Wiltshire Council
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AGENDA

Meeting: Children's Select Committee

Place: Committee Room A - Council Offices, Monkton Park, Chippenham SN15 1ER

Date: Thursday 28 March 2013

Time: **10.30 am**

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

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

This Agenda and all the documents referred to within it are available on the Council's website at www.wiltshire.gov.uk

Membership:

Cllr Paul Darby
Cllr Andrew Davis
Cllr Peter Davis
Cllr Mary Douglas
Cllr Peggy Dow
Cllr Peter Fuller
Cllr Mark Griffiths
Cllr Russell Hawker
Cllr Jon Hubbard
Cllr Jacqui Lay (Vice Chairman)
Cllr Bill Moss
Cllr Sheila Parker
Cllr Carole Soden (Chairman)

Substitutes:

Cllr Christopher Devine
Cllr Nick Fogg
Cllr Mollie Groom
Cllr Tom James MBE
Cllr John Knight
Cllr Helen Osborn
Cllr Jeff Osborn
Cllr William Roberts

Non-Elected Voting Members:

Rev Alice Kemp	Parent Governor Representative (SEN)
Mr Neil Owen	Parent Governor Representative (Secondary)
Mrs Rosheen Ryan	Parent Governor Representative (Primary)
Dr Mike Thompson	Clifton Diocesan RC Representative

Non-Elected Non-Voting Members:

Mrs Di Dale	Further Education Representative
Mr John Hawkins	School Teacher Representative
Kaylum House	Children & Young People's Representative

PART I

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

1 **Apologies**

2 **Minutes of the Previous Meeting** *(Pages 1 - 8)*

To approve and sign the minutes of the Children's Select Committee meeting held on 29 November 2012.

3 **Declarations of Interest**

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

4 **Chairman's Announcements**

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 above 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 above no later than **5pm** on **Thursday 21 March 2013**. Please contact the officer named on the first page 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 **Final Report of the Safeguarding Children and Young People Task Group** *(Pages 9 - 74)*

A report is attached presenting the conclusions and recommendations of the Safeguarding Children and Young People Task Group.

The Task Group was established in May 2012 following a multi-agency Ofsted inspection of Wiltshire, undertaken in March 2012. The inspection identified significant failings in the contribution made by local agencies in Wiltshire to ensuring that children and young people were properly safeguarded.

The Task Group met on 16 occasions in addition to undertaking many other evidence-gathering activities. This report contains 41 recommendations.

The Committee is asked to endorse the Task Group's Final Report and refers its recommendations to the relevant executive bodies for response

7 **Pupil Performance in Public Tests and Examinations 2012** *(Pages 75 - 104)*

A report from Carolyn Godfrey, Corporate Director, providing an overview of pupil performance at the end of each key stage and compares Wiltshire's attainment with national, south west and statistical neighbours for all phases.

Jayne Hartnell, Coordinator for Self Evaluation and Professional Development will attend to answer Members' questions.

The Committee is asked to note the contents of the report and explore any areas for further scrutiny.

8 **Disabled Children and Adults (DCA) Pathfinder - Update** *(Pages 105 - 110)*

A report from Carolyn Godfrey, Corporate Director, providing an update on the development surrounding the green paper 'Support and Aspiration: A new approach to special educational needs and disability' and Wiltshire's approach to this as a pathfinder.

An initial report was brought to Committee in September 2012 and update was requested 12 months hence. This paper summarises the key learning to date and developments from DfE in relation to the draft legislation.

The Committee is asked to note the information provided and agree arrangements for further scrutiny as appropriate.

9 **Coalition Changes - Update November 2012 to March 2013** *(Pages 111 - 118)*

A report by Carolyn Godfrey, Corporate Director, on developments relating to children's services arising from the Coalition Government is attached.

The Committee is asked to consider the report and agree further action as appropriate.

10 **Task Group Update** *(Pages 119 - 120)*

Members are asked to note the updates on the following task group activity

attached:

- Special Schools & Post-16 SEN Task Group
- Major Contracts Task Group

11 **Updated Response to the Report of the Further Education in the Salisbury Area Scrutiny Task Group** *(Pages 121 - 136)*

A report from Carolyn Godfrey, Corporate Director, providing an update on developments following the final report of Further Education in the Salisbury Area Scrutiny Task Group (May 2012).

In September 2010, the Committee established a task group to undertake a review of the post-16 education available in the Salisbury area. The Task Group reported its findings in May 2012 and the Cabinet Member for Children's Services responded in July 2012.

The Committee resolved to reconvene the Task Group 12 months hence to undertake a review of progress with the implementation of its recommendations. Members will therefore be asked to confirm the decision to reconvene the Task Group at its first meeting following the 2013 elections on 6 June. The attached report represents a interim update on developments.

The Committee is asked to consider the update provided and submit any recommendations for further action for discussion at the next Committee meeting on 6 June.

12 **Review of the Work of the Children's Select Committee** *(Pages 137 - 144)*

A report is attached highlighting key aspects of the work undertaken by the Select Committee during recent times and to recommend topics as legacy items to the Management Committee for possible inclusion in a new overview and scrutiny work programme after the elections.

The current Management Committee has asked that each of the select committees produce a brief "end of term" style report in order to highlight some of the good work done. The report is also intended to provide the opportunity for the select committees to recommend ongoing pieces of work for possible inclusion in the overview and scrutiny work programme of the new Council.

13 **Urgent Items**

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

PART II

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

None

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Wiltshire Council
Where everybody matters

CHILDREN'S SELECT COMMITTEE

DRAFT MINUTES OF THE CHILDREN'S SELECT COMMITTEE MEETING HELD ON 29 NOVEMBER 2012 AT COMMITTEE ROOM A - COUNCIL OFFICES, MONKTON PARK, CHIPPENHAM SN15 1ER.

Present:

Cllr Paul Darby, Cllr Andrew Davis, Cllr Peter Davis, Cllr Mary Douglas, Cllr Peter Fuller, Cllr Mark Griffiths, Cllr Russell Hawker, Mr J Hawkins, Cllr Jon Hubbard, Cllr David Jenkins, KaylumHouse, Rev. A Kemp, Cllr Jacqui Lay (Vice Chairman), Cllr Bill Moss, Mr N Owen, Cllr Sheila Parker, Mrs R Ryan, Cllr Carole Soden (Chairman) and Dr M Thompson

Also Present:

Cllr Lionel Grundy OBE

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48 **Apologies**

An apology for absence was received from Cllr Laura Mayes.

49 **Minutes of the Previous Meeting**

Resolved:

To confirm and sign the minutes of the previous meeting held on 27 September 2012, subject to the recording of apologies received from Cllr Mary Douglas.

50 **Declarations of Interest**

There were no declarations of interest.

51 **Chairman's Announcements**

The Chairman made the following announcements:-

Cllr David Jenkins The Chairman welcomed Cllr David Jenkins on his first attendance at a meeting of this Committee and hoped that he would find the work interesting and rewarding.

Joint Budget Scrutiny Committee Meeting The Chairman reported that the 2013 meeting of the Joint Scrutiny Committee would take place on Thursday 7 February starting at 10.30am. This meeting would provide an opportunity for scrutiny members to question the executive on their budget proposals and there was an invitation to all select committee members to attend. Further details would be available in due course.

52 **Public Participation**

There were no members of the public present or councillors' questions.

53 **The Future Development of the Young People's Support Service (YPSS)**

Consideration was given to a report by Carolyn Godfrey, Corporate Director which provided an update on the Power to Innovate (PTI) project in Wiltshire, which was requested by the former Children's Services Select Committee at its meeting in March 2012.

The Committee also received statistical information showing both temporary and permanent exclusions in primary and secondary schools for the school year 2011 – 2012.

The Committee had received a report proposing the closure of the Young People's Support Service (YPSS) in November 2011. The service had been placed in Special Measures in May 2011 and was subsequently closed in August 2012. In its place, Wiltshire used the Department for Education's (DfE) Power to Innovate (PTI) to delegate the responsibility for educating permanently excluded students to secondary schools, who received the devolved funding. Wiltshire was one of 11 local authorities taking part in this PTI pilot scheme. This pilot scheme was working well in Wiltshire and the Children's Commissioner was due to visit Wiltshire very shortly to inspect the Wiltshire model.

It was noted that the Trinity Centre in Trowbridge and the John Ivie Centre in Salisbury, two of the previous YPSS centres, were now organising the provision of education for the 28 young people who remained the responsibility of the Local Authority on behalf of the Education Other Than at School (EOTAS) team, as these permanent exclusions took place before the PTI came into force. The EOTAS provision for the retained young people was a closed service, there being no new referrals from secondary schools as the PTI was enabling schools to take full responsibility for the provision for those young people who would previously have been excluded and become the responsibility of the Local Authority.

This retained service was due to receive a monitoring visit by OFSTED. Although the previous three visits had noted the progress made and satisfactory judgements had been received, the new OFSTED framework placed greater

emphasis on teaching and learning and the progress made by young people as well as the personalised learning packages in place.

During the ensuing discussion, Members expressed their appreciation and gratitude to those officers involved in implementing these new arrangements and the benefits the young people were experiencing. Members also appreciated the provision of the detailed exclusion statistics which they found very helpful.

Resolved:

1. **To note the update on the Power to Innovate (PTI) project to provide education for excluded children and congratulate those involved on the good progress made so far.**

2. **To request that figures showing the improved pupil attendance at Education Other Than At School (EOTAS) provision is circulated to members.**

3. **To request that figures showing the attainment of excluded children is included in the Pupil Performance report expected for the Committee's meeting on 31 January 2013.**

4. **To request that an update on the Power to Innovate (PTI) project to provide education for excluded children is brought to the Committee in November 2013.**

54 **Adoption Agency Annual Report 2011-12**

The Committee received a report by Carolyn Godfrey, Corporate Director, in advance of the Adoption Agency Annual Report 2011-12 which would be considered by Cabinet on 22 January 2013.

The Committee was informed that it was a requirement that the Executive received a report on the Local Authority's adoption agency to satisfy themselves that it was effective and was achieving good outcomes for children and/or service users. A preliminary report was therefore provided for this Committee and Members were invited to submit any comments or recommendations to Cabinet as appropriate.

Carolyn Godfrey stated that the ethos of this service was that every child should have the right of adoption, if that was the best course of action for that child. She went on to explain that the process was not always straightforward, especially if the child had complex issues, and therefore the adoption process could well be extended in such cases. It was of paramount importance that the outcome achieved was what was best for the child.

There was a general discussion about how the adoption process could be improved. It was explained that traditionally delays in the adoption process had been due to problems associated with court hearings and the custom of giving the natural parents the amount of time needed for them to come to a final decision concerning the future care of their child. It was noted that a new Adoption Judge had been appointed and the whole process was being speeded up with decisions being made wherever possible before the birth of the child.

Cllr Jon Hubbard, Chairman of the Safeguarding Children & Young People Task Group, briefly referred to the work which this Task Group had been undertaking and stated that its remit would change to scrutinising the Adoption Service; work in this area would commence once the final report on the Task Group's current spheres of activity had been published in March 2013.

Resolved:

1. **To note the Adoption Agency Annual Report 2011-12 provided, a revised version of which would be considered by Cabinet on 22 January 2013.**

2. **To request that future reports on the adoption service include adoption statistics broken down into bands of time for adoptions to be completed, and for this to include historic comparisons and benchmarking against other local authorities.**

3. **To request that future reports on the adoption service breaks adopters down into the following distinct categories: Single, Married, Co-habiting, Civil Partnership.**

4. **To ask the Safeguarding Children and Young People Task Group to add future scrutiny of adoptions to its work programme and to include recommendations on this in its final report to the Committee.**

5. **To ask the Corporate Director to forward the Committee's thanks to all officers in the Children and Families team for their continued hard work and dedication to the service.**

6. **To endorse an approach where adoptions are completed in a timely way, but not at the expense of placement permanency.**

55 **Coalition Changes - Update September to November 2012**

The Committee received and noted a report by Carolyn Godfrey, Corporate Director, on developments relating to children's services arising from the Coalition Government.

A verbal update was received showing the position of Wiltshire schools in national league tables which had been released very recently. The Committee noted with pleasure that 76% of Wiltshire schools were shown as either good or improved compared with the national average of 70%.

Resolved:

1. **To note the contents of the report.**

2. **To note the verbal update on Wiltshire schools' position in recently released national league tables.**

3. **To note that the Committee's standing Coalition update reports were available for Wiltshire schools to inspect.**

56 **Task Group Update**

The Select Committee received an update on the activity of the following Task Groups:-

(i) Safeguarding Children & Young People Task Group

(ii) Special School and Post-16 SEN Task Group

(iii) Major Contracts Task Group

(iv) Further Education in the Salisbury Area Task Group: Concerns raised by The Trafalgar School, Downton regarding the Task Group's Final Report

The Select Committee was informed that a letter dated 25 November 2012 had been received from Mrs Jenny Lawrie, the School's Headteacher, expressing concern regarding the executive response as follows:

(a) there was no executive response to the statement made by the Headteacher, Mrs Jenny Lawrie, at the meeting of the Children's Select Committee in May.

(b) In any strategic consideration of post-16 provision in the Salisbury area, the views of the Executive would be considered important evidence. As this evidence did not refer to The Trafalgar School's own plans to provide post-16 education (with a curriculum that would complement proposed and existing provision elsewhere) an external body might draw the conclusion that the Council was not interested in, or supportive of, post-16 education at Trafalgar.

Members were reminded that the School's concerns about the Task Group's final report, which were included in their statement to the Committee in May, were as follows:

In the view of the School,

- the report misrepresented the School's views, suggesting that the needs of the students at that School would be served simply by their not having to travel long distances to Salisbury for post 16 education. Mrs Lawrie further explained that although it could well be disadvantageous to the area to lose so many young people to Hampshire provision, there was evidence to show that these students were not educationally disadvantaged by receiving their post 16 education in Hampshire;

- the report did not mention the School's candidature for the Middle Years Programme of The International Baccalaureate (IB), which would lead perfectly on to the IB's post 16 qualification – the higher regarded Diploma. There was a clear gap in the Salisbury area for an international curriculum. The School's aim was to offer the IB Diploma;

- a significant proportion of secondary school students in Salisbury wished to remain at their individual schools for their post-16 education where they felt a sense of belonging, whereas there was evidence to show that some students found transition to a new school and joining an existing cohort difficult. Students from The Trafalgar School would continue to prefer to study at the Hampshire Colleges rather than to attend a new facility in Salisbury;

- the report suggested that students at The Trafalgar School would be the only 16 year olds in the Salisbury area who would not be able to stay on at their school for post 16 education. Bearing in mind the stated policy in Wiltshire was for every secondary school to offer education to 11-18 year old students, the Board of Governors at The Trafalgar School were aghast that this policy appeared to have been ignored by the Task Group and thus lead to the isolating of this School to a less favoured status and therefore threaten its future viability.

Cllr Lionel Grundy, Cabinet Member for Children's Services, assured the Committee that he had reported the views and concerns of The Trafalgar School's Headteacher and Governors to Cabinet (the Executive) and the post-16 aspirations of the School would be given full consideration in any Cabinet deliberation about further education in the Salisbury area. Cllr Grundy confirmed that he would be happy to meet with the Headteacher of The Trafalgar School to discuss their concerns further if they felt this would be helpful.

Dr Mike Thompson, Chairman of the Task Group, explained that various initiatives were being developed, including:

- the provision of a Sixth Form Free School in the Laverstock area, which had been the subject of formal discussions leading to an application being made to the Department for Education within the next few weeks, and

- the development of a University Technical College initiative, specialising in engineering, sponsored by the Local Authority and Southampton University.

The Select Committee was reminded that when it endorsed the Task Group's final report in May 2012 it resolved to re-establish the Task Group one year hence to consider progress. This would not actually be in May due to the local elections, a but a suitable date would be agreed. Members noted that a consideration of further education in other parts of the county might also be considered.

Resolved:

1. To note the updates on Task Group activity provided.

2. To note the response of the Cabinet Member for Children's Services to the concerns raised by The Trafalgar School at Downton regarding the Executive Response to the Final Report of the Further Education in the Salisbury Area Task Group.

3. To welcome the developments to post-16 education in the Salisbury area reported by the Chairman of the Further Education in the Salisbury Area Task Group.

4. **To note that the Further Education in the Salisbury Area Task Group would be re-established in the Spring/Summer of 2013 to review progress.**

57 **Forward Work Programme**

The Committee received the Forward Work Programme for consideration and comment, it being noted that this would be presented to the Overview & Scrutiny Management Committee for endorsement.

Resolved:

To approve the Committee's Forward Work Programme and commend it to the Overview & Scrutiny Management Committee to be endorsed.

58 **Urgent Items**

There were no urgent items.

59 **Date of Next Meeting**

Resolved:

To note that the next meeting of this Committee would be held on Thursday 31 January 2013, starting at 10.30am, at the Council's Offices, Monkton Park, Chippenham.

(Duration of meeting: 10.30 am - 1.00 pm)

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

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

Wiltshire Council

Children's Select Committee
28 March 2013

Subject: **Final Report of the Safeguarding Children and Young People Task Group**

Executive Summary

The report presents the conclusions and recommendations of the Safeguarding Children and Young People Task Group for endorsement.

The Task Group was established in May 2012 following a multi-agency Ofsted inspection of Wiltshire, undertaken in March 2012. The inspection identified significant failings in the contribution made by local agencies in Wiltshire to ensuring that children and young people were properly safeguarded. Wiltshire's safeguarding services received a grade of 'Inadequate' for their overall effectiveness and 'Adequate' for their capacity for improvement.

The Task Group met on 16 occasions in addition to undertaking many other evidence-gathering activities. This report contains 41 recommendations, grouped under the four work themes chosen by the Task Group at the beginning of its review. These were:

1. Communications
2. Children's Social Care workforce
3. Locality working
4. Members and safeguarding

Proposal

That the Children's Select Committee endorses the Task Group's Final Report and refers its recommendations to the relevant executive bodies for response.

Safeguarding Children and Young People Task Group
Chairman: Cllr Jon Hubbard

Report author: Henry Powell – Senior Scrutiny Officer
(01225) 718052 henry.powell@wiltshire.gov.uk

Schedule of recommendations:

R1. A single 'master' set of safeguarding performance indicators should be collated and circulated to all relevant local bodies. This should;

a. Be designed in such a way that more detailed data can be included or excluded depending on the needs of the audience, but there should be only one master set;

b. Where, necessary, include historic and benchmarking data and include brief analysis, so that the document serves as an effective sign-post to what is happening;

c. The Council's Communications and/or Performance teams should be enlisted to make this document inviting and accessible to as wide an audience as possible;

d. It should be clear to all parties who is responsible for collating and circulating this data, to whom and when.

R2. The weekly Social Care Bulletins should be redesigned to be shorter, clearer and more inviting to the reader. The Communications team should be enlisted in the re-design process.

R3. In addition to the Social Care Bulletin, the Wiltshire Safeguarding Children's Board (WSCB) should coordinate a multi-agency safeguarding bulletin, produced co-operatively by the relevant local agencies, to communicate and promote the ongoing changes to safeguarding in Wiltshire. Wiltshire Council's Communications team should be enlisted in making this an accessible and inviting document to read.

R4. All milestones within the Safeguarding and Adoptions Improvement Plan should be SMART, i.e. Specific, Measureable, Achievable, Relevant, Time-bound.

R5. Each milestone within the Safeguarding and Adoptions Improvement Plan should be accompanied by a list of those indicators that illustrate whether it has been achieved or not.

R6. Any groups scrutinising the delivery of the Safeguarding and Adoptions Improvement Plan should be provided with a 'RAG-rated' exception report highlighting which milestones are slipping (i.e. red or amber milestones).

R7. A 'SMART' approach needs to be taken to *all* reports illustrating the delivery of safeguarding improvements, especially when the Safeguarding and Adoptions Improvement Board is disbanded.

R8. Wiltshire Council should create a new, permanent 'Safeguarding Peer Liaison' post to give professionals around Wiltshire advice and guidance on the appropriate courses of action and tiers of services for potential child in need or child protection cases.

R9. It should be ensured that all Multi Agency Forums (MAFs) are attended by the Peer Liaison Post proposed under Recommendation 8 (or a social worker with the appropriate skills and knowledge) as a matter of course. Future Scrutiny of safeguarding should include the monitoring of attendance at MAFs.

R10. Future scrutiny to include considering how the Council currently quality-assures the operation of Multi Agency Forums, including if and how appropriate attendance is ensured.

R11. Whenever possible and appropriate, youth workers must be involved up to and including the initial assessment stage when they have made the referral to the children's social care team, in order to

a. Harness the youth worker's knowledge of the young person and their situation; and

b. Maintain the youth worker as a supportive presence in the young person's life during the assessment process.

They should also receive feedback on the outcome of the initial assessment.

R12. Future scrutiny of safeguarding should include a focus on:

a. the implementation of the new Social Care Workforce Strategy, with particular regard to the use of agency workers, interim appointments and the management of caseloads for Newly Qualified Social Workers (NQSWs);

b. the turnover of children's social care within each team

c. the make-up of children's social care teams in terms of the proportions of temporary/agency and newly qualified staff

d. performance indicators showing children's social care caseloads;

e. performance indicators showing the 'throughput' of cases (because the Ofsted inspection identified that cases were being held open for longer than was necessary);

R13. These performance indicators should all be included in the master set of KPI data recommended under Recommendation 1.

R14. The Council exploits all opportunities to co-locate and integrate different safeguarding teams and agencies in order to maximise the development of close working relationships between individuals. NB. The Task Group does not consider teams being located in the same Council hub, with the ability to hot-desk near each other, to be sufficient as it is does not guarantee regular contact between individuals, nor the development of close working relationships.

R15. Community Operations Boards are encouraged to include hot-desking provision for social workers – which must accommodate confidential conversations – in community campus projects.

R16. That the Referral element of the Council's Referral & Assessment social care service is maintained as a countywide service, but incorporates a more multi-agency approach, possibly through co-location projects such as the development of a Multi Agency Safeguarding Hub (MASH).

R17. That the Assessment element of the Council's Referral & Assessment social care service reverts to operating as a patch-based service where social workers cover discrete areas of the county in order to harness the knowledge of local professionals.

R18. That if this service model is not adopted, future scrutiny includes the consideration of the benefits realised from the adoption of the countywide Referral & Assessment team structure, including an analysis of the time officers spend travelling, the associated cost and the environmental impact.

R19. Future scrutiny to include consideration of the Referral and Assessment service.

R20. That Cabinet makes plans to review and optimise the alignment of the various geographical clusters, where possible and appropriate.

R21. Each service section of the Councillors' Handbook 2013 (which will be a web-based resource) should include guidance on what safeguarding considerations might be relevant to that area of Council business.

R22. Following the 2013 elections, all elected members should be required to sign a statement confirming their legal duties in respect of safeguarding. This was agreed by Full Council on 26 February 2013.

R23. Following the 2013 elections, all members (including co-opted members) should undertake both corporate parenting and safeguarding training and this element of the induction should be given the highest possible profile. NB. The Task Group notes how the training provided for the Task Group by the NSPCC focused on the specific safeguarding roles and responsibilities of members. It therefore strongly recommends that this is repeated for all members within the 2013 member induction process.

R24. Following the 2013 councillor induction, the Councillor Development Group should

a. implement an ongoing programme of safeguarding training specifically aimed at members who did not attend safeguarding training during the induction programme and at members elected following by-elections; and

b. work with Group Leaders to maximise the number of members who complete this training.

R25. Following the 2013 elections, all members should receive an 'easy-reference' guide to safeguarding. This should explain in plain terms the roles and responsibilities of the various bodies and individuals involved, elected member' specific responsibilities, plus key contact details.

R26. Following the 2013 elections, all elected and co-opted members of the Children's Select Committee should undertake further child safeguarding training, designed to enable them to perform their scrutiny role. Committee members should also undertake an ongoing programme of refresher training in order to keep up with new legislation and the outcomes of serious case reviews etc.

R27. All members of the Safeguarding Children and Young People Panel (which is proposed under Recommendation 35) should undertake further safeguarding training, designed to enable them to perform their additional Panel role (just as members of the Corporate Parenting Panel undertake two days of 'Total Respect' training).

R28. The Children's Select Committee and the WSCB should agree a memorandum of understanding to clarify their future working arrangements.

R29. Future scrutiny of safeguarding should include consideration of a mid-term *and* annual report from the WSCB, including figures showing WSCB member attendance.

R30. Future scrutiny of safeguarding should include comparisons between the WSCB's Business Plan and the minutes of its meetings in order to ensure that its agreed objectives are being addressed.

R31. A programme of Scrutiny member engagement with safeguarding services (at a range of locations) should be developed, including elected member visits to safeguarding teams and attendance at officer safeguarding training.

R32. The Children's Select Committee to re-establish the Safeguarding Children and Young People Task Group with the following terms of reference:

1. To monitor the implementation of any recommendations made by the Safeguarding Children and Young People Task Group that are endorsed by the Children's Select Committee and accepted by the executive.

2. To scrutinise Wiltshire Council's delivery of improvements to safeguarding children and young people as set out in the Safeguarding and Adoptions Improvement Plan.

3. To receive a twice-annual report from the Council's Lead Member for Safeguarding Children and Young People providing details of their safeguarding activity.

4. To continue/conduct ongoing scrutiny of services for Looked After Children (LAC).

5. To work in collaboration with the Safeguarding Children and Young People Panel to clarify future joint-working arrangements [the establishment of which is proposed under Recommendation 35]

R33. The Safeguarding Children and Young People Task Group should

a. continue its work for at least 18 months after the Safeguarding Improvement Board has been disbanded;

b. receive an update on the work of the Safeguarding Improvement Board (SIB), or from the LSCB upon the SIB's demise, at each meeting;

R34. The Children's Select Committee to establish rapid scrutiny exercises when appropriate to undertake related additional tasks, such as considering the

outcomes of the recent Ofsted inspection of the Council's adoptions service and the monitoring of any required improvements.

R35. The Council to establish a Safeguarding Children and Young People Panel. This should be in addition to robust scrutiny of safeguarding, undertaken by the Children's Select Committee or a task group. The advantages of such a 'dual body' arrangement have already been witnessed with the former Placements for LAC Task Group and the Corporate Parenting Panel, with the former conducting scrutiny of budget management and performance and the latter focusing on developing the best care arrangements for looked after children.

The Panel should be run in a similar manner to the Corporate Parenting Panel, in the following ways:

- membership to include both members and officers
- close liaison with the broad range of teams and local agencies
- involving parents, children and young people (when appropriate) to develop policy
- a clearly defined and mutually agreed distinction between the Panel's liaising role and the monitoring and scrutinising role of Scrutiny.

R36. In light of the additional commitment from members required by the formation of a Safeguarding Children Panel, the Council to consider reducing the elected membership of the Corporate Parenting Panel.

R37. A clear and user-friendly document is created and circulated setting out the differing safeguarding roles and responsibilities of the Safeguarding Improvement Board (SIB), the Wiltshire Safeguarding Children's Board (WSCB), the Children's Trust, the Portfolio Holder and Lead Member for Safeguarding, Children and Young People and Children's Select Committee. This document should be complete in time for the May 2013 elections and should be reviewed prior to the Safeguarding Improvement Board being disbanded.

R38. An ongoing programme of safeguarding training is implemented for the lead executive members for safeguarding. This should be designed to reflect executive member's statutory duties as set out in legislation and in the Monroe and Laming reports and including refresher training on new legislation, serious case reviews etc.

R39. That a job specification for the lead executive members for safeguarding, reflecting their statutory duties, should be adopted.

R40. An ongoing programme of tests of assurance should be implemented to ensure that the statutory safeguarding responsibilities of the director for children's services and the Lead Member for Children's Services are being met.

R41. All reports to Wiltshire Council committees, including Cabinet, should include a dedicated 'Safeguarding considerations' section (like the 'Environmental considerations' section). This will encourage report authors, directors and members to consider how any proposals, no matter what the service area, might impact upon the safeguarding of children, young people and vulnerable adults, and what could be done to mitigate any risks. This puts safeguarding at the centre of everything the Council does.

Wiltshire Council

Children's Select Committee
28 March 2013

Final Report of the Safeguarding Children and Young People Task Group

Purpose

1. To present the conclusions and recommendations of the Safeguarding Children and Young People Task Group for endorsement.

Foreword

2. NB. Throughout this report 'safeguarding' can be read as 'safeguarding children and young people' (as opposed to 'safeguarding vulnerable adults'), except where otherwise stated.

3. In March 2012 Ofsted identified significant failings in the contribution made by local agencies in Wiltshire to ensuring that children and young people were properly safeguarded. While Ofsted's more positive findings should be acknowledged, in particular those relating to the Council's services for Looked After Children (LAC), the fact that vulnerable young people were put at real risk of harm or neglect as a result of weaknesses in Wiltshire's safeguarding arrangements must remain foremost when considering the importance and urgency of making changes.

4. The Task Group wishes to acknowledge the dedication shown by staff and members in delivering the necessary improvements since the Ofsted report was published. Ofsted commented that the political and managerial ambition and prioritisation across the partnership were at least adequate and that the Council had taken immediate steps to commit resources and action to address the failings in child protection services (para 19). It is particularly important to note that, following the inspection a programme of audits was immediately carried out to identify any cases where further action was needed to ensure that children's welfare was protected. Since then, a new audit structure has been introduced to ensure there are ongoing improvements to social work practice and supervision. The Task Group wish to note the openness and transparency with which the, sometimes disappointing, results of these audits have been shared. Overall, an enormous amount of work has

been done and the Task Group is satisfied that progress is being made in ensuring that the weaknesses identified by Ofsted are being addressed.

5. However, the scale of the cultural shift still required should not be underestimated. It is the Task Group's view that the Council is still near the beginning of its journey towards

   a) instilling a culture of robust, cross-service, cross-agency challenge when it comes to safeguarding practice, and

   b) ensuring that there is a focus on safeguarding in every area of Council business.

6. The Task Group's own journey has been a long and challenging one. Many different agencies, coordinating bodies and services are involved in safeguarding and the relevant legislation and guidance is extensive. To add value to the programme of improvements, the Task Group undertook appropriate training and kept to a very intense schedule of evidence-gathering meetings, visiting another local authority and attending many of the numerous events that followed the Ofsted inspection.

7. A key reason for the Task Group's initial difficulty was their lack of direct experience of safeguarding matters, either as elected members or specifically as members of the Children's Select Committee. A similar picture can be found at many other local authorities. Many of the Task Group's recommendations seek to increase elected members' engagement with safeguarding and suggest more robust member scrutiny arrangements. The Ofsted report highlighted how important effective governance can be in protecting the welfare of children:

   > "Performance monitoring and quality assurance functions carried out by the Children's Trust, Wiltshire Safeguarding Children Board and elected members have all failed to identify the significant failings in child protection services." Ofsted report, para 17

8. The Task Group believes that a significant role for a scrutiny task group remains. However, it will be different job to that undertaken by this task group over the last ten months: This review has required an intense, investigative approach and many meetings, but future scrutiny should adopt a more traditional challenge, oversight and scrutinising role, which reintroduces services for LAC into its work programme and reports regularly to the Children's Select Committee.

