AGENDA

Meeting: **Children's Select Committee**

Place: **The Kennet Room - County Hall, Trowbridge BA14 8JN**

Date: **Tuesday 19 June 2018**

Time: **10.30 am**

Please direct any enquiries on this Agenda to Roger Bishton, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01225 713035 or email roger.bishton@wiltshire.gov.uk

Press enquiries to Communications on direct lines (01225) 713114/713115.

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 **the performance & outcomes for Families & Children's Services (social care)**

Membership:

Cllr Jon Hubbard	Cllr David Halik
Cllr Jacqui Lay	Cllr Deborah Halik
Cllr Mary Champion	Cllr Chris Hurst
Cllr Andrew Davis	Cllr Johnny Kidney
Cllr Christopher Devine	Cllr Hayley Spencer
Cllr Mary Douglas	Cllr Roy While
Cllr Sue Evans	

Substitutes:

Cllr Pat Aves	Cllr Nick Fogg MBE
Cllr Clare Cape	Cllr Peter Fuller
Cllr Trevor Carbin	Cllr Russell Hawker
Cllr Ernie Clark	Cllr Jim Lynch
Cllr Stewart Dobson	Cllr James Sheppard

Non-Elected Voting Members:

Dr Mike Thompson   Clifton Diocesan RC Representative

Non-Elected Non-Voting Members:

Tracy Cornelius	Primary Head Teacher Representative
Miss Sarah Busby	Secondary Head Teacher Representative
John Hawkins	School Teacher Representative
Mr Paul Daniel	Further Education Representative
Maisy Humphrey	Children & Young People's Representative
Declan Kiely	Children & Young People's Representative - Substitute

Recording and Broadcasting Information

Wiltshire Council may record this meeting for live and/or subsequent broadcast on the Council's website at http://www.wiltshire.public-i.tv. At the start of the meeting, the Chairman will confirm if all or part of the meeting is being recorded. The images and sound recordings may also be used for training purposes within the Council.

By entering the meeting room you are consenting to being recorded and to the use of those images and recordings for broadcasting and/or training purposes.

The meeting may also be recorded by the press or members of the public.

Any person or organisation choosing to film, record or broadcast any meeting of the Council, its Cabinet or committees is responsible for any claims or other liability resulting from them so doing and by choosing to film, record or broadcast proceedings they accept that they are required to indemnify the Council, its members and officers in relation to any such claims or liabilities.

Details of the Council's Guidance on the Recording and Webcasting of Meetings is available on request.

Parking

To find car parks by area follow this link. The three Wiltshire Council Hubs where most meetings will be held are as follows:

County Hall, Trowbridge
Bourne Hill, Salisbury
Monkton Park, Chippenham

County Hall and Monkton Park have some limited visitor parking. Please note for meetings at County Hall you will need to log your car's registration details upon your arrival in reception using the tablet provided. If you may be attending a meeting for more than 2 hours, please provide your registration details to the Democratic Services Officer, who will arrange for your stay to be extended.

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.

For assistance on these and other matters please contact the officer named above for details

AGENDA

PART I

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

1 **Election of Chairman**

To elect a Chairman for the ensuing year.

2 **Election of Vice-Chairman**

To elect a Vice-Chairman for the ensuing year.

3 **Apologies**

4 **Minutes of the Previous Meeting** *(Pages 9 - 14)*

To approve and sign the minutes of the previous meeting held on 17th April 2018.

5 **Declarations of Interest**

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

6 **Chairman's Announcements**

7 **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 12th June 2018** 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 14th June 2018**. 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.

8   **Performance & Outcomes for Families & Children's Services (Social Care)** *(Pages 15 - 26)*

A report by the Director, Families & Children's Services is attached. The report provides an overview of the performance and outcomes of children's social care.

The Local Authority delivers children's social care in Wiltshire. The performance of the Local authority is inspected by Ofsted. The last inspection was in 2016 and was a Joint Targeted Inspection to examine how local partners, including local authorities, police, probation, and health services, work together to protect children living with domestic abuse.

The committee is asked to provide comments on the report and attached dataset in appendix 1.

9   **Apprenticeship Update** *(Pages 27 - 40)*

The committee is provided with a report which provides an update on the progress on apprenticeships within the council's workforce since the implementation of the apprenticeship levy in May 2017, and to outline future plans to ensure the levy is maximised to support the development of our workforce.

The Wiltshire Council Staffing Policy Committee was provided with this update on 10th May 2018.

Members are asked to considered the update and provide questions and comments.

10   **Final Report of the SEND School Provision Task Group**

The Committee will be provided with a report detailing the response of the Cabinet Member for Children, Education and Skills to the Interim Report of the SEND School Provision Task Group.

On 15th May 2018 the Interim Report of the Task Group, along with its recommendations, was received at a meeting of Cabinet alongside the report of Special School Provision in Wiltshire. The recommendations of the task group were presented to the relevant Cabinet member for response and will be

included in a report for the Committee to consider which will follow.

11   **Final Report of the Care Leavers Rapid Scrutiny** *(Pages 41 - 48)*

A report is provided for the Children's Select Committee to report on the outcome of the rapid scrutiny exercise established on 13 June 2017 and held on 23 January 2018 and 27th April 2018 to consider Wiltshire's Local Offer for Care Leavers under the Children and Social Work Act 2017.

The committee is asked to endorse the report and its recommendations to the Cabinet Member for Children, Education and Skills.

12   **DfE Changes - Update from Department for Education** *(Pages 49 - 52)*

A report by Terence Herbert, Corporate Director, is attached presenting an update on developments relating to children's services arising from the Department for Education.

13   **Task Group Updates** *(Pages 53 - 56)*

A report by the Senior Scrutiny Officers providing an update on Task Group Activity since the last meeting is attached.

14   **Forward Work Programme** *(Pages 57 - 60)*

The Committee is asked to note the forward work programme. The latest forward plan for the committee is available through the following link: https://cms.wiltshire.gov.uk/mgListPlanItems.aspx?PlanId=1061&RP=1309

15   **Date of Next Meeting**

To note that the next scheduled meeting is due to be held on Tuesday 4th September 2018 at County Hall, Trowbridge, starting at 10.30am. A pre-meeting information briefing will take place at 9.30am.

16   **Urgent Items**

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

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

None

This page is intentionally left blank

Wiltshire Council
Where everybody matters

CHILDREN'S SELECT COMMITTEE

MINUTES OF THE CHILDREN'S SELECT COMMITTEE MEETING HELD ON 17 APRIL 2018 AT THE KENNET ROOM - COUNTY HALL, TROWBRIDGE BA14 8JN.

Present:

Cllr Jon Hubbard (Chairman), Cllr Mary Champion, Cllr Andrew Davis, Cllr Christopher Devine, Cllr Mary Douglas, Cllr David Halik, Cllr Deborah Halik, Cllr Chris Hurst, Cllr Hayley Spencer, Cllr Roy While, Dr M Thompson, Miss Sarah Busby and John Hawkins

Also Present:

Cllr Trevor Carbin, Cllr Pauline Church, Cllr Laura Mayes and Cllr Philip Whalley.

16 **Apologies**

Apologies for absence was received from Cllr Sue Evans and Cllr Jacqui Lay.

17 **Minutes of the Previous Meeting**

Resolved:

To confirm and sign the minutes of the previous meeting held on 6 February 2018.

18 **Declarations of Interest**

There were no declarations of interest made at the meeting.

19 **Chairman's Announcements**

(a) **Cabinet Items**

On 27 March 2018 Cabinet considered the following item:-
  - Outdoor Education
    Lead Director: Alan Stubbersfield (Interim Director – Education & Skills)
    Contact: Nick Cave, Interim Head of Traded Services

On 24 April 2018 Cabinet would be due to consider the following item:-
  - Learning Disabilities In-house Respite Services

Lead Officer: Rhonda Ward

(b)   **Outdoor Education**

The Chairman reported that he had both witnessed and had also been informed subsequently that during the debate on the Call-in of the Executive Decision on Outdoor Education which took place at the meeting of the Overview & Scrutiny Management Committee held on 10 April 2018, some Members tended to speak from a party-political viewpoint. He considered this to be most unfortunate as debates in a scrutiny arena, especially in this Select Committee, were always evidenced based and non-political and he hoped that this would continue to prevail in the future.

20   **Public Participation**

The Committee received a question which had been submitted by Cllr Sue Hughes, a member of Royal Wootton Bassett Town Council and also a member of the Royal Wootton Bassett Local Youth Network (LYN) who she was representing at this meeting. A copy of the question and the response is attached as Appendix 1 to these minutes.

The Chairman thanked Cllr Hughes for her question and explained the 'call-in' process. He stated that this Committee did not have the opportunity to consider the matter as the Committee's Outdoor Education task group report was received at the relevant Cabinet meeting on 27th March and subsequently the matter was debated an extraordinary meeting of the Overview & Scrutiny Management Committee, both of which met prior to this Select Committee meeting.

Cllr Laura Mayes stated that she recognised the benefits of outdoor education which was seen to be a positive experience for children. However, the decision to close Braeside and Oxenwood was not taken lightly and was made after 18 months of work. There had been no evidence that the due process had not been carried out correctly. She went on to explain that although it was anticipated that there would be an annual saving of £130,000 a year following the closure of these two outdoor facilities, £1.4 million would be required to improve the buildings which were in urgent need of restoration. The Council's Capital Budget was very limited and the Council had to balance this with the needs of other services. The Council was prioritising children with special needs.

Cllr Hughes then asked a supplementary question (Appendix 2) to which she was promised a written response.

21   **Family and Children's Transformation (FACT) - Phase One Assessment**

Consideration was given to a report by the Director, Family & Children's Services, which provided an update on the transformation of the Children & Families Service.

It was noted that the Support & Safeguarding Service was launched on 2 October 2017, alongside a new single point of entry to Wiltshire Children & Families Service, thus marking the completion of phase 1 of the Children's Services Integration Project. The report thus provided an overview of the first six months of operation as requested by this Committee in March 2017.

The service aims and objectives were outlined in a report considered by this Committee on 14 March 2017 and it was noted that the Early Help Service and Safeguarding and Assessment Service and their associated teams, including the Multi-Agency Safeguarding Hub – MASH were directly affected by Phase 1 of the project. The principle aim was to be able to intervene early, when this was necessary, with a family focused approach and minimising the number of officers working with a family and avoiding duplication. Co-location with other services and partners had been pursued persistently over the previous months resulting in greater integrated working with domestic abuse, drug and alcohol and child and adolescent mental health teams. This had resulted in more flexible and prompter working with families.

It was explained that mechanisms for performance management had been maintained and extended to cover this support activity. This included, amongst other things, fortnightly Performance and Outcomes Group meetings, Support & Safeguarding Managers meetings, Annual Service Reviews and a new overarching whole service Performance and Outcomes Board.

