

AGENDA

Meeting: Children's Select Committee
Place: Council Chamber - County Hall, Bythesea Road, Trowbridge, BA14 8JN
Date: Tuesday 14 March 2023
Time: 10.30 am

Please direct any enquiries on this Agenda to Matt Hitch
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This Agenda and all the documents referred to within it are available on the Council's website at www.wiltshire.gov.uk

Pre-meeting information briefing

There will be a briefing session starting at 9.30am, immediately before the meeting. Its focus will be on **SEND Provision: see the person not the disability.**

Membership:

Cllr Jon Hubbard (Chairman)	Cllr Antonio Piazza
Cllr Jacqui Lay (Vice-Chairman)	Cllr Mike Sankey
Cllr Helen Belcher OBE	Cllr James Sheppard
Cllr Mary Champion	Cllr Jo Trigg
Cllr Carole King	Cllr Mark Verbinnen
Cllr Kathryn MacDermid	Cllr Caroline Corbin
Cllr Kelvin Nash	

Substitutes:

Cllr Trevor Carbin	Cllr Sam Pearce-Kearney
Cllr Daniel Cave	Cllr Martin Smith
Cllr Adrian Foster	Cllr Iain Wallis
Cllr Johnny Kidney	Cllr Ricky Rogers
Cllr Jack Oatley	

Non-Elected Voting Members:

Dr Mike Thompson	Clifton Diocesan RC Representative
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Non-Elected Non-Voting Members:

Nikki Barnett

John Hawkins

Maisy Humphrey

Declan Kiely

Further Education Representative

School Teacher Representative

Children & Young People's Representative

Children & Young People's Representative -
Substitute

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Public Participation

Please see the agenda list on following pages for details of deadlines for submission of questions and statements for this meeting.

For extended details on meeting procedure, submission and scope of questions and other matters, please consult [Part 4 of the council's constitution](#).

The full constitution can be found at [this link](#).

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AGENDA

Pre-meeting information briefing

The meeting will be preceded by a presentation starting at **9:30am**, in the meeting room.

Topic: SEND Provision: see the person not the disability

All members and substitutes of the Children's Select Committee are welcome to attend.

PART I

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

1 **Apologies**

To receive any apologies or substitutions for the meeting.

2 **Minutes of the Previous Meeting** (*Pages 9 - 20*)

To approve and sign the minutes of the previous meeting held on 17 January 2023.

3 **Declarations of Interest**

To receive any declarations of disclosable interests or dispensations granted by the Standards Committee.

4 **Chairman's Announcements**

To receive any announcements through the Chairman.

5 **Public Participation**

The Council welcomes contributions from members of the public.

Statements

If you would like to make a statement at this meeting on any item on this agenda, please register to do so at least 10 minutes prior to the meeting. Up to 3 speakers are permitted to speak for up to 3 minutes each on any agenda item. Please contact the officer named on the front of the agenda for any further clarification.

Questions

To receive any questions from members of the public or members of the Council received in accordance with the constitution.

Those wishing to ask questions are required to give notice of any such questions in writing to the officer named on the front of this agenda no later than 5pm on **Tuesday 7 March** in order to be guaranteed of a written response. In

order to receive a verbal response questions must be submitted no later than 5pm on **Thursday 9 March**. Please contact the officer named on the front of this agenda for further advice. Questions may be asked without notice if the Chairman decides that the matter is urgent.

Details of any questions received will be circulated to Committee members prior to the meeting and made available at the meeting and on the Council's website.

6 **Regular updates**

Updates on information valuable for the committee, but unlikely to require a decision.

Members of the committee are therefore invited to indicate in advance of the meeting if they would like further information or have questions on these regular updates, so that relevant officers can be invited to attend the meeting.

6a **Update from Wiltshire Youth Voice Representative**

An update including a summary of recent activities of the Wiltshire Youth Union (WYU) and Children in Care Council (CiCC).

Report to follow.

6b **School Ofsted Judgements** (*Pages 21 - 30*)

An update including information regarding the most recent Ofsted Inspection reports, presenting an ongoing view of the effectiveness of schools as seen by Ofsted Inspection.

6c **DfE Changes - Update from Department for Education** (*Pages 31 - 36*)

An update on developments relating to children's services arising from the Department for Education.

6d **Schools Forum** (*Pages 37 - 38*)

To receive a very brief update highlighting key items from the last meeting of Schools Forum, to enable the Children's Select Committee to be informed in a timely manner of the work undertaken by the Schools Forum through the year.

Full agendas and minutes for the Schools Forum can be accessed here [Schools Forum | Wiltshire Council](#)

6e **Corporate Parenting Panel** (*Pages 39 - 40*)

To receive a very brief update highlighting key items from the last meeting of the Corporate Parenting Panel, to enable the Children's Select Committee members, as Corporate Parents, to be informed in a timely manner of the work undertaken by the Corporate Parenting Panel through the year.

6f **Directors' update**

To receive a verbal update from Directors highlighting any key issues (current or emerging), successes or milestones in their respective areas since the last meeting of the committee, which may not require a full agenda item and are not covered elsewhere on this agenda.

6g Cabinet Member and Portfolio Holders' update

To receive a verbal update from the Cabinet Member and / or Portfolio Holders highlighting any news, successes or milestones in their respective areas since the last meeting of the committee, which may not require a full agenda item and are not covered elsewhere on this agenda.

6h Chair's update

To receive a verbal update from the chair on any work undertaken or news since the last meeting that would not require a full agenda item and would not be suitable under Chairman's Announcements (where no debate is allowed).

7 Independent Care Review of Children's Social Care and National Review into the murders of Arthur Labinjo-Hughes and Star Hobson (Pages 41 - 66)

To be informed of the council's local considerations of the findings and recommendations of the Independent Care Review of Children's Social Care and National Review into the murders of Arthur Labinjo-Hughes and Star Hobson.

8 "Shaping the future" programme with schools (Pages 67 - 72)

To receive an update on the approach to the programme.

9 Standing Advisory Council on Religious Education (SACRE) (Pages 73 - 86)

The annual SACRE (Standing Advisory Council on Religious Education) report is to hold the Local Authority (LA) to account, by informing the Secretary of State and key partners what advice SACRE gave the LA (Local Authority) during the year and how that was responded to; this includes advice on Religious Education and Collective Worship in those schools for which the LA has responsibility.

10 Performance Outcomes Report Academic Year 2021-2022 - Pupil Performance in Public Tests and Examinations (Pages 87 - 94)

To consider the attached report covering the academic year 2021-2022 with assessments and/or examinations taking place in this period including Statutory testing in the Primary sector alongside GCSEs and A levels in the Secondary phase.

11 Executive Response to the Rapid Scrutiny on High Needs Block Funding

Report to follow.

12 **Forward Work Programme** (*Pages 95 - 122*)

The Committee is asked to note the attached documents showing the relevant items from the overview and scrutiny forward work programme and the latest version of the strategy list for the Children, Education and Skills directorate.

It should be noted that the forward work programme is currently being updated following the annual meeting between the chair and vice-chair and members of the Executive.

13 **Date of Next Meeting**

To note that the next scheduled meeting is due to be held on Tuesday 6 June 2023 at County Hall, Trowbridge, starting at 10.30am.

14 **Urgent Items**

Any other items of business which the Chairman agrees to consider as a matter of urgency.

15 **Glossary**

PART II

Items during whose consideration it is recommended that the public should be excluded because of the likelihood that exempt information would be disclosed

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Children's Select Committee

MINUTES OF THE CHILDREN'S SELECT COMMITTEE MEETING HELD ON 17 JANUARY 2023 AT COUNCIL CHAMBER - COUNTY HALL, BYTHESEA ROAD, TROWBRIDGE, BA14 8JN.

Present:

Cllr Jon Hubbard (Chairman), Cllr Jacqui Lay (Vice-Chairman),
Cllr Helen Belcher OBE, Cllr Mary Champion, Cllr Carole King,
Cllr Kathryn MacDermid, Cllr Kelvin Nash, Cllr Mike Sankey, Cllr Jo Trigg,
Dr Mike Thompson, Nikki Barnett and John Hawkins

Also Present:

Cllr Peter Hutton and Cllr Suzanne Wickham

1 **Apologies**

Apologies for absence were received from the following:

- Cllr Antonio Piazza
- Cllr Mark Verbinnen
- Cllr Laura Mayes, Deputy Leader and Cabinet Member for Children's Services, Education and Skills

2 **Minutes of the Previous Meeting**

Resolved

To approve the minutes of the previous meeting, held on 25 October 2022, as a true and correct record.

3 **Declarations of Interest**

Cllr Trigg declared an interest that she was Chair of Governors at John of Gaunt School. She also noted that she was due to become the Vice-Chair of the Equa Multi Academy Trust but was yet to start the role.

4 **Chairman's Announcements**

The chairman, on behalf of the committee, congratulated Cllr Helen Belcher on receiving her OBE. He also made the following announcements:

- The committee would hold an informal meeting on 19 January to discuss aspects of the budget proposals relevant to the committee's remit. The chairman offered to relay any of the committee's queries to the Overview and Scrutiny Management Committee on 24 January.

- The vice-chairman and he would hold their annual meeting with the executive on 25 January to discuss areas of focus for overview and scrutiny for the year ahead.
- The committee would receive an online briefing about the Schools Forum budget on 24 January, as well as in in-person briefing on 31 January about budget pressures. He noted that the annual Schools Forum budget was in excess of £400 million.

The chairman then read out a statement in relation to the item about Wiltshire Council Funded Emotional Wellbeing and Mental Health Services considered at the previous meeting:

Following this [25 October] meeting I have received representation from Barnardo's regarding their Wiltshire Healthy Minds Service. Barnardo's viewed the recording from the meeting and raised what they called "serious concerns and misleading statements" advising that they had submitted the required information via a written report to officers on 6 October. I have raised this matter with the corporate director, who has undertaken an investigation and been in communication with Barnardo's.

Subsequently, officers have apologised and accepted this was unacceptable. In response to Barnardo's concerns the following actions have been agreed;

- *That I will read out this statement to ensure transparency.*
- *That the report Barnardo's submitted on the 6 October is shared with committee members. I understand that this was circulated to all members prior to this morning's meeting.*
- *Create a description box under the select committee recording of 25 October 2022 on the Wiltshire Council website with some details of this issue. I understand that this has also now been completed.*
- *Ensure commissioners fully discuss the detail of select reports with providers ahead of publication.*

Officers accept that this situation was unacceptable, but isolated, and I have asked them to assure me that this situation is not repeated and that this can be mitigated by advising providers when reports are coming to select committee. This will then provide the opportunity to be present at the meeting for discussions.

If I might add on a personal note, I am absolutely horrified that we have had to deal with this issue and I unreservedly apologise to both the committee and our partners that the committee was misinformed in this way, and that subsequently our debate was so negatively impacted by it.

Perhaps though this unfortunate incident does remind us all of one of the most important rules in quality scrutiny work, that we should seek every opportunity to triangulate all information that we receive as councillors.

Members have heard me on many occasions go on about what has led to failures in other authorities, and even our own back in 2011. One of the key failures by councillors in all of these incidences has been that they have accepted at face value all of the information presented without challenge or accepted that they should not be asking the questions they were asking.

Neither of these is acceptable and if there is any learning for members from this sorry episode it is that we should all redouble our efforts in asking questions and not accepting face value answers without double and triple checking.

And for officers, please be mindful that when we as members are challenging answers, it is because of our desire to ensure we are always working with the best, most reliable information possible. It's not that we don't believe or trust you, but it is our jobs to challenge, to probe and to explore and try to make sure we are working with the whole truth.

5 **Public Participation**

There was no public participation.

6 **Roadmap to Excellence**

The Interim Director for Families and Children's Services outlined the key areas of focus to make Wiltshire an outstanding local authority for the delivery for Families and Children's Services, as follows:

1. Deliver consistently good services.
2. Enhance and embed the voice of children, young people and families to inform practice development and service delivery.
3. Achieve a fully staffed permanent workforce through an effective workforce strategy.
4. Partnership development of Family Help (e.g., early help).
5. Improving sufficiency and choice of suitable placements.
6. Good access to mental health support and services for all children and young people.

During the discussions, points included:

- The committee thanked the interim director for the update and welcomed the aspirations set out in the report.
- In response to queries about how the impact of early help interventions were being monitored, the interim director explained that they engaged with different agencies and their work was being reviewed by Oxford Brookes University to ensure that there was a rigorous analysis of 'front door' services. Oxford Brookes had provided positive verbal feedback and their report was expected to be published around the end of January.

- The committee noted that they would welcome further detail about the timelines, as outlined in the service delivery plan, to give them an overview of the progress being made.
- When asked about whether the change to an outreach-based model for children's centre services had led to an improvement in the quality of intelligence being received, the directors stated that they could provide statistical information if required. Overall, they did feel that the outreach model had been more effective at delivering services than model based on a central hub.
- It was noted by members that they would welcome a briefing on the effectiveness of the change to outreach, rather than children's centre, model.
- The Corporate Director People highlighted that information from the Families and Children's Transformation Programme (FACT) had been used to inform a Family Help pilot project. Family advisory boards were also working with parents who had experienced care.
- It was confirmed that Aspire House was not a children's home but was going to be used as part of a tender for a contract to house 12 children in Wiltshire.
- The Interim Director for Families and Children's Services explained that external scrutiny focussed on whether a child was placed within 20 miles of their home address, but the council did also monitor the number of children placed out of county. Chairman of the Corporate Parenting Panel, Cllr Peter Hutton, emphasised that ensuring that placements were safe and stable were the most important considerations.
- The Head of Commissioning for Families and Children's Services confirmed that approximately a quarter of children requiring children's home places were placed in Wiltshire. The committee noted they would welcome further information about the providers of these places and highlighted the importance of their role as corporate parents.
- The committee praised the work of staff and noted that they had noticed an uplift in morale in recent years.
- The Interim Director for Families and Children's Services noted that there was a five percent vacancy rate overall for social workers and that recruitment campaigns were set out in their workforce strategy. She had held a meeting with staff last week and praised them about the great job that they were doing. Deeper analysis of exit interviews for staff leaving the service was also underway.
- The interim director stated that she was happy to amend the wording of sections 4.5 and 4.6 of their plan to aim for 'no', rather than 'fewer', young people being in unregulated, unregistered or temporary accommodation.
- It was noted that a rapid scrutiny exercise was due to take place on 2 and 9 March and that they would report back to a future meeting of Children's Select Committee.

Resolved

1. To receive either a report or a briefing on the effectiveness of the change to outreach, rather than children's centres, model. Final details of the arrangements would be agreed between the chairman, vice-chairman, and senior officers.
2. To discuss at the meeting with the executive on 25 January 2023 arrangements for a briefing to the committee on the whole structure of Children in Care Service, such as the use of foster parents and external providers.

7 **National Review into Safeguarding Children with Disabilities and Complex Health Needs in Residential Settings**

The Interim Director for Families and Children's Services informed the committee about the outcomes and recommendations of the quality and safety reviews of 10 Wiltshire children and young people with disabilities and complex needs. She noted that the review had been requested by the Child Safeguarding Practice Review Panel on 23 August 2022. She was pleased to report that there had been no safeguarding issues or areas of concern identified. However, she did believe that there were opportunities to learn from the study to make the system even more robust. She noted that Regulation 44 visits would be routinely requested and reviewed by commissioning when they had concerns about a provider, such as when their Ofsted rating was requiring improvement.

During the discussion, points included:

- Members thanked the interim director for the update and were pleased to hear that the report did not raise any safeguarding concerns.
- It was noted that the majority of the 10 children were placed outside of the county. Children with special educational needs (SEN) often require specialist care and there are a limited number of locations nationally able to offer this support.
- The Head of Commissioning for Families and Children's Services assured the committee that they had an open-door policy, where they could turn up unannounced at an external provider to complete an inspection.
- The change to Regulation 44 visits being undertaken externally, rather than by an officer and elected member of Wiltshire Council, was praised by the committee.
- The interim director explained that there were no themes in the feedback given by parents, other than that the majority were happy with the care that they were receiving.
- The Corporate Director People confirmed that the implementation of the recommendations in paragraph 25 of the report would not await the outcome of an additional study in 2023 to review similar residential placements for children and young people not in dual registered establishments.

Resolved

- 1. To thank the interim director for the report.**
- 2. For the chairman and vice-chairman to receive briefings on:**
 - I. The recommendations agreed by the multi-agency review group.**
 - II. The progress of the review of similar residential placements for children and young people not in dual registered establishments.**

8 Shaping the Future Programme with Schools

The Head of School Effectiveness provided a verbal update on the ramifications of the withdrawal government's Schools Bill. He reported that the requirement for all schools to academise by 2030 had now been removed. Although confirmation was yet to be received, it was anticipated that registrations for local authority established Multi Academy Trusts (MATs) would no longer be progressed.

He reassured the committee that Wiltshire Council continued to advocate the 'family of schools' model for maintained schools in line with the Wiltshire Learning Alliance's strategy. As part of this work the Maintained Architecture Strategy Group, formed of representatives of Wiltshire Council, headteachers and governors, had developed a toolkit to support schools that were looking at academisation or stronger collaborative arrangements. They were also working on an academy prospectus checklist and, from February, academy roadshows. In addition, a revised school improvement framework was being developed and was looking at issues such as best practice and addressing underperformance.

During the discussion, the following points were made:

- Members thanked the Head of School Effectiveness for the update.
- The Director for Education and Skills noted that the verbal update would be followed by a longer, in-depth, session.
- The director spoke about the importance of supporting all schools regardless of their intentions about becoming academies. She emphasised that it was key for schools be able to take well informed decisions and highlighted that Wiltshire Council helped to signpost schools to useful information.
- The director noted that they had been informed verbally that a local authority established MAT would not be progressed but had yet to receive written confirmation. She also clarified that the proposals were for a MAT established, but not run, by the local authority.
- The committee mentioned that they would be interested in understanding the number of work hours and cost of drawing up the proposals for a local authority established MAT.

- Concerns were raised by members about the possibility of smaller schools, predominantly in rural areas, not being commercially attractive to MATs. In response, the Head of School Effectiveness agreed that there were challenges and noted that there was a national working group looking at small rural schools. He highlighted that they engaged closely with schools, including headteachers and governors.

Resolved

To thank the Director of Education and Skills and the Head of School Effectiveness for the update.

9 Outcome of the Rapid Scrutiny on High Needs Block Funding

Cllr Trigg, lead member of the rapid scrutiny exercise, introduced the report. She provided background information explaining that the High Needs Block received £63 million in funding in 2022/23, around 15 percent of the total Dedicated Schools Grant. The demand for Education Health and Care Plans (EHCPs) had increased dramatically in recent years, from 1,992 in 2015 to 4,608 by the end of 2022, equating to around four percent of the school age population. The group welcomed planned changes at Silverwood School, as well as proposals to open resource bases in secondary schools to increase the number of places, provide more options for parents and give greater financial oversight. The group also noted that Wiltshire was one of 55 local authorities with a deficit in High Needs Block funding that were part of a programme to deliver better value in SEND, by looking at ways to improve diagnostics and implementation of plans.

Cllr Trigg explained that the group felt that establishing a task group would be unlikely to be beneficial at the present time as the Department for Education's Delivering Better Value in SEND programme was carrying out an in-depth review of pressures on the High Needs Block budget and timeliness of EHCP assessment. However, the group did come up with a number of recommendations, available on pages 60 and 61 of the agenda pack, which Cllr Trigg outlined in detail.

During the discussion, points included:

- The committee welcomed the recommendations and thanked the rapid scrutiny group for the report.
- In response to a query about unmet demand for EHCPs, the Director for Education and Skills explained that children identified with additional needs would already to have a support plan and the assessment would decide whether an EHCP was needed.
- When asked whether Wiltshire had the capacity to support all of the children currently waiting for an EHCP assessment, the director explained that government funding was based on the historical pupil numbers.
- It was confirmed that Wiltshire's School Effectiveness Team had specialist SEN officers that worked with all schools to provide training

and assist with annual reviews. Work was also ongoing to develop Ordinarily Available Provision for All Learners (OPAL) setting out expected levels of support for children with SEN in mainstream educational settings.

