely with any other local authority improvement partners to maximise impact of work and avoid unnecessary duplication.
 - 7.7. Engage with the wider partnership.
 - 7.8. Identify key deliverables and produce a plan detailing the outputs and KPIs which the Improvement Adviser will meet over the duration of their appointment and agree this with the Department for Education ("DfE") within 6 weeks of appointment.
 - 7.9. Participate in any DfE-led review of the Council's progress; and
 - 7.10. To deliver quarterly written updates on the Council's progress to the Parliamentary Under Secretary of State for Children and Families, which is to include a six-month review on whether the pace of progress of improvement is sufficient.
- 8. BCP published the report on 8th November 2022.
 - 9. The presentation accompanying this report details the findings of the DfE Improvement Adviser in his first 6 months.

Options Appraisal

- 10. Not applicable

Summary of financial implications

- 11. Not applicable

Summary of legal implications

- 12. Not applicable

Summary of human resources implications

- 13. Not applicable

Summary of sustainability impact

- 14. Not applicable

Summary of public health implications

- 15. Not applicable

Summary of equality implications

- 16. Not applicable

Summary of risk assessment

- 17. Not applicable

Background papers

18. Not applicable

Appendices

1. Ofsted Monitoring Visit 2 Letter (Appendix 1)
2. DfE Improvement Advisors First Report (Appendix 2)
3. Monitoring Visit 2 CIN and CP feedback /DfE -Improvement Advisors First letter - Power Point presentation (Appendix 3)

8 November 2022

Cathi Hadley
Corporate Director, Children's Services
Bournemouth, Christchurch and Poole Council
Town Hall
Bourne Avenue
Bournemouth
BH2 6DY

Dear Cathi

Monitoring visit to Bournemouth, Christchurch and Poole children's services

This letter summarises the findings of the monitoring visit to Bournemouth, Christchurch and Poole children's services on 4 and 5 October 2022. This was the second monitoring visit since the local authority was judged inadequate in December 2021. His Majesty's Inspectors for this visit were Steve Lowe and Louise Hocking.

Areas covered by the visit

The focus of the monitoring visit was children in need and those subject to a child protection plan, namely those children who are at risk of significant harm or who require support to achieve or maintain a reasonable standard of health or development. In particular, inspectors reviewed the progress made in the following areas of concern identified at the last inspection:

- The quality of practice, in particular assessment, the use and completion of chronologies, the response to domestic violence and the recording of children's views.
- The timeliness of social work intervention and support for unborn and very young children at risk of significant harm.
- The impact of quality assurance and management oversight on the standard of social work practice and progressing work effectively to avoid delay for children.
- The recruitment and retention of a workforce that is experienced, competent and confident to deliver improvements, so that children no longer have multiple changes of social worker.

This visit was carried out in line with the inspection of local authority children's services (ILACS) framework.

Headline findings

At the time of the last inspection, too many children in Bournemouth, Christchurch and Poole were not being kept safe. It was of particular concern that very young children were left in unsafe situations where the risks to their welfare were not assessed or met. The quality of social work that families experienced was inconsistent, due to a high turnover of staff and failings in very basic social work practice.

From this very low starting point, there has been a concerted effort by senior leaders in children's services to put the right structures in place, to encourage more timely decisions and actions, and to better safeguard children. The local authority, supported by improvement partners, now has a sensible, sustainable plan in place aimed at providing a better-quality service for children. Although there is much more to do before children receive consistently good services, these measures have helped to deliver steady progress. The overall quality of social work is slowly improving and staff are increasingly confident in tackling risks to the most vulnerable. While staff turnover is still higher than senior leaders would wish, these improvements are equally evident in the temporary workforce when those workers have remained in post for several months or more.

However, some children still experience delays in getting the help and protection they need. The absence of a clear, unified approach of 'this is how we do it here' for staff leads to inconsistent decision-making in child protection conferences, poor planning and a lack of depth in assessing and analysing the underlying reasons for chronic neglect and the impact of domestic abuse on children.

The impact of local government reorganisation has been, and continues to be, a challenge for the local authority, with such tasks as harmonising different systems and working practices posing a barrier to sufficiently timely progress. This has also, at times, made it more difficult for the local authority's political and corporate leaders to take a whole-council approach to supporting positive change for children. The consolidation of recent improvements is reliant upon overcoming those barriers.

Findings and evaluation of progress

Pockets of better and more consistent social work with increasingly regular management oversight and growing staff confidence are leading to some positive results for children. Some more recent work does show a step in the right direction in terms of tackling the risk factors with families who have experienced cyclical but unsuccessful periods of social work involvement, often over many years. Some families understandably lack trust in social workers due to multiple changes in the past. This often leads to delay for children as it takes longer to establish impactful working relationships with children and their parents. Increasing stability in teams and more manageable caseloads are now beginning to give social workers more time to repair these relationships effectively.

Social workers know children well. They speak in detail about their work and their engagement with children and their families. There are examples of increasing curiosity and more creative thinking when social workers visit families, including varying announced and unannounced visits and where children are seen. On occasion, staff find it hard to articulate the impact of their work when it is evident that they are having a positive impact on outcomes for children. Senior leaders have wisely identified the need for a unified practice model to strengthen this further.

Thresholds for intervening in families to provide support are largely applied appropriately and children are supported at a level that is commensurate with their level of need and the degree of risk of harm. This is also generally the case when the level of risk and need varies over time. Crucially, a clear process and timeline for assessing risks to unborn babies, and responding accordingly, is now in place and starting to embed across both children's services and partner agencies.

There is progress in complying with statutory guidance when children are the subject of a child protection plan. Child protection inquiries and strategy discussions take place as and when needed, child protection plans are in place, core groups happen and children are visited more regularly. Many social workers are working with high, sometimes only just manageable, numbers of children and understandably tend to prioritise work with those who are at the highest risk. Consequently, children in need who are not the subject of a child protection plan are less likely to have an up-to-date assessment or review and one in five have not been seen in accordance with the frequency agreed in their plans. As a result, they wait longer to receive the support that they need, increasing the chances of risks escalating.

Although more agreed actions are being completed for children and families, there are several areas of practice that have yet to see the quality and depth that underpins effective social work.

Assessments of children's situations are not yet routinely updated, particularly when they move from one parent to another, or for disabled children when their circumstances change. Assessments often fail to analyse the underlying causes of tension in family relationships and focus only on the present situation. Meaningful chronologies that add impact and focus are rare.

There is evidence of regular management oversight in all children's cases, but it can sometimes lack focus on how children are affected by where they live and the trauma they face, especially when they are living in chronic conditions of neglect over a prolonged period.

Child protection conference decisions are inconsistent. While high staff turnover has played a part in this, the absence of a sufficiently robust frontline management approach in this area has had a greater impact. The subsequent child protection plans are either generic or place too much emphasis on actions and tasks rather than impact and change. Consequently, families are often left not knowing what must

happen as a priority, what the main concerns are and what they need to do to achieve success. There are a small number of examples where this has been done well, and for these children it is easy to see how this translates into more rapid progress.

When domestic abuse and chronic neglect are the key concerns in a family there is often an overreliance on the mother being protective and on parents attending programmes and courses, some of which have long waiting lists. This issue was a concern raised at the last inspection. As a result of this, and of male perpetrators of domestic abuse leaving the family home in the short term too often being seen as a long-term solution, some children are left in neglectful or upsetting circumstances for longer than necessary. In stronger examples, fathers and wider family members are better engaged in addressing the issues in the family and their involvement has a positive impact on sustainable change.

The positive and purposeful work by specialist services such as the complex safeguarding and edge of care teams seen during the last inspection continues. Encouragingly, the positive impact of this work has been sustained. Senior leaders are very aware that this success should not lead to good practice only existing in silos and they have plans in place to broaden rather than to dilute this success.

There is improvement in how well the voices and feelings of children are captured. In visits and reviews, however less so in assessments, a sense of who children are and what they would like to see change is included. Children are supported to attend conferences or to contribute through an advocate and this is helping to shape plans. This improvement also extends to how children are engaged by social workers to share their story.

When risks escalate to the point of using the pre-proceedings process under the Public Law Outline (PLO), work is carried out under the clear and organised oversight of a service manager who understands the work and children's needs very well. A clear and closely maintained tracker is used to monitor progress for children effectively. The skilled and permanently staffed court team is increasingly helping to prevent children from having to come into care, using well-planned, thoughtful and targeted direct work with children and families.

Mindful of the need for all social workers to understand the court process, a training programme has been set up for all social workers in the wider workforce so that they better understand the PLO process and gain confidence in going to court.

Staff, both permanent and agency, report feeling well supported, including when they are affected personally by their work. Staff morale is palpably on the up. Many staff talked about good levels of support and access to training that is in line with their experience, development needs and areas of interest. Encouragingly, staff now talk about 'BCP' as one organisation, rather than still feeling attached to the local authority's constituent organisations that they worked for previously. In part, this is

due to the influx of staff from other parts of the country shifting the culture and making a positive difference.

Developing and implementing a quality assurance framework for assessing, testing and driving improvements in practice has been a major task, given that at the time of the last inspection the approach was entirely under-developed. Practice learning reviews (PLRs), where auditors evaluate practice, are now more common and more widely accepted by the workforce as having value. The number of PLRs which are completed is increasing and they identify most of the key areas where practice could be improved. Although starting to shift towards the quality of practice, they are yet to have sufficient focus on the impact of the work on the child. While social workers who have experienced a PLR find it challenging and useful, actions identified during the PLR are not automatically fed into supervision or case records, so learning is yet to be translated into positive change for children.

Managers' ability to track performance is more systematic than it was, and is increasingly rigorous and focused on emerging trends. The ongoing delays in switching to one system for the recording of data and case records have hampered progress in live reporting. However, senior leaders now have permanent service managers who use a suite of regular, established meetings at all levels to maintain a much closer view of performance. This enables a more accurate approach to forward planning and a more fully informed response when performance drops in key areas of practice.

Against the backdrop of local government reorganisation and in the context of rising need and resource pressures, the local authority's corporate and political commitment to improvement is being tested to the full. These pressures have, at times, made it difficult to adopt a whole-council approach to driving progress. The children's services senior management team understands the areas that need further improvement and the wider council's backing must continue to be a key factor in supporting further progress.

I am copying this letter to the Department for Education.

Yours sincerely

Steve Lowe
His Majesty's Inspector

This page is intentionally left blank

DfE Improvement Adviser's First Report

Bournemouth, Christchurch and Poole Council

October 2022

Introduction and Background

1. This is the first report of the DfE improvement intervention at Bournemouth, Christchurch and Poole Council (BCP) following the delivery of an Inadequate Ofsted judgement in the ILACS inspection published in February 2022. That judgement had been preceded by two focussed visits over the period between the forming of the new council in 2019 and this fuller inspection. Those visits had triggered various concerns which had in turn contributed to the introduction of an Improvement Adviser in the period 2020 to 2022.
2. This therefore represents a new intervention commencing in April 2022 and subject to a new Statutory Direction accordingly.
3. Whereas this intervention does not technically involve a commissioner role to imply the structural governance of the service is at immediate issue, the DfE steer has been clear throughout that if progress is not effective in the short term the question of a structural intervention, such as a children's trust, may be brought forward. That position has been consistently shared with BCP.
4. The intervention involves myself as adviser, and particularly involves a sector led improvement partner (SLIP) in the form of a team of service specialists from Hampshire County Council, led by Steve Crocker and Stuart Ashley, the DCS and Deputy DCS from Hampshire.
5. The structure of this first report follows a number of key headings related to the necessary building blocks required to establish and drive forward a sustainable improvement plan. They especially include two critical areas of assessment: the state of the services themselves; and the current corporate (and political) context within which the service operates and the improvements must take place. Inevitably, this report summarises complex and detailed information.

Executive Summary

6. The overarching picture from this first report is that there are cautious grounds for optimism about the future improvement of the services, although as ever at this stage of the process the pace of progress will be an issue – both with some key stakeholders having unrealistic expectations and the risk that the scale of the long-term work may itself become a cause for delay. There are also a number of substantial barriers to improvement in BCP, several of which are external to the service itself which will need to be confronted with both care and determination.
7. The optimism can be drawn from:

- The “wake-up call” from the ILACS result appears to be focussing collective attention on much needed improvement from a previous position of unfounded confidence in a weak service;
- The newly appointed DCS is settling into post and re-establishing leadership and managerial grip which had been lacking from that position. That is encouraging internal and external colleagues and partners;
- The DCS is now bringing together her leadership team through some strong external appointments who individually appear to understand the mechanics of improvement and the nature of service transformation – that work is on-going and not yet complete;
- The service diagnostics show, relative to comparable failing LAs, some (but only some) good levels and pockets of capacity and self-awareness that bode well as a foundation on which to build
- This assessment appears to be further supported by a recent Ofsted Monitoring Visit.

8. The caution relates to:

- The service is blighted by a range of post-pandemic and childhood poverty critical issues that are threatening the best of children’s services. They include: surging levels of demand; serious variations in the quality of performance and delivery typical of a failing service; a generally stretched wider public sector with reduced levels of supportive capacity for children’s services and resilience for vulnerable children; a crisis of social worker recruitment linked to an over dependence on expensive and less stable agency support; some service specific financial challenges (in the corporate context referenced below) including an inherited c£7 million (minimum) in year pressure.
- There remains a series of significant unresolved issues stemming from LGR in 2019 which conspire against the establishment of a better performing service. They include: the vestiges of identification with the previous LAs, although this is reducing over time; a critical problem about resolving terms and conditions for social workers; an equally critical problem about IT client and finance systems.
- These LGR issues are compounded in turn by some outstanding corporate challenges related to the politics of LGR and a particular approach to transformation which may have its benefits but which appears less well suited to the harsh realities of failing children’s services.
- Finally, the LA has been carrying some significant wider financial challenges, including a potential for a 114 Notice declaring the LA effectively insolvent, which risk destabilising the LA generally and which may militate against the sort of financial support a failing service requires. Very recent corporate progress has been made on these.

9. The case for a children’s trust is not yet made and on balance it should be feasible for the council to lead its service to improvement, especially with the enhanced leadership capacity now establishing. But the various corporate insecurities cannot be ignored and so the trust question cannot be finally discounted, yet.

DCS and Leadership Team

10. The current DCS is the third incumbent in the role since the council was formed through LGR in 2019. In summary (and, with respect to individuals not so far involved in this intervention process, I will offer little detail here), the first substantive DCS took on the task of bringing together three very different LA services (including part of former Dorset CC) during a rapid reorganisation which then led into the pandemic. This was then followed by an interim DCS appointment with a different style and regarded as more of a “change agent”. That tenure concluded shortly after the failed inspection. The impact of that judgement on the LA is now seen to have been exacerbated by a perceived sense of prior confidence within the service leadership and the previous intervention. Perhaps understandably, that unfounded confidence probably also has fed into a degree of corporate and political scepticism or nervousness about the efficacy of a new improvement programme.
11. The new, substantive DCS has therefore very recently arrived in a post-pandemic, recently failed LA, which has significant unresolved issues from a hurried and complex LGR, with a developing corporate financial crisis and a finely balanced and potentially vulnerable political leadership which is preparing for elections in 2023. All of that is in the national context of substantial and accelerating pressures on children and children’s services.
12. In that context the DCS is establishing herself rapidly and constructively. I have received a range of unsolicited highly positive comments about her style and approach from a number of external and corporate stakeholders. As an experienced Adviser/Commissioner I have a good degree of confidence in her suitability, approach and progress so far. It is probably not too extreme to suggest that the pace and sustainability of future improvement are now dependent on her remaining in role with clear support from all concerned.
13. A largely new permanent departmental management team is also now in place, with a sensible structure, and making encouraging inroads into the range of challenges they have inherited. With a great deal of complex work to do, this internal leadership capacity now represents a potentially significant strength for the LA, although the management overhauls needed are by no means complete – these are still early days for a new and untested team. Their work must include a detailed and focussed approach to first and middle manager training and assessment modelled on equivalent improvement programmes elsewhere. It also needs to be backed by a generally strengthened culture of evidenced performance management and iterative improvement.

The Service Context

14. In its well-established methodology, the Hampshire CC SLIP process is a “wrap around” approach involving a range of senior and service specialist managers working alongside their BCP counterparts. This works on three themes: leadership including resources; social work practice; quality assurance. For the purpose of this report the leadership issues are threaded throughout so this section will focus on practice and QA. The following

summarises some of the headlines reported to the BCP Improvement Board in the summer.

