

# Children and Education Policy and Accountability Committee

## Agenda

Monday 18 January 2016

7.00 pm

Small Hall - Hammersmith Town Hall

### MEMBERSHIP

<b>Administration:</b>	<b>Opposition</b>
Councillor Caroline Needham (Chair) Councillor Alan De'Ath Councillor Elaine Chumnerly	Councillor Caroline Ffiske (Vice-Chair) Councillor Donald Johnson
<b>Co-optees</b>	
Eleanor Allen, London Diocesan Board for Schools Dennis Charman, Teacher Representative Nandini Ganesh, Parentsactive Representative Philippa O'Driscoll, Westminster Diocesan Education Service Representative Nadia Taylor, Parent Governor Representative Vacancy, Parent Governor Representative	

**CONTACT OFFICER:** David Abbott  
Committee Co-ordinator  
Governance and Scrutiny  
Tel 020 8753 2063  
E-mail: david.abbott@lbhf.gov.uk

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Members of the public are welcome to attend. A loop system for hearing impairment is provided, along with disabled access to the building.

Date Issued: 12 January 2016

# Children and Education Policy and Accountability Committee Agenda

18 January 2016

<u>Item</u>		<u>Pages</u>
<b>1. MINUTES</b>	To approve the minutes of the meeting held on 23 November 2015.	1 - 8
<b>2. APOLOGIES FOR ABSENCE</b>		
<b>3. DECLARATIONS OF INTEREST</b>	<p>If a Councillor has a disclosable pecuniary interest in a particular item, whether or not it is entered in the Authority's register of interests, or any other significant interest which they consider should be declared in the public interest, they should declare the existence and, unless it is a sensitive interest as defined in the Member Code of Conduct, the nature of the interest at the commencement of the consideration of that item or as soon as it becomes apparent.</p> <p>At meetings where members of the public are allowed to be in attendance and speak, any Councillor with a disclosable pecuniary interest or other significant interest may also make representations, give evidence or answer questions about the matter. The Councillor must then withdraw immediately from the meeting before the matter is discussed and any vote taken.</p> <p>Where Members of the public are not allowed to be in attendance and speak, then the Councillor with a disclosable pecuniary interest should withdraw from the meeting whilst the matter is under consideration. Councillors who have declared other significant interests should also withdraw from the meeting if they consider their continued participation in the matter would not be reasonable in the circumstances and may give rise to a perception of a conflict of interest.</p> <p>Councillors are not obliged to withdraw from the meeting where a dispensation to that effect has been obtained from the Audit, Pensions and Standards Committee.</p>	
<b>4. PUBLIC PARTICIPATION</b>	Members of the public are invited to ask questions of the Committee and attending officers. Members of the public with more complex issues are invited to submit their questions in advance in order to allow a more substantive answer to be given. Questions can be sent to the contact officer shown on the front page of the agenda.	
<b>5. YOUTH TAKE OVER DAY - EVALUATION REPORT</b>	This report details the 2015 Youth Take Over Day at Hammersmith and Fulham Council where young people were invited to work alongside adults, try out different jobs, take on challenges, and be involved in	9 - 19

decision making.

- 6. EXECUTIVE DIRECTOR'S UPDATE** 20 - 24

This report provides a brief overview of recent developments of relevance to the Children's Services department for members to consider.
- 7. CABINET MEMBER'S UPDATE**

The Cabinet Member for Children and Education will give a verbal update on recent developments relevant to the work of the Committee.
- 8. LOOKED AFTER CHILDREN AND CARE LEAVERS ANNUAL REPORT** 25 - 37

This report highlights the significant responsibilities the Council has in relation to looked after children and care leavers, as well as recent achievements, and future developments for the service.
- 9. CHILDREN'S SERVICES BUDGET PROPOSALS** 38 - 52

This report sets out the budget proposals for Children's Services. An update is also provided on any changes to fees and charges.
- 10. WORK PROGRAMME** 53

The Committee is asked to give consideration to its work programme for the year.
- 11. DATE OF NEXT MEETING**

The next meeting of the Committee is scheduled for 29 February 2016.



London Borough of Hammersmith & Fulham

## Children and Education Policy and Accountability Committee Minutes

Monday 23 November 2015

### **PRESENT**

**Committee members:** Councillors Caroline Needham (Chair), Alan De'Ath, Elaine Chumnerly and Donald Johnson

**Co-opted members:** Eleanor Allen (London Diocesan Board for Schools), Dennis Charman (Teacher Representative), Nandini Ganesh (Parentsactive Representative) and Philippa O'Driscoll (Westminster Diocesan Education Service Representative)

**Other Councillors:** Sue Fennimore and Sue Macmillan

**Officers:** Anna Carpenter (Safeguarding Service Manager), Andrew Christie (Executive Director of Children's Services), Jean Daintith (LSCB Independent Chair), Rebecca Harvey (Principal Social Worker), Iain Keeting (Metropolitan Police Service), Steve Miley (Director of Family Services), Liz Royale (Head of Safeguarding, Central London Community Health Trust)

### 1. **MINUTES**

#### **RESOLVED THAT:**

The minutes of the meeting of the Children and Education Policy and Accountability Committee held on 21 September 2015 be confirmed and signed as an accurate record of the proceedings, subject to the following amendment:

#### Minute 8, Paragraph 13

Add "The committee agreed that it could be helpful if the School Improvement Service positively promoted schools setting up working parties to address workload and work-life balance" to the end of paragraph 13.

## **2. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Caroline Ffiske and Nadia Taylor.

## **3. DECLARATIONS OF INTEREST**

There were no declarations of interest.

## **4. PUBLIC PARTICIPATION**

Ian Ross, representing Outside Chance, explained that the organisation ran workshops aimed at preventing young people from engaging in gang related behaviour. These sessions were available to schools in Hammersmith and Fulham at no cost, and there were sessions designed for both primary and secondary school pupils. The workshops covered topics such as making the right friends, young people and the law, the dangers of drugs and catching criminals. Councillor De'Ath said that Mr Ross had run a session at St Thomas More Catholic School which had been very good. Andrew Christie explained that he was happy to publicise the workshops through newsletters, but noted the importance of word of mouth between schools. Councillors also noted that as most schools were now academies the local authority had limited influence over them. Denis Charman suggested that Mr Ross engage with governors directly, for example by running a workshop at a borough-wide governors meeting.

**ACTION – Officers to continue to work with Outside Chance to promote their workshops to schools (IAN HEGGS).**

## **5. CHILD PROTECTION AND SAFEGUARDING IN HAMMERSMITH & FULHAM - PRESENTATION AND Q&A**

A presentation on Child Protection and Safeguarding was given by Anna Carpenter, Iain Keeting, Liz Royale and Rebecca Harvey.

Key points from the presentation were:

### Introduction (Anna Carpenter)

- Safeguarding was a responsibility shared by everyone, although some agencies had specific responsibilities.
- Abuse was both inflicting and failing to act to prevent harm. Abuse was divided into four categories, these being physical, emotional and sexual abuse with the fourth being neglect.
- There were four thresholds of need in children's services ranging from universal to acute.
- Children's Services were not able to remove children from their parents. Only the police and the courts could do that, and even then only in limited circumstances.

### Police (Iain Keeting)

- Every police officer in London had been trained on safeguarding, regardless of their role.
- If officers were concerned about a safeguarding issue, they would create a MERLIN alert, which would be passed to the Multi-Agency Safeguarding Hub (MASH). This would then be considered and referred as appropriate.
- There were two teams which dealt with criminal safeguarding investigations; these were the child abuse investigation team, which had very strong links to children's services, and the community safety and domestic violence team which sometimes dealt with investigations in which the children's safeguarding enquiries were part of a wider investigation. Referrals might also be made to the police anti-terrorism or anti-gang units.
- Child Sexual Exploitation (CSE) was tackled through regular multi agency CSE meetings at both borough-wide level and across the three boroughs. Police worked not only to prosecute for CSE, but also, where more serious charges could not reasonably be brought, to prosecute for lower level offences in order to remove perpetrators from victims lives.

### Health (Liz Royale)

- Health professionals were in a good position to identify safeguarding issues as they had close contact with children, often with multiple visits from families.
- Health services were now provided by a wide range of different organisations, and so contacts might not be clear.
- Commissioning organisations had Designated Doctors and Nurses who dealt with safeguarding strategically. Delivering organisations had Named Doctors and Nurses who were responsible for delivery. Central London Community Healthcare also had a Head of Safeguarding and a Safeguarding Lead on the Executive Board.
- Health organisations had safeguarding responsibilities under both Section 11 of the Children's Act 2004 and the Working Together to Safeguard Children Statutory Guidance published in 2015. There were also new duties from other acts relating to the reporting of Female Genital Mutilation and Counter-Terrorism.

### Children's Services Social Work in Action (Rebecca Harvey)

- There were currently three different routes into social work: a traditional degree, the Step-Up to Social Work programme, or the Frontline programme.
- Social workers workloads were protected in Hammersmith and Fulham, with a cap of about ten cases, which helped to improve outcomes. The borough was considered to be a good place to be a social worker; there were also good opportunities for progression.
- A case study of a family was used, setting out the process a social work case followed. Initially a case was assessed using the assessment triangle which included the child's developmental needs, parenting capacity and family and environmental factors, centred around the child. In this case the assessment had identified problems

such as serious neglect, emotionally unavailable care, parentified teenagers and a lack of access to medical care and education. Initially the children were removed from their mother, parenting and psychological assessments carried out and then support provided. Support included CAMHS for the children, therapy for the mother and practical parenting support. Social workers had built a good relationship with the mother and children, and regular access had been maintained. This was thought to be key to a successful outcome having been achieved, with all of the children now doing well and being cared for by their mother, who was enjoying parenting for the first time. This had been achieved in 15 months, and having the children back with the mother was expected not only to improve their lives but also to save over £250,000 per year from the care budget.

### A Service User's Experience

- A video showing the experience of an ex-care leaver was shown during which he explained the importance of social workers building relationships with people, and the very positive impact interventions could have on lives. Through workshops and discussions with his social worker he had gone from a person who would regularly take drugs and get into fights to someone who held down a job and had his own flat, whilst his problems with anger had been resolved.

In response to questions from members officers explained that:

- The council was committed to protecting front line services from the impact of budget cuts; the protection of children was a priority.
- The Local Authority Designated Officer (LADO) was a local authority role responsible for managing and overseeing concerns, allegations or offences relating to staff and volunteers who work or have regular contact with children in any organisation across the local authority area. There were three potential elements to investigations: employment, children's services, and criminal. **ACTION – A presentation by the LADO, Jane Foster, was to be added to the committee's work programme. (DAVID ABBOTT)**
- **ACTION – A journey map for social work including key social work and safeguarding contacts was to be sent to members of the committee. (STEVE MILEY)**
- Safeguarding training was delivered for the voluntary sector, and take up was monitored. **ACTION – Figures on safeguarding training delivered for the third sector to be sent to the Chair. (ANNA CARPENTER)**
- Around 400 MERLIN alerts from LBHF were passed through the Multi-Agency Safeguarding Hub (MASH) per month. These were then assessed using a Red, Amber, Green scale, and then shared with other agencies. Feedback was not always given to those who had submitted a MERLIN alert, but all issues were dealt with.
- There was more often involvement from social workers when children with Special Educational Needs were in a family, as the demands placed upon parents were greater. The council had to focus on the needs of the child rather than the parents feelings, although officers recognised that there was a fine balance to be struck, and were happy

to speak to parents groups regarding the issue if there were practical improvements which they felt could be made.

- Voluntary groups were considered to be an important option for social workers, as they could often build very good relationships with people which officers were, because of their position, unable to do. The council's community development worker trained many organisations on safeguarding issues, and raised its profile. Support was also offered in writing or updating safeguarding policies.
- If a safeguarding issue were to be raised, the person being told ought to explain to the person raising the concern that they would have to discuss it with others. They ought also to make notes of what they were told in case these were needed as part of any investigation.
- **ACTION – Officers to discuss with Nandini Ganesh whether a protocol for information sharing with voluntary organisations was needed, and how one could be developed (STEVE MILEY).**

## **6. LOCAL SAFEGUARDING CHILDREN BOARD - 2014-15 ANNUAL REPORT**

Jean Daintith, Independent Chair of the Local Safeguarding Children's Board (LSCB), explained that the board was required to produce an annual report. The report was being brought to the Children and Education Policy and Accountability Committee to give members the opportunity to scrutinise the board's work.

