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Legal and Regulatory Services /
Gwasanaethau Cyfreithiol a Rheoleiddiol
Direct line / Deialu uniongyrchol: 01656 643147
Ask for / Gofynnwch am: Andrew Rees

Our ref / Ein cyf:
Your ref / Eich cyf:

Date / Dyddiad: 17 September 2015

Dear Councillor,

CHILDREN & YOUNG PEOPLE OVERVIEW & SCRUTINY COMMITTEE

A meeting of the Children & Young People Overview & Scrutiny Committee will be held in Committee Rooms 1/2/3, Civic Offices Angel Street Bridgend CF31 4WB on **Wednesday, 23 September 2015 at 2.00 pm.**

AGENDA

1. Apologies for Absence
To receive apologies for absence (to include reasons, where appropriate) from Members/ Officers.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members Code of Conduct adopted by Council from 01 September 2008 (including whipping declarations).
3. Approval of Minutes 3 - 8
To receive for approval the minutes of the Children and Young People Overview and Scrutiny Committee of 29 July 2015.
4. Forward Work Programme Update 9 - 14
5. Recruitment and Retention of Social Workers 15 - 28
Invitees:

Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities
Susan Cooper, Corporate Director, Social Services and Wellbeing
Catherine Parry, Interim Head of Safeguarding and Family Support
Jane Iles – Unison Trade Union Representative
Zenda Caravaggi – GMB Trade Union Representative
6. Youth Engagement and Progression Framework 29 - 68

Tel/Ffôn: 01656 643643

SMS Messaging/Negeseuon SMS: 07581 157014

Fax/Facs: 01656 668126

Twitter@bridgendCBC

Email/Ebost: talktous@bridgend.gov.uk

Website/Gwefan: www.bridgend.gov.uk

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Invitees:

Cllr Huw David, Deputy Leader
Deborah McMillan, Corporate Director – Education and Transformation
Nicola Echanis, Head of Strategy Commissioning and Partnerships
Mark Lewis, Partnership Manager Integrated Partnership Support Team

7. Urgent Items

To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 4) of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Yours faithfully

P A Jolley

Assistant Chief Executive Legal and Regulatory Services

Distribution:

Councillors:

PA Davies
DK Edwards
N Farr
EP Foley

Councillors

CA Green
PN John
M Jones
G Phillips

Councillors

RL Thomas
C Westwood
DBF White

MINUTES OF A MEETING OF THE CHILDREN & YOUNG PEOPLE OVERVIEW & SCRUTINY COMMITTEE HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON WEDNESDAY, 29 JULY 2015 AT 2.00 PM

Present

Councillor EP Foley – Chairperson

DK Edwards
G Phillips

CA Green
C Westwood

PN John
DBF White

M Jones

Registered Representatives and Co-opted Members:

Mr W Bond - (Special School Parent Governor)

Invitees:

Councillor Huw David
Councillor Hailey Townsend
Deborah McMillan
Catherine Parry
Kevin Mulcahy
Nicola Echanis
Fran Jones
David Wright
Mark Lewis

Deputy Leader
Cabinet Member Children's Social Services and Equalities
Corporate Director - Education & Transformation
Interim Head of Safeguarding and Assessment
Group Manager - Highways Services
Head of Strategy Partnerships & Commissioning
Team Manager Additional Learning Needs
Family Support Services Manager
Group Manager - Integrated Working

Officers:

Rachel Keepins
Mark Galvin
Sarah Daniel

Democratic Services Officer - Scrutiny
Senior Democratic Services Officer – Committees
Democratic Services Officer - Committees

177. APOLOGIES FOR ABSENCE

Apologies for absence were received from the following Members for the reasons so stated:

Councillor P A Davies – Unwell
Councillor N Farr – Medical Appointment
Councillor G Phillips – Leave
Councillor R L Thomas – Leave
Rev Canon Edward J Evans – Prior Commitment

178. DECLARATIONS OF INTEREST

Mr W Bond declared a personal interest in Item 4 in that his daughter is in receipt of the service for travel to Heronsbridge School.

179. MINUTES OF PREVIOUS MEETING

RESOLVED: That the minutes of the meeting of the Children and Young People Overview and Scrutiny Committee dated 11 May 2015 were approved as a true and accurate record

180. RATIONALISATION OF LEARNER TRANSPORT

The Corporate Director Education and Transformation presented a report to Committee on the progress made in relation to the rationalisation of Learner Transport for pupils with a Special Educational Need (SEN).

She explained that Section 3 of the Learner Travel (Wales) Measure 2008 placed a duty on the local authority to make transport arrangements for learners of compulsory school age in specified circumstances and subject to specified conditions. She added that this part of the Act makes provision for free transport, defined by whether they live further than the agreed distances from the schools at which they receive education or training.

Members asked Officers what proportion of the total cost for Learner Travel was for SEN Children. The Corporate Director Education and Transformation estimated that from the total bill of £3.3 million, £400k was the cost of Learner Travel for children with SEN.

Members asked what the rationalisation of Learner Transport meant for the authority, and if the possibility of utilising public school transport after they have completed their school rounds has been or could be looked at.

The Corporate Director Education and Transformation stated that a robust review of all Learner Transport was in progress. She added that all the different cases would be reviewed to identify savings and ascertain if individuals are provided with the most suitable and efficient transport. She explained that arrangements such as sharing transport, teaching individuals, independence and mapping of journeys from home to learning centres will be reviewed. The Group Manager Highways Services added that the Council welcomed the use of different methods of transport to maximise transport initiatives overall, however the vehicles in question often have to undertake additional journeys during the day. The Deputy Leader added that as the budget pressures are acute, all options such as buses being used throughout the day, and Learners at Bridgend Learning Resource Centre using the buses for day trips could be explored to make better use of resources.

Members queried if best practice was being adopted regarding efficiency savings.

The Group Manager Highways Services stated that efficiency measures in this area would be a collaborative process, adding that the Authority is ensuring that they are keeping pace with other Local Authorities. He stated that Neath Port Talbot CBC is also currently reviewing their SEN Transport. The Head of Strategy Partnerships and Commissioning added that no decisions would be made based solely on financial savings for the Authority, and that the needs of the child would be considered first and foremost.

A Member queried the legal issues if a parent disagreed with the potential changes to the transport arrangements for their child. The Team Manager for Additional Learning Needs stated that it would depend on the scenario and if it was specified within the policy and relevant legislation. She explained that in all circumstances discussions would take place with the parent and child and also with education psychologists to determine if sharing transport is suitable to the appropriate needs of the child.

Members asked if the identified £100k SEN Learner travel savings outlined in table one of the report was on track to be achieved for 2015-2016.

The Corporate Director Education and Transformation confirmed that the table was indicated as green in that area as they were on track to achieve the saving and the £150k saving for 2016-2017.

Conclusions:

Following their discussions with Officers, the Committee agreed to make the following recommendation to Cabinet:

The Committee recommend that a comprehensive policy review of all transport within the Local Authority be undertaken as a matter of urgency to consider all possible means of utilising the Authority's transport vehicles in order to achieve efficiency savings.

Members further recommend that:

1. Officers determine where there is best practice in Wales, in terms of Learner Transport, and that this is used to majorly inform the review;
2. Legal issues and potential legal concerns are considered as part of the review;
3. The Review utilises empirical evidence and facts and seeks these out where they may not be already known;
4. Consideration be given to further mainstreaming transport for pupils with SEN as far as possible, given that many of these pupils are attending mainstream schools and classes;
5. The use of escorts to be considered as part of the review, and whether they can be better and more effectively utilised;
6. Consideration to be given to revisiting innovative schemes such as the Volunteer Driver Programme to assist with Learner Transport;
7. A process to be determined through the review to continuously assess and track the take up of transport throughout the year, in order to inform future provision.

Additional Information:

The Committee requested that they receive confirmation of the actual figures relating to the cost for SEN transport compared with the total cost for all of Learner Transport in Bridgend.

Likewise, Members asked for figures on the actual cost savings being made through the rationalisation of Learner Transport.

181. **EDGE OF CARE**

The Group Manager Integrated Working and Family, and the Family Support Service Manager provided a report and presentation to Committee to update them on the progress with the Connecting Families Edge of Care work.

The presentation provided the following information to Committee:

- Between 2007/8 and 2011/12, the Bridgend LAC population increased by 40% compared to a 24% increase across Wales
- Children under 2 and young people aged between 14 to 16 accounted for almost 50% of BCBC's LAC population between 2008 and 2013

The LAC population in Bridgend was continuing to rise at a steady rate and support for families needed to change The Family Support Service Manager highlighted the Edge of Care proposal to Committee which was:

- The high number of children coming into the care system was a focus of an LSB workshop in January 2014
- There was an agreement to subsequently to focus some Connecting Families resources on targeting those children on the edge of care to avoid LAC status
- An Annual target set of working with 20 children (and their families) aged 11-16 years at high risk of entering the care system
- Initial age focus informed by high numbers of teenagers entering the care system

He further added that the Approach Connecting Families would take would be targeted support that would be offered based on research of the current data to include:

- children of high risk of becoming looked after
- children currently or previously on the Child Protection register or previously LAC
- Families known to the probation service
- Families affected by domestic violence, substance misuse and mental health
- Families with a history of School Exclusions
- Families affected by housing issues

The Family Support Service Manager informed Committee of the Edge of Care progress, and he explained that the service went live on the 1st May 2014. He also stated that 30 families accessed the Edge of Care service during 2014-15 which included 52 children (including siblings) which significantly exceeded the target. He added that those families are now utilising support via Early Help Hubs.

He added that prior to intervention each family on average had cost Public Services approximately £40k per annum. Following public intervention the average costs avoided for public services was reduced to a projected £23k per annum. He stated that the total costs avoided to the Public Sector were approximately £707k once the service costs of £135k for Connecting Families were deducted.

The Family Support Service Manager concluded with the Developments and next steps for the Connecting Families Service which were:

- The Family Support Team has been amalgamated into Connecting Families
- All eight Family Support Workers/ Intervention specialists now completing work around children at risk of entering care system. Those in care (including rehab home) and general family support work
- Group work developed including Parenting, Sexual Exploitation Prevention, Attachment and Dads Group

Improve Targeting – focus on intervening earlier and take learning from past 12 months forward. Members thanked the Officers for the very informative and comprehensive presentation which was welcomed by the Committee.

Members were concerned about the future funding of the Connecting Families Service and asked if there could be any potential savings made if the Authority worked in collaboration with the Integrated Family Support Service (IFSS).

The Head of Strategy and Commissioning Partnerships stated that the IFSS provides a statutory service to families that are affected by Substance Misuse only, whereas Connecting Families is supported by Grant Funding and involved working with families affected by various issues including Domestic Violence, Substance Misuse and Mental Health issues. She added that the Authority were working on a Resilience Plan to

secure an early help offer to ensure that an increase in children needing intervention with Social Services is limited. She further added that the numbers of LAC and children on the Child Protection Register are reducing because of the early help offer currently in place.

The Deputy Leader informed Members that this year the Authority is predicting an under-spend in Childrens Social Services. He stated that the adoption service has overspent but the reasons for that were that it has been very successful in securing children permanent placements. He added that more investment was needed in that area so the Authority can continue to safely reduce LAC numbers, adding that if statutory services only were funded, as oppose to non-statutory services then LAC numbers would inevitably rise. It was also reported that there had been a reduction in the number of Independent Fostering Agency placements: from 111 to 90 which also helps contribute towards underspends.

Conclusions:

The Committee welcomed the report and recognised the great deal of work that was being carried out under the Connecting Families Project. Members also recognised the need for support and funding to continue in this area in order to maintain these services and ensure sustainability.

With this in mind, the Committee recommend that the Connecting Families project be placed as a strategic priority for the Directorate and furthermore that it be progressed externally as a strategic priority with either the LSB or the Western Bay Safeguarding Children's Board in order to raise its profile and ensure its continuation.

182. **ANNUAL FORWARD WORK PROGRAMME REPORT 2015/16**

The Scrutiny Officer presented a report to Committee with suggested topics for consideration in the development of its Forward Work Programme for 2015-16. She explained that there would be only 6 scheduled meetings during the year for each Scrutiny Committee, which would look at a maximum of 12 service area topics.

She added that without the capacity to support additional meetings there was a need for each of the Scrutiny Committees to Identify 12 topics for consideration which would provide the most significant value for the Authority and to the residents of the County Borough of Bridgend. She further added that there would be 8 meetings during the year allocated to facilitate collaborative committees to deal with cross cutting issues such as Supporting People and the Bridgend Change Programme

Members requested the following items to be brought to Committee in the next 12 months

- Annual report on Consortia and suggested this could be included within the data report
- Nursery Education in Bridgend
- Corporate Parenting Committee Feedback report
- CSE (post March 2016)

RESOLVED:

The Committee considered and approved their Annual Forward Work Programme 15/16 with the following amendments and comments:

1. That the Committee receive the Consortia's Annual Report under their item on Annual School Performance;
2. That an improved process for how the Corporate Parenting Champion can feedback to the Committee be established and included in the Annual FWP;
3. That post March 2016, as part of the annual FWP 2016/17, an item be included on CSE detailing how the Authority and its Partners have delivered to plan.

