AGENDA

Meeting:	**Children's Select Committee**
Place:	**Council Chamber - County Hall, Bythesea Road, Trowbridge, BA14 8JN**
Date:	**Wednesday 12 July 2023**
Time:	**10.30 am**

Please direct any enquiries on this Agenda to Max Hirst max.hirst@wiltshire.gov.uk of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01225718215 or email max.hirst@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 09.30am, immediately before the meeting. Its focus will be on Safeguarding processes.

Membership:

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

Substitutes:

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

Non-Elected Voting Members:

Dr Mike Thompson	Clifton Diocesan RC Representative

Non-Elected Non-Voting Members:

Nikki Barnett	Further Education Representative
John Hawkins	School Teacher Representative
Maisy Humphrey	Children & Young People's Representative
Declan Kiely	Children & Young People's Representative - Substitute

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Public Participation

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

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

The full constitution can be found at this link.

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

AGENDA

Pre-meeting information briefing

The meeting will be preceded by a presentation starting at **9.30am**, in the meeting room.

<u>Topic:</u> Safeguarding processes – a child's journey.

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

PART I

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

1 **Apologies**

To receive any apologies or substitutions for the meeting.

2 **Minutes of the Previous Meeting** *(Pages 9 - 18)*

To approve and sign the minutes of the previous meeting held on 6 June 2023.

3 **Declarations of Interest**

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

4 **Chairman's Announcements**

To receive any announcements through the Chairman.

5 **Public Participation**

The Council welcomes contributions from members of the public.

<u>Statements</u>
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.

<u>Questions</u>
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 **(4 clear working days, e.g. Wednesday of week before a Wednesday meeting)** 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 **(2 clear working days, eg Friday of week before a Wednesday meeting)**. Please contact the officer named on the front of this agenda for further advice. Questions may be asked without notice if the Chairman decides that the matter is urgent.

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

6   **Safeguarding processes - outcome of the review by the Institute of Public Care** *(Pages 19 - 42)*

Wiltshire Council commissioned the Institute of Public Care (IPC) at Oxford Brookes University to undertake a follow up review of Support and Safeguarding Services across the county. The review was undertaken between July 2022 and February 2023 and the summary findings are presented in the attached report.

There will be an opportunity for a short recess (scheduled for 11.30-11.45am).

7   **Community Health Services** *(Pages 43 - 44)*

At its meeting on 4 July 2023, the Health Select Committee received an update on the progress of the Integrated Community based services Programme, including an outline of the aim and purpose of this programme, the link to the ICP strategy, and key milestones/timelines. The information provided can be accessed on the [meeting's recording](#) and the written briefing is attached.
Officers have not been requested to attend this meeting but this is an opportunity for committee members to ask questions and / or consider whether this is an area for further scrutiny for this committee.

8   **Corporate Parenting Annual report - outcome of review by the Children's Select Committee's Standing Task Group**

The annual report of the Corporate Parenting Panel was considered by the Children's Select Committee's Standing Task Group on Monday 26 June, ahead of the annual report being finalised by the Corporate Parenting Panel on 27 June and being presented to full council on 18 July 2023.
The findings of the Standing Task Group are being presented to the committee alongside the Corporate Parenting Panel's annual report (reports to follow).

9   **FACT (Families And Children Transformation programme) - interim report** *(Pages 45 - 52)*

The committee had received a report on FACT at its meeting on 25 October and requested a 6-months update, which is the attached report, to review the data set that had been created and how the Family Help programme had been implemented.

10   **Update on the building developments at Silverwood School** *(Pages 53 - 58)*

The attached report provides an update on the building developments at Silverwood School, a co-educational special school for children and young

people aged 4 to 19 years, formed in September 2020 with campuses in Rowde, Trowbridge and Chippenham (former schools of Rowdeford, Larkrise and St Nicholas).

11   **Child, Youth and Family Voice Team Annual Report, 2022-2023** *(Pages 59 - 84)*

To consider the attached Child, Youth and Family Voice Team Annual Report, 2022-2023 covering work for the past year and future plans for Families and Children's Services, Children in Care Council, and the Wiltshire Youth Council.

12   **Regular updates**

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

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

12a   **School Ofsted Judgements** *(Pages 85 - 92)*

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

12b   **DfE Changes - Update from Department for Education** *(Pages 93 - 96)*

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

12c   **Working together to improve school attendance**

The DfE published new non-statutory guidance in May 2022 to help schools, trusts, governing bodies and local authorities maintain high levels of school attendance. The guidance applies from September 2022.

This regular update is an opportunity for the committee to be aware of the latest requirements, as set out in the guidance.

12d   **Schools Forum** *(Pages 97 - 98)*

To receive a very brief update highlighting key items from the last meeting of Schools Forum, to enable the Children's Select Committee to be informed in a timely manner of the work undertaken by the Schools Forum through the year.
Full agendas and minutes for the Schools Forum can be accessed here Schools Forum | Wiltshire Council

12e   **Corporate Parenting Panel** *(Pages 99 - 100)*

To receive a very brief update highlighting key items from the last meeting of the Corporate Parenting Panel, to enable the Children's Select Committee members, as

Corporate Parents, to be informed in a timely manner of the work undertaken by the Corporate Parenting Panel through the year.

12f   Directors' update

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

12g   Cabinet Member and Portfolio Holders' update

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

12h   Chair's update

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

13   Forward Work Programme

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

14   Date of Next Meeting

To note that the next scheduled meeting is due to be held on Wednesday 20 September 2023 at County Hall, Trowbridge, starting at 10.30am.

15   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

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Children's Select Committee

MINUTES OF THE CHILDREN'S SELECT COMMITTEE MEETING HELD ON 6 JUNE 2023 AT COUNCIL CHAMBER - COUNTY HALL, BYTHESEA ROAD, TROWBRIDGE, BA14 8JN.

Present:

Cllr Jon Hubbard (Chairman), Cllr Jacqui Lay (Vice-Chairman), Cllr Kelvin Nash, Cllr Mary Champion, Cllr Carole King, Cllr Kathryn MacDermid, Cllr Mike Sankey, Cllr Jo Trigg, Cllr Mark Verbinnen, Cllr Bridget Wayman, and Dr Mike Thompson - Clifton Diocesan RC Representative

Also Present:

Cllr Laura Mayes, Cllr Trevor Carbin, Cllr Dominic Muns, Cllr Susanne Wickham, Cllr Iain Blair-Pilling, Lucy Townsend, Andrew Best, Clara Davis, Helean Hughes, Gary Binstead, Jen Salter, Sue Ellison, John Hawkins, Lucy-Anne Bryant, Julie Bielby, Max Hirst, and Matt Hitch

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41   **Election of Chairman 2023/24**

Max Hirst, the Democratic Service Officer, opened the meeting and asked for nominations in order to elect a chairman for the forthcoming year.

Cllr Jacqui Lay proposed Cllr Jon Hubbard for Chairman.

Resolved:

To elect Cllr Jon Hubbard as Chairman for the forthcoming year.

42   **Election of Vice-Chairman 2023/24**

The elected Chairman, Cllr Jon Hubbard, asked for nominations to elect a Vice-Chairman for the forthcoming year and himself proposed Cllr Jacqui Lay.

Resolved:

To elect Cllr Jacqui Lay as Vice-Chairman for the forthcoming year.

43   **Apologies**

Apologies were received from:

Cllr Helen Belcher (OBE) with Cllr Trevor Carbin substituting.
Cllr Peter Hutton
Cllr Caroline Corbin

Cllr Jane Davies

The Committee thanked Cllr James Sheppard who was a member of this committee but has now taken on the role of chairman of the council and welcomed Cllr Bridget Wayman.

44   **Minutes of the Previous Meeting**

The minutes of the previous meeting held on 14 March 2023 were presented for consideration. After which, it was:

Resolved

To approve the minutes of the previous meeting, held on 14 March 2023, as a true and correct record.

45   **Declarations of Interest**

There were no declarations of interest.

46   **Chairman's Announcements**

The Chairman asked the committee to join him in welcoming Max Hirst, the new Democratic Services Officer for the Children's Select Committee.

47   **Public Participation**

There was no public participation.

48   **Family Hub**

The committee considered a report on a new service to replace children's centres offering support for families 0-19 (25 with SEND), before it is presented to Cabinet on 13 June 2023. Gary Binstead, Head of Commissioning – Families and Children summarised the report.

It was stated that Cabinet would be asked to accept the following proposals:

1. Approve the commissioning of family hubs across Wiltshire from April 1st, 2024.
2. Approve that all services are commissioned externally through an open procurement, with a 5-year contract awarded to the successful provider, with the option to extend for up to a further 2 years.
3. Approve the Pathfinder project in Westbury and Warminster transferring into the new contract when it commences on 1st April 2024.
4. To delegate authority to approve and award a new contract, and take all necessary steps associated to the Corporate Director Resources and Deputy Chief Executive, and Corporate Director of People in consultation

with the Deputy Leader and Cabinet Member for Children's Services, Education and Skills

The Government had a manifesto pledge to champion family hubs, that offer support for families with children aged 0-19 (up to 25 with SEND). Six South West Local Authorities were awarded grant funding, but Wiltshire had not been selected for any additional funding to date. It was emphasised that a high level of consultation and detail was applied to the bid and thus were disappointed in this outcome.

However, Wiltshire Council had taken the decision to develop family hubs, redesigning existing services to improve access to Family Help and improve outcomes for children and families across the county. Wiltshire family hubs were intended to be operational from April 2024.

During debate, Cllr Iain Blair-Pilling expressed his delight as Cabinet Member for Public Health, Leisure, Libraries, FM and Operational Assets that Libraries and Leisure centres were being utilised to deliver the initiative.

Further to this, recognition was given by the committee to the library and leisure staff and clarification was given on upskilling staff and ensuring they are supported through training.

The Committee were also assured that enough resources were being focused on deprived areas and clarification was given as to why there had been a reduction in hospital visits, including what the key metrics are with regards to family hubs.

The following priorities of the model were also explained:

- Reducing the number of people needing to attend hospital.
- Increase in number of early support assessments.
- Lowering accidents and missed appointments.

It was clarified that the goals could be endless but that a focus was being made on these priorities.

The committee expressed its desire to receive a briefing after tendering, and a tentative date was set for the beginning of 2024.

Resolved:

To note the report

To receive a pre-meeting briefing presentation on the contract / proposed service, ideally jointly presented by the provider(s) + agenda item with details of the service (update on the hubs, recruitment of Navigators and Family Hub practitioners, etc.) including more information on the Westbury and Warminster pilot project (including measuring of success /

efficiency as evaluated by IPC, Oxford Brookes University), probably at the January 2024 meeting.

49   **Business plan and action plan update**

The Committee was updated on the business planning process for the council, the link to the activity of families & children and the use of the current Business Plan as a structure on which to plan the activity of children, families and education services. Planned Activities and Updates can be found in full in the report attached to the agenda.

Cllr Laura Mayes, Deputy Leader of the Council and Cabinet Member for Children, Education and Skills, first commended the report for providing a good summary of all the work happening in Children's Services.

During debate, the committee were informed that:

About 60 schools are engaged in the premium partner network. The priorities of Children's Services include attendance, closing the gap between disadvantaged learners, and leadership and management. Parents who get at least their second or third choice of school is around 99 percent.

A response is to follow as to where the CIF (Condition Improvement Fund) fund for improving buildings for academies is being utilised as Wiltshire Council and the Southwest have had very little success with bids. Feedback is to be jointly provided with the ICB (Integrated Care Board) as to what stage the Emotional and Mental Health strategy is in regard to being published. Consideration could be given to training younger individuals in First Aid, especially around mental health.

Resolved

Accept recommendation to note the report and make use of the information contained to help focus future deep scrutiny activity.

The committee requested that the Emotional Wellbeing and Mental Health Strategy, the review of the CAMHS contract, Early Years Strategy, be presented to the committee when appropriate. Emotional Wellbeing and Mental Health Strategy presented to the committee, including feedback on workshop held on Friday 9 June. Prior to this the draft strategy would be presented to the CSC Standing Task Group.

To consider the outcome of the recent review of the Support and Safeguarding service at our July meeting which may include outcomes of the "Dads matter too" multi agency project (if not this will be considered at the next available meeting).

Healthy Schools programme – online briefing.

For the outcome of the extensive review of the CAMHS contract to be presented to this committee (end of 2023 / early 2024).

To receive an update on the business plan and action plan in 6 months (16 January 2024).

50   **Child poverty**

The committee considered the attached report providing an update on Child Poverty in Wiltshire, including the national policy background, the data picture in Wiltshire within a national context, and the activities of the Council.

In the report, the committee was reminded that:

A child is considered to be growing up in poverty if they live in a household whose income is below 60% of the average (median) income for that year. This is called 'relative poverty'. Data on relative child poverty is available both before (BHC) and after housing costs (AHC) are taken into account.

The threshold for *absolute* poverty is set at 60% of the average (median) net household income in 2010/11 (as adjusted for inflation). This threshold does not fluctuate over time.

Lucy Townsend, Corporate Director for People gave a verbal update.

There has been a slight increase in relative child poverty after housing costs from 19.1% to 20.9%. Therefore, meaning Wiltshire is lower than the South West and National figures.

Statistics surrounding free school meals was provided showing a rise in children eligible through low income, although it was stated that it doesn't directly reflect child poverty figures as the criteria for free school meals is different.

The committee was reminded that The Child Poverty Act 2010, which set targets for the reduction of the percentage of children in poverty, was subsequently removed through The Welfare Reform and Work Act of 2016.

However, the reducing child poverty strategy in Wiltshire, and its objectives were reiterated and reports were still related to each of these:

Objective 1 – Provide effective support to vulnerable families with 0-5 year olds
Objective 2 – Narrowing the Educational Attainment Gap
Objective 3 – Develop an inclusive economy that will enable equality of economic opportunity for all
Objective 4 – Provide locally-focused support based on a thorough understanding of needs
Objective 5 – Promote engagement with the Child Poverty Strategy and related implementation plan

Wiltshire is currently ranked 190 out of 201 upper-tier authorities by a measure of the percentage of workless households, and ranked 181 out of 201 by a measure of the percentage of children in workless households.

The Improving Lives: Helping Workless Families initiative was reiterated along with it's ambitions, which set out proposals to:

- Launch the next phase of the Troubled Families Programme, which placed a greater emphasis on helping parents with complex needs into work.
- A new programme to reduce parental conflict.
- Enhance the role of Jobcentre Plus to identify and meet complex needs.
- Provide greater support to help those with drug and alcohol dependencies.

With regards to activities happening around the agenda, it was noted The Household Support Fund has been allocated over £5 million. This fund has been used to support children on free school meals during the school holidays. Although a broad fund it has been focused on energy bills and food costs.

It was reported that unfortunately the company that provides the FUEL camps has gone into administration.
During debate, clarification was given that Wiltshire's areas of deprivation were significantly influenced by child poverty statistics and similar also to free school meals but is not exactly the same as the criteria varies slightly. Further explanation would be provided at a future date regarding the exact threshold of median income to be considered in child poverty. A point was made that it's crucial that FUEL's vital work continues. A chair briefing on the situational developments of FUEL was requested.

The question as to whether an overarching strategy would assist was debated. It was stated that everything we are doing in Wiltshire is to give children the best start in life through different strategies and that whether another overarching one would help is uncertain.

Resolved:

To note the report.

To ask the Executive to consider having a Reducing Child Poverty strategy to ensure this remains at the forefront of councillors' minds.

To receive a Chair's briefing on the revised provision of the FUEL programme.

51   **Executive Response to the Final Report of the High Needs Block (HNB) Funding Rapid Scrutiny**

The committee received a response from the Cabinet Member to the Final Report of the High Needs Block Funding Rapid Scrutiny.

After receiving the report and moving into debate, the committee was reminded that it had been given a recommendation in the report to carry out a further Scrutiny of Local Authorities who have low High Needs Block.

It was pointed out that information that was due to be placed on the councillor's hub as per recommendation 4 had not yet been actioned.

The finance lead would be in post by July 2023 as expected by recommendation 7.

Resolved

To nominate Cllr Jo Trigg as the committee's representative on the council's governance body linked with the "Delivering better value (DBV) in SEND" DfE-led programmename Jo Trigg as an overview and scrutiny member on the council's governance body.

To arrange a meeting for the chair, vice-chair, lead of the Rapid Scrutiny and relevant officers to determine the best approach for looking into local authorities who do not have a HNB deficit. This was proposed as an additional rapid scrutiny but will also be addressed by the DBV board, therefore consideration will be given to the most efficient approach.

To note the response.

52   **Regular updates**
      52a   Update from Wiltshire Youth Voice Representative

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

The Chairman, Cllr Jon Hubbard, asked the committee to join him in congratulating Cameron Draisey from the council's Child and Youth Voice Team who received a Frontline Award at a ceremony held in London on Wednesday 17 May.

52b   School Ofsted Judgements

An update was presented to the committee from Andrew Best, Head of School Effectiveness, which included information regarding the most recent Ofsted Inspection reports, presenting an ongoing view of the effectiveness of schools as seen by Ofsted Inspection.

It was clarified that reflection was ongoing and support was being offered to schools after the death of Head teacher Ruth Perry. Andrew emphasised that he felt the vast majority of inspections were fair and robust but there had been a slight change in tone/approach since Ruth's death.

Concern was raised at lowering numbers of Good and Outstanding grades.

52c   DfE Changes - Update from Department for Education

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

53   **Working together to improve school attendance**

The committee considered new non-statutory guidance published by the DfE in May 2022 to help schools, trusts, governing bodies, and local authorities maintain high levels of school attendance. The guidance applies from September 2022.

This regular update was an opportunity for the committee to be aware of the latest requirements, as set out in the guidance.

A point was raised about Secondary school attendance at 91% and the need to focus on it. It was clarified that there were serious concerns about it and the issue and reasons for it were shared nationally and Wiltshire haven't been viewed by DfE advisor as high risk.

Resolved

Committee to receive outcome of the work being undertaken with regards to low attendance (91%), in the meantime for the regular update to include a breakdown of the reasons for children not attending school and trends, especially for persistent absences for at least one session a week, to have a better understanding of the challenges.

54   **Schools Forum**

There had been no meeting of Schools Forum since this committee's last meeting.

Full agendas and minutes for the Schools Forum can be accessed here Schools Forum | Wiltshire Council

54a   Corporate Parenting Panel

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

Councillors were reminded of an opportunity to attend drop-in sessions, as Corporate Parents, to find out more about the work at Canons House.

55   **Directors' update**

The committee received a verbal update from Directors highlighting key issues (current or emerging), successes or milestones in their respective areas since the last meeting of the committee.

From Helean Hughes, Director for Education and Skills, the committee was notified that she will now be sharing with a co-director of Education and Skills Richard Hanks. An EHCP briefing on its timeliness was completed and has risen to 45.8%. The case backlog has dropped significantly from 389 to 253. Ben Stevens has also joined the team as Sustainability Strategic Lead. It was also clarified that the SLA is still yet to be signed by some schools, but progress is being made.

From Jen Salter, Director for Families and Children, it was announced that a report from the Institute of Public Care from Oxford Brooks University would be coming to the committee at the next meeting and would praise the council's prevention work. Wiltshire's role as a DfE sector led improvement partner was also mentioned and how they were helping other LA's. The charity Front Line has approached Wiltshire to run an event about supporting social worker.

From Lucy Townsend, Corporate Director for People, it was stated that there had been a request from head of policy of Stable Homes Built on Love to visit Wiltshire, which is an opportunity to showcase work. Regionally it's being decided whether to put in a Southwest bid to be part of a regional care cooperative. There has been lots of activity with the Health Agenda since the ICB's establishment last July so an update to the committee was proposed. Cabinet has made a decision regarding Public Health Nursing and it is being readied to tender. Community Health will be presenting to the Health Select Committee so the Childrens Select Committee may wish to add representatives to that meeting. There is a team coming from the LGA to inquire at the impact and effectiveness of the local area partnership, the early identification of SEND and support through a graduated approach across the local area partnership, the voice and engagement of service users and families, the neurodevelopmental pathway in Wiltshire and join commissioning arrangements across the local area in Wiltshire.