Councillor Chumnerly asked whether the LSCB considered the effectiveness of the council's scrutiny arrangements when writing the report. Jean Daintith explained that she met with the chief executive, the head of children's services and with cabinet members to discuss the performance of the organisation, and relied on these meetings to identify problems, rather than directly scrutinising the scrutiny arrangements of the council.

Councillor Johnson noted the list of the LSCB's achievements, and asked what else the LSCB hoped to achieve. He also asked how good the council was at learning from its mistakes. Jean Daintith explained that the LSCB needed to improve its communication, which was an ongoing project. She was pleased however that the council learned from mistakes, including those made in Kensington and Chelsea and Westminster. The shared LSCB was of particular benefit in this regard as there was a greater amount of casework available to learn from compared to smaller authorities. Areas which needed to improve in Hammersmith and Fulham included relationships with absent partners, timeliness of actions, police and mental health service attendance at incidents and the way Chelsea and Westminster hospitals dealt with Female Genital Mutilation.

Councillor Chumnerly asked whether learning from the LSCB was passed to frontline officers. Jean Daintith explained that a quarterly newsletter was produced and circulated. The effectiveness of the cascading arrangements were currently being tested. The LSCB had also launched a website which they were hoping to build further to contain more useful information for officers.



Councillor Chumnerly also asked how the voluntary sector were involved in the work of the LSCB. Jean Daintith explained that the LSCB included a representative of the voluntary sector, and that there were more voluntary sector members on the borough based local partnership groups. Anna Carpenter explained that the last local partnership group had included a lengthy item on the voluntary sector; there was a strong link between the LSCB and voluntary organisations.

Dennis Charman said that it was important that safeguarding messages were communicated in different ways to ensure that they engaged professionals who had been trained before. He also asked whether those professionals who were investigated because of safeguarding concerns were given sufficient support, considering the long period of time investigations sometimes lasted. Andrew Christie noted that safeguarding investigations were complex and difficult for those who had been accused of wrongdoing, and said that the LADO ought to make it as easy as possible whilst still ensuring that a thorough investigation took place. He was happy to discuss any specific concerns Mr Charman had.

Councillor Needham asked whether there was scope for further work on E-Safety. Jean Daintith explained that the issue had been looked at by an LSCB Short Life Working Group, and new protocols had been developed. The best information was available nationally, and the main role for the local authority was to disseminate new guidance and information to schools.

## 7. **EXECUTIVE DIRECTOR'S UPDATE**

Andrew Christie explained that the Metropolitan Police had been very proactive in supporting Operation Makesafe and commended the work of the officers involved.

Councillor Chumnerly noted that the Angelou Partnership had recently been launched to tackle Violence Against Women and Girls (VAWG) and asked that this be included in the next Executive Director's update. **ACTION – VAWG to be included in the next Executive Director's next update report to the committee (ANDREW CHRISTIE).**

Councillor Needham noted that youth takeover day had taken place recently and that it had been very successful. More children had participated than ever before, and some of the work they had done had been of a very high standard. The success of the event was to be publicised to secondary school headteachers. **ACTION – Brenda Whinnett to be invited to attend a future meeting of the committee to update members on Youth Takeover Day (DAVID ABBOTT/BRENDA WHINNETT).**

## 8. **CABINET MEMBERS UPDATE**

Councillor Macmillan explained that an 8am-6pm childcare offer was currently being discussed with headteachers. Since the last meeting she had visited a

number of primary and secondary schools and the council's family assist team.

Councillor Chumnerly asked that the impact of the 8am-6pm childcare proposal on child-minders be remembered. She also asked what work the family assist team did. Steve Miley explained that the family assist team carried out short term intensive work with families. It was intended to build this team up as it was effective at keeping families together and improving outcomes, as well as reducing the cost to the council. Referrals came from police, other professionals or where someone was assessed as needing their support when first seen by the council. Details of the work of each team would be included in the journey map for social work which officers had agreed to circulate to members.

Dennis Charman said that he felt that the local authority would need to take a leading role in opposing the changes to the school funding formula proposed by the government which would take a significant amount of funding away from Hammersmith and Fulham. Councillor Macmillan said that headteachers had already raised the issue with her, despite the formal announcement not being due until later in the week. It was noted that any reductions in funding would be dampened so as they took effect gradually.

Nandini Ganesh asked whether proposed new eligibility for school transport for pupils above the age of 19 had been drafted yet. Councillor Macmillan explained that these would be discussed with parents representatives at an upcoming meeting.

## **9. WORK PROGRAMME**

The following changes to the work programme were agreed:

### **18<sup>th</sup> January 2016**

Add:

- Youth Takeover Day to the Youth Council Update

Remove:

- Childcare Task Group Update

### **29<sup>th</sup> February 2016**

Add:

- Childcare Task Group Update
- Local Authority Designated Officer
- CAMHS Working Group Update

### **Future Items**

Add:

- The role of School Governors and Governors Training.

Councillor Chumnerly asked whether statistics on Anti-Social Behaviour perpetrated by children and young people could be included on a future agenda. Andrew Christie explained that Anti-Social Behaviour would be considered by the Community Safety, Environment and Residents Services

Policy and Accountability Committee. **ACTION – Councillor Chumney to be provided with relevant reports (AINSLEY GILBERT).**

Councillor Needham noted that the committee had a long standing vacancy for a Parent Governor. Andrew Christie agreed to speak to Governors Support about the issue, and specifically whether a governor from an academy could fill the vacancy. **ACTION – Attempts to be made to fill the vacancy for a parent governor (ANDREW CHRISTIE).**


**10. DATE OF NEXT MEETING**

The Committee noted that the next meeting would be held on 18<sup>th</sup> January 2016.

Meeting started: 7.00 pm  
Meeting ended: 9.45 pm

Chair .....

Contact officer: David Abbott  
Committee Co-ordinator  
Governance and Scrutiny  
Tel 020 8753 2063  
E-mail: david.abbott@lbhf.gov.uk

<b>London Borough of Hammersmith &amp; Fulham</b>  <b>CHILDREN AND EDUCATION POLICY &amp; ACCOUNTABILITY COMMITTEE</b>  <b>JANUARY 2016</b>		 hammersmith & fulham
<b>YOUTH TAKE OVER DAY – EVALUATION REPORT</b>		
<b>Report of the Cabinet Member for Children and Education</b>		
<b>Open Report</b>		
<b>Classification:</b> For Information <b>Key Decision:</b> No		
<b>Wards Affected:</b> None		
<b>Accountable Executive Director:</b> Andrew Christie, Executive Director for Children’s Services		
<b>Report Author:</b> Brenda Whinnett, Youth Voice Coordinator	<b>Contact Details:</b> Tel: 020 8753 6232 E-mail: <a href="mailto:brenda.whinnett@lbhf.gov.uk">brenda.whinnett@lbhf.gov.uk</a>	

## 1. EXECUTIVE SUMMARY

- 1.1. The report attached at Appendix 1 evaluates the 2015 Youth Take Over Day at Hammersmith and Fulham Council. Youth Take Over Day is a national event where businesses and organisations across the country coordinate a wide range of activities to enable children and young people to work alongside adults, try out different jobs, take on challenges, and be involved in decision making.

## 2. RECOMMENDATIONS

- 2.1 To note the contents of the report.

**LOCAL GOVERNMENT ACT 2000**  
**LIST OF BACKGROUND PAPERS USED IN PREPARING THIS REPORT**  
 None.

### **LIST OF APPENDICES:**

Appendix 1 – Youth Take Over Day Evaluation Report



## Hammersmith and Fulham Council Take Over Day 2015

### Evaluation Report

#### 1. What is Take Over Day:

'Take Over Day' is a national event that was launched in 2007 by the Children's Commissioner for England.<sup>1</sup> Every 'Take Over Day', businesses and organisations across the country coordinate a wide range of activities to enable children and young people to work alongside adults, try out different jobs, take on challenges, and be involved in decision making<sup>2</sup>.

For further information on the national event see:

<https://www.childrenscommissioner.gov.uk/learn-more/takeover-challenge>

On Friday 20<sup>th</sup> November 2015, we hosted our 5<sup>th</sup> and biggest ever Take Over Day at Hammersmith and Fulham Council. The event has grown annually, building on feedback from young people and supporting professionals. 121 young people were involved from schools and youth services throughout the borough, with 35 different opportunities available to young people in almost every council department and for the first time with partners and local business including Amey, Fulham Palace and Wyndam Hotel Group.

Shadowing and work experience roles included the Director of Family Services, Neighbourhood Wardens, Parks Police, Library and Children Centre Workers, Social Workers, Housing Officers, Personal Assistants and Apprenticeship Development Officers. Challenges included planning and hosting the Take Over Day celebration event, writing a press release on the event, mystery shopping for age restricted goods with the Trading Standards, Team, giving advice on a range of council services including how community centres can be used more effectively for young residents, how services for vulnerable families explain what they do and how council run events can be better promoted to young people.

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<sup>1</sup> The Children's Commissioner, Anne Longfield OBE, has a legal duty to promote and protect the rights and participation of children in England.

<sup>2</sup> Take Over Day promotes Article 12 of the UNCRC (the United Nations Convention on the Rights of the Child), which says that all children should have a say in matters that affect them.

For the first time, we also hosted the 'Council Apprentice' Challenge, where young people took part in a speed meet with Councillors, Directors and Council Officers and 'hunted' for information on council buildings and services. The young people competed in two teams, supported by Councillor Aherne and Councillor Culhane and their performance was judged by the Leader who gave them feedback.

## **2. Why did we host Take Over Day at Hammersmith and Fulham Council?**

- To demonstrate our commitment to young people and how we listen to them,
- To gain knowledge of how young people experience our services,
- To highlight the wide variety of services that we deliver at the council,
- To extend the scope of young people's involvement to services where they wouldn't typically have a say or be involved but that still impact upon them as residents,
- To bring fresh ideas and creativity and use the ideas and feedback from the young people to inform the delivery of council services.

## **3. What did we hope young people would get out of it?**

- A sense of achievement,
- Skills, knowledge and inspiration,
- A better understanding of the processes and decisions that affect them as residents,
- A chance to experience leadership and to shape and make decisions in Council Services,
- A certificate of achievement (signed by the Leader, the Chief Executive and the Mayor) and unique opportunity to add to their CV and reference portfolio,
- Introduction to a range of additional involvement opportunities (including the Youth Council and Young Mayor Project).

## **4. The application process**

- The Youth Voice Coordinator promoted Take Over Day across the Council and worked with Council Departments and local businesses to identify areas of young people's involvement.
- A role list was compiled featuring 35 different shadowing, work experience and challenges across a range of council departments.
- Take Over Day was promoted in schools, colleges, youth projects and services throughout the borough including Family Services and application and guidance packs were sent out in October 2015.
- 121 applications were received, with young people preferencing the roles they would like to undertake. All young people who applied were

allocated a space and almost all were offered one of their preferred roles.

- Letters were sent to schools and parents/guardians to confirm young people's involvement. Guidance packs including a map, schedule of the day and brief details of the role were also sent to young people and parents.
- Staff briefings were offered to all supporting professionals to give guidance on the day, including the schedule, safeguarding and health and safety and general considerations including de-jargonising information that will be given to the young people, having back up activities in case those planned don't work out and being honest with the young people about what can realistically change as a result of their involvement.
- 20th November 2015- Take Over Day.

### 5. Take Over Day Programme:

Time	Activity
9.30am	Participants arrived at Hammersmith Town Hall Council Chamber and registered for Take Over Day.
9.30am – 10am	Participants were given an induction which included the schedule, health and safety, professional etiquette etc.
10.00am	Supervising professionals came to meet the young people at the Council Chamber to escort them to their base for the day. Supervisor provided young people with an overview of the day and their role.
10:15-3:30pm	Young people 'took over'- job shadow, work experience or complete the challenge.
3:30pm	Young people finished in post and were escorted to the Council Chamber
3:45-4:30pm	Celebration Event (planned and facilitated by the Young people 'taking over' the Event Planner role) and included a presentation from the Youth Council.

### 6. Outcomes of Take Over Day

- 121 young people participated in Take Over Day.
- Most participants had not previously been involved in youth involvement projects, but were introduced to a range of additional opportunities including the Youth Council. 8 of the young people have subsequently expressed an interest in getting involved in the Youth Council and more have asked about continued work experience opportunities at the council.