183. **CORPORATE PARENTING CHAMPION NOMINATION REPORT**

The Scrutiny Officer presented a report to request the Committee to nominate one Member as its Corporate Parenting Champion to represent the Committee as an invitee to meetings of the Cabinet Committee – Corporate Parenting.

RESOLVED: That the Committee nominated Councillor D B F White as its Corporate Parenting Champion to represent the Committee at meetings of the Cabinet Committee – Corporate Parenting.

184. **FORWARD WORK PROGRAMME UPDATE**

The Scrutiny Officer presented a report to the Committee to present the items due to be considered at the Committees meeting to be held on 23 September 2015 and seeks confirmation of the information required for the subsequent scheduled meeting to be held on 4 November 2015. She also presented a list of further potential items for prioritisation by the Committee

RESOLVED: That Committee:

Noted the topics due to be considered at the meeting of the 23 September 2015.

185. **URGENT ITEMS**

None

The meeting closed at 4.05 pm

REPORT TO ADULT SOCIAL CARE OVERVIEW AND SCRUTINY COMMITTEE

23 SEPTEMBER 2015

REPORT OF THE ASSISTANT CHIEF EXECUTIVE – LEGAL AND REGULATORY SERVICES

FORWARD WORK PROGRAMME UPDATE

1. Purpose of Report

1.1 The purpose of this report is to:

- a) present the items due to be considered at the Committee’s meeting to be held 4 November 2015 and seeks confirmation of the information required for the subsequent scheduled meeting to be held on 5 January 2015;
- b) present a list of further potential items for prioritisation by the Committee.

2. Connection to Corporate Improvement Objectives / Other Corporate Priorities

2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Improvement Objectives adopted by Council on 25 February 2015 formally set out the improvement objectives that the Council will seek to implement between 2013 and 2017. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

3. Background

3.1 At its meeting on 29 July 2015, the Children and Young People Overview and Scrutiny Committee determined its Annual Forward Work Programme for 2015/16.

4. Current Situation / Proposal

Meetings of the Children and Young People Overview and Scrutiny Committee

4.1 In relation to the Committee’s next scheduled meeting to be held on 4 November 2015, the table below lists the items to be considered and the invitees due to attend.

Topic	Invitees	Specific Information Requested	Research to be Undertaken by the Overview & Scrutiny Unit
Children with Disabilities	Susan Cooper, Corporate Director, Social Services and Wellbeing Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities	Report prior to Cabinet decision detailing work being undertaken in Heronsbridge and Bakers Way in relation to Respite Care	Detail research / To be confirmed

Topic	Invitees	Specific Information Requested	Research to be Undertaken by the Overview & Scrutiny Unit
	Laura Kinsey, Head of Safeguarding and Family Support		
Schools Task Group	Deborah McMillan, Corporate Director – Education and Transformation Cllr Huw David, Deputy Leader Nicola Echanis, Head of Strategy Commissioning and Partnerships Sue Roberts, Group Manager – School Improvement John Fabes, Group Manager 14-19	Strategic Review into the Rationalisation of the Curriculum and School Estate of Primary, Secondary, Post-16 and Special Schools. Purpose of report is to enable the Committee to assist with the development of the Strategy at an early stage.	
Annual SSARF Report Update	N/A	To provide Members with an update on the work of the Joint Research and Evaluation Panel held on the Social Services Annual Reporting Framework in June 2015.	Detail research / To be confirmed

4.2 The table below lists the item to be considered and the invitees due to attend in respect of the subsequent meeting of the Committee to be held on 5 January 2015.

Topic	Invitees	Specific Information Requested	Research to be Undertaken by the Overview & Scrutiny Unit
Annual School Performance (plus Attendance Strategy update)	Deborah McMillan, Corporate Director – Education and Transformation Cllr Huw David, Deputy Leader Sue Roberts, Group Manager – School Improvement Paul Wolstenholme, Bridgend Link Adviser Robert Hopkins, Head of Service, CSC Nicola Echanis, Head of	Annual school performance report from CSC (content TBC following workshop session between Committee Members and CSC), including Consortium Annual report. Possibly also include update on Attendance Strategy.	Detail research / To be confirmed

Topic	Invitees	Specific Information Requested	Research to be Undertaken by the Overview & Scrutiny Unit
	Strategy Commissioning and Partnerships Hannah Woodhouse, Managing Director - CSC Cllr Chris Elmore - Chair of Joint Committee - CSC		
Permanency and Placement Strategy and Early Help Strategy Updates	Susan Cooper, Corporate Director, Social Services and Wellbeing Deborah McMillan, Corporate Director – Education and Transformation Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities Cllr Huw David, Deputy Leader Laura Kinsey, Head of Safeguarding and Family Support Nicola Echanis, Head of Strategy Commissioning and Partnerships	Monitoring of action plans – what outcomes have been achieved as a result of this preventative work? What evidence is there to support this? Eg. Reduced numbers of CIN/LAC, reduced number of placements, increase in adoptions. Budget reduction CH25: Reduction in Safeguarding LAC numbers and related reduction in costs. Detail regarding the joining up of the two strategies into one – update on reorganisations and restructures	Detail research / To be confirmed

4.3 The table below lists all potential items that the Committee received at their meeting on 29 July 2015, which are put to the Committees for reprioritisation as appropriate.

Topic	Proposed Date	Specific Information Requested	Research to be Undertaken by the Overview & Scrutiny Unit
Directorate Budget Consultation Process	21 January 2016	MTFS Proposals for 2016-17	Detail research / To be confirmed
Education of LAC	9 March 2016	Priority arisen out of Business Planning Process – IP2 Working Together To Raise Ambitions And Drive Up Educational Achievement – Joint report between	Detail research / To be confirmed

Topic	Proposed Date	Specific Information Requested	Research to be Undertaken by the Overview & Scrutiny Unit
		Education and Children's Social Services providing evidence of the work that is being undertaken and the support that is being provided to target and raise educational performance for children in care.	
FSM Attainment Gap	9 March 2016	Priority arisen out of Business Planning Process – IP2 Working Together To Raise Ambitions And Drive Up Educational Achievement – report detailing the work that is being undertaken and the support that is being provided to target and raise educational performance for children from socially deprived backgrounds – how do schools differentiate work for those who are in receipt of FSM? What specific support are they offering these pupils?	Detail research / To be confirmed

Extra Items for Consideration

4.4

- a) Residential Remodelling - To review the way residential care is provided and to consider options and alternative ways of delivery;
- b) Schools Task Group - Outcome of consultation and any proposed decision going before Cabinet;
- c) Exclusions in Schools – Deferred from 11 May meeting due to report containing insufficient information;
- d) Nursery Education Years Provision – as yet the Directorate do not know if this will be considered this year – if so, the Committee will need to consider it a priority and factor it into the FWP;
- e) Child Sexual Exploitation – Members have asked that this be considered as a priority item in the next Annual FWP after March 2016;
- f) Equality in Schools – is being considered by the Equalities Committee but has been raised as an issue specific to schools with issues around its education/training under PSE, (links also to other areas and issues of PSE);
- g) Report on the Consortia - detailing what services are being transferred to them
- h) Childrens Change Programme (Could just be a presentation outside of Committee);
- i) Teenage Pregnancies – Possible LSB project.

Corporate Parenting

- 4.5 Corporate Parenting is the term used to describe the responsibility of a local authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent' therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.¹
- 4.6 In this role, it is suggested that Members consider how the services within the remit of their Committee affects children in care and care leavers, and in what way can the Committee can therefore assist in these areas.
- 4.7 Scrutiny Champions can greatly support the Committee in this by advising them of the ongoing work of the Cabinet-Committee and particularly any decisions or changes which they should be aware of as Corporate Parents.

5. Effect upon Policy Framework and Procedure Rules

- 5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental well being in the County Borough of Bridgend.

6. Equality Impact Assessment

- 6.1 None

7. Financial Implications

- 7.1 None.

8. Recommendations

- 8.1 The Committee is recommended to:

- (i) Note the topics due to be considered at the meeting of the Committee for 4 November 2015 and confirm if it requires any additional specific information to be provided by the invitees listed or the Overview & Scrutiny Unit;
- (ii) Determine the invitees to be invited to attend, any specific information it would like the invitees to provide and any research that it would like the Overview & Scrutiny Unit to undertake in relation to its meeting for 5 January 2015;
- (iii) Revisit and consider the list of future potential items for the Committees

¹ Welsh Assembly Government and Welsh Local Government Association 'If this were my child... A councillor's guide to being a good corporate parent to children in care and care leavers', June 2009

Forward Work Programme and reprioritise as the Committees feels appropriate

**Andrew Jolley,
Assistant Chief Executive – Legal & Regulatory Services**

Contact Officer:

Telephone: Rachel Keepins, Scrutiny Officer
01656 643613

Email: scrutiny@bridgend.gov.uk

Postal Address: Democratic Services - Scrutiny
Bridgend County Borough Council,
Civic Offices, Angel Street, Bridgend,
CF31 4WB

Background documents: None

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CHILDREN & YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

23 SEPTEMBER 2015

REPORT OF THE CORPORATE DIRECTOR SOCIAL SERVICES AND WELLBEING

RECRUITMENT AND RETENTION OF SOCIAL WORKERS

1. Purpose of Report

- 1.1 To provide Committee with information in relation to the recruitment and retention of social workers.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 Having a qualified, stable and appropriately experienced workforce in place will contribute directly to the following Corporate Improvement Priorities:

- Working with children and families to tackle problems early
- Working together to make the best use of our resources

3. Background

- 3.1 Recruitment and retention of social workers in children's front line services continues to challenge many local authorities and is well documented. The situation will vary for each local authority from time to time and will even vary across different service areas within one authority.
- 3.2 There have been a range of national reports on this matter and recommendations have been taken forward at a local and national level, e.g. Continuing Professional Education and Learning Framework for Social Workers and the National Career Pathway for Social Workers reports. However, it is recognised that there are a wide range of factors contributing to issues affecting recruitment and retention and there is no one solution.
- 3.3 This report sets out some of the key activities undertaken in Bridgend County Borough Council (BCBC) since the previous report presented to this Committee in October 2014, and responds to the issues which have been raised in relation to;
- Local Authority pay scales;
 - Provision of practice placements;
 - Support given to newly qualified social workers;
 - Staff engagement, including exit interviews and consultation;
 - Agency workers.

4. Current situation / proposal

- 4.1 Employees were consulted on proposals to make changes to the former Safeguarding and Family Support structure in November and December 2014. During the period of consultation, extensive feedback was received from individual employees and teams.
- 4.2 This coincided with changes to the Corporate Management Structure which resulted in the realignment of the management of the service to the Corporate Director of Social Services and Wellbeing, with effect from 1 January 2015.
- 4.3 Consideration of the feedback from the consultation exercise consequently resulted in revisions being made to the proposed structure which was subject to a further consultation exercise in February and March 2015.
- 4.4 These changes included a commitment to maintain the Assessment Team whilst proposals were developed and agreed for the Multi Agency Safeguarding Hub (MASH); and the establishment of three Safeguarding Locality Hubs. Whilst other proposals were also considered, a decision was made not to progress these at that time.
- 4.5 The new structure, which was implemented in April 2015 and completed in July 2015, included establishing the role of a deputy team manager, thereby increasing the management capacity in the hubs to ensure a more robust support and supervision structure.
- 4.6 Following the realignment of the management of the service, the priorities for the working group on recruitment and retention were refocused to concentrate on:
 - Implementing the new staff structure;
 - Improving the learning and development arrangements;
 - Developing more attractive recruitment materials;
 - Marketing and promoting BCBC as an employer of choice;
 - Creating capacity by developing a flexible bank of qualified, experienced social workers who would be able to support the service if and when required.

These priorities will be influenced by any ongoing recruitment and retention issues, and will also be informed by the outcome of exit interviews and findings from the staff survey undertaken between July and August 2015.

4.7 Staffing Issues

- 4.7.1 Whilst the new staffing structure has been implemented and the team manager and new deputy team manager positions have been filled, 2 vacancies remain at Senior Practitioner level. These positions have proved difficult to fill, with little or no external interest and limited eligible internal applicants. An advert is currently in the national press in addition to our standard recruitment methods. Should there be no response to the current

advert, consideration will be given to redeploying the allocated budget to support teams differently.

- 4.7.2 A high number of newly qualified social workers have been recruited which means that the overall number of social workers with less than two years' experience presents a real challenge for the service. It also places a pressure on managerial capacity to provide adequate support, which is essential to enable newly qualified social workers to become experienced and confident practitioners, who will want to continue to work in BCBC.
- 4.7.3 At the time of drafting this report there are six agency social workers that have been covering unfilled positions and providing capacity in areas where there is a lack of experience.
- 4.7.4 A further two agency workers have been agreed to cover two vacancies in the East Hub to offer additional support in hubs whilst we await confirmation and securing of start dates for the recently permanently recruited social workers as they are all newly qualified. It is not unusual for Local Authorities across England and Wales to use agency workers to augment existing workforce capacity, although consideration will always be given to the additional costs associated with engaging agency social workers once the permanent workers are secured and working in the teams.
- 4.7.5 Additional measures have been put in place to support the newly qualified social workers so that they are better equipped to undertake the role and feel more confident and resilient. These include:
- The First Year in Practice programme has been updated and is being implemented on a mandatory basis;
 - Consultant Social Workers based in the hubs will be providing direct support to staff through case mentoring, direct observation of practice and reflection and peer supervision.