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

The committee received a verbal update from Cllr Laura Mayes, Deputy Leader of the Council and Cabinet Member for Children, Education and Skills and also Cllr Suzanne Wickham, SEND portfolio holder highlighting news, successes or milestones in their respective areas since the last meeting of the committee.

An event was held to celebrate the independent visitor scheme. The LGA's SEND review was stated as being the week after the meeting.

Cllr Suzanne Wickham stated that she had attended several extremely useful meetings including the SEND Continuum Event.

57   **Chair's update**

The committee received a verbal update from the Chairman Cllr Jon Hubbard on work undertaken or news since the last meeting.

The chair invited committee members to read the outcomes of the working group placement strategy.

The chair provided feedback on his attendance of the People's Voice Conference in Manchester. It was confirmed that Wiltshire Council is taking part in the Risk Outside the Home Pilot.

The chair noted that Wiltshire Community Foundation were bringing together youth organisations to create a more co-ordinated county wide approach.

58   **Forward Work Programme**

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

A vacancy on the standing task group was highlighted. It was also requested that school transport be added to the Forward Work Programme.

59   **Date of Next Meeting**

The next scheduled meeting is due to be held on **Wednesday 12 July 2023** at County Hall, Trowbridge, starting at **10.30am.**

60   **Urgent Items**

There were no urgent items.

(Duration of meeting: 10:40 – 13:01)

The Officer who has produced these minutes is Max Hirst max.hirst@wiltshire.gov.uk
of Democratic Services, direct line 01225718215, e-mail max.hirst@wiltshire.gov.uk

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communications@wiltshire.gov.uk

OXFORD BROOKES UNIVERSITY

ipc institute of public care

Wiltshire Council
Review of Support and Safeguarding
Summary Findings

Report

May 2023

Trusted partner in public care

ipc.brookes.ac.uk

Wiltshire Council Review of Support and Safeguarding Summary Findings

Report

1   Introduction

In June 2022, Wiltshire Council commissioned the Institute of Public Care (IPC) at Oxford Brookes University to undertake a follow up[1] review of Support and Safeguarding Services across the county including to explore the extent to which services were continuing to improve on a journey from 'good' to 'outstanding[2]'.

The review was undertaken between July 2022 and February 2023 and it has included the following staged elements outlined below, together comprising a highly comprehensive review including analysis of almost 200 individual child case files and over 55 in-depth interviews with staff and stakeholders.

Stage	Element	Timescales
One	**Review of the available administrative and performance data** including comparing Wiltshire with other similar authorities & Ofsted standards as applied recently	July - August 2022
	Sharing this information with a range of staff groups working in all 5 locality teams to consider the story behind these trends and suggest questions for a 'deeper dive'	September - October 2022
Two	**An in-depth 360 review of the integrated 'front door'** (including multi-agency safeguarding hub or MASH) into Support & Safeguarding Services incorporating: • Observations of front door practice and review of key documentation over several days • An in-depth review of 34 recent child 'contact' case files • Interviews with 8 front door team members	August – September 2022
Three	**A review of decision making at key stages of a child's journey** through Support & Safeguarding Services by dip sampling recent case files where there is a decision to proceed to a child protection case conference (20); not to proceed to a child protection case conference (20); that a child should be subject of a child protection plan (20); and to end a Child Protection Plan (20). A total of 80 recent	October – November 2022

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[1] An earlier review was undertaken in 2019
[2] As defined by Ofsted

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Stage	Element	Timescales
	'decisions' were examined (16 per locality), including with reference to all the information on a case file.	
Four	**An in-depth review of whole child journeys** through Support & Safeguarding Services through dip sampling and auditing recently closed Support (40) and Safeguarding (40) cases. 8 of each type of case file were sampled in each of the 5 locality teams/areas.	December 2022 – January 2023
	Interviews with 28 council practitioners (social workers, family support workers, team managers) from all 5 locality areas.	October – November 2022
	Interviews with 21 professional and family stakeholders including from all major statutory and voluntary sector partner agencies and council departments.	February 2023

A series of detailed reports have been generated in relation to each of these stages and elements as the review progressed, and their findings are both collated in the summary sections below and embedded as full documents in Appendix A to this report.

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2   Findings regarding child and family presenting needs and overall 'demand' for support and safeguarding

2.1   Overall demand rates

In the early stages of this project (Autumn 2022) Wiltshire's performance data suggested very positive overall trends in demand including:

- A sustained and stable post-Covid re-growth in the number of 'contacts' with the Integrated Front Door (incorporating the Multi-Agency Safeguarding Hub, MASH).
- A rate of referrals to children's services similar to statistical neighbours.
- Rates of children looked after and children starting to become looked after in line with many 'outstanding'[3] local authorities demographically alike to Wiltshire.

Table 1: Wiltshire and outstanding local authority rates of children looked after and children becoming looked after per 10,000 population

Authority	Rate of children looked after at March 2022	Rate of children becoming looked after (2021-2022)
Essex	36	14
Hertfordshire	38	14
North Yorkshire	38	13
Wiltshire	**41**	**14**
Cornwall	48	21
Hampshire	61	22
East Sussex	61	23

Staff and partner stakeholders (hereafter partners) interviewed for the review all agreed that, in common with other local authorities in England, a decline in demand for Support and Safeguarding Services (SASS) for a lengthy period during Covid restrictions had been gradually reversing, with referrals 'really picking up' from around mid-2022 i.e. after the official statistics were last published. Staff and partners also identified recent:

- **Factors with the potential to increase demand** - such as child and family needs affected by the Pandemic (as explored below), partner agency resources reported to have become 'stretched', and partner agencies becoming more consistently informed about (the impact of) and more consistently recording safeguarding concerns.
- **Factors with the potential to reduce demand** - such as continuing reductions in the rate of re-referrals to Social Care Services (attributed to successful interventions at Support and Safeguarding levels), schools becoming more accepting of 'step downs' from Safeguarding or Support levels, and improvements overall in partnership working.

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[3] As judged by Ofsted

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2.2   Review findings relating to recent trends in the nature of demand

Child Age: Although council staff and partners perceived a post-Covid increase in infants[4] with safeguarding concerns, the data about children with a Child Protection Plan for the last financial year 2022-2023 suggests that the proportion of infants has remained relatively stable at around 14-19%.

Figure 1: Children with a Child Protection Plan April 2022 to March 2023

Age	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23
Unborn	16	19	18	17	16	16	19	17	13	13	9	14
Under 1	32	29	32	32	39	40	35	39	42	43	42	35
1 - 4	76	73	80	83	84	81	81	65	58	58	63	54
5 - 9	104	86	85	69	73	71	78	73	68	75	74	75
10	23	24	25	21	20	20	20	19	15	13	11	12
11	16	17	19	20	23	20	18	18	20	22	25	22
12	12	8	12	11	11	13	11	14	11	15	15	13
13	11	11	12	13	14	12	11	12	12	12	14	15
14	14	11	13	13	11	12	12	11	13	15	13	13
15	16	16	11	12	14	13	12	14	15	15	17	18
16 +	12	11	16	15	16	15	19	19	18	15	19	16

Post-Covid, staff and partners were also noticing older children and adolescents with mental ill-health having a detrimental effect on child (non) attendance at school, anti-social behaviour and whole family functioning.

Child Disability: The review of safeguarding decision making identified 14% of the 80 children in the sample as having a diagnosed disability, mostly Autistic Spectrum Disorder (ASD) or Attention Deficit and Hyperactivity Disorder (ADHD). Within the broader child journeys sample, incorporating targeted early help (Support) cases, the proportion was slightly higher at 21%. The Front Door review found that approximately one third of contacts were concerned with parent worries about 'child behaviour' mainly linked with (sometimes undiagnosed) ASD or ADHD. Staff consistently described how children with a diagnosis of or suspected ASD or ADHD were presenting more frequently to both Support and Safeguarding services.

Whole family needs: In common with other parts of the country, staff and partners considered that the following child and family needs were very frequently presenting and/or presenting increasingly, at both Support and Safeguarding levels:

- **Domestic abuse including coercive control** (and often allied parent substance misuse issues) – thought by almost all staff and partners to have increased in prevalence during and since the Covid Pandemic.

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[4] i.e. children aged under 1 year

- **Child and parent mental health problems** - thought also to have worsened as a result of the Pandemic. Levels of mental health problems amongst referred families were described by some stakeholders as 'overwhelming'.
- **Poverty-related issues** resulting from post-Covid austerity.

Figure 2 below reinforces many of these staff perceptions including a sizeable post-Covid rise in child and parent mental health and learning disability concerns within the context of single assessments.

Figure 2: Single Assessment Factors (Mental Health and Learning Disability) in 2021-2022 - 2023 compared with 2017-2018

Factor(s) identified (year to date): Multiple factors can be identified by the social worker	Single Assessments Apr 22 – Mar 23			Single Assessments Apr 21 – Mar 22			CiN data 2017/18
	Number	**%**		**Number**	**%**		
Mental health: child	819	25.6%	79.0%	733	22.1%	73.0%	62%
Mental health: parent/carer	1493	46.7%		1561	47.1%		
Mental health: another person in the family/household	216	6.8%		127	3.8%		
Learning disability: child	566	17.7%	24.5%	531	16.0%	21.8%	19.10%
Learning disability: parent/carer	164	5.1%		160	4.8%		
Learning disability: another person in the family/household	55	1.7%		31	0.9%		

3 Findings regarding thresholds and families getting 'the right help at the right time'

3.1 Awareness of thresholds relating to different levels of need and safeguarding

All staff and most partners participating in an interview were aware or very aware of the Wiltshire threshold documentation and described how they and their colleagues had received training on it. Some described how they used the documentation (including the 'BRAG ratings') actively in seeking to understand when referrals to the Front Door and/or the Multi-Agency Safeguarding Hub (MASH) were required.

Partners mostly considered that thresholds were clear or very clear, particularly for safeguarding. As is often the case, thresholds for lower-level interventions were considered to be a little 'greyer'.

3.2 Threshold and decision making at the Integrated Front Door

At Autumn 2022, Wiltshire's administrative and performance data suggested that:

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- **A growing proportion of contacts were being converted** to Early Support Assessments (ESAs). Referrals to the Council's targeted early help 'Support' services had remained at about the same levels and referrals to Children's Social Care had declined slightly. Between 2020/21 and 2021/22, there had been an growth in the proportion of all contacts converted to either an ESA, or a Support and Safeguarding referral i.e. up from 38.5% in 2020-2021 to 46.5% in 2021-2022.
- **The rate of Section 47 child protection investigations and children requiring a Child Protection Plan** was on a par with many comparator authorities. Wiltshire's rate of children with a Child Protection Plan at March 2022 (30 per 10,000) was slightly higher than similar[5] outstanding local authorities, for example Essex (20) and Hertfordshire (19) and around the same as others for example Hampshire (36), Cornwall (37), North Yorkshire (36.5) and Kent at (36) per 10,000 population.

3.2.1   Fourteen Key Findings from IPC's Front Door Review

1. Services working with children and families were overall 'referring' the right children and families into the Integrated Front Door.
2. Having an integrated Front Door meant that there was an appropriate breadth to what was received as a contact and subsequently triaged using the 'BRAGing' system.
3. There was a confidence amongst people working within the Front Door that partners understood the threshold criteria and the partner interviews reinforced this finding. MASH 'roadshows' and other regular workshops were helping to explain referral processes and thresholds on a rolling basis,
4. The content of contacts received from partner agencies was mostly good, although more attention could be paid by partners to ensuring consistently high standards for example in relation to informing parents about the referral.
5. The service drew effectively on information from earlier referrals and history as well as more immediate information to consider how best to meet child and family needs.
6. 100% contacts were dealt with in a timely way (97% within set targets) and the response to out of hours referrals was also very good.
7. Follow ups to contacts was good, with sensitive conversations held with parents in almost all cases where this was appropriate and possible. Other agencies' information was also sought, with good use of Police and Health colleagues in the MASH to access their information systems.
8. IPC reviewers agreed with almost 100% Front Door rag ratings[6] and/or progressions i.e. for advice and signposting; Early Support Assessment (ESA); Support Assessment; Single Assessment (Section 17); and Child Protection Enquiry (Section 47).
9. Thresholds for different levels of response were applied consistently.
10. All contacts were reviewed by the Assistant Team Managers and there was active dialogue about thresholds between partners in the MASH. Overall, management oversight was strong including regular staff supervision. Multi-agency oversight and governance had recently been reinforced by the development of a MASH Strategic Board.
11. In a small proportion of cases where the outcome was not to progress to a formal assessment and planning stage, families were consistently given advice and

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[5] Similar geographically
[6] Case file sampling misses the nuances in some cases and there is also always a degree of subjectivity in retrospective ratings

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signposting to other services or communication was made with other agencies, as appropriate.

12. The quality of the Professional Outcome Notification Forms (PONF) was a little mixed, with many excellent examples and some that were more limited, where reviewers thought they could be improved to provide even clearer information back to referrers.

13. In most cases involving onward ESA referrals, reviewers were confident that the ESA would be likely to happen, as other professionals were already engaged with the family. However, in a small number of cases, it was difficult to be so confident, as there was limited communication with the agency supposed to lead the ESA, for example the school.

14. Schools appeared to be more enthusiastic about taking the lead for an ESA where the issue(s) were obviously focused on the child's behaviour in school and less enthusiastic where the issue(s) were predominantly community, whole family or adult-focused.

3.2.2   Front Door-related findings from other aspects of the overall review

From case file sampling: Approximately one third of the children receiving a form of local authority plan examined by reviewers as part of the review of child journeys had been referred by schools. Linked perhaps with the ESA findings, these children were more likely to receive a Support Plan compared with children referred by other agencies such as the Police or community health services.

Children referred to Support had already received an earlier ESA in approximately one third of cases, and these were mostly school-led ESAs. In these instances, either the parents had not engaged with the ESA or the family circumstances had become more complex whilst the ESA was in place or commencing.

Where children were referred into Support Services, reviewers agreed that this was the right level of planning and support for the child, although in, a small number of cases, it would have been equally valid for the child to have been referred for Child in Need or ESA support instead, demonstrating how finely balanced these decisions can be.

From partner interviews: A strong majority of partners were confident or very confident about the MASH and thought that it was functioning well or very well as a multi-disciplinary team. Partners noticed that some elements that had been improved and/or particularly valued, for example:

- That they could get speedy, excellent advice and 'consultation' support from the Front Door, including from the Early Intervention Advisors.
- That a culture of challenge had been promoted within the Front Door as well as across the SASS to ensure partners were able to challenge referral decisions.
- There had been improvements in documenting decisions (including through the PONF documentation).
- Safeguarding 'link roles' had been created between SASS and other organisations.

Overall, partners agreed with the findings of this review that children and families were consistently being directed into 'the right help at the right time' by the Front Door.

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3.3   Decision making beyond the Front Door

A strong theme from the interviews was that partners felt involved as equal partners in Support and Safeguarding decision making, and 'listened to'. Similarly, partners described feeling able to challenge decisions, and that these challenges were consistently taken seriously.

Support and Safeguarding staff noticed how features of the current system to triage children and families into the right help at the right time from the Front Door onwards were working well, supported by effective, flexible decision making throughout a child's journey. They consistently described how, even where referrals from the Front Door / MASH on occasion did not immediately 'land' at the right level, this could be rectified speedily because the structure of the overall SASS supported this smooth transition. Other positive aspects of confidence included that:

- Staff very consistently described being very able to challenge early or subsequent decision making about the level at which the case should be worked, including at any stage of the child's journey.
- Everyone working in the whole system considered that having very stable teams of experienced family key workers (and effective management of these teams) integrated with locality social work teams enabled confidence that safeguarding issues would be detected and children and families could be stepped up to Safeguarding Services where appropriate.
- The threshold guidance was described as being applied in a very consistent way by team managers.

Staff considered that most partners contributed well to a range of important multi-agency meetings such as strategy discussions and child protection case conferences. Participation was considered by some to have been aided by post-Covid changes such as a shift to using 'Teams' or hybrid meetings.

3.3.1   The quality of assessments underpinning decision making beyond the Front Door

The review of safeguarding-specific decision making in a sample of 80 case files identified consistently high-quality decision making supported by consistently high-quality social work assessments.

Key attributes of assessments underpinning safeguarding decision making were that they were sensitively undertaken, strengths and risks recognised and analysed carefully, written for the child, made good use of the history / chronologies and tailored assessment tools (mostly Circles of Safety or the Pre-birth Protocol, also the Graded Care Profile) and proposed clear action plans. Outstanding assessments were characterised by:

- The reader being able to 'really hear' children's and parents' voices.
- A clear outline of other agencies' perspectives of the family's strengths and risks.
- A very clear chronology.
- High quality analysis.
- Research / the evidence base referenced, where appropriate.

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The quality of some assessments was affected negatively, in a small proportion of cases, by parental non-engagement in the assessment process. This meant, for example, that parental voice and a more in-depth understanding the family's needs could not be gathered.

The review of whole child journeys (across all levels of SASS) similarly found that the quality of decision making for children was consistently underpinned by high quality assessments. Key attributes of these assessments included that they were:

- Holistic and involved all key family members (including fathers as well as mothers and extended family members, representing their views).
- Focused on the needs of the child and clearly represented their voice – sometimes addressed directly to them.
- Inclusive of a range of professional perspectives.
- Able to clearly reference both strengths and risks and made good use of specific tools[7].
- Incorporated clear analysis and decision making.
- Inclusive of creative strengths-based family solutions.

Staff at all levels expressed high levels of confidence in their assessment practice and could reference tools and guidance they utilised to help complete assessments at different levels.

3.3.2   Decision making (about the level of support for a child)

There was considerable evidence from case file sampling that Wiltshire's system regularly flexes to meet the needs of children, including to 'step up' to Child Protection or 'step down' to Child in Need, Support or ESA as appropriate. For example, 35% children starting their journey through services as a Child in Need were stepped up relatively quickly to Child Protection level because the risks escalated, and 20% were stepped down relatively quickly to 'Support' or ESA. 45% of the children and families in this sample received a measurable package of support exclusively under a Child in Need Plan.

3.3.3   Child protection decision making

Safeguarding strategy meetings were very well attended by the relevant agencies and the decision making at this stage was considered appropriate in 100% case files examined. There was also evidence of high-quality triage and warm handovers into appropriate pathways (e.g. Child in Need planning, Support services, or other forms of support) in almost all cases.

Partners interviewed for the review understood the need to be involved in case conferences and core group meetings, and some thought online meetings had assisted with attendance levels. The main reason given for not being able to or releasing staff to attend all statutory decision-making meetings in recent times was staffing shortages. Some partners described how this meant they had occasionally prioritised some (child protection conference) meetings over other types.

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[7] Such as the Graded Care Profile (Home Conditions); an Alcohol Audit, a Scaling Tool for risks; 'MOMO' or 'Getting to know you' tools to surface the voice of the child.

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The process of pre-meeting 'scoring' of risks was considered by partners to assist greatly in enabling independence of voice for each conference member (this was also evidenced in case file sampling – see below). One area for continuous improvement in child protection decision making suggested by partners was to encourage and support even more children to attend statutory meetings about them. This review did not support an in-depth exploration of children's attendance at decision making meetings. However, reviewers did notice that family members and, in some cases, children of the family were regularly attending these meetings. We also understand that this is an aera that has started to be more closely monitored in Wiltshire through the case management system.

Partners who had a view about the quality of case conferences described the facilitation and operation of these meetings very positively.

