

Notice of Children's Services Overview and Scrutiny Committee



Date: Tuesday, 3 May 2022 at 6.00 pm

Venue: Committee Suite, Civic Centre, Poole BH15 2RU

Membership:

Chair:

Cllr R Burton

Vice Chair:

Cllr L Lewis

Cllr E Coope
Cllr N C Geary
Cllr J Kelly

Cllr S Moore
Cllr L Northover
Cllr R Rocca

Cllr S Gabriel
Cllr M Haines
Cllr R Lawton

Parent Governor Co-opted Representatives

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

Diocesan Co-Opted Representatives

Mark Saxby

Youth Parliament Representatives

Z Sosic and D Rees-Coshan

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.bcpCouncil.gov.uk/ieListDocuments.aspx?Mld=5310>

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.bcpCouncil.gov.uk

GRAHAM FARRANT
CHIEF EXECUTIVE

22 April 2022



Available online and
on the Mod.gov app



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

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To confirm and sign as a correct record the minutes of the Meeting held on 22 March 2022.

a) Action Sheet

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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.bcpCouncil.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. Children's Services Improvement Plan

21 - 54

BCP Children's Services was inspected in December 2022 and the outcome was an overall Inadequate judgement. As a result, a Children's Service Improvement Plan has been produced to ensure Improvement in Children's Social Care functions in accordance with the statutory direction

notice.

7. Forward Plan

55 - 64

To consider the Committee's Forward Plan.

8. Dates of Future Meetings

To note the dates of future Children's Services Overview and Scrutiny Committees as follows:

- 7 June 2022
- 26 July 2022
- 20 September 2022
- 22 November 2022
- 24 January 2023
- 21 March 2023

All meetings will commence at 6pm and venues to be confirmed.

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.

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

Minutes of the Meeting held on 22 March 2022 at 6.00 pm

Present:-

Cllr R Burton – Chair

Present: Cllr E Coope, Cllr J Kelly, Cllr S Moore, Cllr L Northover,
Cllr S Gabriel, Cllr M Haines and Cllr R Lawton

Also in attendance: P Martin, Parent Governor
E Hall, Academy Parent Governor
N Collins, outgoing Member of Youth Parliament (MYP)
Z Sasic and D Rees-Coshan, MYPs
H Maftah and A Hodges, Deputy MYPs

76. Apologies

Apologies for absence had been received from Councillor Lewis and Mark Saxby.

Councillors Geary and Rocca attended virtually forgoing any voting rights.

77. Substitute Members

There were no substitute Members on this occasion.

78. Declarations of Interests

There were no declarations of interest on this occasion.

79. Confirmation of Minutes

RESOLVED that the Minutes of the Children's Services Overview and Scrutiny Committee held on 25 January 2022, having previously been circulated, be agreed as accurate and signed by the Chair.

80. Action Sheet

A Service Director advised that they were looking for dates for the permanence planning briefing and that the Committee would be notified soon.

81. Public Issues

There were no public issues on this occasion.

82. Full ILACS (inspecting local authority children's services) report

The Corporate Director of Children's Services 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 purpose of the report was to enable the Committee to gain an overview of the outcome of the full ILACS inspection and consider where detailed scrutiny should be focused.

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

- In response to a query regarding recruiting overseas staff, the Committee was advised that the service would assist with visas, offer a permanent post and have a lengthy introductory buddy scheme. It was also noted that the staff being recruited currently did not reflect the diverse population of BCP, but more work could be done in this area.
- The Committee was advised that the recruitment of social workers was a national issue and that the front door was a challenging space which currently had 87% agency staff filling the roles. It was noted that the overseas recruited social workers were being placed at the front door which would reduce the use agency staff. The Committee was advised of the details of the social work recruitment and planning and made aware of the difficulties when rated as inadequate in comparison to neighbouring authorities who were rated as good and outstanding.
- The Committee was advised of work ongoing to stabilise the workforce and comparing BCP's offer with others locally, including what package could be offered which would be attractive enough to entice agency staff to become permanent and provide more stability for the children and families being worked with
- The Committee discussed houses of multiple occupation (HMOs) and was advised that Ofsted found that the care provided to children in HMOs was not at an acceptable standard. At the time of the inspection, there was 14 young people in HMOs and that had now been reduced to one. A Committee Member advised that this matter was going to be considered by the Corporate Parenting Board and suggested sharing a report for information to ensure no duplication of work. **ACTION – add to action sheet**
- The importance of communication between social workers and service users was discussed together with the permanence of social workers to enable service users to feel comfortable and build a meaningful and productive relationship
- In response to a query regarding how best practice could be shared from the areas which had demonstrated improvements with those rated inadequate, the Corporate Director advised that this would come through the improvement plan
- In response to a query regarding what improvements had been made since the inspection and publication of the findings, the

Committee was advised that some improvements had been made with pre-birth assessments by considering work done, reissuing toolbox training for social workers and changing the assessment process.

- The Committee discussed the varied workload of staff in different areas and it was noted that some had very large caseloads in comparison to others. The service directors had been considering this and acknowledged that good or outstanding authorities had approximately 15 cases per social worker. Work was being undertaken to try and address this but staffing issues caused delays. The Committee was advised that an update on this could come back to the Committee at a future date. **ACTION – add to action sheet**
- In response to a query regarding the Ofsted rating and range across the country. It was noted that BCP was currently 'Inadequate' which was the lowest rating, however mentoring work was ongoing with Hampshire, who were rated 'outstanding'. The benchmarking process Ofsted used was explained to the Committee and the Corporate Director advised her priority was to stabilise the service and build solid foundations to move it forward.
- The Committee was advised how the improvement plan would be managed and the ways in which it could be monitored and audited. A new Department for Education (DfE) advisor would be starting soon and the ambition was to achieve the improvement detailed in the plan by the end of the Ofsted monitoring visits, within the next 18 months.
- In response to a query regarding staff surveys, the Committee was advised that there were BCP wide staff surveys and more specific surveys for children's services staff. The surveys could be anonymous however, staff can add the team they work in if they want to. The questions remained the same to enable benchmarking but there was an ability to add free text.
- In response to a question regarding staff morale, the Committee was advised that some staff were disappointed with the outcome as they felt they had worked hard to demonstrate improvements, which were not recognised. The Corporate Director stressed the importance of not dwelling on the result but moving forward together on the improvement journey.
- In response to a query about how the Committee could support Children's Services in their improvement journey and could any lessons be learnt, the Corporate Director advised that as she had only just taken up her post, so felt unable to comment on past scrutiny, but that the improvement plan would help focus the leadership team and committee on what was required and needed to improve.
- In response to a query regarding the legacy case management systems, the Committee was advised there of the issues experienced with the case recording and the steps that needed to be taken to improve in this area
- The need to increase Special Guardian Orders and kinship arrangements was discussed, to move away from using long term

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE
22 March 2022

fostering. The Committee was advised that the CPB was considering this issue.

- In response to a query about specialist workers for child exploitation, the Committee was advised that BCP had a small team of specialist workers who worked with exploited children and young people, it was planned to make the offer wider to focus on prevention. The Committee was reassured that all social workers would do an assessment around exploitation.
- The Committee wanted to thank all the staff for their hard work and wanted them to know it was fully supportive of the improvement journey they continued along. **ACTION – add to action plan.**

The Chair summarised the discussions as follows:

- Staff retention and recruitment
- Houses of Multiple Occupations
- Areas that had shown improvement and how transfer good practice
- Varied caseloads
- Range of standards and how measure progress including timescales.
- Staff input into the process and what Committee can do to help
- Case management recording
- Special Guardianship Orders and Kinship placements.

The Chair concluded by thanking the outgoing DfE advisor, Anthony Douglas, for all his work with Children's Services and the Committee.

RESOLVED that the Committee hold an additional meeting to fully scrutinise the Children's Services Improvement Plan at the earliest opportunity.

83. UK Youth Parliament: Members of Youth Parliament – Annual Report, election update and welcome New Members

The Participation Development Worker and outgoing Member of Youth Parliament (MYP) 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 purpose of the report was to provide an annual report, an update on the elections and to welcome the newly elected Members and Deputy Members of the Youth Parliament.

