

Children and Education Policy and Accountability Committee

Agenda

Monday 29 February 2016

7.00 pm

Small Hall - Hammersmith Town Hall

MEMBERSHIP

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

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Date Issued: 19 February 2016

Children and Education Policy and Accountability Committee Agenda

29 February 2016

<u>Item</u>		<u>Pages</u>
1.	MINUTES The Committee is asked to approve the minutes of the meeting held on 18 January 2016.	1 - 8
2.	APOLOGIES FOR ABSENCE	
3.	DECLARATIONS OF INTEREST More information on declarations of interest can be found on the next page.	
4.	PUBLIC PARTICIPATION The Committee invites questions from members of the public present at the meeting. To allow a more substantial answer please email your question to david.abbott@lbhf.gov.uk ahead of the meeting.	
5.	EXECUTIVE DIRECTOR'S UPDATE	9 - 12
6.	CABINET MEMBERS UPDATE	(Verbal)
7.	ACTION FOR CHANGE - BREAKING THE CYCLE OF REPEAT REMOVALS FROM BIRTH PARENTS	13 - 22
8.	SCHOOL PERFORMANCE REPORT 2015	23 - 32
9.	WORK PROGRAMME AND OFSTED SCHOOL INSPECTIONS (1) Work Programme - The Committee is asked to give consideration to its work programme. (2) Ofsted School Inspections – The Committee is asked to feedback on any visits to schools that have been taken in respect of recent Ofsted Inspections.	33 - 35
10.	DATE OF NEXT MEETING The Committee is asked to note the date of the next meeting, which is to be held on 25 April 2016.	

More Information on Declarations of Interest

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.

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.

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.

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.

London Borough of Hammersmith & Fulham

Children and Education Policy and Accountability Committee Minutes



Monday 18 January 2016

PRESENT

Committee members: Councillors Caroline Needham (Chair), Alan De'Ath, Caroline Ffiske (Vice-Chair), and Donald Johnson

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

Other Councillors: Councillors Sue Macmillan (Cabinet Member for Children and Education), Sue Fennimore (Cabinet Member for Social Inclusion), and Max Schmid (Cabinet Member for Finance)

Officers: Hitesh Jolapara, Andrew Lord, Dave McNamara, Steve Miley, Glen Peache, Andrew Christie, Glen McLean, and David Abbott

1. **MINUTES**

RESOLVED

That the minutes of the meeting held on 23 November 2015 be approved as a correct record and signed by the Chair.

2. **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Elaine Chumnerly.

3. **DECLARATIONS OF INTEREST**

There were no declarations of interest.

4. PUBLIC PARTICIPATION

There were no public questions.

5. YOUTH TAKE OVER DAY - EVALUATION REPORT

Youth Council members gave a presentation about Youth Take Over Day 2015 in Hammersmith and Fulham. Youth Take Over Day was a national campaign that started in 2007. Last year's event was the biggest in the borough's history with 121 young people involved and a number of organisations and businesses taking part. The Youth Council reported that feedback from professionals was incredibly positive and everyone involved was keen to take part again this year.

The Youth Council members said the experience was positive and gave them an insight into how the Council helps and supports children. One of the young people presenting said it had given her the confidence to join the Youth Council.

Members asked if there were any improvements that young people wanted to see at the next event. Members of the Youth Council responded that they would like more sessions and activities led by young people.

Members asked how young people chose their activities for Youth Take Over Day. Brenda Whinnett responded that a booklet of preferences was distributed to show what was available and allow people to write about why they wanted to do their top choices. Officers had tried to give every participant one of their top five choices, but if that wasn't possible they were contacted and skills-matched to relevant activities.

Members asked how young people found out about Youth Take Over Day. The Youth Council said it was promoted in their schools through teachers and after school clubs. The Youth Council members suggested they could reach a wider group of young people by doing promotional assemblies. Brenda Whinnett noted that they were also thinking about producing a promotional video.

Members asked if schools were all supportive of the project. Brenda Whinnett responded that a very few schools still did not engage well with Youth Voice but good relationships had been developed with the majority of schools in the borough. She noted that it was a challenge to maintain relationships and contacts within schools due to high staff turnover.

Andrew Christie asked if services within the Council had engaged well with the event. Brenda Whinnett noted that there had been a good level of engagement with around 35 unique activities made available across a diverse range of services and she hoped for even more this year. Andrew Christie requested that this was reported back to the management board to show the positive outcomes of the event and ensure it continued.

Members asked if young people with special educational needs were able to take part. Brenda Whinnett responded that they had worked closely with Action on Disability and had tried to offer as many full accessible activities as possible. In the future they wanted all activities to be open to anyone. All Youth Voice projects were open to people with special educational needs up to the age of 25. Youth Voice would be working more closely with Parentsactive to publicise upcoming events.

Andrew Christie thanked Brenda Whinnett for making 2015's Youth Take Over Day the borough's biggest and best yet.

RESOLVED

That the Committee noted and commented on the contents of the report.

6. EXECUTIVE DIRECTOR'S UPDATE

Ofsted Inspection

Andrew Christie reported that Ofsted had begun inspecting the social care services. The process would last four weeks; week one was focused on the 'front door' of the social care services (including CSE and missing children); in week two the inspectors left to allow managers to produce detailed audits of cases and respond to the inspector's questions; weeks three and four saw the return of the inspectors who would focus on the later stages of care (care plans etc.). A full report would be published at the end of the process.

Members asked if the Ofsted inspection drew resources away from frontline services. Andrew Christie responded that the process was very demanding on resources from both the social work and management teams. During the inspection senior officer from services that were not part of the process had been supporting work across departments.

Members asked for more information about the scale of the Ofsted inspection and what form the feedback took. Andrew Christie responded that Ofsted had brought in 28 inspectors across the three boroughs, equating to roughly one inspector for each head of service in the Family Services directorate. Feedback took different forms; Steve Miley met with the lead inspector for a daily debrief; during the day managers received feedback from inspectors; inspectors produced lines of inquiry to test various hypotheses; and at the end of the process the Council receives a grading, in much the same way a school does, ranging from 'inadequate' to 'outstanding'.

Members asked when the last time the Council had been inspected and the grading. Andrew Christie responded that since the last inspection in 2011 the inspection framework had changed to the 'Single Inspection Framework. At the time of the last inspection the Council received a judgement of 'good with outstanding features'.

Retirement of the Executive Director for Children's Services

Members asked if there was a candidate in mind for the position of Executive Director of Children's Services following Andrew Christie's retirement. Andrew

Christie responded that head hunters had been recruited to support the recruitment process and ensure that a suitable candidates were identified. All three boroughs would be involved in the appointment process.

Members requested that Andrew Christies replacement be introduced to Parentsactive representatives to ensure a continuation of the good working relationship between them and the Council. Officers noted that Parentsactive representatives would be a part of the stakeholder interview panel.

The Bridge Academy and Free School

Members asked for clarity over the funding model for the Bridge Academy and free school. Dave McNamara responded that funding to expand to accommodate a 16-19 offer was linked to the redevelopment of the whole site. The Council would be making a decision in March 2016 about contributing funding to ensure the Bridge Academy provided the best possible service to children.

Travel Care and Support Service

Nandini Ganesh noted that Parentsactive had been asked to comment on draft criteria for the Travel Care and Support Service and raised concerns that it was more stringent than past guidance. Officers responded that the intention was to make the criteria clearer and more transparent; there was no intention to reduce the entitlement.

The Chair asked if the fact that the Ofsted inspection was being carried out simultaneously across the three boroughs was a limiting factor at the grading stage. Officers responded that because a majority of casework was borough based it would still be possible for the three boroughs to have separate judgements made on quality. Officers had asked for a joint inspection to avoid shared teams having to go through the process multiple times.

7. CABINET MEMBER'S UPDATE

Councillor Sue Macmillan, Cabinet Member for Children and Education, provided an overview of recent developments of relevance to the Committee. Since the previous meeting Councillor Macmillan had:

- Visited Cambridge School and Avonmore Primary School.
- Attended a Looked after Children review meeting.
- Attended an awards event at Chelsea F.C. organised by the Virtual School team to celebrate the academic achievements of Children in Care.
- Attended the H&F Schools Christmas Concert put on by the Tri-borough Music Hub.
- Visited Melcombe Children's Centre prior to Christmas as part of the flu-jab programme for children aged four and under.

8. LOOKED AFTER CHILDREN AND CARE LEAVERS ANNUAL REPORT

Glen Peache presented the report and highlighted the fact that GCSE performance for 2014/15 had improved significantly, representing the highest overall academic achievement to date. He noted that the care leavers service had been reorganised to ensure there were more qualified social workers to provide a greater consistency of relationships to young people. It was also noted that their work was enhanced by the use of the Focus on Practice clinical team.

The service had also begun some pioneering work called Action for Change that provided support to parents who had had children removed from their care. The support was designed to help parents think about the reasons for their children being removed and help to prevent it from happening in the future. Since its inception the programme had produced very positive outcomes for parents in the borough. The Chair asked for a report to come to committee on the Action for Change programme.

