Buckinghamshire County Council

Select Committee

Children's Social Care and Learning

Date: Tuesday 3 November 2015

Time: 10.00 am

Venue: Mezzanine Room 2, County Hall, Aylesbury

AGENDA

9.30 am Pre-meeting Discussion

This session is for members of the Committee only. It is to allow the members time to discuss lines of questioning, areas for discussion and what needs to be achieved during the meeting.

10.00 am Formal Meeting Begins

Agenda Item	Time	Page No

1   APOLOGIES FOR ABSENCE

2   DECLARATIONS OF INTEREST
To declare any Personal or Dislosable Pecuniary Interests.

3   MINUTES   7 - 10
Minutes of the meeting held on 22nd September 2015.

4   PUBLIC QUESTIONS

INVESTOR IN PEOPLE

Public Questions is an opportunity for people who live, work or study in the county to put a question to a Scrutiny Committee about any issue that has an impact on their local community or the county as a whole.

Member of public, who have given prior notice, will be invited to put their question in person.

The Cabinet Member and responsible officers will then be invited to respond.

Further information and details on how to register can be found through the following link and by then clicking on 'Public Questions'.

http://democracy.buckscc.gov.uk/mgCommitteeDetails.aspx?ID=788

5 **CHAIRMAN'S REPORT**
For the chairman of the Committee to provide an update to the Committee on recent scrutiny related activity.

6 **COMMITTEE MEMBER UPDATES**
For members of the Committee to update the Committee on any issue they are investigating on behalf of the Committee.

7 **CABINET MEMBER UPDATES**

   i)   **Cabinet Member for Children's Social Care & Learning**

   ii)   **Cabinet Member for Education & Skills**

8 **CHILDREN'S SERVICE IMPROVEMENT PROGRAMME UPDATE REPORT**   **10:15   11 - 20**
To receive an update on the children's services improvement programme.

Contributors
- Lin Hazel, Cabinet Member for Children's Services
- David Johnston, Managing Director, Children's Social Care & Learning

Papers
- Improvement Programme Report
- Improvement Programme Data Dashboard

9 **TO CONSIDER THE PROPOSALS IN THE FUTURE SHAPE CONSULTATION**
To consider the proposals for the Children's Social Care & Learning Business Unit in the Future Shape consultation.

Contributors
- Lin Hazel, Cabinet Member for Children's Services
- Zahir Mohammed, Cabinet Member for Learning
- David Johnston, Managing Director, Children's Social Care & Learning

10	**CHILDREN'S INTERNET SAFETY INQUIRY PROGRESS UPDATE - 6 MONTHS ON**	**11:45**	**21 - 28**

To receive an update on the implementation of the recommendations of the Internet Safety Inquiry.

Contributors
- Lin Hazel, Cabinet Member for Children's Services
- David Johnston, Managing Director, Children's Social Care & Learning

Papers
- Recommendation 6 month update report

11	**CHILDREN'S SOCIAL SELECT COMMITTEE WORK PROGRAMME**	**12:15**	**29 - 32**

A workshop is taking place at 1pm to discuss the content of the work programme for 2016.

12   DATE OF NEXT MEETING
To note the next meeting of the Children's Social Care & Learning Select Committee on 23rd February 2016.

13   EXCLUSION OF THE PRESS AND PUBLIC
To resolve to exclude the press and public as the following item is exempt by virtue of Paragraph 3 of Part 1 of Schedule 12a of the Local Government Act 1972 because it contains information relating to the financial or business affairs of any particular person (including the authority holding that information)

14	**TO RECEIVE THE DRAFT REPORT OF THE PREVENTING CSE INQUIRY**	**11:15**	**33 - 72**

To agree the Select Committee's report prior to submitting it to Cabinet and the Safeguarding Children Board for a response to its recommendations.

Papers
- Draft report

Purpose of the committee

The role of the Children's Social Care and Learning Select Committee is to hold decision-makers to account for improving outcomes and services for Buckinghamshire.

The Children's Social Care and Learning Select Committee shall have the power to scrutinise all issues in relation to the remit of the Children's Social Care and Learning Business Unit. This will include, but not exclusively, responsibility for scrutinising issues in relation to:

- Nurseries and early years education
- Schools and further education
- The Bucks Learning Trust
- Quality standards and performance in education
- Special Educational Needs (SEN)
- Learning and skills
- Adult learning
- Children and family services
- Early intervention
- Child protection, safeguarding and prevention
- Children in care (looked after children)
- Children's psychology
- Children's partnerships
- Youth provision
- The Youth Offending Service

* *In accordance with the BCC Constitution, this Committee shall act as the designated Committee responsible for the scrutiny of Education matters.*

Webcasting notice

Please note: this meeting may be filmed for subsequent broadcast via the Council's internet site - at the start of the meeting the Chairman will confirm if all or part of the meeting is being filmed.

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If you would like to attend a meeting, but need extra help to do so, for example because of a disability, please contact us as early as possible, so that we can try to put the right support in place.

For further information please contact: Reece Bowman on 01296 382548, email: rebowman@buckscc.gov.uk

Members

Mrs M Aston	Mrs W Mallen
Ms J Blake	Mr R Stuchbury
Mr D Dhillon (VC)	Vacancy
Mr P Gomm	Mr D Watson
Mr P Irwin	Ms K Wood
Mrs V Letheren (C)	

Co-opted Members

Mr D Babb, Church of England Representative
Mr M Moore, Roman Catholic Church
Ms M Nowers, Primary School Sector

Buckinghamshire County Council
Select Committee
Children's Social Care and Learning

Minutes

CHILDREN'S SOCIAL CARE AND LEARNING SELECT COMMITTEE

Minutes from the meeting held on Tuesday 22 September 2015, in Mezzanine Room 2, County Hall, Aylesbury, commencing at 10.00 am and concluding at 12.17 pm.

This meeting was webcast. To review the detailed discussions that took place, please see the webcast which can be found at http://www.buckscc.public-i.tv/
The webcasts are retained on this website for 6 months. Recordings of any previous meetings beyond this can be requested (contact: democracy@buckscc.gov.uk)

MEMBERS PRESENT

Margaret Aston, Phil Gomm, Paul Irwin, Valerie Letheren (Chairman), Wendy Mallen, Robin Stuchbury and Katrina Wood

CO-OPTED MEMBERS PRESENT

David Babb

OFFICERS PRESENT

Carol Douch, David Johnston and Simon Rose

1   APOLOGIES FOR ABSENCE

David Watson and Dev Dhillon

2   DECLARATIONS OF INTEREST

None

3   MINUTES

Agreed

INVESTOR IN PEOPLE

4   PUBLIC QUESTIONS

None

5   CHAIRMAN'S REPORT

The Chairman gave her report which included mention of:

- Department for Education and Local Government Association Peer Review Team visits to the council
- Trip to Birmingham City Council scrutiny by members of the Select Committee

6   COMMITTEE MEMBER UPDATES

Cllr. Stuchbury mentioned time spent with social workers and the visit to Birmingham. Also he mentioned a public event on child sexual exploitation that he attended.