The case file sampling elements of the review also demonstrated how child protection case conferences were well attended by relevant partner agencies in approximately two thirds of initial conferences. In approximately one third of cases, there were some gaps but, in all cases, key partners did send a report where they could not attend. There was good use made by all partner attendees of the 'risk scales' and pre-conference reports which, combined with the healthy debate evidenced within meetings and conference chairs exerting their independence in some instances, was suggestive of good quality information sharing and challenge. There was also evidence of comprehensive post-conference planning involving a wide range of services, particularly:

- Family Group Conferencing (in 50% cases).
- Circles of Safety Planning (in 70% cases).
- Support for parent mental health (in 45% cases).
- Support for domestic abuse from specialist partners (in 40% cases).

Other frequently included services were CAMHS, substance misuse services, and Dads Matter Too (for fathers).

Child Protection Plans ranged in length from 2 to 29 months. The mean (average) length was 11 months, and the mode (most common) length was 3 months.

At a final Child Protection Case Conference, attendance by key partners was less evident in the case files sampled. In approximately two thirds of cases, there were one or two significant absences, notably from community health services. Reviewers considered this to be a gap, given the often ongoing health needs of children involved. Schools, School Nursing and Family Nurse Partnership (FNP) were more regular attendees. Levels of participation were very low in approximately one third of cases, (e.g. only the social worker and one or two other attendees). In these instances, it is important to note that most key contributors to decision making did send a report (including risk scoring) in advance of the meeting, to enable relatively effective decision making.

Reviewers agreed with the decision making in all Child Protection Case Conference cases examined. Most children who stepped down from a Child Protection Plan did so into a Child in Need Plan to ensure continuity of support.

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3.4   Broader partnership support for decision making beyond the Front Door

Stakeholders consistently described multi-agency working in Wiltshire in positive or very positive terms, including with reference to day-to-day communications, multi-agency fora, safeguarding-focused training or meetings and annual safeguarding assessments.

Many staff interviewed for this review also had very positive things to say about working with partner agencies in Wiltshire. Resources from a range of partner agencies (not just commissioned services) were sometimes described as 'stretched' but staff from Support and Safeguarding teams worked creatively with partners to achieve joint plans. Making time to communicate well with partners was seen by SASS staff as an essential part of their role.

SASS staff often described good or very good relationships with schools in their locality. Being able to sustain effective communications with the schools was considered to be of utmost importance, including through 'link workers' matched with individual schools. However, some staff described how schools could rely a little too heavily on the Support and Safeguarding Services (rather than making their own early or earlier help in some instances). This was sometimes attributed to schools having lost funding for their Parent Support Advisors (PSAs).

Partnership working with Health, particularly midwifery and health visiting, was also consistently described in positive or very positive terms by SASS staff. Relationships, trust, and good working practice had been established it seems in all areas. Again, having a link worker within these services was identified as being very helpful.

Partnership working with the Police (outside of the MASH) and Army Welfare Services was described in more mixed terms by staff and partners, with inconsistency being the most frequent descriptor in terms of information sharing and contributions to joint investigations. However, more recent improvements in work with the Police were also noted.

Work with the two key commissioned services: Turning Point (for substance misusing parents) and Splitz, now 'Fearless', (for domestic abuse supports) was thought to be generally effective, particularly where 'link workers' from these 2 services had been assigned to SASS locality teams. However, increases in demand for these services during and post-Covid had placed additional pressures on the services and some interviewees would like resource allocations to be reviewed. Family Group Conferencing and innovations in local authority supports, for example Dads Matter Too (for fathers) were also considered to be making a very positive difference to children and families.

Staff and service leaders across the Council and partner organisations consistently described how they would like further opportunities to secure support for children and families to be explored in the following 3 areas of need:

- **Adult mental health / emotional wellbeing supports** - particularly for parents and carers with a level of need that is 'higher than for IAPT'.
- **Child emotional health and wellbeing.** Specialist Child and Adolescent Mental Health Services (CAMHS) were considered to have ongoing very high thresholds and long waiting lists. CAMHS was often described as 'the most challenging' service to try to get involved. However, some staff did mention being able to access a

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CAMHS 'consultation worker'. Some also talked about schools 'taking on the Thrive Approach to fill the gap'. However, many partners could still see children falling between the gaps between universal and specialist child emotional health and wellbeing services.

- **Support for children with (suspected) ASD or ADHD** was also often described as a significant gap. SEND services were described by some interviewees as being 'overwhelmed' and therefore at times 'closed to referrals'. The burden of work with these children and their families could fall often or sometimes on family key workers who, whilst very competent in more generic family support practice, might lack the specialist training to offer very tailored advice and support. An alternative view was that children with less complex SEND needs locally had more options than before, such as positive activities and a 'good offer' of parenting courses. A major issue was considered to the (timely) diagnosis enabling provision of tailored support for ADHD/ASD. Some stakeholders thought there should be a specialist service for children with neurodiversity.

4 Findings regarding the quality and effectiveness of Support and Safeguarding Services

At Autumn 2022, Wiltshire's performance data suggested that there were:

- **Low rates of children needing to be re-referred to Support and Safeguarding Services** within 12 months of a statutory Child in Need or Child Protection Plan ending (approximately 16%). This is very good performance. The range amongst statistical neighbours in 2021-22 was 15% to 34% with an average of 23%. The range amongst demographically similar outstanding local authorities[8] was 14% to 28%, with Wiltshire's rates most like those of Hertfordshire (14%), North Yorkshire (16%) and East Sussex (16%).
- **A good and improving proportion of assessments** (approximately 85-90% in 2021-22) **and Child Protection Conferences** (approximately 93% in 2021-22) being **undertaken within target timescales**. These are higher (i.e. better) rates than statistical neighbours (at just over 80%).
- **A relatively low rate of children needing to become looked after** (declining steadily since 2018 including during Covid, particularly amongst children aged 16+). At 2021-22, the rate per 10,000 population was 14 which, whilst at the lower end compared with statistical neighbours, was very similar to many authorities judged by Ofsted to be outstanding.
- **Good rates of permanent social workers in post** (84%) and caseloads (average 20 children per social worker[9])

Partners with direct experience working with SASS had a positive or very positive view of the service overall, including that assessment and other practice had developed and improved over recent years including to become even more consistently:

- Relationship-based.
- Trauma-informed.

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[8] North Yorkshire, Hertfordshire, East Sussex, Suffolk, Kent, Hampshire, Cornwall and Essex

[9] With an aspiration to continue to improve these rates i.e. to increase permanent social workers in post and reduce (to around 16-18) the caseloads of social workers – when full staffing is achieved

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- Solutions-focused and non-judgemental.
- Open and honest with families.
- Holistic i.e. focusing on the child's safety but also engaging with parents, including both mothers and fathers.

Partners recognised the considerable skills and positive attitudes of both social workers and family support workers and the advantages of such a mixed overall team.

> "Family Key Workers have made a big difference but we still haven't got enough of them. They are brilliant and have integrated well, they deserve a medal"

4.1   The quality of practice from social worker and family key worker perspectives

A very common theme from staff interviews was that Wiltshire's SASS practice had strong theoretical underpinnings (attachment, transactional analysis, trauma-informed practice) and was supported by a range of tools workers were encouraged to use flexibly. Practitioners at all levels described being confident (sometimes very confident) about the quality of their practice and described it as relationship-based, systemic, trauma-informed, focused on (writing to) the child and on solutions. Whereas family key workers described working with a range of family members, many social workers referenced engagement with children as being the most important element of the direct work they undertook, including to hear, represent and respond to the child's voice.

A strong theme was that social workers and family key workers were confident to engage with family members on Support or Safeguarding assessments and plans.

4.1.1   The quality and impact of support level plans and services
Social workers and managers interviewed for this review had a very high level of confidence in the ability of family key workers to undertake pieces of direct work with families as part of Support or Safeguarding plans. They also described the positive benefits and high quality of joint work that could happen (between family key workers and social workers) on some statutory cases.

In all Support service cases examined for the review of child journeys, the main allocated worker was a family key worker.

There was very strong evidence of effective family key worker engagement of children and family members in the support offer. Consistently evidenced qualities of the early engagement work with families included that it was:

- **Non-judgemental** and **strengths-based**, for example focusing on exploring the positives including what families did already to support each other and to support family members to find their own solutions.
- **Involving of the whole family i.e**. not just mothers, but also fathers where at all possible, also all the children (not just the 'key' child) and other family members, as appropriate. Often, the family key worker met with family members both individually and together, offering opportunities for them to voice their own experience.
- **Characterised by active listening**, including encouraging members of the family to share experiences.

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- **Persistent where appropriate** including relying on several methods for reaching families e.g. texts, telephone calls, turning up at the home, working through other professionals already known to the family.

Other qualities included that family key workers offered: early reassurances about their role (and how it was different to social work); time for family members to build a relationship; flexibility e.g. around timings of or venues for sessional work; creativity e.g. 'walking and talking' rather than sitting and talking; early practical help, where appropriate; tools to explore family dynamics and their motivation to change; sensitivity to parental concerns e.g. that a history of social care involvement will continue.

One or both parents chose not to engage with the family key worker in a very small proportion (10%) of cases. In almost all cases, this seemed like a reasonable outcome, as the family wanted, and from all the evidence could rely on existing professional and/or family-based support in the community. In other words, these were not instances of higher risk families disengaging.

The Support plans for children and families led by family key workers were in all cases comprehensive and included a wide variety of:

- Family key worker-led activities.
- Referrals or warm hand offs to other services or professionals.

Family key worker-led activities most frequently included: (1) work with one or both parents to support parenting understanding and confidence, routines, boundary setting and strategies – often based around 5 to Thrive for younger children and STOP parenting work for older children; (2) safety work including (circles of) safety planning with the adult and child members of the family and 'Freedom Programme' work 1:1; (3) direct emotional health and wellbeing support for the child(ren) including work on identity, self-esteem, anger, exploitation risks and school attendance (coaching); (4) work on healthy relationships with one or multiple members of the family e.g. with a couple to support their understanding of triggers for arguing / abuse, effective communication strategies and conflict resolution; (5) identification, encouragement and role modelling of positive (physical) activities in the community.

Family key workers' direct practice was frequently informed by specific programmes and models (e.g. Circles of Safety, Freedom Programme, 5 to Thrive). Reviewers also noted trauma-informed practice in a number of cases. Commonly used tools to support practice included: MOMO (Mind of My Own); 3 Houses; visual feeding / routines diaries and charts; 'My Emotions' worksheets; Volcano in My Tummy; online safety tools; Therapeutic Treasure Chest and others.

Referrals / warm hand offs were frequently made to (1) CAMHS, including not only for assessment but often for consultation; (2) Adult Mental Health Services, mostly IAPT; (3) Splitz, including for work with all members of the family, as appropriate; (4) Healthy Eating Services e.g. dietician; (5) Paediatrician services e.g. for ADHD or ASD assessments; (6) Barnardo's Child Emotional Health and Wellbeing Services. However, a much fuller range of services could clearly be accessed for children and families including: young carers; housing support; employment support; Motive 8 (substance misuse service for young people); perinatal mental health; children's centre services; OT assessment; CiL Buddy Services (to combat parental isolation); bereavement

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support; adult substance misuse services and more. Plans also often continued to note the importance of ongoing school-based supports such as ELSA or school nurse support.

Referrals to children's services 'innovation' projects were mainly to Emerald and Stronger Families.

Consistency of support worker: In most (82%) Support cases examined, there was one family key worker engaged with the family for the whole period of the Support Plan. In 18% cases, there was more than one family key worker i.e. the key worker needed to change. In just over one half of cases stepped up from Support to Statutory Plans the family key worker remained involved with the family.

Effectiveness of Support Plans: Services and support activities outlined in Support plans were activated, as planned, in almost all cases. However, non-engagement of parents occasionally affected their implementation, also sometimes partner or commissioned services not being available in the desired timescales. There was some evidence that EHCP processes were sometimes delayed, affecting the overall Support Plan.

In approximately one half of Support cases examined, case file sampling suggests that the child and family responded well or very well to the support on offer and progress was made. This is a very good level of response with reference to the level of presenting needs. There were no step ups or further referrals into the Front Door. Key areas of progress included:

- Family relationships and communications.
- School attendance and getting on at school.
- Calm(er) home environment.
- Keeping children safe, including from psychological harm resulting from domestic abuse.
- Parent emotionally stronger.
- Parenting confidence and becoming more proactive.
- Child emotional wellbeing.

In one quarter cases, although there were small improvements for the child and family, the case still needed to be stepped up to children's social care, for example because needs or risks had increased.

In one quarter cases, the family either never really engaged or, as a result of the family key worker being able to understand the family better and uncovering more risk than at referral, a decision was made that the child and family needed to step up to children's social care.

4.2   The quality and impact of child in Need Plans and support

An allocated social worker led the plan in all Child in Need cases examined for the child journeys review.

The quality of engagement with children and families post-referral was high overall with key qualities including:

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- Working with and through workers already known to the family e.g. Pause worker or family key worker.
- Open and honest about the concerns, sensitively explained.
- Involving all family members, also extended family where appropriate.
- Non-judgemental.
- Solutions-focused.
- Listening, including encouragement of reflective conversations.
- Practical support offered early, where appropriate, or worker modelling of positive parenting.

Approximately one third (35%) cases were co-worked by the social worker and a family key worker and there was evidence that the family key worker support was sometimes more acceptable to family members, as non-statutory.

Consistency of worker: The same social worker remained involved with the child and family throughout an intervention period (including where cases were stepped up to child protection) in 50% of Child in Need cases examined for the whole child journey review. In almost all instances in the other 50% cases, two social workers were involved, this for valid reasons as they often changed at 'step up' to Child Protection, where a (student) social worker left, or where parents requested a different worker.

Social worker practice: In approximately 50% cases, in addition to their assessment work, the social worker undertook mostly monitoring and coordination work to advance the aims of the agreed plan. In these cases, other workers including family key workers undertook much of the direct work with family members. In approximately 50% cases, the social worker also undertook a proportion of the direct work, mostly with the child(ren) of the family. In some instances, reviewers noted that it would have been very difficult to undertake structured, sessional work with family members as the case was escalated very quickly to Child Protection.

In approximately one third of the Child in Need cases examined, families had access to at least one of the Council's innovation services i.e. Born into Care, Emerald, Stronger Families, Dads Matter Too, or Lighthouse. Families engaged well with all these services. Other specialist supports accessed in Child in Need plans included predominantly Fearless for domestic abuse (involved in approximately one half of cases) and Turning Point for substance misuse (in approximately one third of cases). Referrals were also frequently made for CAMHS (in one quarter of cases) and parent mental health services (in one quarter of cases). Other services included: Family Nurse Partnership, YOT, SEND or ADHD services, Army Welfare Services, Educational Psychology and Housing. However, in some cases, one or more supports were not actually available or did not materialise, largely due to waiting lists. The two most frequently non-available supports were substance misuse services and supports / resources to implement EHCPs. Other less available supports were CAMHS; play therapy for children or perpetrator work via SPLITZ, Stronger Families (during the summer months); and parent mental health services.

Impact of Child in Need Plans: In just over one half of Child in Need cases, there was evidence of a positive or very positive outcome from the statutory journey for the child, and the case was either closed or stepped down to targeted early help services with no

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further referrals to MASH. It is very positive to note that a number of these cases concerned infants.

In approximately one quarter cases, the family had made some progress in some but not all areas.

In approximately one quarter cases, the outcomes were appropriate but again less positive in that the child had either needed to become looked after (as concerns so great) or went on to become subject of a Child Protection Plan with ongoing concerns.

4.3   The quality and impact of Child Protection plans and support

An allocated social worker led the Child Protection Plan and intervention in every case examined as part of the review of child journeys. The quality of engagement of the social worker with the child and family was consistently high including:

- Open and honest communication, taking time to explain the concerns and processes.
- Ensuring that children were engaged in talking about their experiences, on their own and sometimes at school.
- Non-judgemental, encouraging parents to talk – listening.
- Involving both mothers and fathers, where possible.
- Strengths-based and solutions-focused.
- Recognising barriers or limitations to parent openness.
- Engaging with the extended family, as appropriate including often grandparents.

Families consistently engaged well at the start of the intervention.

In one half of cases, the family was co-worked with a family key worker, sometimes already known to the family. In one case, the family was co-worked with a social work student. The role taken by family key workers was varied and included: structured parenting sessions; work with parents on healthy relationships; direct work with the children e.g. on keeping safe; or work on home conditions and routines. The roles appeared to be clearly defined (between the social worker and family key worker) and the work well-coordinated.

Consistency of Worker: The same social worker was involved with the child and family throughout their journey in one quarter child protection cases examined for the review. In approximately one half of cases, 2 social workers were involved with the family through their journey. However, in these cases, reviewers often noted that the same key worker was involved (where relevant) throughout the whole period, creating consistency for families. In approximately one quarter cases, there were between 3 and 4 social workers involved with the child and family throughout their journey. Often, these cases spanned more than one year.

Social worker practice: In approximately one half of cases, there was evidence of direct work being undertaken regularly by the social worker with either with the child or parent(s). In one half of cases, the social worker had focused more on assessment, statutory visits and court work. In these cases, a decision had been made that it was better for family key workers to lead the direct work with family members. There was

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some evidence from case file sampling that family members preferred to engage with a family key worker to undertake many aspects of the direct work.

Council innovations were involved in some Child Protection cases, including Dads Matter Too, Lighthouse, and Stronger Families. Other specialist services engaged in providing support for Child Protection plans included mostly substance misuse services e.g. Turning Point; parent mental health support e.g. through IAPT; and domestic abuse supports e.g. through SPLITZ. Services involved less frequently included: CAMHS, Motive8; adult social care (LD); Family Nurse Partnership; Family Group Conferencing and a Child and Parent Residential Placement. Fathers were clearly encouraged to access supports as well as mothers.

Key gaps in the ability of services to meet child and family needs articulated in the plans appeared to be for:

- **Child emotional or mental health** – in approximately one quarter of Child Protection cases, reviewers identified gaps in statutory services (e.g. CAMHS not accepting referrals) or voluntary services (e.g. services having long waiting lists) and, in some instances, social workers not even seeking this type of help for the child, presumably because they did not believe it would be forthcoming.
- **Assessments for ASD/ADHD** – in approximately one quarter of Child Protection cases, reviewers identified that these assessments were slow to progress even over several statutory plans.
- **Face to face specialist domestic abuse work** – at times offered only online by SPLITZ.

Other key limitations of Child Protection plans resulted from parental (lack of) motivation to utilise some aspects of the support being offered. This happened in approximately one half of Child Protection cases and typically involved fathers not engaging in substance misuse supports or mothers not engaging or engaging only sporadically in domestic abuse or mental health supports.

Impact of Child Protection Plans. The children and families subject of a Child Protection Plan in this review cohort had largely very positive outcomes.

In a very high proportion (approximately three quarters) cases, the child(ren) remained living with their parent(s) and improvements, sometimes very significant improvements, were noticed in their care and wellbeing by the social worker and broader team around the child. In most cases, the child and family were stepped down to a Child in Need Plan for a period before case closure, and in no instances did reviewers notice a subsequent re-referral(s) post-closure. Some of these cases involved extended family members stepping in to support the child and parent(s) for periods of time.

In a small number of cases, the child(ren) became looked after by extended family members or foster carers. However, in many of these instances, parental contact was being actively maintained.

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5   Findings regarding supports for effective practice

Partners interviewed for this review described in very positive terms how Support and Safeguarding Services were being managed and the ways in which they interacted with the whole system for children and families in Wiltshire, including in comparison to other local authorities.

> "There are lots of people doing great work, I can't praise social workers enough for the work they do. Overall it is generally positive and professional and we share the same goals and outcomes"

Overall support for team members within localities was consistently described by SASS staff in good or excellent terms. Words frequently used to describe the qualities of support for the job included: safe, supportive, positive, managed, approachable, flexible, accessible, and listen(ing).

Staff consistently described being part of a Support and Safeguarding Team as rewarding and enjoyable.