9. The failings identified by Ofsted and the work subsequently undertaken during this review all point to one, overriding conclusion: Protecting the welfare of children and young people cannot just be the preserve of social care teams, or even of all professionals working in the children's services field. Safeguarding impacts upon every aspect of the Council's business and is therefore the whole Council's responsibility. This report seeks to make workable suggestions on how to embed a culture which reflects this by improving communication and co-ordination; raising awareness and engagement; and introducing better scrutiny and monitoring. It is the Task Group's belief that these measures will be key in lifting Wiltshire's 'Notice to Improve' (attached at Appendix 1) and in safeguarding Wiltshire's children and young people more effectively in the future.

Background

Ofsted inspection – March 2012

10. The Task Group was established following a multi-agency Ofsted inspection of Wiltshire, undertaken between 5th and 16th March 2012. The inspection looked at the contribution made by all agencies to ensure that children and young people were properly safeguarded and the quality of service provision for looked after children and care leavers. The subsequent Ofsted inspection report was published on 24 April 2012 and the results are summarised as follows:

Safeguarding services	
Overall effectiveness:	Inadequate
Capacity for improvement:	Adequate
Looked after children (LAC) services	
Overall effectiveness:	Adequate
Capacity for improvement:	Good

Possible grades: inadequate, adequate, good and outstanding.

11. Whilst the Ofsted report did find areas of good safeguarding practice, there were also significant failings, briefly summarised as follows:

- "The inspection found statutory requirements are not met consistently and that there are significant failings in the contribution made by Wiltshire Council and partner agencies to child protection work.

- The inspectors state that the level of robustness of managerial oversight and decision-making needed to improve to ensure that the risk to a child or young person is minimised.

- For some children and young people child protection procedures had not been followed in accordance with statutory guidance, resulting in them not being subject to a child protection plan when they should have been.

- Within health agencies and adult services it is highlighted that there is a lack of appropriate levels of safeguarding supervision and training for a wide range of staff who have direct contact with children, young people and families.

- Although there is a wide range of performance management and quality assurance systems in place across the partnership their effectiveness is variable. Performance monitoring and quality assurance functions carried out by the Children's Trust, WSCB and elected members have all failed to identify the significant failings in child protection services."

Safeguarding Improvement Board and Safeguarding Improvement Plan

12. Following publication of the Ofsted report in April 2012, a multi-agency Safeguarding Improvement Board was established in Wiltshire. This is responsible for monitoring progress against the requirements set out in the Ofsted report and the subsequent Improvement Notice, as well as for agreeing and implementing the Safeguarding Improvement Plan. The Improvement Plan is the key document setting out the actions required by Ofsted and the DfE, as well as further actions agreed by the Improvement Board itself.

13. The Improvement Board meets every six weeks, has an independent chair and its membership includes the Leader of Wiltshire Council (also now the Lead Member for Safeguarding), Portfolio Holder for Safeguarding (Children and Young People), Chief Constable for Wiltshire Police, Chairman of the Wiltshire Safeguarding Children's Board (WSCB) and senior representatives from the local Health services and schools. It also receives support and guidance from the national Children's Improvement Board. The Safeguarding Improvement Board is required to provide the DfE with evidence that the necessary improvements are being made and, if ministers are unsatisfied, they can invoke statutory powers to intervene. The Chairman of the Task Group also sits on the Improvement Board, which has enabled close communication between the two bodies.

14. In September 2012, the DfE published its Improvement Notice for Wiltshire. This reiterated the improvements required by Ofsted, but also added further requirements, primarily in regards to Wiltshire's adoptions service. The

Improvement Board consequently became the Safeguarding *and Adoptions* Improvement Board, and the Improvement Plan became the Safeguarding *and Adoptions* Improvement Plan, having now incorporated the necessary improvements to the adoptions service. The Improvement Notice requires the Council to aim to implement all of the necessary improvements by **December 2013**.

Task Group

15. The Task Group was established by Children's Services Select Committee in May 2012 with the following terms of reference:

    a) To monitor and scrutinise implementation of the improvements to safeguarding arrangements required by Ofsted following its inspection of Wiltshire's Safeguarding and LAC Services in March 2012;

    b) To support Wiltshire Council and its partner agencies in developing robust safeguarding arrangements for children and young people in Wiltshire;

    c) To monitor and scrutinise the impact of safeguarding arrangements in Wiltshire on outcomes for children and young people; and

    d) To monitor and scrutinise the implementation of the Children in Care Commissioning Strategy and its impact on outcomes for Wiltshire's looked after children and their families/carers.

16. The Task Group in effect replaced the Placements for Looked After Children Task Group, which had focused on issues relating to children looked after by the Council (LAC). The new Task Group retained this responsibility, but with the addition of matters relating to safeguarding. Because Ofsted's concerns were primarily around safeguarding, the Task Group focused on this area and due to the scale and complexity of this work, services for LAC have not yet featured in its work programme.

17. Additionally, in November 2012 the Committee asked the Task Group to add adoption services to its remit, but again, there has not been time to tackle this area of work in addition to safeguarding. This report contains recommendations on how safeguarding, looked after children and adoptions could all be effectively scrutinised in future. It should be noted that the scrutiny work that is required after this review is different to that undertaken by the Task Group since May 2012. This review has required an intense, investigative approach, whereas future work should adopt a more traditional challenge, oversight and scrutinising role.

Methodology

Membership

18. The Task Group had the following membership:

Cllr Jon Hubbard (Chairman)
Cllr Andrew Davis
Rev Alice Kemp
Cllr Bill Moss
Cllr Carole Soden
Cllr Bridget Wayman

Overall approach

19. Having agreed its terms of reference, the Task Group considered how it could play a role in scrutinising the delivery of improvements and developing better safeguarding arrangements in Wiltshire. It quickly became apparent that safeguarding is a wide-ranging and complex area: Many agencies and multi-agency bodies are involved and some of them have overlapping membership**i**ps and responsibilities. This is not to mention the wide range of services with specific safeguarding remits and the complex statutory procedures that must be followed. The Improvement Plan is itself over 60 pages long and contains more than 40 improvement milestones. Given these factors, the Task Group agreed the following approach to its work:

a) The Task Group would focus on specific themes rather than attempt to cover everything. It should not attempt to replicate the work of the Improvement Board in monitoring the delivery of the Improvement Plan in its entirety. Instead, the Task Group should work in collaboration with the Board whilst maintaining its independence, and choose specific safeguarding themes to focus on. These were:

1. **Communications**
2. **Children's social care workforce**
3. **Locality working**
4. **Members and safeguarding**

b) The Task Group should not attempt to attempt to conduct the review as 'technical experts' in safeguarding. The Centre for Public Scrutiny states, "Overview and Scrutiny provides a view from the local community including a lay perspective of services and experiences… It is important that Overview and Scrutiny committees are not seen as professional auditors or performance managers but are involved in providing a 'reality

check' on services. They have a potentially crucial role in influencing the ways in which safeguarding arrangements are framed and developed and making sure that barriers to effective safeguarding arrangements are identified, tackled and removed." ('Safeguarding Children Scrutiny Guide' – Centre for Public Scrutiny, 2009)

Training and guidance

20. In order to gain a broad understanding of safeguarding, the Task Group undertook training sessions with the Head of Community Safeguarding at Wiltshire Council, and Tom Narducci, a senior consultant from the NSPCC. The Task Group also appointed Mr Narducci, plus an elected peer mentor, to act as expert advisors and guide the Task Group's work:

- Tom Narducci, Senior Consultant at the NSPCC. Tom's role included providing bespoke safeguarding training; advising on how the review should be conducted; advising on potential lines of questioning during meetings; and quality assuring the Task Group's final report.

- Cllr Patricia Arculus, West Sussex County Council. Cllr Arculus is a member of the LGA's Peer Mentor Scheme, a former chairman of West Sussex County Council's Community Services Select Committee and has previously been their Cabinet Member for Children's and Young People's Services.

21. The Task Group would like the thank Mr Narducci and Cllr Arculus for their invaluable assistance in conducting this review.

Gathering evidence

22. The Task Group met formally on 16 occasions, in addition to further evidence-gathering activities. The Chairman and other members also attended numerous safeguarding events, including Multi Agency Forums (MAFs), Safeguarding Peer Review events, Social Care staff forums, Gateway Panels and the launch of the new safeguarding thresholds document.

23. During the review, the Task Group received evidence from:

- Cabinet Member for Children's Services
- Portfolio Holder for Safeguarding
- Corporate Director with responsibility for Children's Services
- Interim Service Director for Children, Families and the Integrated Youth Service

- Joint Service Director for Commissioning and Performance
- Safeguarding Improvement Plan Project Manager
- Head of Children in Care
- Chairman of Wiltshire's Local Safeguarding Children's Board (LSCB).
- Social workers from the Referral and Assessment team
- Child Protection Chairs – these chair child protection conferences
- Independent Reviewing Officers – these are responsible for reviewing placements for looked after children
- Team Leaders and Youth Workers from the Integrated Youth Service

24. The Task Group also met with Swindon's Borough Council's Cabinet Member for Children's Services and officers from Swindon's social care teams and the independent safeguarding unit. This was a useful opportunity to hear from another authority on what Wiltshire might learn from their approach.

25. The Task Group met twice specifically to scrutinise evidence for the delivery of the improvements set out in the Safeguarding Improvement Plan – this was requested by the Safeguarding Improvement Board. The Task Group then reported members' views on where there was, and was not, evidence for the improvement milestones having been achieved (see Appendices 2 and 3).

Safeguarding roles and responsibilities

26. Readers of this report may benefit from some understanding of responsibilities for safeguarding and the following is intended to summarise the picture:

- **All Elected Members** carry a general responsibility for safeguarding children.

- The **Cabinet Member,** the **Director of Children's Services,** the **Local Safeguarding Children's Board** and the **Children's Trust** carry specific and explicit responsibilities, which are different, but complementary:

- **Cabinet Members for Children's Services** have political responsibility for children's services overall and therefore, in most cases, responsibility for safeguarding children. However, in Wiltshire, the Leader of the Council is the Lead Member for Safeguarding and thus now holds this responsibility (see paragraph 74 for more details).

- **Directors for Children's Services** have professional responsibility for children's services, including operational matters. In most cases, they are

held to account by the Chief Executive, but in Wiltshire's case this done by the Lead Member for Safeguarding (the Leader of the Council).

- **Local Safeguarding Children's Board (LSCBs)** are made up of professional representatives from local authorities, health bodies, the police, schools, voluntary organisations and many other local agencies. They are the key statutory mechanism for agreeing how organisations in each local area will co-operate to safeguard and promote the welfare of children, and for ensuring the effectiveness of what they do. Local authorities must establish the LSCB, but the LSCB holds the local authority to account for its safeguarding arrangements.

- **Children's Trust Boards** are local partnership arrangements for promoting children's welfare generally and for ensuring vulnerable children are receiving support to improve their outcomes and live safe, fulfilled lives. The Children's Trust Board is held to account by the LSCB.

- **Local Authority Overview and Scrutiny committees** hold officers and executive members to account.

Conclusions and recommendations

Communications

27. One of the Task Group's biggest concerns about Ofsted's 2012 inspection of Wiltshire is that the safeguarding failings identified seemed to have taken everyone by surprise. A large amount of safeguarding data was being collated and a large number of individuals, services and multi-agency groups were responsible for monitoring, interpreting and acting upon it. However, this failed to identify deficiencies in the safeguarding practice taking place 'on the ground'.

28. Within Ofsted's report, Wiltshire received a grade of 'Inadequate' for 'Performance management and quality assurance'. Ineffective oversight seems to have pervaded all levels of the system, from social care managers responsible for quality assuring casework, to multi-agency coordinating bodies such as the LSCB. The Ofsted report states,

> "Although some issues of poor practice had been identified by children's social care improvement board prior to the inspection commencing, case file audits, performance monitoring arrangements by the Boards and single agency management oversight had all failed to identify key areas of risk or non-compliance with statutory

guidance…This led to some children being left experiencing ongoing risk of serious harm." (para 57)

"Performance monitoring and quality assurance functions carried out by the Children's Trust, WSCB and elected members have all failed to identify the significant failings in child protection services." (para 17)

29. For this reason, it is vital that information about all child protection work is communicated more effectively in future. This includes performance information in respect of child protection or child in need cases so that areas of possible concern can be identified early. It also includes communicating and promoting – within the Council and across the partner agencies – the many developments in safeguarding practice that have been initiated since the Ofsted inspection.

Safeguarding data

30. At present, the Improvement Board receives a large amount of data relating to all areas of safeguarding, for example, figures showing the number of children in need and the percentage of child protection referrals which led to initial assessment. Similar information is monitored and scrutinised by many other groups and individuals from various local agencies.

31. The Task Group believe it is essential that only one 'master' set of these indicators is compiled, and that there is cross-agency agreement about how it is collected, by whom, and how and when it is circulated and presented. Multiple sources of this information could lead to discrepancies and a general lack of clarity and agreement about what is taking place on the ground. This could mean that potential areas for concern are not identified or addressed. Having one agreed process for collecting and circulating this data will also avoid duplication of effort.

32. Different audiences will have different requirements and the 'master' set of indicators should be designed in such a way that data can be included or excluded depending on the needs of the audience. There will also be different preferences in terms of the guidance that accompanies the raw data, but it should be remembered that data is only useful when the audience understands the story it is telling. Shropshire Council's safeguarding KPI sheet is a good example of an attractive, user-friendly way to present safeguarding data (attached at Appendix 4).

Recommendation

R1. A single 'master' set of safeguarding performance indicators should be collated and circulated to all relevant local bodies. This should;

a. Be designed in such a way that more detailed data can be included or excluded depending on the needs of the audience, but there should be only one master set;

b. Where, necessary, include historic and benchmarking data and include brief analysis, so that the document serves as an effective sign-post to what is happening;

c. The Council's Communications and/or Performance teams should be enlisted to make this document inviting and accessible to as wide an audience as possible;

d. It should be clear to all parties who is responsible for collating and circulating this data, to whom and when.

Social Care Bulletins

33. Since March 2012, the Council has produced weekly Social Care Bulletins which provide a general update on developments in the Council's children's social care teams and on relevant forthcoming events. An example is attached at Appendix 5. These are circulated to all staff in the children and families teams, amongst other relevant groups and individuals.

34. Anecdotally, the Task Group understand that officers and members do not read the Bulletins consistently and it is felt they could be briefer and more inviting to the reader. It is also noted that the Bulletins only include activity relating to the Council's social care teams, even though safeguarding is a multi-agency responsibility.

Recommendations

R2. The weekly Social Care Bulletins should be redesigned to be shorter, clearer and more inviting to the reader. The Communications team should be enlisted in the re-design process.

R3. In addition to the Social Care Bulletin, the Wiltshire Safeguarding Children's Board (WSCB) should coordinate a multi-agency

safeguarding bulletin, produced co-operatively by the relevant local agencies, to communicate and promote the ongoing changes to safeguarding in Wiltshire. Wiltshire Council's Communications team should be enlisted in making this an accessible and inviting document to read.

Safeguarding and Adoptions Improvement Board and Plan

35. On two occasions during its review, the Task Group were asked by the Improvement Board to scrutinise evidence for the achievement of the improvement milestones set out in the Improvement Plan. The Task Group then reported back to the Improvement Board on where members felt there was, and was not, sufficient evidence that milestones had been reached.

36. The Task Group feel that some of the milestones within the Improvement Plan are too non-specific to be useful, measurable targets, and this makes it difficult to assess whether improvements are being achieved or not. Members particularly note the use of the word 'some' within certain milestones (as in 'some evidence…', 'some good feedback…') as not being specific enough to represent useful targets. (It is noted, however, that the use of the term was taken from Ofsted's own inspection framework).

37. The current Improvement Plan also puts the onus on those scrutinising it to decide what evidence sources or outcomes might demonstrate the delivery of each milestone. This makes undertaking robust 'check-and-challenge' more difficult, which represents a potential threat to effective oversight – something that was identified by Ofsted as needing significant improvement.

38. The Improvement Plan is the key document setting out all of the necessary improvements to safeguarding, plus the actions that underlie them. It is therefore crucial that it is designed in such a way that enables the effective monitoring and scrutiny of the improvements it contains.

Recommendations:

R4. All milestones within the Safeguarding and Adoptions Improvement Plan should be SMART, i.e. Specific, Measureable, Achievable, Relevant, Time-bound.

R5. Each milestone within the Safeguarding and Adoptions Improvement Plan should be accompanied by a list of those indicators that illustrate whether it has been achieved or not.

R6. Any groups scrutinising the delivery of the Safeguarding and Adoptions Improvement Plan should be provided with a 'RAG-rated' exception report highlighting which milestones are slipping (i.e. red or amber milestones).

R7. A 'SMART' approach needs to be taken to *all* reports illustrating the delivery of safeguarding improvements, especially when the Safeguarding and Adoptions Improvement Board is disbanded.

Safeguarding Peer Liaison post

39. During this review, the Task Group met professionals who were unsure about the options and next steps available when they have concerns about a child or young person's welfare. When concerned about a child's immediate safety professionals know to contact the Council's child protection team (a tier 3 service). However, there is more confusion around the tier 2 services, which are appropriate when level of concern is lower. It may be, for example, that all that is required is some liaison between the relevant agencies or gaining some support for the child or their family (such as parenting support). This situation causes anxiety, may inhibit professionals from seeking support and could potentially delay a child or family from receiving important services.

40. The Task Group notes that, in its report, Ofsted stated that, "Schools and health partners…comment favourably on the advice, guidance and information they can access when seeking clarification as to whether a concern should be a referral." (para 40) However, this does not match the Task Group's experience during its evidence-gathering.

41. The Task Group also received evidence that when professionals contact Referral and Assessment regarding cases, they sometimes receive only a "yes" or "no" response regarding whether the case requires a tier 3 service. While this may lead to the appropriate service being accessed, a fuller dialogue that includes why the case did or did not reach the tier 3 threshold would lead to greater learning.

42. The Task Group believe that professionals across Wiltshire would benefit from having access to an officer whose dedicated role is to provide advice and guidance on all of the support services available and how they can be accessed. It is noted that the Portfolio Holder for Safeguarding and the Corporate Director with responsibility for Children's Services have indicated a possible move towards a 'triage-based' multi-agency contact and referral service; the Task Group feel that it would be appropriate for the proposed 'Safeguarding Peer Liaison' post to sit within either this team or with the CAF Coordinators' team.

43. It is recognised that any new post represents an additional financial cost to the Council. However, the improved communication of safeguarding services and thresholds that would result should lead to a reduction in referrals to children's social care as well as more efficient working in general, which would mitigate any immediate additional cost.

Recommendation:

R8. Wiltshire Council should create a new, permanent 'Safeguarding Peer Liaison' post to give professionals around Wiltshire advice and guidance on the appropriate courses of action and tiers of services for potential child in need or child protection cases.

Multi-Agency Forums (MAFs)

44. Wiltshire now has a Multi-Agency Forum (MAFs) in nearly all community areas, with 16 MAFs in place. MAFs are a forum where frontline practitioners share issues, information, expertise to help address the difficulties of individual local children, young people and families. Their purpose is to promote and deliver early intervention for vulnerable children and young people aged 0-19 in their communities through integrated working between all children's services practitioners at a local level.

45. Ofsted commented favourably on Wiltshire's MAFs as "proving to be effective in delivering early interventions. Although in varying stages of maturity, where they have been working the longest, multi-agency interventions are effective in providing a 'team around the child' (TAC) approach." (para 41)

46. Having attended MAF meetings in several areas, the Task Group found there to be some inconsistency in MAFs' operation, particularly in regards to attendance from all of the appropriate teams and agencies. Given the nature of the issues being discussed at MAF meetings, it is particularly important that each one is attended by a professional who can give advice and guidance on child protection matters. This could be the Peer Liaison Post proposed under **Recommendation 8** or a social worker with the appropriate skills and knowledge. Historically, social workers have not consistently attended Multi Agency Forums (MAF) and this has been detrimental to some MAFs' ability to make informed decisions. This may ultimately have led to a greater number of referrals being made to the Referral and Assessment team which could have been resolved at an earlier stage.

Recommendations:

R9. It should be ensured that all Multi Agency Forums (MAFs) are attended by the Peer Liaison Post proposed under Recommendation 8 (or a social worker with the appropriate skills and knowledge) as a matter of course. Future Scrutiny of safeguarding should include the monitoring of attendance at MAFs.

R10. Future scrutiny to include considering how the Council currently quality-assures the operation of Multi Agency Forums, including if and how appropriate attendance is ensured.

Referral and Assessment – Children's Social Care

47. The Task Group received evidence that social workers do not consistently communicate with youth workers about cases that they had referred to the Referral and Assessment team (the gateway to tier 3 services). Youth workers reported that their telephone calls were sometimes not returned and that social workers were often unable to answer questions about their colleagues' cases. The Ofsted report states that "[Schools and health partners] report feedback is not routinely given on referrals they make and where it is the quality is reported as variable but improving." (para 40)

48. Youth workers also reported that once they had referred cases to Referral and Assessment they sometimes played no further role in the process. When conducting the initial assessment, social workers did not always liaise with the youth worker regarding the young person or their background. The youth workers commented that because the social worker is often a stranger to the young person, the young person is less likely to engage fully with the assessment process. Youth workers are often seen by young people and their families as their main point of contact with the Council. The failure to involve them may therefore lead to the social worker having a less informed sense of the case, and to the young person feeling less supported.

Recommendation:

R11. Whenever possible and appropriate, youth workers must be involved up to and including the initial assessment stage when they have made the referral to the children's social care team, in order to

a. Harness the youth worker's knowledge of the young person and their situation; and

b. Maintain the youth worker as a supportive presence in the young person's life during the assessment process.

They should also receive feedback on the outcome of the initial assessment.

49. The Task Group were pleased to note that, following concerns expressed by members, youth workers have now been given access rights to Care First – the case management system used by social care. This has improved youth workers ability to monitor any ongoing cases they had referred 'upwards' to Referral and Assessment.

Children's Social Care Workforce

50. Throughout this review, professionals have emphasised to the Task Group the value of having established working relationships with specific individuals in other teams and agencies. This was also emphasised by officers from Swindon Borough Council during the Task Group's visit. The use of agency workers, which tend to be more short-term than permanent appointments, inhibits the development of close working relationships. Also, when an agency social worker leaves it means a full caseload must be reallocated across the team, which can be disruptive for staff and for the members of the public involved. A young person's social worker can sometimes be their only stable and reliable relationship, so it is important that they are kept as consistent as possible. Changing a young person's social worker can also force them to re-tell their story more than is necessary.

51. Unfortunately, Wiltshire Council currently uses agency social workers to a greater extent than many other local authorities, particularly in the Referral and Assessment team, although this situation has improved since the Ofsted inspection:

Table 1 – Children's Social Care – Staff Ratios (end of October 2012)

Team	SWs in post	Agency	Vacant	**% Permanent**	**% Agency**
Referral and Assessment team					
(county-wide)	36	24	8	**33%**	**67%**
Community Safeguarding teams					
North	9	1	0	**89%**	**11%**
South	9	0	1	**100%**	**0%**
East	11	3	2	**72%**	**28%**
West	14	3	3	**79%**	**21%**

52. The need to decrease the use of agency staff with children's social care has been acknowledged by the Council and a new Children's Social Care Workforce Strategy (currently out for consultation) aims to reduce the numbers of agency staff, retain a higher percentage of experienced staff and clarify the recruitment policy in the short and long term. The draft Strategy also includes a proposal to create the Council's own bank of social care staff, joining the model already in-place in adult social care services.

53. The Task Group also received evidence that social workers, particularly those that are newly qualified (NQSWs) were sometimes given too high a workload to cope with. Very high caseloads (which were reported immediately following the Ofsted inspection) could mean that there is only time for 'fire-fighting'. This is a particular concern for NQSWs, some of whom were reported to have left after just one year of practice due to the strain of such a high caseload. For comparison, Swindon Borough Council reported Referral and Assessment as having average caseloads of approximately 20 cases.

54. The Task Group acknowledges that work has already been done to reduce the size of social worker caseloads, and the results of this are illustrated in the table below. It is also noted that one reason for the large caseloads experienced previously was social workers and team managers failing to close cases down, which led to a great number of cases remaining in the system. However, these cases were not simply numbers on a spreadsheet that did not require any attention from officers: Statutory guidelines require that any cases not formally closed down must be reviewed at regular intervals. The failure to close cases down promptly when appropriate was therefore leading to a great deal of extra work.

Table 2 – Caseloads in the Referral and Assessment team

Date	Cases	Average caseload per FTE
11 July	1,740	51
14 August	1,497	45
14 September	1,124	33
8 November	1,065	34
18 December	884	32
11 February 2013	999	36

55. The Task Group believe that the development and implementation of the Children's Social Care Workforce Strategy is an important area of future focus by Scrutiny.

Recommendations:

R12. Future scrutiny of safeguarding should include a focus on:

a. the implementation of the new Social Care Workforce Strategy, with particular regard to the use of agency workers, interim appointments and the management of caseloads for Newly Qualified Social Workers (NQSWs);

b. the turnover of children's social care within each team

c. the make-up of children's social care teams in terms of the proportions of temporary/agency and newly qualified staff

d. performance indicators showing children's social care caseloads;

e. performance indicators showing the 'throughput' of cases (because the Ofsted inspection identified that cases were being held open for longer than was necessary);

R13. These performance indicators should all be included in the master set of KPI data recommended under Recommendation 1.

56. The Task Group learned that several years ago the post of Child Protection Chair was downgraded. Child Protection Chairs lead child protection conferences, at which professionals from relevant agencies discuss what measures are necessary to protect a child's welfare. The downgrading of this role was not accompanied by a reduced salary, but Child Protection Chairs

who met the Task Group did report that the reduction in their status did give them less authority with managers in other teams and agencies. The Task Group was therefore pleased to hear that the post has now been returned to its previous grading.

Locality working

Co-location and hot-desking

57. As stated above, throughout this review professionals have emphasised the value of established working relationships with specific individuals in other teams and agencies. The development of such relationships can be enhanced through co-location arrangements and Wiltshire has already taken some steps towards this through the co-location of social care officers and the Police. Some other local authorities, such as Devon County Council, have taken this a step further by establishing Multi Agency Safeguarding Hubs (MASH); here, a number of services and agencies are located together in order to provide a faster, more effective assessment service for child protection cases.

58. It has been reported that the different teams based in County Hall, Trowbridge and Bourne Hill, Salisbury Council offices are, by definition, co-located and therefore integrated. However, the Task Group believes the matter of leaving true integration to chance in this manner is not sufficient and more determined steps should be taken to ensuring the relevant professionals work together consistently.

Recommendations:

R14. The Council exploits all opportunities to co-locate and integrate different safeguarding teams and agencies in order to maximise the development of close working relationships between individuals. NB. The Task Group does not consider teams being located in the same Council hub, with the ability to hot-desk near each other, to be sufficient as it is does not guarantee regular contact between individuals, nor the development of close working relationships.

R15. Community Operations Boards are encouraged to include hot-desking provision for social workers – which must accommodate confidential conversations – in community campus projects.

59. In 2010, the Council adopted a countywide service model for the Referral and Assessment element of children's social care. The rationale for this was that

the former patch-based referral and assessment service, under which social workers covered discrete areas of the county, was not cost effective or efficient, there was variable performance between teams, and assessments were not consistently completed within statutory timeframes.

60. Social workers from the Referral & Assessment team, as well as a range of other professionals, have reported that the countywide Referral and Assessment structure has inhibited the development of close working relationships between individuals and caused a reduction in their local knowledge. It has been reported that working with a smaller patch means that relationships with individuals from other local agencies have more opportunity to develop. Some social workers have also reported that working across the county has led to them spending a greater proportion of their time travelling, which has decreased the amount of time they can spend working. This presumably also to an increase in travel costs and carbon emissions.

61. The Portfolio Holder for Safeguarding and the Corporate Director with responsibility for Children's Services have indicated that a future model for the Referral and Assessment service might include

    i) the referral service (the initial contact point for referrers of child protection concerns) remaining a countywide service, but adopting a more multi-agency, 'triage-based' approach; and

    ii) the assessment service (the next step, where social care investigates concerns) reverting to a patch-based model, where social workers cover discrete areas of the county. Please see Appendix 6 for a table showing the pros and cons of each configuration, which was provided by the Portfolio Holder and Corporate Director.

62. The Task Group supports this as a future service model.

Recommendations:

R16. That the Referral element of the Council's Referral & Assessment social care service is maintained as a countywide service, but incorporates a more multi-agency approach, possibly through co-location projects such as the development of a Multi Agency Safeguarding Hub (MASH).

R17. That the Assessment element of the Council's Referral & Assessment social care service reverts to operating as a patch-based service where social workers cover discrete areas of the county in order to harness the knowledge of local professionals.

R18. That if this service model is not adopted, future scrutiny includes the consideration of the benefits realised from the adoption of the countywide Referral & Assessment team structure, including an analysis of the time officers spend travelling, the associated cost and the environmental impact.

R19. Future scrutiny to include consideration of the Referral and Assessment service.

Service clusters

63. Currently a number of bodies and services in Wiltshire are grouped into geographical clusters e.g. schools, children's centres, youth work, area boards, which do not align with each other. The Task Group are concerned that this misalignment could pose a potential safeguarding risk.

Recommendation:

R20. That Cabinet makes plans to review and optimise the alignment of the various geographical clusters, where possible and appropriate.

Members and safeguarding

Member awareness and training

64. Protecting the welfare of children and young people effects every area of Council business and is the whole Council's responsibility. It is vital, therefore, that all members understand their own safeguarding responsibilities, whether as cabinet member, scrutiny member or an elected or co-opted member of the Council. There may be many members who do not, and research suggests that this picture is reflected at many other local authorities. The Centre for Public Scrutiny states that "There appears to be a degree of uncertainty in many areas about how elected members can best contribute to the process" (Safeguarding Children Scrutiny Guide, 2009). However, if the welfare of children and young people in Wiltshire is to be protected steps need to be taken to change this situation. In their inspection report Ofsted made it clear that elected members had failed in their task of identifying the significant failings in child protection services (para 40).

65. The local elections taking place in Wiltshire in May 2013 represent a golden opportunity to raise member awareness of safeguarding matters at the

commencement of a new Council. The Task Group is therefore making a number of recommendations in this area:

Recommendations:

(NB. In the recommendations below, 'safeguarding' refers to safeguarding children and vulnerable adults.)

R21. Each service section of the Councillors' Handbook 2013 (which will be a web-based resource) should include guidance on what safeguarding considerations might be relevant to that area of Council business.

R22. Following the 2013 elections, all elected members should be required to sign a statement confirming their legal duties in respect of safeguarding. This was agreed by Full Council on 26 February 2013.

