

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

Monday 16 September 2019 at 10.00 am

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

The Press and Public are Welcome to Attend

Membership

Councillors Mick Rooney (Chair), Mike Levery (Deputy Chair), Olivia Blake, Mike Chaplin, Julie Grocutt, Francyne Johnson, Alan Law, Joe Otten, Kevin Oxley, Colin Ross, Jim Steinke, Alison Teal, Sophie Wilson and Cliff Woodcraft

Education Non-Council Members

Alison Warner, Sam Evans, Peter Naldrett, Vacancy and Vacancy

Healthwatch Sheffield

Alice Riddell (Observer)

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 Alice Nicholson, Policy and Improvement Officer on 0114 27 35065 or [email alice.nicholson@sheffield.gov.uk](mailto:alice.nicholson@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
16 SEPTEMBER 2019**

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 Meetings** (Pages 5 - 22)
To approve the minutes of the meetings of the Committee held on 11th and 25 March and 15th May, 2019
- 6. Public Questions and Petitions**
To receive any questions or petitions from members of the public
- 7. OFSTED Report of Inspection of Sheffield's Social Care Services - July 2019** (Pages 23 - 36)
Report of the Policy and Improvement Officer
- 8. Home Schooling**
The Executive Director, People Services to report
- 9. Inclusion Update**
The Executive Director, People Services to report
- 10. Work Programme 2019/20** (Pages 37 - 46)
Report of the Policy and Improvement Officer
- 11. Date of Next Meeting**
The next meeting of the Committee will be held on Monday, 14th October, 2019, at 10.00 am, in the Town Hall

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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 Audit and Standards Committee in relation to a request for dispensation.

Further advice can be obtained from Gillian Duckworth, 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 11 March 2019

PRESENT: Councillors Mick Rooney (Chair), Cliff Woodcraft (Deputy Chair), Simon Clement-Jones, Tony Downing, Francyne Johnson, Mohammad Maroof, Abtisam Mohamed, Bob Pullin, Colin Ross, Ian Saunders and Alison Teal

Non-Council Members in attendance:-

Gillian Foster (Diocese Representative - Non-Council Voting Member)
Sam Evans (Diocese Representative - Non-Council Voting Member)
Alice Riddell (Healthwatch Sheffield, Observer)

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1. APOLOGIES FOR ABSENCE

1.1 Apologies for absence were received from Councillors Andy Bainbridge and Sophie Wilson, and from Peter Naldrett (Parent Governor Representative – Non-Council Voting Member) and Alison Warner (School Governor Representative – Non-Voting Member).

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 In relation to Agenda Item 10 (Support to Roma Children), Councillor Abtisam Mohamed declared a personal interest as Programme Director (Aspiring Communities Together).

4. MINUTES OF PREVIOUS MEETING

4.1 The minutes of the meeting of the Committee held on 4th February, 2019, were approved as a correct record, with the exception of (a) Item 1 – Apologies for Absence, which was amended by the addition of Councillor Mohammad Maroof and (b) Item 8 – Special Educational Needs in Sheffield, which was amended by the deletion of the word “Councillor” immediately preceding Jayne Ludlam (Executive Director, People Services) and, arising therefrom:-

- (i) the Policy and Improvement Officer (Deborah Glen) stated that she had circulated a draft document to Members containing statistics regarding indices of deprivation for the Batemoor, Beauchief, Beighton, East Ecclesfield, Greenhill, Jordanthorpe and Lowedges Wards. Councillor Bob

Pullin, who had originally requested the information, stated that, whilst thanking officers for the information, indicated that the statistics only referred to income deprivation, and that the information requested was specifically in relation to statistics for indices of multiple deprivation within the Wards. Deborah Glen stated that this information would be provided to all Members of the Committee at the earliest possible opportunity;

