

Children, Young People and Family Support Scrutiny and Policy Development Committee

Thursday 3 April 2014 at 2.00 pm

**To be held at the Town Hall, Pinstone
Street, Sheffield, S1 2HH**

The Press and Public are Welcome to Attend

Membership

Councillors Gill Furniss (Chair), Talib Hussain, Karen McGowan, Mohammad Maroof, Helen Mirfin-Boukouris, Lynn Rooney, Colin Ross, Andrew Sangar (Deputy Chair), Ian Saunders, Nikki Sharpe, Diana Stimely, Stuart Wattam and Cliff Woodcraft

Education Non-Council Members

Jules Jones, Gillian Foster, Joan Stratford and Alison Warner

Substitute Members

In accordance with the Constitution, Substitute Members may be provided for the above Committee Members as and when required.

PUBLIC ACCESS TO THE MEETING

The Children, Young People and Family Support Scrutiny Committee exercises an overview and scrutiny function in respect of the planning, policy development and monitoring of service performance and other general issues relating to learning and attainment and the care of children and young people within the Children's Services area of Council activity. It also scrutinises as appropriate the various local Health Services functions, with particular reference to those relating to the care of children.

A copy of the agenda and reports is available on the Council's website at www.sheffield.gov.uk. You can also see the reports to be discussed at the meeting if you call at the First Point Reception, Town Hall, Pinstone Street entrance. The Reception is open between 9.00 am and 5.00 pm, Monday to Thursday and between 9.00 am and 4.45 pm. You may not be allowed to see some reports because they contain confidential information. These items are usually marked * on the agenda.

Members of the public have the right to ask questions or submit petitions to Scrutiny Committee meetings and recording is allowed under the direction of the Chair. Please see the website or contact Democratic Services for further information regarding public questions and petitions and details of the Council's protocol on audio/visual recording and photography at council meetings.

Scrutiny Committee meetings are normally open to the public but sometimes the Committee may have to discuss an item in private. If this happens, you will be asked to leave. Any private items are normally left until last. If you would like to attend the meeting please report to the First Point Reception desk where you will be directed to the meeting room.

If you require any further information about this Scrutiny Committee, please contact Matthew Borland, Policy and Improvement Officer on 0114 27 35065 or email.matthew.borland@sheffield.gov.uk

FACILITIES

There are public toilets available, with wheelchair access, on the ground floor of the Town Hall. Induction loop facilities are available in meeting rooms.

Access for people with mobility difficulties can be obtained through the ramp on the side to the main Town Hall entrance.

**CHILDREN, YOUNG PEOPLE AND FAMILY SUPPORT SCRUTINY AND POLICY
DEVELOPMENT COMMITTEE AGENDA
3 APRIL 2014**

Order of Business

- 1. Welcome and Housekeeping Arrangements**
- 2. Apologies for Absence**
- 3. Exclusion of Public and Press**
To identify items where resolutions may be moved to exclude the press and public
- 4. Declarations of Interest** (Pages 1 - 4)
Members to declare any interests they have in the business to be considered at the meeting
- 5. Minutes of Previous Meeting** (Pages 5 - 14)
To approve the minutes of the meeting of the Committee held on 6th February, 2014 and to note the attached Actions List
- 6. Public Questions and Petitions**
To receive any questions or petitions from members of the public
- 7. Sheffield's Looked After Children and Care Leavers Annual Report** (Pages 15 - 26)
Report of the Executive Director, Children, Young People and Families
- 8. Update on the Redesign of Early Years Services** (Pages 27 - 34)
Report of the Executive Director, Children, Young People and Families
- 9. Pupil Premium Task and Finish Group - Draft Report** (Pages 35 - 48)
To receive a report of the Task and Finish Group
- 10. Date of Next Meeting**
The next meeting of the Committee will be held on a date to be arranged

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ADVICE TO MEMBERS ON DECLARING INTERESTS AT MEETINGS

If you are present at a meeting of the Council, of its executive or any committee of the executive, or of any committee, sub-committee, joint committee, or joint sub-committee of the authority, and you have a **Disclosable Pecuniary Interest (DPI)** relating to any business that will be considered at the meeting, you must not:

- participate in any discussion of the business at the meeting, or if you become aware of your Disclosable Pecuniary Interest during the meeting, participate further in any discussion of the business, or
- participate in any vote or further vote taken on the matter at the meeting.

These prohibitions apply to any form of participation, including speaking as a member of the public.

You **must**:

- leave the room (in accordance with the Members' Code of Conduct)
- make a verbal declaration of the existence and nature of any DPI at any meeting at which you are present at which an item of business which affects or relates to the subject matter of that interest is under consideration, at or before the consideration of the item of business or as soon as the interest becomes apparent.
- declare it to the meeting and notify the Council's Monitoring Officer within 28 days, if the DPI is not already registered.

If you have any of the following pecuniary interests, they are your **disclosable pecuniary interests** under the new national rules. You have a pecuniary interest if you, or your spouse or civil partner, have a pecuniary interest.

- Any employment, office, trade, profession or vocation carried on for profit or gain, which you, or your spouse or civil partner undertakes.
- Any payment or provision of any other financial benefit (other than from your council or authority) made or provided within the relevant period* in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.

*The relevant period is the 12 months ending on the day when you tell the Monitoring Officer about your disclosable pecuniary interests.

- Any contract which is made between you, or your spouse or your civil partner (or a body in which you, or your spouse or your civil partner, has a beneficial interest) and your council or authority –
 - under which goods or services are to be provided or works are to be executed; and
 - which has not been fully discharged.

- Any beneficial interest in land which you, or your spouse or your civil partner, have and which is within the area of your council or authority.
- Any licence (alone or jointly with others) which you, or your spouse or your civil partner, holds to occupy land in the area of your council or authority for a month or longer.
- Any tenancy where (to your knowledge) –
 - the landlord is your council or authority; and
 - the tenant is a body in which you, or your spouse or your civil partner, has a beneficial interest.
- Any beneficial interest which you, or your spouse or your civil partner has in securities of a body where -
 - (a) that body (to your knowledge) has a place of business or land in the area of your council or authority; and
 - (b) either -
 - the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or
 - if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, or your spouse or your civil partner, has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

If you attend a meeting at which any item of business is to be considered and you are aware that you have a **personal interest** in the matter which does not amount to a DPI, you must make verbal declaration of the existence and nature of that interest at or before the consideration of the item of business or as soon as the interest becomes apparent. You should leave the room if your continued presence is incompatible with the 7 Principles of Public Life (selflessness; integrity; objectivity; accountability; openness; honesty; and leadership).

You have a personal interest where –

- a decision in relation to that business might reasonably be regarded as affecting the well-being or financial standing (including interests in land and easements over land) of you or a member of your family or a person or an organisation with whom you have a close association to a greater extent than it would affect the majority of the Council Tax payers, ratepayers or inhabitants of the ward or electoral area for which you have been elected or otherwise of the Authority's administrative area, or
- it relates to or is likely to affect any of the interests that are defined as DPIs but are in respect of a member of your family (other than a partner) or a person with whom you have a close association.

Guidance on declarations of interest, incorporating regulations published by the Government in relation to Disclosable Pecuniary Interests, has been circulated to you previously.

You should identify any potential interest you may have relating to business to be considered at the meeting. This will help you and anyone that you ask for advice to fully consider all the circumstances before deciding what action you should take.

In certain circumstances the Council may grant a **dispensation** to permit a Member to take part in the business of the Authority even if the member has a Disclosable Pecuniary Interest relating to that business.

To obtain a dispensation, you must write to the Monitoring Officer at least 48 hours before the meeting in question, explaining why a dispensation is sought and desirable, and specifying the period of time for which it is sought. The Monitoring Officer may consult with the Independent Person or the Council's Standards Committee in relation to a request for dispensation.

Further advice can be obtained from Gillian Duckworth, Interim Director of Legal and Governance on 0114 2734018 or email gillian.duckworth@sheffield.gov.uk.

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**Children, Young People and Family Support Scrutiny and Policy Development
Committee**

Meeting held 6 February 2014

PRESENT: Councillors Gill Furniss (Chair), Talib Hussain, Karen McGowan, Mohammad Maroof, Helen Mirfin-Boukouris, Lynn Rooney, Colin Ross, Andrew Sangar (Deputy Chair), Ian Saunders, Diana Stimely, Stuart Wattam and Cliff Woodcraft

Non-Council Members in attendance:-

Jules Jones, Education Non-Council Voting Member
Gillian Foster, Education Non Council Voting Member
Joan Stratford, Education Non-Council Voting Member
Alison Warner, Education Non-Council Member

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1. APOLOGIES FOR ABSENCE

1.1 An apology for absence was received from Councillor Nikki Sharpe.

2. EXCLUSION OF PUBLIC AND PRESS

2.1 No items were identified where resolutions may be moved to exclude the public and press.

3. DECLARATIONS OF INTEREST

3.1 Councillor Ian Saunders declared a personal interest in Agenda Item 8 – Adoption and Fostering Services – Updates – as he and his partner were foster parents for the Local Authority, and he left the room during the consideration of that item.

4. MINUTES OF PREVIOUS MEETING

4.1 The minutes of the meeting of the Committee held on 5th December 2013, were approved as a correct record, and the Committee noted the Actions Update attached to the minutes and, arising from the Actions Update, specifically relating to the meeting on 10th October 2013, the Policy and Improvement Officer provided updates in terms of the information requested by the Committee at that meeting, relating to (a) the number of teenage pregnancies that resulted in adoption, (b) a report back on the wider factors surrounding teenage pregnancy, resulting from the work carried out with the University of Sheffield and (c) a review into the quality of sex education currently provided for young people with special educational needs, with further details to be included on the Actions Update to be submitted to the Committee's meeting to be held on 3rd April 2014.