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

- In response to a query about what advice the outgoing MYP could give to the newly elected members, he advised them to not hold back on their ideas, as they had got great support for their schemes, which had proved really successful

- In response to a query regarding advice for the Committee Members on how they can support the new MYPs, the committee was advised to continue to make themselves accessible, help the MYPs understand the democratic processes, be interested in their projects and do what they could to support the MYPs achieve their aims
- The Committee congratulated the MYPs on their successful campaigns and welcomed them to the Committee and thanked the outgoing MYPs for all their hard work and wished them every success in the future
- In response to a query regarding one of the top priorities being health and wellbeing, the Committee was advised how this came about and the process that the MYPs would follow to focus their campaigns. It was requested that a progress update come back to the Committee at an appropriate time. **ACTION – add to Forward Plan.**
- The item was concluded by an MYP thanking the Participation Development Worker and the outgoing MYPs for all their support and work.

The Chair summarised the discussions as follows:

- Thank you to the outgoing MYPs and Participation Development Worker for all their work
- Fantastic election results including the high voting figures
- The focus of the new MYPs

RESOLVED that the contents of the report be noted, and an update report come back to Committee at an appropriate time.

84. SEND Improvement Plan Update

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 'C' to these Minutes in the Minute Book.

The report provided an update on the delivery of the Written Statement of Action (WSOA). BCP Council and Dorset Clinical Commissioning Group (CCG) were required to deliver a number of actions to transform special educational needs and disabilities (SEND) services across the local area.

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

- In response to a query regarding the Red Amber Green (RAG) ratings, the Chair requested a focused report on the ones due to commence around the time of the next meeting – **ACTION – add to Forward Plan**
- In response to a query regarding co-production, the Committee was advised that the service was advertising to employ a coproduction worker and participation worker, their roles were explained and how they would benefit the young people worked with. It was also

highlighted that a Youth Worker was going to progress the co-production charter to ensure a wide range of views were sourced.

- In response to a concern regarding one Participation worker being inadequately resourced, the Committee was reassured that although the service was looking to employ one member of staff, they wouldn't be the only person seeking the views of young people and would not be working in isolation.
- A Committee Member who also sat on the SEND Improvement Board, advised of the upcoming Ofsted monitoring visit scheduled for 27 April 22 and enquired whether the Committee could have an update following that. **ACTION – add to Forward Plan.**
- The Committee was advised of the way internal progress and monitoring was being used to help detail the improvement journey to the Department for Education (DfE).
- In response to a query regarding the permanent and fixed terms exclusions highlighted at focus area 37, the Committee was advised that work was already ongoing in this area such as pre exclusion conferencing and details were provided of how actions can have previous actions feed into them. The Service Director advised she would bring some updated figures to the July Committee. **ACTION – add to Forward Plan**
- In response to a query regarding how the Committee could provide the robust scrutiny needed, it was advised to test the improvement plan by asking for evidence and proof of the improvements being detailed.
- In response to a query regarding whether the Committee could be provided with an overview of financial situation regarding the high needs block, it was advised that the service was held to account for the high needs block expenditure at the SEND Improvement Board and the report could be shared with this Committee for information. **ACTION – add to the action sheet**

The Chair summarised the discussions as follows:

- Coproduction
- Ofsted visit on 27 April and requested feedback
- Permanent exclusion ongoing work
- Robustness of scrutiny and how the Committee can help
- Budget information

RESOLVED that Committee Members review the updates made in the delivery of the Written Statement of Action.

85. Portfolio Holder Update

With the agreement of the Chair, the Portfolio Holder update was moved to follow the SEND Improvement Plan Update.

The Portfolio Holder with responsibility for Council Priorities and Delivery, provided a verbal update regarding Improvement number eight of the SEND Improvement Plan and the Capital investment around inclusion work.

The Committee was advised that the Council allocated 10 million to invest in SEND capital investment, but due to the inspection and other factors it had not come forward in the last financial year.

The Committee was advised that an invitation had been sent to all schools asking for expressions of interest for funding innovative ideas for keeping SEND pupils in mainstream education. It was advised that 34 responses were received, and work was being undertaken with between five and ten of the schools who responded and a dedicated team of officers. An update would be provided at the earliest opportunity.

The PFH requested that when considering the High Needs Block, the Chair liaised with the Chairman of the Overview and Scrutiny Board as budget issues would normally be considered at the Board. **ACTION – add to action sheet**

86. Post-16 Provision and Youth Offer – to include apprenticeship programme and provision for those without good GCSE

The Virtual Headteacher 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.

The purpose of the report was to provide an update on the work that had taken place to increase the number of children in care accessing apprenticeships and how the Virtual School had supported those young people who had not achieved GCSE results at a high enough grade to access an apprenticeship.

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

- The extended role and duty of the virtual school was discussed and clarified, and it was noted that it extended to all pupils who had a social worker, whether it be children in need, children on a child protection plan and children in care. However, it was noted that the role was different for those children in care where funded was provided via Pupil Premium. It was advised that for children in need or on child protection plans, the support provided would be at a strategic level with no assigned caseworker
- In response to a query, the Committee was advised that in relation to the Post 16 cohort and the course they were looking to provide, it would initially be piloted with the children in care, but it could be opened up to more young people who were in contact with a social worker, if funding could be sourced in the future
- A Member advised she requested this on the Forward Plan some time ago, but the focus was different to what she was really interested in where a pupil did not get the relevant GCSE requirement, or equivalent to progress in education, took time away then wanted to

retake in an easily accessible and flexible program to get the the necessary qualifications to progress their education or employment opportunities.

- The Committee was advised that there was courses available through Skills and Learning, but they were for 19 year olds and over who would be assessed and taken in on one of the three intakes throughout the year. The Committee was reassured that in relation to children in care, these restrictions weren't there as funding was available to enable the fast track of pupils through the functional skills course detailed in the report.
- The Virtual Headteacher advised she would discuss this issue with the Skills and Learning manager to see if accessibility and flexibility could be increased for all post 16 pupils. **ACTION – add to action plan**
- In response to a query regarding partners to work with for apprenticeships, the Committee was advised the Virtual Headteacher was working closely with the Dorset Chamber of Business and had a good relationship with local businesses. However, they did struggle to find college or education providers to accredit the apprenticeships. They would welcome any discussions with local business to promote and progress apprenticeships.
- Two Committee Members, one who managed leisure centres and one who was the Chairman of Seascope advised they would welcome apprentices and the Virtual Headteacher advised she would make contact to discuss further. **ACTION – add to the action sheet.**
- There was a discussion over the low numbers of apprenticeships being taken up at the Council and the Virtual Headteacher clarified that the report only referred to children in care and care leavers and there was difficulties was finding industries and apprenticeships the young people were interested in.
- The impact of covid was discussed, including many employees still working from home in a flexible manner, making offering work experience more challenging for employers.

The Chair summarised the discussions as follows:

- Extended role of the virtual school and college
- Barriers to getting right qualifications or moving into apprenticeships
- Covid and the increase in my flexible working.

RESOLVED that the Committee note the content of the report as an update regarding the work that the Virtual school had undertaken to increase the number of children in care accessing apprenticeships.

87. Items for Information

There were no items for information on this occasion.

88. Forward Plan

The Chair referred to the updated Forward Plan which was circulated to the Committee by email.

The Chair highlighted the visit to Multi Agency Safeguarding Hub (MASH) which had been on hold on the forward plan for some time and it was noted that the Corporate Director would investigate whether access would be possible. **ACTION – add to the action sheet.**

89. Dates of Future Meetings

The dates for future meetings were noted.

The meeting ended at 8.55 pm

CHAIR

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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)
Actions arising from Committee meeting: 28 July 2020				
	The BCP Children in Care and Care Experienced Young People Improvement Journey	Decision Made: Permanence Planning training on the processes used to be arranged for Committee Members Action – Emailed Jane White to arrange early in 2022	To enable Councillors to have more in-depth understanding of the processes used.	
29 March 2021				
	BCP's Members of Youth Parliament Summary Report	Decision Made: To investigate putting a link to the MYP's work/newsletters/recordings of recent debates on the BCP website. Action – being considered by Officers	To enable greater visibility of the MYPs work on the BCP website.	
8 June 2021				
	Expansion of Longspee Special School at BLC	Decision Made: Share the Report which detailed the renewable energy considerations of the project. Action – this has been unable to progress due to	To enable Councillors to have fuller information surrounding this issue.	

