

*Rydym yn croesawu gohebiaeth yn Gymraeg.  
Rhowch wybod i ni os mai Cymraeg yw eich  
dewis iaith.*

*We welcome correspondence in Welsh. Please  
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**Gwasanaethau Gweithredol a Phartneriaethol /  
Operational and Partnership Services**

Deialu uniongyrchol / Direct line /: 01656 643147  
Gofynnwch am / Ask for: Andrew Rees

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

**Dyddiad/Date: 8 June 2016**

Dear Councillor,

**CHILDREN & YOUNG PEOPLE OVERVIEW & SCRUTINY COMMITTEE**

A meeting of the Children & Young People Overview & Scrutiny Committee will be held in the Council Chamber, Civic Offices Angel Street Bridgend CF31 4WB on **Thursday, 16 June 2016 at 2.00 pm.**

**AGENDA**

1. Apologies for Absence  
To receive apologies for absence from Members.
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 - 20  
To receive for approval the minutes of the Children and Young People Overview and Scrutiny Committee of 21 January and 9 March 2016.
4. Strategic Approaches to the Support of Vulnerable Children 21 - 52  
Invitees:  
  
Cllr Huw David, Deputy Leader  
Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities  
Deborah McMillan, Corporate Director – Education and Family Support  
Nicola Echanis, Head of Education and Early Help  
Michelle Hatcher, Group Manager - Inclusion  
Youth Council Representative
5. Children's Social Care - Overview 53 - 60  
Invitees:  
  
Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities  
Susan Cooper, Corporate Director, Social Services and Wellbeing  
Laura Kinsey, Head of Children's Social Care

- |    |  |         |
|----|--|---------|
| 6. | <u>Corporate Parenting Champion Nomination</u>   | 61 - 64 |
| 7. | <u>Forward Work Programme 2016-17</u>  | 65 - 78 |
| 8. | <u>Forward Work Programme Update</u>   | 79 - 84 |
| 9. | <u>Urgent Items</u><br>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**

Corporate Director Operational and Partnership 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

KJ Watts

MINUTES OF A MEETING OF THE CHILDREN & YOUNG PEOPLE OVERVIEW & SCRUTINY COMMITTEE HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON THURSDAY, 21 JANUARY 2016 AT 2.00 PM

Present

Councillor EP Foley – Chairperson

DK Edwards  
G Phillips

CA Green  
RL Thomas

PN John  
C Westwood

M Jones  
DBF White

Registered Representatives:

Mr W Bond

Officers:

Nicola Echanis	Head of Strategy Partnerships & Commissioning
Deborah McMillan	Corporate Director Education & Family Support
Joanne Norman	Finance Manager - Education, Transformation and Communities
Arron Norman	Finance Manager - Social Services Wellbeing, Resources & LARS
Kevin Stephens	Democratic Services Assistant
Rachel Keepins	Democratic Services Officer - Scrutiny
Mark Galvin	Senior Democratic Services Officer - Committees

209. APOLOGIES FOR ABSENCE

Apologies for absence were received from the following Members:-

Councillor K Watts  
Councillor N Farr  
Councillor P Davies  
Mr T Cahalane  
Reverend Canon Edward J Evans  
Mr K Pascoe

210. DECLARATIONS OF INTEREST

None

211. FORWARD WORK PROGRAMME UPDATE

The Assistant Chief Executive – Legal and Regulatory Services submitted a report, the purpose of which, was to present the items due to be considered at the Committee meeting to be held on 9 March 2016, and to present a list of further potential items for prioritisation by the Committee.

Paragraph 4.1 of the report, listed the items recommended for the agenda at the next scheduled meeting, whilst paragraph 4.2 of the report gave a list of potential items for consideration at subsequent meetings, as part of the Committee Forward Work Programme.

Following consideration of the report, and the subsequent debate that followed on this item, it was

- Resolved:**
- (1) That the item scheduled for the next scheduled meeting on the topic of Residential Remodelling be deferred to a future meeting, and that this be replaced with a report regarding Children with Disabilities.
  - (2) That a further item be added to the Committee's Forward Work Programme to be considered at a future meeting, providing an update on progress at the Coleg Cymunedol Y Dderwen Comprehensive School.

212. MEDIUM TERM FINANCIAL STRATEGY 2016-17 TO 2019-20

The Chairperson welcomed to the meeting the Invitees, and the meeting progressed immediately with questions from Members.

A Member noted that the previous version of the MTFs assumed a 4.5% increase in Council Tax for 2016-17. However, the 2016-17 draft Revenue Budget shown at Table 7 in the report, assumed a Council tax increase now of 3.9%, largely as a result of the better than predicted financial settlement from Welsh Government. She felt that this increase was disproportionate when compared to the increased settlement and that in light of this the proposed increase should be less than the anticipated 3.9%.

The Deputy Leader explained that setting the Budget of the local authority was a 'balancing act', and that one of the main priorities was protecting frontline services. The Council was still required to find a saving that totalled 37m over the next 3 years. Whilst the local authority would prefer either a smaller increase in Council tax or no increase at all, this was not possible as it would result in key services being cut even more than was already being anticipated.

In response to a question from Members regarding significant areas of impact in the MTFs, the Corporate Director Social Services and Wellbeing confirmed that a number of proposals had been considered in the MTFs relating to Safeguarding, and obviously an important element of this was ways of looking to reduce the number of cases of LAC in the future. Methods to achieve this needed to be closely looked at in order to reduce these numbers safely, but it was recognised that this would take time, particularly in order to successfully achieve this goal long term.

Another area for significant savings was Residential Care with further support for increased independence through enablement and progression in Learning Disability Services. In order to secure the necessary savings that were required in these and other service areas, methods of work had to be deployed differently and in a more innovative and modernised manner. The different approaches to delivering services were also required in order to fit in with the new Social Services and Wellbeing Act. The Corporate Director Social Services and Wellbeing advised that there were complex challenges ahead and these would not necessarily be easy to meet due to the pressure of timescales for remodelling and the need to secure savings. She added that there were no imminent proposals to reduce the complement of staff, as these were required both to deliver all the changes necessary as part of the Budget Reduction proposals, as well as to continue to manage their respective day-to-day duties.

The Corporate Director Social Services and Wellbeing reassured the Committee that all changes would be undertaken in both a safe and planned way to meet the reduction targets.

The Corporate Director Education and Transformation echoed the comments made by the Corporate Director Social Services and Wellbeing, and in terms of education

prospects for young children in the County Borough, she reported that these were currently better and more improved than they had been for some significant time. Notwithstanding this, the local authority would remain ambitious and look to drive forward even more improvements for children and young persons. The threats, such as reductions in the MTFS, had made her Directorate more creative, and working collaboratively as part of the Central South Consortium had greatly assisted the School Improvement Service.

The Chairperson noted that in terms of the Learner Travel there were no significant budget cuts in the next financial year and that cuts in this area were primarily proposed in the subsequent years of the MTFS.

The Corporate Director Education and Transformation advised that last September Cabinet agreed to change the Learner Travel Policy. It had also since been agreed that the changes proposed to this would be phased in over quite a long period of time. The 1<sup>st</sup> cohort changes she explained would affect Year 7 pupils this coming September, with a caveat however, that those young people at the school with siblings also being taught at the particular school, would continue to obtain free transport to/from the school. In view of the fact that Officers were venturing into uncharted territories regarding accurate savings that were predicted in this service area, it had proven difficult to itemise these as part of Budget Reduction proposals up to the end of the period of the MTFS in 2019-20. Some children were now walking to/from school, whereas previously they had been transported there/home. Officers were attempting to get some meaningful data together to more accurately reflect the extent of savings that would be made as part of the changes to this service provision. This would involve a re-tender process for the future provision of different types of transport that would be required to match the needs of the service, whether this be coaches, mini buses or taxi's. It was about continuing an acceptable level of service as required by legislation, but at the same time making the required savings under the MTFS.

The Head of Strategy, Partnerships and Commissioning advised that research work being undertaken would allow the extent of savings to be better quantified, as the savings that were predicted were very much based on guesswork at the current time. The achievement of estimated savings needed to be realistic and spread over a longer period than had originally been intended.

The Deputy Leader added that as a result of feedback from the expansive Consultation exercise undertaken on proposed changes to Learner Travel, including recommendations that had been taken on board from the Children & Young People O&SC, further changes had been agreed by Cabinet. These included proposals for those students Post 16 where it had been acknowledged that the pay and place rates for their transport provision had been agreed to be too high and these had since been reduced.

A Member noted that last year's budget reduction proposals included significant savings in the service area of Nursery Education, and questioned why they were no longer incorporated into the MTFS.

The Deputy Leader confirmed that Cabinet were proposing to revisit a number of elements of Nursery Education provision, but these would not be included as part of savings in 2016-17, but would be considered as part of reductions not yet fully considered in 2017-18, 2018-19 and 2019-20. The Deputy Leader stated that even though this cost in the region of £1.5m annually to provide, it was one of the best investments that could be made for children as part of their early years education and all Primary School teachers acknowledged this. A decision on savings within this area had to be considered over a long rather than short term period.

A Member referred to ; the re-tendering of Learner Transport contracts at CH3 in the report; where the impact was that lower cost contracts may result in reduced quality of service as well as an increase in the number and complexity of complaints regarding the service. He noted that £500k had been saved in this area in 2015-16 and a further indicative saving of £100k was predicted for 2016-17. Some of the changes to the service were now already being delivered and he asked if any complaints or negative feedback had been received in respect of any change in the quality of service being provided.

The Corporate Director Education and Transformation Services had not heard of any such feedback having been received, however, this would probably be directed to the Communities Directorate as it was ultimately responsible for Bus Transport Contracts. She advised that she would consult the appropriate Officer within this Directorate and ask him to forward on any data that he may have regarding this. She was aware that the odd complaint was sometimes made, usually regarding the condition of some of the buses. These were however, regularly serviced in view of the fact that they transported young people and if there was any doubt whatsoever regarding their suitability to transport pupils, particularly due to reasons of safety, then they were taken off the road. There was a points system in place in terms of the condition of vehicles and if they fell below the required standard then companies who provided the vehicles could be fined or even have their contract taken off them.

The Member also referred to page 30 CH25 and savings proposed due to the projected reduction in Safeguarding LAC numbers which amounted to an approximate saving of £357k in 2016-17 and £520k in 2017-18. He asked for reassurance from Invitees that there would be enough resources in place bearing in mind the level of these projected cuts, to adequately and safely support LAC cases including reactive as well as planned work emanating from this service.

The Corporate Director Social Services and Wellbeing advised there were a considerable number of reasons why young people were taken into a caring environment, and all of these were covered by strict regulations (e.g. through Legal Orders being made) and/or other statutory requirements. Officers looked at a number of key issues, for example, the LAC population and the reasons why the individual in question had been placed into care. Some situations were more complex than others, whilst some were in Out of County placements which were often associated with a high cost, others are accommodated In-House. The appropriate setting for a young person to be placed in was something that had to be carefully considered. In most situations we would want a child to have a placement in house however this is not always possible especially if the child or young person has very specialist needs or if the placement has to be found in an emergency.

A very important part of the process is also to look at early help and prevention support and approaches. The Corporate Director Social Services and Wellbeing added that work was ongoing between the safeguarding team and the early help and prevention team to bring their strategies together in order to best support the needs to the looked after population. She was pleased to confirm that within the last 2 years or so the numbers of LAC had reduced, and these figures were monitored on a weekly basis. There were 368 in total at the present time, whereas 18 months ago there were 412. It was important given the saving reductions the Authority had to make year on year, that there were sufficient levels of front line staff, for example Social Workers, to fully support LAC cases in a safe and efficient way, through team approach methods

The Chairperson was aware that the Authority were responsible for putting Special Guardianship Orders in place, and that the increasing numbers of these were putting

further pressure on Council resources, both financially speaking and in terms of Officer time.

The Corporate Director Social Services and Wellbeing confirmed that the numbers of children subject to these Orders fluctuated, and as was the case to a degree with LAC. She added that she would update the Committee on the number of Special Guardianship Orders, outside of the meeting, as she was unsure whether or not these were increasing.

The Cabinet Member – Children’s Social Services and Equalities confirmed that the Indicative cuts in terms of support for LAC were now £357k, when originally these cuts had been projected to be 585k.

A Member referred to CH9 on page 27 of the papers, i.e. School transport route efficiencies, and as he was passionate about young people have a voice in any consultation or engagement process regarding more efficient routes being identified, particularly as some of the services in terms of school transport provision were being reduced.

The Corporate Director Education and Transformation confirmed that the Authority did consult and engage with young people in terms of any change in service affecting both the school they were taught in, and on other key issues such as Home to School Transport provision.

In terms of school transport routes, even though these had been reduced in line with savings required under the MTFs, more efficient methods and approaches were being put in place for future provision. A Software System had been purchased by the Transport Team, which had the capacity to plot routes in a more efficient way than previous which negated to a degree, the reduction of services imposed under the MTFs. Less collection points had also been put in place at locations that were regarded as ‘safe routes to schools’, as could be deployed under the appropriate regulations.

A Member was aware of the tendering process that was followed every September for School Transport Provision. He asked if this was monitored throughout the year, in order to ensure the Authority were having value for money in terms of the Contract, for example, he hoped that buses taking young people to and from their place of education were not half empty at any time during the year.

The Head of Strategy, Partnerships and Commissioning was in total agreement with the Member on this point, and she confirmed that she would check with the Communities Directorate in order to ascertain if all, or at least most buses were fully subscribed for this purpose.

A Member asked if bus drivers could be contacted whilst driving to/from places of education in case of an emergency, or possibly for an urgent pick-up.

The Corporate Director Education and Transformation advised that at present this was something that was not in operation, and work had just been carried out in respect of the efficient planning of various routes and pick-up points along these. She felt that it may be worthwhile for Members to have a de-briefing on School Transport methods of provision, and she advised that she would take this matter up further with the Corporate Director Communities.

The Head of Strategy, Partnerships and Commissioning with regard to an earlier Member’s question, confirmed that even though consultation with young people on key services that were affected by the MTFs did take place, these had not recently been as

effective as they had previously been, with the exception of Learner Travel. Though work was ongoing to improve this, through key organisations such as the Youth Council. Such engagement was extremely important she added.

A Member who was the “Champion” on the Youth Council confirmed that he would raise this with that particular body at a future meeting, in order to look at ways of improving engagement with young people on key decisions being made by the local authority that affected them.

The Cabinet Member – Children’s Social Services and Equalities added that she was also looking at ways where young people had the opportunity to better engage with the Council on key matters, including those which directly affected them, including as part of the Overview and Scrutiny process.

The Deputy Leader confirmed that he would ensure that both the above Cabinet Member and he would meet with the Champion of the Youth Council, including at a Youth Council meeting, with the purpose of looking at methods to increase ways of engaging with young people in the County Borough.

A Member referred to CH4 and rationalising Special Education Needs (SEN) transport, and enquired as to who had been consulted on this, and what methods would be used when considering which SEN children should share transport, as there were different levels of SEN. He also asked who made the decision regarding this.

The Head of Strategy, Partnerships and Commissioning that SEN did cover a broad area in terms of an individual’s needs. An exercise had been conducted whereby Head teachers of all schools had been asked to look at ways of making efficiency savings with regard transport arrangements for children and young people. This involved children living in the same area, sharing a taxi or mini-bus to/from school. However, this had not been applied holistically, as there were different levels of SEN and the needs of individuals affected by this shared transport provision had been considered, due to any possible risk taking place as a result of their integration. Parents had also been heavily involved in this, and children affected were brought into contact with each other prior to them sharing transport, to see if there were any difficulties between them, and to allow the individuals to get used to each other. There had been no negative impacts that had arisen so far in respect of this arrangement.

A Member welcomed CH1 on page 27 of the report, i.e. Out of County budgets – reduction of Education costs by returning children with additional needs to in-house provision with additional support if required. He was concerned however, over the potential issue of the needs of children not being fully met (i.e. those with complex needs) and the risk of challenge due to this.