Supervision arrangements: There were also consistently positive messages from staff about the quality of formal supervision arrangements in the locality teams (both 1:1 and group-based or peer supervision). Staff appreciated the focus on both the management of caseloads and their personal wellbeing. However, there was a minority view that receiving support from multiple ATMs could lead to inconsistencies at times and staff had to adapt to their different approaches. Similarly, some staff felt that ATMs or Team Managers who were new(er) in role sometimes left them less supported as they 'got up to speed'. Staff morale was generally high and had dipped only a little in some localities where they had been under-staffed for a time.

Team managers appreciated the support from service and more senior managers although reflected that it could at times be 'lonely in the role'.

Training: Not all staff commented on the training supports in place in Wiltshire. Of those that did, comments were consistently positive, including that there were lots of opportunities to train and that this time was valued in the authority.

Other supports: Interviewees also mentioned a large range of 'other supports' they considered to be helpful or very helpful to them and their work, including group pod meetings; having meals together as a team; focused training as a group; role-specific 'support groups'; ASYE manager; mentoring / buddy arrangements; IT support (Liquidlogic).

Several workers also mentioned how well Wiltshire supported staff experiencing trauma or its after-effects, including through the therapeutic 'TRIM' service.

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6   Summary findings and recommendations for future development

This comprehensive review provides well-triangulated findings and evidence for:

1. Positive post-Covid re-growth in demand for all aspects of Support and Safeguarding Services in Wiltshire.

2. Children and families consistently getting the right help at the right time throughout a journey into and across a well embedded Support and Safeguarding Service, including as a result of:

- High levels of whole partnership understanding of thresholds.
- The effectiveness of Front Door arrangements in which all partners can have confidence.
- High quality, holistic assessments undertaken at all levels that really listen to the child's voice.
- Regular and robust decision making supported by partners at most stages of the child's journey.
- Staff and partners feeling able to challenge decisions at all levels and throughout the child's journey.
- An overall system predicated on the assumption that children's needs change or reveal themselves differently post-referral and therefore enabling safe and easy 'step ups' and 'step downs' – a 'one plan' approach.
- A good range of support services working closely with family key workers or social workers who are leading plans and including Council-led innovations as well as those tailored to the needs of SASS families and provided by external partners.
- Services being underpinned by a stable, experienced and committed group of managers.

With reference to key performance trends including for looked after children and re-referral rates, Wiltshire is now on a par with most other local authority services judged by Ofsted to be outstanding.

3. The robustness and effectiveness of Support and Safeguarding practice that consistently demonstrates very positive attributes including: relationship-based; trauma-informed; strengths-based and solutions-focused; holistic (including fathers as well as mothers, also broader family members).

The review has demonstrated the real strengths of Support and Safeguarding teams working alongside each other in localities, including to provide consistency of support for many families stepping up to or down from statutory plans. Confidence in practice was consistently high amongst family key workers, social workers and partners. There was also evidence of very good supports for practice including through: excellent supervision arrangements, good quality training and development, broader team-based care and support; and specific supports such as the highly regarded 'TRIM' service for staff experiencing trauma or its after-effects.

The review also suggests ways in which the Support and Safeguarding Service and wider partnership arrangements could achieve even greater excellence including by:

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1. Working to improve partner attendance levels at some, particularly concluding Child Protection Conferences.
2. Continuing to encourage attendance by children at their child protection meetings.
3. Improving the timeliness of information for services into which children and families are being referred for an ESA or 'stepped down' at the end of Support or Safeguarding Plans.
4. Reviewing the availability and flexibility of key supports for children with a statutory plan i.e. from domestic abuse and substance misuse services. We agree with senior managers that it is worth considering the extension of existing multi-disciplinary team working to include domestic abuse and substance misuse workers even more embedded in all locality teams.
5. Working together to improve access for children and families with a Support or Safeguarding Plan to key areas of support outside of Support and Safeguarding core teams, in particular to support for child and parent/carer mental health and wellbeing, and for children with ASD or ADHD and their parents/carers.

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Appendix A: Underpinning reports regarding all aspects of this review

1. A review of the activity and performance data at Autumn 2022

Autumn 22 Wilts
Performance Data Sur

2. A review of the Front Door

Wiltshire Front Door
Interim Review Repor

3. A review of decision making

Wiltshire Council
Review of S&S Decisio

4. A review of the whole child journeys into and through Support and Safeguarding

Wiltshire Council
Review of S&S Child J

5. Interviews with staff

Wiltshire Council
Review of S&S Staff Ir

6. Interviews with stakeholders (partners)

Wiltshire Council
Review if S&S Stakeho

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NHS

**Bath and North East Somerset,
Swindon and Wiltshire**
Integrated Care Board

Stakeholder briefing: **Integrated Community Based Care programme**
Distribution: **HWB / HOSC Chairs via Place Directors**
22 June 2023 - V1.8

This paper provides an overview of the Integrated Community Based Care programme that is being led by Bath and North East Somerset, Swindon and Wiltshire Integrated Care Board in partnership with the three Local Authorities in BSW.

Summary

The Integrated Care System (ICS) has recently published its Integrated Care Strategy which describes the key priorities and ambitions for the ICS. An integral part of this is to increase the focus on prevention and early intervention, delivering this through the BSW Care Model and providing excellent community-based services for people in BSW.

Some of the existing contracts for community health services are expiring soon and this offers a unique opportunity for the ICB to plan and commission services for a future model of care. This future model will enable better integration of local services to meet the health needs of our communities, helping to address the challenges facing health and care services including increasing demand, workforce recruitment and retention, and financial sustainability.

The BSW Integrated Care Board (ICB) has established a programme of work called the Integrated Community Based Care Programme (ICBC) to lead the process of securing specific health community services from 2025 onwards. The ICBC is governed by a programme board made up of representatives from the ICB and each of the Local Authorities.

The ICBC programme will start with ensuring the immediate continuity of service provision for the people of BSW and the workforce for the financial year 2024/25. This allows sufficient time to ensure people and communities, clinicians, professional staff and providers of services are involved as appropriate in the process.

It is expected that the programme will be completed, with new contracts in place by April 2025. Decisions will be made by the BSW ICB and relevant Local Authorities in the coming weeks on their plans for ensuring continuity of service provision for 2024/25. The ICBC programme will work to complement and align with the concurrent programmes of work initiated by Wiltshire Council on commissioning Public Health Nursing Services, and the Bath & North East Somerset Council plans for Adult Social Work and Learning Disability services.

We will continue to keep you informed as the programme progresses. For further information please contact: bswicb.bsw-icbc@nhs.net

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Wiltshire Council

Children's Select Committee

12 July 2023

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FACT Programme Interim Report

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Executive summary

This report provides an update to the Committee on Family Help, one of the two current FACT Partnership priority projects.

An update on Transitional Safeguarding will come to the Committee in November 2023.

This interim report is to review the data set that has been created and set out how the Family Help programme has been implemented. An item on Family Hubs was considered at the 06 June 2023 committee, focussing on future delivery rather than impact of current pilot.

It will also provide an update on the previous recommendations:
  a) To invite officers, as part of their stakeholder events, to engage with local members, relevant Area Boards, and town councils to share information about the pilot project in Westbury and Warminster.
  b) For FACT to liaise with the different groups in Westbury and Warminster, funded by Wiltshire Community Foundation and Community First, that support children and young people.
  c) To invite officers to consider a mechanism where signposting to other services is led centrally and kept regularly updated.

Proposal

That the committee:
  1. Review the outcomes framework.
  2. Reflect upon the implementation activity.
  3. Consider the stakeholder engagement activity.

Reason for proposal

The Committee requested this report as an up-date.

Author: Simon Thomas
FACT Programme Lead
Simon.thomas@wiltshire.gov.uk

Wiltshire Council

Children's Select Committee

12 July 2023

<center>**FACT Programme Interim Report**</center>

Background

1. A programme of work to transform how the system-wide partnership work together to deliver the most effective early intervention and prevention services under the title of Family Help.

2. Wiltshire's multi-agency Family Help arrangements enable children, young people and families to access the right help at the right time through a co-ordinated approach to prevention and early intervention:
   - at a whole population/universal level to prevent needs from arising and to build resilience across all residents
   - by developing a robust multi-agency approach to identifying any additional needs at the earliest point and providing effective joined-up support that prevents the needs from escalating further

Main considerations for the committee - review of the data set

   EARLY HELP OUTCOMES FRAMEWORK

3. FACT partners have contributed to and agreed a system-wide framework that will enable the partnership to monitor a range of short, medium and long term indicators to enable a shared understanding of needs and impact related to early intervention and prevention activity.

4. The indicators combine quantitative measures alongside qualitative measures and process indicators thus providing a balanced scorecard that aligns with the strategic vision for Family Help in Wiltshire and its three key strands:
   - Health – child development, physical health, metal health and emotional well-being
   - Wealth – education, employment, finance, home
   - Wellbeing – safety, inclusive communities, positive relationships

5. Whilst the FACT Operational and Executive Boards provide governance and scrutiny of the project and its monitoring and evaluation, this is a transformation project with a finite end date. As such, the Boards are considering arrangements for the longer-term oversight of the outcomes framework when Family Help arrangements are established as 'business as usual' upon completion of the project.

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Phase 1 – commencing July 2023
Gather first round of pilot area stakeholder feedback regarding their experience of the existing Early Help system.
Baseline immediately and routinely available set of system-wide indicators – outcomes and process indicators.

PHASE 1 - IMMEDIATE MEASURES	
THEME	MEASURES
Health	Health Visitor 2 ½ year old check measures including communication skills and personal/social skills Pre-school Speech, Language and Communication measure Mental Health Support Team measure (school age) CAMHS referrals
Wealth	NEET Children Missing Out On Education Elective Home Education (all with FSM sub group)
Wellbeing	School attendance and exclusion Crime safety – group offences, gang affiliation, arrests for drug supply/possession, arrests for knife possession, missing episodes, ASB reports
Process indicators	Partner feedback Family feedback Case level family outcomes Early Support Assessments Social Care referrals & repeat referrals Listings on online platform Visits to online platform Workforce development activity & take up Social media traffic Healthy Start take up

Phase 2 – commencing Autumn 2023
Family Outcome Star data.
Ongoing stakeholder engagement and feedback.
Additional system-wide indicators established.

PHASE 2 - MEDIUM TERM MEASURES	
THEME	MEASURES
Health	Hospital admissions related to mental health Obesity data Child emotional well-being indicator via school survey Parental mental health & well-being indicator

Wealth	Good Level of development at end of reception phase (including FSM sub group) Reading/Writing/Maths at end of Key Stage 2 Progress 8 measure Post-16 destination data
Wellbeing	Youth Justice first time entrants
Process indicators	Health Visitor checks Healthy Schools engagement

Phase 3 – 2024/25 and beyond Additional measures of longer-term social mobility added to framework.	
PHASE 3 - ADDITIONAL LONG TERM MEASURES	
THEME	MEASURES
Wealth	Adult skills/literacy Adult employment

6. IMPLEMENTATION ACTIVITY – including stakeholder engagement and quality assurance of online platform.

PILOT ACTIVITY – WARMINSTER AND WESTBURY

7. Institute of Public Care, Oxford Brookes University are working with partners and have created a Theory of Change framework to enable robust evaluation and monitoring of the pilot project activity in Warminster and Westbury.

8. Key posts to develop and deliver the pilot activity were recruited to in April/May 2023; the Pilot Area Co-ordinator, two Family Help Practitioners and an Early Help Mental Health Practitioner are all in post. Practitioners are working directly with families and exploring new ways of working both with them and with partners in the area.

9. Monthly stakeholder engagement and network meetings are taking place in Warminster and Westbury with strong attendance from a wide range of partners including local VCS groups, schools, early years settings, Health Visitors and Council services.

10. The team have attended and presented at a number of local forums and meetings including Local Area Boards and Town Council in both Warminster and Westbury. Local Area Board representatives are invited to all network meetings.

11. Updates and invitations to pilot project meetings are circulated to a mailing list of over 100 local contacts.

12. Partners have engaged in consultation to establish the key local priorities for the project to work on and these have been agreed as:

- Children/parent emotional well being and mental health
- Building parental confidence and competence around routines and boundaries, particularly in the context of devices, social media and online gaming
- Supporting families with the impact of Cost of Living

13. The next phase of activity will see working groups exploring ways of responding to these priority issues in Warminster and Westbury.

BRANDING

14. FACT partners have committed to collectively creating and adopting a cohesive brand for Family Help following feedback from families and professionals that the existing system was hard to navigate and appeared relatively confusing, fragmented, and disjointed. Therefore, this umbrella brand would cover all services providing early intervention and prevention, communicating to families, schools, and other relevant organisations that these services were working in tandem to deliver a more collective and connected system across the County.

15. Following extensive consultation with families and stakeholders, an 'umbrella' brand and logo for Family Help have been agreed and will be launched in September 2023.
The brand name is 'All Together' and this will be used with various straplines to communicate and badge services and activity eg 'All Together for Families in Wiltshire'.

ONLINE PLATFORM

16. Feedback from families and professionals informed the partnership that finding information about and getting in touch with Early Help services was not easy.

17. The All Together platform hosted on Wessex Community Action's Wiltshire Together website is due to go live at the same time as the launch of the brand

in September and this will enable families and practitioners/organisations to easily find out about the Family Help Offer in Wiltshire.

18. Resource has been made available to develop and then maintain the site and its content to ensure quality and accuracy of records. Organisations will be responsible for the maintenance and accuracy of their own records on the site; training and support will be available to ensure confidence and competence across the system. Annual reminders will be automatically sent to all organisations with records on the site to check and confirm the accuracy of their records; where confirmation is not received the record will be removed from the site pending this confirmation.

WORKFORCE DEVELOPMENT

19. A Family Help Workforce Development Co-ordinator is in place creating a system-wide Family Help workforce development strategy ensuring that existing training is being co-ordinated and promoted under a cohesive Phase 1 Family Help training offer via the SVPP website.

20. Work is in progress to develop an enhanced offer during Phase 2 from Autumn 2023; the framework will set out a series of aligned modules based around Relational Practice that will build on the existing Five to Thrive training that has been extensively rolled out across the system and led by Public Health.

Safeguarding Considerations

21. The project will improve joint working with partners improving practice and thus outcomes, protecting children from harm.

22. This includes commissioning services more effectively which would contribute positively in safeguarding vulnerable children and adults.

23. Family Help is focused on providing a more intensive response to families at an earlier point when needs arise in order to prevent them escalating into statutory services.

24. Throughout the system change of the project, statutory responsibilities around safeguarding will be maintained.

25. The programme works closely with Public Health colleagues and will lead to improved health outcomes in the local child and adult population. Projects support the holistic identification of a child and family's needs and an integrated approach to supporting them to achieve positive change – this leads to improved health and wellbeing.

Environmental impact of the proposal

26. Currently within the programme there is little anticipated impact on carbon emissions. This will be considered separately for each project during the scoping and planning phases.

Equality and diversity impact of the proposal

27. Children's Services work with our most vulnerable children and families including those impacted by poverty and facing inequality.

28. The programme supports and contributes toward the Council's commitment to:

29. Tackle inequalities and promote cohesive communities
- Not to discriminate in the way we provide services to the public
- Not to discriminate in our employment related practices
- Promote equality and good relations between different groups.

30. Individual projects within the programme will need to consider whether an equality impact assessment is required following the current advice and guidance.

Financial implications

31. It is anticipated that the programme will ensure that the Council can maximise impact within the existing budget provision.

32. Funding has been agreed for the delivery of phase 2 of the Transitional Safeguarding proof of concept (tri-funded through the Council, ICB and the Police) and the Family Help Project (Council Transformation budget and ICB funding) for defined periods of time to allow for pilot activity. Thereafter the delivery arrangements are expected to fall within existing budget allocations.

33. The programme will support the financial position of the Council and multi-agency partners by co-producing support that meets the needs of the population of Wiltshire to improve outcomes and reduce ongoing demand whilst ensuring effective commissioning for new or renewed services is in place.

Legal implications

34. Each project within the programme will assess the legal implications for its intended outcomes and ensure that appropriate legal advice has been sought prior to the decisions on services being made.

Options considered

35. Projects within the programme that will require a strategic decision from FACT Executive Board will produce a business case detailing the options that have been considered and rejected as well as a preferred recommendation.

Conclusion

36. The conclusions reached have taken into account all the above and the committee is asked to:

   a. Review the outcomes framework
   b. Reflect upon the implementation activity
   c. Consider the stakeholder engagement activity

Jen Salter
Director of Families and Children

Report author(s): Simon Thomas, simon.thomas@wiltshire.gov.uk

Date of report: 27 June 2023

Wiltshire Council

Children's Select Committee

12 July 2023

An update on building developments at Silverwood School

Executive summary

This report provides an update on the building developments at Silverwood School, a co-educational special school for children and young people aged 4 to 19 years formed in September of 2020 with campuses in Rowde, Trowbridge and Chippenham (former schools of Rowdeford, Larkrise and St Nicholas). It focuses on the accommodation solutions only. The educational benefits arising from the Systems of Excellence work will be presented separately, in September 2023.

Children's Select Committee are invited to consider the following developments:

a) The growth of 85 pupil places between 2021/22 and 2023/24.

b) Wilmot Dixon, building contractor for the new build at Rowde, is predicting a 40-week delay to the construction programme. The 33 new classrooms – which were due for September 2023 opening - are expected to be ready for occupation in Spring term 2024.

c) In 2023/24 Silverwood will operate from Rowde, Chippenham and Trowbridge campuses, together with satellite provision at Paxcroft Primary School (NEW), Longfield/ Longmeadow, and Hardenhuish. There will be some temporary mobile classrooms.

d) The new co-location with Paxcroft Primary School offers exciting opportunities for inclusion within mainstream; also, a 10-year licence for shared use of green recreational space for Silverwood Trowbridge pupils.

e) Following Cabinet approval in December 2022, Silverwood School and Wiltshire Council launched a formal consultation in January 2023 to retain and invest in Silverwood Chippenham and Trowbridge campuses. This required a change in Silverwood pupil numbers and a change to the age range.

f) Following formal consultation on Silverwood Chippenham and Trowbridge campuses, it was agreed to invest pre-allocated funds of £3.6m to invest in the two campuses and secure the long term future of 150 special school places.

Proposal:

It is requested that the committee notes the following developments:

a) The growth in pupil numbers between 2021/22 and 2023/24.

b) The new build at Rowde campus (Phase 3) is experiencing construction delays of 40 weeks and this has a detrimental financial impact on the Silverwood contingency.

c) Transitional arrangements are in place for 2023/24, enabling Silverwood numbers on roll to grow by 50. All existing Silverwood students, together with the planned Reception and Year 7 intake, will have a school place in 2023/24. In addition, new accommodation solutions have secured some educationally advantageous solutions, particularly with Paxcroft Primary School.

d) The delays to Phase 3 will have programme implications for the delivery of Phase 4 (the Main House at Rowde), as well as Phase 5 (the retention and investment in Chippenham and Trowbridge campuses). The priority is for Silverwood leadership team and staff to deliver well planned and smooth transitions to its pupils.

e) The consultation on plans to retain and invest in Chippenham and Trowbridge campuses demonstrated support for their long-term retention. A small number of parents raised concerns over the change to their future as primary school campuses. However, Silverwood School have listened and responded to parental concerns and have plans to address them.

f) The detailed building plans for Phase 5 (retain and invest in Chippenham and Trowbridge campuses) are in the early feasibility stage. The aim is to achieve the same look, feel and space standards across the Silverwood School estate, within the £3.6m allocated to the project.

g) There is confidence that the new build at Rowde can be delivered within the £27.5m contract sum plus contingency. At June 2023 the contingency is £871k, from which the excess temporary accommodation costs will be taken.

i)The growth in Silverwood pupil numbers, combined with the changing estate, means that the pace of change needs to be carefully managed to offer the best experience for students and staff – and ensure changes do not have a detrimental impact on the running of the school or a potential Ofsted outcome.

Reason for the update

Wiltshire Council made a significant resource and financial commitment to invest in Silverwood School and the System of Excellence to deliver high quality education for Wiltshire learners with SEND. This paper offers an update on the progress made to date.