ACTION: Steve Miley / Glen Peache

Looking forward the service would be focusing on late entrants into care, as over the past year the numbers had increased by 100 percent.

Members asked why the numbers of children in H&F who had had their teeth checked by a dentist was lower than the national average. Glen Peache responded that the dip may be due to the rise in numbers of unaccompanied asylum seekers who were generally more reluctant to attend dentist appointments. Members noted that having healthy teeth was fundamental to later life health outcomes.

Members asked if there was a process to ascertain the age of unaccompanied asylum seekers. Officers responded that if the age of a child was disputed there would be an in depth assessment.

Members asked if the increase in unaccompanied asylum seekers was indicative of a future trend. Glen Peache responded that the recent change in numbers was likely to be due to a pan-London protocol as to how unaccompanied asylum seekers were distributed between boroughs. There had been a challenge as to how proportionate that had been and it was expected that there would be more of an even distribution going forward. Officers noted that the protocol was for 16 year olds and above. Under 16s who could prove a local connection had to be supported by the relevant borough. The issue was a national one but it was likely that the numbers would stay at the recent relatively high level for some time. The challenges presented by this were variable according to individual's legal status. Where they were in the asylum process directly linked to the opportunities afforded to them.

Members asked for more information on the reduction in missing children numbers. Steve Miley responded that better practices had been put in place and the service had particularly tightened up tracking of young people at risk

of CSE. The Family Assist team was also being used to influence young people to make better choices and reduce their risk of harm.

Members asked if future funding issues could affect that work. Officers responded that they were not planning on making any changes in those areas.

Members asked what guidance was given to young people who did not achieve good academic results. Officers responded that they were directed towards apprenticeship programmes and other educational training programmes. Andrew Christie noted that later entrants tended to have a variety of needs and sometimes it took them longer to achieve the results they were capable of.

Members asked for more information behind the decrease in adoption numbers. Officers responded that a recent judgement (referred to as the Re B-S Judgement) had stated that adoption should be a last resort and had cooled the number of adoptions nationally. The Government was carrying out analysis on the judgement and the subsequent impact on the adoption landscape.

Members asked if there was feedback available from children in care on their level of satisfaction with the services, including softer measures around their mental wellbeing. Steve Miley responded that feedback was received through statutory reviews and independent checks every six months. Officer had also begun a radical overhaul of the Corporate Parenting Board; taking a thematic approach to meetings informed by consultations with looked after children and care leavers. The Children in Care Council led on these consultations and this had led to information about a wealth of issues that would be responded to via development groups. Glen Peache noted that particular concerns were raised on the quality of leaving care accommodation and this was being looked into.

Eleanor Allen raised a concern from a young person who said they had been left without a social worker at a critical stage (moving to secondary school) following staffing changes. Steve Miley responded that every young person should have a social worker and arrangements should be in place to cover any absences. Steve Miley said he would follow up this issue outside of the meeting.

ACTION: Steve Miley

The Chair noted that there had been feedback about the number of social workers that young people have over their time in care and the disruption it caused. This was also raised as an issue for schools with teachers having to have the same conversations with multiple social workers. The Chair requested that this information be provided in next year's report.

ACTION: Glen Peache

RESOLVED

That the Committee noted and commented on the report.

9. CHILDREN'S SERVICES BUDGET PROPOSALS

Hitesh Jolapara presented the corporate budget position. He outlined the national funding situation, showing the successive reductions in funding from Central Government. He noted that the Government had given local authorities the option of adding an adult social care precept to Council Tax, but in H&F this would only cover six percent of the adult social care budget. It had been proposed that councils would be retaining business rates by end of this parliament but it was likely that would come with additional burdens including housing benefit, capital projects, and public health funding. More information on the retention of business rates would be available this year and officers would keep the committee updated.

Dave McNamara addressed the committee and outlined the Children's Services section of the budget. Children's Services had experienced significant successive reductions in their budget from around £50m in 2011/12 to around £35m at present. Family Services was the largest budget area within the department at around £27m.

Due to the nature of the services provided Children's Services experienced demand led growth that was out of the Council's control (e.g. supporting children in care post-16). Officers noted that they were getting better at identifying pressures earlier and were proactively setting aside budget allocations to mitigate these pressures going forward.

Schools were also facing a number of funding challenges at the moment with changes to the national funding formula and pensions. The new schools meals services should reduce costs for schools and free up funding for other areas.

Key risks included the upcoming Ofsted inspection, potential delays in delivery a large savings programme, further growth pressures, and changes to legislation.

Members asked when the detail would be known of how changes to the funding formula would affect H&F schools. Dave McNamara responded that details were not clear at present. The Campaign for Fairer Funding in Education (f40) had produced figures that showed a reduction of around £40m for schools in the borough.

Members asked for more detail on the savings programmes in social care. Steve Miley responded that there were three key areas of focus:

- Reducing the numbers of young people entering care through more targeted lower level support.
- Reducing the length of time people stayed in care by working more effectively with families to return children to them faster. The service would also improve recruitment of adopters and special guardians.
- Keeping placement costs down through the use of family based care and other options - costs ranged from £8,000 per year for a placement with a relative to £300,000 per year for a complex placement.

The Chair requested a report on the training and development of social workers.

RESOLVED

That the Committee noted and commented on the report.

10. WORK PROGRAMME

Members requested the following items to be considered at a future meeting:

- Customer feedback in the care services.
- Members suggested an item on commercial revenue within Children's Services, particularly schools (buildings, sports facilities, and equipment).

11. DATE OF NEXT MEETING

The next meeting was scheduled for 29 Feb 2016.

12. ANY OTHER BUSINESS

Co-opted Members from Academy Schools

The Chair requested agreement from the Committee to allow Academy School Governors to join the Committee as Co-opted Parent Governors. Members unanimously agreed the proposal.

RESOLVED

That the Committee agreed to allow Academy Parent Governors to sit on the Committee as co-opted members.

Meeting started: 19:00
Meeting ended: 21:45

Chair

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Minutes are subject to confirmation at the next meeting as a correct record of the proceedings and any amendments arising will be recorded in the minutes of that subsequent meeting.

<p>London Borough of Hammersmith & Fulham</p> <p>CHILDREN AND EDUCATION POLICY & ACCOUNTABILITY COMMITTEE</p> <p>29 FEBRUARY 2016</p>		
<p>EXECUTIVE DIRECTOR'S UPDATE</p>		
<p>Report of the Executive Director of Children's Services</p>		
<p>Open Report</p>		
<p>Classification: For Information Key Decision: No</p>		
<p>Wards Affected: All</p>		
<p>Accountable Executive Director: Andrew Christie, Executive Director of Children's Services</p>		
<p>Report Author: Andrew Christie, Executive Director of Children's Services</p>	<p>Contact Details: Tel: 020 8753 3601 E-mail: andrew.christie@lbhf.gov.uk</p>	

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. The Committee is asked to note the contents of the report

3. OFSTED INSPECTION OF SERVICES FOR CHILDREN IN NEED OF HELP AND PROTECTION, LOOKED AFTER CHILDREN & CARE LEAVERS AND REVIEW OF THE LOCAL SAFEGUARDING CHILDREN BOARD

- 3.1. At the previous meeting of the Committee, Members were notified that Ofsted had started their inspection of our Family Services Department, focussing specifically on services for children in need of help and protection, looked after children and care leavers. The inspection also included a review of the Local Safeguarding Children Board.
- 3.2. The inspection, which was undertaken in parallel with the Royal Borough of Kensington and Chelsea and Westminster City Council, was a very detailed,

thorough process, lasting a total of four weeks; starting on Tuesday 12 January and ending on Thursday 4 February.

3.3. The Ofsted team in Hammersmith and Fulham consisted of eight inspectors, with specific leads for reviewing:

- Leadership and Management
- Children in Need of Help and Protection
- Looked After Children
- Fostering
- Adoption
- Children with Disabilities
- Care Leavers and Education of Looked After Children
- The Local Safeguarding Children's Board

3.4. Where these services are delivered on a cross-borough basis, responsibility for inspecting them was shared between inspectors based in each borough.