		Officers being unable to locate the report mentioned by a Committee Member.		
	Covid Impact to include information on Pupil Premium and child poverty	<p>Decision Made:</p> <p>Arrange a meeting between Corporate Director and interested Committee Members to discuss the changes in Pupil Premium funding</p> <p>Action – Officers aware – Emma Regenhardt</p>	To enable Councillors to have fuller information surrounding this issue.	
	Sufficiency Strategy for Children in Care (CiC) and Care Experienced Young People (CEYP) 2021 – 2024	<p>Decision Made:</p> <p>Share the Equality impact assessment with the Committee once completed.</p> <p>Action – Officers aware – Sarah Langdale</p> <p>Decision Made:</p> <p>Check the data relating to BAME in the strategy for accuracy.</p> <p>Action – Officers aware – Sarah Langdale</p> <p>Decision Made:</p> <p>MYPs to work with Officers and receive feedback through a meeting.</p> <p>Action – Officers aware – SL and MYPs (Becky McDade).</p>	<p>To enable Councillors to have fuller information surrounding this issue.</p> <p>To ensure data accurate in Strategy.</p> <p>To enable communication between Officers and MYPs</p>	
27 July 2021				
	Forward Plan	Decision Made.		

		<p>To consider how to incorporate links to the Children and Young People's Plan in future items coming to Committee</p> <p>Action – Chair to consider with Officers – report in January? TBC.</p>	To create links within strategies and policies	
21 September 2021				
	School Place Planning Strategy	<p>Decision Made:</p> <p>The Chair requested Ward boundaries be added to the Strategy.</p> <p>Action – Officers aware – Tanya Smith</p> <p>Decision made:</p> <p>Amend Page 16 regarding North West Poole which needed should read Broadstone and Merley, not Canford Heath.</p> <p>Action – Officers aware – Tanya Smith</p> <p>Decision Made:</p> <p>Advise Committee of percentage of pupils attending Grammar schools</p> <p>Action – Officers aware – Tanya Smith</p> <p>Decision Made:</p> <p>Share the transport strategy relating to schools with the Committee</p>	To enable easier identification for Ward Members	

		Action – Officers aware – Tanya Smith		
23 November 2021				
	The BCP Appreciative Inquiry into inclusion practices in BCP schools	<p>Decision Made:</p> <p>To share the completed BCP Appreciative Inquiry with the young people contributors.</p> <p>Actioned – Chair of Children and Young People's Partnership Board shared the completed inquiry with all young people contributors</p> <p>Decision Made:</p> <p>Arrange a briefing regarding the changes to the High Need Block.</p> <p>Action – Report on changes coming to Committee on 27 July before consideration by Cabinet</p>		
	Home to School Transport	<p>Decision Made:</p> <p>To consider transport provision for outside of BCP to reduce NEETs</p> <p>Action – Officer aware</p> <p>Decision Made:</p> <p>To provide the Committee with information of funding provided for children who fell under the category of travelling a hazardous route.</p> <p>Action – Officer aware.</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> <p>Action – Officers aware</p> <p>Decision Made:</p> <p>To thank all the staff for their hard work and advise that the Committee was fully supportive of the improvement journey they continued along.</p> <p>Action – Officers aware</p>		
	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>Action – Officers aware</p>		

	Post 16 Provision and Youth Offer	<p>Decision Made:</p> <p>The Virtual Headteacher to discuss with the Skills and Learning manager to see if accessibility and flexibility could be increased for all post 16 pupils</p> <p>Action – Officer aware</p> <p>Decision Made:</p> <p>The Virtual Headteacher to contact Councillors Gabriel and Lawton to discuss apprenticeships further.</p> <p>Action – Officer aware</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>Action – Chair to make contact</p>		
	Forward Plan	<p>Decision Made:</p> <p>Corporate Director to investigate whether visit to MASH would be possible.</p> <p>Action – Officer aware</p>		

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE



Report subject	Childrens Services Improvement Plan
Meeting date	3 May 2022
Status	[Public / Exempt] Report
Executive summary	BCP Childrens Services was inspected in December 2022 and the outcome was an overall Inadequate judgement. As a result, a Childrens Service Improvement Plan has been produced to ensure Improvement in Childrens Social Care functions in accordance with the statutory direction notice.
Recommendations	For information and scrutiny
Reason for recommendations	Childrens Overview and Scrutiny have statutory powers to scrutinise decisions and plans for the service. The Childrens Services Improvement Plan is being presented for scrutiny so the committee can offer constructive challenge, share any voices of concern and support the drive for improvement.
Portfolio Holder(s):	Mike White- Children and Young People.
Corporate Director	Cathi Hadley – Interim Corporate Director – Childrens Services
Report Authors	Rachel Gravett, Director of Quality, Performance Improvement and Governance
Wards	Council-wide
Classification	For information

1. Background

- a) BCP Childrens Services was subject to an Inspection of Local Authority Childrens Services (ILACs) from the 6th to 17th December 2021.
- b) The outcome of the inspection was that Childrens Services was judged as Inadequate overall

Judgement	Grade
The impact of leaders on social work practice with children and families	Inadequate
The experiences and progress of children who need help and protection	Inadequate
The experiences and progress of children in care and care leavers	Requires improvement to be good
Overall effectiveness	Inadequate

- c) The Full Ofsted Report is attached in Appendix 1
- d) The Childrens Services Improvement Plan (Draft) (Appendix 2) sets out what we aim to achieve over the next 3-6 and 12+ months.
- e) In developing this plan, we have listened to the views of children and young people, our partners and workforce, looked at what our data tells us, listened to the views of Ofsted/DfE and identified where we need to drive forward change to rapidly improve the outcomes for our children and young people.
- f) Our planning is outcome focussed so that we can be clear about the difference we want to see for children and young people in BCP.

Summary of financial implications

- 2. The financial implications of the improvement work are currently being established through Business Case approach

Summary of legal implications

- 3. The Secretary of State has considered the outcome of the December ILACs inspection and is satisfied that the Council is failing to perform to an adequate standard, some or all of the functions to which section 497A of the Education Act 1996 ("the 1996 Act") is applied by section 50 of the Children Act 2004 ("children's social care functions"), namely.
 - a. social services functions, as defined in the Local Authority Social Services Act 1970, so far as those functions relate to children.
 - b. the functions conferred on the Council under sections 23C to 24D of the Children Act 1989 (so far as not falling within paragraph (a) above); and

- c. the functions conferred on the Council under sections 10, 12, 12C, 12D and 17A of the Children Act 2004.

As a result, the Secretary of State has appointed John Coughlan as the Improvement Adviser for Children's Services in the Council ("the Improvement Adviser")

Summary of sustainability impact

- 4. There are no current identified sustainability impact implications

Summary of public health implications

- 5. There are no current public health implications

Summary of equality implications

- 6. Draft being completed

Summary of risk assessment

- 7. Risks are identified in the Children Service Improvement Action Plans

Background papers

N/A

Appendices

Appendix 1 Inspection of Bournemouth, Christchurch and Poole local authority children's services -Full report

Appendix 2 Childrens Social Care Improvement Plan (Draft v3)

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Inspection of Bournemouth, Christchurch and Poole local authority children's services

Inspection dates: 6 to 17 December 2021

Lead inspector: Steve Lowe, Her Majesty's Inspector

Judgement	Grade
The impact of leaders on social work practice with children and families	Inadequate
The experiences and progress of children who need help and protection	Inadequate
The experiences and progress of children in care and care leavers	Requires improvement to be good
Overall effectiveness	Inadequate

In 2020, Ofsted conducted a focused visit that resulted in two wide-reaching areas for priority action. The fundamental building blocks required for children to get the right help at the right time were missing, almost in entirety. Children living in Bournemouth, Christchurch and Poole (BCP) were not protected effectively. Senior leaders were aware of some of the deficits but had not taken purposeful remedial action. There has been progress since then despite the challenges of the COVID-19 pandemic and the complexities of local government reorganisation. The creation of new specialist services and strengthened infrastructure are starting to make a positive difference, but it is too early to see an impact for a large number of children and their families.

There remain too many areas where progress has been neither sufficiently swift nor decisive. The application of quality assurance processes does not give senior leaders a reliable or accurate picture of the quality of social work practice. The quality of this practice is too variable, with much being poor. Thresholds for intervention are not applied consistently, and the oversight of managers is too variable in quality. Multiple changes of social workers and managers in some teams also contribute greatly to the lack of focus and urgency for many children.

There are still serious and widespread weaknesses in the quality of children's services that leave vulnerable children at risk of harm. Specialist services aside, the core business of reducing the risks to children in need of help and protection is yet to have a consistent and effective impact.

What needs to improve?

- 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 or personal adviser.
- The quality of practice, in particular, assessment, planning and the use and completion of chronologies, the response to domestic violence, emotional support to children in care and the recording of children's views.
- The timeliness of social work intervention and support when unborn and very young children are at risk of significant harm.
- The standard of care provided to young people living in houses of multiple occupation.
- 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 overview of children's attainment and progress by the virtual school.
- Care leavers' access to their health records.