The Head of Strategy, Partnerships and Commissioning advised that there was a balance that needed to be met in terms of preventing legal challenge and supporting children through the correct and appropriate channels. Whilst opportunities needed to be looked to prevent children from being placed Out of County, their needs also had to be adequately supported and subsequently met. If a child is placed Out of County in order to cater for any special needs and requirements they may have, the school that places them there are automatically named as part of the necessary Statement. The Authority worked closely with both the children affected by an Out of County placement and their families, to ascertain whether or not they are ready and would like to return In County to their family. A new Education provision was being developed in Bridgend through an initiative known as ‘Bridge Alternative Provision’, where the focus concentrated more upon education and less on alternative curricula activities. This initiative also focused on



Key Stage 2 and 3, rather than older pupils, as elements of higher education were delivered in Ysgol Bryn Castell (YBC) (SEN) school.

Further avenues were being explored at YBC in terms of looking to develop an area of the school to support autistic children. This would help support the specific needs of young people who suffer from this, that were presently being supported Out of County within the neighbouring Authority of Neath/Port Talbot County Borough Council. Extra space had also been provided at the Bryncethin Special Needs Campus, to support young people with more complex needs she added.

A Member referring generally to the same area as above i.e. LAC and Out of County placements etc., appreciated that this was a very complex, difficult and expensive area of the Authority which was volatile, and where correct and sound decisions needed to be made. He noted that savings that had been identified in terms of being deliverable amounted to £200k in 2016/17. He noted though, that there was nothing identified in terms of earmarked savings as part of the MTFs for subsequent years. Neither was there any information contained in the papers he added, about approximate governable numbers of LAC or Out of County placements.

The Corporate Director Education and Transformation confirmed that in 2013, the Directorate implemented a programme for children with Additional Learning Needs (ALN), and applied to Welsh Government for funding under the School Modernisation Programme in order to provide a Special Needs Campus at Bryncethin. The reasoning behind this was that it would give the Authority more capacity in-house to cater for young people with special needs and plan to deliver a long term programme for these individuals, as oppose to looking at Out of County placements for them. This Unit had assisted in reducing children being placed Out of County, and had assisted in achieving savings for the Education Department that amounted to £50k savings in 2014/15, £200k in 2015/16 and £200k for 2016/17. Facilities such as this helped the service going forward, and made the situation regarding support for children with SEN easier to manage, as they were now more easily identified than before. This process also assisted in the development and provision of their individual Care Plans. The numbers of LAC or Out of County placements could not be accurately predicted year on year she added.

The Head of Strategy, Partnerships and Commissioning added that the Authority always had a cohort of young people that required to be placed Out of County/the Authority, some as a result of Court Orders as well as to cater for those individuals with complex needs. Numbers were decreasing though she added, with Education placements (not LAC) having reduced in recent times from 30 to 18.

The Chairperson felt that the aim for the Authority should be to further reduce the numbers of both LAC and Out of County placements, and he was aware, that some Members had aspirations for placements to be made in facilities within the County Borough, for example at Heronsbridge school, Bridgend.

A Member referred to CH2 in the papers relating to the Youth Offending Service Collaboration, and noted that there were savings (shown in amber on RAG status) amounting to £95k for 2016/17. He wondered if these indicative savings would be fully realised given that the Regional Collaboration funding had been cut, and due to the fact that we were presently working with Swansea and Neath Port Talbot County Borough Council's as part of the Western Bay project, but as part of Local Government re-organisation (LGR) proposals it looks as if BCBC would merge with Merthyr and Rhondda Cynon Taf.

The Corporate Director Education and Transformation, advised that as long as the existing collaboration with local authorities to the west of BCBC remained successful, as it was currently proving to be, there would be no requirement to abort this collaboration should BCBC merge with local authorities to the east of the County Borough.

The Deputy Leader advised that the Indicative saving for 2016-17 shown against CH2, should be showing green in the report as opposed to amber, as the original cut for this coming year was firstly set at 160k, but latterly reduced to £95k.

The Chairperson, in terms of Faith schools and those for Welsh language speakers asked if parents were still having some freedom of choice as to what schools contained in the above category, they could send their children to.

The Corporate Director Education and Transformation advised that parents would be able to exercise parental choice in respect of the above, adding that their children would also have free school transport, should they choose not to place them in the nearest Comprehensive School to where they reside.

A Member referred to page 28 of the report and SCH1, and that Cabinet had agreed in principle, that schools should be expected to find 1% efficiency savings under the MTFs, which could have an effect, in that this may result in certain schools becoming unviable, and possible facing teacher redundancies. This would in all probability, also affect the performance overall of any schools subject to such cuts including the pupil attainment. He was concerned that any teacher redundancies may result also in an increase in class sizes which would also neither benefit the school nor its pupils, and this could result in poor school inspection reports carried out by Estyn.

The Corporate Director Education and Transformation advised that performance had been as good as it's ever been across all key stages, and was above the Wales average, and though steps were being taken to look at improving performance even further, savings earmarked for Directorates under the MTFs were required to be met. Officers were consulting with Head teacher Groups and the Schools Budget Forum to examine areas where efficiency savings could most easily be met, including school clustering proposals, where schools may where possible share certain posts, such as bursars or within the area of ground maintenance. Head teachers had also been consulted on making best use of school premises, such as taking income from hiring out rooms at schools on weekends or during term times when pupils were out of school. The Central South Consortia, which was comprised of 5 local authorities, had also been working together to look at proposals to collaborate further schools where this was possible, in order to achieve increased savings. She advised that all the savings required for schools were shown as amber or red on the RAG status, as the finer details areas where these savings could be achieved, had not yet been determined. School Federations were also being approached to look at ways of working that would both make savings and raise standards of education.

The Member asked if there were any budget protection proposals going to be put in place for schools that could be classed as more 'vulnerable' than others in terms of performance and capacity etc.

The Deputy Leader confirmed that as Members would note from the report, there were due to be efficiency savings for schools in 2016-17, but these had been deferred to later years of the MTFs, as the Authority had recognised the improvements generally made across the board in school performance, and to await the outcome of the Welsh Government election, this coming May.

A Member referred to CH15, Inclusion and Additional Learning Needs and noted that the Authority had shown over the last number of years, some improvement compared to previous in this area. With the potential of redundancies/reduced staffing transpiring, she asked if we could maintain our good performance in this area.

The Head of Strategy, Partnerships and Commissioning felt that the improvement could be maintained in this service area, as the savings proposed for the coming year had been achieved, and only 2 voluntary redundancies had been made in this area.

A Member referred to CH40 and the proposal for a reduction in cost of the Central South Consortium arising from efficiencies generated from the transfer of additional services. He was concerned that the Consortia was slowly but entirely taking over the role of the local authority in terms of the supporting of schools and pupils, and the danger of this and of the local authority losing remnants of its locally retained services. Another Member supplemented this question, by asking if BCBC were receiving value for money from the Consortia, and if so, if the Committee could be provided with evidence of this.

The Corporate Director Education and Transformation, advised that a report had been completed in relation to the issue of value for money being received by participating authorities as a result of the setting-up of the Consortia, and this had been submitted to the Consortium's Joint Consultative Committee for ratification. This report could be shared with Members also she confirmed. Estyn were also due to make an inspection of the Consortia in March 2016, arising from which they would compile a report on the success or otherwise in terms of whether or not it was providing value for money. As far as she was concerned, she was convinced that this body was providing a more efficient service in terms of the Education and Transformation agenda, then any of the participating authorities would provide as stand-alone entities.

A Member referred to page 30 of the report CH22, and asked if proposals associated with the re-modelling of Childrens Respite Care would involve any staff redundancies, and if it was intended to maintain respite care support at Heronsbridge school.

The Corporate Director Social Services and Wellbeing confirmed that the provision of Respite Care for families was both essential and very important, and there were no proposals to reduce the provision of this service, as if the service collapsed, this would result in more children being placed into care. She added that this budget reduction proposal was not necessarily about looking to make staff redundancies, but more about examining whether or not existing provisions were fit for purpose, and whether through working with partners, alternative options could be provided that would result in an improvement to the service, notwithstanding the fact that savings of £200k had been earmarked for 2016-17. When all options had been considered and proposed to be put in place, these would be shared with Members in due course.

A Member referred to page 37 of the report and CS1, to rationalise and reduce voluntary sector funding by 10%. He asked if any of this proposed reduction would impact upon the Children's Directorate, and if so, in what areas.

The Deputy Leader advised that places such as Heronsbridge school, were if anything, being underutilised, though it was definitely not under performing in terms of being used for accommodation purposes, and this had been confirmed in its last inspection by Estyn where it had received an excellent report, as it delivered very positive outcomes for vulnerable young people. He added that any funding reductions proposed would not impact either, upon organisations who work with children either on behalf of or as a partnership/collaboration with the local authority.

In respect of the last part of the report, entitled Outcome of the Consultation 'Shaping Bridgend's Future', a Member referred to page 46 of the report, and noted that the majority of respondents in respect of the budget consultation exercise, had been received from the older as opposed to the younger generation.

Both the Deputy Leader and the Cabinet Member Children's Social Services and Equalities, advised that work was in progress not just in relation to the MTFs, but with regard to other public engagement exercises, in order to encourage more feedback from the younger generation of the County Borough on important topics and other Council initiatives.

As this concluded debate on the report, the Chairperson thanked the Invitees for their attendance at the meeting, and responding to Members questions, following which, they left the meeting.

## **Recommendations**

### **Learner Transport**

1. The Committee expressed concerns over the implementation of the budget cuts for Learner Transport. Members reiterated prior concerns over the apparent lack of coordination and cooperation between the Education Directorate who hold the budget for this service and the Transport Department, who are responsible for the direct provision. The Committee supported the notion of the need for proper project management of Learner Transport and recommend that this comes from outside of the two responsible areas in order to provide an objective oversight.
2. Members expressed concern over the suggestion that there was a significant reduction in the amount of pupils utilising the school transport service at the beginning of the school year and those remaining half way through and at the end of the school year. The Committee recommend that Learner Transport contracts be continually reassessed throughout the year in order that should there be any significant decrease in the numbers utilising this service, any unviable buses can be combined.
3. The Committee raised concerns over the process for retendering the bus contracts as Members reported that some bus companies hadn't reapplied as they did not view it as a profitable contract. Members questioned the fact that the Children's Directorate does not have any input into the tendering process and as a result, whether the Local Authority was getting the bottom end of the market in terms of Bridgend children being put on buses that are not of a quality that we would expect.
4. The Committee questioned the use of the Authorities own minibuses and the fact that they sit idle at various times throughout the day. The Committee recommend that Transport for the Authority be reviewed to consider whether changing the times of various services such as day centres, marginally, would assist in being able to utilise the Authority's own minibuses in a more effective and efficient way and achieve further savings. Furthermore Members added that the Authority needs to look at what technology can be introduced and used to monitor where the buses are throughout the day, what they are doing and who they are picking up in order to run the service more efficiently.

### **Nursery Education**

5. The Committee raised concerns over Nursery Education provision in that funding is being used from the schools budget for provision that exceeds the statutory

requirement and encompasses children as young as 3 years of age. Members recalled the reduction proposal to go to the statutory requirement amounted to a saving of £1.5m and therefore questioned where in the schools budget this saving would come from if schools are not protected next year. The Committee recommend that this subject area be revisited both by the Directorate and the Scrutiny Committee to examine the options for future Nursery Education provision and its associated implications for schools.

6. The Committee referred to SCH1 - Agreement in principle: Cabinet have agreed that schools should be expected to find 1% efficiency savings'. Given the fact that some schools are already experiencing a deficit and issues regarding classroom sizes, the Committee recommend that the proposal be reworded to state that schools 'could', not 'should', be expected.

## **Comments**

### **Consultation**

1. The Committee referred to the proposed consultation area that was planned for development in the Civic Offices, as indicated by the Cabinet Member- Children's Social Services and Equalities, and asked that the Committee be kept fully involved with the progress of this work. Members were keen that they were notified of when things were happening and any issues feedback to them so that they could assist in addressing these.
2. The Committee expressed general concerns in relation to collaborations and partnership working particularly those under Western Bay. Members were concerned that these collaborations would not be able to continue to make savings and moreover, should Local Government reorganisation take place, these collaborations and the work underneath them will all have to be unraveled at a cost to the Authority.
3. The Committee wished to formally acknowledge their awareness of the plans for further education services previously delivered locally are to be transferred out of the Local Authority and placed under the Consortium, such as Governor Support. Members expressed concerns over this due to the Consortia being a non-elected body and having no formal democratic accountability.

### **Additional Information**

1. The Committee asked that the information promised to Cllr Watts on the reasons for the decline in LAC numbers and detail regarding the safe and planned way for this to occur be shared with all Committee Members.
2. The Committee asked for the figures in relation to Special Guardianship Orders to determine whether these were increasing.
3. Members asked for further detail in relation to the savings associated with CH3 – Retender Learner Transport Contracts, specifically:
  - a. how close were the Authority in achieving the £400,000 this year and how achievable was next year's target of 100,000k;
  - b. have any complaints been received in relation to these changes?

4. The Committee welcomed the offer from the Corporate Director – Education and Transformation to receive a briefing from a representative of the Communities Directorate on school transport contracts and how they work etc.
5. The Committee asked for further information into the Science behind the Cabinet decision, in principle, that schools should be expected to find 1% efficiency savings specifically what information the Cabinet are basing their decision on?

The Committee asked for further detail of how many schools within the County Borough were in a deficit position in order to assist them in understanding the impact of any future budget reductions.

213. URGENT ITEMS

None

The meeting closed at 4.31 pm

**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, 9 MARCH 2016 AT 2.00 PM**

Present

Councillor EP Foley – Chairperson

PA Davies	DK Edwards	N Farr	CA Green
PN John	M Jones	G Phillips	C Westwood
DBF White			

Registered Representatives:

Mr W Bond  
Rev Canon Edward J Evans  
Mr K Pascoe

Officers:

Susan Roberts	Group Manager School Improvement
Rachel Keepins	Democratic Services Officer - Scrutiny
Andrew Rees	Senior Democratic Services Officer - Committees
Michelle Hatcher	Group Manager - Inclusion
Natalie Silcox	Group Manager Childrens Regulated Services

214. APOLOGIES FOR ABSENCE

Apologies for absence were received from the following Members / Officers:

Councillor K J Watts  
Councillor R L Thomas  
Susan Cooper – Corporate Director Social Services and Wellbeing  
Deborah McMillan – Corporate Director Education and Transformation  
Nicola Echanis – Head of Strategy Commissioning and Partnerships

215. DECLARATIONS OF INTEREST

None.

216. APPROVAL OF MINUTES

RESOLVED: That the minutes of the Children and Young People Overview and Scrutiny Committee of 5 January 2016 were accepted as a true and accurate record subject to the inclusion of Councillor C Westwood in the list of Apologies for Absence in Minute no. 201.

217. FORWARD WORK PROGRAMME UPDATE

The Scrutiny Officer presented a report which detailed the items to be considered at the next meeting of the Committee to be scheduled following the Annual Meeting of Council and sought confirmation of the information and invitees required.

The Scrutiny Officer also reported on a list of potential items for the 2016-17 Forward Work Programme which would be prioritised and scheduled at the meeting of the Committee following the Annual Meeting of Council.

**Conclusions:**

1. The Committee noted the items to be considered at the next meeting to be scheduled at the Annual Meeting of Council and determined the invitees to be invited to attend.

**218. LOOKED AFTER CHILDREN PROVISION**

The Scrutiny Officer presented a report which informed the Committee of the support being delivered to improve the educational performance of looked after children in Bridgend.

The Deputy Leader tendered the apologies of the Corporate Education and Transformation and the Head of Strategy Commissioning and Partnerships as they were being interviewed by Estyn as part of the inspection of the Central South Consortium. He informed the Committee that the Central South Consortium is the first of the four Consortia to be inspected and that he would make the results of the inspection available to the Committee once all inspection reports on the Consortia had been published. He also suggested that the Committee invite the Managing Director of the Central South Consortium to present the findings of the Estyn inspection.

The Committee requested clarification of the GCSE attainment level of looked after children leaving without qualifications in 2012/13 being 21%. The Group Manager School Improvement confirmed that the attainment level of looked after children leaving without qualifications in 2012/13 was 21%. She stated that looked after children are the most vulnerable cohort; however since 2012-13 there had been a much improved picture in the performance of looked after children leaving school with qualifications. The Committee questioned whether the improved performance was down to the cohort or the strategies used. The Group Manager School Improvement stated that the improved performance was partly due to the cohort of looked after children but also due to the mentoring work and careers guidance put in place. The Committee considered that as this cohort are amongst the most damaged of children with challenging behaviour and poor attendance at school that their attainment should be based on when they came into care compared to when they cease to be looked after. The Group Manager School Improvement informed the Committee that the Looked After Children in Education Team does monitor the progress made by looked after children and that performance data is gathered on 31 March each year. She stated that it was difficult to monitor data as children move in and out of foster placements. The Deputy Leader informed the Committee that the number of looked after children with special educational needs is disproportionate compared to children who are not in care and stated that progress by pupils who are looked after does need to be identified and measured.