R23. Following the 2013 elections, all members (including co-opted members) should undertake both corporate parenting and safeguarding training and this element of the induction should be given the highest possible profile. NB. The Task Group notes how the training provided for the Task Group by the NSPCC focused on the specific safeguarding roles and responsibilities of members. It therefore strongly recommends that this is repeated for all members within the 2013 member induction process.

R24. Following the 2013 councillor induction, the Councillor Development Group should

a. implement an ongoing programme of safeguarding training specifically aimed at members who did not attend safeguarding training during the induction programme and at members elected following by-elections; and

b. work with Group Leaders to maximise the number of members who complete this training.

R25. Following the 2013 elections, all members should receive an 'easy-reference' guide to safeguarding. This should explain in plain terms the roles and responsibilities of the various bodies and individuals involved, elected member' specific responsibilities, plus key contact details.

R26. Following the 2013 elections, all elected and co-opted members of the Children's Select Committee should undertake further child safeguarding training, designed to enable them to perform their scrutiny role. Committee members should also undertake an ongoing programme of refresher training in order to keep up with new legislation and the outcomes of serious case reviews etc.

R27. All members of the Safeguarding Children and Young People Panel (which is proposed under Recommendation 35) should undertake further safeguarding training, designed to enable them to perform their additional Panel role (just as members of the Corporate Parenting Panel undertake two days of 'Total Respect' training).

Scrutiny of safeguarding

66. Historically, Overview and Scrutiny at Wiltshire Council has not focused on the issue of safeguarding. Safeguarding work undertaken by the Children's Select Committee's (and its predecessor committees) has been limited to receiving the Annual Report and Business Plan of the Wiltshire Safeguarding Children's Board (WSCB). Due to the size of this document and perhaps members' lack of familiarity with the subject, receiving this report may well have had negligible impact on practice or outcomes. Analysis of the Committee's resolutions shows that in most cases the WSCB Annual Reports and Business cases were simply noted (see Table 3 below).

Table 3 – Scrutiny of the LSCB Annual reports and business plans

LSCB Annual Report & Business Plan	Children's Select Committee's resolution
2007/8	Noted and further information requested
2008/9	Noted
2009/10	Noted
2010/11	Noted (though this was received by the Task Group and other detailed scrutiny was now underway)

67. Once again, there is little evidence of more focused or innovative approaches being taken to scrutinising safeguarding arrangements at other local authorities. This is despite the fact that the Centre for Public Scrutiny state that, "Overview and Scrutiny Committees (OSCs) have a potentially crucial role in influencing the ways in which safeguarding arrangements are framed and developed and making sure that barriers to effective safeguarding arrangements are identified, tackled and removed. OSCs need to ensure that

every scrutiny activity relating to children's services includes a focus on safeguarding."

68. It should also be noted that inspections undertaken by Ofsted prior to March 2012 did not find significant failings in Wiltshire's safeguarding arrangements. Unannounced inspections of the Council's contact, referral and assessment arrangements in 2010 and in 2011 reported a balance of strengths with areas for improvement, but did not raise alarm at children being at risk as a result of any weaknesses identified. This emphasises that the Council should not to rely solely on occasional, external monitoring, but must have robust internal scrutiny arrangements in place as well.

69. The Safeguarding and Adoptions Improvement Board will continue to exist until the DfE is satisfied that the required improvements have been completed and lifts Wiltshire's Improvement Notice. The Notice requires that the Council aims achieve this by **December 2013**. However, even if this timescale is achieved, the Task Group believes that there will still be a significant job to be done in terms of instilling a culture of robust challenge, maximising cross-team and cross-agency working, and ensuring that safeguarding permeates every area of Council business. In addition, when the Improvement Board disbands, the WSCB will re-acquire many of the coordinating and monitoring responsibilities that the Improvement Board has been undertaking since its formation; this alone will be an important transition that deserves close member scrutiny. The Task Group therefore recommends that a scrutiny task group should continue to focus on safeguarding for at least 18 months after the Improvement Board has been disbanded.

70. Although a safeguarding task group is still required, its role will be different to the one performed by this task group over the last ten months. For this review, Ofsted's findings have require an intense, investigative approach, with a busy schedule of meetings and other evidence-gathering activities. Realistically, this cannot be sustained in the long term. Additionally, the necessary emphasis on safeguarding has meant that the Task Group has not scrutinised services for LAC – this cannot continue either.

71. In November, the Children's Select Committee asked the Task Group to add adoption services to its remit, but again, there has not been time to tackle this area of work in addition to safeguarding. At the time of writing, the Council's adoption service is being inspected by Ofsted and any findings and subsequent action plans will be published in the coming weeks. The Task Group recommends that this and any other ad hoc scrutiny activities should be undertaken through rapid scrutiny exercises established when appropriate by the Children's Select Committee.

72. The Task Group have recommended closer future engagement between Scrutiny and the WSCB. As the key coordinating body for safeguarding children and young people in Wiltshire, it is important that elected members are aware of the WSCB's activities and monitor its effectiveness, including whether the objectives set out in its annual business plan are addressed in practice.

73. The Task Group have also recommended that a programme of Scrutiny member engagement with safeguarding services is introduced. The Task Group's experience has been that officers have welcomed and valued elected members taking a direct interest in their safeguarding work, and in future this should include members visiting the relevant teams and experiencing their work firsthand where appropriate. In addition, elected members also learn a great deal though face-to-face meetings with these frontline officers – something that cannot be replicated by receiving reports.

Recommendations:

R28. The Children's Select Committee and the WSCB should agree a memorandum of understanding to clarify their future working arrangements.

R29. Future scrutiny of safeguarding should include consideration of a mid-term *and* annual report from the WSCB, including figures showing WSCB member attendance.

R30. Future scrutiny of safeguarding should include comparisons between the WSCB's Business Plan and the minutes of its meetings in order to ensure that its agreed objectives are being addressed.

R31. A programme of Scrutiny member engagement with safeguarding services (at a range of locations) should be developed, including member visits to safeguarding teams and attendance at officer safeguarding training.

R32. The Children's Select Committee to re-establish the Safeguarding Children and Young People Task Group with the following terms of reference:

1. **To monitor the implementation of any recommendations made by the Safeguarding Children and Young People Task Group that are endorsed by the Children's Select Committee and accepted by the executive.**

2. **To scrutinise Wiltshire Council's delivery of improvements to safeguarding children and young people as set out in the Safeguarding and Adoptions Improvement Plan.**

3. **To receive a twice-annual report from the Council's Lead Member for Safeguarding Children and Young People providing details of their safeguarding activity.**

4. **To continue/conduct ongoing scrutiny of services for Looked After Children (LAC).**

5. **To work in collaboration with the Safeguarding Children and Young People Panel to clarify future joint-working arrangements [the establishment of which is proposed under Recommendation 35]**

R33. The Safeguarding Children and Young People Task Group should

a. **continue its work for at least 18 months after the Safeguarding Improvement Board has been disbanded;**

b. **receive an update on the work of the Safeguarding Improvement Board (SIB), or from the WSCB upon the SIB's demise, at each meeting;**

R34. The Children's Select Committee to establish rapid scrutiny exercises when appropriate to undertake related additional tasks, such as considering the outcomes of the recent Ofsted inspection of the Council's adoptions service and the monitoring of any required improvements.

Safeguarding Children and Young People Panel

74. In considering how to ensure effective future scrutiny of safeguarding, the Task Group has been mindful of the good work done in regards to services for Looked After Children (LAC) by the Placements for LAC Task Group and the Corporate Parenting Panel, both of which were praised in Ofsted's inspection report. These two bodies have played different but complementary roles in improving these services: The Task Group conducted traditional scrutiny of budget management and performance, holding the executive to account for its decisions. Meanwhile the Corporate Parenting Panel (which is chaired by the Portfolio Holder for Safeguarding and whose membership includes both members and officers) played a more collaborative role, engaging with the

relevant teams, agencies and service users to prioritise and promote the needs of LAC and their carers.

75. Given this experience, the Task Group recommends that a similar dual body arrangement is adopted for scrutinising, developing and promoting the safeguarding of all children and young people in Wiltshire. Mindful of the additional member commitment that the proposed Safeguarding Children and Young People Panel will entail, the Task Group also recommends that the Council considers reducing the elected membership of the Corporate Parenting Panel.

Recommendations:

R35. The Council to establish a Safeguarding Children and Young People Panel. This should be <u>in addition to</u> robust scrutiny of safeguarding, undertaken by the Children's Select Committee or a task group. The advantages of such a 'dual body' arrangement have already been witnessed with the former Placements for LAC Task Group and the Corporate Parenting Panel, with the former conducting scrutiny of budget management and performance and the latter focusing on developing the best care arrangements for looked after children.

The Panel should be run in a similar manner to the Corporate Parenting Panel, in the following ways:

- **membership to include both members and officers**
- **close liaison with the broad range of teams and local agencies**
- **involving parents, children and young people (when appropriate) to develop policy**
- **a clearly defined and mutually agreed distinction between the Panel's liaising role and the monitoring and scrutinising role of Scrutiny.**

R36. In light of the additional commitment from members required by the formation of a Safeguarding Children Panel, the Council to consider reducing the elected membership of the Corporate Parenting Panel.

Council governance of safeguarding

76. The division of responsibilities for safeguarding is potentially confusing as there are many different bodies involved with overlapping duties and

memberships. Wiltshire's structure is unusual so there may be even more potential for confusion:

- The statutory role of Lead Member for Children's Services is now technically held by the Leader of the Council. However, the Leader only performs the safeguarding element of this role and she therefore has the title of 'Lead Member for Safeguarding'. The other areas of children's services (education etc) are overseen by the Lead Member for Children's Services, although this member does not actually hold the statutory post (it is held by the Leader of the Council).

- The Lead Member for Safeguarding is supported by the Portfolio Holder for Safeguarding.

- The Safeguarding and Adoptions Improvement Board is a temporary body, set up following the Ofsted inspection to oversee the necessary improvements. It is therefore undertaking duties that would normally be the responsibility of the WSCB. The WSCB itself is ongoing and is undertaking a review of its structures and processes. Once the Improvement Board is disbanded, the WSCB will reacquire its full role of coordinating and monitoring safeguarding activity across the county.

- Because Wiltshire Council does not have a Chief Executive, the Corporate Director with responsibility for children's services is ultimately held to account for the Council's safeguarding arrangements by the Leader of the Council.

77. Any confusion around safeguarding roles and responsibilities poses a threat to the necessary improvements being achieved. The Task Group therefore recommends that a clear and user-friendly document is created and circulated which clarifies this picture (**Recommendation 37**).

78. The Task Group has recommended that all members of the Council undertake relevant safeguarding training, plus specific additional training for members of the Children's Select Committee and the proposed Safeguarding Children and Young People Panel. Due to the ongoing programme of improvements, the Lead Member and Portfolio Holder for Safeguarding have already undertaken relevant training as well as receiving peer support from other local authorities. However, the Task Group believe that a set, rolling programme of safeguarding training for the relevant executive members should be introduced. This will ensure that whoever holds these positions in the future will have the necessary expertise (**Recommendation 38**).

79. In 2011 the Cabinet of Wiltshire Council approved a new senior management structure that removed the post of Chief Executive. This meant that Corporate Directors now held the most senior officer posts and reported directly to the Leader. The new structure meant that each of the corporate directors, including the corporate director with responsibility for children's services, took on additional corporate responsibilities, such as legal, human resources or finance.

80. The Task Group considered the 'Statutory Guidance on the Roles and Responsibilities of the Director of Children's Services and the Lead Member for Children's Services', produced by the Department for Education. The 2012 version of the guidance includes the following paragraph[1]:

> "It is legally permissible for the DCS and LMCS roles to be combined with other operational and political functions of the local authority. However, given the breadth and importance of children's services functions that the DCS and LMCS cover, local authorities should give due consideration to protecting the discrete roles and responsibilities of the DCS and LMCS before allocating any additional functions to individuals performing these roles. In particular, local authorities should undertake a **local test of assurance** so that the focus on outcomes for children and young people will not be weakened or diluted as a result of adding such other responsibilities (see paras 13-16 below). Given the demanding nature of the DCS and LMCS roles, local authorities should consider *all* aspects of any combined posts…" (para 10)

81. Given this guidance, the Task Group considered the steps the Council had taken prior to restructuring its senior management to ensure that the proposed changes would be legal and that the Council's arrangements for safeguarding would remain robust and effective. These steps included taking internal and external legal advice, consulting other local authorities and the chairman of the Wiltshire Safeguarding Children's Board, and putting in place external review arrangements. The Task Group also received a 'Test of assurance' report carried out on behalf of the Council by an independent reviewer. The report concluded that there was no suggestion or evidence that the additional roles of the Corporate Director who holds the statutory role of Director for Children's Services, compromises or impacts on their ability to fulfil these responsibilities. The report did recommend that a further assessment should be undertaken and the overall capacity of the corporate directors should be reviewed again once the necessary improvements in safeguarding had been established.

[1] The 2009 guidance, which was in place at the time of the restructuring, contains a similar paragraph.

82. The Task Group recommends that an ongoing programme of tests of assurance should be implemented to ensure that the statutory safeguarding responsibilities of both the director for children's services and the Lead Member for Children's Services are being met.

83. The Task Group believe that putting safeguarding at the centre of all Council business should be a priority for the future. A simple and effective way of encouraging this would be to include a 'Safeguarding considerations' section in **all reports** to Wiltshire Council committees, including Cabinet.

R37. A clear and user-friendly document is created and circulated setting out the differing safeguarding roles and responsibilities of the Safeguarding Improvement Board (SIB), the Wiltshire Safeguarding Children's Board (WSCB), the Children's Trust, the Portfolio Holder and Lead Member for Safeguarding, Children and Young People and Children's Select Committee. This document should be complete in time for the May 2013 elections and should be reviewed prior to the Safeguarding Improvement Board being disbanded.

R38. An ongoing programme of safeguarding training is implemented for the lead executive members for safeguarding. This should be designed to reflect executive member's statutory duties as set out in legislation and in the Monroe and Laming reports and including refresher training on new legislation, serious case reviews etc.

R39. That a job specification for the lead executive members for safeguarding, reflecting their statutory duties, should be adopted.

R40. An ongoing programme of tests of assurance should be implemented to ensure that the statutory safeguarding responsibilities of the director for children's services and the Lead Member for Children's Services are being met.

R41. All reports to Wiltshire Council committees, including Cabinet, should include a dedicated 'Safeguarding considerations' section (like the 'Environmental considerations' section). This will encourage report authors, directors and members to consider how any proposals, no matter what the service area, might impact upon the safeguarding of children, young people and vulnerable adults, and what could be done to mitigate any risks. This puts safeguarding at the centre of everything the Council does.

Cllr Jon Hubbard, Chairman of the Safeguarding Children and Young People Task Group

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Appendices

Appendix 1 DfE Improvement Notice – Wiltshire
Appendix 2 Task Group report to the Safeguarding Improvement Board – Nov 2012
Appendix 3 Task Group report to the Safeguarding Improvement Board – Jan 2013
Appendix 4 Shropshire Council – Safeguarding KPIs
Appendix 5 Social Care Bulletin example (26 November 2012)
Appendix 6 Countywide vs. patch-based Referral and Assessment service – table of pros and cons provided by the Portfolio Holder for Safeguarding and the Corporate Director with responsibility for children's services

Background documents

1. Ofsted Inspection of Safeguarding and Looked After Children Services – Wiltshire, April 2012 (external link)
2. Safeguarding Children Scrutiny Guide – Centre for Public Scrutiny, 2009 (external link)
3. Statutory Guidance on the Roles and Responsibilities of the Director of Children's Services and the Lead Member for Children's Services – 2009 and 2012 (external links)
4. Report to Wiltshire Council Cabinet – 'Proposal for Senior Management Restructure' – 6 October 2011
5. Test of Assurance undertaken on behalf of Wiltshire Council regarding the roles and responsibilities of the Director of Children's Services

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Improvement Notice

To: Name WILTSHIRE COUNCIL ("the Council")

Address County Hall, Bythesea Road, Trowbridge, Wiltshire, BA14 8JN

This Improvement Notice is being issued due to poor performance in:

Safeguarding children and young people and adoption services

On the basis of evidence contained in:

1. The report of the inspection of safeguarding and looked after children services carried out by Ofsted and CQC dated April 2012 (" the inspection report") which judged the overall effectiveness of Wiltshire's safeguarding services to be inadequate;
2. The adoption scorecard published by the Department of Education in May 2012 and
3. The Outcomes UK diagnostic assessment of Wiltshire's adoption service dated May 2012.

The following measures are required for the Council to comply with this further Improvement Notice:

The Council must work with their partners to take action to:

1. improve the areas of weakness identified in the Ofsted inspection report having regard to the recommendations contained therein;

2. address the areas for consideration identified in the Outcomes UK diagnostic assessment to tackle delays in children being adopted and

3. put in place arrangements to sustain and build on the improvements secured.

In respect of 1 and 2 above with support from targeted sector-specialist support, the Council must demonstrate evidence of improvement in outcomes by the following:

<u>Quality and effectiveness of social work practice</u>

- Agree with the Improvement Board performance indicators and milestones to monitor progress in improving the delivery of safeguarding services. Reports on progress against the performance indicators and milestones should be discussed by the Improvement Board. The Improvement board should as a result of these discussions identify and take corrective action

taken to address any performance concerns.

- Take immediate action to clear the backlog of unallocated cases held in the Referral and Assessment Service (R&A). Implement a performance management system which will give R&A managers early warning of potential issues which will enable them to take action to ensure that a backlog of cases does not occur in the future and ensure that the team is adequately resourced. Take steps to assess what is driving the increase in referrals and contacts coming in to the R&A team and establish whether processes for 'stepping down' are being used appropriately.

- Improve the quality, and consistency of assessments, taking appropriate account of risk and recording the views of children and young people and the analysis of agencies identified by the Council as relevant partners ("partner agencies") whilst maintaining timeliness. The assessment will inform decision making and planning in line with statutory guidance;

- Improve the delivery and management of child protection plans so that expectations and outcomes with timescales are clearly set out. Action should be taken to address areas of practice where performance does not meet standards.

- Work with partner agencies to ensure that they participate in strategy discussions and risk assessment and contribute to all child protection and children in need plans.

- Improve the capability of child protection conference chairs to identify non-compliance with statutory guidance, unassessed risk, drift and lack of adequate contingency plans by providing revised guidance for chairs. Progress will be monitored by monthly child protection conference chair's performance reports.

- Ensure that all management oversight and decision-making on individual child protection cases is conducted in line with standards set out by the Council (and agreed with the Improvement Board) and evidence of that management oversight and decision making is set out in detail on each case file. Ensure that evidence - from management information and information arising from case audits - confirms that this has been carried out satisfactorily;

- Agree with the Improvement Board and the Wiltshire Safeguarding Children Board (WSCB) the frequency, scope and number of quality assurance audits. Ensure that the quality assurance audits are carried out and the performance information and evidence from the audits are analysed and reported to the Improvement Board and WSCB in accordance with Ofsted 'Good practice by local safeguarding children boards'. Analysis should be used to inform action taken by the Council and partner agencies to bring about improvements in safeguarding social work practice and casework. The Council and agency partners must demonstrate that findings from file audits are used to improve social work

practice and that there is compliance with management and case work practice standards. The impact of these areas will be evidenced through the continuous improvement of social work practice. The Council should also report on the impact of actions to the Improvement Board and WSCB.

Adoption Services

- Within one month of the date of this Improvement Notice, the Council must agree a plan with the Improvement Board which will improve the performance of the adoption service and which addresses the concerns set out in the Outcomes UK Diagnostic Report and the Council's Adoption Scorecard. The plan must set out milestone and performance indicators which will improve the performance of the adoption service and reduce delay. Progress against the performance indicator standards, targets and timescales must be reported at each meeting of the Improvement Board and action taken to address performance concerns and where standards, targets and timescales are not being met.

- The Council should reduce the time taken to place a child for adoption from the point that the child comes into the care of the local authority. In doing so the council should work towards meeting the timescales set out in The Children Act 1989 Guidance and Regulations and Statutory Adoption Guidance revised in February 2011.

Partnership and governance

- Ensure that the agency partners on the Improvement Board work with the Council to agree objectives, actions, timescales and the evidence which will be used to monitor progress and assess impact for improvement in the delivery of children's safeguarding services. The Board should ensure that these are communicated to all social work staff and agency partners so that they understand their roles and responsibilities in delivering these objectives and improvements. The Improvement Board should also ensure that safeguarding and adoption plans are implemented to agreed timescales;

- Put in place scrutiny arrangements to enable members of the Council to scrutinise and challenge social care practice once the necessary improvements have been made.

Capacity and capability

- Implement a programme of induction, training, mentoring and continuous professional development for all social care staff including managers to improve the quality of front line social work. To support this attention should be paid to the eight standards for employers of social workers[1]. The Council should also work with agency partners to ensure that shared learning opportunities are exploited. The Council should report the impact the work has on improving outcomes for children to the Improvement board;

[1] http://www.local.gov.uk/web/guest/workforce/-/journal_content/56/10171/3511605/ARTICLE-TEMPLATE

- Monitor social worker workloads to ensure that responsibilities for tasks are defined and are understood by social workers, that evidence is provided that social workers report that supervision and support meets their needs and that practitioners' workloads do not prevent them carrying out what they and their managers feel to be effective social work practice . Ensure that workloads and supervision take into account the experience of the social worker, ensure attention is paid to case allocation and case management and that a workload management scheme is used. Ensure that the Improvement Board receives management information to confirm that this is achieved and sustained;

- Ensure management oversight of the social worker's caseload alongside decision making on individual cases through the use of reflective supervision. The results of the supervision should be used to identify strengths and areas for development which will then be used to bring about improvements in the quality of social work practice;

- Ensure that the views of staff are considered in relation to their work and workplace using feedback mechanisms such as staff surveys the result of which should be reported to the Improvement Board. To support this consideration should be given to the information set out in the Children's Safeguarding Performance Information Framework (published 12 June 2012)[2]

Support measures

We expect the Council to put in place an Improvement Board which shall have an independent chair and which we expect will continue to meet once every 6 weeks and include in its membership partner agencies. An official from the Department for Education will attend as an observer. We would expect the Council to agree with and provide the independent chair with such support as they need to carry out their role and that the Council should consider if further support and challenge might be sourced from the sector. The package of support must include peer mentoring and support for the Lead Member for Children's Services, the Portfolio Holder for Children's Service, the Chair of the Corporate Parenting Panel and senior managers to support them in leading the required change.

Improvement plans should be developed with partner agencies to carry out the recommendations identified in the Ofsted inspection report and those specifically highlighted in this Improvement Notice. The plans should be agreed with all partner agencies and the Safeguarding Improvement Board within one month of the issue of this notice.

Taking account of the measures set out in this Notice:

The Council must report against the objectives, actions, timescales and impact indicators agreed by the Improvement Board. Reporting should include analysis

[2]http://www.education.gov.uk/childrenandyoungpeople/safeguardingchildren/protection/b00209694/perf-info

of any objectives and actions which are not being achieved as planned, actions to address these, and revised timescales for improvement which should be agreed by the Improvement Board. The Council should aim for all performance indicators and milestones to be met by **December 2013**.

Improvement against the above measures will be assessed as follows:

Ministers should receive information on progress from the Chair of the Improvement Board in respect of the performance indicators and milestones set out in this Improvement Notice in September 2012, March 2013 and September 2013. An initial review of progress against the Improvement Notice will be held The Department for Education in December 2012, further reviews will be held in June 2013 with a final review in December 2013

Failure to comply with this Improvement Notice by the assessment dates:

Should the Council be unwilling or unable to comply with this further Improvement Notice, or should ministers not be satisfied with the Council's progress at any stage, ministers may choose to invoke their statutory powers of intervention (s497A Education Act 1996) to direct the Council to enter into an appropriate arrangement to secure the improvements required in children's services.

Signed: .....

Date: 24.9.12

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Safeguarding Improvement Board – 2nd October 2012

Item 3.3 – Scrutiny Task Group report on Improvements Within 3 months

Background

On 22 August, the Safeguarding Improvement Board (SIB) asked the Safeguarding Children & Young People Task Group to scrutinise the delivery of the improvements to safeguarding that were required to be completed within 3 months of the Ofsted inspection.

The Task Group met on 1 October and considered evidence provided by officers of Wiltshire Council. Members focused on the Improvements required by Ofsted in its inspection report rather than the milestones set out in the Safeguarding Improvement Plan.

Conclusions

	Ofsted immediate actions on safeguarding	**Comments and conclusions**
1	Wiltshire Council to ensure that the improvement plan to address the findings of this inspection is prioritised and fully resourced to reduce any adverse impact upon the capacity of the front line service	**Complete** • Current need is adequately resourced and analysis is being done on resources needed going forward.
2	Wiltshire Council to undertake a comprehensive audit of all children who are on the threshold of risk and/or subject to child protection plans to ensure that these children are being protected from serious harm	**Complete** • Evidence was provided of the comprehensive audit.
3	Wiltshire Council to ensure that the serious shortcomings in quality assurance arrangements are addressed by strengthening management oversight and challenge in case work and through improved effectiveness of the child protection chairs	**Partially complete** • At present there is insufficient evidence to say this has been completed. Several improvement measures have been implemented, but members recognise that this is a cultural issue that will take time to resolve.
4	Wiltshire Council to ensure core assessments are regularly used and updated to reflect and evaluate the impact of changing family circumstances	**Partially complete** • Officers advised this would be complete by the end of the year. The Group recognises that a structured, long-term approach is being taken to this issue rather than a quick fix.
5	Wiltshire Council to ensure child protection plans and written agreements with parents clearly identify what needs to change with clear timescales and what action is required to address any drift	**Partially complete** • At present there is insufficient evidence to say this has been completed. • Officers reported a number of changes, including social workers being involved in plans at an earlier stage. However, evidence for this and its impact won't be known until audit reports go to LSCB in December.

6	Wiltshire Council and Wiltshire Constabulary to review procedures for conducting joint Section 47 interviews to ensure practice is compliant with statutory guidance	**Complete** • A multi-agency procedure has been agreed and is compliant with statutory guidance.
7	NHS Wiltshire and NHS South Gloucestershire, Great Western NHS Foundation Hospital Trust, Salisbury NHS Foundation Trust, Oxford Health NHS Foundation Trust and Avon & Wiltshire NHS Partnership Trust to ensure that staff fully understand the escalation policy and that there is effective monitoring of when the policy is invoked.	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.
Ofsted 3 months actions on safeguarding		
8	Wiltshire safeguarding children board to ensure a comprehensive Section 47 multi-agency audit is carried out that identifies robustly current practice to ensure it is compliant with statutory guidance	**Partially complete** • The Task Group were satisfied that a comprehensive Section 47 audit took place. However, it cannot evidence that current practice is now compliant with statutory guidance.
9	Wiltshire Council to ensure that the serious shortfalls in the identification of risk within assessments, contingencies and care planning are addressed and improved through appropriate staff development and training	**Partially complete** • The Task Group were satisfied that appropriate staff training and development had taken place but did have concerns that there appeared to be no audit mechanism in place to monitor any improvements • However, a more holistic review of a risk is being done, which will take longer.
10	Wiltshire Council to ensure children in need plans are consistently drawn up following assessment and are regularly reviewed	**Partially complete** • At present there is insufficient evidence to say this has been completed. • Audit systems are in place to monitor this improvement, but the audits expected to be done in September are not yet complete.
11	NHS Wiltshire and Salisbury NHS Foundation Hospital Trust to ensure that activity and outcomes from the review of children's cases presented in the accident and emergency department are reported regularly through hospital and safeguarding governance arrangements	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.
12	NHS Wiltshire and Salisbury NHS Foundation Hospital Trust to ensure that staff have access to regular safeguarding supervision as set out within statutory guidance to senior managers within the Trust	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.
13	NHS Wiltshire, Salisbury Hospital NHS Foundation Trust and Great Western NHS Foundation Trust to ensure that staff are well supported to undertake their safeguarding responsibilities through training at levels	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.

	appropriate to their role and documentation which includes triggers to facilitate comprehensive risk identification	
14	NHS Wiltshire/BANES and NHS South Gloucestershire, Avon & Wiltshire Mental Health Partnership NHS Trust and the police to review practice to ensure that children and young people under 18 years of age are not inappropriately detained under Section 136 of the Mental Health Act 1983. In the event that a child or young person has to be detained ensure that there is access to appropriate dedicated facilities within the relevant cluster areas and that the child or young person concerned receives a prompt mental health assessment	**Partially complete** • The task group received evidence stating that only 2 young people were detained inappropriately in July and August this year compared with 15 in 2011. • However the task group did note that was still no agreement in place with regard to suitable accommodation for under 18's being detained under Section 136 of the Mental Health Act
15	NHS Wiltshire and NHS South Gloucestershire, Great Western NHS Foundation Trust, Avon & Wiltshire Mental Health Partnership NHS Trust and Wiltshire Council to ensure that staff in adult services receive children's safeguarding training at levels appropriate to their role, receive safeguarding supervision as set out in statutory guidance and are fully engaged in children's safeguarding and governance arrangements.	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.
15a	Wiltshire Council to ensure that staff in adult services receive children's safeguarding training at levels appropriate to their role, receive safeguarding supervision as set out in statutory guidance and are fully engaged in children's safeguarding and governance arrangements	**See above**
Ofsted immediate actions on Looked After Children		
16	Wiltshire Council, through its review of its risk assessment processes and practice to ensure that all children and young people who need to be in care in Wiltshire are appropriately accommodated	**Complete** • An audit has been completed.
17	Wiltshire Council to ensure placement plans for looked after children and young people placed with foster carers contain relevant, up to date information to assist carers provide good quality safe care personal to the child or young person's needs	**Complete** • Revised guidance issued.
18	Wiltshire Council to ensure the looked after children's health team receive prompt notification of a child or young person's admission to care or change of placement	**Partially complete** • The Task Group were satisfied that a system was in place designed to improve this, but no audits had taken place and no evidence was provided of outcomes.
19	Wiltshire Council to ensure robust tracking and monitoring systems are in place to enable	**Partially complete** • The Task Group were satisfied that an auditing

	the council to assure itself that looked after children and young people allocated to teams other than the through care teams receive a service that is at least comparable to the quality of service provided by the through care service.	system and new practice standards would improve this, but no audits had taken place and no evidence was provided of outcomes.
20	Public Health and NHS Wiltshire and the council should appoint a designated doctor and designated nurse for looked after children to ensure effective strategic clinical leadership in line with statutory national guidance as set out in Working Together To Safeguard Children, 2010	**Complete**
21	Public Health & Public Protection NHS Wiltshire & Wiltshire Council should ensure that looked after children's health service delivery is subject to a work plan with measurable objectives and a rigorous performance management framework	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.
22	Public Health & Public Protection NHS Wiltshire & Wiltshire Council should ensure that the needs of young mothers and fathers within the looked after children service, including those who are placed outside the area, are identified and addressed	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.
23	Public Health & Public Protection NHS Wiltshire & Wiltshire Council should ensure that there is effective quality assurance of health assessments and reviews for all looked after children, and that the looked after children nurses are well equipped to undertake this role	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.
24	Public Health & Public Protection NHS Wiltshire & Wiltshire Council should ensure that health support to looked after children and care leavers is fully developed in partnership with the children in care council	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.
25	Public Health & Public Protection NHS Wiltshire & Wiltshire Council to ensure that care leavers receive copies of their health histories to equip them to make effective future health choices.	**Unknown** • The Task Group did not receive evidence of this improvement so cannot reach a conclusion.

