

# AGENDA

**Meeting:** Children's Select Committee  
**Place:** Council Chamber - County Hall, Bythesea Road, Trowbridge, BA14 8JN  
**Date:** Tuesday 20 September 2022  
**Time:** 10.30 am

---

Please direct any enquiries on this Agenda to Matt Hitch  
matthew.hitch@wiltshire.gov.uk, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01225 718059 or email [matthew.hitch@wiltshire.gov.uk](mailto:matthew.hitch@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](http://www.wiltshire.gov.uk)

---

## Membership:

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

## Substitutes:

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

## Non-Elected Voting Members:

Dr Mike Thompson	Clifton Diocesan RC Representative
------------------	------------------------------------

## Non-Elected Non-Voting Members:

Nikki Barnett	Further Education Representative
---------------	----------------------------------

Ms Sarah Busby  
John Hawkins  
Maisy Humphrey  
Declan Kiely

Secondary Head Teacher Representative  
School Teacher Representative  
Children & Young People's Representative  
Children & Young People's Representative -  
Substitute  
Primary Head Teacher Representative

---

## **Recording and Broadcasting Information**

Wiltshire Council may record this meeting for live and/or subsequent broadcast. At the start of the meeting, the Chairman will confirm if all or part of the meeting is being recorded. The images and sound recordings may also be used for training purposes within the Council.

By submitting a statement or question for an online meeting you are consenting that you will be recorded presenting this, or this may be presented by an officer during the meeting, and will be available on the public record. The meeting may also be recorded by the press or members of the public.

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

Details of the Council's Guidance on the Recording and Webcasting of Meetings is available on request. Our privacy policy can be found [here](#).

## **Parking**

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

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

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

## **Public Participation**

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

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

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

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

# AGENDA

## Pre-meeting information briefing

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

Topic: how Mental Health services and support for children and young people are funded in Wiltshire.

**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 - 26*)

To approve and sign the minutes of the previous meeting held on 6 July 2022.

3 **Declarations of Interest**

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

4 **Chairman's Announcements**

To receive any announcements through the Chairman.

5 **Public Participation**

The Council welcomes contributions from members of the public.

#### Statements

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

#### Questions

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

Those wishing to ask questions are required to give notice of any such questions in writing to the officer named on the front of this agenda no later than 5pm on **Monday 12 September 2022** 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 **Wednesday 14 September 2022**. 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 **Children and young people's mental health**

7 **Business plan and action plan update** (*Pages 27 - 72*)

To receive an update from the relevant Director and Cabinet Member on progress made on implementing the Business Plan in areas within the remit of the Children's Select Committee.

The committee had also agreed to hold a further scrutiny exercise regarding the services' action plans supporting the Business Plan, once information had been received on it to enable the committee to determine the most productive overview and scrutiny approach.

The Committee is also invited to consider the Council Performance and Risk – Quarter One Monitoring Report which has been produced for Cabinet to consider on Wednesday 21 September.

8 **Children missing education / children missing out on education**

To receive dataset and policy on Children Missing Out on Education / Children Missing Education

9 **Elective Home Education**

To receive information on children receiving Elective Home Education in Wiltshire, including the numbers of children with Special Educational Needs and Disability (SEND).

10 **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.

If there are no questions, or request for further information, received by **12 noon on Thursday 15 September 2022** officers involved with these updates will not be invited to attend the meeting and it is possible that questions asked at the meeting may not be answered at that time (although written responses will be provided at a later date).

10a **Update from Wiltshire Youth Voice Representative**

An update including a summary of recent activities of the Wiltshire Youth Union (WYU)

and Children in Care Council (CiCC).

**10b School Ofsted Judgements**

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.

**10c DfE Changes - Update from Department for Education (Pages 73 - 84)**

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

**10d 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 for schools, trusts, governing boards and local authorities in maintaining high levels of school attendance, as set out in the guidance.

**10e Schools Forum's update**

To receive a very brief update highlighting key items from the last meeting of Schools Forum and likely items for the next scheduled meeting.

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

This is a new regular update 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. There will be a fuller presentation in December / January to inform the committee of budget decisions made by the Schools Forum.

**10f Corporate Parenting Panel update**

To receive a very brief update highlighting key items from the last meeting of the Corporate Parenting Panel and likely items for the next scheduled meeting.

This is a new regular update 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.

**10g 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.

10h **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.

10i **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).

11 **Overview and Scrutiny Activities Updates**

The committee will receive updates from active Task Groups, Rapid Scrutiny exercises and the committee's board representatives.

12 **Forward Work Programme**

The Committee is asked to note the relevant items from the overview and scrutiny forward work programme.

The chair and vice-chair of the committee are due to meet with the relevant Cabinet Members, Portfolio Holders and Directors on Thursday 24 November 2022 to consider the priorities for children's services in 2022-23, which will be used to inform the forward work programme.

Members of the committee are therefore invited to submit any questions or items for consideration at that meeting.

13 **Date of Next Meeting**

To note that the next scheduled meeting is due to be held on Tuesday **25 October 2022** at County Hall, Trowbridge, starting at 10.30am (this meeting was originally scheduled for 2 November 2022).

14 **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**

This page is intentionally left blank



## Children's Select Committee

---

**MINUTES OF THE CHILDREN'S SELECT COMMITTEE MEETING HELD ON 8 JUNE 2022 AT COUNCIL CHAMBER - COUNTY HALL, BYTHESEA ROAD, TROWBRIDGE, BA14 8JN.**

**Present:**

Cllr Jon Hubbard, Cllr Jacqui Lay, Cllr Helen Belcher, Cllr Mary Champion, Cllr Carole King, Cllr Antonio Piazza, Cllr Mike Sankey, Cllr James Sheppard, Cllr Jo Trigg, Cllr Mark Verbinnen, Dr John Hawkins and Cllr Adrian Foster (Substitute)

**Also Present:**

Cllr Laura Mayes, Cllr Dominic Muns and Cllr Suzanne Wickham

---

**34 Election of Chairman 2022/23**

Cllr Jon Hubbard was elected as Chairman for the forthcoming year.

**35 Election of Vice-Chairman 2022/23**

Cllr Jacqui Lay was confirmed as Vice-Chairman for the forthcoming year.

**36 Apologies**

Apologies for absence were received from:

- Cllr Kelvin Nash
- Cllr Kathryn MacDermid (substituted by Cllr Adrian Foster)
- Dr Mike Thompson

**37 Minutes of the Previous Meeting**

**Resolved**

**To approve the minutes of the previous meeting, held on 15 March 2022, as a true and correct record.**

**38 Declarations of Interest**

There were no declarations of interests.

**39 Chairman's Announcements**

The following announcements were received through the chairman:

- Members were encouraged to read a summary of the recently published independent review of children’s social care. The Corporate Director People explained that Wiltshire Council was completing a self-assessment of whether it was meeting the recommendations of the report. They were also awaiting the government’s response to the independent report.
- Thanks were given to the Director of Families and Children’s Services, who was due to leave his role to take up a position at Ofsted.
- Congratulations were passed to the Head of Service of Support and Safeguarding, who would be stepping up to be Interim Director of Families and Children’s Services.
- It was explained that Overview and Scrutiny Management Committee had received a report about proposed changes in the way that it engaged with financial, corporate and organisational matters. The chairman then highlighted the following proposals that had been agreed at their meeting on 19 May:
  - The focus of the Financial Planning Task Group will remain on the council’s overall financial position, but it will also review, by exception, the financial implications of the council’s biggest contracts.
  - Select committees will continue to focus on the service impacts of proposals but retain their ability to query and flag any financial concerns they identify and to refer them to Overview and Scrutiny Management Committee for further investigation.
- The committee were encouraged to take into consideration the recommendations when looking at items within its remit.
- The following items in Cabinet’s forward work programme were highlighted as relevant to the committee:
  - 21 June – Capital Strategy for Early Years provision
  - Children’s Centre Services Contract Extension
  - Public Health Nursing Services: future delivery model
  - 12 July – Wiltshire Independent Living Strategy 2022-2027
  - Domestic Abuse External grant allocation – Year Two (2022-23)

40 **Public Participation**

There was no public participation.

41 **Regular updates**

The chairman reminded members that they were welcome to submit questions in advance of the regular updates.

**41a Update from Wiltshire Youth Voice Representative**

The Child and Youth Voice team manager reminded the committee that the youth council had held elections across 22 secondary schools, as well as for home educated children. He reported that monthly hybrid meetings were taking

place and a shadow youth cabinet had been chosen. He then outlined some of the achievements of the youth council, including an initiative for a 'mufti day' for Ukraine that had helped to raise £13,000. He then went on to outline some of the youth council's plans such as training youth councillors as mental health first aiders

The Service Manager for Quality Outcomes for Children and Families gave an update on the Children in Care Council (CiCC). She explained that care experienced people in the team had been attending recruitment events as well as helping to improve the assessment process for young carers.

Members thanked the managers for the updates, praising the achievements of the youth council and CiCC for helping to embed the voice of the child in decision making. They also noted the importance of reflecting the voices of adopted children in recruitment process.

#### **41b School Ofsted Judgements**

Members were invited to ask questions about the report contained between pages 29 and 32 of the agenda pack. During the discussion points included:

- Members requested a breakdown of the relative performance of schools run directly through the local authority with non-maintained schools.
- It was noted that there was a shortage of leadership candidates for some Catholic schools, but that support was in place for schools with Christian distinctiveness.
- Concerns were raised about the number of Wiltshire schools requiring improvement remained above the English average. The Director of Education and Skills reassured members that work was going on behind the scenes and offered to provide a briefing on the school improvement model.
- Members shared their varying experiences acting as school governors. They then considered the possibility of carrying out a scrutiny exercise into the role of and vacancy rates amongst governors at different types of schools.
- The Director of Education and Skills highlighted that a recruitment campaign was underway for school governors and encouraged members to promote the campaign.
- It was noted that the government had published a Multi Academy Trust (MAT) white paper in April 2022 and that the importance of local governance was discussed in the paper.
- The Portfolio Holder for Education noted that discussions had taken place about how a Local Authority MAT could work in Wiltshire and emphasised that it was important to develop an understanding of what a good local authority MAT would look like.
- Members stated they would welcome the opportunity to scrutinise plans for developing a local authority MAT and to discuss the opportunities that this might bring. The director noted that the deadline for local authorities to register their interest to create a local authority MAT was 31 July 2022, so any scrutiny exercise would need to be carried out within an appropriate timeframe.

**Resolved**

**To establish a task group to scrutinise the development of plans for a local authority MAT.**

#### **41c DfE Changes - Update from Department for Education**

The Director of Education and Skills explained that new guidance was being issued to coordinate local authorities, academy trusts, governing bodies, and schools in their work to improve school attendance. She noted that the Targeted Education Head of Service was mapping requirements and a draft implementation plan will be ready for scrutiny in July 2022. She then offered to share information about the deadlines for providing schools with access to high-speed internet by 2025.

The impact of a declining birth rate on basic need funding was discussed and it was confirmed that planned large scale housing development had been considered in budget allocation.

#### **Resolved**

**To add a standing item on future agendas for a regular update on working together to improve school attendance.**

#### **42 The "new normal" - update**

Directors provided an update on the demand and current workload levels in schools following recovery from Covid. It was reported that the third and fourth terms of the current academic year had been particularly challenging in terms of sickness and staff absence, even when compared with the Covid lockdowns. The high levels of staff absence had also led to challenges in the recruitment of supply teachers. However, there was a general feeling of a return to normality since the lifting of Covid restrictions.

During the discussion, points included:

- Updated Covid guidance had been distributed to schools earlier in the week ahead of an anticipated spike in cases in the autumn.
- Best practice guidance about air circulation was being shared with schools.
- The number of children being home educated had increased by 19 percent since 2019-20, a rise of roughly 80 children. School attendance was broadly in line with pre-Covid figures.
- Exam results for the current academic year would be benchmarked against pre-Covid grades, as the figures from the previous two years were seen as not directly comparable due to the disruption in schools.
- Officers offered to provide additional information about measures to improve recruitment in Child and Adolescent Mental Health Services.
- Members raised concerns about the number of children subject to a Child Protection Plan reducing, as there had been an expectation of pent-up demand being created during the pandemic. They also highlighted that the number of Children Looked After were around three quarters of the level of neighbouring

authorities and a little over half of the national average at 39.4 children per 10,000.

- In response to concerns from members, the directors reassured them that they carried out detailed analysis of the figures, explaining that audit thresholds were discussed in a performance and outcomes board. They also noted that Wiltshire was a statistical outlier from the English average prior to the pandemic.
- Members expressed an interest in receiving further information about how the referral thresholds were set. The Director for Family and Children's Services explained that the performance team were in the process of writing their reports for the end of the last financial year, which would help to inform the targets for the forthcoming year. Directors then offered to provide a briefing ahead of the July meeting to provide further information on how the targets were being set.

### **Resolved**

**To receive a briefing in advance of the committee's July meeting on Wiltshire's numbers of Children in Care and Child Protection Plans compared to benchmarks and expected ranges.**

#### **43 Canon's House and Aspire House - update**

The Director of Families and Children's Services provided an update on the actions being taken to improve the service offered at Canon's House and Aspire House following inadequate Ofsted inspections in February and March 2022. The director reported that a number of concerns had been raised, including over staffing, medical attention, safeguarding practice and record keeping. He then went on to describe the remedial action being taken, including strengthening the relationship between the two homes with the Multi Agency Safeguarding Hub. There was also a greater focus on the recording of suspected injury or illness through an online portal. Furthermore, a new recruitment plan was being put in place for Canon's House.

The most recent Ofsted monitoring visit to Canon's House had found a significant improvement, with no safeguarding issues identified. One finding was agreed that there had been an overreliance on rate 44 visits. The director also confirmed that Aspire House would only be reopened to offer respite placements. It was explained that the lessons applied would be considered when at tendering process around new children's homes and the operating model. Staffing sufficiency would also be built into this framework.

During the discussion points included:

- Members thanked the director for the update and welcomed the changes around rate 44 inspections.
- It was noted that it had been a disadvantage not having data from Canon's House and Aspire House recorded on the Liquid Logic system, as it limited the line of sight available to managers.
- Observations were made about the importance of only customising data recording systems to a point where they were still compatible with future software updates.

#### 44 **Getting to Outstanding**

The committee considered a draft report outlining the council's roadmap for how to achieve an outstanding rating in children's social care. During the discussion, points included:

- Members thanked officers for the draft report and welcomed the aspirations set out in the document.
- Directors welcomed requests from members to receive further information about timeframes for the aims sets out in the report so that key metrics could be established.
- In response to a question about whether a target to meet all eligible requests for support from CAHMS could be reduced from 24 weeks, it was explained that the new Integrated Care System would have a focus board on mental health which would consider the issue.
- When asked about recruitment issues in CAHMS, the directors spoke about the importance of establishing reasonable case loads for staff. It was noted that Wiltshire had a lower rate of agency staff than other local authorities in the region.
- The Director of Families and Children's Services noted that there was no definitive timeframe in place, but the aim was to be in a position to deliver the strategy from around Autumn 2022.

#### **Resolved**

**To set up a meeting of the standing task group to consider this roadmap in conjunction with the service development plans and to determine the best way of reporting to the committee.**

#### 45 **Disadvantaged Learners Task Group - Final Report**

Cllr Jo Trigg, the lead member of the Disadvantaged Learners task group, introduced their final report including the recommendations on pages 51-52 of the agenda pack. The lead member explained that Wiltshire had far fewer pupils per capita than the national average classed as Disadvantaged Learners and that this had an impact in terms of the pupil premium funding available to schools. She noted that Disadvantaged Learners within Wiltshire had performance outcomes below the national average, so there was a need to narrow the gap.