- The director noted that Wiltshire worked closely with other local authorities to provide support for children educated outside the county, but that the expansion of Silverwood and the SAIL School in Salisbury would improve flexibility and could help to manage transport costs.
- The director also explained that waiting time for Education, Health and Care Need Assessments was a priority and they were regularly recruiting education psychologists to carry out assessments.
- As the rapid scrutiny group had highlighted concerns about how performance assurance could be provided to the council without creating extra bureaucracy for schools, the chairman suggested that the vice-chairman and he could receive a briefing on the methodology being used to monitor wider performance measures (excluding costed provision maps). The committee agreed to add this to the nine recommendations made by the rapid scrutiny group.
- It was noted that a pre-committee briefing would be held on SEND provision scheduled for 14 March 2023.

Resolved

1. To approve the establishment of a rapid scrutiny exercise or short-term task group (as two meetings may be required) to collect information on local authorities who have managed to avoid a deficit for their High Needs Block. Once that information is collected it should enable the committee to decide whether or not further scrutiny of Wiltshire Council's approach regarding its High Needs Block deficit would be beneficial.

The task group recommends that the Cabinet Member for Children's Services, Education and Skills and / or the Cabinet Member for Adult Social Care, SEND and Inclusion:

2. To consider offering a place for an overview and scrutiny member on the council's governance body linked with the "Delivering better value in SEND" Department for Education-led programme.

3. Ensure that the issue of timeliness for EHCP and Education Health Care Needs Assessment is regularly reviewed by the relevant performance and outcome board and to ask officers to provide a briefing for the chair and vice-chair of the Children's Select Committee in 6 months-time (June / July 2023) on improvements made to timeliness. Members of the rapid scrutiny exercise would also be invited to the briefing. Based on information provided at the briefing a decision could then be made on the benefits of further scrutiny of this particular issue.

4. Raise Wiltshire Councillors' awareness of the lobbying tools available for the young people and school(s) in their division as well as encourage councillors to explore how inclusive the school(s) in their division are.

This could be a light touch approach through the regular communications to councillors or via the Councillors' Hub.

5. Ensure that the High Needs Block deficit and risks associated to it are brought to councillors' attention when they receive information and / or training on the budget, as well as when the budget is presented. Consideration could be given to a standalone page, with an explanatory note, as part of the budget papers.

6. Provide an update to the Children's Select Committee in June / July 2024 on the success of resource bases in secondary schools (as started in September 2023).

7. Consider investing more officer time into the roll-out of costed provision maps to enable these to be undertaken for all EHCP within a reasonable timeframe. This may be an "invest to save" approach as it should provide better monitoring of impact and performance.

8. Provide a briefing for the chair and vice-chair of the Children's Select Committee in 6 months-time (June / July 2023) on the roll-out of costed provision maps. Members of the rapid scrutiny exercise would also be invited to the briefing. This could be part of the same briefing as proposed in recommendation 3.

9. Use one of the regular updates from Schools Forum to the Children's Select Committee to provide further information on the High Needs Block working group, including terms of reference and membership.

10. For the chairman and vice-chairman (or the committee) to receive a briefing on the methodology being used to monitor wider performance measures.

10 Regular updates

Members were reminded that they had the opportunity to submit questions in advance of the meeting.

10a Update from Wiltshire Youth Voice Representative

Officers were thanked for the report. A request was made that the document linked to via the report in the online agenda pack could be made available to the committee.

10b School Ofsted Judgements

The committee welcomed the change in the Ofsted rating of Matravers and Melksham Oak schools going from 'requiring improvement' to 'good'.

10c DfE Changes - Update from Department for Education

Officers were thanked for the report.

11 **Working together to improve school attendance**

It was noted than an update would come to a future meeting.

12 **Schools Forum**

The chairman highlighted key items from the last meeting of Schools Forum and encouraged members to attend briefing sessions about their budget, the first of which would be held online on 24 January.

12a Corporate Parenting Panel

Chairman of the Corporate Parenting Panel, Cllr Peter Hutton, welcomed the feedback of Children's Select Committee's Standing Task Group on their annual report.

13 **Directors' update**

Corporate Director People

- The corporate director reminded the committee that an independent national review of children's social care had taken place. She had recently spoken to a minister about the government's response and Wiltshire Council was currently reviewing the recommendations. A report would be bought to a future meeting of the committee.
- The chief executive and she had spoken to other local authorities about their use of agency workers.
- She confirmed that the was yet to be notified that any of Wiltshire Council's social workers were taking industrial action.

Education and Skills

- The Director for Education and Skills explained that they would be issuing guidance to schools about National Education Union strikes scheduled for 1 February, 2 March and 15-16 March.
- She reported that Ofsted and the Care Quality Commission had published the inspection framework for SEND for the local area inspection in Wiltshire, which would also look at alternative provision.
- She noted that the council's SEND Strategy was due to expire in 2023 but was likely to be extended for a further year. Detailed consultation was underway with partners about a replacement strategy to be implemented from 2024.
- The recent good Ofsted inspection of Wiltshire's Family and Community Learning Service was praised by the director.

- She then took the opportunity to pay tribute to Emma Russell, the former headteacher at Kennet Valley School, who had sadly passed away, praising her passion for her school and community.

14 **Cabinet Member and Portfolio Holders' update**

The Chairman of Corporate Parenting Panel informed the committee that two events had been held at County Hall before Christmas, each of which was attended by 50 young people. He praised the officers, and Father Christmas, for supporting the event.

Portfolio Holder for SEND and Inclusion, Cllr Suzanne Wickham, congratulated five additional Wiltshire schools on achieving the Dyslexia Friendly Quality Mark, two of which were secondary schools. She was also pleased to report that she had attended an event held by the Rise Trust on 16 January about unpicking blocks in Education Health and Care Plans.

15 **Chair's update**

The chairman noted that his update would be covered under items 16 and 17.

16 **Overview and Scrutiny Activities Updates**

The chairman and the senior scrutiny officer gave an overview of the activities of recent task groups and rapid scrutiny exercises. Key points included:

- The Sanding Task Group had considered the annual report from Traded Services and were pleased with the robust governance and progress made. The Head of Traded Services thanked the task group for their feedback.
- The Standing Task Group were also very pleased with the Corporate Parenting Panel Report. They did note that they would welcome a one-page overview to improve public awareness of the panel's work.
- Volunteers were sought for the forthcoming task groups on post-16 provision and mental health for children and young people.

Discussion then turned to how the committee might supervise the budget major contracts awarded by the council to support children's services. The chairman reported that a recent review by the Overview and Scrutiny Management Committee's Finance Task Group had recommended that each scrutiny committee play a more in-depth role in scrutinising major contracts. The suggestion of setting up a standing task group to scrutinise these contracts was endorsed by the committee. The chairman reported that the vice-chairman and he would take the feedback to their meeting with the executive on 25 January.

Resolved

1. **To note the update on task group and rapid scrutiny activities provided.**

2. To agree for the **Standing Task Group** to consider the next annual report for **Traded Services**, at which time a decision can be made on further scrutiny.
3. To approve the membership for the following task groups:
 - **Mental Health for Children and Young People**
 - **Youth Provision and Youth Service Funding**
 - **Post-16 Provision**
4. To seek members for the vacancies on:
 - **The Mental Health for Children and Young People Task Group**
 - **The Post-16 Provision Task Group**
5. To indicate the committee's preferred approach, a standing task group, to overview and scrutinise budgets and major contracts.

17 **Forward Work Programme**

The chairman asked the committee whether there were any items that they would like to be added to their forward work programme.

18 **Date of Next Meeting**

The date of the next meeting was confirmed as Tuesday 14 March at 10:30am. The chairman also noted that there was a possibility that the date for the committee's meeting, scheduled for 20 September, could be moved.

19 **Urgent Items**

There were no urgent items.

20 **Glossary**

(Duration of meeting: 10.30 am - 1.15 pm)

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Wiltshire Council

Children's Select Committee

March 2023 (data correct at 10/02/2023)

School Ofsted Judgements

Executive summary

1. This report is a regular update for the committee focused upon Ofsted inspections in Wiltshire schools. The report shows schools inspected since **between September 2022 and February half-term 2023** and provides updates on inspection judgements based on the inspection framework introduced in **September 2019** using the categories below:

- Overall effectiveness
- Quality of education
- Behaviour and attitudes
- Personal development
- Effectiveness of leadership and management
- Early years provision
- Sixth form provision

Update

2. The data is correct as of **10 February 2023** and shows the number of inspections per phase for the first and second half of the Autumn Term 2022

Phase of Education	01 September – 31 October 2022	01 November – 31 December 2022	01 January -10 February 2023
Primary	6	25	10
Secondary/Post-16	5	5	1
Special	0	0	0

Inspections explained

3. There has been a change since September 2022 from what had been defined previously as Section 8 and Section 5 inspections. The Ofsted handbook provides information about what are now graded, ungraded and urgent inspections of maintained schools and academies under sections 5 and 8 of the Education Act 2005.
4. Graded, ungraded and urgent inspections are all based on this handbook. Monitoring visits have a separate handbook. Please note that all inspection reports prior to September 2022 will have been classified as either a Section 8 or Section 5 but any post September 2022 should be seen in the context of graded and ungraded. All inspections referenced in this report will be graded or ungraded.
5. Graded inspections use the full Ofsted framework and will grade the school for its Overall Effectiveness and against the key judgements grade descriptors as described in the Executive Summary above.
6. Ungraded inspections focus on determining if the school remains at the same grade as the previous inspection. This does not result in a graded judgement. The key areas of focus in these inspections will be:
 - The Quality of Education and Safeguarding (as in a graded inspection)
 - Behaviour
 - Gaming and off-rolling
 - Pupils' wider development: breadth of curriculum (beyond academic, vocational or technical) / SMSC / careers provision (secondary schools)
 - Workload
7. Published inspection outcomes of all schools (01 September 2022-10 February 2023) Previous OFSTED grades are in brackets

School name (Web address to access Ofsted report below)	Status	Date of inspection	OE (previous)	Quality of education	Behaviour & attitudes	Personal development	Leadership & management	Early years provision	Sixth form provision
Saint Edmund's Catholic Primary School Ofsted Saint Edmund's Roman Catholic Primary School	Academy	13/09/2022 Graded	RI (RI)	RI	G	G	RI	G	
Salisbury Sixth Form College Ofsted Salisbury Sixth Form College	Academy	27/09/2022 Ungraded	G (G)						G
The Stonehenge School Ofsted The Stonehenge School	Maintained	21/09/2022 Graded	G (G)						

Westbury Leigh CE Primary School Ofsted Westbury Leigh CofE Primary School	Maintained	04/10/2022 Graded	RI (RI)	RI	G	G	RI	G	
Crudwell CE Primary School Ofsted Crudwell CofE Primary School	Maintained	21/09/2022 Ungraded	G (G)						
Churchfields Primary School Ofsted Churchfields, the Village School	Maintained	29/09/2022 Ungraded	G (G)						
Matravers Secondary School Ofsted Matravers School	Maintained	21/09/2022 Graded	G (RI)	G	G	G	G		G
Longleaze Primary School Ofsted Longleaze Primary School	Maintained	12/10/2022 Ungraded	G (G)						
Melksham Oak Community School Ofsted Melksham Oak Community School	Academy	4/10/2022 Graded	G (RI)	G	G	G	G		G
The Wellington Academy Ofsted The Wellington Academy	Academy	5//10/2022 Graded	G (G)	G	G	G	G		G
The Manor VC Primary School Ofsted The Manor CofE VC Primary School	Academy	11/10/2022 Graded	RI (I)	RI	RI	G	RI	G	
All Cannings CE Primary School Ofsted All Cannings Church of England Primary School	Academy	01/11/2022 Graded	G (O)	G	G	G	G	G	
Sambourne CE Primary School Ofsted Sambourne Church of England Voluntary Controlled Primary School	Maintained	02/11/2022 Graded	G (G)	G	G	G	G	G	
Shaw CE Primary School Ofsted Shaw CE Primary School	Academy	02/11/2022 Graded	G (RI)	G	G	G	G	G	
Wilton CE Primary School Ofsted Wilton CofE Primary School	Academy	22/11/2022 Graded	G (I)	G	G	G	G	G	

Walwayne Court Primary School Ofsted Walwayne Court School	Maintained	01/11/2022 Graded	RI (G)	RI	G	G	RI	G	
Kingsdown School Ofsted Kingsdown School	Academy	01/11/2022 Ungraded	G (G)						
Mere School Ofsted Mere School	Maintained	08/11/2022 Ungraded	G (G)						
St John's Catholic Primary School Ofsted St John's Catholic Primary School, Trowbridge	Maintained	22/11/2022 Ungraded	G (G)						
Shalbourne CE Primary School Ofsted Shalbourne CofE Primary School	Maintained	10/11/2022 Ungraded	G (G)						
St George's CE Primary School Ofsted St George's Church of England Primary School, Semington	Academy	15/11/2022 Graded	G (I)	G	G	G	G	G	
Baydon St. Nicholas CE Primary School Ofsted Baydon St Nicholas Church of England Primary School	Maintained	17/11/2022 Ungraded	G* (G)						
Bellefield Primary and Nursery School Ofsted Bellefield Primary and Nursery School	Maintained	08/11/2022 Ungraded	G* (G)						
St Peter's CE Academy Chippenham Ofsted St Peter's CofE Academy	Academy	09/11/2022 Graded	RI (G)	RI	G	G	RI	G	
Bratton Primary School Ofsted Bratton Primary School	Maintained	09/11/2022 Ungraded	G* (G)						
Woodford Valley CE Primary School Ofsted Woodford Valley Church of England Aided School	Academy	08/11/2022 Graded	RI (O)	RI	G	G	RI	RI	
St Peter's CE Primary Academy Ofsted St. Peter's CE Primary Academy	Academy (Free School)	15/11/2022 Graced	G	G	G	G	G	G	

Westbury Infant School Ofsted Westbury Infant School	Maintained	15/11/2022 Ungraded	G (G)						
St Mary's Broughton Gifford CE Primary School Ofsted St Mary's Broughton Gifford Voluntary Controlled Church of England Primary School	Academy	22/11/2022 Graded	G (RI)	G	G	G	G	G	
Holy Trinity Primary Academy Ofsted The Holy Trinity Church of England Primary Academy	Academy	22/11/2022 Graded	OS (OS)	OS	OS	OS	OS	OS	
Broad Hinton CE Primary School Ofsted Broad Hinton Church of England Primary School	Maintained	15/11/2022 Graded	G (G)	G	G	G	G	G	
Clarendon Infant School Ofsted Clarendon Infants' School	Maintained	22/11/2022 Graded	G (G)	G	G	G	G	G	
Bishop Wordsworth Grammar Ofsted Bishop Wordsworth's Church of England Grammar School	Academy	15/11/2022 Graded	OS (OS)	OS	OS	OS	OS		OS
St Laurence School Ofsted St Laurence School	Academy	6/12/2022 Ungraded	G (G)						
Stratford Sub Castle Primary School Ofsted Stratford-sub-Castle Church of England Voluntary Controlled Primary School	Maintained	24/12/2022 Ungraded	G* (G)						
St Patrick's Primary School Corsham Ofsted St Patrick's Catholic Primary School, Corsham	Maintained	29/11/2022 Graded	G (G)	G	G	G	G	G	
Abbeyfield Secondary School Ofsted Abbeyfield School	Maintained	29/11/2022 Graded	G (G)	G	G	G	G		G
Hullavington CE Primary and Nursery School Ofsted Hullavington CofE Primary and Nursery School	Maintained	07/12/2022 Ungraded	G (G)						
St Joseph's Catholic Primary School Ofsted St Joseph's Catholic Primary School, Devizes	Academy	13/12/2022 Ungraded	G (G)						

Hilmarton Primary School Ofsted Hilmarton Primary School	Maintained	06/12/2022 Ungraded	G* (G)						
Sheldon Secondary Academy Ofsted Sheldon School	Academy	13/12/2022 Ungraded	G* (G)						
Seend CE Primary School Ofsted Seend Church of England Primary School	Academy	13/12/2022 Ungraded	G (G)						
Wootton Bassett Infant School Ofsted Wootton Bassett Infants' School	Maintained	24/01/2023 Graded	G (RI)	G	G	G	G	G	

* There has been no change to this school's overall judgement of good as a result of this ungraded (section 8) inspection. However, the evidence gathered suggests that the inspection grade might not be as high if a graded (section 5) inspection were carried out now. Inspectors are recommending the next inspection to be a graded inspection.

Schools inspected and awaiting published reports	Type
The Avenue Academy	Academy
St Martin's Primary, Salisbury	Maintained
Ashton Keynes Primary School	Maintained
Manor Fields Primary School	Maintained
Queen's Crescent Primary School	Academy
Wyley Valley CE Primary School	Maintained
Pewsey Vale School	Academy
Ramsbury Primary School	Maintained
Holt Primary School	Maintained
Noremarsh Junior School	Academy

Table 1: Ofsted Inspection Outcomes January 2020 to Current – National, Southwest Region and Wiltshire. Schools graded Good or Outstanding
External data: NCER Primary and secondary schools.

	England	SW	Wiltshire
March 2023	88.2↓	85.4 ↓	83.2 ↑
January 2023	88.4	85.6	82.4
October 2022	87.7	84.3	81.5
June 2022	87.3	83.6	82
February 2022	87.1	83.4	81.6
October 2021	86	82	81
July 2021	86	82	81
January 2020	86	83	80

Table 2: Ofsted Inspection Outcomes October 2022 to Current – National, Southwest Region and Wiltshire. Pupils attending Good or Outstanding schools

External data: NCER Primary and secondary schools.

	England	SW	Wiltshire
March 2023	87.3↓	85.5↓	88.5↑
January 2023	87.5	85.7	88.4
October 2022	87.1	84.7	85.5

Table 3: Ofsted Inspection Outcomes. Profile of small schools based on Oct 22 census with less than 150 on roll v Wiltshire overall profile

External data: NCER Primary and secondary schools.

	Outstanding	Good	Requires Improvement	Inadequate
Less than 150 NOR	3	80	15	2
All schools	7	75	15	3

Table 4: Comparison table: OFSTED grades-maintained schools and academies in Wiltshire. (March 2023)

External data: NCER Primary and secondary schools.

	Outstanding	Good	Requires Improvement	Inadequate
All schools	7	75	15	3
Academy	10	68	17	5
Maintained	5	81	14	0

Table 5: Schools maintaining, improving and/or declining in Ofsted performance 01 September 2022 – 10 February 2023 (Published Reports)

	Improving	Maintaining/No change	Declining
All schools	8	31	4 (no judgement change)
All schools	8	25	10 (Includes ** data)

** There has been no change to this school's overall judgement of good as a result of this ungraded (section 8) inspection. However, the evidence gathered suggests that the inspection grade might not be as high if a graded (section 5) inspection were carried out now. Inspectors are recommending the next inspection to be a graded inspection.

Table 6: Inspection outcome analysis – key common strengths and areas of development from the November-January 2022 Published Inspection Reports

Previous reports have shown emerging themes from Wiltshire Ofsted inspections. The latest themes relate to the last set of published reports and cover both the Primary and Secondary phases. Although many of the themes remain the same, there are some new emergent themes that are beginning to come through some of the inspection reports. The caveat is always around the number of reports when considering trends.

	Strengths
November - January 2022 Published Ofsted Report Analysis	<p>Established</p> <ul style="list-style-type: none"> • Vision/ambition of school leaders • Mathematics planning and sequencing • Curriculum breadth and curriculum intent • Safeguarding • Pastoral provision • Behaviour and attitudes (Primary) • Extended learning opportunities • Teacher workload <p>Emerging</p> <ul style="list-style-type: none"> • Governor knowledge of the school and evidence they are holding leaders to account • Career pathways in Secondary schools including the Baker clause • 6th form provision across the secondary phase • Recognition of recent changes and the capacity for improvement in vulnerable primary schools • Precision in school improvement planning • Inclusion and SEND references continue to be strong – including aspiration and adaptation • Evidence of student leadership opportunities

	Areas of development
November - January 2022 Published Ofsted Report Analysis	<p>On-going</p> <ul style="list-style-type: none"> • Identification of essential knowledge in the wider curriculum and the sequencing of this • Assessment in Foundation stage subjects • Foundation subject leaders' skills to improve their areas of responsibility <p>Emerging</p> <ul style="list-style-type: none"> • Inconsistency in the planning of the Early Years curriculum • Pupils' reading books not matched to the sounds they know • Early reading in secondary and support for the weakest readers in Primary • Inconsistencies in the teaching of phonics and spellings • Monitoring of attendance for all groups • Writing highlighted as underdeveloped and writing across the curriculum in both Primary and Secondary • Application of grammar and punctuation • Pupils' knowledge about issues such as protected characteristics is not secure • Behaviour inconsistency (Secondary) • Communication with parents/carers

As a Local Authority we have now had over 50 inspections since the start of the Autumn Term with more having taken place since February half-term.