- (ii) Deborah Glen stated that she had circulated to members of the Committee the full response received from the Chair of the Schools Forum in relation to ensuring that schools continued to record and report the five-stage proficiency in English code, requesting Members' comments;
- (iii) the Chair reported that he had met with Mark Sheikh (Head of Service – Business Strategy), who had informed him that the Council were risk averse in terms of investing schools which were likely to become academies, thereby potentially resulting in a financial debt to the Council;
- (iv) Deborah Glen reported that she had received the information relating to youth activities, including dates and times of sessions, from Dan White, and had circulated this information to all Members of the Committee on 7th March, 2019;
- (v) Deborah Glen reported that (A) the briefing note prepared by Dan White (Head of Health and Targeted Services) on the reasons for the increase in referrals of Looked After Children to the Child and Sexual Exploitation Team, would be submitted to a meeting of the Committee to be held in July, 2019 and (B) Victoria Horsfield (Assistant Director) had advised that the end of year performance review of the Friend or Foe training in schools would be available mid-April, 2019, and that Deborah Glen would circulate such details to Members of the Committee, when received;
- (vi) Deborah Glen reported that she had sent a request to Paul Dempsey (Assistant Director – Provider Services) for the information requested by Members at the meeting but, to date, had not yet received a response; Mr. Dempsey had been invited to attend the first meeting of the Committee to be held in the 2019/20 Municipal Year to respond to the issues raised by Members; and
- (vii) the Chair reported that a special meeting of the Committee had been arranged for Monday, 25th March, 2019, to discuss the joint response to the Special Educational Needs and Disabilities (SEND) Inspection, prior to submission to Ofsted; he added, however, that there was an issue of confidentiality regarding the report, which may mean that Members would not be able to see the report in advance of the meeting.

5. PUBLIC QUESTIONS AND PETITIONS

- 5.1 With reference to the issue of exclusions rates being higher for certain groups of pupils, Andy Shallice questioned on how many occasions in the present school year (2018-19), and the two previous schools years (2016-17, 2017-18), has the

Local Authority Children's Services been approached by head teachers seeking "extra support" to possibly reduce the risk of exclusion for particular groups of pupils with disproportionately high rates of exclusion (e.g. Roma, other minority ethnic pupils, looked after children, pupils with SEN).

- 5.2 In response, Councillor Jackie Drayton reported that the Timpson Review was due to be published early 2019, but as yet, had not been. Officers agreed to investigate this issue, and circulate a response. The Committee also agreed to refer this issue to the Schools Forum.

6. CHILDREN AND YOUNG PEOPLE'S MENTAL HEALTH TRANSFORMATION PROGRAMME - UPDATE

- 6.1 The Committee received a joint report of the Director of Commissioning, Inclusion and Learning, Sheffield City Council and the Director of Commissioning and Performance (Sheffield Clinical Commissioning Group) containing an update on the Children and Young People's Mental Health Transformation Programme.

- 6.2 In attendance for this item were Councillor Jackie Drayton (Cabinet Member for Children and Families), Dawn Walton (Director of Commissioning, Inclusion and Learning), Bethan Plant (Health Improvement Principal), Laurence Green (Deputy Associate Director, Sheffield Children's Hospital), Matthew Peers (Commissioning and Performance Manager, Sheffield Clinical Commissioning Group) and Nicola Ennis (Child and Adolescent Mental Health Service (CAMHS) Service Manager, Sheffield Children's Hospital).

- 6.3 As an introduction, Councillor Jackie Drayton stated that she wished to place on record her thanks and appreciation to Councillors Mick Rooney and Sue Alston (former Chair and Deputy Chair of the Healthier Communities and Adult Social Care Scrutiny and Policy Development Committee) and to the members of the Health and Wellbeing Board, for their work in conjunction with the Scrutiny review of the Child and Adolescent Mental Health Service (CAMHS), which resulted in key changes, including the funding of a gap in services for 16 to 18 year olds.

- 6.4 The report contained an update on the Transformation Programme, including details of the work undertaken in relation to the transition between Child and Adolescent Mental Health Services (CAMHS) and Adult Mental Health Services (AMHS), progress in terms of internal waits within CAMHS, details of wider areas of progress, including an all-age approach to mental health services, Door 43 and eating disorders, and details of priority areas for the next 12 months. The report was supported by a presentation by Matthew Peers.

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

- Door 43 comprised an emotional, wellbeing and mental health counselling service for 13 to 25 year olds. The service, provided through Star House, comprised a "drop-in" facility, whereby children and young people with low-level mental health problems could attend and receive counselling from a range of professionals, including youth and primary mental health workers.

The children and young people could also be referred on, when deemed appropriate, to Multi-Agency Support Teams (MAST) or CAMHS. As a result of its popularity, and to ensure its sustainability, funding for the service has been increased by 45%, with effect from April, 2019.