Cllr Trigg underlined the importance of the first 1001 days in a child's development and was pleased to report that take up for free education by eligible two-year-olds was at 80 percent, far higher than the national average of 68 percent. The council's intention to promote the links between SEND practitioners and staff supporting Disadvantaged Learners was also welcomed. Highlighting some of the task group's other recommendations, the lead member spoke about the importance of collaborating with colleagues in Public Health to work on the Virtual School attendance strategy and the adoption of the term

educational neglect within Wiltshire Council to reflect the organisation's efforts to tackle the issue.

During the discussion, points included:

- Members thanked the lead member for the update.
- A Co-opted member of the task group endorsed the lead member's comments around early years, drawing the committee's attention to the importance of language skills at the age of five being a key indicator a child's short- and long-term prospects.
- The importance of school improvement advisors was highlighted, and concerns were raised about the impact of a reduction in their funding, particularly on non-maintained schools.
- The Portfolio Holder for SEND and Inclusion welcomed the comments about early intervention within the first 1001 days of a child's life, especially for SEND children.

### **Resolved**

- 1. To adopt the eight recommendations of the Disadvantaged Learners task group (A-E) as outlined in the attached report.**
- 2. To draw particular attention to recommendations E and H, as requiring action from this committee:**

**E. That further collaboration takes place between the council's SEND and Disadvantaged Learners teams to further tailor the council's support of Disadvantaged Learners, particularly those with SEND, recognising that quality of teaching is key to both. The Children's Select Committee is invited to add this work area to its forward work programme.**

**H. That the Children's Select Committee invites a future report from the executive detailing its transitional plans in response to the reduction in funding for school improvement advisers.**

### 46 **Overview and Scrutiny Activities Updates**

The chairman referred the committee to the report about task group activity since the previous meeting. He noted that the standing task group was due to meet on Monday 20 June to discuss the latest report from Traded Services. He also announced that it was planned to start work on the Children and Young People's Mental Health Task Group in the near future.

The chairman thanked Cllr Caroline Thomas for her contribution to the committee over the last year and invited any members interested in replacing her as a member of the standing task group to contact the senior scrutiny officer.

Cllr Belcher left the meeting at 1:17pm.

### **Resolved**

**To note the report.**

47 **Forward Work Programme**

The chairman referred the committee to their forward work programme and invited further suggestions for topics that members would like to see scrutinised.

48 **Date of Next Meeting**

The date of the next meeting was confirmed as Wednesday 6 July at 10:30am.

49 **Urgent Items**

There were no urgent items.

(Duration of meeting: 10.30 am - 1.25 pm)

The Officer who has produced these minutes is Matt Hitch  
matthew.hitch@wiltshire.gov.uk of Democratic Services, direct line 01225 718059, e-  
mail [matthew.hitch@wiltshire.gov.uk](mailto:matthew.hitch@wiltshire.gov.uk)

Press enquiries to Communications, direct line ((01225) 713114 or email  
[communications@wiltshire.gov.uk](mailto:communications@wiltshire.gov.uk)





Child and Youth Voice Team

# Introductions

- Joe Sutton - Child and Youth Voice Team Manager, Wiltshire Council
- Sara James – Service Manager – Quality Outcomes

# Wiltshire Youth Council

- 22 secondary schools took part in elections
- 38 Youth Cllrs and Deputies, including some that are home-schooled were elected
- 13 Shadow Youth Cabinet Positions
- 4,373 young people in Wiltshire took part
- We have monthly hybrid meetings

# Youth4Ukraine

- Non school uniform day to raise money and awareness for refugees affected by the war in Ukraine
- Pupils were encouraged to wear blue and yellow in support
- Over 30 schools took part
- Over £13,000 was raised by participating schools

# Future Work

- Wiltshire Youth Pride
- Supporting Mental Health in Schools
- Schools Self Assessment

# Children in Care Council

- New activity programme introduced in February – including a holiday break in July for 14 young people
- Increased engagement of 85% from 27 to 49 young people
- 51 youth voice referrals for CIC activities / Youth Consultancy
- Supported children in care to perform at the Star Awards.

# Work With Kinship and Fostering Team

- 3 Foster Carer Applicants have taken part in the Young Persons Fostering Panel.
- We have supported recruitment events
- We have delivered training to aspiring foster carers

# Young Carers Consultation Successes

- Better assessments of young carers
- Young carers passports are being developed which enhance multi agency responses
- Providing young carers with free leisure passes
- Better tracking of young carers education attainment
- New portfolio holder for young carers



# Additional projects

- Created a care experienced recruitment panel for the ASYE Social Work interviews .
- Supporting young people to conduct mystery shopper audits of the MASH Service.

**Thank you**  
any questions?

## Wiltshire Council

### Children's Select Committee

20 September 2022

---

#### Business Plan and Service Plan Update

##### Purpose of Report

1. To update the committee on the business planning process for the council, the link to the activity of families & children and education and skills services and the progress against that activity.

##### Relevance to the Council's Business Plan

2. This report explains the use of the current Business Plan as a structure on which to plan the activity of children, families and education services.

##### Background

3. Following the election of a new Council and a new Cabinet in May 2021 work on an updated business plan for the Council started.
4. With input from the Council's Extended Leadership Team the Cabinet agreed a set of priorities and missions around which the new Business Plan would be constructed.
5. In December 2021 all services went through a process of identifying the main activities they would undertake, the impact they hope to make thought that activity and how both activity and impact connected with the proposed Business Plan missions. A deal of other information relating to that activity was also collected at this time. It included: how the activity would be measured, what the risks where and how the activity was dependent on other parts of the Council or its partners. All this information was then used to create the detail of the Council's draft Business Plan.
6. On 15 February 2022 the Full Council approved the new 10-year Business Plan including:

##### Four Priorities:

- Empowered People
- Resilient Society
- Thriving Economy
- Sustainable Environment

##### 10 Missions – To make Wiltshire a place where...

- We get the best start in life
- We stay active
- We are safe
- We live well together
- We are involved and decisions are evidence based

- We have the right housing
- We have the right skills to prosper
- We have vibrant, well-connected communities
- We take responsibility for the environment
- We are on the path to carbon neutral

7. Over the summer Service Plans have been reviewed by the leadership team in each directorate to ensure that they remain relevant and to understand progress against the defined activities.

### Main Considerations

8. Each of the activities below is drawn from either the Education and Skills Service Plan or the Families and Children Service Plan. Each activity has a primary link to one of the Business Plan Missions. Each activity may also have a number secondary links to any of the other nine missions.
9. The distribution of primary links in the two plans is as follows:  
The vast majority of activities, 82%, have a primary link to either the *Best Start in Life* or *The Right Skills*. There is a much wider distribution showing that the work of the two directorates covers the full spectrum of the Council’s Business Plan. There is particularly strong representation for both *We are Safe* and *Vibrant, Well-connected Communities*.

### Planned Activity and Updates

10. Below are outlined each of the planned activities and an update on progress.

Planned Activity	Ensure that children and young people are at the heart of service development. We will ensure their voice is clear in all our work and that they influence and understand fully why decisions are made
Intended Impact	What we provide meets the needs of children and their families and we to deliver a service that is sensitive to the views of our children and young people using a relationship-based approach to our work.
Director	Jen Salter      Main BP Link      Involved in decisions
Updates	<p>The Child and Youth Voice Team is made up by care experienced staff.</p> <p>We have expanded the breadth and depth of participation of children and young people via new Youth Council, Youth Consultants, facilitated groups, Dragon’s Den, full activity-based engagement programme and involvement in staff and foster care recruitment and retention; and our STAR Awards.</p> <p>Wiltshire Council is the top UK user of the Mind of My Own App which is a tool we use to gain the views of our children and young people.</p> <p>Where appropriate, all activity within our Quality Assurance Framework gathers the views of our children and young people,</p>

	<p>in order to inform practice and service delivery. This activity is presented monthly to the Senior Management Team Audit Group, with quarterly reporting to the Performance and Outcomes Group, reporting into the Performance and Outcomes Board. Any developments required as a result of this feedback is taken forward at a strategic and operational level.</p> <p>The original team was focused primarily on children and young people open to social care, we are now scoping the potential for this to be broadened within SEND, Education and Skills, Commissioning and Transitions. Discussions are underway in relation to resourcing of these areas.</p>
--	---

Planned Activity	Ensure that father's voices are fully heard and inform our planning. We will support fathers to build on their strengths and manage risks where these are present.
Intended Impact	Improve parenting capacity of vulnerable fathers and in turn reduce risk and improve outcomes for babies and very young children.
Director	Jen Salter    Main BP Link    Involved in decisions
Updates	The 'Dad's Matter Too' multi agency project launched in January 2022. This project targets families in the West and South of the County, including our army garrisons of Tidworth, Bulford and Larkhill. The project focuses on the intensive engagement of, and intervention with fathers whose children are within statutory social care plans. This is a 12 month project which is being externally evaluated by a national research organisation. The learning from the pilot will inform our long-term approach. This work sits within the governance and oversight of the Safeguarding and Vulnerable People's Partnership (SVPP).

Planned Activity	Provide an Early Help offer that is uniformly strong. Families will get the right help at the right time from the most appropriate professionals.
Intended Impact	Families will get the right help at the right time from the most appropriate professionals reducing the need for statutory services.
Director	Jen Salter    Main BP Link    Best start in life
Updates	<p>Our Families and Children's Transformation (FACT) Programme, which is a multi-agency programme of work; leads the development of 'Family Help' in Wiltshire. This encompasses work to deliver Family Hubs, as well as a strong early help and universal prevention offer within local community areas. The Family Help pilot (Westbury and Warminster areas) is progressing from September 2022 onwards.</p> <p>An increase in the registration of Early Support Assessments (ESA) across partner agencies will see more children evidentially being supported at a target early help threshold (pre statutory).</p> <p>Current resourcing of the Family Help pilot is in place through the Local Authority and it is anticipated via the Integrated Care Board.</p>

	<p>Funding is yet to be secured from the Office of the Police and Crime Commissioner (OPCC) with discussions underway. The risk is that any long-term funding required to embed learning from the pilot may not be available; this is a risk being managed by the SVPP.</p> <p>Our partnership Family Help Strategy is being developed and clearly sets out how we will achieve our vision. This is due for internal consideration in November 2022.</p>
--	--

Planned Activity	Work collaboratively with partners to ensure children have good access to CAMHS and mental health services.
Intended Impact	Children enjoy good mental health and thrive educationally and socially.
Director	Jen Salter    Main BP Link    Best start in life
Updates	<p>The CAMHS In Reach team supporting children open to children's social care has been reviewed and a new model is in place. This is subject to challenges in terms of key performance indicator reporting to enable clear visibility of outcomes; this is being progressed with the ICB.</p> <p>A review of our commissioned services is being undertaken with the ICB to consider alternatives due to staffing vacancy challenges within our CAMHS service.</p>

Planned Activity	Ensure children and young people who cannot live at home are matched to the right carers be that with extended family, in foster care or with adopters.
Intended Impact	Children who are unable to remain living with their family benefit from in high quality placements close to home.
Director	Jen Salter    Main BP Link    Safe
Updates	<p>We are expanding the commissioning of supported accommodation for 16-25 year olds.</p> <p>Continued investment in our Fostering Excellence Programme with key targets in place.</p> <p>Progression of our tender to commission a provider to deliver children's homes for us. This will provide 12 local residential children's home places for our children in care. The current commissioning timeline allows for this to be in place towards the end of 2023.</p> <p>The South West Sufficiency Programme is in place, with a strategy developed both locally and regionally. We know from this interface with other Local Authorities that we are in a strong position, despite the challenges that remain with placement sufficiency. We are showing an improvement in the percentage of children placed within county, and whilst this improvement is minimal, it is positive given the climate.</p>

Planned Activity	Through introduction of a Whole Life Pathway ensure that the transition between children and adult services is seamless and that young people receive the right level of support.
Intended Impact	Young people to live well and achieve within their community.
Director	Jen Salter    Main BP Link    Safe
Updates	<p>The FACT Transitional Safeguarding workstream continues to develop and test mechanisms intended to manage risk and improve outcomes in some of our most complex young people and adults. Alongside cohort analysis and seeking the views of young people, the specific elements that are being tested are:</p> <p>Implementing a multi-agency Creative Solutions Board  Deploying mentors specifically to work with this cohort of young people  Providing a structured multi-agency workforce development programme  Establishing a core group of multi-disciplinary practitioners to act as 'champions' for the Transitional safeguarding agenda</p> <p>Decisions are also being confirmed in relation to how our internal children's and adults teams could be redesigned to support this area.</p>

Planned Activity	Strengthen the training and development offer to our workforce ensuring they have the skills, knowledge and confidence to work highly effectively with families and children.
Intended Impact	Children and families benefit from working with a constant, knowledgeable and highly skilled lead professional
Director	Jen Salter    Main BP Link    The right skills
Updates	<p>Our workforce strategy is in place. Activity taking place to ensure recruitment and retention is a primary focus.</p> <p>The launch of our Practice Framework is scheduled to take place in December 2022.</p> <p>We have our Roadmap to Excellence in place, previously shared at Children's Select Committee; with a rapid scrutiny exercise already in train to ensure this work is carried forward.</p> <p>The key areas of focus to achieve our ambitions being as follows:</p> <ul style="list-style-type: none"> <li>• Enhancing and embedding the voice of children, young people and families to inform practice development</li> <li>• Empowering our workforce through effective leadership and oversight</li> <li>• Partnership development of early help (Family Help)</li> <li>• Improving sufficiency and choice of suitable placements and post 16 support</li> <li>• Good access to mental health/SEND support and services for children and young people</li> </ul>

Planned Activity	Encourage our educational settings to strive for excellence in provision and achievement and use the best education establishments to help improve others
Intended Impact	Pupils, including those who are vulnerable, can access high quality education provision and are well prepared for their next stage in life.