5. PUBLIC QUESTIONS AND PETITIONS

5.1 There were no questions raised or petitions submitted by members of the public.

6. SHEFFIELD SAFEGUARDING CHILDREN BOARD - ANNUAL REPORT 2012/13

6.1 The Committee received a report of the Executive Director, Children, Young People and Families, containing the Sheffield Safeguarding Children Board Annual Report 2012/13, which provided an overview of safeguarding children activity and information on the contribution individual partners had made towards safeguarding children in the City.

6.2 In attendance for this item were Susan Fiennes, Independent Chair, Sheffield Safeguarding Children Board, Victoria Horsefield, Sheffield Safeguarding Children Board Manager, and Trevor Owen, Head of Service, Safeguarding Children, Children, Young People and Families.

6.3 Members of the Committee raised questions and the following responses were provided:-

- For the second year running, emotional abuse was the most common reason for Child Protection Plans (CPPs) being made in the City. Nationally, neglect was the most common reason for a CPP, but Sheffield's rate in that category was very similar.
- Safeguarding Children Boards were required to have Independent Chairs and the Local Authority had responsibility for arranging this contract. The Chair worked approximately 40 to 50 days a year. The Local Authority and partners' view was that the Chair was very committed to the agenda and therefore represented very good value. Following formal review the previous week, the Local Authority and partners had agreed that Susan Fiennes would continue as the Independent Chair of this Board, as well as the Sheffield Adult Safeguarding Partnership, for the 2014/15 and 2015/16 financial years.
- Whilst it appeared that the level of funding (£82,000) allocated to deal with cases of sexual exploitation appeared low, this figure only represented the amount contributed by the Sheffield Safeguarding Children Board (SSCB) towards this work. This amount represented a small, but significant part of a much wider and larger contribution made by the various partner agencies into this important area of work.
- Unusually, Comic Relief funding had been renewed once already. April 2014 would be the start of the second year of the current three-year funding agreement. It had, therefore, some time to run, and it was too early for Comic Relief to indicate whether they would be willing to accept a further application for Sheffield.
- There was a willingness to understand how aspects of Sheffield's model

might be usefully applied Country-wide. There was a general recognition, as affirmed recently by Her Majesty's Inspectorate of Constabulary (HMIC) and Ofsted, that Sheffield had an excellent model in terms of its arrangements for handling and responding to sex exploitation. Sexual exploitation was a key priority for the Police and Crime Commissioner for South Yorkshire. There had been a dedicated Child Sexual Exploitation Service in the City for a number of years, providing a sound platform from which it had been possible to develop the current multi-agency service.

- The SSCB had a comprehensive multi-agency training package and, in addition to this, the Board was committed to providing training opportunities that met the needs of the workforce. The Board was keen to adopt new ways of working and to this end, had recently introduced themed audit days to look at specific practice areas.
- It was difficult to analyse fully why the number of children subject to CCPs had increased, and any increase or decrease could be due to multiple causes. One possible reason for an increase in cases was that directly following a high profile national serious case review, such as Baby Peter, there was an increased awareness across all partner agencies, which could result in people being considerably more cautious and vigilant.
- It has, and always will be the case that professionals, particularly Social Workers, have to make very difficult decisions. Sheffield was fortunate in that there was a specialist paediatric facility based in the City, and professionals dealing with safeguarding cases were able to call on this for advice and support. Despite this, paediatricians often found it very difficult to provide a definitive diagnosis in child abuse cases. In the most serious cases, a Child Protection Conference would be held, comprising all relevant professionals, and where relevant information was shared, views and opinions expressed, and a decision made as to how best to safeguard that particular child.
- The role of the Local Authority Designated Officer (LADO), in managing allegations against staff and volunteers who worked with children and young people, is to manage the three strands of investigation into the allegations – Safeguarding of an individual child, potential criminality and employment/disciplinary issues. The LADO would also be responsible for ensuring that any enquiries took place in a thorough and fair manner, and that there was a speedy resolution.
- Information in terms of the number of children from ethnic groups with CPPs would be circulated to Members of the Committee.
- The SSCB had undertaken some specific work with regard to the over-representation of certain ethnic groups subject to CPPs, but acknowledged that further analysis in this area was required. Officers would be comparing current statistics with census data in an attempt to find out why some children were over-represented, and details of any findings would be

included in the Safeguarding Children Board's Annual Report 2013/14.

- As part of a programme of work undertaken over the last three years, officers had established safeguarding leads in mosques and madrassas across the City, and there were established safeguarding links with other faith communities. In addition, safeguarding training was provided to all faith communities.
- 84% of Looked after Children were placed within a 20 mile radius of the City boundary.
- There was good evidence of information-sharing and good multi-agency working practices between the different partner agencies.
- In terms of Council employee awareness, through the Section 11 audit, the SSCB had worked with the City Council to produce a joint children's/adult's safeguarding policy, and all Council employees, as part of their induction programme, have access to a safeguarding e-learning programme.

6.4 RESOLVED: That the Committee:-

- (a) notes the information contained in the report now submitted, together with the responses to the questions raised, and acknowledges the excellent work being undertaken by the Sheffield Safeguarding Children Board; and
- (b) thanks Susan Fiennes, Victoria Horsefield and Trevor Owen for attending the meeting and responding to the questions raised.

7. ADOPTION AND FOSTERING SERVICES - UPDATES

7.1 Fostering Service

7.1.1 The Executive Director, Children, Young People and Families, submitted a report providing an update on the Fostering Service.

7.1.2 In attendance for this item were Jon Banwell, Assistant Director, Provider Services, and Liz Spaven, Fostering and Adoption Service Manager, Children, Young People and Families.

7.1.3 Members of the Committee raised questions and the following responses were provided:-

- On the basis that there was a very robust marketing strategy in terms of the recruitment and retention of foster carers, it was not considered that there was a need to refresh the Business Case 2010. The Fostering Recruitment Campaign, which was launched in January 2011, and continues to date, had included television and radio advertising, web activity, advertisements on public transport and JCDecaux sites, and attendance by Council officers at community events across the City. The Local Authority was currently

looking at implementing shared recruitment arrangements with Barnsley, Doncaster and Rotherham.

- The number of foster carers having children of their own varied greatly. This would not have any effect on their ability to become a foster carer.
- A number of foster carers do go on to adopt children placed with them.
- In terms of making efforts to ensure that children's cultural and religious needs were met, staff would target and visit specific communities in order to recruit foster carers from all sections of the community. For example, staff had attended an event in the Somali community to raise the profile of foster care. If it was not possible to match children with foster carers having the same cultural and religious beliefs, the child's Care Plan would determine fully how his/her needs would be met, and address any cultural needs. Every effort would be made to match a child and foster carer with the same cultural and religious needs, and staff would occasionally look for a suitable match, if necessary, outside the agency by using an independent fostering agency. Whilst it was not imperative that a child was culturally matched with a foster carer as the matching was in relation to the child's holistic needs, every effort would be made with this in consideration.
- There were currently approximately 75 children with an Adoption Plan, together with a number of children who had been placed for adoption, but had not yet received an Adoption Order.
- Some foster carers simply wanted to foster children, and not adopt them. The application process for prospective foster carers was different to the application process for prospective adopters. The priority of the Fostering and Adoption Service was ultimately to find permanence for the child.
- The Service has looked at offering Housing Extension Loans to those foster carers wishing to increase the capacity of their homes to accommodate additional children. Whilst there had been difficulties linked to this, a number of possible properties suitable for this purpose had now been identified. One important benefit to this was that it increased placement choice in regard to placing siblings together.
- Whilst details in terms of the number of foster carers who were from a BME background were not available, this information would be obtained and circulated to Members of the Committee.
- Whilst the Service had not noticed a reduction in the number of foster carers, or applications to become foster carers, following the introduction of the 'Bedroom Tax', officers would be monitoring this situation.

7.2 Adoption Service

7.2.1 The Executive Director, Children, Young People and Families, submitted a report

providing an update on the Adoption Service.

7.2.2 In attendance for this item were Jon Banwell, Assistant Director, Provider Services, and Liz Spaven, Fostering and Adoption Service Manager, Children, Young People and Families.

7.2.3 Members of the Committee raised questions and the following responses were provided:-

- Every effort was made to keep siblings together where possible, although this was dependant on their assessment and Care Plan. In some cases, siblings were kept together in the short-term, in foster placements, to assess how the arrangement works. In those cases where it was not suitable or possible to keep siblings together, arrangements would be made for them to have direct contact at agreed times, as defined in the individual's Adoption Support Plan. The arrangements in terms of maintaining relationships between adopted siblings were included as part of the Adoption Support Plan. There may be cases where the adopters would not want contact between siblings to continue, and it could potentially be left up to the children themselves as to whether they maintained contact, although this was very unusual. Every effort was made to encourage adopters to allow contact between siblings.
- The Adoption Regulations determined that the local authority that placed the child/children with the adopters remained responsible for the adoption support three years post the Adoption Order being granted. The responsibility would then transfer to the local authority that the family resided in.
- Whilst the age range in terms of children placed for adoption varied, children of certain age groups proved more difficult to place than others, this included boys of five years or older, and sibling groups.
- Despite all the work and publicity in terms of recruitment, there was still a shortage of people wanting to adopt. This was a national issue.