The Deputy Leader informed the Committee that all members of the Committee are invited to the opening of the Bryncethin campus of Ysgol Bryn Castell on 11 March 2016. The Committee requested details of the new facility. The Group Manager Inclusion informed the Committee that the new facilities have been greatly improved and now comprised a food technology room, art and physical education teaching. The facility also had increased capacity with 2 ASD classes at Ysgol Bryn Castell and additional year 10 class. She stated that quality of provision at the new facility far outweighed the provision at the previous facility. She also informed the Committee that the wellbeing of looked after children is as important as educational attainment.



The Committee questioned the accountability and transparency arrangements of the Central South Consortium in the allocation of funding of the multi-agency approach in supporting and targeting the educational performance of looked after children. The Group Manager School Improvement informed the Committee that the funding did not follow each child directly but funding is allocated proportionately and sustainably. She also informed the Committee that there is a three pronged accountability structure in place to ensure funding allocated by the Central South Consortium is proportionate and confirmed that the Consortium is held to account. The Group Manager School Improvement also informed the Committee that the Council has increased control of the funding received from the Consortium as it comes directly to the Council and not to schools which was the case previously.

The Deputy Leader informed the Committee that the authority has gained some power in the way in which Pupil Deprivation Grant is allocated as it is now administered by the Central South Consortium instead of schools. He stated that the authority has gained some power in that he is a member of the Consortium, while the Group Manager School Improvement is a member of the multi-agency Panel which considers all school requests for grant funding, which ensures that money is spent in a more accountable way. He commented that there is a more robust process in place which has been better for schools. He also informed the Committee that Thrive training has been offered funded through the pupil Deprivation Grant. Thrive provides training to a member of staff in each secondary and special school and a member of staff from each cluster in order to support looked after children. The Deputy Leader informed the Committee that a number of schools had used Thrive training but had not initially applied for funding as they might have had relatively few looked after children. The need was greater where there are more looked after children and Thrive had now been used in 20 schools in the County Borough. The Group Manager School Improvement informed the Committee that working on a regional basis has helped good working practices to be shared. The Group Manager School Improvement also informed the Committee that schools would need to evidence the purposes which they had received Pupil Deprivation Grant. The Committee expressed concern that some schools with looked after children may not receive Pupil Deprivation Grant funding. The Deputy Leader informed the Committee that not all schools had applied for Pupil Deprivation Grant funding. The Group Manager School Improvement explained that channelling funding through the Consortium was a more effective means of using the funding and that training had been provided to a member of staff in each secondary school and a member of staff from each primary cluster in the Thrive programme. She also informed the Committee that an exercise was being undertaken to establish whether some Pupil Deprivation Grant had been unspent in order that schools could benefit from that funding. A member of the Committee commented that Maesteg Comprehensive School had used Pupil Deprivation Grant funding to fund a Sports Leadership Programme which in turn had led to some pupils finding employment.

The Committee questioned whether a virtual head teacher had been appointed yet. The Group Manager School Improvement informed the Committee that a virtual head teacher had not yet been appointed as there had been a focus on improving the performance of looked after children. She stated that it would be the role of the virtual head teacher to lead a virtual school of pupils spread across the county borough and beyond. The Group Manager Inclusion informed the Committee that having oversight is key to ensure a consistent approach in the education of looked after children. The Group Manager School Improvement informed the Committee that a virtual head teacher would oversee the educational progress of all looked after children but that pupils would remain on roll at the school they attend. She stated that the virtual head teacher will work with designated teachers who will become part of a virtual school.

The Committee questioned whether Pupil Deprivation Grant funding would be unspent. The Group Manager School Improvement informed the Committee that it was anticipated that all funding was likely to be used. She stated that some schools may apply for funding on behalf of other schools.

The Committee questioned whether training is offered to Governing Bodies where there are looked after children attending those schools and a need to raise awareness of Pupil Deprivation Grant amongst Governing Bodies.

The Committee thanked the invitees for their contributions.

### **Conclusions**

The Committee raised the need for a culture shift in governance, prioritising vulnerable learners and as such recommended that each School Governing Body nominate a Champion for Vulnerable Groups (to include Looked After Children). Their role would be to promote this aspect with their Governor Group, share best practice and ensure that the individuals are apportioned sufficient support and focus in their school. Members proposed that this recommendation be taken forward by the Directorate through Governor Support to ensure that proper training is provided to support those individuals who undertook this role.

The Committee requested that awareness be raised with all Governing Bodies over the recent changes under the Pupil Deprivation Grant and how it is now being distributed.

The Committee expressed continuing concerns regarding the increasing role of the Central South Consortium and the lack of accountability from elected Members. Members raised concerns over the fact that the Consortium now had clear decision making roles involving money being dispersed for which they were not being held democratically accountable for. The Committee looked forward to the Estyn report on the Central South Consortium and agreed that there was an urgent need for Joint Regional Scrutiny of the Central South Consortium.

### **Additional Information**

Members asked for clarification as to what the day to day role of the Virtual Head would be in order to gain an understanding of exactly what the role would involve and how it would be carried out.

The Committee asked for assurances that the Virtual Head role would incorporate a formal process for monitoring the progress of all Looked After Children and requested that evidence of this be provided to the Committee on an annual basis.

The Committee asked for clarification as to why Bridgend have a higher proportion of Looked After Children than the average in communities with similar levels of deprivation detailing; a) what are the significant factors affecting Bridgend's LAC that attribute to the high number and b) how does Bridgend compare in this way with other similar Local Authorities?

The Committee asked the Scrutiny Officer to confirm when the Estyn inspections of the other 3 Welsh Consortia will be completed to assist them in planning their FWP and the most appropriate time for them to consider Estyn's findings.

219. ROTA VISITING BY ELECTED MEMBERS

The Scrutiny Officer introduced a report which gave an update on the programme of rota visiting the Council's children's social care establishments.

The Group Manager Business Support informed the Committee of the importance of Members undertaking rota visits to social care establishments. She stated that rota visiting had been part of the quality assurance of the authority's services for a number of years and is valued by staff. Rota visiting gave Members the opportunity to meet and discuss with service users their views on the services they receive. The Committee was provided with a schedule of visits carried out at children's establishments together with a summary of the comments made by Members and service responses.

The Committee questioned whether there are independent providers of children's establishments operating in the County Borough. The Group Manager Childrens Regulated Services confirmed that there are independent providers of children's establishments operating in the County Borough which are subject to monitoring by the CSSIW. She stated that there is a very robust assessment process in place in order for independent providers to get on to the framework.

The Committee commented on the importance of rota visiting and questioned whether staff morale was good at children's establishments given that changes are proposed to be made to service provision at Baker's Way. The Group Manager Childrens Regulated Services informed the Committee that the manager of Baker's Way is involved in discussions and part of the review on proposed changes to be made to the way in which services are delivered from that establishment. She stated that staff are part of the consultation process and had shared their concerns during the review but no decision had been made on the possible options, however there was a need to ensure the facility at Baker's Way is fit for purpose. The review of Baker's Way was being undertaken as part of a wider review of residential provision in the County Borough. She informed the Committee that funding had been set aside to make kitchen adaptations at Baker's Way. She also informed the Committee that it was not possible to install a stair lift at the premises but this had not affected service users from using Baker's Way. She informed the Committee that there is an open book approach available for staff to express their views.

The Cabinet Member Childrens Social Services and Equalities informed the Committee that a report on options for Baker's Way and residential remodelling would be brought to a future meeting of this Committee for consultation prior to a decision being made by Cabinet.

In response to a question from the Committee on the numbers of Members who had undertaken rota visits, the Group Manager Business Support confirmed that 28 visits were carried out by Members out of a possible 63 visits to children's social care establishments between April 2014 and January 2016.

The Committee questioned the stance taken to minimise access to Wi-Fi facilities at Newbridge House at certain times. The Group Manager Childrens Regulated Services informed the Committee that the Council has very strict policies and protocols governing the access to Wi-Fi facilities. Usage of Wi-Fi facilities is monitored and it is turned off at certain times. However, residents at Newbridge House could still access the internet via their own mobile networks through smartphones and tablets. She stated that the Council as corporate parents provide mandatory training on ICT safety and is responsible for safe internet usage.

**Conclusions**

The Committee recommended that the rota visit programme be expanded to incorporate private sector children's residential establishments, similar to the pilot that has been undertaken in Adult Services.

The Committee also questioned whether each establishment had to be visited every month and instead proposed that a quarterly visit to each home may be more feasible, particularly in light of the desire to expand the programme to private sector residential establishments.

Members asked to receive additional information regarding the reasons why Members have been unable to attend their scheduled rota visits, if this information is collected and available; and if not Members recommended that this be collated for future monitoring.

220. NOMINATION TO STANDING BUDGET RESEARCH AND EVALUATION PANEL

The Scrutiny Officer submitted a report seeking nominations from the Committee to sit on the Standing Budget Research and Evaluation Panel. The Standing BREP would undertake a review of the process following the setting of this year's budget. The Committee was requested to nominate the Chair of this Committee and one Member of the Committee and additionally a reserve Member to sit on the Standing BREP.

RESOLVED: That the Chairperson of the Children and Young People Overview and Scrutiny Committee and Councillor G Phillips be nominated to represent the Committee on the Standing Budget Research and Evaluation Panel with Councillor D B F White being nominated as the reserve member in the event that Councillor G Phillips could not attend.

221. URGENT ITEMS

There were no urgent items.

The meeting closed at 4.00 pm

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

16 JUNE 2016

#### REPORT OF THE CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT

#### STRATEGIC APPROACHES TO THE SUPPORT OF VULNERABLE CHILDREN

##### 1. Purpose of Report

The purpose of this report is to update and inform committee on the support being delivered to improve the educational performance of vulnerable children in Bridgend.

##### 2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

2.1 This report relates to the Corporate Improvement Plan priorities:-

- Supporting a successful economy
- Helping people to become more self-reliant
- Smarter use of resources

##### 3. Background

3.1 It is recognised that the gap in performance between vulnerable groups and their more advantaged peers puts them at increased risk of exclusion, poor attendance, behavioural problems as well as social-emotional issues. This can result in these children leaving education without the skills or qualifications needed to become independent adults.

3.2 The Education and Family Support Directorate has been developing more strategic approaches to supporting vulnerable groups of learners. 'Vulnerable Groups' is a wide ranging term that can include pupils who are eligible for free schools meals, Looked after children, on the Child Protection register, identified as a child in need, those for whom English is an additional language, those with additional learning needs, young carers, those excluded from school and young offenders (this list is not exhaustive).

3.3 There have been some significant early benefits to adopting these strategic approaches to help to close the gap in educational performance between some of these vulnerable groups of children and others. This includes helping those entitled to free school meals and looked after children.

3.4 Across Bridgend, there is an improving trend in GCSE performance at grades A\* - G for looked after children and in 2014/15 no looked after children left education at the age of 16 without a qualification.

DESCRIPTION	2012/13	2013/14	2014/15
Looked after children as at 1st April	34	41	23
% A* - C GCSE	41%	49%	42%
% A* - G GCSE	74%	88%	92%
LEFT WITHOUT QUALIFICATIONS	21%	2.40%	0%

Equivalent data for all children (Source: StatsWales):

DESCRIPTION	2012/13	2013/14	2014/15
Whole cohort at PLASC	1797	1680	1617
% achieved 5 passes at A* - C GCSE	72%	80%	84%
% achieved 5 passes at A* - G GCSE	93%	93%	95%
LEFT WITHOUT QUALIFICATIONS	0.45%	0.06%	0.06%

- 3.5 The performance of pupils eligible for free school meals is generally improving in every key stage (with a drop at key stage 4 in 2014 which was followed by strong performance in 2015). This is similar to the national trends in which there are improvements in every key stage.

The performance of pupils eligible for free school meals is lower than their non eligible counterparts in every key stage. This is also the case nationally.

The gap increases at each key stage. This is also the case nationally.

The gap in performance has generally narrowed over time with some fluctuations. Compared to national performance, the gap in Bridgend is lower at every key stage.

#### Foundation Phase

FPOI	eFSM	nFSM	Bridgend Gap	National Gap
2012	66.4	86.4	-20	-18.3
2013	69.8	86.6	-16.8	-17.7
2014	74.5	88.3	-13.8	-16.2
2015	78	91.7	-13.7	-14.9

#### Key Stage 2

KS2	eFSM	nFSM	Bridgend Gap	National Gap
2012	62.5	85.1	-22.6	-20
2013	67.6	86.9	-19.3	-18.3

2014	73.5	89.1	-15.6	-17.7
2015	76.3	90.9	-14.6	-15.7

### Key Stage 3

KS3	eFSM	nFSM	Bridgend Gap	National Gap
2012	41.8	73	-31.2	-29.6
2013	51.5	78.7	-27.2	-28.5
2014	56.7	85	-28.3	-24.3
2015	68.4	88.2	-19.8	-22.2

### Key Stage 4

KS4	eFSM	nFSM	Bridgend Gap	National Gap
2012	25.4	56.5	-31.1	-33.2
2013	26.4	58.1	-31.7	-32.7
2014	25.1	61.4	-36.3	-33.8
2015	37.1	64	-26.9	-32.5

### How we are maintaining and building on the improvements

- All challenge advisers have a corporate performance management objective 'To ensure all schools in the local authority to which the challenge adviser is attached plan, monitor and evaluate strategically and improve the attainment of e-FSM pupils.'
- All schools are required to publish their plans in relation to how they are using the pupil deprivation grant. Challenge advisers have evaluated the schools use of PDG and reported on it in the spring term note of visit.
- Schools that are particularly successful in improving outcomes for pupils eligible for free school meals are used as good practice examples for other to learn from.
- Resources developed by Bridgend secondary schools in relation to improving the performance of pupils eligible for free school meals have been placed on the CSC web site for all schools to benefit from <http://www.cscjes.org.uk/Knowledge-Bank.aspx> under 'Closing the gap.'
- The Maesteg Cluster is engaged with the South Wales e-FSM Valleys Project and will disseminate the good practice emerging from the project.
- All schools have access to the Sutton Trust Toolkit, which exemplifies effective approaches to improving outcomes for e-FSM pupils.
- The improvements in attendance across the borough are contributing to improvements in the attainment of all pupils but particularly those e-FSM pupils.
- A 'Good to Excellent' strategy to improve teaching and learning started in the spring term. Improving the quality of teaching will improve outcomes for all pupils. Vulnerable pupils are disproportionately affected when the quality of teaching is not good.

### How do we know how well we are doing?

Challenge advisers work with schools at the start of the year to ensure that the targets they set for all pupils are appropriately challenging. For example, if the key stage 4 target for 2015/16 for pupils eligible for free school meals is met 43.05% of pupils will achieve the level 2 threshold indicator which would be a good continuation of the improving

performance to date. In year tracking data for the current Year 11 cohort indicates that schools are on track to meet this target.

The notes of visits from challenge advisers indicate that all schools are making appropriate use of their PDG.