Author: Melissa Hardwell, Head of Special School Transformation

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An update on building developments at Silverwood School

Purpose of report

1. Wiltshire Council made a significant resource and financial commitment to invest in Silverwood School and the System of Excellence to deliver high quality education for Wiltshire learners with SEND. This paper offers an update on the progress made with the development of the Silverwood estate.

2. An update on the education developments and impact will be provided as part of the Systems of Excellence briefing in September 2023.

Background

3. In line with the Council 2017 – 2027 business plan, there was a clear priority to protect those who are most vulnerable. The goal was to have "schools that help all pupils achieve" including those who "…are vulnerable to underachievement – including… those with Special Educational or Disabilities (SEND)"

4. In November 2019, Wiltshire Council cabinet committed up to £33m to the North Special Schools project (now known as Silverwood School) to increase the number of places and develop a 'centre or system of excellence' for SEN provision. Silverwood School, a co-educational special school for children and young people aged 4 to 19 years formed in September of 2020 with campuses in Rowde, Trowbridge and Chippenham (former schools of Rowdeford, Larkrise and St Nicholas).

5. At the start of 2020/21 Silverwood School had 340 registered planned places. As of March 2021, with growing demand, 377 children were attending the school. In May 2021 the decision was made to increase places to 410 for 2022/23. In anticipation of the new build at Rowde, Silverwood School will increase the number on roll to 460.

   Developments

6. Wiltshire Council investment in Silverwood has increased to £38.5million for the development of the system of excellence in special school education in north/central Wiltshire. This includes the building of 33 classrooms at Rowde campus. The architectural and fixtures and furnishing plans for the new classrooms at Rowde continue to reflect the aspirations and ideas shared in the 'co-production' workshops with children and families which took place 2019/20.

7. The construction programme is delayed, but pupils should move into the new Rowde classrooms from April 2024.

8. Ahead of new build, the Council and Silverwood have remodelled existing school buildings to build extra capacity for 2022/23 and 2023/24 intakes at Reception and Year 7, as well as transfers in. To meet demand for places, Silverwood has created satellite provision at Longfield, Bellfield (2021),

Hardenhuish (2022) and Paxcroft (2023), whilst waiting for the new build to complete.

9. The satellite provision at Paxcroft Primary (Trowbridge) is causing much excitement, as the special school classroom sits at the heart of the school and forms the basis of a renewed partnership between Silverwood and Paxcroft. Furthermore, Paxcroft has agreed to offer green play space and a forest school to Silverwood under a 10 year licence agreement – thereby improving the conditions for Trowbridge campus students in the long term.

10. In 2023, following a formal consultation exercise, Wiltshire Council agreed to retain and invest £3.6 million to secure 150 special school places at Silverwood Chippenham and Trowbridge campuses. The aim is to create a cohesive 'look and feel' and the same quality learning environment across all three campuses (plus Silverwood College). Early enabling work will take place in 2023, ready for 2025. The plans to upgrade Chippenham and Trowbridge need to be carefully scheduled, to minimise disruption to pupils and staff.

11. The formal consultation on proposed changes to Chippenham and Rowde campuses attracted concerns from a small number of families regarding the change of age range (from all through to primary). Silverwood School has committed to sensitive, carefully managed transitions between campuses. The transition plans will factor in considerations from the pupils, the teaching staff that work with them, and family/carer feedback.

12. To address the small number of objections from parents that 'children [moving to Rowde] will not be visible in their local communities', there is a commitment from Silverwood that it's pupils will continue to access shopping and life skills opportunities at Devizes, Chippenham and Trowbridge.

13. To address the small number of objections from families that 'children [moving to Rowde] will experience excessive home to school transport times, School Transport have undertaken a lot of route planning and have ordered additional vehicles to serve Silverwood School. There is a commitment that journeys will not exceed 75 minutes, door to door.

14. The number of special school places offered by Silverwood continues to grow to meet demand for special school places:

2021/22: The opening of Longmeadow and Bellfield satellites, 20 places

2022/23:
- The creation of the Hardenhuish satellite, 8 places
- Creation of Yew classroom, Rowde, 9 places
- Remodelling of campus accommodation, 8 places

2023/24:
- The expansion of the Hardenhuish satellite, 8 places
- The creation of the Paxcroft satellite, replacing Bellfield, 0 places
- Mobile classroom provision (temporary solution), 24 places
- Remodelling of Rowde art classroom, 8 places

Total = 85 Special School places

15. The addition of 33 classrooms with the new build at Rowde will enable Silverwood to grow pupil numbers in a gradual way from April 2024. In the first instance, existing pupils will transition across from other parts of the Silverwood estate. From September 2024, the school will grow organically, with intakes at Reception and Year 7. With completion of the new build at Rowde, Silverwood has the capacity to grow to 460 pupils – and more if desired.

Main considerations for the committee

16. Wiltshire Council have made a significant resource and financial investment in Silverwood and the system of excellence – and therefore it is important to have confidence that desired outcomes will be achieved. The ambition to deliver 'world class' facilities, developed in co-production with SEN learners and their families will be realised across the Silverwood estate. This will pave the way for delivery of a system of excellence.

17. With delays to the construction new build programme – and the rescheduling of works to the Main House and Chippenham and Trowbridge campuses – it is critical to ensure the impact on pupils and staff is minimised throughout the transition period. The programme team (which includes Silverwood School) ensure change is manageable and fully co-ordinated.

18. The plans for the development of Silverwood have evolved rapidly evolving, in response to a changing construction delivery date. However, it is important to recognise plans for Silverwood for 2023/24 are settled.

19. The development of the Silverwood estate would not be possible without the support from Longfield Centre and Bellfield, Hardenhuish and Paxcroft schools, who have all offered temporary 'satellite' accommodation. We wish to extend our thanks to them.

20. Silverwood School is due an OFSTED inspection. It is important that estate changes do not have an adverse impact on the judgement of the school.

Environmental impact of the proposal

21. The new build at Rowde will be developed in accordance with carbon neutral principles, including the addition of solar panels on site. The refurbishment of Chippenham and Trowbridge will have due regard to carbon reduction but will be limited due to site and budget constraints. There is a commitment to explore energy grants as refurbishment plans are developed.

Equality and diversity impact of the proposal

22. Equality and diversity impact assessments were submitted in advance of the development of Silverwood Rowde new build and the refurbishment of Chippenham and Trowbridge campuses (with the change in pupil numbers and age range). The impact assessments are updated periodically.

Financial implications

23. Wiltshire Council investment in Silverwood Phase 3 (Rowde new build) increased to £38.5million for the development of the system or centre of excellence for North/Central Wiltshire. The budget funds the £27.5m contract sum for the new build at Rowde, as well as professional fees, furniture, equipment, IT and project contingency.

24. Wilmot Dixon are currently reporting a 40-week delay to project handover. Late damages payments from Wilmot Dixon (estimated at £400,000) will be insufficient to cover the costs of temporary accommodation. Circa £350,000 will need to be drawn from Silverwood Phase 3 contingency funds (£871k at June 2023) to meet temporary accommodation costs in 2023/24.

25. There is the risk that SSE, the provider of the energy substation, will not install the power station by October 2023. There is a risk that Wilmot Dixon can claim £45,000 damages per week from Wiltshire Council if SSE do not complete the installation on time. SSE were paid for the sub-station 18 months ago and legal documents were exchanged in January 2023. The failure of SSE to respond to Council correspondence means we must now escalate the matter to Council leaders and local MPs.

26. Wiltshire Council have provided £3.6million to fund the Phase 5 upgrade of Chippenham and Trowbridge campuses. If there is any contingency remaining from Phase 3, it will be carried over into the Silverwood Phase 5 project.

Conclusion

27. Although there is considerable delay to the new build at Rowde campus, plans to accommodate the 2023/24 Reception and Year 7 intake are secure. Plans to transition secondary-aged pupils from Chippenham and Trowbridge to Rowde will be delayed to the end of 2023/24 school year. Plans to upgrade the Main House and the other campuses will also need to be deferred, to mitigate the impact of disruption and change on pupils and staff. However, the upgrade of all three campuses should be complete by 2025.

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Child, Youth and Family Voice Team Annual Report

2022-2023

Author: Joe Sutton

Contents

Introduction

The primary objective of the Child, Youth, and Family Voice Team is to ensure that Wiltshire Council routinely takes a co-production approach and actively listens to and takes action based on the opinions and feedback of children and adults receiving support from the Families and Children's Directorate. Additionally, the team plays a broader role by overseeing the management and facilitation of the Wiltshire Youth Council, which addresses various topics ranging from the environment to education and equalities. The team consists of 1 FTE Child & Youth Voice Team Manager, 1 FTE C&Y Voice Support worker and a 0 .5 FTE Voice Apprentice. In December we expanded the team to include 1 FTE Family Voice Worker. A further 0.5FTE role is being introduced to recruit Voice Ambassadors.

Families and Children's Services

Children in Care Council

1.1 This section provides an overview of the activities, achievements, and feedback received from the Children in Care Council (CiCC) during the period of April 2022 to March 2023. The C&Y Voice team aims to support and develop the CiCC by building trust, meaningful relationships, and confidence among participants whilst actively engaging them in improving services and enhancing their overall well-being.

1.2 **Attendance and Recruitment:**
- Over the year, 48 different children in care participated in CiCC sessions, consisting of 25 females and 23 males.
- Additionally, 27 new CiCC members were recruited during this year, reflecting the growing interest and engagement among children in care.
- The average age of attendees was 14 years old. The age range was 8 years old to 21 years old. With the older cohort who are 18+ not attending the groups but supporting with initiatives such as the Foster Carer Panels and interviews,

1.3 **Activities and Engagements:**

- The team organised and facilitated a diverse range of activities in collaboration with council leisure facilities, community partners, and charities.
- Noteworthy activities included climbing, water sports, horse riding, drama sessions, and two residential experiences, one at PGL Activity Centre and the other a trip to Cornwall.
- These experiences aimed to provide opportunities for personal growth, skill development, and fostering positive and meaningful relationships.

1.4 **CiCC Contributions and Impact:**

- CiCC members actively contributed to improving services by participating in young person interview panels for senior leader positions, ASYE Social Workers, and applicant foster carers.
- They played a crucial role in the commissioning process of the Residential Block Contract, where their questions and input contributed to the decision-making process.
- CiCC members engaged in a mystery shopper exercise evaluating the effectiveness and user-friendliness of the Integrated Front Door (IFD), providing valuable feedback such as staff sharing their first names, staff to offer reassurance when writing and not talking,

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Information Officers to prioritise next steps for children and families once the call has ended, staff need to use trauma informed language and that the automated phone lines hinder accessibility.
- One CiCC member had the opportunity to speak at a Full Council Meeting, sharing a video showcasing their involvement in various initiatives and showing what is possible with the right support and encouragement.

1.5 **Themes from CiCC Meetings:**

Feedback from Care Experienced young people was sought as part of the review of the Corporate Parenting Panel (CPP) priorities.

- Members highlighted the need for consistent and stable support systems, we know in Wiltshire we are strong in this area compared to other local authorities; however some young people may still not feel this is their experience.
- The participants often felt different from their peers due to the number of professionals involved in their lives and the frequency of meetings they had to attend.
- The majority (80%) of members reported having a loving home and good relationships, while the rest were unsure, although none stated they didn't have a loving home.
- 60% of CiCC members reported having links with their local communities where they were trusted, while 40% were uncertain. None reported a lack of local community connections.
- A significant majority (90%) felt they had support to maintain their physical and mental well-being and be the best version of themselves.

Moving forwards we want to increase the feedback from the total cohort of CiC, which we will be doing through the Bright Spot's surveys in 2023/2024.

1.6 **Learning and Future Plans:**

- Engagement by children in care in the activities we offered was high. Although there is more to do in terms of enabling our CiC to feel able to fully participate in the voice work and group discussions; which for some posed challenges i.e., being triggered by the discussion, becoming distracted, and not being in a place to fully reflect on their circumstances. The age difference between some of the members meant that on occasion the younger participants distracted others which impeded their ability to contribute. To address this, a subgroup of the CiCC has been formed called the CiCC Committee for those who are most interested in sharing their views and participating in initiatives to improve services.
- The CiCC Committee has plans to create a regular podcast that aims to amplify the voices and experiences of children in care, providing a platform to share their perspectives, challenges, and suggestions with a broader audience, including the Corporate Parenting Panel and at training events. The CiCC Committee will aim to raise awareness, enhance understanding, and encourage meaningful discussions about the experiences of children in care within the wider community.
- We have a core group on the committee who signed up to make a change and a difference for themselves and other CiC. We understand that not everyone wants to participate in voice work, but we still believe that they need to be part of the CiCC community and have fun activities, and that this may over time also help to create future opportunities to participate. The Committee will devise fun activities to do with the wider group, and Committee members will also get first choice of these fun activities. In addition, the team will continue to organise activities and residential experiences for the wider cohort of young

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people and encourage members of the CiCC Committee to facilitate voice exercises with the extended group.

1.7 **Conclusion:**

The CiCC has made significant progress in building trust, relationships, and confidence among participants while actively contributing to the improvement of services for children in care. The feedback received and the ongoing initiatives demonstrate a commitment to ensuring that the voices and experiences of young people in care are heard and acted upon. We have a core group of current CiCC Members who are interested on being on the Committee and we will work with them to be involved in co-production and service improvement. As for attaining feedback from children in care about services, the Bright Spots survey, which this report will outline in section 4, should provide a more representative understanding of how well Wiltshire Council are achieving for their looked after children and young people.

2. Voice Ambassadors

2.1 The Child, Youth, and Family Voice Team acknowledges the importance of involving individuals who have received support from Families and Children's Services in co-production to achieve meaningful and positive change. In previous years we have utilised our Voice Consultants, however we have created a new role to work on this agenda.

2.2 **The Role**: Sessional Voice Ambassadors will either be employed by Wiltshire Council or volunteer their time depending on their preference. They will utilise their personal experiences to provide feedback on areas for improvement, deliver training, assist in staff and foster carer recruitment, and offer support under CYV Team supervision.

2.3 **Inclusion of children and young people from a diverse range of backgrounds**: The roles are open to anyone supported by the directorate, including care-experienced adults, parents, and young people from the Children and Young People's Disabilities Team (CYPDT). The roles will be promoted on the Wiltshire Council Jobs portal, and we will send an email to the directorate promoting the opportunities. Moreover, current members of our groups will be invited to apply.

2.4 **Corporate parenting responsibilities**: Wiltshire Council has corporate parenting responsibilities towards care experienced young people, aiming to support their success. The Voice Ambassador role will provide care experienced young people with valuable first-hand experience working for the Local Authority, helping them develop confidence, skills, and knowledge.

2.5 The inclusion of Sessional Voice Ambassadors from diverse backgrounds contributes to shaping service delivery in alignment with the needs of service users, whilst also providing care experienced young people with opportunities for personal growth and development.

3. Mind of My Own App

3.1 **Introduction:** The Mind of My Own app is a highly effective tool designed to engage service users who are under the care of a Social Worker or Family Key Worker. This report highlights the app's features and benefits, as well as provides a real case example to demonstrate its practical application.

3.2 **App Description:** The Mind of My Own app offers a secure and supportive platform for young individuals to explore their thoughts, emotions, and personal experiences. Its innovative features and user-friendly interface make it an exceptional tool for promoting mental health, self-awareness, and overall resilience among young people. By actively involving them in their well-being, the app empowers individuals and establishes a valuable connection between them and their social workers, fostering open communication and collaboration.

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3.3 **Highlights of Financial Year 2022/2023:** During the financial year 2022/2023, the following achievements were observed:
- **Account Creation**: A total of 180 young persons' accounts were successfully created on the app.
- **Statements Sent:** The app facilitated the exchange of statements between young individuals and their social workers. A total of 716 one-app statements and 259 express statements were sent, resulting in a combined total of 975 statements.
- **Worker Engagement**: A significant number of social workers received statements, with 130 workers receiving at least one statement. Among them, 56 workers received statements more than 5 times, indicating a high level of engagement and communication facilitated by the app.

One app Usage

STATEMENT TYPE	SENT BY YOUNG PEOPLE	SENT BY PRACTITIONERS	TOTAL
Totals	353	363	716
Conference	4	31	35
Foster Care Review	83	16	99
My Life	75	131	206
My Wellbeing	23	42	65
Pathway	4	2	6
Post Meeting	4	0	4
Preparation	58	13	71
Problem	26	9	35
Share Good News	15	15	30
This Is Me	24	41	65
Worker Visit	37	63	100

*Excludes Express Statements

3.4 **Case Example 1: Statement Leading to an IFD Referral:**

A young person who was no longer under the care of social services used the Mind of My app to express their concerns about their mother's drinking and their desire to know the truth about its duration. They expressed sadness and worry when their mother consumes alcohol, highlighting a preference for their auntie and grandmother to care for them over their mother. "I want mum not to drink", "I would like to know the truth about how long mum has been drinking again for". As the young person no longer had an allocated worker, an Integrated Front Door (IFD) referral was made. This led to the reopening of the family's case by the SASS Team under a Child in Need (CIN) plan. Currently, the family is under a Child Protection (CP) plan to address the concerns raised through the app statement.

3.5 Case Example 2: Views shared on Care Plan

A young person sent in a statement using the Mind of My Own App. The young person was upset about not being consulted regarding their future participation in horse therapy as this was due to be

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cancelled without consulting them first, this caused them to feel that they lacked autonomy in decisions affecting their life. They emphasised the importance of horse therapy for their well-being, especially considering its potential benefits for their future. The young person also mentions self-harm concerns related to exam pressure.

The equine therapy could not continue over school holidays unfortunately. However, on understanding the young person's views, the Social Worker has pledged to relook at other provision available in the summer holidays.

3.6 Conclusion: The Mind of My Own app has proven to be an exceptional tool for engaging young individuals, supporting their mental health, self-awareness, and overall resilience. The highlighted case examples demonstrate how it facilitates children and young people in having their voice heard and how it helps them raise important issues happening in their lives, leading to appropriate referrals and support for families in need. Wiltshire Council will be recommissioning the app for a further 3 years when the contract expires in September.

4. Young Person's Fostering Consultation Panel

4.1 The Young Persons Fostering Consultation Panel serves two main purposes:

- Ensuring care experienced children and adults have a say in the decision-making process.
- Providing applicants with a unique learning opportunity by engaging with care-experienced young people as "experts by experience."

4.2 The panel follows an informal 2-way dialogue format, allowing young people to meet applicants and provide feedback on their suitability as foster carers. Applicants, in turn, can learn from care-experienced young people about what children in care need from their foster caring families and what makes a good foster carer.

4.3 The panel formulates questions based on topics important to children in care, such as motives to foster, relevant experience, and expectations for young people. Panellists provide feedback and share their own experiences to help applicants understand effective approaches to foster care.

4.4 Additionally, the panel offers feedback on family profiles to ensure they are child-friendly and cover essential information for prospective foster children.

4.5 The outcomes of the Young Persons Fostering Consultation Panel include:

- Valuable insights: Care-experienced young people share their perspectives and opinions on applicant suitability, strengths, and weaknesses.
- Enhanced decision-making: Feedback from young people helps The Main Panel, Team Managers, and decision-makers understand the thoughts and preferences of young people regarding applicants.
- Continuous improvement: Applicants receive feedback and suggestions for improvement, helping them provide quality care to foster children.

4.6 To date, the panel has successfully conducted 10 sessions with the participation of over 13 care-experienced young people.

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Future Plans for Families and Childrens Services 2023/ 2024

5. Bright Spots

5.1 We recognise that the feedback from CiCC and Mind of My Own does not reach every child and young person within the wider children in care population. Given this, the team has been asked to procure the Brights Spots Survey to aid us in getting the views of our wider cohort of children in care. The Bright Spots Programme, a partnership between Coram Voice and the University of Oxford, aims to systematically listen to children in care and care leavers, enabling them to express their needs, desires, and experiences. By implementing the Your Life, Your Care and Your Life Beyond Care surveys, we can measure the subjective well-being of these individuals and identify areas where improvements can be made.