Director	Helean Hughes	Main BP Link	Best start in life
Updates	<p>Improved tracking of 16 and 17 year old participation resulted in an increase in those who are NEET. The Post 16 Skills and Participation team are providing individual support to the young people to enable them to engage in a positive destination.  Measure: Participation tables  16-17 NEET June 21 – 1.9% June 22 – 2.1%  16-17 EET June 21 – 91.4% June 22 92.8%</p> <p>The Careers Hub is launching a project to work with parents of Electively Home Educated children which will ensure they receive the same quality of Careers information, advice and guidance as their peers.</p> <p>End of Reception performance data is above national. SEND gaps in the Reception, Year 1 phonics and Key Stage 1 results are less than National SEND gaps.  Risks: Phonics results overall are below national. Disadvantaged gaps remain across Reception, Year 1, Key Stage 1 and Key Stage 2 and are greater than the disadvantaged gap nationally.</p> <p>At this stage, the KS4 data is incomplete and provisional so this information must be viewed with caution.</p> <p>GCSE Attainment 8 and results with basics pass with Grade 4 in English and Maths and Grade 8 in English and Maths has improved from the last set of reported data from 2019. The percentage of pupils achieving A* to A and A*- B has increased by 10% from the last published data set from 2019  Risks: There are risks with some individual school performance for GCSE and A Level that is showing results below National and the schools own performance of 2019</p> <p>Various training courses for reading, writing and maths have taken place this year blending virtual with face to face. The offers have been further developed this year with a focus on quality first teaching for all teachers in the primary phase in the core subjects. Support has also been targeted at identified schools to develop subject leadership and expertise in core subject areas. Schools have also received bespoke training and support as well as monitoring visits.</p> <p>Training and support around the Foundation subjects has also been delivered as this is a key focus of the Ofsted Inspection process. This will be further developed in 2022-2023</p> <p>The development of the Wiltshire Learning Alliance has seen greater systemwide collaboration. We have built on this structure to develop much greater school to school support. Schools with strong leadership and good capacity have provided a range of support to other schools. 11 schools have been identified as ‘pupil premium Partner Schools’ these schools deliver CPD and direct support to identified schools. Strong leaders have also been</p>		



	<p>supporting schools through an 'executive headteacher model' this has been used to add capacity and support headteachers for fixed periods of time.</p> <p>Three consultant head teachers were seconded last year; these heads have provided effective support for new headteachers, provided targeted intensive support for identified schools as well as developing a programme of Professional Development. They have also provided rapid support in schools when required. There is clear evidence of schools that have retained a secure Good Ofsted judgement or improved rapidly between inspections.</p>
--	--

Planned Activity	To provide high quality Early Years services from birth to 5 years		
Intended Impact	<p>That all children under the age of 5 years in Wiltshire will have access to the services that they require, high quality early education, specialist services, health and wellbeing.</p> <p>That all children aged 0-5 years are able to thrive in their early years'</p>		
Director	Helean Hughes	Main BP Link	Best start in life
Updates	<p>Support from the Local Government Association (LGA) on the creation and writing of the Early Years Strategy has been awarded and initial meetings have been held; further partner and internal meetings have been arranged for terms 1 and 2.</p> <p>Additional funding was allocated by Cabinet (July 2021) to enable four new full time Early Years Inclusion Advisors (EYIAs) to be employed. This has resulted in an expansion of the EYIA role to provide an enhanced level of support for transition into school. Schools are able to access support for the first two terms when a child enters reception as well as access the EYIA training packages. This investment has also helped the team meet the increasing levels of demand: 455 referrals in 20/21 to 891 referrals in 21/22. This is a 96% increase in demand within one academic year.</p> <p>Further support has been provided for the sector through the 'Dingley's Promise Early Years Inclusion project'. This is a 5 year project where all practitioners who work with Early Years children can access 10 online courses over the 5 years. The project has commenced. This programme will develop growing confidence in the sector to support children with SEND in a mainstream setting. Through participation in the programme, the hours that our early years children are able to access their provision will increase and practitioners will be better equipped to meet their children's needs within a mainstream provision.</p> <p>A further Five to Thrive (FTT) programme, including emotions coaching and further top up training for all of our 50 champions will be rolling out from the start of October 2022; all Early Years settings (PVI's) are being offered upto four spaces each and all</p>		

	<p>childminders. Weekend and evening sessions are being offered to encourage uptake.</p> <p>99% of Early Years settings (Pre-schools and Nurseries) are either Good or Outstanding with 97% of childminders also being at this level. Work continues with those that fall into a category of requires improvement or inadequate to turn them back to at least good within either 12 or 6 months respectively.</p>
--	---

Planned Activity	Run a successful Healthy Schools programme
Intended Impact	Schools implement an effective whole school approach to health and wellbeing.
Director	Helean Hughes   Main BP Link   Best start in life
Updates	<p>The number of schools engaged in the programme has increased during the last year to 124.</p> <p>From September a new Young Carer Friendly Award will be presented as an additional option for accreditation.</p> <p>During the last few months Wiltshire schools have been provided with data from our 2021 school wellbeing survey of 7499 children and young people, to inform their actions on pupil wellbeing.</p> <p>The current focus of this service area is promoting a whole school approach to mental health.</p> <p>To date 61 schools have attended Wiltshire DfE assured training for Senior Mental Health Leads, that has enabled these schools to claim a national grant. 50 more schools have booked to start this training during September 2022.</p> <p>Schools are provided with an ongoing offer of Youth Mental Health First Aid training to raise awareness among all staff.</p>

Planned Activity	Support Schools and education settings to develop their specific knowledge base and practice in meeting the needs of social care experienced children within an education setting.						
Intended Impact	Social care experienced children in Wiltshire will achieve their educational potential, creating opportunities for aspirational next steps in EET						
Director	Helean Hughes   Main BP Link   Best start in life						
Updates	<p>Attendance and exclusion tracking is in place - starting to see some impact.</p> <p>No Permanent Exclusions for children known to social care over the last year.</p> <p><b>Fixed Term Exclusions (FTE) - Total No.</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Sep '20 - Mar '21</th> <th style="text-align: center;">Sep '21 - Mar '22</th> </tr> </thead> <tbody> <tr> <td>All pupils</td> <td style="text-align: center;">1254</td> <td style="text-align: center;">1712</td> </tr> </tbody> </table>		Sep '20 - Mar '21	Sep '21 - Mar '22	All pupils	1254	1712
	Sep '20 - Mar '21	Sep '21 - Mar '22					
All pupils	1254	1712					

CLA	40	58
CP	22	27
CIN	93	109

**Fixed Term Exclusions (FTE) - No. Children with at least one**

	<i>Sep '20 - Mar '21</i>	<i>Sep '21 - Mar '22</i>
All pupils	770	990
CLA	23	22
CP	11	12
CIN	43	59

Census data shows a small increase in the number of children open to social care with FTEs during period Sep 21 – Mar 22 when compared to Sep 20 – Mar 21. However, Sep 20 – Mar 21 included a period of lockdown between January and March, resulting in lower FTE numbers, so caution should be exercised when using this data for comparison. There have been no permanent exclusions of children with a social worker in the last 12 months and no permanent exclusions of CLA in the last 3 years.

Extended the work of virtual schools. The council has been delivering a non-statutory duty to promote the education of all children with a social worker, since September 2021. Delivery of this priority is located within the extended duties of the virtual school and the implementation plan has been presented to CSC in Spring 2022. Section 31 grant funding has been confirmed by DfE to enable service delivery for Year 2, with developments in improving attendance of children with a social worker and progression of shared understanding of educational neglect within safeguarding practice.

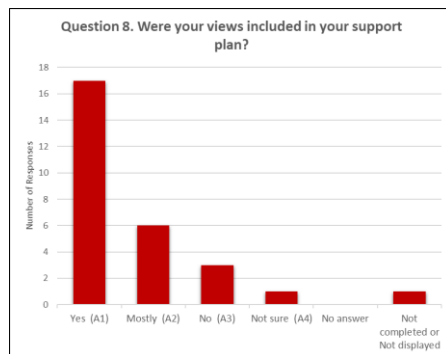
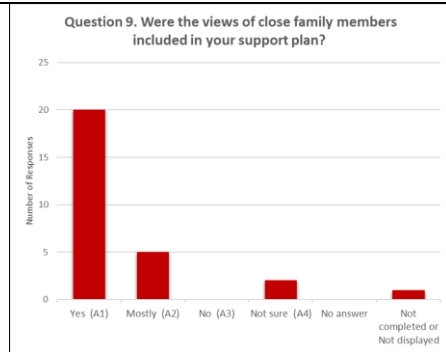
Secured Section 31 Grant for another year.

Risk: The late confirmation of funding. Funding for financial year 2022-23 was confirmed by DfE on 30<sup>th</sup> June 2022, with no commitment known from April 2023 onwards.

Planned Activity	Support schools in realising the full potential of their children, including those from disadvantaged groups who are at risk of educational underachievement.
Intended Impact	Children in Wiltshire will achieve their educational potential, creating opportunities for aspirational next steps in EET
Director	Helean Hughes <a href="#">Main BP Link</a> Best start in life
Updates	Additional support to be provided by the Post 16 Skills and Participation team for young people who are identified as at risk of NEET.

	<p>The strategy to address the gap in Wiltshire has been developed over the last year; Children’s Select Committee scrutinised this approach and the recommendations have been adopted.</p> <p>Schools have been engaged in a Wiltshire wide conversation about Disadvantaged Learners and successful school improvement strategies, extending our ‘reach’ and promoting a belief that vulnerable pupils can attain well and be successful in all aspects of school life. The approach has been driven by evidence-based best practice, recognising that it is quality of teaching which will make the single biggest difference to improving pupil outcomes – <i>EEF ‘The best available evidence indicates that great teaching is the most important lever schools have to improve pupil attainment. Ensuring every teacher is supported in delivering high-quality teaching is essential to achieving the best outcomes for all pupils, particularly the most disadvantaged among them.’</i></p> <p>A tiered approach has been developed – Teaching, Targeted Academic Support, Wider Strategies (e.g. attendance &amp; behaviour.)</p> <p>School improvement has been planned ‘through the lens of disadvantage’, securing high quality leadership and measuring the success of strategies by impact on vulnerable pupil outcomes. Understand that school improvement is a process rather than an event and ensuring that implementation of strategies leads to sustained impact. The work has placed a strong emphasis on school-to-school support and collaboration (Pupil Premium Partners Schools &amp; Family of Schools, networks, Lead Practitioners) with a shared responsibility for outcomes A wide ranging, effective CPD offer (Governors, Headteachers and Senior Leaders, teachers, support staff) has been facilitated.</p> <p>LA challenge and support have been provided through the work of School Improvement Advisors (SIAs), DL &amp; Inclusion Lead</p>
--	---

Planned Activity	<b>Deliver the priorities in the SEND and Inclusion strategy by 2023 to support learners with SEND and their families in Wiltshire.</b>
Intended Impact	<p>Learners with SEND and their families are well supported in Wiltshire, through the delivery of our SEND and Inclusion strategy.</p> <p>All children and young people with SEND and their families will have a voice that is heard.</p>
Director	Helean Hughes   <a href="#">Main BP Link</a>   The right skills
Updates	Results of POET in Wiltshire Survey for SEND & Inclusion Team – 2022:



435 responses were received to the POET survey reflecting responses from young people, parent carers and practitioners . Responses indicated that young people and their families felt included in the creation of education, health and care plans. Feedback also indicated some areas which will need to be considered in our future work such as the level of understanding and engagement in wider strategic developments such as the SEND&I Strategy. It is our intention to run the POET survey again and to target groups who were under represented in the responses received and to consider how else to gather the views of young people with SEND.

**Development of Discussion and Decision Groups (DaDs) :**  
 We have revised how we make our decisions in relation to new requests for education, health and care needs assessments to ensure that this process is transparent and clear for families in Wiltshire. We now undertake this through a discussion and decision group which is held weekly. Schools and settings in Wiltshire have been invited to be part of this group and there is regular attendance at the group from Wiltshire Parent Carer Council (WPCC) to ensure that the views, thoughts and wishes of families have prominence in both the discussions and decisions made. WPCC provide useful feedback in relation to this following their attendance which allows continued reflection and development of the DaD1 process. Other discussion and decision groups take place and information about these and how decisions are made have been summarised into a leaflet for families which is available on the Local Offer and via WPCC.

**Development of SEND Paperwork:**  
 SEND have been developing and refining various elements of their paperwork over the last 12 months including paperwork for

	<p>when an education, health and care needs assessment is requested, for when approaches which support a 'graduated approach' to supporting SEND are recorded by schools and settings and the Wiltshire template for an Education Health and Care Plan (EHCP). All of these developments have involved parent carers of young people with SEND facilitated and supported by WPCC. Work is currently underway with young people who attend specialist provision in Wiltshire to ascertain their views and opinions about some of our paperwork to ensure that we are considering how we record and reflect their views effectively and in a way which is meaningful for them.</p>
--	--

Planned Activity	Replace maintained schools' time-expired temporary buildings with new accommodation.
Intended Impact	Provision of new fit for purpose accommodation would enable schools to deliver the national curriculum in safe and stimulating environments, thereby raising educational standards. These old blocks have high running costs and with poor insulation and vent
Director	Helean Hughes <a href="#">Main BP Link</a> The right skills
Updates	<p>Holbrook: replacing six classrooms, build commenced on site summer 2022 for completion by summer 2023.</p> <p>Designing replacement classroom at Studley Green, build to commence on site in 2023.</p>

Planned Activity	Implement a school places strategy creating a good match between supply and demand for places.
Intended Impact	The strategy is intended to help key stakeholders understand what school places are needed in Wiltshire, now, and in the future, and how they will be provided.
Director	Helean Hughes <a href="#">Main BP Link</a> The right skills
Updates	<p>H Able to offer school places at short notice including to Ukrainian refugees.</p> <p>School Places Strategy now drafted, extended consultation with schools and stake holders will take place in Autumn 2022.</p> <p>Those getting one of top three choices is high and above previous level. This year's Secondary Schools application results: 95% of parents were offered a place at their first preference school for their child - a jump of nearly three per cent on 2021. 98.6% of parents were offered a place at one of their three preferred schools. This years Primary Schools applications: 99% of Wiltshire families were offered one of their three primary school preferences for this September with 95% offered their first preference.</p>

Planned Activity	Acting as a broker between schools, colleges and businesses to increase opportunities for young people.
Intended Impact	Young people are making informed decisions about their futures and data shows an increase in technical and vocational destinations
Director	Helean Hughes   Main BP Link   The right skills
Updates	<p>Funding for the service agreed and the offer can remain in place.</p> <p>Gatsby Benchmark: Top 5 in England for Careers Hub.</p> <p>September Guarantee - % of 16-17 year olds with an offer 2020 – 94.3% increasing in 2021 to 94.8%.</p> <p>Skills Bill has extended the duty to provide high quality careers guidance to young people from year 7, ensuring all pupils have access to information on technical and vocational destinations.</p>

Planned Activity	Work with Further Education providers to address the skills gaps that exist in supporting some of our industries.
Intended Impact	Wiltshire's workforce has the right skills
Director	Helean Hughes   Main BP Link   The right skills
Updates	<p>Continuing close working relationship with Wiltshire College.</p> <p>Green Skills Task and Finish group established to address the skills gaps that exist in green skills locally.</p> <p>Working closely with Gloucester University to ensure digital bootcamp is accessible for Wiltshire residents at the Business Cyber Centre.</p> <p>A Green Skills action plan is being developed with the LEP, this will contain area targets. The next update will report against these.</p>

Planned Activity	Work with key stakeholders to promote T-Levels and other vocational progression routes to improve outcomes for disadvantaged groups
Intended Impact	Improved destination outcomes for disadvantaged young people
Director	Helean Hughes   Main BP Link   The right skills
Updates	<p>Continuing promotion including info sessions for parents.</p> <p>Apprenticeship campaign launching later this month.</p> <p>Supporting Kingdown School through the Careers Hub. They had Enterprise Coordinator support to develop their programme and received a funded employer encounter. They are also planning to launch T-Level in Catering and Hospitality, next year 2023/2024 and are currently delivering a Health and Social Care BTEC.</p> <p>Performance data is not yet available, the government will publish this.</p>

Planned Activity	Maximise the use of external funding to support disadvantaged residents to improve their confidence, knowledge and skills and champion the creation of opportunities for young people, through partnership working with key stakeholders.																																															
Intended Impact	Reduced levels of worklessness																																															
Director	Helean Hughes	Main BP Link	The right skills																																													
Updates	<p>Care leavers employment strategy group - including council employees.</p> <p><b>Care leavers in EET (Ofsted Calc)</b></p> <table border="1"> <thead> <tr> <th>Age</th> <th>End Q4 20/21</th> <th>End Q1 22/23</th> </tr> </thead> <tbody> <tr> <td>17-18</td> <td>61%</td> <td>63%</td> </tr> <tr> <td>19-21</td> <td>54%</td> <td>68%</td> </tr> </tbody> </table> <p>January 2022 Ofsted – care leavers focused visit highlighted the significant number of care leavers now attending further or higher education. Ofsted recognition of a strong focus on education, employment and training in care leavers’ pathway plans.</p> <p>Fuel Programme pilot for parents - summer 2022. Although low uptake initially, feedback was very positive and has delivered long term benefits.</p> <p>Support for Ukrainian families to access ESOL courses to enable them to find work.</p> <ul style="list-style-type: none"> <li>• 162 learners accessed FaCL ESOL to date</li> <li>• 587 now in work</li> </ul> <p>Refreshed offer for Family Community Learning developed in collaboration with other Council services with an annual schedule in place.</p> <p>Successful investment plan for Multiply, rolling out September 2022 to provide Maths courses for adults aged 19+.</p> <p>Family Community Learning KPIs – snapshot below shows performance Aug 21 – July 22 with improved referrals and enrolments.</p> <table border="1"> <thead> <tr> <th>Key Performance Indicators: 2021/2022</th> <th>Target (Number)</th> <th>Ytd (Number)</th> </tr> </thead> <tbody> <tr> <td><b>Responsiveness to Learners</b></td> <td></td> <td></td> </tr> <tr> <td>Total enrolments</td> <td>1100</td> <td>1361</td> </tr> <tr> <td>Total family enrolments</td> <td>550</td> <td>140</td> </tr> <tr> <td>Total community enrolments</td> <td>550</td> <td>1233</td> </tr> <tr> <td>Total learners</td> <td>500</td> <td>331</td> </tr> <tr> <td>Total family learners</td> <td>250</td> <td>76</td> </tr> <tr> <td>Total community learners</td> <td>250</td> <td>255</td> </tr> <tr> <td>Total referrals</td> <td>700</td> <td>486</td> </tr> <tr> <td>Total family referrals</td> <td>350</td> <td>121</td> </tr> <tr> <td>Total community referrals</td> <td>350</td> <td>365</td> </tr> <tr> <td>Total withdrawals</td> <td>-</td> <td>14</td> </tr> </tbody> </table>			Age	End Q4 20/21	End Q1 22/23	17-18	61%	63%	19-21	54%	68%	Key Performance Indicators: 2021/2022	Target (Number)	Ytd (Number)	<b>Responsiveness to Learners</b>			Total enrolments	1100	1361	Total family enrolments	550	140	Total community enrolments	550	1233	Total learners	500	331	Total family learners	250	76	Total community learners	250	255	Total referrals	700	486	Total family referrals	350	121	Total community referrals	350	365	Total withdrawals	-	14
Age	End Q4 20/21	End Q1 22/23																																														
17-18	61%	63%																																														
19-21	54%	68%																																														
Key Performance Indicators: 2021/2022	Target (Number)	Ytd (Number)																																														
<b>Responsiveness to Learners</b>																																																
Total enrolments	1100	1361																																														
Total family enrolments	550	140																																														
Total community enrolments	550	1233																																														
Total learners	500	331																																														
Total family learners	250	76																																														
Total community learners	250	255																																														
Total referrals	700	486																																														
Total family referrals	350	121																																														
Total community referrals	350	365																																														
Total withdrawals	-	14																																														