7   CABINET MEMBER UPDATES

8   CABINET MEMBER FOR EDUCATION & SKILLS

The Cabinet Member for Education & Skills gave his update, which included reference to the following:

- Performance on adult learning
- Support for schools and work on the early years and children's centres
- Take up of home to school transport
- Budgetary pressures
- Audit report on the Buckinghamshire Learning Trust

SEE PAPERS/WEBCAST FOR CONTENT

9   CABINET MEMBER FOR CHILDREN'S SERVICES

The Cabinet Member for Children's Services gave her update, which included reference to the following:

- Work with Essex and Cambridgeshire County Councils
- The senior management team is now permanent
- The rate of agency social workers is down.
- The Local Government Association will be conducting a peer review

SEE PAPERS/WEBCAST FOR CONTENT

10   CHILD SEXUAL EXPLOITATION (CSE)

Members questioned the Cabinet Member and senior officers on the following:

- Partnership working with the police on child sexual exploitation investigations
- The number of contacts going to the Multi-Agency Safeguarding Hub
- Sexual Exploitation Risk Assessment Conference
- Attendance at Buckinghamshire Safeguarding Children Board
- The responsibility to raise awareness of child sexual exploitation with GPs
- What the outreach work commissioned from Barnardos will consist of

SEE PAPERS/WEBCAST FOR CONTENT

11 CHILDREN'S SERVICE IMPROVEMENT PROGRAMME UPDATE REPORT

Members questioned the Cabinet Member and senior officers on the following:

- The development of the Practitioners' Board
- Early Help Panels
- 'Red' rated success measures

SEE PAPERS/WEBCAST FOR CONTENT

12 CHILDREN'S SOCIAL CARE AND LEARNING BUSINESS UNIT PERFORMANCE

13 QUARTER 1 (2015/16) PERFORMANCE DATA

Members questioned the Cabinet Member and senior officers on the following:

- Educational standards at Key Stage 4
- Free school meals
- The performance of pupils with special educational needs and disabilities

SEE PAPERS/WEBCAST FOR CONTENT

14 CHILDREN'S SOCIAL CARE AND LEARNING BUSINESS UNIT BUDGET MONITORING

Members questioned the Cabinet Member and senior officers on the following:

- Strategies to manage the demand on children's services
- Proposals to raise foster carer allowances
- Potential income streams from the Educational Psychology Service

SEE PAPERS/WEBCAST FOR CONTENT

15   NARROWING THE GAP INQUIRY PROGRESS UPDATE (PART 2 - UPDATE ON BCC RECOMMENDATIONS)

Members agreed to consider the update in more detail outside of the meeting.

SEE PAPERS/WEBCAST FOR CONTENT

16   CHILDREN'S SOCIAL CARE & LEARNING SELECT COMMITTEE WORK PROGRAMME

Members considered the work programme.

The committee agreed to add Children's Centres to its work programme.

SEE PAPERS/WEBCAST FOR CONTENT

17   DATE OF NEXT MEETING

3rd November 2015

CHAIRMAN

Children's Services Improvement Programme Status Report

Reporting Period	September 2015	Lead	David Johnston

		Progress Against Success Measures	Progress Against Actions in Month	Risks/ Issues
Status Summary including items for escalation	A lot of time in September was spent preparing for the LGA Peer Review which was an invaluable exercise in determining how far along our improvement journey for delivering services to children is, and whether we are focussed on the right areas to improve outcomes for children.'. The outcome of the Peer Review will be presented at the Improvement Board in October and a 'phase 2' Improvement Plan will be developed in partnership with key agencies in October to ensure focus on key priority areas. The Improvement Programme structure and reporting governance will also be reviewed to ensure the relevant boards and bodies are able to undertake their roles effectively.	A	G	A

Progress Against Objectives: Success Measures / Impact / Evidence / Deliverables

See attached data dashboard

Developments/ Achievements / Key Milestones reached this period:	Targets for next period:
W1 – Improving Leadership Governance & Partnerships - The School Survey responses were analysed and the results will be presented to the Improvement Board in October. - The Staff Survey responses were analysed and the results will be presented to the Improvement Board in October. - Across the partnership discussions were held in "connecting for children" regarding governance around CSE and in relation to our improvement journey	***W1 – Improving Leadership Governance & Partnerships*** - Reviewing the impact of the findings from the peer review - Use the School Survey to inform the work plan for the Education and Social Care Task and Finish Group - Work with the Practitioners Board to develop an action plan from the Staff Survey results.
W2 – Improving Quality of Social Work Practice - All case are allocated - A deep dive into the roles and responsibilities being carried out by Unit Coordinators continue to be a central contact point for children and their families and relieve social workers of some of the administrative burdens - September audit programme focused on CIN Plans open for more than 12 months to understand how effective our interventions with children and families are and whether their needs are being appropriately met in	***W2 – Improving Quality of Social Work Practice*** - Finalise minimum standards for Contact and MASH and Strategy Meetings - Complete and publish review of the Audit Framework and Tools to ensure they reflect learning from Essex and Cambs peer reviews - A mandatory training for managers on the S47 process, decision thresholds and recording to ensure the child's journey is progressing appropriately.