During discussion, Members welcomed the changes that had been made so far but did express some concern at the functioning of the Multi-Agency Safeguarding Hubs which appeared to be not functioning efficiently in some areas. It was explained that there were 19 of these Hubs strategically placed around Wiltshire and it was true that some were more successful than others at present.

Resolved:

(1) To note the progress made by the Family and Children's Transformation Project as outlined in the report.

(2) To request a further progress update in six months to mark one year since the launch of the new service and to include an update on the functioning of MASH.

22 **DfE Changes - Update from Department for Education**

The Committee received an update from Terence Herbert, Corporate Director, on developments relating to children's services arising from the Department for Education from February to March 2018 as follows:-

- Consultation outcome on eligibility for free school meals and the early years premium under Universal Credit.
- Review of school exclusions

- Alternative provision
- Academies update
- Review of post-18 education
- SEND Tribunal: single route of redress national trial
- Implementation of Children and Social Work Act 2017 Sections 1-7
- Working Together consultation response
- Consultation on Social Work England
- Improvement standards for child and family social workers
- Review of children in need
- Plans to tackle child abuse

Reference was made to the consultation which was currently being carried out on the use of Section 19 permits for road passenger transport in Great Britain and Members enquired as to whether the Council would be responding to this consultation. Officers were aware of this and would respond to Members once they had ascertained the facts.

Resolved:

To note the update provided.

23   **Task Group Updates**

The Committee received updates on the activities of the following Task Groups/Boards:-

- Child and Adolescent Mental Health (CAMHS) Task Group
- SEND School Provision Task Group
- Children in Care Leavers Rapid Scrutiny Exercise
- Traded Services for Schools and Outdoor Education Task Group
- Education Transformation Board

Resolved:

(1)   To note the updates on task group activity provided.

(2)   To endorse the following proposals from the CAMHS Task Group:-

(a)   that Cllr Clare Cape remain on the CAMHS Task Group as a full member.

(b)   to note that Cllr Hayley Spencer had stepped down from the CAMHS Task Group and endorse that it continue as a 4-member Task Group.

24   **Forward Work Programme**

The Committee received a document showing the relevant items from the Overview & Scrutiny Forward Work Programme.

Cllr Christopher Devine enquired if it might be possible for the officers to produce an executive summary of the work undertaken by this Select Committee, ideally sub-divided into areas of service. The Chairman considered this to be a good suggestion and the summary to include current polices and strategies. The officers agreed to look into the possibility of producing such a document.

Resolved:

To note the Forward Work Programme for this Committee.

25 **Date of Next Meeting**

Resolved:

To note that the next scheduled meeting of this Committee was due to be held on Tuesday 19 June 2018 at County Hall, Trowbridge, starting at 10.30am.

26 **Urgent Items**

There were no urgent items of business.

(Duration of meeting: 10.50 am - 12.40 pm)

The Officer who has produced these minutes is Roger Bishton of Democratic Services, direct line 01225 713035, e-mail roger.bishton@wiltshire.gov.uk

Press enquiries to Communications, direct line (01225) 713114/713115

This page is intentionally left blank

Wiltshire Council

Children's Select Committee

Date 19 June 2018

Performance & Outcomes for Families & Children's Services (Social Care)

Purpose of Report

1. This report gives an overview of the performance and outcomes of children's social care.

Background

2. The Local Authority delivers children's social care in Wiltshire. The performance of the Local authority is inspected by Ofsted. The last inspection was in 2016 and was a Joint Targeted Inspection to examine how local partners, including local authorities, police, probation, and health services, work together to protect children living with domestic abuse. The outcome was positive, recognising many good aspects but JTAI's are not graded. In 2015 the Local Authority was inspected by Ofsted under the Single Inspection Framework which whilst finding a significant number of strengths declared the outcome to be "requiring improvement to be good".

3. Ofsted have revised their inspection framework for Local Authorities to Inspection of Local Authority Children's Services (ILACS) and Wiltshire is expecting to be inspected within the next 6 months and will receive a report with a formal judgment grading.

4. There are a number of statutory returns that the Local authority makes each year which result in the publication of a large amount of statistics which enable benchmarking against comparator areas and England averages.

5. A significant amount of reporting is completed during the year to keep performance under review. This includes information from audits, observations of practice, voice (parents/carers and childrens views), compliments/complaints and data.

6. Information below reviews performance during the 2017/18 year. Statistical neighbour (SN) and England (Eng) comparator figures quoted in this report are the latest available and relate to the financial year 2016/17.

7. On the 25th April 2018 we had our annual conversation with Ofsted at which we shared our self-assessment for children's social care. This report is an abridged version of the self-assessment.

8. Our future plans are ambitious and wide ranging. We will continue to deliver incremental changes that are fully embedded prior to the next phase of transformation. This extends beyond the local authority and is truly multi-agency across education, health, voluntary sector, police and our own services. We have prioritised social mobility as the key corporate aim and this will be driven by Children,

Education and Skills in partnership with colleagues Council wide ensuring outcomes improve for families and children.

Main Considerations for the Council

Data

9. In October 2017, a new Safeguarding and Support Service was created which expanded the work of the previous social care safeguarding and assessment teams to include resources to support children and families just below the social care threshold - support cases. The number of support cases has risen as the service continues to develop and embed reaching 422 at the end of March 2018. These cases are either new referrals (via the MASH) or from social care as step-downs.

10. Children missing out of education/school are tracked and action taken where appropriate.

11. Children electively home educated by their parents are identified and monitored to ensure they have the best opportunities to achieve.

12. There has been a drop in the rate of referrals into social care which has continued from the end of last year and is being monitored as it below our target range for this year and below comparators. The overall rate (350/10,000) might be expected given the Wiltshire population profile of relatively low deprivation and there is some reassurance that it is appropriate given the re-referrals remains low. (SN 457, Eng 548)

13. Re-referral rates have remained stable and are currently just below 18%. This is low supporting our position that the quality of social work practice and step-down arrangements have improved. (SN 22%, Eng 22%)

14. Numbers of open social care cases remain relatively stable.

15. There has been a continued downward trend in the number of child in need (CIN) cases since 2015. This is the result of improved practice, SMARTer planning and reduced drift. There is quarterly audit of CIN cases over 9 months to regularly check progress.

16. Numbers of child protection plans (CPP) at the end of March was 360, within our target range. When reviewing against the Income Deprivation Affecting Children Index, Wiltshire is in line with the national trend and slightly below the south-west line.

17. During the last year, 87% of assessments have been completed within 45 working days. We are extremely proud of the fact that we are the best performing local authority this year in the South West on this indicator (SN 80%, Eng 83%).

18. There has been significant improvement in timeliness of initial child protection conferences (ICPC) during the last year after a significant drop in performance during 2016/17. 90% have been completed within 15 days of the strategy discussion taking place(SN 73%, Eng 77%).

19. The proportion of children who are made subject to a child protection plan for a second time is a potential quality indicator. Last year 20% of children had second plans (SN 23%, Eng 19%). Sample audits are completed to look at the reasons and whether work could have been done to avoid this.
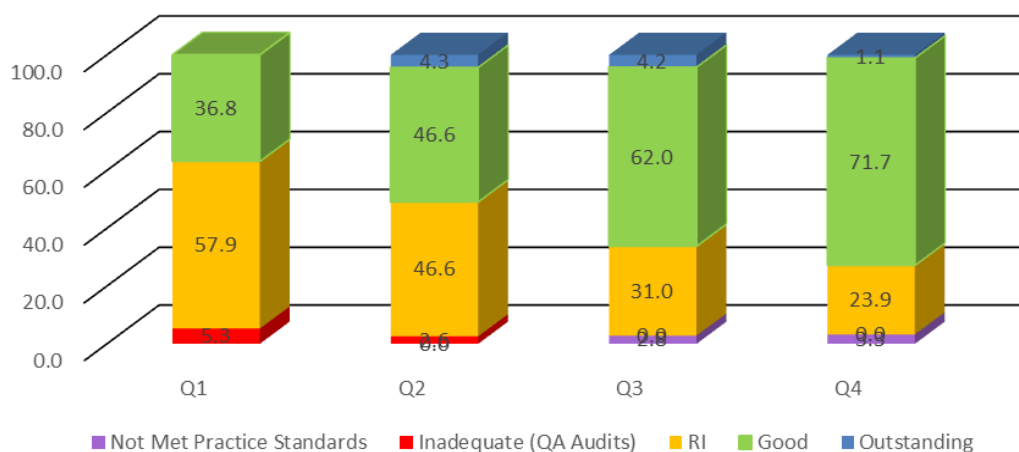
20. Visits to see children on child protection plans are closely monitored. We have a practice standard of at least 2 weekly visits which was measured in April at 89% compliance. There are is no national comparator information and some local authorities work within a 4-weekly visit standard.

21. Children who are reported as missing are notified to us. There is an expectation that all of these children receive a return interview to understand the risks and issues faced whilst missing, reduce the risks of future episodes of missing or running away, and equip people with the resources and knowledge of how to stay safe if they do choose to run away again. Interviews were offered to 96% of children in 2017/18 and 43% were taken up.

22. The Emerald Team work with children and young people at risk of child sexual exploitation. In March, there were 69 cases open. A risk of CSE tool is used across the partnership.

23. Children's services is well linked into the actions around County Lines work including:- Operational updates and Intelligence, Enforcement/Disruption, Investigations, Safeguarding of Exploited Children, Diversion/Early Intervention and Crime Prevention.

24. The number of looked after children (LAC) at the end of March was 444, this is within our target range. Numbers have been relatively stable; the more recent rise is linked to more unaccompanied asylum seeking children (UASC) – 37 at end March 2018. Given Wiltshire's low levels of deprivation, we would expect the rate of LAC to be below the national average. Our rate of 44/10,000 is below England (62) and SN average (51).

25. The number of LAC who have had 3 or more placements during the year is 12% (SN 12%, Eng 10%). Our longer term placement stability which considers children who have been in care for 2.5yrs and in the same placement for the last two years is 77% (SN 68%, Eng 71%). These indicators remain a priority area and where long-term placements are identified as fragile a senior manager will convene a pre-disruption meeting . We also monitor the percentage of children that have been in care for more than 18-months whom are long-term matched. This has increased from 47% (Sept 2015) to 66% at the end of March.

26. Location of placements is monitored; 28% of children in care are placed out of county (SN 28%, Eng 36%) and 37% are placed more than 20 miles from home (SN 27%, Eng 19%). Sometimes a move away is beneficial but we would like more children to be placed nearer their home and within Wiltshire. We are working to increase our in-house foster carer capacity. There are 36% children placed with our foster carers and we had set a target to increase that to 45% which is proving difficult to achieve.

27. Initial health assessments are expected to be completed within 28 days of a child coming into care. Performance has been poor this year at 41% and we are working with Health partners to remedy this.

28. There are good numbers of children in the adoption system and 22 were adopted in the last year. Nationally 14% of children ceasing care are adopted, Wiltshire's percentages for the last 3 years have been 14%, 22% and 15%.

29. The local authority supports approximately 200 care leavers at any one time. This number will increase given the new statutory responsibilities to offer support up until age 25.