### **Practices underpinning the improvements**

- Effective use of data not just for data's sake but seeing pupils behind the data.
- Mentoring based on tracking data. (This refers to identifying pupils who are underachieving and providing a mentor to help them to understand that they are under achieving and what they need to do in order to get back on track. There is a strong research base that indicates that this approach works well).
- Making sure every teacher is aware of e-FSM pupils and including e-FSM progress on departmental meetings. (This essentially increases the focus and attention on e-FSM pupils which in turn impacts on how they respond to the learning situation. In research terms this is known as the Hawthorne Effect).
- Identify departmental strengths and areas for improvement in relation to e-FSM pupils and feedback to staff.
- Awareness of successful teaching and learning approaches with e-FSM pupils, such as approaches that develop oracy skills as well as the understanding of the curriculum. For example paired discussion before whole class question and answer sessions. ( A common trait in e-FSM pupils is poor language skills which is associated with a range of learning barriers including lack of confidence to answer questions in front of the rest of the class. Strategies such as paired discussion of a question before whole class question and answer allows pupils to develop and rehearse language patterns which then give them more confidence to speak in front of a wider audience.)
- Avoidance of the 'poor dab' syndrome – high expectations and challenge for all.
- High expectations of E-FSM pupils. (This is linked to the Hawthorne Effect but also to the need to install high expectations and a 'can do' attitude in e-FSM pupils themselves. Low achievement linked to poor language development in the early stages of education can lead to pupils having low self-esteem in relation to education and low expectations of themselves. It can also lead to low expectations from their teachers. Successful schools challenge these low expectations, set high targets for all pupils and do not use e-FSM percentages as an excuse for poor performance).
- Effective feedback and meta cognition. (Metacognition refers to having an understanding of how you learn and the thinking skills involved in learning. In order to develop pupils as life-long learners we need to develop their understanding of how they learn and the skills needed to learn. The development of learning-to-learn skills benefits all pupils but especially e-FSM pupils).
- E-FSM under achievement is tracked and intervention planned for. (This is the most common approach used by schools. The interventions usually take the form of small group additional literacy or numeracy sessions).
- Significant in all categories of the National System for categorisation. (The national categorisation system drives schools to maintain a high priority on e-FSM pupils).
- Lots of one-to-one, specialist support, targeted interventions.
- The percentage of e-FSM can affect the gap due to the amount of intervention that may be needed. (This refers to the fact that some schools have a larger proportion of the cohort eligible for free school meals and so may need to plan a wider range of interventions than others.)
- Engagement with parents is key but difficult.



- Appropriate curriculum. (Pupils need to see the curriculum as being relevant to them in order to be motivated to work hard).
- E-FSM pupils' attendance is likely to be lower. (Therefore strategies to improve attendance have a disproportionate impact on the attainment of e-FSM pupils).
- E-FSM pupils may not have access to enrichment activities such as music, peripatetic lessons, trips etc. Curriculum choice – variety of courses. (A number of schools use their Pupil Deprivation Grant to provide the type of enrichment activities that would be normally experienced by non e-FSM pupils).
- Engaging parents is key and attendance.
- Providing enrichment is important.

#### **4. Current situation/proposal**

- 4.1 There has been a multi-level strategic approach to supporting and targeting the educational performance of vulnerable groups of children in Bridgend. It is a priority in the Children's Directorate business plan and has been a key project overseen by the Children's Change Programme Board. At a local level a multi-agency group has developed a strategy to improve the attainment of vulnerable groups (**Appendix A and B**). The work of this group has been closely aligned with the recently published 'Raising the ambitions and educational attainment of children who are looked after in Wales'.
- 4.2 The strategy identifies a range of groups of children who are deemed to be vulnerable. It is expected that the interventions and practices that are proven to have the greatest impact and sustainability in raising the attainment of looked after children and those entitled to free school meals will be replicated to benefit other vulnerable groups, particularly as a result of training staff in these strategies.
- 4.3 In developing this work, the Directorate has researched and identified known good practice in driving up attainment and ambition among vulnerable groups of children. For instance, it has established that being in school has a disproportionately positive impact on those identified as being vulnerable, it has recognised the importance of tracking and monitoring individual pupil performance and engaging with parents/carers and the value in appointing designated teachers and governors to champion the cause of identified groups of learners, helping to develop appropriate teaching and learning strategies and/or education provision.
- 4.4 The Vulnerable Groups Strategy highlights the potential for mechanisms to embed these approaches via the action plan. Training provided to school personnel who work with children identified as vulnerable is likely to impact positively on a wider cohort than the specified group as the increased skill-set will be transferable to other situations. For instance, Thrive training, funded from the Pupil Deprivation Grant for Looked After Children (PDG/LAC), is designated to support children's engagement and progress in learning so that they are ready for school, willing to join in, curious and keen to learn meaning that looked after children at risk of exclusion can be maintained in education, and helped to re-engage with learning to achieve their potential. It also helps young people to take responsibility for their behaviour and to increase their attendance and attainment. It is anticipated that this training will assist with provision for other children at risk of exclusion. To date, good progress has been made with Thrive training for a member of staff in each secondary and special school and a member of staff from each primary cluster to

support children's engagement and progress in each cluster of schools and there has been increased interest in extending this training to more schools.

- 4.5 Schools in receipt of PDG/LAC funding are expected to provide impact evaluations of the interventions that have been funded and the information gleaned from this will be audited and shared among providers to maximize learning about helpful strategies. Likewise, pilot clusters of schools have been established to utilise the Achievement for All (AFA) coaching project as a further platform to advance this work further.

### **Exclusions and The Fair Access Strategy**

- 4.6 Following the pattern of a high number of fixed-term and permanent exclusions, a Fair Access Strategy Group was formed and an action plan written for 2015-2016 (Appendix D). The implementation of the Fair Access Strategy Group has ensured that there is a strategic approach to enable all pupils to have a fair access to education. The Headteachers work in partnership with local authority officers to ensure that pupils are supported and educated in the most appropriate educational establishment. This group meets every six weeks at different schools with the focus upon the sharing of best practice.
- 4.7 The first action in the Fair Access Action Plan identifies the need to have robust tracking, in order to analyse the data and provide targeted early prevention and intervention to meet the needs of children and young people. (Appendix C) This is now in place and full reports are produced on a termly basis which is shared with all schools. This has greatly improved the ability for local authority officers to respond to the needs of the individual pupils and schools. Visits to all Secondary Schools have been undertaken during the Spring Term 2016. The purpose of these visits are to discuss the reason for the exclusions; identify patterns and also to glean an understanding of the graduated response, namely the internal alternatives that are in place within each school to avoid an exclusion. Visits will be repeated during the Autumn Term 2016 for all Secondary Schools. Primary School visits will be undertaken initially during the Autumn Term 2016, for those schools with the highest rate of exclusions.
- 4.8 There was one permanent exclusion for Primary Schools between September 2015 and April 2016, compared to two for the whole of the academic year 2014-2015. There were three permanent exclusions for Secondary Schools during 2014-2015 and four permanent exclusions between September 2015 and April 2016. The four permanent exclusions for the current academic year were from two schools and occurred during the Autumn Term 2015. Since these exclusions much work has been done with schools in order to identify a child or young person at risk of permanent exclusion at an earlier stage. There will be occasions whereby the incident could be deemed serious which may warrant a permanent exclusion. There have been no permanent exclusions for LAC since 2012.
- 4.9 The number of fixed-term exclusions for both Primary and Secondary Schools between September 2015 and April 2016 compares favourably to 2014-2015. The prediction is that there will be a reduction in fixed-term exclusions in both Primary and Secondary Schools during 2015-2016 compared to 2014-2015. Discussions have been held with schools regarding the coding of the fixed-term exclusions. The importance of correct coding has been highlighted and the avoidance of using the

“other” code. As a result appropriate interventions can be put in place in order to support children and young people.

- 4.10 The good partnership working between schools and local authority officers has resulted in the avoidance of further permanent exclusions between September 2015 and April 2016. For example, as a result of working creatively with The Bridge Alternative Provision and a Primary School, a transition programme for four pupils who were at risk of permanent exclusion in Year 6 has been agreed. These pupils will transition with support to Secondary School in September 2016.
- 4.11 Teams which comprise of local authority officers from Integrated Working and Family Support; Inclusions Service; YOS; and outside agencies where applicable have been established in order to support one Secondary school and two Primary Schools. The Secondary school is being supported as a result of being placed in Estyn category of Special Measures and the two Primary schools as fixed term exclusions were increasing. The schools involved with these teams have welcomed this support and as a result there has been an avoidance of permanent exclusions and a reduction of fixed-term exclusions in these three schools. There has been a restructure of the behaviour and wellbeing team. This team is now line-managed by the Teacher in Charge at The Bridge Alternative Provision. There is an improved focus of the team, targeting support early and reviewing the interventions on a regular basis and no longer than six weeks.
- 4.12 There have been no permanent exclusions at Heronsbridge; Ysgol Bryn Castell and The Bridge Alternative Provision during 2014-2015 and between September 2014 and April 2015. This is a positive picture as numbers have increased in all three educational establishments and as a result there have been greater challenges. The number of fixed- term exclusions between September 2015 and April 2015 at Ysgol Bryn Castell compare favourably to 2014-2015. The number of fixed- term exclusions at The Bridge Alternative Provision have reduced for this same period of time. The Autistic Spectrum Disorder (ASD) KS3 class has opened at Ysgol Bryn Castell and a KS4 class will be opened during the Autumn Term 2016.

## **5. Effect upon Policy Framework& Procedure Rules**

- 5.1 There is no effect upon the policy framework or procedure rules.

## **6. Equality Impact Assessment**

- 6.1 There are no direct equality impact issues arising from this report.

## **7. Financial Implications**

- 7.1 There are no financial implications arising from this report as the initiatives described throughout this report are met through a combination of Pupil Deprivation Grant for looked after children and existing resources.

## **8. Recommendation**

- 8.1 To ask the Committee to consider and discuss the content of the report and provide any comments.

Deborah McMillan  
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### **Background documents**

‘Raising the ambitions and educational attainment of children who are looked after in Wales’ (January 2016)

Report To Corporate Parenting Committee, 7<sup>th</sup> April 2016, ‘Looked After Children Deprivation Grant’

### **Appendices**

**Appendix A:** Vulnerable Groups Strategy (including action plan)

**Appendix B:** VGS – Roles and Responsibilities

**Appendix C:** Exclusions Data

**Appendix D:** Fair Access Action Plan (2015-2016)

## Vulnerable Groups Strategy

This document describes Bridgend County Borough Council’s strategy to tackle the potential educational underachievement of children who are vulnerable.

### 1. Overview

This strategy has been structured using an Outcome Based Accountability Framework:

Definition	‘Vulnerable Groups’ (VG) is a wide ranging term that can include pupils who are eligible for free schools meals (FSM), Looked after children (LAC), on the Child Protection register (CP), identified as a Child in Receipt of Care and Support (CRCS) as well as those for whom English is an additional language (EAL), those with additional learning needs (ALN), young carers, those excluded from school and young offenders (although this list is not exhaustive).
Vision	All children and young people are properly equipped for learning and the world of work; All learners will have high levels of self-esteem and resilience enabling them to access learning and become autonomous learners.
Outcome	To close the gap in performance between vulnerable groups of children and their peers.
Data used to inform the strategy	Vulnerability Assessment Profile (VAP) Academic performance progress data Attendance data Exclusion data Work experience opportunity /take-up data Needs analysis data related specifically to performance of looked after children - from Thrive and Achievement for All
Stakeholders	Education and Family Support, Group Manager School Improvement Headteacher/Deputy Headteachers LAC in Education Coordinator and LACE team Education and Family Support, Group Manager Inclusion Central South Consortium representatives Social Services/Safeguarding Team Governor representative School Nurse Coordinator Integrated Working Team Manager/Hub Manager Youth Engagement and Progression Coordinator Flying Start Manager Inclusion Service Childcare Team Data Team Lead workers Health Service Professionals - school nurse coordinator Parent / Carers Governor representatives Pupils – learner voice Youth Justice and Early Intervention Service

Aims	<ul style="list-style-type: none"> <li>• Develop a consistent approach at all levels to raise aspirations and attainment</li> <li>• Partnership Working to support and train those who work with 'vulnerable groups' to improve outcomes, including parents</li> <li>• Replicate successful interventions for FSM/LAC for other identified vulnerable groups.</li> <li>• Clarify roles and responsibilities for those involved in the lives of vulnerable children, young people and their families.</li> <li>• Enhance communication to provide the best service for each child in the identified groups.</li> </ul>
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## 2. Introduction

The underperformance in educational attainment of identified groups of children deemed to be vulnerable is well reported<sup>i</sup>. Whilst there has been a particular Welsh Government focus on the performance of children who are eligible for free schools meals (FSM) and those who are looked after (LAC), there is also recognition that there are other vulnerable groups of children who under-perform including those who are on the edge of care, on the Child Protection register (CP), and those who are identified as Children in Receipt of Care and Support (CRCS). Furthermore, there is a high correlation between the children identified as being vulnerable and other barriers to learning including having Additional Learning Needs (ALN).

This gap in performance between vulnerable groups and their more advantaged peers puts them at increased risk of exclusion, poor attendance, behavioural problems as well as social-emotional issues. This can result in these children leaving education without the skills or qualifications needed to become independent adults.

1. This is a joint strategy between Bridgend County Borough Council's Children's Directorate, Social Services and external partners to ensure that through collaborative working the educational ambitions aspirations and outcomes of children who are deemed to be 'vulnerable' are raised to ensure they are properly equipped for further learning and the world of work.
2. The strategy has been informed by consulting with a range of stakeholders as listed in the overview above and by reference to key strategies and policy documents<sup>ii</sup>.
3. Across Bridgend, there is an improving trend in GCSE performance for all children. However, when this data is examined in detail the improvement across the full cohort is not evenly distributed. In line with the performance across Wales, identified groups such as FSM, LAC, CP, CRCS, SEN are not performing as well as their more advantaged peers.
4. Following interventions to improve outcomes for FSM pupils there has been a marked improvement and the gap in performance between FSM/non-FSM is narrowing in each Key Stage, although the gap is still too wide especially at KS4.
5. Lessons learnt from these successful FSM interventions have been studied with a view to replicating for other vulnerable groups. Research indicates that similar strategies will be effective for them.

### **3. Action Plan**

- 3.1 Following some of the successes of interventions related to improving outcomes for children entitled to FSM and Looked After Children, the Local Authority needs to implement similar interventions for other identified groups in the belief that comparable results will be achieved for them.
- 3.2 A consistent approach should be adopted at all levels to raise aspirations and attainment making use of interventions proven to have the greatest impact and sustainability in raising the attainment.
- 3.3 Roles and responsibilities need to be clearly defined for those involved in the lives of vulnerable children, young people and their families. (See Appendix 1)
- 3.4 Continue to improve communication through multi-agency working to provide the best service for each child in the identified groups.
- 3.5 Welsh Government publish national targets to raise performance of FSM pupils and Looked After Children and 'close the gap' in attainment. These are closely monitored by the Local Authority and Central South Consortium and this has assisted in spotlighting the need for improvement. Target setting of other identified vulnerable groups (at local authority) will assist with effective monitoring of the progress of these groups. We are currently undertaking a feasibility exercise to see what data we have and what it is possible to report upon.
- 3.6 There are a number of strategies that are already in place to help to close the gap in attainment. These include:
  - Uses of Pupil Deprivation Grant for FSM determined by schools
  - Regional Plan for uses of Pupil Deprivation Grant for Looked After Children
  - Central South Consortium's Closing the Gap strategy
  - Central South Consortium's Good to Great strategy for those more able pupils.

Good practice identified from these strategies can inform practice for other vulnerable groups and will be disseminated by Central South Consortium and via school to school work as part of the self-improving system.
- 3.7 There is a multi-level approach to supporting and targeting the educational performance of FSM and Looked After Children in Bridgend. This is a priority in the Children's Directorate business plan and is a key project overseen by the Children's Change Programme Board. Progress is reported to the Overview and Scrutiny Committee, Cabinet and Performance Management Board (PMB). At a local level a multi-agency group has been established to develop the strategy and action plan to improve the attainment of looked after children and other identified vulnerable groups. This work needs to be extended to incorporate a wider group of vulnerable children.
- 3.8 Access to education training and employment is a key performance indicator for the Youth Justice and Early Intervention Service (YJ&EIS) and is reported to the Strategic Management Board and the Youth Justice Board. There is a measure of the hours offered and attended by children and young people known to the service with the expectation that the hours offered and attended will increase through the intervention of the service. The YJ&EIS has two specialist education workers based

in the Bridgend Locality team. The children at risk of offending and reoffending are often disengaged from education or training provision.

- 3.9 Each school has a designated teacher (DT) and governor with responsibility to monitor and promote the education of looked after children. Ideally these roles will be extended to cover other identified vulnerable groups of children but this may depend on capacity, especially in small schools in areas of high deprivation.
- 3.10 At local authority level there are key performance indicators and targets related to the attainment of FSM and looked after children. These are reported quarterly through CPA.