Although the full impact of Take Over Day is yet to be realised, so far the supporting professionals have reported the following outcomes:

- Social workers from Family Support and Child Protection are going to implement the ideas of the young people they worked with to improve their mechanisms for getting feedback from their service users.
- Trading Standards are using the feedback they received from the young people to inform the way in which they promote their services to young people and how they access information via social media.
- Economic Development are investigating the possibility of an App (a suggestion made by the young to promote apprenticeships).
- Feedback received by the Policy Team will inform forthcoming policies and procedures including a policy on child hood obesity.
- Four young people took part in a challenge with practitioners from the Family Assist Service. The practitioners have informed us that their session with the young people has proven invaluable in helping to develop the service. In particular the feedback from the young people will directly inform the way that consent is explained to service users.
- Young people shadowing the Parks Police Officers, were introduced to and had first-hand experience of the role of a Parks Police Officer. The young people accompanied the Officers on patrol and were introduced to First Aid, including CPR, which they have been encouraged to share with other young people.
- The LSCB are editing footage of young people interviewing professionals on how they will respond to the issue of bullying in schools and will post this on their website. They will also be using the comments they received from the young people to improve their website and make it more engaging.
- Housing's Resident Involvement Team led a question and answer session with 2 young people and 7 residents to gauge the thoughts of the residents and prompt suggestions and ideas from young people on how to increase the use of community hall on the Queen Caroline Estate. Based on feedback from the discussion with residents and their knowledge and experience, young people compiled a brief action plan, setting out issues and solutions going forward, they also designed



publicity to advertise the community plans. The residents have promised to take the young people suggestions forward when making decisions re the centre.

- Feedback from young people working with the Youth Commissioners will be used to inform future decisions on activities and services that are available to young people in the borough (delivered through the Partnership for Youth).
- An article was written on the day, by young people working with council journalists which was posted on the LBHF website and in the newsletter.  
[www.lbhf.gov.uk/Directory/News/Local\\_young\\_people\\_take\\_over\\_the\\_council.asp](http://www.lbhf.gov.uk/Directory/News/Local_young_people_take_over_the_council.asp)
- This year's event also coincided with International Children's Day and the event was attended by Children England Strategic Manager, Ade Sofola and highlighted in the celebration event.. As part of the day, young people asked the departments they were working with, the following questions:

Q1 How do you do impact assessments of your services on children and young people given the provisions of the UNCRC?

Q2 How do you include the views and voices of children and young people in the design of your service provision?

We only received a few responses to this activity from departments, but this is something that the Youth Council will build on in the New Year and continue to raise awareness of children's rights throughout the council.

## **7. Feedback from participants**

During the celebration event, young people were given evaluation forms to complete and evaluations were emailed to the professionals the week following Take Over Day.

### **7.1 Young People's Feedback:**

Feedback from the young people who took part was extremely positive, comments included:

#### **Why did you get involved?**

- *"Because I heard it would go on my CV and look good in the future"*
- *"For the experience and to try something new. Also to teach me useful skills for the future and independence"*
- *"I thought it would be a good experience which could teach me useful skills for the future".*

- *“Boost my confidence, meet new people and understand what types of career path are open to me”.*
- *“I wanted to gain experience in work, team work and meeting new people to help me in life and in the workplace”.*

**What did you think of the experience?**

*“It was enlightening- I had a great time”.*

**Jonhley Videna- 17 Planning and Enforcement Officer**

*“It was very interesting and provided me with an insight into the different jobs available and what is needed for them”.*

**Natasha Hibberd, 15, Asset Manager**

*“I think it was a very good experience and I got to find out more in depth about an office working environment”.*

**Marta Davila, 14, Personal Assistant- Adult Social Care**

*“It was very different but fun”.*

**Nicolas Squartecchia, 15, Technical Support Officer**

*“Great”*

**Salsabeel Montague, 14, Children’s Centre Worker**

*“Really opened my eyes. I learnt about Children’s Rights and how much people on low budgets would struggle to feed their family”.*

**Shania Thomas- 15- Children’s Policy Officer**

*“Personally I found it amazing especially due to the fact that we were allowed a lot of independence and our ideas were listened to, it was a great eye-opener and allowed me to build my confidence through speaking”.*

**Shan Hama- 14- Children’s Policy Officer**

*“It gave me exactly what I wanted and needed which was insight into the process and laws that come along with being a social worker”.*

**Tasmin Hall Clotley- 16- Social Worker**

*“I got involved to experience a professional job and have a good experience in work. It was excellent, really excellent had a great time”*

**Nadea Musharraf, 13, H&F Reporter and Photographer**

*“I think it was really fun experience”* **Yasmin Saeed, 13, Parks Police Officer**

*“Very beneficial”* **Amina Benadjal, 17, Apprenticeship Officer**

*"I really liked that we wrote the article ourselves as a group and had a lot of confidence because of the interviews".* **Wiktoria Dabek, 14, H&F Reporter and Photographer**

*"I liked the experience to understand the job of the Trading Officers".* **Marwa Mohammed, 13, Trading Standards Officer**

*"I loved it, I am even considering the job as a career. I loved working with the people I worked with and sharing my ideas"* **Vanesa Bordignon, 17 Service Adviser, Family Assist**

*"It was awesome and fun"* **Haneen Al-Ameri, 13, Library Worker**

*"I really enjoyed it"* **Markie McNally-boyde, 14, Library Worker**

*"It was great, it gave me ideas about my future and what I can do when I am an adult plus how I contribute to the community".* **Daniel Pienda, 14, Apprenticeship Officer**

*"It was very beneficial and gave me a huge interest in apprenticeships".* **Reuben Almeda, 18, Apprenticeship Officer**

*"I loved it was very interesting".* **Esra Arah, 17, Hotel Receptionist**

*"I thought it was really interesting to gain an insight into working in an office environment. It was a great experience to talk to personal assistants and see what their role involves".* **Lauren Pereira Greene, 14, Personal Assistant-Adult Social Care**

*"It was really useful to look at the marketing side of business".* **Maevelline Umayam, 16, Learning and Skills Development Officer**

*"A great experience for the future."* **Omar Miah, 13, Learning and Skills Development Officer**

*"I thought that experience was really eye-opening and I learnt a lot from it. It was really enjoyable to be able to make new friends and experience the job of a social worker".* **Iza Horbaczewsha, 14, Service Adviser Family Support and Child Protection**

*"Amazing"* **Bobbi Bergen, 14, Council Apprentice Challenge**

*"The treasure hunt activity gave us a chance to meet lots of people and learn stuff in a fun way".* **Maria Rozyzcka, 14, Council Apprentice Challenge**

*"I thought the experience was really good. It helped me to socialise with people I've never met, work as a team and do a presentation for professionals".* **Eliza Diggle-Mc Dermott, 16, Policy and Strategy Officer**

*"It was mind opening, it showed me a different side to a real working environment".* **Justine Gavales, 16, Policy Strategy Officer**

**Improvements suggested by the young people for the next Take Over Day, include:**

*"Perhaps more presentation challenges would have allowed me to benefit more from the day and also interview experiences would have been great".*

*"Have a wider choice of roles"*

*"To make it last for more than one day and involve music and medical experience".*

*"I wish it wasn't just once a year- thank-you for the opportunity".*

*"Add more different jobs for other people".*

*"More variety of work experience and job shadowing in different job areas"*

*"Send out the confirmation letters earlier (maybe a week)".*

*"Let previous students from Take Over Day lead the sessions.*

*"Maybe more options, more mentoring?"*

*"More categories for job shadowing and work experience- different fields".  
"Include a job at the courts".*

*"I got my certificate late and there was a mistake on it".*

*"For the roles to be explained a bit clearer- it was hard to know what they all mean".*

*"Shorter presentation in the morning."*

## **7.2 Feedback from supporting professionals**

Feedback from the supporting professionals was also really positive; with all of those who took part saying they would take part again next year. Comments included:

*"This is the second year in a row that I have spent the day with the young people and found it enjoyable and rewarding. It gave our service an opportunity to demonstrate the varied areas of work that we are involved in and targeted the day towards young people and how the work we do has an impact for them as young consumers and for their families".*

**Marcella Donegal Trading Standards Officer**

*“The young people gave feedback on our current prospectus and website and suggested how we might make improvements. They also worked on promoting our December taster sessions which are designed to bring new learners to the service in time to enrol for January. The experience was extremely valuable. They came up with some interesting ideas, that I will look at and try to incorporate in future publicity”*

**Elaine Lewis Adult Learning and Skills Service, Marketing**

*“The young people were really engaged and interested, especially in relation to the visit to Westfield and the extension and regeneration of the local area . They had good ideas on how to promote Work Zone and gave good feedback on our current offer/s and Apprenticeships”*

**Clare Edgson, Apprenticeship Development Coordinator**

*“The young people we had were delightful to spend the day with. They were insightful and engaging and seemed to really enjoy the time they spent with us. They both commented that their previous view of social workers was from Tracey Beaker, and they now feel they have a much better understanding of the job. One commented she would like to pursue this as a career in the future”.* **Rebecca Harvey FSCP, Social worker**

*“Always a worthwhile experience. Good to interact with younger members of the community for them to feed back to us new ideas to enhance our service for the future. It’s a good way for younger people to experience first-hand how people work, what a working day is like for the Team and to get to know some of the services in more depth”.* **Ann Cooper- Library Services**

*“I think that the council has a responsibility to help young people get the experience they need to make themselves employable. they were both pleased that I gave them actual real work to do”.*

**Nicola Houston- PA to Director of Finance**

**Suggested improvements from supporting professionals:**

- *“It would be useful if we knew further in advance about whether or not we are going to get take- up for the work experience we have organised. If we had more advance confirmation of take-up, teams would be willing to spend more time on developing programmes”.*
- *“It was great to see so many YP take part this year and I liked the input from the youth parliament but there should have been more feedback*

*from the different groups on what they did that day but understand it's not always possible with because of the large number taking part".*

- *"The day being a little longer for the students with an earlier start time and later finish time. A lot of time is taken up with the collection/return policy. Think maybe more of an element of 'trust' should be considered around this.*
- *"It would be a good idea to involve more special needs children as well (with additional support from a carer) as it would boost their self-confidence and it would be good experience for them".*
- *"I think giving us as the supporting professionals, could give some clearer steer about what skills / knowledge we wanted before the challenge may have helped so I will consider how better to do that next year. I think we also need to plan more ice-breaker activities to warm the young people up a bit before we start the challenge".*
- *"It was a super day but we need to get more innovative in terms organisation e.g. using technology more. For example on arrival it was a little bit chaotic as young people arrived it would have been good to use either an online system or computer so that we would make the registration process more smoother".*
- *"It would have been helpful to know the ages of the young people and also their schools – a teacher from one of the young people's school's came in and we had to divert the shadowing as the teacher recognised the pupil".*

**8. Additional information on Take Over Day 2015** can be found on the LBHF website (under Y for youth involvement) and photos of the event can be accessed at [http://www.lbhf.gov.uk/Directory/News/Local\\_young\\_people\\_take\\_over\\_the\\_council.asp#3](http://www.lbhf.gov.uk/Directory/News/Local_young_people_take_over_the_council.asp#3)

### **9. Take Over Day 2016**


It is hoped that H&F Council will be able to host a further Take Over Day in November 2016. If it is possible then advertisement for the day will begin in summer 2016 on the Council Internet Please do get in touch if you have any further suggestions or would like to be involved.

**Brenda Whinnett**

Youth Voice Coordinator

December 2015

# Agenda Item 6

<p><b>London Borough of Hammersmith &amp; Fulham</b></p> <p><b>CHILDREN AND EDUCATION POLICY &amp; ACCOUNTABILITY COMMITTEE</b></p> <p><b>JANUARY 2016</b></p>	 <p>h&amp;f hammersmith &amp; fulham</p>
<b>EXECUTIVE DIRECTOR'S UPDATE</b>	
<b>Report of the Cabinet Member for Children and Education</b>	
<b>Open Report</b>	
<b>Classification:</b> For Information <b>Key Decision:</b> No	
<b>Wards Affected:</b> None	
<b>Accountable Executive Director:</b> Andrew Christie, Executive Director for Children's Services	
<b>Report Author:</b> Andrew Christie, Executive Director of Children's Services	<b>Contact Details:</b> Tel: 020 8753 3601 E-mail: <a href="mailto:andrew.christie@lbhf.gov.uk">andrew.christie@lbhf.gov.uk</a>

## 1. EXECUTIVE SUMMARY

- 1.1. This report provides a brief overview of recent developments of relevance to the Children's Services department for members of the Policy and Accountability Committee to consider.

## 2. RECOMMENDATIONS

- 2.1 To note the contents of the report.

## 3. EDUCATION

- 3.1. Proposals for the Bridge Academy and Free School are proceeding to provide an Alternative Provision academy on the Finlay/Greswell Street site. The Education Funding Agency (EFA) supports the 16-19 Free School plans and is currently determining the size of its contribution. The Priority Schools Building [maintenance] Programme's contribution to the overall project is also being assessed by the EFA.