- The six-session appointment model, which had only recently been introduced, provided an opportunity for CAMHS to offer a quick follow-up session, if required, without children and young people having to wait long periods for another appointment. It had been identified that some children and young people required a change in their pathway offer, following their initial assessment, and this model provided the opportunity to enable CAMHS to determine what specialist treatment they required.
- Kooth have been commissioned to provide an on-line counselling service for 11 to 18 year olds and care leavers. The on-line service would go live with effect from April, 2019, and would initially run for one year. Anyone wishing to use the service simply logged on to a chatroom, and was able to “speak” to a qualified counsellor. Kooth would also refer any cases onto other services, if determined necessary, such as CAMHS.
- Work was ongoing in terms of looking at how the eating disorder pathway could be improved.
- In terms of the transition from child to adult services, it was accepted that the thresholds regarding the two services were different, and work was ongoing to try and address this issue, which would hopefully result in the transitions to the different age groups being made without any major problems.
- A number of changes had been made to the CAMHS’ referral system, one being the recruitment of a number of clinicians, to whom referrals with regard to low-level mental health issues, could be made. In addition, the Service had worked closely with the Healthy Minds Schools, in connection with nominating a staff member responsible for making direct referrals to the Service, with this initiative being rolled out to all schools in the City over time.
- Work continued in terms of breaking down the stigma of mental health, which had included working on an awareness-raising campaign with the Children and Young People’s Empowerment Project (Chilypep).
- Whilst there were no statistics available at the meeting regarding the gender breakdown in terms of referrals to CAHMS, this information could be provided to Members of the Committee.
- Whether referrals were expedited depended on what information had been provided to CAHMS, as part of the referral. Any additional information regarding the child or young person would be taken into consideration, and the speed, and where the referral would be made, would then be determined based on this information. A number of referrals are made to

the Forensic CAMHS. In addition, the Council and its partners would undertake multi-systemic therapy work, where issues regarding the wider family would be considered and taken into consideration. CAMHS also worked closely with schools' inclusion services in connection with Pupil Referral Units.

- CAMHS was well aware of the dangers of psychosis, as a symptom of serious mental disorders, as well as its links with excessive cannabis use. The service worked very closely with the AMHS in connection with identifying such symptoms in children and young people as early as possible. The Service also had strong links with a number of third sector organisations which worked with children and young people with regard to drug and alcohol misuse. Educational sessions warning of the dangers of drug use were held in schools, and the Council was currently looking at establishing an all-age drug and alcohol misuse strategy.

6.6 RESOLVED: That the Committee:-

- (a) notes the information contained in the report now submitted, together with the information reported as part of the presentation now made, and the responses to the questions raised;
- (b) thanks the representatives of the partner agencies for attending the meeting, and responding to the questions raised;
- (c) welcomes the progress made in connection with the Transformation Programme over the last 12 months; and
- (d) requests that representatives of the partner agencies be invited to attend a meeting of the Committee in 12 months to provide a further update on the Programme, to include more detailed information on the issues raised at this meeting, and to be circulated well in advance of the meeting at which it is to be discussed to allow Members to prepare for the discussion, and to include:-
 - (i) combatting the stigma of mental health;
 - (ii) analysing complaints and compliments;
 - (iii) University of Sheffield report;
 - (iv) re-entry statistics and analysis;
 - (v) gender breakdown; and
 - (vi) waiting times.

7. OVERVIEW OF 2018 PUPIL OUTCOMES - CITY CONTEXT AND SCHOOL PERFORMANCE

- 7.1 Kate Wilkinson (Service Manager – Performance and Analysis Service) gave a presentation, a copy of which had been circulated with the meeting papers, which provided details regarding 2018 attainment and performance outcomes from Foundation Stage to A-Level in Sheffield's schools and academies. It included comparisons to national performance, other Core Cities and statutory neighbours.

7.2 Also in attendance for this item were Andrew Jones (Interim Head of Primary and Targeted Intervention) and Steven Betts (Chief Executive, Learn Sheffield).