The March 2023 data shows a slight decline in both National and Regional performance in the percentage of schools that are judged Good or Outstanding and also the percentage of students that attend a Good or Outstanding school. At the point of writing this report, Wiltshire does buck this trend and has continued to improve in terms of published Ofsted performance at a school and student level.

The statistic that continues to be strength is the percentage of pupils that attend a Good or Outstanding school, which places us in the top 50% of Local Authorities nationally. In the previous report one of the factors behind this was the improvement in Secondary performance. Overall, this has been maintained with the inspections published showing on-going sustained performance.

As a Local Authority we had not had an Outstanding judgement against the new framework until now, this has changed with two schools previously judged Outstanding retaining the judgement under what is we would consider a much tougher Ofsted framework. Key to the success of both inspections were that leaders had extremely high expectations of pupils and that the students strived to meet these. The curriculum in both schools was also described as rigorous and ambitious and provision around SEND and Inclusion was also judged to be strong.

There remain some differences between maintained schools and academies in terms of performance, but previous caveats remain. Academies in areas like Wiltshire that are less academised are more likely to take on more vulnerable schools which can then potentially skew data, so the data needs to be considered with some caution. We are seeing schools convert to academy, but these remain predominantly schools that under the school improvement framework are vulnerable and/or that have been judged Requires Improvement or Inadequate at the last inspection.

What we are not yet seeing is the number of improving schools within a term outweigh the numbers that are then declining, and this remains a priority; most schools are maintaining judgements, but we are seeing schools that are declining good or that have been judged Requires Improvement by the inspectorate.

The Ofsted Inspection report trends in this report have been broken down into those we would see as on-going and those that we would consider to be new or emerging. One area to highlight which is becoming more of a priority in inspection reports is the teaching of phonics and early reading, whereas previously overall this had been a strength.

There is some evidence that the work that has been undertaken around SEND and Inclusion at school and Council level is having a good impact. The reports are on the whole positive in terms of provision in place for pupils with SEND. Ofsted Parent View would also correlate with this profile, with Q7 which focuses on provision for SEND pupils overall positive in terms of responses.

One area that has emerged that is now beginning to make its way into reports is the understanding of Wiltshire pupils of protected characteristics and equalities. This is now a focus area in terms of some of our work in supporting schools.

As a Council we share the latest Ofsted data and performance with all our school leaders through Heads and Governor briefings. We also provide updates through these sessions on the latest strengths and weaknesses that are coming through the reports and provide guidance and training to address specific areas of focus e.g. leadership/curriculum/SEND etc...

Conclusion

8. The percentage of Wiltshire schools with Good or Outstanding grades continues to improve from the previous report alongside the percentage of pupils that now attend a Good or Outstanding school. There is enough evidence within the latest set of reports to suggest that Inclusion and SEND are becoming more of a strength. There remains a priority in working as a system to ensure schools judged 'Requires Improvement' secure a 'Good' judgement at their next inspection and in identifying early where schools could be vulnerable to a less than good judgement. The analysis is important to share and communicate with the Wiltshire Learning Alliance, English Hub, Heads, Senior Leaders and internally so that training and resource can match the areas for development.

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Wiltshire Council
Children Select Committee
March 2023

DfE updates and changes – January to March 2023

School rebuilding programme: schools in the programme

1. 239 school buildings to be transformed as part of revolutionary ten-year programme [Link](#) published 16/12/22

2. **Wiltshire's position:** We submitted five bids for Wiltshire maintained schools and were advised on the 16/12/2022 that the refurbishment of the listed building at Silverwood School, Rowde had been preliminarily approved. The approved list included 239 schools nationwide. These schools will be reviewed and prioritised according to the condition of their buildings and other relevant criteria, and only scheduled for delivery on completion and resolution of due diligence checks.

Academies were also able to apply directly to the programme, in Wiltshire two were also successful in obtaining preliminary approval. These were Pewsey Vale Academy and Noremarsh Junior School.

Pupil premium

3. Information on pupil premium funding, how school leaders can use it effectively and pupil premium strategy statements. We have updated 'Pupil premium: overview' to include pupil premium rates for the financial year 2023 to 2024 [Link](#) updated 16/12/22

4. **Wiltshire's position:** The funding has been communicated to school leaders through the Heads Newsletter as part of our regular communications with schools.

Holiday help: Holiday activity clubs continue in 2023

5. Government confirms funding for Holiday Activities and Food programme for 2023, supporting hundreds of thousands of children from low-income families. [Link](#) Published 22/12/22

6. **Wiltshire's position: FUEL - Holiday, Activity and Food Programme 2023**

Wiltshire Council will continue to deliver the Holiday Activity and Food programme, known locally as FUEL in Easter, Summer and Christmas school holidays during 2023. The programme will continue to provide children eligible for benefit related free school meals with access to free enriching activities, healthy meals and nutritional workshops.

Easter 2023 Programme - 3 April - 6 April 2023.

Ten camps will take place in Amesbury, Calne, Chippenham, Devizes, Melksham, Royal Wootton Bassett, Salisbury, Trowbridge, Marlborough and Westbury.

Two camps for young people with special educational needs and/or a disability will also take place at Springfield Community Campus in Corsham and at Five Rivers Health and Wellbeing Centre in Salisbury.

Further Information & Applications

Applications to attend Easter FUEL camps are now open and will close on **22 March 2023**. A designated page for schools to access booklets and menu/activity information to share with Parents/Carers is available on Right Choice, our communication, resources and training portal for all schools. Further information about the programme can be found on the Wiltshire Council website.

New careers programme for primary school pupils

7. The government has announced that primary school pupils are to benefit from a new careers programme. Additionally, from 1 January, young people will receive careers advice through a change in the law that will see all year 8 – 13 pupils have at least six opportunities to meet a range of providers of technical education. Pupils will get to understand the full range of opportunities available to them, including apprenticeships, T Levels and Higher Technical Qualifications, not just a traditional academic route. The primary school scheme will be rolled out across 55 disadvantaged areas of the country where school outcomes are the weakest. It will support more than 600,000 pupils in over 2,200 primary schools and is backed by £2.6 million of funding. [Link](#) Published 05/01/23

8. **Wiltshire's position:** The Council will work through the Swindon and Wiltshire Careers Hub to look at the implications of the announcement on the Primary Schools in Wiltshire and the extent to which our Primary Schools are covered by the programme announcement. The programme would build on the requirement that every secondary school should offer their pupils at least one experience of a workplace by age 16 and a further work experience by age 18, giving them the opportunity to get a sense of the skills that are valued in the workplace to forge a great career. Careers advice and guidance is currently an area of strength coming through Wiltshire Secondary School Ofsted reports.

Schools continue to improve since pandemic

9. More schools in England are now good or outstanding with the latest inspection outcomes showing a continuing trend of improvement since the pandemic [Link](#) published 17/01/23

10. **Wiltshire's position:** This is reported through a standing agenda item.

Defibrillator deliveries begin for all schools that need one

11. All state-funded schools in England currently without a defibrillator to receive one by the end of the academic year [Link](#) published 20/01/23

12. **Wiltshire's position:** This update has been communicated to school leaders through the Heads Newsletter as part of our regular communications with schools.

Music education: information for parents and young people

13. A guide to the national plan for music education and how to get help for parents, carers and young people [Link](#) published 20/01/23

14. **Wiltshire's position:** The National Plan for Music has been an excellent conversation generator for Wiltshire Music Connect and the schools of Wiltshire. There are two key measures

that show the level of support and funding contribution to support our music agenda in line with the national plan. Wiltshire Music

First Access

First Access is about providing whole classes or class groups with a formative opportunity to experience and enjoy music making. Wiltshire Music Connect run a subsidy scheme for First Access tuition where it is delivered by one of the Associate tutors and / or a designated member within the school's staff. We encourage schools to think about how incoming expertise can be linked to wider agendas such as literacy & numeracy.

For 2022/23 79 Schools benefitted from the scheme, total subsidy paid was £22,276.80

For 2021/22 69 Schools benefitted from the scheme, total subsidy paid was £17,676.19

Further information about First Access can be found on the Wiltshire Music Connect website here: <https://wiltshiremusicconnect.org.uk/schools/first-access/>

Music Tuition

Music Tuition is about supporting [Associates](#) and schools in offering affordable lessons to new & continuing pupils who may otherwise miss out on the opportunity.

For 2022/23 73 Schools benefitted from the scheme, total subsidy paid was £99,300.48

For 2021/22 73 Schools benefitted from the scheme, total subsidy paid was £79,195.32

Further information about the Music Tuition subsidy scheme can be found on the Wiltshire Music Connect website here:

<https://wiltshiremusicconnect.org.uk/schools/inst-vocal/>

Benefits of Music

Wiltshire Music Connect have a range of resources to explain why music matters to children and young people. The Film for KS4 can be found here:

[Why Music ? | Wiltshire Music Connect](#)

Exploring school collaboration and workload reduction

15. Research into how schools collaborate with one another to promote efficiencies in teachers' and leaders' time [Link](#) published 26/01/23

16. **Wiltshire's position:** School effectiveness actively promote schools working together in strong collaborations across the system whether as groups of maintained schools or academy trusts. The revised school improvement framework places a strong emphasis and expectation of schools working in families to secure more effective and sustainable improvements.

Economic benefits of effective reception classes

17. Report looking at the association between progress in maths and English during the reception year, and earnings in later life [Link](#) published 26/01/23

18. **Wiltshire's position:**

In Wiltshire we know that Literacy and Mathematics are currently the lowest performing areas of learning on the Early Years Profile. To support this, we have provided new training and support on both literacy and mathematics. Writing has had a particular focus and we have set up a specific page on Right Choice to support both early years settings and schools.

New Mathematics training has been developed to reflect the changes to the curriculum that happened in September 21. One of the Early Years Advisory Teachers is also working closely with the Mobius Maths hub and is part of the strategic group as the Early Years representative to ensure that we are helping to shape the mathematics support for schools. We have also delivered specific early mathematics training for the School Improvement Advisors (SIAs) to ensure that they are able to identify quality when on visits.

Staying Close funding: application guide

19. Guidance for local authorities applying for funding to support young people leaving care from children's homes [Link](#) published 27/01/23

20. **Wiltshire's position:** Wiltshire is not eligible to apply due to success in the previous programme.

Long-term strategy launched to fix children's social care

21. Government to transform children's social care, with ambitious plans that put families at the heart of reform [Link](#) published 02/02/23

22. **Wiltshire's position:** A paper in relation to this is tabled for Children's Select Committee in March and outlines the Wiltshire position. Our response to the consultation and implementation plan is being developed for submission by May 2023.

Apprenticeships boosted under plans to broaden UCAS

23. Young people will soon be able to search and apply for apprenticeships on UCAS [Link](#) published 06/02/23

24. **Wiltshire's position:** This update has been communicated to school leaders through the Heads Newsletter as part of our regular communications with schools and through the workflow of the Swindon and Wiltshire Careers Hub.

State of the nation reports: children and young people's wellbeing

25. Reports on the wellbeing of children and young people [Link](#) published 07/02/23

26. **Wiltshire's position:** The Council has its own Online Pupil Survey that looks locally at the Health and Well-being of our students. There are various training programmes in place to support schools including the Healthy Schools Award.

Mental health issues affecting a pupil's attendance: guidance for schools

27. Summary of responsibilities where a mental health issue is affecting attendance and examples of effective practice [Link](#) published 07/02/23

28. **Wiltshire's position:** The Council has been proactive in supporting schools through training what is described as Emotional Based School Avoidance (EBSA). We share best practice through briefings and newsletters.

Use of reasonable force and restrictive practices in schools

29. We're seeking to understand how reasonable force, restraint and restrictive practices are used in schools, to inform revisions to guidance [Link](#) published 16/02/23

30. **Wiltshire's position:** The consultation link has been shared with schools through the newsletter.

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Wiltshire Council

Children's Select Committee

14 March 2023

Schools Forum update

Key discussion points/issues from meeting of Schools Forum – 19 January 2023.

- Updates from the Early Years Reference Group and the joint meeting of the School Funding Working Group and SEN Working Group
- Dedicated Schools Budget – Budget Monitoring 2022-23 as at 30 November 2022
- High Needs Block update
- Additional School Capital Funding for 2022-23 – Funding and Methodology
- School Budget Setting 2023-24
 - i) School Revenue Funding 2023-24 - Funding Settlement and Budget Setting Process
 - ii) Dedicated Schools Grant - Early Years Block Update 2023-24 (Indicative Allocations)
 - iii) Dedicated Schools Budget - Central School Services Block Update 2023-24
 - iv) Dedicated Schools Budget - Schools Block Update 2023-24 (Delegated Budget)
 - v) Mainstream Schools Additional Grant (MASG) 2023-24 – Funding and Methodology
 - vi) Dedicated Schools Budget - High Needs Block Update 2023-24
- Schools Forum budget decisions 2023-24

The next meeting of Schools Forum will be held on 16 March 2023 and Children's Select will receive an update at their meeting on 6 June 2023.

Agendas and minutes for Schools Forum can be accessed on: [Browse meetings - Schools Forum | Wiltshire Council](#)

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Wiltshire Council

Children's Select Committee

14 March 2023

Corporate Parenting Panel update

Key discussion points/issues from meeting of Corporate Parenting Panel – 17 January 2023.

- Child and Youth Voice Team update
- Update on how data will be presented to the Corporate Parenting Panel
- Update on Canons House and proposed Councillor involvement
- Update on Children's Placement Budget
- Update on CLA placed more than 20 miles from home
- Update on the Panel's Strategic Priorities
- Updates from Council colleagues and other partner representatives
- Update on the Council's provision for Care Experienced Young People
- Findings report from the Care Experienced Young People's week – October 2022
- Review of the Final draft of the Panel's annual report from July 2021 to June 2022
- Annual report on the Health of Children Looked After 2021-22
- Update on Immunisations
- National Review into Safeguarding Children with Disabilities and Complex Health Needs in Residential settings – Outcome of Review
- Annual report of the Virtual School for 2021-22

The next meeting of the Panel will be on 21 March 2023 and Children's Select will receive an update at their meeting on 6 June 2023.

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Wiltshire Council

Children's Select Committee

14 March 2023

Independent Care Review of Children's Social Care and National Review into the murders of Arthur Labinjo-Hughes and Star Hobson

Purpose of Report

1. To update the committee on our local considerations of the findings and recommendations of these reviews.

Relevance to the Council's Business Plan

2. Each of the review's links to the priorities in relation to the 'Best Start in Life', 'The Right Skills', 'We are Safe and Vibrant' and 'Well-connected Communities'.

Background

3. This government commissioned review of the children's social care system in England began in March 2021, gathering evidence from public engagement, research and visits to local areas.

The aim of the review was to put forth recommendations for a system that:

- provides intensive help to families in crisis
- acts decisively in response to abuse
- unlocks the potential of wider family networks to raise children
- puts lifelong loving relationships at the heart of the care system
- lays the foundations for a good life for those who have been in care.

The final report and supporting evidence were published in May 2022.

4. The review suggests that the issues facing the social care system can only be addressed through a "radical reset".
 - The problem: a failure to recognise relationships and the strength of families. The children's social care system is facing increased pressure with less resources and a shrinking workforce. The current way of working by managing risks, responding to episodic need, and having high thresholds to access help, may be restricting the purpose of social care to 'rescuing' children, and keeping services from meeting the needs of families.
 - Principles and approach of the review - For reforms to be successful, there needs to be:
 - clear objectives from national government on children's social care
 - a system that works to meet children's and families' needs rather than making them fit the system
 - greater transparency, new mechanisms for learning and better inspection and intervention
 - a highly skilled and knowledgeable workforce and better multiagency working.
5. Findings were divided into key sections as follows:

1. Reset children's social care - The review suggests that the issues facing the social care system can only be addressed through a "radical reset".
 2. A revolution in Family Help - A new "Family Help" approach is needed to improve children's lives through supporting the family unit and strengthening relationships.
 3. A just and decisive child protection system - Wider system improvements recommended to achieve the aims of the review.
 4. Unlocking the potential of family networks Kinship carers need greater recognition and support in the children's social care system.
 5. Transforming care - The care system should be focused on children building loving relationships with the people who care for them.
 6. The care experience Five clear "missions" are needed to focus effort on improving outcomes for care experienced people. These should be underpinned by:
 - new legislation making a wider range of public bodies and organisations corporate parents for looked after children
 - recognition of care experience as a protected characteristic
 - statutory guidance on all recommendations from the review on supporting care experienced people.
 7. Realising the potential of the workforce - To achieve the goals of the review, the children's social care workforce will need time and resources to build relationships with children and families and develop their expertise.
 8. A system focused on children and families - There are system wide barriers to achieving the aims of the review.
6. The Child Safeguarding Practice Review Panel conducted a national review into the murders of Arthur Labinjo-Hughes and Star Hobson. This panel is an independent body set up to identify, commission and oversee reviews of child safeguarding cases in England.
 7. This review looks at the circumstances leading up to the deaths of Arthur Labinjo-Hughes and Star Hobson in 2020 and explores why the public services and systems designed to protect them were not able to do so. Whilst undertaking the review, it was clear to the Panel that the experiences of Arthur and Star were not unusual. The review therefore considers wider issues and evidence from serious safeguarding incidents reviewed in the last three years. Based on these findings, the Panel sets out a number of local and national recommendations to improve the child protection system in England.
 8. The review identifies a set of core issues that hindered professional understanding of what was happening to the children in both cases. The Panel emphasises that these are not isolated issues; they feature regularly in serious case reviews and thematic practice reviews and are:
 - Weaknesses in information sharing and seeking within and between agencies.
 - A lack of robust critical thinking and challenge within and between agencies, compounded by a failure to trigger statutory multi-agency child protection processes at key moments.
 - A need for sharper specialist child protection skills and expertise, especially in relation to complex risk assessment and decision making, engaging reluctant parents, understanding the daily life of children and domestic abuse.

- Underpinning these issues is the need for leaders to have a powerful enabling impact on child protection practice, creating and protecting the organisational conditions needed to undertake this complex work.

The review also highlights two important factors currently impacting the child protection system in England:

- Multi-agency arrangements for protecting children are more fractured and fragmented than they should be.
- There has been insufficient attention to, and investment in, securing the specialist multi-agency expertise required for undertaking investigations and responses to significant harm from abuse and neglect.

Main Considerations

9. In Wiltshire, The Director of Children's Services (DCS) who holds the statutory responsibility for children's services has led a piece of work to understand what these recommendations would mean at a local level, based upon current practices as well as our local views on the recommendations from each of the reviews. Some of the recommendations from the separate reviews are similar and have thus been set out together in the tables below.
10. Since this piece of work was undertaken, the DfE on 02 February 2023 published the new Children's Social Care Strategy - Stable Homes, Built on Love which is the government's response to the Independent Review of Children's Social Care, the National Panel's report into the tragic deaths of Arthur Labinjo-Hughes and Star Hobson, and the Competition and Markets Authority report on the care placement market. The reports emphasised the need for whole system change to enable families to overcome challenges at the earliest stage; keep children safe and ensure that those in care have stable loving homes.
11. The strategy is underpinned by 6 pillars set out in the diagram below (see accompanying embedded PDF document for further details). Also published is The National Framework for consultation, which includes the outcomes that should be achieved so that children, young people, and families can thrive, and sets out principles for practice in children's social care. The National Framework will set a clearer national direction for work with children and families, and, following consultation, it will be issued as statutory guidance for local authorities by the end of 2023. It will be supported by a Dashboard, which brings together a set of local authority level data indicators in a publicly accessible, interactive form, to increase transparency and support learning.