15. The SLIP has identified a number of important strengths in front line services, staff and managers. These are important building blocks and include: a generally positive attitude given the context; growing respect for and receptiveness towards the new leadership team (with some nervousness based on previous experience of instability); a notable sense of loyalty to BCP in some quarters and a commitment to improve for children; some good capacity – eg internal fostering and edge of care interventions; good early developing sense of challenge of poor practice, including by some more able agency workers towards substantive post holders; some improved communications between teams and managers; examples of good administrative support to teams; and a strong training offer – though less effective discipline in how well it is commissioned and utilised and by whom (something of a theme for BCP).
16. There are few surprises in the critical analysis of the service delivery which endorses the findings from the Ofsted inspection. It is not untypical that parts of BCP retained a view that Ofsted were either overly harsh or that the import of the judgement wasn't appreciated or applied elsewhere. Our analysis concurs with Ofsted. The following summary is not comprehensive but illustrative.
17. There is no defined practice model to act as a unifying force for staff and this links to a general lack of shared understanding of the child's experience or journey through the system – the shared purpose of the service. A previous attempt to introduce Signs of Safety had been made by the previous leadership team as the preferred model, but no comprehensive implementation and embedding took place. The SLIP found a sense of apparent "busyness" in some areas being used as an excuse for poor or non-existent recording practices (but note the IT systems issues below). This working culture also contributed to an occasionally exaggerated sense of pressures in some teams where caseloads are actually relatively lower, without doubting that there are certainly areas of very high caseloads linked to the recruiting difficulties. In some respects, it is the disparities in case load pressures which are striking. Some of these pressures are compounded by the presence of some smaller specialist teams which may be well regarded in what they do but which appear unaffordable, financially and otherwise, against the general challenges faced.
18. There is extremely high agency usage and dependency – over 80% in some key areas including the MASH. As well as being innately unstable, that usage probably also contributes to certain perceived blurred lines of roles and accountabilities. Those blurred lines occur throughout the chain of command, from service manager, to team manager and on to senior social workers, with some inconsistencies in delegations and authority. Also, not untypically in a failing service, there is confusion about thresholds of need and the nature of how and when cases should step up or down between levels of need and service. That applies within those services internally and with external partners. Conversely, BCP does benefit from some high-quality agency staff

- who are embedded in the service and skilled in their own practice and in challenging the practice of internal incumbents which can drive improvement.
19. Supervision is not frequent, consistent or sufficiently effective when it does take place. Policies and procedures are hard to access. The new DCS has observed that in some respects a number of processes seem more geared to support and protect staff or BCP rather than to prioritise the welfare of the child.
 20. These inconsistencies and challenges are further exacerbated in that one of the main unresolved legacies for children's services out of LGR remains a lack of a single client index system for case recording and management. There has been at least one failed deadline to rectify this in the course of this intervention. This is a major impediment to effective practice as well as an obstacle to effective service assessment and planning and improvement. The most senior corporate leaders are keen to stress their direct involvement in this now being resolved with a new November deadline for implantation.
 21. This systems problem also contributes to underdeveloped quality assurance – in systems and cultural terms. So, as well as recording effectively being impeded, expectations are lowered. As well as impacting on case management, this unreliable information system and culture probably draws into question the accuracy and validity of broader performance information at this stage. Once they get their new system, the working culture will need to be upgraded with it.
 22. The concept and discipline of quality assurance including case audit within the service are very under-developed and the service is at an early stage of “normalising” how the frank and routine interrogation of evidenced practice is a cornerstone to any sustainable improvement.
 23. As in all of this critique, the new management team recognises and understands the problems and is working well to begin to address the challenge. But this work is at a very early stage. The DCS highlights a need for a more overt and collective approach to child centric practices and systems. Her leadership in that respect will be significant. That will also need to be backed by a better recognition in some corporate circles of how deep and profound the ensuing change programme will have to be.
 24. At this point it is also worth noting that there has been an apparent step change in the way partners are engaging with the service, the management team and the partnership arrangements. Partners are making consistently positive comments about the new DCS and her in-coming team due to the constructive and transparent approaches. In turn it would appear that partners are increasingly confident in targeted to their own contributions but there is much collective work to be done to make this progress impact on practice. There is a notable challenge in current turnover in the NHS children's leadership alongside the arrival of the ICS. A related issue around the safeguarding partnership is explored further below.
 25. A further step change is that the voice of the child is beginning to be better heard and responded to at senior service and corporate levels.

The Corporate Context

26. BCP was launched as a new unitary council in April 2019. It came from a local government reorganisation (LGR) that saw the merger of the two smaller unitaries of Bournemouth and Poole together with the Christchurch former district of the former Dorset County Council. The remaining districts of Dorset were merged into the new unitary Dorset Council. It is arguable that the multifaceted nature of the reorganisation was one of the most complex in recent local government history and that is bound to be a factor for this intervention. Whereas the reorganisation had been in inception and planning for several years (certainly at least between the two former unitaries), the latter stages of the process in particular included a number of complexities, some political and some structural. These in turn led to an unusually truncated period between LGR agreement and implementation which meant there was no opportunity to run a full shadow council, with a year taken off the normal timescale for LGR. That truncation arguably contributed to some more hurried steps which still implicate the progress of children's services to date (see below, for example, on IT and HR).
27. It is also worth noting that, while there is an inevitable residual sense within the service of some staff still affiliating with their former LA employer, there is increasing evidence of staff now identifying better with their new unitary employer. However, notably and contrary to some perceptions, none of the former authorities was a strong performer on children's services immediately prior to LGR. All were RI. Arguably, against the upheaval of LGR, that circumstance alone should have been a forewarning that considerable effort would have been required to at best sustain that performance in the new LA through the disruption of LGR. That said, within a year of LGR the pandemic had struck this forming authority and organisation, with all that entailed for organisational resilience and the severe impact on vulnerable children and their families.
28. During BCP's inception and launch, considerable work was done by the officer and political leadership about the form the new unitary would take, as should be expected. That work led into certain commitments about the shape and form of the organisation, and the nature and pace of different elements of transformation. These determinations ranged from some policy decisions about the approach of the new authority and its "operating model", including with regard to a strongly centralised model of business support and oversight to what, with external hindsight, appeared to be a firm approach to service efficiency to allow for more entrepreneurial and innovative economic development practices. Those were and are legitimate ambitions of any council, but how conducive they are to a previously struggling and now failing children's service has arguably not been well considered by the authority as a whole.
29. The consultancy firm, KPMG, has been working closely with the new council to help its reform agenda, especially with regard to business transformation. There have been two contracts with the external consultants – one which focussed on the design of the new council and its operating model, followed a

year later by a (separately procured) programme of implementation. That has included the establishing of the central business units to be formally known as “Centres of Excellence”, with no apparent sense of irony or appreciation of how such terminology will be received by the staff of a failing service who may perceive a lack of corporate business support to be a key dimension of their challenges. These developments are important not merely because children’s services will depend on these centres for key business support, but also because some of the terrain the centres cover is arguably service specific, such as with training and commissioning. This intervention has now been able to engage with the consultants to help develop a better sense of the corporate direction and processes, and in return to seek to ensure that the impact of those change programmes are well sighted on the state of children’s services.

30. In every failing children’s authority I have worked with it has been easy to detect a sense, at least partially, of corporate frustration if not resentment at the burden imposed on the wider LA by its failing children’s services. BCP is no different and there is no doubt that the route to improvement will require corporate services and leadership to recognise the reality of the position and that the new children’s leadership is not responsible for it.

Politically, the new LA has experienced some turbulence since its inception. The first administration following the first election was an Alliance coalition. That coalition lost power in mid-term to be replaced by a Conservative leadership originally as a minority administration, then a majority administration and now a minority administration again, evidencing a high degree of political vulnerability and uncertainty. Such is the nature of local politics, but the improvement of unstable local government services does not prosper easily in a less stable political context. That said, the leadership rightly stresses (and I have seen credible evidence of) a good level of cross-party consensus and support for the children’s improvement work. The next election is in May 2023 and there are bound to be tensions around how all parties campaign on universal issues while expensive and targeted children’s services are failing and demanding more focussed support. That especially applies to finance.

Finance

31. Like all upper tier authorities, the finances of BCP are under significant duress and that is bound to impact upon children’s services, regardless of the intervention. Arguably, the position in BCP is more severe in the context of the post-LGR changes and some differing political approaches to financial strategy. The Inadequate children’s judgement and this intervention exacerbate BCP’s already serious financial challenge. As research increasingly indicates, failing children’s services are more expensive than successful children’s services. The BCP pressures relate to: establishing the true costs of and budget setting for the new council generally; followed by the pandemic; the as yet unrealised impact of resolving the financial implications of failing children’s services; sustaining a firm political commitment by the current administration to a council tax freeze; a politically driven approach to a particular model of the capitalisation of revenue as a route to addressing

pressures, exemplified by some controversial and publicly debated schemes to “borrow” against the council’s assets.

32. There are subsequently significant internal tensions surrounding the council’s finances. In the wider context of the council’s zero tax increase we know that central government funding of local services, especially adults’ and children’s social care, has in recent years shifted the balance away from dependency on central grant and towards (sometimes hypothecated) local tax increases. That shift is widely understood but of course accentuates the impact upon social care of any decision to freeze local taxation – especially with the four-fold pressures of: increasing demand; inflation; the cost of agency staff cover; and the cost of failure. The council also did apply the social care levy in the last round of budget setting notwithstanding the zero per cent commitment. The council has increased the funding for Children’s Services by £20.556m between 2019/20 and 2022/23, which represents a 34% increase in budget from the base budget that was inherited from the preceding councils of £60.942m, which reflects, in part, significantly increased demand. More work needs to be done to understand how this budget compares with statistical neighbours and how the budget is allocated between specific services. The LGA suggests that the typical cost to a council of an inadequate judgement ranges from £4 to £10m, and therefore this may require even more resources to be provided, whilst noting that this year’s budget is being overspent by approximately £7m (8.6%) and this overspend has been accommodated in the year-end forecasts and the Medium Term Financial Plan.
33. The internal tensions have related to an entirely legitimate political determination, backed by arguably less orthodox financial methods, to both ensure the council is run as efficiently as possible and to stand by their commitment to minimising costs to the electorate. That is versus a professional financial perspective that the numbers simply don’t stack up, especially in revenue terms, to sustain the corporate strategy (my non-accountancy wording). Those tensions have raised the possibility of officers needing to issue a 114 Notice with all the actual and perceived challenges that would entail.
34. Meanwhile, within the service the DCS is currently predicting a likely overspend of circa £7 million for the current financial year, which has been accommodated within the corporate estimates. That includes a combination of agency staffing costs, unmet previous savings commitments and, one would expect, placement costs. However, at present one quirk of what appears to be a weak financial reporting and monitoring culture within the service, is that placement costs are not apparently overspending – which seems curious and untypical. The DCS has legitimate concerns about the financial management skills of her service managers, and about the service understanding of some of the central financial officers. The financial system of the Council is due to be replaced in April 2023 with a single Enterprise Resource Platform which will enhance forecasting and budget monitoring.
35. There is a tactical dilemma around understanding corporate finances for this intervention. This intervention is not equipped to take on a full and detailed

assessment of the corporate financial context of children's services – in the best of circumstances let alone in this post-LGR authority with such unique, complex and apparently critical challenges. But the intervention cannot escape from considering the financial implications for the council of a failing service and for the service of such a financially challenged council. The Section 151 officer has asked that the Improvement Board should in future receive direct financial reports. I agree with that proposal but the reports will need to address both sides of the dilemmas summarised above – service and financial.

36. In a stressed and dynamic financial arena, at time of writing, some positive steps have been taken but significant financial risks remain to the improvement journey. Crucially, there is a developing constructive relationship between the 151 Officer and the DCS, internally and at the Improvement Board, which has to be the basis for any kind of progress and is an important signal. That will also help with the residual tensions within BCP, and typical in the circumstances, about the extent to which the right balance has previously been struck between informed and mutually understood professional and financial imperatives. There appears to have been some resolution of the council's dialogue with central government about what and how it can progress its asset-based borrowing strategy. Subsequently, it also appears that the imminent threat of a formal 114 notice has abated for the current year but not disappeared for future years. The council is now striving to achieve a viable and balanced budget strategy for four to five years in the context of the forthcoming election but, at time of writing, the budget gap remains significant.
37. Children's Services have to be a "corporate player" in this work but they are formally failing and that indicates significant risk to the welfare of vulnerable children in BCP. That stark point is not yet well registered in parts of the corporate whole. Any steps to reduce (rather than build) financial capacity of the statutory service at this time would be frankly dangerous. Meanwhile there may be opportunities to find further savings in non-statutory services but they will not be politically popular. From the perspective of this intervention the welfare issue must surely be paramount.

Other Corporate Support Services Post LGR

38. At the inception of the new council in 2019, KPMG, the council's consultants hired to help drive the organisational transformation, produced "BCP Council – Organizational Design – Final Report". This is a complex and detailed document which sets out ways of future working for BCP, including a focus on streamlined centralised support services and an entrepreneurial culture. It is a sophisticated piece of work which is cited by senior officers as the council's "operating model" - a blue print for how the council will be designed and function. What is less clear is how that blue print matches subsequent real-time events such as the financial pressures of the organisation and the Inadequate judgement on children's services. Subsequently, the department has produced a simpler, and more up to date and tailored, piece of diagnostic work – "Children's Services Transformation – Summary Diagnostic and Action Plan" (from Commercially Public). Out of these assessments and taken from

interviews so far, I would highlight the following issues which require a particularly focussed approach for BCP to consider in the essential improvement work.

39. Linked to the separate section in this report, there is a clear need for **financial support** systems and approaches which will better respond to the needs of the service as it improves. It is generally agreed that the new DCS and her team bring a much improved financial acumen and transparency to their leadership of the service. Their concerns about the fitness of financial systems as well as levels of mutual awareness between finance and service managers will need to be responded to. A new corporate financial system is due for implementation in early '23. Without it, and in the context of both the failing judgement and the financial pressures, children's managers are fighting in the dark to control spend.
40. So far, over three years on from LGR, the **client information systems** for BCP children's services have not been properly merged. This is now an urgent problem. A recent deadline for completion has been passed. A new one has been set for November and must be met. This should be a basic if not urgent expectation to support improved practice.
41. There is a complex equal pay problem as the council is still working to a timetable of 2024 for the harmonisation of **pay structures** for the various staff groups working to the respective former LAs' terms and conditions. There are legal as well as financial barriers to accelerating this programme – especially given the wider equal pay implications. Unfortunately, further delay will mean that the most critical part of the workforce to children's improvement, the qualified social workers, continue to work on varying terms and conditions including pay. In a generally over-heated labour market BCP does not need this additional impediment to recruitment and retention. From this perspective that anomaly needs urgent resolution and Leader has indicated he sees this issue is a priority. BCP now confirm that they have agreed to bring this forward to an earlier Cabinet meeting, for Children's services.
42. There are continuing concerns that the work currently underway to further centralise **HR and training** functions will need to ensure that children's services improvement is not left short of professional expertise and the essential capacity to support the developing workforce. Centralised HR and training functions must create confidence that they are tuned into and responsive towards the urgent and service specific workforce pressures facing children's.
43. Finally on the point of corporate support, for reasons which appear to relate to pre-LGR legacy issues alongside the broader transformation plan, BCP has a corporate **generic commissioning** function. The rationale for this approach may be reasonable, but personally I have never encountered a situation where a DCS does not have direct full control and oversight of, as well as accountability for the commissioning of children's services, especially but not only children's placements. It remains to be seen how compatible this BCP corporate model may be to future service improvement.

Safeguarding Partnership

44. Since LGR, BCP has shared its safeguarding partnership (formerly the LSCB) with Dorset Council. This decision was presumably taken based upon some of the benefits and history of “pan-Dorset” partnerships and working. The arrangement obviously makes particular sense to pan-Dorset agencies, such as police and health. It is also apparently currently preferred by Dorset Council (not yet verified), who are now rated Good in children’s services. The current partnership chair is a highly experienced strategic leader with good knowledge of the area. He is personally agnostic about the issue of a more locally specific safeguarding arrangement for BCP and rightly cautions against the risks of regarding structural reform as any kind of false solution to wider and deeper problems. It is also apparent that a previous attempt was considered to establish a BCP coterminous partnership arrangement but this was abandoned, at least partly because the then CCG “voted against”.
45. The current arrangement does include two “sub” partnerships based on the LA boundaries, with the pan-Dorset board acting as the over-arching mechanism. Some have suggested that in terms of pressure upon partner capacity, this current arrangement has the effect of “three boards” across the pan-Dorset geography. To me it also implies a potentially dangerous lack of clarity about the function of each of the current arrangements for a failing LA. It implies some confusion about where the authority and accountability rest within the partnership for a failing service.
46. Whereas I strongly agree with the caution against regarding structural reform as a panacea for improvement, I am personally not convinced about the effectiveness of this arrangement for any unitary children’s safeguarding partnership, let alone one that is failing. The partnership, including subsequent to the Wood Review, retains a critical statutory function whereby the safeguarding partners can hold each other to account for the effectiveness of practice and joint working – strategically and operationally. It remains the case through Children Act 1989 that the local authority is the lead agency for child protection in welfare terms – hence the usual arrangement for the partnership to be based on the LA’s boundaries. That applies in usual circumstances but the case for a coterminous partnership appears to me to be stronger in a circumstance where the LA is failing. It is, quite reasonably, the failing LA that “takes the hit” for that failure, yet here that LA does not have full control over its own safeguarding partnership governance which is shared with a Good LA. With full accountability needs to come full authority – BCP does not have full authority over its safeguarding partnership but is held to account for its failings. That is also why this must be a matter of final determination for the LA, rather than the partners, individually or collectively. In one respect, an effective change need not be so radical – it is possible to retain the pan-Dorset arrangement but on the understanding that the primary partnership is at the BCP level. I am not going so far as to direct the establishment of a coterminous partnership – yet. But I do think these points need fuller consideration by BCP and its local partners, with a final decision to be determined by BCP. I also wish to stress that these comments are not a

criticism of any pan-Dorset partners including Dorset Council. They are a reflection on how the partnership can focus on the needs of the failing lead agency without either detriment to the wider geography or the failing agency – it is a question of focus and clarity of accountability.