7.3 Kate Wilkinson took the Committee through the presentation in sections, relating to Foundation Stage, Key Stage One, Key Stage Two and Key Stage Four. Steven Betts referred to the Sheffield Data Summary 2018, appended to the presentation, which contained statistical information on the outcomes, rankings and trends in respect of the various measures at all key stages, in comparison with 2017, indicating that whilst there had been a number of improvements in terms of some measures, the overall picture with regard to how Sheffield had hoped to progress, had been somewhat disappointing, with most measures either remaining the same or falling slightly.

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

- In terms of the recent changes in funding rules, and how Learn Sheffield anticipated things going forward, Sheffield had historically been the lowest funded of the core cities. Whilst an increase in funding was expected in future years, there were concerns with regard to how long such an increase would take to materialise. Whilst Learn Sheffield did not wish to use the lack of funding as an excuse, there was a clear correlation between funding and outcomes in the City.
- Schools had their own strategies with regard to what additional resources they provided in terms of improving outcomes for low-achieving groups of pupils, such as those from BME communities and, more specifically, Roma children. There was no over-arching strategy in this regard at this stage. There were examples of expertise in some schools with regard to working with such children, and work was being undertaken to look at how such expertise could be shared.
- Learn Sheffield shared the concerns regarding the less than expected progress in terms of reading at Key Stages 1 and 2, and would target this measure as a priority for 2019, as had been done with phonics at Key Stage 1, and which had supported an improvement this year.
- The 2018 attainment results of the City's two independent schools were not included in the data set out in the presentation.
- Learn Sheffield accepted that work was still required in terms of looking for examples of good practice adopted by the private schools in the City in terms of the teaching of phonics, as previously requested.
- The concerns around the issue of deprivation, and the question of what else could be done to tackle this, should form a key part of the new strategy (from the Peer Review), and look at the connectivity between this and the priorities of the localities.

7.5 RESOLVED: That the Committee:-

- (a) notes the contents of the presentation, together with the responses to the questions raised;
- (b) thanks Kate Wilkinson, Andrew Jones and Stephen Betts for attending the meeting and responding to the questions raised;
- (c) congratulates staff and students across the Authority for the improvements in school attainment; and
- (d) requests (i) future presentations on pupil outcomes to include some basic wording, accompanying the figures and graphs, as a means of an explanation and (ii) Stephen Betts to submit a report to a future meeting of the Committee setting out Learn Sheffield's priorities in the localities, as had been done in the Learn Sheffield Strategy and Peer Review, as well as how this will link in with the new Learn Sheffield Strategy 2019-22.

8. LEARN SHEFFIELD PEER REVIEW

8.1 The Committee received a report of Stephen Betts (Chief Executive, Learn Sheffield), setting out the key findings from the peer review of Learn Sheffield held on 24th and 25th May, 2018. The Review Team had been led by Christine Gilbert (Chair, Camden Learning) and included Jon Abbey (Managing Director, Camden Learning) and Tim Boyes (Chief Education Officer, Birmingham Education Partnership). The report also contained details of the governance arrangements and resources of Learn Sheffield, together with a number of key recommendations arising from the review.

8.2 The report was supported by a presentation from Stephen Betts, who reported on the current strengths and next steps under the various services provided by Learn Sheffield, which included Strategy and Vision, General Practice, School Improvement, Evaluation and Resources. He then referred to the recommendations following the review, and to the School Improvement Strategy 2019-22.

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

- There was no obvious grouping in terms of those 19 schools which had chosen not to subscribe as members of Learn Sheffield. Schools had been grouped into four categories (maintained schools, single academies, local multi-academy trusts and national multi-academy trusts), and there were establishments from each of the four categories within the 19. The fact that 90% of schools had chosen to become members of Learn Sheffield was considered exceptional. All the schools which had chosen not to subscribe had made the decision based on funding.
- Consideration was being given to having the Governance and Service Improvement in the same place in order to assist with Learn Sheffield's

wider sustainability, and the impact of the service, when co-located with school improvement.

- The development of an effective strategy to ensure that Black and Minority Ethnic (BAME) communities were better represented amongst school leadership and governance was agreed to be a priority for the City.
- Efforts had been made to recruit a Deputy Chief Executive to Learn Sheffield, but had not been successful. This was currently being reviewed. The Peer Review had identified an element of over-reliance on individuals. Schools needed to be comfortable that they could get what they want from Learn Sheffield.
- The move to a subscription model had resulted in a small overall reduction in the school improvement budget available to Learn Sheffield.
- The estimate at the outset was that approximately 75% of Sheffield schools needed to subscribe to Learn Sheffield to secure basic viability.
- The Regional Schools Commissioners were viewed as a key stakeholder of Learn Sheffield, and representatives of Learn Sheffield met regularly with them, as part of joint meetings with the City Council.