The experiences and progress of children who need help and protection: inadequate

1. Many families are not receiving the right help at the right time. Early help is under-developed and the local authority's intended shift towards early, direct support has been slow. A large number of families, including those with unborn or very young children, have to wait too long for an early help assessment. Meanwhile, risks remain and, for some families, concerns escalate.
2. The multi-agency safeguarding hub now operates more smoothly and effectively than when Ofsted last visited. Referrals about children who may be in need or at risk of harm are prioritised and sent to the right place much more quickly. The addition of key partner agencies to the 'front door' and of access to specialist advice on how to support families when domestic violence is a factor are increasingly effective in improving the quality and timeliness of decision-making. However, this level of understanding of the risks to children from domestic violence and of how to support families to reduce these risks is not seen in longer-term work.
3. Many children have had a number of interventions from early help or statutory services that have not been successful, and assessments largely lack sufficient analysis of why this is the case. As a result, the same intervention or services

that have not previously proven successful are often repeated. The application of thresholds for different levels of intervention is inconsistent. Different teams have different thresholds, and this is exacerbated by a poor understanding of practice standards.

4. Increasingly, when children and families have a consistent social worker they receive the right support and challenge. However, the combined effect of multiple changes of social workers and managers, ineffective practice and poor case direction still results in many children experiencing repeat interventions before they get the help they need. Meanwhile, some of these children suffer neglect or harm and remain at risk of further abuse.
5. When risks to children increase to a significant level, the threshold for holding strategy meetings and the timeliness with which they are held remains inconsistent. However, once convened, partner agencies are included in child protection strategy meetings and contribute positively to the discussion and planned actions.
6. The quality of assessments has improved, but for too many children the resulting plans identify solutions based on services that are not readily available. Waiting times for parenting programmes, domestic abuse perpetrator and cessation programmes, and mental health support are lengthy.
7. Children are left in situations where they witness violence, as social workers lack the confidence and guidance to tackle perpetrators of domestic abuse and are often over-optimistic about parents' capacity to change and to safeguard their children. There is no coordinated response to risks to unborn babies or a clear message to staff about 'how we do it here'. This is concerning, given the increase in harm to very young children during the pandemic and an increase in very young children on child protection plans.
8. In many cases, risks to children could have been identified, assessed and reduced earlier. For example, a substantial number of parents and children are assessed in specialist placements, many of which could have been avoided. Chronologies are limited or not completed, which restricts social workers' ability to understand patterns of risk and to identify the best ways to support children.
9. Children's experiences are not sufficiently considered or reflected on in supervision. Frequent changes of manager have also compounded this lack of consistent supervision. Although changes in manager are becoming less frequent, it is too early for there to have been a significant positive impact on the quality and consistency of supervision.
10. When concerns for children escalate, the oversight of the Public Law Outline and care proceedings has been strengthened. This means that work with some children is progressing more quickly and effectively. However, this is not the case for all children, and many are still subject to pre-proceedings processes for extended periods of time when their circumstances have not

improved and risk has not been reduced. Consequently, a small number have continued to suffer harm during this period.

11. When they have consistent social workers, children's and families' circumstances are better understood and visits have more purpose. This is not the experience of most families, who experience multiple, and sometimes frequent, changes of social worker. Social workers are able to describe the direct work they do with children well, but it is not always well recorded and sometimes key pieces of work that will help children understand their histories in the future are missing from children's case records.
12. The quality and impact of work with children who are suffering, or at risk of suffering, criminal or sexual exploitation is largely dependent upon access to specialist workers. A small number of the most vulnerable children receive effective support from the highly skilled complex safeguarding team. Information is shared well and there is a good understanding about children's vulnerabilities, including who they are at risk from and why, and the places where they go. However, there is more to do to ensure that the remainder of children who are exploited receive a similarly protective response.
13. Disabled children are safeguarded effectively when there are concerns about their safety or welfare. Social workers have a strong understanding of the interaction between children's needs that arise because of their disability and those that stem from safeguarding or child protection concerns.
14. The edge of care team has established itself as a valuable resource. It has an impressive success rate when it comes to keeping families together and preventing children from having to come into care when this can be avoided. Very low caseloads underpin this success, as they give the team the time and space to work intensively with children and their families.
15. Children who are missing education are identified effectively and supported to return to school as soon as possible. Leaders demonstrate their clear aspiration for children to achieve full-time education whenever practicable so that they get the best possible outcomes.
16. Flexible approaches are used to engage families and to understand the reasons for decisions to educate children at home. Legal remedies are pursued appropriately when staff are not assured that the arrangements are safe.
17. Children in private fostering arrangements are identified and safeguarded well by an experienced team. Sixteen and 17-year-olds who are homeless are, in the main, informed of their rights, given the option of coming into care if this is in their best interests, and are accommodated quickly.

The experiences and progress of children in care and care leavers: requires improvement to be good

18. When children come into care, it is for the right reasons. For some, this is due to earlier failures to support achievable change within their family. When it is

safe to do so, children are also supported to be reunited with their families from care, but the use of special guardianship orders to achieve permanence is still low.

19. Children in care are visited at a frequency that matches their individual circumstances, and more often when social workers are trying to get to know them. Social work visits are mostly in line with children's needs and are recorded clearly, highlighting what is working well, what social workers are worried about and articulating children's wishes and feelings.
20. Time with family and friends is well considered for most children in care. For some children, this maximises the chances of positive and enduring relationships with key family members, as the time is carefully tailored to fit the child's and the family's circumstances.
21. Children and young people are not always made aware of their rights, especially when it comes to a choice of accommodation. Advocacy and independent visitors are under-used, and so some children miss out on these opportunities to have their voices heard and understood.
22. While review meetings, care plans and pathway plans are increasingly reflective of children's wishes and feelings, this remains inconsistent, and too often the voices of children are not apparent in plans and the records of meetings.
23. Unite and Insight, the local authority's children in care councils for older and younger children, have continued through the COVID-19 pandemic. Children and young people are actively involved in chairing the corporate parenting committee, in staff recruitment interviews and in planning for a care leavers hub. They are taken seriously and are a key part of identifying improvements that can be made to practice and to services.
24. Return home interviews and support from the complex safeguarding team are of good quality and help to understand why these children feel the need to run away.
25. Getting children to dentists' appointments and initial health assessments has understandably reduced during the pandemic but their physical health needs are largely being addressed appropriately. However, support for children's mental and emotional health is under-developed and plans to fill the gap left by long waiting times for specialist input are in their infancy.
26. The virtual school has been strengthened and has started to increase both its visibility and its impact, including the prevention of permanent exclusions. There is still work to be done to ensure that personal education plans are prepared consistently well across educational settings and that pupils have sufficient time to contribute their views. But their quality and timeliness are improving. Monitoring of children's achievements and progress is under-developed. Similarly, the virtual school is ambitious for children, but is yet to translate this into aspirational targets in written plans.
27. The vast majority of children have a permanence plan by the time of their second review, which is a significant improvement. The majority of children in

care are in the right place for them and they live happy and settled lives. However, too many children living in long-term foster care have not had their permanence formally agreed or celebrated.

28. Disabled children living in residential educational settings make good progress. They are visited regularly, their views and feelings are understood well, support meets their needs and consequently they have a good foundation for the future.
29. Children and young people living in homes of multiple occupation (HMOs) are in accommodation that is of poor quality. They are not given this housing option because it is in their best interests and often are given no other choice, in part due to insufficient resources to meet demand. Unsurprisingly, most children and young people do not choose to spend much of their time in these placements and for some their outcomes significantly decline. A very small number of children in care are also living in unregistered children's homes, but the local authority is monitoring these arrangements appropriately and supporting the provider to register with Ofsted.
30. Foster carers are recruited and trained successfully, with the number of carers available for children to move in with increasing, despite the pressures of the pandemic. Feedback from foster carers on the level and consistency of support they receive is varied and many have had several changes of supervising social worker. However, the small number of moves children have and the length of time they remain with their carers are both an improving picture.
31. More children are being adopted than in similar authorities, including some for whom success in finding a family was very difficult to achieve. The support being given to adopters and children is of high quality, and assessment and training enable a healthy level of choice when the best plan for children is for them to be adopted. The local authority maintains careful and challenging oversight of the services provided by the regional adoption agency.
32. For care leavers, there are often long delays between visits from their personal advisers (PAs). This is particularly the case for those living in HMOs and in supported accommodation. Care leavers themselves report a variance in the level of support they receive, dependent upon which PA they have, rather than their needs or wishes. Children do not always have their PA allocated to them in a timely way and so experience disruptions to positive relationships due to staff turnover.
33. Care leavers do not have access to their health histories and not all PAs are aware of the need to ensure this access is in place. However, most children's physical health needs are being appropriately addressed.
34. Young people are encouraged to 'stay put' with their foster carers and so are more likely to maintain positive relationships with them as a result.
35. The majority of young people are supported effectively to gain and maintain employment, education or training, with a minority being left to manage independently.