30. Having suitable accommodation and accessing education, employment and training (EET) are key indicators that are tracked for care leavers. Outcomes are mainly within targets but 19-21 year olds are below target for EET.

31. Delivery of good support to children and families is reliant on a good workforce which is enabled to work effectively through appropriate practice standards/tools, good skills and knowledge and reasonable caseload. A new CARE Framework has been introduced during the year to help workers to structure their risk analysis.

32. Social worker caseloads are monitored on a monthly basis and at the end of March averaged 26 in the support and safeguarding service and 20 in the child in care teams . Recruiting good, experienced social workers is a challenge nationally. As caseloads have been increasing we have recently taken the decision to use more agency staff to reduce pressure on our workers. This is a priority area.

Audit

33. There is a lot of audit activity assessing how good our practice is and how good the outcomes are for children and families. Over 600 cases were audited during 2017/18 either through the quality assurance audit programme or via service deep dives into specific practice areas. In addition, teams will have been completing their own quality audits and individual workers practice is regularly reviewed in supervision with their manager. Any deficits found during audit are addressed appropriately within the individual case and learning is used across the whole service to improve practice.

34. The quarterly results reflect significant improvement and a consistent increase in number of cases judged as good. The small percentage of outstanding cases is to be expected as the bar is set very high but there is an increasing number of good cases. All audits with an overall judgement of inadequate or outstanding plus a random sample of audits judged as good and requires improvement are moderated after each audit. Practice standards are high in Wiltshire.

Summary of quarterly audit results for 2017-18

	Q1	Q2	Q3	Q4
Outstanding		4.3	4.2	1.1
Good	36.8	46.6	62.0	71.7
RI	57.9	46.6	31.0	23.9
Inadequate (QA Audits)	5.3	0.0		
Not Met Practice Standards			2.8	3.3

Legend: Not Met Practice Standards — Inadequate (QA Audits) — RI — Good — Outstanding

35. Learning from auditing has shown:-

Strengths:

- Positive outcomes for the child/young person & their family
- Child-focused practice, enhanced relationship and good direct work
- Child/young person experience & wellbeing
- Child-focused, person-centred and whole-family practice

Areas for Improvement

- Case records (timely update, better analysis, less descriptive/more, concise)
- Structured analysis of risk, its components, trajectory & evolution.
- Recognising and working with neglect.
- Further embedding of the CARE framework in practice and across services.

36. Particular improvement that can be seen compared to 2016/17 audit outcomes include timeliness and quality of child protection conferences, improvements in use of thresholds and quality of single assessments and timeliness and quality of independent reviewing officer support.

37. Practice observations are completed by a senior managers and team managers. These have shown positively – good team morale; social workers engaging effectively with families; Circles of Safety are being used with families; child protection conference chairs are confident when chairing complex family dynamics; and appropriate professional curiosity is seen at child protection conferences. In contrast – the CARE Framework is not yet consistently used in direct work; completing the child protection plan in the conference is increasing conference time and non-quorate conferences are not consistently escalated.

38. Specific case reviews are completed for both those that reach the "serious case review threshold" and some which are identified as having significant learning and are completed as local learning reviews (single or multi-agency). There have been no serious case reviews published in 2017/18. One has recently been published which has the following key learning points:

- Professionals can feel uncertain about how to respond to the risk from men who view online child sexual abuse images, and as a result this can leave children at continued risk of harm
- Professionals should be alert to uncritically accepting what parents tell them about their children in the mistaken belief that this is "working in partnership". This can result in an inaccurate description of children's needs and circumstances which are left unaddressed as a result.
- All professionals should feel confident to challenge decision making where they do not feel this is in the best interest of the child.

Voice

39. Information is gathered directly from children and young people and from parents/carers through a variety of routes and informs quality of support and learning. These all feed into a view of the service and improvement planning. Examples of findings:

Children and Young People - from "Your Voice" survey Nov 2017:

- I'm satisfied with the service I received (89%)
- They got involved at the right time (87%)
- I was told when a change would happen (84%)
- I got the help I needed (96%)
- I feel safe (93%)

Comments:
- "Spend more time with us at the start"
- "Come to see us to say goodbye and tell us who new social worker is"
- "Explain to me what is going on"

<u>Parents and Carers</u>:

Child Protection Conferences
- My views were listened to (95%)
- I felt respected (100%)
- I felt my child's view was respected (97%.

Adolescent Support Project –

- 73% Very Positive Difference + 9% Positive Difference = 82% Positive Feedback from Families.

Quotes –

"The arguments are less. My family is a unit & no longer broken. ASP made me see that I was the only person who could fix it."

"She made me see things through my child's eyes…. I don't think my family would be where they are now if it wasn't for her."

"The weekly visits and daily contact was excellent & really appreciated, both ASP workers were kind, respectful and supportive. "

Complaints

40. Examining the quarterly data for stage 1 and stage 2 complaints demonstrates a downward trend since the 2nd quarter of 2017-18. The comparative examination of the trend line for the stage 1 quarterly complaint data for 2017-18 demonstrate the relative consistency and stability of the adjudication process. The number of stage 1 and stage 2 complaints that were either partially or fully upheld and those that were not upheld in 2017-18 (77) is about 2/3 of the equivalent outcomes (111) in 2016-17. The small number of stage 2 complaints is partially due to the effectiveness of the stage 1 resolution and adjudication processes.

41. Complaint learning themes:

- Need to provide clear, appropriate and timely information sharing.
- Ensure practice standards/procedures are followed and if they are not provide rationale.
- Ensure decisions are followed through.

- Clear communication to ensure a shared understanding of the role of practitioners and services.

Compliments

42. Compliments are collected (61) and these themes have been collated:
   - Overall Good Service
   - Good Decision Making
   - Good & Timely Advice & Information
   - Good Communication & Relationship
   - Good Outcomes for Children & Family
   - Positive Difference in lives of Children & Families

   Quotes –

   "XXXX is amazing!! She has always been available and works very hard to resolve any issues that arise"

   "I am very pleased… to praise the excellent work XXXX has achieved with my son."

   "Thank you for helping me through tough times and being there when I needed you most"

Action from Learning

43. A series of targeted training programmes have been commissioned to address areas of development. This includes specialist training for reflective supervision for all managers and supervisors.

44. Areas of continued challenge such as improvement in risk analysis, timely and more explicit recording of cases, completion of chronologies, and more reflective supervision have been brought to the attention of the Principal Social Worker for further attention.

45. The Structured Risk and Resilience Analysis toolkit should contribute to enhancement of risk analysis in assessments, planning and reports.

46. The NSPCC toolkit for neglect has been purchased and is being implemented across services. This will contribute to better identification and handling of neglect. Furthermore, Wiltshire Safeguarding Childrens Board is reviewing the classification of neglect to ensure a more accurate classification for neglect cases.

Safeguarding Considerations

47. Childrens social care services main purpose is to safeguard children.

Public Health Implications

48. Children's social care services link directly with public health.

Environmental and Climate Change Considerations

49. None

Equalities Impact of the Proposal

50. Children's Social Care Services delivery takes account of identity and diversity issues.

Risk Assessment

51. Children's Social care services need to be good to effectively safeguard children in Wiltshire. Poor outcomes for children or a poor inspection report have significant reputational risks.

Financial Implications

52. The outturn report for the 2017/18 financial year in Families and Children's Services showed an underspend against childrens social care services of £0.932million (due to vacancies and difficulties recruiting following the launch of the new service) and an overspend in of £1.6milion for SEND services. Numbers of children with Education Care and Placement Plans in place (EHCP) have been rising and this has led to increased costs. As a result growth of £3.240million to support placement and transport for current and anticipated children has been added to the SEND service for 2018/19 financial year. It is anticipated that the service will now be able to operate within the increased financial envelope.

53. Pressure on the Council's resources continues and savings targets totalling £1.240million have been assigned to Families and Childrens Services for 2018/19. Through the FACT (Families & Childrens Transformation) work streams, there are RAG rated plans in place to deliver these however, it is a significant sum and plans will be reviewed regularly to ensure they remain on schedule.

Legal Implications

54. The service complies with statutory requirements and works to relevant legislation.

Conclusion

55. In Wiltshire, we have continued to focus on our improvement as evidenced in the 2015 inspection which found services to be requiring improvement but also noted the progress we had made. Our improvements have been incremental and are fully embedded in the culture and practice of the organisation.

56. Our work is child and family focussed with a strong ethically based leadership that runs through the entire staff group. We were extremely proud with the outcome of the 2016 JTAI which confirmed that the quality of our services had continued to improve with many good outcomes for children and families. We believe this to remain the case today despite continued challenges and that our performance remains strong with clear evidence of improving outcomes. Our Families and Children Transformation Programme will continue to develop this work and improve the impact we have.

Proposal

57. The committee is asked to note this report.

Lucy Townsend
Director of Families & Children's Services

Report Author: Lynda Cox, Head of Performance and Information, Families and Children's Services.

4 June 2018

Appendix – Data Set

Appendix – Data Set

Indicator	2015/16	2016/17	2017/18 (provisional)	2017/18 Target	Eng avg	SN (good +)	Performance Trajectory
% referrals within 12 months of a previous referral at end of period	19%	19%	18%	17-19%	22%	22% (25%)	
% single assessments completed by 45 days	80%	90%	87%	90-95%	83%	80% (80%)	
% Section 47s which recommended initial conferences	50%	48%	49%	48-52%	41%	44%	
% initial CP conferences within 15 days	64%	50%	90%	85%	78%	73% (82%)	
% conferenced that led to child protection plan	82%	90%	90%	10-13%	13%	13%	
% children subject of child protection plan within 2 years of last plan	8%	10%	12%	5-9%	na	na	
% children subject of child protection plan for second time	17%	18%	20%		19%	23%	
% CPP plans ended under 3 months	20%	26%	22%	15-20%	20%	18% (20%)	
% children who ceased child protection plan of over 2 years	3%	3%	3%	2-4%	3%	4% (5%)	
% RCPCs within timescales	94%	94%	92%	95%	92%	84%	
% CP visits on time against 2 weekly practice standard		74%	89%	90-95%	na	na	
% of Section 20 LAC	26%	30%	22%	20-25%	27%	34% (33%)	
% placed in foster care	73%	73%	77%	75%	74%	73% (72%)	
% LAC reviews on time	91%	92%	96%	95%	na	na	
% LAC participating in reviews	95%	97%	97%	95%	na	na	
% LAC placed more than 20 miles from home	33%	33%	37%	28-33%	22%	25% (32%)	
% LAC placed out of County	24%	26%	28%	23-27%	36%	27% (31%)	
% LAC with 3+ placements during the year	8%	10%	12%	9-12%	10%	11%	
% LAC for at least 2.5 yrs in same placement for at least 2 years	61%	64%	77%	68-72%	68%	71%	
% LAC statutory visits on time against practice standard		78%	89%	90%	na	na	
% pathway plans in place for 16-18 year olds	100%	100%	87%	95-100%	na	na	
% of current LAC should be placed for adoption	11%	12%	11%	10%	na	na	
Number of children adopted	22	33	22	26	-	-	
% of those leaving care who were adopted	13%	22%	15%	10%	14%	14% (13%)	