47. In the meantime, what is clear is the need for BCP statutory partners to be encouraged to continue to play a direct and active role in the work of the Improvement Board as it progresses.

The Improvement Board

48. The BCP Improvement Board was established through the previous intervention and chaired by the previous DfE adviser (who also for a period agreed to be chair of the safeguarding partnership). The new board is chaired by myself and serviced by an almost entirely new management team. In some respects it is therefore a continuation but, especially bearing in mind that frankly the last improvement drive failed, it needs to seem and be more effective, focussed and interventionist where necessary. There is further work to be done, alongside the content of the improvement agenda, to ensure that the board is as effective as it needs to be given this history. That includes around collective engagement and also with regard to a necessary sharpening of the nature and use of performance data and oversight.

RECOMMENDATIONS

- i) Clearly, the intervention must be sustained. There is not yet an overwhelming case to trigger a structural (trust) solution, but a number of the corporate fragilities outlined above mean that the potential for that solution must be kept in mind.
- ii) The Improvement Board should be sustained but further work done on membership and terms of reference to ensure it can provide meaningful drive and oversight for the improvement journey.
- iii) That will include oversight of the SLIP work with HCC which will remain critical to progress.
- iv) The financial issues and risks need to be formally reported on to the IB so that all concerned, including DfE and the Adviser, are fully sighted on the risks and related developments.
- v) Further corporate work will be required to ensure the BCP model of corporate support services and systems is fully conducive to the children's improvement journey.
- vi) That should especially apply to pay harmonisation and the final resolution of the client information systems for the service. These are critical issues and failed progress on these alone should bring forward the trust question.
- vii) More work will also be required to ensure partners are fully engaged and supportive at the IB.
- viii) BCP and its DCS should lead partners in a clear appraisal of the potential risks and benefits of moving to a co-terminous BCP safeguarding partnership with that discussion to be under the oversight of the IB.

- ix) DfE should give close consideration to any bid for tangible support from BCP especially with regard to the establishment of a practice model for social workers.
- x) That should also include consideration of a management training and assessment model for the service at front and middle manager level.

John Coughlan

DfE Improvement Adviser for BCP Council

October 2022

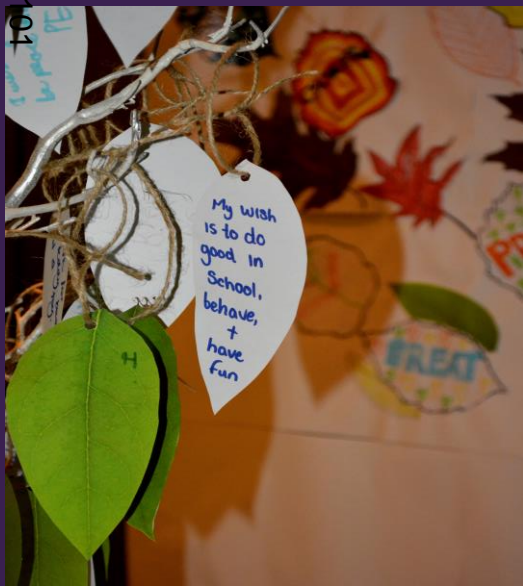
This page is intentionally left blank

Children in Need and those subject to a Child Protection Plan

Monitoring Visit 2 Feedback (October 2022) &

DfE Adviser First Report

Cathi Hadley – Director Children's Services



Journey moving out of inadequate so far ...

- Statutory Direction - DfE Adviser – 6 month review
- Ofsted Monitoring visits
- Children's Services Improvement Board
- SEND Improvement Board
- Improvement plans – CSC /SEND
- ¹⁰²Sector Led Improvement Programme

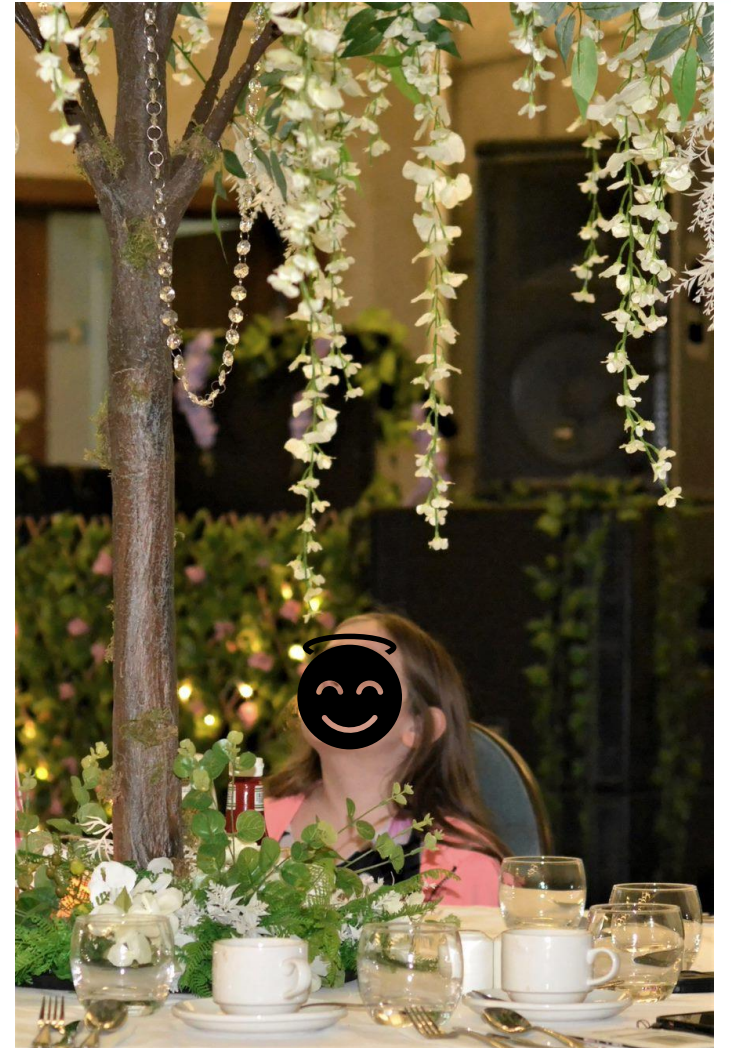


INPECTIONS

1.	MV 2	Oct 2022
2.	Youth Justice Service HMI	Oct 2022
3.	MV 1	Jun 2022
4.	Annual Conversation	May 2022
5.	ILACS	Dec 2021
6.	SEND Inspection	July 2021
7.	Annual Conversation	April 2021
8.	Focused Visit	Nov 2020
9.	Focused Visit	Oct 2019

Children in Need and those subject to a Child Protection Plan

Monitoring Visit 2 Feedback
4 & 5 October 2022



Areas covered by the visit

- Assessment
- Completion of Chronologies
- Response to Domestic Abuse
- Recording of Childrens views , voice and feelings
- Specialist Services – CST ,CHAD, Edge of Care ,PLO & Court
- Threshold application
- Child Protection Conferences

- Unborn and very young children at risk of harm
- SW practice
- Statutory Compliance – CP Inquiries and Strategy Meetings
- Thresholds
- Assessment Timeliness
- Domestic Abuse experience

Quality of Practice

Timeliness of SW intervention

Workforce Stability Recruitment and Retention

Impact of QA and Management Oversight

- Recruitment and Retention
- Caseloads
- Supervision and Management Oversight

- Quality Assurance Framework
- Avoiding delay
- Data and Performance
- Governance Framework
- Practice Learning Reviews
- Closing of the Learning Loop
- Quality and Depth of SW Practice



Impact

Outcomes

Accountability

Headline Findings

- Concerted effort to put right structures in place to make the improvements necessary
- Children's Services Senior Management Team understands areas for improvement/ Corporate support to continue under current financial pressures
- More timely decisions and actions
- ¹⁰⁵ Sensible and sustainable plan in place to provide better quality services for children
- Making steady progress – we are where Ofsted expect the service to be at this stage
- Quality of SW is improving – however more to do before children receive consistently good services
- Staff are increasingly confident at tackling risk for the most vulnerable
- Staff turnover still high, but noted quality SW from temporary staff is equally evident
- Some children still experience delays
- Absence of 'how we do it here' – leads to inconsistent decision making
- Local Government Review – still has impact on pace of improvement – systems and working practices



Leadership and Culture

Key strengths

- Concerted effort to put right structures in place to make the improvements necessary
- Children's Services Senior Management Team understands areas for improvement/ Corporate support to continue under current financial pressures
- Staff report feeling well supported/ Staff morale is palpably on the up
- Good levels of support and access to training that is in line with experience, development and interest
- Staff now talk about BCP as one organisation – change of staff shifting culture
- Increasingly more manageable caseloads giving SW time to work more closely with families building relationship
- Specialist Services – Continue to have a positive impact

Areas for further development

- Recruitment and Retention
- One case management system
- Ongoing impact of LGR



Children in Need and those subject to a Child Protection

Key strengths

107

- Pockets of more consistent SW, increasing M/O & growing staff confidence leading to positive outcomes for children
- Examples of tackling risk factors, show a step in the right direction
- SW know children well
- Professional Curiosity is developing alongside more creative thinking
- Announced and unannounced visits taking place
- Thresholds largely found to be applied
- Assessing risks to unborn babies and response now in place – starting to embed
- Children supported at the right level of need and degree of risk
- Some progress seen in complying with Statutory guidance for children on CP plans
- CP inquiries and Strategy discussions taking place as and when needed
- CP Plans are in place - core groups happen and children are seen more regularly
- Performance management is improving – now more systemic , increasingly vigorous and focused one merging trends
- QA Framework at last visit was under developed – now embedding
- PLRs – common practice and widely accepted as having value

Children in Need and those subject to a Child Protection

Areas for further development

108

- Some work to do on caseloads for those with higher numbers
- More work required on quality and depth of SW
- CIN who are not subject to a CPP - assessment , reviews and visiting needs to be improved
- Assessments not yet routinely updated and often fail to analyse causes of tension and focus on present
- Chronologies which are meaningful are rare
- M/O can sometime lack focus on how children are affected (neglect cases)
- CP Conferences decisions are inconsistent – where it is done well more rapid progress is seen for children and families



Voices and feelings of children and young people ...

Improvement in how this is captured in visits and reviews, for example by attending conferences, use of advocate

Voice is helping to shape plans

Improvement by SW engaging C&YP to share their stories



- 110



THANK YOU
ANY
QUESTIONS



Department for Education

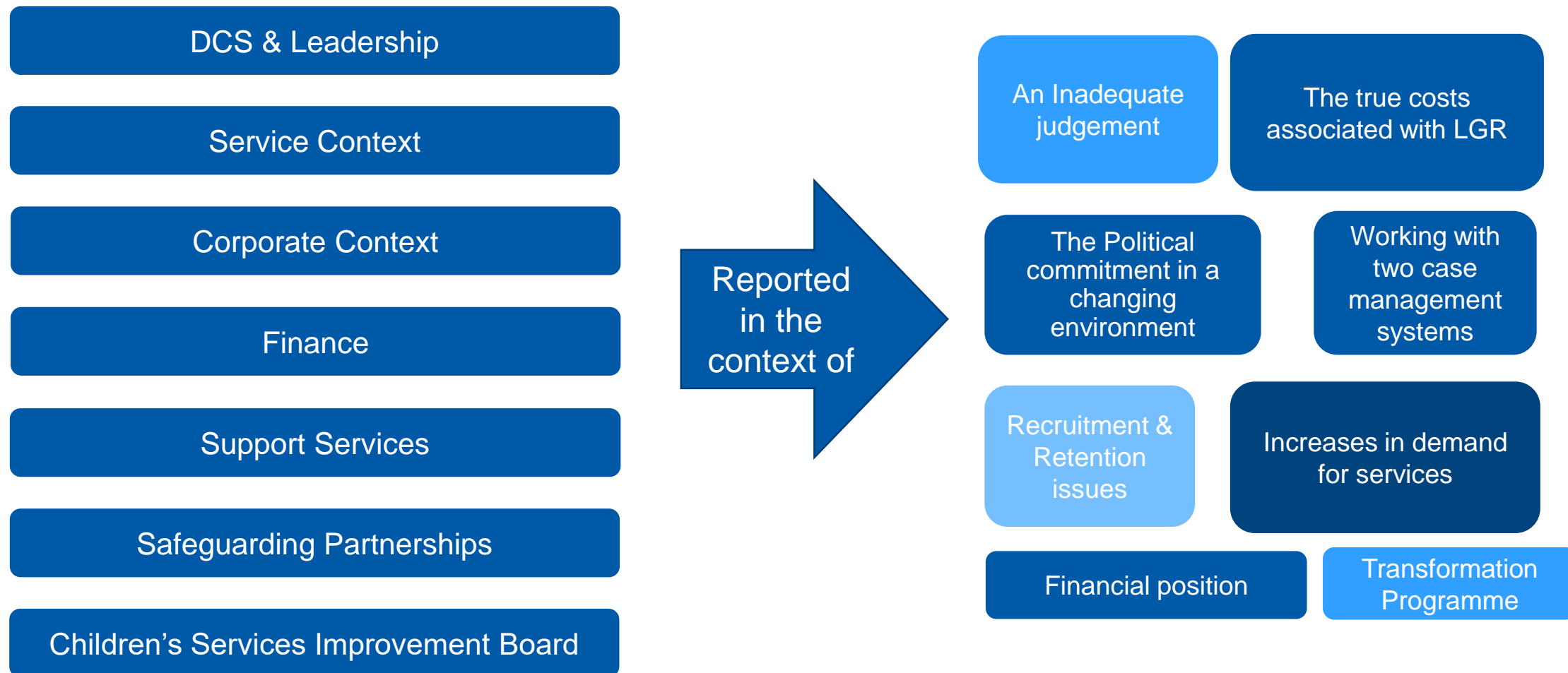
Adviser's First Report

John Coughlan

October 2022



Areas covered by the report ...



Moving forward

- ✓ Formation of Children's Trust not currently an overwhelming case – intervention must be sustained for this to be removed as a potential option
- ✓ Children's Services Improvement Board – Further work on membership, drive and oversight
- ✓ SLIP work critical to progress
- ✓ BCP Model of Corporate Services – making sure they are fully conducive to the Children's Improvement Journey
 - Pay and Reward
 - ICS –Mosaic Go live

- ✓ Financial risks fully reported to Board and DfE/ Advisor fully sighted at all times
- ✓ Further development of partnership relationships and engagement in Improvement board
- ✓ Safeguarding partnership arrangements to be appraised – overseen by the Improvement Board
- ✓ DfE Bid consideration for
 - Practice Model implementation
 - Management training at Service and Team Manager level

THANK YOU
ANY
QUESTIONS



CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE



Report subject	Written Statement of Action Progress Report
Meeting date	22 November 2022
Status	Public Report
Executive summary	The Written Statement of Action Programme of Improvement Work has been underway for ten months and as required by Department for Education and NHS England has been concentrating on improving eight areas of significant weakness. The Department for Education and NHS England have a regular monitoring session with BCP Council and NHS Dorset to ensure progress is being made against the eight key areas.
Recommendations	<p>It is RECOMMENDED that:</p> <ul style="list-style-type: none"> (a) the current progress against the eight areas of significant weakness, as detailed in the attached Monitoring Report, be approved; (b) the live risks that the SEND Services across BCP Council are under in trying to deliver these improvements, be noted.
Reason for recommendations	To ensure robust delivery of the written statement.