Report author: Henry Powell, Senior Scrutiny Officer, Wiltshire Council

Safeguarding Improvement Board – 20th February 2013

Item XX – Scrutiny Task Group report on Improvement milestones within 6 months

Background

On 16 November 2012, the Safeguarding Improvement Board (SIB) asked the Safeguarding Children & Young People Task Group to scrutinise the delivery of the improvement milestones set out in the Safeguarding Improvement Plan (SIP) for completion by end of October 2012.

The Task Group met on 17 January and considered evidence provided by officers of Wiltshire Council.

General comments

The Task Group concludes that there are a number of ways in which the Improvement Plan and other reports can be improved to enable more effective scrutiny of progress:

1. The Task Group are concerned that a significant number of the milestones within the Safeguarding Improvement Plan are not 'SMART' (Specific, Measureable, Achievable, Relevant, Time-bound). This makes it difficult to assess whether they have been achieved or not.

2. The Task Group particularly noted the use of the word 'some' within milestones (as in 'some evidence', 'some good feedback') as not being specific enough to represent a useful target. (It is noted, however, that the use of the term was taken from Ofsted's own inspection framework).

3. The Task Group recommends that each milestone is accompanied by a list of the evidence sources / indicators that illustrate whether it has been achieved or not. This will make scrutinising progress with milestones quicker, easier and more effective.

4. The Task Group also suggests that any groups scrutinising the delivery of the Improvement Plan be provided with a RAG-rated exception report highlighting which milestones are slipping (i.e. red or amber).

The Task Group believes that the issues above must be addressed so that effective scrutiny of safeguarding improvements is possible in the future.

Conclusions on the milestones

Goal	Milestone	Comments and conclusions
Children and young people are safe(r)	1. There is evidence that safeguarding is improving from regular management information reports and "off-line/independent" single and multi-agency audits.	**Partially achieved.** It was clarified that 10 of the 13 'Category 1' cases audited had progressed well or were on track.
Quality assurance of safeguarding has improved	2. Managers within social care are undertaking regular case file audits.	**Partially achieved.** The Task Group recommend that this milestone should be to undertake 'monthly' (not 'regular') audits. It was noted that a December audit was not undertaken and the January audit will be available at the end of January. It was noted that Principal Social Workers (PSWs) are now delivering practice-orientated training focused on the outcomes of these audits. Auditors are currently also looking at the training being provided in response to audit outcomes.
	3. The programme of independent/off-line audits of social care cases has been established.	**Achieved.** The Task Group was satisfied that the programme of audits has been established and looks forward to seeing more detailed evidence in the future.
	4. A new programme of LSCB multi-agency audits has been established.	**Achieved.**
	5. There is some evidence that follow up action taken in response to audit findings is impacting on practice.	**Achieved.** The Task Group was happy that the audit results constituted 'some

Goal	Milestone	Comments and conclusions
		evidence'. However, they felt that the term 'some evidence' should be made more specific.
	6. Role and functions of child protection chairs has been reviewed and job descriptions and person specifications revised.	**Achieved.** The Task Group were pleased that the role of Child Protection Chair has been formally upgraded. It was accepted that little written evidence could be provided for this milestone due to the HR process still being underway.
	7. Monthly reports on performance of child protection chairs are being produced.	**Partially achieved.** Only reports from September and October had been completed. However, it was noted that November's report is taking longer because the performance measures are being aligned to the new practice standards.
	8. There is some positive feedback from families and professionals attending conferences.	**Achieved.** The Task Group felt that the term 'some evidence' should be made more specific. It was noted that challenge amongst professionals in Wiltshire may still not be robust enough and therefore the positive feedback received may not be entirely justified.
	9. There is some evidence from case file audits that the quality of chairing is good.	**Achieved.** The Task Group felt that the terms 'some evidence' and 'good' should be made more specific.

Goal	Milestone	Comments and conclusions
		It was noted that there is a need to ensure that professionals from all agencies in Wiltshire understand what 'good' looks like.
	10. All looked after children are receiving a similar standard of service**.**	**Achieved.** The Task Group recommended that this milestone be amended because a '*similar* standard of service' could actually be a consistently poor service.
	11. An options appraisal has taken place to assess when LAC cases should best transfer to longer term teams.	**Partially achieved.** The options appraisal is underway.
The skills and quality of managers have improved	12. All social care managers are clear about the social care leadership and management approach and the management standards required.	**Partially achieved.** A draft set of social care management standards has been produced, but further evidence of its impact is required for this milestone to be 'Achieved'.
	13. All managers have received training on the approach and standards. This is being reinforced in supervision sessions**.**	**Achieved.**
	14. Managers use a variety of performance reports and evidence from case file audits to assess the quality and impact of practice.	**Achieved.**
	15. There is evidence from case file audits of good management oversight and decision making.	**Partially achieved.** The Task Group noted that the audit scores for 'Management Oversight' showed an upward trend, but there is still much room for improvement.
The skills and	16. All social workers are clear about the Wiltshire approach to	**Partially achieved.**

Goal	Milestone	Comments and conclusions
quality of front line workers has improved	social work and are using the Wiltshire Social Work standards as a guide for their practice.	The practice standards have been introduced, but future audits are needed to demonstrate whether social workers are clear about what is expected.
	17. All social workers have received training and briefing sessions on the approach and standards and this is being reinforced in supervision sessions**.**	**Partially achieved.** No evidence was provided to show that training was being reinforced in supervision sessions.
	18. Social workers are aware of the management information reports and quality audits being used to monitor and improve practice. Some social workers can evidence how feedback from case file audits has influenced practice.	**Partially achieved.** The Task Group noted that this milestone was only partially achieved, and recommended that the weekly Social Care Bulletins be redesigned (perhaps with the involvement of the Communications team) to be shorter and more inviting to the reader. The Task Group felt that the term 'some social workers' was not specific enough.
The child protection system is working effectively	19. The Safeguarding Improvement Plan is on track.	**No conclusion.** The Task Group felt that this milestone was too broad to be meaningful.
	20. The Improvement plan has been revised and updated.	**Achieved.**
	21. The role the LSCB, the Executive and all sub-groups have been reviewed and terms of reference have been updated as necessary.	**Partially achieved.** The review is underway but not complete.

Goal	Milestone	Comments and conclusions
	22. The LSCB performance monitoring report has been reviewed and revised.	**Partially achieved.** The performance monitoring report has been reviewed, but the new format is due to be discussed at the Quality Assurance sub-group on 24th January 2013 (the Task Group met on 17th January).
	23. The Scrutiny Task Group has developed methods for scrutinising the child protection system**.**	**Partially achieved.** The Task Group is still considering methods of scrutinising safeguarding and will be including recommendations on this in its final report (due to the Children's Select Committee on 28 March).
	24. Social Care staff and managers within the Council report that communication has improved.	**To be tested through Peer Review staff survey.**
	25. Staff and managers from all agencies are clear about their safeguarding responsibilities	**To be tested through Peer Review staff survey.**

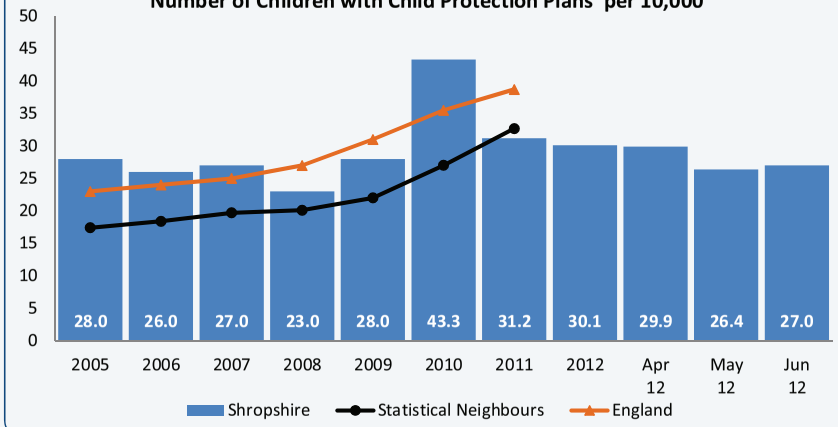
Task Group Chairman: Cllr Jon Hubbard

Report author: Henry Powell, Senior Scrutiny Officer, Wiltshire Council, 01225 718052, henrypowell@wiltshire.gov.uk

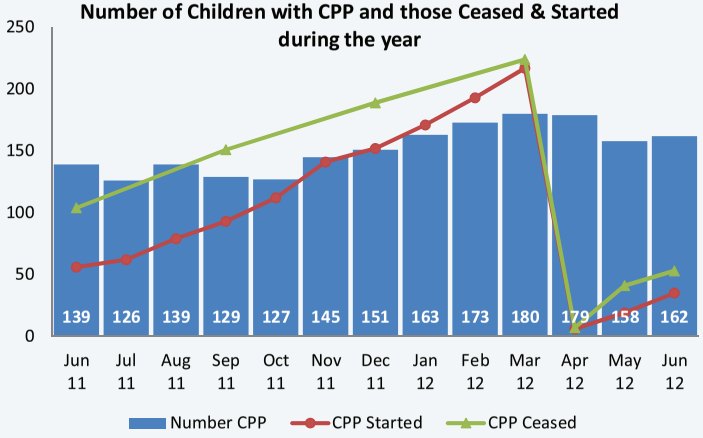
Appendix 1

June 2012

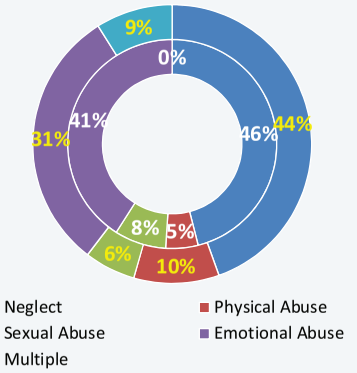
Number of Children with Child Protection Plans per 10,000



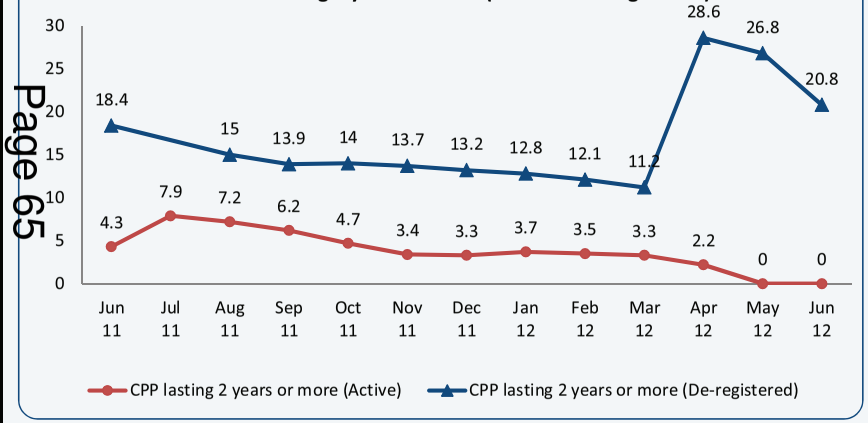
Number of Children with CPP and those Ceased & Started during the year



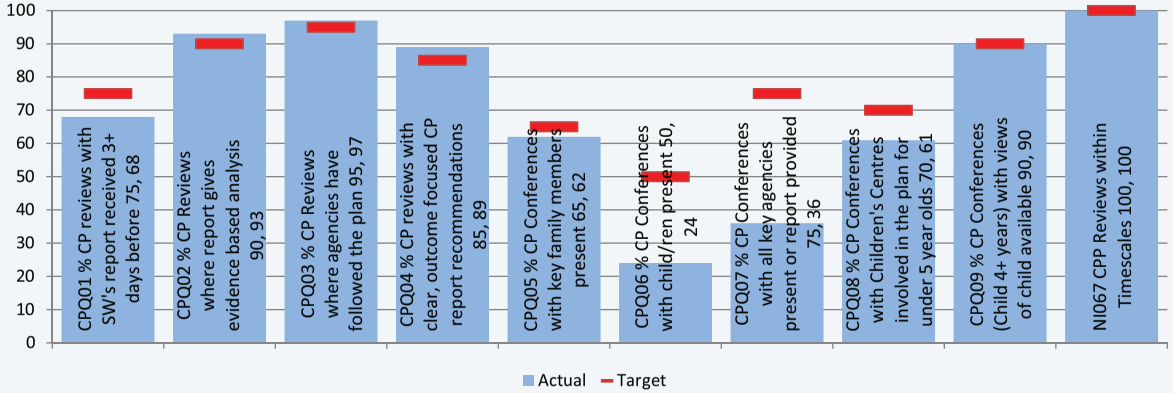
CPP Initial Category of Abuse 2010/11 (SC Inner - SN Ave Outer)



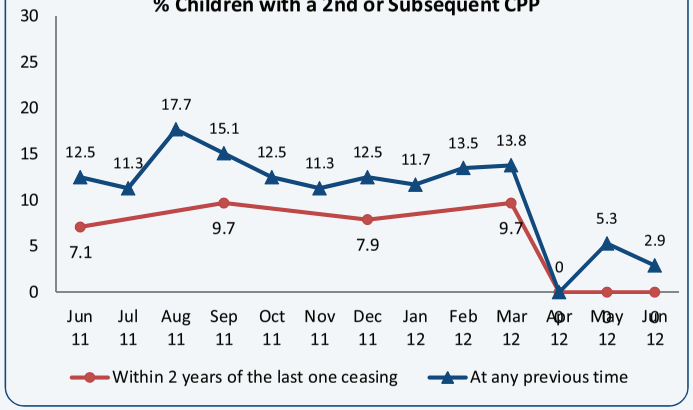
% of CPPs lasting 2 years or more (Active & De-registered)



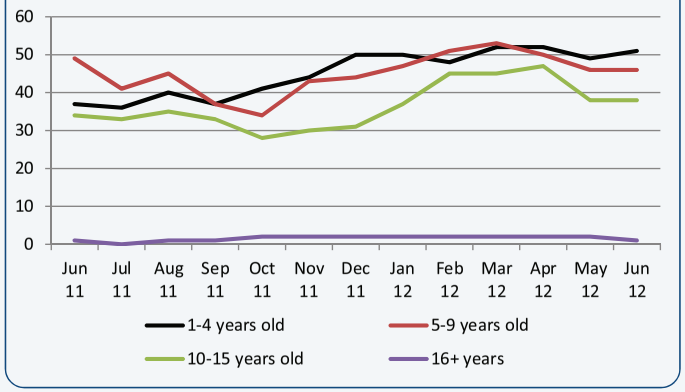
CPP Quality Assurance Measures



% Children with a 2nd or Subsequent CPP



Number of Children with a CPP by age group



Current Activity - Child Protection Plans

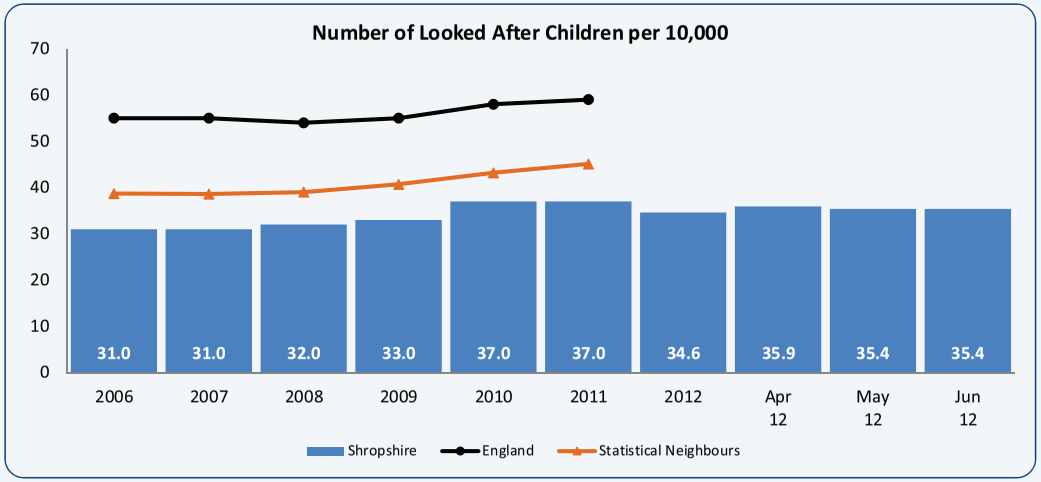
Number of Children with a CPP (Current)	162
Number of Children with a CPP (12 Months Previous)	139
DoT Same Period Last Year	↑
Percentage Change from same period 12 Months ago	16.5%

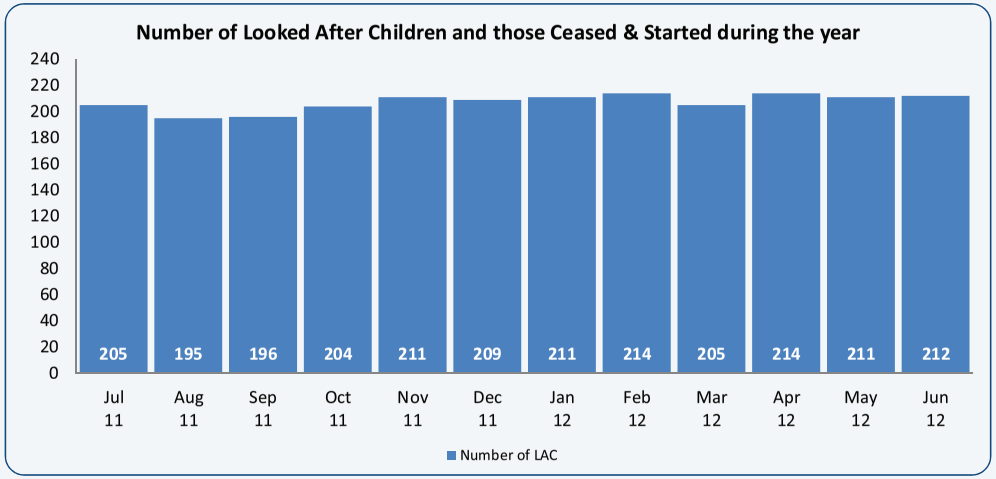
	Actual	Target	Alert
NI064 CPP 2+ Years (Any previous time)	20.8	<7	▲
CPP02 CPP 2+ Years (Within last 2 Years)	0.0	<7	★
NI065 2nd or Subseq CPP (Any prev time)	2.9	10 - 15	●
CPP03 2nd or Subseq CPP (With last 2 Yrs)	0.0	9.0	★

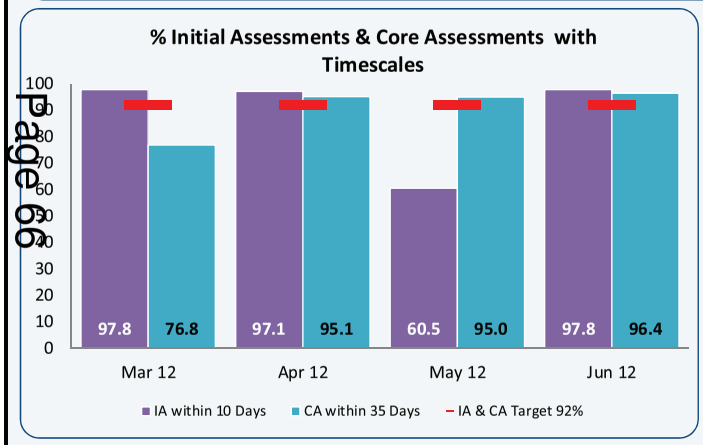
Comments: The % of Children with a 2nd or subsequent CPP shows positive low percentages highlighting efficent ceasing of plans, although the % of Children with a CPP for 2years + is high at deregistration there are currenly no active CPPs of 2 years or more. It is very positive to have both low levels of re-registrations and low numbers on long term plans.

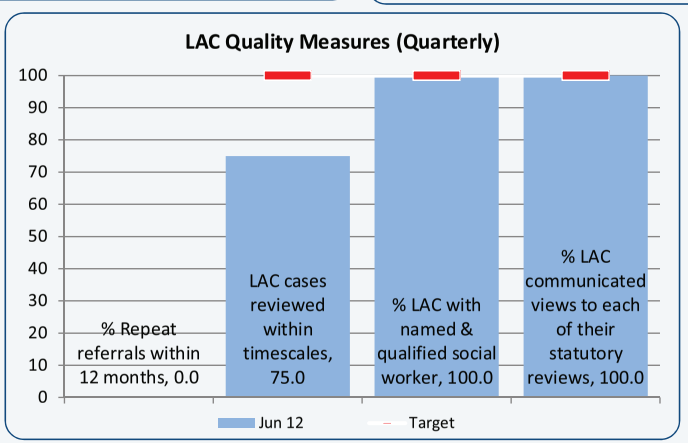
Appendix 1

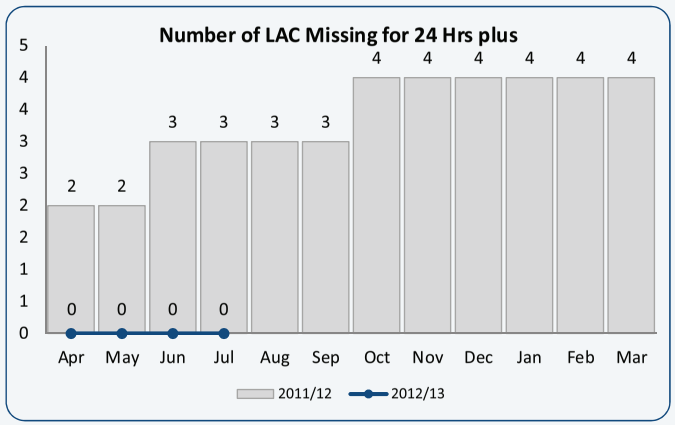
June 2012

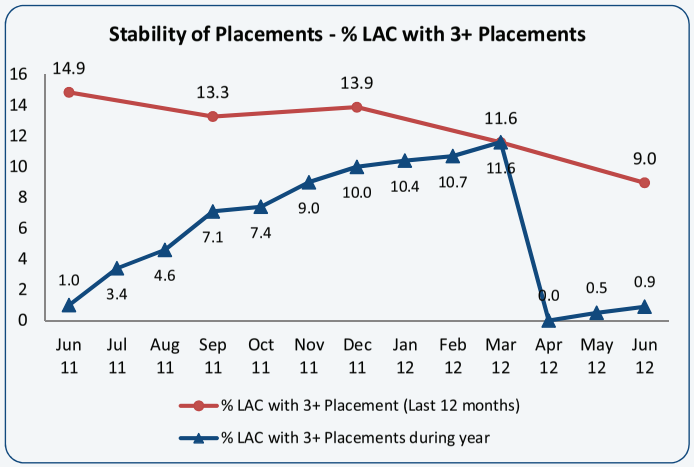


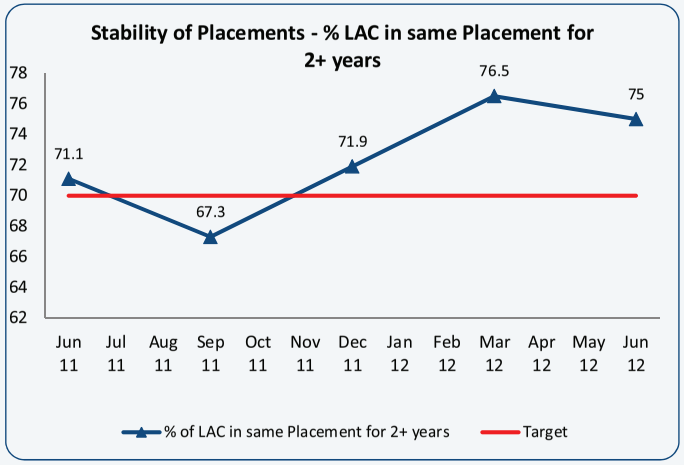












Current Activity	
Number of Looked After Children (LAC) (Current)	212
Number of LAC (12 Months Previous)	202
DoT Same Period Last Year	↑
Percentage Change from same period 12 Months ago	5.0%

	Actual	Target	Alert
NI059 IAs within 10 working days	97.8	92.0	
NI060 CAs within 35 working days	96.4	92.0	
A&L02b Ave Days for CA	7	<10	★
A&L02a Ave Days for IA	28	<35	★
NI066 LAC Reviews in timescales	75.0	100.0	▲
NI068 % Referrals going to IA	36.7	60.0	▲

Comment: The number of LAC has been stable during the year, an increase of 10 LAC at the same point last year. Timeslines of IAs and CAs remain above target.Placement stability shows good levels of performance

Dear Colleague

The Children's Services Select Committee took place this week. At this committee Elected Members scrutinise our performance across children's services and also make policy recommendations to Cabinet. The safeguarding and LAC task group chaired by Cllr Hubbard is a sub group of this Committee.

Lin Hitchman attended to present the annual adoption report prior to this going to Cabinet in January. This is a detailed statutory piece of work setting out how the Adoption Agency (Wiltshire Council) is performing and Members have to assure themselves that we are operating a safe, effective and efficient service.

The updated national adoption scorecards have been published today and show some improvement for us in relation to the time taken from a child moving into care to being placed with their adoptive family. This however remains a key priority for us and hence the focus across the whole service on good permanency planning in the best interests of children (with adoption being one important route to permanency).

The Select Committee made one very important resolution which I was asked to convey in this bulletin. The Committee would like to sincerely thank staff for the commitment, dedication and hard work that is so clearly evident. The Committee noted that we have fully acknowledged the need for improvement, that we are being transparent about where things are still not where we need them to be, and that we are determined to make progress.

As we know there is no greater challenge or greater reward than making a positive difference for vulnerable children and families in our communities.

Thank you.

This bulletin provides information on the following:

- An analysis of children who became the subject of a child protection plan for the second or subsequent time
- Findings from the children in need audit
- Review of initial access to social care
- Key lines of enquiry for the January Safeguarding Peer Review
- Social Care Briefings – January 2013
- Early intervention conference 15th January 10am to 1pm at the Civic Centre in Trowbridge
- Research in Practice November bulletin

One of the Reference Groups which met on 20th November focused on how to encourage a focus on recording outcomes and over the next couple of months each bulletin will include some information on outcomes including definitions, practice advice and case examples.

An analysis of children who became the subject of a child protection plan for the second or subsequent time

Outcomes Based Accountability (OBA) is a well known approach which enables groups to think about issues and problems in a different way. Within Wiltshire we would like to reduce the number of children and young people who are subject to more than one child protection plan. The Reference

Group which focused on knowing how well we are doing used an OBA technique called Turning the Curve to help think through the reasons for repeat child protection plans and identify plans for improvement. A Turning the Curve report which summarises the group's discussions has been attached. This includes data, an analysis – the story behind the baseline, information on what works and some suggestions for improving performance. We will keep you informed about how we will be following up this work.

Findings from the children in need audit

In September an audit of 14 cases where children in need plans had been in place for more than 9 months took place. There were some examples of good practice. For example positive outcomes were noted where the school had a Parenting Support Adviser (PSA) and the social worker was able to liaise with the PSA to support the parent.

The audit found that in many cases there was not a clear focus on what needed to change and the lack of focus made it difficult to know whether things were improving. It is important that we are all rigorous in working to the social care quality practice standards. All open cases including children in need cases should have a SMART outcome focused plan. This means all plans should be very **specific** about what needs to change so that progress can be **measured.** Plans should be **achievable** and **realistic** which means parents need to understand the plans and know what they need to do. Finally plans need to have a clear **timescale.**

The following actions have been taken in response to audit findings:

- Changes have been made to the process for managing children in need cases in the Referral and Assessment team to avoid drift and ensure "step down" promptly if this is appropriate
- The Gateway Panel process has been changed. This will ensure families receive appropriate timely intervention and that drift does not happen.
- Closer links are being established with the social care Family Support Service to ensure that families receive intervention in a timely way.
- The regular monthly audit by social care managers will include a proportion of children in need cases every month.

Review of Initial Access to Social Care

In July Children's Services requested a systems thinking review to focus on 'Initial Access to Social Care'. Heather Lovelock from the Business Transformation team and Tamsin Stone, Lead Commissioner from the Commissioning and Performance team are leading the review and working closely with the Referral and Assessment Team.

Work began with understanding the purpose of those contacting Referral & Assessment. This was undertaken in several ways:

- Listening to calls
- Looking at emails
- Examining historic contacts on Care First

This analysis identified that R&A receives an average of 4,616 contacts each month. This divides into 3,735 phone calls, 839 emails and 42 letters. Further analysis showed:

- 59% of all calls were for allocated cases
- 14% of the calls were for other agencies or other Council departments
- Only 19% were calls reporting a concern
- 63% of emails received were domestic violence notifications from the police

Process maps were produced to understand internal processes. These highlighted that there is a lot of duplication, handoffs and rework in the process. Next stages of the work will take place in two phases: Phase 1 – Freeing up capacity Phase 2 - Improved ways of working

Freeing up Capacity will be achieved by:

- Calls for cases already allocated are now going directly to social workers.
- Information on our website and Wiltshire Pathways has been amended to direct the caller to the appropriate team/service.
- Work is taking place with Wiltshire Police to reduce the amount of duplication in the Domestic Violence notifications process.

Once this work is completed Health and Tamsin will move on to working with the team on phase 2.

Key lines of enquiry for the January Safeguarding Peer Review

As we noted in a previous bulletin a Safeguarding Peer Review is taking place the week of 28th January 2013. The team will be on site in Wiltshire Council for a week and the review will involve managers and staff from all levels.

The review is not an inspection - rather it is a supportive but challenging 'critical friend' approach which assists councils and their partners in celebrating their strengths and identifying their own areas for improvement. The key purpose of the review is to stimulate local discussion about how the council and its partners can become more effective in delivering improved safe outcomes for children and young people.

The peer review team will study practice, documents, policies and performance information. This will include questionnaires completed by frontline social care staff and staff from partner agencies. All social care staff will be receiving a copy of the questionnaire in the next couple of weeks.

The Peer Review team asked us to decide on some key lines of enquiry which we would like the team to explore. We know we have made many improvements since the Ofsted inspection but we still have much work to do. We are asking the Peer Review Team to focus on checking that we have established a solid basis for making further improvements and that we are clear about what good practice looks like and have a good understanding of how well we are doing at the moment. The key lines of enquiry are noted below:

There is a developing learning culture on safeguarding and in all partner agencies which focuses on outcomes.