Planned Activity	Reduce the incidence of NEET and enable every young person to find their best next step
Intended Impact	Improved destination outcomes for disadvantaged young people



Director	Helean Hughes	Main BP Link	The right skills
Updates	<p>Monthly Performance and Outcome Group for NEET</p> <p>Improved tracking with all teams using one system, this has led to an increase in NEET as we reduce the unknowns.</p> <p>New risk of NEET offer rolling out to schools this Autumn</p> <p>Wiltshire now in the second quintile (was in the fifth).  16-17 NEET June 21 – 1.9% June 22 – 2.1%  16-17 EET June 21 – 91.4% June 22 92.8%</p>		

Planned Activity	Provide professional traded services to improve school attendance, achievement, teaching quality and operationally support safe, secure, and financially sound school environments across the County.		
Intended Impact	Wiltshire offers quality education opportunities for everyone in well managed and supported education sites.		
Director	Helean Hughes	Main BP Link	The right skills
Updates	<p>Good engagement with schools around delivery and development of services.</p> <p>100 plus schools attending the School Business Manager events- 6 times a year.</p> <p>Active users of Right Choice have increased by 15%</p> <p>Social media now reaches Facebook, Twitter and LinkedIn</p> <p>Training feedback on quality and content is regarded as very good to excellent by delegates</p> <p>Feedback from users of Right Choice continues to improve year-on-year</p> <p>Indicators returning back to pre-pandemic levels</p> <p>Traded services income for 21/22 is £4,301,669, up from 20/21 of £4,135,854. The designated period for 19/20 was £4,377,831 pre-pandemic.</p>		

Planned Activity	Safeguarding: Support schools and settings to reduce risks to vulnerable pupils by developing early help practices and multiagency support and therefore enabling these pupils to realise their potential and safely access EET.		
Intended Impact	Reduced levels of referrals into Children's Social Care. Higher conversion rate of MASH referrals to ESA. Risk reduced for children and families with a reduction of families at CiN and CP.		
Director	Helean Hughes	Main BP Link	The right skills

Updates	<p>Association Education Committee pilot improving outcomes for vulnerable learners.</p> <p>Alternative Provision inclusion plan for primaries being co-produced.</p> <p>Link to Family Help pilot</p> <p>Contacts have increased from schools over the last 4 years however this is against a backdrop of rising contacts from all sources. Generally, the percentage of contacts from schools converting to either a social care referral, support assessment or Early Support Assessment (ESA) remains relatively consistent (52%-59%) however there has been a considerable change in which service these contacts end up receiving with a much greater proportion now receiving ESA than pre pandemic and far less receiving a social care referral.</p> <p><b>Contacts received from School/Education Settings</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Contacts</th> <th colspan="3">Contact conversion rates</th> </tr> <tr> <th>Referral %</th> <th>Support %</th> <th>ESA %</th> </tr> </thead> <tbody> <tr> <td>19/20</td> <td>3297</td> <td>26%</td> <td>18%</td> <td>9%</td> </tr> <tr> <td>20/21</td> <td>2428</td> <td>19%</td> <td>20%</td> <td>14%</td> </tr> <tr> <td>21/22</td> <td>3877</td> <td>21%</td> <td>18%</td> <td>20%</td> </tr> <tr> <td>Q1 22/23</td> <td>1239</td> <td>13%</td> <td>20%</td> <td>19%</td> </tr> </tbody> </table>		Contacts	Contact conversion rates			Referral %	Support %	ESA %	19/20	3297	26%	18%	9%	20/21	2428	19%	20%	14%	21/22	3877	21%	18%	20%	Q1 22/23	1239	13%	20%	19%
	Contacts			Contact conversion rates																									
		Referral %	Support %	ESA %																									
19/20	3297	26%	18%	9%																									
20/21	2428	19%	20%	14%																									
21/22	3877	21%	18%	20%																									
Q1 22/23	1239	13%	20%	19%																									

Planned Activity	<p>Ensure all service areas within the People directorate have equal access to robust, accurate, timely and useful performance data, management reports and ad hoc analyses (e.g. demand modelling) – and they are supported to have high support/high challenge conversations - to inform their service development and effective delivery.</p> <p>Ensure management and leadership have appropriate aggregated performance reports to support oversight and scrutiny including on partnership activity (regional and with CCG)</p>			
Intended Impact	<p>Informs service development and effective delivery which enables improving outcomes for vulnerable people</p>			
Director	<table border="1"> <tr> <td>Tamsin Stone (HOS)</td> <td style="background-color: #cccccc;">Main BP Link</td> <td>Decisions are evidence-based</td> </tr> </table>	Tamsin Stone (HOS)	Main BP Link	Decisions are evidence-based
Tamsin Stone (HOS)	Main BP Link	Decisions are evidence-based		
Updates	<p>Clearly defined structure of performance management forums for regular and robust scrutiny and challenge.</p> <p>Capitalised on integrated Liquid Logic IT platform to deliver a hugely expanded suite of management reporting tools - providing greater visibility to managers in real time across Social Care, Early Help, SEND, Education, Youth Offending and Young People Services, Commissioning, etc.</p>			

	As at Sept-20 = 72 performance reports available to managers As at Sept-22 = 263 performance reports available to staff (85% are run daily, 15% are run monthly).
--	--

Planned Activity	Drive inspection readiness across People Services and prepare for new national performance and outcomes frameworks		
Intended Impact	Capacity and capability at all levels of services to robustly deliver improved scrutiny and performance management via quality assurance processes		
Director	Tamsin Stone (HOS)	Main BP Link	Healthy organisation
Updates	<p>Very positive Ofsted Focused Visit of Care Leavers Jan-22</p> <p>Currently preparing Children's Social Care Self-Assessment and for Social Care and Education Annual Conversation.</p> <p>Recruiting to new interim roles to provide additional capacity to support the introduction of new approach to SEND inspections in early 2023.</p> <p>Inspection readiness planning and activities well underway.</p>		

Planned Activity	Develop, deliver and/or improve an outcomes-based approach to quality assurance and practice learning in People Services – with an effective audit tracking framework to evidence impact		
Intended Impact	Improved knowledge and oversight of the quality of our service provision and quick identification of opportunities for further practice and service development		
Director	Tamsin Stone (HOS)	Main BP Link	Healthy organisation
Updates	<p>Expanded audit and QA activity in both Families and Children's and SEND services.</p> <p>New IT-based Social Care audit activity tool built and launched Summer 22 with staff - increasing visibility, planning and scrutiny of audit activity and outcomes achieved.</p>		

Planned Activity	Identify services within the People directorate with no (or limited) workflow management tools; scope requirements, secure funding/investment and source and implement solutions.		
Intended Impact	Ensures systems are in place to support fast, efficient and productive workflow across all teams – releasing capacity for more value added activities and enabling greater management oversight		
Director	Tamsin Stone (HOS)	Main BP Link	Healthy organisation
Updates	Initial discussion with Directors and the new leadership within Corporate ICT has taken place. Joint approach to scoping and identifying agreed and will link with Transformation agendas.		

	14 workflow solutions have been delivered by Children's Liquid Logic Systems Team in the last 3 months with no additional resource or investment required.
--	--

### **Safeguarding Implications**

11. A number of the planned activities have a direct impact on the Council's ability to provide safeguarding services.

### **Public Health Implications**

12. Public Health implications only arise if changes to the planned activity are made.

### **Procurement Implications**

13. Procurement implications only arise if changes to the planned activity are made.

### **Equalities Impact of the Proposal**

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

### **Environmental and Climate Change Considerations**

15. A number of the planned activities have an impact on the Council's ability to impact environmental and climate change.

### **Workforce Implications**

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

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

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

### **Financial Implications**

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

### **Legal Implications**

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

### **Proposals**

20. The Committee is asked to note the update and make use of the information contained to help focus future deep scrutiny activity.

---

**Helean Hughes**, Director of Education and Skills  
**Jen Salter**, Interim Director of Families and Children

---

August 2022

---

### **Background Papers**

[Wiltshire Council's Business Plan 2022-2032](#)

This page is intentionally left blank

## Wiltshire Council

### Cabinet

27 September 2022

---

**Subject:** Council Performance and Risk 2022/23 – Quarter One Monitoring

**Cabinet member:** Councillor Richard Clewer, Leader of the Council and Cabinet Member for Climate Change, MCI, Economic Development, Heritage, Arts, Tourism and Health & Wellbeing.

**Key Decision:** Non Key

---

#### **Executive Summary**

This report provides an update on performance against the stated missions in the Council's Business Plan 2022-32, its strategic risks and proposed future developments.

#### **Proposals**

Cabinet to note the updates and outturns:

1. Against the measures and activities ascribed against the Council's priorities and that targets for the measures will be included in the quarter two performance report.
2. To the Strategic Risk Register, issues and emerging risks.

#### **Reason for Proposal**

To provide Cabinet with a quarterly update on the current performance framework, which is compiled of the measures used to monitor progress against the 10 missions laid out in Wiltshire Council's Business Plan 2022-32.

The Strategic Risk Summary captures and monitors significant risks facing the Council, in relation to significant in-service risks facing individual areas and in managing its business across the authority.

This is supported by, and in compliance with, the Council's Corporate Performance and Risk Policy.

**Terence Herbert**  
Chief Executive

**27 September 2022**

---

**Subject: Council Performance and Risk Monitoring Report: Q1 2022/23**

**Cabinet member: Councillor Richard Clewer, Leader of the Council and Cabinet Member for Climate Change, MCI, Economic Development, Heritage, Arts, Tourism and Health & Wellbeing.**

**Key Decision: Non Key**

---

### **Purpose of Report**

1. This report provides an update on the progress against the stated missions in the Council's Business Plan.
2. To note: it provides information on measures of performance at the end of Q1 (June 2022) and risks as they are in Q2.
3. The Q1 2022/23 Performance Scorecard is attached to the report as **Appendix 1**.
4. The Strategic Risk Summary is attached as **Appendix 2**.
5. A supporting commentary is available in **Appendix 3**.

### **Relevance to the Council's Business Plan**

6. This report updates Cabinet on the performance against each of the stated missions contained in the Business Plan 2022-2032, at the end of quarter Q1 2022/23.

### **Background**

7. Prior to the Business Plan's ratification at Full Council, Directors and Cabinet Members agreed a performance framework that identified the measures that would initially be used to track progress against the 10 missions identified.
8. These measures fell into three categories:
  - i) Main indicators – the key metric for that particular mission.
  - ii) Supporting indicator(s) – a metric that helps add weight or explanation to the main indicator.
  - iii) Basket indicators – where it was impossible to identify one or two main indicators measures were grouped together to be able to report on elements of each mission.



9. The resulting scorecard includes each main measure (the latest reported figure) and the most relevant/recent supporting and basket indicators.
10. Measures on the scorecard are owned and reported by the service to which they relate. Intended to evolve. Cabinet and scrutiny
11. The Strategic Risk Summary is attached as **Appendix 2** and provides information on the challenges, and potential challenges, the Council faces in delivering its services and ambitions.
12. Included in the risk summary is the Strategic Risk Register which contains risks that, if they were to become issues, could hamper the Council's ambition to achieve its stated aims whether that be empowering the people of Wiltshire, building thriving economies or leading the response to climate change. Risks are identified, defined, reviewed and managed in service areas.
13. There are over 250 risks identified and scored in the Council's risk management process. The Strategic Risk Register is made up of those risks which have either a potential impact on the wider council or are the responsibility of the wider council to mitigate.
14. A full explanation of the makeup of the Strategic Risk Register can be found at the bottom of Appendix 2.
15. Two previous risks – inflation and staff recruitment and retention – have now been classified as issues meaning that the potential problems identified have materialised.
16. The council's teams are now working to mitigate the impact of these issues and will continue to do so until they are no longer having a direct impact on delivery.
17. This is in line with and outlined in more detail within the Council's Corporate Performance and Risk Policy.

### **Future Developments**

18. Throughout the course of 2022 and beyond, the Council's Scorecard will be undergoing significant review and improvement, and changes will be brought to Cabinet.
19. Working with Directors and Cabinet Members, targets will be set for quarter two, and measures iteratively challenged and improved at Performance Outcome Boards and Groups to ensure they are most representative of performance against a mission and allow for advanced scrutiny.
20. This is in addition to presentational changes to ensure it provides an easy read dashboard with improved data visualisation, which provides greater context, longer time series and an enhanced narrative about progress against service delivery plans which highlights where there are risks of failure or slippage.

21. Alongside these changes, a programme is underway to align financial reporting so that reporting cycles are correctly timed, and reports can be presented and synchronised with wider Council performance.
22. Future risk summaries will feature the Council's revised response to national-level risks. This will be completed in partnership with the Local Resilience Forum who will produce a Wiltshire response to the National Risk Assessment when it is published.
23. An exercise is also being undertaken with the Extended Leadership Team to ensure that items that do not yet make risk classification or cannot be quantified as emerging risks are considered in more depth, and future summaries are reflective of the live and dynamic nature of council services.

#### **Overview & Scrutiny Engagement**

24. The Overview and Scrutiny Management Committee is considering this report on 21 September.

#### **Safeguarding Implications**

25. A number of indicators are regularly analysed which directly relate to the safeguarding of children and adults. Action is taken where improvements in performance are required.

#### **Public Health Implications**

26. Not applicable as no decision is required.

#### **Procurement Implications**

27. Not applicable as no decision is required.

#### **Environmental and Climate Change Considerations**

28. Not applicable as no decision is required.

#### **Equalities Impact of the Proposal**

29. Not applicable as no decision is required.

#### **Risk Assessment**

30. Not applicable as no decision is required.
31. Performance and risk indicators will continue to draw on the framework set out in the Business Plan and will continue to be refined through engagement with the relevant services.

#### **Financial Implications**

32. Not applicable as no decision is required.
33. Performance and risk as outlined above will inform the current service planning cycle and in turn the development of the budget for February 2023.