4.8 Exit Interviews

- 4.8.1 Exit interviews have been a priority with a HR Officer undertaking a face to face interview with the leaver, prior to the end of employment. This allows a full discussion to capture the main reason for leaving, other contributing factors as well as information about the employment experience.
- 4.8.2 Since August 2014, 13 face to face exit interviews have been held. Of the 25 leavers during this period, 12 were not available to participate in an exit interview. A summary of the exit interview responses is set out in Appendix 1, which shows the main reasons provided by leavers (in the majority of interviews more than one category was identified).
- 4.8.3 Of the total reasons provided, Job Dissatisfaction, Dissatisfaction with the Working Environment and Problems with Managers were the highest with 54% of the responses including these. Job Dissatisfaction and Dissatisfaction with Working Environment are attributed to high caseloads, work demands and the impact this has on work/life balance. Problems with Manager related to the

lack of stability at both manager and senior practitioner level caused by high level of turnover.

- 4.8.4 In response to these findings, the introduction of Deputy Team Managers has enabled a better level of supervision and oversight. Whilst current caseloads are not consistent across the service, there has been some reduction, particularly in relation to Child In Need cases being closed by the hub teams and stepped down to the early intervention project. At present, Social Workers in the Safeguarding Teams hold an average of 18 cases.
- 4.8.5 The destination of these leavers varies with four moving to neighbouring authorities, three to an agency and others leaving social work and moving to the independent sector.
- 4.8.6 Notwithstanding the above, the majority of leavers reported that they had a positive experience whilst working in BCBC, acknowledging that many of the issues they identified were systemic of the social work as a profession. Learning and development provision and flexitime were regarded as positives.

4.9 **Staff Survey**

- 4.9.1 Investigating why people leave and obtaining accurate information can be difficult. Therefore, in order to focus on the retention of the current workforce, a staff survey has been undertaken, the outcomes of which will be considered in addition to the routine exit interviews.
- 4.9.2 Issued specifically to qualified social workers, senior practitioners, deputy team managers and team managers in the front line Safeguarding teams, the survey was undertaken over a four week period to gain a better understanding of employees' views. The response rate was 69%, with 45 responses from a potential of 65.
- 4.9.3 The survey, developed and analysed by the Consultation and Engagement Officer, focussed on what attracted employees to work in BCBC, job satisfaction, rewards and challenges of the role and factors affecting future employment. A copy of the survey questions is set out in Appendix 2. The responses have been analysed and a report setting out recommendations and an action plan will be reported into the Performance Management group in September.
- 4.9.4 The main messages coming from the survey showed that the most important factors in attracting employees to work in BCBC were 'Permanent employment opportunities' and 'Opportunities for continuing education and professional development'. The well-established arrangements for continuing educational and professional development in BCBC will be promoted as part of the work being undertaken to improve recruitment materials and market BCBC as an employer of choice.
- 4.9.5 The survey explored overall levels of job satisfaction as well as satisfaction levels against specific areas of the role. Overall, 57.8 per cent of those who

responded to the survey are either Very or Fairly Satisfied with their current job. 'Working within your team', 'Job Security' and 'Opportunities for professional development' recorded the highest satisfaction ratings of the specific criteria identified. The link between satisfaction levels around Opportunities for Professional Development and the fact that this is one of the main factors attracting employees to work for BCBC may suggest that expectations are being met in this area once the employee joins the authority

4.9.6 13% of respondents are neither satisfied nor dissatisfied with their current job, whilst 27% are not satisfied and 2% are very dissatisfied. 'Work Demands' had the lowest satisfaction rating across all job types, which also mirrors comments made in relation to work demands when exploring 'job dissatisfaction' and 'dissatisfaction with the work environment' responses during Exit Interview discussions.

4.9.7 In relation to factors affecting future employment, all respondents indicated that 'A good work-life balance' was important, with 84% suggesting that this factor was 'Very Important' to employment over the next 2 years. The survey also asked respondents to indicate whether they were likely to leave BCBC within set timescales. The majority of respondents were unsure on their future, but encouragingly, more considered themselves unlikely to leave than likely. 5 applicants considered themselves very likely to leave the Authority within 12 months. Although the survey is anonymous, further analysis has been requested of these 5 responses in particular to identify whether there are any common areas of dissatisfaction. It is also unclear whether any of these 5 responses originated from the 4 Social Workers who left the service during the survey period.

4.10 Pay and Conditions

4.10.1 Although there has been no explicit indication from the exit interview data that employees are leaving due to pay, we are aware that some are taking up similar roles in neighbouring local authorities where the pay is greater than in BCBC. Previous analysis has shown that salaries for the social work job family are comparable to other local authorities in Wales. Recent research has focussed on neighbouring authorities and Appendix 3 summarises this position.

4.10.2 BCBC, like most other Local Authorities, has 2 social worker grades in line with the National Career Pathway for Social Workers guidance. Progression between the two grades is dependent upon 2 years post qualifying service and competency assessment. This means that a newly qualified social worker will commence at Spinal Column Point (SCP) 32, progress to SCP 33 by the end of their first year then, subject to assessment, progress to Social Worker 2 - SCP 36 at the second anniversary of appointment.

4.10.3 The starting point for both Social Worker 1 and Social Worker 2 posts in BCBC compares favourably with neighbouring Authorities. In practice this means that social workers starting as either Social Worker 1 or Social Worker 2

should commence employment in BCBC on at least the same point, if not a higher point, than those offered at neighbouring Authorities.

4.10.4 Agency Social Workers continue to earn a considerably higher salary through the agency contract than those directly employed by the Authority. Recruitment agencies are particularly interested in experienced practitioners and since April 2014, 6 experienced practitioners have left Safeguarding and Assessment to take up agency contracts elsewhere.

4.11 Workforce Development

4.11.1 Learning and development activities play a key part in the ongoing professional development of a social worker. The Social Care Workforce Development Programme (SCWDP) offers a range of continuing professional development opportunities for this group of staff. This includes bespoke training including induction, a specific programme for newly qualified workers, a consolidation programme for those entering their second year in practice and mentoring support for managerial positions.

4.11.2 In addition to supporting the qualified social work workforce, the SCWDP team also contributes to the provision of new social workers through the co-ordination and support of practice placements for social work students and the employment of a Social Work Trainee.

4.11.3 During the last academic year (September 2014 – June 2015), a total of 36 student placements were facilitated by the Authority. Ten of these were within child related services, and of this number, four were in Safeguarding teams. Seven of the 10 placements facilitated in child related services were final year placements and three of these students have secured permanent employment within the Safeguarding service.

Practice Learning Opportunities are very much dependent on the availability of qualified and experienced Practice Assessors within teams, and on the capacity of the teams to accommodate a student social worker.

4.11.4 The existing Social Work Trainee is due to qualify in 2017 and whilst traineeships are a good means of 'growing your own', it is also very costly as the traineeship comprises of both salary and university costs. The long term funding for the SCWDP is uncertain so future investment in traineeships is unlikely.

4.12 Conclusion

4.12.1 There has clearly been good progress in terms of the most recent recruitment activity in as much as all social work vacancies have been filled. However, there is a continuing trend with regards to newly qualified social workers, in the main, being the only applicants. This causes significant challenges within teams given the vastly inexperienced workforce and the demands and complexity of the workload. In addition, there is a requirement via guidance from the Care Council for Wales in terms of the protection of caseloads for

newly qualified workers. Whilst some additional measures have been put in place to support teams, this still remains a significant challenge in terms of the allocation of cases, managing performance and service delivery.

- 4.12.2 Having made 19 appointments and recruited to all vacancies (excluding two senior practitioner vacancies), Social Worker 1s now account for 81% of the qualified social workers in our three Safeguarding Hubs. The service will need to focus on the retention of staff to both stabilise the workforce and ensure that a position is reached within the next two years where the inexperience/experience balance within the service changes.
- 4.12.3 As part of the efforts to improve retention, the induction process has been reviewed and amended. Whilst the overall process will be developed further as set out in 4.6, elements of the reviewed induction process are already being used to support new starters.
- 4.12.4 The First Year in Practice programme offered to newly qualified social workers has been reviewed and all elements have been made mandatory for any new starter.
- 4.12.5 As set out in 4.7.4, it has been agreed that Consultant Social Workers will offer additional support to our Safeguarding Hubs through case mentoring, direct observation of practice and reflection and peer supervision.
- 4.12.6 In response to trends identified in Exit Interviews, the Supervision Policy has been relaunched and is due to be implemented across all Safeguarding Social Work teams. Going forward, compliance with the Supervision Policy will be monitored through local performance data.

5. Effect upon Policy Framework & Procedure Rules.

None

6. Equality Impact Assessment

This report is for information purposes only and does not therefore need an Equality Impact Assessment (EIA).

7. Financial Implications

- 7.1 There are no additional financial implications arising from this report as the costs associated with the activities outlined will be contained within existing resources.

8. Recommendation

- 8.1 It is recommended that Committee agree to note the content of this report.

Susan Cooper

**Corporate Director, Social Services and Wellbeing
September 2015**

9. Contact Officer: Catherine Parry
Telephone: (01656) 642314
E-mail: Catherine.parry@bridgend.gov.uk
Postal Address Civic Offices
Angel Street
Bridgend
CF31 4NB

10 Background documents
None

Exit Interview Feedback

Summary of main reasons for leaving.

	No. of times chosen	Percentage of Respondents choosing reason ¹
Job		
Temporary contract/lack of job security	2	15%
job dissatisfaction	7	54%
Workplace		
Dissatisfaction with working environment	7	54%
Problems with work colleagues	1	8%
Problems with managers	7	54%
Discrimination	0	0%
Harrasment and/or bullying	1	8%
Career		
Promotion/higher paid job	1	8%
To work in a different service area		0%
Lack of training/career development opps	0	0%
Taking up full/part time education/study	1	8%
Personal		
Health	2	15%
Relocation/Location	1	8%
Caring Responsibilities	1	8%
Not returning from Maternity	0	0%
Need for a change	4	31%
Travel problems/work closer to home	5	38%
Retirement	0	0%
Other personal reasons	1	8%

¹ Percentage = Number of respondents who have chosen the reason divided by the number of respondents

Safeguarding Retention Survey

Introduction.

This survey has been designed specifically for Social Workers, Senior Practitioners, Deputy Team Managers and Team Managers in front line child care teams as part of the work being undertaken to improve the recruitment and retention of social workers.

The results gathered will be used to assess where we are currently and assist managers and the Recruitment and Retention Working Group to identify areas requiring attention. The information you provide will be used to better understand the issues affecting qualified social work practitioners in their roles and make recommendations for improvement.

You do not have to share your name unless you wish to do so, however, your contribution to the survey will enable a better understanding of your views. Please note the information will be kept confidential and only aggregated results will be published.

The questionnaire will take approximately 10 minutes to complete

About you

Q1 Please select your role:

Social Worker	<input type="checkbox"/>
Senior Practitioner	<input type="checkbox"/>
Team Manager / Dept. Team Manager	<input type="checkbox"/>

Q2 How many years have you been qualified?

Newly qualified social worker (NQSW)	<input type="checkbox"/>
1 - 2 years	<input type="checkbox"/>
3 - 5 years	<input type="checkbox"/>
Over 5 years	<input type="checkbox"/>

Q3 How many years have you been working in your current position?

Less than 12 months	<input type="checkbox"/>
1 - 2 years	<input type="checkbox"/>
3 - 5 years	<input type="checkbox"/>
Over 5 years	<input type="checkbox"/>

Before your current position.

Q4 How important were each of the following in attracting you to work in BCBC?

	Not important at all	Of little importance	Fairly important	Very important
Flexibility of working arrangements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities for career development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities for continuing educational and professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Permanent employment opportunity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working in a specific service area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reputation of the Local Authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of alternative employment opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q5 What was the main thing that attracted you to working in BCBC?

Your current position.

Q6 How satisfied are you with...

	Very satisfied	Fairly satisfied	Neither satisfied nor unsatisfied	Fairly unsatisfied	Very unsatisfied
Flexibility of working arrangements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities for professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities to gain additional qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervision arrangements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working in your current team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work demands	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support from line manager	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication within team/service area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q7 What do you find the most rewarding aspect of your job?

Q8 What do you find the most challenging aspect of your job?

Q9 Overall, how satisfied are you with your current job?

Very satisfied

Fairly satisfied

Neither satisfied nor dissatisfied

Fairly dissatisfied

Very dissatisfied

Your future.

Q10 How likely are you to leave BCBC in the...