Indicator	2015/16	2016/17	2017/18 (provisional)	2017/18 Target	Eng avg	SN (good +)	Performance Trajectory
% adopted who were placed within 12 months of SHBA	96%	91%	86%	80-90%	na	na	
Avg time between a child entering care and moving in with its adoptive family, for children who have been adopted (days) A1 single year	378	445	326	400	na	na	
Avg time between a local authority receiving a court order to place a child and the local authority deciding to match an adoptive family A2 single year	138	224	132	121	na	na	
% of LAC who have been in care 18months+ who are not in long term arrangements		45%	34%	35-40%	na	na	
% Initial health assessments within 28 days	78%	72%	41%	85-90%	na	na	
% LAC had health check in last year	93%	97%		85-90%	90%	87% (90%)	
% LAC had dental check in last year	91%	99%		85-90%	84%	74% (86%)	
% LAC immunisations up to date	93%	98%			83%	n/a (97%)	
LAC average SDQ score and % of cohort	15.5 72%	14.1 55%	15.6 92%		14.0	14.9 (14.6)	
% LAC looked after for at least a year permanent exclusions	0	0	1	0	na	na	
LAC Key stg 2 RWM expected level (Ac Yr)	7%	11%			25%	27%	
LAC Key stg 4 attainment 8 (Ac Yr)	28%	25%			22%	23%	
% Care leavers 17-18 in EET	69%	68%	71%	60-70%	62%	57% (52%)	
% Care leavers 19-21 in EET	55%	46%	40%	50-60%	50%	47% (46%)	
% care leavers in appropriate accommodation 17-18yr olds	85%	98%	92%	85-90%	88%	81% (76%)	
% care leavers in appropriate accommodation 19-21yr olds	81%	83%	85%	85-90%	84%	80% (78%)	
Safeguarding social worker avg case load at end of period			26		na	na	
Agency social workers in safeguarding and children in care teams at end of period	20	13	5		na	na	

This page is intentionally left blank

WILTSHIRE COUNCIL

Children's Select Committee
19 June 2018

APPRENTICESHIP UPDATE

Purpose

1. The purpose of this report is to provide Children's Select Committee with an update on the progress on apprenticeships within the council's workforce since the implementation of the apprenticeship levy in May 2017, and to outline future plans to ensure the levy is maximised to support the development of our workforce.

Background

2. In October 2013, the government announced a number of reforms to the national apprenticeship programme as a way of introducing more rigorous standards, being more responsive to the needs of employers[1] and to meet the commitment of having 3 million apprenticeships in place by 2020. At the heart of these reforms is the aim to increase both the quantity and quality of apprenticeships.

3. The two elements of the above reforms which will have the most impact for Wiltshire Council are the levy, and the proposed public sector target.

4. The apprenticeship levy is charged at a rate of 0.5% of an employer's pay bill and is collected monthly by the HMRC through PAYE deductions, and is therefore another tax on employment costs. For the council's workforce the contribution was £470k in the first year and the total amount that the council, including maintained and VC schools, will pay into the levy during any one year roughly equates to £1m.

5. The public sector target is for public sector bodies with more than 250 employees in England to employ an average of at least 2.3% of their staff as apprentices from 2017-2021. This means that the council needs to have approximately 106 apprentices in the workforce each year until 2021, and for schools this is approximately 150 apprentices.

Main Considerations

Current position – apprenticeship numbers

6. The current number of apprentices employed by the council is 89 (as at 24th May 2018). Of these 16 are newly recruited apprentices, and 73 are existing staff who are accessing apprenticeship training to upskill and gain qualifications that support their personal development and career progression, and also the council's succession plans. The table in Appendix 1 shows the current breakdown of where these apprentices are employed per corporate director area and the information in Appendix 2 breaks this down further to detail the number of apprentices per service area.

7. In addition to the 89 apprentices currently in place there are a further 8 civil engineering, 3 data analyst and 3 residential care apprenticeships pending. The apprenticeship standards for civil engineering have only recently become available and six of these will be for existing staff who will complete qualifications to support their own development and career progression, as well as two new apprentices. The civil engineering apprenticeships are important opportunities for services where there has previously been recruitment and retention issues.

8. The total value of the 89 apprenticeships already in place in terms of the draw on our apprenticeship levy account is £617,863. This is the total amount that we will have used from our levy account once the apprenticeship training for these staff is completed. The value of the 14 apprenticeships pending and outlined above is £195,000. The value of each apprentice varies, with a greater draw on our account for those apprentices completing professional qualifications.

9. This current number of apprentices and the 14 pending equates to 97% of the public sector target and means we have 2.2% of our staff as apprentices in respect of the council's contribution to the levy.

How has this been achieved?

10. To achieve these outcomes we have adopted a clear strategic approach and have focussed on organisational design and effective succession planning. A new role in HR&OD has been implemented to support this. The Apprenticeship & Training Coordinator is responsible, as the council's apprenticeship expert, for providing advice and guidance on apprenticeship standards and the levy, supporting apprentices and also manages the council's levy account.

11. We have made good progress with our apprenticeship numbers and have started to roll out the HR&OD model of a planned approach to its recruitment strategy and succession planning. This is being used in discussion with services, led by the HR Business Partners and Apprenticeship & Training Co-ordinator to identify opportunities for new apprentices and apprenticeship conversions.

12. A number of actions to attract and recruit new apprentices have been taken, and will continue. This includes:

- The development and implementation of a recruitment marketing plan for apprenticeships, which includes our own apprenticeship landing page on the Wiltshire Council careers site and social media channels (internal/external).
- Working with schools, further education and higher education institutions to identify opportunities for sourcing apprenticeships into the council. This involves building partnerships, attending careers fayres and visiting schools to ensure Wiltshire Council's apprenticeship opportunities gains visibility.
- Working with services to identify opportunities for apprenticeships in structures where these roles can support effective succession and meet future workforce plans. The aim will be that each service area will employ at least one apprentice.
- Promoting and raising awareness of apprenticeships and the opportunities the levy provides to support succession planning and address recruitment and retention issues.
- Ensuring a permanent role in the service establishment is available once the apprenticeship training is complete.

13. A significant proportion of our current apprentices are existing staff who are accessing apprenticeship training to upskill, and this has been achieved by:

a) Identifying opportunities for employee conversions to support succession planning.

A significant amount of the apprenticeship funding is being used to train and develop the council's current workforce. Staff remain in, and are paid against their substantive post, whilst they undertake the qualification or training required to complete an apprenticeship.

These opportunities for apprenticeship conversions are being identified within service areas as part of the work to support service re-design and re-structure, as part of regular strategic workforce discussions. Heads of service are being encouraged by their HR

business partners to take the opportunity to develop their staff and provide effective succession planning to meet both current and future needs, by enabling career progression and the availability of entry level posts. To support these discussions, apprenticeships have been mapped against current role descriptions using the apprenticeship standards which have been developed.

b) Accessing apprenticeship levy to fund a new accredited leadership and management programme.

Levy funding to support accredited leadership and management development is being used. This programme will ensure we have clear career pathways and will strengthen leadership and management capabilities within the organisation as part of the overall learning and development offer. As well as providing development for existing managers, this has also provided opportunities for employees who aspire to be a manager to convert onto an apprenticeship that will enable them to acquire the skills and competencies needed to secure their first management position as part of a structured programme that leads to a recognised management qualification. This development aims to support their transition to a new role, and improve management and leadership skills for those already in a managerial role.

14. As well as developing aspirational and existing managers to ensure the council has effective leaders, this approach also supports effective succession planning, aids staff retention and supports staff engagement. The access to apprenticeship training to upskill existing staff also supports personal progression and the achievement of individual career aspirations, whether within or outside the council.

Care Leavers/Looked After Children (LAC)

15. The council is the corporate parent to Care Leavers and LAC in Wiltshire, and has a responsibility to improve the lives of these young people. The apprenticeship levy provides the council with an opportunity to invest in training for these young people.

16. As a result the apprenticeship policy has been updated to include a guaranteed interview to any Wiltshire Care Leaver or LAC who applies for an apprenticeship with the council, where the role is grade C-E, and the Care Leaver/LAC has disclosed their status in their application form. Where this requires the Care Leaver/LAC to complete their functional skills as part of the apprenticeship (this gives them sufficient literacy & numeracy skills equivalent to GCSE grade C), additional support will be provided by the apprenticeship provider, and the apprenticeship training will not be completed until the apprentice competes their functional skills.

17. Despite this there have been no applications from Care Leavers or LAC since this change in policy in January 2018. As a result further action is being taken to encourage applications, and to ensure the appropriate support is in place to enable these young people to access the training available. More details are provided in paragraphs 20 & 21.

18. Whilst the council does not currently have any care leavers or LAC employed in an apprenticeship there are 13 in apprenticeships in businesses across Wiltshire, with a further 2 at the application stage.

Next Steps

19. Plans that are being developed to further increase apprenticeships and sustain the progress and include:

a) Limiting recruitment of apprenticeships to roles graded C to E

A level 3 apprenticeship qualification, or equivalent, is required for most posts graded C to E. (Grade C is the lowest grade at which apprenticeship standards apply). Therefore there is the opportunity to restrict recruitment to these posts as far as possible to new apprentices where a relevant standard is available, and the 20% off the job training can be accommodated without affecting service delivery. Current workforce data suggests that there is the potential for up to 66 new apprenticeships per year to fill grade C to E posts based on the current headcount and turnover in posts which may be suitable for an apprentice. This approach would further maximise the levy funding we have available, so further work to explore this as a standard process will be taken over coming months. These opportunities will also be targeted at Care Leavers and LAC, with the aim of encouraging applications from these young people for these entry level roles at the Council.

b) Targeting services

A structured programme to target service areas where there are currently no apprentices will be developed and actioned, and this will include exploring with managers the options they have to create apprenticeship opportunities in their services, including opportunities for Care Leavers/LAC and this may include setting a target for achievement. For example based on 67 service areas if all recruited 2 new apprentices, or converted 2 current staff for upskilling, this would represent 134 apprentices and means that we would exceed the proposed public sector target. Further work to explore the viability of this as an option will be taken, taking into account services where this may not be achievable based on service size, and availability of suitable apprenticeship standards as we are aware that there is a delay in certain standards being delivered, (for example in planning), and in some cases there are still no standards being developed.

c) Business Apprentices

The option to develop a pool of business administration apprentices will be explored, possibly targeting school leavers, on the understanding that once they complete their apprenticeships it is likely that there would be a vacancy in the council based on turnover rates for these types of posts. Alternatively, they could be employed via the Wiltshire Temporary Bank until a suitable vacancy becomes available to meet to meet fluctuating demands on services, and to support changes in business priorities and increased demand affecting capacity, for example the long term staff absence and the recent incident in Salisbury. Funding to support this initiative would need to be agreed.

d) A further cohort of Leadership and Management apprentices at Level 3 and 5.