#### **Legal Implications**

34. Not applicable as no decision is required.

### **Options Considered**

35. Not applicable as no decision is required.

### **Conclusions**

36. This report brings together updates performance indicators that make up the performance framework as well supplementary commentary to provide further context around the Council's activities in these areas and the risks faced by the Council.

### **Perry Holmes**

#### **Director, Legal and Governance**

#### *Report Authors:*

Martin Nicholls, Head of Executive Office | [martin.nicholls@wiltshire.gov.uk](mailto:martin.nicholls@wiltshire.gov.uk)

Toby Eliot, Corporate Support Manager | [toby.eliot@wiltshire.gov.uk](mailto:toby.eliot@wiltshire.gov.uk)

August 2022

### **Background reading**

Corporate Performance and Risk Policy

### **Appendices**

- Appendix 1: Wiltshire Council Performance Scorecard - 2022/23 Quarter One
  - Appendix 2: Strategic Risk Summary Q1 2022/23
  - Appendix 3: Performance and Risk Commentary Q1 2022/23
-

This page is intentionally left blank

# Wiltshire Council Performance Scorecard - 2022/23 Quarter One

Of the 27 indicators on this scorecard 20 (74%) were ranked as either green or amber in terms of improved performance.



Arrows show the direction of travel. Green is a positive change, red a negative a change and orange neither positive or negative.










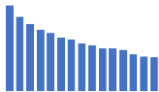
Gold shaded measures are main indicators	Unshaded indicators support a main indicator	Grey shaded indicators are selected from a basket of possible measures - the name of that basket appears above the measures
--	--	---

Measure description	Previous positions	Latest position	Latest report	Frequency	Direction of Travel	Trend	Comment	
<b>We Get the Best Start in Life</b>								
<b>Educational Gap: Phonics</b> (The percentage point gap between all pupils at KS1 and those receiving pupil premium - achieving phonics)	18.1%	20.0%	<b>21.2%</b>	Aug-21	annual - academic year			It is difficult to make judgments about recent trends with these indicators as different approaches to assessment taken during the pandemic mean 2020 and '21 are incomparable with previously years.
<b>Educational Gap: KS4</b> (The percentage point gap between all pupils and those receiving pupil premium - achieving 5+ in English and Maths at KS4)	31.1%	26.2%	<b>29.4%</b>	Aug-21	annual - academic year			
<b>We Stay Active</b>								
<b>Percentage of Children who are Physically Active</b>	43.7%	50.5%	<b>53.7%</b>	Mar-21	annual			The trend shows the last four financial years. The improvement shown in Wiltshire in the past three years has not been mirrored in the national or regional figures. Wiltshire now shows better levels of activity than the England or South West average. Results for 2021/22 are yet to be published.
<b>Percentage of Adults who are Physically Active</b>	71.2%	72.1%	<b>72.9%</b>	Mar-21	annual			The trend shows the last four financial years. Small improvements in each of the last three years put the activity levels in adults in Wiltshire above the national and regional average.
<b>Referrals into the Reablement Service</b> (total monthly number)	266	228	<b>263</b>	Jun-22	monthly			The trend shows the last five months. Total referrals remain at a fairly consistent level since the start of the year.

Page 53









Measure description	Previous positions	Latest position	Latest report	Frequency	Direction of Travel	Trend	Comment
<b>We are Safe</b>							
<b>Re-referrals to Children's Services</b> (% referrals within 12 months of previous referral)	14.6%	14.9%	<b>15.4%</b>	Jun-22	monthly		The trend shows the last 15 months. Every month of the financial year 2021/22 returned a lower re-referral rate than the 16% for 2020/21. The first three months of 2022/23 have each seen a small proportion rise. Despite this our re-referral rate is lower than comparative local authorities.
<b>Public Protection</b>							
<b>Total number of Licensing Interventions</b> (Notifications received, Number of Licensing Hearings, Number of Animals Inspections carried out and Number of Licensing Transactions)	2,227	1,268	<b>2,329</b>	Jun-22	quarterly		The trend shows the last nine quarters. As business activity increased following the pandemic so did the number of licensing interventions which were 71% higher in the three months to the end of June than in the same period in the previous year.
<b>Adult Safeguarding</b>							
<b>Percentage of S42 Outcomes Met</b> (% of statutory enquiries into possible abuse or neglect [section 42] in which set outcomes were met)	94.0%	100.0%	<b>99.0%</b>	Jun-22	monthly		The trend shows the last 15 months. This indicator counts enquires as they are closed and only counts incidents where an individual is asked what they want to achieve from the process. The overall proportion of met outcomes remains high.
<b>Percentage of Outcomes Complete in Three Working Days</b> (% of all 'first conversations' where the outcome was completed within 3 working days from first contact)	81.0%	81.0%	<b>83.0%</b>	Jun-22	monthly		The trend shows the last 15 months. The proportion of completed outcomes in the time frame remains consistently within a range of less than 8 percentage points over the period shown. Each of the last three months was a slight improvement on the same position last year.

Measure description	Previous positions	Latest position	Latest report	Frequency	Direction of Travel	Trend	Comment
<b>We Live Well Together</b>							
<b>Stability for Looked after Children</b>							
<b>Percentage of Looked After Children Placed more than 20 Miles from Home</b> (Excludes unaccompanied asylum seeker children)	37.0% 38.0%	<b>38.0%</b>	Jun-22	monthly			The trend shows the last 15 months. The proportion has been stable for the last 12 months; fluctuating between 35% and 38%. The final 2021/22 position was 36%, down one percentage point from 2020/21.
<b>Care Leavers in Suitable Accommodation</b> (% of 19-21 year old care leavers in suitable accommodation in a four month window)	92.0% 94.0%	<b>93.0%</b>	Jun-22	monthly			The trend shows the last 15 months. An improvement in the last few months has seen a return to the levels seen at the end of 2020/21.
<b>We ensure decisions are evidence-based</b>							
<b>Participation</b>							
<b>Voter Turnout in Neighbourhood Plan Referendums</b>	35.1% 28.0%	<b>26.6%</b>	Mar-22	latest vote			The trend shows all referendums dating back to 2019. The median turnout over the last three years is 34.3%. There have been two NP referendums in the final quarter of the financial year both with below average turnout. There have been 14 referendums in the last three years with the largest turnout being 51.8% in Broad Chalke in July 2021.
<b>Voter Turnout in Unitary By-Elections</b>	29.5% 29.9%	<b>35.6%</b>	Mar-20	latest vote			The trend shows all byelections dating back to 2019. The latest vote was in Till and Wylve Valley in March 2020. The median turnout since the start of 2019 in five unitary by-elections is 29.5%.

Measure description	Previous positions	Latest position	Latest report	Frequency	Direction of Travel	Trend	Comment	
<b>We have the Right Housing</b>								
<b>Delivery of Affordable Housing</b>	171	167	<b>156</b>	Jun-22	quarterly			The trend shows the last six quarters. The cumulative total for affordable homes completed in 2021/22 was 688 which surpassed the target of 650. The April to June 2022 figure of 156 is almost identical to the same period in the previous year.
<b>The number on the Housing Register</b> (total number on the register at the end of the period, not including those on the open market register)	3,786	3,870	<b>4,136</b>	Jun-22	quarterly			The trend shows the last nine quarters. The numbers on the housing register have been growing over the last 24 months. At the end of June the number was 23.8% higher than the same point in 2021 and 46.4% higher than the same point in 2020.
<b>Total Households in Temporary Accommodation</b>	76	69	<b>78</b>	Jun-22	quarterly			The trend shows the last nine quarters. An improvement on the situation in June 2020 where there were 135 households in temporary accommodation but a 13% rise in the current quarter.
<b>We have the Right Skills to Prosper</b>								
<b>Unemployment</b> (number of the work age population [16+] claiming out of work benefits)	6,745	6,400	<b>6,210</b>	Jun-22	monthly			The trend shows the last 15 months. The claimant number has fallen in every of the last 12 months. The June total of 6, 210 is a 38% reduction on the June 2021 figure.
<b>Youth Claimant Rate</b> (percentage of 18-24 year olds claiming out of work benefits)	3.3%	3.1%	<b>3.0%</b>	Jun-22	monthly			The trend shows the last 15 months. A downward trend of nearly a year-and-a-half means that in June the youth claimant rate was 3 percentage points below where it was at the same time in the previous year.



Measure description	Previous positions	Latest position	Latest report	Frequency	Direction of Travel	Trend	Comment
<b>We have Vibrant, Well-Connected Communities</b>							
<b>Transport and links</b>							
<b>Use of Public Transport</b> (Number of passenger trips on both the commercial and supported bus network)	529,418	609,318	<b>591,260</b>	Jun-22	monthly		The trend shows the last 15 months. Growth shows change in activity but also follows an annual cycle. Even so, there is a 17% increase in June from the same period last year as passengers return to public transport.
<b>We Take Responsibility for the Environment</b>							
<b>Waste economy</b>							
<b>Household Waste</b> (Kilograms of waste produced per household)	247	257	<b>253</b>	Jun-22	annual (Q1)		
<b>Recycling Rate</b> (Percentage of household waste recycled or composted)	44.7%	45.5%	<b>44.1%</b>	Jun-22	annual (Q1)		The trends shows the final Q1 position in each of the last three years.
<b>Waste Recovery Rate</b> (Percentage of household waste sent for treatment/energy recovery)	44.9%	39.6%	<b>40.0%</b>	Jun-22	annual (Q1)		These four new indicators should to be reviewed together as they provide data on the amount of household waste produced, and the routes of disposal. Overall, tonnages are down compared with the peaks seen over the period of the pandemic.
<b>Residual Waste Rate</b> (Percentage of household waste sent to landfill)	10.4%	15.0%	<b>16.0%</b>	Jun-22	annual (Q1)		

Measure description	Previous positions	Latest position	Latest report	Frequency	Direction of Travel	Trend	Comment
<b>We are on the path to Carbon Neutral (Net Zero)</b>							
<b>Wiltshire's Carbon Emissions</b> (kilotons carbon dioxide, and the equivalent of other greenhouse gasses. Territorial emissions only, i.e. these are emissions that arise within the county)	2,637	2,534	<b>2,209</b>	Dec-20	annual with a 2-year lag		 <p>The trends show the most recent three annual returns. This measure counts only the gasses produced within the county and the complexity of measuring it means that data is only available after two years. The direction of travel is positive.</p>
<b>Wiltshire Council's Carbon Emissions</b> (measured in CO2e - greenhouse gases in a common unit. For any quantity and type of greenhouse gas, CO2e signifies the amount of CO2 which would have the equivalent global warming impact)	12,321	4,401	<b>5,275</b>	Mar-21	annually		 <p>The trend shows the five latest annual returns. The small rise in 2021/22 is due to the resumption of services following the pandemic.</p>
<b>Energy Performance Certificates at Levels A - C</b> (% or registered EPC recorded at one of the top three levels - a three year rolling average)	43.0%	49.0%	<b>50.0%</b>	Dec-21	annually		 <p>The trend shows the five latest annual returns. This does not show the EPCs of all homes in Wiltshire only the EPCs registered over a rolling three-year period. Half of Wiltshire's homes were classified in the top three (of seven) levels in the most recent count compared with 34% in 2015-18.</p>
<b>Public Electric Vehicle Charging Points</b> (all publicly available charging points including those owned by the council)	120	167	<b>179</b>	Mar-22	annually		 <p>The trend shows the position at the end of the last four financial years. Slow growth in the last two years of just 49% but these figure do not include private EV charging where there is more growth.</p>

## Wiltshire Council Strategic Risk and Issues Summary - 2022/23 Quarter One

This summary gives details of issues the council is dealing with, the strategic risk register and the emerging risk that may need to be quantified in the future. A guide to reading the risk register is included at the back of this summary.

### Issues

Obstacles and Challenges that are now present and being managed as issues by Wiltshire Council

#### Macro economic pressures on our budgets: Inflation

Nationally, we are facing a 'cost of living crisis' and inflation has experienced a significant increase above that forecast in the budget. As part of the final financial outturn reporting the Council took the opportunity to prudently set aside reserves to offset the unforeseen costs of inflation likely to arise in 2022/23, with £7m set aside for Contractual Inflation & £2m set aside for Pay Inflation to address the in-year pressure.

#### Staff Capacity: Recruitment and retention

Some, but not all service areas, have identified that this has now become an issue.

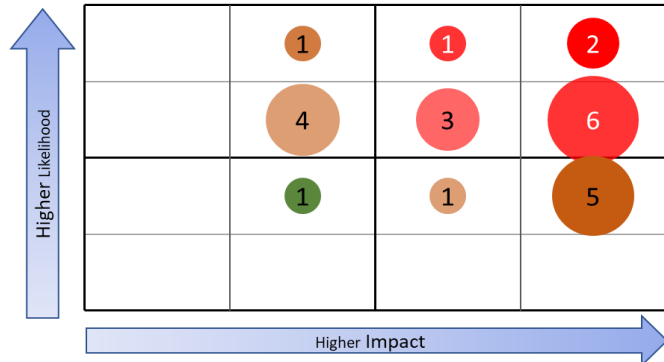
There are a range of factors at play in different labour markets. These include:

- A smaller national workforce (less European immigration, earlier retirement/semi-retirement following the pandemic, increased numbers of those on out of work benefits) and closer to full employment.
- Specific skills shortages.
- Competition from the private sector and from other public sector organisations.
- The impact of the increase in the cost of living making higher wages more important.
- The cost increase of driving for those who have to travel in their role.

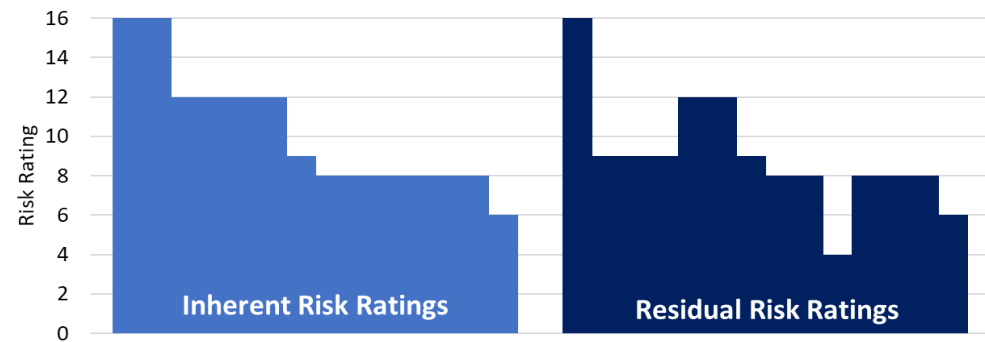
The result is that some services are now impacted by insufficient staffing.