36. Not all young people have either got copies of their pathway plans or have contributed to them. For those that do have a plan, they are mostly written collaboratively and give a clear sense of the goals.
37. Unaccompanied asylum-seeking children have mixed experiences. Mostly, once they are clearly the responsibility of the local authority, they are helped with somewhere to stay, interpreters, tracing their families and legal support. For a small number, a debate about their age and entitlement leads to delay in them securing suitable accommodation and support.

The impact of leaders on social work practice with children and families: inadequate

38. The interim corporate director of children's services and the Department for Education improvement adviser have begun to address the significant weaknesses highlighted by the Ofsted visit in 2020. Some progress has been made against each of the concerns identified. However, none have been fully remedied. For many of the areas of concern, progress is recent, partial or fragile and is yet to have a positive impact on children's lives. This is further restricted by the impact that high levels of turnover have on staff's ability to fully understand what is expected of them from the improvement plan.
39. Many unborn and very young children suffer delay and indecision, and live in circumstances where risk has not been assessed and in which there is a real chance of harm. Senior leaders are yet to develop a strategic response to the needs of these children.
40. The same applies to children waiting for early help, those on child protection or children in need plans and those where concerns have been escalated to the legal arena. The 'children's toolbox', the local authority's own document to support social workers to deliver good practice standards, does not have specific guidance on how, when and why to support these very young children when they are at risk of harm.
41. Young people living in HMOs are living in poor-quality accommodation that has not been properly assessed for its suitability. Senior leaders continue to make decisions to place young people in these arrangements against their best interests. This is a serious oversight.
42. Relationships with key partners are improving but are still immature. For example, the courts have increasing confidence in the quality and timeliness of applications, evidence and assessments. Similarly, the response to children who are at risk of exploitation has been developed, together with the police. Conversely, there is more to be done to ensure that schools feel valued and consulted, and relationships with health partners remain adversarial.
43. Social workers report that there are few opportunities to meet senior leaders and that their visibility is poor. Recent initiatives such as the progress forum are a positive response to unease in the workforce. However, poor communication contributes to social workers not feeling part of a single

organisation with one set of values and one approach to working with children and their families.

44. Audits are of poor quality and completion rates are low. Moderators have a much clearer idea of what good practice looks like but are not yet standardising or improving the quality of practice learning reviews. Without this, reliably identifying trends and practice issues is very difficult. Similarly, tracking the completion of identified actions, checking if they made the difference they were intended to, and the inclusion of children, families and practitioners in audit are all weak.
45. Learning from complaints, from themes arising through advocacy, from research and from families is not well embedded and so does not inform improvement planning sufficiently or effectively. Children and families are not sufficiently well engaged in shaping improvements to the services they receive.
46. The use of performance information is under-developed. Processes for tracking the progress and impact of work with key groups of vulnerable children, such as those at risk of needing to come into local authority care or those awaiting a permanent foster home, are not wholly accurate and remain more process-driven than child-focused.
47. The local authority's strategy for ensuring that there is a sufficient volume and range of accommodation to match the needs of children is thorough and detailed. Historically, there was neither sufficient corporate understanding nor a coherent plan for meeting the needs of children in Bournemouth, Christchurch and Poole who could not live with their birth families. In this context, the current strategy will take time to implement but it is starting to have a positive impact.
48. Workloads are highly variable, with low case numbers in specialist teams and extra pressure on the core teams, who not only work with much higher numbers of children but also experience a high turnover of staff. As a result, children experience fractured relationships with their social workers and delays in receiving the right support at the right time.
49. Frontline managers are predominantly interim, with most posts filled by agency staff. They are, however, increasingly staying longer and are committed to the local authority's vision and plans for improvement.
50. Permanent service managers are in place, a permanent corporate director of children's services has been appointed and some 'home-grown' appointments and recruitment from overseas are adding to the potential for longer-term sustainability. But the dependence on agency staff remains very high, adding to instability for children who continue to experience multiple changes of social worker, quite often without any notice.
51. There is a whole-council appetite for and commitment to improvement. Senior leaders, both corporate and political, are supportive of the ongoing changes that are being made. From a very low starting point, some progress has been made and significant levels of investment have helped improve some specialist

areas of practice. Apart from the issues relating to HMOs and very young children, the local authority's self-assessment is frank and accurate about the state of the service and where to improve.

52. Some initiatives are proving successful, such as the team around the school, where five schools are developing a local, community-based approach to safeguarding in partnership with children's social care. The edge of care and complex safeguarding teams are also supporting families with complex problems effectively. Other initiatives are still very new and so are yet to have a significant impact, such as the social work court team, mental health practitioners based alongside social workers, and the proposed increase in locally commissioned housing options.
53. Social workers find training helpful, including bite-size courses on practice fundamentals alongside more in-depth input on challenges in contemporary social work. Agency social workers can access the same training as permanent staff and this is positive. The practice academy website offers a comprehensive range of accessible material that is well used, but multi-agency training on key and emerging issues is not part of core business.

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Children Social Care Improvement Plan

March 2022

Summary Document
Draft 0_3

18 March

INTRODUCTION

In BCP, we have high aspirations and ambitions for all our children and young people, especially for those whom we have Corporate Parenting responsibilities.

We have made some progress and improvements across a number of areas, but we know that progress is still too slow, not embedded and not yet having the positive impact we need on the lives of children. We need to accelerate our improvement journey with strong and effective relationships with our staff and our partners.

This Improvement Plan sets out what we aim to achieve over the next 3-6 and 12 months. In developing this plan, we have listened to the views of children and young people, our partners and workforce, looked at what our data tells us, listened to the views of Ofsted/DfE and identified where we need to drive forward change to rapidly improve the outcomes for our children and young people. Our planning is outcome focussed so that we can be clear about the difference we want to see for children and young people in BCP.

We have deliberately not set a specific outcome for “voice of the child”. This is because we believe that their voice will run through every priority and will be considered as part of every action. As this is a plan about improving outcomes and experiences for children and young people, their voices, views, and influence are integral to the success of this plan.

This Improvement Plan will shape and influence our service and team plans as well as individual objectives for our staff - this is crucial to ensure improvement activity is embedded and supported throughout the service. Lead Officers will work with our partners and frontline managers and staff to develop detailed action plans to underpin this Improvement Plan.

We want all children and young people in BCP to have the best chances to thrive and be successful, and wherever possible to be with their families. Where children and young people are looked after by the Council, we want to be great corporate parents to our children. We want to make sure they have supportive and nurturing experiences and help when they need it most.

The council’s Corporate Strategy, ‘The Big Plan’ sets out the Council’s priority for children and young people to have brighter futures, providing a nurturing environment, high quality education and great opportunities to grow and flourish. It states:

“We will ensure that the BCP city region becomes one of the best places in which children can live, learn and grow up; with opportunities to stay in the area after they leave school, whether to go to university, to train or to work. This means supporting the health, wellbeing and development of children from birth, through their early years, right through their education and into adulthood.”

Our Brighter Futures vision: Caring for our children and young people; providing a nurturing environment, high quality education and great opportunities to grow and flourish

- enable access to high quality education
- be aspirational for our children in care
- support parents and guardians to care for their children well
- prevent harm through early intervention

Our Corporate Parenting Strategy sets out our mission:

“...to be the best corporate parents and grandparents so that our children in care and care experienced young people have bright futures: we care about you, we have high aspirations for you, we never give up and are determined to achieve the best for you.”