the right part of the journey - All inadequate audits where the cases have not been formally re-audited since January 2015 were allocated this month to ensure improvements have been made - Continued targeting of individual workers by PIMs not meeting timescales for visiting children to facilitate better prioritisation and consideration of workload and ensure children are receiving regular quality intervention. - 'Traffic light' overview report added to twice weekly caseload report to ensure managers can easily see where timescales are due to run out - Review of Missing Children data to identify correlation with CSE. - Training for all staff on how to record CIN plans in ICS to ensure that data reflects practice.	- Continued targeting of individual workers by PIMs not meeting timescales for visiting children to facilitate better prioritisation and consideration of workload and ensure children are receiving regular quality intervention. - Police and Barnardos to develop proposal on whether to include Missing team in CSE unit for other agencies to respond to. - Develop Risk Assessment tool for all social care staff to utilise throughout child's journey - Finalise process map and procedure for missing children - Develop action plan for improvements in Out of Hours Service - Touchdown meetings meeting managers in First Response and Units to ensure 'soft' handover of children
W3 – Improving Strength & Capacity of the Workforce - Down to 2 agency workers in CIC team due to recruitment to permanent posts. - Established a more effective way to record current people to posts and these are now reviewed every 2 weeks by Practice Improvement Managers and Group Managers. It gives a much clearer understanding to the service as a whole about where the pressures are. - Completed the new recruitment pack using Rosie 2 software and will be rolling out in November/ December - Reviewed agency spend by team and Service Director has had individual meetings with Heads of Service and Practice Improvement Managers about agency staff and plans around them - Successful recruitment to CWD – 3 permanent social workers recruited	***W3 – Improving Strength & Capacity of the Workforce*** - Bucks stand at 2 jobs fairs in November and hope to be able to attract more applicants - Work around reducing dependency on MLA is ongoing - A report is being compiled to bring out any themes from exit interviews.
W4 – Improving Early Help & the Front Door - Developed new Key Performance Indicator re '% of referrals to social care from other agencies are recorded on a MARF' - schools consistently send clear information about why they are referring a child to social care but there is further work to complete with SCAS. - Numbers of MASH enquiries have fluctuated greatly since September 2014 – an audit has been completed of 50 of the children " MASHed " during June, themes have been identified and will be shared with the	***W4 – Improving Early Help & the Front Door*** - Analysis on connection between MARF and outcome of contact – is there a link between not completing a MARF and the outcome of the contact - Implementation plan for Single view to improve information at the early stages of decision making - Considering strategy IT plan to speed up the processing of referrals from other agencies

partnership and an action plan has been developed.	- Multi-agency case tracking exercise to look at blockers - Agreeing changed to process to speed up and make request MASH easier for SWs. Training on agreed changes so this is embedded - Development of regular information for partners on MASH KPIs (weekly) - Establish demand based on recommended changes to MASH. This will give partners clear expectations so they are able to plan resource to ensure sustained quality. - Deep dive into reasons for re-referrals to gain insight and knowledge for strategic change - Joint working between Early Help coordination and Social Care to improve quality of referrals to Early Help panel
W5 – Improving Services for Children in Care - See detailed report	***W5 – Improving Services for Children in Care*** - See detailed report
W6 – Improving Tools **ICT** - LADO module data transfer - Historic core data load is now complete, ahead of schedule, this will enable the LADO team to search and identify cases, previously held on the Probase system, in the ICS system. - Agilisis ICS / Livelink integration project report distributed to stakeholders - Forward plan for ICS developments draft completed and distributed - iPhones deployed to date = 248 - Smartphones deployed to date =155 - Basic and agreed Apps added to phones - Wi-Fi in Winteron Drive & Desborough Road - Single View - Liquidlogic delivered updated version of software, including links to Capita One. - EIS (Early Intervention System) - System testing	***W6 – Improving Tools*** **ICT** - LADO Tidy up work to ensure the datasets are completed as fully as possible. - Arranged meeting with CYP/ICT & Agilisis, for Agilisis to present report findings and recommendations. Next step – Planning & start Implementation of agreed report recommendations. - Detailed ICS & Technology forward plan developed and agreed in conjunction with CYP. - Deploy remaining IPhones (30) and additional Apps. - Deploy remaining Smartphones (46). - MASH Wi-Fi at Thames Valley Police premises. Install 'interim Mi-Fi' solution. Complete negotiations with TVP on full Wi-Fi solution for BCC staff. - Singleview - ICT have arranged meeting with CYP to discuss

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- Business processes –
  - A full day workshop has been held on both CLA & CP with CYP, further meetings planned
  - CYP 'as is' Business processes -
  - Most have now been signed off by CYP change control. (List available)
- Draft CLA development plan delivered for review by CYP.
- Governance - A CYP I.T.Board has been created meeting 4 weekly, with Board touchdown meetings every fortnight.

Performance Framework
- Annex A dataset for Peer Review provided

Business Support
- UC role implemented in First Response.
- Analysis completed on CP Business Support requirements. 1.5 R4 fte additional required.
- UC Induction/ Training Plan in progress.
- Additional R2 fte put in place in CP.

Accommodation
- Partners to agreed office layout for Contact & MASH

Early Help and Thresholds
- Laminated threshold documents being disseminated across partners
- Simple referral flow diagram agreed to go alongside thresholds document.
- Discussions held with a number of agencies on how to tailor activity to communicate and embed Thresholds document and principles of early help. Discussions will continue with remaining partners to inform a 2

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deployment and consider options for linking to additional systems.
- EIS go live date for the end of October
- Sign off of remaining 'as is' Business processes
- CYP 'to be' Business processes - currently being developed by CYP Process Leads. Work being carried out on the CLA process as a priority. CP Process is to be developed in parallel.
- Agree CLA development plan
- CYP developing requirements for future MASH Process, supported by ICT.

Performance Framework
- Lessons learnt from Annex A dataset to feed into ICS process work to ensure all necessary information is recorded in the system to ensure it is reportable.

Business Support
- Agreement needed for additional CP resource.
- UC Induction/ Training Plan implemented.

Accommodation
- Develop forward plan with property services to ensure future business needs are met

Early Help and Thresholds
- Ongoing work through EH Sub Group in partnership with BCC around evaluating impact of Early Help (reports on use of Family Outcome Star, usage of BFIS early help pages and trends in contacts and referrals expected to next Early Help Sub Group in November alongside continued engagement

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year tailored comms plan. Good outcomes from meetings to date including commitment from Thames Valley Police to work with us to tailor an Early Help presentation which they will deliver to all TVP personnel in Bucks.

- Updated Early Help Strategy and Thresholds Guidance agreed by BSCB.
- Work undertaken with Bucks Family Information Service (BFIS) to further improve the Early Help pages on their website, and with Children and Young Peoples Partnership to ensure their website is up to date around Early Help.
- Budget planning for 2016/217 taken account of need for substantial training to support Early Help, including Outcomes Star training.

from Family Resilience Head of Service with development of regional framework for evaluating early help)
- Continue meeting individual partners to tailor comms approach.

Child Sexual Exploitation
- Consultation period for CSE Strategy continues (ends 2nd November) alongside work to clarify some of the operational structures and relationships around CSE.
- Continued work on Serious Case Review (SCR) into CSE in Bucks between 1998 and 2013, including starting to identify current and past victims to involve in the review process.
- CSE parent's evenings continue to be rolled out across Bucks after successful pilot before the summer. Good feedback being received.
- Chelsea's Choice also being rolled out through secondary schools.
- CSE work plan updated in line with CSE Strategy and to reflect challenges raised at CSE Challenge Session

Child Sexual Exploitation
- Presentation of multi-agency CSE audit to Performance and Quality Assurance Sub Group (it can then come to Improvement Board)
- Pick up work with schools around CSE training. Pilot training run before the summer than can be cascaded within schools
- Continue work on CSE SCR
- Continue to roll out and evaluate success of CSE parent's evenings and Chelsea's Choice.
- Update CSE Strategy in line with consultation responses.