5.2 In the implementation of the Bright Spots Programme, our goal is to collaborate with the Virtual school to administer the survey primarily through Designated Teachers in schools that have children in care (CIC). This approach takes advantage of the perceived impartiality of schools in collecting responses. The following details the method of implementation:

5.3 Survey Distribution: The surveys will be sent to Designated Teachers in all schools that have CIC. These Designated Teachers will be responsible for distributing the surveys to the CIC within their respective schools.

5.4 School Notification: Schools will be instructed to notify us when all CIC have either completed or refused to participate in the survey. This feedback will enable us to monitor the response rate and take appropriate actions to maximise participation.

5.5 Survey Duration: The survey will be conducted over a period of six weeks. This timeframe will provide sufficient time for the Designated Teachers to distribute the surveys, for the CIC to complete them, and for any necessary follow-up communication.

6. Care Experienced Parent and Baby Group

6.1 The CYV Team worked with a care experienced adult to support her in setting up a care experienced parent and baby group, there was mixed success and learning opportunities and a subsequent revamp of the group based on feedback and challenges encountered.

6.2 Initial Vision and Challenges:

- Aimed to create a group for care experienced young people and their children to socialise and establish connections.
- Initially it seemed most young people with children were in the south, leading to the selection of a venue in Bemerton Heath, Salisbury.

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- A lack of attendance, transportation issues, and difficulties with commitment and communication hindered the success of the group.

6.3 Revamp and Learning Opportunities:
- Location changed to Studley Greens Children's Centre in Trowbridge.
- Revised vision of the group now includes voice work and collaboration with consultants.

6.4 Identified learning opportunities from the previous experience:
- Improved support from Personal Advisors (PA) regarding referrals, transportation, and staying for sessions if possible.
- Better dissemination of information about the group for advertising purposes.
- Clear expectations set for both group members and staff.
- Implementation of deadlines for booking taxis.
- Enhanced communication between group members and staff.

7. Family Voice

7.1 The remit of the Child and Youth Voice Team has recently expanded to include gathering the perspectives of families. To support this initiative, we have recently appointed a dedicated Family Voice Worker to oversee this important work. The primary objective of the Family Voice Worker is to enhance the engagement and participation of families who receive support from Wiltshire Council in the design and development of services. By involving families directly, we ensure that their voices are at the core of our quality assurance framework. This strengthens our commitment to providing services that truly meet the needs and preferences of the families we serve.

7.2 Family Advisory Board

- Since April 2023, the Child, Youth and Family Voice Team has taken over the responsibility of running the Family Advisory Board.
- The current FAB membership consists of four former service users from the PAUSE Programme.
- Our aim is to make the FAB more inclusive by broadening its demographic representation and involving a wider range of families.
- The Family Voice Worker will achieve this by actively engaging with other groups working with Wiltshire's families.
- Each quarter, a specific theme will be discussed across all groups, and the outcomes will be brought back to the central FAB group to drive positive changes within the directorate. This will be achieved through meetings with decision makers, supporting on training and using creative methods such as podcasting.
- Members of the wider groups will also be invited to join the FAB, although we recognise that some may not be able to participate actively.
- By adopting this inclusive approach, we will have a more representative FAB that accesses a wider range of families and collaborates closely with the council to bring about positive changes.

7.3 Embedding Service User Feedback
- Our new Family Voice Worker has worked with the IFD to support them in creating a questionnaire to gather the views of families that encounter their service.
- The questionnaire responses will be utilised to provide feedback to IFD staff members. This feedback aims to support their professional development and enable the IFD team to identify successful practices, as well as areas requiring improvement. The IFD team will

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compile and share the feedback internally. This includes highlighting any process issues, such as phone line waiting times and response times for call backs.

- The Family Voice Worker will be embedding a similar system with Child Protection Conferences, ensuring families shape the way the New Strengthening Family Safety approach is implemented.

8. Social Care Mobile Application

8.3 8.1 Through feedback from families about the challenges they can face when working with social care we are exploring potential digital solutions to enhance communication, empower families in the care planning process, provide access to self-help resources, and ensure understanding of plans and rights. The council's Transformation Team is supporting the development of feasible options for further consideration.

Wiltshire Youth Council

9. Mental Health First Aid

9.1 A subgroup of WYC collaborated with Healthy Schools Lead, Nick Bolton to undergo Mental Health First Aid training. The aim was to equip Youth Councillors with the necessary skills to establish peer support networks and groups within their schools. Youth Councillors successfully completed the Mental Health First Aid training. Trained Youth Councillors can now offer support and advice to their peers regarding mental health concerns. They can gather insights into the main issues affecting children in their schools, which can be shared with the wider Wiltshire Youth Council group.

9.2 The collaboration between the WYC subgroup and Healthy Schools Lead aims to enhance mental health support and awareness among young people in Wiltshire.

10. Wiltshire Youth Pride

10.1 Consultation with young people from the LGBTQ+ community in Wiltshire revealed a lack of socialising opportunities within their community. It was identified that children and young people who identify as LGBTQ+ needed a safe and inclusive space to connect and socialise. In response, Wiltshire Youth Council organised a Youth Pride event which formed part of the Salisbury Pride celebrations, providing a dedicated space for young people.

10.2 Engagement: Youth Councillors, staff, and volunteers actively interacted with approximately 180 young people and their families throughout the event.

10.3 Inclusive Space: The Youth Pride event created a safe and inclusive space for LGBTQ+ young people to gather, socialise, and express themselves.

10.4 Connections and Support: Attendees had the opportunity to connect with peers who shared similar experiences and challenges, fostering a sense of belonging and support.

10.5 Celebrating Diversity: The event promoted diversity and LGBTQ+ pride, encouraging participants to embrace their identities and celebrate their uniqueness.

10.6 Impact and Future Considerations:

- Positive Feedback: Initial feedback from attendees and participants indicated a high level of satisfaction and appreciation for the Youth Pride event.

- Continuous Support: The Wiltshire Youth Council intends to explore ongoing initiatives and activities to sustain and expand support for LGBTQ+ youth in Wiltshire.

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- Collaboration: The success of the Youth Pride event highlights the importance of collaboration between youth councils, community organisations, and local pride celebrations to create inclusive spaces and opportunities for LGBTQ+ young people.

11. Healthy Schools Awards Auditors

11.1 Background: The Wiltshire Youth Council took on the role of conducting Health and Wellbeing audits at selected schools in Wiltshire. The purpose was to assess the schools' achievements and efforts in promoting health and wellbeing among their students. Two schools have been audited so far.

- School Tour: Youth Councillors visited the schools and were given a comprehensive tour to observe the facilities and environment.
- Focus Group: A focus group session was conducted with pupils to gather their perspectives and feedback on health and wellbeing initiatives.
- Head Teacher Interviews: Youth Councillors interviewed the Head Teachers to gain insights into the schools' strategies and approaches.

11.2 The Wiltshire Youth Councillors provided feedback on how well they believed the schools were achieving in terms of promoting health and wellbeing.

11.3 The assessment considered various factors, including the schools' policies, initiatives, and engagement with students.

11.4 Presentation of Bronze Healthy School Award: Trafalgar School: Cllr Laura Mayes, accompanied by two Wiltshire Youth Councillors, presented Trafalgar School with their bronze Healthy School Award. The award ceremony took place during an assembly in front of the pupils, acknowledging the school's commitment to health and wellbeing.

11.5 Future Plans: More healthy school audits are scheduled for May 2023, where additional schools will be assessed to evaluate their efforts in promoting health and wellbeing among students.

12. Wiltshire Youth Council Eco Week 2023

12.1 Introduction: Eco Week was a collaborative event organised by the Child and Youth Voice Team and the Wiltshire Youth Council. The objective of the event was to promote eco-friendly practices and raise awareness about positive changes regarding climate change. The event took place from 6th March to 10th March 2023.

12.2 Participating Schools and Activities:

- Seventeen schools actively participated in Eco Week, comprising 7 secondary schools and 10 primary schools.
- Each school had the freedom to decide how they would contribute to Eco Week and shared their initiatives on social media using the hashtag #wycecoweek.
- Activities included a wide range of eco-friendly practices such as implementing mileage trackers for walking and cycling, introducing gardening clubs, organizing Green Days, distributing reusable sanitary products, rewilding areas of the school, creating artwork from recycled materials, and engaging in litter picking and gardening projects.

12.3 Judging and Awards:

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- A panel of councillors and officers with expertise in environmental matters served as the judging panel for the Eco Week activities.
- Winners and runners-up were selected based on the creativity, impact, and commitment demonstrated by the participating schools.

12.4   Secondary Category:

- Winner: Pewsey Vale School - Activities included implementing a mileage tracker, introducing a gardening club, and organizing a Green Day. Notably, the school accumulated an impressive total of 172.9 miles through walking and cycling.
- Runners-up: South Wilts Grammar School - Activities included distributing reusable sanitary products, rewilding areas of the school, and creating artwork from collected bottle caps.

12.5   Primary Category:

- Winner: Marlborough St Mary's CE Primary School - Activities included raising awareness about the 5 R's (Reduce, Reuse, Recycle, Repair, and Rethink), designing a pond area, and sharing energy-saving techniques with parents.
- Runners-up: Queen's Crescent School - Activities included litter picking, building hedgehog houses, and engaging in gardening projects.
- Runners-up: St Patrick's Catholic Primary School - Activities included planting vegetables, conducting litter picks, making compost, and creating informative posters.

12.6   Conclusion: Eco Week was a successful event with active participation from 17 schools, promoting eco-friendly practices and positive changes related to climate change. All participating schools in both the secondary and primary categories showcased commendable initiatives and demonstrated their commitment to environmental sustainability. Events such as these help promote the Wiltshire Youth Council and the Child and Youth Voice Team and encourage participation.

Future Plan for Wiltshire Youth Council 2023/ 2024
13. Young Person Debating Competition

13.1 Young Person Debating Competition: The Wiltshire Youth Councillors have proposed the organisation of an interschool debating competition. The purpose of this competition is to provide a platform for young people to discuss and explore issues that impact them and their peers, considering different perspectives and innovative solutions. We are considering local business sponsorship opportunities for this.

13.2 In addition to fostering critical thinking and problem-solving skills, the debating competition aims to achieve the following educational outcomes:

- Enhance Communication Skills: Through engaging in structured debates, participants will develop their ability to articulate their ideas clearly, present logical arguments, and effectively communicate their viewpoints.
- Promote Research and Analysis: To prepare for the debates, students will conduct research on the assigned topics, enabling them to gather relevant information, critically analyse different sources, and strengthen their information literacy skills.

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- Encourage Critical Thinking: Debating encourages participants to think critically by challenging their own beliefs and considering alternative perspectives. This process enhances their ability to evaluate and analyse complex issues from multiple angles.
- Foster Collaboration and Teamwork: The competition will involve teams of students working together to develop arguments, coordinate their speeches, and counter opposing points. This promotes teamwork, cooperation, and the ability to collaborate effectively.
- Develop Confidence and Public Speaking Skills: Through presenting their arguments in front of an audience, participants will gain confidence in public speaking, overcome stage fright, and improve their overall presentation skills.
- The Youth Councillors intend to host the debating competition in the Council Chamber during the last week of the summer term. They will provide guidelines, topic options, and resources to the participating schools, ensuring a fair and engaging competition that promotes valuable educational outcomes.

14. Summary of work completed in 2022-23 and outcomes

Activity	Aims 2022/2023	Outcomes
Children in Care Council	- Support and develop the CiCC by building trust, meaningful relationships, and confidence among participants. - Actively engage CiCC members in improving services and enhancing their overall well-being. - Increase attendance and recruitment of children in care to CiCC sessions. - Organise diverse activities and engagements - Actively contribute to improving services by participating in young person interview panels and decision-making processes. - Evaluate and provide feedback on the effectiveness and user-friendliness of the Independent Futures Directory (IFD).	- Increased participation and engagement of children in care in the Children in Care Council (CiCC) sessions. - Enhanced trust, meaningful relationships, and confidence among CiCC participants. - Improved services and overall well-being of children in care through their active involvement and contributions. - Expanded membership of the CiCC with the recruitment of 27 new members, reflecting growing interest and engagement. - Diverse range of activities organised and facilitated, including climbing, water sports, horse riding, drama sessions, and residential experiences, providing opportunities for personal growth and skill development. - Valuable contributions of CiCC members in the decision-making process of senior leader positions, social workers, foster carers, and the commissioning of the Residential Bloc Contract. - Feedback provided by CiCC members on the IFD to improve its effectiveness and user-friendliness. - Recognition and visibility of CiCC members' involvement in various initiatives, including speaking at a Full Council Meeting, showcasing their

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		experiences and contributions.
Mind of My Own App	• Enable service users to have their voice heard and raise important issues happening in their lives. • Empower service users by actively involving them in their plans. • Secure the recommissioning of the app for a further three years when the contract expires in September.	• Increased engagement and active participation of service users who are under the care of a Social Worker or Family Key Worker. • Improved communication and collaboration between service users and their social workers, establishing a valuable connection. • Successful creation of 180 young persons' accounts on the app, providing them with a secure platform to express themselves. • Facilitation of the exchange of 975 statements between service users and their social workers, promoting open dialogue. • High level of engagement and communication observed, with 130 social workers receiving at least one statement and 56 workers receiving statements more than 5 times. • Young people can share thing that worry them even when they have been closed to social care.
Young Person Fostering Consultation Panel	• Creating an informal 2-way dialogue format where young people can meet applicants and provide feedback on their suitability as foster carers. • Allowing applicants to learn from care-experienced young people about the needs of children in care and the qualities of a good foster carer. • Formulating questions based on important	• Care-experienced young people shared their perspectives and opinions on applicant suitability, strengths, and weaknesses, providing valuable input for decision-making. • Feedback from young people helped The Main Panel, Team Managers, and decision-makers understand the thoughts and preferences of young people regarding applicants, leading to informed decisions. • Applicants received feedback and suggestions for improvement, enabling them to provide quality care to foster children and enhance their skills and understanding.

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14	topics to children in care, such as motives to foster, relevant experience, and expectations for young people. • Providing feedback and sharing personal experiences to help applicants understand effective approaches to foster care. • Offering feedback on family profiles to ensure they are child-friendly and provide essential information for prospective foster children.	• The successful conduct of 10 sessions with the participation of over 13 care-experienced young people, indicating the engagement and effectiveness of the project.
Wiltshire Youth Council	Mental Health First Aid: • To equip Youth Councillors with the necessary skills to establish peer support networks and groups within their schools. • To enhance mental health support and awareness among young people in Wiltshire. • To enable trained Youth Councillors to offer support and advice to their peers regarding mental health concerns. • To gather insights into the main issues affecting children in schools, which can be shared with the wider Wiltshire Youth Council group. Wiltshire Youth Pride: • To address the lack of socialising opportunities within the LGBTQ+ community in Wiltshire. • To provide a safe and inclusive space for LGBTQ+ young people to connect and socialize. • To foster a sense of	Mental Health First Aid: • Youth Councillors successfully completed the Mental Health First Aid training. • Trained Youth Councillors can now offer support and advice to their peers regarding mental health concerns. Wiltshire Youth Pride: • Approximately 180 young people and their families actively interacted with Youth Councillors, staff, and volunteers during the event. • A safe and inclusive space was created for LGBTQ+ young people to gather, socialise, and express themselves. • Attendees had the opportunity to connect with peers who shared similar experiences and challenges, fostering a sense of belonging and support. • The event promoted diversity and LGBTQ+ pride, encouraging participants to embrace their identities and celebrate their uniqueness. Healthy Schools Awards Auditors: • Trafalgar School received the Bronze Healthy School Award, acknowledging their commitment to health and wellbeing. • Feedback was provided to the audited schools on how well they were achieving in terms of promoting health and wellbeing.

	belonging and support among LGBTQ+ young people. Healthy Schools Awards Auditors: • To assess selected schools' achievements and efforts in promoting health and wellbeing among their students. • To provide feedback on how well the schools are achieving in terms of promoting health and wellbeing. • To evaluate schools' strategies, initiatives, and engagement with students in promoting health and wellbeing. Wiltshire Youth Council Eco Week 2023: • To promote eco-friendly practices and raise awareness about positive changes regarding climate change. • To encourage schools to implement various eco-friendly initiatives and activities. • To recognise and reward schools that demonstrate creativity, impact, and commitment in their eco-friendly practices. • To engage schools in promoting environmental sustainability	• More healthy school audits are scheduled, indicating a continuation of efforts to evaluate schools' promotion of health and wellbeing among students. Wiltshire Youth Council Eco Week 2023: • Seventeen schools actively participated in Eco Week, implementing various eco-friendly initiatives and activities. • Winners and runners-up were selected based on creativity, impact, and commitment demonstrated by participating schools in both the secondary and primary categories. • Active promotion of eco-friendly practices and positive changes related to climate change were achieved. • Commendable initiatives were showcased by all participating schools, demonstrating their commitment to environmental sustainability.
Hearing the Views of families to co-produce services	• Enhance the engagement and participation of families who receive support from Wiltshire Council in the design and development of services. • Ensure that the voices of families are at the core of the quality assurance framework. • Develop a project mandate for a mobile	• Successful recruitment of a Family Voice Worker to the team. • Valuable time has been spent networking with different groups in the community to build connections and recruit new members to the FAB • Clear and shared understanding among stakeholders about the purpose, goals, and scope of the social care mobile application project, leading to increased alignment and commitment towards its successful implementation.

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	application to support families and improve communication and transparency in working with social care.	

16. Plan for 2023-24

Activity	Aims 2022/2023	Outcomes
Children in Care Council	• Form a subgroup called the CiCC Committee consisting of children who are more interested in sharing their views and participating in initiatives to improve services. • Create a regular podcast by the CiCC Committee to amplify the voices and experiences of children in care. • Continuing to organise activities and residential experiences for the wider cohort of young people and encouraging members of the CiCC Committee to facilitate voice exercises with the extended group.	• Increased participation of children in care in meaningful discussions. • Amplification of children in care's voices and experiences through a regular podcast. • Raised awareness and understanding of the experiences of children in care in the wider community. • Influence on decision-making and improvement of services for children in care. • Empowerment and development of leadership skills for children in care.
Bright Spots Survey	• Procure and implement the Bright Spots Survey to obtain feedback from a broader range of children in care. • Provide a platform for children in care to share their perspectives and have their voices heard. • Use surveys to measure well-being and identify areas for improvement in the care system and experiences of children in care.	• The use of the Bright Spots Survey allows for a more inclusive and representative sample of feedback from a wider cohort of children in care, ensuring their voices are heard. • The surveys enable children in care to express their needs, desires, and experiences, providing valuable insights for improving support and services. • The subjective well-being measurement and feedback obtained through the surveys help identify specific areas where improvements can be made within the care system and the experiences of children in care.

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17	• Administer surveys through Designated Teachers in schools with children in care to ensure broader reach and impartiality. • Receive feedback from schools on completion or refusal to participate, monitoring response rates and maximising involvement. • Allow sufficient time for survey distribution, completion, and follow-up communication.	• By implementing surveys through Designated Teachers, the collaboration between the team and schools is strengthened, ensuring a broader reach and perceived impartiality in collecting responses. • Monitoring response rates and taking appropriate actions to maximise participation helps to ensure a higher level of engagement from children in care, leading to more comprehensive and meaningful feedback. • Conducting the survey over a period of six weeks allows sufficient time for distribution, completion, and follow-up communication, ensuring a well-organised and efficient survey process.
Mind of My Own App	• Further train new and existing staff members around how to use the app with young people. • Encourage staff members to introduce the app to service users. • Ensure the advocacy service and other partners are utilising the app with young people. • Continue to send updates to the directorate around app usage and celebrating success.	• By providing training to new and existing staff members on how to use the app with young people, they will become more proficient in utilising its features effectively. • Encouraging staff members to introduce the app to service users can lead to a higher uptake of the app among young people, enhancing their engagement and participation in the service. • Ensuring that the advocacy service and other partners are using the app with young people promotes seamless communication and coordination between different stakeholders, resulting in more comprehensive support for young people. • Sending updates to the directorate regarding app usage and celebrating success highlights the app's impact and showcases the positive outcomes achieved through its implementation, fostering a culture of continuous improvement and innovation.