- Good top down/bottom up communication in children's social care.
- Social care values are demonstrated in action in children's social care.
- Evidence of listening to and acting on feedback on safeguarding issues raised by staff and front-line managers and all agencies.
- Overall, leadership and management on safeguarding is improving and is at least adequate.

There is good awareness and understanding of child protection practice across all agencies

- Staff and managers in all agencies and key councillors are aware and understand what good child protection practice is. This includes understanding the importance of timeliness and what constitutes a good outcome focused plan.
- Staff in all agencies feel confident about making the right safeguarding decisions at the right time.
- There is understanding of risk assessment and management being integral to all aspects of safeguarding work across partner agencies and increasing evidence of this.
- Managers at all levels in all agencies and key councillors are clear about their responsibilities in ensuring and promoting good safeguarding and child protection practice.

Systems have been developed for ensuring that child protection practice is effective

In particular the Peer Review Team will be asked to consider:

- Social care quality and management standards
- LSCB and Council audit framework
- Performance reporting within children's social care and by the LSCB
- LSCB governance changes
- Role of DCS, councillors including scrutiny
- The commitment and priority given to safeguarding within the Council
- Role of the Safeguarding Improvement Board

Children and young people have early access to services when they need them (below social care thresholds)

- Understanding of thresholds across all agencies
- There is an appropriate range of early intervention services across all agencies
- Access to early help services – including Multi-agency Forums and the Gateway process
- In particular - effectiveness of 2b/3 interface

Social Care Briefings – January 2013

Two staff briefings have been arranged by Cllr Jane Scott Leader of the Council and Lead Member for Children's Services and Cllr Laura Mayes Portfolio Holder for Children's Safeguarding. **All social care and Independent Safeguarding Unit staff are invited to attend one of the briefings**. The briefings will be an opportunity to discuss progress and our vision for social care. Both sessions are being held at the Corn Exchange Devizes at the following times:

Wednesday 9th January 10am-12pm
Wednesday 16th January 2pm-4pm

Please email Margery Grant with your choice of session: margery.grant@wiltshire.gov.uk

Early intervention conference 15th January 10am to 1pm at the Civic Centre in Trowbridge

The children in need audit mentioned above found that there was inconsistent understanding of thresholds. The multi-agency thresholds are being reviewed and will be re-launched in January. You will also have noted that early intervention is one of the Peer Review Team's key lines of enquiry.

The early intervention conference will re-launch the thresholds, consider our current approach to early intervention and look at some key issues which have been raised in recent inspections, reports and policy documents. For example working to address neglect issues and working with teenagers where safeguarding is an issue. This will be a multi-agency conference and we are hoping all team and services will be well represented.

Please email Margery Grant to book a place: margery.grant@wiltshire.gov.uk

Research in Practice November Bulletin

Each month Research in Practice issue a bulletin. The November edition is attached for your information. The bulletin refers to the National Children and Adults Service Conference which we have covered in recent bulletins. It also includes a link to a resource on the Professional Capabilities Framework for Social Workers.

I hope you found this bulletin useful. We would like each bulletin to feature examples of good practice which is taking place in social work teams and in early intervention or social care services. Last week I was pleased to include an example from Independent Reviewing Officers and in the past we have included other examples. If you would like to contribute please contact me or Jane Shuttleworth or the Principal Social Workers – Jackie Chipping and Pier Pritchard.

With kind regards

Carolyn
Carolyn Godfrey, Corporate Director

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Question from the Task Group:

What advantages and/or disadvantages have been identified in operating a countywide Referral and Assessment team, following its restructuring from a 'patch-based' service?

Response from the Portfolio Holder for Safeguarding and Director for Children's Services:

Options for the future organisation of the Referral and Assessment Service including the development of a multi-agency safeguarding contact and referral service are being considered at the moment. This includes a Lean Review of initial access arrangements being led by the corporate Transformation Team. Options including advantages and disadvantages will be circulated for consultation in March. A few advantages/disadvantages are noted below. This is not an exhaustive list.

Advantages	Disadvantages
• Easier to ensure a consistent service in terms of application of thresholds and prompt responses. • Concentration of expertise in one place. More opportunities for cross fertilisation of ideas and reflection between Assistant Team Managers. • Economies of scale – for example could have 1 CAF co-ordinator/ 1 police officer/1 health worker – would be more costly to achieve this if there were 4 Referral and Assessment Teams • Greater flexibility in terms of providing cover for staff sickness or holidays	• Not making the most of local knowledge/having a locality focus which includes links with safeguarding teams • Not as responsive/sensitive to local needs • More travel time for staff – also has cost implications • More difficult to manage any sudden increase in work pressures or work loads

One future model might be a 'centralised' multi agency contact and referral team with the assessment part of the process being undertaken more locally. It will be important that any restructuring is child focussed rather than service focussed.

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Wiltshire Council

Children's Select Committee
28 March 2013

Pupil Performance In Public Tests And Examinations 2012

Purpose of Report

1. This report provides an overview of pupil performance at the end of each key stage and compares Wiltshire's attainment with national, south west and statistical neighbours for all phases.

Background

2. In recent years reports have been submitted to this committee highlighting pupil performance outcomes in Wiltshire schools. The outcomes are based on national performance measures at the end of each Key Stage. Information about Wiltshire's performance in relation to its comparators is also included for both the South West and statistical neighbour authorities where available.

3. The information relating to the overall performance (across all qualifications and levels) of Wiltshire students at age 19 is not yet available for 2012 and therefore within this paper we are only able to present the performance Post 16 for those undertaking Level 3 General Certificate Education (GCE) qualifications at Advanced Level.

Performance overview at each key stage

Early Years Foundation Stage (end of reception aged 5) (see Appendix 1)

4. The Early Years Foundation Stage Profile (EYFSP) is made up of 6 Areas of Learning: Personal, Social and Emotional Development (PSED), Communication, Language and Literacy (CLL), Problem Solving Reasoning and Numeracy (PSRN), Knowledge and Understanding of the World (KUW), Physical Development (PD) and Creative Development (CD). The Primary Care Trust, Strategic Health Authority and Jobcentre Plus all have reciprocal duties to work with the Local Authority to achieve the Outcomes Duty of raising standards and narrowing gaps.

5. The 6 Areas of Learning have 3 scales for PSED, 4 scales for CLL, 3 scales for PSRN, and one scale each for the remaining, making 13 scales in total. Each child can achieve a maximum of 9 points in each of the scales of the Areas of Learning. This gives a maximum score of 117 points. Teachers and early years practitioners observe and assess children as part of their everyday learning activities. The final teacher assessments for a proportion of schools are moderated by the LA.

6. In 2012, the percentage of children achieving at least 78 points in the FSP including at least 6 points in each PSED and CLL scale is 64%. This represents a 6% improvement on 2011 figures and is in line with national figures, but just below south west and statistical neighbour comparators.

7. The gap between the median and mean scores for the 20% lowest performers reduced by 2.3% to 27% in 2012. This measure remains a consistently lower percentage than national, statistical neighbours and the South West averages over the last 3 years, indicating that the early years practitioners are effectively addressing attainment needs of the lowest 20% of children in the reception year.

8. An ongoing focus of Communication Language and Literacy (CLL) and the Every Child a Talker (ECAT) project has had a positive impact on CLL and ECAT and has reduced the risk of language delay to children involved by 10%. The 'Beyond the Carpet' course was run to support the application of phonics into reading and writing and as a result reading and writing results on the EYFSP have increased.

Key Stage 1 (7 year olds) (see Appendix 2)

9. Key Stage 1 outcomes are assessed by teachers whose judgement is supported by national tests marked within the school. The teachers' judgements are also moderated by the Local Authority who train and deploy specialists to undertake this function. Each school is visited once every four years and a range of pupils' work assessed. The key measures at the end of Key Stage 1 centre on the percentage of pupils who achieve National Curriculum Level 2 and above in reading, writing and mathematics.

10. In 2012 the highest ever percentages for Wiltshire at the end of Key Stage 1 were secured at level 2+ across reading, writing and in mathematics. These outcomes reflected improvements of 2% in both reading (88%) and writing (83%) and a 1% improvement in mathematics (91%) ensuring all indicators are at least in line with or above the England figure (see tables 2.1, 2.2 and 2.3).

11. The summer of 2012 was the first year that pupils in Year 1 were screened for their ability to decode phonics. The screening test was devised in order that pupils who do not reach the expected levels can be identified. Intervention will be put in place early to prevent difficulties with reading at a later stage. Table 4 shows within Wiltshire 56% of pupils achieved the expected level of decoding which is 2% below national and South West comparators. Officers have analysed the outcomes in detail to understand why the Wiltshire performance is below its comparators. There is some evidence that these outcomes reflect the lower performance in 2011 in the EYFSP. Schools are also reporting that the nature of the test and how pupils were prepared for it had some impact. In response to these outcomes schools are targeting additional support for pupils in this cohort and support is also being provided in phonics to support pupils (as outlined in paragraph 8), the LA is also supporting schools to increase parents' understanding of phonics.

Key Stage 2 (11 year olds) (see Appendix 3)

12. Performance at Key Stage 2 for reading and mathematics is assessed using Statutory Assessment Tests (SATs), held under examination conditions and marked externally. It is important to note that writing outcomes were teacher assessed for the first time in the summer of 2012 and therefore figures for English (a combination of both reading and writing scores) are theoretically not statistically comparable with previous figures for English and English and mathematics combined. However, in order to see progress over time, historical data is provided and comparisons are made. The results reported within this paper are those derived from the SATs for reading and mathematics and teacher assessment for writing. Level 4 is the age related expectation for pupils at the end of KS2.

13. The result for pupils achieving level 4 and above in both English and mathematics has improved 3% on last year's figures and represents Wiltshire's best ever performance. The Wiltshire figure of 78% is just below national and the South West comparators, Table 3.1 shows this in more detail and the graph in 3.1 shows improvements in LA, local and national figures since 2005.

14. Table 3.2 shows pupil performance in English at level 4 which has improved by 4% over 2 years and is now in line with South West comparators and 1% above the national figures. While performance in mathematics (table 3.3) has improved by 1% at level 4 and is above since 2011 following improvements nationally, this figure is now below the England, South West and statistical neighbour equivalent figures.

15. Expected progress is considered to be at least 2 levels of attainment across Key Stage 2. The tables and graphs 3.4 and 3.5 outline the pupil outcomes in relation to expected progress. In English, 90% of pupils make expected progress, this figure continues to be consistently above national and South West and statistical neighbour comparator figures. Whilst in mathematics, 85% of pupils make expected progress, although an improvement on 2011 this places Wiltshire slightly below statistical neighbours and the England average.

16. Detailed analysis of the results and the interventions that the LA and schools put in place to support improvement show that the 86% of the children placed on Reading Recovery Programmes made accelerated progress. This intervention was developed to be used with the lowest performing 5% of pupils. It is having an impact for these pupils ensuring, with higher rates of pupil progress, they can quickly return to working at the level of their peers. Schools which have developed this work across the school are also reporting it is having a wider impact on pupils' reading. The story making projects and writing focused activities which were reported on last year are continuing to have an impact across groups of schools, who report improvements in boys' writing in particular.

17. The analyses of Key Stage 2 mathematics results show a more complex picture. The Every Child Counts programme is continuing to accelerate the progress of pupils who access the programme. On average 16 months progress is made in 20 hours teaching. With tracking of those involved showing children continuing

to make accelerated progress up to 6 months after the direct input has ended. As with the Reading programme this strategy is used in a targeted way but is having a wider impact on schools taking part. Other mathematics Intervention programmes such as 'Back on Track' and 'Numicon' are now in place and being delivered in 2012 -2013. Early feedback suggests that these targeted programmes are beginning to have an impact. These programmes are improving teachers' knowledge and pedagogical skills in order to build long-term capacity in the teaching of mathematics. Further work is also underway supporting schools that had significantly higher English than mathematics results; this work is also focusing on improving the confidence and mathematical knowledge of the teachers.

18. In order to improve outcomes of a group of schools in 2012, a structured programme known as TQ2012 was put into place with the aim of raising attainment and narrowing performance gaps between different groups of pupils. Evaluation of the TQ2012 programme shows that the overall improvement in the target group of schools at Level 4 and above in English and mathematics from 2011 was 7%, compared with a 3% rise for all other Wiltshire schools. Increases can be tracked across all the performance measures for this group of schools and reinforces the impact of targeted interventions

19. Another whole School targeted programme particularly aimed at primary schools is the Wiltshire Improving Schools Programme (WISP), which targets schools at risk of significant difficulty and is a comprehensive programme including school leaders (headteachers and governors) and teachers. It aims to bring about both rapid and sustainable improvement across the whole school. The analysis of the first cohort of 10 schools completing the programme shows a substantial improvement in the outcomes for all pupils, with a 15% improvement in school results at Level 4 and above in both English and mathematics from 2011 figures. Improvement in the rate of expected progress can also been seen in the target schools, with 15% improvement in English and 11% in mathematics against whole county improvement figures of 4% and 1% respectively. Further cohorts of schools are now benefiting from this programme and a further programme is being developed to support schools judged by Ofsted as Requiring Improvement (former satisfactory label).

Key Stage 3 (14 year olds) (see Appendix 4)

20. With the cessation of National testing in 2008, teacher assessment is used for the assessment of Key Stage 3 attainment. Table 4.1 contains the summary of the 2012 results.

21. English at both Level 5 and Level 6 have improved on the 2011 outcomes reflecting the best ever results for Wiltshire. The outcome performance in English is 3% above the national average at level 5 and above; while at level 6 and above Wiltshire's performance is 5% above the national figure. Performance in mathematics at level 5 and above remains in line with the previous year's performance at 84% and remains 1% above the national figure. At level 6 and above outcomes have risen by 1% to 64% and are 3% above the national figures.

Key Stage 4 (16 year olds) (See Appendix 5)

22. The principal means of assessing student attainment at the end of Key stage 4 is by the General Certificate Secondary Education (GCSE) examination. The performance measure includes a range of other qualifications for which an equivalence point score has been assigned. These other qualifications include BTECs and Diplomas and other vocationally based qualifications. The higher grades of A*-C (where 5 GCSEs are achieved) are equated to a Level 2 qualification and are often referred to as 'good' GCSEs. The D-G grades are equated to a Level 1 qualification within the National Qualification Framework. (It is important to note that the National Qualifications Framework reference to level 1, 2 and 3 qualifications, are not related to National Curriculum levels referred to elsewhere. For reference, level 3 qualifications are equivalent to GCE A Level.)

23. Within the principal measure of 5 or more A*-C GCSE (or equivalent qualifications) including GCSE English and mathematics, 59.3% of students achieved this measure which is a decline of 1.2% from 2011 (see Appendix 5 table 5.1 and graph 5.1). Early analysis suggests this decline was the result in part, of the number of schools whose performance was affected by the English GCSE grade boundary changes.

24. The figure for 5 or more good (A* to C) GCSEs (not necessarily including English and mathematics) rose by 3.6% to 78.7% in 2012 (see table 5.2). Although in line with statistical neighbour figures it is below both the South West and England figures. Previous analysis has shown that, in part, this is due to the use of wider qualifications which have equivalence to GCSE being used more widely elsewhere nationally.

25. The English Baccalaureate shows the proportion of young people gaining good GCSEs in a range of core subjects including English, mathematics, humanities, a language and at least 2 science GCSEs. Table 5.3 shows performance this year has declined by 1.6% from the high in 2011. However this still places the Wiltshire figure slightly above the national and South West comparator figure, although slightly below our statistical neighbours. This particular measure is influenced by curriculum design and pupil option choice made at the start of the course.

26. Tables and graphs 5.4 and 5.5 outline the 'expected progress' indicators at KS4. This is the measure of progress expected for each young person from the end of KS2 to the end of KS4. For example, a pupil achieving a level 4 in English at the end of Key Stage 2 would be expected to achieve a Grade C at GCSE English to have met the expected progress benchmark. This also applies to mathematics. The proportion of students making expected progress in English declined in 2012 by 7.1% from 73.8% in 2011 to 66.7% in 2012. There were declines in all national (3.8%) and South West (5.4%) and statistical neighbour (7.3%) comparator figures. The declines in these figures appear to reflect the changes made by the examination boards to the marking schemes, which have had an impact on a number of Wiltshire's larger secondary schools.

There was a slight increase in the proportion of students making expected progress in mathematics, up 0.4% from 70.3% to 70.7%. This represents Wiltshire's best ever performance and is 2% higher than national, South West and statistical neighbour comparators.

Key Stage 5 (18 year old) (see Appendix 6)

27. This focuses predominantly on level 3 qualifications and especially General Certificate of Education (GCE) Advanced Level achievement. The full suite of qualification results for all Wiltshire learners (at the end of 19), which capture the performance of those on apprenticeships or studying vocational courses at College will be available later in the year.

28. The level 3 (GCE A/AS level) performance of average point score (APS) per student (Table 6.1) although dropped is above the national figure of 733.0 at 744.1 and is also above the South West and statistical neighbours and places Wiltshire in the top quartile nationally.

29. Comparing average point score per exam entry (Table 6.2), Wiltshire figures are again slightly higher than national and local comparators although along with APS per student there has been a decline from previous figures. The decline in the figures reflect national, South West and statistical neighbour figures and may be the result of changes by the examination boards to mark schemes. Wiltshire remains in the top quartile nationally for performance in average point score per exam entry.

Performance of vulnerable group – narrowing the gap

30. Pupil characteristics are collected through the school census. Many groups of children and young people may be at risk of underachievement but the characteristics that have national and regional comparative data are discussed here.

Pupil performance by eligibility for Free School Meals (see Appendix 7)

31. Parents of children who receive such benefits as Income Support and Job Seeker Allowance are eligible to apply for free school meals (FSM) for their children. Schools are also now provided with additional funding for pupils eligible for FSM through the Pupil Premium funding which is paid at a rate of £623 per pupil per year rising to £900 in 2013-2014.

32. Within Key Stage 1, of the Pupils eligible for FSM in Yr 1, 36% reached the expected level of phonics (Table 7.1). This is much lower than the national figure of 44% and our other statistical neighbour figures at 40.5% and as such is already an area of focus to accelerate pupil progress. At KS2 in 2012, the picture is better with the attainment gap being narrowed for the third year running. Table 7.2 shows the proportion of pupils eligible for FSM who have achieved the national benchmark level of level 4 and above in both English and mathematics increasing by 7% from 2011 to 60% in 2012. Narrowing the gap in attainment for pupils eligible for FSM and others has been a focus over the last

few years. As a consequence the gap between their performances and those not eligible has narrowed at Key Stage 2 from 27% in 2010 to 20% in 2012. However the gap in performance in Wiltshire remains higher than the national figure and while the Wiltshire gap has declined it must remain a priority. At Key Stage 4 (see table 7.4) there was a very slight decline in the attainment of pupils eligible for FSM in 2012, although there has been a rise over the last 3 years. When compared with the performance of pupils who are not eligible for FSM (table 7.5) the gap has remained broadly at the same level as in 2011.

33. This pattern of narrowing the gap can also be seen in the figures for 'disadvantaged', pupils at the end of KS2 (see table 7.6). These pupils are those who either are eligible for FSM or are Looked After Children. There has been a 5% improvement for outcomes of disadvantaged pupils from 2011, however this improvement is still behind national figures and consequently will continue to remain a focus for schools and the Local Authority. The Pupil Premium is providing additional resource and schools are targeting it on support and activities for the pupils to support pupil progress. Strategies including TQ2012 and WISP along with a Working Together to Narrow the Gap conference in November 2012 have all focused on supporting schools to narrowing the gap between groups of pupils who are considered disadvantaged and vulnerable to underachievement at Key Stage 2. At Key Stage 4, (see table 7.7) the performance of pupils identified as being disadvantaged has improved and as a result the gap in relation to their peers is 5.6% lower than in 2011.

Pupil performance by pupils with Special Educational Needs (SEN). (see Appendix 8)

34. The performance of pupils with SEN includes a range of needs such as, pupils who have support based within school (School Action), involving external support (School Action Plus) and those with a statutory statement of special needs ('statemented').

35. At Key Stage 2, there has been a 6% increase in the attainment of pupils who do not have a statement (i.e. those at school action and school action plus) with 43% achieving a level 4 and above in both English and mathematics (see table 2). Increases in the national figures mean that it is important that the strategies remain in place to support these pupils. For pupils with Statements at Key Stage 2 (Table 8.2), 18% achieved a level 4 and above, a 9% improvement bringing the Wiltshire figure slightly above national and statistical neighbour comparators and nearer to 2010 performance level.

36. Intensive work has been carried out with schools that have the highest proportions of SEN pupils in their Resource Bases. LA monitoring of primary Resource Bases has led to the identification of areas for development and a focus/pilot group including Resource Base leaders and headteachers working to address these areas. A number of primary schools are engaged with the Achievement for All (AfA) programme focusing on the progress of the lowest attaining 20% of pupils. Key Stage 2 SEN achievement continues to be a priority.

37. At Key Stage 4, the performance of pupils with SEN, but not a statement (see table 8.3) achieving 5 or more GCSEs A*-C including English and mathematics has continued to improve at a rate above the England comparator figure and is now at 19.7%. For those pupils with a statement of SEN (Table 8.4), performance has improved by 2.8% and is now 1.2% below the England figure. The Achievement for All (AfA) programme is also a focused programme at secondary level and is being used to accelerate the progress of the lowest performing 20% of pupils.

Pupil performance by Looked After Children (LAC) (see Appendix 9)

38. Due to the small number of Looked After Children present in each cohort at the end of Key stage 2, the results from 2012 cannot be reported due to reasons of confidentiality. Work continues to close this gap led by the Headteacher of the Virtual School and the teams working with children in care, more detailed reports and updates are reported to the Corporate Parenting Board on a regular basis. At Key Stage 4, the numbers of Looked After Children are greater and it is possible to report that 17.1% of Looked After Children in Wiltshire achieved 5 or more A*-C GCSEs including English and mathematics as shown in the table. This is significantly higher than statistical neighbours and higher than the national and South West figures.

Pupil performance by Ethnicity (see Appendix 10)

39. The performance of most ethnic groups is in line with or exceeding that of white pupils at KS2 (see tables 10.1 – 10.5). There has been a large improvement in the performance of black pupils of 15% from 2011 (31% from 2010) bringing achievements almost in line with other pupils in Wiltshire and black pupils nationally. This reflects considerable amount of focused work over a period of time with schools and their communities (including such events as Black History Week amongst many others).

40. At Key Stage 4, (see tables 10.6-10.10) reflecting the overall results for Wiltshire, some pupil ethnic groups have seen a slight decline in attainment in 2012 from previous years. However, there is over a 5% improvement in the attainment of black pupils from 2011 and a 27% increase since 2010 (see table 10.8) and their performance is now above all statistical comparator groups. As at Key Stage 2, this has been area of focus overtime.

Performance of pupils who have been excluded (see Appendix 11)

41. At Key Stage 2, the numbers of pupils who are excluded is low and therefore it is not possible to report their performance. At Key Stage 4, there have been some considerable improvements in the outcomes at KS4 for students who have been excluded from schools and access the Educated Other than at School (EOTAS) service, formally known as Young Peoples Support Service (YPSS). Although outcomes for these students remain relatively low, the majority of indicators show a rise over the last 3 years. With 94% of students gaining at least one A*-G GCSE or equivalent this is a rise of nearly 25% from 2010. In 2012, 60% of students achieved at least 5 or more A* - Gs (a full Level 1 qualification)

42. More than double the rate of students gained 1 or more A*-C grades at GCSE or equivalent than in 2011, with 38% of students achieving this in 2012. Although a relatively small number of students achieved 5 or more A*-C GCSE (incl English and mathematics) or equivalent in 2012 at 8.6%, this was an increase of 2.6% on the 2011 figure.

Pupil performance by School Type (see Appendix 12)

43. Appendix 12 provides a breakdown of pupil outcomes by school type (community, foundation, voluntary controlled, voluntary aided, academy and grammar schools); as they were designated on 31 August 2012. At Key Stage 2, (see table 12.1) the best performing group of schools is those who are Voluntary Aided with the highest measure in almost all indicators. While at Key Stage 4, (see table 12.2) the highest performing type of school are Academies including both the selective Grammar schools. Voluntary Aided schools also performed at a high level with large proportions of students achieving the progress benchmarks.

Main consideration for the Council

Priorities for raising achievement in 2013 and beyond

44. Continue to:
    - focus on the foundation stage and development of teaching phonics to ensure a firm basis for learning in later stages.
    - accelerate the rate of progress for all pupils at KS2 into secure continued improvement in expected progress and attainment outcomes particularly in mathematics and supporting schools through new systems such as the phonics check and new assessment system at KS2
    - employ strategies to support schools to narrow the gap between lowest performers and the rest, especially pupils eligible for Free School Meals, Special Educational Needs and Looked After Children
    - Support school leaders and governors to ensure a whole school focus on the quality of learning and teaching in order to secure improvements in pupil progress and attainment.

Risk Assessment

45. The new inspection framework (September 2012) is maintaining the focus on pupil progress and attainment, especially for vulnerable groups and where gaps are evident including those eligible for Free School Meals and with Special Educational Needs and are considered eligible for the Pupil Premium. To support this improvement a range of strategies and targeted activities are in place to support and engage schools, pupils and their families and schools are using the resources which are directly available to them to secure these improvements.

46. A number of changes to the accountability framework have been implemented nationally over the last year. This has included a new OfSTED Inspection Framework of which the latest update was released in September 2012,

continued academy conversions and the development of Department for Education floor standards which are set to rise year on year. These risks coupled with changes in funding may impact on both schools and the Local Authority's ability to sustain the ongoing improvements.

Financial Implications

47. Previous changes in funding, including reductions, have been managed to minimise direct impact on the strategies to raise attainment and reduce performance gaps, in order to sustain the focus on improving pupil outcomes. However, changes to the schools' funding through the introduction of a national funding formula, both pre and post 16, may impact on individual schools' capacity to drive improvement. The planned reductions in the authority's capacity to sustain and develop whole county strategies and targeted activity for the improvement of all schools will also have an impact. Although this is being mitigated by sustaining the School Improvement Adviser programme brokering and trading activities in relation to teaching and learning and targeted early intervention services to schools.

Conclusion

48. Children's Select Committee is asked to note the contents of the report.

CAROLYN GODFREY
Corporate Director

Report Authors: Julie Cathcart, Head of School Improvement, Schools & Learning and Jayne Hartnell, Co-ordinator for Self Evaluation and Professional Development, Schools & Learning

The following unpublished documents have been relied on in the preparation of this report:

None

Appendices - Performance overview at each key stage

Appendix 1 – Early Years Foundation Stage

Table 1.1

78 points achieved across Foundation Stage with at least 6 points in each PSED and CLL scale

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	60.0	58.0	64.0
990	South West	57.0	59.0	65.0
	Statistical Neighbours	57.9	60.5	65.9
970	England	56.0	59.0	64.0

Table 1. 2

Narrowing the gap between the lowest achieving 20% in Foundation Stage profile and the rest

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	29.2	29.3	27.0
990	South West	30.3	30.4	28.6
	Statistical Neighbours	30.3	29.4	28.0
970	England	32.7	31.4	30.1

Appendix 2 - Key Stage 1

Table 2.1

% of pupils achieving Key Stage 1 Level 2+ - reading

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	85.0	86.0	88.0
990	South West	85.0	86.0	88.0
	Statistical Neighbours	86.6	87.2	88.4
970	England	85.0	85.0	87.0

Table 2.2

% of pupils achieving Key Stage 1 Level 2+ writing

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	80.0	81.0	83.0
990	South West	82.0	82.0	84.0
	Statistical Neighbours	83.6	83.7	85.1
970	England	81.0	81.0	83.0

Table 2.3

% of pupils achieving Key Stage 1 Level 2+ - mathematics

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	89.0	90.0	91.0
990	South West	90.0	90.0	91.0
	Statistical Neighbours	91.0	91.2	91.5
970	England	89.0	90.0	91.0

Table 2.4

% Pupils achieving expected level of phonics decoding

Local Authority, Region and England		-	-	2012
865	Wiltshire	-	-	56.0
990	South West	-	-	58.0
	Statistical Neighbours	-	-	59.0
970	England	-	-	58.0

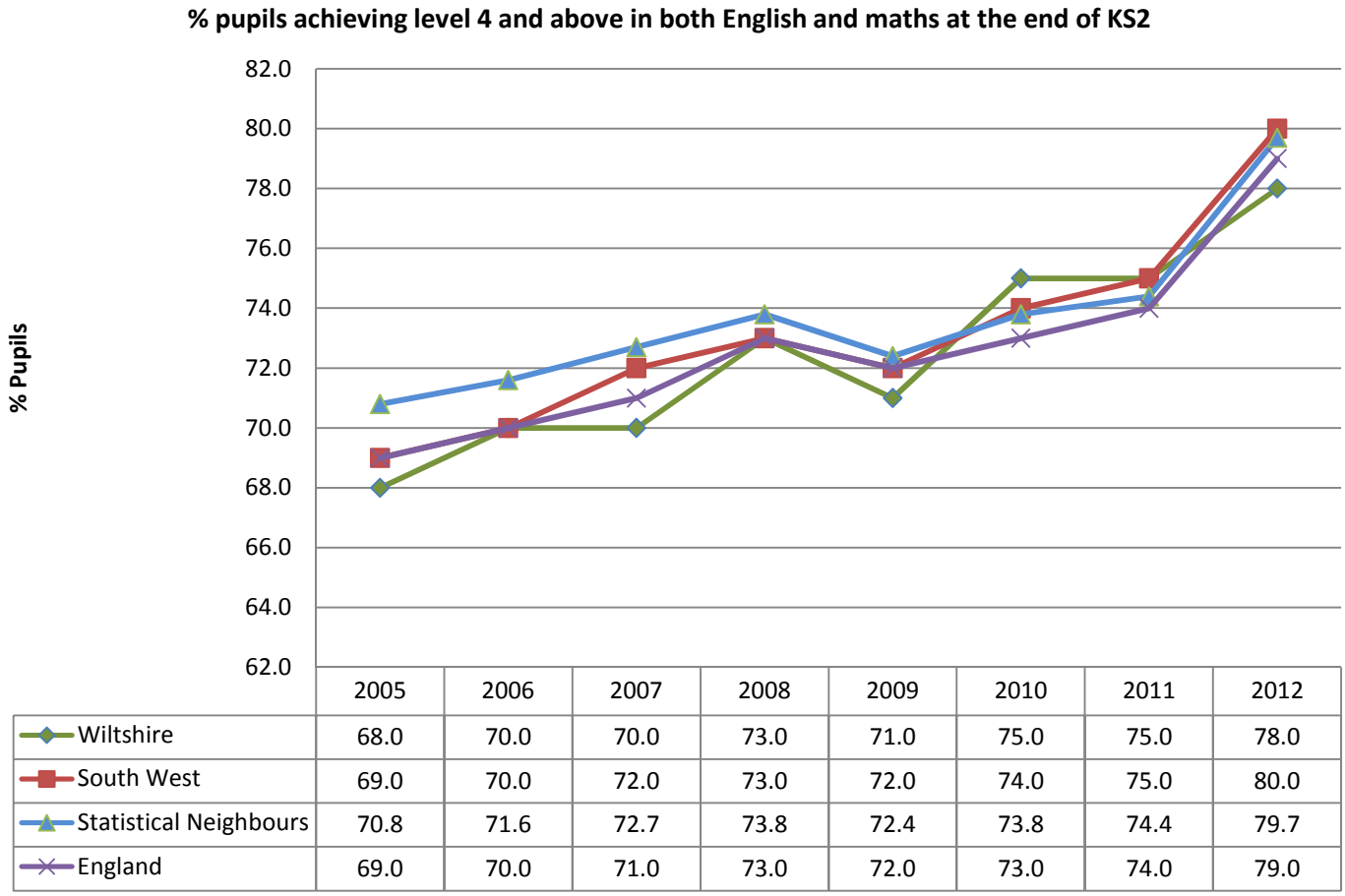
Appendix 3 - Key Stage 2

Table 3.1

% of pupils achieving Key Stage 2 Level 4+ English & mathematics

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	75.0	75.0	78.0
990	South West	74.0	75.0	80.0
	Statistical Neighbours	73.8	74.4	79.7
970	England	73.0	74.0	79.0