## **Appendices**

- **Appendix 1: Roles and Responsibilities**

Includes Overview of Family Support Services; Western Bay Youth Justice and Early Intervention Service; Central South Wales Consortium's 'A Strategy for Closing the Gap, 2016-2017'



**Action Plan**

Action	Milestone(s)	Responsible Officer *	Timescale
1. Roll out similar interventions related to improving outcomes for children entitled to FSM and Looked After Children to other identified groups.	1.1 Guidance notes for dissemination and agreed communication plan	SR	Sept 2016
	1.2 Knowledge bank of good practice developed for sharing	BJ	1 <sup>st</sup> draft Sept 16
	1.3 Audit of school based activities available to Vulnerable Groups	BJ and schools	March 17
	1.4		
	1.5 Develop tracking to monitor individual pupil attainment/progress (using SIMS)	BJ/DD	Sept 2016
	1.6 Review Service delivery to identify team activities in relation to vulnerable groups and children with SEN across the Inclusion Service	LS/FJ	March 2017
2. Adopt a consistent approach to raise aspirations and attainment making use of interventions proven to have the greatest impact and sustainability in raising the attainment.	2.1 Provision of appropriate training programmes for parents/carers to assist children in their learning and raise aspirations	BJ and DW	March 2017
	2.2 Delivery of training programmes for staff (teaching/non-teaching) with useful strategies to assist VG e.g. Thrive/ELSA/Growth Mindsets/Successful Lives/Mindfulness	LS; KM and Achievement For All	April 2017
	2.3 Refine Training Directory to provide training opportunities for teachers and	MH LS/FJ/VCW	Sept 2016

	learning support staff to enable them to raise aspirations and attainments of vulnerable groups and pupils with SEN		
	2.4 Creation of a menu /database of good practice of strategies compiled and shared with schools so that they may select strategies suited to specific contexts	BJ/Schools	Sept 2017
3. Clarify roles and responsibilities for those involved in the lives of vulnerable children, young people and their families.	2.5 Identify support agencies in place e.g. 'Team around the Cluster'; lead workers/school nurse/FEO/EWO	Education and Family Support Group Managers	Sept 2016
	2.6 Develop a menu of school based activities for Vulnerable Groups	BJ	Sept 2016
	2.7 Continue to develop the Fair Access Strategy. Evaluate and identify alternative provision through provision mapping.	Group Manager Inclusion	Ongoing
	2.8 Update the overview of the roles and responsibilities of services area within the Inclusion Service	MH LS/FJ/VCW	December 2016
4. Continue to improve communication through multi-agency working to provide the best service for each child in the identified groups.	4.1 Learner Voice Activities	Education and Family Support Group Managers	March 2017

	4.2 Roll out Person Centred Planning approach to illicit the views of multiagency professionals, child and parent	LS/FJ/VCW	July 2017
5. Set targets for identified vulnerable groups	5.1 Access to SIMS - Investigate access to SIMS data for coordinators to measure progress	BJ/DD	March 2016
	5.2 Undertake a feasibility exercise to see what data we have and what it is possible to report upon.	DD	July 2016
	5.3 Liaise with schools to set targets set for identified vulnerable groups	Group Manager(s) School Improvement / BJ / schools	Baseline by Sept 2016
	5.4 Set targets for LAC children through the Thrive programme and on-line assessment in conjunction with schools	LS/BJ/Designated teachers	July 2017
	5.5 Explore the use of IEPs and their effectiveness in target setting for SEN	LS/FJ/VCW	July 2017
6. Disseminate good practice identified from proven strategies to inform practice for other vulnerable groups	6.1 Facilitate sharing good practice between schools via workshops/meetings for Designated Teachers/ Governors	BJ/Schools	March 2017
7. Report on progress of a wider group of vulnerable children to the Overview and Scrutiny Committee, Cabinet and	7.1 Reports shared.	Virtual Headteacher/ SR	March 2017

Performance Management Board (PMB).			
8. Ensure access to education training and employment for children and young people known to the YJ&EIS with the expectation that the hours offered and attended will increase through the intervention of the service.	8.1 Specialist education workers based in the Bridgend Locality team YJ&EIS continue to provide access to education provision for children at risk of offending and reoffending to ensure that they do not become disengaged from education or training provision.	DM/AT	March 2016
9. Recommend that a designated teacher (DT) and governor with responsibility to monitor and promote the education of looked after children be extended to cover other identified vulnerable groups of children.	9.1 Recommend that Governing Bodies appoint Governor Champion for VG – Already a Governor for LAC	SR	July 2016
10. Continue to report on key performance indicators and targets related to the attainment of identified vulnerable groups	10.1 Performance of FSM and looked after children reported through CPA.	SR/PW	March 2016
	10.2 YJB Indicators (Access to a minimum of 25 hours provision for school age children and a minimum of 16 hours for post school age pupils)	CD/DM	March 2016

\* See **Glossary of Initials in Action Plan (page 13-14)**

### 3. Related documents/resources

- <http://gov.wales/docs/dcells/publications/160127-lac-strategy-en.pdf>
- Easy read: <http://gov.wales/docs/dcells/publications/151218-easy-read-lac-strategy-en.pdf>
- ACTION PLAN <http://gov.wales/docs/dcells/publications/160127-lac-action-plan-en.pdf>

**Roles and responsibilities:**

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# 1. Family Support Services Available to Safeguarding Teams

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## **Connecting Families**

### *Rapid Response Service*

For cases where there is no current support service in place. The Social Worker is to have assessed the crisis situation, by way of visit to family. Rapid response referral completed. The support to be offered to the family, within 24 hrs of the referral being received.

Social Worker to complete **Request for Help Form** for ongoing support to then be offered.

### *Edge of Care Service*

11-16 year olds who are at risk of entering care system due to some of the following issues:

- ◆ Parental MH/SM/DA
- ◆ Poor school attendance/attainment
- ◆ High levels of Police Call Outs
- ◆ Housing Issues
- ◆ ASB issues

12 week Intensive Service to address crisis points. Progress is then monitored for a 9 month period with option for Follow up support should additional problems arise.

### *Rehabilitation Home Support*

For LAC cases where intervention is required to either support care plan for child to return home or to develop alternative care plan following intensive intervention.

12 week intensive service with progress monitored for 9 month period with option for follow up support should additional problems arise.

### *Family Support*

General family support service around parenting, home conditions, budgeting etc.

### *Parenting Groups*

Parenting groups will be offered on a rolling basis. Team Managers will be informed when groups are running and how to refer.

These include:

**NVR** – Parenting programme for children who are displaying challenging and aggressive behaviours.

**Incredible Years** – Parenting programme for younger children exploring attachment, routines, boundaries and play

**Grobrain** – Early years programme for parents with babies looking at secure attachment, interactions and play

**Connecting Dads** – a programme for fathers looking at their role as a Dad and the importance of this.

**Chill Out Group** – Group for teenagers looking at anxiety and stress management and strategies to deal with this.

**Stop it Now Wales – Parents Protect course** - Group for any parent to raise awareness to the risk of sexual exploitation and abuse.

## Young People Services

### *Lead Workers*

Attached to schools and in place to reduce the risk of YP becoming NEET. Support offered to ensure educational needs are met. Will address work around issues leading to risk of becoming NEET e.g. substance misuse, ASB, offending, aggression

### *Health and Wellbeing Group*

Offering support in community for YP's at risk of sexual exploitation, requiring sexual health advice, substance misuse support, general advice and support for YP's.

### *Project Workers*

16+ services for YP's who are NEET or at risk of becoming NEET and looking at developing self-esteem, confidence for education, training and / or employment opportunities

### *Play Therapy*

*Counselling service for children aged 3-10 years*

### *Community Counselling*

Youth counselling service for 11-25 year olds.

## Western Bay Integrated Family Support Service (IFSS)

### Aims of Service

The aim of the Western Bay IFSS is to keep families affected by parental substance misuse together by empowering them to take positive steps to change and improve their lives whilst addressing any safeguarding concerns.

Using evidence based interventions we aim to bridge the gap between children and adult services across Local Government, non-statutory sectors and health partners.

### Referral Criteria

- There is a parental drug and/or alcohol problem in the family
- Families (with children at home) are in a crisis and there is a risk of the children being placed on the Child Protection Register.
- Where there is a reunification plan that IFST may contribute to
- Expectant parent(s) where there is identified substance misuse

And

- The family agree to a referral being made
- Social worker will continue to have case responsibility during IFSS intervention

### Accessing Our Service

- Contact us via email or by telephone to arrange a Consultation.

☎ 01656 815410 or ✉ [IFSSWesternBay@bridgend.gov.uk](mailto:IFSSWesternBay@bridgend.gov.uk)

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## 2. Western Bay Youth Justice and Early Intervention Service

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Referral criteria – at risk of ASB/Offending behaviour

**Youth Offending Services/Teams (YOS/Ts)** are statutory multi-agency partnerships who have a legal duty to co-operate in order to secure youth justice services appropriate to their area funded from a variety of sources including UK Government, Welsh Government and the statutory partners. (i.e. the Local Authority, Police, the National Probation Service and Health).

The service performance is measured by key performance indicators:

- Reducing first time entrants into the criminal justice system – prevention and early intervention with those identified as at risk of ASB/Offending.
- Reducing reoffending – working together to help the young avoid further offending behaviour through a balance of confronting behaviour and supporting the young person to move on.
- Reducing the use of custody by offering alternatives to the court.

- Access to services – Accommodation; substance misuse; mental health and education training and employment.

In order to meet these indicators it is important to identify and divert children and young people away from the system in the first place and make every effort to achieve positive change once a child has entered the system. Accessing and sustaining education and training provision is a key component to a child or young person moving away from offending behaviour.

#### **Accessing support from Western Bay Youth Justice and Early Intervention Service:**

Referrers can access prevention/early intervention services delivered by the multi – agency team by contacting Daniel Morgan [Daniel.morgan@bridgend.gov.uk](mailto:Daniel.morgan@bridgend.gov.uk) or Angharad Thomas [Angharad.thomas@bridgend.gov.uk](mailto:Angharad.thomas@bridgend.gov.uk)

Or by filling in the **referral form** accessed by ringing 01656 5815655.

Every child or young person is assessed and based on identified needs can access services that include:

- Parenting support,
- Restorative Approaches in the community and in schools,
- Skills development programs to assist them back into school/make them employment ready,
- tutoring,
- Family mediation,
- Family Group Conferencing,
- Specific programs of delivery based on behaviours displayed eg knife crime, emotional wellbeing, sexual health, Rapid English, constructive activities and more

Bespoke targeted programs of support are based on assessment of risk, safety and wellbeing and are delivered jointly with referrers or by the service taking case responsibility.

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## 3. Central South Consortium's Strategy for Closing the Gap, 2016-2017

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'A Strategy for Closing the Gap, 2016-2017' accessed via [http://www.cscjes.org.uk/getattachment/Knowledge-Bank/Closing-the-Gap/Strategy-2016-final-\(1\).pdf.aspx](http://www.cscjes.org.uk/getattachment/Knowledge-Bank/Closing-the-Gap/Strategy-2016-final-(1).pdf.aspx);



## Glossary of Initials in Action Plan

<b>Action</b>	<b>Initials</b>	<b>Name</b>	<b>Title</b>
1.1	SR	Sue Roberts	Education and Family Support, Group Manager, School Improvement
1.2	BJ	Bev Jones	LAC Education Officer
1.3 / 1.4	BJ and schools	Bev Jones	LAC Education Officer
1.5	BJ/DD	Bev Jones Dawn Davies	LAC Education Officer Principal Officer, Knowledge Management and Learners
1.6	LS/FJ	Lorraine Silver Fran Jones	ALN Casework Manager Team Manager, ALN
2.1	BJ and DW	Bev Jones	LAC Education Officer
2.2	LS, KM and Achievement for All	Lorraine Silver Kathryn Morgan	ALN Casework Manager Senior Educational Psychologist
2.3	MH/LS/FJ/VCW	Michelle Hatcher  Lorraine Silver Fran Jones Victoria Cox-Wall	Education and Family Support, Group Manager Inclusion ALN Casework Manager Team Manager, ALN Teacher in Charge, The Bridge
2.4	BJ/Schools	Bev Jones	LAC Education Officer
3.1	Education and Family Support Group Managers		
3.2	BJ	Bev Jones	LAC Education Officer
3.3	Group Manager Inclusion	Michelle Hatcher	Education and Family Support, Group Manager Inclusion
3.4	MH/LS/FJ/VCW	Michelle Hatcher  Lorraine Silver Fran Jones Victoria Cox-Wall	Education and Family Support, Group Manager Inclusion ALN Casework Manager Team Manager, ALN Teacher in Charge, The Bridge
4.1	Education and Family Support Group Managers		
4.2	LS/FJ/VCW	Lorraine Silver Fran Jones Victoria Cox-Wall	ALN Casework Manager Team Manager, ALN Teacher in Charge, The Bridge
5.1	BJ/DD	Bev Jones Dawn Davies	LAC Education Officer Principal Officer, Knowledge Management and Learners
5.2	DD	Dawn Davies	Principal Officer, Knowledge Management and Learners
5.3	Group Managers(s) School Improvement /BJ/Schools	Bev Jones	LAC Education Officer
5.4	LS/BJ/Designated teachers	Lorraine Silver Bev Jones	ALN Casework Manager LAC Education Officer

5.5	LS/FJ/VCW	Lorraine Silver Fran Jones Victoria Cox-Wall	ALN Casework Manager Team Manager, ALN Teacher in Charge, The Bridge
6.1	BJ/Schools	Bev Jones	LAC Education Officer
7.1	Virtual Headteacher / SR	To be appointed/ Sue Roberts	Education and Family Support, Group Manager, School Improvement
8.1	DM/AT	Daniel Morgan Amie Taylor	Locality Manager Behaviour Support / Access to Learning Assistant
9.1	SR	Sue Roberts	Education and Family Support, Group Manager, School Improvement
10.1	SR/PW	Sue Roberts  Paul Wolstenholme	Education and Family Support, Group Manager, School Improvement Education and Family Support, Group Manager, School Improvement
10.2	CD/DM	Caroline Dyer  Daniel Morgan	Service Manager, Western Bay Youth Offending Service Locality Manager

**EXCLUSIONS DATA****PERMANENT EXCLUSIONS**

<b><u>Primary</u></b>		
<b><u>Period</u></b>	<b><u>Number</u></b>	<b><u>Reason</u></b>
2011-2012	3	1 x Assault/Violence 2 x Assault of a pupil
2012-2013	0	
2013-2014	1	1 x Physical Assault
2014-2015	2	2X Physical Assault
(September 2015- April 2016)	1	1x Physical assault against an adult

<b><u>Secondary</u></b>		
<b><u>Period</u></b>	<b><u>Number</u></b>	<b><u>Reason</u></b>
2011-2012	3	3 x Defiance of rules/discipline
2012-2013	13	4 x Defiance of rules/discipline 2 x Possession/use of a weapon 2 x Assault/Violence (pupil) 2 x Substance Misuse 1 x Sexual Harassment 1 x Damage to Property
2013-2014	10	2 x Defiance of Rules/Discipline 2 x Assault/Violence Pupil 1 x Assault/Violence Staff 1 x Physical Assault 1 x Threatening Behaviour 2 x Substance Misuse 1 x Sexual Harassment
2014-2015	3	1X Physical assault of a Pupil 1 x Drug and alcohol related 1 X Other
(September 2015- April 2016)	4	1 X Persistent disruptive behaviour 1 X Physical assault against an adult 1 X Verbal abuse/threatening behaviour against an adult 1 X Verbal abuse/threatening behaviour against a pupil

**Note: Exclusions from Special Schools and PRU are not included in this PI data.**

## FIXED TERM EXCLUSIONS – PRIMARY SCHOOLS

<u>Period</u>	<u>No. of Fixed Term Exclusions</u>	<u>No. of pupils involved</u>	<u>No. of school days lost</u>
2011-12	53	31	197
2012-13	56	34	140
2013-14	47	32	145
2014-15	107	46	283.5
September 2015- April 2016	74	32	183.5

<b>Reasons for Fixed Term Exclusions</b>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>Sept 2015- April 2016</u>
Assault/Violence (Pupil)	13	13	12	14	12
Assault/Violence (Staff)	18	14	23	4	19
Threatening/Dangerous Behaviour	1	3	1	17	5
Verbal Abuse	8	4	3	0	0
Bullying	0	1	0	0	0
Disruptive Behaviour	3	5	3	3	35
Defiance of Rules/Discipline	7	13	5	0	0
Racial Harassment	0	0	0	17	0
Sexual Harassment	0	1	0	10	0
Substance Misuse	0	0	0	13	0
Damage to Property	1	1	0	8	3
Theft	0	0	0	16	0
Other	2	1	0	5	0
<b>TOTAL</b>	<b>53</b>	<b>56</b>	<b>47</b>	<b>107</b>	<b>74</b>

### **Notes:**

- Only pupils of compulsory school age are included in this data.
- Lunchtime exclusions are not included in this data.
- Exclusions from Special Schools and PRU are not included in this PI data.