A new group of aspiring and developing managers will start in October 2018 as part of the rolling programme of leadership and management development now in place.

e) Offering higher-level and degree-level apprenticeships.

There will be opportunities to offer higher level and degree level apprenticeships within services where there are technical/hard to fill roles and where there have been recruitment and retention issues and where there are limited or no opportunities for lower level apprenticeships. These apprenticeships will provide training to acquire the high level of technical skills and the qualifications required in these services. This will also reduce recruitment and advertising costs and improve succession planning and resilience within the services by providing new and current staff with access to higher level qualifications, and therefore career progression within their service. A review of service structures in Highways & Transport to create entry level opportunities has also been completed and we now have 1 employee undertaking a Civil Engineering Degree Apprenticeship in Highways & Transport, and as outlined a further 8 in the pipeline.

In addition, these apprenticeships have a greater draw on the levy than the lower level apprenticeships. For example, a level 2 business administration apprentice will draw down approximately £2,000 of the apprentice levy, whereas a level 3 team leader apprenticeship draws down £5,000 of funding from the levy, and some level 6 degree/professional level apprenticeships draw down £27,000.

Other opportunities also include a level 6 Chartered Manager degree and/or a level 7 Senior Leaders Masters as an apprenticeship, and a professional social work standard is expected in the autumn. We are also involved in the CIPS (Chartered Institute of Procurement & Supply) level 6 trailblazer.

f) Social Care/Work Apprentices

Options to use the levy funding for social care and social work apprentices within the council, and with our provider services in health and social care are being explored. Whilst some of the standards required are not yet available, where they are we are looking at how these can support the work to resolve the widespread recruitment and retention difficulties in these services and this includes working with adult care as part of the transformation of services to embed apprenticeships, especially in health and social care roles.

We are closely monitoring the development of standards for professional social work, and as outlined above we are expecting these to be available in the autumn. In preparation for this we have reflected the social work apprenticeship in the career pathways that have been developed as part of the learning and development strategy for children's services so it will be a 'bridge' between senior keyworker and newly qualified social worker (NQSW). We are also working with local providers of this training, including UWE and Bath Spa and working with other regional local authorities so that the providers ready to deliver the apprenticeship when they become available.

Care Leavers/Looked After Children (LAC)

20. Initiatives are being progressed to help to raise the profile of the council with Care Leavers/LAC as an employer, as well as providing them with valuable employability skills and experience and pathways to apprenticeships with the aim of encouraging these young people to apply for and secure apprenticeships with the Council, and with other employers across Wiltshire. These initiatives are:

a) A mock interview scheme for Care Leavers/LAC is being developed within the council. These interviews are designed to give young people the chance to experience what may be their first interview, or hone their existing interview skills, in a safe place. They will receive feedback following their interview. Managers who have experience of interviewing have been asked to participate. Future calls for volunteers to be on the interview panel may go wider than just managers, so long as they have significant interview experience. A pack to support the interviewees with preparation, including lots of helpful hints and tips has also been developed. Interviewees will be able to choose between three jobs (facilities operations officer, leisure centre receptionist and apprentice business support officer in planning) to be interviewed for. Interviewers will be provided with all interview questions and a feedback sheet.

b) Opportunities for frontline work experience are being developed, initially in facilities management and leisure, with a view to extending to jobs in our environment services in the future. These week-long placements will be designed to be as flexible as possible, for example, could be undertaken as one day a week for five weeks rather than all in one week. Frontline placements are preferable as no IT equipment or access is needed.

c) The Apprenticeship and Training Co-Ordinator has worked with Wiltshire College to create a programme which will support Care Leavers and LAC to achieve functional skills in English and Maths before starting the apprenticeship, where required.

d) The Apprenticeship & Training Co-Ordinator will be attending the Virtual Schools Careers Fair on 13 June 2018, on behalf of the council to raise awareness of apprenticeships and the careers available at the Council.

e) The Apprenticeship & Training Co-Ordinator is working with the Building Bridges* and skills for young people teams (employment & skills) to ensure that they are aware of all apprenticeship vacancies within the council so Care Leavers and LAC can be signposted to apply, and to support them in their readiness for work.

f) Information about apprenticeship vacancies will be sent out to Care Leavers via their Personal Assistants.

21. In addition to the above actions the Employment & Skills team has been working closely with a range of stakeholders, including the virtual school and care leaver personal advisers, and has established a steering group to support care leavers and LAC. This will steer the development of an Education, Employment and Training (EET) pathway through referral to appropriate provision and opportunities and includes:

a) Ensuring suitably identified young people are referred if Not in Education, Employment or Training (NEET) or at risk of NEET to the Building Bridges programme* and other identified suitable provision.

b) Establishing and continually reviewing the effectiveness of the information given at the point of referral onto the Building Bridges programme which ensures the right assessment is being made in determining the lead partner.

c) Establishing and maintain a single point of contact when referring a young person to the Building Bridges programme.

d) Promoting and disseminating information on identified EET provision/programmes to filter down to individual young people and professionals.

e) A forum for dialogue between key stakeholders that facilitates and encourages partnership working.

f) Monitoring and reviewing referrals and outcomes from identified provision to measure impact.

g) Providing a steer on council initiatives that support access to opportunities within the council that support work readiness and participation in EET amongst our young people to include council apprenticeships, work experience and a mock interview offer.

h) Promoting opportunities within our network and directly to young people.

i) Running an options and careers event for care leavers in years 9 and 10 to give the opportunity to speak with employers and training providers and set out what their options are when they have finished school.

Apprenticeships in schools

22. Based on the current number of apprentices employed by the council, and the rate at and basis on which we currently employ apprentices, we are on track to reach the public sector target in relation to council employees. However, our apprenticeship levy also includes levy contributions from maintained/VC schools who therefore have their own target, which equates to approx. 150 apprentices per year.

23. As outlined the council's contribution to the levy in respect of the non-schools pay bill is estimated to be £0.47m, and the contribution for maintained/VC schools is £0.53m. These amounts are, as outlined, in one levy account which the council manages as the guidance has confirmed that we cannot disaggregate the funding for the council to separate the amount that applies to schools.

24. This means that the council has to manage the levy on behalf of schools and as a consequence this has raised resource implications for managing the levy as the management of the schools element of the levy is, and will continue to be, an additional demand on resources in HR&OD, and there has been no potential to recover the cost of this from schools based on current arrangements.

25. The take up of apprentices in schools has been slow. The pace is affected by the size of the workforce in each school and the availability of roles suitable for apprenticeships. Currently there is 1 apprentice employed in our maintained/VC schools, and 3 are currently pending.

26. The apprenticeship & training co-ordinator has recently attended Right Choice events in the county to raise awareness of apprenticeships in schools (maintained & VC schools) and apprenticeship advice and support is now available to schools via this website at a charge.

27. If the availability of these apprenticeship services to schools demonstrate demand on our apprenticeship & training co-ordinator, and capacity becomes stretched, then the income generated will be used to recruit/allocate additional resource to assist with schools so that they can maximise our apprenticeship levy.

Commissioning training provision and managing the councils levy account

28. Several procurement exercises have been undertaken to ensure the council has a framework of preferred training providers, as one single training provider cannot meet all of our apprenticeship requirements. In addition the council is required to demonstrate that it is securing value for money, and has to meet the apprenticeship levy rules relating to procurement of training providers published by the Education and Skills Funding Agency (ESFA).

29. The apprenticeship & training co-ordinator, who is the council's apprenticeship expert and who commissions the provision of apprenticeship training, monitors the quality of the training provision and manages our levy account. Some of these tasks were previously carried out by the training providers but under the new levy funding reforms they are now the responsibility of the council and this role. Other tasks carried out by this role include monitoring attendance at training, supporting apprentices who are finding the training difficult and liaising with managers to ensure the apprentices are adequately supported.

30. The implementation of the apprenticeship levy has also had an impact on the capacity within the payroll team, as management of the interface with the HMRC, configuration of payroll to ensure that the levy is paid appropriately and the reconciliation payments that are made is now the responsibility of this team. This additional demand on team has so far been absorbed within existing resources.

Levy opportunities to support the economy

31. From April 2018, employers can transfer up to 10% of their apprenticeship levy to smaller firms who do not contribute to the levy. This has been designed to allow larger employers to support their supply chains, and local SME's (small & medium size enterprises).

32. For 2018/19, the ESFA have stated that employers can only transfer up to 10% of the levy to one employer but from 2019/20 employers will be able to transfer up to 10% to multiple employers. This will allow us to support our local economy and many of our local micro businesses and SME's to grow. HR&OD will work closely with our services, the employment & skills team, Higher Futures and the SWLEP to ensure businesses are supported.

<u>Conclusion</u>

33. Our realistic and achievable plan to employing apprentices needs to add value to the organisation, considering current job types/roles and the future skills/capabilities needed, and needs to be developed and matched against the new apprenticeship standards available.

34. Progress has been good in the first year since the levy was implemented. The council has already achieved 96% of the target for apprenticeships and future plans means that the target should be met and sustained.

35. There is still some work to do to develop the understanding of the opportunities the levy now provides with some services, and plans to target services to employ apprentices or convert existing staff to apprentices to support their own succession plans and to support personal development and career progression for their staff will assist with this. This will include further steps to support care leavers/LAC in accessing apprenticeship opportunities with the Council.

36. New apprenticeship standards are being developed all of the time and as they become available we will continue to work with services to identify how they can make use of these new standards to aid recruitment and retention issues, for example in social work.

37. Whilst advice and support is available to schools it is unlikely that the public service target in respect of the schools workforce will be met. Identifying apprenticeship opportunities in schools is more difficult due to the size of the workforce in each school which means there are limited opportunities for new apprenticeships and limited capacity to provide the level of supervision needed. However we are confident that the council will exceed its own target for apprentices, and this will contribute to the overall target of approx. 256 that are needed by 2021.

38. Feedback from the council's National Apprenticeship Service account manager about the progress we have made has been very positive, and he has endorsed our approach with the actions we have taken and initiatives outlined in this report. Feedback is that we are ahead of many other organisations and are embedding a sustainable approach to utilising our apprenticeship levy, in particular by ensuring that on successful completion of an apprenticeship a permanent job is available.

Financial considerations

39. As outlined in paragraph 4 the apprenticeship levy is charged at a rate of 0.5% of an employer's pay bill and is collected monthly by the HMRC through PAYE deductions. Based on current calculations this means that the council's contribution to the levy per annum will be approx. £0.47m, with schools (maintained and VC) contributing £0.53m to the same levy account. These figures are an approximation as our staff numbers fluctuate and, therefore, so does our employer's pay bill.

40. Funding for apprenticeship training stays in our digital account for 24 months and then any unused funding will disappear.