Graph 3.1



	2005	2006	2007	2008	2009	2010	2011	2012
Wiltshire	68.0	70.0	70.0	73.0	71.0	75.0	75.0	78.0
South West	69.0	70.0	72.0	73.0	72.0	74.0	75.0	80.0
Statistical Neighbours	70.8	71.6	72.7	73.8	72.4	73.8	74.4	79.7
England	69.0	70.0	71.0	73.0	72.0	73.0	74.0	79.0

Table 3.2

% of pupils achieving Key Stage 2 Level 4+ - English

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	82.0	82.0	86.0
990	South West	81.0	82.0	86.0
	Statistical Neighbours	81.0	82.3	86.0
970	England	80.0	82.0	85.0

Table 3.3

% of pupils achieving Key Stage 2 Level 4+ - mathematics

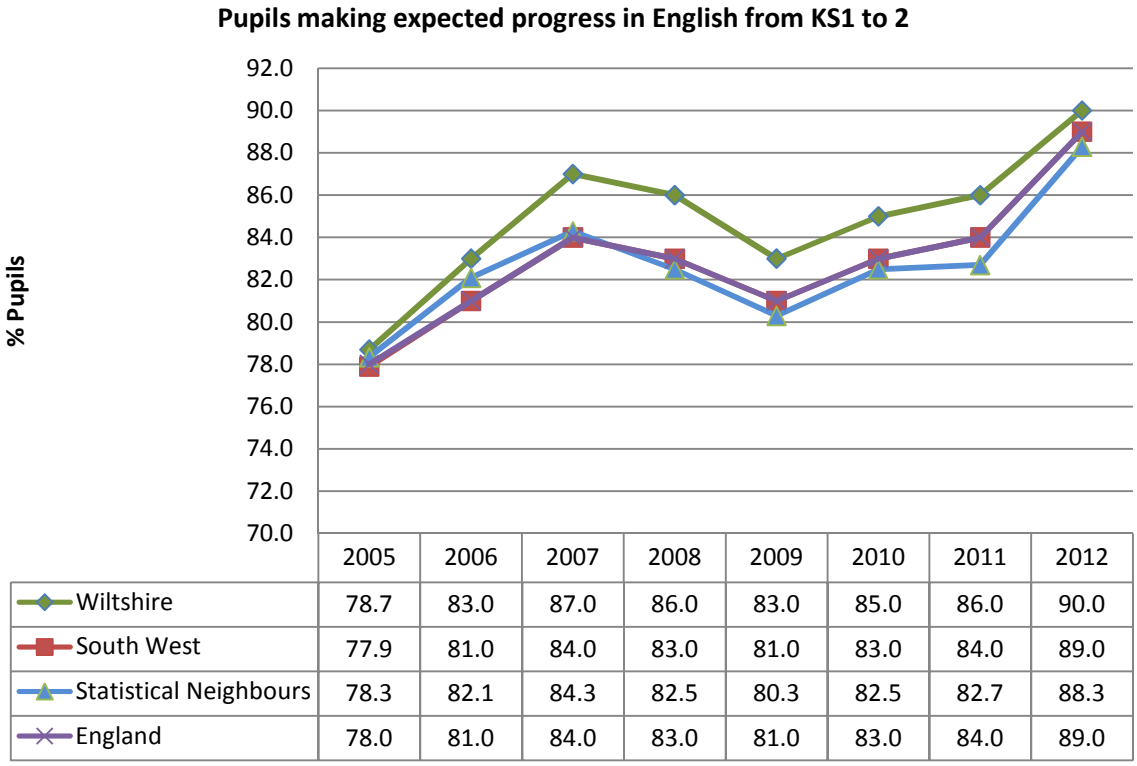
Local Authority, Region and England		2010	2011	2012
865	Wiltshire	80.0	81.0	82.0
990	South West	80.0	81.0	85.0
	Statistical Neighbours	79.8	80.3	84.2
970	England	79.0	80.0	84.0

Table 3.4

Expected Progress (2 levels) in English between KS1 and KS2

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	85.0	86.0	90.0
990	South West	83.0	84.0	89.0
	Statistical Neighbours	82.5	82.7	88.3
970	England	83.0	84.0	89.0

Graph 3.4



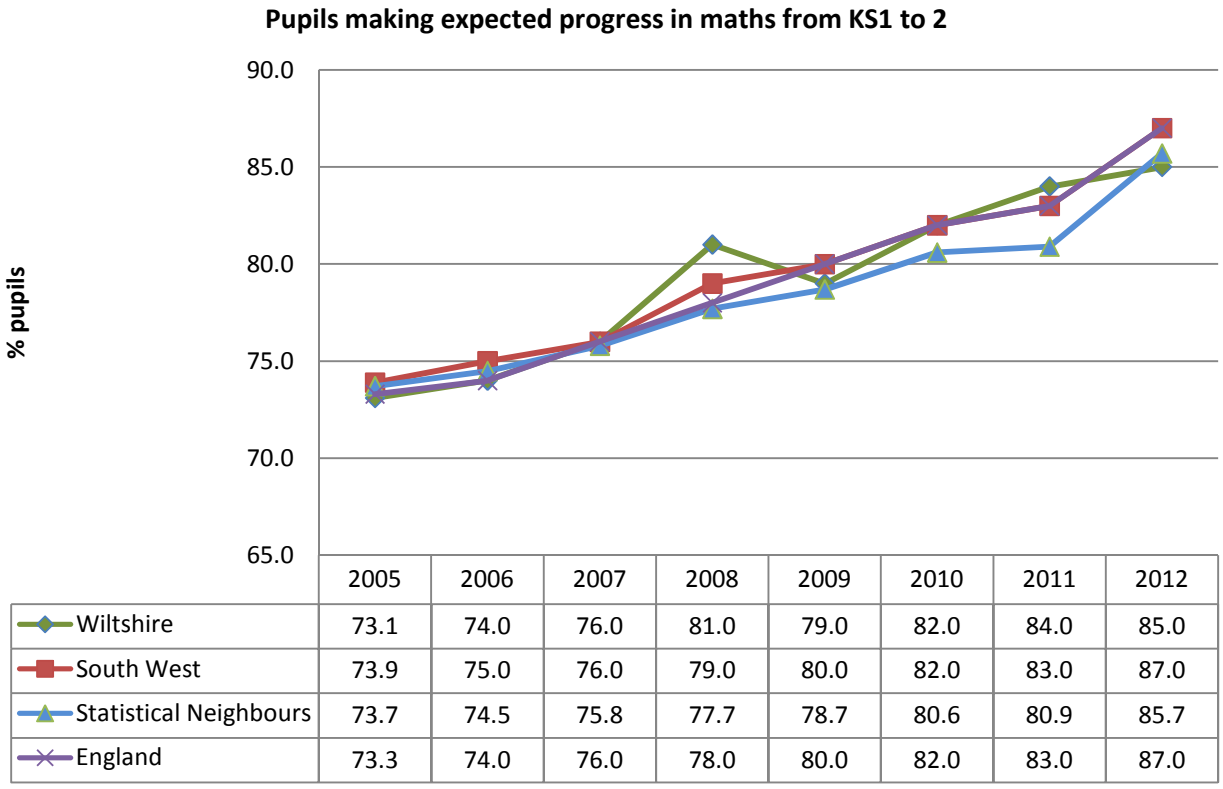
	2005	2006	2007	2008	2009	2010	2011	2012
Wiltshire	78.7	83.0	87.0	86.0	83.0	85.0	86.0	90.0
South West	77.9	81.0	84.0	83.0	81.0	83.0	84.0	89.0
Statistical Neighbours	78.3	82.1	84.3	82.5	80.3	82.5	82.7	88.3
England	78.0	81.0	84.0	83.0	81.0	83.0	84.0	89.0

Table 3.5

Expected Progress (2 levels) in mathematics between KS1 and KS2

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	82.0	84.0	85.0
990	South West	82.0	83.0	87.0
	Statistical Neighbours	80.6	80.9	85.7
970	England	82.0	83.0	87.0

Graph 3.5



	2005	2006	2007	2008	2009	2010	2011	2012
Wiltshire	73.1	74.0	76.0	81.0	79.0	82.0	84.0	85.0
South West	73.9	75.0	76.0	79.0	80.0	82.0	83.0	87.0
Statistical Neighbours	73.7	74.5	75.8	77.7	78.7	80.6	80.9	85.7
England	73.3	74.0	76.0	78.0	80.0	82.0	83.0	87.0

Appendix 4 - Key Stage 3

Table 4.1

Key Stage 3 results

	2010	2011	2012		2010	2011	2012
English L5+	%	%	%	English L6+	%	%	%
Wilts	82	85	87	Wilts	49	53	57
National	79	82	84	National	43	47	52

	2010	2011	2012		2010	2011	2012
Mathematics L5+	%	%	%	Mathematics L6+	%	%	%
Wilts	84	84	84	Wilts	64	63	64
National	80	81	83	National	58	59	61

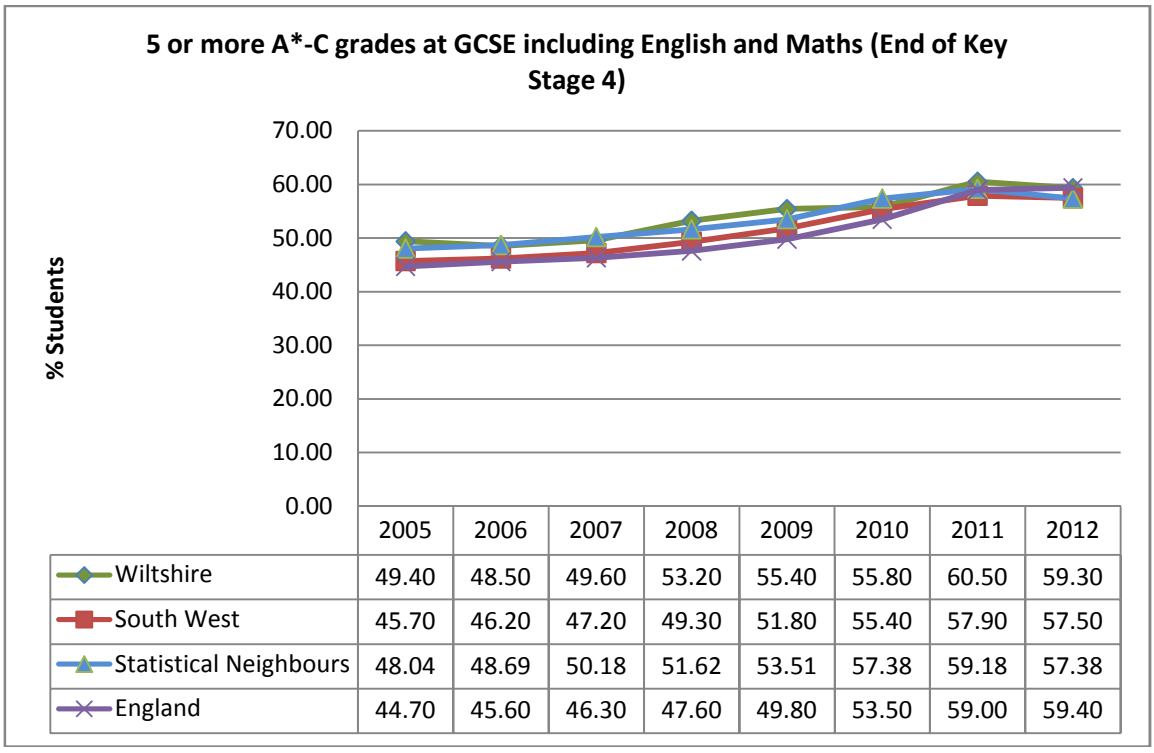
(SFR 18-2011, SFR 23-2010, SFR 25-2012)

Appendix 5 – Key Stage 4

Table 5.1
5 or more A*-C grades at GCSE including English and mathematics (End of Key Stage 4)

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	55.8	60.5	59.3
990	South West	55.4	57.9	57.5
	Statistical Neighbours	57.4	59.2	57.4
970	England	53.5	59.0	59.4

Graph 5.1



	2005	2006	2007	2008	2009	2010	2011	2012
Wiltshire	49.40	48.50	49.60	53.20	55.40	55.80	60.50	59.30
South West	45.70	46.20	47.20	49.30	51.80	55.40	57.90	57.50
Statistical Neighbours	48.04	48.69	50.18	51.62	53.51	57.38	59.18	57.38
England	44.70	45.60	46.30	47.60	49.80	53.50	59.00	59.40

Table 5.2
% of Pupils achieving GCSE 5 or more A* to C

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	70.9	75.1	78.7
990	South West	72.7	76.8	79.8
	Statistical Neighbours	73.5	76.5	78.7
970	England	75.4	79.6	81.8

Table 5.3
% pupils achieving the English Baccalaureate

Local Authority, Region and England		2010		2012
865	Wiltshire	18.8	20.0	18.4
990	South West	-	16.5	16.7
	Statistical Neighbours	18.9	18.3	18.6
970	England	15.6	17.6	18.3

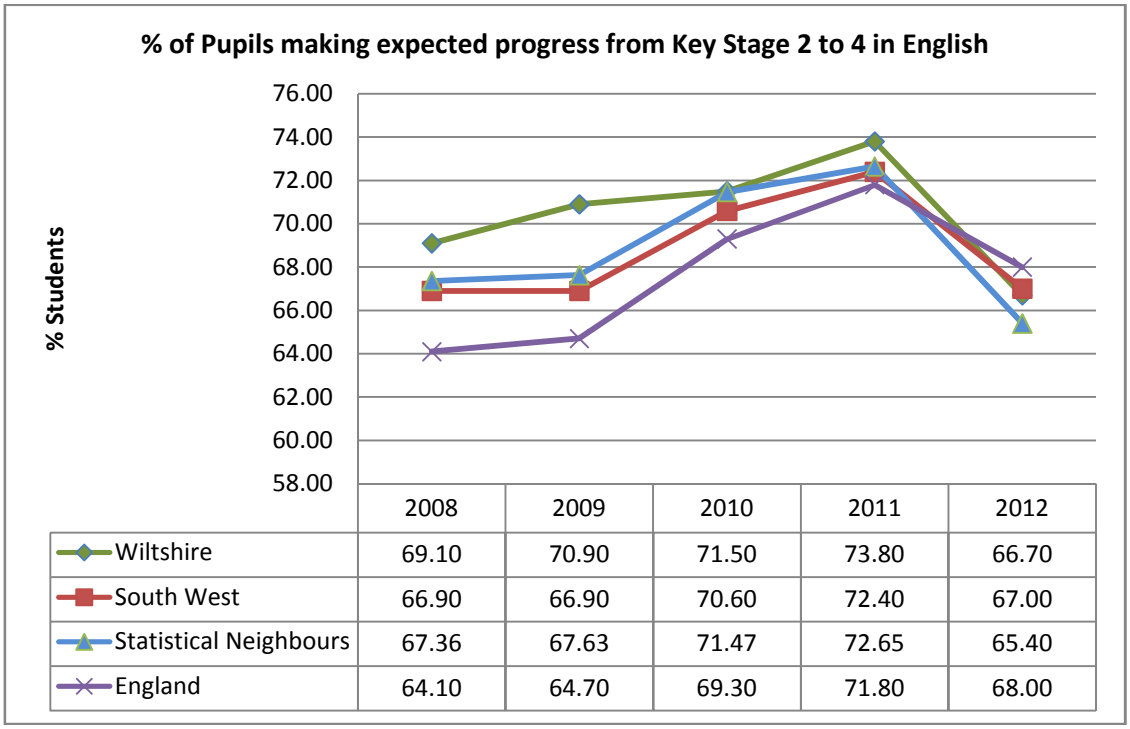
Table 5.4
% pupils making expected progress in English KS2 to 4

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	71.5	73.8	66.7
990	South West	70.6	72.4	67.0
	Statistical Neighbours	71.5	72.7	65.4
970	England	69.9	72.0	68.0

Table 5.5
% pupils making expected progress in mathematics KS2 to 4

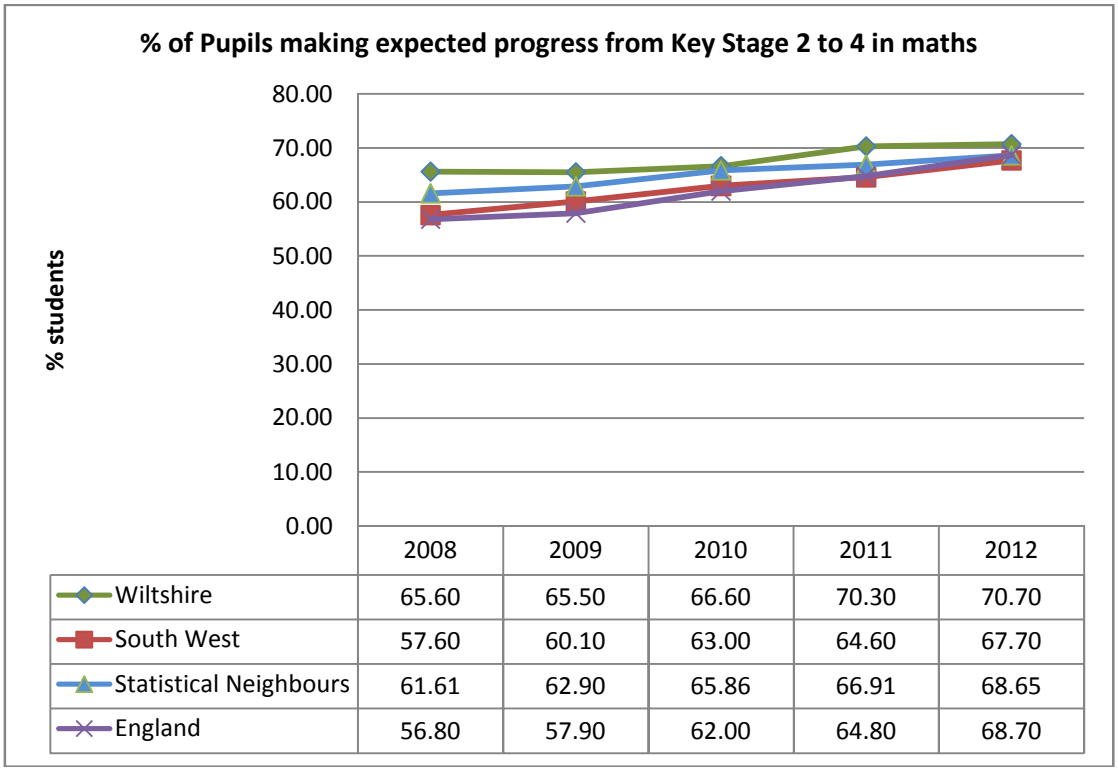
Local Authority, Region and England		2010	2011	2012
865	Wiltshire	66.6	70.3	70.7
990	South West	63.0	64.6	67.7
	Statistical Neighbours	65.9	66.9	68.7
970	England	62.5	64.9	68.7

Graph 5.4
% pupils making expected progress in English KS2 to 4



	2008	2009	2010	2011	2012
Wiltshire	69.10	70.90	71.50	73.80	66.70
South West	66.90	66.90	70.60	72.40	67.00
Statistical Neighbours	67.36	67.63	71.47	72.65	65.40
England	64.10	64.70	69.30	71.80	68.00

Graph 5.5
% pupils making expected progress in mathematics KS2 to 4



	2008	2009	2010	2011	2012
Wiltshire	65.60	65.50	66.60	70.30	70.70
South West	57.60	60.10	63.00	64.60	67.70
Statistical Neighbours	61.61	62.90	65.86	66.91	68.65
England	56.80	57.90	62.00	64.80	68.70

Appendix 6 - Post 16

Table 6.1
GCE/A/AS Level - Average Point Score per candidate

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	774.2	765.3	744.1
990	South West	728.0	729.5	713.4
	Statistical Neighbours	747.1	740.4	729.2
970	England	744.8	745.9	733.0

Table 6.2
GCE/A/AS Level - Average Point Score per exam entry

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	214.3	215.9	213.2
990	South West	213.6	215.0	210.8
	Statistical Neighbours	212.6	214.2	210.2
970	England	214.4	216.2	212.8

Performance of vulnerable groups – narrowing the gap

Appendix 7 - Attainment of Pupils eligible for Free School Meals

Table 7.1
Attainment of pupils eligible for FSM who have reached expected levels of phonics decoding

Local Authority, Region and England		-	-	2012
865	Wiltshire	-	-	36.0
990	South West	-	-	43.0
	Statistical Neighbours	-	-	40.5
970	England	-	-	44.0

Table 7.2

Attainment of pupils (Level 4 and above in both English and mathematics) eligible for FSM

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	50.0	53.0	60.0
990	South West	54.0	55.0	63.0
	Statistical Neighbours	50.9	51.2	59.2
970	England	56.0	58.0	66.0

Table 7.3

Attainment of pupils (Level 4 and above in both English and mathematics) not eligible for FSM

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	77.0	77.0	80.0
990	South West	77.0	78.0	83.0
	Statistical Neighbours	76.2	77.4	82.2
970	England	77.0	78.0	83.0

Table 7.4

Attainment of pupils (5 or more GCSEs A*-C including English and mathematics) eligible for FSM

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	21.7	30.4	30.0
990	South West	27.2	29.1	30.9
	Statistical Neighbours	27.1	27.6	27.0
970	England	31.4	34.7	36.4

Table 7.5

Attainment of pupils (5 or more GCSEs A*-C including English and mathematics) not eligible for FSM

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	57.5	62.1	61.1
990	South West	58.1	60.8	60.4
	Statistical Neighbours	59.7	61.8	60.0
970	England	59.0	62.2	62.8

Table 7.6

Attainment of pupils from disadvantaged circumstances at Key Stage 2

	All Pupils		Disadvantaged pupils						Other pupils					
			2012			2011			2012			2011		
	No. in cohort	% achieving Level 4+ English and maths	No. in cohort	% of cohort	% achieving Level 4+ English and maths	No. in cohort	% of cohort	% achieving Level 4+ English and maths	No. in cohort	% of cohort	% achieving Level 4+ English and maths	No. in cohort	% of cohort	% achieving Level 4+ English and maths
England - all schools	543365	79%	157466	29%	68%	156406	28%	60%	385899	71%	84%	398108	72%	80%
England - state funded schools only	536922	79%	157209	29%	68%	156099	29%	61%	379713	71%	84%	390926	71%	80%
Local Authority	4636	78%	874	19%	62%	760	16%	57%	3762	81%	82%	4015	84%	78%

Table 7.7

Attainment of pupils from disadvantaged circumstances at Key Stage 4

	% achieving A*-C in English and maths GCSEs					% achieving 5+ A*-C GCSEs (or equivalent) including English and maths GCSEs				
	all pupils	disadvantaged pupils		other pupils		all pupils	disadvantaged pupils		other pupils	
		2012	2011	2012	2011		2012	2011	2012	2011
England - state funded schools only	59.3%	39.1%	37.0%	66.1%	65.8%	58.8%	38.5%	36.4%	65%	65.3%
Local Authority	59.7%	33.0%	30.4%	64.0%	66.1%	59.3%	32.2%	28.9%	63%	65.3%

Appendix 8 – Attainment of Pupils eligible for Free School Meal

Table 8.1
Attainment of pupils (Level 4 and above in both English and mathematics) with SEN who do not have a statement

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	35.0	37.0	43.0
990	South West	36.0	38.0	46.0
	Statistical Neighbours	33.3	36.6	44.5
970	England	37.0	38.0	47.0

Table 8.2
Attainment of pupils (Level 4 and above in both English and mathematics) with SEN who have a statement

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	24.0	9.0	18.0
990	South West	16.0	15.0	19.0
	Statistical Neighbours	13.5	13.3	17.1
970	England	13.0	15.0	17.0

Table 8.3
Attainment of pupils (5 or more GCSEs A*-C including English and mathematics) With SEN but not a statement

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	16.4	18.0	19.7
990	South West	23.3	25.0	23.4
	Statistical Neighbours	20.4	22.1	20.4
970	England	22.9	24.7	25.3

Table 8.4

Attainment of pupils (5 or more GCSEs A*-C including English and mathematics) With SEN statement

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	2.9	4.4	7.2
990	South West	7.8	9.2	7.9
	Statistical Neighbours	8.3	10.8	8.9
970	England	7.3	8.5	8.4

Appendix 9 ~ Attainment of Looked After Children

Table 9.1
Attainment of Looked after Children (5 or more GCSEs A*-C including English and mathematics)

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	-	-	17.10
990	South West	10.10	11.90	12.10
	Statistical Neighbours	12.77	7.20	6.83
970	England	12.40	13.60	14.60

Appendix 10 – The Attainment of Pupils by Ethnicity

Attainment of pupils at Key Stage 2 (Level 4 and above in both English and mathematics) by ethnicity

Table 10.1 White pupils

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	75.0	75.0	78.0
990	South West	74.0	75.0	80.0
	Statistical Neighbours	73.7	74.6	79.9
970	England	74.0	75.0	80.0

Table 10.2 Mixed race pupils

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	77.0	83.0	85.0
990	South West	79.0	76.0	81.0
	Statistical Neighbours	77.4	76.1	77.8
970	England	76.0	75.0	80.0

Table 10.3 Asian pupils

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	77.0	72.0	81.0
990	South West	73.0	74.0	79.0
	Statistical Neighbours	70.3	74.1	77.8
970	England	74.0	75.0	80.0

Table 10.4 Black pupils

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	44.0	60.0	75.0
990	South West	56.0	58.0	66.0
	Statistical Neighbours	59.3	63.0	68.6
970	England	69.0	70.0	77.0

Table 10.5 Chinese Pupils

Local Authority, Region and England		2010	2011	2012
865	Wiltshire	63.0	-	-
990	South West	81.0	85.0	83.0
	Statistical Neighbours	86.6	71.0	81.3
970	England	86.0	88.0	89.0

(NB – data suppressed for this group due to small numbers)

Attainment of pupils at Key Stage 4 (5 or more GCSEs A*-C including English and mathematics)

Table 10.6 - White pupils

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	56.0	60.3	59.1
990	South West	55.6	58.1	57.7
	Statistical Neighbours	57.8	59.3	57.5
970	England	55.2	58.1	58.7

Table 10.7 - Mixed race pupils

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	60.0	64.7	64.8
990	South West	56.6	58.3	59.0
	Statistical Neighbours	54.9	61.4	59.2
970	England	55.1	58.7	60.0

Table 10.8 - Black pupils

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	28.6	50.0	55.6
990	South West	37.3	42.1	41.3
	Statistical Neighbours	45.0	44.3	49.3
970	England	50.0	55.0	55.3

Table 10.9 - Asian pupils

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	58.8	73.5	67.4
990	South West	57.3	57.0	58.0
	Statistical Neighbours	55.5	56.8	58.5
970	England	59.1	62.5	63.4

Table 10.10 - Chinese pupils

	Local Authority, Region and England	2010	2011	2012
865	Wiltshire	-	72.7	53.5
990	South West	78.4	71.1	69.5
	Statistical Neighbours	63.6	69.6	64.3
970	England	77.1	80.2	78.8

(figures suppressed in order to maintain confidentiality)

Appendix 11 – Performance of pupils who have been excluded and Educated Other Than at School (EOTAS)

Indicator	2010	2011	2012
	No. In Cohort 39	No. In Cohort 41	No. In Cohort 35
5+ GCSE A*-G or equivalent	18.4%	35.1%	60%
5+GCSE A*-C including English/Maths	2.6%	6.2%	8.6%
1+ GCSE A*-C Or equivalent		16.2%	38%
1+ GCSE A*-G Or equivalent	86.8%	93.9%	94.2%

Appendix 12 - The Performance of pupils by School type

Table 12.1 - Primary schools

2012		KS2 ATTAINMENT			KS1-2 PROGRESS	
school type (on 31/08/12)	number of schools	%L4+ E&M	%L4+ E	%L4+ M	% making expected progress in English	% making expected progress in Mathematics
Academy	8	81	89	84	92	87
Community	48 (3)	76	84	81	91	85
Foundation	9	66	77	70	83	75
Voluntary Aided	55 (2)	82	88	86	93	90
Voluntary Controlled	70 (5)	79	87	83	91	86

Number in brackets show schools with suppressed results due to small cohorts

Table 12.2 - Secondary schools (not including Specials)

2012			KS2-4 PROGRESS	
school type (on 31/08/12)	number of schools	% 5+ A*-C inc A*-C GCSE E&M	% Pupils achieving Expected Progress in English	% Pupils achieving Expected Progress in Mathematics
Academy	17	63	69	73
Community	4	53	64	67
Foundation	6	57	66	70
Voluntary Aided	2	56	74	74

Wiltshire Council

Children's Select Committee

Thursday 28th March 2013

Disabled children and adults (DCA) pathfinder

Purpose of Report

1. The purpose of this report is to update Members on the development surrounding the green paper 'Support and Aspiration: A new approach to special educational needs and disability' and Wiltshire's approach to this as a pathfinder.

Background

2. In September 2012 a paper taken to Children's Select Committee updated members on the proposals being set out within the Green Paper 'Support and Aspiration: A new approach to special educational needs and disability' and Wiltshire's approach to this as a pathfinder.

3. This paper summarises the key learnings to date and developments from DfE in relation to the draft legislation.

Main Considerations for the Council

Legislation update

4. In September 2012 draft legislation, " Reform of provision for children and young people with Special Educational Needs" was published. The draft legislation gives an overarching view but the detail is yet to be published in the draft Code of Practice and regulations.