There are six pillars of reform



Pillar 1: Family Help provides the right support at the right time so that children can thrive with their families



Pillar 2: A decisive multi-agency child protection system



Pillar 3: Unlocking the potential of family networks



Pillar 4: Putting love, relationships and a stable home at the heart of being a child in care



Pillar 5: A valued, supported and highly-skilled social worker for every child who needs one



Pillar 6: A system that continuously learns and improves, and makes better use of evidence and data



Stable Homes, Built
on Love Implementa

12. Claire Coutinho MP Parliamentary Under-Secretary of State for Children, Families and Wellbeing wrote to all Directors of Children's Services on 02 February 2023 strongly encouraging all local authorities to take the following action "right now"
 - reviewing existing support offers for kinship carers, including financial support for Special Guardians and guardians with CAOs, whilst government explores the case to legislate for a financial allowance in parallel.
 - reviewing services, you commission and provide to make sure they reflect the best evidence - the Early Intervention Foundation toolkit provides a resource to do this.
 - exploring with your safeguarding partners how to use and deploy a multi-disciplinary workforce to provide direct support that meets the needs of children and families, alongside the social worker workforce.
 - reviewing all available opportunities to support children in care and care leavers to build relationships. This includes access to family finding, befriending and mentoring programmes such as Lifelong Links, Independent Visitors and peer support schemes.
13. The strategy is backed by £200 million of additional investment. Over the next two years, phase one of reform activity. After this, the approach is to scale up tested and developed approaches and aim to bring forward legislation.
14. Consultations on the strategy and National Framework will be open until 11 May 2023. A separate third consultation on use of agency social workers, is open for the same period.
15. A working group led by the DCS will now continue, progressing the actions to be taken now, as well as our consultation responses and readiness of the reforms.

<p>A revolution in Family Help</p>	<p>This recommendation focuses on streamlining early intervention, combining targeted early help and the statutory work undertaken under children in need (section 17 of the Children Act 1989).</p> <p>This would mean setting out eligibility for Family Help in sufficient detail to provide a more consistent understanding of who should receive support. This would enable practitioners to have a conversation about concerns, rather than replying on a processed referral pathway.</p> <p>Establishing multi-disciplinary teams with autonomy to make decisions and control budgets.</p> <p>Making Family Help teams part of the community they serve.</p>
<p>Wiltshire perspective</p>	<p>We are already progressing work to achieve much of what is set out within this recommendation, within our Families and Children’s Transformation (FACT) Family Help programme of work; which the committee had an update in relation to in October 2022.</p> <p>If a change in guidance meant that practitioners without a social work qualification undertake work within the current statutory S17 remit; this would be a significant change. The benefits would have a positive impact on recruitment and retention, as practitioners not requiring a social work qualification are much easier to recruit and retain. However, there would need to be consideration of the inherent risk this could bring to the quality of practice and outcomes achieved for families.</p>

<p>A just and decisive child protection system – Care Review</p> <p>Develop a new approach to undertaking child protection work – National Panel</p> <p>A new expert-led, multi agency model for child protection investigation, planning, intervention and review</p>	<p>An expert child protection response - Co-working of all cases of significant harm by an “Expert Child Protection Practitioner”, who is an experienced social worker, alongside Family Help Teams.</p> <p>Improving multi-agency contributions to child protection:</p> <ul style="list-style-type: none"> • clarifying expectations on multi-agency capabilities for child protection through amendments to Working Together guidance (DfE, 2018) so that different professionals, including child protection paediatricians and specialist police officers, inform decisions. • setting out effective practice models for joint working through a new National Children’s Social Care Framework. <p>Tackling extra familial harms:</p> <ul style="list-style-type: none"> • creating a bespoke child protection pathway, through a Child Community Safety. <p>Plan to enable a robust child protection response to harms outside of the home.</p> <ul style="list-style-type: none"> • integrating government funding into a single local response to extra familial harms and investing in Family Help.
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A new role for the Child Safeguarding Practice Review Panel in driving practice improvement in safeguarding partners, The National Panel

- devolving responsibility for the National Referral Mechanism for children who experience modern slavery or trafficking to local areas.
- simplifying the experience of children in the youth justice system.

Information sharing:

- supporting local authorities, health, police and education to make the technical changes they need to effectively share data.
- improving guidance and legislation on information sharing, including information sharing agreements and audited practice
- setting government-led targets on the sharing of information between local authority and partner systems, and between different local authorities by 2027.

Parental engagement in child protection:

- promoting effective practice for engaging families through the National Children's Social Care Framework practice guides.
- offering parental representation to all families in child protection

The role of courts.

- improving the quality and consistency of local and judicial decision making through local data sharing and learning
- making proceedings less adversarial and improving parental engagement.

From the national panel:

Core recommendation: develop a new approach to undertaking child protection work.

- Fully integrated, multi-agency investigation and decision making should take place throughout the entire child protection process.
- Only those with the appropriate expertise and skills should undertake child protection work.
- Leaders should be able to deliver excellent child protection responses and create the right organisational context to make this happen.

A new expert-led, multi-agency model for child protection investigation, planning, intervention, and review:

- The development of a new operational framework for undertaking child protection investigations, including planning, delivery and review of children who are at risk of significant harm.
- The introduction of new multi-agency child protection units in every local authority, led by expert child protection social workers.
- Reformed family help services that encourage multi-agency child protection units and wider family help teams to work together.

A new role for the Child Safeguarding Practice Review Panel in driving practice improvement in safeguarding partners:

- The Panel should facilitate greater sharing of learning and insights across safeguarding partners by developing a national peer support capability for safeguarding partners, which will help

	to disseminate learning and provide more practical, hands-on support.
Wiltshire perspective	<p>We see limitations to an expert practitioner role and do not necessarily see this as the answer. Neither do we see a new expert led multi agency model, framework or units as defined in the National Panel review considerably different to how we currently practice. Our current model is based on the experience of the child, which means once a child is allocated a social worker, that social worker remains until either step down out of social care or confirmed permanence/long term care for the children i.e. long term fostering which sits within a specialist team. This is a conscious structure to ensure the relationship between practitioner, child and family is prioritised as the key ingredient to effecting positive change; based on our relationship based model of practice. Furthermore, the workforce recruitment and retention challenges means that an ‘expert’, if this is associated with length of service, will prove problematic. With robust support/challenge, high performance culture and management oversight, all social workers can be child protection experts. This in turn provides the required resilience to the workforce.</p> <p>Our ASYE Development Manager post was created many years ago to ensure newly qualified social workers are in small pods which ensure they have increased support and co-working opportunities from an experienced social worker. Child protection work can therefore be co-worked between ASYEs and an experienced social worker from the outset. We are finding that referrals coming in are more complex from the outset which means ASYEs are exposed to this work earlier in their careers. This positively increases their experience and they are protected and supported with capped workloads. The lack of experienced social workers nationally needs to be addressed by the Care Review in order to retain “experts” and reduce likelihood of experienced social workers joining agencies.</p> <p>We are pioneers in progressing the Risk Outside the Home (ROTH) category within child protection as opposed to traditional safeguarding plans where extra-familial harm exists. We are the only children’s services in the country currently piloting this as a fifth category of Abuse in child protection. We are entering a second phase of partnership in relation to this with other Local Authorities and Durham University.</p> <p>We have been successful in our bid to be part of the Home Office pilot to a devolved decision-making panel for the National Referral Mechanism (NRM). The purpose of this Pan Wiltshire partnership will be to provide consistent multi-agency decision-making and effective planning in respect of NRM referrals with input from the three safeguarding partners. Furthermore Wiltshire are developing multiagency pathways for trafficked children/adults with support from Unseen, a leading UK charity fighting slavery. This is part of a Wiltshire strategy which includes policy, raising awareness and planned workshops.</p>

	<p>Our Youth Justice Service has a prevention offer which sees Wiltshire performing well; our first time entrants (to crime) is lower than all comparator groups, including national, regional and statistical neighbours. Our binary rate for reducing re-offending is also significantly lower than comparitors.</p> <p>The re-introduction of the MASH Strategic Board which took place last year will progress the consistency of partnership working, ensuring robust partnership support, challenge and oversight of effectiveness.</p> <p>Whilst information sharing protocols and arrangements are fit for purpose and enabling a robust system of practice, any reduction in potential barriers/bureacracy in this area would be welcomed.</p> <p>Following our FACT project “Family Led Review of Child Protection’ in 2020-21”, we have introduced a more family friendly approach to child protection conferences, underpinned by the principles of restorative practice. This approach aims to empower families to take ownership of their plans and to support this families are offered a family group conference at the initial child protection conference. We have set up a Family Advisory Board (FAB) which is made up of parents who have experienced children’s services. They have designed our Families and Children’s Services Pledge as well as guidance for our families who are being supported through child protection planning.</p> <p>The National Panel highlights the need for a fully integrated multi-agency investigation/decision making alongside those with the skills to undertake such work. Wiltshire has established a robust multi-disciplinary approach to child protection from our Integrated Front Door, through to strategy discussions, assessing and planning. Our Safeguarding Vulnerable Peoples Partnership (SVPP) is multi agency in nature and includes learning and sharing positive practice from a multi-agency standpoint. The sharing of learning across partners would always be welcomed, as suggested by the national panel, however care would need to be taken that this does not become a bureaucratic task as opposed to the genuine sharing of learning. We adopt a learning from positive practice approach in Wiltshire and we would like this approach to be adopted more nationally. This will impact positively on the profession’s morale.</p>
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<p>Unlocking the potential of family networks, Kinship carers need greater recognition and support in the</p>	<p>Kinship carers need greater recognition and support in the children’s social care system. Changes needed include:</p> <p>Making better use of family networks:</p> <ul style="list-style-type: none"> • introducing a new legal right to family decision making • introducing a Family Network Plan to support care from wider family networks.
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children's social care system	<p>Backing kinship carers:</p> <ul style="list-style-type: none"> • introducing a new legal definition of kinship care • giving kinship carers the financial and practical support they need to care for children without having to register as foster carers. <p>Modernising adoption:</p> <ul style="list-style-type: none"> • making contact arrangements between birth parents, adopted children and adoptive parents the default • facilitating technology-enabled methods of contact.
Wiltshire perspective	<p>We already commission a provider to deliver our Family Group Conferences (FGC). This means that family networks are fully explored in planning. Adding further plans will generate more onerous paperwork and duplicate already positive work involving families. A barrier will always be the extra costs incurred in raising a child therefore financial and practical support as suggested is essential for kinship care changes to work. We have already uplifted our Kinship Carers rates to align with mainstream fostering rates.</p> <p>Ideas around modernising adoption would need to be informed by research and may differ depending on the child and family's situation. The impact of having family time between birth families post adoption could result in a decrease in adoption because potential adopters may feel threatened by birth families and concerns of destabilisation of placements. An essential element would be excellent training/evidence based practice led by credible research, for potential adopters to understand the benefits of this approach.</p>

Transforming care - The care system should be focused on children building loving relationships with the people who care for them.	<p>The care system should be focused on children building loving relationships with the people who care for them.</p> <p>Setting out new care standards.</p> <p>Creating Regional Care Cooperatives (RCCs):</p> <ul style="list-style-type: none"> • responsible for planning, running, and commissioning care provision in the region. • owned and fully accountable to its constituent local authorities. • creating a new national foster care recruitment programme • providing more training and support. • giving more freedom for foster carers to make day-to-day decisions affecting. • children's lives. • using the family group decision making process to identify important adults in the child's life as potential foster carers. <p>Creating a new legal right to advocacy:</p> <ul style="list-style-type: none"> • making advocacy an opt-out, rather than opt-in right
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	<ul style="list-style-type: none"> • replacing existing Independent Reviewing Officer (IRO) and Regulation 44 Visitor roles with one system • providing oversight from the Children’s Commissioner for England
Wiltshire perspective	<p>Many of the recommendations from The Care Review we already do in Wiltshire. For example, we have our Fostering Excellence recruitment campaign alongside quality continuous professional development which includes Dyadic Developmental Practice as part of our practice framework and training for our foster carers.</p> <p>We have automatic advocacy for children who attend residential respite as well as children experiencing the case conference process. Ideas around advocacy are welcomed; consideration needs to be given to children who have a learning disability to ensure these young people are represented.</p> <p>In terms of combining IRO and Reg 44 visitors into one system, we do not support the IRO role disappearing from the local authority. IRO’s play an important long-term role in children’s lives and can sometimes be the constant figure throughout a child’s experience in care owing to pressures of retaining experienced social workers. Furthermore, they provide challenge and are key players in our quality assurance framework.</p> <p>In terms of regional care cooperatives and care commission oversight, this would need to address issues around venture capital (private sector buying and selling of companies for profit) and the challenge in recruitment in the residential sector owing to poor remuneration and value of support workers (salaries lower than shop cashiers) which directly impacts on children being able to build loving relationships with those who care for them. Addressing these issues is an important part of any considerations. Any change that ensures sufficiency of provision which allows quality of matching for our children is an urgent priority.</p>

The care experience five clear “missions” are needed to focus effort on improving outcomes for care experienced people.	<p>Missions should be underpinned by:</p> <ul style="list-style-type: none"> • new legislation making a wider range of public bodies and organisations corporate parents for looked after children. • recognition of care experience as a protected characteristic. • statutory guidance on all recommendations from the review on supporting care experienced people. <p>Loving relationships for children leaving care:</p> <ul style="list-style-type: none"> • redesigning Independent Visitor schemes. • providing family finding support to children in care and care leavers. • introducing a new lifelong guardianship order to allow young people to formally join the family of a non-related adult who is important to them.
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	<p>Increasing the proportion of care leavers attending university:</p> <ul style="list-style-type: none"> • making Virtual School Heads accountable for the educational attainment of children in care and care leavers up to the age of 25. • creating state boarding school capacity for children in care • introducing a kitemark scheme to recognise universities who provide support. <p>Tackling care experienced homelessness:</p> <ul style="list-style-type: none"> • providing a range of housing options to young people transitioning out of care. • introducing a rent guarantor scheme. • increasing the leaving care grant. • removing the local area connection test and the intentionally homeless practice. <p>Increasing life expectancy of care experienced people</p> <ul style="list-style-type: none"> • training professionals on identifying and responding to mental health issues. • improving local authorities' care leaver health support. • publishing Integrated Care Boards (ICBs) plans and progress on improving the health of those in care and leaving care. • commissioning research and gathering data on health outcomes for care experienced people.
Wiltshire perspective	<p>There are some positive ideas including having care leaver status as a protected characteristic that in principle we support in Wiltshire but want to ensure it is not seen as tokenistic and this are discussing with young people.</p> <p>We have an established independent visitor scheme in Wiltshire where relationships often extend beyond 18 and could easily be adapted to support care experienced young people more formally beyond 18.</p> <p>We fully support young people having supportive networks around them as other young people do however any planning such as lifelong guardian orders, virtual school head involvement, increased leaving care grant, that has any attributable costs would need to be funded as new burdens.</p> <p>We already provide some of the housing support recommendations, and for those we currently do not support are progressing to a Cabinet decision in January 2022. These relate to increasing the priority one banding status up to 25 years old and always granting a local connection. We already provide a rent guarantor scheme and plan to uplift the care grant from £2k to £3k in April 2023. Prescription charges are paid for those young people on low income.</p>

	<p>Practitioners are trained in mental health; we have a rolling programme of adolescent first aid training, as an example, and call upon local services to support young people, however other providers such as CAMHS have similar issues around retention of practitioners. We have recently secured funding for emotional well-being practitioners in our children in care teams.</p> <p>Publication and intelligent analysis of accurate data is always welcomed to better understand health trends in order that we can respond to societal patterns.</p> <p>Our Virtual School Head (VSH) has met with the Royal National Springboard Foundation as part of the DfE funded Broadening Education Pathways project. We already identifying children who would benefit from day or boarding placements. VSH links have been made with London boroughs where care leaver EET support is established to age 25 and is located with the virtual schools (VS) and Leaving Care teams. Funding mechanisms and budget allocations are being explored.</p> <p>NNECL Quality Mark is a developmental accreditation process for universities and colleges to demonstrate their support for the inclusion and success of care experienced students. This Information is being added to our care experienced young people's app, alongside existing tool 'Propel' which is used by staff to support this.</p>
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<p>Realising the potential of the workforce - To achieve the goals of the review, the children's social care workforce will need time and resources to build relationships with children and families and develop their expertise.</p> <p>Changes to multi-agency inspection to better understand local performance and drive improvement,</p>	<p>Setting out career development frameworks and addressing pay disparities:</p> <ul style="list-style-type: none"> • providing an Early Career Framework for the first five years in the profession. • enabling career progression without leaving direct practice through an Expert. • Practitioner Pathway. • creating national pay scales to increase consistency and reward expertise. • Reducing reliance on agency social workers. • introducing new national rules on when and how agency staff can be used. • developing not-for-profit regional staff banks for temporary social workers. <p>Cutting back on bureaucracy and increasing resources for direct work with families:</p> <ul style="list-style-type: none"> • improving case management systems to reduce time spent on recording. • creating local and national mechanisms for frontline workers to challenge rules and bureaucracy that get in the way of direct work. • requiring registered social workers to spend 100 hours a year in direct practice.
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<p>The National Panel</p>	<ul style="list-style-type: none"> • trialling ways to increase social workers' availability outside of normal working hours. <p>Developing the wider social care workforce:</p> <ul style="list-style-type: none"> • defining skills needed by family support workers and supporting development • requiring professional registration for all children's home staff • establishing a leadership programme for new children's home managers. <p>Supporting leadership:</p> <ul style="list-style-type: none"> • investing in leadership development programmes aligned with proposed reforms • addressing racial disparities across children's social care leadership. <p>Changes to multi agency inspection to better understand local performance and drive improvement:</p> <ul style="list-style-type: none"> • Multi-agency inspection should play a stronger role in ensuring all areas are held to account for their multi-agency partnership working. • Inspectorates should firstly undertake an initial thematic review of multi-agency arrangements in a number of areas. A more integrated and comprehensive model of multi-agency inspection should then be developed and integrated into the ongoing work of each inspectorate
<p>Wiltshire perspective</p>	<p>In terms of the social worker training, we have a varied pathway into social work for young people/adults depending on their particular circumstances. Wiltshire has a range of options including internal apprenticeship, Step Up, Frontline, University, College, and the Open University. An Early Career Framework in our view is not realistic in terms of what research and practice is telling us. And as described further above, our ASYE pod system supports practitioners to gain experience early in their careers.</p> <p>The national crisis in the recruitment and retention of experienced social workers is primarily because of workload (thus resources) which is not factored into this vision.</p> <p>Wiltshire is focussing attention on developing our experienced practitioners. Initiatives include us exploring a level 5 social work position which reflects the British Association of Social Workers Professional Capabilities Framework model. This includes opportunities for teaching sessions, projects, research opportunities and developing a Post Qualifying pathway targeting whole careers.</p> <p>A national pay scale is viewed favourably however consideration would need to be given to areas with higher cost of living such as London as well as considering differing pay scales within different areas of social work practice.</p>

Wiltshire have proactively engaged in meetings with the Department for Education and our practitioners, as well as through the PSW national network, to ensure collaboration and understanding of the front line in terms of the need to reduce duplication, data collecting through assessing and improving IT systems that assist practice. As a result, the PSW is on a working party with the DfE to address these barriers to practice.

In terms of tackling systems, Wiltshire have consolidated five ICT systems into one across the Families and Children's Services and Education and Skills Directorates with an ongoing programme of improvement to ensure visibility, seamless working, easier oversight and reduced 'screen time'.

In terms of tackling social work agency usage, we only recruit experienced social workers as agency staff and we do not recruit for two years once they have left our authority. In terms of further details around memorandums of understandings and agency rules, we are considering a further regional agency approach in the South West in conjunction with government direction.

Social Workers working outside 9-5 hours, whilst meeting needs of families, would need to be carefully implemented to ensure retention of practitioners as the profession is female dominated and many females are parents/carers. We already utilise flexible working arrangements within the workforce which recognises and values the needs of individuals.

Managers and leaders experience practice by direct observation which can be through joint visits, observing meetings etc. Remaining in touch with front line practice is important, however, the number of hours feels arbitrary and requires more thinking. Wiltshire have developed a draft knowledge and skills statement for family support and residential staff. Alongside this a training pathway plan has been developed for all non social work qualified staff which is due to start Spring 2023. Our residential managers undergo registration requirements.

Wiltshire has a range of leadership programmes on offer through ADCS, our teaching partnership with Bournemouth University and Frontline leadership pathway. Managers with recruitment responsibilities are required to attend equality diversity and inclusion CPD. We operate a diversity management approach to recruitment and prioritise diversity in shortlisting.

We conduct annual peer challenges in the South West which are multi agency in approach, this helps us to understand our practice strengths and development areas from a multi-agency perspective. Multi agency inspections would be welcomed.