### Risks on the Strategic Risk Register

Size of the bubble represents the number of risks in that position



### The potential reduction of risks on the Strategic Risk Register with planned mitigation



Strategic Risk Register - ranked by Inherent Risk Score (the risk as it is now), national level risks shown in grey																		
Risk short name	Cause	Event	Effect	Primary Risk Category	Secondary Risk Category	Owner	Risk Response	Q2 Inherent Impact	Q2 Inherent Likelihood	Q2 Inh Risk Rating	Q2 DoT	Appetite check Q2	Q2 Mitigation Actions	Q2 Actions Confidence	Q2 Residual Impact	Q2 Residual Likelihood	Q2 Res Risk Rating	
1	Unable to meet demand for special educational needs or disability (SEND)	Cost of provision exceeds the High Needs Block (HNB) of the Dedicated Schools Grant (DSG)	More of the DSG spent on providing education for SEND	Shortfall in the funding for schools	Financial	Legal	Helean Hughes	Treat	4	4	16	▶	Outside	We remain in frequent dialogue with the DfE and will be starting joint work with them on their Delivering Better Value (DBV) Outcomes programme in the autumn which will enable some support and challenge in relation to this area.	Low	4	4	16
2	Lack of capacity in the social care market	Changes in the local market (including recovery from the pandemic) means there is insufficient supply of Home Care, Independent Fostering Agencies, Children's Homes, provision for complex needs (including people with complex behavioural needs)	Too often provision has to be secured out of county, often in competition with other local authorities at a cost higher than the local market	The right type of care is not always available, people able to be discharged have to wait longer in hospital and budgetary pressure increases if people are placed in out of county or spot provision	Service Delivery	Financial	Helen Jones	Treat	4	4	16	▶	Outside	Block purchased day care. New tender going live in September. Still issues about sufficiency and handbacks	Low	3	3	9
3	Uncontrolled cost of social care (predominantly adults)	Changes in regulation (including the cost of increased infection prevention & control measures), workforce pressures and inflationary pressures in the care market	Each individual care package cost increases	Greater budgetary pressure to meet statutory requirements impacting on preventative and other spend	Financial	Service Delivery	Helen Jones	Tolerate	3	4	12	▲	Within	Identified inflationary pressures-going to Cabinet in September	Moderate	3	3	9
4	Failure to manage housing development	Lack of a 5 year land supply	Loss of control over the location of new development	Non-plan led housing development may be granted consent through the appeal process; Allowing development where we don't want it; Increase in costs - defending appeals; Pressure on staff.	Legal	Reputation	Jean Marshall	Treat	4	3	12	▶	Outside	Updated our 5 year land supply in April. Development Management teams are seeking to approve applications where there are no major policy obstacles, Spatial Planning continue to support neighbourhood plans to bring forward housing sites, in addition to encouraging developers to bring forward allocated sites. We do have an improved position, but still short of the 5 years. Progress on the local plan is still being given a priority.	Moderate	3	3	9
5	Cyber Resilience	Malicious attacks from either internal or external individuals or organisations with the intent of stealing data or impacting the council's ability to deliver services.	Wiltshire Council's security is compromised opening up access to councils systems and personal and corporate data for malicious activity.	Loss of personal or corporate information OR loss or interruption of some or all council services delivered to citizens of Wiltshire.	Service delivery	Reputation	Mark Tucker	Treat	4	3	12	▶	Within	Working towards National Cyber Security Centre essential level of practice, Making uses of internal audit process to keep on top of required developments.	High	3	3	9

**Strategic Risk Register - ranked by Inherent Risk Score (the risk as it is now), national level risks shown in grey**

Risk short name	Cause	Event	Effect	Primary Risk Category	Secondary Risk Category	Owner	Risk Response	Q2 Inherent Impact	Q2 Inherent Likelihood	Q2 Inh Risk Rating	Q2 DoT	Appetite check Q2	Q2 Mitigation Actions	Q2 Actions Confidence	Q2 Residual Impact	Q2 Residual Likelihood	Q2 Res Risk Rating
6 <b>Pandemic influenza</b>	Influenza strain that is highly transmissible and with a high mortality rate.	Up to 2.5% death rate Up to 50% population infected	Strain on death management system Requirement for body storage Business continuity of services Managing distribution of prophylactics	Health & Safety		Kate Blackburn	Treat	4	3	12	▶	Outside	NATIONAL RISK - RATINGS DO NOT CHANGE AT LOCAL LEVEL. Plan updated against latest national guidance	High	4	3	12
7 <b>Flooding</b>	Heavy rain and/or saturated ground.	Houses flooded Businesses flooded Roads blocked Infrastructure damaged Contamination of water supply	Homeless and vulnerable people need evacuation/accommodation Infrastructure repair or replacement Loss to local economy Transport networks disrupted Public Health issues Environmental damage Business continuity of services	Health & Safety		Parvis Khansari	Treat	4	3	12	▶	Outside	NATIONAL RISK - RATINGS DO NOT CHANGE AT LOCAL LEVEL. Plan updated against latest national guidance	High	4	3	12
8 <b>Impact of negative media/social media coverage on council</b>	Potential negative reaction to council decision making and delivery of services.	Negative public reaction expressed via social media and through the media	Negative impact on council's reputation.	Reputation	Reputation	Perry Holmes	Tolerate	2	4	8	▲	Within		High	2	4	8
9 <b>Ability to deliver an effective response and implementation of the Local Authority Outbreak Management Control Plan</b>	Public health agencies remain in response to pandemic without additional funding	A variant of concern emerges that causes greater levels of illness and rising case numbers	Lack the capacity in the workforce meaning business as usual unable to run while Outbreak Plan put into place.	Service Delivery	Staffing/ People	Kate Blackburn	Treat	4	2	8	▶	Within	Forward planning on health protection roles using Contain Outbreak Management Fund and flexibility across the team means mobilisation for outbreak support will be maintained.	High	4	2	8
10 <b>Failure in Safeguarding Children</b>	The council and / or multi-agency partners failing to follow procedures or to undertake a thorough assessment	The council and / or multi-agency partners providing inappropriate intervention or no intervention.	Children not being protected from harm.	Service Delivery	Reputation	Lucy Townsend	Treat	4	2	8	▲	Within	1. Workforce strategy in place to aid recruitment and retention of practitioners. 2. Quality Assurance Framework in place which assures monitoring of performance (qualitative and quantitative). 3. Increased resource directed into the Integrated Front Door to effectively manage the increase in referrals and ensure consistent threshold application, thus preventing unnecessary escalation into statutory service where there is more pressure on workforce i.e. social workers. 4. Continued prioritisation of the family help/hub agenda, including consideration of commissioning efficiencies.	High	2	2	4

**Strategic Risk Register - ranked by Inherent Risk Score (the risk as it is now), national level risks shown in grey**

	Risk short name	Cause	Event	Effect	Primary Risk Category	Secondary Risk Category	Owner	Risk Response	Q2 Inherent Impact	Q2 Inherent Likelihood	Q2 Inh Risk Rating	Q2 DoT	Appetite check Q2	Q2 Mitigation Actions	Q2 Actions Confidence	Q2 Residual Impact	Q2 Residual Likelihood	Q2 Res Risk Rating	
11	<b>Widespread electricity failure</b>	Infrastructure fault or severe weather.	Loss of electricity	Danger to health due to loss of heating Loss of some telephone communication Loss of access to food shops Loss of access to cash machines Loss of access to fuel	Health & Safety		Parvis Khansari	Tolerate	4	2	8	▶	Within	NATIONAL RISK - RATINGS DO NOT CHANGE AT LOCAL LEVEL. Plan updated against latest national guidance	High	4	2	8	*
12	<b>Catastrophic terrorist attacks</b>	Radicalisation Extremist views	Attack of public places, events or infrastructure	Loss of life Fear in the community loss of infrastructure Increased community tension	Health & Safety		Terence Herbert	Treat	4	2	8	▶	Within	NATIONAL RISK - RATINGS DO NOT CHANGE AT LOCAL LEVEL. Plan updated against latest national guidance	High	4	2	8	*
13	<b>Poor air quality events</b>	Pollution and/or extreme weather events.	Particulate or chemical release from industry or caused by fires  Severe weather events carrying pollution or particles in the air.	Increase in respiratory issues Leading to increase in hospital admissions	Health & Safety		Kate Blackburn	Tolerate	4	2	8	▶	Within	NATIONAL RISK - RATINGS DO NOT CHANGE AT LOCAL LEVEL. Plan updated against latest national guidance	High	4	2	8	*

**Strategic Risk Register - ranked by Inherent Risk Score (the risk as it is now), national level risks shown in grey**

Risk short name	Cause	Event	Effect	Primary Risk Category	Secondary Risk Category	Owner	Risk Response	Q2 Inherent Impact	Q2 Inherent Likelihood	Q2 Inh Risk Rating	Q2 DoT	Appetite check Q2	Q2 Mitigation Actions	Q2 Actions Confidence	Q2 Residual Impact	Q2 Residual Likelihood	Q2 Res Risk Rating	
14	<b>[Composite] Information Governance</b>	Failure to manage information effectively in keeping with Data Protection Act Principles leading to reportable incidents and potential data breaches	1. Personal Information not obtained and / or processed fairly 2. Excessive information obtained and held beyond service purpose 3. Information held for longer than purpose requires 4. Information not accurately captured / maintained or kept current 5. Information not protected by adequate technical measures 6. Sensitive information inappropriately disclosed either verbally, on paper or electronically.	Unlawful use and / or disclosure of personal data results in Risk and distress to individuals concerned, potential fines from Information Commissioners Office (ICO), reputational damage and loss of confidence in the authority.	Legal	Financial	Perry Holmes	Tolerate	3	2	6	▶	Within		High	3	2	6
15	<b>[Composite] Income Collection</b>	Decrease in levels of income due to lower payment rates, take up of services or increase default rates	Failure to collect income as expected and budgeted for	Increased financial pressure on other service areas in order to deliver a balanced budget across the Council as a whole which results in cuts to those other services spend.	Financial	Reputation	Lizzie Watkin	Treat	2	3	6	▶	Within	Additional budget monitoring with all heads of service	High	2	2	4
16	<b>[Composite] Corporate Health, Safety &amp; Wellbeing</b>	Inadequate or ineffective control strategy is established	Lack of application by managers and individuals of corporate policy and procedures	Likelihood of personal harm increases.	Health & Safety		Kate Blackburn	Tolerate	2	3	6	▲	Within	Increasing availability of manager training. Seeking improved means to inform employees about	High	2	2	4
17	<b>Hospital discharges resulting in high cost and highly restrictive packages of care</b>	Increase in number people needing to be discharged from hospital not being discharged	Challenge from external partners on the quality/quantity of available provision	Increase in out of county placements and / or high cost packages, hospital beds being unavailable for others with complex needs.	Service delivery	Financial	Claire Edgar	Treat	2	3	6	▶	Within	Liaison with health partners. Weekly Community Team for People with Learning Disabilities (CTPLD) update call with health and Dynamic Support Register (DSR) meetings. Accommodation needs shared with commissioning to inform strategy. MADE events identifying discharge pathway plans.	Moderate	2	2	4

**Strategic Risk Register - ranked by Inherent Risk Score (the risk as it is now), national level risks shown in grey**

Risk short name	Cause	Event	Effect	Primary Risk Category	Secondary Risk Category	Owner	Risk Response	Q2 Inherent Impact	Q2 Inherent Likelihood	Q2 Inh Risk Rating	Q2 DoT	Appetite check Q2	Q2 Mitigation Actions	Q2 Actions Confidence	Q2 Residual Impact	Q2 Residual Likelihood	Q2 Res Risk Rating
18 [Composite] Budget management	New unfunded project, unforeseen demand or failure to make planned savings	Inability to deliver key statutory services within the service-level budget envelope	Increased financial pressure on other service areas in order to deliver a balanced budget across the authority as a whole which results in cuts to those other services spend.	Financial	Reputation	Lizzie Watkin	Treat	2	3	6	▶	Within	New planned savings delivery work	High	2	2	4
19 [Composite] Not on track for the Council to be carbon neutral by 2030	Lack of prioritisation for carbon reduction by other council departments	Financial considerations mean decisions are made not to undertake carbon reduction activity	Wiltshire Council fails to be carbon neutral by 2030	Service Delivery	Reputation	Parvis Khansari	Tolerate	2	2	4	▲	Within		High	2	2	4

\* There are occasions where the planned or available mitigation does not reduce the overall risk rating.

**Emerging Risks**

Events that have the potential to interrupt the work of the Council but of which not enough is yet known to quantify the risk to the delivery of our services.

Financial impact of global events	<p>International capital and energy markets impacted by conflict and speculative investment adding additional inflationary pressure in the UK.</p> <p>Disruption to global supply chains causing shortages, more inflation and potentially more demand for support of council services.</p> <p>A more uncertain world means a more insular economy and lower UK market sentiment meaning less investment in Wiltshire.</p>
Change of Government approach in the UK	<p>The commitment of a new PM and Cabinet from September, or a whole new government in two years, to programmes of work, expenditure and taxation. Changes in policy resulting in required change of emphasis for the Council.</p> <p>One such change might be the review of the Bank of England mandate and the setting of interest rates becoming politicised.</p> <p>Another might be a change in commitment to locally planned and delivered social services..</p>



#### How to read the strategic risk register

There are significant challenges for Wiltshire Council as it looks to empower people, build stronger communities, grow the county's economy and lead the way in tackling climate change. The Strategic Risk Register reflects these challenges.

The Strategic Risk Register draws together information recorded on risk registers of individual services across Wiltshire Council.

Information that has significance across the council as a whole is displayed in two categories on the Strategic Risk Register.

1. Critical service risks: significant risks that sit in a single service but which, should they become an issue, will have a significant impact on the council as a whole.
2. Composite strategic risks: where similar risks exist in a number of different services which would not have a significant impact on the organisation on their own but put together represent a significant impact. These risks are compiled into a single strategic composite risk and included within the strategic risk register. These risks are scored by reviewing the service component risks.
3. National level risks: Wiltshire Council's response to the risks recorded by central government on the National Risk Register (NRR). The updated NRR is due to be published in the near future. When it is, Wiltshire Council will work within the Local Resilience Forum to produce an appropriate response. In the meantime Wiltshire Council's pre-existing response to the previous NRR is shown in the grey rows above.

Each risk is fully defined by the responsible service (who assess the cause, event and effect that make up the identified risk).

Each risk is scored for impact and likelihood to give an overall score. A risk is scored twice; firstly, as inherent (the current level of risk) and then as residual (the risk as it would be once all the planned mitigating actions are in place).

The confidence in the implementation of these mitigating actions is assessed as high, moderate or low. This guides the reader of the register to understand the true current risk.

A whole range of service risks are kept under observation each quarter.

This page is intentionally left blank

## **Appendix 3: Performance and Risk Commentary**

1. Measures from the Council Scorecard and risks from the Strategic Risk Register are detailed below in terms of the missions from the business plan against which they sit. This commentary includes all relevant risks from the corporate process – not just those on the Strategic Risk Register.

### **We Get the Best Start in Life**

2. The main indicators for this outcome are reliant on educational attainment information which is published only once a year and will not be available until the middle of quarter three.
3. Recent trends in both these indicators are hard to establish as the approach to assessment was altered during the pandemic.
4. In both 2020 and 2021, the check on phonics progress was undertaken months after the usual assessment period. As for key stage four (GCSE), results required teacher-based assessment rather than independently marked coursework and exams.
5. The advice from the Department for Education is that comparison with previous years is not made for these indicators. 2022 results should provide an opportunity for a greater level of comparison with previous results and with other areas.

The greatest risk to achieving this outcome is currently the ability of the Council to meet the demand for provision for support for special educational needs and disability (SEND). This is a high financial risk and the Council's Education and Skills Directorate is working with the Department for Education to plan recovery and reduce the impact.

### **We Stay Active**

6. Rates of referral into the Reablement Service remain higher than seen in previous years and have not decreased, despite coming out of winter pressures. This is evidence of the continued demand to support system flow and discharges from the acute hospitals.
7. Uncertainty around the amount of care Wiltshire Council will be responsible for providing is the stand out risk for this mission. The risk relates to the financial burden of providing expensive ad hoc care for people leaving hospital.
8. The risk is well controlled with further partnership working planned as additional mitigation.

### **We are Safe**

9. The rate of re-referrals into Children's Services is a measure of how effective the work of those services are. Despite increases in the rate in

recent months, the current rate is below the Council's expected rate (17-19%).

10. This positive performance indicates strong practice in step down arrangements. Wiltshire's re-referral rate is lower than comparative local authorities (24%). Council teams also monitor repeat contact rates (those not progressing to assessment) and undertake routine dip sampling activity which ensures that the right people are getting the right support.
11. The percentage of Section 42 outcomes met within time scale remains high is evidence that demand into social care via the Advice and Contact Team is effectively managed and done so in a timely way. That demand is either resolved at this first point of contact or by being passed to a more appropriate team.
12. There are three high level risks for this mission on the Strategic Risk Register. All three relate, in different ways, to the provision of appropriate and timely social care.
13. The most critical of these is a failure of the social care market. With an additional economic pressure this risk is seen as likely to become an issue. There is some additional mitigation planned in terms of commissioning more social care but the impact of this is yet to be evaluated.