5. The draft legislation proposes changes to support the delivery of the Green Paper requirements, such as replacing the current SEN statement and learning difficulties assessments with a single assessment process and single plan, an Education, Health and Social Care plan (EHCP) and the option of personal budgets.

6. Pre-legislative scrutiny, led by Education Select Committee, ran over autumn/winter 2012 and pathfinders along with other interested parties were asked to comment on the draft legislation.

7. Our overall opinion was that whilst the draft legislation goes some way to make improvements for children and young people with SEN and disabilities, there are some areas that we believe legislation could be stronger and clearer to ensure that the aspirations raised with parents and colleagues as a result of the "Support and Aspiration" Green Paper are routinely met. There is a very strong focus on education and opportunities could be missed if there were no duties on health and social care.

8. Education Select Committee published a report to the government in December 2012 based on feedback from all key parties to the draft legislation.

9. In February 2013 DfE published a Children and Families Bill 2013 which responded to evidence from pre-legislative scrutiny. Part 3 of the Bill introduces a new single system from birth to 25 years for all children with SEN. It will:-

    - Introduce new requirement for Local Authorities and health services to commission education, health and social care services jointly
    - Require Local Authorities to publish a "local offer"
    - Require better co-operation between the Local Authority and partners and requires Local Authorities to involve parents and young people in reviewing and developing provision
    - Introduce a more streamlined single assessment process
    - Replace statements and learning difficulty assessments with the single EHCP from 0-25 across education, health and social care (which in Wiltshire we have been calling a "My Plan")
    - Offer families a personal budget to extend choice and control

10. The revised Bill will be introduced in Parliament in spring 2013 to begin legislative scrutiny. Royal accent and implementation is planned for Spring 2014 onwards.

Progress in Wiltshire

11. Whilst we acknowledge that improvements will be made to children/young people and their families by introducing the changes stated within the green paper, we also believe that the way we work (to remove interfaces and barriers to coordinated working) and the philosophy we follow, will facilitate better outcomes for children, young people and their families.

12. Since September 2012, a 'proof of concept' team, who step outside of current ways of working and test and develop new ways of working, have been testing the single assessment framework and plan, the single assessment process and a new role supporting this process (the SEND lead worker). Approximately 50 families to date have been approached to be involved in testing this exciting and creative assessment process. An interim evaluation paper of the proof of concept has been published and the key learning to date is;

    - Paperwork-families, professional and schools like the new paperwork commenting that it is much more user friendly, contains a richness of information and may be unpicking things that traditional paperwork may not have identified**.** Feedback on the one page profile has been very positive and one school referred to it as a 'delicious piece of paper'. The "My Plan" allows a sense of ownership and personalisation to plans. An interim new and contemporary "My Plan statement" has been developed that meets current SEN legislative requirements.
    - Co-production at every stage with practitioners and parent carers is crucial.

- Role- the SEND lead worker role can take a whole system child centred approach that cuts across traditional boundaries. Having practitioners sitting together from different disciplines promotes the exchange of information, skills and expertise. There is already a shift in children's services towards preparing for adulthood and increased creativity and links between services. People feel "licensed to think differently".
- Personal budgets have been a positive option for some, but take up has been limited.

13. There are still areas for development that the proof of concept will continue to test during the next few months. These include:-

    - Further testing of paperwork ensuring its robustness when used as a statutory document and its relationship to the paperwork in safeguarding and looked after children assessments. The paperwork captures aspirations and focuses on outcomes the young person wants.
    - Testing with older children/borderline cases/more complex cases.
    - Further testing the SEND lead worker role, particularly in relation to complex families and with health.

14. During the proof of concept data has been collected internally and externally by a company, recruited by DfE to evaluate all Pathfinders, called SQW. The data collected consists of outputs (numbers of professionals involved at each stage, time family involved, timescale to complete assessment and planning etc) as well as outcomes (experiences of families and practitioners involved). All of the families who have tested a personal budget have had an in-depth face to face interview to understand their experience.

15. All pathfinders are still understanding how outcomes for a child/young person can systematically be measured and inform commissioning intentions. We have seen on an individual basis how person centred paperwork encourages the focus on outcomes rather than outputs and we have examples of how traditional assessments might not have picked up issues that led to improved outcomes for young people. This is an area of continued focus.

16. The DCA Pathfinder is attending a session with DfE and other pathfinders in March to start to understand what data measures DfE may pose following legislation changes.

<u>Approach moving forwards</u>

17. The System's Thinking Review Board, which governs the DCA Pathfinder, gave agreement in January 2013 for the DCA Pathfinder to:-

    - Develop an Extended Social Care (0-25) Disability Service. This involves the bringing together of the Children's Disability Team with some resources from Adult

Care and some Personal Advisors from Integrated Youth Services which will enable holistic planning to be done in the years leading up to and past an 18th birthday. It will support the young person at an earlier age to prepare for life. This will be implemented from 1st April 2013.

- Continue and expand scope of Proof of Concept to further explore and test, the learning of which will continue to inform legislation developments.
- Continue to develop proposals for further change to create an Integrated Service for children and young people aged 0-25 with SEN and Disability. A paper is going to the STR Board in March to discuss proposals.

18. The DCA Pathfinder has received confirmation that our pathfinder status has been extended until Sept 2014. DfE has placed explicit requirements on all pathfinders as part of the condition of the grant for the extension of the pathfinder programme. This is to allow more time to refine approaches to assessment and planning, scale up test approaches to whole areas and broader age ranges, and build on new local offers. The extension also enables pathfinders to inform the legislative reforms that are due to come into effect from September 2014.

- The anticipated timescale for legislative reform means EHCP, may need to be offered to all new referrals, including statutory SEN assessments, in all areas as early as September 2014. It is vital that pathfinders lead the way and fully implement new approaches at a quicker pace than other areas. Hence pathfinders are expected to:
- Move rapidly towards the integrated delivery structure that the local authority and its partners will need in order to deliver fully the reforms.
- From the end of June 2013, offer personal (notional) budgets to all those with a new EHCP.
- From 1st September 2013, offer all new referred children and young people the option of following the integrated assessment and EHCP pathway, rather than the existing Statement of SEN or Learning Disability Assessment (LDA) process (whilst recognising that the protections of the 1996 Education Act continue to apply until new legislation is commenced).
- From September 2013 onwards, work towards converting existing statements and LDAs to the new process where appropriate and where agreed with families and young people. There is currently no fixed deadline for completing conversions.
- During 2013-14, develop and refine their initial/draft Local Offer (a statement available to all parents describing services that are available and how they may be accessed) due to be published by the end of March 2013, so that by December 2013 it covers as many services as feasibly possible.
- Test across the full age range of 0 - 25 and look to include children and young people with a breadth of different special needs, across education, health and social care.
- Extensive and routine co-working with schools and early years settings, and commissioners and providers of health services covering all age ranges.

19. In addition to this the DCA Pathfinder, supported by the STR Board, applied to become a regional Pathfinder Champion. On 5th March confirmation was received that the bid was successful, which will mean that the council will assume responsibility for sharing the messages of the green paper, and developing and encouraging good practice across all non-pathfinder local authorities in the southwest region. Wiltshire

has the largest number of non-pathfinders in its region. Additionally the DCA Pathfinder will be expected to lead at national events and share best practice.

Environmental Impact of the Proposal

20. As a pathfinder we have been given authority to step outside of current statutory processes to 'pathfind' a new way of working. We are designing a new approach and testing a hypothesis . We are not testing an approach already fully designed . Currently legislation conflicts with the work pathfinders have been asked to develop. However, throughout our proof of concept stage we need to remember the legislation remains and families can choose to opt out and return to the statutory processes at any point.

Equalities Impact of the Proposal

21. A key purpose of the SEND service is to ensure that the single assessment process is transparent and fair. The local offer will clearly describe the support available. All of the design work has been completed by a wide range of stakeholders to ensure all views are heard and involved in the design of a new way of working.

22. An initial detailed equalities analysis has been undertaken and discussed with DCA Pathfinder and Equalities Team. The analysis will be updated when appropriate to do so.

23. The whole work intends to improve outcomes and reduce inequalities.

Risk Assessment

24. A full risk register has been in place since the start of the DCA Pathfinder.

Financial Implications

25. As a pathfinder we receive £150k a year from DfE to facilitate engagement and to design and test new ways of working. Additional funding will be received due to the successful Pathfinder Champion application.

Legal Implications

26. The Business Lead is working closely with DfE to develop regulations to support the draft legislation and will watch closely for emerging legal issues. The "My Plan" has been agreed with legal colleagues.

Conclusions

27. This report has been presented for information and further information will be brought to the Children's Select Committee as we continue to progress this work.

Carolyn Godfrey (Corporate Director)

Report Author: Susan Tanner, Head of Commissioning and Joint Planning and Business Lead for DCA Pathfinder. Tel: 01225 713563

Date of report 19th March 2013

Background Papers

None

Appendices

None

Wiltshire Council
Children's Services Select Committee
28 March 2013

Coalition Changes – Update November 2012 to March 2013

Choice of high-quality childcare

1. A new policy document "More great childcare: Raising quality and giving parents more choice" was published in January which sets out proposals to build a stronger and more professional early years workforce, and to drive quality through everything it does. It includes:

    - Raising the status and quality of the workforce
    - Freeing high quality providers to offer more places
    - Improving the regulatory regime
    - Giving more choice to parents

Package of measures for primary schools

2. New measures are being introduced to drive up standards. The moves are part of a package of measures designed to raise standards in primary schools, including among disadvantaged children:

    - The floor standard will go up from 2014 – primary schools where fewer than 65 per cent of pupils achieve the expected level (Level 4) in the 3Rs, and which do not achieve above average progress in these subjects, will be below the floor. The current floor standard requires schools to have 60 per cent of their pupils at level 4 or above in English and maths, plus the progress measures.
    - New data will be published by the Department for Education showing the proportion of primary children who achieve a "good" Level 4 in the 3Rs – those who are truly "secondary ready". This will be until the current system of levels is removed from 2016.
    - Schools judged by Ofsted to be neither good nor outstanding, and who are not closing the gap between their disadvantaged pupils and their other pupils, will be ordered to draw up action plans – alongside experts – on how they will spend their pupil premium money.
    - Summer school programme – which helps children make the transition from primary to secondary school – to be repeated this year.

Foreign languages in Primary Schools

3. The Department for Education's consultation around its proposal to make foreign languages compulsory for primary school pupils aged seven to 11 has received a

positive response. The Department for Education launched a consultation on a proposal to give primary schools the freedom to choose to teach any one of seven foreign languages – the modern languages of French, Spanish, German, Italian and Mandarin and the classical languages of Latin and ancient Greek. This ran from 16 November to 16 December.

Intensive classes for pupils who have fallen behind in literacy and maths

4. Secondary state schools in England will receive £500 per pupil to help every year 7 pupil who did not reach the expected level in literacy and maths when they finished primary school. The 'catch-up premium' will provide intensive tuition for almost 110,000 pupils who have failed to reach the expected level of literacy and maths skills by the time they move to secondary school. Schools will have freedom to decide how best to use the catch-up premium, but examples could include:

    - small-group tuition supported by new classroom materials and resources, which could take place at lunchtimes or after school
    - holiday support to deliver intensive catch-up over a short period
    - additional services and materials to add to those provided by the school, such as tutor services or proven computer-based learning or online support

Armed forces personnel to improve educational achievement

5. Education Secretary Michael Gove announced £1.9 million funding for four projects which employ former armed forces personnel to improve educational achievement among pupils disengaged with education. He said that the four organisations would support the Government's commitment to improve education for all pupils.

6. They will instill teamwork, discipline and leadership in pupils through mentoring, outward bound activities and other group exercises, and therefore improve their self-belief, attainment and behaviour, both inside and outside of the classroom. The four projects are: Commando Joes' in Cheshire; Challenger Troop in Tunbridge Wells, Kent; SkillForce in Newcastle; and Knowsley Skills Academy in Prescot.

Special educational needs trial extended

7. Trials to help children and young adults with special educational needs are being extended by another 18 months. Wiltshire is one of 20 areas where the reforms are being tested before they become law.

Clinical commissioning groups duties for children with SEN

8. Clinical commissioning groups (groups of GPs who plan local health services) have a new duty which will mean that they will by law have to secure services in education, health and care plans for children and young adults. This will include specialist services like physiotherapy, and speech and language therapy.

9. At present councils have a legal duty to make sure that children and young adults with the most complex needs get the support they need to develop and become as independent as possible later in life. However, some parents have complained that health services can fall between the gaps. The duty will help to ensure that councils, health professionals and volunteers come together to organise services, and set out a clear expectation of what parents, children and young adults with special educational needs will get.

Freedom to pay good teachers more

10. Schools will from this September get more freedom over how they pay their teachers. This follows recommendations from an independent review body which last year called on the Government to link teachers' pay more closely to their performance. Evidence shows that improving the quality of teaching is essential to driving up standards in schools. From September, a more flexible national pay framework for teachers will come into effect. It will:

    - end pay increases based on length of service – currently virtually all full time classroom teachers on the main pay scale automatically progress to the next pay point;
    - link all teachers' pay progression to performance, based on annual appraisals – already the case for some teachers who are on a higher pay scale;
    - abolish mandatory pay points within the pay scales for classroom teachers to give schools greater freedom on how much teachers are paid. They would remain in place for reference only in the main pay scale to guide career expectations for new teachers entering the profession; and
    - retain the higher pay bands for London and fringe areas.

Copyright license deal

11. Schools are set to benefit after the Copyright Licensing Agency (CLA) as the Department for Education have signed a three-year deal on the copyright licensing for schools. From April 2013, the Department will manage a national CLA Schools License for all state maintained schools in England. Schools need this license in order to copy materials from books, magazines and websites legally. In addition, the deal will also include a new license from the Music Publishers Association to cover copying of items such as printed sheet music. Local authorities are still involved in the maintenance of other copyright licensing arrangements for schools - Educational Recording Agency (ERA), Phonographic Performance Ltd (PPL), Performing Right Society (PRS).

Review of 2013–14 School Funding Arrangements

12. The DFE have published a "Review of 2013–14 School Funding Arrangements" which is a document summarizing how the 2013-14 reforms have been implemented and considers some specific issues that have been raised. It seeks views from a range of interested parties including local authorities, headteachers, principals and governors. The review will also consider whether any small changes are needed in 2014-15 in order to address some of the issues raised. Consultation closes on 26th March 2013 and the Council is making a response.

Academies Update

			Date opened
	Sponsored academies:		
1	The Wellington Academy	Salisbury	September 2009
2	Sarum Academy	Salisbury	September 2010
3	The Clarendon College	Trowbridge	December 2012
4	Corsham Regis Primary	Corsham	January 2013
	Non-sponsored academies:		
5	Hardenhuish	Chippenham	September 2010
6	Lavington	Lavington	January 2011
7	South Wilts	Salisbury	January 2011
8	Bishop Wordsworth's	Salisbury	March 2011
9	Corsham Primary School	Corsham	April 2011
10	The Corsham School	Corsham	April 2011
11	Sheldon School	Chippenham	April 2011
12	Pewsey Vale	Pewsey	July 2011
13	Wootton Bassett	Wootton Bassett	July 2011
14	Kingdown School	Warminster	August 2011
15	St Laurence	Bradford on Avon	August 2011
16	Malmesbury	Malmesbury	August 2011
17	The Holy Trinity School	Great Cheverell	September 2011
18	Saint Edmund's Catholic Academy	Calne	September 2011
19	St Joseph's Catholic Primary School	Devizes	September 2011
20	St Augustine's Catholic School	Trowbridge	September 2011
21	Springfields School	Calne	September 2011
22	The John Bentley	Calne	November 2011
23	St Edmunds CE Girls School	Salisbury	February 2012
24	The John of Gaunt School	Trowbridge	April 2012
25	The Mead Academy Trust	Trowbridge	May 2012
26	Holy Trinity School,	Calne	May 2012
27	By Brook Valley Primary	Nr Chippenham	May 2012
28	Woodford Valley	Nr Salisbury	June 2012
29	Easton Royal Primary	Nr Pewsey	September 2012
30	Devizes School	Devizes	September 2012
31	St John's School Marlborough	Marlborough	September 2012
32	The Manor Primary	Melksham	September 2012
33	Rowde Primary	Nr Devizes	January 2013
34	Wansdyke	Devizes	February 2013

School Dashboard

13. Ofsted has launched a new online school data dashboard which provides information on the performance of individual schools over the last three years, including:

    • attainment at key stages 1, 2 and 4
    • attendance rates
    • the gap between disadvantaged pupils and other pupils
    • how the school compares to other schools in the local area

14. The dashboard is designed to make it easier for school governors, parents and other members of the public to check the performance of schools in their area.

14 to 16-year-olds in Further education colleges

15. Further education (FE) colleges will be able to enrol 14- to 16-year-olds who wish to study high-quality vocational qualifications from September 2013. FE colleges will be able to set up their own '14 to 16 centres'. The new centres will offer a combination of high quality vocational and academic subjects and aim to attract students of all abilities who want early access to practical and technical education.

16. Currently, 14- to 16-year-olds can only attend FE colleges if they are released by their school, or if special arrangements are made with a local authority. This new freedom will allow FE colleges to enrol pupils directly and receive Government funding.

17. Only FE colleges which meet certain criteria will be able to enrol and receive Government funding for 14- to 16-year-olds from next year. Colleges must:

    - Have been rated good or above at their last Ofsted inspection. If a college was rated as satisfactory, and their last inspection was a number of years ago, they will have to show evidence of improved performance over the past four years.
    - Conduct an assessment of their capability and readiness using the 'readiness to open checklist' published by the Government today.
    - Have their finances in good order.

Programme to get young people ready for work

18. The new Traineeships programme, which could be in place by September 2013, would provide young people aged 16 to 24 with a tailor-made package of support that will give them the confidence, skills and experience to compete in the labour market with more experienced adults. A Traineeship could be seen as a crucial stepping stone to an Apprenticeship – a job with training to industry standards – or other jobs, for those young people who currently lack the necessary skills.

19. Employers, education and training providers, and young people have been invited to comment on the Government's proposals to help develop the new

programme. The discussion paper sets out the Government's vision for Traineeships, which would include:

- Focused work preparation training – e.g. CV writing, interview preparation, job searching, inter-personal skills.
- High-quality work experience – giving young people real-life work placement to enhance their skills and confidence.
- English and maths – for young people who have not achieved a GCSE grade C or equivalent or better.

Youth Contract opened up to help more young people who are NEET

20. An extra 15,500 16- and 17-year-olds are now eligible for tailored help to return to work with training, school or college after the Department for Education extended the eligibility criteria for the Youth Contract. The scheme for those who are not in education, employment or training (NEET) is part of the Government's Youth Contract, which was launched in July 2012. It originally targeted funding to the most disengaged group of teenagers – those with no GCSEs at A*-C – through a payment-by-results system.

Working smarter to improve child protection

21. Plans to allow Ofsted to share the names and addresses of children's homes with the police and other bodies have been launched. Ofsted already share their register of the names and addresses of children's homes with local authorities on a monthly basis but the current rules do not allow them to share this register on a regular basis with the police. The plans will allow local polices forces to:

- work more proactively to protect the welfare of children living in children's homes in their area;
- prevent offenders targeting children living in children's homes; and
- help police to protect children missing from care from harm.

Help for children in care to achieve better school results

22. To prevent the attainment gap between children in care and their peers that often occurs, the Government intends to enshrine in law a Virtual School Head for every council. Their primary focus will be to raise the educational attainment of children in care by getting them the support they need to succeed at school and in later life. Virtual school heads will:

- work with head teachers to find out what children in care need, such as extra tuition or emotional support, so that they can meet their highest possible level of educational achievement;
- act like a 'pushy parent' providing support and challenge to senior directors and lead members amongst others, to make sure children in care get quality learning and support; and

- ensure children in care, as well as their foster or other carers, are actively involved in deciding about and delivering their education.

23. Wiltshire has had a Virtual school head for a number of years.

Delegation of functions for care leavers

24. The DFE are consulting on the proposal to allow all local authorities to delegate some decision making and tasks around children in care and care leavers to external social work providers. The law that already allows this to happen expires this November. So a change to legislation will let local authorities who are already using external providers to continue to do so, and will give all local authorities greater flexibility around how to look after children in their care. The consultation is open until 28 February 2012.

New drive to help children find adoptive families

25. The Prime Minister has announced a new package of support for people who want to adopt. This includes:

- looking at ways to give adopters a more active role in the adoption process, with the chance to make a connection with a child in advance and play a greater role in finding the right match.
- ensuring more paid leave for people adopting a child – bringing adoption pay and leave in line with that of biological parents when it comes to maternity and paternity leave, giving parents and children more time to bond in those early days;

- giving adoptive parents the right to take time off work to meet the children they are set to adopt before they move in with family, helping to make the transition to a new family be as smooth as possible;

- trialling the idea of personal budgets, where adoptive parents can have more choice and control over the type and provider of adoption support, that would otherwise be allocated by councils;

- extending the free early education for two year-olds to adopted children from 2014 and giving them priority school access from 2013;

- launching a new helpline in the New Year, with the phone lines manned by adopters, with first-hand experience;

- looking to next year, we will be launching a National Gateway for Adoption, a new 'one-stop-shop' online service, for the first stages of the adoption process, making it easy for those thinking about adoption to find out more.

26. The Government have also published a new strategy, Further Action on Adoption: Finding more Loving Homes, which sets out proposals for the next steps in tackling delay so that more children can benefit more quickly from being adopted into a loving home. The document describes a number of changes to

give approved adopters a more active role in the process of finding a child, and a package of improvements to the support available to adoptive families.

27. With this strategy comes a one-off grant to each local authority to support the recruitment of adopters and tackle backlogs of children waiting to be adopted. It also comes with the message that local authorities will need to prove the ability of their adoption services or face services being outsourced, possibly to larger regional adoption agencies. The grant for Wiltshire is £1,070,700.

The Children and Families Bill

28. The Children and Families Bill, was published 5th February 2013. It includes provisions on the following reforms:

- adoption reform: the government wants to reform the system so that more children can benefit more quickly from being adopted into a loving home.
- children in care: educational achievement for children in care is not improving fast enough. The Bill will require every council to have a 'virtual school head' to champion the education of children in the authority's care, as if they all attended the same school.
- shared parental leave: the government will move away from the current old-fashioned and inflexible arrangements and create a new, more equal system which allows both parents to keep a strong link to their workplace.
- flexible working: the government wants to remove the cultural expectation that flexible working only has benefits for parents and carers, allowing individuals to manage their work alongside other commitments. This will improve the UK labour market by providing more diverse working patterns.
- family justice: the government wants to remove delays and ensure that the children's best interests are at the heart of decision making.
- special educational needs: the government is radically reforming the system so that it extends from birth to 25, giving children, young people and their parents greater control and choice in decisions and ensuring needs are properly met.
- childcare reform: the government is reforming childcare to ensure the whole system focuses on providing safe, high-quality care and early education for children. The Bill introduces childminder agencies which will enable more flexible childminding and removing bureaucracy so that it is easier for schools to offer wraparound care.
- children's commissioner: the Bill makes the Children's Commissioner more effective by clarifying his or her independence from government with a remit to 'protect and promote children's rights'.

CAROLYN GODFREY
Corporate Director

Report author: Lynda Cox, Head of Performance and Information Management, Children's Services.

Largely taken from the DFE website content 14 November 2012 – 13 March 2013

Wiltshire Council

Children's Select Committee
28 March 2013

Task Group update

1. Safeguarding Children and Young People Task Group

This Task Group's final report is included under Item 6 of this agenda.

2. Special School and Post-16 SEN Task Group

Membership: Cllr Carole Soden
Rev Alice Kemp
Cllr Graham Payne (Chairman)
Cllr Anthony Trotman

The Task Group met on 18 January and 4 February and received updates on the implementation of recommendations included in its Final Report (considered in July 2012). These included:

- Healthcare training for staff in special schools
- Funding support for nursing in special schools
- Usage of and waiting times for Canon's House and Hillcote respite facilities
- Planned developments to the Larkrise School, Trowbridge, following the Task Group's recommendation
- Planned developments to site of St Nicholas School, Chippenham, following the Task Group's recommendation
- Work around students' transitions from special schools to college

On 19 March, the Task Group visited Wiltshire College to meet with staff and experience the College's provision for young people with SEN and LDDD. Members enjoyed a lunch cooked by some of the students.

The Task Group will now meet in April or May and bring its final report to the Select Committee's meeting on 6 June.

3. Major Contracts Task Group

Membership: Cllr Jon Hubbard
Cllr Jacqui Lay
Cllr Bill Moss (Chairman)
Cllr Carole Soden

The Task Group met on 17 December 2012 to consider the Council's contract with the White Horse Education Partnership (WHEP). WHEP provide fully serviced accommodation at Chippenham (Abbeyfield School), Malmesbury and Royal Wootton Bassett.

The Task Group resolved to:

1. Note the reports provided and thank all attendees;

2. Note that in the contract year under consideration, database systems had been provided to contract standard, malicious damage had reduced significantly, the majority of latent defects had been resolved and the schools had increased their community usage;

3. Request that at the next meeting members receive a updates on:

    a) discussions regarding whether responsibility for the Central Government carbon levy falls on the White Horse Education Partnership (WHEP) or the Council, plus details of how much the levy amounts to;

    b) the drainage issues currently affecting the use of Abbeyfield School's playing fields; and

    c) the roof issues at Malmesbury and Wootton Bassett schools

The Select Committee will be asked to consider the future of the Task Group on 6 June.

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WILTSHIRE COUNCIL

CHILDREN'S SELECT COMMITTEE

28 March 2013

Updated Response to the Report of
Further Education in the Salisbury Area Scrutiny Task Group

Purpose of the Report

1. To update the Children's Select Committee on developments following the final report of Further Education in the Salisbury Area Scrutiny Task Group (May 2012).

Action Required of the Committee

2. To note officers' updates and agree further actions as appropriate.

Background

3. In September 2010, the Children's Services Select Committee established a task group to undertake a review of the post-16 education available in the Salisbury area. This was to become the Further Education in the Salisbury Area Task Group. The Task Group was established to:

   (a) Identify the number of young people leaving the Salisbury area to access 16-19 education;
   (b) Identify why these young people choose to travel and the impact of doing so;
   (c) Investigate the young people's perception of the 16-19 provision available to them;
   (d) Make recommendations, if a gap is identifies, as to how this need might be met.

4. The task group reported its findings to the Children's Services Select Committee in May 2012 making thirteen recommendations. The Cabinet Member for Children's Services responded to these recommendations at the July 2012 meeting.

Task Group Original Recommendations and Officers Updates

Developing Sixth Form Provision in Central Salisbury
Select Committee recommendation: **1.** In its strategic role to ensure the provision of effective and efficient local education and training, Wiltshire Council facilitates urgent discussions between the Laverstock schools and Wiltshire College regarding collaborative provision of a broad, high-quality post-16 offer, harnessing the strengths and resources of all four institutions. Particular consideration should be given to developing jointly-run sixth form provision with a focus on AS/A2 levels, to complement the existing grammar school provision, but also including opportunities for technical and vocational learning."

Officers updates:

(i) Officers worked with Laverstock Schools and Wiltshire College to explore possible collaborative provision. Following initial discussions, the providers identified that they wished to explore separate applications for a Free School Sixth Form for the Laverstock Campus and a University Technical College (UTC) for South Wiltshire. Applications to the Department for Education (DFE) and the Baker Dearing Trust have respectively been submitted. The Providers have liaised with each other during the development and application process.

(ii) The parents and Governors of the Laverstock campus have led the application for a Free School Sixth Form and have been supported by the Headteacher of St Edmund's School. The application was submitted in January 2013 and officers understand that discussions with the DfE are due to take place shortly. Meetings have been held with officers of the LA and collaborative meetings with the Free School proposers and Wiltshire College to ensure maximum opportunities for learners in the area.

(iii) Officers have also worked with Wiltshire College to explore and develop the proposal for a South Wiltshire University Technical College (UTC) with Southampton University, Wiltshire College, MoD and key local employers as sponsors. This will provide new educational opportunities for learners aged 14-19 years (see appendix 1). The outcome of this application is due in March 2013.

(iv) Officers have continued to work with Headteachers of the schools on the Laverstock Campus in relation to strategic planning for 11-16 provision to commission additional places in response to pupil growth in the area. This work is also acknowledging the potential post 16 developments.

Select Committee recommendation:

2. "Parallel discussions are held with the Education Funding Agency (EFA) to explore the capital and revenue funding implications of this project."

Officers updates:

(i) An initial meeting with Local Authority Officers and the Education Funding Agency (EFA) took place on the 3rd July 2012 to share the report and establish the EFA's initial reaction to the findings and recommendations within the report.

(ii) The EFA were unable to respond with regard to available capital funding at the time and communication has been ongoing. Following this initial response it became clear that the most likely route for external Capital Funding would be via the new application routes (Free School and UTC applications) which have now been followed.

(iii) A recent communication from the EFA has confirmed that current national Post 16 capital funding, to support the learner growth, is only available to expand provision where demographic increases show there is a need for provision for Learners with Learning Difficulties and Disabilities (LLDD). Based on the criteria and the evidence, officers are exploring the next steps for application in relation to learners with LLDD.

(iv) The EFA have confirmed that based on lagged learner numbers, current EFA contract holders for post 16 provision could enter into sub-contract arrangements with schools to develop the range of provision in the area. Officers and providers are taking this information into account as they consider the full range of development options in the expansion of provision.

Improving the 16-19 educational offer in the Salisbury area

Select Committee recommendation:

3. "Wiltshire Council works with Wiltshire College and other 16-19 education providers where appropriate, to explore the factors behind:

- **a.** the higher average attainment demonstrated by learners from the Salisbury area who study at Hampshire colleges compared with those who study at in-county providers;
- **b.** the greater retention of learners from the Salisbury area demonstrated by Hampshire colleges as compared with Wiltshire College;
- **c.** the significant numbers of learners from the Salisbury area taking courses in Science and Maths, and Arts, Media and Publishing, at Hampshire providers;
- **d.** and designs and agrees plans to encourage improvements in these areas.

Officers updates:

(i) Officers explored with the EFA the detail behind a-c above. The EFA reported that attainment levels vary across all institutions and will be based upon the prior attainment of learners, the amount of student contact time and the quality of teaching as well as the type of qualification that is offered. The monitoring of providers and student outcomes including student retention form part of the Ofsted inspection process and were considered through this route.

(ii) In relation to bullet c the availability of provision and personal choice are core drivers in the numbers of learners from Salisbury taking up provision with Hampshire Providers. Free School and UTC developments both acknowledge the need for a local offer in the subject areas identified.

(iii) In relation to bullet d it is not the responsibility of Wiltshire Council to design or implement plans to secure improvements within the FE or Training Provider sector or for any school or academy who is not considered to be at risk or causing concern. However, officers continue to work in partnership with providers to support them in securing improvements to provision.