3.5. During the four week process, inspectors:

- evaluated and explored in detail a large sample of children's cases (around 200 in total) in order to judge the quality of front-line practice and management and the difference this makes to the lives of children, young people, their families and carers – this will included discussions with social work staff, including their managers and other professionals working with the child or young person
- tested the decision-making at all stages of a child's journey (early help; referral and assessment; children in need; child protection planning; continuing support; the decision to remove a child from home; permanence planning; placement decisions, including work to support return home; leaving care)
- met with children, young people, parents and carers
- shadowed staff in their day-to-day work, for example observing practice in the duty team, the work of social workers with children and families and the work of independent reviewing officers
- observed practice in multi-agency meetings such as child protection strategy meetings, child protection conferences, looked after children reviews and resource panels

3.6. Inspectors will make a judgement on the **overall effectiveness** of services and arrangements for children looked after, care leavers and children who need help and protection, which is graded on a four point scale:

- outstanding
- good
- requires improvement
- inadequate

- 3.7. The overall effectiveness judgement is a cumulative judgement derived from:
- the experiences and progress of children who need help and protection
 - the experiences and progress of children looked after and achieving permanence, including graded judgements on:
 - adoption performance
 - the experiences and progress of care leavers
 - leadership, management and governance.
- 3.8. In addition, there will be a separate judgement for the Local Safeguarding Children's Board, which is based on the same four point scale.
- 3.9. Thus far, the forensic nature of the inspection process has resulted in a particularly tough framework. Of the 78 inspections that had taken place prior to ours, only 17 local authorities had achieved an overall effectiveness judgement of 'Good', with 41 authorities judged to 'Require Improvement' and 20 authorities found to be 'Inadequate'.
- 3.10. A formal report will be written by the Lead Inspector and will be sent to the Executive Director of Children's Services, the Chief Executive and the Chair of the LSCB. This will contain the judgement for Hammersmith and Fulham and will outline key strengths, along with any areas for development and priority action. The report will be published in mid-March.
- 3.11. The local authority must publish a written statement of action they propose to take in light of the findings within 70 working days of the report being published.

4. EQUALITY AND DIVERSITY CONFERENCE

- 4.1. Children's Services, Adult Social Care and Public Health are working together to host their first joint Equalities and Diversity Conference on 26 February 2016. The theme of the conference is 'promoting mental health awareness and wellbeing in the workplace across all three boroughs'.
- 4.2. The key aims of the conference are:
- To promote the three councils as employers of choice, who are proactive in promoting a healthy working environment for staff
 - Understanding the needs of our service users and responding innovatively to promote positive health outcomes
 - To celebrate the diversity of our combined workforce and of the communities we serve, as well as facilitating a space to discuss key issues and help us to determine priorities and actions for the year ahead
- 4.3. This conference is aimed at all staff and will include:
- Keynote Speaker: Ruby Wax.

- Discussion about the issues raised, led by Nick Pendry, Head of Clinical Practice – Children’s Services and Dr Mike Robinson, Director of Public Health.
- Abbey Murray, Westminster Youth MP.
- A range of interactive workshops including Mindfulness and Mental Health Awareness.
- Networking and information stalls.

5. EQUALITY IMPLICATIONS

- 5.1. 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.

6. LEGAL IMPLICATIONS


- 6.1. As this report is intended to provide an update on recent developments, here 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.

7. FINANCIAL AND RESOURCES IMPLICATIONS

- 7.1. 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.

<p>London Borough of Hammersmith & Fulham</p> <p>CHILDREN AND EDUCATION POLICY AND ACCOUNTABILITY COMMITTEE</p> <p>29 February 2016</p>	
<p>ACTION FOR CHANGE – BREAKING THE CYCLE OF REPEAT REMOVALS FROM BIRTH PARENTS</p>	
<p>Report of the Director of Family Services - Steve Miley</p>	
<p>Open Report</p>	
<p>Classification: For review and comment Key Decision: No</p>	
<p>Wards Affected: All</p>	
<p>Accountable Executive Director: Andrew Christie, Executive Director for Children’s services.</p>	
<p>Report Author: Natasha Bishopp, Head of Early Help and Social Work, Royal Borough of Kensington and Chelsea.</p>	<p>Contact Details: Tel: 07739-316979 E-mail: Natasha.bishopp@rbkc.gov.uk</p>

1. EXECUTIVE SUMMARY

This report aims to describe the Action for Change project, set out the performance of Action for Change against national birth averages and to demonstrate the cost effectiveness of Action for Change as a cost avoidance model.

2. RECOMMENDATIONS

That the Committee review and comment on the contents of the report.

3. BACKGROUND

Action for Change is a Children’s Services project shared across Westminster, Kensington & Chelsea and Hammersmith and Fulham, and is based within Families Forward in the Royal Borough of Kensington and Chelsea. The project’s priorities are to work with parents who have had one or more children removed from their care. A core function of the service is to provide intensive and assertive outreach on an individual basis, to assist this client group to make informed choices to effect positive change to their lives; with the overall aim to prevent unplanned pregnancies and future removals.

Engagement is crucial to the success of this project; the service works with clients on a one-to-one basis providing intensive therapeutic and practical support. The

interventions are shaped by systemic practice to explore and address the reasons for repeat removals.

Action for Change (AFC) is also the vehicle by which we deliver a European Union (EU) funded project (DAPHNE), the aims being to improve the outcomes of survivors of domestic abuse who have had their children taken in to care. The EU component has run since January 2015 and will end in January 2017. Within the EU work, a domestic violence specialist from Advance Advocacy has been seconded to the Action for Change Team for a year. Group work including making films of the experience has been funded by the EU component. This breaks down the isolation linked to the guilt and shame of losing a child. It helps educate social workers and potential adopters.

The result is that our local services benefit from the specialist domestic violence work that the EU funding has afforded us. We also gain a wealth of knowledge in an area that has limited research locally, and an understanding of various delivery models and interventions that are effective, and finally we benefit from peer review with other countries, these being Italy, Romania, and Hungary.

As part of the EU component, we commissioned a research partner, the Learning and Work Institute, which has not only undertaken a desktop literature review but will also conduct an evaluation. This means that Action for Change will benefit from a rigorous evaluation process by an external body.

4. Summary of Activity between April 2014 – December 2015

Description	Total
Number of referrals to date	51
Intervention completed and closed	5
Number of no engagement	6
Number of pregnancies	1
Number of further removals	0

Description	Total
Number of reported SMU at the point of referral	29
Number of reported reduction in SMU at the point of latest review	7
Number of reported MH issues not accessing MH services at the point of referral	33
Number of reported MH issues accessing MH service at the point of latest review	20
Number reported in Domestic Abuse situation at the point of referral	18
Number reported in Domestic Abuse situation at the point of latest review	2

5. Break down of Referrals between April 2014 – December 2015

Borough	Referrals 2014/15	Referrals 2015/16	Total
LBHF	5	14	19
RBKC	4	8	12
WCC	3	11	14
TOTAL	12	33	45

4.1 From April 2014 – December 2015 there have been 45 referrals to Action for Change.

Only one service user, who has previously had two children removed, has had a child; she successfully engaged with the service and there are no care proceedings in place. Full care of her children has also been returned to her.

This demonstrates the validity of using the expected birthing calculation as a baseline to avoid costs.

4.2 It must be noted that in 2014/15, the Action for Change service received only 12 (38%) referrals out of a potential 31 mothers who had been subject to permanent removal of their child (ren). Based on a 75% success rate, if the additional mothers had been offered the service, there would have been potential for more significant savings. It is also important to note that not all referrals have come from Social Workers - several are from third party organisations and self-referrals.

6. Summary of Projected Cost Avoidance

Year	2014/15		2015/16		2016/17	
	Without intervention	With intervention	Without intervention	With intervention	Without intervention	With intervention
Cost incurred	£180,000 ¹	£60,000 ¹	£210,000 ¹	£60,000 ¹	£330,000 ¹	£90,000 ¹
• Estimated number of births	6	2	7	2	11	3
Cost of model	N/A	£67,000	N/A	£97,500	N/A	£140,000
Total cost incurred	£180,000	£127,000	£210,000	£157,500	£330,000	£230,000
Total cost avoidance (includes cost of model and cost incurred)	£53,000		£52,500		£100,000	

6.1 In 2014/15, the pilot was projected to avoid £53K. We arrived at this figure by deducting the cost incurred with intervention (127K) from the cost incurred without intervention (180K).

6.2 In 2015/16, the pilot is projected to avoid £52.5K. We arrived at this figure by deducting the cost incurred with intervention (157.5K) from the cost incurred without intervention (210K).

- 6.3 In 2016/17, we expect the total cost avoidance to increase as more mothers have been identified by the Action for Change program.
- 6.4 The projected cost avoidance is based on the overall Action for Change cohort and does not include the pending engagement cases. However, we expect an increase in the total size of the cohort worked with across the Local Authorities.
- 6.5 In 2014/15 to 2015/16, the cost of the model is estimated to increase from 67K to £97.5K because the FTE Family Practitioner only worked 3 months in 14/15.
- 6.6 Beyond 2015/16, the cost of the model will increase again (likely to £140K) because funding for the Domestic Violence specialist funded by the EU budget will end in June/July 2016.

7. Summary of Actual Cost Avoidance and Action for Change performance

Year	2014/15		2015/16	
Description	Without intervention	With intervention	Without intervention	With intervention
Cost incurred	£180,000	£0*	£210,000	£0
• Estimated number of births	6	1	7	No births yet
• Cost of care proceedings per child	£30,000	£30,000	£30,000	£30,000 ¹
Cost of model	N/A	£67,500	N/A	£106,750
Total cost incurred	£180,000	£67,500	£210,000	£106,750
Total cost avoidance (includes cost of model and cost incurred)	£112,500		£103,250	

6.1 In 2014/15, the cost avoidance of the pilot was £112,500. We arrived at this figure by deducting the cost incurred with intervention (£67,500) from the cost incurred without intervention (£180,000).

6.2 *Although one client did experience pregnancy and gave birth, the child remained in the care of the mother and therefore did not incur any care proceedings costs.