### **We Live Well Together**

14. The overall number of looked after children placed more than 20 miles from home is very small. In the most recent quarter, the number increased by fewer than 10. Of that increase, 86% were young people who were placed beyond that 20-mile range but still within the county boundary meaning it is easier to offer them the correct level of support.
15. The risk of failing to help support refugees to integrate into Wiltshire society is scored as low and is highly controlled with well-established processes in place.

### **We ensure decisions are evidence-based**

16. There were no neighbourhood plan referendums or unitary byelections in Q1.
17. When looking at the figures for previous polls it is important to consider that voter turnout in local polls is historically lower than in for larger elections. Promoting higher voter turnout, reflecting that voting is a personal choice, is seen as reflective of positive democracy.
18. Based on best practice and academic study the Council will consider (where it is within its control) the impact of timing, access and communication (including an educational aspect of the benefits of voting, focus where appropriate on hard-to-reach groups and trying to communicate where we might expect the biggest impact) to increase voter turnout.

19. None of the nine service-identified risks that link directly to this mission have a large enough impact to be elevated to the Strategic Risk Register.

### **We have the Right Housing**

20. The rise in the number of families living in temporary accommodation is in part due to the pandemic response. During the pandemic, the Council followed government guidance to clear temporary accommodation and, as a result, the Council offered direct lets to clients in temporary accommodation which significantly reduced the numbers. The Council is now seeing a monthly average of around 80 clients in temporary accommodation.
21. However, the number of homeless applications triggered has doubled since April 2020, from 105 a month to 379 in June 22 so although TA is showing a slight decrease this does not reflect the increasing demand on homelessness services.
22. In March 2022, the Council had 98 clients in temporary accommodation, this equates to 0.45% per 100,000 of the population, which is excellent compared to other local authorities in the South West. The regional average is 1.59% per 100,000, with Wiltshire therefore managing temporary accommodation extremely well based on increasing homeless demand.
23. Maintaining a low level in temporary accommodation is also important for the council as if demand exceeds the places available the costs will be extensive and have to be found from other parts of the services.
24. Increased demand is also reflected when looking at the numbers on the housing register. Pre-COVID, the Council was receiving around 450 online applications a month. In June 2020, this reached 952 online applications received, and has remained at a monthly average of around 800. This is nearly a 50% increase in online applications which has resulted in a steady increase of clients joining the housing register.
25. This was mainly due to applicants' concerns about the COVID crisis: people worried about jobs, their business, being asked to leave by family and friends, and sharing accommodation became a health concern. More recently, it is connected to resident's concerns around the cost of living, recession and inability to find affordable alternative accommodation in the private sector.
26. As part of the Council's restructure of housing teams and new way of working, from 15 August 2022, anyone who would like to make an online application would first need to speak with a Housing Caseworker who will provide individual tailored advice and determine if applying on the housing register is the right option for them. Customers will no longer have the ability to just apply on line as it needs to be ensured that they are aware of our limited supply of social housing and that only those with a confirmed housing need will be offered the option to make a housing application.

27. Housing risks relate to both the potential for an increase in demand and the Council's ability to influence the housing market.
28. Planned activity to reduce risks against this mission include the use of Housing Perseveration Grants to build prevention teams to help avoid homelessness, a plan to update Wiltshire's five-year housing land supply within an updated Local Plan and the employment of a new Chief Planning Officer.

### **We have the Right Skills to Prosper**

29. Both measures of employment show positive progress.
30. The unemployment rate equates to 2.1% in Wiltshire which compares favourably with 2.6% across the South West and 3.8% in England as a whole.
31. The youth claimant rate also shows positive progress heading below the pre-pandemic level of 3.2%.
32. None of the 13 service identified risks that link directly to this mission have a large enough impact to be elevated to the Strategic Risk Register.

### **We have Vibrant, Well-Connected Communities**

33. The use of public transport indicator shows that passenger numbers continue to grow slowly in Wiltshire. Growth in the use of concessionary passes lags the wider growth in bus use.
34. The Council will be taking part in the national *Catch the Bus Month* in September with a view to further prompting public transport use across Wiltshire.
35. None of the 19 service identified risks that link directly to this mission have a large enough impact to be elevated to the Strategic Risk Register.

### **We Take Responsibility for the Environment**

36. The overall amount of waste produced per household has fallen in the last year by 1.6%.
37. The proportion of residual waste (that gets sent to landfill) is up by one percentage point on the previous year. Typically, the only waste sent to landfill are bulky items collected at the kerbside that are unsuitable for waste treatment, and residual waste from HRCs which includes bulky items.
38. None of the 36 service identified risks that link directly to this mission have a large enough impact to be elevated to the Strategic Risk Register.

## **We are on the path to Carbon Neutral (Net Zero)**

39. The scale of the measures around carbon emissions means that they are only measured annually and that there can be significant time lags between the point of measurement and reporting.
40. The role of the pandemic can be clearly seen in the results as activity fell in 2020, so did both the Council's and the County's carbon output. In the case of the Council there has been a rise in the carbon output in the most recent year but not to the levels seen pre-pandemic.
41. Activity to reduce, and help reduce, carbon output continues and each directorate has been supporting the development of the climate strategy delivery plans that are due to be published by the end of September.
42. The risk to the Council's ambition to be carbon neutral by 2030 is currently ranked as low and well controlled. Plans and strategies are being developed and all services are engaged.

This page is intentionally left blank



Wiltshire Council  
Children Select Committee  
September 2022

### DfE Changes – June to September 2022

#### Access to schools for education and training providers

1. We'd like your views on proposed changes to the statutory guidance for schools on access to education and training providers [Link](#) (published 20/06/22)

2. Wiltshire's position: The Swindon and Wiltshire Careers Hub (Wiltshire Council Employment and Skills Service) will be supporting all schools in the county to comply with the changes to the statutory guidance for Careers Education. This includes ensuring that the careers strategy covers pupils from year 8 to year 13 and that the Gatsby Benchmarks are achieved. Our Careers Hub performance is one of the best in the country.

#### Primary school accountability

3. Technical guidance on primary school accountability, school-level progress measures and similar schools [Link](#) (last updated 22/06/22)

4. Wiltshire's position:

- A full programme of primary tests and assessments took place during academic year 2021/22 without adaptations. Assessments covered the curriculum in the same way as in 2019 and the expected standards (for example, to achieve a scaled score of 100 in the tests) remained the same. This is so that these statutory assessments can be used to help understand more clearly the impact of the pandemic on pupils and schools and how this varies between groups of pupils, schools and local authority areas.
- KS2 data for academic year 2021/22 will not be published in performance tables (also known as Compare School and College Performance). However, the normal suite of KS2 accountability measures at school and MAT level will be produced and shared with primary schools, academy trusts and local authorities to inform school improvement discussions.
- The DfE makes it clear that the 2021/22 data should be used cautiously this year; 2021/22 data is not comparable with earlier years and users should be aware of the caveats on the data due to the uneven impact of the pandemic on pupils and schools, and sensitive in their use of it.
- In 2021/22, the progress measures that will be produced will be the first for a cohort with KS1 outcomes reported against the new assessment frameworks (in 2018) rather than levels. The DfE will publish the methodology used for progress measures in September 2022.

#### Secondary accountability measures

5. Information for schools about secondary school accountability measures, including Progress 8 and Attainment 8 [Link](#) (Last updated 22/06/22)

6. Wiltshire's position:

- Exams and assessments for GCSEs, AS and A levels (as well as for vocational and technical qualifications) went ahead as planned in summer 2022. Results from qualifications achieved

in 2021/22 will be published on the Compare School and College Performance website (often known as the 'school and college performance tables'), using the normal suite of KS4 accountability measures

- The DfE recognise the uneven impact on schools and colleges of the pandemic and will ensure clear messages are placed on performance tables and performance data releases to advise caution when considering the 2021/22 data. This will include **strongly discouraging all users of the data (including Ofsted) from drawing comparisons with performance data from previous years** and when comparing a school's performance with national or local authority averages, or with other schools. To support this, changes will be made to the Compare School and College Performance website, including
  - removing the "all schools and colleges in England" and local authority comparison tables;
  - changing the name of the website to reduce the emphasis on comparison between institutions;
  - stopping displaying pre-pandemic data (2018/19 and earlier) on the school/college pages and
  - changing the way progress measures are presented, by removing the coloured "bandings" to discourage simplistic conclusions being drawn about a school or college's overall performance.

## KS4

- When calculating KS4 performance measures for 2021/22, the DfE will include results from qualifications taken in academic year 2021/22 excluding GCSE and AS qualifications taken as part of the extraordinary autumn 2021 examination series.
- When calculating KS4 performance measures in 2021/22, the DfE will count early entries from 2019/20 and 2020/21, but will only include results from 2021/22.
- When calculating EBacc entry and attainment measures for 2021/22, the DfE will count entries from 2019/20 and 2020/21, but will only include results from 2021/22.
- In 2016, changes were introduced to KS2 national curriculum tests, with pupil outcomes expressed as KS2 scaled scores instead of national curriculum levels. This means the DfE will need to: create new Prior Attainment Groups based on KS2 scaled scores to calculate Progress 8 scores and amend definitions of low, middle and high prior attainment used in performance tables to reflect KS2 scaled scores. The methodology for how this will be calculated will be included in an update of the full secondary accountability guidance in autumn 2022.

## 16 to 18 accountability headline measures

7. Guide for schools, colleges and local authorities on how the 16 to 18 performance measures are calculated [Link](#) (Last updated 22/06/22)

8. Wiltshire's position:

- Headline attainment measure – the DfE will produce and publish this measure, omitting qualification grades achieved between January 2020 and August 2021.
- Progress (16 to 18 value added) measure – the DfE will not be able to produce this measure this year or next year, as KS4 prior attainment from qualifications achieved between January 2020 and August 2021 cannot be used.
- English and maths progress measure – the DfE will not be able to produce a progress measure, as we they have committed not to use prior attainment data from qualifications achieved between January 2020 and August 2021.
- Retention measures – will be produced and published as normal.

- Destination measures – will be produced and published as normal.
- Data from qualifications achieved in the 2021/22 academic year will count in 2021/22 performance tables, with the exception of results from the extraordinary autumn series of AS and A levels.
- Outcomes of Vocational and Technical Qualifications (VTQs) where the final grade is awarded in the 2021/22 academic year will be included, even if some of the unit-level grades were awarded between January 2020 and August 2021.
- The Tech Bacc measure (additional measure for the Tech Level cohort) will no longer be used; and
- The Average Point Score measure at MAT level from 2022 will be introduced.

## Helping Ukrainian students in schools

9. Guidance and resources to help education staff support Ukrainian pupils [Link](#) (Published 23/06/22)

10. Wiltshire's position:

Over the summer, we're pleased to have been able to welcome more children from Ukraine to Wiltshire. At the start of the new term, we have taken the opportunity to outline to Head Teachers the school support we can offer in Ukrainian from our EMTAS team.

We have been able to recruit another speaker of Ukrainian (and Russian) to our Bilingual Assistant team. Bilingual Assistants are peripatetic teaching assistants who visit schools to provide support for EAL learners to access the curriculum: they can support in class; work with individuals and groups on previewing and overlearning; and support schools to liaise with families. In this instance, we're able to make BA support in Ukrainian available to all Wiltshire schools at no cost, subject to capacity.

In instances where some informal online interpretation will meet needs, schools can still book a slot for a speaker of Ukrainian to Teams or Zoom into your school every Tuesday. Schools have used this to support meetings with families, for pastoral meetings with students, or for careers advice meetings.

The EMTAS team continues to update advice and resources on our Ukrainian resource page on Right Choice.

## High needs budgets: effective management in local authorities

11. Research examining practice in 10 local authorities which appear to manage high needs budgets effectively [Link](#) (Published 23/06/22)

12. Wiltshire's position: Councils nationally have an estimated £2.3 billion in high needs funding deficits. Those authorities with the most significant deficits, have been enrolled in the DfE "Safety Valve" programmes. Following the publication of the SEN Review the DfE have published a suite of reports and guidance to support local authority budget management and recovery plans. Wiltshire has been offered support in the second phase of the DfE's "Developing Better Value" (DBV) programme to help manage an in year 2022-23 forecast high needs budget pressure of £8.356million and a forecast DSG reserve of £33.765million.

## **School admission appeals code**

13. Statutory guidance on how schools should organise and run their pupil admission appeals. Added 'Explanatory memorandum to the school admission appeals code 2022' [Link](#) (Last updated 24/06/22)

14. Wiltshire's position: The purpose of updating the Appeals Code is to allow appeal hearings to be held remotely by video conference and in limited circumstances by telephone conference, as well as in person (face to face). These changes have been made in response to positive feedback from stakeholders about the impact of the temporary flexibilities to hold appeals in this way during the COVID-19 pandemic and following a statutory consultation. Wiltshire will therefore continue to offer appeals remotely by telephone conference which has been well received by parents.

## **Free school travel: funding allocations**

15. Funding for local authorities to spend on home to school travel for children from low-income families from 2019 to 2023 [Link](#) (Last updated 24/06/22)

16. Wiltshire's position: Wiltshire received £634,500 to deliver extended rights for home to school travel. Local authorities use this funding to pay for home to school travel for children from low income families, as required by the Education Act 1996

## **The power of music to change lives: national plan for music education**

17. Sets out our vision for music education and how this can be achieved through partnerships with schools, music hubs, the music and creative sector, and others [Link](#) (Published 25/06/22)

18. Wiltshire's position: Two main impacts for Wiltshire: Firstly, every school is being tasked to have a Music Development Plan that captures the curricular and co-curricular offer and sets out how it will be staffed and funded so this truly gets music on the timetable and agenda for everyone. Our focus will be to make sure these are in place. Secondly, each Music Hub will need to re-apply for its accreditation to deliver music services in order to secure future funding so this could mean hubs partnering up or collaborating to satisfy the future funding requirements. A government briefing will be delivered in September setting out the conditions and process. We're hopeful Wiltshire will be unaffected but neighbouring authorities are tentatively canvassing for partners or collaborators.

## **Sport and music education championed with new investment**

19. New sport and music opportunities announced to better support children's development [Link](#) (Published 25/06/22)

20. Wiltshire's position: This announcement builds on the pledge in the School's White Paper to provide all children with an enriching school curriculum, helping to level-up their opportunities as well as their educational outcomes.

Nationally, new capital funding worth £25 million for schools to purchase musical instruments and equipment. Details of the capital grant and individual school and local authority allocations are yet to be announced however, this is likely to be formula driven and passported directly to schools.

Schools will also be asked to offer at least 1 hour of music curriculum a week as part of the launch of a new National Plan for Music Education. using £79 million made available every year until 2025

for the Music Hubs programme. Details of the revenue grant and individual school and local authority allocations are yet to be announced.

Nationally, £320 million will be delivered to schools in 2022 and 2023 through the PE and Sport Premium to give more children access to high quality PE lessons and sporting opportunities. £11 million will also support the continuation of the School Games programme to give particularly passionate and talented young people the opportunity to participate in competitive sport. Details of the revenue grant and individual school and local authority allocations are yet to be announced however, this is likely to be formula driven and passported directly to schools.

## **Review launches to future proof role of academy trusts**

21. Will look at how government supports growth of trust sector, helping trusts improve schools [Link](#) (published 29/06/22)

22. Wiltshire's position: The internal policy review began in June 2022 and follows on from the school's white paper. It will focus on:

- the expectations set for academy trusts- how these are measured and intervened against
- how this affects decisions about trust establishment, growth and mergers

The advisory group will advise the department until the end of the review in December 2022. The review is intended to give clarity on how the powers of the Schools Bill, currently going through parliament, will be applied. The review will also build on the definition of a strong trust set out in the Schools White Paper – providing a high quality and inclusive education across their schools, improving their schools' standards, maintaining their schools' strong local identities, developing their workforce, and displaying strong financial management

## **Virtual school heads: section 31 grant determination letters**

23. Funding for local authorities to appoint virtual school heads to support the education of previously looked-after children [Link](#) (updated 30/06/22)

24. Wiltshire's position:

The Virtual School delivers the local authority's statutory duty to promote the education of previously looked after children. This duty has been in place since 2018 and the Section 31 grant is allocated to enable delivery of this function.