7.3 RESOLVED: That the Committee:-

- (a) notes the information contained in the reports now submitted, together with the responses to the questions raised; and
- (b) thanks Jon Banwell and Liz Spaven for attending the meeting and responding to the questions raised.

8. WORK PROGRAMME

8.1 The Policy and Improvement Officer, Diane Owens, submitted a paper containing the Committee's Work Programme 2013/14, indicating that the report on Looked After Children and Care Leavers, which had been planned for this meeting, would

now be submitted to the meeting on 3rd April 2014.

8.2 Arising from the report on School Governance, which had been considered by the Committee at its meeting held on 3rd October 2013, Councillor Karen McGowan raised the issue of whether the Council acknowledged the excellent work and dedication of School Governors, particularly those who had held the position for a number of years.

8.3 RESOLVED: That the Committee:-

- (a) notes the contents of the report now submitted, together with details of the amendment now reported; and
- (b) in the light of the comments raised by Councillor Karen McGowan, requests the Policy and Improvement Officer to ask the Cabinet Member for Children, Young People and Families, to consider the possibility of re-establishing a procedure whereby School Governors receive some form of acknowledgement from the Council in terms of their work, and to report back thereon to the Committee's meeting on 3rd April 2014.

9. DATE OF NEXT MEETING

9.1 It was noted that the next meeting of the Committee would be held on Thursday, 3rd April 2014, from 2.00 pm to 4.00 pm, and this would be followed by the Committee's annual meeting with young people and young carers at 4.30pm in the Town Hall.

(NOTE: Agenda Item 9 – Looked After Children and Care Leavers was withdrawn from consideration by the Committee on the grounds that, following changes to its inspection framework, Ofsted was to undertake a further inspection of the Service in April 2014.)

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Children, Young People & Family Support Scrutiny Committee
Actions update for meeting on 3rd April 2014

Action	Minutes	Update	R A G
<p>School Governors 8.3 (b) in the light of the comments raised by Councillor Karen McGowan, requests the Policy and Improvement Officer to ask the Cabinet Member for Children, Young People and Families, to consider the possibility of re-establishing a procedure whereby School Governors receive some form of acknowledgement from the Council in terms of their work, and to report back thereon to the Committee's meeting on 3rd April 2014</p>	<p>6th February 2014</p>	<p>In progress- Cllr Furniss has raised this issue with Cllr Jackie Drayton, Cabinet Member for Children, Young People and Families. Cllr Drayton is going to raise this with officers in Children, Young People & Families and will feedback. .</p>	

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**Report to Children, Young People
and Family Support Scrutiny
Committee
3rd April 2014**

Report of: Jayne Ludlam Executive Director CYPF

Subject: Sheffield’s Looked After Children and Care Leavers Annual Report

Author of Report: Jon Banwell, Assistant Director Children and Families Service.

Summary:

- Update on the progress of Sheffield’s Looked After Children and Care Leavers.

Type of item: The report author should tick the appropriate box

Reviewing of existing policy	
Informing the development of new policy	
Statutory consultation	
Performance / budget monitoring report	
Cabinet request for scrutiny	
Full Council request for scrutiny	
Community Assembly request for scrutiny	
Call-in of Cabinet decision	
Briefing paper for the Scrutiny Committee	X
Other	

The Scrutiny Committee is being asked to:

- To provide members with an update on the progress of our Looked After Children and Care Leavers.
- Note the proposed publication of 2014 LAAC Strategy

Background Papers:

- Ofsted Report - Inspection of services for children in need of help and protection, children looked after and care leavers
<http://www.ofsted.gov.uk/local-authorities/sheffield>
- Independent Reviewing Service Annual Report
- The Sheffield Pledge to children and young people in our care

Category of Report: OPEN

Report of the Director of CYPF

Update on the progress of Sheffield's Looked After Children and Care Leavers.

1. Introduction

- 1.1 The number of Looked After Children (LAC) in Sheffield 31st March 2014 was 540
- 1.2 The proportion of Sheffield's 0 -17 year old population who are Looked After Children is currently 47 per 10000. This is below the national average of 60 LAC per 10000 and significantly in contrast to the statistical neighbour and core city averages of 84 and 88 per 10000 respectively.
- 1.3 Approximately three out of every five Sheffield LAC are male compared with the roughly 50:50 gender profile of the 0-17 year old population as a whole. Similarly, there are differences with the age profile too, 58% being 10 or above compared with 43% for the city as a whole.
- 1.4 The ethnicity profile of the LAC population is much more in line with that of the city; 26% BME compared with 30% for the 0 - 17 year old population as a whole. The small difference can mostly be explained by the difference in the profile for one particular ethnic group, Asian Pakistani/Pakistani British, where the proportion of LAC is a fifth of that for the general populous.
- 1.5 Numbers of LAC have continued to reduce as a consequence of placing focus on delivering permanence for children. This has resulted in, the number of children who ceased to be looked after during the year decreasing from 225 in 2010/11 to 315 in 2012/13. Of these, the number of children who have ceased to be looked after due to permanence, either through adoption, residence orders or special guardianship orders, has increased from 72 in 2010/11 to 116 in 2012/13.

2. Looked After and Adopted Children Strategy

- 2.1 The Sheffield City Council Looked After and Adopted Children Multi-agency Strategy 2010-2013 set out partners' commitment to improving the life chances of Looked After and Adopted Children and Young People, and those leaving care. The strategies ambitions and actions were defined under six key priority themes:
 - Priority 1 - Engagement and Influence of children and young people
 - Priority 2 - Education Achievement and Attainment
 - Priority 3 - Health and Wellbeing
 - Priority 4 - Permanence
 - Priority 5 - Integrated Placements and Placement Stability
 - Priority 6 - Safeguarding and Vulnerability
- 2.2 A new 1 year Looked After and Adopted Children Strategy is currently being developed for launch in April 2014. This strategy will have an additional care leavers priority.

3. 2013 Progress Report / 2014 Proposed Actions

Priority 1 – Engagement and Influence of Looked After Children and Young People

3.1 During 2013 the Sheffield Care Council (SiCC) was rebranded and developed. SiCC is a voluntary group of young people who have experience of being in care. They represent the voice of Sheffield's children and young people in care and recently met with Ofsted during the recent inspection.

The group aim to:

- Voice the needs of children and young people in care
- Raise awareness of children and young people in care
- Promote a positive image of children and young people in care
- Work with agencies and professionals to promote change
- Ensure the Sheffield Pledge is understood and followed.

3.2 A new Sheffield Pledge to the children and young people in our care has been written and designed by the SiCC in consultation with Children's services. There are 6 key promises/expectations of us as a local authority.

These being:

- We promise to keep you healthy
- We promise to keep you safe
- We promise to help you enjoy life and achieve goals
- We promise to give you a voice
- We promise to help you remember your history
- We promise to help you get ready for the future.

3.3 A dissemination plan is in place to ensure that all current children in care receive a copy of the Pledge and that they understand what it means. The dissemination plan also includes how children that become accommodated in the future will receive the Pledge. We are committed to raising the profile of the Pledge across the Children, Young People and Families Service. SiCC will use this pledge as a benchmark to measure the effectiveness of the services children and young people in care receive.

3.4 All Looked After Children have an allocated Independent Reviewing Officer whose role is to chair Review meetings but also to monitor the child's Care Plan on an on-going basis and challenge the Local Authority where they think that a child's assessed needs are not being met. For further information please see attached Independent Reviewing Service Annual Report 2013.

3.5 A pilot has been undertaken of Person Centred LAC Reviews in 2013 and an independent evaluation produced. These reviews are structured to be child centred and to prioritise discussion on matters which are most important to the child or young person.

3.6 Other key developments

- Children in Care and Young Carers have been involved in the recruitment process for social work managers and social workers.
- SiCC members, Care Leavers and foster carers birth children are involved in social work training and Skills to Foster Training
- Kid of Foster Carers 'R' Us Group continues and is well established. The group are consulted with as and when appropriate in regard to service developments or initiatives and on-going self-evaluation of the group is in place.
- A peer advocacy project is being run by NYAS. NYAS are also commissioned to provide advocacy for children in care, children with a disability and care leavers.
- Consultation with children takes place, for children in care, at the LAC Statutory Review.

2014 Priorities

- 3.7 Embed the Sheffield Pledge to Looked After Children and Young People and provide progress report in June 2014 and February 2015 to the Corporate Parenting Panel with the Sheffield In Care Council in attendance.
- 3.8 Promote the Sheffield in Care Council across all services within Children and Families Service and increase the membership of the SiCC.
- 3.9 In consultation with the Sheffield in Care Council undertake a survey of Looked After Children. This is to assist the development and embedment of the promises within the Pledge to Children and Young People in care and ensure that the views of children and young people influence service development.
- 3.10 Develop a further phase of the Person Centred LAC Review model, focusing on children & young people whose plan is permanence. This will aim to include 10% of all Looked After Children and will be evaluated to allow necessary refinements to the process. A new Consultation Booklets for children & young people and for birth parents & carers will be produced and used across all Reviews. These booklets have previously been piloted within the Person Centred Review process.

Priority 2 - Educational Achievement and Attainment

- 3.12 During 2013 the Virtual School for Looked After Children was developed to promote the educational achievement of Looked After Children, and to challenge schools and providers to ensure that Looked after Children have the best possible education. The Virtual School is not a provider of education services for LAC, but acts as an advocate on their behalf. It focuses on:
- Access - ensuring all LAC have a school place, are educated in good schools and that there is no delay in accessing their education, both in city and out of the city.
 - Attendance – monitoring the attendance of all LAC and working with schools, social workers and carers where there are attendance issues and commissioning support for individual children from the appropriate agencies, including from MAST.
 - Achievement - challenging schools and providers to ensure that LAC have the best possible education and make good progress. The Virtual School is not to be a provider of education for LAC, but an advocate on their behalf.