6.3 In 2015/16, the pilot is projected to avoid approximately £103K. We arrived at this figure by deducting the cost incurred with intervention (£106,750) from the cost incurred without intervention (£210,000).

6.4 In 2015/16, the total cost avoidance is lower than 2015/16 due to increased staffing costs to manage the increased caseload. We expect more mothers to conceive and more mothers are being identified by Action for Change.

¹ 'PSSRU: Cost Per Unit', which breaks down the cost of care proceedings to just under £30K, allowing for a London multiplier.

6.5 The projected cost avoidance is based on the overall Action for Change cohort. However, we expect an increase in the total size of the cohort worked with across the Local Authorities.

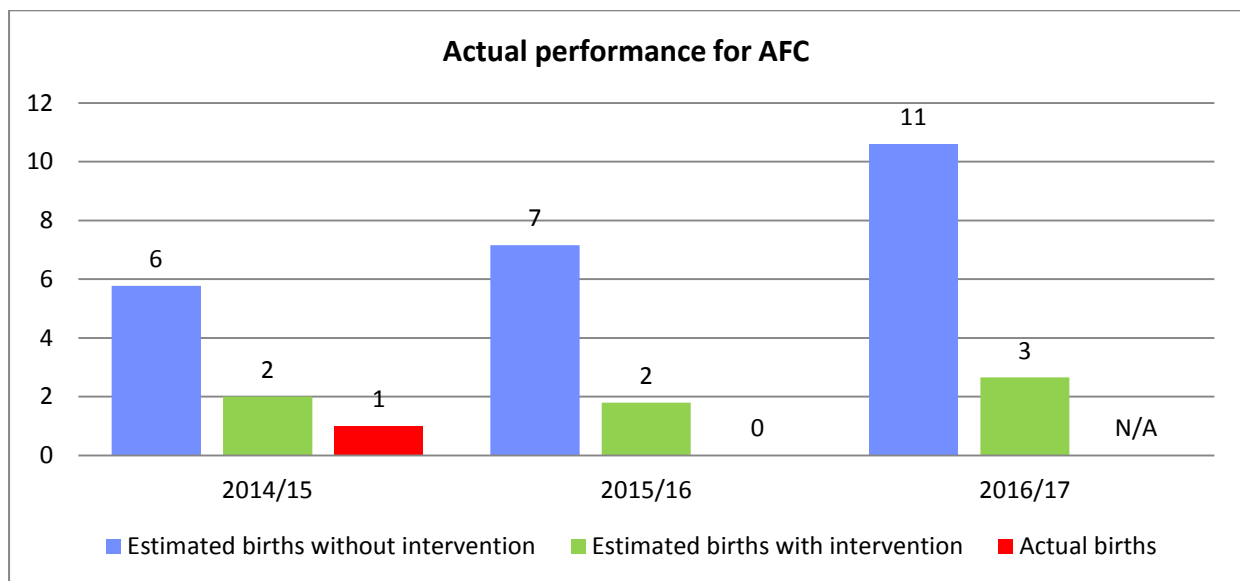
6.6 In 2014/15 to 2015/16, the cost of the model increases from £67.5K to £106.7K because the FTE Family Practitioner only worked 3 months in 14/15.

6.7 Beyond 2015/16, the cost of the model will increase again (likely to £140K) because funding for the Domestic Violence specialist funded by the EU budget will end in June/July 2016.

8. Actual performance of Action for Change

7.1 Using the findings below, we expected an estimate of 6 births to occur in 2014/15 if no intervention was put in place. Using a similar calculation, we can expect an estimate of 7 births in 2015/16 if no intervention is put in place.

7.2 Based on these findings, the fact that care proceedings cost approximately 30K, and the actual performance of the project, we can conclude that the running of the project in 2014/15 avoided 5 births. The one birth that did take place, the child remained in the care of his/her mother and has not incurred any care proceedings costs.



9. Calculating the Baseline (Estimated Birth Rate)

8.1 From February 2014, 40 women have been and are currently being worked with as part of the Action for Change program with an average age of 33 years. These women have had a recorded total of 86 children and young people permanently removed from their care and 19 women have been subject to multiple care proceedings within the three boroughs or elsewhere.

8.2 For the purposes of this Business Case, the following assumptions were made based on findings from *“Connecting Events in Time to Identify a Hidden Population: Birth Mothers and Their Children in Recurrent Care Proceedings in England”*. A new sibling was born in a first repeat care proceeding episode twenty-one months after his or her older sibling. In a second repeat care proceeding episode, a pregnancy interval of 13 months would have elapsed between the care proceedings episodes².

8.3 The following findings have been made regarding this cohort:

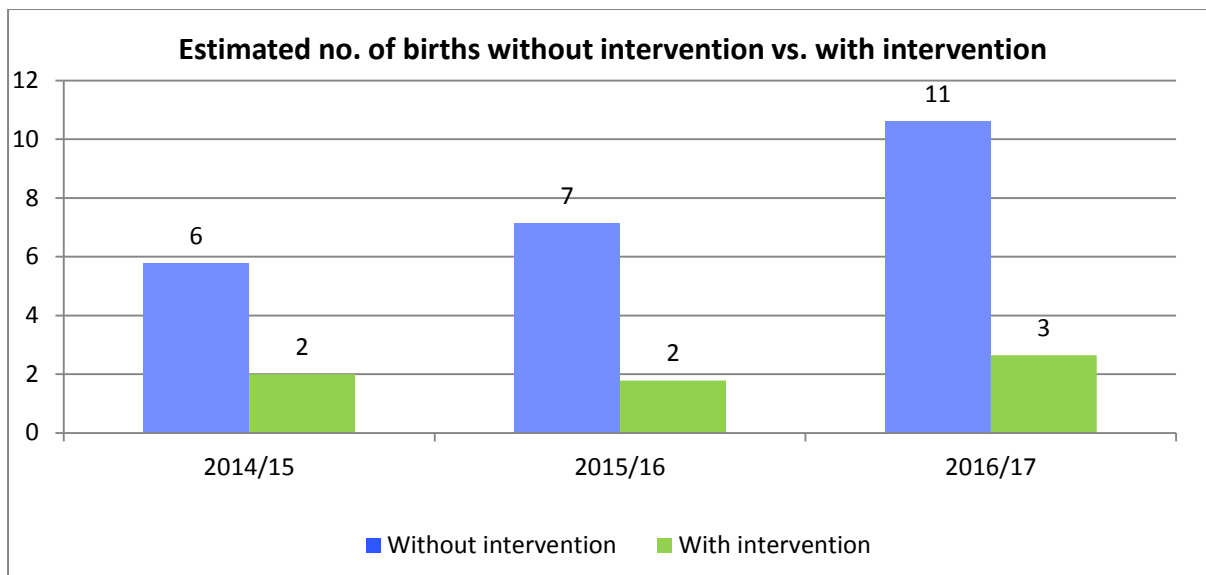
- Of this cohort 19 mothers had previously been subject to multiple care proceedings which resulted in the permanent removal of their children. Using Age Specific fertility rates³ it was estimated that 11 women would conceive between 2014 and 2017. This has been broken down further with 4 mothers predicted to conceive between 2014/15, 3 mothers during the 15/16 period and 7 mothers during the 16/17 period.
- Of this cohort 21 mothers had only experienced one subsequent care proceeding which resulted in the permanent removal. Using Age Specific fertility rates⁴ it was estimated that 10 women would conceive between 2014 and 2017. This has been broken down further with 2 mothers predicted to conceive between 2014/15, 4 mothers during the 15/16 period and 4 mothers during the 16/17 period.
- It was assumed that the two mothers over 50 were unlikely to conceive during this period.
- Fathers who attend the Action for Change program were also excluded from this analysis.

8.4 We can therefore expect an estimate of 6 births to occur in 2014/15 if no intervention is put in place. Using a similar calculation, we can expect an estimate of 7 births in 2015/16 if no intervention is put in place.

² *Connecting Events in Time to Identify a Hidden Population: Birth Mothers and Their Children in Recurrent Care Proceedings in England*, 2015, p2252

³ Source: Office for National Statistics (ONS), Northern Ireland Statistics and Research Agency (NISRA) and National Records of Scotland (NRS). Produced by the Fertility and Family Analysis Unit.

⁴ Source: Office for National Statistics (ONS), Northern Ireland Statistics and Research Agency (NISRA) and National Records of Scotland (NRS). Produced by the Fertility and Family Analysis Unit.



8.5 Based on these findings, the fact that care proceedings cost approximately 30K, and a 75% engagement rate in the program, we were able to project conservative cost avoidance estimates in the Summary of Projected Cost Avoidance table. This is also based on an assumption that all births to this cohort within this timeframe would lead to care proceedings.

10. Detailed breakdown of cost of Action For Change

9.1 In 2014/15, Action for Change consisted initially of a Senior Action for Change Practitioner. A full time family practitioner started in the last three months of the year. A number of Action for Change cases remain allocated within the Families Forward Team.