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Young Person Fostering Consultation Panel	• Continue to deliver the young person Fostering Consultation Panels	• Informed decision-making: The valuable input provided by care-experienced young people regarding applicant suitability, strengths, and weaknesses will enable The Main Panel, Team Managers, and decision-makers to make more informed decisions. This will result in the selection of applicants who are better equipped to provide quality care to foster children. • By incorporating feedback from young people, applicants will receive constructive feedback and suggestions for improvement. This feedback will empower them to enhance their caregiving skills and understanding, ultimately leading to better outcomes for foster children.
Wiltshire Youth Council	• Organise an interschool debating competition for young people. • Address challenges of workload and resource allocation. • Conduct another Youth Council election to ensure continued representation and engagement of young people in decision-making processes.	• The interschool debating competition provides young people with a platform to express their perspectives, enhancing their communication skills and critical thinking abilities. • Young people gain confidence in public speaking and presentation skills, overcoming stage fright and fear of public speaking. • Conducting another Youth Council election ensures ongoing representation and engagement of young people in decision-making processes, promoting a sense of ownership and empowerment among the youth community. • The team can effectively prioritise and allocate resources to sustain and expand the youth council initiatives, ensuring a continued positive impact on the lives of young people in Wiltshire.
Voice Ambassadors	• Establish the role of Sessional Voice Ambassadors to provide feedback, deliver training and assist in recruitment. • Advertise and recruit to the roles. • Provide training to the new Voice Ambassadors • Establish how the Voice	• Effective establishment of Sessional Voice Ambassador roles within the team, ensuring clear responsibilities and expectations for providing feedback, delivering training, and assisting in recruitment. • Successful advertising and recruitment process, attracting diverse individuals to fill the Sessional Voice Ambassador positions.

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	Ambassadors will link in with other services to ensure they are being well utilised, and their experiences make a difference.	• Provision of comprehensive training to the newly recruited Voice Ambassadors, equipping them with the necessary skills and knowledge to effectively fulfil their role. • Establishment of strong connections and collaborations between the Voice Ambassadors and other relevant services within the directorate, ensuring their experiences and insights are utilised effectively to drive positive change. • Improved engagement and participation of individuals receiving support from Family and Children's Services, as their feedback and perspectives are actively sought and integrated into service design and development. • Increased awareness and understanding of the importance of co-production and the valuable contribution of service users in shaping and improving services within the directorate.
Care experienced parent group	• Relocating the group to Studley Greens Children's Centre in Trowbridge to provide a more suitable and accessible venue. • Expanding the vision of the group to include voice work and collaboration with consultants, ensuring that the perspectives and experiences of care-experienced parents are valued and incorporated. • Improving support from Personal Advisors (PA) regarding referrals, transportation, and their presence during sessions, when possible, to provide necessary assistance and guidance to group members. • Implementing better strategies for disseminating information about the group to effectively	• The relocation of the group to Studley Greens Children's Centre in Trowbridge provides a more suitable and accessible venue, ensuring that care-experienced parents and their babies can participate comfortably. • By expanding the vision of the group to include voice work and collaboration with consultants, the experiences and insights of care-experienced parents are recognized and integrated into the group's activities and decision-making processes. • The Personal Advisors (PA) involved with the group demonstrate enhanced support by assisting with referrals, addressing transportation needs, and being present during sessions whenever possible. This ensures that care-experienced parents receive necessary guidance and assistance. • Better strategies for disseminating information about the group are implemented, leading to improved advertising and outreach efforts. This enables the group to reach a wider range of potential participants, ensuring that care-experienced parents are

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	advertise and reach out to potential participants.	aware of and have access to the support and resources provided by the group.
Family Voice	• Enhancing the inclusivity of the Family Advisory Board (FAB) by broadening its demographic representation and involving a wider range of families, beyond the current membership of former service users from the PAUSE Programme. • Implementing a quarterly thematic approach across all groups, where specific themes are discussed, and outcomes are brought back to the central FAB group. • Creating a feedback system for Child Protection Conferences, ensuring that families have a voice in shaping the implementation of the New Strengthening Family Safety approach. • Explore the creation of a social care app with the support of a Transformation Team Worker to create a detailed business case, outlining the potential benefits, functionalities, and implementation strategy of the application.	Increased representation of diverse families within the FAB. • Voices and perspectives from a wider range of families included in FAB discussions. • Meaningful discussions and exploration of specific themes across all groups. • Identification of outcomes and insights from these discussions. • Positive changes driven within the directorate based on the outcomes brought back to the central FAB group. • Empowerment of families to contribute their insights and suggestions to shape the implementation of the New Strengthening Family Safety approach. • Enhanced collaboration between families and professionals involved in child protection processes. • Continuous improvement of child protection practices based on feedback and input from families. • Development of a detailed business case for the social care app, outlining its potential benefits, functionalities, and implementation strategy. • Potential improved communication and transparency between families and social care services through the app. • Empowerment of families by providing access to self-help resources and ensuring their understanding of care plans and rights.

17 Conclusion

17.1 In conclusion, the various initiatives and programs implemented by both the Child, Youth and Family Voice Team demonstrate a strong commitment to actively involving children, families, and young people. The social care initiatives, such as the Children in Care Council (CiCC), Voice Ambassadors program, Mind of My Own app, Bright Spots Survey, Young Person's Fostering Consultation Panel, Care Experienced Parent and Baby Group, and Family Voice, all contribute to

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meaningful change and improvement in service delivery, while prioritising the voices and experiences of those they serve.

Simultaneously, the Wiltshire Youth Council's initiatives, including the Mental Health First Aid training, Youth Pride event, Healthy Schools Awards Auditors program, Eco Week event, and proposed Young Person Debating Competition, showcase our dedication to promoting the well-being, empowerment, inclusivity, and environmental sustainability of young people in Wiltshire.

Both social care and youth council elements of the team have achieved significant progress in their respective areas, with a focus on enhancing support systems, providing safe spaces for self-expression, promoting healthy school environments, fostering eco-friendly practices, and nurturing critical thinking and collaboration among young individuals.

Appendix A - You Said We Did, Children Social Care

You Said	We Did
"The offer for mental health services seem to come to a halt when we turned 18 and we also feel increasingly isolated".	In response to the feedback from young people regarding the limited mental health services available to care experienced adults after they turn 18, we have taken steps to enhance emotional wellbeing support. Our CiCC teams have hired dedicated wellbeing practitioners who specialize in assisting care experienced adults with various challenges, including mental health issues, feelings of isolation, and stress.

Furthermore, as part of the staying close project, care experienced adults who have previously resided in a residential children's home will receive additional support, including access to wellbeing services. We understand the importance of providing comprehensive and ongoing assistance to ensure the emotional wellbeing of care experienced adults as they transition into adulthood. |
| "we want help to understand our care journey's" | In response to the expressed need for support among care experienced adults to access and comprehend their personal files, we have taken steps to address this issue. Our Personal Advisors (PA) have taken on a greater responsibility in assisting care experienced adults in understanding their care journeys. While this is a short-term solution, we recognise its importance in providing immediate support.

Additionally, new measures are being explored to ensure that social workers produce "latter life letters" whenever significant life-altering decisions are made. These letters aim to provide |

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	care experienced adults with a comprehensive overview of the decisions and events that have shaped their lives. We understand the significance of these letters in helping individuals gain a deeper understanding of their personal histories and experiences.
"We want you to get to know us and build relationships with us."	In response to your desire for us to get to know you better and foster meaningful relationships, we have implemented several initiatives. These initiatives aim to ensure your voices are heard and enable you to provide feedback on the professionals involved in your care. Firstly, we have established a process where young people are actively involved in interviewing all newly qualified social workers (ASYE). This gives you the opportunity to participate in the selection process and provide valuable input on who gets appointed. Your perspectives are essential in shaping the team that supports you. Furthermore, we have created opportunities for you to directly engage with senior leaders. Through interviews, you have the chance to ask questions about their motivations and ethical approach to relationship-based practice. This open dialogue allows you to better understand and influence the decision-making processes within Wiltshire Council. To ensure our staff members are equipped with the necessary skills, we now provide Motivational Interviewing training. This training focuses on working in a child-friendly manner and provides our staff with valuable knowledge and techniques for effective communication and engagement with young people.
Children living with foster carers mostly did not have worries about moving on from care, however young people in residential placements have expressed that they feel unsure about what their next steps would be	While children living with foster carers generally did not express concerns about transitioning out of care, we acknowledge that young people in residential placements have expressed uncertainty about their future steps. In response to this, we have taken steps to address their specific needs. To support children leaving residential foster care and assist them in preparing for adulthood, we have initiated the Staying Close Pilot program. This program aims to provide comprehensive support to young people during

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	their transition out of residential placements. By offering tailored assistance, we strive to equip them with the necessary skills, knowledge, and resources to navigate the challenges of adulthood successfully. Through the Staying Close Pilot, we are committed to ensuring that young people in residential placements feel supported and prepared as they embark on their journey beyond care. Our goal is to empower them with the tools they need to confidently take their next steps and build fulfilling and independent lives.
"We want to have more work experience opportunities at Wiltshire Council, including actual employment"	Recognising the desire of service users with lived experience of social care to gain work experience and employment opportunities at Wiltshire Council, we have taken significant steps to address this need. We understand the importance of including individuals who have firsthand experience with our services in shaping and co-producing the services we provide. To facilitate this, we have launched the Voice Ambassador scheme. This initiative aims to employ individuals with lived experience of our services, providing them with valuable work experience while simultaneously involving them in the co-production of services within Wiltshire. Through their unique perspectives and insights, Voice Ambassadors contribute to the development and improvement of our services, ensuring they are more inclusive, effective, and responsive to the needs of our service users. By creating employment opportunities and empowering individuals with lived experience, we strive to foster a more diverse and inclusive workforce at Wiltshire Council. The Voice Ambassador scheme serves as a vital platform for service users to contribute their expertise, shape our services, and ultimately make a meaningful impact on the lives of others within our community.

Appendix B – You Said We Did, Wiltshire Youth Council

Young people from the LGBTQ+ community made a number of recommendations in a Young Health Watch report	Following the recommendations made by young people from the LGBTQ+ community in the Young Health Watch report, we have taken significant actions to address their concerns and

	improve the services offered in Wiltshire. We recognize the importance of responding to their views and ensuring that their needs are met.
	To effectively track and address the recommendations, we have implemented an action tracker. This tool enables us to monitor progress and ensure that each recommendation is responded to appropriately. We have adopted a collaborative approach, involving multiple organizations, to ensure a comprehensive and coordinated response to the needs of the LGBTQ+ community.
	In addition to these efforts, the Wiltshire Youth Council organized a Youth Pride event. This celebration serves as a platform to honour and acknowledge the LGBTQ+ community while providing a safe and inclusive space to further hear their views. By actively engaging with young people at Youth Pride, we demonstrate our commitment to valuing their perspectives and actively involving them in shaping the future of our services.
Wiltshire Youth Councillors said that they would like to inspect schools around health and wellbeing.	In response to the request from Wiltshire Youth Councillors to conduct inspections of schools regarding health and wellbeing, we have actively engaged them in the process of conducting Healthy School Audits. We value their perspectives and understand the importance of involving young people in shaping the health and wellbeing initiatives within schools.
	To date, Wiltshire Youth Councillors have participated in six Healthy School Audits. During these audits, they have held focus groups with pupils, toured the school facilities, and gathered valuable insights into the existing health and wellbeing practices. Their involvement has allowed for a comprehensive assessment of the school's efforts in promoting student wellness.
	Furthermore, based on their observations and findings, the Youth Councillors have provided recommendations to the Senior Leadership Teams of the audited schools. This feedback serves as a valuable resource for the schools to improve their health and wellbeing initiatives, making them more effective and inclusive.
	Moreover, the Youth Councillors have actively

	shared good practices identified during the audits with their own schools. By disseminating these insights, they contribute to a collective effort to enhance health and wellbeing practices across different educational institutions.
Wiltshire Youth Councillors wanted to raise awareness in schools about environmental issues	In response to the desire of Wiltshire Youth Councillors to raise awareness about environmental issues in schools, we organised an Eco Week Competition. The competition aimed to engage schools in promoting sustainable practices and fostering environmental consciousness among students.

We are pleased to report that the participating schools achieved remarkable levels of participation from their pupil cohort. The competition successfully inspired students to explore diverse initiatives aimed at addressing environmental challenges.

During Eco Week, schools organised various activities and projects to educate and engage students. These initiatives encompassed areas such as waste reduction, energy conservation, recycling, and biodiversity preservation. Students were encouraged to think critically about environmental issues and develop practical solutions.

The Eco Week Competition not only heightened awareness about environmental concerns but also empowered students to take action. Through their active involvement, young people became catalysts for change within their schools and communities, spreading awareness and encouraging sustainable practices among their peers.

We commend the schools for their enthusiastic participation and the students for their commitment to making a positive impact on the environment. By fostering a sense of responsibility and promoting eco-friendly behaviours, we are collectively working towards a more sustainable future. |

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Wiltshire Council

Children's Select Committee

July 2023 (data correct at 26/06/2023)

School Ofsted Judgements

Executive summary

1. This report is a regular update for the committee focused upon Ofsted inspections in Wiltshire schools. The report shows details of schools inspected **between April 2023 and June 2023** and provides updates on inspection judgements based on the inspection framework introduced in **September 2019** using the categories below:

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

Update

2. The data is correct as of **26 June 2023** and shows the number of inspections per phase for the academic year 2022-2023 to date. Apart from the second half of the Autumn Term, the numbers per half-term average around 11 inspections:

Phase of Education	01 Sept – 31 Oct 2022	01 Nov – 31 Dec 2022	01 Jan - 28 Feb 2023	01 Mar – 17 April 2023	18 Apr – 31 May 2023	1 Jun– Current
Primary	6	25	10	9	11	4
Secondary/ Post-16	5	5	1	2	0	1
Special	0	0	0	0	0	0

Inspections explained

3. There has been a change since September 2022 from what had been defined previously as Section 8 and Section 5 inspections. The Ofsted handbook provides information about what are now graded, ungraded and urgent inspections of maintained schools and academies under sections 5 and 8 of the Education Act 2005.

4. Graded, ungraded and urgent inspections are all based on this handbook. Monitoring visits have a separate handbook. Please note that all inspection reports prior to September 2022 will have been classified as either a Section 8 or Section 5 but any post September 2022 should be seen in the context of graded and ungraded. All inspections referenced in this report will be graded or ungraded.

5. Graded inspections use the full Ofsted framework and will grade the school for its Overall Effectiveness and against the key judgements grade descriptors as described in the Executive Summary above.

6. Ungraded inspections focus on determining if the school remains at the same grade as the previous inspection. This does not result in a graded judgement. The key areas of focus in these inspections will be:
   - The Quality of Education and Safeguarding (as in a graded inspection)
   - Behaviour
   - Gaming and off-rolling
   - Pupils' wider development: breadth of curriculum (beyond academic, vocational or technical) / SMSC / careers provision (secondary schools)
   - Workload

7. Published inspection outcomes of all schools inspected since the last Children's Select Committee Report are contained below. Some of the Summer Term outcomes will be shared in the Autumn Term update report once the reports have been published.

School name (Web address to access Ofsted report below)	Status	Date of inspection	OE (previous)	Quality of education	Behaviour & attitudes	Personal development	Leadership & management	Early years provision	Sixth form provision
Minety CE Primary School Minety Church of England Primary School - Open - Find an Inspection Report - Ofsted	Maintained	19/04/2023 Graded	G (G)	G	G	G	G	G	
Coombe Bissett CE Primary Coombe Bissett Church of England Primary School - Open - Find an Inspection Report - Ofsted	Maintained	19/04/2023 Graded	RI (G)	RI	G	G	RI	RI	

School	Type	Date							
Nursteed Community Primary School [Nursteed Community Primary School - Open - Find an Inspection Report - Ofsted]	Maintained	28/02/2023 Graded	RI (G)	RI	RI	RI	RI	G	
Woodlands Primary School [Woodlands Primary School - Open - Find an Inspection Report - Ofsted]	Maintained	17/05/2023 Graded	G (RI)	G	G	G	G	G	
Urchfont CE Primary School [Urchfont Church of England Primary School - Open - Find an Inspection Report - Ofsted]	Academy	04/05/2023 Ungraded	G (G)						
St Nicholas CE Primary School, Porton [St Nicholas Church of England Primary School, Porton - Open - Find an Inspection Report - Ofsted]	Maintained	04/05/2023 Ungraded	G (G)						
Semley CE Primary School [Semley Church of England Voluntary Aided Primary School - Open - Find an Inspection Report - Ofsted]	Maintained	04/05/0223 Ungraded	G (G)						
Zouch Academy [Zouch Academy - Open - Find an Inspection Report - Ofsted]	Academy	09/02/2023 Graded	G** (G)						
Heytesbury CE Primary School [Heytesbury Church of England Primary School - Open - Find an Inspection Report - Ofsted]	Academy	09/02/2023 Ungraded	RI (G)	RI	G	G	RI	RI	

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

** There has been no change to this school's overall judgement of good as a result of this ungraded (section 8) inspection. However, there is enough evidence of improved performance to suggest that the school could be judged outstanding if we were to carry out a graded (section 5) inspection now. The school's next inspection will be a graded inspection.

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

Schools inspected and awaiting published reports	Type
St Mary's Purton CE Primary School	Maintained
Bemerton St John CE Primary School	Academy
Chirton CE Academy	Academy
Clarendon Junior	Maintained
Longford CE Primary School	Maintained
Bulford St Leonard's CE Primary School	Academy
Bishop Canning's CE Primary School	Academy
Bitham Brook Primary School	Maintained
The Clarendon Academy	Academy

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

	England	SW	Wiltshire
July 2023	88.3	85.6	**81.5**
May 2023	88.2	85.6	81.6
March 2023	88.2	85.4	83.2
January 2023	88.4	85.6	82.4
October 2022	87.7	84.3	81.5
May 2022	87.3	83.6	82
March 2022	87.1	83.4	81.6
January 2022	86.5	83.1	81.1
October 2021	86	82	81
January 2020	86	83	80

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

	England	SW	Wiltshire
July 2023	87.6	86.1	**87.7**
May 2023	87.4	86.1	87.9
March 2023	87.3	85.5	88.5
January 2023	87.5	85.7	88.4
October 2022	87.1	84.7	85.5

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

	Outstanding	Good	Requires Improvement	Inadequate
Less than 150 NOR	3	76	17	4
All schools	8	74	16	2

Table 4: Comparison table: OFSTED grades-maintained schools and academies in Wiltshire. (July 2023) External data: NCER Primary and secondary schools.

	Outstanding	Good	Requires Improvement	Inadequate
All schools	8	74	16	2
Academy	7	68	20	5
Maintained	6	81	12	1

Table 5: Schools maintaining, improving and/or declining in Ofsted performance 01 September 2022 – 19 May 2023 (Published Reports)

	Improving	Maintaining/No change	Declining
All schools	10	53	9
All schools*	11*	43	18*

Table 6: Inspection outcome analysis – key common strengths and areas of development from March-May 2023 Published Inspection Reports

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

	Strengths
January – April 2023 Published Ofsted Report Analysis	Established • Safeguarding including culture, systems and processes • Vision/ambition of school leaders • Mathematics planning and sequencing • Leaders prioritising reading • Curriculum breadth and curriculum intent • Extended learning opportunities and curriculum enrichment • Teacher workload • Overall pastoral support Emerging • Development of character and cultural capital

	Areas of development
January – April 2023 Published Ofsted Report Analysis	On-going • Identification of essential knowledge in the foundation subjects and the sequencing of this • Assessment in the Foundation Subjects • Adaptive teaching to meet the needs of those pupils with SEND Emerging • Leaders ensuring that their systems improve pupils' behaviour • Understanding what it means to be an effective subject leader for those new to middle leader positions • Staff changes impacting on the pace of improvement

This period reflects that of the previous period where outcomes in both the academy and maintained sectors have been mixed.