41. Based on the 89 apprentices currently in place and the 14 that are pending we will have used £812,863 of our levy by the time the apprenticeship training is complete. However for some apprenticeship the full cost of the training will not be drawn from the levy for up to 3 years, and in particular for this will be the case for some of the higher level apprentices. It is important therefore that every step is taken to create opportunities for apprenticeships to maximise our return on the levy.

42. As outlined in paragraph 10 a new role in HR&OD is now in place to co-ordinate and monitor the apprenticeship programme of work, support the apprentices, provide advice and support to council services and schools and manage the councils levy account. This resource costs around £39,000 per annum and the cost of this has been absorbed within the HR&OD revenue budget.

Legal considerations

43. Legal considerations have been sought and taken into consideration around procurement regulations and implications.

Equalities considerations

44. The apprenticeship programme will support the council in fulfilling its responsibilities under the Public Sector Equality Duty/PSED (2010) through increasing equality of opportunity and improving life chances, particularly for those groups named within the Equality Act (e.g. disabled people) and vulnerable groups such as children in care/LAC.

45. Actions developed as part of a wider council strategy will ensure that full consideration is paid to the Equality Act and the PSED.

Risks

46. A lack of engagement from services in recruiting new apprentices and/or converting existing staff to apprentices is a risk to the achievement of the public sector target for apprentices which must be achieved by 2012, and means that the council would not maximise the use of the funding that we have contributed to the levy, which is significant.

47. There is a risk that the capacity in HR&OD required to support the apprenticeship programme may not continue to be available. The cost of the new apprenticeship & training coordinator role has been absorbed within the HR&OD revenue budget against which there are further salary savings targets for 2018/19. In addition the service is meeting increased demand as a result of significant transformation programmes that are taking place, for example digital, ASC transformation and FACT (families & children transformation). The position will be monitored and steps will be taken in consultation with the corporate leadership team to address this when required.

Recommendations

48. It is recommended that the Children's Select Committee note the contents of this report.

Joanne Pitt
Director, HR&OD
4 June 2018
Report Author: Heather Keaveney

The Building Bridges programme supports people across Swindon and Wiltshire who are facing significant challenges in being able to develop their skills, access education or move towards the world of work. Support is available for all those aged 15 and over. Taking part in the programme is entirely voluntary and all advice and support is offered free of charge.

The programme is a partnership of local organisations, including Wiltshire Council Employment and Skills and Family Learning teams, who are experts at supporting people and giving them the skills and confidence they need to move forward. The programme works with people on a one-to-one basis to help them address the challenges and barriers they are facing and develop a personalised plan to help them achieve their goals at a pace they are comfortable with.

Each participant will have someone who works with them as a mentor, helping them to access support from across the partnership. These mentors can also work with family members, carers, key workers or other people supporting them if the participant give permission.

The programme is jointly funded by the Big Lottery Fund and the European Social Fund.

Appendix 1

Number of Apprenticeships per Corporate Director Area (as at 24 May 2018)

Corporate Directors							
Vacant **Adult Social Services**		**Terence Herbert** **Children & Education**		**Alistair Cunningham** **Growth, Investment & Place**		**Dr Carlton Brand** **Communities, Resources & Digital**	
Apprenticeship	No. enrolled	Apprenticeship	No. enrolled	Apprenticeship	No. enrolled	Apprenticeship	No. enrolled
CMI L6 Degree Apprenticeship		CMI L6 Degree Apprenticeship		CMI L6 Degree Apprenticeship		CMI L6 Degree Apprenticeship	
L3 HR Support		L3 HR Support		L3 HR Support		L3 HR Support	1
L5 HR Consultant/Business		L5 HR Consultant/Business		L5 HR Consultant/Business		L5 HR Consultant/Business	5
L4 Data Analyst		L4 Data Analyst	1	L4 Data Analyst		L4 Data Analyst	1
L3 Digital Marketer		L3 Digital Marketer		L3 Digital Marketer		L3 Digital Marketer	
L4 Social Media & Digital Marketing		L4 Social Media & Digital Marketing		L4 Social Media & Digital Marketing		L4 Social Media & Digital Marketing	1
L3 Lead adult care		L3 Lead adult care		L3 Lead adult care		L3 Lead adult care	
L2 Business Administration		L2 Business Administration		L2 Business Administration		L2 Business Administration	
L3 Business Administration		L3 Business Administration	4	L3 Business Administration	2	L3 Business Administration	4
L4 Business Administration		L4 Business Administration	1	L4 Business Administration		L4 Business Administration	1
CMI L3 Diploma in Principles of Leadership & Management	4	CMI L3 Diploma in Principles of Leadership & Management	4	CMI L3 Diploma in Principles of Leadership & Management	6	CMI L3 Diploma in Principles of Leadership & Management	7
CMI L5 Diploma in Leadership & Management	7	CMI L5 Diploma in Leadership & Management	4	CMI L5 Diploma in Leadership & Management	11	CMI L5 Diploma in Leadership & Management	16
L3 Assistant Accountant		L3 Assistant Accountant		L3 Assistant Accountant		L3 Assistant Accountant	2
L3 Building Control		L3 Building Control		L3 Building Control	1	L3 Building Control	
L6 Degree Apprenticeship in Civil Engineering		L6 Degree Apprenticeship in Civil Engineering		L6 Degree Apprenticeship in Civil Engineering	1	L6 Degree Apprenticeship in Civil Engineering	
L3 Plumbing & Heating		L3 Plumbing & Heating		L3 Plumbing & Heating		L3 Plumbing & Heating	
L3 Carpentry		L3 Carpentry		L3 Carpentry		L3 Carpentry	
L3 Vehicle Mechanic (old framework)		L3 Vehicle Mechanic (old framework)		L3 Vehicle Mechanic (old framework)	1	L3 Vehicle Mechanic (old framework)	
L3 Customer Service		L3 Customer Service		L3 Customer Service		L3 Customer Service	1
L3 Management (old framework)		L3 Management (old framework)		L3 Management (old framework)	3	L3 Management (old framework)	
Total	**11**	**Total**	**14**	**Total**	**25**	**Total**	**39**

Appendix 2

Number of apprenticeships per Service area (as at 24 May 2018)

Directorate	Service Area	Apprentice New Starts	Apprentice Upskillers	Total
Public Health	Health Promotion & Prevention		2	2
	Public Health			0
Social Care - Interim	Adult Care Ops - Access and Reablement		6	6
	Adult Care Ops - Continued Support		3	3
	Total	0	11	11
Commissioning	Commissioning - Community Services			0
	Joint Commissioning	1	1	2
	Specialist Commissioning		1	1
Family & Children's Services	0-25yr SEND Service		2	2
	Child Sexual Exploitation Team			0
	Childrens Support & Safeguarding	1	2	3
	CSI Secondment			0
	Early Help			0
	Family & Children's Services			0
	Peformance & Information Team	1	1	2
	Placement Servi - Fostering and Adoption	2		2
	Quality Assurance & Principal Social Wrk			0
Education and Skills	Education and Skills			0
	Employment and Skills		1	1
	School Effectiveness	1		1
	Total	6	8	14
Econ Reg, Emp & Skills, Major Projects	Dev Mgmt, Operations & Spatial Planning		1	1
	Development Management			0
	Econ Reg, Emp & Skills, Major Projects			0
	Economic Regeneration			0

	Major Projects Services			0
	Operations		3	3
	Spatial Planning Services			0
Highways and Transport	Highways and Streetscene - North		2	2
	Highways and Streetscene - South			0
	Highways and Transport			0
	Highways Assets & Commissioning		6	6
	Passenger Transport		1	1
	Sustainable Transport			0
Housing and Commercial Development	Housing - Strategy & Assets		3	3
	Housing Operations and People		2	2
	Strategic Asset & FM		4	4
Waste and Environment	Culture and Operational Change	2	1	3
	Environment Services			0
	Waste and Environment			0
	Waste Management Commissioning			0
	Waste Services			0
	Total	**2**	**23**	**25**
Finance & Procurement	Business Services Finance			0
	Finance	2		2
	Finance - Care			0
	Finance - Corporate		1	1
	Finance - ENV		1	1
	Finance & Procurement			0
	NEW Pensions			0
	Pensions			0
	Revenue and Benefits			0
	Strategic Procurement			0
HR & OD	HR & OD		1	1

	HR Operations		2	2
	Payroll and Service Development	2	1	3
	Resourcing	2	3	5
	Strategic Delivery	1	1	2
Legal & Democratic	Democratic Services		3	3
	Electoral Services			0
	Legal & Democratic			0
	LEGAL SERVICES		2	2
	Registration Service	1		1
Communities and Communications	Communications (Events and Marketing)			0
	Communications (News and Information)			0
	Communities and Communications			0
	Community Engagement & Governance		4	4
	Leisure Operations			0
	Leisure Strategy		2	2
	Library Heritage and Arts			0
	NEW CITY HALL			0
Corporate Leadership Team	Corporate Leadership Team		2	2
Corporate Services and Digital	Corporate Services and Digital			0
	Customer Services			0
	Information Services		1	1
	Policy Partnerships & Assurance		4	4
	Programme Office		3	3
	Systems Thinking			0
	Total	**8**	**31**	**39**
	Grand Total	**16**	**73**	**89**

This page is intentionally left blank

Wiltshire Council

Children's Select Committee
19th June 2018

<div align="center">

Rapid Scrutiny Exercise:
Children in Care Leavers

</div>

Purpose

1. To report to Children's Select Committee (CSC) the outcome of the rapid scrutiny exercise established on 13 June 2017 and held on 23 January 2018 and 27th April 2018 to consider Wiltshire's Local Offer for Care Leavers under the Children and Social Work Act 2017 (which will be referred to as "local offer" in this report).

2. To make recommendations to the Cabinet Member for Children, Education and Skills.

3. **Note:** The Lead Member was asked by the Members to note in this report the vast amount of relevant experience residing within the review body in relation to Care Leavers and related matters, which included one member with current long-term experience as a Foster Parent. As such the final recommendations are based on the evidence received and the abovementioned experience in this area.

Background

4. It was resolved at the 13th June 2017 meeting of Children's Select that a meeting be set up between the Chair and Vice-Chair of Children's Select and Martin Davis, Cllr Laura Mayes, and Cllr Pauline Church to discuss a potential piece of scrutiny on children transitioning out of care.

5. At the above meeting it was resolved that a rapid scrutiny exercise be arranged to examine the draft of Wiltshire's Care Leavers Covenant. The covenant sets out Wiltshire Council's corporate responsibility for care leavers.

6. The rapid scrutiny exercise met on 23rd January to examine how the local offer intends to meet its goals and to address any perceived gaps or potential improvements.

7. At the 6th February 2018 meeting of the Children's Select Committee meeting it was requested that the rapid scrutiny exercise reconvene to consider further information and refine their conclusions and recommendations. This meeting took place on 27th April 2018.