	Very unlikely	Unlikely	Unsure	Likely	Very likely
next 12 months?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
next 1 to 2 years?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
next 3 to 5 years?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q11 How important do you believe the following factors will be to you in the next two years?

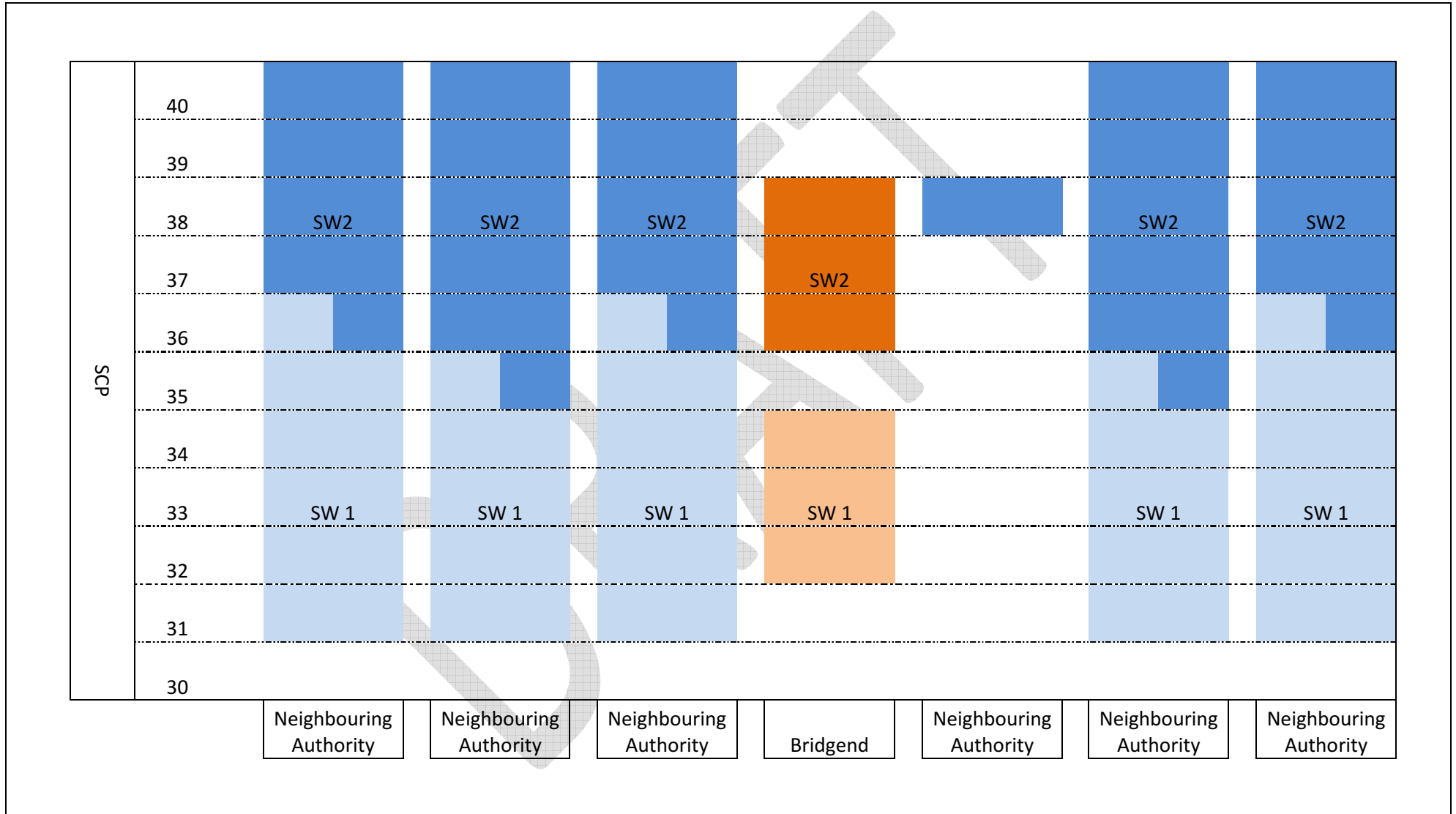
	Very important	Fairly important	Neither important nor unimportant	Fairly unimportant	Not important at all	Not applicable to me
Promotional opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible working arrangements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A good work-life balance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career development opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educational and professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enjoying the challenge of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q12 If you have any additional comments in relation to issues affecting the recruitment and retention of social workers in Bridgend County Borough Council, please use the space provided below.

Thank you for taking the time to complete this survey

Please click the tick button below to submit.

Pay Scale Comparison – M4 Corridor



BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

23 SEPTEMBER 2015

YOUTH ENGAGEMENT AND PROGRESSION FRAMEWORK & THE YOUTH SERVICES REVIEW

1. Purpose of Report

- 1.1 To provide the Committee with an update on progress with implementation of the Youth Engagement and Progression (YE&P) Framework and the Youth Service Review.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 The implementation of the YE&P Framework is key in reducing the number of young people in the county who are not in education, employment or training (NEET) which is a key priority for the Council and its partners.
- 2.2 The Youth Service Review contributes to all of the corporate priorities but in particular: -
 - Working with children and families to tackle problems early
 - Working Together To Tackle Health Issues And Encourage Healthy Lifestyles
 - Working together to make the best use of our resources.

3. Background

Youth Engagement and Progression Framework

- 3.1 The YE&P Framework aims to reduce the number of young people not in education, employment or training (NEET). As part of the Framework, Welsh Government requested each local authority to complete an action plan by the 14th March 2014 (the actions of which were pre-populated by Welsh Government including the Youth Guarantee) outlining how they were going to take forward implementation of the Framework. In Bridgend, this was initially developed by a multi-agency task and finish group; however, responsibility for developing a more focused implementation plan has come under the remit of the Engagement and Progression Coordinator (EPC) and members of a newly formed YE&P Framework Steering Group (Terms of Reference are attached as **Appendix 1** to this report).
- 3.2 In order to assist with implementation of the Framework, Welsh Government allocated each local authority £50,000. Utilising this allocation, Bridgend appointed an EPC in August 2014. Initially employed on a temporary basis, the EPC was tasked with providing operational leadership on the implementation and development of the Framework working closely with Careers Wales and Post-16

education and training providers to develop and formalise partnership working and information sharing links.

Youth Service Review

- 3.3 A staffing re-structure of the local authority's Youth Service, which took effect earlier this year, has seen youth workers deployed to work from a new hub based model as opposed to a dedicated stand-alone service. This has seen Youth Workers working more closely with other practitioners (e.g. family support workers, social workers and Education Welfare Officers) to offer a more joined-up and targeted service to young people.
- 3.4 The local authority has taken steps to work more closely with the Third Sector in relation to the budget reductions that affected the Council's open access youth provision in 2014. Work has been undertaken to commission small grants to Third Sector Youth Services via the Welsh Government Strategy Grant to support and develop open access youth provision across the County Borough.
- 3.5 The current Youth Service consultation exercise, which is being conducted as part of a wider consultation with the South Wales Police and the Local Service Board's 446 project, is intending to seek the views of up to 3000 young people across the County Borough. These views will be used to further target existing resources and to build capacity within the Third Sector to develop additional provision where necessary.

4. Current situation / proposal

Youth Engagement and Progression Framework

- 4.1 In January 2015, Welsh Government (through the Minister for Education and Skills and Deputy Minister for Skills and Technology) agreed to award a second grant payment of £50,000 to each local authority in Wales. As part of the grant requirements each local authority was required to provide a 'progress to date' report against the original YE&P Implementation - Action Plan submission in 2014. In addition, each authority was asked to outline the actions they were planning on taking forward up to 31 March 2016. These were developed jointly between the EPC and members of the YE&P Framework Steering Group, a copy of this submission is attached as **Appendix 2** to this report.
- 4.2 During the restructure of the Integrated Working and Family Support service, and as a demonstration of the Authority's commitment to continue to reduce the number of young people presenting as Not in Education, Employment or Training (NEET), the EPC post was moved to core funding. This has allowed for the second grant payment to be allocated to support elements of delivery for Lead Workers such as accreditation costs and employment related qualifications.
- 4.3 Substantial progress has also been made towards the key offers to young people through the Framework, namely the appointment of a team of dedicated Lead Workers. During the initial stages of implementation, lead work support was provided by Youth Service staff as an additional responsibility to their substantive

role. However, through the restructure of Integrated Working and Family Support, and utilising funding through the Education Improvement Grant (formally 14 – 19 Network funding) we now have a team of 6 full-time Lead Workers. Allocated to each of the Authority's Secondary, Special schools, these Lead Workers provide young people identified in greatest need through the authority's Early Identification tool, with a single point of contact and targeted support based on identified needs to address barriers to education. Although a smaller team in numbers than previous arrangements, working full-time will enable these dedicated Lead Workers to provide greater capacity and continuity of support to schools and their pupils.

- 4.4 Implementation of the Youth Guarantee, as set by the Welsh Government, presents a unique opportunity to bring together post-16 providers to create a comprehensive offer to learners in Year 11. Training for staff from school, college and work based learner providers to input their respective prospectus of options into the Common Area Prospectus (CAP) is ongoing. Group training for staff that will be supporting young people in Year 11 is also available from Careers Wales, and will be ongoing throughout this coming Autumn Term.
- 4.5 In line with one of the key components of the Youth Engagement and Progression Framework, Bridgend has developed an Early Identification system known internally as the Vulnerability Assessment Profile (VAP). Pupils identified as potential NEETs (Red or Amber Status) through the VAP attending Secondary and Special schools, as well as the authorities Elected Home Educated and alternative provisions, are allocated a Lead Worker. For the last academic year (2014-15) the VAP and any subsequent offer of support were focused only on Year 11 pupils; however, from this Autumn term (September 2015) the range and frequency of the VAP will increase to a termly report including Key Stage 3 and 4 pupils. This allows for a more timely and targeted offer of support in identifying and addressing barriers to education, whilst also securing a 'suitable offer' through into post-16 education, employment or training. Pupils still requiring intensive support to maintain their educational placements are highlighted to post-16 Lead Workers based in the relevant provider to ensure a continuity of support through the transition from mainstream to further education.
- 4.6 While the focus of Lead Workers is preventing young people becoming NEET, provision has also been made to support those who fail to make a successful transition from Year 11. From April this year, a team of 3 Engagement and Transition (E&T) workers (funded through the Welsh Government Strategy Grant) have been appointed to provide lead work support for young people 16 – 18 years old, who are NEET. Working closely with colleagues from Careers Wales, the E&T workers track (through information provided from Careers Wales) and provide bespoke packages of support to young people on an individual and group basis, to identify and secure suitable routes back into education, employment or training.
- 4.7 In order to support the regular sharing of personal information for multi-agency services within Bridgend, an Information Sharing Protocol (ISP) has been developed. The ISP covers the exchange of information between the Local Authority, multi-agency services, education providers and Careers Wales. The ISP details the specific purposes for sharing and the personal information being shared, the required operational procedures, consent process and legal justification.

- 4.8 A Placement Agreement has also been developed and signed off with Careers Wales, allowing both the E&T workers, and the EPC, mediated access to Careers Wales' management information system Cognisoft IO. This has enabled a timelier identification and re-engagement of young people without recorded destinations, reclassifying them into the most appropriate Tier (within the Careers Wales 5 Tier Model of Engagement) depending on their individual circumstances and support needs.
- 4.9 The continued success in the reduction of young people who are NEET in Bridgend is corroborated in a recent report compiled by the Welsh Audit Office which highlights Bridgend as the third highest performer in Wales, behind Torfaen and Merthyr Tydfil Councils respectively, in reducing the number of Year 11 school leavers known to be NEET between 2009 and 2014, as outlined in the table below.

Council	Percentage of Year 11 leavers known to be NEET		
	2009	2014	% change
Torfaen	8.2	2.2	-73%
Merthyr Tydfil	4.6	2.6	-57%
Bridgend	7.6	3.6	-53%
Cardiff	8.9	4.3	-52%
Newport	9.1	4.7	-48%

Youth Service Review

- 4.10 The strategic purpose of the review is to ensure that Statutory and Third Sector youth work provision is aligned and presented to young people as a coherent offer. The review is underpinned by the Welsh Government's Youth Work Strategy 2014 – 2018.
- 4.11 A Third Sector Partnerships Development worker has been employed as part of the restructure of Integrated Working and Family Support services. The post currently supports both sectors in strengthening and maintaining the strategic relationship between youth work organisations'. Within this process, the Third Sector will be supported in developing and delivering services to young people in line with Estyn recommendations.
- 4.12 Work is being undertaken to develop a broad perspective of current provision for young people available through both the Third Sector and Statutory Sector, which use both targeted and universal approaches. This area of work will examine existing partnerships, identifying what is working well in order to capitalise on current opportunities for young people, in addition to the identification of any gaps in provision that will allow us to draw in existing resources and partnerships to promote a coherent approach to the delivery of services. These exercises include: -
- Youth Review Consultation – consultation exercise, in collaboration with the South Wales Police and the Local Service Board, formally named 'The 446 Project' will look at local area statistics relating to current provision, and gaps in provision for young people's services. A copy of the consultation can be found in

Appendix 3. This survey will be supported by other relevant consultation exercises undertaken particularly by the Active Young People's department, which examines the perspectives of young people in relation to services in their area. The Youth Review/446 consultation exercise is being carried out in collaboration with schools, community based services, open access universal services, and by other frontline professionals. The survey is available online through which young people are able to access and complete during their ICT lessons. It is also available as a hard copy through a number of networks supporting the delivery of the survey both on a one-to-one, as well as group work basis.