9.2 In June 2015, a domestic violence specialist joined the team to improve outcomes for survivors of domestic violence children who have had their children taken into care.

Description	FTE	14/15	15/16	16/17	Funding source
Family Intervention Practitioner	1 FTE	£7,000	£37,000	£37,000	Funded by Tri-Borough
Senior Practitioner	1 FTE	£42,000	£42,000	£42,000	Funded by Tri-Borough
Family Intervention Practitioner	-	£18,500 (0.5 FTE)	£27,750 (9 months in post only as FTE due to staff departure)	£37,000 (1 FTE)	This post has been covered until the end of 15/16 by the Families Forward staff budget, as a small amount of Action for Change cases are allocated to Families Forward Practitioners.
Advance Advocacy Worker	1 FTE	N/A	£0	£24,000	Action for Change (EU) budget funds the specialist DV post for 15/16, however, the funding runs out end of June 16, and we will seek to retain this role at 32K with on costs.
TOTAL		£67,500	£106,750	£140,000	

Note:

- £24K for the Advance Advocacy Worker represents the 9 months remaining from July 2016 to the end of March 2017 where EU funding ceases.
- The Senior Action for Change Practitioner provides case management and team management.
- Additionally, from January 2015 until January 2017, project support is provided via Action for Change which is funded from the EU budget (i.e. a Project Manager 3 days per week and a full time Project Officer).

11. The national picture

10.1 According to recent CAF/CASS data (2014)⁵ 15.5% of mothers involved in care proceedings have been through the process previously and 25% of all children subject to proceedings have a parent who has been through this process before.

10.2 Analysis of this data completed by Dr Karen Broadhurst, as detailed in the Guardian⁶ (2014), at the University of Manchester found that 22,790 babies and children were removed from 7,143 women between 2007 and 2014 in England: an average of over three children for each mother.

10.3 The average annual cost to a local authority in respect of children subject to either a care or placement order, is calculated to be approximately £30,000⁷ per care proceedings. Nationally, the average cost per looked after child per annum in 2013 was £52,075⁸ (Audit Commission, 2013).

10.4 A feasibility study carried out as referenced in the Guardian (2014) for the Pause Project in Hackney, illustrates that in the 14 months it's been operating, not one of the 20 women who agreed to be in the pilot project had a baby. Research supports the argument that without the project's support, the women's previous birth patterns suggest the cohort could have had at least 16 more children - all of whom would likely to have been taken into care. Over a five-year period, and without intervention, this same group of women were projected to have had a total of 40 children, with a direct cost to the council of around £1.5m (Guardian, October 2014).

⁵ June 23rd 2014; CAF/CASS data shines light on recurrent care proceedings'
<http://www.cafcass.gov.uk/news/2014/june/cascaff-data-shines-light-on-recurrent-care-proceedings.aspx>

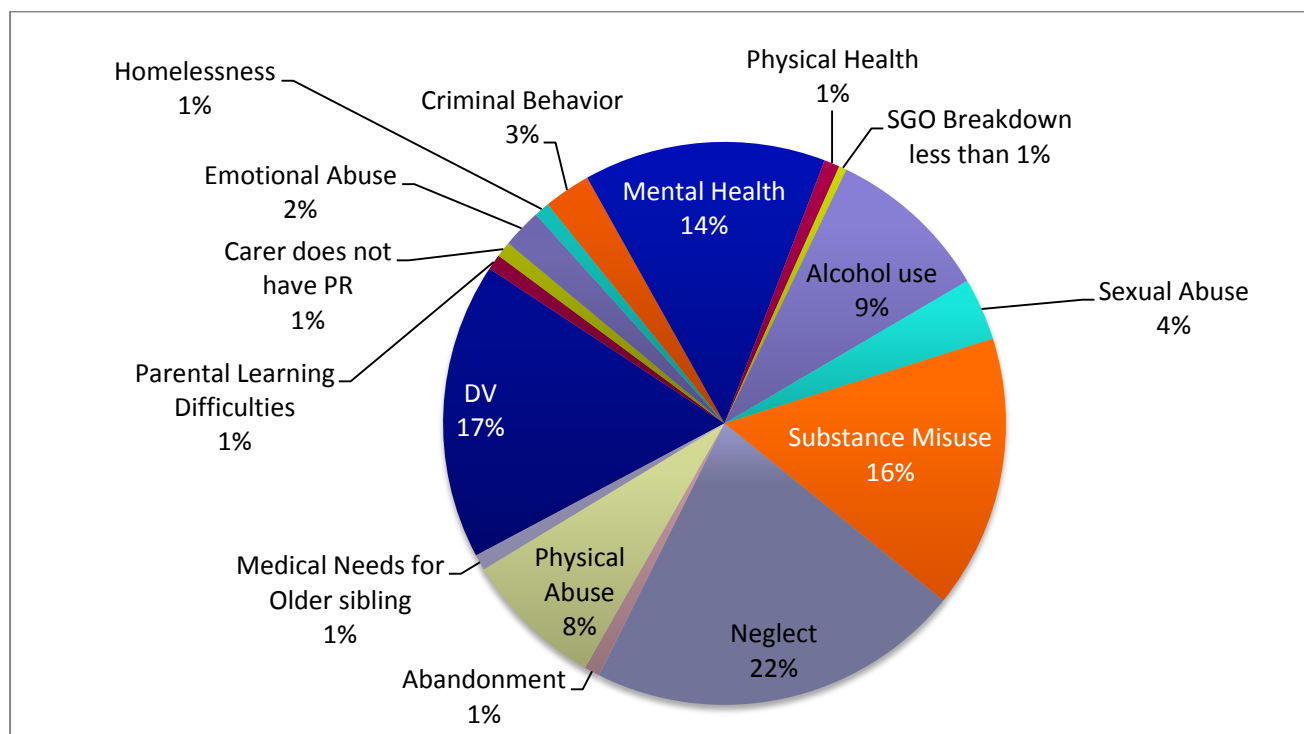
⁶ The Guardian; October 20th 2014, 'project for women with repeat children taken into care gains £3m boost'

⁷ 'PSSRU: Cost Per Unit', which breaks down the cost of care proceedings to just under £30K, allowing for a London multiplier.

⁸ Audit Commission, Protecting the Public Purse, 21st of August 2014, '12 percent more children in council care at an overall cost of £3.4 billion'.

12. Local Picture Across the three authorities

12.1 Presenting Issues between 2012 and 2015 for mothers of multiple care proceedings



12.2 Care proceedings 2013/14

1st April 2013 – 30th September 2014:

Borough	Total cases issued proceedings	Number and (%) with previous removal (families)
LBHF	61	11 (18%)
RBKC	31	8 (25%)
WCC	38	9 (24%)
All 3 boroughs	130	28 (22%)

13. Referrals (individuals) April 2014 – December 2015

Borough	Referrals 2014/15	Referrals 2015/16	Total
LBHF	5	13	18
RBKC	4	7	11
WCC	3	11	14
TOTAL	12	31	43

- From April 2014 – December 2015 there have been 43 referrals to Action for Change.
- Only one service user, who has previously had two children removed, has had a child; she successfully engaged with the service and there are no care proceedings in place. Full care of her children has also been returned to her.
- This demonstrates the validity of using the expected birthing calculation as a baseline to avoid costs.


It must be noted that in 2014/15, the Action for Change service received only 12 (38%) referrals out of a potential 31 mothers who had been subject to permanent removal of their child(ren). Based on a 75% success rate, if the additional mothers had been offered the service, there would have been potential for more significant savings. It is also important to note that not all referrals have come from Social Workers - several are from third party organisations and self-referrals.

14. Service User Feedback

“Thank you very much for telling our story in a different way to how everyone else is seeing it”, says a father / main carer for a child removed and who is expecting another child with the same mother.”

“Throughout the proceeding and involvement with Social Services, at no point I felt support or understood what was going on or that anyone actually tried to help me to be a better mother – this is the first time I have felt supported without being judged and what I need to do to be a better mother for my boys”, says a mother.

“The social workers were fine, but it was all about the baby. I didn’t feel that they even wanted for me to have my baby back and it felt like they were just making sure they can prove that I’m not a fit mother. Being involved with Support for Change, I now understand and accept why I wasn’t in a place to look after my child and once I feel stronger and older I can try to have another one,” says a mother.

<p style="text-align: center;">London Borough of Hammersmith & Fulham</p> <p style="text-align: center;">CHILDREN AND EDUCATION POLICY & ACCOUNTABILITY COMMITTEE</p> <p style="text-align: center;">29 February 2016</p>	
<p>SCHOOL PERFORMANCE REPORT 2015</p>	
<p>Report of the Cabinet Member for Children and Education – Councillor Sue Macmillan</p>	
<p>Open Report</p>	
<p>Classification: For review and comment Key Decision: No</p>	
<p>Wards Affected: None.</p>	
<p>Accountable Executive Director: Ian Heggs, Director of Schools</p>	
<p>Report Author: Ian Heggs, Director of Schools Richard Stanley, Assistant Director (School Standards)</p>	<p>Contact Details: E-mail: ian.heggs@lbhf.gov.uk Richard.stanley@rbkc.gov.uk</p>

1. EXECUTIVE SUMMARY

- 1.1 This is the annual school performance report to inform Members of the Children and Education Policy and Accountability Committee of the outcomes of the Summer 2015 assessments and examinations in the London Borough of Hammersmith and Fulham primary and secondary schools, and the current position with regard to Ofsted school inspections. The report provides an overview of the outcomes and how they compare with the national picture and is based on the final published data for primary schools and for secondary schools. The priorities for school improvement in the London Borough of Hammersmith and Fulham that inform the work of officers in the education service are highlighted. Individual school performance results were published by the Department for Education in December and January and can be made available to members separately.