- 3.2. Cabinet will be asked in March 2016 to approve the appointment of a full design team to the programme, and in the interim period, designs are being progressed to Royal Institute of British Architects (RIBA) Plan of Work Stage 1 under a separate contract. The Tri-borough Multi-Academy (TBAP) Trust has agreed the specification and is now working up decant proposals so that work on site can commence as soon as designs are agreed and costs match the total budget.

#### **4. YOUTH OFFENDING SERVICE**

- 4.1. The Youth Offending Service (YOS) was inspected during the week of 14 December 2015. The inspection was led by Her Majesty's inspectorate of Probation (HMIP). The current programme of inspection focuses on the quality of youth offending work being delivered to children and young people at the start of their sentence through to the time post-sentence when initial plans should be in place. The main element of the inspection was an examination of evidence provided in advance, interviews with case managers and with the Head of Service and the Director for Family Services in Westminster (the Service has a shared management team with the Royal Borough of Kensington and Chelsea and Westminster City Council).
- 4.2. During the inspection, 34 cases from across the three boroughs were selected by HMIP from a longer list of cases and the four judgement areas as follows:
- Reducing offending – assessment, planning and intervention
  - Public Protection – management of risk and partnership working
  - Protecting the child/young person – keeping young people safe
  - Ensuring that young people serve their sentence – engaging with young people and attention to health and well-being.
- 4.3. The grade descriptors used by HMIP are based on the “sufficiency or insufficiency” of practice on the performance against each criterion.
- 4.4. The indicative results from the inspection indicate that the YOS is working at a high level. The headline feedback is that out of 29 separate judgements, only one was below 80% sufficient (78%); 9 judgements achieved 100%; a further 9 over 90% and 25 out of 29 (86%) judgements were at over 85% which is a significant achievement. In comparison with the England averages of youth offending team inspections, the tri-borough YOS was higher than the national averages on each of the four judgements.
- 4.5. The inspector commented on some really good examples of practice which could be used in the final report, as well as good partnership working and good levels of interventions with young people which were well targeted, based on needs. The team structure and co-location was very positive and staff members were keen, enthusiastic and committed.
- 4.6. There are areas for development related to the timeliness of assessment, planning and interventions and in effective management oversight of risk and vulnerability which will further enhance the work of the service.



- 4.7. The draft report from HMIP was made available on 6 January 2016 and the final report will be published on HMIP website on 27 January 2016.

## **5. SAFEGUARDING**

- 5.1. The November Director's Update referred to a Serious Case Review (SCR) in respect of a child who had connections to Hammersmith & Fulham. The SCR report (known as "Sofia") was published on 22 December 2015.

## **6. CORPORATE PARENTING**

- 6.1. An event for the borough's looked after children and care leavers is being planned for 19<sup>th</sup> February. This is an annual event which includes presentations of awards to individual children and young people as well as an opportunity to consult and inform the about the services we provide.

## **7. COMMISSIONING**

### **7.1. CHILD AND ADOLESCENT MENTAL HEALTH (CAMHS)**

- 7.2. The Children's Trust Board reviewed local and regional CAMHS developments at its December meeting. This included local responses to the national "Future in Mind" strategy which aims to promote, protect and improve the mental health of children and young people. NHS England has approved local transformation plans to address 8 shared priorities. Developments are planned in a variety of areas including workforce development and training, reducing waiting lists and an Eating Disorder Service which is now up and running. Other local priorities include an updated local mental health needs assessment; a strong emphasis on co-production of services with young people; services for young people with learning disabilities; clearer pathways to crisis and urgent care pathways; meeting the needs of young people involved in offending or affected by gangs and child sexual exploitation.

- 7.3. The Children's Trust Board discussion included a review of a successful Schools-CAMHS Link Pilot with 10 schools in the borough. This strengthened links with CAMHS practitioners who offered schools 2-3 hours of support per week and consideration is being given on how this might be developed further. Other ideas discussed included a young people's conference to be held this year and the possibility of identifying a single point of contact to make services more accessible and flexible for young people. A number of areas were identified for future development including more interaction with parents. Local commissioners are now developing mechanisms to take these ideas forward.

### **7.4. SCHOOL MEALS**

- 7.5. The call off process for the contract to provide school meals in Hammersmith and Fulham schools is taking place this month. This is the final competitive stage where contractors will be evaluated against local priorities before making contract awards. A local working group with strong school

representation has shaped the technical evaluation criteria to ensure that they meet specific local priorities. The call off process and evaluation also involves the local authority school meals contract team and staff and pupil representatives from the borough's schools.

- 7.6. Contracts are due to be awarded in March or April subject to Cabinet approval and commence in June 2016 to enable mobilisation before the Autumn Term. Hammersmith and Fulham may appoint the same or different contractors as Kensington and Chelsea and Westminster where the call off processes have already concluded having been run in a phased approach. The contract is expected to provide quality school meals whilst also delivering savings to the Dedicated Schools Grant.

#### **7.7. TRAVEL CARE AND SUPPORT**

- 7.8. The draft policy for independent travel training has been taken to the Travel Care and Support Working Party and is now being considered by elected members with the aim of approving it by the end of January 2016. Following approval, a business case will be developed to identify delivery models and to agree the preferred option.
- 7.9. Ongoing work is taking place to develop the Transport Commissioning Team including establishing a vision statement and training on enhanced customer service and understanding the needs of children with special educational needs. Customer complaints systems have been improved to ensure timely and customer focused responses. Onsite and unannounced spot checks have been taking place across more schools in the borough. Work has also been carried out on the development of Occupational Therapist requirements for new travel plans as well as updating the existing travel plans with schools and transport operators.

### **8. RETIREMENT OF THE EXECUTIVE DIRECTOR OF CHILDREN'S SERVICES**

- 8.1. Members of CEPAC will probably be aware that in October 2015, I announced my intention to retire from the role of Executive Director of Children's Services and the plan is that I will be leaving in May 2016.
- 8.2. Recruitment for my successor has commenced this month with head-hunters appointed and advertisements published. The post will continue to be a role with responsibility for Hammersmith & Fulham, Kensington and Chelsea and Westminster. The aim is for a Members' Interview Panel to have taken place by the end of March 2016, but it should be noted that the recruitment market for this role can be difficult.

### **9. EQUALITY IMPLICATIONS**

- 9.1. As this report is intended to provide an update on recent developments, there are no immediate legal implications. However any legal issues will be highlighted in any subsequent substantive reports on any of the items which are requested by the Committee.

## **10. LEGAL IMPLICATIONS**

- 10.1. As this report is intended to provide an update on recent developments, there are no immediate legal implications. However any legal issues will be highlighted in any subsequent substantive reports on any of the items which are requested by the Committee.

## **11. FINANCIAL AND RESOURCES IMPLICATIONS**


- 11.1. As this report is intended to provide an update on recent developments, there are no immediate financial and resource implications. However any financial and resource issues will be highlighted in any subsequent substantive reports on any of the items which are requested by the Committee.

### **LOCAL GOVERNMENT ACT 2000 LIST OF BACKGROUND PAPERS USED IN PREPARING THIS REPORT**

None.

### **LIST OF APPENDICES:**

None.

<p><b>London Borough of Hammersmith &amp; Fulham</b></p> <p><b>CHILDREN AND EDUCATION POLICY &amp; ACCOUNTABILITY COMMITTEE</b></p> <p><b>JANUARY 2016</b></p>		
<b>LOOKED AFTER CHILDREN AND CARE LEAVERS ANNUAL REPORT</b>		
<b>Report of the Cabinet Member for Children and Education</b>		
<b>Open Report</b>		
<p><b>Classification:</b> For Information  <b>Key Decision:</b> No</p>		
<b>Wards Affected:</b> None		
<b>Accountable Executive Director:</b> Andrew Christie, Director for Children's Services		
<p><b>Report Author:</b>                  Glen Peache, Assistant Director for                  Looked after Children and Care                  Leavers</p>	<p><b>Contact Details:</b>                  Tel: 020 7361 3317                  E-mail: glen.peache@rbkc.gov.uk</p>	

## 1. EXECUTIVE SUMMARY

- 1.1 This report highlights the significant responsibilities the local authority has in relation to Looked After Children, and how it discharges these.
- 1.2 Looked After Children numbers per 10,000 population have increased nationally from 2007 to 2014 by four percent but decreased regionally during this time, by 9 percent. The London Borough of Hammersmith & Fulham was ranked 73rd lowest of 152 local authorities nationally in 2014. This downward trajectory has continued and this year the Borough reported a rate of 57 per 10,000 in 2015.
- 1.3 Achievements this year include:
- Performance for GCSE results for 2014/15 improved significantly representing the highest overall achievement to date for those who achieved 5+ A\*-GCSEs, including English and Maths.
  - A significant re-organisation in the care leavers service to extend the qualified social worker role to all posts in the service.
  - The use of the Focus on Practice Clinical team to add to the support offered to the service

- Recruitment to the newly created looked after children Head of Service post which will give leadership and focus to the Hammersmith and Fulham looked after children and care leavers service.
- The use of Action for change to support mother's whose children have been remove through care proceedings to prevent repeat removals in the future.

1.3 Future developments include:

- Further work is being carried out to address issues and barriers around sustaining education, training and employment for post 16 Looked After Children and Care Leavers and reducing the number not in education, employment or training (NEET)s.
- There are ongoing challenges to improve the educational outcomes of Looked After Children and Care leavers with more complex learning difficulties/disabilities.
- Strengthening the options for return home by mirroring the support offered to adoption placements with the support offer to a permanent return home plan.
- Maintaining the improvement made in the placement stability of looked after children

## 2. INTRODUCTION

2.1 In this report, the term Looked After Children refers to those children for whom the Borough has assumed Parental Responsibility through a care order or by an agreement with their parent(s).

2.2 The Borough also has a duty and responsibility to those young people who leave care after the age of 16 years until they reach the age of 21 years, or 25 if they are in higher education.

2.3 The majority of Looked After Children need alternative care and accommodation due to the inability of their primary care giver to offer safe and effective care within the family home. A significant number of Looked After Children are able to return to their parent(s) speedily and do not require long term services or interventions. Many who remain in care are likely to have suffered neglect or abuse, prior to coming into our care, and are likely to require support from a range of services.

## 3. NUMBERS OF LOOKED AFTER CHILDREN

3.1 The Borough's Looked After Children population has reduced from 260 in 2008 to 207 in 2015. The number of Looked After Children as a proportion of the population in Hammersmith & Fulham is 55 per 10,000 population as at March 2015. The reduction in the numbers of Looked After Children is attributed, in part, to more effective early intervention strategies which endeavours to maintain children within the community by addressing the complex needs of children at risk of becoming looked after. The Borough is also becoming increasingly adept at securing alternative solutions outside of the care system for Looked After Children, with the number of children leaving care varying from 115 in 2011/12 to 155 in 2013/14 and 120 in 2014/15.

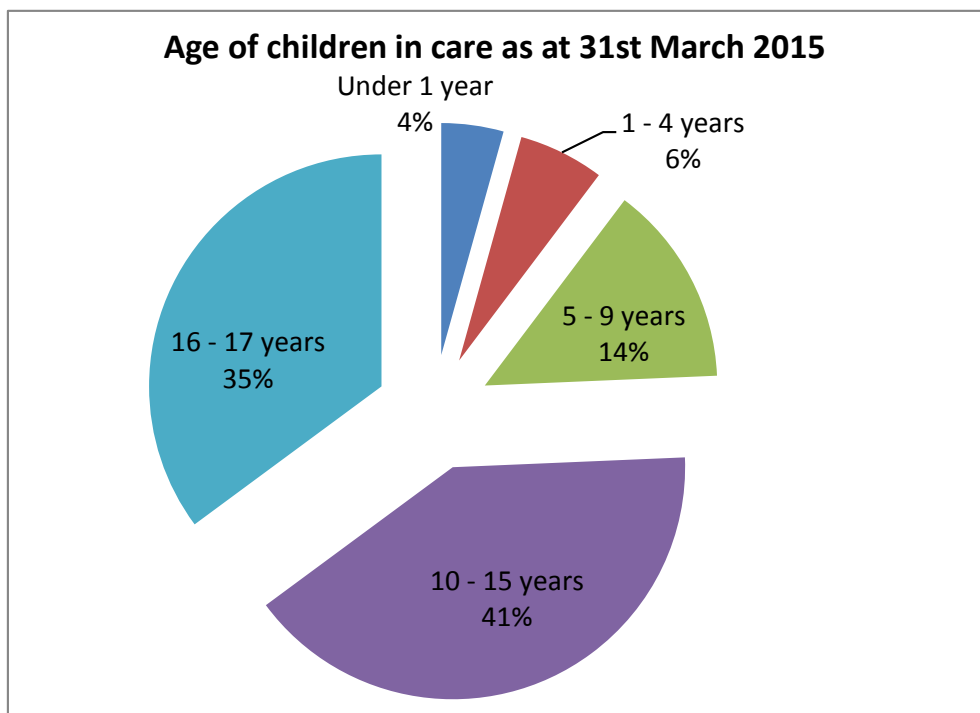
**Table 1 - Total Looked After Children ceasing care**

Year April to March	2011	2012	2013	2014	2015
Number of children ceasing care	100	115	95	155	120

**Table 2 - Total Looked After Children at 31 March: 2010-2015**

Year Ending March	Citizen	UASC	Total
2010	234	26	260
2011	227	21	248
2012	204	20	224
2013	220	18	238
2014	195	9	204
2015	163	22	185

3.2 The age profile of Looked After Children is significant in that the proportion aged 16+ in 2015 is 35 percent, which is higher than the national rate of 22 percent and London rate of 33 percent.