- Personal Education Plans (PEPs) and LAC Reviews - working with young people, Designated Teachers, Social Workers, Independent Reviewing Officers and Carers to ensure that PEPs and LAC reviews are meaningful and useful to the child or young person.
- Pupil Premium - monitoring how the Pupil Premium is being used to ensure that LAC make good progress. This includes managing the termly payment of Pupil Premium to schools.

3.13 The Virtual School has established a high quality electronic Personal Education Plan. It allows schools and social workers to share information quickly and easily. It enables the Virtual School to deliver its advocacy role efficiently and effectively.

3.14 The Virtual School is also heavily engaged in training for teachers, social workers and carers on their roles and responsibilities for the education of Looked After Children.

2014 Priorities

3.15 Access - ensure that each Looked After Child is being educated within a school that best meets their needs. This will be explicitly confirmed at LAC Reviews and where the school is not rated as 'Good' by Ofsted the rationale for it being the right school for that child will be recorded.

3.16 Pupil Premium Plus – challenge schools to make effective use of the Pupil Premium Plus for Looked After Children for the benefit of each child. The first level of challenge will be through the Personal Education Plan; the second through contacts and networks with individual schools; the third through the escalation of the challenge in those cases where the school is not making it explicit how the funding is being used.

3.17 Attendance and Exclusions – challenge schools and care professionals to improve the engagement of Looked After Children in education provision by increasing attendance and reducing exclusions. The first level of challenge will be through close monitoring of data and intelligence; the second through delivering advocacy on behalf of the child; the third through working in partnership with MAST and others to address barriers.

3.18 Personal Education Plans (PEP)

- a. Monitor pupil progress consistently against clear targets in personal education plans and work with schools to take immediate action where children's learning is compromised.
- b. Develop the ePEP so that it becomes a more child friendly document.

3.19 Free Early Learning – challenge care and education professionals to ensure that all 2, 3 & 4 year old Looked After Children have access to Free Early Learning, as appropriate to their needs & circumstances, and acknowledge this on-going entitlement in any plans for these children to move on to permanence through a return home, or to adoption, Special Guardianship or Residence Order.

3.20 Not in Education Employment or Training (NEET) – challenge care and education professionals to ensure that each Year 11 Looked After Child is able to progress into post-16 learning appropriate to their individual needs and aspirations.

Priority 3 - Health and Well Being

- 3.21 During 2013 there has been a focus on ensuring the health assessment information reflects the child and young person's current circumstances.
- 3.22 Children and young people have access to GP and the services of a school nurse, Health Visitor or a specialist LAC nurse. A dentist is available at Star House for young people and there is a midwife who supports young people as appropriate.
- 3.23 A 'Health Handbook' that assists social workers and health professionals in understanding their roles and responsibilities in meeting the health needs of children in care is in the process of being developed

2014 Priorities

- 3.24 To ensure that all health assessments are robust, timely and meet quality standards for all Sheffield Looked After Children.
- 3.25 To improve the dental health of Looked After Children and Care Leavers.
- 3.26 To ensure that all Looked After Children and Care Leavers are adequately immunised.
- 3.27 To improve prevention and early identification of substance misuse problems amongst Looked After Children and Care Leavers.
- 3.28 Undertake qualitative audits of:
 - Placement Consent Forms
 - Health Assessments - Initial & Annual Immunisations
 - Engagement & timeliness of engagement in Substance Abuse Services (where applicable).
- 3.29 To work jointly with CAMHS, MAPS & Forensic CAMHS at a strategic, and on an individual case basis, to ensure services are targeted according to need.

Priority 4 - Permanence

- 3.30 The service has implemented the new adoption assessment process. The training programme for prospective adopters has been adapted to ensure it complies with the new assessment process and is continually evaluated to ensure the practice is within the appropriate timescale, value for money and offering the best opportunities for the prospective adopter.
- 3.31 The Adoption Reform Grant has funded additional staff across Children & Families Service. This has included the appointment of an Agency Advisor to Adoption Panel who also has been a consultant to staff; increase in the capacity of the Family Finders; additional social work capacity to ensure robust plans for children are being made in a timely way and increased management support.

- 3.32 The Adoption Service is working in partnership with Yorkshire and Humber Adoption Consortium. This consists of 15 local authorities across the region. The Consortium is using funds, from the Adoption Reform Grant, at a regional and sub-regional level over a 3 year period using the regional adoption consortium contract and network as the framework. The purpose of this is to improve the quality of service for children and adopters through faster delivery, sharing best practice, and improved performance management and data reporting.
- 3.33 The Consortium has developed a regional marketing campaign that will compliment marketing activity within each local authority. Information Evening dates across the sub region are being promoted by all the relevant LA's.
- 3.34 The number of children subject to Special Guardianship Order has increased throughout 2013/14. This figure has increased from 191 in April 2013 to 241 in February 2014.
- 3.35 The Family, Adopters and Carers Team (FACT) continue to provide extensive support to families with the range of support services that are available to children and their families. This has been expanded to include children who have been placed on alternative permanence court orders, for example, Special Guardianship Orders (SGO's). FACT is a well-established team that deliver innovative packages of support to families through varied approaches dependent on the assessment of need, for example, group work as well as individual work.
- 3.36 As at 31.03.14 53 children have been adopted.
- 3.37 The service is continuing to place 'hard to place' children or provide additional support to adopters with children that are placed but not yet adopted. This has included for example, the recent adoptive placement of seven and nine year old boys, and eleven sibling groups. There have been no adoption placement disruptions for almost 3 years.

2014 Priorities

- 3.38 Continue to develop adoption reforms –in response to the government's Action Plan for Adoption
- 3.39 Continue to develop regional and sub-regional adoption support mechanisms through the Yorkshire and Humber region Adoption Consortium Partnership.
- 3.40 Revise, develop and implement Sheffield's permanence procedures to support staff in ensuring that all permanence options are explored and progressed in a timely manner.
- 3.41 Number of adopted children target April 1st 2014 to March 31st 2015 is 55.
- 3.42 Number of adopter assessment target April 1st 2014 to March 31st 2015 is 54.
- 3.44 Continue to increase the use of Special Guardianship Orders
- 3.45 To audit & review children subject to a SHOBPA and/or Placement Order to ensure that their plan remains adoption or to amend SHOBPA & discharge Placement Order as appropriate.

3.46 To audit contact plans for children & young people with a permanence plan to ensure that the level of contact is consistent with the Child's Plan.

Priority 5 Integrated Placement Strategy

3.47 The Fostering Service Business Case was implemented in October 2010 following a review of the Fostering Service. The Business Case recommended:

- reviewing the payment structure to foster carers
- improving the training and support given to foster carers
- improving the marketing activity.

3.48 Actions implemented under the Fostering Business Case have increased the choice, range, number of placements available and the number of foster carers.

As at 31 st March of each year	Total number of approved foster carers	Number of LAC in placement
2009/10	223	233
2010/11	250	256
2011/12	272	271
2012/13	282	280
2013/14	295	288

3.49 Development of foster carer recruitment and the home enhancement project is ongoing with 9 foster carers currently going through the process that will increase capacity in regard to number of placements available.

3.50 We have undertaken a sufficiency placement mapping exercise to ensure Sheffield is able to provide the appropriate range of placements within Sheffield for our Looked After Children and Care Leavers. We are proactive in placing children in or near Sheffield wherever possible and /or appropriate to do so. 84% (466 children) are placed within 20 miles of their address on becoming looked after.

3.51 A regional framework (White Rose) has been put in place to collaboratively commission and quality assure a range of children's services with the aim of achieving: quality assurance; robust information sharing protocols; a consistent regional contract management framework; provider markets responsive to demand and need; regional strategic commissioning, and; value for money. This covers independent fostering agencies, residential homes and care leavers.

3.52 The Staying Put Policy is currently being revised. The "Staying Put" initiative is in regard to extending children/young people's transition to adulthood within a family and household supported environment. The intention being to ensure young people can remain with their former foster carers until they are prepared for adulthood, can experience a transition akin to their peers, avoid social exclusion and be more likely to avert a subsequent housing and tenancy breakdown. We now have 28 Staying Put placements.

3.53 Youth Justice Service and the Fostering Service have worked collaboratively in regard to a remand fostering initiative. This has been successful with the target of 6 remand foster carers having been achieved by the end of March 2014.

2014 Priorities

3.54 Undertake 2014 sufficiency mapping exercises to ensure Sheffield continues to provide the appropriate range of placements for our Looked After Children and Care Leavers within Sheffield.

3.55 Continue to engage with the White Rose Regional Procurement Project to enable the procurement of a range of placements within external placement providers:

- Independent Fostering Agencies
- Residential Children's Homes
- Care Leaver Accommodation
- Continue to increase the number and range of in house foster placements

3.56 Develop and implement the 'Staying Put' agenda.

3.57 Continue to increase number of foster placements available – see table at point 3.48.

Priority 6 Safeguarding and Vulnerability

3.58 In response to the report from the Joint Inquiry into Children who go Missing from Care APPG (2012), Missing Children (Ofsted, 2013), Running Away: young people's views on running away from care (Ofsted 2012), and the recently revised DFE guidance - Statutory guidance on children who run away and go missing from home or care, Sheffield carried out a multi-agency review of its Missing from Home or Care and Runaways protocol and carried out a pilot study of the revised protocols.