## FIXED TERM EXCLUSIONS – SECONDARY SCHOOLS

<u>Period</u>	<u>No. of Fixed Term Exclusions</u>	<u>No. of pupils involved</u>	<u>No. of school days lost</u>
2011-12	565	344	1445
2012-13	488	285	1078.5
2013-14	305	193	616
2014-15	428	236	1214.5
September 2015- April 2016.	358	202	788

<b>Reasons for Fixed Term Exclusions</b>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>	<u>2014-15</u>	<u>Sept 2015- April 2016</u>
Assault/Violence (Pupil)	99	74	58	76	48
Assault/Violence (Staff)	16	14	10	2	11
Threatening/Dangerous Behaviour	34	15	14	80	137
Possession/Use of a Weapon	5	8	2	0	0
Verbal Abuse	110	107	81	0	0
Bullying	7	3	0	0	2
Disruptive Behaviour	59	73	36	35	69
Defiance of Rules/Discipline	148	131	44	0	0
Racial Harassment / Abuse	7	8	7	7	3
Sexual Harassment / Misconduct	5	4	4	2	3
Substance Misuse/Drug and Alcohol Related	19	25	18	23	14
Damage to Property	19	8	5	0	9
Theft	19	8	7	1	4
Other	18	10	19	202	58
<b>TOTAL</b>	<b>565</b>	<b>488</b>	<b>305</b>	<b>428</b>	<b>358</b>

### Notes:

- Only pupils of compulsory school age are included in this data.
- Lunchtime exclusions are not included in this data.
- Exclusions from Special Schools and PRU are not included in this PI data.

**EDU/010B** - The percentage of school days lost due to fixed-term exclusions during the academic year, in secondary schools (compulsory school age pupils only)

## PERMANENT EXCLUSIONS - SPECIAL SCHOOLS

Period	School.	Number of permanent exclusions
<b>2014/2015</b>	<ul style="list-style-type: none"><li>• Heronsbridge</li><li>• Ysgol Bryn Castell</li><li>• The Bridge Alternative Provision</li></ul>	0 0 0
<b>Sept 2015 – April 2016</b>	<ul style="list-style-type: none"><li>• Heronsbridge</li><li>• Ysgol Bryn Castell</li><li>• The Bridge Alternative Provision</li></ul>	0 0 0

## FIXED- TERM EXCLUSIONS - SPECIAL SCHOOLS

### Heronsbridge Special School.

Period	Number of fixed-term exclusions
<b>2014/2015</b>	0
<b>Sept 2015 – April 2016</b>	0

### Ysgol Bryn Castell

Period	Number of fixed-term exclusions
<b>2014/2015</b>	72
<b>Sept 2015 – Apr 2016</b>	72

### The Bridge Alternative Provision

Period	Number of fixed-term exclusions
<b>2014/2015</b>	94
<b>Sept 2015 –</b>	27

**FIXED -TERM EXCLUSIONS- LAC**

	<b><u>2014/2015</u></b>		<b><u>September 2015 – April 2016</u></b>	
<b>School Type</b>	<b><i><u>Number of LAC FTEs</u></i></b>	<b><i><u>% of Overall FTE Number</u></i></b>	<b><i><u>Number of LAC FTEs</u></i></b>	<b><i><u>% of Overall FTE Number</u></i></b>
<b>Primary</b>	1	0.9%	8	10.3%
<b>Secondary</b>	69	16.1%	23	6.4%
<b>Special- YBC</b>	15	20.8%	22	30.6%
<b>The Bridge</b>	37	39.4%	3	11.1%
<b>All Schools</b>	<b>122</b>	<b>17.4%</b>	<b>56</b>	<b>11.6%</b>

**NOTE:-** There have been no permanent exclusions for LAC since 2012.

**FIXED-TERM EXCLUSIONS E-FSM**

	<b><u>2014/2015</u></b>		<b><u>September 2015 – April 2016</u></b>	
<b>School Type</b>	<b><i><u>Number of FSM FTEs</u></i></b>	<b><i><u>% of Overall FTE Number</u></i></b>	<b><i><u>Number of FSM FTEs</u></i></b>	<b><i><u>% of Overall FTE Number</u></i></b>
<b>Primary</b>	83	77.6%	31	39.8%
<b>Secondary</b>	168	39.3%	134	37.1%
<b>Special-YBC</b>	30	41.7%	38	52.8%
<b>The Bridge</b>	44	46.8%	20	74.1%
<b>All Schools</b>	<b>325</b>	<b>46.4%</b>	<b>223</b>	<b>41.4%</b>

**FAIR ACCESS ACTION PLAN (2015-2016).**

Action	Lead	Timescale	Monitoring	Expected Outcome
<p>1. Robust tracking and analysis of exclusions</p> <ul style="list-style-type: none"> <li>• Comparison of fixed-term exclusions- Sims and Central Pupil Database with exclusions reported through paper system to Learner Support.</li> <li>• Guidance. New; detailed guidance regarding how to capture all necessary information.</li> <li>• Eradicate duplication of activity for schools and the Local Authority.</li> <li>• Discontinue paper reporting system.</li> <li>• Clarify relevant and associated Attendance code recording.</li> <li>• Liaising with schools regarding 081/2012 guidance.</li> <li>• Exclusions report specification for the Central Pupil Data</li> </ul>	<p>Robin Davies (Group Manager)</p> <p>Dawn Davies (Principal Officer Knowledge Management and Learner Support)</p> <p>Melanie Treharne (School Support Officer)</p> <p>Michelle Hatcher (Group Manager Inclusion)</p>	<p>April 2015 ongoing</p>	<p>Regular meetings between key stakeholders.</p> <p>Regular monitoring of exclusion data.</p>	<p>Reduction in number of fixed-term and permanent exclusions.</p> <p>Targeted early intervention and prevention to meet the needs of the Children and Young people at an early stage.</p>



Base				
<p>2. To establish a Fair Access Strategic Group which will address the following:</p> <ul style="list-style-type: none"> <li>• Fixed term and permanent exclusions</li> <li>• Fair access protocol</li> <li>• Managed moves</li> <li>• Behaviour and attendance strategies and policies within Primary and Secondary schools.</li> </ul>	Michelle Hatcher (Group Manager Inclusion)	April 2015- March 2016	<p>Members of the group</p> <ul style="list-style-type: none"> <li>• Secondary Headteachers or Deputy Headteachers</li> <li>• Primary Headteacher representation</li> <li>• YBC and PRU representation</li> <li>• EWS</li> <li>• Integrated Working team</li> <li>• YOS</li> <li>• Learner support</li> </ul> <p>Six weekly meetings.</p>	Partnership working to reduce the number of fixed-term and permanent exclusions and provide early intervention and prevention.
<p>3. The Bridge Alternative Provision Restructure. The behaviour and wellbeing teams to come under The Bridge Alternative Provision.</p>	Michelle Hatcher (Group Manager Inclusion)	December 2015	<p>Fortnightly meetings between Group Manager Inclusion and the Teacher in Charge- The Bridge Alternative Provision.</p> <p>Meetings with Chair Management Committee and the Challenge Adviser.</p>	New structure in place. Positive Pathways which includes the behaviour and wellbeing teams functioning as a revolving door. Early Intervention and Prevention and reintegrating children and young people into mainstream.
<p>4. Analysis of exclusions at Ysgol Bryn Castell and The Bridge Alternative Provision.</p>	Michelle Hatcher (Group Manager)		Regular monitoring.	Reduction in fixed-term and permanent

Identify strategies.	Inclusion)  Lorraine Silver (Complex Cases and Lead Educational Psychologist)  Caroline Dyer (Western Bay Regional Manager YOS)			exclusions.  Children and Young people in appropriate educational placements and following appropriate pathways
5. To implement ASD Proposals and provide ASD Provision Locally. To continue to implement the Pre-Pad Pathway	Michelle Hatcher (Group Manager Inclusion)  Lorraine Silver (Complex Cases Manager and Lead Educational Psychologist)	September 2015	Fortnightly meetings between Group Manager Inclusion.  and Complex Cases Manager and Lead Educational Psychologist.	Children's needs are identified at an early stage and are in appropriate placements to avoid vulnerable groups receiving a fixed-term or permanent exclusion.
6. Robust process of TAF in place. Fixed Term Exclusions to prompt a JAFF referral.	Mark Lewis (Group Manager Integrated Working and Family Support)  Early Intervention Locality Managers.	September 2015.	Regular meeting between Group Manager Integrated Working and Family Support and the Early Intervention Locality Managers.	Early Intervention and prevention of fixed-term and permanent exclusions. Issues are highlighted and the engagement of appropriate services is implemented at an early stage.
7. To conduct annual PRIP (Planning; Reviewing in	Michelle Hatcher (Group	March 2016.	Individual meetings with all Primary and Secondary schools.	Appropriate targeted support in

Partnership) meeting with Primary and Secondary Schools. Analysis of behaviour and wellbeing team activity.	<p>Manager Inclusion)</p> <p>Lorraine Silver (Lead Educational Psychologist)</p> <p>Fran Jones (Team Manager ALN)</p>			place for vulnerable groups leading to a reduction of fixed-term and permanent exclusions and timely; targeted support implemented.
8. To further strengthen Links with Youth Offending Service	<p>Caroline Dyer (Western Bay Regional Manager YOS)</p> <p>Daniel Morgan (Locality Manager Bridgend YOS)</p> <p>Michelle Hatcher (Group Manager Inclusion)</p>	July 2016	Attendance at Fair Access Strategic Group and the Resettlement and Reintegration panel.	<p>Early Intervention and prevention of fixed-term and permanent exclusions.</p> <p>Children and Young people in appropriate educational placements and following appropriate pathways.</p>
9. Implementation of the Youth Engagement Progression Framework.	<p>Mark Lewis (Group Manager Integrated Working and Family Support)</p> <p>Owen Shepherd (Engagement Progression Co-ordinator)</p>	September 2015	Regular meetings and monitoring of the process.	VAP identifying young people at risk of exclusion. Lead worker in place to support and identify additional support required.
10. Attendance at South Wales Behaviour Forum for Managers.	Michelle Hatcher (Group Manager Inclusion)	Termly meetings	Feedback to Fair Access Strategy Group.	<p>Sharing of good practice and networks across South Wales.</p> <p>Reduction in</p>

				number of fixed-term and permanent exclusions.
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<sup>i</sup> Wales Audit Office, 2012; Raising the ambitions and educational attainment of children who are looked after in Wales' (January 2016)

<sup>ii</sup> Welsh Government Strategy: Raising The Ambitions And Educational Attainment Of Children Who Are looked after in Wales (Jan 2016)  
 Wellbeing of Future Generations (Wales) Act, 2015  
 Welsh Government's 'Qualified for Life' strategy  
 End Child Poverty Network's, 'Tackling Child Poverty in Wales: A Good Practice Guide for Schools' (Children in Wales/Welsh Government)  
 Research conducted by the Sutton Trust / Education Endowment Foundation  
 Research conducted by Central South Consortium regarding what is being done in Wales to reduce the impact of poverty on pupils' achievement. Wales Centre for Equity in Education<sup>ii</sup>  
 Pencoed Comprehensive School 'Closing the Gap' Case study

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO THE CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

16 JUNE 2016

#### REPORT OF THE CORPORATE DIRECTOR, SOCIAL SERVICES AND WELLBEING

#### CHILDREN'S SOCIAL CARE - OVERVIEW

##### 1. Purpose of Report

- 1.1 To update committee on the context, focus and structure of Children's Social Care (previously safeguarding and assessment), the achievements and priorities/areas for development for the forthcoming year.

##### 2. Connection to Corporate Improvement Plan / Other Corporate Priority.

- 2.1 The report links to the following priorities in the Corporate Plan:
- Helping people to be more self-reliant;
  - Smarter use of resources.

##### 3. Background

- 3.1 The Social Services and Wellbeing Directorate aims to provide a range of support and services that are responsive and proportionate to need whilst also ensuring that children, young people and adults are safeguarded and protected from harm. In 2011 the Welsh Assembly Government published 'Sustainable Social Services for Wales: A Framework for Action'. This paper set out how the Welsh Assembly Government intended to take social services and social care forward. Sustainable Social Services was then quickly followed by Social Services and Well-being (Wales) Bill and then the Act in 2014. The Bill and Act drew on the principles of Sustainable Social Services. The Act was implemented on 6<sup>th</sup> April 2016 and focuses on the reform of social services law, to make provision to improve the well-being outcomes for 1) people who need care and support and 2) carers who need support. The Act emphasises the need for cooperation and partnership of public authorities with a view to improving the well-being of people.
- 3.2 The Care and Social Services Inspectorate Wales (CSSIW) monitor local authority services and performance against the guidance and regulations that underpin the Act. It also monitors key performance measures through routine reporting, national themed inspections and service inspections.
- 3.3 The vision in Bridgend is to actively promote independence, wellbeing and choice that will support individuals and families in achieving their full potential. The Directorate is responsible for the planning, commissioning, assessment and, where appropriate, the direct provision of Social Services. The key priorities for the directorate during 2015-16 have been to:
- i. progress the objectives of the directorate business plan;

- ii. contribute to the new corporate priorities for 2016-17;
- iii. contribute to the medium term financial strategy (MTFS);
- iv. implement the new Social Services and Wellbeing (Wales) Act 2014;
- v. implement the new all Wales Community Care Information System (WCCIS) which is a system which will enable health and social care practitioners to work together in a more integrated way to support people. Bridgend is the first local authority in Wales to do so.

#### **4. Current situation / proposal.**

- 4.1 Childrens Social Care comprises of 6 assessment and care management teams (county wide front door/assessment team, 3 locality safeguarding hubs, disabled children's team and Just ask (leaving care)), Bridgend Foster care, 3 Residential Units (Bakers Way, Sunnybank and Newbridge House) and the Independent Reviewing Service. We also have an adoption service that is delivered on a regional basis (Western Bay Adoption Service). The Head of Service is supported by a team of 4 group managers who all have portfolios which include line management responsibilities in addition to being strategic/operational leads for particular aspects of service delivery.
- 4.2 The assessment team is based in Bridgend Civic Centre and receives contacts and referrals from members of the public and professionals in respect of safeguarding and child welfare matters. In 2015/16, the Assessment team continued to experience an 8% rise in contacts (4988 compared to 4619 the previous year). The proportion of those that progressed to referral increased from 22% to 26 % resulting in an overall increase of referrals by 28%. It has been positive to note however that despite these overall increases the rate of re referrals has come down from 20.4% to 16.5%. The Assessment team has also exceeded targets with the percentage of referrals during the year on which a decision was made within 1 working day staying at 100%.
- 4.3 As part of the requirements of the Social Services and Wellbeing (Wales) Act 2014 , work has been undertaken with the Assessment team to agree a model for the Information, Advice and Assistance Service. This work has involved practitioners and managers in addition to consultation with the Early Help Service and other agencies, who will in time become stakeholders within Bridgend's Multi Agency Safeguarding Hub (MASH).
- 4.4 In addition to receiving and screening referrals the team undertakes proportionate assessments, child protection activity (strategy discussions/meetings and child protection enquiries), court work and accommodate children when this is the only safe option available to them.
- 4.5 Two of the safeguarding hubs (North and West) are now located in the communities making them more accessible to the public. They provide services to children, young people and families and the professionals involved in case management and service delivery. The East hub and Just ask are based in Bridgend Civic Centre. The Disabled Childrens team is based in Bridgend Resource Centre alongside the adult's community support team. These teams carry out the same functions as the assessment team in relation to children and young people already allocated to a social worker in addition to coordinating/providing services under the auspices of a care and support plan or Pathway Plan (care leavers). Over the last year, the

interface with colleagues/practitioners in early help has been strengthened with teams being collocated according to locality.