- 3.3 Only 10 percent of children were aged under 5. Local analysis has identified a number of influencing factors including more younger children moving into permanence, resulting in “ageing out” of older cohorts as they progress through the care system; Unaccompanied Asylum Seeker Children (UASC) particularly those aged 16+ entering care and the impact of Southwark Judgement and remand cases entering care at much older ages.
- 3.4 Disabled children and children with Special Educational Needs are overrepresented amongst the Looked After Children population nationally. Just fewer than 6% of children looked after by Hammersmith & Fulham have a recorded disability. Hammersmith & Fulham has a high proportion of its Looked After Children population who have a Statement of Special Educational Needs or Education Health and Care Plan at 15 percent. Placements for this particular group are often in short supply and harder to locate, however developments following the Children and Families Act has facilitated more joined-up planning and commissioning of support packages through Education Health Plans, Special Educational Needs Panel and the Complex Needs Panel.
- 3.5 The Borough’s Looked After Children population is particularly diverse. Rates for Black or Black British ethnicity were significantly higher than the national average at 31 percent. The Borough continues to respond by ensuring a diverse range of carers are recruited which reflect the diversity of the local population.
- 3.6 Not all Looked After Children are able to live within Hammersmith & Fulham when they are in care. Of the children and young people Looked After at the 31 March 2015, 74 percent were placed in London, including 59% within the Borough.

**Table 3**

	<b>% of children placed internally within the LA boundary</b>
England	61%
London	45%
Hammersmith and Fulham	59%

- 3.8 The majority of Looked After Children are in foster care placements:
- 134 (73 percent) were in foster care (47 children placed in Independent Fostering Arrangement (IFA) Placements);
  - 15 were in residential placements (8 percent) and
  - 23 in residential schools and other residential settings.
  - 2 young people placed in secure units.
  - Other Looked After Children were placed for adoption, placed with parent or were in semi-independent accommodation.
  - The number of adoptions in the Borough has decreased since 2014 from 21 to 12 in 2015. The fall in the numbers placed for adoption is largely attributed to a judgement that stated that children should be placed for adoption as a last resort. This judgement appeared to significantly influence the judiciary and practice when planning for children’s permanency. The number of Special Guardianship Orders (SGOs) has decreased since 2014 from 18 to nine in 2015.

**Table 4**

	<b>% of children placed in foster placements</b>
England	75%
London	75%
Hammersmith and Fulham	73%

#### **4. CORPORATE PARENTING**

- 4.1 Corporate Parenting is the term used to refer to the collective responsibility of the Council to provide the best care and protection for children and young people who are 'looked after', that is, who are in public care. Effective corporate parenting will need the commitment from all Council employees and elected Members and an authority wide approach. These responsibilities for Local Authorities were first laid out in the Children Act 1989, the Children Act 2004 and reinforced in the Children and Young People's Act 2008.
- 4.2 Councillors in the Borough have a responsibility to act as a good 'corporate parent' for the children it looks after. Once a child becomes Looked After all Members and officers of the Council, as their corporate parents, need to be concerned about that child as if they were their own. This concern should encompass the child's education, health and welfare, what they do in their leisure time and holidays, how they celebrate their culture or religion and how they receive praise and encouragement for their achievements.
- 4.3 The Corporate Parenting Board (CPB) has a key role in monitoring how the Council discharges its corporate parenting responsibilities. Over the past year, the Board has continued to meet with Looked After Children. Plans for the forthcoming year include following a thematic approach, which will align the consultation activities with Looked After Children and Care Leavers to the key objectives in the three year strategy. This will enable a robust forward planning process and enable key officers and relevant elected members to attend the CPB when topics are relevant to their responsibilities and portfolios.

#### **5 STRATEGIC PLANNING**

- 5.1 A strategy for Looked After Children has been developed which sets out the vision and intended outcomes for Looked After Children and Care Leavers in the period 2014 to 2017.
- 5.2 The strategy has six strategic objectives:
- Children on the edge of care are better supported to remain within their families and community.
  - Looked After Children and Care Leavers are provided with security, stability and are cared for.
  - Looked After Children and Care Leavers are safe from harm and neglect.
  - Looked After Children and Care Leavers are supported in reaching a good standard of education.



- Looked After Children and Care Leavers health needs are promoted and supported.
- All Looked After Children and Care Leavers have a voice in decisions which affect their lives.

- 5.3 To support the delivery of the strategic priorities, and progress towards shared outcomes, an annual borough specific Looked After Children and Care Leavers Improvement Plan has been developed and delivered with partners. The plan is being monitored by a multi-agency service improvement group, which links directly with the Children in Care Council and responds to the thematic consultations undertaken. This helps to reinforce how we actively listen and respond to the voices of children within the local authorities care.
- 5.4 The Tri-borough Local Safeguarding Children Board (LSCB) has a significant role in ensuring effective multi-agency work and safeguarding for Looked After Children. The last annual report was produced in July 2015 for the LSCB which outlines progress made in addressing safeguarding issues to this vulnerable group of children.
- 5.5 The CEPAC Scrutiny Committee are also involved in monitoring the quality and effectiveness of services, via the scrutiny of this annual report on services and outcomes for Looked After Children and Care Leavers. A report on the work of the Fostering and Adoption Team will also be presented annually.
- 5.6 Other relevant performance indicators are reported regularly to the Lead Member at Policy Board.

## **6. SAFEGUARDING OUTCOMES FOR LOOKED AFTER CHILDREN AND CARE LEAVERS**

- 6.1 Children who are subject to frequent placement moves are less able to form positive attachments with carers which make them more vulnerable to unsafe relationships from other adults or their peer group. The Borough has a commitment to ensure that children and young people will only be placed in resources with an Ofsted inspection judgement of “good” or “outstanding”. As at 31 March 2015, 98 percent of children placed from within shared services were in provision that was judged as outstanding or good (improvement from 94 percent). The number of placement moves that children have is carefully monitored to ensure plans are adapted to make placements more resilient where required. In Hammersmith & Fulham, nine percent of Looked After Children experienced three or more placement moves in 2014/15, which is lower than the England rate of 11 percent.

**Table 5 - Percentage with three or more placements within the year**

	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>
England	11.0%	11.0%	12.0%	
London	12.0%	12.0%	12.0%	
LBHF	8.0%	5.9%	19.5%	9.2%

**Table 6 - Percentage Looked After for 2.5 years and in the same placement for at least 2 yrs**

	2011-12	2012-13	2013-14	2014-15
England	68.0%	67.0%		
LBHF	74.6%	66.2%	61.3%	59.7%

- 6.2 Looked After Children are significantly more likely to go missing than their peers, and therefore can be vulnerable to sexual exploitation. Children with frequent placement changes are more likely to go missing and this behaviour also impacts upon the stability of their current placement. In Hammersmith & Fulham, there were 40 Looked After Children who went missing/absent with a total of 150 episodes in 2014/15. From 1<sup>st</sup> April thresholds for recording children as missing changed to include children who are missing less than 24 hours. Between 1<sup>st</sup> April and 31<sup>st</sup> November 2015, 21 Looked After Children went missing. The majority of cases are of a high frequency but short duration e.g. missing overnight and then returning. The specific monitoring of this potentially vulnerable group is completed, which ensures that children are independently interviewed and thorough exploration of the reasons as to why they went missing is pursued. Practice has specifically developed in this area, which has been enhanced by the appointment of a Missing Person's co-ordinator who offers advice, assistance and the development of strategies to reduce risks with front line practitioners.
- 6.3 With specific reference to children at risk of Child Sexual Exploitation (CSE) there have been a number of developments to identify those assessed to be at risk and to provide a comprehensive support package to ensure that risks are reduced. Local developments have been informed by the publication of London Child Sexual Exploitation Operation Protocols. These include:
- a. Agreement of a CSE Strategy by the LSCB.
  - b. The implementation of a monthly Multi-Agency Sexual Exploitation meeting chaired by the Police and Children's Services.
  - c. A shared risk assessment tool.
  - d. A common pathway to services coordinated through the Multi-Agency Safeguarding Hub (MASH).
  - e. Development of data sets and problem profiles.
  - f. A range of training and awareness-raising initiatives.
  - g. Focuses upon CSE within routine practice weeks and auditing activities.
- 6.4 There are significant efforts at both the local and national level to reduce the distance at which Looked After Children are placed from their borough of origin. While there are a small minority of children who are more effectively safeguarded by being placed at a distance e.g. those young people identified to be at risk due to gang affiliation, the consistent lack of foster placements in Inner London means that many children need to be placed in other local authority areas, although usually these are in London. A total 26 percent of children Looked After by the Borough, were in an outer London placement as at 31<sup>st</sup> March 2015. Some of these children will be placed in special educational boarding schools and be with extended family members.
- 6.5 The Local Authority has a duty towards eligible and relevant and former relevant children. The Leaving Care Act has two main aims:
- To ensure that young people do not leave care until they are ready.
  - To ensure that they receive more effective support once they have left.

- 6.6 The report of the National Audit Office to the Government in July 2015 on Care Leavers transition to adulthood identified that Care Leavers life experiences can include social exclusion, unemployment, health problems or ending up in custody. They recommended the need for a targeted approach, integrated working and the evaluation of data in respect of impact.
- 6.7 The London Borough of Hammersmith & Fulham recognises that Care Leavers (aged 18-25) may require continued support from both Children's and Adult Services to promote their wellbeing, they should also be supported to maximise their educational and employment potential through transition arrangements/offer under the Children and Family Act 2014 across Local Authority services.
- 6.8 Care Leavers are safeguarded through the application of child care legislation and post 18 through the Pan London Safeguarding Adults procedures; from 1st April 2015 in line with the legal framework of the Care Act 2014. The leaving care service went through a systematic change that resulting in Social Workers being recruited to replace the role of Personal Advisors. This was to ensure continuity of worker and to address identified skill deficits.
- 6.9 Joint work is also taking place across Family and Children's and Adult Services with the aim to improve support and transition for those young people with complex needs who do not meet current eligibility criteria for adult services.

## **7 HEALTH OUTCOMES FOR LOOKED AFTER CHILDREN**

- 7.1 Looked After Children and young people who are looked after have the same core health needs as other young people, but their backgrounds and experiences are likely to make them particularly vulnerable to poorer health outcomes. In addition, these children are more like to be exposed to the consequences of greater social deprivation and disadvantage.
- 7.2 Local authorities have a statutory duty to ensure that health assessments are carried out for every Looked After Child in their care. Of the 124 eligible children who have been in care for a year) 96% percent were carried out on time. This high level of performance is due in part to the implementation of a reminder system for social workers to refer for health assessment, and increased outreach work by the specialist nurses for children and young people placed out of borough.
- 7.3 A multi-disciplinary borough-based Child and Adolescent Mental Health Services (CAMHS) team offer an extensive range of support services for all levels of mental health needs in a variety of settings. The CAMHS team have the shared aims of maintaining placement stability in order to avoid placement breakdown and supporting Looked After Children and their carers to manage transitions between placements.
- 7.4 The Local Authority should act as a 'good parent' in relation to the health of Looked After Children. Within that role it has the right to approve the immunisation of children within its care against vaccine preventable diseases as per the national immunisation schedule. Framework 1 (the social services electronic record shows that 96 percent of children and young people Looked After were up to date with immunisations on 31<sup>st</sup> March 2015.