8.4 RESOLVED: That the Committee:-

- (a) notes the contents of the report now submitted, together with the information reported as part of the presentation and the responses to the questions raised; and
- (b) welcomes the positive nature of the report, and extends its thanks and congratulations to all staff of Learn Sheffield for the excellent work undertaken in this regard.

9. SUPPORT TO ROMA CHILDREN

9.1 The Committee received a report of the Interim Head of Primary and Targeted Intervention (Andrew Jones), on the Council's strategic approach for children who are new arrivals and/or part of the Roma community. The report set out information on the New Arrival and Roma Steering Group, established in 2010, to oversee this key area of work, schools-based activity and best practice, early intervention and prevention, training and learning provision, health activity, effective community engagement to promote community resilience, cohesion and integration, early years, community youth teams, school admissions, fair access and school places and data analysis tracking.

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

- Whilst the Every Sheffield Child Articulate and Literate (ESCAL) programme had been disbanded, a number of officers who had worked on

the programme had been transferred to other education programmes, such as the South-East Learning Partnership (Locality C). The schools in Locality B were also involved in the groups. Whilst it was a very complex situation, the Local Authority was trying to assist where possible, and it was accepted by all partners that a considerable amount of work was required in order to see improvements in the attainment and inclusion rates of Roma children.

- Whilst there was an emphasis on reducing pupil exclusion, the main priority of the work being undertaken was to try and increase inclusion levels. Work was currently being undertaken with regard to this, focussing on a partnership approach to help schools to become more inclusive, through Home Education and Mobility. Work was underway to include alternative provision in the partnership approach and activities. Emphasis would be placed on those pupils deemed more “at risk”, particularly with regard to those who were at risk of involvement in gang activity.
- A community profile of the Roma community, including a definition of “Roma”, the gender and age balance of pupils being monitored as part of the work and the languages spoken by such children, would be circulated to Members of the Committee.

9.3 RESOLVED: That the Committee:-

- (a) notes the contents of the report now submitted, together with the responses to the questions raised;
- (b) thanks Andrew Jones for attending the meeting, and responding to the questions raised; and
- (c) welcomes the work being undertaken in this regard.

10. DRAFT FORMAT FOR REPORTING DATA REQUESTS BY THE COMMITTEE

10.1 The Policy and Improvement Officer (Deborah Glen) referred to the information which had been circulated to Members of the Committee on 8th March, 2019, which had been requested at previous meetings of the Committee, relating to a breakdown of deprivation statistics in the Beauchief and Greenhill Ward and data on exclusions/attainment of pupils of rural Pakistan (Kashmir and Mirpur) origin being extracted from figures for children of general Pakistani origin.

10.2 Ms. Glen stated that she was liaising with Kate Wilkinson (Service Manager – Performance and Analysis Service) in terms of looking at the best format to present the information, specifically to allow for regular updates to be submitted to future meetings. When being sent the information, Members of the Committee, particularly Councillors Bob Pullin and Mohammad Maroof, the Members who had made the original requests for the information, had been asked for their comments on a preferred format.

10.3 The Committee was asked to submit to Ms. Glen any comments on the draft

formats circulated to Members, so that it could be finalised.

11. DATE OF NEXT MEETING

- 11.1 It was noted that the next meeting of the Committee, which would be a special meeting, would be held on Monday, 25th March, 2019, at 2.00 p.m., in the Town Hall.

SHEFFIELD CITY COUNCIL

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

Meeting held 25 March 2019

PRESENT: Councillors Mick Rooney (Chair), Cliff Woodcraft (Deputy Chair),
Andy Bainbridge, Simon Clement-Jones, Tony Downing,
Francyne Johnson, Mohammad Maroof, Abtisam Mohamed, Colin Ross
and Alison Teal

Non-Council Members in attendance:-

Gillian Foster (Diocese Representative - Non-Council Voting Member)
Sam Evans (Diocese Representative - Non-Council Voting Member)

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1. APOLOGIES FOR ABSENCE

1.1 Apologies for absence were received from Councillors Bob Pullin and Ian Saunders, and from Alice Riddell (Healthwatch Sheffield, Observer).