<p>A system focused on children and families - There are system wide barriers to achieving the aims of the review.</p> <p>Strengthening local safeguarding partners to ensure proper co- ordination and involvement of all agencies, The National Panel</p>	<p>Establishing a National Children’s Social Care Framework:</p> <ul style="list-style-type: none"> • setting out the purpose, objectives and outcomes for children’s social care and the evidence for how to achieve this in a National Framework. • providing a “scorecard” of indicators to measure how local areas are delivering its objectives and outcomes. • providing practice guidance setting out the best ways of achieving the Framework’s objectives. • using data and feedback to prompt local and national learning to improve services. <p>Strengthening multi-agency working:</p> <ul style="list-style-type: none"> • amending Working Together to set out clear and equal operational responsibilities for partners; overseen by the Director of Children’s Services. • publishing partnerships’ minutes of meetings and financial information. • ensuring all individual agencies’ inspectorate frameworks include a focus on joint working; and that a joint inspection is triggered when concerns are raised. • including schools as a statutory safeguarding partner. • making government funding contingent on partners own financial contributions. <p>Ensuring proper involvement and oversight by all agencies, particularly schools, colleges and other education providers. • Agreeing a shared set of values, systems and processes for all involved agencies. • Providing greater clarity on the role and function of safeguarding partners. • Improved leadership development to support safeguarding partners.</p>
<p>Wiltshire perspective</p>	<p>DfE led research is about to launch a review of how Local Authorities and DfE can gain a holistic view of child and family needs across multiple disciplines/public sector organisations via a unique child identifier (e.g. NHS No.) Wiltshire is involved in this work.</p> <p>Wiltshire is part of regional ADCS Performance Leads group which feeds into National Performance and Information Management Group including Ofsted, OPCC and DfE representation. This work has led to new SEND/EHCP measures on the RIIA and development of standardised early help metrics.</p> <p>Wiltshire has a responsive and proactive performance team which is held in strong regard. Data/performance colleagues sit within our senior management team. They contribute towards ensuring targeted service improvement through provision of effective exception-based reporting.</p> <p>Aspects of the national panel recommendations above are already in place in Wiltshire including sharing minutes and transparency around finances. We work closely with education who are partners in our performance and outcomes board.</p>

	<p>Schools are routinely involved in strategy discussions, conferences and core groups and we have social workers with designated schools across Wiltshire.</p> <p>In terms of government funding being reliant on partner's contributions, this is an approach within inherent risk because our partner agencies are often public sector agencies and the voluntary sector and are therefore managing finite budgets and other priorities.</p> <p>Multi agency involvement is strong in Wiltshire, there are a number of multi-agency forums where purpose, values, roles and functions are clearly defined, such as SVPP practice group, which ensures up to date local/national research and learning informs all safeguarding messaging/training to all partners (combined child/adult health, police, education social work). We already have an active Education Safeguarding Committee in place.</p> <p>Our quality assurance framework and direct observation of practice includes feedback from multi agency partners as well as families/children.</p> <p>In terms of a national framework, national consistency and shared learning is welcomed however the sector would want to be integral to any decisions made around the objective and goal setting and local features would need to be taken into consideration in terms of goal setting/priorities.</p>
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A sharper performance focus and better co-ordination of child protection policy in central government, The National Panel	Clearer, stronger leadership and support from central government departments for local multi-agency safeguarding arrangements. This should be achieved by establishing a national child protection board, bringing together all relevant central government departments, local government, the police, education, health representatives and others.
Wiltshire perspective	From a Wiltshire perspective, focus on safeguarding is always welcomed however the purpose of the board would need to be clear as well as its aims and objectives. Performance needs to capture and measure tangible outcomes/effectiveness. Consideration would need to be given as to the realism of getting the multi-agency groups described above to regularly attend and outcomes would need to be measurable to ensure effectiveness of the board.
Using the potential of data to help professionals protect children,	The Secretary of State should convene a group of data and technological experts from a range of sectors, to look at how the use of data can be transformed to better protect children. The group should be chaired by a child protection expert and will report back on its findings at the end of each year.

the National Panel	
Wiltshire perspective	<p>Considerable data is collected within social care. We can compare ourselves to statistical neighbours, and other Good and Outstanding authorities. Data which can be analysed to inform patterns, cycles and impact is welcomed. In terms of protecting children, we work with external research partners, such as What Works and Research in Practice for evaluations and latest research to inform our practice.</p> <p>Any development of data programmes must ensure that the information is sourced without adding extra work or burden on front line operational practitioners.</p>
Specific practice improvements in relation to domestic abuse, The National Panel	<p>Safeguarding partners working more effectively with and being committed to the commissioning of specialist domestic abuse services:</p> <ul style="list-style-type: none"> • Incorporating guidance around effective responses to domestic abuse into the new national child protection practice framework. • Embedding domestic abuse training for practitioners across all safeguarding partners.
Wiltshire perspective	<p>Wiltshire evaluated our Support and Safeguarding Service with the Institute of Public Care, Oxford Brookes in 2019 and we were aware of the prevalence of domestic abuse (DA) in over 50% of our work. We have a DA strategy, services and resources for families such as the Freedom Programme, commissioned domestic abuse support service, and specialist DA practitioners. We are currently running a Dads Matter too project which focuses on working proactively with fathers. We have an established DA training pathway via our SVPP which is multi-agency in approach. Wiltshire has been involved in a DA Change Project with Research in Practice, 2021/22 which has informed national practice guidance.</p>

Public Health Implications

16. There are only positive Public Health implications to be gained as part of this work. The entire area focuses on increasing life changes of families and children.

Procurement Implications

17. Procurement implications only arise if recommendations agreed and adopted by the Local Authority require it. At this stage this is not an active consideration.

Equalities Impact of the Proposal

18. All planned activity is given due care and attention to issues of equality and impact. An Equality Impact Assessment was completed for the Business Plan as a whole.

Environmental and Climate Change Considerations

19. No active considerations at this time.

Workforce Implications

20. Workforce implications only arise if changes to the planned activity are made.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

21. If there is a decision to change the planned activity of the directorate the risk implication would be taken into consideration when altering the plan and the risk service-based risk registers updated during the normal quarterly update cycle.

Financial Implications

22. Any change to planned activity would have to be discussed with the Finance Team to ensure it could be met within the current budgetary envelope or planned budget development.

Legal Implications

23. The legal implications of any change to planned activity, particularly any change to the delivery of statutory services, would have to be carefully considered and a decision made only when informed by the correct legal opinion.

Proposals

24. The Committee is asked to note the position of Families and Children's Services and await further discussion once the government has responded formally to both reviews.

Lead Director, Jen Salter, Director of Families and Children

Report author: Fiona Hayward, Principal Social Worker

Date of report: January 2023

Appendix 1 – Stable Homes, Built on Love: implementation Strategy and Consultation



Department
for Education

Part 1
Stable Homes, Built on Love:
Implementation Strategy and Consultation

On Thursday 2nd February, we published **Stable Homes, Built on Love** – an implementation strategy and consultation, backed by £200m additional investment.

The strategy sets out a vision to rebalance children’s social care away from costly crisis intervention to more meaningful and effective early support.

It sets out actions that seek to:

- Address urgent issues facing children and families now
- Lay the foundations for whole system reform
- Set national direction for change

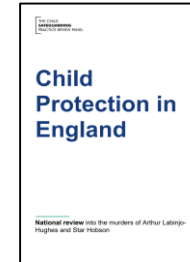
We will reform in phases, investing **£200m** over the next two years.

After two years we will refresh this strategy, **scaling up new approaches** we have tested and **bringing forward legislation** (subject to parliamentary time).

Three reviews were published last year, provided impetus and vision to transform children’s social care.



The Independent Review of Children’s Social Care



National Review into the murders of Arthur Labinjo-Hughes and Star Hobson



The Competition and Markets Authority study into Children’s Social Care Placements

There are six pillars of reform



Pillar 1: Family Help provides the right support at the right time so that children can thrive with their families



Pillar 2: A decisive multi-agency child protection system



Pillar 3: Unlocking the potential of family networks



Pillar 4: Putting love, relationships and a stable home at the heart of being a child in care



Pillar 5: A valued, supported and highly-skilled social worker for every child who needs one



Pillar 6: A system that continuously learns and improves, and makes better use of evidence and data

Across the six pillars we are taking ambitious action over the next two years



Pillar 1: Family Help provides the right support at the right time so that children can thrive with their families

- Consult on enabling a wider range of professionals to hold cases, alongside a Knowledge and Skills statement for Family Help Workers.
- Law Commission review of disability legislation



Pillar 2: A decisive multi-agency child protection system

- Consult on new National Multi-Agency Child Protection Standards as part of 2023 update to Working Together
- Test and introduce new pathways to protect children from harms outside of the home.
- Set clearer roles and responsibilities for Safeguarding Partners and increase the role of education



Pillar 3: Unlocking the potential of family networks

- £9 million to provide training and support to kinship carers
- Commitment to National Kinship Care Strategy by end of 2023



Pillar 4: Putting love, relationships and a stable home at the heart of being a child in care

- Over £27 million for a foster care recruitment and retention programme
- Introduce a financial oversight regime and develop a programme to support children's home sector
- Over £30 million to expand Family Finding programmes including Lifelong Links.
- Strengthen and extend corporate parenting responsibilities to a wider range of public bodies



Pillar 5: A valued, supported and highly-skilled social worker for every child who needs one

- Five year Early Career Framework to support social workers at the start of their careers
- Support the recruitment of up to 500 additional child and family social work apprentices
- Consultation on National Rules on use of agency social workers



Pillar 6: A system that continuously learns and improves, and makes better use of evidence and data

- Introduce National Children's Social Care Framework, data dashboard and Practice Guides
- Long term strategy for transforming use of data by end 2023
- Improve evidence base for what works to support persistently "Requires Improvement" Authorities

Families First for Children Pathfinder

£45m to test key elements of Family Help, child protection and kinship reforms in up to 12 areas.

- Family help – a single intensive multi-disciplinary support service based in local communities. Supported by simplified funding arrangements.
- Child protection – Expert child protection lead practitioner role and multi-agency operating model
- Family networks – Family Group Decision Making offered as standard alongside Family Network Support packages

Regional Care Cooperatives Pathfinder

Work across local authorities, health justice and third sector to co-design a regional approach to providing care in two areas.

We are running three separate consultations as part of the strategy

Running for 14 weeks from 2nd February to 11th May

Consultation	Aims	Ways of engaging	Next steps
Stable Homes, Built on Love	<p>A consultation on the contents of the strategy. We are consulting on:</p> <ul style="list-style-type: none"> • support and protection for children and families • support for kinship carers, and wider family networks • reforms to the experience of being in care, including corporate parenting • support for the workforce • delivery and system reform 	<ul style="list-style-type: none"> ▪ Online consultation page ▪ A range of open events for members of the public (webinars) ▪ Targeted events for key stakeholders ▪ A range of in-person regional events/roadshows to help bolster a country-wide response to the plans. 	Government response September 2023
Children's Social Care National Framework for and Dashboard	<p>A consultation inviting views on the National Framework. Specifically looking at:</p> <ul style="list-style-type: none"> • the outcomes for children's social care set out in the National Framework • the indicators in the data Dashboard 	<ul style="list-style-type: none"> ▪ Online consultation page ▪ General events covering all NF content, organised by audience and location ▪ Roundtables organised by experience and expertise ▪ Utilising existing stakeholder engagement opportunities 	<p>Government response September 2023</p> <p>Issue the National Framework as statutory guidance by the end of the year</p>
Agency social workers	<p>A consultation inviting views on a set of national rules on the engagement of agency social work resource, in order to provide more stable relationships for children and families and reduce cost. Specifically looking at:</p> <ul style="list-style-type: none"> • price caps on what local authorities may pay for an agency social worker • Post-qualified experience needed for an agency assignment • Use of project teams • References, notice periods, and movement between agency and substantive roles • Collection and sharing of pay and agency data • Adherence of procurement routes with the national rules 	<ul style="list-style-type: none"> ▪ Online consultation page ▪ Communicating the consultation widely via sector networks ▪ Targeted events led by the policy team and focused on the agency consultation proposals that are detailed and technical 	<p>Government response September 2023</p> <p>Publish national rules for agency use September 2023. Subject to consultation views, national rules in place Spring 2024.</p>

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Key milestones in phase one of our reform programme

Latest point this Parliament could end (17 December 2024)

End of this Spending Review period (March 2025)

	2023	2024	2025
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Addressing urgent issues

Setting national direction

Laying the groundwork for future reforms

Increasing the recruitment and retention of foster carers	North East hub established to support prospective foster carers (summer 2023) ◇	North East fostering recruitment marketing launch (autumn 2023) ◇ Regions for wider roll out selected (autumn 2023) ◇	Support offer and marketing campaigns launch in new areas (summer 2024) ◇
Improving the training and support offer to kinship carers		Delivery partner contract awarded (autumn 2023) ◇	Delivery commences (spring 2024) ◇
Improving access to family finding	Launch bidding round for new funding (spring 2023) ◇	Award funding (summer 2023) ◇	
Uplifting the leaving care allowance	Increased the allowance available to £3,000 (April 2023) ◇		
Addressing the use of agency social workers		Publish national rules for agency use (September 2023) ◇	National rules in place (spring 2024) ◇
Implementation Strategy	Consultation begins (February 2023) ◇	Government response (September 2023) ◇	
Children's Social Care National Framework and Dashboard	Consultation begins (February 2023) ◇	Government response (September 2023) ◇	Issue National Framework as statutory guidance (by the end of 2023) ◇
Social worker workforce: proposed reforms to the agency market	Consultation begins (February 2023) ◇	Government response (September 2023) ◇	
Working Together Statutory Guidance	Consultation begins (planned to launch in spring 2023) ◇	Issue updated guidance (by the end of 2023) ◇	Start annual updates of Working Together (2024) →
Information Sharing Guidance	Consultation begins (planned to launch in spring 2023) ◇	Issue updated guidance (by the end of 2023) ◇	
Social worker workforce: Early Career Framework		Consultation, as necessary, from autumn 2023 ◇	
Proposals for legislative reform		Consultation, as necessary, in autumn 2023 ◇	
Practice Guides for leaders and practitioners		Develop and design Practice Guides (2023/24) →	Disseminate Practice Guides (2024/25) →
Key publications and reports		Report to Parliament on information sharing and Consistent Child Identifier (summer 2023) ◇ Data Strategy (by the end of 2023) ◇ National Kinship Care Strategy (by the end of 2023) ◇	Knowledge and Skills Statement for Family Help Workers (summer 2024) ◇
The Families First for Children Pathfinder		Wave 1 begins (September 2023) ◇	Wave 2 (2024) ◇
Family Networks pilot		Wave 1 begins (from summer 2023) ◇	Wave 2 (2024) ◇
Regional Care Cooperatives			Pathfinders (spring 2024) ◇
Early Career Framework	Early adopter launch (spring 2023) ◇		

The key documents and consultations

Stable Homes Built on Love: Implementation Strategy and Consultation

Strategy: [Children's social care: Stable Homes, Built on Love - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/childrens-social-care-stable-homes-built-on-love)

Online consultation page: [Children's social care strategy: Stable Homes, Built on Love - Department for Education - Citizen Space](https://www.education.gov.uk/citizen-space/childrens-social-care-stable-homes-built-on-love)

Children's Social Care National Framework and Dashboard Consultation

Online consultation page: [Children's Social Care National Framework and Dashboard - Department for Education - Citizen Space](https://www.education.gov.uk/citizen-space/childrens-social-care-national-framework-and-dashboard)

Agency Social Worker Consultation

Online consultation page: [Child and Family Social Worker Workforce - Department for Education - Citizen Space](https://www.education.gov.uk/citizen-space/child-and-family-social-worker-workforce)



Department
for Education

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Wiltshire Council

Children's Select Committee

March 2023

“Shaping the future” programme with schools - update on the approach

Executive summary

This report works through a timeline of activity in relation to how as a Council we have worked with the system to shape the future. It covers initially both contextual information and key activity that has taken place between the Summer 2022 and the Spring of 2023. It then moves on in more detail to share the principles and approach of our new school improvement framework for maintained schools before concluding with a short narrative on the Wiltshire Learning Alliance.

Context – A timeline of actions

1. Summer Term 2022

As a Local Authority in the Summer Term 2022 we engaged with all our school leaders on the future landscape of education in a ‘Shaping the Future’ meeting. This was set in the context of the government White Paper that was launched on 28 March 2022 which outlined a number of measures including:

- Schools offering a minimum school week of 32.5 hours by September 2023
- Ofsted inspecting every school by 2025, including the backlog of ‘outstanding’ schools that haven’t been inspected for many years
- £100m investment to put the Education Endowment Foundation on a long-term footing so they can continue to evaluate and spread best practice in education across the country
- By 2030 all children benefiting from being taught in a school in, or in the process of joining, a strong Multi-Academy Trust (MAT)

The last bullet point here is significant as it placed a timeline in which Local Authorities, Regional Director’s teams, the DfE and MATs were then needing to work to as a fully academised system.

As part of this, the DfE created an opportunity for Local Authorities to register an interest in establishing a Local Authority Enabled Multi-Academy Trust. Wiltshire Council along with other Local Authorities put in significant time and resource in developing a strong registration of interest, including securing external legal advice as part of this. At a regional level the registration of interest was taken forwards, along with one other in the South-West to the DfE nationally; it was recognised as a strong application.

2. Autumn Term 2022

In the Autumn Term of 2022, a number of actions were taken forwards with our maintained schools to then navigate the mixed landscape of maintained schools and academies. The activity can be summarised as follows:

- Development of a maintained architecture strategy group to look at models of school organisation including collaboration and academisation
- Development of a working group of Head teachers and officers to review and then draft a new School Improvement Framework for maintained schools for 2023-2026

- Resources to support schools seeking to either collaborate locally or strengthen existing partnerships
- Resources to support schools that were actively pursuing the route of academisation including a guide to all our MATs
- Development of Academy Roadshows in the four localities that were designed to provide a safe space for schools that were looking at MAT options. They could hear from MAT leaders through a single venue opportunity rather than having to approach individual MATs

In the autumn term, the local authority supported school leaders and governors, in a mixed landscape of maintained schools and academies, to make the best decision for their school.

- The Local Authority was committed to ensuring that all maintained schools were in control of their own destiny and recognised that we had strong schools that were maintained and strong schools that were academies
- There was no expectation that schools should join MATs but appreciated that this might be an option that some school leaders and governors wished to explore

In the second half of the Autumn Term it was announced by the DfE that the Schools Bill would not progress in the third session of parliament. However, officials still planned to prioritise pushing through legislation for some “priority” proposals in separate bills. One of the key elements of the White Paper, the timeline for all schools to join a MAT, was therefore no longer going to be legislated on. There remained though a clear line from the DfE that the ambition was still there that all schools would benefit from being part of a MAT. So, although the timeline had been removed the intention remained the same.

3. Spring Term 2022

In February we received notification from the DfE that the LA Established MATs would no longer be taken forwards centrally. There had been significant interest in this type of model from both our maintained schools and also our Standalone Academy Trusts (SATs).

Our position as a Local Authority though remains unchanged in terms of supporting all schools within the system. What has changed is the timeline around academisation and therefore some work has needed to adapt as a result. It was anticipated that groups of schools would convert over the next 7 years but the level of conversion may not be as high as originally anticipated now.

In the short term there will be less pressure potentially on our internal services such as legal, property and HR in supporting a number of conversions. There is likely to continue to be a small number of schools choosing academisation as their future pathway alongside those that are required to academise due to an Ofsted inspection outcome.

The local authority’s role therefore continues to be one of providing the right support and guidance to our maintained schools moving forwards and this will include:

- Implementing a new and ambitious School Improvement Framework for maintained schools that operates within a mixed landscape and secures better outcomes for our children and young people

- Providing schools with guidance and support in navigating academisation to ensure that if they choose the MAT route they have the best information to hand

In addition, as a system, we will continue to work through the Wiltshire Learning Alliance (WLA) on our strategic priorities.

The School Improvement Framework 2023-2026

4. The new School Improvement Framework for 2023-2026 has been developed by the Head of School Effectiveness, with Regional Leads in education (RIEL) and serving Head teachers.

5. The central premise of this **school improvement framework** is to outline how the local authority will discharge its **duty for the academic years 2023-26** in relation to improving the quality of education in our maintained schools. It is set within the context of **de-delegation**, whereby maintained schools are de-delegating funds to support the delivery of school improvement across Wiltshire maintained schools and therefore as key stakeholders, school leaders should be involved in the scoping of the model. It aims to recognise the diversity and autonomy of the Wiltshire school system whilst defining the role of the local authority, outlining statutory responsibilities and arrangements to support school improvement acknowledging that the responsibility of school improvement lies with each school. It will be annually reviewed in line with school forum maintained school decisions on de-delegation.