In 2022-23 the grant allocation is £60,738. In Wiltshire we have a full-time Virtual School Officer who is employed to deliver a role that supports improved educational outcomes for this group of children.

## **Provision for children under 5 in England: January 2022**

25. Early education and childcare entitlements for children under 5 years of age in the state-funded, private, voluntary and independent sectors in England [Link](#) (published 30/06/22)

26. Wiltshire's position: As of May 2022, there were 349 registered childminders, 269 preschools/nurseries, 70 out of school providers and 75 home child carers. There are 21,217 early years places

available through childminders, nurseries and preschools. Currently 97% (n=10718) of three- and four-year-old children are accessing some early years education, this is the highest percentage of the last 10 years. There are also 86% (n=880) of eligible two-year-olds accessing some early years education, this is an increase of 14% on last year and 6% on 2020. In Spring 2022 7.2% (n=511) of three- and four-year-olds accessed Early Years Pupil Premium, down 8.5% on pre Covid levels. This is being closely monitored.

In Wiltshire, there was an increase of 8.6% (n=3952) in the number of families accessing 30 hours extended places, compared to nationally where the figure is up 6%. Although this shows a healthy number of places being accessed, the increase in the cost of living is expected to have an impact on settings, combined with a recruitment and retention crisis within the early years sector nationally. In the past year 27 settings and 59 childminders have closed which is in line with previous years, and we are currently looking to understand how much of this impact is due to covid. However, we still have sufficient early years childcare to meet the current demand for places.

## **Participation in education, training and employment: 2021**

27. National participation figures for 16 to 18 year olds at end 2021, and updates to provisional estimates for end 2020 [Link](#) (published 30/06/22)

28. Wiltshire's position: The participation tables cover the cover the time period March 2021. Wiltshire experienced an increase in NEET of 1.6% on the year up to March 2020 but the percentage of Unknowns reduced. This is due to the establishment of a new team of Education Employment Advisors in summer 2020. The team used innovative approaches to tracking young people who were then recorded as NEET. We are now providing intensive support to the NEETs to re-engage them in a positive destination and data for 2022 will show the impact of this investment.

## **Statistics: NEET and participation**

29. Young people's participation in education, employment and training and those not in education, employment or training (NEET) [Link](#) (updated 30/06/22)

30. Wiltshire's position: As above. In addition to this, there were some data quality issues in the recorded data in 2021. The quality of record keeping has significantly improved with the move to a new system and a monthly performance outcomes meeting.

## **Post – 16 education outcomes by ethnicity in England**

31. Report looking at the evidence on education outcomes by ethnicity across the post-16 education system in England [Link](#) (published 30/06/22)

32. Wiltshire's position: young people of Gypsy Roma or Traveller backgrounds are less likely to continue in education post 16 than any other ethnic group. In Wiltshire young people with SEN are less likely to sustain an EET destination than those without identified SEN and disadvantaged pupils fare less well. We are looking at these improving outcomes in our Performance and Outcomes Group for NEET.

## Working together to safeguard children

33. Statutory guidance on inter-agency working to safeguard and promote the welfare of children [Link](#) (updated 01/07/22)

34. This is a factual update to Working Together to Safeguard Children 2018 to reflect recent changes to legislation, including:

- Integrated Care Boards: from 1 July 2022, integrated care boards have replaced clinical commissioning groups as a result of the Health and Care Act 2022
- Public Health England: has now been replaced by the UK Health Security Agency and the Office for Health Improvement and Disparities (OHID), which is part of the Department of Health and Social Care, and by the UK Health Security Agency. The Chief Public Health Nurse role has transferred to OHID
- Domestic Abuse Act 2021: references to the Domestic Abuse Bill should be read as the Domestic Abuse Act 2021
- UK GDPR: references to the GDPR should be read as the UK GDPR. The UK GDPR is the retained EU law version of the GDPR. The UK GDPR sits alongside the Data Protection Act 2018

The revisions have been necessary to reflect the legislative changes introduced through the Children and Social Work Act 2017, in particular, reforming the arrangements for multi-agency safeguarding, serious case reviews and Child Death Reviews. The reforms underpin a stronger but more flexible statutory framework - one that will support local partners to work together more effectively in protecting and safeguarding children. It sets out how they should work together in fulfilling this responsibility, including taking a child-centred and co-ordinated approach to safeguarding.

Chapter 4 of the statutory guidance sets out the new arrangements, as introduced by the Children and Social Work Act 2017, for a learning system to replace the serious case review process. This includes the establishment of a timely process for how we respond to serious child safeguarding incidents and so from 29 June the expectation is:

- Local Authorities to notify the Panel of any serious incident within five working days; and
- Safeguarding Partners, or Local Safeguarding Children Boards where the new partnership arrangements are not yet in place, to undertake a rapid review into all serious child safeguarding cases promptly and complete this within fifteen working days of becoming aware of the incident.

Wiltshire position: This statutory guidance has informed the creation of a seconded post of Education Safeguarding Effectiveness Lead to provide oversight of multiagency working in schools. Details included within the guidance will be included in all Designated Safeguarding Leads training and updates as required.

## High needs provision capital allocations

35. Local authority funding to support the provision of new places and improve existing provision for children with special educational needs and disabilities or requiring alternative provision [Link](#) (updated 4/07/22)

36. Wiltshire's position: These allocations were originally published earlier in the financial year – of the £1,479million national 2022-2024 grant, Wiltshire's allocation is £9.011m. The local authority has plans to allocate these funds to create and expand specialist placements for pupils with additional needs in special and mainstream schools aligning to the SEN Strategy and High Needs Block (HNB) recovery plan.

## **Skills and Post-16 Education Bill: Impact assessment**

37. Information on the measures set out in the Skills and Post-16 Education Bill [Link](#) (updated 08/07/22)

38. Wiltshire's position: This document refers to the equality and impact assessment aspect of the Skills and Post 16 Education Act 2022. The measures are welcomed in Wiltshire. We are awaiting further information on the proposed Local Skills Improvement Plans, which will require the local skills agenda to be heavily influenced by business representative organisations. Currently the Skills and Talent (Skills Advisory Panel) sits with SWLEP and it is expected that this will continue until 2023.

## **Staying Close: section 31 grant determination letters**

39. Added 'Staying Close Children's Social Care: Section 31 grant determination letter July 2022' [Link](#) (updated 15/07/22)

40. Wiltshire's position: This grant is intended to support the Staying Close programme, to improve outcomes for young people leaving children's residential care homes. They may, however, choose how to spend the money in order to best meet local need. Staying Close is programme that aims to radically improve outcomes for young people transitioning from residential care. It intends to address the 'cliff edge' faced by young people leaving residential care by improving and extending the support provided by care leaver's former residential units during the transition to independent adulthood. Wiltshire receives £150,621 through this grant.

## **Two million courses started through the National Tutoring Programme**

40. Two million courses started through the National Tutoring Programme, including almost 1.8 million so far during the 2021-22 academic year [Link](#) (published 19/07/22)

41. Wiltshire's position: The Government set a target of two million courses for this academic year. Final data will be published by the end of the year, with numbers expected to continue growing over the summer. Wiltshire will be collecting in data from schools regarding the programme.

## **High Needs funding**

42. Information for local authorities and institutions about high needs funding arrangements, updated [Link](#) (updated 19/07/22)

43. Wiltshire's position: Each year the DfE update their operational guidance and allocations for schools funding which allows modelling to take place in readiness for Wiltshire's Schools Forum to set the schools budget. This is an update on numbers of high needs places. Wiltshire's 2022-23 allocation is £65.105m. This funding remains at an insufficient level to meet Wiltshire pupil's needs which has led to the DSG deficit reserve held in the Council's balance sheet. Currently, the deficit is ringfenced however this ringfence is due to end for the accounts 2022-23 financial year, at which



point the DfE have communicated that we will need to demonstrate our ability to cover DSG deficits from future available reserves.

## **Children's Social Care National Implementation Board**

44. The board's role is to advise ministers on the implementation of reform across children's social care in response to the independent review of children's social care, the independent Child Safeguarding Practice Review Panel's review into the murders of Arthur Labinjo-Hughes and Star Hobson and the Competition and Markets Authority's report into the children's social care market. The board brings together strategic leaders and people with lived experience of the care system to advise on the reform programme for children's social care [Link](#) (21/07/22). The board is chaired by Brendan Clarke-Smith, Minister for Children and Families and will include those with 1) experience of leading transformational change in the children's social care sector and 2) lived experience of the care system. The board's terms of reference and the first set of minutes will be published in due course.

45. Wiltshire's position: The DCS is leading a working group of senior leaders in the Council to explore the recommendations and assess our current practice/future innovations already in progress against them. This will help us to explore both the positive opportunities that may come, as well as the challenges if implemented. This work will conclude in October 2022. Alongside this, we have participated in a number of forums held by the DfE to share our views on the recommendations.

## **Every school will have a life-saving defibrillator by 22/23**

46. Schools without a defibrillator to be provided one by government by the end of 22/23 academic year, building on curriculum teaching first aid and CPR [Link](#) (published 22/07/22)

47. Wiltshire's position: This information will be promoted across schools to ensure all take advantage of this offer.

## **Revised behaviour in schools' guidance and suspension and permanent exclusions guidance**

48. We are seeking views on proposed changes to the behaviour in schools guidance and the suspension and permanent exclusion guidance for England. Added links to the school behaviour and exclusions guidance for use from 1 September 2022 [Link](#) (updated 27/07/22)

49. Wiltshire's position: The Behaviour Support Team has updated the guidance to Wiltshire schools and reporting systems for schools about suspensions and permanent exclusions following changes to the new DfE statutory guidance. Responsibilities within the council for duties relating to exclusions sit within the Targeted Education Service, to maintain continuity of support and challenge for schools.

A new role of Entitlement and Inclusion Adviser is in place from September 2022 which will allow additional oversight of the quality of provision for pupils educated off-site. This continues to help us prevent long suspensions and permanent exclusion. The Behaviour Support Team will provide training for governors, clerks and headteachers on preventing and managing exclusion.

New Wiltshire guidance about Managed Moves and the use of alternative provision, including the use of Short-Term Education at Partner Schools arrangements, in line with the new DfE guidance has been produced.

Briefings will be offered to social workers and virtual school officers about the new guidance, to support their new role at Governor Disciplinary Hearings for excluded pupils.

## **Permanent exclusions and suspensions in England: 2020 to 2021**

50. Levels of permanent exclusions and suspensions by school type, including information on reasons for permanent exclusions and review panels [Link](#) (published 28/07/22)

51. Wiltshire's position: **Permanent exclusions:**

Wiltshire is ranked 10 of 156 Local Authorities by the DfE and is in Quartile Banding A regarding low rates of permanent exclusion for 2020/21.

### **Suspensions (previously fixed period exclusions)**

For 2020/21, Wiltshire was ranked 142 of 156 Local Authorities by the DfE and is in Quartile Banding D regarding rates of **primary** school suspensions. While the numbers of primary suspensions has remained higher than those within the comparative groups for the past 5 years, the gap has narrowed each year.

For 2020/21, Wiltshire was ranked 71 of 156 Local Authorities by the DfE and is in Quartile Banding B regarding rates of **secondary** school suspensions. While the number of secondary suspensions has remained lower than those within the comparative groups (South West LAs, statistical neighbours and England as a whole) for the past 5 years, the gaps narrowed during 2019/20 and 2020/21.

### **Traineeships: framework for delivery**

52. Updated for academic year 2022 to 2023 .A framework for traineeships that sets out who they are for, what they provide and their funding [Link](#) (updated 29/07/22)

53. Wiltshire's position: Traineeships are being delivered locally through Wiltshire College and in neighbouring authorities Bath College, Swindon New College and Cirencester College. KIngdown School is planning to deliver T levels next year.

### **Local skills improvement plans**

54. Statutory guidance for the development and review of local skills improvement plans (LSIPs) [Link](#) (published 01/08/22)

55. Wiltshire's position: Two Business Representative Organisations have expressed an interest in leading an LSIP for Swindon and Wiltshire. This will replace the LEP Skills and Talent Subgroup which is our Skills Advisory Panel for the region. Business West have been named as our LSIP provider. The LSIP will be up and running in spring/summer 2023.

## Skills needs in selected occupations over the next 5 to 10 years

56. This independent research examines changing skills needs within a select group of occupations over the next 5 to 10 years [Link](#) (published 02/08/22)

57. Wiltshire's position: This report sets out the skills which are currently in demand and those which are forecast to be in demand over the next 5-10 years. The scope of the report is limited as there were very few qualitative interviews carried out, however the skills identified resonate with discussions held in Wiltshire Council's EESAG, these include the ability to adapt to new technologies (including the specific technical skills unique to each sector and occupation) and basic skills (such as numeracy, literacy, digital literacy, interpersonal skills) that are needed as a foundation for any new or more specialised and advanced skills. Another skill rooted both in the present and future is the ability to work in a team, make connections and collaborate with others.

## Admission appeals in England: academic year 2021 to 2022

58. The number, rate and result of appeals submitted in relation to starting at a new school at the start of the 2021 to 2022 academic year [Link](#) (published 18/08/22)

59. Wiltshire's position: These statistics provide information about appeals made following the refusal of school place applications for community and voluntary controlled schools. In Wiltshire, 53 primary appeals were heard relating to **primary school** places for 2021/22. This represented 0.5% of new admissions, compared to 1.2% nationally. Of those that appealed, 37.1% were successful. At secondary level, 87 appeals were heard, which represented 1.5% of new admissions compared to 3.9% nationally. Of those that appealed 36.8% were successful. Our appeal rates are low compared to the national averages as we are able to offer the majority of applicants a place at their preferred school/s.

## Homes for Ukraine: education and childcare funding

60. Guidance for local authorities on funding to provide education and childcare services for Ukrainian children who have entered England via the Homes for Ukraine scheme 2022 to 2023 [Link](#) (published 23/08/22)

61. Wiltshire's position: Q1 payment for Wiltshire initial payment of £419,648 is being provided. The funding must only be used for the provision of education and childcare for children ages 2 to 18 who have entered via the Homes for Ukraine visa route.

## Promoting the health and wellbeing of looked-after children

62. Statutory guidance on the planning, commissioning and delivery of health services for looked-after children [Link](#) (Updated 24/08/22). It aims to ensure looked-after children have access to any physical or mental health care they may need.

63. Wiltshire's position: From 1 July 2022, integrated care boards (ICBs) have replaced clinical commissioning groups (CCGs) as a result of the Health and Care Act 2022. Children in care and Care leavers are a central theme for all priorities identified by the BSW Children and Young People's Programme Board.

## **Careers guidance and access for education and training providers**

64. updated statutory guidance for schools and colleges on providing careers guidance [Link](#) (updated 31/08/22)

65. Wiltshire's position: The Education (Careers Guidance in Schools) Act 2022 comes into force on 1 September 2022. The Act amends the existing duty, in Section 42A of the Education Act 1997, that requires maintained schools, special schools and pupil referral units in England to secure independent careers guidance to pupils in school years 8 to 13. The Act extends the duty to all pupils in state-funded secondary education, meaning that schools must now secure independent careers guidance from year 7. The Act also establishes consistency across education settings by extending the statutory duty to academy schools and alternative provision academies in England.

## **Keeping children safe in education**

66. Updated statutory guidance for schools and colleges on safeguarding children and safer recruitment [Link](#) (updated 01/09/22)

67. Wiltshire's position: All changes to this guidance have been used to inform resources and training materials for Wiltshire schools which are available on Right Choice. There is a Head teachers' briefing (live broadcast) on September 21<sup>st</sup>. This new guidance will be the basis upon which we support schools and undertake evaluations.