Portfolio Holder(s):	Cllr Nicola Greene, Portfolio Holder for Council Priorities and Delivery
Corporate Director	Cathi Hadley, Director of Children's Services
Report Authors	Sarah Rempel, Director of Education & Skills
Wards	Council-wide
Classification	For Information

Background

- Following a local area SEND inspection in June 2021, eight areas of significant weakness were identified for BCP Council and NHS Dorset (formally CCG for Ofsted inspection). BCP Council and NHS Dorset were required to develop a Written Statement of Action to deliver these improvements prior to a reinspection by Ofsted. The Written Statement of Action was approved by the Department for Education in December 2021.

Summary of financial implications

- None identified.

Summary of legal implications

- None identified.

Summary of human resources implications

- Currently the SEND Team are under capacity pressure due to the volume of Education, Health and Care needs assessments being requested.

Summary of sustainability impact

- None identified.

Summary of public health implications

- None identified.

Summary of equality implications

- A Full Equality Impact Assessment was undertaken on the complete Written Statement of Action prior to submission to the Department for Education in December 2021. No negative equality implications were identified

Summary of risk assessment

- See updated risk log in appendix ii

Background papers

[BCP Council and NHS Dorset Written Statement of Action](#)

Appendices

Appendix i - Monitoring Report submitted to Department for Education and NHS England for Monitoring Visit 9 November 2022.

Appendix ii – Updated Risk Log.

This page is intentionally left blank

SEND Improvement

Written Statement of Action

121

Monitoring update – October 2022

Area for improvement: The deep cultural issues leading to weak partnership working between services across education, health and care and between these services and children and young people with SEND and their families

Progress

- Coproduction across this workstream is being used as exemplar for other areas of work
- Values Pack in final stages of design ready to support services in embedding the agreed values throughout their work
- Values used in SEND Supervision as basis for discussion to support it being embedded
- All schools in Bournemouth, Christchurch and Poole have been involved in the Values Pack development
- Digital portal development to empower parents and carers to access where they are in the assessment process for an EHCP – work starting October 2022.
- Health have been involved in coproducing the development of the Values Guidance.

Next Steps

- Values to be significant element of the Local Offer moving forward
- Values to be shared with a wider audience and to be part of the Quality Assurance process to ensure embedding.
- SEND Survey due to be launched in November including the values as a basis for the questions and evaluation.
- Additional impact measures to be identified to ensure the wide impact desired by the WSoA Programme across services such as schools.
- Widened plans for new SEND Case Management System to include a Parent Portal where agency reports can be accessed including other elements of the EHCP process – Case Management System planned to be in place for September 2023
- **See slide 7 also**

Area for improvement: The deep cultural issues leading to weak partnership working between services across education, health and care and between these services and children and young people with SEND and their families

Feedback from Audits:

¹²³**Q. *Is the plan accessible?***

A. It was – we have been on this journey for a long time.

A. Clear language – supported by daughter (who has SEN knowledge).

Area for improvement: The deep cultural issues leading to weak partnership working between services across education, health and care and between these services and children and young people with SEND and their families

Feedback from Audits:

124 ***Q. Were you involved in the writing of the plan/review?***

A. YP met with EP and completed a One Page Profile.

A. Parent met with professionals and provided a written contribution.

A. Contributed My Child My Story.

A. Informed and involved at every stage.

Area for improvement: The deep cultural issues leading to weak partnership working between services across education, health and care and between these services and children and young people with SEND and their families

Feedback from Audits:

¹²⁵***Q. Were your views included when your support was planned?***

A. Yes, they were included and all concerns were valued

A. Included in plan and we were happy with it.

A. 100% - we were heard, and the plan includes my views.

A. Professionals listened.

Area for improvement: The deep cultural issues leading to weak partnership working between services across education, health and care and between these services and children and young people with SEND and their families

Feedback from Parent/Carers:

Values not being demonstrated.

Feeling that things have not moved on despite activity.

Wanting more transparency around difficulties.

Area for improvement: The deep cultural issues leading to weak partnership working between services across education, health and care and between these services and children and young people with SEND and their families

Issues

- Values not being demonstrated.
- Feeling that things have not moved on despite activity.
- Wanting more transparency around difficulties.

Short-Term Steps

- Launch of Values Pack
- High profile push on Values corporately
- Digital feedback app
- Local Offer content
- Supervision

Area for improvement: Poor co-production practice at a strategic and operational level

Progress

- Draft Charter for Children and Young People Co-production in final stage with children and young people
- Draft Charter for Parent and Carer Co-production in final design phase
- Participation Officer started and leading on work with Children and Young People.
- Local Offer Lead started and leading on prioritised areas of Local Offer
- Central Register being developed (Parent/carers, Health, LA, SENDIASS) with feedback received quarterly – draft governance in place for 6 monthly review
- Shared teams area for full transparency of developing pieces of work in full co-production.
- BCP Council and NHS Dorset co-producing interview panels for relevant roles

Next Steps

Interview for Co-production Officer post (31 Oct)

Timeline being produced for areas of work for Participation Officer

Timeline being produced for development of Local Offer – majority of changes to be in place for March 2023

After sign off, sharing of co-production charters and make pledge available for partners to commit their support

Changes to vice-lead role

Continue to develop shared Teams area to ensure all parties are fully updated in all aspects of co-produced work

Produce a full list of co-produced work to date

EHCP Process feedback

Q. Were your views included?

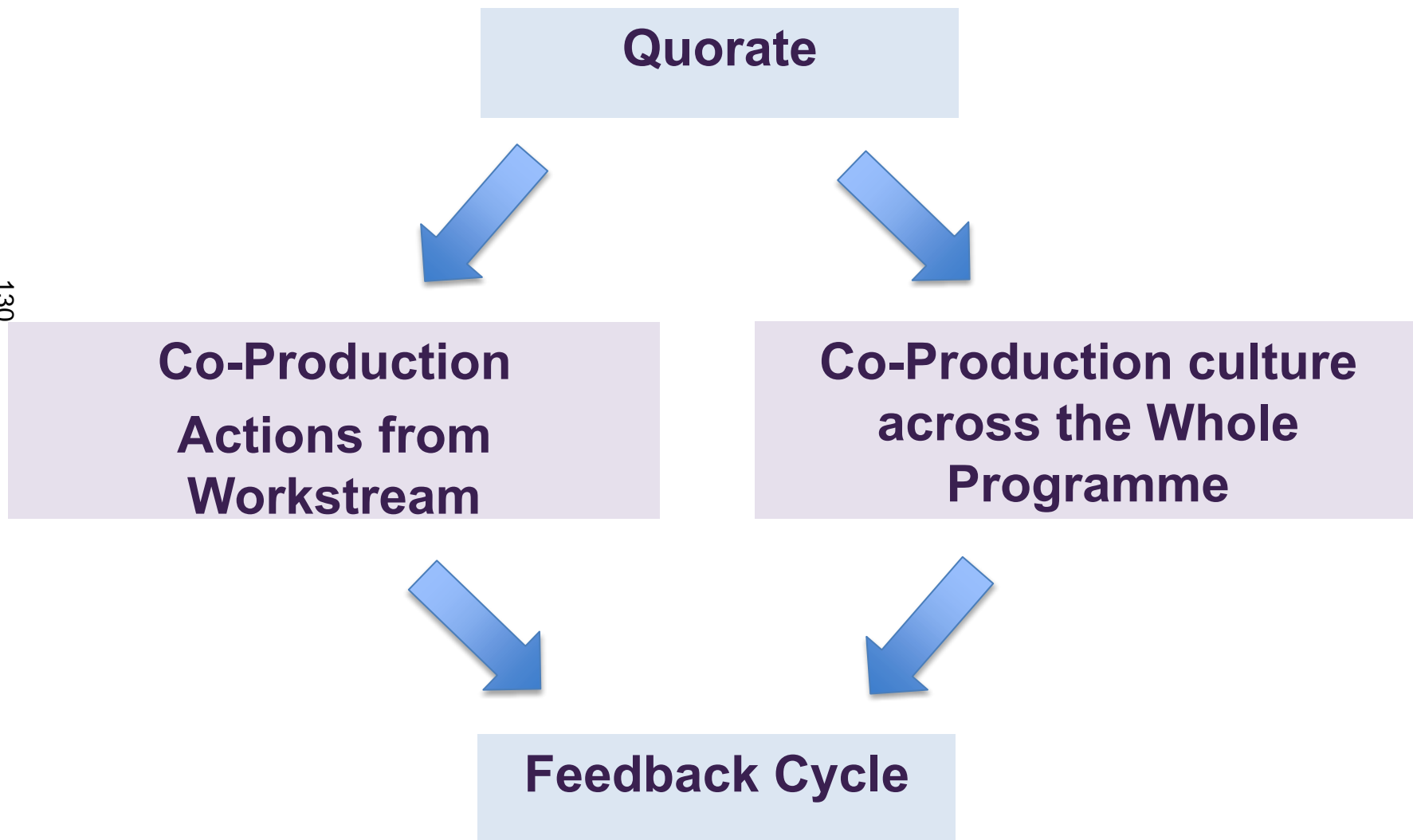
A. The Co-Production meeting was useful as it allowed for all areas of need to be discussed. Initially, we felt key elements of SEMH were missed but as this was discussed during the meeting, it allowed the needs to be successfully included.

Q. Were you included in the writing of the plan?

A. We had a Teams Meeting where we went through it in detail. My husband, SENCo and Case Officer were part of the meeting.

Possible New Parent/Carer Overview of Workstream

130



Area for improvement:

Weaknesses in the sustainability of services in the face of high turnover of staff and challenges with recruitment (key focus areas: 14-15)

Progress

Reallocation of workloads carried out in the SEND Team to assist in sharing out the workload.

Additional activities identified and approved by SEND Improvement Board to improve the capacity for statutory work in the Education Psychology Team.

Work being undertaken to reduce reliance on agency staff

Strong permanent leadership in place

Additional staff now in place within the wider SEND Team to support the delivery of the Programme

University Hospitals Dorset have employed an additional clinical fellow and looking to other professions e.g. physician associates as well to grow the workforce.

Next Steps

- Progress the People Plan incorporating support for wellbeing and training to address longer term recruitment & retention.
- Utilise additional digital training to support team in ownership of change.
- Quality Assurance process to be fully implemented through new structure.
- University Hospitals Dorset will be getting additional paediatric trainees from the Deanery at ST1-2 level but the registrar training is being reduced from 6 to 5 years.
- To make a clearer link between this area of work and the Culture Workstream – significant overlap of Impact Measures
- Relaunch of this package that is aimed across disciplines [Special Educational Needs and Disability \(SEND\) – NHS Dorset](#)

Area for improvement:

The wide variances in the quality of education, health and care plans caused by weaknesses in joint working, fair access, timeliness and quality assurance processes (key focus areas: 23-27)

Progress

Reallocation of workloads carried out in the SEND Team to assist in sharing out the workload.

EHCP training is part of practice fundamentals for children's social care and for adult's social care.

New induction programme has been developed for SEND Case Officers which includes the involvement of parent carers.

Co-produced health advice training has been co facilitated with BCP colleagues, DCO and ADCO.

10 internships started within BCP Council, placements secured across a wide variety of services through the council.

Next Steps

- EHCP workshops to co-produce design requirements on new system with supplier.
- To report on quality and timeliness in 6 monthly periods to include the SEND health forum to measure impact and outcomes from training delivered.
- Social care direct payments policy being drafted for implementation in Oct 22.
- Mainstream funding bands implementation in October 2022 following consultation and Council agreement.
- Promote the Co produced Pan Dorset SEND Tier 2 Training
- Implement the Preparing for Adulthood Board action plans to include PfA at all relevant stages.
- Relaunch of this package that is aimed across disciplines [Special Educational Needs and Disability \(SEND\) – NHS Dorset](#)

Area for improvement:

The inconsistency in the implementation of the graduated response leading to slow identification and inequitable access and experience of the system across education, health and care (key focus areas:

16-22)

Progress

Public Health Dorset have completed an all age Needs Assessment for autism and ADHD. This will be used to support modelling across all workstreams.

The Tier 1 Autism e-learning has been accessed by nearly 600 people across health and social care since it was launched at the end of April 2022.

The Speech and Language Service Specification and Service Development Improvement Plan (SDIP) has been approved and is now progressing through the contracting process.

Next Steps

- Develop more accessible, on-line version of the Graduated Response documents, linked to information on strategies and support to aid providers.
- Development of a neurodevelopmental [webpage](#) with a decision support function and a face-to-face Tier 2 autism training offer for health and social care staff will be launched.
- Speech and Language support [website](#) to be launched in October to find information, advice and contact details for local and UK resources, covering all ages from baby to young adult to create a pathway of support.
- Parenting courses have now been agreed and set as an area of focus for the Development and Behaviour pathway workstream.
- Review of digital solutions matching requirements for the 'tell it once' approach.

Area for improvement:

The proportion of pupils not accessing education because of the disproportionate use of exclusion and poor inclusive practices across the area (key focus areas: 34-40)

Progress

The Inclusion Team prevented 6 permanent exclusions.

First pre-exclusion case conference established to take place on 6th October.

Task & Finish Group to identify barriers for young people with SEND attending education completed & findings to be approved at SEND Improvement Board in October.

Next Steps

- Inclusion Quality Mark communications plan and young people's participation to be developed prior to piloting.
- Redesign offer of the Team Around the School programme to focus on attendance & inclusion.
- Establish responsibility and resourcing to implement the quality assurance of Alternative Providers.
- Review the Fair Access protocol with agencies, education providers, parents and carers and children and young people, and address any identified short comings.

Area for improvement:

Weaknesses in leaders' evaluations of the effectiveness of the local area, including the lack of focus on the experiences of children and young people with SEND and their families (key focus areas: 5-8)

Progress

Local Offer Lead in position.

Local Offer now published on new platform.

Communication Plan is being implemented.

Central register is in place for gathering feedback and service level issues.

Next Steps

- Timeline to improve Local Offer now in development.
- Central register – agree how we will respond to how the information has been collated and link this in to the 'You said – We did' section on the Local Offer website.

Area for improvement:

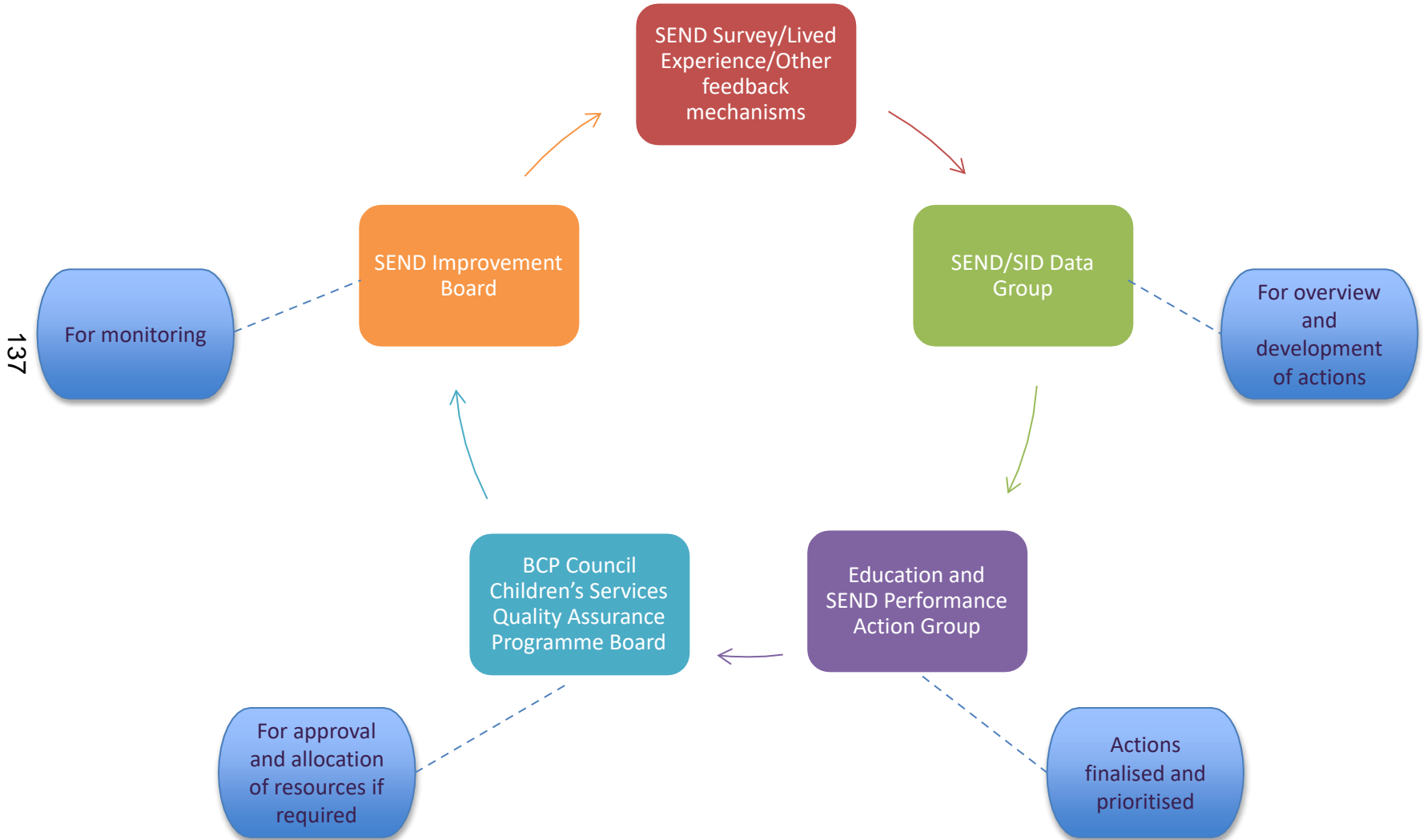
Poor joint commissioning arrangements that limit leaders' ability to meet local area needs, improve outcomes and achieve cost efficiencies (key focus areas: 28-33)