GOVERNANCE OF THE PLAN

Governance will be through Children’s Services SLT, through a highlight report, and impacts reported to Children’s Improvement Board. There is a named accountable senior officer to lead each of the priority areas. In discharging their accountabilities, the named senior officer will consider:

1. Where we want to be from a strategic perspective
2. Where we are now
3. The ‘gap’ between current position and our aspirations, and identification of actions required to close this gap
4. In closing the gap, the named accountable senior officer will consider best practice and lessons learnt from other organisations
5. Synergies will be considered against other programmes, for example WSoA and SEND Improvement Board, importantly any strategy and actions will be co-produced with partners , children and young people
6. Strategies and actions plans will be co-produced and tested with our stakeholder and our workforce
7. Performance and governance processes will be further developed and embedded
8. Performance metrics will be used to ensure the action plan is delivering the intended outcomes
9. A feedback loop will ensure that action plans are responsive and iterative to requirements
10. Finally, the Voice of the Child informs all stages and actions

PROGRESS TRACKER

All actions in the Improvement Plan are RAG-rated. A key to the RAG-rating system is below.

Progress (BRAG)	
Complete	
On track running to plan	
Significant risk – plan is in place	
High risk – escalation required	
Not started	

The RAG system is intended to be used to illustrate our improvement progress against the domains in the Inspection of Local Authority Children’s Services framework (which also provides the structure to our organisational Self-Assessment).

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Table 1 shows the current position of all actions broken down into the relevant domains, and table 2 shows the totals of priority actions by RAG status.

Table 1

Current Status	Help and Protection	Children in Care & Care Leavers	Leadership	Totals
High Risk	12	6	7	25
Significant Risk	7	6	10	23
On track	2	1	6	9
Complete	0	0	0	0
Total	21	13	23	57

THE EXPERIENCES AND PROGRESS OF CHILDREN WHO NEED HELP AND PROTECTION

*High Priority Action

**Status: High risk, Significant Risk, On track, Complete

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NO	*ACTION	LEAD	TIMESCALE/DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
1	Strengthen the Early Help offer to ensure timely interventions that are well targeted and enable positive impact and improvement	Zafer Yilkan Sarah Rempel	1/10/22	High Risk	Proposal to start to work on redesign of Early Help Offer and consideration of a Head of EH and partnership role. Early Help Partnership Board to be established. Youth Offer diagnostic work completed. Report being written up and will be shared with SLT. Task and Finish Group with Partners set up to develop multi-agency Contextual Safeguarding Service linking universal, targeted and specialist services . First meeting will be held on 21/3/22
2	Assess the effectiveness of EH or statutory assessment interventions and identify areas for improvement	Zafer Yilkan Sarah Rempel	1/7/22	Significant Risk	Initial audits undertaken which have identified areas of focus for improvement. Consideration for incorporation into the SLIP.
3	Improve quality, effectiveness and timeliness of EH assessments	Zafer Yilkan Sarah Rempel	1/10/22	Significant Risk	Work began to review Performance Management and benchmark KPIs with good and outstanding LAs Consideration for incorporation into the SLIP. Weekly performance surgeries are held between Early Help Managers and Performance Team
4	Put in place child focused and effective data, QA and monitoring systems, processes and governance to track progress and impact of work	Rachel Gravett Vikki Whild394451	1/7/22	Significant Risk	QA and performance Board has started. Data and performance leads attending Hampshire's PAG. Development of own internal PAG. Senior management discussions with service managers about the use of data and performance 7/4/22

5	Implementation of toolbox guidance on pre-birth assessment to support unborn and very young children	Zafer Yilkan Tammy Lawerance	30/6/22	On track	Toolbox guidance and pre-birth assessment template completed Policy, guidance and assessment template approved by SLT 14/3/22 Presented to SM and the next stage is for SM to share with teams Check embedded through QA by end of June
6	Supported by multi-agency training	Rachel Gravett	1/7/22	High Risk	Multi-agency training will be developed and undertaken. Broaden the scope of Edge of Care to include unborn and very young babies including use of Family Group Conferencing Service for early identification of extended family and friends and early permanence planning.
7	Work across the partnership to review the current thresholds and their use to ensure consistent application and effectiveness	Zafer Yilkan	1/8/22	High Risk	Internal deep dive audit of C&F with NFA completed – findings will be shared at next MASH Strategic Board Meeting 18/3/22 The current threshold document was agreed with partners in October 2021 Work to take place with partners to monitor and review thresholds

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
8	<p>Improve knowledge, skills and confidence of risks to children from DV and how to best provide support to families to reduce risk</p> <p>Links to be made to the BCP Preventing Domestic Abuse Strategy 2020 – 2023, support for children has been identified through the gap analysis.</p>	<p>Zafer Yilkan Sarah Langdale</p>	1/8/22	Significant Risk	<p>Awaiting outcome of the Youth Endowment Fund – reducing parental conflict, bid with the Tavistock Foundation – outcome of the joint bid to be confirmed.</p> <p>Representatives from MASH and EH help attend MARAC meetings. Lead SRO has been identified</p>
9	<p>Improve consistency of application of practice standards and part of SW practice model</p>	<p>Rachel Gravett Zafer Yilkan Jane White</p>	1/11/22	High Risk	<p>QA performance and Improvement Board commenced. QA framework has been reviewed and areas for improvement identified. Practice week to take place in July 2022. Work to be incorporated in the SLIP.</p> <p>Challenges to embed with staff turnover – agency staff</p>
10	<p>Ensure thresholds and timescales for strategy meetings are consistent</p>	<p>Zafer Yilkan</p>	1/5/22	High Risk	<p>Deep dive audit to commence and practice learning activities to be undertaken as part of the QA framework Report back to SLT 21/3/22</p>
11	<p>Ensure that plans emanating from assessments are in line with agreed SW practice model and EH offer</p>	<p>Zafer Yilkan Sarah Rempel</p>	1/10/22	High Risk	<p>PLR monthly audit cycle commenced. QA performance and Improvement Board commenced.</p>

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
12	Identify ways in which waiting times for domestic abuse perpetrator cessation and parenting programmes, and mental health support can be reduced and other ways in which early help services can be more readily accessible for families	Sarah Langdale Zafer Yilkan	1/9/22	Significant Risk	BCP Preventing Domestic Abuse Strategy 2020 – 2023, support for children has been identified through the gap analysis. Youth Endowment Fund – reducing parental conflict, bid with the Tavistock Foundation – outcome of the joint bid to be confirmed yet. Mapping of parenting programmes has commenced with CCG under the former SEND Joint Commissioning Workstream - SL commenced
13	Incorporate practice in relation to working with families who experience domestic abuse as part of the PLR audit cycle	Rachel Gravett	1/5/22	On track	Incorporated into the PLR audit cycle and deep dive activities
14	Coordinate work with maternity, health visiting services and other relevant services to improve the collective approach to identifying risks to unborn babies as part of a single strategic approach	Zafer Yilkan	1/10/22	High Risk	Work in progress to establish Early Help Partnership Board to monitor and review progress of unborn babies, thresholds and timely referral to MASH. Conversations with PH have started to review and build multi agency family hubs- 'Best Start for Life', PAUSE Programme.
15	Improve the approach and SW practice in relation to the identification and assessment of risks and approaches to risk reduction	Jane White Zafer Yilkan	1/5/22	High Risk	Work commenced to better understand the thresholds and decision making relating to risks Consideration for incorporation into the SLIP.
16	Ensure consistent and child focused approach to the use of chronologies in social work practice	Jane White Zafer Yilkan	1/9/22	Significant Risk	QA service audit on quality of chronologies completed and guidance provided to staff. compliance is being monitored through PLR and QA Board activities

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
17	Ensure that children's experiences are consistently and sufficiently considered and reflected on during supervision	Jane White Zafer Yilkan Rachel Gravett	1/7/22	High Risk	QA to carry out deep-dive audit of quality of supervision.
18	Continue to improve oversight of PLO and care proceedings and evidence impact	Jane White	1/5/22	Significant Risk	Regular SD oversight on progress of PLO cases with SM PLO/Court team. Legal Gateway reviews for all PLO to consider progress, timescales and agree next steps. Evidence through PLO tracker a reduction in period of time in PLO and successful outcomes preventing care proceedings Progressed the recruitment of a case officer to support this activity.
19	Reduce the number of times children and families experience changes of the named SW	Jane White Zafer Yilkan Jo Pavey	1/5/22	High Risk	SW recruitment strategy and process to be written to increase recruitment and retention of SW staff. To reduce agency and increase permanent staff. Stabilising the workforce paper going to CMB Challenges in achieving this due to LMS structure and LGR TCS work not completing till 2024.
20	Improve the consistency and quality of recording of direct work with children	Jane White Zafer Yilkan	1/8/22	High Risk	PLR and deep dive audit and devise action plan to support direct work with children and consistency of recording Training programme to deliver direct work with children training to staff