3.59 A result of this review a new clear procedural pathway has been created to assess risk and where appropriate escalate cases of particular concern. Thresholds for concern are clearly identified in the protocol and strategies to manage these are clearly defined. Named missing person leads have been created from within the Children and Families Service; Community Youth Teams; Youth Justice Service; Missing from Education; Safe@Last; Police; CSE. Effective communication between agencies when a young person goes missing are in place to ascertain whether the child is known to them and if there is any information that will need to be passed on to the police.

3.60 Sheffield Sexual Exploitation Service continues to support young people who have been sexually exploited and those at risk of being exploited. It is a multi-agency team with staff from Sheffield Futures, South Yorkshire Police, Sheffield City Council social care staff, a family intervention worker and a Barnardo's worker.

3.61 As a result of the Legal Aid Sentencing and Punishment of Offenders Act 2012 the management of the Looked After Children social workers within the Youth Justice Service has been taken on by a team manager within Permanence and ThroughCare. A Detention placement plan has been developed and care first is reflective of these young people remanded and now LAC. Again, adding value to the joint working relationships. Training across YJS and P&TC on the LASPO Act was delivered earlier in the year.

2014 Priorities

- Revise and develop our multi agency Tackling Offending protocol.
- Continue to develop our Youth Justice Service /Fostering Service remand fostering initiative.
- Continue to develop the Child Sexual Exploitation Service for Looked After Children and Care Leavers.

Priority 7 Care Leavers

- 3.65 Sheffield City Council has signed up to the Department for Education (DfE) Charter for Care Leavers, a young person led document which focuses on improving the quality of support provided to care leavers as they make the transition to adulthood.
- 3.66 A care leavers group has been established to assist with feedback regarding the services they are receiving, assisting with service formulation and consulting other young people leaving care. As part of this initiative the care leavers group will be taking part in a national survey regarding their care experiences.
- 3.67 The National Care Advisory Service Care2Work initiative has offered support to local authorities to help place employability on the corporate parenting agenda and enable local and national employer engagement. In Sheffield a comprehensive work plan has been written with a group of partners across the city: colleges, virtual school, the inclusion and learning service, FC2W and Sheffield Futures. We are working with FC2W to establish a series of training/raising awareness sessions internally; with leads from each Directorate as corporate parents and externally with employers locally.
- 3.68 There are positive links with the Virtual School and Lifelong Learning and Skills service to identify children and young people from age 14 years who may be at risk of becoming NEET and to ensure they get additional support and input.
- 3.69 We have worked closely with the local authority housing department to identify up to 25 dwellings a year for young people aged 17 and a half years in their transition to independence. Access to the scheme will require young people to complete a pre-tenancy course which will be launched in May 2014. All the properties will be sourced in areas where young people can access support from their foster carers, residential home or other supports such as birth family.

2014 Priorities

- 3.70 Continue to develop a Care Leavers Council and launch a Sheffield Charter for Care Leavers.
- 3.71 Embed the 25 dwellings across the City to ensure our young people are supported in safe and sustainable accommodation.
- 3.73 Continue to develop Care2Work initiative.
- 3.74 Develop a Care Leavers Annual Survey to assist in the development of services for Care Leavers.

4. Inspection of services for children in need of help and protection, children looked after and care leavers

- 4.1 Ofsted announced plans in April 2013 to inspect local authority arrangements for services for children in need of help and protection and children looked after and care leavers under a single combined framework that includes local authority fostering and adoption inspections. The new framework was launched in November 2013, and will be rolled out over a three year period, with every local authority inspected within that timeframe.
- 4.2 Sheffield's inspection was in the first cohort of LAs inspected, alongside Derbyshire, Hartlepool, Hillingdon and Slough the inspection starting on 19th November 2013, and finished on 11th December 2013. Ofsted's internal moderation process led to the need for them to invoke their "flawed inspection" protocol, and a further inspection visit to Sheffield, with different inspectors, followed between 28th and 30th January 2014.
- 4.3 The areas inspected were judged as follows:
 - Overall judgement – **requires improvement**
 - Children who need help and protection - **good**
 - Children looked after and needing permanence – **requires improvement**
 - Adoption performance – **requires improvement**
 - Experience and progress of care leavers – **good**
 - Leadership, management and governance – **good**
- 4.4 The report evidences significant areas of strength, which there are many, and some areas for improvement. There were no areas of priority or immediate action.
- 4.5 An action plan in response to the recommendations within the Ofsted report is currently being developed. This will be implemented and lead by the newly appointed Director of Children and Families, Dorne Collinson, who starts in the role on 14th April 2014.

5. Corporate Parenting Oversight

- 5.1 From April 2014 the Corporate Parenting Board will meet bi-monthly. This is an increase from the previous quarterly Board meetings. This will allow a more detailed review and challenge and a focus on specific areas of performance.

5.2 Corporate Parenting Board dates have been set for the next 12 months (April 2014 – March 2015). Each of the Boards will have a specific main topic and / or receive a specific report.

- **April** - Annual Looked After Children Health Report
- **June** – In Care & Care Leavers Council in attendance
- **August** - Annual Youth Justice Plan (LAC / Care Leaver issues)
- **October** - Education Progress Report - Virtual School Report
- **December** - Annual Report Independent Reviewing Service
- **February** – In Care & Care Leavers Council in attendance

5.3 Adoption and Fostering performance is reported to the Children, Young People and Family Support Scrutiny Committee on a six monthly basis.

6. **What does this mean for the people of Sheffield?**

6.1 It is important that Sheffield's Looked After Children and Care Leavers are cared for and supported within the city.

6.2 The continued support to Looked After Children and Care Leavers through the 7 priorities and operational working groups described within this report assists the stated aims and intentions within the Sheffield 2011 – 2014 Children and Young People's Plan and gives additional support for this vulnerable group of children and young people.

7. **Recommendation**

7.1 The Committee is asked to consider the progress made and note the priorities set for 2014.



Report to Children, Young People and Family Support Scrutiny and Policy Development Committee

Report of: Jayne Ludlam, Executive Director, Children, Young People and Families

Subject: Update on the Redesign of Early Years

Author of Report: Julie Ward, Senior Manager, Early Years, Children and Families, Redvers House, Sheffield S1
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Summary: Plans for the redesign of early years services were approved by Cabinet on 27 February 2013. This report provides an update of the key issues, where we are one year on, the next steps the development of the new vision for early years and “a great start in life”.

Type of item: The report author should tick the appropriate box

Reviewing of existing policy	
Informing the development of new policy	
Statutory consultation	
Performance / budget monitoring report	
Cabinet request for scrutiny	
Full Council request for scrutiny	
Community Assembly request for scrutiny	
Call-in of Cabinet decision	
Briefing paper for the Scrutiny Committee	x
Other	

The Scrutiny Committee is being asked to: Note the developments.

Background Papers:

List any background documents (e.g. research studies, reports) used to write the report. Remember that by listing documents people could request a copy.

Category of Report: OPEN

Report of the Director of Children, Young People and Families

The Redesign of Early Years Services, Transition plans and Communication Strategy

1. Introduction/Context

- 1.1 On 27 February 2013 Cabinet approved the redesign of Early Years Services. This report shows the progress made and sets out where we are 12 months later. It outlines the priorities for early years' services to meet the needs of the Children and Families of Sheffield. It will set out our ambition for Sheffield "that every child, young person and family achieves their full potential by raising expectations and attainment and enabling enriching experiences by a great start in life"

The redesign was directly informed by the call for views Early Years Review 2011

2. Key areas and Progress made

- 2.1 The following four areas were key to the redesign of early year's services;

1. Children's centres Areas
2. Quality of provision
3. Contracts for procurement of prevention and intervention services
4. Childcare.

3. Children's centre areas

- 3.1 Children's Centres remain a statutory provision and the Local Authority has several duties that must be met as the accountable body. This includes ensuring there are sufficient children's centres to meet the needs across the city and to ensure services are provided in an integrated manner that improve the well-being of young children and reduce inequalities.
- 3.2 The reorganisation of children's centres took place on the 1st July 2013. The 36 existing children's centres were restructured to create 17 new areas still covering the entire city. Each new area has a designated building which is used for coordinating services and a base for delivery to children and families across the area. Opportunities for outreach services across the reach and registration area are taking place to increase the engagement of families. This reorganisation was carried out in conjunction with the Department of Education and OFSTED.

- 3.3 The governance and coordination of all children's centre areas and activity came into the Local Authority on the 1st July 2013. This meant a transfer of responsibility from 3 organisations: Action for Children, MCDT and Children's Hospital NHS Foundation Trust. The Local Authority children's centre coordinators are establishing relationships with key partners within the 17 new areas.
- 3.4 To meet the statutory duty to ensure each children's centre is operating within the remit of an advisory board, local stakeholder forums have been established in each of the 17 areas. These forums have representation from across the community they serve and play a role in encouraging parents to attend. They are providing advice, help and challenge to the children's centre coordinators to ensure the centre develops to meet the needs of the community.
- 3.5 To support the requirement to work in an integrated manner, a children's centre partnership charter has been developed. This enables the children's centres and local partners to establish clarity on areas for joint working and sharing of resources and knowledge. It also enables all those involved to promote the establishment of strong partnerships which in turn encourages families to engage in a variety of services provided across the community.
- 3.6 The 17 new children's centre areas are large geographical areas and it is important that the needs of small communities within this are understood and met. To ensure services are relevant to the local community and to support the need to reduce inequalities the data available to children's centres is being reviewed. An increasing amount of data is available at lower super output area level and additional data sets are being developed. Reach and registration figures have improved, however this is still a key priority. We have recently introduced an opt out approach to registration where all families are registered unless they state otherwise.
- 3.7 A marketing strategy has been implemented to ensure the promotion of children's centres and to increase awareness of services to families. A Sheffield children's centre face book page was launched on the 6th January and we are seeing an increasing number of families engaging with this. A 'what's on guide' is now available for each centre on the Sheffield City Council webpage. In addition a 2 week radio campaign took place in February alongside promotion in local community magazines across the city. An evaluation of the publicity campaigns will be undertaken over the coming months.
- 3.8 OFSTED inspections continue to be an important part of children's centre accountability. Since the new Ofsted framework for children centres has been introduced we have had 3 inspections. The outcomes were, one with a 'good' overall judgment and two 'requiring improvement'. Senior managers from the local authority are in liaison with OFSTED to ensure that any future developments fulfil our statutory duty and help us achieve good or outstanding in future inspections. OFSTED are supporting the direction we are taking to improve children centres performance.