Improving the marketing and promotion of the 16-19 education offer in the Salisbury area

Select Committee recommendation:

4. Wiltshire Council works with schools and colleges to improve the marketing and promotion of 16-19 education in the Salisbury area, with consideration given to ideas such as a comprehensive careers and training fair, common websites and/or a magazine circulated in and out-of-county to promote the full local post-16 offer.

Officers updates:

(i) Changes to statutory duties and responsibilities in relation to the provision of information advice and guidance, coupled with the reduction in funding means that supporting this area centrally from within the Council is now more challenging than it has ever been. This duty rests with the National Careers Service and individual providers, officers are however leading on the Raising of the Participation Age (RPA) agenda and as such work with all providers to ensure they plan for transition of all learners at 16 into further

education, training or an apprenticeship.

(ii) A Project Lead for RPA has been appointed (in October 2012) to work with all providers and employers in Wiltshire. A Risk of NEET indicator tool (RONI) has been launched to help schools identify those learners at risk of not making a successful transition to further education, training or employment with training. Once identified these young people receive additional support and help which is predominately provided via their school.

(iii) The 'Your Choices' campaign continues to promote Post-16 opportunities for all learners in Wiltshire and is facilitated by officers. For the third year a theatre tour is offered free of charge to all schools, an Application (both Apple and Android) is available and a website which is currently being updated to include links to all providers' prospectuses. A range of printed materials is also available. www.wiltshire.gov.uk/choices

(iv) Officers from Children's Services working with colleagues in Economic Regeneration have been able to ensure both the provision and funding for Careers Education Programme, Apprenticeship Fair, Apprenticeship Ambassadors programme and a range of Skills events.

(v) Officers continue to work with all providers to ensure there is synergy in the curriculum offer, sharing key data to support transitions and collaborative working amongst providers with identified progression pathways including the current Skilled for Life project.

(vi) Combined funding and support of the Key Stage 4 Engagement (KS4EP) programme working with schools and providers has secured alternative programmes of learning for those who may not make a successful transition to Post 16. Additionally, funding and support is available for special schools to support learners with Learning Difficulties and Disabilities (LLDD) in KS4 with linked provision to local colleges.

(vii) An EFA Gaps exercise was recently undertaken to establish the gaps in local provision. The outcome is awaited, although it is likely that there will be an increase in EFA contracted provision for Post-16 in Wiltshire along with support for a 3rd sector organisation in obtaining a Zero funded contract to become an EFA contracted provider.

Improving the Careers, Education, Information, Advice and Guidance (CEIAG) available to young people across Wiltshire

Select Committee recommendation:

5. Recognising the substantial cuts in government funding for local authority Connexions services, and the responsibility for such provision shifting from the local authorities to schools in September 2012, Wiltshire Council supports Wiltshire secondary schools to develop their offer of impartial training and careers advice to their pupils and parents from Year 9, when they are making their GCSE choices, in order to maximise awareness of the full range of opportunities available to them.

Officers updates:

(i) Officers are providing support to secondary schools and providers in order that across Wiltshire, schools are able to develop the quality of their Careers Education, Information, Advice and Guidance. This is a service offered at cost recovery as this is no longer a duty on the Local Authority.

(ii) From September 2012, designated individual school support through a linked Personal Adviser is no longer available for all. Support for learners

identified as vulnerable has continued to be made available.

(iii) Under the statutory responsibilities for RPA the 'Your Choices' campaign aims to raise awareness of choices available for young people across Wiltshire. See point 4(I-V) for additional support given to providers via RPA.

Developing school sixth form provision to the north of Salisbury

Select Committee recommendation:

6. In its strategic role to ensure the provision of effective and efficient local education and training, Wiltshire Council encourages and supports the development of the Sixth Form Vision agreed by Avon Valley College and The Stonehenge School.

Officers updates:

(i) Officers are supporting this provision and have worked with the two schools on the implementation of a joint strategic plan to develop a shared Post-16 offer across the Avon Valley College and Stonehenge campuses.

(ii) A wide range of activity has taken place to develop collaborative models of sharing curriculum Pre-16 and establish Post-16 pathways. The Co-ordinator for Education and Skills is continuing to work and support the development of this partnership and there is an ambition for a joint Post-16 building to enhance limited facilities available and attract new learners to the provision.

Select Committee recommendation:

7. The Children's Services Select Committee notes its support for Wiltshire Council's submission of a bid for funding from the government's Priority Schools Building Programme for additional capital funding for The Stonehenge School.

This application was unsuccessful.

Improving transport links and schemes

Select Committee recommendation:

8. Wiltshire Council works with Wiltshire College and local bus companies to review and, if appropriate, revise existing bus routes and develop more attractive student travel schemes to enhance the appeal of study at Wiltshire College's Salisbury campus.

Officers updates:

(i) Officers from passenger transport working with education officers continue to facilitate action with Wiltshire College and with other Post 16 providers to review processes and initiate potential changes to support access.

(ii) A review of the transport policy has recently been agreed to support statutory changes to Post-16 participation.

16-19 Education funding inequalities between Wiltshire and Hampshire

Select Committee recommendation:

9. The Cabinet Member for Children's Services and Chairman of the Children's Services Select Committee write a joint letter to the Secretary of State for Education and the Secretary of State for Skills and Lifelong Learning to draw attention to, and request a review of the disparity between the funding received by Wiltshire and Hampshire for provision of post-16 education.

Officers updates:

(i) National changes to both Pre and Post 16 educational funding and the development of a national funding formula are currently being introduced and will mitigate the need for a formal response to the Secretary of State for Education and Skills under point 10.

Connexions and YPLA student destination data disparities

Select Committee recommendation:

10. Wiltshire Council advises Wiltshire schools, colleges and other relevant bodies, of the disparities between the student destination data provided by Connexions and by the YPLA and the reasons behind these.

Officers updates:

(i) This action is complete. Connexions data used in the original report was provided directly from schools in the area through intended and actual destinations compared to YPLA (now EFA) data which included those learners already accessing education outside of the LA Pre-16 from the wider Salisbury area.

Encouraging students to remain on-campus at Wiltshire College, Salisbury

Select Committee recommendation:

11. Recognising the challenges inherent in being a city-centre provider, the Task Group recommends that Wiltshire College considers the potential impact on learner retention and attainment of its 16-19 learners having such flexibility to leave the Salisbury campus when not in lectures and, if appropriate, implements measures to encourage students to remain on campus.

No response required.

Monitoring implementation of the Task Group's recommendations

Select Committee recommendation:

12. The Task Group is mindful that any strategic developments must take into account the need for additional secondary school provision in the Salisbury area as housing developments are progressed; and that all providers, including the Trafalgar School at Downton, Sarum Academy, Wellington Academy and

the Grammar Schools, are involved in the strategic planning. The Task Group is also aware that its recommendations may be seen as just another step in a long history of failed attempts to improve the provision of 16-19 education in the Salisbury area. To ensure that the recommendations are seen through to completion and the improvement of 16-19 education in the Salisbury area is brought to fruition, the Task Group therefore recommends that:

a. a senior officer is identified to take ownership of and report on the implementation of the Task Group's recommendations

Officers updates:

(i) Wiltshire Council officers work in a strong partnership with The Wessex Partnership (TWP) in planning and supporting developments within the Salisbury area, this includes funding to support a partnership officer to coordinate work within TWP. Officers of the council continue to work with the TWP coordinator to support the delivery of the actions outlined in this paper.

(ii) The responsibility for the strategic planning of School places is part of School Improvement within Schools and Learning. Julie Cathcart as Head of School Improvement has the overall strategic responsible for the strategic lead on these developments. She is overseeing much of this work with the operational support of Tina Pagett Coordinator for Education and Skills. This includes planning for changing demographics, core strategy developments, RPA, provider partnership working across all providers and key stake holders in addition to curriculum and quality of provision for learners in the area.

Select Committee recommendation:

The Children's Services Select Committee

b. requests that the Cabinet Member's response to the Task Group's recommendations is accompanied by an action plan setting out how and when they will be implemented;

Officers updates:

(i) The action plan is incorporated within the 13-19 Statement of Priorities (a requirement for the EFA) in full collaboration with all of the 16-19 providers in the Salisbury area and sits alongside the current RPA Strategic Plan. Both plans report to the 13-19 Strategic Board for monitoring purposes.

Select Committee recommendations:

c. regularly monitors those actions and reconvenes the Task Group 12 months hence to undertake a rapid scrutiny exercise to consider progress and future plans; and

d. disseminates the Task Group's report as widely as possible.

No responses required

Conclusion

6. Members are asked to:

1. Note the above updates and actions taken in respect of the report of the Further Education in the Salisbury Area Scrutiny Task Group; and

2. Agree any further actions as appropriate.

Carolyn Godfrey, Corporate Director

Report Authors: Julie Cathcart, Head of School Improvement and Tina Pagett, Co-ordinator for Education and Skills

Appendices

Appendix 1 ~ A Briefing Paper for Members and Senior Officers Regarding Current Developments in Relation to Post 16 in the Salisbury Area and in Particular the development of a University Technical College (UTC) for Wiltshire. (October 2012)

Appendix 2 ~ South Wiltshire UTC Update (February 2013)

Appendix 1

Wiltshire Council

Children's Services, Schools and Learning

30 October 2012

A Briefing Paper for Members and Senior Officers Regarding Current Developments in Relation to Post 16 in the Salisbury Area and in Particular the development of a University Technical College (UTC) for Wiltshire

Purpose of the Report

1. To provide an update in relation to the work on Post 16 provision in the Salisbury area and especially on the recent developments relating to the potential development of a University Technical College (UTC) for Wiltshire based in the South of the County. The provision aims to meet the needs of learners in the area and in direct response to the Salisbury Area Task Group Report.

Background

2. In September 2010, the Children's Services Select Committee established a task group to undertake a review of the post-16 education available in the Salisbury area. This was to become the Further Education in the Salisbury Area Task Group. The Task Group was, in summary, established to:

   (a) Identify the number of young people leaving the Salisbury area to access 16-19 education;
   (b) Identify why these young people choose to travel and the impact of doing so;
   (c) Investigate the young people's perception of the 16-19 provision available to them;
   (d) Make recommendations, if a gap is identified, as to how this need might be met.

3. At the Meeting of Children's Select Committee 31 May 2012 the Committee endorsed the final report of the Further Education in the Salisbury Area Task Group. At the next meeting the Cabinet Member for Children's Services responded to the report acknowledging that officers would work with local providers to explore all potential opportunities to address the identified gap in provision. The report prepared by the Salisbury Area Task Group acknowledged that there was insufficient Post 16 provision to meet the current needs and demands of young people and as a consequence young people travelled out of Wiltshire to access provision. This provision included Level 3, including A Level as well as other levels.

4. Since the report and the Cabinet Members response developments have moved quickly in relation to exploring two possible routes under the Governments current policy for increasing the range of 16-19 provision. A group of parents linked to the three 11-16 schools on the Laverstock campus have been exploring the potential for developing a 16-19 Free School and Wiltshire College have been leading some research into developing a University Technical College which focuses on young people 14-19. In both cases there is an emerging focus on Science, Technology, Engineering and Maths (STEM) activities and developments in relation to potential applications to establish them have moved swiftly in recent weeks.

5. The consultant appointed by Wiltshire College to explore UTCs was tasked with investigating the viability of a central Wiltshire based UTC with Land Based focus and a UTC located in the south of Wiltshire with a Military Technical Engineering focus. At the initial stage, June 2012 the work focused on feasibility as the DfE had closed the application process.

6. In the case of the Free School the preparation work for the bid also began in the summer of 2012. A bid is now being prepared for submission early in the new year with the support of the New Schools Network. In the case on the University Technical College (UTC) a window opened to submit an Expression of Interest by the 16 November 2012. It is anticipated that later application windows will be available, although the details of these are not known.

University Technical Colleges (UTCs)

7. UTC s are new state schools for 14-19 year-olds, funded under the Academies funding system, they provide a combined technical and academic education for approximately 500-800 young people and are set up to meet a clear local labour market need. Learners attend for a full "business day" (typically 8.30am to 5.00pm) and an extended academic year. They normally specialise in a particular aspect of Science or Engineering, are non-selective and have catchment areas that extend for 20-25 miles to serve a sub-region.

8. A UTC is opening in North Bristol in 2013 (with a focus on Aerospace Engineering) and another is opening in Swindon in 2014 (with a focus on Engineering with Business and Enterprise). Both have catchment areas that extend well into North and West Wiltshire. Currently there are no applications across the border to the south of the county in Hampshire or Southampton but any such future development is likely to draw learners from the Salisbury area at both pre and post 16.

9. UTCs are independent of any existing organisation and are Academy Trusts which are set up as companies limited guarantee, typically using model Articles of Association provided by the Department for Education. Local authorities can be members of this partnership and in any case have an entitlement to a place on the Governing Body.

10. The Academy Trusts acquire charitable status, under the Academies Act 2010, when they are awarded a Funding Agreement by the Secretary of State. The main significance of this is that their operation is regulated by the Secretary of State (unlike registered charities which fall under the remit of the Charities Commission).

11. The Baker Dearing Trust, which advises the Department for Education on UTCs, recommends that partnerships establish companies as part of the application process. This ensures that the Department can award the pre-opening grant once the application has been approved and allows the Trust to sign contracts and begin hiring senior staff.

12. UTCs are expected to operate from refurbished buildings that are already publicly-owned. A limited amount of capital funding is available to support this refurbishment but new builds are only supported in exceptional circumstances. A decision on a final location is not required until after the approval of an initial application.

Current Developments in relation to the Development of a UTC

13. From the initial feasibility it became clear that a UTC in South Wiltshire could provide a new and high quality option for technically-minded learners, helping to reverse the traditional outward flow of young people from the area and address the youth unemployment. The new provision would both support the agenda for Raising the Age of Participation (RPA) and there is evidence that it could ease projected pressure on school capacity, resulting from housing growth set out in the Wiltshire Core Strategy and the Army's Super Garrison plans and would link closely to the aims of the Military Civilian Integration Partnership.

14. Nationally it is anticipated that UTCs will help to provide labour market entrants with intermediate (level 2) and higher level technical skills (levels 3 and 4) relevant to the needs of the relocated Defence Technical Training College in Lyneham and the expanding Science Park around Porton Down. This would help address the need for a "seamless FE and HE offer" set out in the recent LEP Mapping of Employability and Skills.

15. Research specially commissioned for the report showed that Wiltshire has a below-average proportion of university students studying Engineering and Science and fails to retain those who graduate in Science subjects. It is anticipated that students leaving the UTC would address this in balance. Students who be prepared and qualified to progress to a range of outcomes, including Advanced (level 3) Apprenticeships, higher education (level 4) in Science or Engineering and technical jobs and would have technical and employability skills that would make them an attractive proposition for local Engineering and Science employers.

16. As evidence from the initial feasibility study started to emerge in late July, the Government invited applications for expressions of interest in a further round of UTCs with a closing date of 16 November. Applicants will be interviewed in January/February and, if approved, will receive

£300,000 of development funding to prepare for opening in 2014 or 2015. Assuming the partners then wish to proceed they would present their final proposal to the Secretary of State who, if content, would issue a funding agreement.

17. Following the announcement, a meeting was held by Wiltshire College to discuss the initial findings from the feasibility study. It was recognised that a central Wiltshire Landbased provision would compete with Lackham College to the west and Sparsholt College to the east. Based on the available evidence it is was agreed that further development work should be explored on a Military Technical Engineering UTC based in the South of the county.

18. In September 2012 the draft feasibility study was made available by Wiltshire College to officers in Schools and Learning and Economic Regeneration. This was in direct response to questions raised at the LEP Board about the approval of the Swindon UTC and the potential need for a UTC in Wiltshire. The report recommended that:

(a) An application should be made, based on a specialism in Defence Industry Engineering and Science Skills and a supporting focus on Leadership. This will reflect the long-standing and growing importance of defence industries to the Wiltshire economy.
(b) The UTC would be ideally be based in Salisbury with an official 20-mile catchment area radius, which would include schools in Southampton and Hampshire. This would potentially offer opportunities to 7000 Year 9 learners, who would be considered to be within the catchment area.
(c) The lead partners should be a local university (the University of Southampton have expressed interest), the Army (43 Wessex Brigade) and some of the major Defence Industries employers for example in Porton Down and Amesbury.
(d) These partners would need to establish a company limited by guarantee to act as the charitable trust that would operate the school (this is a requirement of the funding). The liability of the individuals named on the Articles of Association is limited to £10 and all corporate partners are protected by limited liability and specific indemnities.

19. A UTC working with employers, the MoD and Southampton University, the Local Authority and other providers would enable south Wiltshire to lead the way in delivering technical learning opportunities across a wide geographical area.

20. On the 12th October, Lord Baker (Baker, Dearing Trust) contacted the Pro Chancellor of Southampton University and the Principal of Wiltshire College to discuss plans for a UTC in Wiltshire having already made contact with the MoD. He visited Wiltshire College, Salisbury Campus on the afternoon of 24th October to discuss the emerging plans. Wiltshire Council was represented by Councillor Fleur de Rhe-Philipe, Cabinet Member for Economic Development and Strategic Planning along with officers from Schools and Learning and Economic Regeneration.

21. During the afternoon a range of presentations were made to the audience which consisted of employers and other potential partners. Lord Baker was extremely positive about the emerging developments and is keen to see a UTC opened in the Wiltshire area.

22. The event confirmed that Wiltshire College proceeds in establishing a partnership which includes the University of Southampton, the 43 Wessex Brigade and other defence industry. It is proposed that the partnership establishes a Trust and proceeds with a formal application to express interest for a UTC.

Considerations for Wiltshire Council

23. In other UTC bids that are being taken forward nationally Local Councils have been identified as being part of the partnership and in a number of cases play an active role as members of the Trust that is formed to establish the UTC, they also have representation on the Governing Body. The Council will need to consider what role, if any, they would wish to play within the development of the UTC.

24. Evidence from successful applications suggests that the bids that are more likely to be taken forward have the support of the Local Council. This support can take a number of forms including:

    (a) Becoming one of the initial "subscribers" who agree to become one of the three "members" of the company. (Under Article 8, the "members" agree to contribute a sum no greater than £10 to the Trust's assets should it be wound up with debts. This is the total financial exposure of the members under company law. There is also provision within the Articles (Article 133) for the directors of the Trust to be indemnified against any personal liability arising out of their stewardship of the company, although neither protection would rule out civil action if the trustees were deemed to have acted negligently or beyond their powers ("ultra vires")).
    (b) To become a "member" of the Trust at a later date and after the initial Expression of Interest has been submitted. (Under Article 8, the original "subscribers" can appoint subsequent "members" of the Academy Trust. Thereafter the Articles make no distinction between the original "subscribers" and the additional "members". They are all required to contribute to the Article 8 guarantee and are all trustees of the company, with an obligation to act in pursuit of its objectives).
    (c) To become a member of the Governing body. As with other Academies, there is provision for the Local Authority to appoint a Governor ("the Local Authority Governor" under Article 51). Such a Governor would not be a "member" in terms of the Articles.
    (d) Support and engage through facilitation and advocacy. In some cases Local Authorities have taken up this role and provided one off payments and/or not charged for services; although they are not formally part of the ULT/Academy Trust.

Risks

25. At this point in the proposal for expression of interest the evidence suggests that there are no immediate or significant financial risks to the Council with engaging in the partnership or indeed becoming a initial subscriber to the Trust. However, if successful at the expression of interest stage significant work will need to be done in order to manage any potential risk to the Council in relation to the more detailed planning for the curriculum offer, student admissions and place planning along with transport costs in students accessing the provision.

26. Initial evidence suggests that individual applications for both a UTC and Free School both focused on STEM activity in the area would not necessarily disadvantage the process for either application. Both developments enable the Local Authority to demonstrate that it is enabling diversity and choice for students in the area thus discharging its statutory duties for strategic planning 16-19.

Conclusion

27. Members are invited to note the content of this paper, consider and agree the level of council involvement in the UTC development.

South Wiltshire Defence Industries UTC
c/o Wiltshire College
Southampton Road
Salisbury
SP1 2LW
07891 585898

Appendix 2

Progress Update February 2013

Overview of the Application

The aim of the application is to establish a University Technical College based in Salisbury but serving a 20-mile radius from the City. Young people aged 14-18 would attend the UTC and study a comprehensive technical and academic education with a special focus on Science and Engineering skills in the context of the Defence Industries. UTCs operate from 8.30am to 5.00pm for 40 weeks a year, allowing students to gain advanced technical skills in addition to a broad-based education. University and employer support and involvement are central.

Support for the Application

The bid has been welcomed by local MPs and a number of key employers including QinetiQ, Dstl, Chemring Countermeasures, Tetricus, Aspire and Serco. There is an information site at www.wiltshire-utc.co.uk where parents, potential students, employers and local residents can comment on the proposal and express an interest. The more local people who sign up to support the bid the greater chance it will have of securing funding, which could be worth £40m to Wiltshire over a ten-year period.

Application Shortlisted

The Department for Education confirmed at the end of December that the application to establish the South Wiltshire Defence Industries UTC had been shortlisted for potential approval. A team representing the UTC attended an interview in London on 31 January 2013. If successful, the UTC will enter a pre-opening phase and receive £300,000 of development funding prior to a potential opening in September 2014. The Government only shortlisted the strongest bids and all those shortlisted can potentially be approved, subject to satisfying the panel that they meet the criteria for support. The outcome of the interview will be known by the end of March.

The Interview

The team for the interview was selected based on a pre-interview session attended at the Baker Dearing Trust on 9th January and advice given during the day. The interview team comprised Gordon Aitkin, Project Manager, Dr Tina Pagett, Education and Skills, Wiltshire Council (Education), Robert Rees, Vice Principal Curriculum and Quality, Wiltshire College (Education and Curriculum), Dr Stephen Prior, University of Southampton (Higher Education, Engineering and Science), Bill Dowling, Military Civilian Integration Partnership, 43 Wessex Brigade (Military employer), Professor Miles Carroll, Health Protection Agency (Engineering and Science employer).

A rigorous process of preparation was led by Gordon Aitkin focused on questions raised by the Baker Dearing Trust on education, employer/higher education support and financial arrangements. The interview lasted for 90 minutes with questions from a panel including DfE education adviser, DfE schools adviser, EFA finance lead, EFA capital finance lead and Baker Dearing Trust adviser. The presentation and responses to questions raised were well received by the panel and advice given to continue with the preparatory work until the final announcement at the end of March.

Further Information

If you wish any further information, please contact the Project Manager Gordon Aitken at gordonraitken@gmail.com or 07891 585898.

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Wiltshire Council

Children's Select Committee
28 March 2013

Review of the work of the Children's Select Committee

Purpose

1. To highlight key aspects of the work undertaken by the Select Committee during recent times and to recommend topics as legacy items to the Management Committee for possible inclusion in a new overview and scrutiny work programme after the elections.

Background

2. As a new unitary council in 2009, Wiltshire Council's overview and scrutiny arrangements were agreed for "day one" following consultation during transition and input from an external national advisor.

3. These were revised last May with little change to the structure apart from the creation of a new Management Committee to take overall responsibility for the function and its working relationship with the Cabinet. However most significantly a new style and approach was adopted at the wish of elected members and the extended leadership team based on constructive early engagement, a focus on supporting the development of policy linked to the business plan, and seeking positive outcomes. This has resulted in a much more effective and worthwhile function for all those involved.

4. With Council elections in May, the current Management Committee has asked that each of the select committees produce a brief "end of term" style report in order to highlight some of the good work done. The report is also intended to provide the opportunity for the select committees to recommend ongoing pieces of work for possible inclusion in the overview and scrutiny work programme of the new Council.

Key Activities and Achievements

5. The following is a list of some of the Children's Select Committee's key past activities and achievements which demonstrates the contribution it

has made to decision-making, policy development and good governance of the Council:

Activity	Date	Brief Explanation	Outcome
Task Groups, Rapid Scrutiny Exercises and other ad hoc exercises			
Rapid Scrutiny: Review of SEN Provision	Jan 2010 - May 2011	Considered proposals for SEN service development with respect to primary schools, specialist learning centres, special schools and SEN Support services.	Made recommendations particularly on the consultation process followed. Committee monitored the transitions of individual pupils affected.
Placements For LAC Task Group	Mar 2011 – May 2012	Established to consider the Children in Care Commissioning Strategy. Subsequently undertook longer term work scrutinising performance and budget management of all services for LAC and their carers.	Impacted on several strategies and was also praised in the 2012 Ofsted inspection report. Was 'replaced' by the Safeguarding Children & Young People Task Group in May 2012 following the Ofsted inspection.
Rapid Scrutiny: 11-19 Commissioning Strategy Consultation	July 2011	Drafted a detailed response to the 13-19 Commissioning Strategy consultation document.	Response was endorsed by Committee and its recommendations influenced the final Strategy.
Rapid Scrutiny: Denominational Transport	Sep 2011	Established to consider the proposals to remove funding assistance for this area in detail. A well-attended public meeting was held, including opportunity for affected schools and parents to make representations, and the final report was submitted to Cabinet.	Cabinet received the report and the initial proposals were adjusted, more in-line with Scrutiny's recommendations.

Activity	Date	Brief Explanation	Outcome
Select Committee agenda items			
Strategic Direction Of Small Schools	2009 – 2010	The Council was required to produce a Primary Plan showing how the authority supported schools below the performance target, maximised progression and encouraged consistent performance.	Committee monitored this work.
Ofsted inspection reports	Jan 2010 Sep 2010 Jan 2011 Sep 2011	The Committee received a number of reports providing the outcome of Ofsted inspections, including: • contact and referral centres • unannounced inspections • annual ratings	The majority of these reports were noted. The 2012 Ofsted inspection report was addressed in detail by the Safeguarding C&YP Task Group.
Basic Skills in Wiltshire	July 2010 – Jan 2011	The Committee received reports on Basic Skills attainment levels in Wiltshire, plus partnership/governance arrangements, current initiatives and plans for the future.	Monitored and noted.
Youth staffing allocations	July 2010	Following concerns expressed by members, received a report on proposed changes to the allocation of staffing using a formula approach based upon various criteria.	Members were reassured by the formula approach being taken and noted the report.
Scrutiny of the Business Plan	Mar 2011	A report identifying the content in the Business Plan that fell within the remit of the Committee.	Members agreed a list of themes and proposed methods for scrutinising each area.
Annual reports and Business Plans of the Wiltshire Safeguarding Children Board (WSCB)	Annual	Annual reports and business plans from the key statutory body for coordinating local safeguarding activity.	Reports were largely noted, but the Safeguarding C&YP Task Group have made recommendations for more in-

Activity	Date	Brief Explanation	Outcome
			depth future scrutiny.
Wiltshire's Readiness To Meet The New Requirements For Raising The Participation Age (RPA)	May 2012	An overview of Wiltshire' readiness to meet new statutory duties to Raise the Participating Age (RPA), increasing the minimum age at which young people in England could leave learning.	Monitored and noted.

Ongoing work

6. The following is a list of activities and reviews which the Select Committee considers important to include as ongoing pieces of work in any new overview and scrutiny work programme. Every effort has been made to bring reviews to a conclusion in time for the end of the current Council but clearly some things remain ongoing due to the significance or long-term nature of the topic.

Activity	Date	Brief Explanation	Reason for Inclusion
Task Groups			
Safeguarding Children and Young People Task Group	May 2012 -	Established following the 2012 Ofsted inspection of safeguarding and services for LAC. Final report included in this meeting's agenda. The final report recommends the continuance of a task group focusing on this area.	For Committee discussion under item 6.
FE in the Salisbury Area Task Group	May 2012 -	Established to review the post-16 education available in the Salisbury area. Reported its findings and submitted 12 recommendations in May 2012 and the Cabinet Member responded in July 2012. A number of	For Committee discussion

Activity	Date	Brief Explanation	Reason for Inclusion
		recommendations were accepted. Resolved to reconvene in Summer 2013 to review progress. Committee will be asked to confirm this decision on 6 June.	
Major Contracts Task Group	Standing	In 2009 the Task Group's work programme included the following major contracts: 1. Quarriers – providers of accommodation for LAC **Contract no longer exists** The Task Group was closely involved in reviewing this contract. 2. WHEP – providers of serviced accommodation for 3 PFI schools **Ongoing** Continues to monitor the services provided by WHEP to the PFI schools 3. Children's Centres **Ongoing** Made a number of requests for further information re Children's Centres contract, due for review in June 2013. 4. School Food **Contract no longer exists** Monitored the management of this contract until it was ended due to lack of take-up.	For Committee discussion
Special Schools and Post-16 SEN	May 2011 -	Submitted a report in July 2012 containing recommendations on the following themes:	For Committee discussion

Activity	Date	Brief Explanation	Reason for Inclusion
Task Group		• Projecting future demand for SEN provision • Healthcare in special schools • Capacities, facilities and accessibility at special schools • Post-16 education for pupils with SEN • Residential care for children with SLD Continues to monitor their implementation and undertake further work. Final report due in June 2013.	
Select Committee items			
Coalition updates	Standing item	Reports providing updates on national changes to education and services for children.	For Committee discussion
Pupil Performance in Public Tests and Examinations	Annual item	Provides an annual overview of pupil performance at the end of each key stage and compares Wiltshire's attainment with national, south west and statistical neighbours.	For Committee discussion
Education for excluded pupils	March 2012 -	The transformation of education provision for permanently excluded students of secondary school age. The proposal was to close Wiltshire's four YPSS centres and to delegate responsibility for educating excluded students to secondary schools, which would receive the devolved funding. This was agreed. The Committee supported the proposal as likely to provide an improved service for young people and resolved to monitor the future performance of excluded students. Update expected Nov 2013	For Committee discussion

Activity	Date	Brief Explanation	Reason for Inclusion
Family Information Service and Parent Partnership Service Review	March 2012	Established a rapid scrutiny exercise following significant changes being proposed to the Family Information Service (FIS) and Parent Partnership Service (PPS). The findings of the Rapid Scrutiny Exercise was endorsed, part of which was to receive the outcomes of a 6-month review of the new service model taking place in Spring 2013. This report is expected on 6 June 2013.	For Committee discussion

7. In considering which areas to recommend for future work, the Committee is asked to be mindful that the Management Committee will need to leave space and capacity for those leading the function after the election to develop their own work programme based of issues resulting from public views expressed during the election period and also following early engagement with any new Executive.

Next Steps

8. The Management Committee meets on 11 April and will receive the reports from the 3 select committees. It will also consider a similar report based on its activities primarily in the corporate arena. The members of the Management Committee will give their views on what should be included in a final legacy report which will be written by the Scrutiny Manager in consultation with the Chairman and Vice-Chairman. Following the elections this will then be made available to the new Management Committee, appointed by Council on 14 May, at its first meeting scheduled for 23 May.

Recommendations

9. To agree which topics to recommend to the Management Committee as requiring further work in the new Council, including reasons.

10. To note the next steps described in paragraph 8

Paul Kelly
Scrutiny Manager (and Designated Scrutiny Officer)

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