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
21	Eliminate drift and delay including in the assessment of risk for unborn and very young children	Zafer Yilkan	1/7/22	High Risk	<p>Multi-agency pre-birth 'tracker' is used to monitor timeliness of assessment and interventions.</p> <p>PLO and Court Tracker in place Review of PLO legal gateway Permanence panel reviewing progress of children's plans</p>

THE EXPERIENCES AND PROGRESS OF CHILDREN IN CARE AND CARE LEAVERS

*High Priority Action

**Status: High risk, Significant Risk, On track, Complete

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
22	Establish and agreed approach to improving the educational experience and attainment of children in care	Jane White	1/9/22	Significant Risk	Work with the virtual school to develop an approach. Inclusion activities against the WSoA and inclusion paper have started
23	Work with partners to review and revise Consent Guidance	Zafer Yilkan	1/6/22	High Risk	Referrals are being progressed without consent from families. Work needs to be undertaken so that this doesn't happen.
45 24	Work with partners to improve the health offer to children in care and care experienced young people, to include health passports	Jane White Sarah Langdale	01/06/22	Significant Risk	Health passport offer has been identified as in place and presented to corporate parenting in March 2022. JW to ensure clear communication with health partners to embed practice at last health check to ensure young people have a clear understanding about what a health passport is, where it is sent and saved. Work is underway with Health partners to address capacity issues preventing timely IHA and RHA with the recruitment of a dedicated health professional
25	Ensure full mobilisation of the Care Leavers Hub and ensure arrangements are in place to monitor impact and effectiveness	Jane White	01/06/22	On track	Work is starting on 29 March Young people involved in the development and design of the hub

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
26	Increase the use of special guardianship orders in line with at least the national/SN/Good + OS average	Jane White	30/04/22	High Risk	SGO policy and financial offer to be reviewed, revised and implemented. Promotion campaign within the service Review of long term fostering children with a view to conversion to SGO – This piece of work has started - target end March for identification of all children where SGO is an option Month on month increase SGO Focus in permanence panel
27	Ensure that care experienced young people have greater awareness of their rights, including choice of accommodation, and are supported in making decisions Ensure professionals are adequately informed of commissioned services such as 'advocacy' and choice / range of accommodation options available for care experienced young people.	Jane White	31/5/22	Significant Risk	Draft care leaver offer consultation plan agreed and underway throughout March April 2022. Care leaver newsletter in place <ul style="list-style-type: none"> SD and SMs to agree suite of information documents carers/ providers/ care leavers and CIC can access by 15 April 2022 Re-launch the 'CEYP Accommodation Brochure for Professionals' by 1 st April, currently in draft.
28	Improve the use and effectiveness of advocacy and independent visitors	Jane White	30/6/22	Significant Risk	Tendering for a new service to commence. Robust contract monitoring meetings with the provider to ensure the service is meeting its aims and objectives SLT has agreed that the contract value has been increased to ensure wider reach of young people.

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NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
29	Ensure that the voice, wishes and feelings of children are consistently heard in review meetings, care plans and pathway plans	Jane White	30/6/22	High Risk	<p>Consistency cannot be evidenced at this stage although Managers will QA care and pathway plans at the point of sign off, and IRO sign off and QA quality. QA Board will review activity and progress.</p> <p>Care plans need to be co-produced wherever possible and children and young people need to own a copy. This is not yet consistent across the service.</p> <p>PLR themed audit by QA service planned for May 2022</p> <p>Re- visit training available for SWs and PAs</p>
30	Work with partners to provide an improved mental and emotional health offer for children and to ensure that emotional support for children in care and care experienced children is evident	Jane White Sarah Langdale	1/7/23	High Risk	<p>Offer is currently being revised for CIC and care leavers</p> <p>SD to consider with WFD team training needs for SWs and PAs</p> <p>Draft service specification for Q1 / Q2 of 2022/23 will be finalised for the 1st April 2022. This is an interim position whilst the full offer from commissioned health colleagues can be co-produced based on needs analysis data gathered</p>
31	Improve the consistency of PEPs across educational settings and pupils have time and support to enable them to express their views	Kelly Twitchen	1/7/22	Significant Risk	Work underway to review and manage the standard of PEPs

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
32	Improve the monitoring of children's achievements and progress in PEPs	Kelly Twitchen	1/7/22	Significant Risk	Monitoring of children's achievements in PEPs however this needs to be consistent.
33	Ensure that the ambitions and aspirations for children as set out by the Virtual School are understood by SWs and translated into written plans	Jane White / Kelly Twitchen	1/7/22	High Risk	SD to work with VS to embed the vision and raise awareness with staff Audit activity of PEPs, Care and Pathway plans July 2022 to evidence Review / revisit progress on corporate commitment for work experience and apprenticeships presented to CMB 2020 and approved for action for children in care and care leavers
34	Fully embed the CiC and CEYP Sufficiency Strategy and evidence progress against the 7 key priorities, impact on the lived experiences of children and young people.	Sarah Langdale	1/9/22	High Risk	Year 1 review of progress has been completed and presented to O&S.

LEADERSHIP: AREAS FOR DEVELOPMENT IN THE NEXT 12 MONTHS

*High Priority Action

**Status: High risk, Significant Risk, On track, Complete

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
35	Recruitment of permanent DCS and senior leadership team with the required skills and behaviours to achieve the required improvement	CEO	30/6/22	On track	Cathi Hadley in post. Interviews for direct reports week 21/3/20
36	Alignment of staffing establishment and funding, identifying temporary and permanent staffing requirement	Rachel Gravett	30/4/22	High Risk	Work in progress to establish permanent fit for purpose structure across the service
37	Permanent structures to be agreed and finalised supported by required funding	Rachel Gravett	30/6/22	High Risk	As above
49 38	Put in place communication and engagement plan which enables the increased visibility of and access to senior leaders and which inspires confidence, trust and confidence	Rachel Gravett	1/5/22	Significant Risk	Communication strategy to be devised and delivered. Communication governance currently being consulted on with SLT. New management meeting structure in place with feedback to all teams and colleagues. Quarterly SLT meetings and biannual full-service meetings being planned and booked. Links in with Progress Forum
39	Refresh the Improvement Board and its supporting arrangement to ensure shared accountability within BCP and across the partnership Establish good governance arrangements for the Improvement Programmes across Children's and with partners	Rachel Gravett	30/05/22	On track	Work in progress with the development of this plan and associated process and governance structures.

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
40	Core leadership and management training to be available to Service Managers and Team Managers	Rachel Gravett	30/06/22	Significant Risk	Mentoring for senior leaders has been extended to new cohort by SLIP . Phase two leadership and management training to be implemented.
41	Establishment of a clear, service vision and design blueprints with underpinning priorities, culture and values through co-production	Rachel Gravett	1/05/22	Significant Risk	Currently in progress with the Progress Forum
42	Agreement of the strategic approach to Early Help across the partnership, to include the needs of very young and unborn children and young people to ensure positive impact and improvement	Zafer Yilkan	30/06/22	High Risk	Proposal to start to work on redesign of Early Help Offer and consideration of a Head of EH and partnership role. Early Help Partnership Board to be established. Youth Offer diagnostic work completed. Report being written up and will be shared with SLT. In partnership with PH and CSP
43	Establishment of a QA and performance framework to demonstrate progress and positive impact on children's lives. The framework to include: improvement activity, QA, data, BI and performance management, transformation activity, Young Inspectors Programme.	Rachel Gravett	1/09/22	Significant Risk	QA Framework reviewed at SLT second iteration being developed. New Governance arrangements for QA & Perf monitoring – through TM meetings /SMT/ PAG/QA Board /CS Imp Board Young Inspectors programme to be developed when CIC Council further developed Practice week to begin in early July 2022 planning in progress

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
44	Have an agreed approach to workload and caseloads to ensure that caseloads are at a level that supports and enables effective practice and SW recruitment and retention Implementation in partnership and consultation with staff and trade union organisations	Rachel Gravett Jo Pavey	30/05/22 30/08/22	On track	Work has commenced to develop a Caseload profile for the service <ul style="list-style-type: none"> • Assessment – 25 • C&FF – 18 • PLO & Court – TBC • CIC – 18 • CEYP – 25 • CST – TBC • CHAD – 22
45	Establish multi-agency training on key and emerging issues, including training on communication and difficult conversations	Rachel Gravett	30/09/22	High Risk	Work with staff and partners to develop and undertake 'having courageous conversations' training.
51 46	Build on and strengthen the current arrangements for Children's Rights and Participation to ensure the active voice, influence and participation of children, including enabling Children's involvement in QA and service development	Rachel Gravett	30/09/22	On track	Reviewed the Advocacy service and invested with additional funding in order to develop the service, enhance the current offer and expand the reach Participation Team has received investment for 2 additional posts, one of which started 7 th March 2022, other being recruited too Work starting to expand the reach to include greater number of CIC, CEYP Young inspector/QA scheme to be developed
47	Establish efficient, effective, respectful and mutually supportive relationships with key partners to drive improvements and in support of partners wider priorities	Cathi Hadley	Review September 22	Significant risk	DCS has met with all partners to forge effective leadership across the system. CSP, PH, Health (commissioners and providers) Conduct baseline rating score and then review