Progress

- First draft of main chapter of updated SEND JSNA completed (including analysis of latest SEN2 data).
- First section of SEND Joint Strategic Commissioning Delivery Plan is in the final approval processes, mapping of decision making structures for joint strategic planning and commissioning has taken place.
- A Task & Finish Group looking at specialist equipment, is progressing identified actions with partners and finalising a new BCP policy
- Contract out for tender for Specialist Equipment– new contract starts 1 April 2023.
- External provider have completed needs analysis and produced draft market position statement for short breaks activities.
- Short Term additional capacity has been agreed whilst the Commissioning and Procurement Centre of Excellence structure is implemented

Next Steps

- Thematic chapter on increase in EHCPs has been produced following multi-agency workshop, recommendations for further discussion during a focus session at SEND Improvement Board
- JSNA – to finalise training materials to support the utilisation of the JSNA model.
- Continuing development of the draft Delivery Plan and further consultation, for discussion by the SEND Improvement Board in December.
- Implementation of the future Commissioning & Procurement Centre of Excellence Structure, which will enable the increase in commission capacity
- Internal review of market position statement to commence and to share with parents and carers.
- Consideration of integrated NHS and LA Commissioning functions



WSoA Progress - Overview

- Work started with Strategic Leadership Improvement Partner (SLIP) and this has enabled the programme to refocus.
- Split of large workstream into two more manageable workstreams enabling better visibility
- Quick wins identified within programme and additional resource identified from across council to support delivery.
- Structural changes in SEND Service have been implemented which are destined to see improvements over the next 3 months.
- Digital Projects underway which will support significant progress across many of the areas of improvement: New Local Offer Platform – supported by Local Offer Lead, Parent/Carer EHCP access portal , Application processes
- Significant progress in identifying how impact is to be measured across the WSoA.

Issue	Mitigation	Progress
Capacity for Change	<ul style="list-style-type: none"> Wider engagement plans with SEND services on WSoA and transformation journey in place Additional activities being put in place to engage with the transformation journey 	<ul style="list-style-type: none"> Prioritisation of activities are in place and programme resetting point in line with impact identification with support from DfE and Bedford SLIP
139 Significant increase in EHC needs assessments	<ul style="list-style-type: none"> SEND recovery plan in place to support short term issues, and WSoA clearly identified as the long-term transformation journey 	<ul style="list-style-type: none"> JSNA with EHCP focus due to be key agenda item at SEND Improvement Board in December 2022
Recruitment and retention	<ul style="list-style-type: none"> Plan in place to support recruitment of specialist services required e.g. Educational Psychology Progressing BCP Council SEND Team Restructure Additional work still being undertaken to expand Paediatric Workforce in Health 	<ul style="list-style-type: none"> Still working through recruitment plans for Education Psychology Service, has budget pressures associated New leadership has provided stability for the service. Child Development Centre looking at wider resource areas to bolster workforce

Issue	Mitigation	Progress
Budget pressures	<ul style="list-style-type: none"> Children’s wider transformation will be identifying where clear impact can be made and focus on our statutory delivery of services 	<ul style="list-style-type: none"> Ongoing wider Council budget issues being worked through
A number of milestone actions are running behind time	<ul style="list-style-type: none"> Some delays continuing to ensure full co-production and capacity within services Change reporting process in place and regularly monitored within SEND Programme Group 	<ul style="list-style-type: none"> Prioritisation of activities are in place and programme resetting point in line with impact identification with support from DfE and Bedford SLIP
Mis-match between action, impact and feedback from families	<ul style="list-style-type: none"> Immediate action re Values Pack and launch, Local Offer content, digital feedback app 	

- Focus for the programme on impact rather than specific actions
- Actions to be prioritised by impact realisation
- Immediate action on Values
- A number of deliverables due prior to the end of the year
- Next steps in the digital developments associated with the new Case Management System to be undertaken
- Further development of Quality Assurance circle to be progressed and monitored for impact

This page is intentionally left blank

Risk		RISK ASSESSMENT (GROSS)										RISK ASSESSMENT (RESIDUAL)			
Ref	Status	Workstream	Description	Likelihood	Impact	Gross	Date Raised	Raised By	Owner	Risk strategy	Strategy description	Likelihood	Impact	Residual	Progress
R-001	Identified	Programme	There are unknown costs (unfunded) which will arise from the WSoA - some actions are to review/make recommendations, the cost implications of such recommendations are unknown	Likely	Major	9	01/11/21	Jo Hooper	Sarah Rempel	Acceptance	Assess emerging budget implications as work progresses and raise via the Programme Group and escalate further through corporate channels if required.	Likely	Major	9	Additional time given to some actions to deliver.
R-002	Identified	Programme	Capacity of action leads is insufficient	Likely	Severe /Catastrophic	12	01/11/21	Jo Hooper	Sarah Rempel	Acceptance	Maintain monitoring through agreed governance arrangements and take swift action if required	Possible	Moderate	4	
R-003	Identified	Programme	The level of co-production in the development of the WSoA isn't continued into the delivery phase	Possible	Severe /Catastrophic	8	20/12/21	Jo Hooper	Sarah Rempel	Prevention	Setting our clear requirement for co-production workstream and actions leads; request to adequacy co-production 1-001; commitment to learn from and open discussions [ultimate aim is to prevent but a focus of the SRO]	Possible	Moderate	4	
R-004	Identified	Programme	Insufficient challenge from DfE/NHS England Advisors creates complacency and the local area is unprepared for re-inspection	Possible	Severe /Catastrophic	8	08/12/21	Jo Hooper	Sarah Rempel	Prevention	Ensure sufficient challenge and transparency through SIB and SRO/workstream leads, through the agreed governance arrangements.	Possible	Major	6	Workstream split into 2 areas
R-005	Identified	Programme	Insufficient challenge and drive from SIB leads to lack of pace and strong leadership	Possible	Severe /Catastrophic	8	08/12/21	Jo Hooper	Sarah Rempel	Reduction	TorR being revised (at 24/1 SIB); SIB Chair, SRO and Programme Manager agreed next steps in Jan mtg	Possible	Moderate	4	
R-006	Closed	Programme	Workstream on Identification, Assessment & Meeting Need is too large to main sufficient focus and progress	Likely	Severe /Catastrophic	12	08/12/21	Jo Hooper	Sarah Rempel	Acceptance	Maintain monitoring through agreed governance arrangements and take swift action if required; identifying Programme or Project Manager support required. Will review against once plan in place for the workstream and review mid Feb	Possible	Moderate	4	
R-007	Identified	Programme	Capacity to deliver/participate in the WSoA work (delivery colleagues and parent carers) given numerous actions in tight timeframes	Very likely	Major	12	12/01/22	Jo Hooper	Sarah Rempel	Reduction	Programme and Project Management arrangements, with realistic timescales taking account of capacity and streamline use of task and finish groups wil try to flex to support.	Likely	Major	9	Unable to control external work pressures e.g. additional EHCP assement request levels.
R-008	Identified	Programme	Limited time to focus on PFA in the inspection leading to it not being identified as an area of significant weakness, resulting in lack of focus going forward	Likely	Major	9		SIB	Sarah Rempel & David Vitty	Prevention	Role of PFA Strategic Board in the governance; SIB commitment to maintain focus on PFA; built in some PFA elements explicitly within the WSoA	Possible	Minor	2	
R-009	Identified	Programme	Capacity for change (all levels/across the system)	Likely	Severe /Catastrophic	12	12/01/22	Jo Hooper	Sarah Rempel	Reduction	The Council and NHS Dorset has gone and is continuing to go through significant change which continues to impact on the services ability to have the capacity to embed the changes required in the timely manner required.	Likely	Major	9	
R-017	Identified	Programme	Unable to deliver according to timescales identified in original WSoA once the scale of some of the actions scoped out.	Likely	Major	9	01/11/22	Jo Hooper	Sarah Rempel	Acceptance	Close monitoring of delivery of actions and looking more hollically at Areas of improvement identified will support the delivery of specific actions.	Possible	Major	6	
R-018	Identified	Programme	Changes to recruitment process causing significant capacity issues across the SEND Team.	Very likely	Major	12	28/10/22	Helen Becker	Sarah Rempel	Please Select	Escalate issues to ensure statutory services have no additional delay in recruiting to crucial positions	Possible	Major	6	
R-019	Identified	Programme	High level of stress related sickness across the SEND services	Likely	Major	9	28/10/22	Helen Becker	Sarah Rempel	Please Select	Need to ensure all vacancies are filled as soon as possible. Ensure there is sufficient capacity within the statutory SEND Team to deliver on the significantly increased workload due to 50% year on year increase in assessment requests.	Please Select	Please Select	0	

This page is intentionally left blank

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE



Report subject	School Attainment and Progress 2022
Meeting date	22 November 2022
Status	Public Report
Executive summary	Report providing provisional attainment data from 2022 public examinations and assessment series in BCP.
Recommendations	It is RECOMMENDED that: The Committee note and comment on this report
Reason for recommendations	To provide the committee with an early oversight of outcomes for children and young people in BCP.
Portfolio Holder(s):	Councillor Nicola Greene, Portfolio Holder for Council Priorities and Delivery
Corporate Director	Cathi Hadley, Corporate Director Children's Services
Report Authors	Sarah Rempel, Director of Education and Skills Julia Coleman, Head of Service Georgie Pinder, Secondary Adviser John Spracklen, Education Data & Performance Analyst
Wards	Council-wide
Classification	For Information

Early Years (EY), Key Stage 1 (KS1) and Key Stage 2 (KS2)

1. Since 2019 there have been no nationally moderated or marked assessments in primary phase and Early Years. Whereas in secondary phase and post-16 schools did have grades awarded, in primary phase formal assessment was suspended.

2. In all phases of education no league tables have been created to date, because of the risk of disadvantaging pupils and schools as a result of Covid, which has not evenly impacted by school or setting.
3. In EY as well as the baseline assessment in November 2021, schools and settings completed the Foundation Stage profiles for transition between EY and Year 1.
4. In KS1 the Phonics screening test have taken place for the first time since 2018/19 with KS2 SATs testing resuming alongside multiplication table tests in 2022.
5. For detailed results as a system please see the attached appendix 1 which was shared with local schools in September.

Early Years

6. EY has faced many challenges during the past two and a half years, however BCP has seen another year of high 'Good Level of Development (GLD) performance at 2.4% per pupil above national. In 15 of our schools this has been higher ranging from a +8.8% to +16.8% positive gap when compared to national results.

Y1 Phonics Check

7. This was down nationally compared to 2019. BCP school outcomes at the end of Year 1 remains in-line with national results in 2022. This is consistent with differences since 2019 where both BCP schools and national results declined by - 6.6%.
8. Outcomes at the end of KS1 in BCP remain in line with national results and continue to improve at a faster rate when compared to all other Local Authorities nationally.
9. End of KS1 results in phonics (which include retakes for Year 2 pupils) are +2% higher than the southwest (SW) average results.

KS1 Assessments

10. BCP results at the end of KS1 are above national outcomes in all subjects, both at the expected standard and at greater depth in 2022.
11. The positive gap between BCP and national results has increased at both the expected standard and at greater depth in reading and mathematics, and at the expected standard in writing.
12. Both boys' and girls' outcomes in 2022 are above national and SW region results in all subjects and at both the expected standard and greater depth.

KS2 Assessments

13. Overall pupil attainment in 2022 remains above national in all indicators.

14. The gap between BCP schools and national results is reducing in all subjects except in Grammar, Punctuation and Spelling.
15. Combined Reading, Writing and Maths results at the expected standard continues to improve against all other LAs nationally. BCP was in the 83rd percentile in 2018, 40th in 2019 and now 34th in 2022.
16. In 2022 the gap with national is equivalent to 70 more pupils in BCP achieving the expected standard compared to the national average. This is very positive and shows the value of collaborative working during Covid, which culminated in the first BCP first primary phase conference in June 2022.
17. Provisional data suggests that an area of focus for BCP should be progress between KS1 & KS2 in reading.

KS4 and KS5

18. During the summer term of 2022 pupils sat public examinations for the first time since 2019.
19. The Department for Education (DfE) and Ofqual set out a range of measures to support pupils. These measures included:
 - a. Grading. Awarding bodies set generous grade boundaries compared to pre-pandemic. This is to reflect the disruption the 2022 cohort experienced and recognises that most A level students had not taken public examinations previously. Grade boundaries were set based on a national average of 2019 and 2021 results for each subject (also known as the 'mid-point').
 - b. Advance information: Awarding bodies published advance information about some content and changes to exams, to help students to focus their revision. However, this was not intended to reduce the coverage of content taught.
 - c. Support materials: In subjects such as maths and physics students were given formula sheets, so they did not have to memorise as much as usual.
20. Although there were no public exams in 2020 and 2021, BCP Council collected and collated Centre Assessed Grades in 2020 and Teacher Assessed Grades in 2021. This data collected was fully supported across the BCP school system with schools sharing their exam files with our Education Analysts. The BCP school system has high levels of trust in our data collection and analysis. By schools sharing data with us we can compare 2022 results with 2019 (last undisrupted year), 2020 (flawed algorithm year), & 2021 (teacher assessment year). Due to the disruption of 2020 (centre assessed grades), although data was collected and analysed, its validity is inconsistent. Therefore, data points from 2019, 2021 and 2022 for comparison.

KS4 Results

21. The following is a summary of 2022 KS4 results based on provisional data provided by the DfE on the 10 October 22. The results are unvalidated, are likely to change and should be treated with caution.
22. An update report will be provided in the new year with validated and progress data.

Attainment 8

Number of pupils on roll at the end of Key Stage 4 where attainment 8 has been provided	3673
Attainment 8 score	52.6

23. Average Attainment 8 has decreased compared with last year, but has increased compared to 2019, which is broadly expected given the grading approach used in 2022 nationally.
24. The average Attainment 8 score decreased by 1.6 points between 2021 and 2022 from 54.2 to 52.6 and increased by 2.6 points from 50.0 in 2019.
25. For Attainment 8, provisional national data indicates that pupils in BCP schools were in the top quartile nationally ranked number 25 out of 156 local authorities nationally.

English Baccalaureate

Number of pupils on roll at the end of Key Stage 4	3673
Percentage of pupils entering the English Baccalaureate	40.8%
English Baccalaureate Average Point Score (APS)	4.67

26. 40.8% of pupils were entered into the full EBacc. This is a decrease of 1.2 percentage points from 2020/21 and a decrease of 4.0 percentage points in comparison with the last full exam year of 2019 when 44.8% of pupils were entered into the full EBacc.
27. EBacc APS also decreased compared with last year and increased compared with 2019, decreasing by 0.13 points from 4.80 to 4.67 between 2021 and 2022, and up by 0.27 points from 4.40 in 2019.

28. Pupils in BCP schools were ranked on the 28th nationally (quartile banding A) for the EBacc APS measure in 2022.

English and Mathematics

Number of pupils on roll at the end of Key Stage 4	3673
Percentage of pupils on roll achieving a strong pass (grade 5 or above) in English	72.0%
Percentage of pupils on roll achieving a strong pass (grade 5 or above) in mathematics	63.5%
Percentage of pupils on roll achieving a strong pass (grade 5 or above) in BOTH English and mathematics	58.6%

29. 58.6% of pupils achieved a grade 5 or higher in both English and maths. This is a decrease of 2.4 percentage points (from 61.0%) compared to 2021, and an increase of 7.7 percentage points (from 51.0%) in comparison with 2019. This is generally what we would expect given Ofqual's approach to grading for 2022 exams which broadly reflected a midpoint between results in 2019 and 2021.
30. Provisional data indicates that BCP pupils are ranked 29th on this strong pass in both English and Mathematics.