4 Quality of provision

- 4.1 Following the agreement at cabinet Children and Families and the Inclusion and Learning Service have developed the strategy around securing quality in the early year's childcare provision. This places improved outcomes at the end of the foundation stage as a priority for all early years' settings. This will be achieved through differentiated challenge, monitoring and targeted interventions.
- 4.2 This approach is aligned with the Government's paper "More Affordable Childcare" July 2013, which sets out the new role of the LA as champions for disadvantaged children and their families, reflecting the challenge model deployed in schools, focusing on weaker providers which require speedy and sustained improvement.
- 4.3 The key focus of the strategy is to support and challenge providers who are struggling to improve quality and to target resources at those providers. There will be an expectation that providers will play an important part in meeting the needs of the harder to reach families. It is the LA's role to identify hard to reach families, by analysing the MAST and children's centre data. This will help families understand the early years education and childcare support available to them, and support them to choose an early education provider for their child. There will be greater emphasis on the early learning environments for 2 year olds.
- 4.4 Ofsted is the main arbitrator for the assessment of quality and the LA work closely with Ofsted, using the information gathered in inspections to target the support and challenge to the providers who "require improvement." There will be an expectation that providers take up the appropriate support as a condition of them receiving Free Early Learning (FEL) funding. The LA will also signpost providers to appropriate training opportunities.
- 4.5 This approach will include:
- Engaging in targeted monitoring, challenge and support
 - Intervening and challenge weaker provision (Group care and Child-minders) as those deemed as inadequate or requiring improvement by Ofsted
 - Set up area based peer support networks within Families of Schools and develop a peer-to-peer network based on the principles of the teaching schools model, recruiting the highest quality childcare providers to share expertise and mentor the "requires improvement" provision
 - Support the group care and child-minders to meet the statutory EYFS safeguarding and welfare requirements to a good standard.

Where providers fall in to inadequate parents will be informed of their status

- Build capacity within the sector and raise awareness of the prevention and early intervention agenda and facilitate relationships across localities with health and MAST teams
- Monitor the sector provision to assure and promote local services to meet the need of children with SEN and disabilities
- Moderation will reflect the principles of the moderation in Schools model and a central collection of electronic performance data will be established to maintain an overview of the city's provision

5. Contracts for procurement of prevention and intervention services

- 5.1 Both Prevention and Intervention Services were put out to tender in 2013 based on a three and a half year Framework Contract until March 2017 during which time an annual mini-competition would be run which could be entered by all providers who had successfully completed the tender process. The decision to utilise the Framework Process was taken due to the uncertainty of annual budget levels rendering it inadvisable to offer successful bidders a long-term contract to 2017.
- 5.2 MCDT was issued a contract in the East of the City for intervention services. In the North and West of the city the successful bidders declined the delivery contract but were still entitled to remain on the Framework Agreement. All providers who were offered a contract to deliver Prevention Services declined the offer but were able to remain on the Framework Agreement and enter into a mini-competition in 2014.
- 5.3 Due to the organisations declining the contracts for intervention services in the North and West of the city, it was necessary to TUPE across appropriate staff from NHS, Action for Children and Family Action, in order to deliver the intervention services in-house. This was successfully completed in November 2013. MCDT have met the contractual requirements and have worked in partnership with the LA.
- 5.4 Following the tender process it became apparent that we needed to review the prevention services currently delivered in Children's centres (E.g. Toddler Groups/Stay and Play groups etc.). A short consultation was carried out in each children's centre area with local users and the outcome revealed lots of interest and requests by parents to become trained volunteers to run groups and preventative services. In some instances parents suggested that activities could continue if sites were available for parents to use without the need for additional staff to run them, or where alternative organisations/schools were already offering this kind of provision. In many cases some groups have come to a natural end, the HV Drop In's and Midwifery activities have continued, some groups have closed due to the reorganisation and parents have been signposted to alternatives.

- 5.5 Under the terms of the framework we were intending to carry out a mini competition for intervention services. However due to probable issues of TUPE, which remains a key barrier there is a delay on progressing this. We intend to develop a new commissioning strategy for prevention and intervention services to be procured from April 2015. This will be informed by policy changes which will outline a new vision for early years services.
- 5.6 In terms of the prevention services we will continue to fund targeted services such as Family Nurse Partnership (FNP), Doula and breastfeeding peer support in partnership with NHS. However, we will not be commissioning prevention services such as toddler groups and stay and play groups. During the last 6 months we have built up a capacity of over 40 trained volunteers in children's centre areas and we are working with volunteer organisations to develop substantial preventative activities across the city. We are also gathering feedback and information about good practice in other LA's to inform us of the types of engagement activities that are successful and can be supported locally.

6. Childcare

- 6.1 Childcare forms a key part of the package of services which every child should be able to access to support them to reach their full potential, and also supports parents to enter, or remain in work or training. We want to make sure this is a priority and that we play a key role in facilitating the childcare market.
- 6.2 The outcome of the early years review in 2011 provided an informed view of how Sheffield's childcare services should develop. There was an emphasis on childcare (group care and child-minding) being flexible, affordable and responsive to the needs of working families and children with special needs. Whilst it was acknowledged that there was a significant level of concern about the removal of childcare subsidy grants and the perceived closure of provision resulting from this it was also recognised that there was inequality in access to childcare across the City. Therefore it was essential that the local authority assumed their role as market facilitator in a responsible and fair way to ensure high quality childcare is accessible across the city and providers are able to sustain and develop.
- 6.3 The main funding stream for childcare is through the Free Early Learning Initiative. It is vital that providers maximise the opportunity to increase take up of the FEL places for 3 and 4 year olds and in particular to develop 2 year FEL places to meet the expected increase through the Governments expansion. It is also beneficial that providers offer FEL hours in a flexible way providing services between 8-6 at weekends and all through the year. This aligns with new government thinking on flexible childcare provision and parental views.
- 6.4 With regard to the cessation of childcare grant funding from 31st March which affected 21 providers. The LA has provided ongoing advice and support to providers and families to ensure that all children attending provision that was potentially unsustainable were able to access

alternative early year's provision in their locality. There has been minimum impact for parents, with the majority of these providers continuing to operate. NHS and Action for Children decided to close their provision and where it has been appropriate other providers including schools have been able to offer places for the children in those areas.

- 6.5 The transfer of the local authority childcare provision has progressed and as proposed in the cabinet report schools have taken on the management and are currently involved in transition.
- 6.6 The LA has brought forward the expansion of the 2 year FEL programme from September to April in order to help sustain the sector and provide services to the most vulnerable families. Capital funding has been made available for developing additional places for 2 year olds in areas of most need and this has resulted in the creation of over 200 potential additional places to date. The expansion to date is broadly in line with targets set at the beginning of 2013 and the next stage of expansion is being rolled out 6 months ahead of government deadlines.
- 6.7 We continue to provide the childcare market with the information needed to identify the likely demand for places through provider briefings and where practicable area meetings involving all local FEL providers in area of particular concern. An example of this is in the Fir Vale area providers have agreed to develop closer partnerships between the PVI and local schools. Evaluation of provider briefing sessions demonstrates their value in supporting market development.
- 6.8 We will continue to develop other options to provide additional places which will include exploring and developing child-minders co-ops / agencies and group care on an individual basis where there is a need and the opportunity presents itself. We recognise that there are development opportunities through recent government proposals to increase access to childcare and we will utilise these to maximise delivery and support parents into employment and training.

7.0 Next Steps

- 7.1 We recognise that early year's services are going through significant change across health, education and childcare. It will be necessary to focus any future development on reducing the negative impact on families of living in poverty and supporting opportunities for employment and training. An innovative approach to these challenges and an increase in attainment and children's readiness for school will be the driver for a new vision and the key priorities in the next two years.

8. What does this mean for the people of Sheffield?

- 8.1 The redesign of the early year's services has enabled resources to become more targeted and means that:

- The number of 2 year old FEL places has increased and is expected to continue to increase following the new criteria, which will be rolled out from May 2014. More settings and child minders will be offering provision for 2 year olds.
- More families are registered with children's centres and accessing services in their local area and the services are more flexible in order to meet individual needs of families.
- All families can access early support in children's centre areas and where families are identified as potentially vulnerable additional support is available through the MAST teams.
- Families are using the new children's centre face book page, which is developing as a positive social networking site and information source.
- There has been a successful high profile media campaign to promote early years which has encouraged more families to access and attend activities in their local children's centre area.

9. Recommendation

- 9.1 The Committee is asked to consider the progress made and accept future reports that will outline a new vision for early years and a "great start in life".