Child's Voice and Journey
- As a result of hearing the feedback of the BSCB website consultation with children and young people, the BSCB has agreed to create a separate microsite for children and young people. Work has started to identify young people who can work with us on both the design and content of this site.
- Continuing to work with Barnardo's to facilitate contact with current victims of CSE to input into CSE SCR.

Child's Voice and Journey
- Work with young people to develop CYP version of BSCB annual report (1 young person currently identified to be involved and request for additional help has been made via the Youth Voice Steering Gorup).
- Continue to collect evidence through P&QA Sub Group around how partner agencies are embedding voice of child.
- Start work on CYP microsite.

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Neglect

- Continued planning for multi-agency neglect workshop to ensure this complements the programme of work around Early Help. Workshop now likely to take place after Christmas to fit in with second phase of Early Help comms messages.

Increasing Effectiveness and Impact

- Work around FGM following Challenge Session on 18th October including draft strategy and action plan. These will be shared initially with those who attended for discussion before being disseminated more widely.
- Information on CSE and FGM shared alongside wider information on domestic abuse and forced marriage at a community event in High Wycombe aimed predominantly at Muslim women.
- SCR for Baby L published.
- Budget planning meeting held with Board members to plan for next financial year.
- BSCB Chair and Business Manager have met with all Sub Group Chairs to discuss and issues and ensure there are robust process in place to facilitate two way communication between the Board and Sub Groups.
- Place available for booking for 2 E-Safety conferences in March– one for students and one for professionals.
- Independent Schools Forum run on 15th October – engagement from 13 schools. Session used to deliver Early Help Awareness Training as well as other safeguarding issues for the sector.
- CDOP away day cleared 20 cases from the current backlog. Further away days are planned to reduce this further.
- Joint presentation of BSCB and Buckinghamshire Safeguarding Adults Board Annual Reports to Health and Wellbeing Board and Safer and Stronger Bucks Partnership Board.
- Significant updates to BSCB website, including improvements to Quick Links menu, professionals pages and the addition of moving slides to the home page.

Neglect

- Ensure sufficient Graded Care Profile Training is available as Early Help training transitions over to BSCB.

Increasing Effectiveness and Impact

- Increased embedding and promotion of Escalation Policy.
- Sign off updated Learning and Development Framework
- Recruit new chair for Early Help Sub Group and new BSCB Vice Chair.
- Business planning meeting scheduled for 17th November immediately after next Board meeting.

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- Joint safeguarding 'commercial' produced with the Safeguarding Adults Board now available on the BSCB website and a comms plan for wider dissemination being developed. Significant interest in the commercial being shown from other LSCBs including across Berkshire and Milton Keynes.
- It has been agreed that a joint presentation from BSCB and BSAB can be included in the BCC induction programme for all staff and this will include the use of the safeguarding commercial.
- Input into Home Office review of Gang Activity in High Wycombe
- Second edition of BSCB newsletter published.
- Chair of the Early Help Sub Group has moved on to a new role and the BSCB Vice Chair will soon be leaving her current post.

Key Risks and Issues

Ref	Risk / Issue	Mitigating Action	Owner	RAG
394	IF we are unable to attract and retain experienced and qualified staff THEN we will be unable to meet the improvement plan targets and improve children's safeguarding in Bucks	Overseas recruitment, revised terms and conditions, Recruitment & Retention Strategy	G Quinton	A
392	IF compulsory reviews are not occurring at the required times by the relevant people due to a lack of compliance / ownership THEN children who require care could experience unnecessary delays and crucial information could be missed	A regular audit programme has been established to routinely examine care files and ensure reviews are being undertaken in a timely manner	C Douch	R
393	IF we are unable to co-locate all key staff involved in First Response at the Police Station THEN this could result in delays and a counterproductive environment resulting in reduced service delivery	Desk layout options developed – awaiting agreement from TVP	A O'Borne	A
437	IF we are unable to recruit and retain a sufficient level of in house foster carers THEN the pressure on the external placements budgets will continue to grow	Children Looked After Strategy to address placement sufficiency within County, including increasing In House Foster Carer numbers and growing the market	K Forbes	R
	IF we are unable to bring spend in line with budget	Look for efficiencies across the Business Unit	D	R

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| | THEN we may have to look at reducing the workforce | | Johnston | |