Disadvantaged Pupils

31. Analysis or provisional data indicates that BCP had a smaller proportion of Disadvantaged pupils at the end of KS4 in 2022 than seen nationally.
32. The attainment of both the Disadvantaged and the 'All Other' pupils groups in BCP outperformed their peers nationally.
33. Subsequently in 2022 the attainment gaps are narrower than the gaps seen nationally.

School Specific

34. A few schools' results appear to have declined since 2019. This is a concern as 2022 grade boundaries were set at the 'midpoint' between 2019 and 2021 and falling below 2019 levels in 2022 could indicate a significant decline in performance as grade boundaries return to 'normal' in 2023 and 2024. Work is underway with those schools to understand what may lie at the heart of this possible decline.

35. Several other schools have seen notable improvement in most indicators since 2019 with some schools posting improved results compared with 2021. Improved results compared to 2021 supports wider evidence, that BCP schools implemented robust and fair Teacher Assessment Processes in 2021.

KS5 Results

36. The following is a summary of 2022 Key Stage 5 results based on information provided by BCP state funded non-special schools on the 18 August 2022 (Results Day). The results have not been validated are likely to change and should therefore be treated with caution.

A Levels

Number of students who started the course	1760
Percentage of students who completed the course	92.2%
Average grade that students achieved per A level entry	C+
Average points that students achieved per A level entry	38.89
The percentage of students who achieved grades AAB or higher inc. 2 or more facilitating subjects	27.9%

37. Overall A Level results are better than 2019 but down compared with 2021, this is in line with what we see reflected nationally.
38. BCP sixth form retention rates are down from 94.5% in 2019 to 92.2% in 2022.
39. Last year the retention rate was 96.7%. In nine out of 15 schools, it was down in 2022 compared with 2019. The lowest retention rate was 63.6% of students completing their courses and the highest with 100% retention rates.
40. Three schools continue to have small numbers of A Level students, with 17, 11 and 17 students starting courses and 15, 7 and 13 students completing their courses.
41. The percentage of students achieving higher grades (AAB or higher including 2 or more facilitating subjects) rose from 17.7% in 2019 to 27.9% in 2022. In 2021 the percentage of student achieving AAB or higher, including at least 2 facilitating subjects was 41.1%

Applied General and Tech Levels

42. Applied Generals and Tech Levels cover a wide range of subject areas, from applied science, business, and health and social care to accountancy and horticulture. They are an important route into higher education for many students, with around a fifth of 18-year-old students applying to university holding at least one such qualification.

Applied Generals

Number of students who started the course	380
Percentage of students who completed the course	91.1%
Average grade that students achieved in their Applied General qualifications	Dist
Average points that students achieved in their Applied General qualifications	34.98

43. Overall performance of students taking Applied General courses was slightly lower than 2021 but higher than 2019. Averages grades and APS for all but one establishment were higher than in 2019.
44. Overall, the retention rates improved when compared with 2019 and 2021.
45. More students started Applied General courses, 380 in 2022 compared with 162 in 2019. This shows our school based sixth forms are offering a broader curriculum for post 16 students and students that follow a mixed applied / A Level offer achieve well.

Tech Levels

Number of students who started the course	21
Percentage of students who completed the course	86.0%
Average grade that students achieved in their Tech levels	Dist
Average points that students achieved in their Tech levels	32.42

46. Only 21 students in 2 establishments were entered into Tech Level courses with just 18 completing this programme of study.

47. With an average grade achieved in their Tech Levels of Distinction to Distinction+ and an APS of 32.42 these students had a higher performance than the equivalent 2019 cohort but lower than the 2021 one.

Emerging Priorities

48. Validated data and analysis of how groups performed will be reported to Overview and Scrutiny in the Spring of 2023.
49. Education Improvement key priorities to support raising attainment and educational outcomes and curriculum pathways are:
- a. Disadvantaged children - identifying and continuing to close the gap
 - b. Continue to champion and support breadth of curriculum for all but particularly for SEND young people and those at risk of exclusion
 - c. Speaking and listening/language fluency
 - d. Reading across all phases (with particular focus on boys, KS2 and transitions)
 - e. Transitions in, through and out of BCP education system
 - f. EY with a particular focus on boys in Reading, Writing and Maths
 - g. There is a need for greater consistency in the teaching of phonics across BCP schools.
 - h. Writing at greater depth KS1
 - i. Maths across all phases (with particular focus on participation rates of girls at KS5 in STEM subjects)

Options Appraisal

50. Not applicable

Summary of financial implications

51. There are no direct financial implications in the production of this for information report.

Summary of legal implications

52. There are no direct legal implications in the production of this for information report.

Summary of human resources implications

53. There are no direct human resources implications in the production of this for information report. The report has been produced across existing teams in BCP Children's Services in partnership.

Summary of sustainability impact

54. The supporting documents and content have been produced and shared digitally and the content will be re-used and shaped as appropriate for public information and sharing within BCP on electronic platforms to reduce our carbon footprint.

Summary of public health implications

55. Not applicable.

Summary of equality implications

56. The report already emphasises areas of inequality and some strategies to address those. When the progress data is available in March, a report will be presented that looks much more specifically and in detail at those groups, postcodes and cohorts that are at risk of educational inequality.

Summary of risk assessment

57. Not applicable

Background papers

None

Appendices

Appendix 1 – September 2022 Primary Results

This page is intentionally left blank

BCP Primary Phase 2022 End of Key Stage provisional results

Results given for all state funded schools including academies and free schools.

Special schools not included in low/median/high analysis.

Early Years Foundation Stage	2019	2022	change	National Provisional Jul 2022		BCP lowest	BCP median	BCP
	%	%	%	Nat %	comparison			
% Good Level of Development* [GLD]	N/A	67.6	N/A	65.2		35.6		86.4
Average total point score across all ELGs	N/A	31.5	N/A	31.1		29.0		33.6
Lowest attaining 20% achievement gap [smaller is good]	N/A		N/A					
FSM eligible/disadvantaged	N/A	46.3	N/A	49.5		0		100

+ points statements:

- ✓ GLD outcomes in BCP schools are **+2.6%** above national overall and significantly higher in 15 schools ranging from a **+8.8%** to **+16.8%** positive gap when compared to national results.
- ✓ GLD outcomes in BCP schools are significantly higher than comparative results for schools within the SW region.

Areas for further improvement:

- GLD outcomes are significantly below national in 5 BCP schools ranging from a **-29.6%** to a **-13.5%** negative gap when compared to national results.
- Boys in BCP schools achieved significantly less well than girls in early reading, writing and mathematics.
- Disadvantaged pupils in BCP have a **-3.2%** gap when compared to national results.

Y1 phonics screening check	2019	2022	change	National Provisional 2022		BCP lowest	BCP median	BCP highest
	%	%	%	Nat %	comparison	%	%	%
% Achieving required standard [X of X schools]	81.9	75.5	-6.4	75.5	0.00	30.0	78.0	95.0

+ points statements:

- ✓ BCP school outcomes at the end of Year 1 remain in-line with national results in 2022. This is consistent with differences since 2019 where both BCP schools and national results declined by **-6.6%**.
- ✓ End of Year 1 results are higher than national results for both boys **+6.2%** and girls **+5.2%**. Outcomes at the end of Year 1 are significantly higher than national in 25 schools in BCP.

Areas for further improvement:

- Outcomes at the end of Year 1 are significantly lower than national in 16 schools in BCP.
- There is a need for greater consistency in the teaching of phonics across BCP schools.

End of Key Stage 1 phonics screening check	2019	2022	change	National Provisional 2022		BCP lowest	BCP median	BCP highest
	%	%	%	Nat %	comparison	%	%	%
% Achieving standard in either Y1 or Y2	92.4	89.3	-3.1	N/A	N/A	71.9	92.5	99.1

+ points statements:

- ✓ Outcomes at the end of KS1 in BCP remain in line with national results and continue to improve at a faster rate when compared to all other Local Authorities nationally.
- ✓ End of Key Stage 1 results in phonics are **+2%** higher than the Southwest average result. Disadvantaged pupils in BCP schools achieved well above national results in 2022 **+5.2%**.

Areas for further improvement:

- For disadvantaged pupils, end of KS1 phonics results are lower than other pupils both nationally and locally in 12 schools in BCP.
- Further improvements are needed in the teaching of phonics across all BCP schools.

End of Key Stage 1	2019	Compared to 2019 national	2022	National Provisional July 2022		BCP lowest	BCP median	BCP highest
	%	%	%	Nat %	comparison	%	%	%
Reading - expected standard	76.4	1.5	69.7	66.9	2.8	30.8	72.3	86.7
Reading – greater depth within expected standard	26.8	1.8	21.7	18.0	3.7	0.0	20.0	46.0
Writing – expected standard	70.0	0.8	60.5	57.6	2.9	23.1	62.5	80.0
Writing – greater depth within expected standard	15.7	0.9	8.7	8.0	0.7	0.0	6.4	25.0
Mathematics – expected standard	77.8	2.2	71.4	67.7	3.7	23.1	72.3	94.6
Mathematics – greater depth within expected standard	24.4	2.7	18.8	15.1	3.7	0.0	18.9	36.7
RWM – expected standard	66.0	1.1	56.5	53.4	3.1	15.4	57.4	78.3
RWM – greater depth within expected standard	12.2	1.0	7.3	5.9	1.4	0.0	3.4	21.7
Science – met expected standard [not moderated]	84.2	1.9	81.9	77.1	4.8	38.5	83.3	100.0

+ points statements:

- ✓ BCP results at the end of KS1 are above national outcomes in all subjects, both at the expected standard and at greater depth in 2022.
- ✓ The positive gap between BCP and national results has increased at both the expected standard and at greater depth in reading and mathematics, and at the expected standard in writing.
- ✓ Both boys' and girls' outcomes in 2022 are above national and SW region results in all subjects and at both the expected standard and greater depth.

Areas for further improvement:

- Writing at greater depth, although above national in +0.7 in 2022, is the weakest of the three subjects. The current percentile ranking 47th compared with other LAs nationally, is lower by -1% than in 2019.
- Outcomes for disadvantaged pupils, while above national in all subjects, remain below those of other pupils and this gap has not closed since 2019.

End of Key Stage 2	2019	Compared to 2019 national	Provisional 2022	National Provisional July 2022		BCP lowest	BCP median	BCP highest
	%	%	%	Nat %	comparison	%	%	%
Reading - expected standard	74.5	1.3	74.7	74.5	0.2	45.8	77.4	93.3
Reading – greater depth within expected standard	29.5	2.5	28.7	27.8	0.9	8.2	29.9	46.9
Writing TA – expected standard	80.9	2.0	70.9	69.5	1.4	41.7	72.4	95.0
Writing TA – greater depth within expected standard	22.9	2.5	14.4	12.8	1.6	0.0	11.7	46.7
Grammar, Punctuation & Spelling Test – expected standard	78.8	0.8	73.4	72.4	1.0	45.8	73.3	95.0
Grammar, Punctuation & Spelling Test – greater depth within expected standard	37.5	1.8	30.9	28.2	2.7	6.7	28.2	59.1
Mathematics – expected standard	81.4	2.7	72.7	71.3	1.4	29.2	75.8	98.3
Mathematics – greater depth within expected standard	29.1	2.7	25.0	22.4	2.6	4.2	26.4	56.7
RWM – expected standard	67.0	2.1	60.3	58.7	1.6	28.6	61.0	93.3
RWM – greater depth within expected standard	12.2	1.6	8.3	7.2	1.1	0.0	6.3	31.7

+ points statements:

- ✓ Overall pupil attainment in 2022 remains above national in all indicators.
- ✓ The gap between BCP schools and national results is reducing in all subjects except in GPS.
- ✓ Combined RWM results at the expected standard continues to improve against all other LAs nationally. BCP was in the 83rd percentile in 2018, 40th in 2019 and now 34th in 2022. In 2022 the gap with national is equivalent to 70 more pupils in BCP achieving the expected standard compared to the national average.

Areas for further improvement:

- Early indications suggest slow progress between Key Stage 1 and Key Stage 2, especially in reading.
- Pupils in the group disadvantaged remain behind all other pupils although this gap is closing at a faster than national rate.

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE



Report subject	Brighter Futures Children's Services Key Performance Indicators (Q2)
Meeting date	22 November 2022
Status	Public Report
Executive summary	This report provides a performance update for the period July – September 2022 (Quarter 2 2022-23) for the key performance indicators relating to Children's Services as detailed in the Corporate Performance Scorecard.
Recommendations	Performance Update
Reason for recommendations	N/A

Portfolio Holder(s):	Councillor Mike White
Corporate Director	Cathi Hadley, Director for Childrens Services
Report Authors	Rina Mistry, Interim Head of Childrens Performance
Wards	Council-wide
Classification	For Update or Information

Background

1. This report provides a performance update for the period July-September 2022 (Quarter 2 2022-23) for the key performance indicators (KPI) relating to Children's Services as detailed in the Corporate Performance Scorecard.
2. The key performance indicators for Children's Services are reported under the following 3 categories:
 - 2.1. Permanency and Corporate Parenting
 - 2.2. Front Door and Early Help
 - 2.3. Education
3. Permanency and Corporate Parenting:
 - 3.1. **Number of approved fostering households** - this continues to increase and Q2 the figure stood at 285. This continued increase has predominately been due to the increase in the numbers of connected carers being assessed and approved. The overall number of children and young adults being offered in house family-based care has increased in quarter 2 also to 351 - 55% of which are 11–17-year-olds.
 - 3.2. **Percentage of children with permanence plans by their second LAC Review** – 98% in Q2 and **Percentage of children in care with a plan for permanence** – 92% in Q2. Both indicators show that performance remains significantly above the target of 95% and 90% respectively. This high performance is reflective of the continued focus on achieving timely and early permanence planning for children in care.
 - 3.3. **Percentage of children in care with attendance at a 'Good' or 'Outstanding' school above 95%** is an emerging area of concern as the Q2 figure was 79%. 2.82% of Children in Care currently attend schools rated as Requires Improvement and 11.62% of Children In Care attend a school with no rating. No Children in Care are deliberately placed into schools with no Ofsted rating or a with a Require Improvement rating. Children that are in these schools were already attending these school prior to becoming a child in care.
 - 3.4. **Percentage of children in care who are NEET** – there has been an increase since Q4 21/22 - 12.6% compared to 15% in Q2 22/23 but the figure remains

below the 16% intervention level. This increase is expected at this point in calendar due to the end of school summer holidays and processes involving confirmation that young people have started their new placements in the relevant education, employment and training establishments. Overall, there has been a reduction in NEET amongst many children in care due to a closer focus and understanding of young people's needs and circumstances which create barriers to accessing education, employment and training. The Virtual School are also working closely with the Prince's Trust to provide bespoke NEET programmes to this cohort of young people.

4. Front Door and Early Help:

4.1. Timeliness of assessments – although there has been a marked improvement in Q2 22/23 (83.5%) compared to Q1 22/23 (70%) and this is reflective of the continued month on month improvement in performance within the service. Although this KPI is heading in the right direction it continues to remain below the target level of 88%. As expected, compliance with the timeliness indicator is strongest within the Assessment service, however work continues with other teams/services to ensure that they too focus on this indicator.

4.2. Percentage of repeat referrals in 12 months - In Q2 22/23 re-referrals saw a drop to 26.5% from 29.5% in Q1 22/23 however, continues to remain higher than comparators and BCPs tolerance level. Overall, the volume of re-referrals remained similar across the 3 months in Q2, with a slight increase in the month of September. Work is required in relation to the application of thresholds. There also appears to be a lack of level 1 and level 2 input with families, resulting in families that do not meet threshold either receiving no access to community services or families that refuse support being referred to the service via another source/route. The Early Help Partnership Lead will undertake work in relation to this. In addition, the new service manager for the front door is setting up multi agency learning forums/ learning reviews where internal and external partners will be brought together to review children's cases including the referral and application of threshold. All of this work, alongside the work with management and staff in relation to analysis will help create a more consistent approach across the whole system.

5. Education:

5.1. Children missing out on Education – the number of children missing out on education (CMOE) has decreased by 38% - 263 in Q1 22/23 to 179 in Q2 22/23. Contributing factors to this decrease include young people ageing out (no longer of statutory school age), Schools able to report CMOE in a timely manner via an online reporting system and improved data quality processes. Annual trend data has generally shown a decrease in the numbers of CMOE in Q2, followed by an increase in Q3. The service has appointed a designated PMOE (Pupils Missing out on Education) officer to monitor length of time children are placed on part time timetables, it is anticipated that the impact of this post will start to be seen from Q3 onwards.