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
48	Agreement of a strategic approach to housing options for care experienced young people (CEYP) to ensure positive impact, choice and improvement in accommodation offered.	Jane White Sarah Langdale	30/06/22	On track	<p>Strategic housing project meeting in place, led by Jane White and Lorraine Mealings Housing service. The working group are tasked with identifying key housing requirements and priorities for action</p> <p>Weekly housing panel in place</p> <p>All CIC aged 17.5 are now referred to housing as a contingency plan alongside other planning option</p> <p>Reduction in YP placed in HMO from 14 to 2 by 14.3.22.</p> <p>Secured agreement for stock of 50 self-contained options from DW properties</p> <p>Staying close project proposal to SLT 28 March</p>
49	Put in place arrangements to ensure timely and effective learning and ensure that this knowledge proactively informs improvement planning (e.g. from QA, complaints, advocacy, research, best practice and the experiences of children and families)	Rachel Gravett	30/06/2022	On track	<p>Quality and Performance Board has been established in March 2022 with learning cycle embedded</p> <p>New QA framework being revised</p> <p>Review of complaints procedures to commence</p>

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
50	All assessments, plans and interventions to be at least Requires Improvement standard	Jane White / Zafer Yilkan	July 2022	High Risk	SDs and QA team to dip sample and review assessments, Care plans and pathway plans with Service managers and managers as part of the QA process – to start in April Link to service improvement plans. AYSE training Consideration for incorporation into the SLIP.
51	Reduce the percentage of agency SWs and SW managers to bring staffing costs in line with budget	Rachel Gravett	30/03/23	High Risk	Recruitment and Retention Strategy being developed – targets in place Risks due to the LMS structure and also LGR TCs for staff not completing till 2024
52	Ensure all SWs and TMs managers experience supervision which is consistent with high quality and impact, strengths-based advice, challenge and support	Zafer Yiken Jane White	1/6/22	High Risk	All managers to be offered supervision training SDs / SMs to shadow supervisions and provide feedback PLR activity Consideration for incorporation into the SLIP.
53	To implement communication protocols with key partners, including schools and health	Rachel Gravett	1/5/22	Significant Risk	Review existing communication arrangements with partners to develop and implement new arrangements
54	Embed corporate values in each team – model and celebrate good examples of each value at team meetings and SLT.	Rachel Gravett	30/3/23	Significant Risk	Work with corporate colleagues underway supported by staff survey results. Wider senior managers meeting will discuss this March 2022 Engagement with Progress Forum

NO	*ACTION	LEAD	TIMESCALE/ DEADLINE	**STATUS	PROGRESS UPDATE & ANY EVIDENCE OF IMPACT
55	Create a co-production charter with families and with children and young people.	Rachel Gravett	1/9/22	Significant Risk	A working group will be formed with children and families to devise a coproduction charter. Youth parliament, Unite and Insight
56	Embed co-production charter across all teams to ensure that families and children and young people are fully included in the production of PEPs, Care Plans, Pathway Plans etc	Rachel Gravett	01/04/23	Significant Risk	The new coproduction charter will be disseminated across teams and coproduction will be evidenced through PLRs and service development activities.
57	Develop a staff wellbeing plan in line with corporate policy to ensure that all staff are aware of and have access to robust wellbeing support	Jo Pavey	30/05/2022	Significant Risk	Discussions have been had corporately regarding this as part of the staff survey feedback and an action plan has been devised for discussion with the wider corporate management teams. This will also be discussed with the Progress Forum

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

Updated 6 4 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
3 May 2022 (additional meeting)					
	Children’s Services Improvement Plan	To enable the Committee to consider the plan and target scrutiny as required.	Committee Report	Cathi Hadley, Director of Children’s Services	
7 June 2022					
	SEND Improvement Plan	To receive an update following the April Ofsted monitoring visit	Committee Report	Sarah Rempel, Director of Education	Requested at Committee on 22 March 22
	Children’s Services Improvement Plan – themed item - TBC	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	Committee Report	Cathi Hadley, Director of Children’s Services	Recurring item
	Child Exploitation to inc info on County Lines and knife crime	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	Committee Report	Zafer Yilkan, Director of Safeguarding and Early Help and Mark Callaghan, Dorset Police	Requested at planning session

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
	Youth Offending Service Annual Youth Justice Plan	To enable the Committee to consider before Cabinet and Council approval	Committee Report	David Webb, Youth Offending Service	Annual report
	Home to School Transport	To enable the Committee to consider the consultation results before Cabinet	Committee Report	Sarah Rempel, Director of Education	Delayed from 22/3
	Covid update – lasting impact to include academic progress and mental health Will be a summary/ending of Covid update reports as will be incorporated into CS Improvement Plan	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	Committee Report	Sarah Rempel, Director of Education	Recurring item requested by Committee
26 July 2022					
	SEND Improvement Journey – identify theme – workstream invitation To include update on permanent and fixed term exclusions	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
	Children's Services Improvement Plan - themed focus - TBC	To enable the Committee to monitor this issue and target scrutiny as required.	Committee Report	TBC	Recurring item
	Feedback from possible Ofsted monitoring visit?	Possible confidential update	Committee Report	Cathi Hadley	Added by RG on 15/3/22
	Members of Youth Parliament Update	To provide an update on the MYPs chosen focus areas	Committee Report	Becky McDade, Participation Development Worker and MYPs	Added at Committee on 22 March 22
	SEND Mainstream Banding	To enable the Committee to consider before Cabinet	Committee Report	Sarah Rempel, Director of Education	Added by Rina Mistry on 12/4/22
20 September 2022					
	Review of the new RE syllabus from BCP SACRE	To consider the proposed new RE syllabus	Committee Report	Sarah Rempel, Director of Education	Added on 9/3/22 by SR
	School Admission Arrangements 2024/25 – consultation	To enable the Committee to consider any proposals before consultation	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

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
	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
	Update on Longspee School/BLC project	To enable the Committee to receive an update on the impacts the project has had on its users.	Committee Report	Sarah Rempel, Director of Education	Requested at Committee on 8/6/21
22 November 2022					
	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 – 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
	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
24 January 2023					

	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'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
	Determination of School Admission Arrangements 2024/25	To consider any responses to consultation before approval by Cabinet	Committee Report	Sarah Rempel, Director of Education	Added on 9/3/22 by AH
	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
21 March 2022					
	Update on 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
	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

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
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 include an update on County Lines and knife crime.	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 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
Information Briefings					

	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 Social Care Permanence Planning	To provide the Committee with information on the processes	Informal briefing – scheduled for 7 June 22	Jane White, Director of Children's Social Care	
	Social Work website	To provide the Committee with information regarding the social work website	Informal briefing – scheduled for 22 March 22	Jane White, Director of Children's Social Care	
Commissioned Work Work commissioned by the Committee (for example task and finish groups and working groups) is listed below: 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.					
•	Visit to MASH	To enable Committee Members to gain insight into front line services	Shadowing	Zafer Yalkin Service Director, Safeguarding and Early Help	
Update Items The following items of information have been requested as updates to the Committee. 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.					
•	Children in Care To receive updated information at regular intervals on this matter,	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	To be received quarterly.	TBC	Will be removed – will form part of an Annual Report from CPB

	Subject and background	Anticipated benefits and value to be added by O&S engagement	How will the scrutiny be done?	Lead Officer	Report Information
	including how the council has effected positive change in relation to these figures.				
•	Child Exploitation To receive updated information at regular intervals on this matter, including how the council has effected positive change in relation to these figures.	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	
•	Assurance of the impact of the Pan-Dorset Youth Offending Services Board To include a snapshot updates of entrance numbers to the Youth Offending Services.	To enable the Committee to maintain oversight of this issue and target scrutiny as required.	Data to be received six monthly.	David Webb, Youth Justice Service	Will be removed as now incorporated in Annual Report
•	Key Performance Indicators (KPIs) To receive KPIs to include updates on CMOEs and NEETs	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	

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