**Table 7**

	<b>% of children whose immunisations were up to date</b>	<b>Percentage of children who had their teeth checked by a dentist</b>	<b>% of children who had their annual health assessment</b>	<b>% of children who had been looked after for at least 12 months, and aged 5 or younger at 31 March 2014, whose development assessments were up to date</b>
England	88%	86%	90%	89%
London	85%	89%	90%	92%
Hammersmith and Fulham	96%	80%	96%	100%

- 7.5 Dental health is an integral part of the Health Assessment. The Local Authority and NHS Trust are required to ensure that children in care receive regular check-ups with a dentist. The number of Looked After Children aged 16 and under who are up to date with their dental checks remains relatively stable since last year. Dental checks for over 16 year olds in 2015 are 80 percent.
- 7.6 The Strengths and Difficulties Questionnaire (SDQ) is a self-report measure completed by the children's carer and is aimed at assessing a child's behaviour, emotions and relationships. In 2014-2015 the number of SDQs completed for Looked After Children was 90 percent which represents an improvement from 60% in 2013-14. A child or young person who reports a high score on their SDQ should be referred for further assessment and, where appropriate, intervention or treatment by the specialist CAMHS Team.
- 7.7 Due to the nature of their experiences prior to and during being looked after, many will have poor mental health. This may be in the form of significant emotional, psychological or behavioural difficulties.
- 7.8 Between April 2014 and March 2015, and based on the SSSA 903 return, 4 percent of Looked After Children were reported to be known to have a substance misuse issue.

## **8 EDUCATIONAL OUTCOMES FOR LOOKED AFTER CHILDREN**

- 8.1 Education that encourages high aspirations, positive experiences and individual achievement, with minimum disruption, is central to improving immediate and long-term outcomes for Looked After Children and Care Leavers. Looked After Children and Care Leavers are more likely to face significant barriers to education and the Borough has a renewed priority young people to better support their education and improve outcomes to improve the educational achievement.
- 8.2 The virtual school maintains accurate and up to date information about how Looked After Children and Care Leavers are progressing in education and takes urgent and individual action when they are not achieving well. At the end of KS4 attainment and progress of Looked After Children has improved on 2014. Progress and attainment has remained the same at KS2. While there is a cohort of children whose attendance is a concern most children attend school and learn. Improved quality of Personal Education Plans and development of enrichment and support programmes for Looked After Children enables focused support to children whose education may not have been a priority prior to then entering care.

- 8.3 There are three Looked After Children in the Key Stage 1 cohort, one of whom attends a special school and has complex needs.
- 8.4 There were six Looked After Children in the Key Stage 2 cohort (2014/15) and 3 pupils achieved L4+ in English and Maths. Three of the pupils had a statement of Special Educational Needs and very low levels of attainment prior to entering care. One pupil had a complicated care history, including multiple placement moves and a placement in a residential school.
- 8.5 These factors impacted on the level of attainment of the pupil. All students benefitted from stable and supportive carers and schools, in addition to considerable support from the Virtual School. This academic year (2015/16) there are 13 Looked After Children in the Key Stage 2 cohort.
- 8.6 There are 10 Looked After Children in the Key Stage 3 cohort this academic year (2015/16) the majority being UASC. Whilst this is a complex cohort (a quarter half have statements of Special Educational Need (SEN)) most pupils are making good progress. The virtual school works closely with schools to ensure that assessments are accurate and targets are appropriately for Key Stage 4.
- 8.7 Performance for GCSE results for 2014/15 were particularly encouraging and represented the highest overall achievement to date for those who achieved 5+ A\*-GCSEs, including English and Maths. Within this cohort, one pupil achieved the highest A\* Maths GCSE (mock) in the United Kingdom and went on to achieve 11 x A\*-C GCSEs. One pupil achieved outstanding results despite having significant mental health needs resulting in her being placed in a psychiatric unit for over a year and then moving to a residential children's home with education on site. It is evident that the work of individual Virtual School Teachers is having a significant impact on attainment and progress. With closer monitoring and targeted interventions, teachers build up a relationship with their pupils and the network ensuring they can tailor support to raise attainment.
- 8.8 Since the virtual school began supporting post 16 Looked After Children, numbers of young people in education, employment or training has steadily risen; and effectively planned education pathways through Years 12 and 13 have resulted in greater achievement of qualifications and a year by year increased in the number of British Care Leavers going to university. EET figures for 16-18 year olds are generally good and effectively planned educational pathways through Years 12 and 13 have resulted in number achieving entry to Higher Education, 24 this academic year.
- 8.9 The London Borough of Hammersmith & Fulham faces particular challenges around improving the EET outcomes of care leavers. It is evident that a review of the current arrangements needs to take place in order to understand the factor causing low levels of attainment and put in place new structures and systems that will lead to improvement.
- 8.10 Over the last year, there are two major challenges facing the service in reducing NEET figures:
- The number of care leavers with complex needs and the need for additional workers to support this hard to reach cohort. There has also been an increase in late entrants coming into care.
  - There is also the challenge of supporting young people who have become looked after as a result of being placed in custody.

- 8.11 Key priorities and areas for improvement in 2015/16 include:
- Improve attainment and progress at KS4 – to above the national for similar pupils.
  - Improve progress at post 16 – improve EET levels for 16-19 to 75+ percent.
  - Reduce level of persistent absence to less 8 percent.

## 9 ENGAGEMENT AND PARTICIPATION

9.1 The Children in Care Council continues to develop. Numbers attending both the Children in Care Council and Corporate Parenting panel have increased. Offering interesting activities has increased attendance. Future activities to be offered in the year ahead include the London Dungeon, Laser Tag, a theatre trip, and trampolining. These activity sessions are designed to increase attendance, and develop group identity and cohesion.

9.2 The Participation and Engagement Team have organised a variety of engagement activities over the past year, including:

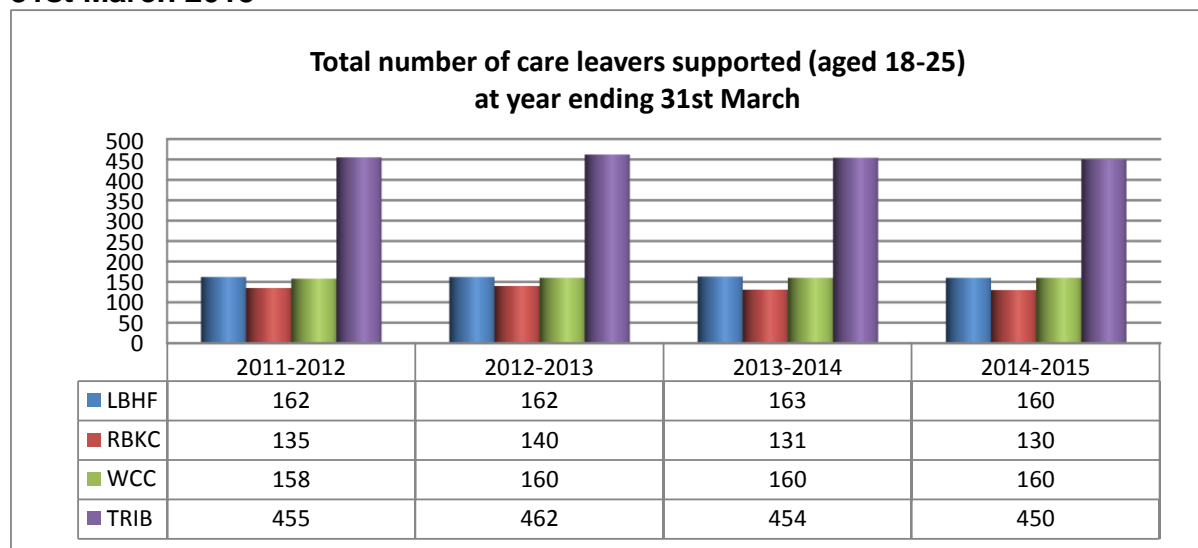
- **Youth Takeover Day** – On the 20<sup>th</sup> November 2015 Hammersmith and Fulham Council hosted its fifth Take Over Day. In total, 121 young people were involved from schools throughout the borough and there were 35 different job shadowing, work experience roles and challenges available to young people that had been set by Council Departments and for the first time partners and local business including Amey, Fulham Palace and Wyndam Hotel Group. Shadowing and work experience roles included the Director of Family Services, Uniformed Enforcement Teams, Parks Police, Library and Children Centre Workers and Apprenticeship Development Officers.
- **Involvement in recruitment / training** – Young people continue to be a part of recruitment and training for Family Services staff and sit on interview panels with Officers. This has included being involved in the recruitment of the Tri Borough Assistant Director for Looked after Children and Care Leavers.
- **Looked After Children and Care Leaver's Activities** – The Children in Care Council (CICC) continues to develop its identity. Numbers attending both the Children in Care Council and Corporate Parenting Board meetings are slowly increasing. The Children's Rights Service (CRS) have been supporting a group that meet regularly every month and numbers fluctuate between 5-10 persons. The CRS also supports a virtual group running alongside the group able to attend meetings and that group consists of around another 10 persons too. The CICC offers an opportunity to meet with other children and young people in care and those that are care leavers to raise service delivery issues that will affect this cohort. The group exists to promote the active participation to children and young people supported by the council who want a say in how decisions are made, what type of services exist and are being developed and just as importantly participate in those council activities that affect them. The Corporate Parenting Board meetings have been transformed so that the CICC facilitate the first hour. The LAC Strategy has been used to identify themes for exploration over the last year. The CICC is active in reaching out to children and young people not just resident in the Borough but more widely throughout the UK through consultation exercises, collaborations with the youth council, meeting with councillors at the CEPAC meetings, participation events such as the LAC event held at the Novotel in 2014.

- Future activities to be offered in the year ahead include closer participation in fostering (via training and networking with foster carers), contributing to interview panels, step up social programme, working with social work students in University settings, contribution to next year's forthcoming LAC event, continued work with cabinet members and first officers through the various forums they have access to. These activity sessions are designed to increase attendance, and develop group identity and cohesion. It also serves to promote the good work of the CICC and provide them with confidence skills and knowledge that they can take forward in an individual way.

## 10. OUTCOMES FOR CARE LEAVERS

- 10.1 The newly established 16 plus teams provide a social work service for looked after children and care leavers. Due to the late entry to care of many children the new service has prevented a change in Social Worker and it is envisaged will be able to provide continuity of professional relations that support the transition to independence.
- 10.2 Care Leavers aged 16+ are allocated a social worker to work in partnership with them and to assess their needs and draw up a Pathway Plan for their on-going support. The social worker takes full case responsibility when the young person leaves care, usually at age 18. The Pathway Plan sets out the support available for all aspects of their life, with a particular emphasis on securing settled accommodation and appropriate education, training and employment (EET). The Plan is reviewed every six months until the young person is 21, or later if they are completing an agreed course of education, training and employment.

**Table 8. Total number of Care Leavers supported (aged 18-25) at year ending 31st March 2015**



- 10.3 From April 2011 a former Care Leaver over the age of 21, but under 25, will be able to return to ask for their case to be reopened in order to complete a course of EET up to the level of a first degree. The leaving Care Team is currently supporting 28 young people at University. Care Leaver's education, training and employment outcomes continue to improve steadily, with more Care Leavers in education, training or

employment than in previous few years. The number of Care Leavers in Higher Education remains high and reflects the work of professionals in raising the attainment and aspirations of pupils.

- 10.4 The 16 plus teams supported up to 160 young people in 2014/15. Following a national trend there had been a fall in Care Leavers who came into care as unaccompanied minors seeking asylum and a rise in high needs, complex cases where the young person came into care over the age of 14. We have seen the trend continue in relation to older young people with complex needs entering care along with an increase in the numbers of UASC's aged 16 and above entering care via the agreed London wide protocol, which aims to distribute UASC's evenly across London boroughs. As at 31st March Hammersmith & Fulham had 22 UASC.
- 10.5 The Department for Education (DfE) has recently changed the way Education Employment and Training (EET) performance is reported for Care Leavers from 2015-16 the DfE have extended the care leavers cohort to include 17 and 18 years olds. The performance indicator reflects a snapshot of Care Leavers activity at or around their birthday rather than the overall picture of level of EET throughout the year. Steady progress has been made in the Borough addressing the issues and barriers around sustaining education, training and employment for post 16 LAC and Care Leavers.
- 10.6 Analysis of EET performance at the end of the academic year 2014/15 shows 52.1 percent of 18 -25 Care Leavers are EET.