Membership

8. The following Councillors were appointed:

    Cllr Chris Devine (lead member)
    Cllr Mary Champion
    Cllr George Jeans
    Cllr Melody Thompson

Evidence

9. The following paper was made available prior to the meeting:
    • Children and Social Work Act 2017, Care Leavers: A Local Offer (Briefing Report to Rapid Scrutiny 23.01.2017)
    • Children and Social Work Act 2017, Care Leavers: A Local Offer (Further Briefing Report to Rapid Scrutiny 27.04.2018)

Witnesses

10. Members of the rapid scrutiny would like to thank the following councillors and officers for attending the meeting and providing evidence:

    Cllr Laura Mayes, Cabinet Member for Children, Education and Skills
    Cllr Pauline Church, Portfolio Holder for Children's Safeguarding
    Martin Davis, Head of Care and Placement
    Lucy Townsend, Director of Family and Children Services

Deliberations

11. The local offer was introduced to the scrutiny members. During the ensuing discussion, several questions were asked and aspects of the policy further explored, including the following:

    Personal Advisors

12. Provision for Personal Advisor (PA) support would be extended for all care leavers up to age 25. Care leavers currently receive support from their PA until they reach age 21, the new statutory requirements entitle care leavers up until the age of 25 to request support from a PA. Scrutiny members expressed support for this extension.

13. Officers explained that advertisements for vacant PA posts generate significant interest and applications received are usually of good quality. Officers expressed confidence in being able to recruit to additional PA posts if funding is identified to increase numbers.

    Accommodation

14. It was acknowledged that there was a lack of accommodation across all of Wiltshire for care leavers. If housing in Wiltshire was not provided for care

leavers then more expensive accommodation would have to be sought out of county. As such, support was given to a housing pilot scheme to demonstrate the potential for success and attract housing developers.

15. Whilst no care leavers are currently in unsuitable accommodation, there were a number being housed outside of the county. As noted above, this is arranged at extra cost, both financial and through the distance from their communities. It was noted by the members that it is important that these individuals be encouraged back into Wiltshire-based accommodation.

16. Support was expressed in securing the commitment to treat care leavers as a priority banding, and it was acknowledged that this could be done with no direct need for additional funding.

17. Under the Rent Guarantee Scheme Wiltshire Council can act as a rent guarantor for care leavers. Currently this was in place for 10 care leavers. The scheme is designed to assist care leavers who can afford rent but where the landlord requires additional reassurance. It was noted that some requests are turned down where it is clear they would not be able to meet rent demands.

18. Members asked if communities surrounding the accommodation offered to care leavers are sufficiently vetted for suitability. Assurance was given that the officers from Housing are in contact with the Emerald Team to ascertain whether there are any concerns in the local area.

19. Concerns were raised over the possible lack of training and awareness from housing associations when it came to potentially housing care leavers with mental health issues (**recommendation 6**).

Employment

20. A Building Bridges programme is currently in place to help disadvantaged children out of unemployment. Under the programme coaches are allocated to each child to help them find suitable employment within their local communities.

21. A new Grandmentors programme was detailed which would provide support for care leavers throughout their transition into independent living. The programme allows volunteers age 50+ to share their experience and knowledge with care leavers. Under this scheme Grandmentors contribute 50% towards operational costs with Wiltshire Council required to match fund.

22. Members sought assurance regarding the vetting procedure for potential Grandmentor volunteers and were informed that that there would be a Volunteering Matters Co-ordinator in charge of this process and that the Council would ensure that safeguarding arrangements were robust before entering into a formal agreement and contract with Grandmentors.

23. Care leavers who meet the eligibility criteria would be guaranteed an interview for Wiltshire Council apprenticeships. Members felt that this favourable

access should be highlighted and published to ensure all care leavers and their Personal Advisors are aware and maximum take-up from care leavers can be achieved. (**recommendation 8**).

24. Concerns were expressed that some care leavers were missing out on employment opportunities due to not meeting "functional skills" requirements (i.e. maths and English), which weren't relevant for their potential employment. Officers had spoken to Wiltshire College on the definition of functional skills and would be waiving this requirement in certain situations.

25. The rapid scrutiny noted that it would be useful to know from the Human Resources team which businesses are being approached by Wiltshire Council for apprenticeship opportunities.

26. Members felt that any apprenticeships and work placements arranged should be checked to ensure they are appropriate both in their sector and the geographic location to make sure that care leavers can access the opportunities and that they are receiving opportunities suited to them (**recommendation 9**).

Support

27. Mandatory training would be developed for all Wiltshire officers to promote a positive "cultural shift". Members suggested this be advertised to all mentors and hoped it would go beyond a short online course (**recommendation 7**).

28. Support was given to providing care leavers with free leisure passes. It was noted this could be done at minimal cost.

Finance

29. The Leaving Care Grant provided to all care leavers was currently £2000. This grant is held by Wiltshire Council and any spends went through a care leaver's Personal Advisor. Whilst it was noted that Personal Advisors are resourceful and good at sourcing value for money, it was noted that the grant was relatively small. It was asked that research be done into the amounts provided in other nearby local authorities, it was discovered following this that other local authorities currently pay the same £2000 rate as Wiltshire. Scrutiny members suggested that more money should be made available through a discretionary amount which could be given on a case by case basis, as determined by the team managers (**recommendation 2**).

30. It was strongly recommended that care leavers be provided council tax exemption until the age of 25. In the interest of providing care leavers with the best start possible it was felt that removing this cost for them constituted a sensible and effective use of the funding available (**recommendation 1**).

31. Strong support was given to funding an additional two Personal Advisor posts to expand the support offered to care leavers (**recommendation 1**).

32. WiFi contributions were suggested to be provided at a rate of 50%. It was requested that a potential care leavers WiFi connection deal, provided through the digital strategy, be investigated. This would reflect the current reliance on WiFi, especially for people of a typical care leaver's age (**recommendation 4**).

33. Members queried whether there would be value for money if the Council were to fund tuition fees for care leavers. It was noted that repaying student loans does not begin until an annual income threshold of £17,775 has been reached. It was considered that this funding could be used elsewhere to more effectively help care leavers (**recommendation 5**).

34. Members suggested that a bus pass scheme should be developed for care leavers to assist them in attending education, interviews and employment (**recommendation 3**).

Additional Meeting

35. At the additional meeting members were informed that the Corporate Parenting Panel was consulted on 13th March 2018 and asked whether they supported the developments outlined in the draft offer. The Panel provided positive feedback and indicated that they agreed with priorities that had been identified.

36. The members of the Rapid Scrutiny were informed that Personal Advisers had also been consulted on the priority order for developments in the local offer which require significant additional investment. Members were informed that following this Children's Services had resolved to fund its contribution to the Grandmentors scheme.

37. The Corporate Parenting Panel, the Personal Advisors, and the Rapid Scrutiny members identified their order of their priorities as follows (**recommendation 1**):

	Corporate Parenting Panel	**Personal Advisers**	**Rapid Scrutiny**
1st	Funding for 2 extra Personal Advisors	Funding for 2 extra Personal Advisors	Funding for 2 extra Personal Advisors
2nd	Grandmentors	Grandmentors	Grandmentors
3rd	Free Bus Pass	Free Bus Pass AND Contribution to Wifi costs	Free Bus Pass (to assist care leavers in attending education, interviews and employment) AND Contribution to Wifi costs
4th	Council Tax Exemption	Leisure Centre Pass	Leisure Centre Pass
5th	Extra Care Leaver's Grant	Council Tax Exemption	Council Tax Exemption

6th	Leisure Centre Pass	Extra Care Leaver's Grant	Extra Care Leaver's Grant **with the addition of** "to include a discretionary amount that could be given on a case by case basis, as determined by the team managers"
7th	Tuition Fees	Tuition Fees	
8th	Contribution to Wifi costs		

Recommendations

With regards to the Wiltshire Local Offer for Care Leavers the rapid scrutiny exercise recommends that the Cabinet Member for Children, Education and Skills:

1. **Prioritises the additional investments in the Local Offer as follows:**

1st	**Funding for 2 extra Personal Advisors**
2nd	**Grandmentors**
3rd	**Free Bus Pass (to assist care leavers in attending education, interviews and employment) and Contribution to Wifi costs**
4th	**Leisure Centre Pass**
5th	**Council Tax Exemption**
6th	**Extra Care Leaver's Grant with the addition of "to include a discretionary amount that could be given on a case by case basis, as determined by the team managers"**

2. **Explores the creation of a bus pass scheme for care leavers to assist them in travel to and from education, interviews and employment**

3. **Increases the Care Leavers Grant to fall in line with the average grant levels in surrounding local authorities and to allow a discretionary amount that could be given on a case by case basis, as determined by the team managers.**

4. **Explores the creation of a funded Wi-Fi package for care leavers through the Wiltshire Digital Strategy.**

5. **Ceases the funding for university tuition fees so that the funds released could be used more effectively elsewhere for the benefit of care leavers.**

Regarding care leavers in general, the rapid scrutiny exercise also recommends that the Cabinet Member for Children, Education and Skills:

6. **Promotes training for housing association employees to ensure adequate levels of Child and Adolescent Mental Health awareness.**

7. **Advertises the mandatory training available for all officers amongst mentors and ensures that the training is and has been effective.**

8. **Promotes the favourable access available for care leavers to Wiltshire Council apprenticeships to the care leavers and their Personal Advisors.**

9. **Ensures measures are in place so that the work placements and apprenticeships offered to care leavers are appropriate both in their work sector and their geographic location.**

Cllr Chris Devine, lead member for the rapid scrutiny exercise

Report author: Adam Brown, Senior Scrutiny Officer, 01225 718038, adam.brown@wiltshire.gov.uk

Background documents

None

This page is intentionally left blank

Wiltshire Council
Children's Services Select Committee
19 June 2018

DfE Changes – Update April 2018 – May 2018

Schools that work for everyone

1. The DfE has published its response to the *Schools that work for everyone* consultation which was seeking views on proposals to create more good school places. It details a package of measures will promote:
   - a new wave of free school applications
   - an expansion to the number of places at existing good or outstanding selective schools alongside measures to give more disadvantaged pupils the opportunity to attend these schools
   - new support for faith schools where there is demand for good school places
   - fresh agreement with the independent school sector to help improve outcomes for pupils of all backgrounds

2. These measures aim to deliver a stronger partnership between different parts of the education system in local areas, to raise standards across the system and to create new good school places in areas where they are needed. The aspiration is to create more school places, give parents greater choice and raise education standards – including in disadvantaged areas.

3. The full response can be accessed here.

Elective home education consultation

4. The DfE has launched a call for evidence to help consideration of whether the current arrangements for oversight of elective home education are adequate to fulfil the government's aspiration that all children in England should receive a good education. Comments and feedback are being sought on:
   - registration of children educated at home
   - monitoring of home education provision
   - support for home educators

5. It also seeks views on draft DfE guidance documents about elective home education, one designed for local authorities and the other for parents. The local authority guidance is intended to help local authorities understand their powers and duties in relation to children who are being educated at home, and how those relate to the obligations of parents.