Ofsted Improvement Board Dashboard
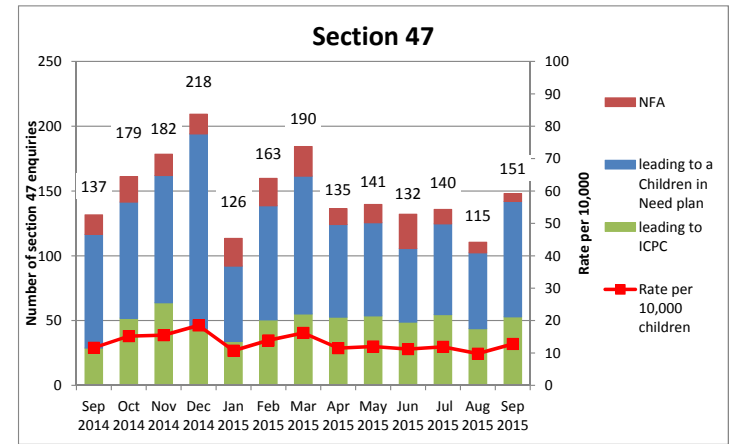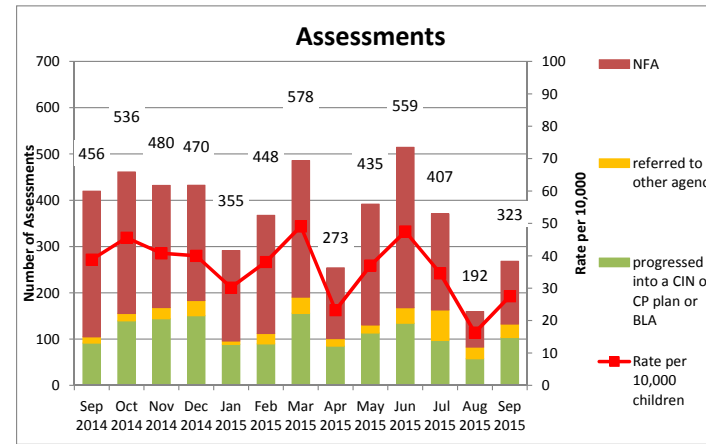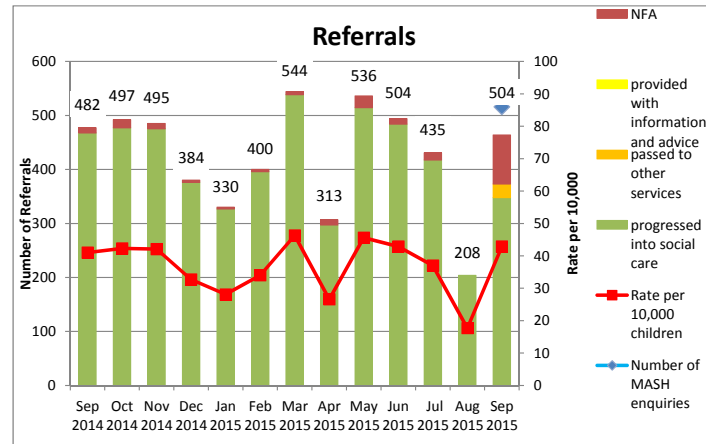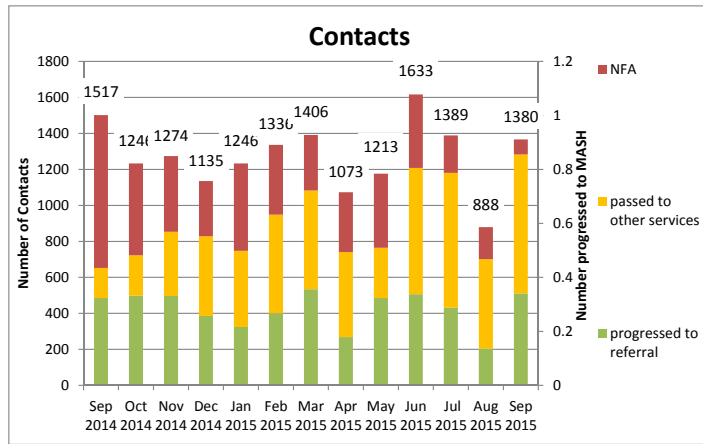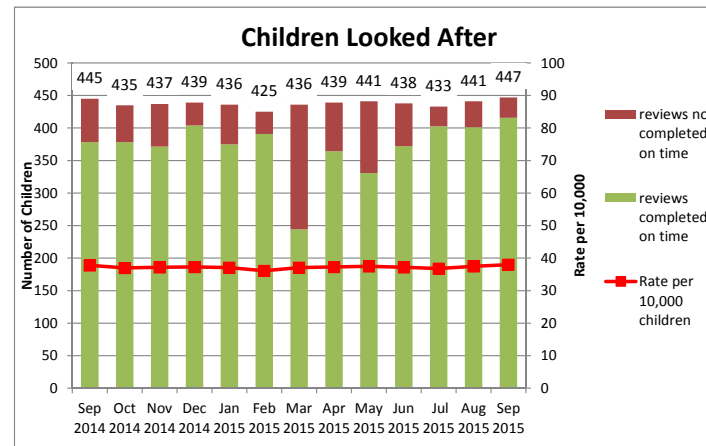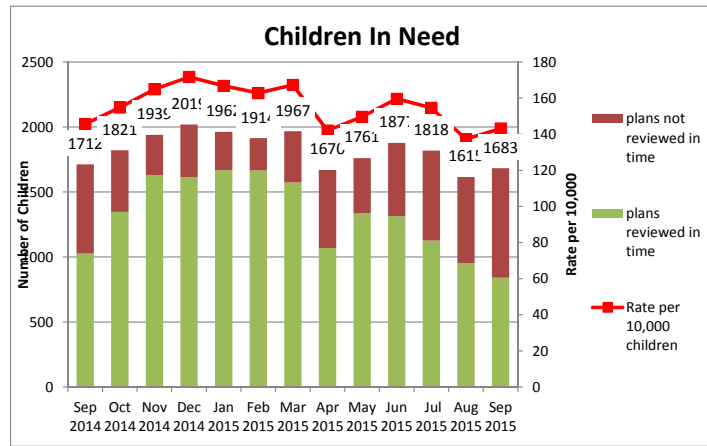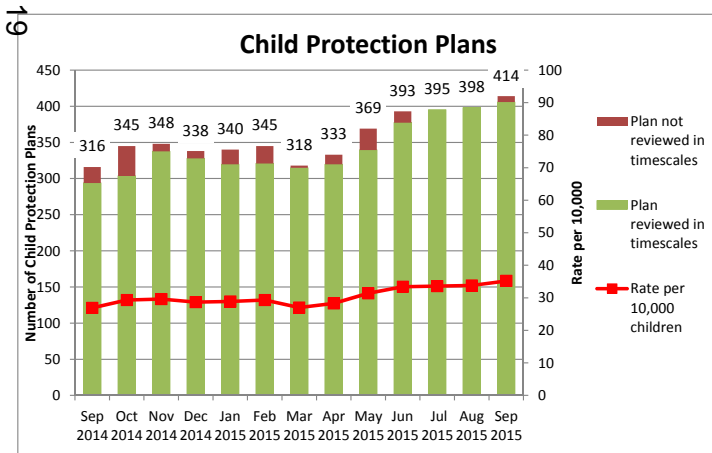
Contacts

As expected, the number of contacts returned to previous levels in September. The proportion referred to other agencies has continued to increase due to more accurate recording. Only 6% were NFA'd.

Referrals

The rate of referrals has returned to previous levels. There has been an increase in the number of referrals that were NFA'd, due to more information being gathered at this stage rather than at the contacts stage.

Assessments

The rate of assessment has also increased and is now 27.5 per 10,000. % assessments with NFA as the outcome remains around 40% (a decrease from 62% in June, however this is still too high, bearing in mind the impact on the child and their family. There continues to be about one third of assessments that progress to CIN, CP or CLA.

Section 47

The number of S47s leading to ICPC is still too low suggesting that the threshold for S47 Enquires and ICPCs need further refinement. Managers in the assessment teams and child protection team are meeting to ensure a common understanding and implementation of the threshold across the system.

Child Protection Plans

Rate per 10,000 subject to a Child Protection Plan

Bucks Sep 2015	Stat. N 2014	South East 2014	National 2014
35.2	34.3	38.1	42.1

In July and August, 100% of CP Plans were reviewed in timescale. In September this reduced slightly to 98%.

Children In Need

The low % of plans reviewed in timescale is a reflection of the recording of CIN review meetings and is not the number of children with an up to date CIN plan.

Children Looked After

Rate per 10,000 Children Looked After

Bucks Sep 2015	Stat. N 2014	South East 2014	National 2014
38.0	37.2	48.0	60.0

Numbers of children in care remains relatively stable. There are currently 17 UASC.