- Community Mapping – In 2014, Third Sector services were commissioned to undertake community profiles per area (seven areas examined). The results from this exercise will be aligned with the results of the Youth Review consultation, which will demonstrate local area provision gaps.

4.13 The results from these exercises will be analysed and alternative service delivery models will be developed through a number of networks representative of both Statutory and Third Sector services. Results of the review will also inform future planning and will take place initially via the Third Sector Strategy group hosted by BAVO. In addition, the Youth Council have agreed to support the review through the establishment of sub-groups to action many of the core issues identified reflecting young people's responses captured through the consultation exercise. Following the Youth Review, the Youth Council will continue to be supported by staff from Integrated Working and Family Support services with the development of the sub groups reflecting the results illustrated in the report. In addition, strategic support will be provided to each of the issue based sub groups in order to ensure that the Youth Council are effectively directed and supported in achieving change for young people.

4.14 The review of Youth Services will allow the Authority to reinforce existing infrastructures equipped to build on the delivery of frontline services for young people in the absence of universal provisions once available through the Statutory Sector. Both sectors will receive the results from the review and will work together to capitalise on current provision through existing networks.

5. Effect upon Policy Framework & Procedure Rules

5.1 The work of the Children and Young People Overview and Scrutiny Committee relates to the review and development of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend.

6. Equality Impact Assessment

6.1 The YE&P Framework and Careers Wales 5 Tier Model of Engagement are both national policies which will have a positive impact on how the Authority complies with its duties.

6.2 An Equality Impact Assessment linked with the Youth Service Review will be developed once the Review has concluded and any proposed changes are known.

7. Financial Implications

Youth Engagement and Progression Framework

7.1 In the current round of funding (2015-16), £165,000 is allocated to Lead Workers from the 14 - 19 component of the Education Improvement Grant (EIG). It has been proposed within the Central South Consortium to delegate this 14-19 component element of EIG to schools in 2016-17. While this is still only a proposal, the Authority has had assurance during the last Partnership Steering Group (17th June 2015) from Head teachers that it can retain this sum to continue to fund Lead Workers in 2015-16.

7.2 The second £50,000 grant payment will be used to help support Lead Worker delivery such as accreditation costs for informal and work related qualifications.

Youth Service Review

7.3 There are no financial implications as part of the Youth Service review at this point in time as the current consultation is ongoing.

8. Recommendation

8.1 It is recommended that the Committee note the content of the report.

Contact Officer: Owen Shepherd
Engagement and Progression Co-ordinator

Telephone: (01656) 642697

E-mail: owen.shepherd@bridgend.gov.uk

Contact Officer: Sarah Keefe
Third Sector Partnerships Accreditation and Part-Time Service
Senior Development Worker

Telephone: (01656) 815948

E-mail: sarah.keefe@bridgend.gov.uk

Background documents:

Welsh Government Youth Engagement and Progression Framework Implementation Plan - 2013

Welsh Government's Youth Work Strategy 2014 – 2018.

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- Appendix 1** - Bridgend YEPF Steering Group - TOR - FINAL
- Appendix 2** - Action Plan - Bridgend - Update and Grant Application for 2015-16
- Appendix 3** - Youth Review/446 project consultation exercise
- Appendix 4** - Glossary

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**Bridgend County Borough Council
Youth Engagement and Progression Framework
Steering Group**

**TERMS OF REFERENCE
(November 2014)**

Roles and responsibilities

1. To monitor and review the implementation of and delivery against the actions within the Welsh Government – Youth Engagement and Progression Framework (YEPF).
2. To advocate ‘The Right Systems, Right Support, Right Provision’ approach to multi agency working within each sector agency and service area.
3. To be the central reference group to oversee the development and review of Education, Employment and Training (EET) provision across BCBC for young people aged 14-25.
4. To utilise available data effectively to plan monitor and review actions within the framework in order to measure the impact of the framework.
5. To contribute to relevant service evaluations.
6. To ensure that meaningful consultation and participation with children, young people and their families, as well as relevant stakeholders, takes place and informs the development and implementation of the Youth Engagement and Progression Framework.
7. To provide direction and guidance to agencies and staff, where appropriate, to integrate their mode of working with the agreed Careers Wales 5 Tier Model of Engagement approach to post-16 service provision and support and established early identification mechanisms as set out in the Youth Engagement and Progression Framework.
8. To provide and disseminate relevant information to and from individual service areas and agencies to identify and close gaps in service provision and reduce duplication.
9. To provide and maintain a formal link between the YEPF Steering Group and the Youth Support Services in supporting a co-ordinated approach to the provision of services.
10. To provide and maintain a formal link between the YEPF Steering Group and the ACL Partnership in supporting a co-ordinated approach to the provision of services.
11. To promote the agreed strategic approach to ensure effective delivery of Youth Engagement and Progression Framework related services to children, young people and their families.

12. To contribute to the development and implementation of the Youth Engagement and Progression Framework Action Plan.
13. To report progress to the Local Service Board (through the Skills and Economy Programme Board) and Welsh Government as required.

Membership

The membership of the YEPF Steering Group, and its task and finish groups, will be reviewed and agreed annually by partners. Membership of the Steering Group will include representation from:

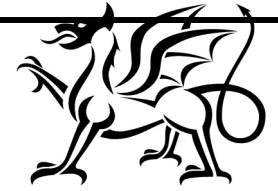
- BCBC Education and Lifelong Learning (Attendance and Wellbeing Service, Adult Education, Services for Young People, Access and Inclusion, 14-19, Systems and Management Information Team, School Improvement).
- Schools.
- BCBC Children's Services.
- BCBC Community Services.
- Communities First.
- Careers Wales.
- Job Centre Plus.
- Probation / Parc Prison
- Training Providers – national training federation for Wales.
- Voluntary Sector Providers.

All members of the YEPF Steering Group, and associated task and finish groups, will commit to support the stipulated aims and objectives of the Youth Engagement and Progression Framework.

Meetings

YEPF Steering Group meetings will be held on a 6 monthly basis. (January and September, typically starting at 2pm and closing at 4.30pm.)

Task and Finish Groups will convene as and when required and agreed by the YEPF Steering Group. Task and Finish Groups will feedback to the YEPF Steering Group via the Engagement and Progression Co-ordinator.



Llywodraeth Cymru
Welsh Government

Youth Engagement and Progression Framework Implementation

Update on Progress to date and Plans through to 31st March 2016

Local Authority: Bridgend County Borough Council

Youth Engagement and Progression Framework Implementation Plan

What is the framework?

On the 1st October, the Deputy Minister for Skills and Technology launched the Youth Engagement and Progression Framework Implementation Plan setting out clearly the Welsh Government's expectations for youth engagement and progression on the delivery chain in Wales at a local, national and regional level.

The six areas of the framework are:

- Identifying young people most at risk of disengagement;
- Better brokerage and coordination of support;
- Stronger tracking and transitions of young people through the system;
- Ensuring provision meets the needs of young people;
- Strengthening employability skills and opportunities for employment;
- Greater accountability for better outcomes for young people.

What is this Action Plan?

We want you to develop and share with us how you are going to take forward implementation of the Youth Engagement and Progression Framework by 14th March 2014. This action plan should be developed in the context of other Local Authority plans and strategies such as your NEET's strategy, Children and Young People's Plans and Single Integrated Plans, this is not an exhaustive list. Strong strategic leadership from local authorities has been a critical part of successful implementation in those areas which have been successful at reducing the numbers of young people who are not in education, employment or training. The Welsh Government will allocate a key contact to each LA to discuss with their LA nominated accountable officer the LA plan for implementation of the framework and review their progress.

Link to Tackling Poverty Action Plan

Welsh Government set out its on-going commitment to Tackling Poverty by prioritising the needs of the poorest and protecting those most at risk of poverty and exclusion in the 'Tackling Poverty Action Plan 2012-2016'. A key part of that plan was a

commitment to reduce the number of young people who are not in education, employment and training (NEET). New targets were set out in the plan and re-affirmed in the Youth Engagement and Progression Framework to:

- Reduce the numbers of NEETs aged 16 - 18 to 9% by 2017
- Reduce the proportion of young people aged 19-24 who are NEET in Wales relative to the UK as a whole by 2017

The Deputy Minister for Tackling Poverty wrote to all Local Authority Anti-Poverty Champions on the 7th October asking them to focus on two priorities of the refreshed Tackling Poverty Action Plan. The letter was copied to Local Authority Chief Executives and included a priority to focus on reducing the number of young people who are not in education, employment or training aged 16-18. This fits with the completion of the action plan.

Evaluating implementation of the framework

We are committed to undertaking an evaluation of the youth engagement and progression framework in order to understand the effectiveness of the implementation of the plan both at national and local level. We will develop and share detailed proposals for the evaluation but we expect to commission independent research at an early stage to evaluate the effectiveness of the implementation of the plan and delivery of the milestones and later, to evaluate the impact of the framework following the two year implementation process. This will help to ensure lessons from the evaluation will be used to improve the implementation of the plan throughout its life. We would also like to explore with local authorities how they can best support the evaluation that we will be commissioning and how it will link into any LA - planned evaluations.

Senior Accountable Officer:	Deborah McMillan	Email: Deborah.Mcmillan@bridgend.gov.uk	Tel: 01656 642612
Other Officer:	Mark Lewis	Email: Mark.Lewis@bridgend.gov.uk	Tel: 01656 643235
Data lead Officer:	Dawn Davies	Email: Dawn.Davies@bridgend.gov.uk	Tel: 01656 642694

Identifying young people most at risk of disengagement				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Develop an approach to early identification of young people at risk of disengagement including what indicators, thresholds and data to use, when to start and who else needs to be involved by March 2014.	<p>Communities First have appointed a Keeping in Touch Officer whose remit has been to develop a Vulnerability Assessment Profiling (VAP) tool to aid in the early identification of young people at risk of disengagement.</p> <p>The VAP has been populated and is currently being used to identify Year 11 pupils in need of support.</p> <p>Bridgend College operates an assessment tool (BRAVO) which has the potential to contribute to the early identification of young people at risk of disengagement.</p> <p>The Youth Offending Service has a well-established "asset" assessment tool which identifies the employment, education and training needs of young people (8-18 years).</p>	Ensuring there is an effective interface in place between our approach to the early identification of young people with other projects, initiatives and services such as the work of the Youth Offending Service.	<p>Evaluate VAP Pilot.</p> <p>Identify and review other best practice.</p> <p>Agree and roll out an effective county wide approach to the early identification of vulnerable young people.</p>	<p>After a successful pilot, Bridgend has decided to employ that VAP as its preferred early identification system.</p> <p>New indicators have been identified through the pilot phase and these we been incorporated into the 2014/15 VAP. This has been successfully rolled out across schools in Bridgend from the start of Autumn term in September 2014.</p> <p>Future developments of the VAP are planned for the 2015/16 academic year, these include:</p> <p>Age Range</p> <p>Currently the VAP is run on the Year 11 only; it is the intention of the EPC to increase this to include all year groups within Local Authority maintained Secondary Schools from Autumn term 2015.</p> <p>Frequency</p> <p>The data included within the VAP is currently compiled on an annual basis (last working day of August); however, the frequency at which this data will be collected in the future will be on a termly basis. This will enable a more robust and timely identification of young people who are potentially disengaging from their respective educational pathways.</p>
Discuss outcomes from pre-16 early identification with schools to agree	All secondary and special schools are engaged in the development of an early	Embed these new approaches into the policies and practices of	Continue to work in partnership with head teachers via existing networks in order to identify and share best	As part of the early identification process employed by Bridgend, practitioner input from schools has been integral to add context to the

levels of risk and inform identification of needs.	identification tool pre and post 16 and are using the outcomes of the Pilot VAP projects to inform their deployment of services for young people.	schools.	practice across all schools.	data-driven assessment and provide up-to-date information. All schools have access to relevant pupil information contained within the VAP. Practitioners will be consulted on a regular basis to identify changes to pupil's status, ensuring cohorts flagged as 'vulnerable NEETs' is constantly monitored for accuracy and appropriateness.
Determine how pre-16 early identification outcomes are shared with post-16 providers.	Currently working on an ISP that includes Post-16 providers such as Bridgend College and work based learning providers.	Ensuring all relevant exchanges of data are identified and included within the ISP prior to its ratification by WASPI.	Complete the work that is currently underway of the existing ISP. Develop and implement additional ISPs as appropriate in line with Welsh Government guidance which is due to be issued in July 2014.	Bridgend currently an ISP in development. This has superseded a previous ISP drafted for the 'Keeping in Touch' project, and now is specifically aimed at ensuring appropriate data sharing throughout the YE&PF process. BCBC and Careers Wales have agreed and signed off a Placement Agreement that allows a select number of staff from the authority mediated access the Careers Wales system. Bridgend College have agreed to a monthly update to Careers Wales of the students withdrawing from their respective courses. Contact through Careers, or Local Authority Lead Workers is arranged to offer support into alternative EET pathways where appropriate.