2. RECOMMENDATIONS

- 2.1 That members of the Policy and Accountability Committee review and comment on the school performance details in the report and the school improvement priorities identified.

2.2 That members make particular note of the main performance headlines:

- Overall performance at all Key Stages in schools in Hammersmith and Fulham continues to be above national averages;
- Early years reception outcomes improved significantly and are now above the national averages;
- At Key Stage 1, the percentage of primary school pupils reaching the expected Level 2 and above in teacher assessments increased in writing and in mathematics; furthermore, percentages achieving beyond expected (Level 3) increased in all three subjects;
- The percentage of primary children achieving the expected Level 4 or above in reading, writing and mathematics at Key Stage remains above the national average, and compared with all local authorities continues to be ranked in the top quartile;
- The percentage of secondary school students achieving 5 or more GCSES at Grades A*-C including English and mathematics declined slightly, however Hammersmith and Fulham remains above the national average, and is ranked 26th in the country, which is also in the top quartile;
- Gaps in outcomes for children in receipt of the pupil premium remain smaller than the national gaps;
- The proportion of schools judged to be good or outstanding continues to improve and is above the latest published national average.

3. KEY STAGE OUTCOMES

Foundation Stage (reception)

3.1 The percentage of the Reception cohort with a good level of development was 69% in Hammersmith and Fulham, compared with 66% nationally in 2015. There was an eight percentage point increase in Hammersmith and Fulham compared with 2014, and a national increase of six percentage points.

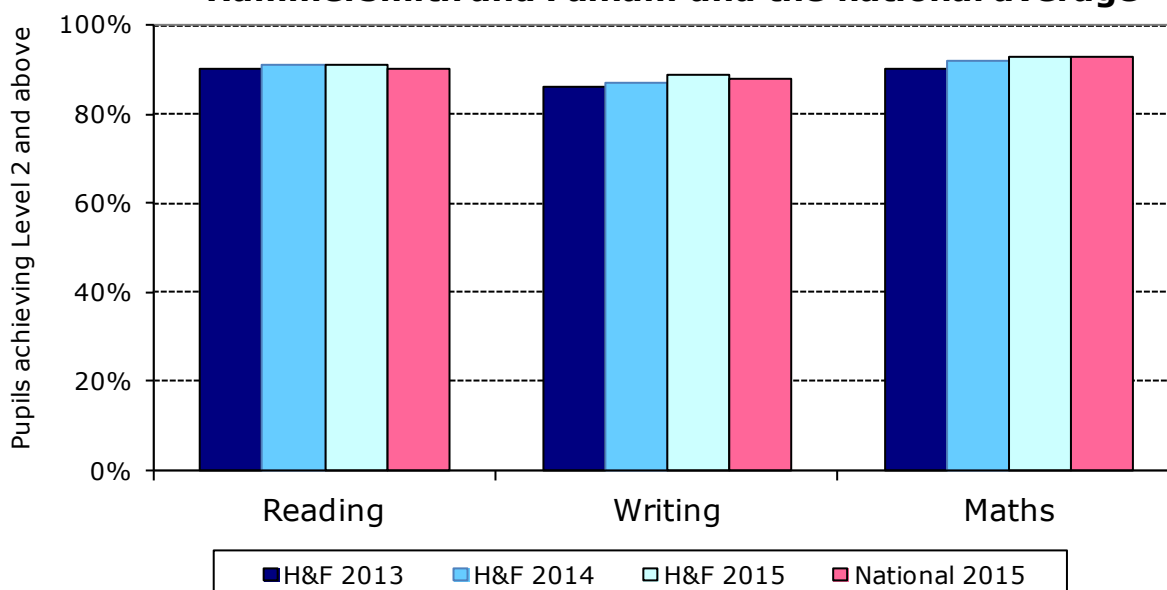
Key Stage 1 (end of year two – 7 year olds)

3.2 Compared with 2014, there was an increase in the percentage of pupils achieving at Level 2 and above (the expected level for the age) in writing (87% to 89%) and in mathematics (92% to 93%). The percentage remained at 91% in reading. Performance was above the 2015 national average at Level 2 by one percentage point in reading and in writing, and the same as nationally in mathematics.

**Key Stage 1
Level 2 and above (teacher assessments)**

	LBHF			NATIONAL		
	2013	2014	2015	2013	2014	2015
READING	90%	91%	91%	89%	90%	90%
WRITING	86%	87%	89%	85%	86%	88%
MATHS	90%	92%	93%	91%	92%	93%

**Key Stage 1 - 2015
Hammersmith and Fulham and the national average**



- 3.3 Compared to 2014, the percentage of pupils who achieved Level 3, which represents achievement beyond expected, had also increased in writing (from 19% to 22%) and in mathematics (from 27% to 30%). Furthermore, there was also an increase in reading (from 29% to 33%). The percentages for all three subjects were above the national averages.

**Key Stage 1
Level 3 (teacher assessments)**

	LBHF			NATIONAL		
	2013	2014	2015	2013	2014	2015
READING	29%	29%	33%	29%	31%	32%
WRITING	18%	19%	22%	15%	16%	18%
MATHS	26%	27%	30%	23%	24%	26%

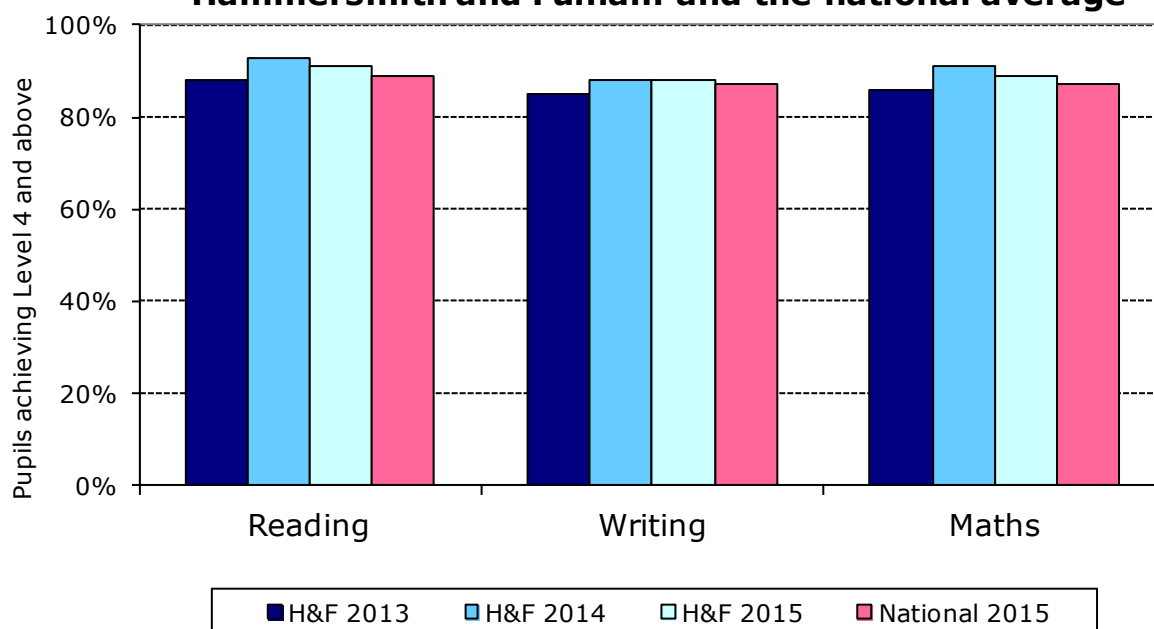
Key Stage 2 (end of primary school – 11 year olds)

3.4 Compared to 2014, the percentage of pupils who achieved Level 4 and above (the expected level for the age) in reading, writing and mathematics fell slightly from 84% in 2014 to 83% in 2015, compared with 80% nationally. There were decreases individually in reading (from 93% to 91%) and in mathematics (from 91% to 89%), although writing remained at 88%; however, all percentages were above the 2015 national averages. The percentage achieving Level 4 and above in reading, writing and mathematics ranked Hammersmith and Fulham as 11th in Inner London and 28th nationally.

Key Stage 2 Level 4 and above

	LBHF			NATIONAL		
	2013	2014	2015	2013	2014	2015
READING	88%	93%	91%	86%	89%	89%
WRITING	85%	88%	88%	83%	86%	87%
MATHS	86%	91%	89%	85%	86%	87%
READING, WRITING AND MATHS	79%	84%	83%	76%	79%	80%

Key Stage 2 - 2015 Hammersmith and Fulham and the national average



3.5 The percentages of pupils who achieved Level 5 and above, which represents achievement beyond expected levels, were also high in reading (54%, down from 56%), in writing (40%, up from 38%) and in

mathematics (47%, down from 50%); all percentages were above the national averages.