	Date	Outturn
Number of MASH enquiries	Sep 2015	86
Number of unallocated cases	Sep 2015	0

Success Measure	Annex A /Ofsted Baseline/ June	Sep-14 outturn	Oct-14 outturn	Nov-14 outturn	Dec-14 outturn	Jan-15 outturn	Feb-15 outturn	Mar-15 outturn	Apr-15 outturn	May-15 outturn	Jun-15 outturn	Jul-15 outturn	Aug-15 outturn	Sep-15 outturn	Year to Date from Apr	Stat. Neighbours 2014	South East 2014	National 2014	Current outturn	Current target	Current RAG	Jan-16 Target
% repeat referrals	30%	26.0%	26.0%	26.0%	26.0%	30.0%	25.0%	24.0%	16.0%	26.0%	25.0%	25.0%	27.0%	28.0%	25.0%	23.4%	28.1%	23.4%	28.0%	23.0%	Red	23%
% assesments completed in 45 working days	70%	83.0%	82.0%	81.0%	82.0%	74.0%	72.0%	76.0%	89.0%	87.0%	87.0%	80.0%	72.0%	72.0%	82.0%	94.0%	81.2%	82.2%	72.0%	90.0%	Red	100%
% children seen during assessment	73%	89.0%	91.0%	93.0%	93.0%	90.0%	91.0%	91.0%	93.0%	93.0%	89.0%	89.0%	89.0%	94.0%	91.0%				94.0%	100.0%	Amber	100%
% of consent for health assessment submitted to Health within 5 working days of the child becoming looked after		n/a	n/a	n/a	n/a	n/a	n/a	32.0%	38.0%	33.0%	0.0%	41.0%	74.0%	48.0%					48.0%	100.0%	Red	100%
% initial health assessments are completed within 28 days of becoming looked after	89%	n/a	n/a	n/a	n/a	n/a	36.0%	27.0%	44.0%	50.0%	64.0%	61.0%	58.0%						58.0%	100.0%	Red	100%
% 16-18 year olds in care have an up-to-date Pathway Plan	50%	n/a	n/a	n/a	n/a	95.0%	96.5%	84.0%	98.8%	97.6%	99.0%	97.0%	97.0%	96.0%					96.0%	100.0%	Amber	100%
% of Care Leavers have an up-to-date Pathway Plan	50%	n/a	n/a	n/a	n/a	66.8%	69.6%	72.5%	91.5%	92.3%	77.0%	91.0%	85.0%	88.0%					88.0%	100.0%	Red	100%
% of all CLA who have up-to-date Pathway Plans (Combined)		n/a	n/a	n/a	n/a	n/a	n/a	n/a	93.8%	94.3%	83.0%	91.0%	88.0%	87.0%					87.0%	100.0%	Red	100%

Agenda Item 8   Appendix 1

19/10/2015

Ofsted Improvement Board Dashboard

Success Measure	Annex A /Ofsted Baseline/ June	Sep-14 outturn	Oct-14 outturn	Nov-14 outturn	Dec-14 outturn	Jan-15 outturn	Feb-15 outturn	Mar-15 outturn	Apr-15 outturn	May-15 outturn	Jun-15 outturn	Jul-15 outturn	Aug-15 outturn	Sep-15 outturn	Year to Date from Apr	Stat. Neighbours 2014	South East 2014	National 2014	Current outturn	Current target	Current RAG	Jan-16 Target
% of CLA are placed no more than 20 miles away from home	68%	48.0%	46.0%	46.0%	47.0%	46.0%	45.0%	45.0%	44.0%	43.0%	44.0%	42.0%	41.0%	40.0%		72.5%	85.0%	87.0%	40.0%	55.0%	Red	70%
% ICPC held within 15 working days of the strategy discussion		20.0%	53.0%	43.0%	42.0%	13.0%	42.0%	30.0%	9.0%	62.0%	80.0%	98.0%	81.0%	66.0%	63.0%	65.7%	65.4%	69.3%	66.0%	85.0%	Red	100%
Number of adoptions		14	14	18	20	21	25	28	31	0	9	13	15	20								24
Number of case audits completed		7	0	2	18	87	87	97	72	74	77	N/A	79	61					61	100	Red	
% of case audits with a good or outstanding rating		N/A	N/A	N/A	22%	55%	55%	61%	68%	66%	58%	N/A	68%	58%					58%	70%	Red	

Staffing

Children & Families - Qualified Social Workers

First Response - Qualified Social Workers
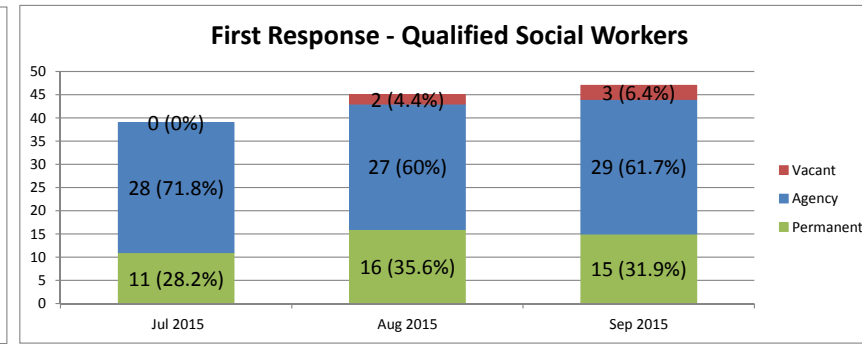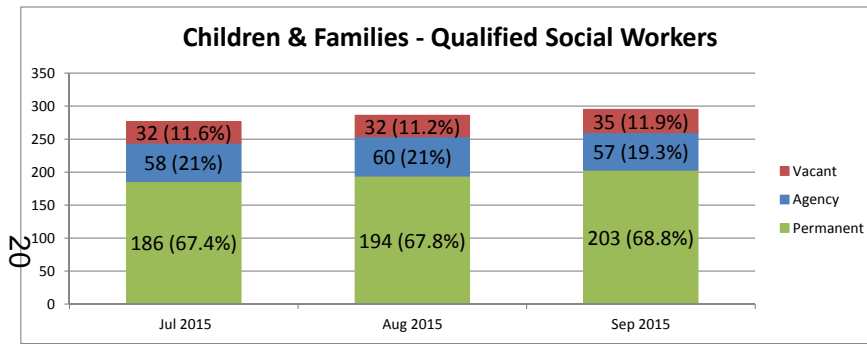
The number of qualified SW with no cover has increased due to new vacancies in Quality Standards and Performance team. Two Child Conference Chair's and one IRO are now vacant. We are actively recruiting these roles. We have been able to report the time to hire for this quarter and have seen a drop in both temporary and permanent. Temporary time to hire have been reduced by replacing the Pertemps Account Manager and having an experienced recruiter managing the CV's so the turnaround and offer time has been reduced. We have now met the KPI for temporary recruitment. Perm time to hire (application to offer) has reduced and hit target. The perm application to start will always be harder to reach as a lot of our candidates have 3 months' notice which equates to at least 90 days. We will continue to work on reducing this.