5.2. Exclusions:

5.2.1. Primary School aged children – In Q2 0% of primary school aged children were permanently excluded. School summer holidays would be the reason behind this performance. In the previous quarter it was reported that Council intervention had to date prevented a significant rise in the number of permanently excluded children. It is anticipated that over the coming quarters based on the support in place, including additional funding to enable school to access alternative provision and other support services, the number of primary exclusions will remain low.

5.2.2. Secondary School aged children – Q2 0.04% (1 exclusion) – a decrease from 0.3% in Q1 22/23. School summer holidays would have aided this decrease. In Q1 it was stated as per headteacher responses that the numbers of secondary exclusions were high due to some schools being inadequately resourced to meet the increasingly complex needs of some pupils, the inability to access effective support services and parental pressure. The following actions have been taken by the Council to address these concerns particularly for pupils at risk of exclusion - it is anticipated that impact will be seen in Q3 data:

- 5.2.2.1. Systems have been developed to enable schools to report suspensions and part-time timetables in a timelier manner.
- 5.2.2.2. Information, advice and guidance is provided to schools to encourage the development of strategies to manage challenging behaviour, and provision of additional resources and access to alternative provision.
- 5.2.2.3. Parents have been supported to challenge and overturn schools' decision to permanently exclude through the independent review panel system.

5.3. Good / Outstanding Schools:

5.3.1. Primary and Secondary Schools: The percentage of children in both primary and secondary schools that are rated as Good/Outstanding continues to remain excellent at 94% and 98% respectively.

5.3.2. Special Schools: All Special Schools in BCP are rated as either Good/Outstanding – no change from Q4 21/22 and Q1 22/23.

5.4. Percentage of 16–17-year-olds not in education, employment or training (NEETs) and percentage of not knowns – 25.4% in Q2 22/23 (provisional figure) – an increase 21.2% from 4.2% in Q1 22/23 and higher than Q2 21/22 month end figure which stood at 17.6%. This increase is expected at this point in the academic calendar whilst the LA confirms placements of young people in educational/training/employment establishments. The Youth Team are continuing to track NEET/NK young people and provide the required support and assistance to get them back into some sort of education, employment, or training. As per normal annual trends the NEET/NK figure is expected to decrease from October 2022 onwards.

Summary of financial implications

6. Local authorities have a statutory duty arrange education for children that are permanently excluded. If children cannot be placed in a mainstream school, they will be in alternative provision. An alternative provision place will cost between £20,000 and £50,000 per year. Places are funded from the Schools High Needs Block funding, which is currently in deficit.

Summary of legal implications

7. The 45-day assessment timeframe is a legal requirement. A safe and effective front door service is essential for Children's Services to fulfil our statutory duty to safeguard and promote the welfare of children in the area who are in need, as set out in the Children Act 1989.
8. Local authorities have a statutory duty arrange education for children that are permanently excluded.

Summary of human resources implications

9. The prevention of permanent exclusion and the placement, monitoring and safeguarding of permanently excluded children requires significant staffing resources.

Summary of sustainability impact

10. Evidence indicates that children and adults that were permanently excluded will require greater support from services during their lifetime.

Summary of public health implications

11. It has been evidenced that children that have been permanently excluded achieve less well against a wide range of health and wellbeing outcomes, both through childhood and later life.

Summary of equality implications

12. Children and young people who are disadvantaged, vulnerable, have additional needs and have BAME heritage could be disproportionately affected by permanent exclusion.
13. Some groups of children are more likely than others to be referred to social care services. For example, disabled children have been found to be at greater risk of abuse and neglect, and recognition and assessment can be delayed for this group, as signs of neglect and abuse may be confused with the underlying disability or condition. Disabled parents, and parents with a learning disability, may require additional support to engage with children's services.

14. Unaccompanied asylum-seeking children are without parental protection and may face language barriers.¹

Summary & Recommendations

15. Actions taken or planned to be noted for the key performance indicators that are emerging areas of concern:
- 15.1. Percentage of children in care with attendance at a 'Good' or 'Outstanding' school above 95% - Continued close monitoring of those children attending provisions rated as RI or with no rating. Liaison with school standards team to provide overview of improvement journeys and general trajectory of those schools without an Ofsted rating.
 - 15.2. Percentage of children in care who are NEET – Actions to improve performance include the use of Pupil Premium Grant+ to pilot access to bespoke provision and support to prepare young people for Education, Employment or Training. The Virtual School is working with Prince's Trust to provide a bespoke NEET programme for CIC.
 - 15.3. Timeliness of assessments – Continued work with teams/services re: compliance with the timeliness indicator.
 - 15.4. Re-Referrals - work is required in relation to application of thresholds. There does appear to be a lack of level 1/ level 2 input with families, the Early Help and Partnership Lead will focus on this work. In addition, the new service manager for the front door is setting up multi agency learning forums/ learning reviews where internal and external partners will be brought together to review children's cases including the referral and application of threshold. All of this work, alongside the work with management and staff in relation to analysis will help create a more consistent approach across the whole system.

Background papers

Appendices

- 1. Children's Services Corporate Performance Indicators Scorecard (Children's Services Indicators only)
- 2. Exception Reports for Assessment Timeliness, Re-referrals and Permanent Exclusions

¹ NICE Social Care Guideline Equality Impact Assessment

Appendix 1: Children's Services Corporate Performance Indicators Scorecard (Children's Services Indicators only)

Measure	Q1 Target 2022/23	Q1 Intervention Level 2022/23	Q1 Outturn 2022/23	Q2 Target 2022/23	Q2 Intervention Level 2022/23	Q2 Outturn 2022/23	Reason for level of Performance	Actions taken or planned	Additional Comments
Social Care: Number of approved fostering households	n/a	n/a	177	n/a	n/a	285	This quarter's contributing factor has predominately been the continued increase in numbers of connected carers being assessed and approved. The over all number of children and young adults being offered in house family based care has increased in this quarter to 351. 55% of which are 11-17 year olds	Continue with current processes.	
Social Care: Percentage of children with permanence plans by their second LAC Review	95.00	89.00	98	95.00	89.00	98	A continued focus on achieving permanence for children in care has resulted in continued high performance. Weekly performance meetings within the Children in Care service have ensured a focus on timeliness and the importance of early permanence planning.	Twice weekly performance meetings and continued oversight and scrutiny by permanence panel, in addition to tracking through court proceedings. A focus on ensuring all long-term matched children in foster care have their permanence formalised and celebrated as	

								soon as possible.	
Social Care: Percentage of children in care with attendance at a 'Good' or 'Outstanding' school above 95%	100.00	89.00	49.00	100.00	89.00	64.00%	<p>Improvement on Q1 figure and heading in the right direction. Care placement moves and in some instances exclusions have impacted the data.</p> <p>1 days absence = 3.77%.</p> <p>A significant number of young people have been absent in September due to illness.</p>	<p>Overall attendance figure is due largely to illness in September, there are 2 UASC awaiting age assesment, CIC with EHCP waiting to be placed in a school due to moving out of area. All CIC under 50% are named at team meetings with weekly updates and investigated, monthly trends monitored by SLT in VS. Weekly attendance monitored in VS SLT with stractigic approaches discussed and implemented. Post cards are</p>	<p>Exception Report</p> <p>Q2 data has been taken as an average of July and September as there is not figure for August due to the summer holiday. Q1 % was incorect and has now been amended. Improving attendance is part of the VS school improvement plan (service action plan).</p>

								being sent to congratulate those children who's attendance improves each term.	
Social Care: Percentage of children in care who are NEET	12%	16%	14.20%	12%	16%	15% (14% Oct)	Keeping in touch meetings during the summer to ensure young people where ready for September and had places at provision.	Virtual School working with Prince's Trust to provide a bespoke NEET programme for CIC.	
Social Care: Number of additional homes provided for care experienced young people reaching 16									We are scoping this indicator and data is being collated

Percentage of children in care with a plan for permanence	90%	85	92%	90%	85	92%	A continued focus on achieving permanence for children in care has resulted in continued high performance.	Twice weekly performance meetings and continued oversight and scrutiny by permanence panel, in addition to tracking through court proceedings.	
-----------------------------------------------------------	-----	----	-----	-----	----	-----	------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------	--

Measure	Q1 Target 2022/23	Q1 Intervention Level 2022/23	Q1 Outturn 2022/23	Q2 Target 2022/23	Q2 Intervention Level 2022/23	Q2 Outturn 2022/23	Reason for level of Performance	Actions taken or planned	Additional Comments
Early Help: Percentage of good and outstanding assessments for children and families in crisis									
Social Care: Timeliness of assessments	88	83	70	88	83	83.5	Timeliness of assessments continues to improve and is heading in the right direction.	The compliance with the timeliness is strongest in the assessment service, which would be expected, and there is work with other services to ensure they too focus on this indicator.	

Social Care: Percentage of repeat referrals in 12 months	20	25	29.5	20	25	26.5	<p>Work is needed in relation to application of thresholds. The thresholds chart is clear. In addition, there does appear to be a lack of level 1/ level 2 input with families, so those who do not meet threshold can end up either having no community service to access, or refuse support elsewhere resulting in escalation. Work in relation to this will sit with the Early help and Partnership lead.</p> <p>In addition, the new service manager for the front door is setting up multi agency learning forums/ learning reviews where internal and external partners will be brought together to review children's cases including the referral and application of threshold. All of this work, alongside the work with management and staff in relation to analysis will help create a more consistent approach across the whole system.</p>	exception report
-------------------------------------------------------------------	----	----	------	----	----	------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------

Measure	Q1 Target 2022/23	Q1 Intervention Level 2022/23	Q1 Outturn 2022/23	Q2 Target 2022/23	Q2 Intervention Level 2022/23	Q2 Outturn 2022/23	Reason for level of Performance	Actions taken or planned	Additional Comments
Education: Number of children who are missing out on education			263	decrease from Q1		179	Online data reporting and data quality exercises that were undertaken would contribute towards this decrease. Additionally, young people ageing out and the trend of seeing some cyp that were missing out on education returning after the summer holidays are also contributing factors.	Appointed a designated PMOE officer to monitor length of time children are placed on part time timetables. Online reporting system for schools to report PMOE in a timely manner. Work to take place with the EP service to develop an emotional school based avoidance offer to support children back into school. Planning for the introduction of a multi-agency panel that will allocate medical AP places to those children who are unable to attend school due to medical reasons	It is anticipated that Q3 22/23 will see an increase in CMOE numbers.
Education: Permanent exclusions as a percentage of all primary school children	0.05	0.06	0.01	0.05	0.06	0	Academic year commences from September 2022. No exclusions in		

							the months of July or September 2022.		
Education: Permanent exclusions as a percentage of all secondary school children	0.18	0.23	0.3	0.18	0.23	0.04	School summer holidays will have contributed towards this performance level as End of July to end of August schools are closed for summer break. However, 1 child was excluded during this quarter.		
Education: Early Years: percentage of children attending a setting rated Good or Outstanding by Ofsted	90%	85%	99.1%	90%	85%	99.1	Remains above target level		For Summer Term (Apr to End Aug)
Education: Primary: percentage of children attending Good/Outstanding Schools	90%	85%	97.2	90%	85%	97.9	Remains above target level		

Education: Secondary: percentage of children attending Good/Outstanding schools	90%	85%	93.9	90%	85%	93.3	Secondary phase has seen the important improvement of Corfe Hills and the Grange who have moved from RI and Inadequate to Good . Work with local employers has seen the outcomes of schools against the Baker Clause and the Gatsby benchmarks significantly improve.	Review of post 16 provision has been completed and a strategic report is being written to identify and address further improvements that need to be made. Governing bodies are well prepared by the 0-19 Team for inspections and there is now a bespoke series of interventions in schools and settings in the window for inspection. We are currently recruiting governors and improving their training for further boost leadership.	Ofsted has been asked to inspect all schools and further education providers by summer 2025, to give a quicker assessment of how well education is recovering from the pandemic.
Education: Special Schools: percentage rated Good/Outstanding	90%	85%	100	90%	85%	100	Ofsted has been asked to inspect all schools and further education providers by summer 2025, to give a quicker assessment of how well education is recovering from the pandemic.		

Education: Reduce attainment gap and improve learning outcomes for vulnerable groups at all key stages	n/a	n/a	-14.50	n/a	n/a	-14.50	This figure is the Key Stage 4 Attainment 8 BCP Disadvantaged / National Others Gap. The figure of -14.5 relates to the academic year 2019. There will not be any figures for 2020 or 2021, but we will be able to provide a 2022 figure later in the Autumn Term this year. Therefore the figure for Q1 remains at -14.50	This figure is the Key Stage 4 Attainment 8 BCP Disadvantaged / National Others Gap. The figure of -14.5 relates to the academic year 2019. There will not be any figures for 2020 or 2021, but we will be able to provide a 2022 figure later in the Autumn Term this year. Therefore the figure for Q1 remains at -14.50
Education: Percentage all providers in BCP signed up to an inclusive education standard by September 2023		tbc	tbc		tbc			
Education: Percentage increase in apprenticeships offer			8%			not available until November		Taken from the BCP NCCIS Workbook as published tables don't show this level of detail

Education: Percentage of 16-17 year olds not in education, employment or training (NEETs) and percentage of not knowns	4.7	6	4.1	4.7	6	25.4% (Provisional)	<p>This is normal for the end of the first month in a new academic year. From October the % NEET will decrease as EET placements are confirmed. Last year the month-end figure was 17.6%.</p>	<p>Continuing to exchange data with educational /employment providers confirming starters and leavers. Youth Team tracking NEET/NK young people and providing the required support and assistance to get them then back into some sort of education, employment or training.</p>	<p>Not all enrolment data is available until mid-October. We are reliant on other local authorities to share to us those details were the provided is not based in BCP but the YP is BCP resident.</p>
------------------------------------------------------------------------------------------------------------------------	-----	---	-----	-----	---	---------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Appendix 2: Exception Reports for children in care with attendance at a 'Good' or 'Outstanding' school above 95%, Re-referrals and 16-17yr old NEETs.

Exception Performance Report

Please use this report explain the reasons for performance not meeting target, the risks this presents in each of the sections and the actions and intervention planned or in place to improve performance and mitigate the risks identified.

This report will make up part of the overall corporate performance report presented to Cabinet.

Indicator Description (taken from performance scorecard):

Social Care: Percentage of children in care with attendance at a 'Good' or 'Outstanding' school above 95%

2022/23 Q2 outturn:
64%

Quarterly Target:
100%

Reason for level of performance:

Attendance continues to be a focus for the Virtual School. September has seen many young people not attend school due to illness. Each day absent from school reduces the attendance mark for a child by 2%. Care placement moves impact on the attendance of pupils due to delays in admission to new provisions especially if a young person has an EHCP and is moved out of area. The EHC plan must be sent to the new local authority that the child is placed in (moving the plan out) and then consultations need to start with local schools, this takes approximately 6 weeks. Those young people moving out of BCP without an EHCP will still need time for the social worker to make the application for a mainstream school, schools have 10 days to respond to the application and then a start date is to be agreed. This process usually takes 3 weeks.

Summary of financial implications:


Pupil Premium grant (PPG) is being used to reengage young people who are finding it difficult to attend school using mentors to develop mental health and engagement. PPG has been used to employ a member of the Virtual School team who has qualifications in information advice and guidance (IAG) as well as continuing to ensure that an Education Officer attends the termly PEP and monitors and supports attendance weekly for all young people in care. This member of the team is giving advice to all age groups but with a focus on providing additional impartial guidance to Years 10 and 11 who have the lowest attendance and to reduce the number of young people disengaging with education at KS4 due to limited outcomes and aspirations. Having spoken with young people if they have a focus for Post 16 engagement and future careers during KS4 and an understanding of the outcomes they need to do to achieve their aims then they are more likely to engage with learning and GCSEs.

Alternative education provision is provided (using PPG) to young people who have care placement moves that result in a change of school whilst a school place is applied for and start date or SEND funding is agreed. This reduces occurrence of gaps in learning while not attending a provision and prevents disengagement from education and vulnerability.

Summary of legal implications:

The Virtual School have a statutory duty to work with professionals and schools to improve the outcomes for children in care and children with a social worker. For children to improve their outcomes at the end of year 11 their attendance needs to be at least 90% and ideally 95% and above.