**Key Stage 2
Level 5 and above**

	LBHF			NATIONAL		
	2013	2014	2015	2013	2014	2015
READING	49%	56%	54%	45%	50%	49%
WRITING	34%	38%	40%	30%	33%	36%
MATHS	46%	50%	47%	41%	42%	42%

- 3.6 For progress between Key Stage 1 (2011) and Key Stage 2 (2015), 93% progressed by two or more levels in reading, with 95% in writing and 91% in mathematics. These percentages were all above nationally (91%, 94% and 90% respectively).

**Key Stage 1 to Key Stage 2 progress
Two levels of progress**

	LBHF			NATIONAL		
	2013	2014	2015	2013	2014	2015
READING	92%	95%	93%	88%	91%	91%
WRITING	93%	95%	95%	92%	93%	94%
MATHS	90%	93%	91%	88%	90%	90%

GCSE (provisional results)

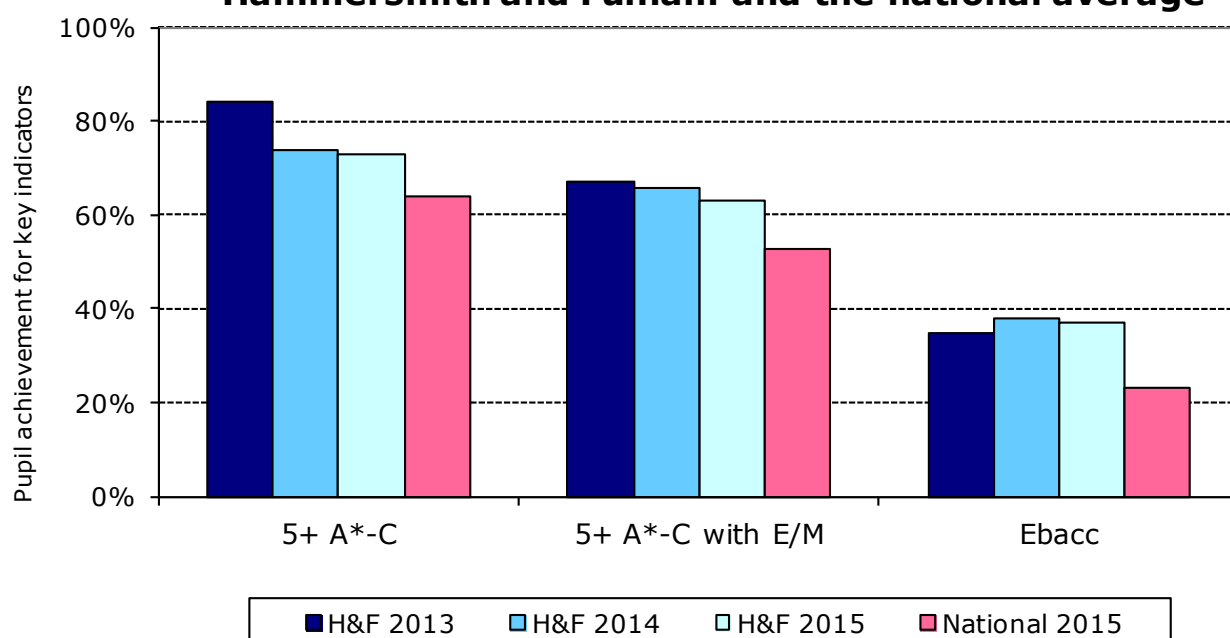
- 3.7 In 2014, there were national contextual factors in reviewing GCSE performance. The 2015 cohort is therefore the second cohort of students to be affected by the changes made to the GCSE examination framework, including a reduction in the coursework as part of the overall assessment, the removal of the speaking and listening element of the English examination and the end to the practice of counting examination re-takes passes.
- 3.8 In 2015, the borough percentage of students achieving 5 or more GCSEs at Grades A*-C including English and mathematics was 63%. This percentage was down from 66% in 2014, but is nine percentage points above the national average of 54%. While outcomes have been volatile over the last three years as a result of changes to GCSE examinations, Hammersmith and Fulham results have improved relative to the national average. Current results place Hammersmith and Fulham 5th overall when ranked for performance against other Inner London authorities, and 26th nationally.

3.9 The percentage achieving the English Baccalaureate (a combination of English, mathematics, science, a language and a humanities subject) was 37% in 2015, broadly in line with 2014 (38%) and well above the national average (23%).

GCSE Indicators

	LBHF			NATIONAL		
	2013	2014	2015	2013	2014	2015
5+ A*-C	84%	74%	74%	82%	64%	65%
5+ A*-C with EM	67%	66%	63%	59%	53%	54%
EBacc	35%	38%	37%	23%	23%	23%

Key Stage 4 - 2015 Hammersmith and Fulham and the national average



3.10 For progress between Key Stage 2 (2010) and GCSE (2015), 76% progressed as expected (expected progress is built on the principle that students at Level 4 at the end of Key Stage 2 should achieve at least a Grade C at GCSE) in English, with 70% in mathematics. These percentages were considerably above nationally (71% and 67%).

Key Stage 2 to Key Stage 4 progress Expected progress

	LBHF			NATIONAL		
	2013	2014	2015	2013	2014	2015
ENGLISH	72%	78%	76%	70%	72%	71%
MATHS	81%	75%	70%	71%	66%	67%

- 3.11 There are changes forthcoming in 2016; future Performance Tables will be based on progress across eight subjects: English, mathematics and three slots reserved for English Baccalaureate subjects (sciences, computer science, geography, history and languages) and three slots that can be taken up by further qualifications from the range of English Baccalaureate subjects, or any other high value arts, academic, or vocational qualification approved for inclusion in the performance tables, although schools could opt in for 2015.

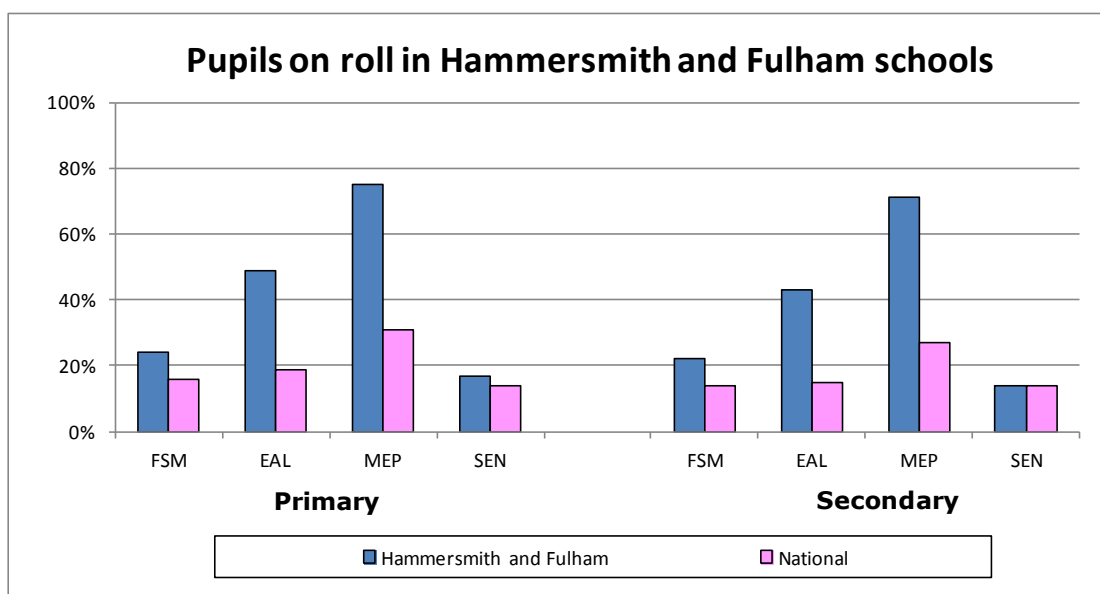
A Level (provisional results)

- 3.11 For A Levels, the percentage of papers awarded the highest grade (Grade A*) was provisionally 9% in 2015, which was above the 2015 national average (8%). Those achieving Grade A*-A was 25%, compared with 26% nationally.

A Levels		
	LBHF	NATIONAL
	2015	2015
A*	9%	8%
A*-A	25%	26%
A*-B	48%	53%
A*-C	73%	77%
A*-D	89%	92%
A*-E	98%	98%

4. PERFORMANCE OF PUPIL GROUPS

- 4.1 In reviewing performance of schools in Hammersmith and Fulham an analysis is also made of the achievements of pupils in vulnerable groups. This includes those entitled to a free school meal (FSM), special educational needs (SEN) and those with English as an additional language (EAL). It also includes minority ethnic pupils, and those who are in the care of the local authority.
- 4.2. In 2015 in **primary** schools the percentage of pupils entitled to a free meal (FSM, 24%) was considerably above the national average (16%) and pupils speaking English as an additional language (EAL, 49%) was over twice the national average of 19%. 75% of pupils were from an ethnic minority (MEP, compared with 31% nationally), and 17% were SEN (compared to 14% nationally).
- 4.3 In **secondary** schools the percentage of pupils entitled to a free meal (22%) was considerably more than the national average (14%), and pupils speaking English as an additional language (43%) was almost three times the national average of 15%. 71% of pupils were from an ethnic minority (compared with 27% nationally), and 14% were SEN (the same as nationally).