Report to the Children, Young People & Family Support Scrutiny & Policy Development Committee Thursday 3rd April 2014

Report of: Pupil Premium Task & Finish Group
Cllr Gill Furniss, Task & Finish Group Chair

Subject: Pupil Premium Task & Finish Group – Draft Report

Author of Report: Diane Owens, 0114 27 35065,
diane.owens@sheffield.gov.uk

Summary:

In December 2013, this Scrutiny Committee established the Pupil Premium Task & Finish Group. The aim of the Task & Finish Group was to undertake a short term review to identify best practice and any recommendations in terms of the use of pupil premium and its impact on attainment in Sheffield Primary Schools. The review took place between January-March 2014.

The Working Group would now like to present their report back to the Scrutiny Committee for sign off.

Type of item: The report author should tick the appropriate box

Reviewing of existing policy	
Informing the development of new policy	
Statutory consultation	
Performance / budget monitoring report	
Cabinet request for scrutiny	
Full Council request for scrutiny	
Community Assembly request for scrutiny	
Call-in of Cabinet decision	
Briefing paper for the Scrutiny Committee	
Other: Task & Finish Group - Draft Report for sign off	X

The Scrutiny Committee is being asked to:

- 1 Sign off the Report which has been produced by the Pupil Premium Task & Finish Group (Appendix A)

Background Papers: n/a

Category of Report: OPEN

Pupil Premium Task & Finish Group – Draft Report

1. Introduction/Context

- 1.1 The Pupil Premium was introduced in April 2011 to provide additional support for looked after children and those from low income families. The aim of pupil premium is to provide additional funds to help close the existing attainment gap between pupils from disadvantaged and more affluent backgrounds
- 1.2 The Pupil Premium Task & Finish Group was established in December 2013 by the Children, Young People & Family Support Scrutiny & Policy Development Committee to undertake a short term review into the use of pupil premium and its impact on attainment in Sheffield Primary Schools.
- 1.3 The review took place between January-March 2014.
- 1.4 The Task & Finish Group used a range of techniques to undertake this review including desk top research, meetings and interviews.

2. Matters for consideration

- 2.1 The Pupil Premium Task & Finish Group is presenting its draft report for sign off by the Scrutiny Committee.

3. What does this mean for the people of Sheffield?

- 3.1 It is important that Pupil Premium funding is delivering the expected outcomes and having an impact on the attainment gap between pupils from disadvantaged and more affluent backgrounds.

4. Recommendations

- 4.1 That the Committee approve the final draft report which has been produced by the Pupil Premium Task & Finish Group

Appendix A – final draft report

2014

Pupil Premium Task & Finish Group: Report

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The Pupil Premium Task & Finish Group is a sub group of the Children, Young People & Family Support Scrutiny Committee

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1.0 Introduction

1.1 Introduction

The Children Young People & Family Support Scrutiny Committee set up the Pupil Premium Task & Finish Group to undertake a short term review into the use of pupil premium and its impact on attainment in Sheffield Primary Schools. The review took place between January-March 2014. Membership of the Group was as follows:

- Cllr Gill Furniss, Chair of the Scrutiny Committee & Task Group
- Cllr Diana Stimely, Scrutiny committee member
- Jules Jones, Parent Governor Representative
- Alison Warner, School Governor Representative

1.2 Aim

The aim of the review was to identify best practice and any recommendations in terms of the use of pupil premium and its impact on attainment in Sheffield Primary Schools:

1.3 Background

The Pupil Premium was introduced in April 2011 to provide additional support for looked after children and those from low income families. The aim of pupil premium is to provide additional funds to help close the existing attainment gap between pupils from disadvantaged and more affluent backgrounds.

Allocations for 2013-14 & 2014-15

Initially Pupil Premium was allocated to children from low-income families who were eligible for free school meals and those who had been looked after continuously for more than 6 months. In 2012-13 eligibility was extended to children who have been eligible for free school meals at any point in the last 6 years and schools also received a smaller amount of funding for children of service personnel.

In the 2014 -2015 financial year, the total pupil premium budget will increase from £1.875 billion to £2.5 billion, the additional allocations and extensions of eligibility are outlined in the table below¹.

¹ Schools Funding Settlement including pupil premium: 2013 to 2014 financial year:

<http://www.education.gov.uk/schools/adminandfinance/financialmanagement/schoolsrevenuefunding/a00218077/funding-settlement-2013-14>

Eligibility	2013-14	2014-15	Notes
Free School Meals - Primary Pupils	£956	£1300	Per primary school pupil who is currently eligible for free school meals (FSM) or has been eligible for FSM in the past 6 years ('Ever 6' measure)
Free School Meals - Secondary Pupils	£900	£935	Per secondary school pupil who is currently eligible for free school meals (FSM) or has been eligible for FSM in the past 6 years ('Ever 6' measure)
Looked after children	As above	£1900	From 2014-15 the allocation will increase and eligibility will be extended to all children who: <ul style="list-style-type: none"> • have been looked after for 1 day or more (compared with the six months in care currently required). • were adopted from care on or after 30 December 2005 or left care under: <ul style="list-style-type: none"> <input type="checkbox"/> a Special Guardianship Order on or after 30 December 2005 <input type="checkbox"/> a Residence Order on or after 14 October 1991
Children of service personnel	£300	£300	From 2014-15 this premium has been extended so that any pupil in reception to year 11 who has been identified as a service child since 2011 will continue to receive the premium ('Ever 4' measure).

How the funding can be spent and accountability

Schools can spend the pupil premium as they see fit and are responsible for impact in terms of narrowing the attainment gap for eligible pupils. In terms of accountability new measures have been included in the performance tables to capture the achievement of pupils eligible for pupil premium. In addition from September 2012 the government has stipulated that Schools need to produce online information detailing the amount of pupil premium they receive and how it has been spent. The Ofsted monitoring framework will also have a particular emphasis on

how attainment gaps are narrowing, both within an individual School and in comparison to both the overall national picture and that of pupils eligible for pupil premium.

1.4 Approach

The Working Group met with Head Teachers and Deputy Head Teachers from across eight Primary Schools in Sheffield. In addition one of the Schools also had a number of staff, governors and a parent in attendance at their session. The Schools were selected to try and represent those with high, average and low numbers of pupil premium children.

The Working Group has also met with Iain Peel, Interim Director, Inclusion and Learning, Children, Young People & Families (CYPF) to both scope the piece of work and discuss their initial findings and has also received support from other members of the Inclusion & Learning Team, including Janet Doherty, Senior Manager CYPF - Children's Commissioning Services and Pam Smith, Strategic Lead - Targeted Intervention, CYPF - Inclusion and Learning. The Working Group also met with Dawn Walton, Assistant Director, Prevention & Early Intervention, CYPF to discuss the MAST (multi-agency support team) service.

Page 41 The Working Group undertook desktop research which included analysing the performance reports for the eight Primary Schools and a number of additional reports on pupil premium, including:

- The Pupil Premium, How schools are spending the funding successfully to maximise achievement, Ofsted 2013
- Pupil Premium Toolkit: Summary for Schools Spending the Pupil Premium, Sutton Trust & Education Endowment Foundation, May 2011
- Theme Reviews of Practice Recommendations of the Executive Director, Children, Young People & Families, Sheffield City Council December 2013

2.0 Executive Summary

The Task & Finish Group were impressed by the range of activities schools were funding through the pupil premium and how the approach was being tailored to the pupils eligible for this additional support. The Group also recognised that having low numbers of pupil premium children could present an equally challenging set of circumstances as having high numbers, as schools were required to deliver a very

individualised approach which could have additional capacity implications. Some examples of interventions that the schools felt to be “high impact” or that could be considered examples of good practice are highlighted in section 4.0 of the report.

The group also recognise that not all pupil premium children are achieving lower levels of academic progress than their peers and that some were performing at or above national standards. Schools also reiterated this point and gave examples of the types of support being given to these pupils.

The group have outlined a number of areas which they feel capture and outline their findings in terms of their perception of the context of how pupil premium is being used and also some of the broader themes they felt emerged. These areas are outlined in section 3.0 of the report but in brief cover the following areas; the importance of raising self-esteem, the impact of Ofsted, transitions, uptake of free school meals and variance in attendance, the impact of the economic climate, senior leadership vacancies, social and emotional support as a foundation to learning and the value of good quality data both in terms of identifying best practice and monitoring and evaluating children’s progress.

The full set of recommendations are outlined in section 5.0 of this report.

The group identified 4 cross cutting areas in which they have made recommendations, which are:

1. The role of Governors
2. Parental involvement
3. Pupil Premium Policy
4. Links with MAST (Multi-Agency Support Team)

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3.0 Key Themes & Context

3.1 Key Themes & Context – introduction

Through both discussions with the schools and desk top research the Task & Finish Group identified a number of key areas that they feel capture the main context and themes of their findings.

One of the key areas was the importance of **social and emotional support** as a foundation to a child’s development and in turn their academic progress. A number of schools with larger pupil premium numbers and so financial allocations were funding specific interventions

aimed at delivering this support, such as nurture groups and play therapy sessions. Schools with smaller numbers of pupil premium pupils were more likely to undertake a more individualised approach.