Better brokerage and coordination of support				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Develop local proposals for allocating lead workers, including consideration of existing funding and resources,	BCBC Youth Service has recently undergone a full restructure which has allowed for all roles to be reconfigured in line with the	Embedding the guidance in the Framework into the roles and functions of the newly restructured	Agree and set out a clear specification for the Lead Worker role. Explore opportunities for the	Bridgend now has an Engagement & Progression Co-ordinator (EPC) in post and their remit is to develop the Lead Working process. Lead Worker provision is currently being

2013
 2014
 2015

<p>in partnership with local stakeholders by December 2013. Identify whether you intend to start in first wave (April 2014) or second wave (September 2014).</p>	<p>Youth Engagement and Progression Framework (YE&PF).</p> <p>In addition, external grant applications have been tailored to meet the six core components of the Framework.</p>	<p>Youth Service.</p> <p>Build on the progress made in relation to Bridgend's strategic approach to Youth Support Services as detailed in the Youth Support Services Strategy.</p> <p>Continue to work in partnership with the Third Sector and support initiatives such as the Youth Options Consortium.</p> <p>Manage the close down of the ESF funded Pre-VENT 14-19 Project which will result in a reduction of Learning Coach support for some vulnerable learners.</p> <p>Compliment the implementation of the YE&PF.</p>	<p>employment of additional Lead Workers as part of a project within the next round of ESF funding.</p>	<p>provided through Youth Service staff as an additional responsibility to their main contracted role. However, in realising the potential for co-ordinated and maintained support for 'potential NEETs'; proposals have been agreed within the new restructure of the Integrated Working & Family Support service, that the role of Lead Worker will be provided by a team of 6 full-time dedicated members of staff.</p> <p>Further work has also been carried out to identify other Youth Support agencies (both Statutory and Voluntary) that have the staff and capacity to provide Lead Workers as part of the YE&PF. Once identified, these workers are included within the Lead Worker structure developed by the Local Authority.</p> <p>A working group has been formed to explore the possibility of aligning future funding (Education Improvement Grant and European Social Fund) to further increase the Lead Worker capacity within Bridgend.</p>
<p>Develop and agree plans for identifying and operating lead workers with Welsh Government and Careers Wales (for those in first wave) by the end of February 2014. If in second wave, proposals need to be in place by July 2014.</p>	<p>Invested resources in to the development of good models of delivery in relation to the Learning Coach role.</p> <p>Completing the restructure of the Youth Service.</p> <p>Managing the Pre-VENT</p>	<p>Developing and agreeing plans with Careers Wales and Welsh Government within the published timescales.</p>	<p>Develop and agree a plan relating to the identification and operation of Lead Workers by the end of July 2014.</p>	<p>Lead Worker provision is currently being provided through Youth Service staff as an additional responsibility to their main contracted role. Under the proposals for the restructure of the Integrated Working & Family Support service – the role of the Lead Worker will be provided by a team of 6 full-time dedicated Lead Workers.</p> <p>Lead Workers have been allocated to all of the Secondary and Special schools within the</p>

	<p>14-19 Project across five local authorities.</p> <p>Restructuring roles and responsibilities within the Children's Directorate to ensure appropriate responsibilities in relation to the strategic management of NEETs in the county.</p> <p>Published specifications for the Bridgend's Families First Family Learning and Engagement Programme 2014-2017 have been developed to compliment the implementation of the YE&PF.</p>			<p>county. Lead Workers have also been allocated to support alternative education pathways such as Elected Home Educated, Pupil Referral Unit (PRU), Educated Other Than At School (EOTAS) and Positive Pathways.</p>
<p>Develop appropriate data sharing arrangements to ensure that information about young people is appropriately safeguarded and managed between delivery and support partners.</p>	<p>Currently working on an ISP that includes Post-16 providers such as Bridgend College and work based learning providers.</p> <p>An ISP writing group has been established to meet all the information sharing requirement within the YE&PF.</p>	<p>Ensuring that appropriate ISP arrangements are in place to ensure that information about young people is appropriately safeguarded and managed.</p>	<p>Complete the work that is currently underway of the existing ISP.</p> <p>Develop and implement additional ISPs as appropriate in line with Welsh Government guidance which is due to be issued in July 2014.</p>	<p>Each of the named agencies within the YE&PF ISP that is in development will have, or in the process of, signing up to the WASPI Code of Conduct.</p> <p>Detailed within the ISP itself are the minimum levels of personal data required to be shared, whilst allowing for the successful implementation of the YE&PF.</p>

Stronger tracking and transitions of young people through the system				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Local Authorities and	The early identification	Ensuring effective	Roll out a consistent approach and set of	Within Bridgend the VAP is as one of two

<p>schools join up school level tracking with early identification processes by September 2014.</p>	<p>tool (VAP) has been piloted in secondary schools.</p> <p>We are working with schools to join up school level tracking processes with the outcomes of the VAP Pilot and the guidance contained within the YE&PF.</p>	<p>coherence between schools based systems and a county wide early identification tool/approach.</p>	<p>arrangements in all schools in the county.</p>	<p>strands utilised in the process of identification of potential NEETs. Practitioner input from relevant school staff is also sought to discuss the results from each VAP, adding a valuable context to the data that has been captured.</p> <p>An example of this in practice can be viewed in our Emotional & Behavioural Difficulties (EBD) specialist school, Ysgol Bryn Castell. Due to the nature of the pupils that attend, most are categorised within the VAP as high tariff Reds. However, during discussions with relevant staff at the school (Head Teacher and 14 – 19 Learning Coordinator) procedures have been developed to prioritise those pupils deemed most vulnerable, and target these for support from their allocated Lead Worker.</p>
<p>Ensure that the Engagement and Progression Coordinator works with schools, reviews the progress being made by students on a termly basis and ensure an effective system is in place for tracking young people with an unknown status.</p>	<p>Very good links already exist with all schools in the county. Tracking systems are in place to monitor pupils' progress. Work is underway to link these systems to the early identification tool as it is fully implemented / rolled out.</p>	<p>There is a need to appoint an Employment & Progression Coordinator in order to implement this action.</p> <p>Managing this new appointment against a backdrop of budget constraints.</p>	<p>Appointment of an Employment & Progression Coordinator who will drive this work forward via the introduction of appropriate systems.</p>	<p>Since August 2014, Bridgend has had an Engagement & Progression Coordinator (EPC) in post. Initially funded through a WG grant, the post has now been included within the Local Authorities core budget.</p> <p>Their remit will not only include early identification, but also continued tracking of young people and the allocation of Lead Worker support to ensure successful transitions onto their respective post-16 pathways. The EPC is also responsible for the allocation and coordination of the Lead Worker caseloads to ensure effective and efficient use of resources to meet identified needs within the target group of potentially NEET young people.</p>

<p>Ensuring provision meets the needs of young people</p>				
<p>Action</p>	<p>What is your Local Authority currently doing?</p>	<p>What are the challenges?</p>	<p>How are you going to take the work forward?</p>	<p>Progress to date</p>

<p>Produce a baseline map of education, training and re-engagement provision mapped against the Careers Wales five tier model by March 2014 and update the provision map annually.</p>	<p>A substantial amount of work has been done to 'map' the provision available for 14–19 year olds and for 18–24 year olds. This work has included the 14–19 Annual Prospectus and a directory of opportunities specifically aimed at NEETs aged 18+.</p>	<p>Significant duplication of provision for the 16 – 19 age group but a lack of appropriate provision for pre 16 and post 19 cohorts. Mapping the provision against the Careers Wales Five Tier model is still in the early stages.</p> <p>One of the major barriers is keeping any audit or directory current, relevant and up to date.</p> <p>Ensuring that all provision is captured, not only schools, further education and work based learning.</p>	<p>Align 14-19 Learning Pathways resources more closely to the implementation of the YE&PF.</p> <p>Ensure the baseline map is appropriately linked to the common application process.</p>	<p>Mapping has been completed for both Tier 5 and Tier 2 provision; alongside this a Directory of Support document which is being drafted. Detailed within this document will be all the services that offer tailored support to young people that are NEET (Tier 2), or potentially NEET (Tier 4). This directory will help support Lead Workers, and other relevant professionals, when signposting young people to appropriate support services.</p> <p>It will be the responsibility of the EPC to ensure that the information contained within each document is kept up-to-date and relevant. As a point of further development, the EPC is building into the mapping process a quality assurance measure for Tier 2 services. The aim of which is to ensure that the support provided is fit for purpose, whilst also allowing for identifying gaps and informing any future commissioning processes for services.</p>
<p>Engage with all providers to ensure they are developing and delivering an appropriate mix and balance of provision.</p>	<p>There are currently a number of networks of providers e.g. 14–19 Network, Bridgend Employer Liaison Partnership (BELP) which have good representation from providers. These networks work well and often result in good partnership working and changes to provision and delivery methods.</p>	<p>There is not sufficient data available to reliably inform commissioners, including Welsh Government, of the appropriate mix and balance of provision.</p> <p>To ensure synergy between ESF and other funded programmes with local planning and provision.</p>	<p>Develop appropriate network arrangements to include all providers of pre and post 16 provisions.</p>	<p>A Steering Group has been formed to help govern the work conducted throughout the implementation of the YE&PF.</p> <p>Included within this group are the relevant leads from provider agencies with the aim of analysing and sharing data on perceived gaps in provision. This group will be able to discuss and plan appropriate measures in order to address gaps identified.</p>

<p>Work with a range of local organisations to support an effective implementation of the youth guarantee (across number of LA's by September 2014 with a full national roll out from September 2015).</p>	<p>Work is not fully underway in respect of a 'Youth Guarantee Scheme. Bridgend continues to liaise with and monitor the work of pilot areas.</p> <p>Arrangements for training partners and providers are in the early stages of organisation.</p>	<p>Ensuring that all partners who need to play their part in terms of delivering the Youth Guarantee do so within published timescales.</p> <p>Ensuring that the Youth Guarantee Prospectus and Common Application Process are live on line by September 2015.</p>	<p>Agree and implement arrangements locally for the effective implementation of the Youth Guarantee.</p>	<p>Bridgend is continuing to work to the revised timelines set out in the YE&PF Implementation Plan for roll out of the Youth Guarantee. Dialogue is ongoing with local organisations to ensure effective 'buy in' and support is gained for the Youth Guarantee.</p> <p>The EPC has developed excellent working links with Careers & World of Work Co-ordinator employed through Careers Wales, who has delivered training to our Lead Workers on the Common Area Prospectus (CAP). Links have also been formed with other local authorities EPCs to share good practice and learn from their experiences during implementation of their YE&PF and Youth Guarantee.</p>
<p>Engage with organisations tendering to deliver traineeships to ensure that their planned provision meets local needs by April 2014.</p>	<p>Ensuring that links with Careers Wales and Work Based Learning providers, including Bridgend College, are strong.</p>	<p>Meeting the April 2014 deadline.</p>	<p>The Local Authority will work closely with Welsh Government and local and national providers to establish methods of engagement and communication to ensure provision meets the local needs identified through the mapping exercise.</p>	<p>Excellent links, through Bridgend Employer Liaison Partnership (BELP) and Communities First have been forged. Links are also being established with providers who are co-ordinating the WG Jobs Growth Wales scheme. These links will be further developed over the coming months to ensure local, and regional, opportunities within the job market and are appropriately promoted through the Lead Workers when discussing post-16 options.</p>
<p>Analyse existing provision against need to identify gaps, unmet provision and duplication and influence providers based on this.</p>	<p>Curriculum mapping work is on-going in a variety of settings/age ranges. Schools and Bridgend College work effectively in partnership to deliver an efficient curriculum offer which is designed to eradicate duplication.</p>	<p>Mapping learning provision in a more comprehensive fashion which includes all providers.</p>	<p>The methods of engagement and communication established will be used to identify gaps in provision and unmet needs of young people. This data will be used to influence providers. The Local Authority will work closely with Welsh Government to ensure this information is used to inform allocation of provision in line with learner demand and labour market information.</p>	<p>Youth Support Mapping has been completed, this data will be analysed to help identify any gaps or duplication within our provision.</p> <p>This analytical information forms the basis for discussion amongst members of the YE&PF Steering Group to highlight the steers for any future funding applications within BCBC. Recently this has resulted in the redevelopment and subsequent alignment, of some local and national project proposals bidding for funding through the new round of ESF monies.</p>
<p>Ensure effective provision for different</p>	<p>As per sections 12 and 13 above.</p>	<p>Meeting the needs of young people in terms</p>	<p>Complete the curriculum mapping exercise against the Careers Wales Five</p>	<p>Youth Support Mapping has taken place in Bridgend, as it has across all the other LAs, to</p>

groups of young people.		of impartial advice and guidance given the changing role of Careers Wales.	Tier Model. Analyse and evaluate the curriculum map against learner need and labour market information.	facilitate the delivery of the Youth Guarantee. Within this exercise all courses / pathways have been mapped against the Careers 5 Tier model. This allows the LA to identify areas of duplication, areas that have no provision and areas that are well, or over represented. Continual analysis of this data will allow the LA and training / educational providers to streamline the curriculum they offer, as well as the commissioning of new courses to meet the identified needs of the young people within the borough.
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Strengthening employability skills and opportunities for employment				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Take a strategic approach to workforce planning and tackling youth employment making use of programmes where available.	Bridgend is delivering a number of projects and programmes locally aimed at tackling youth employment locally including Communities First Jobs Growth Wales Project, the LSB work experience programme and the YOS Police and Crime Commissioner project for 18 – 21 year olds.	Developing a single coordinated approach to strategic workforce planning.	Establishing a co-ordinated strategic approach to implementing this aspect of the YE&PF.	Integrated Working as it was in Bridgend has recently undergone a major re-structured, co-ordinated by the new Group Manager – Integrated Working and Family Support. During this process there was a strong focus on strategic alignment of projects that facilitate youth support including that of the Lead Workers under the YE&PF. As a result, projects such as Changing Tracks (funded through Families First) have been aligned with the structure set out in the YE&PF allowing for increased Lead Work capacity for Key Stage 3 pupils, as well as transition support from Primary to Secondary schooling.