4.4 The differences (gaps) between key groups of pupils were smaller locally than nationally when deprivation (pupil premium, as measured by free school meal entitlement over six years and looked after status), special educational need and English as an additional language are considered, an exceptional achievement when considering that approximately a half of EAL pupils arrive in primary school with little or no fluency in English. Additionally, achievement was considerably above nationally individually for each group as shown below.

Key Stage 2 - Percentage L4+ in reading, writing and mathematics	Pupil Premium	Non Pupil Premium	<i>premium gap</i>	Special need	No need	<i>Special need gap</i>	EAL	non EAL	<i>EAL gap</i>
	Hammersmith and Fulham 2015	78%	90%	-12%	49%	95%	-46%	83%	84%
National 2015	70%	85%	-15%	39%	90%	-51%	79%	81%	-2%

4.5 The deprivation gap was smaller locally than nationally at Key Stage 4 for pupil premium, although larger than nationally for special need and EAL. However, as at Key Stage 2, achievement was higher than nationally for each group individually.

Key Stage 4 - 5+ A*-C with English and mathematics	Pupil Premium	Non Pupil Premium	<i>premium gap</i>	Special need	No need	<i>Special need gap</i>	EAL	non EAL	<i>EAL gap</i>
	Hammersmith and Fulham 2015	48%	75%	-27%	24%	72%	-48%	61%	64%
National 2015	37%	65%	-28%	20%	65%	-45%	57%	58%	-1%

4.6 At Key Stage 2 all sixteen main ethnic groups which had at least twenty pupils performed above, or broadly in line with, the national percentage for that group in terms of Level 4 and above in reading, writing and mathematics (Key Stage 2). At Key Stage 4 (5+ Grades A*- including English and mathematics) performance was more variable by ethnic group.

5. LOOKED AFTER CHILDREN

- 5.1 **Key Stage 2:** There were eight pupils in this cohort. A feature of this cohort was the range of SEN and complex learning needs. 88% (seven pupils) achieved Level 4 in reading, writing and mathematics which was above the national average for looked after children at this Key Stage (48%); additionally, all pupils made good progress from their starting points.
- 5.2 **Key Stage 4:** There were also eight pupils in this cohort. The percentage of pupils achieving 5 GCSEs grades A*-C including English and mathematics was 38% (three pupils), which had improved from 26% in 2014, and was above the national average for looked after children at this Key Stage (12%). Five (63%) achieved 5+ Grades A*-C and seven (88%) at least one graded result.
- 5.3 The results for looked after children (LAC) need to be placed within their particular context. Schools face significant and particular challenges in improving the attainment of LAC. Historically LAC have achieved much lower outcomes than their peers. However, the improved performance of LBHF LAC in 2015 indicates successful strategies can be put in place that improves their performance. Effective strategies include; close collaboration with LBHF virtual school, consistent and robust identification of needs through effective Personal Education Plan, and targeted support using Pupil Premium funding.

6. OFSTED INSPECTION OUTCOMES

- 6.1 The percentage of schools in Hammersmith and Fulham that are rated outstanding or good by Ofsted inspectors has improved over the last year as a result of effective school leadership with targeted Local Authority support. Currently 88% of schools are good or outstanding, up from 82% earlier last year, with 43% now outstanding. This is above the latest national averages (84% and 20% respectively).


2015 OFSTED Outcomes (All state schools)	National (August 2015)	Hammersmith and Fulham (January 2016)
Outstanding/Good	84%	88% (51/58 schools)
Outstanding	20%	43% (25)
Good	64%	45% (26)
Requiring Improvement	14%	9% (5)
Inadequate	2%	3% (2)

- 6.2 Translated into numbers of pupils in the borough, 86% (17,111 out of a cohort of 19,940) of pupils in the London Borough of Hammersmith and Fulham now access a good/outstanding school.

7. SCHOOL IMPROVEMENT PRIORITIES

7.1 From reviewing the school performance outcomes the following priorities have been identified and are leading school improvement work in Hammersmith and Fulham:

- To continue to improve the percentage of good/outstanding schools by targeting local adviser interventions and support to schools requiring improvement or at risk of requiring improvement;
- To support schools with the introduction of the new national curriculum and assessment arrangements;
- To support schools with recruitment and retention strategies to make sure that they are able to recruit the best teachers and senior leaders for our schools;
- To target improvements at Key Stage 2 through the local professional development and adviser support in schools;
- To continue to support raising achievement programmes at GCSE, particularly through the excellence programme (80% club) funding and training support
- In partnership with schools and colleges, to support the development of effective learning pathways, work related programmes and careers advice for all young people to help achieve the highest participation in education and training figures post 16;
- To work with schools to strengthen school to school best practice networks, and to make sure all schools can access learning from the best practice in high performing local schools and the offer from the local teaching school alliances (including the West London Teaching School Alliance and the TBAP Teaching School Alliance);
- To continue the drive to improve outcomes for looked after children through supporting the work of the Virtual School, and to monitor and target any gaps in the performance of disadvantaged children and young people across Hammersmith and Fulham.

<p>London Borough of Hammersmith & Fulham</p> <p>CHILDREN AND EDUCATION POLICY & ACCOUNTABILITY COMMITTEE</p> <p>29 February 2016</p>		
<p>WORK PROGRAMME 2016-17</p>		
<p>Report of the Chair</p>		
<p>Open Report</p>		
<p>Classification: For review and comment Key Decision: No</p>		
<p>Wards Affected: All</p>		
<p>Accountable Executive Director: Kim Dero, Director of Delivery and Value</p>		
<p>Report Author: David Abbott, Committee Coordinator</p>		<p>Contact Details: Tel: 020 8753 2063 E-mail: david.abbott@lbhf.gov.uk</p>

1. EXECUTIVE SUMMARY

- 1.1 The Committee is asked to give consideration to its work programme for the year ahead.

2. RECOMMENDATIONS

- 2.1 The Committee is asked to consider the proposed work programme and suggest further items for consideration.

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

None.

LIST OF APPENDICES:

Appendix 1 – Work Programme 2016-17

Children and Education PAC – Work Programme 2016-17

Item	Report Author(s)	Comments
April 2016		
Executive Director's Update	Andrew Christie, Steve Bywater	Standing Item
Cabinet Members' Update	Cllr Macmillan, Cllr Fennimore	Standing Item
Youth Council – Update on Progress	Brenda Whinnett	Youth Council to present.
School Organisation and Investment Strategy	Alan Wharton	
Children's Social Care Complaints	TBC	
Care Leavers – Housing and Accommodation	TBC	

Items to be scheduled:-

1. Childcare Task Group Report

2. SEN Passenger Transport - Update on the reconfigured service currently operating and the vision for the new service. Meeting to take place at Queensmill School so that parents and teachers can attend for the SEN Passenger Transport item. Possible early start. The Chair also requested a short update from the Headteacher about the work that the school does around SEN.

3. Staffing and Recruitment - To consider the state of staffing and recruitment in Children's Services including: impact of DBS delays, impact of agency staff, staff retention, commissioned services aligning with council values, and the new workforce strategy.

4. Childcare during School Holidays - Provision of childcare during school holidays (including holiday schemes – for children aged up to and including 11yrs old).

Committee will look at childcare provision for children 5yrs and under separately at a future meeting.

5. Skills for Young People - Regarding the 'curriculum for life' scheme, to consider a range of initiatives aiming to provide new skills for young people. Link with Youth Council for feedback.

Children and Education PAC – Work Programme 2016-17

6. Primary School Curriculum - Consideration of the introduction of the new primary school curriculums. To hear / share good practice from primary schools – invite Headteachers to share their views.

7. Sports in Schools - Provision of sports in schools.

8. School Pupils with Medical Health Needs - The emphasis is to be on ensuring they are receiving a high quality education and that the move between hospital/home/school is smooth and supportive to ensuring the impact of their medical condition is not detrimental to their educational attainment.

9. Permanency and Adoption

10. Green Initiatives in Schools - To look at current initiatives in local schools to implement green infrastructure – e.g. air quality monitoring (though CSERS looked at air quality across the borough in September 2015).

11. Focus on Practice - Councillor Macmillan suggested the committee should look at the Focus on Practice initiative (submitted 21 Sept).

12. 8-6 Extended Nurseries Update – Summer 2016 - Update on Childcare Task Group report from 21 September.

13. SEN Provision Update - Update on SEN provision in the borough.

14. Arts Strategy Consultation - Members to input into the LBHF arts strategy consultation on Children and Education areas (arts in schools, activities for young people etc.).