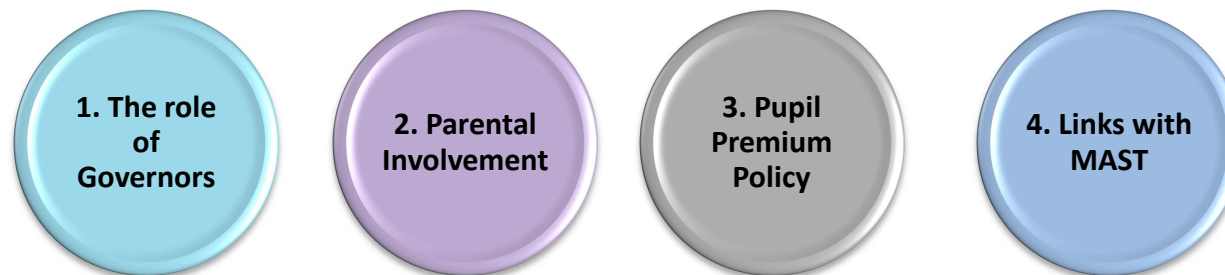
The role of **Learning Mentors** was also cited as key in terms of supporting parents / guardians and their children and addressing issues around **attendance** and sickness levels. In many Schools Learning Mentors were clearly engaging well with pupil premium children and their parents / guardians although there remained instances of parents who were choosing not to engage with this support.

The significance of raising the **self-esteem** of both children and their parents / guardians was also highlighted as being essential to a child's emotional development and academic achievement and schools gave examples of how pupil premium funding was being used to support this.

The current **economic climate** and the impact of reduced incomes and job losses had impacted on some families and communities, with some parents / guardians finding their child eligible for **Free School Meals** for the first time. A number of Schools were clearly taking steps to support these families, in a confidential and sensitive way, as there are still concerns of stigmatization associated with free school meals. There were however still some concerns regarding under-accessing of free school meals and the fact that many families were just above the threshold for FSM

The importance of **good quality data** including **research and guidance** on best practice such as the Sutton Trust Report and Ofsted documentation was clearly seen as valuable by schools and a useful reference point. In addition the need for schools to maintain good quality **data capture systems** was also seen as a mechanism for supporting academic achievement of all pupils. A number of schools commented that they were “data driven” and numerous examples of data capture systems for both academic and non-academic data were shared with the Group. These data capture systems were clearly being used to monitor and evaluate children's progress and in some cases the impact of specific pupil premium interventions and seemed to aid both teachers understanding of pupils and the overall school planning approach.

These findings led the group to make **recommendations** within these 4 subheadings, which cross over the themes that were identified.



3.2 Key themes & Context – (please note these are not arranged in any particular order)

1. Self-Esteem

The importance of raising children's self-esteem as a foundation to their development and academic learning, this can include raising the self-esteem of parents / guardians too.

2. Ofsted

There were some concerns about the impact of a negative Ofsted inspection, in terms of staff morale/stress and available support; also a lack of consistency in inspections (subjectivity).

3. Transitions

There is a potential impact on children's attainment

4. Free School Meals (FSM)

Some concerns that a lack of advice and support / fears about stigmatization can result in under-access of FSM. Also the introduction of FSM for under 7s and the potential impact on the number of pupils eligible for pupil premium.

5. Attendance

In general there appears to be a gap in terms of attendance levels between pupil premium and non-pupil premium children, some schools have employed Learning Mentors to assist with this.

6. Economic Climate

The impact of the current economic climate in terms of reduced incomes / job losses.

7. Senior Leadership Vacancies

Concerns regarding difficulties in recruiting to senior leadership posts resulting in long periods of vacancies, this mirrors a current national trend.

8. Social & Emotional Support

This was seen as a crucial foundation for academic achievement. Some schools cited a requirement to focus on these areas of a child's development, prior to looking at more academic needs.

9. Good Quality Data

The importance of using best practice e.g. Sutton Trust and having good quality data systems, to capture both academic and non-academic data that can be used to monitor and evaluate children's progress.

4.0 Examples of Good Practice

All the Schools gave examples of targeted interventions and improvements they were delivering to support the academic achievement of pupil premium children, these ranged from funded dedicated posts, to freeing up teacher time to spend with children on feedback, to projects more specifically focused on social and emotional development and the raising of self-esteem.

Schools were clearly making use of existing research and best practice to inform their decision making and a number frequently referenced the Sutton Trust and Ofsted research and guidance in this area.

The Working Group recognise that schools develop their approach based on the needs of their children and the community and that as such their approach aims to be tailored to address the specific challenges they face. In particular Schools highlighted the following examples as interventions which had been seen to have a high impact and could be considered examples of good practice:

- **Nurture Rooms** – which were seen as being key to providing social and emotional support
- **Play Therapy** – this was cited by one school as being a very powerful tool in supporting the social and emotional development of children.
- **Easter Schools** – and using creative approaches to make learning fun.
- **Structured Conversations** – this was cited by one school as an alternative approach to a “traditional parents evening” in that it promoted a two way conversation with the parent / guardian and so helped develop a mutual understanding of the child.
- **Use of Effective Feedback** – this was cited by one school as being a powerful tool to help raise self-esteem, the School would however query this as being a “low cost” intervention as classified by the Sutton Trust report as it requires a lot of teacher time.
- **Highly Individualised Interventions** – tailored to meet the specific needs of a child.
- **Peer to Peer Support** – these were also seen as keen to raising self-esteem and for some children offered an effective mechanism for constructive feedback.
- **Booster Groups** – around core subjects of maths and English
- **Learning Mentors** – were clearly seen to have an impact in terms of engaging with parents / guardians and improving attendance levels.
- **Targeted Teaching Assistants** – one school had employed two Teaching Assistants of Roma Slovakian origin to help engage and support families and children who were from a Roma Slovakian background.

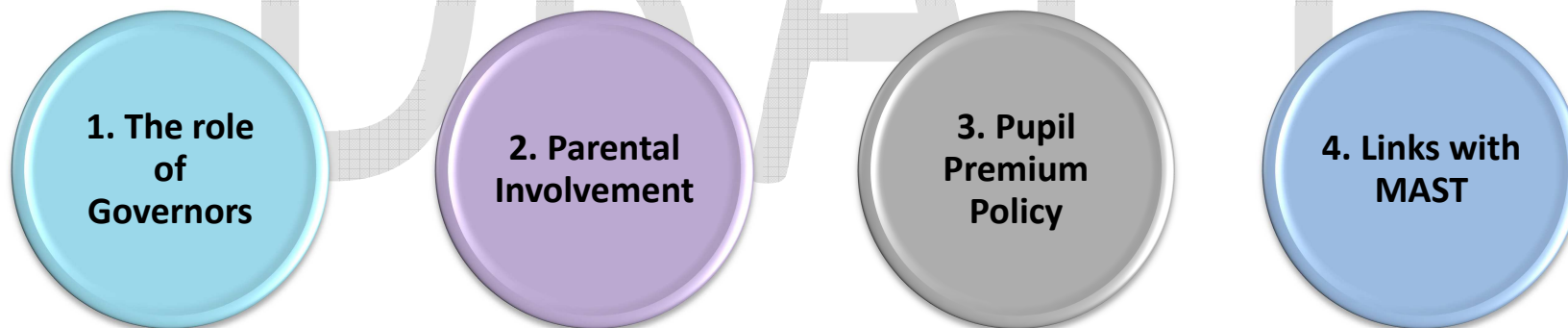
5.0 Recommendations & Sharing the Report

5.1 Recommendations

The Task & Finish Group value and appreciate the excellent work that is undertaken by Schools, Governors and the Local Education Authority in terms of delivering the outcomes associated with the pupil premium.

Furthermore the Group recognises that their recommendations will need to be considered in the light of present practice through which the bodies identified may already undertake some or all the recommended actions.

The group identified 4 cross cutting areas in which they have made recommendations, these are:



1. The Role of Governors

1.1 **That the Chair of Governors** agendas the re-examination and educational character and ethos of the school in relation to pupil premium, ensuring that this addresses pupil premium as:

- a. Enhancement of existing provision, or
- b. One off interventions, or
- c. Enabling in terms of facilitation of access to experiences, or
- d. It not being a separate component of the experience in school

1.2 **That Governing Bodies** consider the possibility of:

- a. Identifying a governor to act as a pupil premium champion, and
- b. That this individual speaks directly to pupils receiving pupil premium to understand their experience, and
- c. Contributes to the Annual Report to governors including details of any roll over and reasons for this.

1.3 **That the Local Education Authority (LEA)** – explores options for involving governors in opportunities for sharing best practice and learning and training opportunities.

2. Parental Involvement

2.1 **That Schools:**

- a. Ensure parents / guardians receive information regarding the impact of the support their child is receiving through pupil premium, and
- b. That where appropriate schools explore opportunities whereby pupil premium funding could be used to provide resources / support in the home that could further progress the child's development and attainment.

3. Pupil Premium Policy

3.1 **That the Children, Young People & Family Support Scrutiny Committee** write to the Secretary of State impressing the need for pupil premium funding to follow the child and outlining two mechanisms of concerns whereby this may not take place, 1. In terms of any underspent monies held by the school which are rolled into the next financial year 2. If a child moves schools after the census point.

4. Links with MAST (multi-agency support team)

4.1 **That the Children, Young People & Family Support Scrutiny Committee** - following the planned review of Early Intervention and Prevention in schools and looking at the future role of MAST (multi-agency support team) service in 2014 requests a report on the revised service including the impact on their relationship with schools.

5.2 Sharing the report

The Task & Finish Group recommends that this report is shared with Iain Peel, Interim Director, Inclusion and Learning, Children, Young People & Families, Cllr Jackie Drayton, Cabinet Member for Cabinet Member for Children, Young People and Families, Jayne Ludlam, Executive Director, Children, Young People & Families, the CityWide Learning Body and Head teachers of Primary Schools in Sheffield.