6. Central to the delivery of school improvement in Wiltshire is **the ‘Family of Schools’ model** which sets an expectation on schools to work collaboratively and in partnership. The model accepts that for most Academies this is delivered through an agreed Trust approach and that for our maintained schools this will be developed through relationships and partnerships that are being developed both within and across the regions. The premise of schools working in families is that no school gets left behind.

7. The new framework references strong and effective hub collaboration as a core to school improvement. At the heart of the model is the Regional Lead (RIEL) who will have oversight of the hubs that operate within their region, below this structure the School Improvement Advisor SIA/s then sits central to the working operation of each hub. It is recognised that some hubs may cut across the geographical borders of a region. In the context of maintained Secondary and Special schools, these will operate in the context of school improvement as one hub.

8. The role of the SIA is to be a coach and facilitator who can quickly identify the very best practice that exists, builds confidence amongst Headteachers and senior leaders through an approach of challenge and support. They will be outward facing, building connections within groups of schools and beyond; collaborating to verify best practice.

Diagram 1: The Regional Model

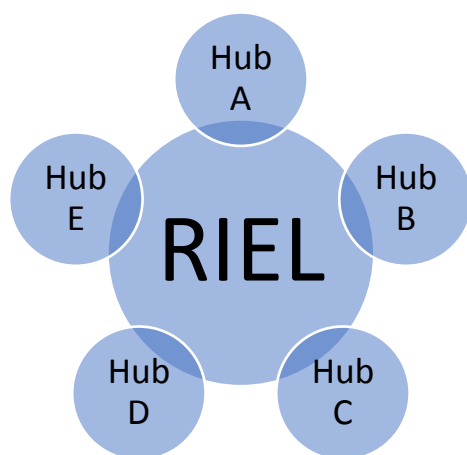
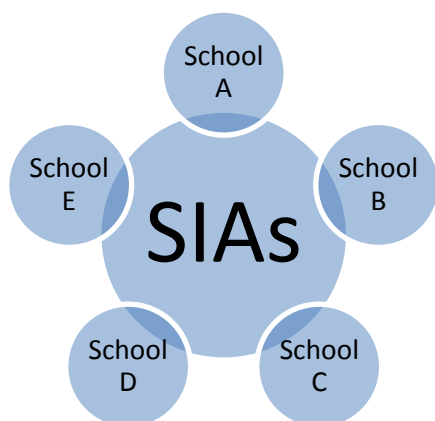


Diagram 2: The Hub Model



9. Schools will work within hubs that are not necessarily geographical and there is no specificity of size. There will be one/two SIA allocated to each hub (depending on the size and needs of the Hub) and an allocated RIEL. Each hub will identify a hub chair – who will be one of the head teachers from the hub.

10. Standalone Academy Trusts (SATS) and small MATs can also be actively involved under this model; they will need to trade with the Local Authority to purchase days, but the model is intended to be inclusive of all schools. There is a difference between our larger established MATs that are able to discharge their functions around school improvement and those that are small or standalone that may wish to be part of this model.

11. For Local Authority maintained schools we recognise that school capacity in the context of being able to give or receive support can be quite fluid and over the course of time is likely to change depending on a range of circumstances. We have recognised it is important therefore to have a model which acknowledges this and enables for capacity to be developed and utilises the strengths that exist within the system. The language as defined in the new framework talks about the level of capacity that is either needed or could be provided by a school; with an emphasis on quality assuring best practice in schools that are secure. It also allows for schools to both give and receive capacity. The focus starts with what schools can expect to receive as part of this model and then focuses on the criteria for potential capacity

giving and receiving. There are four basic levels of capacity which are agreed in partnership with each school. These levels would determine different approaches.

12. As all maintained schools are de-delegating it is important that they can see the practical difference that the new School Improvement Framework will make on the ground. For schools in need of capacity this is about intensive support and regular accountability meetings and gauging the right support whether from central services, external partners or through school to school support. We recognise the need to be robust in our processes to ensure that no maintained school is judged inadequate or receives a second consecutive requires improvement judgement moving forwards.

13. For those schools that are secure and retaining strong outcomes, the offer is about quality assuring aspects of best practice, involvement in networks, action research and opportunities to engage with strong performing schools both within the County and in other Local Authority areas. We believe that through this we can see a greater number of schools retain or gain an outstanding inspection judgement.

14. The intention is that every maintained school is actively engaged in a hub by September 2023.

Wiltshire Learning Alliance (WLA)

15. Underpinning the work of the system is the **Wiltshire Learning Alliance (WLA)** which continues to serve all schools across Wiltshire. It comprises of stakeholders from across the education sector, including representatives from the maintained and academy sectors, partner organisations, officers and elected members. At the heart of this is the vision, 'Wiltshire Learning Alliance: working together for the best possible life chances for every child and family'. This means that all Alliance members will be:

- Outward looking and forward thinking.
- Learn from each other, seeking and sharing best practice.
- Collectively accountable for improving the life chances of all or children and young people.

The **WLA** meets to support the whole system of improvement within Wiltshire and includes membership from maintained schools, academies, LA Officers and system leaders. Now in its second year of operation the WLA continues to work to both promote the vision and develop some strategic actions to realise this at school level. In 2022-2023 the strategic areas of focus for the WLA have been:

- Leadership and Governance
- Disadvantaged Learners

With a strong school improvement framework and approach, we see this contributing more broadly to the work of the WLA moving forwards.

Conclusion

16. The last 12 months have seen significant changes take place nationally through the government White Paper and subsequent decisions thereafter. The Council remains committed to all schools and continues to work with leaders and governors on their chosen pathway. The ambitious school improvement framework for the next 3 years will provide the necessary support and challenge; opportunities to strengthen the system through the Wiltshire Learning Alliance will continue to be developed. There are some overall improvements in Ofsted outcomes and with this approach we will expect to see this pattern continue.

Author:

Andrew Best – Head of School Effectiveness

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Wiltshire Council

Children's Select Committee

March 2023

Annual SACRE Report cover page (Report attached)

Executive summary

1. SACREs have responsibility for advising a Local Authority (LA) on its schools.
2. For Religious Education (RE), SACRE advises community, voluntary controlled and Trust and Foundation schools without a religious designation.
3. For Collective Worship SACRE advises the LA on community, Trust and Foundation schools without a religious designation.
4. SACREs have a duty to publish an annual report. This report has to be sent to the Secretary of State for Education as well as to key partners, including schools, teacher training institutions, libraries and councillors.
5. The main purpose of the annual report is to hold the LA to account, by informing the Secretary of State and key partners what advice SACRE gave the Local Authority during the year and how that was responded to; this includes advice on RE and Collective Worship in those schools for which the LA has responsibility.
6. Wiltshire Council have a Service Level Agreement in place with the Diocese of Bristol who provide a) professional advice and support to SACRE and b) support for improvements in the quality of RE teaching and Collective Worship in Wiltshire schools. The delivery is through a named advisor who in summary provides:
 - A written annual report (attached)
 - Support and advice for all SACRE Meetings
 - Support for Religious Education teaching and learning in Wiltshire Schools
 - Dissemination of National, Regional and Local RE Developments
 - Partnership work with key stakeholders - improving social harmony and combatting prejudice.
7. Wiltshire Council Education and Skills for the calendar year 2021-2022 paid Bristol Diocese £10300 for the delivery of the service. Wiltshire Council have entered into a Service Level Agreement with Bristol Diocese for the calendar year 2022-2023 to the same value of £10300. The Council receives central funding to cover this duty.
8. The Annual report is attached as an appendix to this document.

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Wiltshire Council



Wiltshire SACRE Annual Report 2021-2022



Wiltshire SACRE's Annual Report 2021-22

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3	Collective Worship	Policy and guidance Determinations
4	Links with other organisations	NASACRE Dioceses of Salisbury and Bristol Other local involvement - SWARE
5	SACRE arrangements	Organisation Membership

1. Introduction

Words from the Chair/s

Welcome to our annual report. Despite the difficulties we continued to face as we emerged from the pandemic, I hope that when you read this report you will agree that Wiltshire's SACRE made significant progress last year and offered some well received support for schools. Effective monitoring of provision has allowed us to identify next steps, which have been incorporated into the new Wiltshire SACRE Development plan for 2022-23, and we look forward to an exciting year ahead as this work progresses.

As the newly elected Co-Chairs (from 30/11/2022) we would like to thank everyone who made this possible. Our thanks go to school leaders and all staff for working tirelessly to deliver quality education and support pupils in so many varied ways as Covid continued to provide challenges to this work. Our thanks extend to SACRE members who have given their time and expertise tirelessly to support the work that we do despite some significant challenges for our SACRE in terms of demands on members time, changes in membership, as well as a substantial medical absence of the Professional Advisor to our SACRE. Everyone's patience and support has been greatly appreciated.

In relation to other changes, we would like to offer special thanks to Katy Staples our Professional Advisor for her excellent insights and wisdom over the years. We are delighted to have been joined by Laura Harris who has now taken over this role as our Professional Advisor. We are also very grateful for the work carried out by Annette Earl, our humanist representative who was on SACRE for a long time and kindly stepped in to Chair our SACRE until March 2022. We wish them both the very best for the future.

We would also like to take the opportunity to thank both the Diocese of Salisbury and Bristol for continuing to work so pro-actively in our schools to support staff to deliver high quality RE to all the children in our Wiltshire schools in many varied ways.

We are looking forward to period of greater stability across 2022-23 and re-gaining the momentum for the impact of our SACRE across Wiltshire as we work relentlessly to guide, support and improve practice in the target areas identified within our new development plan.

Cathy Milton & Celia Hicks – Joint Chairs of SACRE

Overview – SACRE meetings

Wiltshire SACRE met twice in the last academic year.

The group met online on 7th October 2021, with nine representatives present and two officers. Eight apologies were noted. This meeting was inquorate due to the lack of Church of England group representatives being present.

The Spring term meeting was held online on 17th March 2022. There were nine representatives in attendance and two officers. Ten apologies were noted. This meeting was quorate.

The summer term meeting was unfortunately cancelled due to the ill-health and absence of the professional adviser to SACRE.

In meetings these topics were discussed:

- ‘RE in my school’ – contributions from teacher members
- RE hub meetings – attendance and subject matter
- Long term agreed syllabus options and issues
- What an effective SACRE looks like
- SACRE constitutional changes
- DfE Workforce data on Secondary RE provision
- WIRE award (Widening Inclusion in RE)
- SACRE development plan
- OFSTED reports – references to RE and collective worship
- Partnerships between SACRE, LA and other key stakeholders
- Diversity and inclusion
- Collective worship and assemblies
- Feedback from the South West SACRE conference

Overview – Agreed Syllabus Conference (ASC)

In the previous academic year, a decision was made by SACRE not to change the Wiltshire Agreed Syllabus for RE. This was a carefully considered decision, made for a variety of reasons predominantly around the wellbeing of school staff in the post-Covid context and the possible imminent changes around RE curriculum nationally.

As such, a review of the existing Wiltshire syllabus took place in this academic year and revised materials and resources were shared with schools on the Right Choice website and through a series of training events for RE teachers and subject leaders.

What materials have been made to help teachers?

Most of the materials new for 2022 are to support schools as they prepare for inspection under the new Ofsted Framework:

- A suggested Intention statement that schools can use to adapt and write their own in their own context.
- Progression grids that will help to evidence the implementation of the Agreed Syllabus.
- New Guidance for RE within the Early Learning Goals.
- For schools who do not enter their whole cohort for an external examination in RE there is a decision prompt for non-exam RE at KS4 with a suggestion of appropriate materials.
- A suite of materials that offer scaffolding for ensuring appropriate use of language skills for discussion and writing in Religious Education and will help to contribute to a key element of British Values and Personal Development: that of disagreeing well and appreciating difference.

New 'top sheets' have been produced for most enquiry-based questions, which include the key learning objectives and vocabulary, to help teachers know what is the required learning journey for that question. These will aid planning for progression throughout the pupil's time in school. These materials can be found on the Religious Education pages of the Right Choice website [HERE](#)

Wiltshire's Standing Advisory Council for Religious Education hopes that these materials will aid schools to teach engaging and thorough RE. In the year ahead (2022-2023) the Agreed Syllabus Conference will reconvene to begin to consider the options for the next syllabus review which will be due in 2027.

How was training engaged with and received on the revised materials?

Three online training sessions were attended by the following number of staff:

04 April 2022– 18 teachers 07 April 2022– 8 teachers 17 May 2022– 24 teachers

Some feedback on the training –

- *'A most useful session. Thank you'*
- *'Thanks for all your help'*
- *'I thought it was very informative and useful'*

And some actions planned as a response:

- *'Lead CPD for the rest of the school and it will help me to form an action plan for my school'*
- *'I am going to ensure that I try and end each unit with the question that we began with'*
- *'I will be reassessing our RE curriculum and checking it with how we use Discovery RE. I will spend more time looking at Right Choice'*

1. Religious Education

DfE workforce data – this summarises the average hours taught for each curriculum area over a two week sample period. In response to the data for Wiltshire schools, information was requested from secondary schools on their RE provision and evaluation of evidence on school websites was undertaken. In a letter from SACRE, schools were thanked for their data reflecting good priority given to RE, or offered support in response to a concern with their hours for RE. There is a clear reflection that in many secondary schools in the area, many KS4 and 5 students are not receiving the required teaching of RE.

The WIRE Award - the Widening Diversity in Religious Education (WIRE) award has been introduced and offers an important opportunity for Wiltshire SACRE.

To achieve the WIRE award a school must:

- Send a teacher to at least one continuing professional development (CPD) opportunity for RE. This could be the conference, or a local RE hub.
- Put on an additional event of some kind for RE over and above the normal lesson provision for the school. This could be an exhibition, a 'faith' or 'worldviews' drop-down day or pupils entering the national 'Spirited Arts' competition from NATRE.
- Take pupils on a visit to a place of worship that is not the majority religion of their school. For many schools in Wiltshire, this will be mostly be a visit to a faith other than Christianity.

The reward has been created to further SACRE's priority to encourage mutual understanding of different faiths, and to break down stereotypes and barriers, as well as improve the profile and engagement of schools and pupils with RE.

Thus far, three Wiltshire schools have received their WIRE award: Ashton Keynes Primary, Durrington Juniors and Malmesbury School.

In addition, schools who have already received the WIRE award can then work towards a WIRE Gold Award. To achieve the gold award schools will extend their already good practice in RE to complete tasks to do with extending their impact - working with parents, communities and other schools and teachers.

SACRE will be seeking to promote this award significantly now that the post-pandemic landscape may allow for greater engagement. It will be signposted in the SACRE newsletter, through all hubs and at training events throughout the year.

Local RE Network Hub Meetings - These are run by Hub Lead Practitioners (HLPs). The HLP project has been running since 2018 and is funded through a grant from Sarum St Michael's Education Charity secured and overseen by the RE Strategic lead from the Diocese of Salisbury Board of Education (also a Wiltshire SACRE member). The project aims to develop

leaders of RE in all schools to provide networking and CPD for all staff teaching RE within a 35 minute drive of their school or home.

Hub lead practitioners (HLPs) facilitate at least two hub meetings per year aimed at both primary and secondary teachers. Details of the meetings are advertised through the Wiltshire SACRE pages [Global Search | Right Choice \(wiltshire.gov.uk\)](#) and communications (including termly newsletters) to all types of schools. Details of the meetings and HLP contact details are held on the Diocesan website. In Wiltshire there are 4 RE Network groups, 3 of which are run by HLPs and one by a Learn Teach Lead RE Area 2 Network leader. Because of Covid, meetings across 2021-22 were a mixture of in-person and virtual. Data across all groups was tracked for the 4 Network meetings in November 2021 and these were attended by a total of 33 Wiltshire schools. (NB Covid was high at this point and cancellation rate was at 30%).

Content of this year's sessions included: the concept of God and the diversity of views and beliefs within and between world views; a focus on Jewish worldviews; assessment strategies and demonstrating progress in RE.

As HLPs, the RE Network Leaders get access to high quality training twice per year. In 2021/22, Wiltshire SACRE's RE Adviser supported their training on the worldviews approach in RE and invited a secular Jew to share her lived experience of the Jewish tradition. Last year (2020/21) all HLPs were trained in the use of the resource Understanding Christianity and schools have been able to 'buy in' support for teaching Christianity from HLPs for staff meetings or Staff Development INSET sessions. Four Wiltshire schools requested this support.

Annual conferences – teachers of RE in Wiltshire have access to three conferences each year.

- i) Annual regional SACRE conference, 'How interesting are you?!', held at Engineers' House, Bristol in January 2022, with delegates both online and in person. This conference offers places to schools from Bristol, Swindon, South Gloucestershire and Wiltshire. This year one Wiltshire teacher attended in person, three online and one SACRE member from Wiltshire attended. Keynote speaker Lat Blaylock spoke about the 'fascinations of others', sharing six ideas for the classroom in different key stages. Teachers attended workshops on subjects including identity and values, worldviews at GCSE and approaches for the EYFS classroom. Feedback was overwhelmingly positive, with 98% of delegates commenting positively on the keynote, and 98% positive about the general organisation of the day. Next year's event will take place once again at Engineers' House, on February 3rd 2023.
- ii) Annual online CREative, RE inspiring RE conference – co-created by a working party made up of members from 3 SACRES including Wiltshire. In its 2nd year in

Spring 2022, the conference had 77 attendees of which 32 were from Wiltshire schools. SACRE members were offered free places. RE Today's Adam Robertson gave the keynote and the conference had a focus on Muslim and Humanist worldviews. Attendees could choose two out of six workshops (the others were recorded for watching at a later date). Feedback was overwhelmingly positive, with 40 responses received. Of these, 100% of whom agreed or strongly agreed (24/40) that they would recommend this conference to others. Next year's event will take place once again virtually on 21st March 2023.

- iii) LTLRE conference – Twenty-eight delegates attended this conference on 1st July 2022, at Engineers' House, 'Creating a Connected Curriculum'. Two Wiltshire Primary RE subject leaders attended the day. Teachers reported that they enjoyed exploring 'practical ideas to use in the classroom', ideas for deepening curriculum, and valued the 'passionate and knowledgeable speakers'. Next year's event will be on Friday 30th June, with the venue to be confirmed.

Communication - termly SACRE newsletters have been shared with all schools throughout the year, with three across the school year in total. The newsletter contains contact details for various communities and resources, as well as ideas for the classroom and information on upcoming events and CPD.

All relevant materials and resources for RE and collective worship can be found on the RE section of the Wiltshire [Right Choice website](#), an invaluable central hub for communication with schools, teachers and SACRE members

2. Collective worship

Policies and guidance - In the year 2021-22, no collective worship monitoring has been undertaken, as schools gradually returned to normal processes for worship at various points in the year. As Covid outbreaks continued, some schools reverted for periods of time back to virtual collective worship, resuming in person worship when it was judged to be safe to do so. This year (2022-23), SACRE have decided to undertake a review of guidance on collective worship around the UK with a view to creating new guidance for schools on collective worship and assemblies. A new working party met in June 2022 and began the process of exploring guidance from other areas. This work will continue in the year ahead, to include some feedback from pupils about their experience of collective worship and evaluation of existing provision and needs in schools across the area.

Determinations - During this reporting period there were no determinations applied for.

3. Links with other organisations

NASACRE – Wiltshire SACRE continues to maintain its membership to the National Association of SACREs. This provides access to important updates on national issues and the use of recommended templates for policies and guidance documents.

The adviser attended the NASACRE annual conference ‘Ambitious SACREs’ on 23rd May 2022. REC Vice Chair Ed Pawson presented the current picture with worldviews in the UK, HMI Dr Richard Kueh spoke about developments in OFSTED and RE and David Hampshire gave an analysis of SACRE reports across the UK this year.

The adviser also attended NASACRE training events throughout the year on Worldviews, the new NASACRE annual report template, public perceptions and SACRE self-evaluation.

Salisbury and Bristol Diocese – Wiltshire SACRE has an excellent professional relationship with both Diocesan partners. RE expertise is shared and the time of Nicola Coupe, Diocesan adviser for Salisbury is gifted to support the facilitation of our teacher hub groups. Bristol Diocese continue to provide the contracted professional RE adviser to SACRE via a robust Service Level Agreement. This relationship benefits all schools, allowing for consistent advice for CofE schools in terms of RE and collective worship, and for community schools and Academies in accessing expert support.

Other local involvement

SWARE (South West Advisers of RE) – the adviser continues to be an active member of this cross-authority group. Meeting three times a year, advisers across the South West are able to share resources, policies and processes for effective and impactful advisory work. In the year 2021-22 advisers were able to discuss: responses to DfE workforce data, the Templeton national Worldviews project, the impact of the OFSTED research review and research papers on syllabus development.