## **11 FUTURE DEVELOPMENTS**

- 11.1 Due to the sharp increase in UASC, work is being undertaken to review the social work delivery model being offered to this group of children and young people. In addition we are in the process of reviewing the procurement of relevant placements that can match assessed needs.
- 11.2 The changes to the Corporate Parenting Panel are in the early stages and it is anticipated that elected members will be invited to take a more active role when agenda's fit portfolios or special interests.
- 11.3 To provide regular reporting on key actions as the result of focused consultation activities with Looked After Children and Care Leavers.

## **LOCAL GOVERNMENT ACT 2000 LIST OF BACKGROUND PAPERS USED IN PREPARING THIS REPORT**


None.

### **LIST OF APPENDICES:**

None.



# Agenda Item 9

<b>London Borough of Hammersmith &amp; Fulham</b>		 hammersmith & fulham
<b>CHILDREN AND EDUCATION POLICY AND ACCOUNTABILITY COMMITTEE</b>		
<b>18th JANUARY 2016</b>		
<b>2016 Medium Term Financial Strategy (MTFS)</b>		
<b>Report of the Cabinet Member for Children and Education</b>		
<b>Report Status:</b> Open		
<b>Classification:</b> For review and comment. <b>Key Decision:</b> No		
<b>Wards Affected:</b> All		
<b>Accountable Director:</b> Andrew Christie – Executive Director for Children’s Services		
<b>Report Authors:</b> Hitesh Jolapara – Strategic Finance Director Dave McNamara - Director of Finance & Resources, Children's Services	<b>Contact Details:</b> Tel: 020 8753 2501 E-mail: hitesh.jolapara@lbhf.gov.uk Tel 020 8753 3404 Email david.mcnamara@lbhf.gov.uk	

## 1. EXECUTIVE SUMMARY

- 1.1 The Council is obliged to set a balanced budget and council tax charge in accordance with the Local Government Finance Act 1992. Cabinet will present their revenue budget and council tax proposals to Budget Council on 24<sup>th</sup> February 2016.
- 1.2 This report sets out the budget proposals for the services covered by this Policy and Accountability Committee (PAC). An update is also provided on any changes in fees and charges.

## 2. RECOMMENDATIONS

- 2.1. That the PAC considers the budget proposals and makes recommendations to Cabinet as appropriate.
- 2.2. That the PAC considers the non-standard increases in fees and charges and makes recommendations as appropriate.

### 3. INTRODUCTION AND BACKGROUND

3.1 The current Medium Term Financial Strategy (MTFS) forecast is set out in Table 1. The 2016/17 budget gap, before savings, is £15.4m, rising to £55.8m by 2019/20.

**Table 1 – Budget Gap Before Savings**

	£'m	£'m	£'m	£'m
	2016/17	2017/18	2018/19	2019/20
<b>Base Budget</b>	<b>167.4</b>	<b>167.5</b>	<b>167.5</b>	<b>167.6</b>
Add:				
- Inflation	2.3	4.8	7.3	9.8
- Contingency (includes pay)	2.0	4.0	6.1	8.1
- Growth	6.2	10.2	10.4	10.7
- New burden – Independent Living Fund	0.9	0.9	0.9	0.9
- Investment in efficiency projects to realise savings in future years	4.0	0	0	0
<b>Budgeted Expenditure</b>	<b>182.8</b>	<b>187.4</b>	<b>192.2</b>	<b>197.1</b>
Less:				
- Government Resources	(50.3)	(40.2)	(30.8)	(24.0)
- LBHF Resources	(115.1)	(113.9)	(114.5)	(115.3)
- Use of Developer Contributions	(2.0)	(2.0)	(2.0)	(2.0)
<b>Budgeted Resources</b>	<b>(167.4)</b>	<b>(156.1)</b>	<b>(147.3)</b>	<b>(141.3)</b>
<b>Cumulative Budget Gap Before Savings</b>	<b>15.4</b>	<b>31.3</b>	<b>44.9</b>	<b>55.8</b>
<b>Risks</b>	<b>10.2</b>	<b>18.0</b>	<b>22.7</b>	<b>25.5</b>

3.2 Money received by Hammersmith and Fulham Council from central government is reducing significantly every year. Funding reduced by £18m in 2015/16 (to £57.6m) and is forecast to reduce by a further £33.6m from 2015/16 to 2019/20. Based on the Provisional Local Government Finance Settlement the 2016/17 grant reduction<sup>1</sup> is £8.2m.

3.3 As part of the Provisional Local Government Finance Settlement the government announced that authorities can charge a 2% social care precept. This would raise £1.1m for Hammersmith and Fulham and is

<sup>1</sup> On a like for like basis 2015./16 grant was £57.6m and will reduce by £8.2m to £49.4m in 2016/17. In addition grant of £0.9m will be receivable in 2016/17 for the new burden associated with the Independent Living Fund. Total 2016/17 grant is £50.3m.

included in Government projections of LBHF's spending power<sup>2</sup>. The Council administration does not wish to apply this tax to residents, so it does not form part of the 2016/17 budget proposals.

- 3.4 Locally generated LBHF resources are council tax and the local share of business rates. The 2016/17 business rates taxbase will be confirmed in February. In future years business rates are projected to increase in line with inflation.
- 3.5 Property developments have placed increased pressure on council services in recent years. The budget strategy provides for use of £2m of developer contributions to support relevant expenditure.
- 3.6 Responsibility for supporting Independent Living Fund users transferred to local authorities, from government, in 2015/16. Estimated expenditure is £0.9m in 2016/17. It is anticipated that this will be funded by government grant for the next year, but there is no certainty over future funding following that.

#### 4. GROWTH, SAVINGS AND RISK

The growth and savings proposals for the services covered by this PAC are set out in Appendix 1 with budget risks set out in Appendix 2.

##### Growth

- 4.1 Budget growth is summarised by Department in Table 2.

**Table 2 2016/17 Growth Proposals**

	£'000s
Adult Social Care	1,475
Children's Services	3,164
Environmental Services	269
Corporate Services	1,218
Libraries Shared Services	65
<b>Total Growth</b>	<b>6,191</b>

- 4.2 Table 3 summarises why budget growth is proposed:

<sup>2</sup> As part of the settlement announcement the government state their view of the cut in local authority spending power. As well as government funding this includes their assumption on what local authorities will collect through council tax and business rates. For council tax the 2% social care precept is assumed and a 0.8% inflation increase.

**Table 3 – Reasons for 2016/17 Budget Growth**

	<b>£'000s</b>
Government related	2,884
Other public bodies	675
Increase in demand/demographic growth	463
Council Priority	1,774
Existing budget pressures funded by virements from budget underspends/savings	395
<b>Total Growth</b>	<b>6,191</b>

### **Savings**

- 4.3 The council faces a continuing financial challenge due to Central Government funding cuts, inflation and growth pressures. The budget gap will increase in each of the next four years if no action is taken to reduce expenditure, generate more income through commercial revenue or continue to grow the number of businesses in the borough.
- 4.4 In order to close the budget gap for 2016/17 savings of £15.4m are proposed (Table 4).

**Table 4 – 2016/17 Savings Proposals by Department**

<b>Department</b>	<b>Savings £'000s</b>
Adult Social Care	5,321
Children's Services	3,227
Environmental Services	2,799
Libraries and Archives	20
Corporate Services	3,175
Housing	265
Council Wide Savings	1,050
<b>Total All savings</b>	<b>15,857</b>
Less savings accounted for in the grant/resource forecast <sup>3</sup>	(455)
<b>Net Savings</b>	<b>15,402</b>

### **Budget Risk**

- 4.5 The Council's budget requirement for 2016/17 is £167.4m. Within a budget of this magnitude there are inevitably areas of risk and uncertainty particularly within the current challenging financial environment. The key financial risks that face the council have been identified and quantified. They total £10.2m. Those that relate to this PAC are set out in Appendix 2.

<sup>3</sup> The council has undertaken business intelligence projects that have generated extra grant and council tax income of £0.455m. These are shown within the resource forecast.

## 5 FEES AND CHARGES

5.1 The budget strategy assumes:

- Adult Social Care, Children’s Services, Adult Learning and Skills, Libraries and Housing charges frozen.
- A standard uplift of 1.1% based on the August Retail Price index for some fees in Environmental Services. All parking charges are frozen
- In the future, commercial services that are charged on a for-profit basis will be reviewed on an ongoing basis in response to market conditions and varied up and down as appropriate, with appropriate authorisations according to the Council constitution.

5.2 All charges relating to Children’s Services are to be frozen, as set out in Appendix 3.

## 6. 2016/17 COUNCIL TAX LEVELS

6.1 Cabinet propose to freeze the Hammersmith and Fulham’s element of 2016/17 Council Tax. This will provide a balanced budget whilst recognising the burden on local taxpayers.

6.2 The draft GLA budget is currently out for consultation and is due to be presented to the London Assembly on 27<sup>th</sup> January, for final confirmation of precepts on 22<sup>nd</sup> February. It proposes that the GLA precept will reduce to £276 a year (Band D household). £12 of the £19 Band D reduction to achieve this relates to the end of the Olympic precept paid by London residents.

6.3 The impact on the Council’s overall Council Tax is set out in Table 5.

**Table 5 – Council Tax Levels**

	<b>2015/16 Band D</b>	<b>2016/17 Band D</b>	<b>Change From 2015/16</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Hammersmith and Fulham	727.81	727.81	0
Greater London Authority	295.00	276.00	(19.00)
<b>Total</b>	<b>1,022.81</b>	<b>1,003.81</b>	<b>(19.00)</b>

6.4 As part of the Provisional Local Government Finance Settlement the government announced that authorities can charge a 2% social care precept. This would raise £1.1m for Hammersmith and Fulham and is included in Government projections of LBHF’s spending power. However, the Council administration does not wish to apply this tax to residents, so it does not form part of the 2016/17 budget proposals.

6.5 Following last year's council tax cut, the current Band D Council Tax charge is the 3<sup>rd</sup> lowest in England<sup>4</sup>. The Band D charge for Hammersmith and Fulham is the lowest since 1999/2000.

## 7 Comments of the Executive Director for Children's Services on the Budget Proposals

7.1 The department's approach to identifying potential savings has been consistent with the vision for Children's Services which is:

'To improve the lives and life chances of our children and young people; intervene early to give the best start in life and promote wellbeing; ensure children and young people are protected from harm; and that all children have access to an excellent education and achieve their potential. All of this will be done whilst reducing costs and improving service effectiveness.'

This has been key to developing a number of lines of enquiry that seeks to protect services to the most vulnerable members of the community within the statutory provisions required of the department.

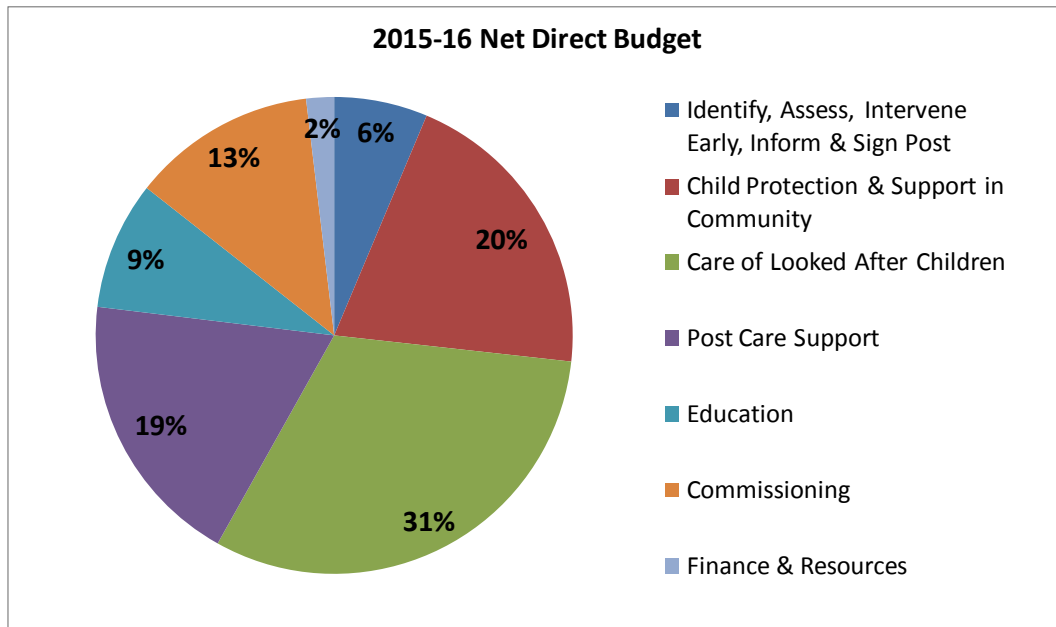
7.2 The department seeks to do this through an innovative approach to service delivery that will seek to work with current service providers and groups in the community, to restructure how we deliver services, but protecting and improving services for families..