Greater accountability for better outcomes for young people				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Engage bi-annually with Welsh Government.	Already in discussion with Welsh Government officials and a number of meetings have taken place.	--	Officers will continue to engage with Welsh Government officials.	The EPC has made links with Paul Watts (DfES) who is local link between LA and WG. EPC also attends the Central South Wales Regional Working Group and is currently networking with other authorities to view their approach to implementation areas of good practice.
Allocate a senior leader to take overall responsibility for the framework by November 2013 and Engagement and Progression Co-ordinator.	The Corporate Director – Children has assumed strategic responsibility for the Framework. Appropriate arrangements are in place to implement this on a strategic level.	An Engagement and Progression Co-ordinator not in place at this time.	Plans are in place to appoint to the Engagement and Progression Coordinator role as soon as possible.	An EPC has been appointed and started their post at the beginning of August 2014. The Group Manager, Integrated Working and Family Support (Children's Directorate) has been assigned overall responsibility for YE&PF; however, this role will be to manage and advise the work undertaken by the recently appointed EPC.
How will you ensure that young people have a strong influence on your plans?	The LSB Citizen Engagement Steering group brings together those involved across consultation and engagement activity in LSB member organisations to minimise duplication and ensure that consultation is effective. Other consultation mechanisms available to consult with young people include the youth	Challenges include timescales and the need to consult with young people in the given timescale, risk of over consulting with young people in a climate where budget cuts mean increased consultation and limited resource and capacity to undertake as detailed consultation as might be required.	Map out the existing consultation and engagement events that are planned for or involve young people to look at whether there is a possibility of linking with these e.g. youth service events, valleys to coast roadshow events. Discussions will also take place with other key services e.g. youth council, Voluntary Sector, school councils, college, Careers Wales, learning providers, to find out what scope there is for gathering the views of their members/service users to inform the work.	Feedback from a recent Overview & Scrutiny Committee encouraged Lead Officers to engage with the Youth Council. This will aid in the implementation of the YE&PF, as well as establishing methods of enhancing accountability for post-16 providers. Discussions will take place in due course with representatives of the Youth Council to facilitate this; however, through the newly established team of Lead Workers, representatives from other demographics will also be invited to participate in any planned consultation events.

	council, school councils and the Youth Service.			
Are you taking forward a consortia approach to implementation of the framework and if so how?	<p>Bridgend is leading on regional working for 14 – 19 across the five Local Authority areas of the South Central Consortium.</p> <p>A 14-19 Managers group is in place.</p>	<p>Bridgend continuing to have the available resources to coordinate consortium working.</p> <p>Managing different approaches in ESF and non ESF areas.</p>	Sharing best practice across the five local authorities.	<p>EPC is included within the Central South Wales Regional Working Group to discuss various approaches adopted by other LAs within the Central South Consortium.</p> <p>This consortia approach has been evident during the recent communications and meetings centred around the development of an ESF project aimed at enhancing the various components and delivery aspects of the YE&PF.</p>

Other areas to consider				
Action	What is your Local Authority currently doing?	What are the challenges?	How are you going to take the work forward?	Progress to date
Do you have any plans to evaluate the impact of your action plan and if so how?	<p>Yes, self-evaluation and review takes place within the Local Authority on a regular basis.</p> <p>The YE&PF will be evaluated via the LSB partnership structure and monitored via the Council's Scrutiny arrangements.</p>	Ensuring frequent and appropriate scrutiny arrangements are put in place.	<p>A multi-agency group has been established to develop a collaborative, inclusive response to this action plan and agree future monitoring arrangements.</p> <p>Once we develop a more detailed action plan appropriate output indicators will be identified and data collection mechanisms developed. These will be reviewed on a regular basis to identify the impact of the action plan.</p>	<p>Bridgend has adopted a Self-Evaluation model, of which the implementation of the YE&PF, and its work in reducing the number of NEETs is included.</p> <p>The EPC and Group Manager will make regular updates and measure the progress and impact of the YE&PF throughout the course of its implementation and beyond.</p>
The Welsh Government is going to be undertaking an evaluation on processes, engagement and implementation. Do you have any questions that	Arrangements are in place to identify questions for inclusion in the evaluation.	To ensure that we engage appropriately with the external evaluators and Welsh Government throughout the evaluation exercise.	Bridgend will ensure that the implementation arrangements that it sets up will pay due attention to evaluation.	<p>In September, Welsh Government contracted specialists (ICFI) interviewed a number of Local Authority staff and key partners to evaluate the success of the YE&PF.</p> <p>Included within this evaluation were: the development of the original action plan, progress</p>

<p>you would like included in the WG evaluation?</p>				<p>to date, key achievements and emerging outcomes.</p> <p>Following on from this, members of the YE&PF Steering Group have also been contacted to give their views on the progress and impact of the framework.</p> <p>A summative report is due to be published on the success to date of the YE&PF implementation early in 2015.</p>
<p>How do you intend to share learning from the implementation of the framework with other Local Authorities?</p>	<p>There is a network of Local Authority Families First, LSB and 14-19 Network officers that meet on a regular basis to discuss Best Practice.</p>	<p>Ensure that best practice is disseminated appropriately from these networks to all partners.</p>	<p>These networks plan to continue to meet and provide an opportunity to share knowledge and advice on the work of the YE&PF.</p>	<p>EPC has membership to the Central South Wales Regional Working Group. During these meetings there is scope to network and share good practice with colleagues and other EPCs in surrounding authorities.</p>
<p>How will you ensure that the right strategic and operational leadership is in place?</p>	<p>The issue of young people not in education, employment or training remains a strategic priority for the Council and the LSB.</p> <p>The Corporate Director, Children is overseeing implementation of the Framework and ensuring appropriate leadership at all levels is in place.</p>	<p>Capacity and timescales.</p>	<p>Progress on the implementation of the YE&PF will be reported through the LSB partnership structure.</p>	<p>The issue of NEETs and how Bridgend addresses this population of young people was one of the key areas to demonstrate significant improvement during our recent Estyn inspection. Work undertaken throughout the implementation of the YE&PF framework was identified as a pivotal part of this success. Key components of the YE&PF (Early Identification, EPC & Lead Workers) have now become embedded into our new structure, resulting in the YE&PF remaining a key strategic priority for the LA beyond the implementation phase.</p> <p>The YE&PF, its management, implementation and governance will also form part of the Councils Scrutiny and Moving Forward Programme.</p>
<p>How do you intend to join up with your Local Authorities anti-poverty champion?</p>	<p>The Cabinet Member for Communities has been designated as Bridgend's anti-poverty champion. At officer level the Head of</p>	<p>Ensuring that at strategic and operational level the YE&PF is joined up appropriately with the wider tackling poverty</p>	<p>Dialogue with appropriate elected members and officers to ensure a joined up approach is in place.</p>	<p>EPC and Group Manager feedback to both the Scrutiny Committee and Change Management Board (both of which the Anti-Poverty Champion sits). This ensures an alignment with the wider tackling poverty agenda in Bridgend.</p>

	Regeneration and Development is the anti-poverty champion and is a member of both the LSB Communities Board and the People's Board and acts as the link officer between the two Boards.	agenda in Bridgend.		
How will you consider the importance of Welsh language needs of young people in implementing the framework?	Implementing the relevant outcome targets for pre and post 16 provision of the Welsh Education Strategic Scheme.	Recruiting staff who can work with young people through the medium of Welsh.	Continue to work in partnership with colleagues at Menter Bro Ogwr to ensure the Welsh Language needs of young people are identified and implemented through the Framework Align Welsh medium 14-19 activities to YE&PF priorities.	The early identification stage of the YE&PF will cover the Welsh medium secondary school - Ysgol Gyfun Llangynwyd. A commissioning process has been undertaken utilising Families First funding, allowing for a Welsh speaking Lead Worker to be appointed to cover the school offering provision through the medium of Welsh. Any future commissioning of provision will also take into consideration incorporating delivery strands through the medium of Welsh.
How will you sustain this work beyond the implementation plan?	--	Resources.	Embed best practice throughout all stages of the project. Build capacity locally and work regionally as appropriate.	The role of the EPC was initially funded utilising a grant made available by WG to help facilitate the implementation of the YE&PF. During the re-structure of the authorities Integrated Working and Family Support service, the role and functions of the EPC have now been incorporated into the Local Authorities core budget.

Plans through to 31st March 2016

STRAND	ACTIONS TO BE TAKEN FORWARD UP TO END OF MARCH 2016	WHAT ARE YOUR CHALLENGES?
Early Identification	<ul style="list-style-type: none"> • Develop and implement an Early Identification (EI) system for post-16 providers aligned to the authorities VAP system. • Develop new arrangements to ensure reporting on VAP can be run on a termly basis. • Increase the age range of pupils included within the VAP to incorporate other year groups. 	<ul style="list-style-type: none"> • Transitional arrangements between Lead Workers (pre and post-16) and external providers. • Enhancing the reporting capability of the authorities' new information management system – Central Pupil Database (CPD), with ICT and Knowledge Management. Currently, information recorded and collated within the VAP is from a number of different sources. • Increasing the numbers of young people eligible for support, Lead Worker capacity and caseloads remain manageable while key functions and relationships are also maintained.
Brokerage	<ul style="list-style-type: none"> • Manage transitional arrangements between Youth Service and Full-Time Lead Worker provision. • Supporting effective practice in the delivery of Lead Worker roles. 	<ul style="list-style-type: none"> • Management of existing relationships between Youth Service and key stakeholders (young people, families and schools), ensuring that they are not adversely effected by any changes in personnel. • Identifying and procuring enhanced training for workers that are, or who want to become Lead Workers.
Tracking (To include a WASPI assured ISP to	<ul style="list-style-type: none"> • Develop existing reporting arrangements to ensure clear and sustainable links between LA, Careers Wales and post-16 providers. 	<ul style="list-style-type: none"> • Ensuring that all post-16 providers are signed up to WASPI and the Local Authorities ISP. • Ensuring that reporting on young person's

<p>be in place by the end of September 2015.)</p>	<p><i>Bridgend's YEPF ISP has drafted and submitted to WASPI waiting their ratification.</i></p>	<p>transition to and from post-16 educational providers is both timely and efficient.</p>
<p>Provision (To include Engagement with schools and FE Colleges to raise awareness and encourage take up of the Common Application Process.)</p>	<ul style="list-style-type: none"> • Explore the possibility of a web based directory of Tier 2 services. • Develop quality assurance measures for Tier 5 and Tier 2 Provision Maps. • Implement Youth Guarantee for the first time (Full National roll out from Sept 2016). 	<ul style="list-style-type: none"> • Maintaining all existing, and future, Tier 2 providers are identified and included within mapping exercises. Also that project end dates are recorded and taken into consideration in the production of subsequent versions. • Development of protocols to enable local authority (as lead for YEPF implementation) to feedback to specific providers if issues on quality of delivery or courses are identified. • Ensuring that Tier 5 providers (Schools and FE Colleges) are all signed up to, and upload their respective prospectus, to the Careers Wales hosted Common Area Prospectus (CAP).
<p>Employability and Employment Opportunities</p>	<ul style="list-style-type: none"> • Develop links with Bridgend Employer Liaison Partnership (BELP) to identify emerging labour market trends. 	<ul style="list-style-type: none"> • Widening the range of employers that are involved with BELP, and that any opportunities are fed back through to young people through Lead Worker.
<p>Accountability (To include confirmation of retention of the Engagement and Progression Co-ordinator function until at least the end of the funding period 31st March 2016.)</p>	<ul style="list-style-type: none"> • Engage with young people to ensure meaningful consultation on YE&PF delivery. • Develop outcome measures for Lead Workers. <p><i>During the course of a re-structure of the authorities Integrated Working and Family Support service, the role and functions of the EPC have now been incorporated into the Local Authorities core budget.</i></p>	<ul style="list-style-type: none"> • Ensuring that young people are provided with the means in which to affect the development of the YEPF in a more informal and engaging format. • Include participation from young people from a wider demographic throughout consultation events. • Ensuring that respective parties are clear on the roles and responsibilities of the Lead Worker. Consideration is also given to outcomes that are measured as part of external funding requirements such as Families, and Communities First.