4. SACRE arrangements 2021-22

Organisation -

Chair – Annette Earl (until March 2022) (2023 Joint Chairs catherine.milton@wiltshire.gov.uk, Celia.Hicks@wiltshire.gov.uk)

Clerk – Simone Kermode (simone.kermode@wiltshire.gov.uk)

Local Authority link officer - Steve Wigley (2023 andrew.best@wiltshire.gov.uk)

Adviser – Katy Staples (2023 laura.harris@bristoldiocese.org)

Membership – as reported in the introduction, one meeting in this period was inquorate due to in attendance of Group B – Church of England. Previous meetings were quorate with nine members in attendance at each meeting.

Members of SACRE Sept 2021 - August 2022:

Committee A: Christian and other religious denominations

X11

Tod Gobledale (Free Churches)

Tony Wilson (Free Churches)

Lynda Ford-Horne (Jewish)

Bal Kaur (Sikh)

Jo Backus (Buddhist)

Annette Earl (Humanist) (vacancy 2023)

Vacancy x2 (Roman Catholic)

Vacancy x1 (Muslim)

Vacancy x1 (Hindu)

Committee B – Church of England

X5

Nicola Coupe (Diocese of Salisbury)

Helen Cooke (Diocese of Salisbury)

Katherine Bloomer (Diocese of Bristol)

Vacancy x2

Committee C – teachers and teaching unions

X7

Mark Perraton (Secondary)

Adam Watkin (Secondary)

Rebecca Carson (Primary HT)

Vicky Bunting (Secondary HT)

Hannah Crook (Primary)

Claire Brooks (Primary)

Amanda Garton (Primary)

Vacancy – 2x governor (community)

Vacancy – Special provision

Committee D – Local Authority representatives

Cllr Antonio Piazza

X4

Cllr Stuart Palmen

Local authority education officer

Steve Wigley / Nicki Shewring

Adviser to SACRE

Katy Staples

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Wiltshire Council

Children's Select Committee

14 March 2023

**Performance Outcomes Report Academic Year 2021-2022
(data correct at 10/02/2023)**

Executive summary

1. The report covers the academic year 2021-2022 with assessments and/or examinations taking place in this period including Statutory testing in the Primary sector alongside GCSEs and A levels in the Secondary phase.
2. The intention of this report is to look at high level data which will then enable elected members to have a view of performance outcomes from ages 5 to 19.
3. With the Covid pandemic we went through a period of unpublished outcomes so this is the first set of validated data since 2019; there should be caution exercised when making comparisons with previous data sets, therefore.
4. The report starts with a summary of each phase of education and looks at the Local Authority in relation to other Council areas, there are 158 Councils so this enables comparisons to be made.
5. The report then goes through each Key Stage and the relevant data performance points and captures data from two main sources:
 - Local Authority Interactive Tool (LAIT) which provides a high level comparison of where we compare with national, our region and statistical neighbours
 - NEXUS which provides more granular data in relation to the performance of groups
6. The latter part of the report in relation to A levels has been sourced directly from the Department for Education (DfE) statistical data tool, this also provides some more granular group data.
7. The overarching picture within Wiltshire is that performance overall is not too dissimilar from national for all pupils with slightly stronger performance in the Early Years and later in Post 16, but with a dip in Key Stage 2.
8. There are some positives in the data around SEND which should be noted and which can be built upon. The area that stands out for Wiltshire remains the disadvantaged learner gap which with the exception of KS5. This is an area that remains a focus for improvement. There are two gaps that exist: the first being between disadvantaged learners and all pupils and the second being against disadvantaged learners' peers nationally. A closing of this gap would ultimately support an overall improvement for Wiltshire schools in terms of academic performance.

Wiltshire Performance Overview

9. Education performance ranking by age related data point (LAIT)

The measure should be read as 1 highest performing to 158 lowest performing.

	Performance Measure	Local Authority Ranking (Out of 158) in 2022
Early Years	Good Level of Development	46
Year 1 Phonics	Screening Check	78
Year 2 SATs at expected+	Reading, Writing Maths	51 83 64
Year 6 SATs at expected+	combined Reading, Writing and Maths	95
GCSE	Attainment 8	53
A level	Average Point Score Per A Level Entry	42
By age 19	Level 2 qualification +	36

10. In the context of Local Authority ranking if this was to be plotted on a graph there would be a curve around our comparative performance. There are stronger outcomes in the Early Years and then later on through both A level results and in the number of students achieving a Level 2 qualification which prepares them for adulthood. There is a dip in performance in Key Stage 2.

Early Years and Year 1 Phonics

11. Early Years Foundation Stage – Good Level of Development (GLD) achieved (LAIT)

	Percentage All Pupils
Wiltshire	66.9
South West	66.3
Statistical Neighbours	67.2
England	65.2

12. Early Years Foundation Stage GLD achieved by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	65.2%	18.8%	49.5%	60.2%
Wiltshire	66.9%	20.8%	43.1%	53.5%
Gap	+1.7	+2.0	-6.4	-6.7

13. Year 1 – Phonics Screening Check Pass (LAIT)

	Percentage All Pupils
Wiltshire	75.0
South West	76.0
Statistical Neighbours	76.3
England	75.5

14. Year 1 Phonics by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	75.5%	38.4%	62.5%	75.2%
Wiltshire	75.0%	42.0%	57.0%	76.0%
Gap	-0.5	+3.6	-5.5	+0.8

15. In the Early Years performance is above national for all pupils achieving a good level of development (GLD), and this would correlate with previous performance on LAIT. Pupils with SEND perform above national at the end of the reception year, they also continue to perform better than national in terms of phonics. As a Council we have worked closely with the English Hub who deliver programmes to support phonics and early reading and they have been working with us in the context of pupils with SEND.

16. There are though gaps that exist for our disadvantaged learners (against their peers and against National) that then continue throughout the primary phase; this is where our largest gaps are. In the context of pupils that have English as and Additional Language (EAL), although they perform below National in the Early Years they then achieve above National in the phonics screening.

Key Stage 1 and Key Stage 2

17. Key Stage 1 – Overview at expected standard (Rounded – LAIT)

	Percentage All Pupils Reading	Percentage All Pupils Writing	Percentage All Pupils Maths
Wiltshire	68	57	68
South West	68	58	68
Statistical Neighbours	69	58	68
England	67	58	68

18. Key Stage 1 – Reading at Expected Standard by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	66.9%	26.0%	51.6%	62.9%
Wiltshire	67.5%	29.0%	46.5%	60.9%
Gap	+0.6	+3.0	-5.1	-2.0

19. Key Stage 1 – Writing at Expected Standard by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	57.6%	17.1%	41.2%	55.8%
Wiltshire	57.0%	18.7%	36.5%	53.8%
Gap	-0.6	+1.6	-4.7	-2.0

20. Key Stage 1 – Mathematics at Expected Standard by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	67.7%	29.2%	52.0%	65.6%
Wiltshire	67.8%	33.4%	48.1%	63.6%
Gap	+0.1	+4.2	-3.9	-2.0

21. Key Stage 2 – Reading, Writing and Maths combined at Expected Standard rounded (LAIT)

	Percentage All Pupils
Wiltshire	57.0
South West	57.0
Statistical Neighbours	57.0
England	59.0

22. Key Stage 2 – Reading, Writing and Maths combined at Expected Standard by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	59.0%	18.0%	43.5%	61.1%
Wiltshire	56.9%	16.2%	34.4%	56.6%
Gap	-2.1	-1.8	-9.1	-4.5

23. Key Stage 2 – Reading at Expected Standard by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	74.0%	37.2%	62.7%	73.8%
Wiltshire	74.8%	40.6%	58.5%	70.9%
Gap	+0.8	+3.4	-4.2	-2.9

24. Key Stage 2 – Writing at Expected Standard by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	69.0%	26.2%	56.2%	70.3%
Wiltshire	68.9%	25.0%	49.6%	70.1%
Gap	-0.1	-1.2	-6.6	-0.2

25. Key Stage 2 – Mathematics at Expected Standard by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	71.0%	33.9%	56.8%	75.7%
Wiltshire	70.3%	33.9%	49.0%	73.6%
Gap	-0.7	+/-0	-7.8	-2.1

26. Reading performance is a comparative strength at both the end of Key Stage 1 and Key Stage 2, with reading outcomes above National for all pupils in each Key Stage.

27. Writing in contrast measures as below national at the end of both Key Stages and is a focus for improvement. Evidence suggests schools that have engaged with the English Hub have secured some of the strongest outcomes in Reading, equally Reading is a focus with any Ofsted inspection so schools overall are ensuring they have appropriate systems in place to support the teaching of Reading. Writing has been less of a focus in the Ofsted inspection process, but we are beginning to see this change; Ofsted reports are beginning to indicate that in some schools Writing is underdeveloped in the application phase.

28. In terms of mathematics there is a difference between the two key stages and a decline in performance against National. Beyond this data there is evidence that not enough pupils are achieving the highest standard (greater depth) at the end of Year 2 and Year 6 respectively also. This is an area of focus for the Council with the support of the Mobius Maths Hub.

29. In terms of groups, similar patterns emerge in terms of performance but with some differences between the key stages. There is in Key Stage 2 a gap for all pupils against National when looking at reading, writing and mathematics combined, for pupils with SEND, this is slightly less of a gap however a gap is there.

30. The most significant gap is for our disadvantaged learners where the gap widens between the respective Key Stages in Reading, Writing and Mathematics. The gap exists against all pupils but also against disadvantaged pupils nationally. There is also a gap that is maintained between the Key Stages for pupils that are EAL, though less so in writing. The more positive profile relates to the performance of pupils with SEND in reading in Key Stage 2 where performance is above National.

Key Stage 4 and Key Stage 5

31. Key Stage 4 – Attainment 8 (LAIT)

	Percentage All Pupils
Wiltshire	49.2
South West	48.7
Statistical Neighbours	49.4
England	47.1

32. Key Stage 4 – Attainment 8 by group (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	47.1	29.3	37.8	49.9
Wiltshire	49.2	29.6	35.3	54.9
Gap	+2.1	+0.3	-2.5	+5.0

33. Key Stage 4 - EBacc. Benchmark (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	4.27	2.42	3.21	4.52
Wiltshire	4.32	2.44	2.97	4.97
Gap	+0.05	+0.02	-0.24	+0.45

34. Key Stage 4 – Pupils achieving 9-4 in 5 or more subjects including English & Maths (NEXUS)

	All Pupils	SEND (All)	Disadvantaged	EAL
National	64.9%	28.1%	44.1%	66.8%
Wiltshire	66.3%	25.6%	38.8%	76.1%
Gap	+1.4	-2.5%	-5.3	+9.3

35. Key Stage 5 – Average Point Score Per Entry (LAIT)

	Percentage All Pupils
Wiltshire	38.51
South West	37.73
Statistical Neighbours	37.96
England	38.77

36. Key Stage 5 – Average Point Score Per Entry by group (DfE)

	All Pupils	SEND (Support)	SEND (EHCP)	Disadvantaged	EAL
National	38.8	35.6	35.6	33.4	39.9
Wiltshire	38.5	34.9	38.6	33.9	36.6
Gap	-0.3	-0.7	+3.0	+0.5	+3.3

37. Attainment by age 19 – Level 2 qualification + (LAIT)

	Percentage All Pupils
Wiltshire	84.30
South West	82.20
Statistical Neighbours	83.18
England	81.60

38. Percentage of KS4 pupils going to or remaining in education, employment and training (LAIT)

	Percentage All Pupils
Wiltshire	94.60
South West	94.30
Statistical Neighbours	94.50
England	93.90

39. The overall performance at the end of Key Stage 4 shows that Wiltshire reverses the trend at the end of Key Stage 2 and is above National overall. Evidence of Ofsted inspection performance which has improved at Secondary level would correlate to this data; so, the quality of education is likely impacting on the outcomes pupils are securing.

40. The performance then continues to be relatively strong in Key Stage 5; this again comes through strongly in Ofsted inspection reports. Beyond this immediate data set in Key Stage 5 we perform well in terms of the numbers of students achieving 3 or more A grades which is above National and our statistical neighbours.

41. The other encouraging data sets relates to those achieving a Level 2 qualification by age 19 alongside the percentage of KS4 pupils going to or remaining in education, employment and training where we rank 35 Nationally.

42. At a group level, EAL students achieve comparatively well at the end of Key Stage 4, this is maintained in Key Stage 5. The performance of pupils with SEND is variable and the additional breakdown given under the A level data would correlate with more granular data for Key Stage 4 where pupils with an EHCP perform better than those pupils on SEND support. The outcomes for disadvantaged learners in Key Stage 4 shows similar gaps to those in the Primary phase. The one point of interest is that in the context of A levels the disadvantaged learner gap against national finally closes and we overtake National but the gap against all pupils remains.

Conclusion

43. The report should be read in conjunction with other reports completed by School Effectiveness including those pertaining to Ofsted. The overall profile remains mixed in Wiltshire with strengths in the Early Years and Post 14, reading is a relative strength in Primary and Mathematics in secondary. There is a more positive profile for SEND learners overall, but disadvantaged learners performance remains a strategic priority.

Director – Helean Hughes, Education and Skills

Report Author:

Andrew Best – Head of School Effectiveness

Contact details: andrew.best@wiltshire.gov.uk

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Children’s Select Committee (CSC)

Forward work programmes

March 2023

Please note the forward work programmes are currently being reviewed and updated following the annual meeting between the chair and vice-chair and members of the Executive.

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Children's Select Committee (CSC) – Forward work programme

Agenda items for the committee

Agenda items for CSC

Standing items (at all meetings)

Title - Details / purpose	Type	Report author / lead officer
Update from Wiltshire Youth Voice - summary of recent activities	Written	Joe Sutton
School Ofsted Judgements - effectiveness of schools as seen by Ofsted Inspection.	Written	Andrew Best
DfE Changes - Update from Department for Education	Written	David Harris
Working together to improve school attendance - latest requirements of the non-statutory guidance the DfE published in May 2022 to apply from September 2022.	Written	Kathryn Davis
Schools Forum's update - very brief update on key items from the last meeting of Schools Forum	Written	Lisa Pullin
Corporate Parenting Panel update - brief update highlighting key items from the last meeting of the Corporate Parenting Panel	Written	Lisa Pullin
Directors' update Cabinet Member and Portfolio Holders' update Chair's update Verbal updates highlighting any key issues (current or emerging), successes or milestones in their respective areas since the last meeting of the committee, which may not require a full agenda item and are not covered elsewhere on this agenda.	Verbal	All directors Cabinet Members and Portfolio holders Chair

Future items for consideration by the Children's Select Committee

Tuesday 6 June 2023, 10.30am			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Substantive	<p>Safeguarding processes – outcome of the review by the Institute of Public Care (access here) to consider the council's safeguarding process and target rates</p> <p>To bring the council's review of its position with regards to these recommendations.</p> <p><i>NB – may link to a briefing on safeguarding</i></p>	<p>CSC 20 September 2022 (Jen Salter – Director's update) CSC 8 June 2022 Chairman's announcement (Lucy Townsend)</p> <p>Deferred from January and March agenda</p>	<p>Jen Salter</p> <p>Lucy Townsend</p>
Substantive Page 97	<p>Child Poverty</p> <p>To receive a report presenting figures / data for child poverty in Wiltshire (compared to national figures) and the services / provision in place to address this in Wiltshire, either delivered / supported by the council or third sector (that the council is aware of).</p>	<p>Current FWP</p> <p>Deferred from January and March agenda</p>	<p>Lucy Townsend</p>
Substantive	<p>FACT – interim report to review the data set that has been created and how the Family Help programme has been implemented</p> <p>Including an update on the following recommendations:</p> <p>To invite officers, as part of their stakeholder events, to engage with local members, relevant Area Boards, and town councils to share information about the pilot project in Westbury and Warminster.</p>	<p>CSC 25 October 2022</p>	<p>Simon Thomas</p>

Tuesday 6 June 2023, 10.30am			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
	For FACT to liaise with the different groups in Westbury and Warminster, funded by Wiltshire Community Foundation and Community First, that support children and young people. To invite officers to consider a mechanism where signposting to other services is led centrally and kept regularly updated.		
Informative			
Informative			

Wednesday 12 July 2023, 10.30am			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Substantive			
Substantive			
Informative	School Health and Wellbeing survey To receive an update within the next 12 months to inform the committee on actions taken, or plans made, by the council based on the outcome of the survey. NB – identifying schools that have not participated so councillors can lobby them.	CSC 6 July 2022	Sally Johnson
Informative			

Wednesday 20 September 2023, 10.30am			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Substantive			
Substantive			
Informative	Children missing education / children missing out on education To receive an annual report but for it to first be considered by the Standing task group in its draft form to ensure that it provides the information needed by the committee to be reassured about the quality of the council's performance.	CSC 20 September 2022	Kathryn Davis
Informative	Elective home education To receive an annual report but for it to first be considered by the Standing task group in its draft form to ensure that it provides the information needed by the committee to be reassured about the quality of the council's performance, especially as the DfE is working to formalise the data collection for elective home education from October 2022 which should enable benchmarking.	CSC 20 September 2022	Kathryn Davis

Tuesday 31 October 2023, 10.30am			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Substantive	FACT – one-year update , including progress towards the key milestones identified in paragraph 48 of the report	CSC 25 October 2022	Simon Thomas
Substantive			
Informative			
Informative			

Tuesday 16 January 2024, 10.30am			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Substantive			
Substantive			

Tuesday 16 January 2024, 10.30am			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Informative			
Informative			

Tuesday 12 March 2024, 10.30am			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Substantive			
Substantive			
Informative			
Informative			

Longer term items			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Page 9 100	Substantive	Report on the outcome of the Family Help Programme, including the Westbury and Warminster pilot project. By September 2024	CSC – 25 October 2022, FACT item Simon Thomas, FACT lead
	Substantive		
	Informative		
	Informative		
	Informative		

Items considered in the last 12 months

Meeting date (link)	Title Outcome / actions	Origins / history	Report author / lead officer
25 October 2022	FACT update		
17 January 2023	Roadmap to Excellence		Jen Salter
	National Review into Safeguarding Children with Disabilities and Complex Health Needs in Residential Settings		Jen Salter
	Shaping the Future Programme with Schools – verbal update		Helean Hughes
	Outcome of the Rapid Scrutiny on High Needs Block Funding		

Children's Select Committee (CSC) – Forward work programme

Task groups and rapid scrutiny exercises

Task groups and rapid scrutiny exercises linked to the CSC

Current / active task groups

Name (establishment date by CSC) Terms of reference / aims Meeting(s) update	Membership Vacancies Supporting officer	Start date Final report expected
<p>Children's Select Committee's Standing Task Group</p> <p>1. To undertake detailed reviews of the regular reports that come within the Children's Select Committee's remit and to bring updates to the Committee on its work;</p> <p>2. To present any key issues, findings and recommendations to the Children's Select Committee, and / or other relevant committees, for discussion, endorsement or further scrutiny where appropriate.</p> <p><u>Meeting(s) update:</u></p>	<p>Cllr Helen Belcher John Hawkins Cllr Jon Hubbard (Chair) Cllr Jacqui Lay Cllr Jo Trigg Cllr James Sheppard</p> <p>No vacancy</p> <p><i>Supporting officer</i> <i>Marie Gondlach</i></p>	<p>6 July 2021</p> <p>n/a - Standing task group</p>
<p>Adoption West Joint Scrutiny Panel</p> <p>The panel acts as a critical friend, providing independent scrutiny of the work of Adoption West (AW). It is an essential element of assuring democratic accountability for the use of public funds.</p>	<p>Cllr Jon Hubbard (Chair) Cllr Carole King</p> <p>No vacancy</p> <p><i>Supporting officer:</i> <i>Marie Gondlach</i></p>	<p>20 May 2020</p> <p>n/a - Standing Panel</p>