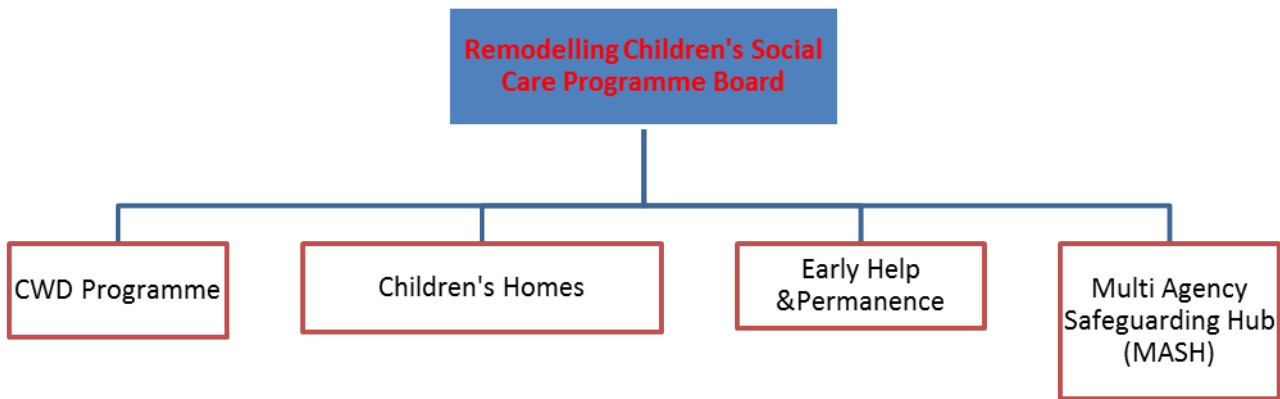
- 4.6 In 2015/2016, the teams worked with over 2000 children and young people. On 31<sup>st</sup> March, 176 of these were children whose names were on the child protection register and 380 were looked after. The reduction in numbers of children looked after by the Local Authority is showing a steady decrease although it is recognized that the overall percentage is less than the previous year. Admissions are robustly overseen by Group Managers. The number of discharge of care orders (so that children cease to be LAC when it is deemed safe enough to do so) is being monitored by a dedicated Principal Officer who works alongside the case management teams to identify children and young people for whom alternative arrangements can be considered and progressed. The Child In Need rates that were observed by the Institute of Public Care reviewers in April 2015 also remain relatively high compared with other similar authorities. Some of these children are unlikely to be receiving very active family support packages and arguably might be better served by targeted early help services.
- 4.7 Children's residential accommodation consists of three units those being Bakers Way: disabled children's respite service, Newbridge House: transition unit for 16/17 year olds and Sunnybank: Complex needs unit for 11-15 year olds. Over the last year Newbridge House have had eight admissions and eight discharges and Sunnybank six admissions and six discharges. Bridgend Foster Care assess, recruit and support a wide range of carers including general foster carers, relatives, Regulation 38 (Fostering Regulations Wales (2003)), Family Link, Supported Lodgings and When I'm Ready Carers. They also have a small team who coordinate placements and commissioning. This area of service continues to experience challenges in relation to the lack of placement choice locally in house and with Independent providers. Despite this the teams are committed to matching children with the most appropriate carers with the overarching aim of achieving stability and reducing disruptions. Bridgend Foster care has also further developed their recruitment campaign in conjunction with the marketing team. The service follows robust assessment processes and is required by fostering regulations to undertake a range of references/checks in addition to comprehensive interviews with the applicants themselves which normally take at least 20 hours. Applicants must also attend a bespoke three day training 'skills to foster' course.
- 4.8 Recruitment and retention of staff continues to be a priority for the service. The new staffing structure included the creation of three hubs and the introduction of a new role of deputy team manager, aimed at creating more resilience within the three safeguarding teams and increasing the management capacity to ensure a more robust support and supervision structure. The cohort of Group managers, team managers and deputy team managers is stable.
- 4.9 Whilst the number of leavers is higher than desirable, this does represent an improvement compared with the previous two years as in Table 1 below:

	Leavers	Starters
2013/14	28	23
2014/15	24	17
2015/16	15	14

- 4.9.1 This improved level of retention is evidenced by the number of newly qualified social worker who have completed their “first year in practice training” and those who are progressing to Social Worker 2 (i.e. with 2 years PQ experience) during this year.
- 4.10 Following a recent recruitment campaign, all Social Worker vacancies are now filled however, whilst waiting for new starters to join Bridgend the service has ensured that all vacancies are covered either by temporary or agency staff. Attention has also been given to the increased level of supervision required. We continue to experience difficulties in recruiting to Senior Practitioner posts and currently have three vacancies at this level. Whilst we continue to advertise externally, we are also considering filling these positions through workforce planning/grow your own approach.
- 4.11 The service continues to work closely with colleagues in workforce development to ensure that the best level of support and training possible is offered to new and existing staff. Newly qualified social workers entering their first year of practice are supported through a first year in practice framework which is based on the Care Council for Wales and Welsh Government Guidance 2008. The national guidance is currently under review by the Care Council for Wales and is likely to be replaced by a model which spans the first three years in practice. Bridgend’s current guidance sets out the key features of a framework to support newly qualified social workers during their first year in practice. It recognises that newly qualified social workers require high quality support to make the successful transition from social work graduate to competent practitioner. The model has been designed to assist newly qualified social workers develop their skills, knowledge and capability, and strengthen their professional confidence. It provides them with access to regular and focused support during their first year of employment in social work.
- 4.12 20 newly qualified social workers have undertaken their first year in practice within the Authority over the past year, 16 of whom were based within Children’s Social Care. They have been supported via a group based mentoring programme facilitated by Consultant Social Workers and Senior Practitioners. In addition newly qualified social workers have access to a structured induction and a programme of core training workshops
- 4.13 Social workers in the second year of practice are supported to undertake a Care Council for Wales approved Continuing Professional Education and Learning (CPEL) Consolidation Programme. Bridgend is part of Consortium Y De, a partnership between the University of South Wales, Cardiff Metropolitan University and ten local authorities in the South East Wales region for delivery of the Consolidation Programme. 17 social workers registered for the Consolidation Programme over four cohorts which ran through from September 2015 to March 2016. Integral to the Programme are four in-house workshops covering safeguarding children, safeguarding adults at risk, domestic violence and substance misuse. The Consolidation Programme will become a mandatory requirement for all social workers qualifying from 2016 social work programmes onwards, and a pre-requisite for renewal of registration as a social worker.
- 4.14 All staff from across Children’s Social Care also have access a range of learning and development opportunities provided via the Social Care Workforce Development Team, these includes e-learning, short courses and accredited programmes of study.



- 4.15 Leading and managing practice is a programme of training to support senior practitioners, deputy team managers and managers to develop their skills and knowledge. Workshops cover areas such as leading and managing performance, coaching and mentoring and business strategy. They are also able to access post qualifying training such the Post Graduate Diploma in Managing Practice Quality in Social Care and other accredited awards management qualifications such as Institute of Leadership & Management (ILM) leadership and management awards at level 3, 5 & 7.
- 4.16 In response to the new corporate priorities, the Directorate has now completed the 2016/17 Business Plan and this reflects the requirements set out in the Social Services and Wellbeing Act, the need to continue to transform approaches to ensure sustainable support and services going forward and the Medium Term Financial Strategy. The priorities for the directorate going forward into 2016-17 are:
- Reduce demand by investing in targeted early help and intervention programmes;
  - Develop appropriate mechanisms to enable the Council to provide good information, advice and assistance to the public;
  - Involve service users, carers and communities in developing and commissioning services;
  - Develop a multi- agency safeguarding hub to provide effective multi agency responses to safeguarding issues;
  - Review and consider new models of service delivery for respite and residential care and to ensure a flexible support and service to people when they need it;
  - Develop an appropriate service model for children in transition from childhood to adulthood including children with disabilities and children leaving care;
  - Ensure appropriate services are available to children at risk from child sexual exploitation;
  - Work with partners and schools to support carers by providing the right information, advice and assistance where relevant;
  - Enable community groups and the Third Sector to have more voice and control over community assets;
  - Implement the planned budget reductions identified in the 2016-17 budget;
  - Develop the culture and skills required to meet the changing agenda.
- 4.17 Childrens Social Care have established a Remodelling Board which will oversee the planning of new models of service delivery into implementation phase. The 4 projects that will report to this Board are (i) Children with Disabilities Transformation (ii) Remodelling residential provision (iii) Early Help and Permanence and (iv) Multi Agency Safeguarding Hub (MASH):



4.18 Each of the projects are at different stages, with the first (CWD) being the most advanced. Within this project, five distinct work areas have been identified:



4.19 In line with the requirements of the Medium Term Financial Strategy (MTFS), work undertaken to date has focused on reviewing Short Breaks (respite services) and reviewing the high-cost out-of-county placements.

4.20 In July 2015, a report was presented to Cabinet, to inform them of the work being undertaken as part of the Children with Disabilities Transformation programme. Cabinet noted the progress that had been made to date, and approved a consultation exercise with staff and stakeholders, to inform the options for delivery of respite services and in-county accommodation in the future.

4.21 A full public consultation on the options appraisal and the proposed new model will take place during June and July. As part of this consultation process, Children and Young People Overview and Scrutiny Committee will be presented with a detailed report in July 2016 – providing the options considered and the justification for proposing the recommended way forward for the Short Breaks service and the proposed new model for specialist 52-week provision for children and young people with complex needs.

4.22 Project Briefs have been developed and work has commenced for the Transition Project, Continuing Care, and Y Bont & Discovery Days. Further reports in respect of these projects will be presented to Children and Young People Overview and Scrutiny Committee.

4.23 Project leads have also been identified for the other 3 projects described in paragraph 4.17 and scoping/ initiation documents are being finalised in order for the overarching Programme Board to carry out robust, systematic oversight and ensure milestones are met.

4.24 Staff in Childrens Social Care are committed to providing a child focused service that is aimed at bringing about the best possible outcomes for children and young people and strive to continuously improve the service in order to achieve this.

**5. Effect upon Policy Framework and Procedure Rules.**

5.1 There is no impact on the policy framework and procedure rules.

**6. Equality Impact Assessments.**

6.1 This is an overview report therefore an EIA is not required.

**7. Financial Implications.**

7.1 A summary of Childrens Social Care net expenditure for the past two years is shown below:

	2014/15	2015/16
<b>CHILDRENS SOCIAL CARE</b>	<b>SPEND 14/15</b>	<b>SPEND 15/16</b>
CHILDREN LOOKED AFTER	11,721,091	11,420,346
FAMILY SUPPORT SERVICES	929,248	795,474
OTHERCHILD & FAMILY SERVICES	1,064,209	941,034
COMMISSIONING & SOCIAL WORK	4,609,191	4,559,238
ADMINISTRATION	1,229,068	1,078,197
<b>Totals</b>	<b>19,552,807</b>	<b>18,794,289</b>

**8. Recommendation.**

8.1 It is recommended that the Committee receives the report and comments on any aspects as appropriate.

**Susan Cooper**  
**Corporate Director, Social Services and Wellbeing**  
**June 2016**

**9. Contact Officer: Laura Kinsey**  
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**10. Background documents**  
 None

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

16 JUNE 2016

#### REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP SERVICES

#### CORPORATE PARENTING CHAMPION NOMINATION REPORT

##### 1. Purpose of the Report.

- 1.1 The purpose of this report is to request the Committee to nominate one Member as its Corporate Parenting Champion to represent the Committee as an Invitee to meetings of the Corporate Parenting Cabinet Committee.

##### 2. Connection to Corporate Improvement Objectives.

- 2.1 The key improvement objectives identified in the Corporate Plan 2013-2017 have been embodied in the Overview & Scrutiny Forward Work Programmes. The Corporate Improvement Objectives were adopted by Council on 25 February 2015 and 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 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.<sup>1</sup>
- 3.2 In order to further develop and enhance the Council's corporate parenting role with its partners, a Corporate Parenting Cabinet Committee comprising all Members of Cabinet was established by Cabinet on 4 November 2008.
- 3.3 The inaugural meeting of the Cabinet Committee was held on 27 November 2008 where it was agreed that the Cabinet Committee will meet bi-monthly. The terms of reference for the Cabinet Committee are:
- to ensure that looked after children are seen as a priority by the whole of the Authority and by the Children and Young People's Partnership;

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<sup>1</sup> 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

- to seek the views of children and young people in shaping and influencing the parenting they receive;
- to ensure that appropriate policies, opportunities and procedures are in place;
- to monitor and evaluate the effectiveness of the Authority in its role as corporate parent against Welsh Government guidance.

3.4 At its inaugural meeting, the Cabinet Committee requested that a Corporate Parenting “Champion” be nominated from each of the Overview and Scrutiny Committees to become permanent invitees to the Cabinet Committee.

3.5 At its meeting on 27 May 2014, Cabinet agreed that the Chairperson of the Children and Young People Overview and Scrutiny Committee be appointed as an invitee to the Corporate Parenting Cabinet Committee, in addition to the Corporate Parenting Champion.

#### **4. Current Situation / Proposal.**

4.1 The Committee is requested to nominate one Member as its Corporate Parenting Champion to represent the Committee as an invitee at meetings of the Corporate Parenting Cabinet Committee.

4.2 The role of the Corporate Parenting Champion is to represent their Overview and Scrutiny Committee, partaking in discussions with Cabinet over items relating to children in care and care leavers.

4.3 In this role, it is suggested that Members consider how the services within the remit of their Committee affect children in care and care leavers, and in what way can the Committee can therefore assist in these areas.

4.4 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 wellbeing in the County Borough of Bridgend.

#### **6. Equality Impact Assessment.**

6.1 There are no equality impacts arising from this report.

#### **7. Financial Implications.**

7.1 None.

## 8. Recommendation.

The Committee is asked to nominate one Member of the Committee as its Corporate Parenting Champion to represent the Committee at meetings of the Corporate Parenting Cabinet Committee

**P A Jolley,**  
**Corporate Director – Operational And Partnership Services**

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CF31 4WB

### **Background Documents**

Bridgend County Borough Council Constitution

Part II of the Local Government Act 2000: Executive Arrangements

Report of the Corporate Director – Children to Cabinet, 4 November 2008: Establishment of a Corporate Parenting Cabinet Committee

Report of the Corporate Director – Children to the Inaugural Meeting of the Corporate Parenting Cabinet Committee, 27 November 2008

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO CHILDREN AND YOUNG PEOPLE'S OVERVIEW AND SCRUTINY COMMITTEE

16 JUNE 2016

### REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP SERVICES

#### FORWARD WORK PROGRAMME 2016-17

#### 1. Purpose of Report.

- 1.1 To present the Committee with its draft Forward Work Programme for 2016-17 for consideration and approval.

#### 2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 The improvement priorities identified in the Corporate Plan 2016-2020 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Plan adopted by Council on 10 March 2016 formally set out the improvement priorities that the Council will seek to implement between 2016 and 2020. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

#### 3. Background.

- 3.1 Under the terms of Bridgend County Borough Council's Constitution, each Overview and Scrutiny Committee must publish a Forward Work Programme (FWP) as far as it is known. This FWP period runs from May 2016 – May 2017.

#### 4. Current situation / proposal.

- 4.1 An effective Forward Work Programme will identify the issues that the Committee wishes to focus on during the year and provide a clear rationale as to why particular issues have been selected, as well as the approach that will be adopted; i.e. will the Committee be undertaking a policy review/ development role ("Overview") or performance management approach ("Scrutiny")?
- 4.2 On 8 April 2015, a report was presented to Council where it was agreed that:
- i) Each of the following topics be considered by only one Scrutiny Committee:
    - Performance Monitoring
    - Corporate Plan
    - Business Planning
    - Budget Monitoring
  - ii) There would only be 6 scheduled meetings during the year for each Scrutiny Committee, which will look at a maximum of 12 service area topics. Without

the capacity to support additional meetings there is a need for each of the Scrutiny Committees to:

- Identify 12 topics for consideration which will provide the most significant value for the Authority and to the residents of the Borough of Bridgend;
- Prioritise their workloads i.e. if a key topic arises one of the existing planned topics will have to be removed from the programme;
- Focus their investigations to make best use of available resources;
- Determine appropriate recommendations which will support the delivery of the appropriate outcomes.

iii) Once the Forward Work Programmes for each Committee have been determined, the Scrutiny Chairs will monitor the programmes of each Committee at their monthly meeting to ensure that the corporate priorities are being met. Proposals to consider a corporate priority topic will be included in the Forward Work Programme report submitted to every Scrutiny Committee meeting.

iv) There are 12 meetings allocated to Research and Evaluation Panels (REPs) as laid out below:

- 2 meetings for the Public Service Board Scrutiny REP
- 4 meetings for the School Engagement REP
- 6 meetings of the Budget REP

4.3 There is also the potential for Collaborative Committees to deal with cross-cutting issues such as Supporting People or Child and Adolescent Mental Health. These will need to be piloted in the first instance with a single item to determine the future capacity for further Collaborative Committees.