	Jul 2015
Sickness Rate for qualified social workers - average days lost in rolling year per FTE	9.23

	Qtr 4 2014-2015
Permanent Retention/Turnover Rate	17%

FRT continues to be a critical area of focus with increasing numbers of temporary staff. The Romanian Social Workers require unexpected additional support; given the criticality of this area of work we are not yet in a position to release the temporary staff. We have signed up a new agency to solely focus on permanent staff

Caseload Analysis

Social Workers

Team	Caseload Target	FTE in post 8/10/15	Cases 8/10/15	Caseload
First Response	25	25	404	16.2
Children in Need	17	64.2	1030	16.0
Children with Disabilities*	17	21.9	255	11.6
Children in Care	17	17	239	14.1

CSWMs

Team	Caseload Target	FTE in post 8/10/15	Cases 8/10/15	Caseload
First Response	0	3	28	9.3
Children in Need	0	15	31	2.1
Children with Disabilities*	0	5	39	7.8
Children in Care	0	5	32	6.4

C&F Workers

Team	Caseload Target	FTE in post 8/10/15	Cases 8/10/15	Caseload
First Response	N/A	0	N/A	N/A
Children in Need	5	14.5	98	6.8
Children with Disabilities*	5	6.2	37	6.0
Children in Care	0	0	2	N/A

Personal Advisors

Team	FTE in post 8/10/15	Cases 1/10/15	Caseload
Aftercare (not inc. cases jointly worked with CIC)	10.16	167	16.4

* caseload numbers exclude cases 'open to review'
CIN includes CIN & Frontline teams

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Scrutiny Inquiry Progress Update on Recommendations
Interim/Final Progress Report 6 months on

Select Committee Inquiry Report Completion Date: 27th January 2015 (presented to Safeguarding Board on 17th March 2015 / Cabinet on 13th April 2015)
Date of this update: 3rd November 2015
Lead Officer responsible for this response: Matilda Moss (on behalf of BSCB) / David Johnston (on behalf of BCC)
Cabinet Member that has signed-off this update: Lin Hazel

Accepted Recommendations	Original Response and Actions	Progress Update	Committee Assessment of Progress (RAG status)
Recommendation One: Taking the Lead We recommend that Buckinghamshire County Council take the lead within the BSCB partnership to champion children's cyber safety as part of its general responsibility for children's safeguarding, to facilitate greater oversight and pool knowledge and resources from external agencies including	Cabinet Response: Agreed

The Bucks Safeguarding Children's Board E-safety subcommittee will continue their partnership work around children's cyber safety. The BSCB would be supportive of having additional capacity to drive this agenda forward, but would be keen to see partnership agreement to BCC taking the role as lead agency for this agenda within the | The BSCB esafety sub group continues to work with a range of partners and its membership has grown to include more representation from schools and faith groups. With Yvette Thomas now in place as the lead for the county council the subcommittee is working with her to support the development of the conferences in Spring 2016.

The Policy & Equalities Manager is working in collaboration with the BSCB, sits on the e- safety sub group and is currently organising 2 conferences on E Safety. Work is also underway to develop a web page for schools addressing this issue. | |

CEOP, practice in schools and external agencies such as MacAfee and other cyber safety champions.	partnership. The Chief Executive will take relevant issues through the Council's Prevent Board.		
Recommendation Two: Lead Officer for Children's Cyber safety. We recommend that Buckinghamshire County Council designate a lead officer for children's cyber safety.	Cabinet Response: Agreed Identifying a lead offer within BCC would provide additional capacity to drive this work forward more quickly, including helping to extend the reach of the work into more schools (see recommendation 3). However, it will be important to clarify how this additional capacity will be resourced.	Yvette Thomas, Policy & Equalities Manager, has been appointed to this role.	
Recommendation Three: Schools We recommend that BSCB ensures that it has a robust action plan for cyber-safety awareness in schools.	The BSCB E-safety subcommittee will continue to support schools with e-safety training, map with partners the areas of need, and share	The E-Safety Sub Group is continuing to support schools through training and the provision of resources. The Group also has a good overview of the support that is provided by various different partners and uses this to identify any significant gaps in practice. Since the publication of the report, the Sub Group has updated all the resources that are available via the BSCB website to ensure they are up	

This action plan should include promoting the implementation of the Byron report and Ofsted, as outlined in the Ofsted report Inspecting e-safety in schools –Briefing for section 5 inspections (Key features of good and outstanding practice).	online resources and research best practice. Identifying a lead officer within BCC would ensure we could drive this work with schools forward with greater pace, and fully meet this recommendation.	to date and in line with changing technologies and trends. Before the summer holiday, the Sub Group had planned a 'pop up' twilight event around sexting for schools. This reflected the fact that sexting is currently a big area of concern for schools and Thames Valley Police had published some new guidance for schools on dealing with it. Unfortunately this had to be cancelled due to Thames Valley Police indicating that they wanted to re-write the guidance. We will schedule this event again once the guidance is available. The sub group has supported the CSE events in schools for parents to give an input on internet safety and grooming. Schools will also be supported via the Two E-Safety conferences that are planned.	
Recommendation Four: Web Based Resources We recommend that the BSCB ensures that parents, staff in schools and children in Buckinghamshire have access to key online resources and key resources including ensuring that the BSCB webpages signpost effectively to online resources and that schools can utilise this information.	The BSCB is currently planning to undertake major revisions to its website, including making sure that it is more easily accessible across a range of audience groups and needs. This was one of the areas highlighted for improvement in the recent Ofsted inspection and is a priority area of work. The BSCB is keen to ensure that relevant audience groups, including young people, are	**1) Resources and information for professionals (including staff in schools):** The resources on the BSCB web site have been updated and can be accessed here: http://www.bucks-lscb.org.uk/professionals/e-learning/ The Sub Group will ensure these remain up to date. **2) Resources and information for children and young people:** Since this report was published the BSCB has done a consultation with young people on the current BSCB web pages that are designed for them. As a result of this work the BSCB agreed at its September meeting to commission a separate microsite for young people that will look and feel totally different from the main BSCB website. We are now planning an initial focus group to bring together a group of young people and the web designers so they can work together on some initial design concepts. We will then be working with young people to write the content for the site and to promote it. We are liaising with the Buckinghamshire Family Information Service who already provide information for children and young people to ensure there is no duplication. Clearly an important aspect of this site will be information around E-Safety. We will keep the Select Committee up to date on progress with this work.	