What is important, is that our own judgements and quality assurance with our maintained schools align with that of the inspectorate in the overwhelming majority of our schools; we are not seeing schools move to inadequate as we intervene early.

It should be noted that with Nursteed Primary School, the Local Authority and school challenged both the process and the outcome of the inspection. Although accepting the published report, our own evaluation of the school was more positive than the actual outcome. The appeal against the judgement and elements of the process thus delayed the publication of the report.

The good outcome at Woodlands Primary School is a positive from what was a requires improvement judgement previously and is a testament to the work that has been undertaken by the school and LA officers. Zouch Academy also received a

positive report outcome, with evidence that the school could be outstanding if receiving a graded inspection.

In terms of trends in the inspection reports, these broadly align with those from the previous Children's Select Report, though a trend around 'pupil behaviour' has been noted in two of the reports as an area for improvement.

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

We have provided two Conferences in the last month for school leaders and governors in relation to Equalities and then Curriculum Development which have both been highlighted as areas for improvement in reports over the last twelve months. Uptake has been good and feedback – exceptionally positive.

It should be noted that nationally there have been some changes and proposed changes to the Ofsted Inspection process that are important sighting elected members on. We welcome these as a Council:

Inspecting Safeguarding:

- Inspectors will now return **within 3 months of an inspection report** to schools graded inadequate overall due to ineffective safeguarding, but where all other judgements were good or better.
- From September, they will offer schools **greater clarity** about the threshold for effective versus ineffective safeguarding through our inspection handbook, as well as regular blogs and webinars.

Complaints consultation:

Ofsted are proposing to:
- enhance on-site professional dialogue during inspections to help address any issues before the end of the inspection visit
- introduce a new opportunity for providers to contact Ofsted the day after an inspection if they have any unresolved concerns
- introduce new arrangements for finalising reports and consider formal challenges to inspection outcomes
- replace their current internal review process with a direct escalation to the Independent Complaints Adjudication Service for Ofsted (ICASO)

Please see link to the consultation: Changes to Ofsted's post-inspection arrangements and complaints handling: proposals 2023 - GOV.UK (www.gov.uk)

Conclusion

8. The percentage of Wiltshire schools with Good or Outstanding grades has plateaued during this reporting period, though the number of reports is more limited. School Effectiveness as a department will continue to work with maintained school and academy leaders to improve both the percentage of

Good or better schools and the percentage of students that attend good or better schools.   We also welcome the changes and proposed changes that Ofsted have published.

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Wiltshire Council
Children's Select Committee
July 2023

DfE updates and changes – June to July 2023

Early Analysis of English Hubs phonics attainment: 2021 to 2022 `Research & Analysis`

1. Research report presenting the analytical findings about the estimated impact of the English Hubs Programme on pupils' phonics attainment Link Published 16/05/23

2. Wiltshire's position: This report would correlate with our own evidence of the Ramsbury English Hub which has proven track record in the schools that engage with them on improving outcomes. Across the Local Authority area last year, we were a single % point below national in terms of phonics data against national but are expecting that this will improve this year.

England moves to fourth in international rankings for reading `Press Release`

3. England came fourth out of the 43 countries that tested children of the same age in the Progress International Reading Literacy Study (PIRLS) Link Published 16/05/23

4. Wiltshire's position: This information would align with our overall Wiltshire outcomes, where reading is a comparative strength in terms of our own data. This also dovetails into the previous commentary in relation to phonics, as having an effective phonics scheme and system ultimately impacts on reading outcomes as pupils progress through the system.

Finding a school place when relocating from hotel accommodation `Guidance`

5. Information for Afghan guests in the UK on obtaining a school place in England when relocating after leaving hotel/serviced accommodation Link Published 17/05/23

6. Wiltshire's position: This update provides generic information on how to apply for school places. The Wiltshire EMTAS team have been supporting the families due to leave the Wiltshire bridging hotel to apply for school places in their new locations.

Government to tackle post pandemic absence rates with new support `News Story`

7. Successful attendance programmes expanded by Government to get more children into school Link Published 18/05/23

8. Wiltshire's position: Government attendance advisors were introduced in 2021. In July 2023, Wiltshire will be welcoming DfE attendance advisor Sara Griffiths to work with us to evaluate the effectiveness of our implementation of the 2022 non-statutory guidance 'Working together to improve school attendance'.

A call for evidence on children missing education was launched by the DfE in May 2023. Wiltshire will contribute to this call for evidence by the closing date of 20th July 2023.

An invitation for schools and colleges to access quality assured mental health lead training-reminder

9. The Department for Education is offering eligible schools and colleges a grant of £1,200 to pay for training for senior mental health leads in educational settings.

The training will help embed an effective whole school or college approach to mental health and wellbeing, including:

- identifying mental health and wellbeing needs and monitoring the impact of support
- approaches to plan and lead change aligned to the work of designated safeguarding leads/special educational needs coordinators
- developing universal and targeted support offers
- engaging students/pupils and developing positive relationships with parents, families and carers

Mental health leads can choose from over 100 courses (beginner, intermediate and advanced levels) tailored to the needs of their settings. They can register for grant funding to attend a mental health course beginning before 31 March 2024. The grant can also be used to pay for supply cover to backfill the individual undertaking training, or for further support to sustain approaches to mental health and wellbeing.

Councils are encouraged to share this with schools in their areas.

10. Wiltshire's position: This information and opportunity has been shared through our various communication channels as an available offer to schools.

Wiltshire Council has delivered this training, on behalf of the DfE, to 132 Wiltshire schools. A total of 210 Wiltshire schools and colleges have so far attended SMHL training from all providers.
The DfE have recorded that 188 Wiltshire settings that have claimed the grant of £1,200.
SMHL grant take up comparison: National 58%, South West 65%, Wiltshire 79% (May 2023).

Next steps taken to ensure age-appropriate Relationships, Sex and Health Education Press Release

11. Leading experts in child safeguarding, health, teaching, curriculum development and equalities to contribute to review of the statutory guidance on Relationships, Sex and Health Education Link Published 31/05/23

12. Wiltshire's position: This is a DfE update, as a Council we acknowledge the skills and expertise of those involved in the review process and look forward to the outcome.

Action for councils, schools and pupil referral units: mandatory updated suspension and permanent exclusion guidance Statutory guidance

13. On 25 May, the Department for Education published updated statutory suspension and permanent exclusion guidance, and a separate guide for parents, supporting them to navigate the school behaviour and exclusion process.

The updates underpin the School Discipline (Pupil Exclusions and Reviews) (Amendment and Transitional Provision) (England) Regulations 2023 to allow head teachers to cancel exclusions if appropriate. They also allow school governing boards exclusion review and independent review panels to take place remotely, ensuring exclusions are conducted in a lawful, reasonable and fair way. These legislative changes will come into force in September.

Wiltshire's position: Wiltshire's guidance documents to schools are being updated in line with the changes outlined above and will be published on the Behaviour Support Service's Right Choice webpages in readiness for September when the changes come into force.

British Sign Language GCSE moves one step closer to the classroom Press Release

14. New GCSE will be the first of its kind and will teach students how to communicate through sign language Link published 15/06/23

15. Wiltshire's position: We retain a small team of advisory teachers who hold qualified teachers for the deaf status (QTHI) and who support school staff and young people with a hearing impairment (HI). We also have a primary and a secondary resource base provision for children with HI. This team will provide a response to the Government consultation which is currently running in relation to the introduction of this new GSCE and its proposed content.

Reducing school workload Collection

16. Support and practical resources for schools to help reduce workload, including the school workload reduction toolkit Link published 21/07/18 and last updated 15/06/23

Change made: Updated the 'Research and analysis' section by adding links to: 'Working lives of teachers and leaders – wave 1', 'Exploring school collaboration and workload reduction' and 'Teacher, school and post-16 institution surveys'. Removed the school snapshot surveys for winter 2018 and summer 2018.

17. Wiltshire's position: This link has been shared through the weekly newsletter that is circulated to all Head teachers in our Wiltshire Schools.

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Wiltshire Council

Children's Select Committee

12 July 2023

Schools Forum update

Key discussion points/issues from meeting of Schools Forum – 8 June 2023.

- Updates from the Early Years Reference Group and the joint meeting of the School Funding Working Group and SEN Working Group
- Update on the Families and Children's Transformation programme
- Dedicated Schools Budget – Budget Monitoring Year End Position for 2022-23
- Dedicated Schools Budget – Budget Monitoring 2023-24
- Update on Delivering Better Value in SEND Programme
- DfE Consultation – Implementing the Direct National Funding Formula
- Planned Local Autumn Consultations
- Update on the work of the F40 Group
- Scheme for Financing Local Authority Maintained Schools

The next meeting of Schools Forum will be held on 5 October 2023 and Children's Select will receive an update at their meeting on 31 October 2023.

Agendas and minutes for Schools Forum can be accessed on: Browse meetings - Schools Forum | Wiltshire Council

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Wiltshire Council

Children's Select Committee

12 July 2023

Corporate Parenting Panel update

Key discussion points/issues from meeting of Corporate Parenting Panel – 27 June 2023.

- Child and Youth Voice Team update and annual report for 2022-23
- Corporate Parenting Data and Exceptions Report for Q4 (January to March 2023)
- Data spotlight: Missing Children and Young People
- Update on CLA placed more than 20 miles from home
- Update on Children's Placement Budget
- Update on the revised Corporate Parenting Strategy and Strategic Priorities
- Update on the Council's provision for Care Experienced Young People
- Updates from other Council Teams and other Representatives
- Annual report of the Independent Reviewing Officers 2022-23
- National Care Leavers Covenant
- Review of the final draft of the Panel's Annual Report to Council – July 2022 to March 2023

The next meeting of the Panel will be on 26 September 2023 and Children's Select will receive an update at their meeting on 31 October 2023.

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Children's Select Committee (CSC) – Forward work programme
Agenda items for the committee

Agenda items for CSC

Standing items (at all meetings)

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

Future items for consideration by the Children's Select Committee

Wednesday 20 September 2023, 10.30am *Pre-meeting briefing topic: Alternative Provision*			
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Substantive	**SEND schools provision / SEND place planning** To include information on: • EHCPs and EHCNA – catching up with the backlog and keeping up with current demand, • How the council plans for places for SEND schools (including update on new developments / new schools – e.g. Silverwood and SAIL) • Planned development / roll-out of resource bases in secondary schools [NB - agenda item planned for June/July 2024 to review outcome for the first two resource bases in secondary schools opened in September 2023]. • Keeping children and young people within their local community (avoiding long distance / out of county placements where possible / adequate)	Chair's briefing on Silverwood 26/04/23 OS/Exec meeting January 2023	Melissa Hardwell Cate Mullen
Substantive	<mark>NEW</mark> **Young Carers in Wiltshire** To receive information on the services / support offered (or coordinated) by the council for Young Carers. To consider how to best promote the service and ensure that Young Carers and their families are aware of, and access, the support on offer.	*This was originally planned as a briefing*	Jen Salter + commissioning
Informative	**NEW outcome of the SEND LGA Peer Review**		Helean Hughes

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		Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Wednesday 20 September 2023, 10.30am *Pre-meeting briefing topic: Alternative Provision*				
Informative		**Children missing education / children missing out on education** To receive an annual report but for it to first be considered by the Standing task group in its draft form to ensure that it provides the information needed by the committee to be reassured about the quality of the council's performance.	CSC 20 September 2022	Kathryn Davis
Informative		**Elective home education** To receive an annual report but for it to first be considered by the Standing task group in its draft form to ensure that it provides the information needed by the committee to be reassured about the quality of the council's performance, especially as the DfE is working to formalise the data collection for elective home education from October 2022 which should enable benchmarking.	CSC 20 September 2022	Kathryn Davis
Informative		**Outcome of the review of the "Dads matter too" multi agency project**	CSC 6 June 2023 – Business Plan update	Jen Salter
Informative		**School Health and Wellbeing survey** To receive an update within the next 12 months to inform the committee on actions taken, or plans made, by the council based on the outcome of the survey. NB – identifying schools that have not participated so councillors can lobby them.	CSC 6 July 2022	Sally Johnson

	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
**Tuesday 31 October 2023, 10.30am** *Pre-meeting briefing topic: Place sufficiency*		
Substantive	**FACT – one-year update**, including progress towards the key milestones identified in paragraph 48 of the report	CSC 25 October 2022	Simon Thomas
Informative	**Independent Care Review of Children's Social Care and National Review into the murders of Arthur Labinjo-Hughes and Star Hobson** – update once the government has responded formally to both reviews	CSC 14 March 2023	Jen Salter
Informative	**NEW Early Years Strategy**	CSC 6 June 2023	Helean Hughes

	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
**Tuesday 16 January 2024, 10.30am** *Pre-meeting briefing topic: Family Hub – appointed provider(s)*		
Substantive	**NEW Family Hub** Details of the services to be provided (update on the hubs, recruitment of Navigators and Family Hub practitioners, etc.), including more information on the Westbury and Warminster pilot project (including measuring of success / efficiency as evaluated by IPC, Oxford Brookes University)	CSC 6 June 2023	Gary Binstead Jen Salter
Substantive	**NEW Outcome of the extensive review of the CAMHS contract**	CSC 6 June 2023	Jen Salter + commissioning
Informative	**Business plan and action plan update** (every 6 months)	CSC 20 September 2022 CSC 6 June 2023	Directors
Informative			

	Tuesday 12 March 2024, 10.30am *Pre-meeting briefing topic: Corporate Parenting Panel – strategic priorities*		
	Title Details / purpose and Timeframe (if applicable)	Origins / history	Report author / lead officer
Substantive			
Substantive			
Informative			
Informative			

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Longer term items

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

Items considered in the last 12 months

Meeting date (link)	Title Outcome / actions	Origins / history	Report author / lead officer
25 October 2022	FACT update		
17 January 2023	Roadmap to Excellence		Jen Salter
	National Review into Safeguarding Children with Disabilities and Complex Health Needs in Residential Settings		Jen Salter
	Shaping the Future Programme with Schools – verbal update		Helean Hughes
	Outcome of the Rapid Scrutiny on High Needs Block Funding		
14 March 2023	Independent Care Review of Children's Social Care and National Review into the murders of Arthur Labinjo-Hughes and Star Hobson	Requested by officers	Jen Salter Fiona Hayward
	"Shaping the future" programme with schools - update on the model chosen	CSC 8 June 2022 Schools Ofsted judgements	Andrew Best Helean Hughes
	Standing Advisory Council on Religious Education (SACRE)	Requested by officers	Andrew Best Helean Hughes
	Performance Outcomes Report Academic Year 2021-2022 - Pupil Performance in Public Tests and Examinations	Deferred from January meeting	Andrew Best Helean Hughes
6 June 2023	Family Hub Contract	Cabinet Item	Gary Binstead

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			Jen Salter
	Business plan and action plan update	Regular item (6 monthly)	Directors
	Child Poverty	Current FWP	Lucy Townsend
Wednesday 12 July 2023	FACT – interim report data set and Family Help programme Safeguarding processes – outcome of the review by the Institute of Public Care Update on building developments at Silverwood Corporate Parenting Panel annual report Community Health Services Child, Youth and Family Voice Team annual report		

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

Briefings for the CSC

Meeting date / timeframe Need level	Online / in person	Title Details / purpose	Origins / history	Lead officer
July 2023 (CSC 12 July)				
Monday 17 July 2023, 11am	Online	**School places strategy** The School Places Strategy 2023- 2027 pulls together the information required to form a strategic view of the need for mainstream school places across Wiltshire. It provides a summary analysis of current provision, identifies gaps and over-provision and sets out how the LA intends to address these.	Item requested by officers (strategy was considered by CSC in October 2017)	Clara Davies
August 2023 (no CSC)				
September 2023 (CSC 20 September)				
20 September 2023 **1** – must have	In person (pre-CSC)	**Alternative provision** – what is available for children and young people who are not at school. Including information on: • Section 19 of the Education Act 1996 and statutory duties • Service Level Agreement (and monitoring) • wider demand (medical needs). • How the council's current model is working and how it compares with other LAs,	OS/Exec meeting January 2023	Kathryn Davis Teresa McIlroy Helean Hughes

Meeting date / timeframe Need level	Online / in person	Title Details / purpose	Origins / history	Lead officer
		• Alternative Provision providers and how the council can monitor their efficiency / suitability.		
		Corporate Parenting Panel – strategic priorities To receive presentations from the CPP lead Councillors and Strategic Lead Officers on their CPP strategic priorities at pre-meeting briefings of the Children's Select Committee	CSC 15 March 2022 Corporate Parenting Panel report	
October 2023 (CSC 31 October)				
31 October 2023	In person (**pre-CSC**)	<mark>NEW</mark> **Place sufficiency** How the council plans to meet demand – including new care homes (12 spaces), foster carers, and connected carers.	2023 OS-Executive meeting	
November 2023 (no CSC)				
Anytime **3** – would be good to know	Online	**Family Learning Service** To raise awareness of the service and the support it offers to families. **Employment and apprenticeship** To include information on: • NEET (not in education, employment or training) numbers in Wiltshire – including national figures for comparison (ons) • Take up / outcome of the NEET government scheme in Wiltshire	Current FWP	

Meeting date / timeframe Need level	Online / in person	Title Details / purpose	Origins / history	Lead officer
		and nationally • Current number of apprentices in Wiltshire and schemes in place, including Wiltshire Council • Services in place / support available in Wiltshire to help young people move towards work, education or training e.g. Wiltshire Council's Employment and Skills (Work Wiltshire), programmes such as Building Bridges, etc.		
December 2023 (no CSC)				
January 2024 (CSC 16 January)				
16 January 2024	In person – pre-CSC	**NEW** Family Hub Presentation on the appointed provider(s) - ideally jointly presented by the provider(s). *NB there will also be an agenda item with details of the service (update on the hubs, recruitment of Navigators and Family Hub practitioners, etc.)*	CSC 8 June 2023	Gary Binstead Jen Salter
February 2024 (no CSC)				
March 2024 (CSC 12 March)				
	In person – pre-CSC	**NEW** Exploitation To receive information on self-assessments, challenges in Missing, partnership working, outcomes the council is aiming for, linking with digital exploitation and mental health.	2023 OS-Executive meeting	Jen Salter

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

Meeting date	Recording available	Title Details / purpose	Origins / history	Lead officer
25 Oct 2022	No	FACT programme – the journey so far		Simon Thomas
20 Sep 2022	No	How Mental Health services and support for children and young people are funded in Wiltshire.		Helen Jones Lucy Baker (ICS)
06 July 2022		Virtual Schools		
16 Dec 2021		Traded Services		
12 Oct 2021		Statutory duties in schools		
06 Sep 2021	Yes	Safeguarding Vulnerable People Partnership		
03 Aug 2021	Yes	Five to Thrive		
17 Jan 2023	No	Roadmap to Excellence		Jen Salter
24 and 31 January 2023	1x online Yes 1x in person No	School Funding Briefing 1 – jargon busting Briefing 2 – pressures and potential	Yearly briefings ahead of budget.	Marie Taylor
14 Mar 2023	Yes	SEND provision - To understand SEND and provision by the council (including awareness of funding).	CSC 20 September 2022 (Helean Hughes)	Cate Mullen Helean Hughes
6 June 2023	Tbc	School improvement programme	Current FWP	Andrew Best Helean Hughes Clara Davies
12 July 2023	In person – pre CSC	Safeguarding processes (a child's journey, including accommodation) / children social care rates	Performance reports CSC 17 January 2023 – Roadmap to excellence	Kat McJannet Netty Lee Gary Binstead