Summary of human resources implications:

See financial implications.
Summary of sustainability impact:
Low attendance at school often leads to lower outcomes at the end of year 11 therefore increasing the risk of becoming NEET at Post 16. Extended absence from education decreases the ability of professionals to reengage young people without using significant financial support over a sustained time period for AP and transition support. Lower attendance also increases vulnerability of young people to exploitation during the times when not attending school and destabilises care placements. All consequences require a higher level of support from services.
Summary of public health implications:
Being in school is proven to improve wellbeing especially mental health both as a child and in adulthood and formation of positive and appropriate relationships. Attendance significantly improves ability to achieve outcomes required to access Education, Employment and Training at Post 16 and beyond and to secure sustained employment.
Summary of equality implications:
All children in care should be placed in good or outstanding schools however it would not be appropriate for children coming into care that attend an inadequate or requires improvement school to be moved. When a child comes into care often school is their only safe and consistent space. The Virtual School have an additional offer of support that is given to schools that are RI or I who have BCP children in care placed in their schools to monitor pastoral support, assessment, attendance, attainment and progress.
Actions taken or planned to improve performance:
<p>The Improvement Board have request that work between the Virtual School and CSC be undertaken to understand why care placement moves are impacting on attendance, what can be done to ensure that enough time is allowed to arrange for a school to be in place for an immediate start when the child moves.</p> <p>Postcards are being sent to those children who improve their attendance on a monthly basis and updated information about impact of attendance on education will be shared with carers. Young people with 95+% consistently over the year will have a reward during the summer holiday. The young people will be spoken to regarding what they would like this to be.</p> <p>Senior managers in the Virtual School are monitoring attendance on a weekly and monthly basis to identify trends, concerns and improvements on both an individual and strategic level. Pupils with persistent and severe absence (below 90% and below 50%) will be discussed at weekly team meetings to understand reasons for absence, develop support planning or to request further information from professionals and or intervention by VS teacher. Any individual with attendance of below 95% will have an attendance target and support plan discussed and detailed in the termly PEP meeting/ document.</p>
Completed by: Kelly Twitchen
Service Unit Head approval with date:
 27.10.2022

Exception Performance Report

Please use this report explain the reasons for performance not meeting target, the risks this presents in each of the sections and the actions and intervention planned or in place to improve performance and mitigate the risks identified.

This report will make up part of the overall corporate performance report presented to Cabinet.

Indicator Description (taken from performance scorecard):

Social care: % of repeat referrals in 12 months

2022/23 Q2 outturn: 26.5%

Quarterly Target: 20%

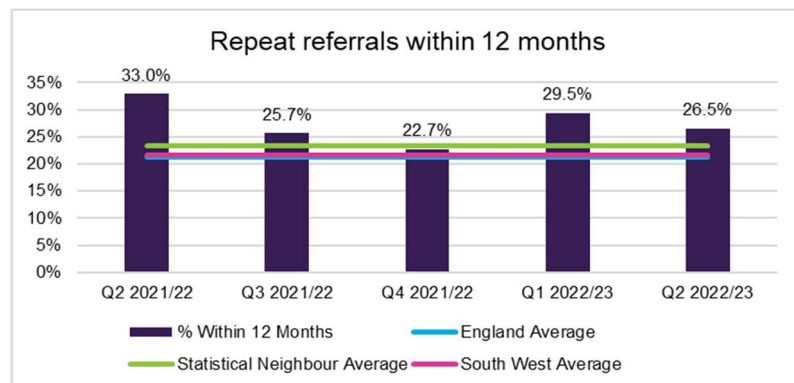
Reason for level of performance:

It is believed that work is needed in relation to application of thresholds. The thresholds chart is clear. In addition, there does appear to be a lack of level 1/ level 2 input with families, so those who do not meet threshold can end up either having no community service to access or refuse support elsewhere resulting in escalation. Work in relation to this will sit with the Early help and Partnership lead.

In addition, the new service manager for the front door is setting up multi agency learning forums/ learning reviews where internal and external partners will be brought together to review children's cases including the referral and application of threshold. All of this work, alongside the work with management and staff in relation to analysis will help create a more consistent approach across the whole system.

The number of children being re-referred to Children's Services within 12 months of closure has, for the past 12 months, consistently been above our 22% target. The rate is higher than that of our statistical neighbours, with the exception of Q3 2021/2022.

Q2 remains above expected levels, however, there is a slight decline when compared to Q1 data and a significant decrease of 6.5% compared with Q2 2021/2022 – see chart below.



The volume of re-referrals remained similar across the 3 months, with a slight increase to 109 in September. Having reviewed referral sources, it is evident that this was the result of schools returning from their summer break (17 school referrals in September compared with 4 in July and August combined)

Sample Summary:

There was a total of 266 re-referrals during the quarter.

The number of children re-referred by closing team:

- 165 closed by assessment teams- 10 audits undertaken
- 52 closed by CFF- 5 audits undertaken

- 29 Closed by MASH- 3 audits undertaken
- 10 were closed by other agencies (CHAD/ Private Fostering/ Eden Brown/ Legal)- 3 audits undertaken

Total sample size- 21

Findings:

Of the 21 referrals reviewed only 2 of the contacts were felt to be inappropriate by the auditor. This related to 1 school referring despite Early Help services already being involved, and another case where a decision had already been made under s47 that there was no threshold to continue without consent. On both these occasions greater support could have been offered via the MASH team to ensure families were directed to the right services.

All but 1 re-referral related to the same concerns at the time of closure, suggesting our previous involvement had not created change for families. In these cases there was evidence of over optimism in assessment and decision making. For families open for longer periods frequent changes of social worker impacted on the quality of the relationship between workers and families.

With the sample taken from MASH, Assessment and CFF (18 children) Domestic Abuse was the primary concern (8 children). This cohort evidenced workers using safety plans or 'contracts' with families in order to reduce risk. However the limited resources available to offer intervention was evident and there was a tendency to down grade risk based on parental separation.

Neglect was the second most common concern in the MASH, Assessment and CFF cohort (5 children). Assessments were more likely to recommend Early Help support and there were good examples of Early Help work, including workers recognising when risk was increasing. There were, however, incidents where Early Help appeared to have been recommended at closure but there was no evidence of this on the child's record.

With regards to step-down, the outcomes section of the closure form did not appear to correlate with the help being put in place. For example, 2 children were actively receiving Early Help Support, but the closure record indicated they had been closed to universal services and 4 children were closed to targeted Early Help, but this had not been put in place.

One case evidenced that the worker had considered the need for on-going support via a TAF in the community, however this had not been communicated with the parent or lead professional and concerns subsequently escalated.

One Private Fostering case was reviewed, which highlighted proportionate involvement from the Local Authority. Equally the case held in CHAD evidenced us listening to parents' views and respecting the need for consent.

It was of note that for many of the children there had been several contacts created in MASH prior to a referral being reopened, this raises questions about possible missed opportunities in the Front Door to prevent further escalation of risk.

Summary of financial implications:

None identified.

Summary of legal implications:

A safe and effective front door service is essential for Children's Services to fulfil our statutory duty to safeguard and promote the welfare of children in the area who are in need, as set out in the Children Act 1989.

Summary of human resources implications:

None identified.

Summary of sustainability impact:
None identified.
Summary of public health implications:
Safe, effective and timely decision making in front door services is essential to ensure the health and welfare of children and young people. This includes keeping them safe from harm, abuse and maltreatment.
Summary of equality implications:
The impact of this performance was indiscriminate, in that it affected all children and young people in the same way, including those from protected groups. However, some groups of children are more likely than others to be referred to social care services. For example, disabled children have been found to be at greater risk of abuse and neglect, and recognition and assessment can be delayed for this group, as signs of neglect and abuse may be confused with the underlying disability or condition. Disabled parents, and parents with a learning disability, may require additional support to engage with children's services. The ways in which abuse and neglect manifest differs between age groups, but some forms of neglect may be less well recognised in older young people, or indeed those who are pre-verbal. There is a growing recognition of the role of fathers as protective factors, although there remains a focus on mothers. There is a strong correlation between abuse and neglect and deprivation. Unaccompanied asylum seeking children are without parental protection and may face language barriers. ²
Actions taken or planned to improve performance:
Request data on the re-contact volume and complete audit to identify where the MASH team can strengthen their signposting practice to prevent concerns escalating. The Domestic Abuse strategy has highlighted the need to establish DA services in BCP and this work is underway. DA training is currently being rolled out across the directorate. Consideration to be given to reviewing the Neglect training and tools available to Social Workers, to support assessment and recognise impact. Clarity to be provided across the service around step-down practice expectations and how this is recorded in Mosaic.
Completed by: Shan Searle / Nanette McVeigh
Service Unit Head approval with date:
Juliette Blake 25/10/2022

² NICE Social Care Guideline Equality Impact Assessment

Exception Performance Report

Indicator Description (taken from performance scorecard): Education: Percentage of 16-17 year olds not in education, employment or training (NEETs) and percentage of not knowns

2022/23 Q2 outturn: 25.4

Quarterly Target: 4.7

Reason for level of performance: This is a provisional figure. This is normal for the end of the first month in a new academic year. From October 2022, the % NEET will decrease as EET placements are confirmed. Last year the month-end figure was 17.6%.

We are continuing to exchange data with educational /employment providers confirming starters and leavers. The Youth Team are tracking NEET/NK young people and providing the required support and assistance to get them then back into some sort of education, employment or training.

Not all enrolment data is available until mid-October. We are reliant on other local authorities to share to us those details were the provided is not based in BCP but the YP is BCP resident. It is anticipated the Q3 22-23 data will bring BCP back in line or close to the target level.

Summary of financial implications:

Local authorities have a statutory duty to encourage, enable and assist young people up to the age of 18 (25 for individuals with learning difficulties) to participate in education or training. Young people are either at risk of being NEET or those that have been NEET/Not Known (particularly for long periods of time), have lower educational attainment and employment prospects compared to their peers. This would mean that in the future they will more than likely rely on support from services provided by the Local Authority.

Summary of legal implications:

In September 2016, the Department for Education (DfE) released statutory guidance for all councils in England relating to the participation of young people in education, employment, or training. The guidance set out a range of statutory duties aimed to help councils to encourage, enable and assist young people up to the age of 18 (25 for individuals with learning difficulties) to participate in education or training, following on from the Raising the Participation Age (RPA) policy being introduced.


Central to the statutory guidance are responsibilities to both prevent and manage young people who are NEET. Firstly, councils have the responsibility to prevent young people who are currently moving through the education system from becoming NEET and to ensure there is a suitable place secured in education or training for all 16 and 17-year-olds, under the September Guarantee.

Summary of human resources implications:

Local authorities have a statutory duty to collect data. Young people's activity is monitored via data collection exercises to identify those not participating. The BCP Youth Service utilise this information to contact young people to provide the required advice, guidance and support to get young people back into some form of education, employment, and training. This process requires significant staffing resources.

Summary of sustainability impact:

Evidence indicates that young people that are at risk of becoming or are NEET/Not Known will require greater support from services during their lifetime. Being NEET for a long time, a year or more, is much worse however, damaging to a person's future job prospects and earnings

<p>Summary of public health implications:</p> <p>It has been evidenced that young people NEET/Not Known achieve less well against a wide range of health and wellbeing outcomes, both through childhood and later life.</p>
<p>Summary of equality implications:</p> <p>It has been evidenced that children who are disadvantaged, vulnerable, have additional needs and have BAME heritage are disproportionately affected.</p>
<p>Actions taken or planned to improve performance:</p> <p>Continued tracking of NEET / NK young people and the provision of support, information, advice and guidance</p>
<p>Completed by:</p> <p>Kelly Twitchen</p>
<p>Service Unit Head approval with date:</p> <p></p> <p>27.10.2022</p>

This page is intentionally left blank

Forward Plan – BCP Children’s Services Overview and Scrutiny Committee

Updated 3 11 22

The following forward plan items are suggested as early priorities to the Children’s Services O&S Committee by the Chair and Vice Chair, following consultation with officers.

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
22 November 2022					
	Pan-Dorset Safeguarding Partnership Annual Report	To enable the Committee to monitor this issue and target scrutiny as required.	Committee Report	Tammy Lawrence and Sue Kirkley	Requested by RG on 21/6 – delayed from Sept at CS request 2/8
	School Attainment and Progress	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	Committee Report	Sarah Rempel, Director of Education	Added on 9/3/22 by SR
	Children’s Services Improvement Plan – themed issue - TBC	To enable the Committee to monitor this issue and target scrutiny as required.	Committee Report	TBC	Recurring item
	SEND Improvement Journey – WSoA Progress Report	To enable the Committee to monitor this issue and target scrutiny as required.	Committee Report	Sarah Rempel, Director of Education	Recurring item

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
	Brighter Futures Children's Services Key Performance Indicators (Q2)	To enable the Committee to monitor this issue and target scrutiny as required.	Committee Report	Rina Mistry, Interim Head of Performance – Children's Services	Added in consultation with the Chair on 27/6/22
	Update on High Needs Block funding	To enable the Committee to receive an update	Committee Report	TBC	Added by PFH at meeting on 7/6/22
	Feedback from working group regarding Child Exploitation	To enable the Committee to consider any feedback/recommendations from the working group	Verbal Report	Chair of working group	
7 February 2023					
	Virtual School Head's Annual Report	To enable the Committee to have oversight of the annual report	Committee Report	Kelly Twitchen Head Teacher Virtual School	Added on 9/3/22 by KT
	SEND Improvement Journey – identify theme – workstream invitation	To enable the Committee to monitor this issue and target scrutiny as required.	Committee Report	Sarah Rempel, Director of Education	Recurring item
	Children's Services Improvement Plan – themed issue – TBC	To enable the Committee to monitor this issue and target scrutiny as required.	Committee Report	TBC	Recurring item
	Brighter Futures Children's Services Key Performance Indicators (Q3)	To enable the Committee to monitor this issue and target scrutiny as required.	Committee Report	Vikki Whild, Head of Performance –	Added in consultation with the Chair on 27/6/22

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
				Children's Services	
June 2023					
	Members of Youth Parliament Annual Report	To enable the Committee to have oversight of the annual report	Committee Report	MYPs and Jo Fry	Added by MYPs at Committee September 22.
DATE to be allocated					
1.	Safety to and from school ON HOLD	To provide the Committee with an overview	Committee Report	Children's Services and Transportation Services	To be scheduled in 2022.
2.	Annual report from Corporate Parenting Board to include information on Children in Care To include details of any protected characteristics detailed within the Equalities Act	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	Committee Report	Jane White, Director of Children's Services	Delayed at the request of CS Officers due to capacity within Children's Services and the need to prioritise
3.	Child Exploitation	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	Committee Report – coming on 7 June 22	Lynn McIntosh, Strategic Lead Complex Safeguarding and	

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
	To include an update on County Lines and knife crime.			Quality Assurance	
4.	All Age Autism Review Project	To enable the Committee to be advised and contribute to this Dorset wide review	TBC	James Greenhalgh, Dorset CCG	Requested by CCG via email on 22/10/21 – chased by dem services on 16/3/22
5.	SEND Mainstream Banding	To enable the Committee to monitor progress	Committee Report in July 2023	TBC	Requested at Committee on 26/7/22
6.	Progress of Harmonisation across Children's Services	To enable the Committee to consider an update on the harmonisation project	Committee Report	Rachel Gravett, Head of QA, Governance and Improvement	Added at meeting with Chair and RG on 15/3/22 – taken of 22 Nov at request of CS
7.	Review of Youth Services	To enable the Committee to scrutinise being consideration by Cabinet	Committee Report	TBC	Requested at Committee on 26/7/22
8.	Progress Report on BMS	To enable Committee to monitor progress	Committee Report	TBC	Requested at Committee on 20/9/22
Information Briefings					
	None arranged				
Commissioned Work					

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
<p>Work commissioned by the Committee (for example task and finish groups and working groups) is listed below:</p> <p>Note – to provide sufficient resource for effective scrutiny, one item of commissioned work will run at a time. Further commissioned work can commence upon completion of previous work.</p>					
•					
<p>Update Items</p> <p>The following items of information have been requested as updates to the Committee.</p> <p>The Committee may wish to receive these in an alternative to format to Committee updates (e.g. by emailed briefing note outside of the Committee) to reserve capacity in Committee meetings for items of value-added scrutiny.</p>					
•	<p>Child Exploitation</p> <p>To receive updated information at regular intervals on this matter, including how the council has effected positive change in relation to these figures.</p>	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	To be received quarterly. Report to be presented in June 2022	Lynn McIntosh, Strategic Lead Complex Safeguarding and Quality Assurance	
•	<p>Key Performance Indicators (KPIs)</p> <p>To receive KPIs to include updates on CMOEs and NEETs</p>	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	To be received quarterly.	Vikki Whild, Interim Head of Children's Performance	RG to consider best way to report to CS O&S
Annual Reports					

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
•	Virtual School Head Annual report	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	To be received annually in January.	Kelly Twitchen, Head of Virtual School	
•	School Admissions Arrangements for community and maintained schools	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	To be reported next in Sept or Nov 2022	Sarah Rempel, Director of Education	
•	Youth Offending Service Annual Youth Justice Plan	To enable consideration before approval at Cabinet and Council	June 2023? TBC	David Webb, Service Manager, Dorset YJS	
•	Annual Report from CPB to include info on CIC	To provide the Committee with an update on the work being done by the CPB	TBC	TBC	