	appropriately involved in the re-design of the website. It is anticipated that this consultation and engagement activity will take place during April, with a revised website completed by June. A number of excellent online resources are already available for parents, staff and children including on the BSCB website, but can be difficult to find. The E-safety subgroup will be involved in the wider BSCB website project to ensure the most appropriate resources are easily accessible.	**3) Resources and information for parents:** Theses have been updated inline with the resources for professionals.	
Recommendation Five: Raising Awareness of Cyber Safety We recommend that the BSCB ensures that it has a clear communications action plan to deliver its e-	The BSCB has recognised that improving communications is a priority, and is currently in the process of convening a communications sub-group to write a	The BSCB has worked with partner comms officers to write a communication strategy and this is now available on our website: http://www.bucks-lscb.org.uk/wp-content/uploads/BSCB-Procedures/Communications_Strategy.pdf Alongside this we have developed a BSCB communications plan which includes elements relating to all Board activity, including the e-safety Sub Group.	

safety strategy. The communications plan should include specific actions to raise awareness of different online risks with different audiences such as parents, schools staff and young people at different ages and map the existing communications and engagement in place against the strategy.	communications strategy and action plan. These documents will cover all relevant audience groups. The E-safety sub-committee will be fully involved in this work so that this recommendation can be fully met.	However, the main role of the BSCB is to coordinate the work of other agencies to safeguarding children and young people and to assess the effectiveness of this work. Therefore, much of the communication activity takes place through Board partners rather than being directly delivered by the Board. For this reason the Sub Group maps awareness raising, training and other activity that takes place across partners including by audience group and geographical areas. The Sub Group will continue with this work, including identifying and seeking to ensure any particular gaps in provision are filled.	
Recommendation Six: Cyber Safety Communications We recommend that the BSCB review Cyber Safety Communications to make sure they are clear, effective, easily identifiable and attractive to young people, and badged to the local partnership, including the development an appropriate and distinctive logo to	The BSCB E-safety subcommittee can review and research how best to communicate directly with children and young people, and include children in young people in designing an approach to signposting. This can then be taken forward through the communications strategy and will be supported by the improved BSCB website.	This will be progressed as part of the development of the new microsite (see recommendation 4) Sub group built links with the parent zone who offer support to schools providing a range services including policies and training packages. It also offers recognition for schools that affiliate to identify their commitment to internet safety. Yvette Thomas successfully negotiated a 20% reduction for Buckinghamshire schools.	

signpost children's cyber safety, involving young people, through schools and through individual submissions, with a competition to submit the best designs.	The initial research and engagements with children and young people through schools and other channels would be a good area for partnership working between the E-Safety subcommittee and a potential new BCC lead officer.		
Recommendation Seven: Buckinghamshire Cyber Safety Conference 2015 We recommend that the Bucks Safeguarding Board host a Cyber Safety Conference in 2015 to review and refresh its e-safety strategy and ensure all partners are signed-up to actions to raise awareness of cyber safety.	The BSCB is supportive in principle of running a partnership event around Cyber Safety. However, we would want to consider the most effective format, content and timing for such an event, and be very clear about the outcomes that would be derived across partners.	Two conferences have been planned for March next year and places have just started to be advertised. Further information can be found here: http://www.bucks-lscb.org.uk/upcoming-events/ There will be a good range of speakers at both events, including national speakers. We would be delighted if a member of the Select Committee were able to attend one or both of the events.	

RAG Status Guidance (For the Select Committee's Assessment)

	Recommendation implemented to the satisfaction of the committee.		*Committee have concerns the recommendation may not be fully delivered to its satisfaction*
	Recommendation on track to be completed to the satisfaction of the committee.		*Committee consider the recommendation to have not been delivered/implemented*

Date	Topic	Description and purpose	Contact Officer	Attendees
23 Feb 2016	Children's Service Improvement Programme Update Report	A report to update the committee on progress of implementation of the Children's Services Improvement Plan	Reece Bowman, Committee Adviser	Contributors: Ms Lin Hazell - Cabinet Member for Children's Services Mr David Johnston - Managing Director Children's Social Care and Learning
12 Apr 2016	Children's Service Improvement Programme Update Report	A report to update the committee on progress of implementation of the Children's Services Improvement Plan	Reece Bowman, Committee Adviser	Contributors: Ms Lin Hazell - Cabinet Member for Children's Services Mr David Johnston - Managing Director Children's Social Care and Learning
24 May 2016	Children's Service Improvement Programme Update Report	A report to update the committee on progress of implementation of the Children's Services Improvement Plan	Reece Bowman, Committee Adviser	Contributors: Ms Lin Hazell - Cabinet Member for Children's Services Mr David Johnston - Managing Director Children's Social Care and Learning

24 May 2016	Preventing Child Sexual Exploitation Inquiry 6 Month Update	To receive a report on the implementation of the CSE Inquiry agreed recommendations, 6 months on.	Reece Bowman, Committee Adviser	Contributors: Ms Lin Hazell - Cabinet Member for Children's Services Mr David Johnston - Managing Director Children's Social Care and Learning, Fran Gosling-Thomas, Chair, Buckinghamshire Safeguarding Children Board
5 Jul 2016	Children's Service Improvement Programme Update Report	A report to update the committee on progress of implementation of the Children's Services Improvement Plan	Reece Bowman, Committee Adviser	Contributors: Ms Lin Hazell - Cabinet Member for Children's Services Mr David Johnston - Managing Director Children's Social Care and Learning
20 Sep 2016	Children's Service Improvement Programme Update Report	A report to update the committee on progress of implementation of the Children's Services Improvement Plan	Reece Bowman, Committee Adviser	Contributors: Ms Lin Hazell - Cabinet Member for Children's Services Mr David Johnston - Managing Director Children's Social Care and Learning

8 Nov 2016	Children's Service Improvement Programme Update Report	A report to update the committee on progress of implementation of the Children's Services Improvement Plan	Reece Bowman, Committee Adviser	Contributors: Ms Lin Hazell - Cabinet Member for Children's Services Mr David Johnston - Managing Director Children's Social Care and Learning
8 Nov 2016	Preventing Child Sexual Exploitation Inquiry 12 Month Update	To receive a report on the implementation of the CSE Inquiry agreed recommendations, 12 months on.	Reece Bowman, Committee Adviser	Contributors: Ms Lin Hazell - Cabinet Member for Children's Services Mr David Johnston - Managing Director Children's Social Care and Learning, Fran Gosling-Thomas, Chair, Buckinghamshire Safeguarding Children Board

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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