7.3 The Department's Net Expenditure budget for 2015/16 is £46.70m. Within this sum are a number of areas over which the department has no control, these are defined as indirect expenditure and include contributions to corporate services and capital charges. In total these add up to £11.44m. This means that the net direct expenditure that the department is in control of is £35.26m. The table below sets out how expenditure is incurred across the various activities within the department showing that the majority of expenditure is on Social Care, £27.12m of net direct expenditure.

**Table 6 – Children's Services Controllable budget**

CHS Spend Categories	2015-16 Net Direct Budget (£'000s)
Identify, Assess, Intervene Early, Inform & Sign Post	2,234
Child Protection & Support in Community	7,198
Care of Looked After Children	11,060
Post Care Support	6,625
Education	3,065
Commissioning	4,409
Finance & Resources	665
<b>Total</b>	<b>35,256</b>

<sup>4</sup> Excluding the Corporation of London



- 7.4 The Commissioning budget of £4.4m includes £1.7m spend on Children’s Centres and £0.99m on Youth Services.
- 7.5 The Education budget of £3.06m includes £0.6m spend on School Standards and £2.2m on Special Educational Needs and Vulnerable Children, predominantly on SEN passenger transport.
- 7.6 Savings totalling £3.227m have been identified for 2016/17 and are set out in Appendix 2.
- 7.7 The scale of reduction now required is a reflection of the challenge facing the administration in setting a budget for 2016/17 and the difficulties involved in establishing expenditure priorities.
- 7.8 The savings proposals for Children’s Services will seek not only to protect front-line services and to continue to offer a service appropriate to local need, but to improve our offer to residents facing difficult circumstances such as poverty and higher levels of need. The proposals will reduce spending on overhead costs, reduce spending on management and reduce duplication.
- 7.9 At the core of all savings proposals will be services that strengthen families and help parents care for their children; whilst steadfastly remaining vigilant with regards to our duty of safeguarding vulnerable children and young people; taking decisive action to protect those that need it.
- 7.10 Appendix 1 details £3.164m growth in 2016/17 for Children’s Services with respect to demand pressures within Family Services, and SEN passenger transport. The majority of these pressures relate to changes in practice forced by legislation and regulation changes introduced by the Government

for which inadequate funding has been distributed to local authorities to meet the additional liability.

- 7.11 Decisions taken by the Government will also impact on local services. The reduction in Justice Funding impacts directly on the funding of our Youth Offending Service.
- 7.12 Some pressures have been present for a number of years such as Southwark Judgement costs which have been appropriately identified as demand-growth and have been fully funded from corporate contingency. However the department has sought to contain other pressures, which had not been identified as growth, within Children's Services budgets through underspends elsewhere in the department or use of specific provisions. Provisions had been made on the balance sheet for Secure Remand and Leaving Care pressures. Expenditure on children who have No Recourse to Public Funds (NRPF) has been covered by prior years' asylum balances which is considered appropriate given the overlap of the client base, however this is being exhausted and the pressure is now being felt in-year.
- 7.13 Staying Put is a relatively new pressure supporting children in care to remain with their foster families until they are ready to leave, as is the requirement of local authorities to assess children who are released from remand presenting for Leaving Care services.

## **8 Equality Implications**

- 8.1 Published with this report is a draft Equality Impact Analysis ('EIA'). The EIA assesses the impacts on equality of the main items in the budget proposals relevant to this PAC. The draft EIA is attached, in Appendix 4. A final EIA will be reported to Budget Council.



**LOCAL GOVERNMENT ACT 2000**  
**LIST OF BACKGROUND PAPERS USED IN PREPARING THIS REPORT**

No.	Description of Background Papers	Name/Ext of holder of file/copy	Department/ Location
1.	None		

Appendix 1 – Savings and Growth Proposals

Appendix 2 – Risks

Appendix 3 - Fees and Charges Not Increasing at the Standard Rate

Appendix 4 – Draft Equality Impact Assessment

Service	Description	Change
		2016-17 Budget Change (£000's)
<b>Departmental savings</b>		
Family Services - Child Protection and Children in Need	Preventing families from needing the high cost in care service through the Focus on Practice programme of systemic intervention and developing an intensive support service for families that will reduce risk to children without removing them	(629)
Family Services - Looked After and Leaving Care	Achieving permanent care for children (through avoiding the need for care, return home project, and throughput into permanent families) and thereby reducing the number of looked after children numbers. Reduction in looked after children numbers will result in savings in staffing numbers and placement costs while retaining the same level of service.	(1,656)
Education	School Standards - increase buyback income to part fund lead advisers and provide additional Dedicated Schools Grant to support statutory duties	(55)
Education	Education Data Team – buyback charges investment in education officer	(16)
Education	Educational Achievement - Restructure secondary support to GCSE	(77)
Education	Reduced contracts spend	(10)
Education	Special Education Needs (SEN) and Educational Psychology Services - Increase contribution from Dedicated Schools Grant and buyback charges to support SEN functions	(300)
Commissioning	Renegotiation of contract for guidance and advice	(44)
Commissioning	Reorganisation of commissioning team	(260)
Finance and Resources	Staffing and Contracts	(180)
<b>Savings</b>		<b>(3,227)</b>
<b>Departmental Growth</b>		
Family Services - Leaving Care	Southwark Judgement	205
Family Services - Leaving Care	21+ increase in education	516
Family Services - Leaving Care	Staying Put	477
Family Services - Leaving Care	Staying Put (Consequential Costs)	120
Family Services - Leaving Care	Impact of Secure Remand on Leaving Care	250

Service	Description	Change
		2016-17 Budget Change (£000's)
Family Services - Leaving Care	Unaccompanied Asylum Seeking Children	371
Family Services - Looked After Children	Increasing Special Guardianship Order arrangements	220
Family Services - Post Permanency	Impact of Tower Hamlets judgement on reward payments for kinship carers	297
Family Services - Staffing and Other	Looked After Children & Leaving Care Team	115
Family Services - Staffing and Other	Delayed start to Assessment Contract	98
Family Services - Staffing and Other	Youth Justice Board Grant Reduction - No reduction in Statutory Duty	95
Education	Passenger Transport Review	400
<b>Growth</b>		<b>3,164</b>

**Childrens Departmental Risk/Challenges****Appendix 2**

		<b>Risk</b>
<b>Division</b>	<b>Short Description of Risk</b>	<b>2016/17 Value £000k</b>
<b>Children's' Services</b>		
Social Care	Kinship Fees related to the Tower Hamlets Judgement	174
Social Care	Unfunded Unaccompanied Asylum Seeking Children 18+ not meeting Staying Put criteria	100
Social Care	18+ Children With Disabilities not meeting adult funding criteria	80
Social Care	Passenger Transport - higher than anticipated usage	50
<b>Children's' Services Total</b>		<b>404</b>

Fee Description	2015/16 Charge (£)	2016/17 Charge (£)	Proposed Uplift (%)	Total Estimated Income Stream for 2016/17	Reason for uplift
<b>School Meal Fees</b>					
School Meals- Primary (Pupils)	£1.80	£1.80	→ 0.0%	£3,858,135	All children's services fees are frozen
School Meals- Secondary (Pupils)	£1.90	£1.90	→ 0.0%		
School Meals- Primary (Adults)	£3.15	£3.15	→ 0.0%		
School Meals- Secondary (Adults)	£3.15	£3.15	→ 0.0%		
<b>Professional Development Centre</b>					
Education Staff				£127,200	All children's services fees are frozen
Meeting Room	£80.00	£80.00	→ 0.0%		
Boardroom	£165.00	£165.00	→ 0.0%		
Training Suite	£195.00	£195.00	→ 0.0%		
Conference Room	£245.00	£245.00	→ 0.0%		
LBHF EX EDU					
Meeting Room	£110.00	£110.00	→ 0.0%		
Boardroom	£220.00	£220.00	→ 0.0%		
Training Suite	£245.00	£245.00	→ 0.0%		
Conference Room	£300.00	£300.00	→ 0.0%		
External Users					
Meeting Room	£100.00	£100.00	→ 0.0%		
Boardroom	£250.00	£250.00	→ 0.0%		
Training Suite	£375.00	£375.00	→ 0.0%		
Conference Room	£400.00	£400.00	→ 0.0%		

## Appendix 4 - Equality Impact Analysis (EIA) of main Budget proposals for 2016/17

### **Children's Services (CHS)**

**Key Protected Characteristics:** Children with Disability, Maternity and Pregnancy, Age, Race, Religion, Gender

#### **GROWTH PROPOSALS**

The Council is seeking to protect the most vulnerable members of the community against the impact of Government and Legislative changes through the targeted allocation of resources to support homeless teenagers; assist children in care to stay with their foster families and enhance their education outcomes; support children leaving care and their foster families; support vulnerable refugees, unaccompanied asylum seekers and others with no recourse to public funds and ensure young people have the best support available from the Youth Offending Service. Investments in these measures are anticipated to have positive impacts on children and young people, including those in protected groups.

Particular consideration is given to the needs of our children with disabilities and their families as they seek to access our outstanding special school provision through the development of supported care and transport arrangements.

#### **SAVING PROPOSALS**

The Council has emphasised the need to improve services in the development of the savings proposals required by the reduction in Central Government support for local services. Where individual items relate to staffing efficiencies, reprocurments or other major programmes, appropriate procedures will be applied to ensure equality impact assessments are considered.

#### **Family Services**

**Key Protected Characteristics: Disability, Age, Race, Religion, Gender**

Family Services are developing an innovative approach to its support of families in need through the Focus on Practice Initiative that will see social workers providing more intensive support to families. When the Focus on Practice initiative was approved by Cabinet in November 2014, consideration was given to an equalities impact assessment and it was determined that an assessment was not required as the initiative would not have an impact on protected groups.

Family Services aims to deliver savings by achieving more effective permanent care solutions for children (through avoiding the need for care, return home project, and improvements in the process by which children move into permanent placements). This will reduce the number of looked after children and are a continuation of existing policies and indicatives.

Part of the improvement will be achieved by increasing the number of in-house carers and proactively monitoring the implementation of children's plans to avoid delay and costly court proceedings.

Staffing numbers would only be changed if Family Services are successful at achieving permanent care for children and therefore reducing the number of Looked After Children. Any such staff reorganisation would require a separate EIA.

## **EDUCATION/SCHOOLS**

### **Key Protected Characteristics: Disability, Age, Race, Religion, Gender**

**Revise how lead adviser, data and educational psychology support is provided to schools.** These revisions will not lead to a significant change in the services provided but review how the services are funded (i.e. through Dedicated Schools Grant or buy-back from schools). Therefore no equalities impact upon service users is anticipated.

### **Other discretionary support to schools.**

Discretionary support to schools have helped to establish existing programmes. Restructuring this support and substituting funding sources will ensure that schools can continue to prioritise this work as part of their raising achievement plans.

## **COMMISSIONING**

### **Key Protected Characteristics: Disability, Age, Race, Religion, Gender, Maternity and Pregnancy**

**Renegotiation of Information, Advice and Guidance contract** includes direct award of existing contract from April 2016 at a reduced cost. Any Equalities Impacts will be assessed in negotiating the revised specification of the 2016/17 service.

**Joint Health Commissioning** changes arise from the service now being delivered by the CCG in a different way. There will be no change to the service provided.

**Staffing - Reduction in Commissioning staff budgets** Significant reorganisation of the shared service Children's Commissioning Directorate with no negative anticipated impact upon frontline services. Proposals will be subject to staff consultation and the EIA will include the workforce profile to identify if any particular groups are disproportionately affected.

## **FINANCE AND RESOURCES**

### **Key Protected Characteristics: Disability, Age, Race, Gender, Maternity and Pregnancy**

**Staffing** - Ahead of the consultation of staff affected by the reorganisation, it was assessed that the proposals would not have any significant implications for equalities within the workforce. There is no anticipated impact on frontline services.

## Children and Education PAC – Work Programme 2016

<b>Item</b>	<b>Report Author(s)</b>	<b>Comments</b>
<b>February 2016</b>		
<b>Executive Director's Update</b>	Steve Bywater	
<b>Cabinet Members' Update (Verbal)</b>	Cllr Macmillan	
<b>School Performance Report</b>	Richard Stanley	
<b>School Organisation and Investment Strategy</b>	Alan Wharton	
<b>Children's Social Care Complaints</b>	Steve Miley - TBC	
<b>Care Leavers – Housing and Accommodation</b>	Steve Miley - TBC	