6. The consultation is open until 2nd July 2018 and can be accessed here.

Academies Update

7. Number in Wiltshire at the end of May 2018:

Sponsored academies	22
Non-sponsored converter academies	70

8. New academies in this period:

Great Bedwyn Primary School

Keeping children safe in education

9. The government has published a summary of responses received and its response, outlining the next steps, to the consultation on keeping children safe in education. The consultation was seeking views on revisions to the September 2016 statutory guidance which sets out what schools and colleges should do and the legal duties with which they must comply to keep children safe. The government proposes to update and replace the current statutory guidance. The full consultation outcome can be found here.

10. The DfE have published, alongside the response, a draft of the revised KCSIE guidance for information so schools and colleges can plan for the commencement of the guidance on 3 September 2018. Until the new revised guidance commences on 3 September 2018, the existing statutory guidance (Keeping children safe in education September 2016) remains in force and is what schools and colleges must continue to have regard to. Both sets of guidance can be found here.

11. The DfE have also published revised Child on Child Sexual Violence and Sexual Harassment advice, which can be found here

Children of dependent drinkers

12. Public Health England have published guidance to help local areas to identify problematic parental substance use to help commission services to reduce and prevent harm to children and families. The guidance has been developed to support local authorities to:
    - identify problematic parental alcohol and drug use as early as possible
    - ensure that the services they commission have sufficient capacity and resources to support parents and children affected by problem parental alcohol and drug use
    - identify and commission interventions to reduce harm and promote recovery for parents who misuse alcohol and drugs and to also reduce and prevent harm to their children
    - address the effects of adverse childhood experiences and to safeguard children

13. The toolkit includes data and advice on how best to meet the needs of children growing up in these situations and those of their parents and carers, and can be accessed here.

14. The Department of Health & Social Care, The Department for Work & Pensions and Public Health England have launched a new £4.5 million fund aimed at improving the support services for children of dependent drinkers and alcohol dependent parents. The fund is being managed by PHE and the application phase for the innovation fund opened on 22 May, running until 17 July.

Updated guidance on the provision of accommodation for 16 and 17 year olds who may be homeless and/or require accommodation

15. Updated statutory guidance on supporting 16 and 17 year olds who are homeless or threatened with homelessness has been jointly issued by MHCLG and the Department for Education. The guidance was originally published in 2010 following court judgements (including the Southwark Judgement) which clarified that primary responsibility for assessing the needs of 16 and 17 year olds rests with Children's Services. That principle remains – the main changes to the guidance are to reflect new provisions in the Homelessness Reduction Act (2017) and changes to Working Together. The updated guidance can be found here.

Launch of Government response to the Internet Safety Strategy Green Paper

16. The Internet Safety Strategy Green Paper, which was published in October 2017, set out the government's proposals relating to tackling unacceptable behaviour and content online, particularly those harms including cyberbullying, online abuse, harassment, trolling and sexting, that affect children.

17. The consultation covered various aspects of online safety including:
- The introduction of a social media code of practice, transparency reporting and a social media levy
- Technological solutions to online harms
- Developing children's digital literacy
- Support for parents and carers
- Adults' experience of online abuse
- Young people's use of online dating websites/ applications.

18. The government's response sets out the findings from the consultation and announces the intention to publish a White Paper before the end of the year to set out more definitive steps on online harms and safety. The response can be accessed here.

TERENCE HERBERT
Corporate Director

Report author: Nicola McCann, EY Information and Co-ordination Manager, Children's Services. 31/05/2018

Largely taken from the DfE website content 30 March to 31 May 2018.

This page is intentionally left blank

Wiltshire Council

Children's Select Committee

19 June 2018

Task Group Update

Purpose

To provide an update on recent task group activity and propose any decisions requiring Committee approval.

1.   Child and Adolescent Mental Health (CAMHS) Task Group

Membership:

Cllr Phil Alford (Chairman)
Cllr Clare Cape
Cllr Gordon King
Cllr Hayley Spencer
Cllr Fred Westmoreland

Supporting Officer: Natalie Heritage

Terms of Reference:

That the CAMHS Task Group:
 a) Consider the governance arrangements for the recommissioned CAHMS service;
 b) Explore and understand the new CAHMS model in comparison to the existing model and consider the evidence base for any changes. Then where appropriate, make recommendations to support its implementation and effectiveness;
 c) Look at existing data and ensure that the new model's performance will be robustly monitored and benchmarked against this by the council, partners and by the proposed future scrutiny exercise;
 d) Consider access and referral points within the new CAHMS model and, as appropriate, make recommendations to maximise take-up by children and young people in need of support;
 e) Explore where CAMHS sits within the overall landscape of children and young people's mental health and, within this, consider whether prevention services are effective

Recent Activity

The task group met on 16 May 2018 and received evidence in the form of a presentation from James Fortune, Lead Commissioner and Michelle Maguire, Oxford Health. Discussion centred on the improving provision for 0-5 year olds

and also 0-5 year olds with autism and it was detailed that this is a national issue, however, Health Visitors have a key role to play here.

The meeting also discussed the national crisis around the shortage of in-patient beds and the task group were updated that there is a low rate of admission for in-patient beds in Wiltshire, however, this responsibility does lie with NHS England and not the CCG.

The task group also raised the "one door access" design of the re-commissioned CAMHS model and how this functions when there are a host of agencies involved in different aspects of CAMHS. Different sections of the re-commissioned model will become live at different times, however, the first change was implemented on 1 April 2018.

The task group are next meeting on 19 June to conduct interviews. Work is currently being done to coordinate these interviews and the task group are looking to speak to pupils and teachers (including those from 'Thrive Hub' schools), GPs, CAMHS clinicians and the Wiltshire Parent Carer Council.

2. Traded Services for Schools and Outdoor Education Task Group

Membership:

Mr John Hawkins (Chairman)
Cllr Trevor Carbin
Cllr Anna Cuthbert
Cllr Jon Hubbard
Cllr Tony Jackson

Supporting Officer: Marie Gondlach

Terms of reference:

1. To review the proposed developments for traded services to schools, considering the outcomes of the service review of traded services (commenced in October 2016), with a particular focus on the following areas:
a) The model for the centralised trading unit and the proposed traded services team structure and appointments to ensure sustainability and quality of service;
b) The cost of services that are currently provided against projected costs to ensure value for money;
c) The plans for marketing to ensure continuous take-up;
d) The current policy;
e) How traded services will be future-proofed.

2. To review and comment on the Cabinet report regarding the proposals for the future of outdoor education in Wiltshire, with particular focus on the evidence-based analysis that led to the options presented within the report. Comments from the task group will be presented to Cabinet at the same meeting at which the report is considered (scheduled for 28 March 2018 at the time of writing).

Recent Activity:

The task group has not met since the last Children's Select Committee but is scheduled to meet on 20 June 2018. It was planned for this meeting to focus on Traded Services but a report on Outdoor Education to Cabinet on 12 June is seeking approval for a market testing process as there has been interest from charitable and private service providers in both Oxenwood and Braeside; therefore it is likely the task group will ascertain the benefits of further scrutiny regarding the market testing process at its meeting on 20 June, pending Cabinet decision on 12 June.

Proposals

1. **To note the update on task group activity provided.**

Report author(s): Adam Brown, Senior Scrutiny Officer; Marie Gondlach, Senior Scrutiny Officer; Natalie Heritage, Senior Scrutiny Officer

This page is intentionally left blank

Children's Select Committee
Forward Work Programme

Last updated 1 JULY 2018

Children's Select Committee – Current / Active Task Groups			
Task Group	**Details of Task Group**	**Start Date**	**Final Report Expected**
Child and Adolescent Mental Health Services (CAMHS)	Link	October 2017	TBC
SEND Passenger Transport	TBC	TBC	TBC
SEND School Provision	Link	October 2017	TBC (Interim - May 2018)
Strategy and Support Programme for Disadvantaged Learners	TBC	Summer 2018	TBC
Traded Services for Schools	TBC	December 2017	TBC

Children's Select Committee - Rapid Scrutiny		
Topic	**Details**	**Date**
Child Care Leavers	TBC	Spring 2018

Children's Select Committee – Forward Work Programme				Last updated 1 JULY 2018	
Meeting Date	**Item**	**Details / Purpose of Report**	**Associate Director**	**Responsible Cabinet Member**	**Report Author / Lead Officer**
4 Sep 2018	Corporate Parenting Panel Annual Report	To receive the annual report.		Cabinet Member for Children, Education and Skills	
4 Sep 2018	Children out of Education Policy	To receive the draft of Wiltshire's updated policy for Elective Home Education	Lucy Townsend (Director - Family and Children's Services)	Cabinet Member for Children, Education and Skills	Mal Munday
4 Sep 2018	Wiltshire Council Apprenticeship Growth Target	To receive details on Wiltshire Council's submission to central government on how we are fulfilling our apprenticeship target.		Cabinet Member for Children, Education and Skills	Joanne Pitt
4 Sep 2018	Education Transformation Board - Stage 2 Update	To receive an update on work performed so far and the future of the Education Transformation Board.	Alan Stubbersfield (Interim Director - Education and Skills)	Cabinet Member for Children, Education and Skills	
4 Sep 2018	Update on Multi-Agency Forums (MAF's)	To receive a briefing update on the performance and progress of MAF's in Wiltshire.	Lucy Townsend (Director - Family and Children's Services)	Cabinet Member for Children, Education and Skills	Jen Salter
4 Sep 2018	School Ofsted Judgements	To receive a report on school Ofsted judgments since September 2017.	Alan Stubbersfield (Interim Director - Education and Skills)	Cabinet Member for Children, Education and Skills	

Children's Select Committee – Forward Work Programme			Last updated 1 JULY 2018		
Meeting Date	**Item**	**Details / purpose of report**	**Associate Director**	**Responsible Cabinet Member**	**Report Author / Lead Officer**
6 Nov 2018	Provisional School Outcomes 2017/18	To receive the provisional outcomes for pupil performance in public tests and examinations.	Alan Stubbersfield (Interim Director - Education and Skills)	Cabinet Member for Children, Education and Skills	David Clarke
6 Nov 2018	Family and Children's Transformation (FACT) - Year One Assessment	To receive an update regarding the progress made 1 year following the launch of the new service.	Lucy Townsend (Director - Family and Children's Services)	Cabinet Member for Children, Education and Skills	Tamsin Stone
6 Nov 2018	School Ofsted Judgements	To receive a report detailing school Ofsted judgements since the last school term.	Alan Stubbersfield (Interim Director - Education and Skills)	Cabinet Member for Children, Education and Skills	
15 Jan 2019	Nursery Places Update	To receive the annual update on nursery places.	Alan Stubbersfield (Interim Director - Education and Skills)	Cabinet Member for Children, Education and Skills	Susan Tanner
15 Jan 2019	School Ofsted Judgements	To receive a report detailing school Ofsted judgements since the last school term.	Alan Stubbersfield (Interim Director - Education and Skills)	Cabinet Member for Children, Education and Skills	