Name (establishment date by CSC) Terms of reference / aims Meeting(s) update	Membership Vacancies Supporting officer	Start date Final report expected
<p>The objective of the panel is to make constructive recommendations to ensure that AW meets its performance targets and expectations. The focus of the panel is on the Region and members of the panel work in partnership to focus on performance for the Region overall.</p> <p><u>Meeting(s) update:</u></p>		
<p>Fostering Excellence task group</p> <ol style="list-style-type: none"> 1. review how the Fostering Excellence project has been / is / will be addressing the issues identified in the report presented to CSC on 10 March 2020: <ol style="list-style-type: none"> a. Increase initial enquiries and therefore assessments and approvals of Wiltshire Council foster carers; b. Improve the retention of Wiltshire approved foster carers; c. Increase the percentage of Wiltshire children in foster care cared for by Wiltshire Council foster carers (at the time 46%); d. Maintain high occupancy rates of Wiltshire approved foster carers (at the time 80%+). 2. identify how the effectiveness of the Fostering Excellence project will be measured and reported, and be satisfied that this is robust and delivering improvements whilst achieving the savings identified in the budget 2022-23; 3. identify how the benefits of being placed with Wiltshire Council foster carers (who are receiving enhanced training / support as part of Fostering Excellence) for children in care will be measured and reported, and be satisfied that this is robust; 4. identify best practice across the country for recruitment and retention of in-house foster carers. <p><u>Meeting(s) update:</u></p>	<p>Cllr Liz Alstrom Cllr Chuck Berry (Chair) Cllr Ruth Hopkinson Cllr Sam Pearce-Kearney Cllr Mark Verbinnen</p> <p>No vacancy</p> <p><i>Supporting officer Marie Gondlach</i></p>	<p>18 January 2022</p> <p>14 March 2023</p>

Children’s Select Committee – Planned rapid scrutiny exercises

Name (terms of reference / aims)	Membership (vacancies)	Planned start date Final report expected
<p>Roadmap to excellence - Rapid Scrutiny</p> <p>Following a presentation at the March 2022 meeting it was agreed that a Rapid Scrutiny exercise would take place to review the proposed road map (timeline) for “getting to outstanding” – the council’s strategy to achieve an Ofsted’s Outstanding rating.</p> <p>It is planned for this to be 2 meetings:</p> <p>1st meeting to consider the existing strategy and service plans 2nd meeting to consider future reporting to Children’s Select Committee</p>	<p>Cllr Jon Hubbard</p> <p>Vacancies: 2</p> <p><i>Supporting officer Simon Bennett</i></p>	<p>Tbc</p> <p>Tbc</p>
<p>SEND provision – data set Rapid Scrutiny (no further background information, on current FWP)</p>		
<p>Health Outcomes and meeting health needs Rapid Scrutiny</p> <p>To explore how the council can best scrutinise what partners (and providers) are doing to provide health outcomes for Wiltshire children, this would include establishing what the current scrutiny by the council is (including information on the current and planned work on this topic of the Safeguarding Vulnerable People Partnership).</p>		

Children's Select Committee – Planned task groups

Name (terms of reference / aims)	Membership (vacancies)	Planned start date Final report expected
<p>Mental health for children and young people – task group</p> <p>Emotional Wellbeing and Mental Health Strategy (draft expected late 2022 / early 2023 as informed at Sep 2022 meeting) to be considered by the task group</p> <p>Task group to explore the following areas:</p> <ul style="list-style-type: none"> - a clear picture of all services available for children and young people in Wiltshire to support their emotional wellbeing and mental health (across all sectors and all funding streams); - whether there are any duplications of services or gaps (particular cohorts of children and young people or geographical areas not able to access the support they need); - how the council can best remain aware of that wealth of support and how to ensure there is a joined-up approach across all providers; - how to best communicate information on the different services to Wiltshire residents (report stating a third of referrals received in the Single Point of Access – CAMHS – are “preventable”, from carers who struggle to know where to go to access the support they need for their young person. - that performance across services commissioned by the council is monitored in the best way possible and how this can best be reported to the Children's Select Committee in future. - the issues around recruitment / workforce and if anything could be developed across the sector in terms of opportunities through new roles and maximising offer to staff <p><u>Meeting(s) update:</u></p>	<p>Cllr Caroline Corbin Cllr Jo Trigg Cllr Mark Verbinnen Cllr Carole King</p> <p>Vacancies: 1</p> <p><i>Supporting officer Marie Gondlach</i></p>	<p>After 25 October 2022</p>
<p>Youth provision and youth service funding – task group</p> <p>It is proposed that the task group considers:</p>	<p>Cllr Helen Belcher Cllr Jo Trigg Cllr Iain Wallis Cllr Mark Verbinnen</p>	<p>December 2022 / January 2023</p>

<ul style="list-style-type: none"> • How the council utilises the Local Youth Network funding (circa £350,000) via the Area Boards • How the council assures itself that it is meeting its duties with regards to youth service provision • How the council ensures that young people are aware of what youth provision is on offer <p>The task group is likely to engage with the Youth Voice team as well as Area Boards, with the aim to develop consistency across the 18 area boards in terms of allocating youth funding and eligibility criteria, as well as the voluntary sector. This work should also ensure that all councillors are aware of the current youth provision and can effectively promote what is on offer in their area.</p> <p><u>Meeting(s) update:</u></p>	<p>Cllr Jack Oatley</p> <p>Vacancies: 0</p> <p><i>Supporting officer</i> <i>Marie Gondlach</i></p> <p>Lead officers Ros Griffiths Simon Thomas Mandy Timbrell Andrew Griffiths Joe Sutton / Sara James</p>	
<p>Page 16 of 16</p> <p>Post 16 provision – task group</p> <p>To establish a clear picture of post-16 education provision available to young people in Wiltshire and availability of / options for transport to access that provision.</p> <p>This should also take into consideration the following information the committee had previously identified as of interest:</p> <ul style="list-style-type: none"> • Following the Youth Transport task group’s work and executive response – including National Bus Strategy and any decision or progress regarding a single ”Wiltshire Youth Card” . • To include input from the council’s review of transport services for children and young people with SEND (commissioning team). <p><u>Meeting(s) update:</u></p>	<p>Cllr Jo Trigg Nikki Barnett Cllr Graham Wright Cllr Bridget Wayman Mr Michael Thompson</p> <p>Vacancies: 0</p> <p><i>Supporting officer</i> <i>Marie Gondlach</i></p> <p>Lead officers Kirstie Barter Cara Madden Clara Davies</p>	<p>February / March 2023</p>
<p>Whole Life Pathway Task Group (to be initiated – with HSC)</p>	<p>TBC</p>	

<p>To establish a Task Group to review the metrics of the Business Plan.</p> <p>Based on outcome of above task group - to establish a second Task Group to review the service plans once the metrics have been confirmed.</p>		
<p>NEW – endorsed by CSC on 17 January 2023</p> <p>Budget and Major Contracts task group</p> <p>To regularly review implementation of the budget and impact on services, and to consider major contracts (value to be agreed) either when they are approaching renewal or extension or before the tender process with a focus on the council's expectations and requirements with regards to the quality, quantity and frequency of monitoring information provided by contractors and how that information will be monitored by the council (including overview and scrutiny involvement)</p>		

Children’s Select Committee – task groups and rapid scrutiny exercises completed in the last 12 months

Name	Membership	Final report
Actions / monitoring	Executive response	
Rapid Scrutiny exercise on Provision of Accommodation for Young People at Transition Time - Gap Analysis	Cllr Carole King (Lead) Cllr Mike Sankey Cllr Jo Trigg	19 January 2022 15 March 2022
Disadvantaged Learners Task Group	Cllr Jo Trigg (Chair) Cllr Trevor Carbin John Hawkins Cllr Kathryn Macdermid Cllr Gordon King Cllr Caroline Thomas	7 June 2022 6 July 2022
High needs block funding Rapid Scrutiny To review the current processes and explore whether there would be value added in establishing a task group to consider options to manage pressures on high needs block budget whilst providing the most appropriate support at the earliest opportunity.	Cllr Jo Trigg (Lead) Cllr Pauline Church Cllr Kathryn MacDermid <i>Supporting officer Marie Gondlach</i>	17 January 2023 14 March 2023

Children's Select Committee (CSC) – Forward work programme Items for consideration by the standing task group

Items for consideration by the CSC standing task group

Meeting date / timeframe	Title Details / purpose	Type Origins / history	Report author / lead officer	Planned reporting to CSC
March 2023 (CSC 14 March)				
April 2023 (no CSC)				
May 2023 (no CSC)				
June 2023 (CSC 6 June)				
Page 109 NB After Committee Briefing on School Improvement on 6 June	Ofsted inspections – data presented to the committee Comparator of recent inspections (as outstanding not inspected for years) Breakdown between primary and secondary schools Governors – level of recruitment (vacancies) and commitment to school improvement plan [NB possibility of further scrutiny on effectiveness of / role of governors in the current system and different types of roles across different types of schools]	CSC 8 June 2022 School Ofsted Judgements (Cllr Helen Belcher / Helean Hughes)		17 January 2023
June	Performance monitoring reports To receive performance monitoring reports on the overall service, likely to be June (to consider the	Annual		

Meeting date / timeframe	Title	Type	Report author / lead officer	Planned reporting to CSC
	Details / purpose year-end data from the previous year) then January meetings.	Origins / history		
July 2023 (CSC 12 July)				
July / early September 2023	<p>Children missing education / children missing out on education</p> <p>To receive an annual report but for it to first be considered by the Standing task group in its draft form to ensure that it provides the information needed by the committee to be reassured about the quality of the council's performance.</p>	One-off CSC 20 September 2022	Helean Hughes Kathryn Davis	September 2023
July / early September 2023	<p>Elective home education</p> <p>To receive an annual report but for it to first be considered by the Standing task group in its draft form to ensure that it provides the information needed by the committee to be reassured about the quality of the council's performance, especially as the DfE is working to formalise the data collection for EHE from October 2022 which should enable benchmarking.</p> <ul style="list-style-type: none"> + whether the council has developed its understanding of / partnership working with support groups for EHE in Wiltshire + do we have data for success rates at exams of EHE? + outcome / update on project with EET team to better understand destination for EHE 	One-off CSC 20 September 2022	Helean Hughes Kathryn Davis	September 2023
August 2023 (no CSC)				

Meeting date / timeframe	Title Details / purpose	Type Origins / history	Report author / lead officer	Planned reporting to CSC
September 2023 (CSC 20 September)				
October 2023 (CSC 31 October)				
tbc	Traded Services Annual report (may be January)	CSC 18 January 2023	Paul Redford	31 October 2023
November 2023 (no CSC)				
December 2023 (no CSC)				
January 2024 (CSC 16 January)				
February 2024 (no CSC)				
March 2024 (CSC 12 March)				

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DATE / TIMEFRAME TO BE SET

Meeting date / timeframe	Title Details / purpose	Type Origins / history	Report author / lead officer	Planned reporting to CSC
	Performance monitoring reports To receive performance monitoring reports on the overall service, likely to be June (to consider the year-end data from the previous year) then January meetings.	Annual		
	Accommodation Strategy	One-off		

Meeting date / timeframe	Title	Type	Report author / lead officer	Planned reporting to CSC
	Details / purpose To consider the draft of the Accommodation Strategy covering the needs of children and young people with learning disability, mental health, and autism	Origins / history CSC 15 March 2022 (RS final report)		
MAY GO TO NEW TASK GROUP? Page 112	Mental Health – ensuring performance monitoring of contracts To scrutinise the council’s expectations of contractors before the next tranche of Mental Health contracts go out to tender. Following concerns raised at CSC re quality of monitoring information provided by contractors	One off CSC 25 October 2022	Helen Jones Victoria Bailey	
	Safeguarding Vulnerable People Partnership To receive annual report from the partnership presenting work in the past year and priorities / objectives for the year ahead.	Annual		
	Safeguarding Exception Dataset Report This report comes to the committee twice a year and the Standing Task Group will consider the other two Quarters and report back to the committee.	19 January 2022	Tamsin Stone	
	Business plan and action plan update The more detailed information – service plans (the overall will go to committee)			

Items considered by the Children’s Select Committee’s Standing Task Group in the last 12 months

Meeting date	Title	Origins / history	Report author / lead officer	Reported to CSC
	Actions			
4 January 2022	Traded Services		Paul Redford	15 March 2022
20 June 2022	Traded Services		Paul Redford	OS activities update 6 July 2022
5 September 2022	Adoption		Jen Salter	OS activities update 20 September 2022
05 January 2023	Traded Services		Paul Redford	OS activities update 17 January 2023
10 January 2023	Corporate Parenting Panel		Netty Lee	OS activities update 17 January 2023

Children's Select Committee (CSC) – Forward work programme

Briefings for the Children's Select Committee

Briefings for the CSC

Meeting date / timeframe	Online / in person	Title	Origins / history	Lead officer
Need level		Details / purpose		
April 2023 (no CSC)				
Anytime Page 14 3 – should have	Online	<p>employment and apprenticeship (and Family Learning Service)</p> <p>To receive information on:</p> <ul style="list-style-type: none"> • NEET (not in education, employment or training) numbers in Wiltshire – including national figures for comparison (ons) • Take up / outcome of the NEET government scheme in Wiltshire and nationally • Current number of apprentices in Wiltshire and schemes in place, including Wiltshire Council • Services in place / support available in Wiltshire to help young people move towards work, education or training e.g. Wiltshire Council's Employment and Skills (Work Wiltshire), programmes such as Building Bridges, etc. 	Current FWP	
Anytime 3 – would be good to know	Online	<p>Family Learning Service (and employment and apprenticeship)</p> <p>To raise awareness of the service and the support it offers to families. Anticipated to be a shorter 30 minutes briefing.</p> <p>To include information on:</p>	Current FWP	

Meeting date / timeframe	Online / in person	Title	Origins / history	Lead officer
Need level		Details / purpose		
		<ul style="list-style-type: none"> • NEET (not in education, employment or training) numbers in Wiltshire – including national figures for comparison (ons) • Take up / outcome of the NEET government scheme in Wiltshire and nationally • Current number of apprentices in Wiltshire and schemes in place, including Wiltshire Council • Services in place / support available in Wiltshire to help young people move towards work, education or training e.g. Wiltshire Council's Employment and Skills (Work Wiltshire), programmes such as Building Bridges, etc. 		
May 2023 (no CSC)				
Anytime	tbc	Structure for accommodation for children in care <ul style="list-style-type: none"> • Private providers / Council provision for care home • Foster carers – in-house / external agencies • In / out of county • Within / outside of 20 miles 	CSC 17 January 2023 – Roadmap to excellence	
Page 115	June 2023 (CSC 6 June)			
6 June 2022 2 – should have	In person (pre-CSC)	school improvement programme understanding the programme + funding that comes into it MUST HAVE someone from planning to come and talk about Section 106 funding linked to schools.	Current FWP	Andrew Best Helean Hughes
July 2023 (CSC 12 July)				
Anytime 1 – must have (links to	In person (pre-CSC)	Young Carers in Wiltshire This briefing could inform the scope of a potential task group or rapid scrutiny – to consider how to best promote the service and	Current FWP	

Meeting date / timeframe	Online / in person	Title Details / purpose	Origins / history	Lead officer
Need level an agenda item)		ensure that Young Carers and their families are aware of, and access, the support on offer.		
August 2023 (no CSC)				
September 2023 (CSC 20 September)				
Anytime 1 – must have	In person (pre-CSC)	Corporate Parenting Panel – strategic priorities To receive presentations from the CPP lead Councillors and Strategic Lead Officers on their CPP strategic priorities at pre-meeting briefings of the Children’s Select Committee	CSC 15 March 2022 Corporate Parenting Panel report	
October 2023 (CSC 31 October)				
November 2023 (no CSC)				
December 2023 (no CSC)				
January 2024 (CSC 16 January)				
February 2024 (no CSC)				
March 2024 (CSC 12 March)				

DATE / TIMEFRAME TO BE AGREED

Meeting date / timeframe Need level	Online / in person	Title Details / purpose	Origins / history	Lead officer
Anytime 1 *** - must have	In-person	The journey of the child (including child protection, children in care and CP numbers) Link with Corporate Parenting Panel and Safeguarding panel	Current FWP CSC 19 January 2022	
Anytime 1 5 - must have Page 117	Online	Alternative Educational Provision To receive information on processes followed and options available in Wiltshire, including information on the Service Level Agreement for funding delegated to secondary schools to support learners at risk of exclusion. Anticipated to be a shorter briefing (30 minutes).	Current FWP	
Anytime 2 – should have	In person (tour)	MASH and early support Tour of MASH <ul style="list-style-type: none"> • What is MASH • Who is MASH • How do councillors “use” MASH Either side of the tour – Safeguarding briefing	Current FWP	
Anytime		Safeguarding briefing		

Meeting date / timeframe Need level	Online / in person	Title Details / purpose	Origins / history	Lead officer
2 – should have	In person (tour) BUT must be recorded	<ul style="list-style-type: none"> • What is safeguarding • How it should be embedded in everything the council does (included in all Cabinet reports) • Councillors' responsibility and role regarding Safeguarding (process of referral) 		
Anytime 2 – should have	Online	<p>Safeguarding update</p> <p>To receive information on actions taken by the council following recommendations made to Wiltshire Police after two inspections and three significant notifications to Ofsted.</p>	CSC 20 September 2022 (Lucy Townsend)	
Anytime 3 – would be good to have	Online	<p>Demand modelling for children services</p> <p>To develop some awareness of the work undertaken, common factors that drive demand, how to anticipate impact and volume – informing members of the complexities of managing and anticipating demand. Once this briefing has been delivered there may be further updates on specific demand analysis.</p>	Current FWP	Tamsin Stone
		<p>Remodelling our services for the future (learning from culture changes from Covid-19) and how this is working for service users</p> <p>To inform members on the lessons learnt on how some of the mitigations or new ways of working implemented to manage the pandemic could be adapted for ongoing use to improve the efficiency/productivity of the service.</p>	Current FWP	

Briefings for the Children's Select Committee received in the last 12 months (where relevant recordings are accessible in the Councillors' Hub)

Meeting date	Recording available	Title Details / purpose	Origins / history	Lead officer
25 October 2022	No (pre-CSC briefing)	FACT programme – the journey so far		Simon Thomas
20 September 2022	No (pre-CSC briefing)	How Mental Health services and support for children and young people are funded in Wiltshire.		Helen Jones Lucy Baker (ICS)
06 July 2022		Virtual Schools		
16 December 2021		Traded Services		
12 October 2021		Statutory duties in schools		
06 September 2021	Yes	Safeguarding Vulnerable People Partnership		
03 August 2021	Yes	Five to Thrive		
17 January 2023	No - In person (pre CSC)	Roadmap to Excellence What would excellent look like What is the roadmap Why we have the roadmap		Jen Salter
24 and 31 January 2023	1x online Yes 1x in person No	School Funding x2 Briefing 1 – jargon busting Briefing 2 – pressures and potential	Yearly briefings ahead of consideration of the budget.	Marie Taylor

Children’s Select Committee (CSC) – Forward work programme

Briefings for the Chair and Vice-Chair

Briefings for the Chair and Vice-Chair of CSC

NB – briefings to be added if recommendations from the High Needs Block Funding Rapid Scrutiny are agreed in the Executive Response.

Meeting date / timeframe	Online / in person	Title Details / purpose	Origins / history	Lead officer
March 2023				
tbc	Online	Effectiveness of change of outreach model (replacing children’s centres)	CSC 17 January 2023	Jen Salter Lucy Townsend
April 2023				
May 2023				
June 2023				
tbc	Online	National Review into Safeguarding Children with Disabilities and Complex Health Needs in Residential Settings <ul style="list-style-type: none"> • Implementation of recommendations agreed by the multi agency review group • progress / completion of the review of similar residential placements for children and young people not in dual registered establishments. 	CSC 17 January 2023	Jen Salter
July 2023				
August 2023				
September 2023				

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Meeting date / timeframe	Online / in person	Title Details / purpose	Origins / history	Lead officer
Need level				
October 2023				
November 2023				

Briefings received in the last 12 months (where relevant recordings are accessible in the Councillors' Hub)

Meeting date	Recording available	Title Details / purpose	Origins / history	Lead officer
17 November 2022	No	Children's home care	Cabinet Paper (Nov 2022)	Gary Binstead
08 December 2022	No	Proposal to Retain and Invest in Silverwood School Chippenham and Trowbridge Campuses	Cabinet Paper (13 December 2022)	Melissa Hardwell
10 January 2023	No	Disadvantaged Learners – update on implementation of recommendations from the task group Members of the Disadvantaged Learners Task Group were invited to attend the briefing.	CSC 6 July 2022 Executive response CSC 8 June 2022 Disadvantaged Learners task group – final report	Andrew Best Emma Cooke Kate Wilkins Helean Hughes
18 January 2023	No	Children Residential Placement Block Contract	Cabinet Paper – 31 January 2023	Gary Binstead

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