Completed by: Owen Shepherd

Approved by: Mark Lewis

Date: 6th March 2015.

Position: Engagement and Progression Coordinator

Position: Group Manager – Integrated Working and Family Support



This survey has been put together so that we can try to understand more about your neighbourhood, the issues it faces and how organisations within your community can help to make it a safer and happier place to live.

By completing this survey you are helping us learn about the issues you see on a day to day basis within your neighbourhood and what you think we can do to help with these issues and make you feel safer in and around your community.

Your neighbourhood

Q1 **What is the post code of your home address?**

Q2 **Do you agree with the following statements?**

Please tick one box per row.

	Yes	No	Don't know
There is less anti-social behaviour in my neighbourhood than a year ago	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In my neighbourhood, people get on well together	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q3 **The following are problems in my neighbourhood:**

Please tick one box per row.

	Not a problem at all	A slight problem	A fairly big problem	A very big problem	Don't know
Abandoned or burnt out vehicles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bullying	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crime reports in the news (including social media)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dark or unlit areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dog mess	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fear of knife crime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Groups of people hanging around	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Noisy neighbours / loud parties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Off road motorbikes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People drinking alcohol and getting drunk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People using or dealing drugs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People starting fires	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rubbish and litter lying around	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speeding and traffic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stranger danger	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vandalism and graffiti	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Violence and threatening behaviour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please tell us about any particular problems that you see in your neighbourhood:

Q4 Do you feel safe in your neighbourhood during the day? Yes No

Q5 Tell us why you feel safe/unsafe the above during the day.

Q6 Tell us where you feel safe/unsafe during the day. E.g. towns, parks, streets.

Q7 Do you feel safe in your neighbourhood during the night? Yes No

Q8 Tell us why you feel safe/unsafe during the night.

Q9 Tell us where you feel safe/unsafe during the night. E.g. towns, parks, streets.

Q10 During weekends and school holidays, are there enough things for you to do? Yes No

Q11 What activities do you take part in outside school?

- | | | | |
|--|--------------------------|---|--------------------------|
| After school clubs | <input type="checkbox"/> | Filming, photography, journalism | <input type="checkbox"/> |
| Team sports (e.g. football / rugby / netball / hockey) | <input type="checkbox"/> | Other sport / leisure activities (e.g. swimming / keep fit / gym) | <input type="checkbox"/> |
| Cadets / Scouts / Guides etc | <input type="checkbox"/> | Pubs / Clubs | <input type="checkbox"/> |
| Cinema | <input type="checkbox"/> | Social Networking (MSN, Facebook, Twitter, etc) | <input type="checkbox"/> |
| Drama / Dance | <input type="checkbox"/> | Arts / crafts | <input type="checkbox"/> |
| Games consoles (e.g. Wii / Playstation / X Box etc) | <input type="checkbox"/> | Visit friends | <input type="checkbox"/> |
| Hang around the streets / parks | <input type="checkbox"/> | Youth clubs | <input type="checkbox"/> |
| I don't do any activities in my spare time | <input type="checkbox"/> | Other (please write in the box below) | <input type="checkbox"/> |
| Music (e.g. bands / choir / playing instruments / classes) | <input type="checkbox"/> | | |

Q12 Have you ever been offered alcohol? Yes No [Go to Q14](#)

Q13 If you are happy to tell us, what were you offered and where did this happen?

Q14 Have you ever tried alcohol? Yes No [Go to Q16](#)

Q15 If you are happy to tell us, what did you try and where did this happen?

Q16 Have you ever been offered illegal drugs? Yes No [Go to Q18](#)

Q17 If you are happy to tell us, what were you offered and where did this happen?

Q18 Have you ever tried illegal drugs? Yes No [Go to Q20](#)

Q19 If you are happy to tell us, what did you try and where did this happen?

Q20 **Have you ever been offered a legal high?** Yes No Go to Q22

Q21 If you are happy to tell us, what were you offered and where did this happen?

Q22 **Have you ever tried a legal high?** Yes No Go to Q24

Q23 If you are happy to tell us, what did you try and where did this happen?

Your local Police and PCSO's (Police Community Support Officers)

Q24 **Do you know who your local Police Officer or PCSO is?** Yes No

Q25 **The local Police and PCSO's...**

	Yes	No
can be trusted	<input type="checkbox"/>	<input type="checkbox"/>
treat everyone fairly	<input type="checkbox"/>	<input type="checkbox"/>
understand my neighbourhood	<input type="checkbox"/>	<input type="checkbox"/>
are easy to contact	<input type="checkbox"/>	<input type="checkbox"/>
are dealing with the issues in my neighbourhood	<input type="checkbox"/>	<input type="checkbox"/>

Q26 **What can the Police do to help your neighbourhood?**

Q27 **Do you think the Police are doing a good job in your neighbourhood?** Yes No

Q28 Please tell us why.

Reporting crime

Q29 Have any of the following happened to YOU in the last 12 months?

- | | | | |
|---|--------------------------|---------------------------------------|--------------------------|
| Abuse / bullying | <input type="checkbox"/> | Damage to personal property | <input type="checkbox"/> |
| Anti-social behaviour | <input type="checkbox"/> | Something stolen from me | <input type="checkbox"/> |
| Assault / physical violence | <input type="checkbox"/> | Other (please write in the box below) | <input type="checkbox"/> |
| Hate crime (because of your race, religion, sexual orientation, disability) | <input type="checkbox"/> | Nothing has happened to me | <input type="checkbox"/> |

Q30 Did you report these crimes to the police?

Please tick one box per row.

- | | Yes | No |
|---|--------------------------|--------------------------|
| Abuse / bullying | <input type="checkbox"/> | <input type="checkbox"/> |
| Anti-social behaviour | <input type="checkbox"/> | <input type="checkbox"/> |
| Assault / physical violence | <input type="checkbox"/> | <input type="checkbox"/> |
| Hate crime (due to race religion, sexual orientation, disability) | <input type="checkbox"/> | <input type="checkbox"/> |
| Damage to personal property | <input type="checkbox"/> | <input type="checkbox"/> |
| Something stolen from me | <input type="checkbox"/> | <input type="checkbox"/> |

Q31 I did not report these crimes to the police because...

- | | | | |
|---|--------------------------|---------------------------------------|--------------------------|
| I told my parents / carer / relative / school | <input type="checkbox"/> | I didn't know how to tell the police | <input type="checkbox"/> |
| I was too scared | <input type="checkbox"/> | I didn't think it was that bad | <input type="checkbox"/> |
| I didn't think anyone would care | <input type="checkbox"/> | Other (please write in the box below) | <input type="checkbox"/> |
| the police wouldn't have done anything | <input type="checkbox"/> | | |

Q32 Do you agree with the following statement:

- | | | |
|---|--------------------------|--------------------------|
| I would report future crimes to the police. | Yes | No |
| | <input type="checkbox"/> | <input type="checkbox"/> |

Improving your neighbourhood

Q33 **These actions would improve my neighbourhood:**
Please tick one box per row.

	Yes	No
Better street lighting	<input type="checkbox"/>	<input type="checkbox"/>
Education around the danger of carrying knives	<input type="checkbox"/>	<input type="checkbox"/>
Improvements to local neighbourhoods (e.g. playgrounds, benches etc)	<input type="checkbox"/>	<input type="checkbox"/>
More activities for young people	<input type="checkbox"/>	<input type="checkbox"/>
More CCTV cameras	<input type="checkbox"/>	<input type="checkbox"/>
More education around bullying	<input type="checkbox"/>	<input type="checkbox"/>
More fines for litter or dog mess	<input type="checkbox"/>	<input type="checkbox"/>
More jobs for young people	<input type="checkbox"/>	<input type="checkbox"/>
More visible police officers and PCSOs	<input type="checkbox"/>	<input type="checkbox"/>
More volunteering opportunities for young people	<input type="checkbox"/>	<input type="checkbox"/>
Removal of litter, rubbish and graffiti	<input type="checkbox"/>	<input type="checkbox"/>

Other (please write in the box below):

Q34 **What do you think YOU could do to improve your neighbourhood?**

Your local services

Q35 **Which of the following services do you use within your local community?**
Please tick one box per row.

	Never	Sometimes	Often	Very often
Counselling support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drug / alcohol support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment / training support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual health / relationship support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sports / physical activity centre	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for young people with disabilities / additional needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other (please write in the box below):

Q36

How important is it to YOU to have access to the following:

Please tick one box per row.

	Not important at all	Fairly important	Very important
Education, training, work experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic skills learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities to participate in volunteering	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
High quality, responsive and accessible services / facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Independent, specialist careers advice and counselling services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal support and advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advice on health, housing and other issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recreational and social opportunities in a safe setting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sporting, artistic, musical and outdoor experiences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participation in decision making on matters in your community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Contacting you

Q37

If you would like to be kept informed of what's going on in your neighbourhood, how would you like us to do it?

Email	<input type="checkbox"/>	Twitter	<input type="checkbox"/>
Facebook	<input type="checkbox"/>	Don't want any information	<input type="checkbox"/>
Newsletter	<input type="checkbox"/>	Community notice board	<input type="checkbox"/>
Online blogs	<input type="checkbox"/>	Through your school / college	<input type="checkbox"/>
Face to face	<input type="checkbox"/>	Text message	<input type="checkbox"/>
Internet (websites)	<input type="checkbox"/>	Telephone	<input type="checkbox"/>
Meetings	<input type="checkbox"/>	Other (please write in the box below)	<input type="checkbox"/>
Smartphone app(s)	<input type="checkbox"/>		

Summary

We value all of the information that you have provided as part of this survey. Each and every answer will be read and reviewed with the aim of improving and enhancing your local services and making your neighbourhood a more enjoyable place to live.

Q38 Thinking about the questions you've been asked in this survey, is there anything else you want to say about the area you live in? Please use the box below.

Q39 Please list one positive thing which you have noticed about the area you live in.

Q40 Please list one negative thing which you have noticed about the area you live in.

About you

To be able to best use the information you have provided about your neighbourhood as part of this survey and to be able to improve the area you live in we need to know a bit more about you.

Q41 Please describe your gender:

- Male
 Female

- Other
 Prefer not to say

Q42 Please tell us your age:

- | | | | |
|-----------------------------|-----------------------------|-----------------------------|------------------------------|
| <input type="checkbox"/> 11 | <input type="checkbox"/> 15 | <input type="checkbox"/> 19 | <input type="checkbox"/> 23 |
| <input type="checkbox"/> 12 | <input type="checkbox"/> 16 | <input type="checkbox"/> 20 | <input type="checkbox"/> 24 |
| <input type="checkbox"/> 13 | <input type="checkbox"/> 17 | <input type="checkbox"/> 21 | <input type="checkbox"/> 25 |
| <input type="checkbox"/> 14 | <input type="checkbox"/> 18 | <input type="checkbox"/> 22 | <input type="checkbox"/> 26+ |

Q43 Please tell us your ethnicity:

- | | | |
|----------------------------------|--------------------------------|--|
| <input type="checkbox"/> White | <input type="checkbox"/> Mixed | <input type="checkbox"/> Other (please write in the box below) |
| <input type="checkbox"/> Asian | <input type="checkbox"/> Black | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Chinese | | |

The Equality Act of 2010 defines a person as having a disability if such a person 'has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities'.

Q44 **Do you have a disability?**

- Yes No Prefer not to say

Q45 **What is your religion?**

- No religion Hindu Sikh
 Christian Jewish Other
 Buddhist Muslim Prefer not to say

Q46 **How would you describe your sexual orientation?**

- Heterosexual / straight Lesbian / gay woman Other
 Gay Bisexual Prefer not to say

Future contact

Your views are very important to us. All the answers you have given us in this survey are kept safely and will only be used by the Bridgend Local Service Board.

If you would like to talk to someone about any of the topics raised in this survey, please visit <http://www1.bridgend.gov.uk/media/283076/services-directory.pdf> for a list of contact details. You can also ask your youth worker for a copy of the Service Directory where you will find lots of useful contact information.

If you would prefer we contacted you to discuss any issues raised, please leave your name and how you would like to be contacted (telephone number or email address) below.

Q47 **Name:**

Q48 **Email address:**

Q49 **Telephone number:**

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GLOSSARY

YE&P	Youth Engagement and Progression
NEET	Not in Education, Employment or Training
EPC	Engagement and Progression Co-ordinator
CAP	Common Area Prospectus
VAP	Vulnerability Assessment Profile
E&T	Engagement and Transition
ISP	Information Sharing Protocol
BAVO	Bridgend Association of Voluntary Organisations
EIG	Education Improvement Grant

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