4.3 During April, planning workshops were held to enable Overview and Scrutiny Committees to carry out a review and planning exercise.

The aim of these workshops was to:

- Review outcomes and impacts that their committee had made during the previous year.
- Assess information they have received over the previous year.
- Identify suggestions for future items.
- Identify potential invitees to attend for specific items/subject areas.

4.4 These workshops were informed by the following sources in order to select potential items for inclusion:

- *Committee Requests for Scrutiny from previous Forward Work Programmes;*
- *Committee conclusions and recommendations 2015-16*
- *Wales Audit Office Corporate Assessment Report 2015: Bridgend County Borough Council*
- *Wales Audit Office Annual Improvement report 2014-15: Bridgend County Borough Council*
- *Corporate Plan*
- *Directorate Business Plans;*

- *Performance Reports to Scrutiny Committees;*
- *Annual business planning and budget setting process;*

4.5 From these workshops, a draft list of items have been produced for each Scrutiny Committee using a set of criteria, (attached at Appendix A), and have subsequently been shared with Corporate Directors for proposed dates, additional information and suggestions.

4.6 The draft list for the Children and Young People Overview and Scrutiny Committee is attached at Appendix B.

## **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 There are no equality impacts arising directly from this report.

## **7. Financial Implications.**

7.1 The delivery of the Forward Work Programme will be met from within existing resources for Overview and Scrutiny support.

## **8. Recommendation.**

8.1 The Committee is recommended to:

1. Consider the suggested topics for inclusion on the Committee's Forward Work Programme 2016-17;
2. Identify the 12 Primary topics for inclusion on the Forward Work Programme and prioritise those topics for presentation to the Committee;
3. Propose items for consideration for a Collaborative Committee pilot.

**Andrew Jolley**  
**Corporate Director – Operational and Partnership Services**

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**Background documents**

None

Potential items proposed for the Forward Work Programme - questions to consider

Page 9

Proposed Item	
Is this item within the remit of the Committee?	
Is it a Corporate Priority?	
Is it a public interest item?	
What are the questions that need answering?	
<b>Then:</b>	
What is the expected outcome from receiving the item?	
What can be achieved?	
What impact can Members have on this area?	
What information should be reported to the Committee? I.e. data, case studies, examples of outcomes, challenges etc.	
How should information be presented at the meeting? I.e. PowerPoint/Prezi presentation, audio/visual formats, photos, graphics, charts, maps etc.	
Who should be invited to contribute to achieve a representative picture? I.e. front line staff, users, carers, young people, representatives from partner organisations, business representatives etc.	
Is the item particularly suitable for webcasting?	

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**CHILDREN AND YOUNG PEOPLE'S (CYP) OVSC – DRAFT ANNUAL FORWARD WORK PROGRAMME**

	<b>Date</b>	<b>Topic</b>		<b>Invitees</b>
1	16 June 2016	Strategic Approaches to the Support of Vulnerable Children	The Directorate have been developing more strategic approaches to supporting all of the vulnerable groups of learners and there have been some significant early benefits to adopting these approaches. Report would cover what the Directorate have learned from the pilot phase of these developments and provide an opportunity for Officers to discuss with the Committee the potential for further developments and mechanisms to embed these approaches. This report incorporates information on Exclusions and the Fair Access Strategy and the Multi-Agency Vulnerable Groups Strategy.	<ul style="list-style-type: none"> <li>Deborah McMillan, Corporate Director – Education and Family Support</li> <li>Cllr Huw David, Deputy Leader</li> <li>Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>Michelle Hatcher, Group Manager - Inclusion</li> <li>Youth Council Representative</li> </ul>
2	16 June 2016	Children's Social Services Overview Report	Overview report of Children's Social Services (could include info on social services recruitment and retention)	<ul style="list-style-type: none"> <li>Susan Cooper, Corporate Director, Social Services and Wellbeing</li> <li>Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities</li> <li>Laura Kinsey, Head of Safeguarding and Family Support</li> </ul>
3	21 July 2016	Children's Respite options/CWD 52-week residential/	(Following introduction to this in scrutiny report in June) Report on the developed options approximately two thirds of the way through the consultation process so that Members can provide views on the options as a consultee and also monitor the consultation process.	<ul style="list-style-type: none"> <li>Susan Cooper, Corporate Director, Social Services and Wellbeing</li> <li>Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities</li> <li>Laura Kinsey, Head of Safeguarding and Family Support</li> </ul>

	Date	Topic		Invitees
			Report to include: a) details of cost comparisons for future respite care; should the care continue in Bakers Way and adaptations made against costs of moving the provision elsewhere; b) details of staffing provision relating to an increase to 52 week residential care, due to the fact that this would require a substantial change for staff in their working patterns.	Pete Tyson, Planning and Contract Management Officer
4	21 July 2016	Draft Participation Strategy	Committee to receive draft Participation Strategy for comments before being finalised by Directorate.	<ul style="list-style-type: none"> <li>Deborah McMillan, Corporate Director – Education and Family Support</li> <li>Cllr Huw David, Deputy Leader</li> <li>Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> </ul>
5	13 October 2016	Early Help, Permanency and Placement (Joint Report)	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.	<ul style="list-style-type: none"> <li>Susan Cooper, Corporate Director, Social Services and Wellbeing</li> <li>Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities</li> <li>Laura Kinsey, Head of Safeguarding and Family Support</li> </ul>
6	13 October 2016	CSC Estyn Report	Findings from Estyn's inspection of the CSC. (May wish to wait until all outcomes of other Consortia are available to have comparators)	<ul style="list-style-type: none"> <li>Deborah McMillan, Corporate Director – Education and Family Support</li> <li>Cllr Huw David, Deputy Leader</li> </ul>



	Date	Topic		Invitees
				<ul style="list-style-type: none"> <li>Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>Hannah Woodhouse, Managing Director - CSC</li> </ul>
7&8	15 December 2016	Directorate Budget Consultation Process	MTFS Proposals for 2017-18	<ul style="list-style-type: none"> <li>Deborah McMillan, Corporate Director – Education and Family Support</li> <li>Cllr Huw David, Deputy Leader</li> <li>Susan Cooper, Corporate Director, Social Services and Wellbeing</li> <li>Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities</li> <li>Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>Laura Kinsey, Head of Safeguarding and Family Support</li> </ul>
9	2 February 2017	Schools Strategic Review	Options and Appraisal planned for July, followed by consultation on options - Possibly Committee receive before goes to Cabinet and out to consultation and the outcome of consultation once again before Cabinet between September & December? Aim is for January 2017 decision.Qs - what advantages are there to taking sixth forms out of schools?	<ul style="list-style-type: none"> <li>Deborah McMillan, Corporate Director – Education and Family Support</li> <li>Cllr Huw David, Deputy Leader</li> <li>Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>Sue Roberts, Group Manager – School Improvement <u>or</u> Paul Wolstenholme, Bridgend Link Adviser Workstream Leads</li> </ul>
10	2	Annual School	Annual school performance report from CSC	<ul style="list-style-type: none"> <li>Deborah McMillan, Corporate</li> </ul>

	Date	Topic		Invitees
	February 2017	Performance		Director – Education and Family Support <ul style="list-style-type: none"> <li>• Cllr Huw David, Deputy Leader</li> <li>• Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities</li> <li>• Sue Roberts, Group Manager – School Improvement <u>or</u></li> <li>• Paul Wolstenholme, Bridgend Link Adviser</li> <li>• Mike Glavin, Assistant Director CSC</li> <li>• Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>• Hannah Woodhouse, Managing Director - CSC</li> </ul>
11	1 April 2017	FE Sector	How FE Sector operates, what are the strategic plans of the college, what is its relationship with secondary schools and the CSC?	<ul style="list-style-type: none"> <li>• Deborah McMillan, Corporate Education and Family Support</li> <li>• Cllr Huw David, Deputy Leader</li> <li>• Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>• Simon Pirotte, Bridgend College</li> <li>• Rob Evans, Bridgend College</li> </ul>
12	1 April 2017	School Modernisation	One of Programmes under Corporate Priority 3 - Smarter Use of Resources. What will Band B look like? How will programme link in with Schools Strategic Review?	<ul style="list-style-type: none"> <li>• Deborah McMillan, Corporate Director – Education and Family Support</li> <li>• Cllr Huw David, Deputy Leader</li> <li>• Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>• Gaynor Thomas, School Programme</li> </ul>

	Date	Topic	Invitees
			Manager - School Modernisation

### Extra items

Youth Engagement and Progression Framework	<p>Following its meeting in September 2015, the Committee concluded that they receive the Outcome Report and Action Plan resulting from the Youth Review Consultation.</p> <p>The Committee also requested that they receive further information as to how the FE College were engaging and assisting schools regarding reducing the number of young people becoming NEET.</p> <p><i>CRI have also requested that this subject pick up on the role of Apprenticeships, both internal and external to the LA and how the scheme is being promoted. (check CRI concs)</i></p>	<ul style="list-style-type: none"> <li>• Deborah McMillan, Corporate Director – Education and Family Support</li> <li>• Cllr Huw David, Deputy Leader</li> <li>• Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>• Mark Lewis, Partnership Manager Integrated Partnership Support Team</li> </ul>
CAMHS	<p>Was previously proposed as a Joint Scrutiny item to look at the links between CAMHS / domestic abuse / Substance misuse / Homelessness/LAC etc.</p>	<ul style="list-style-type: none"> <li>• Susan Cooper, Corporate Director, Social Services and Wellbeing</li> <li>• Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities</li> <li>• Laura Kinsey, Head of Safeguarding and Family Support</li> </ul>
Coleg Cymunedol Y Dderwen	<p>Update on current situation with CCYD following introduction of special measures</p>	<ul style="list-style-type: none"> <li>• Deborah McMillan, Corporate Director - Education and Family Support</li> </ul>

		<ul style="list-style-type: none"> <li>• Cllr Huw David, Deputy Leader</li> <li>• Nicola Echanis, Head of Strategy Commissioning and Partnerships</li> <li>• Sue Roberts, Group Manager – School Improvement</li> <li>• Paul Wolstenholme, Bridgend Link Adviser</li> <li>• Headteacher</li> <li>• Chair of Governors</li> </ul>
Social Services Recruitment and Retention	Follow up from September 2015	<ul style="list-style-type: none"> <li>• Susan Cooper, Corporate Director, Social Services and Wellbeing</li> <li>• Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities</li> <li>• Laura Kinsey, Head of Safeguarding and Family Support</li> </ul>
Social Services Recruitment and Retention	<i>Follow up from September 2015 - see Feedback from meeting for report request</i>	<ul style="list-style-type: none"> <li>• Susan Cooper, Corporate Director, Social Services and Wellbeing</li> <li>• Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities</li> <li>• Laura Kinsey, Head of Safeguarding and Family Support</li> </ul>

## Non Service Area Reports

Date	Topic	
2 February 2016	Member and School Engagement Panel	Response from Corporate Director - Education and Transformation and Managing Director - CSC to Committee's Annual Report from MSEP. (January 2016). (Information Report)
16 June 2016	Scrutiny Annual FWP	To present to the Committee with suggested topics for consideration in the development of its Forward Work Programme for 2015-16.
16 June 2016	Corporate Parenting Champion Nomination	To cover nominations for Corporate Parenting Champion
1 April 2017	BREP Nomination	To cover nominations for SSARF and BREP
TBC	Annual Recommendations Monitoring Report	
TBC	Member and School Engagement Panel	Annual Report on the key findings of the Member and School Engagement Panel
1 April 2017	Rota Visiting	<p>Rota Visiting entails Members undertaking visits to Children's residential establishments in pairs and providing written reports for noting or action.</p> <p>It is important that Members contribute to the safeguarding of our vulnerable children and help to ensure that the quality of care provided is appropriate. It is essential that opportunities are presented for Members to meet with people who receive services from us to listen to their views. The Committee receive an annual report on the rota visiting</p>

<b>Date</b>	<b>Topic</b>	
		scheme which provides a synopsis of members' reports on establishments visited.

## REPORT TO CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE

16 JUNE 2016

### REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP 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 on 21 July 2016; and
- 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 improvement priorities identified in the Corporate Plan 2016-2020 have been embodied in the Overview & Scrutiny Forward Work Programmes. The amended Corporate Plan adopted by Council on 10 March 2016 formally set out the improvement priorities that the Council will seek to implement between 2016 and 2020. 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 16 June 2016, the Children and Young People Overview and Scrutiny Committee will determine its Annual Forward Work Programme for 2016/17.

#### 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 21 July 2016, the table below lists the items to be considered and the invitees due to attend should the Committee agree it's proposed annual forward work programme.

Topic	Invitees	Specific Information Requested	Research to be Undertaken by the Overview & Scrutiny Unit
Children's Respite options/CWD 52-week residential	Susan Cooper, Corporate Director, Social Services and Wellbeing Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities	Report on the developed options during the consultation process so that Members can provide views on the options as a consultee and also monitor the consultation process. Report to include:	

<b>Topic</b>	<b>Invitees</b>	<b>Specific Information Requested</b>	<b>Research to be Undertaken by the Overview &amp; Scrutiny Unit</b>
	Laura Kinsey, Head of Safeguarding and Family Support Pete Tyson, Planning and Contract Management Officer Head of Safeguarding and Family Support	a) details of cost comparisons for future respite care; should the care continue in Bakers Way and adaptations made against costs of moving the provision elsewhere; b) details of staffing provision relating to an increase to 52 week residential care, due to the fact that this would require a substantial change for staff in their working patterns.	
Draft Participation Strategy	Susan Cooper, Corporate Director, Social Services and Wellbeing Cllr Hailey Townsend, Cabinet Member, Childrens Social Services and Equalities Laura Kinsey, Head of Safeguarding and Family Support	Committee to receive draft Participation Strategy for comments before being finalised by Directorate.	

4.2 The table below lists all potential items that the Committee has considered during their planning workshop and, subject to any changes from the approval of the Annual Forward Work Programme, are put forward for reprioritisation as appropriate.

<b>Topic</b>	<b>Proposed Date</b>	<b>Specific Information Requested</b>	<b>Research to be Undertaken by the Overview &amp; Scrutiny Unit</b>
Early Help, Permanency and Placement (Joint Report)	13-Oct-16	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 –	Detail research / To be confirmed



<b>Topic</b>	<b>Proposed Date</b>	<b>Specific Information Requested</b>	<b>Research to be Undertaken by the Overview &amp; Scrutiny Unit</b>
		update on reorganisations and restructures.	
CSC Estyn Report	13-Oct-16	Findings from Estyn's inspection of the CSC.	Detail research / To be confirmed
Directorate Budget Consultation Process	15-Dec-17	MTFS Proposals for 2017-18	Detail research / To be confirmed
Annual School Performance	02-Feb-17	Annual school performance report from CSC	Detail research / To be confirmed
Schools Strategic Review	02-Feb-17	Update on the work of the 4 workstreams so far.	Detail research / To be confirmed
Member and School Engagement Panel	02-Feb-17	Response from Corporate Director - Education and Family Support and Managing Director - CSC to Committee's Annual Report from MSEP. (January 2016). (Information Report)	Detail research / To be confirmed
School Modernisation	01-Apr-17	One of Programmes under Corporate Priority 3 - Smarter Use of Resources. What will Band B look like? How will programme link in with Schools Strategic Review?	Detail research / To be confirmed
FE Sector	01-Apr-17	How FE Sector operates, what are the strategic plans of the college, what is its relationship with secondary schools and the CSC?	Detail research / To be confirmed

### **Corporate Parenting**

- 4.3 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. <sup>1</sup>

4.4 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.

4.5 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 21 July 2016 and confirm if it requires any additional specific information to be provided by the invitees listed or the Overview & Scrutiny Unit;
- (ii) Determine the topics, invitees to be invited to attend and any specific information it would like the invitees to provide as well as any research that it would like the Overview & Scrutiny Unit to undertake in relation to its meeting for 13 October 2016;
- (iii) Revisit and consider the list of future potential items for the Committees Forward Work Programme and reprioritise as the Committees feels appropriate.

**Andrew Jolley,**  
**Corporate Director – Operational and Partnership Services**

**Contact Officer:** Rachel Keepins, Scrutiny Officer

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<sup>1</sup> 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

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**Background documents:** None

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