2. EXCLUSION OF PUBLIC AND PRESS

2.1 RESOLVED: That the public and press be excluded from the meeting after the presentation to be made in Agenda Item 6 – The Council’s Response to Ofsted on the Recent Inspection of the SEND Service, on the grounds that the contents of the draft Action Plan remained confidential at this stage, until such time as it was submitted to, and approved by, Ofsted, and therefore further discussion about the detail within the Plan would need to be continued in private session.

3. DECLARATIONS OF INTEREST

3.1 In relation to Agenda Item 6 (The Council’s Response to Ofsted on the Recent Inspection of the SEND Service), the following declarations of interest were made:-

- (a) Councillor Andy Bainbridge declared a personal interest as a Board Member of Learn Sheffield;
- (b) Councillor Cliff Woodcraft declared a personal interest as a friend of Tim Armstrong (Head of Special Educational Needs); and
- (c) Sam Evans declared a personal interest as a friend of Tim Armstrong (Head of Special Educational Needs).

4. PUBLIC QUESTIONS AND PETITIONS

4.1 No questions or petitions were received from members of the public.

5. THE COUNCIL'S RESPONSE TO OFSTED ON THE RECENT INSPECTION OF THE SEND SERVICE

- 5.1 The Committee received a joint presentation on the development of a Written Statement of Action, which would set out how the Council aimed to respond to each area of weakness identified in the report of Ofsted and the Care Quality Commission (CQC) on the recent inspection of the Special Educational Needs and Disabilities (SEND) Service, and which was required to be submitted to Ofsted by 30th April 2019.
- 5.2 In attendance for this item were Councillor Jayne Dunn (Cabinet Member for Education and Skills), Dawn Walton (Director of Commissioning, Inclusion and Inclusion Services), Tim Armstrong (Head of Special Educational Needs), Joel Hardwick (Head of Commissioning; Inclusion and School Services) and Sapphire Johnson (Head of Commissioning – Children, Young People and Maternity, Sheffield NHS Clinical Commissioning Group).
- 5.3 Dawn Walton introduced the presentation, referring to the seven areas of weakness, and indicating that within each area, there was a broad summary of the outcomes required. Ms Walton stated that work had already commenced on drafting the Written Statement of Action, with a number of consultation meetings having been held with relevant Council Services, external partners and parents/carers, with regard to addressing the areas of weakness. In terms of the presentation, and the seven areas of weakness which had been identified, Joel Hardwick reported on the lack of a co-produced, coherent vision and strategy for SEND in Sheffield, and commissioning arrangements to remove variability and improve consistency in meeting the education, health and care needs of children and young people aged 0 to 25 with SEND. Tim Armstrong reported on communication, clarity and consistency in the relationship between the local area leaders, parents, carers, children and young people; equality and timeliness of Education, Health and Care (EHC) Plans; inconsistencies in identifying, assessing and meeting the needs in mainstream primary and secondary schools; and securing effective multi-agency transition arrangements for children and young people with SEND. Sapphire Johnson reported on the strategic oversight of SEND arrangements by the Clinical Commissioning Group (CCG), which resulted in unacceptable waiting times for access to specialist equipment and appropriate pre and post-diagnosis support and children and young people's needs not being met.
- 5.4 Members of the Sub-Committee raised questions, and the following responses were provided:-
- The list of people the Council would be consulting with in connection with the Written Statement of Action included families, parents, carers, children and young people, Councillors, the CCG Governing Body and officers, health service providers and voluntary sector representatives.
 - Inspectors acknowledged that many of the issues raised in the inspection were already understood by the Authority, although the pace of addressing these issues had not been fast enough. The delays had been due mainly to the significant nature of the work required to address the change in legislative

requirements, which had also been a challenge nationally. Accountability had not been defined quickly enough. Significant progress had been made over the last year.

- Transitions as a topic of under-achievement generally, across the whole system, and not just education, had been an issue for the Authority as it had, again, nationally. The recent restructuring, and establishment of People Services had helped to address this issue in making progress in the early stages, and a multi-agency work-stream was underway to develop this work more.
- It was very difficult to state accurately how many children and young people had been adversely affected by the issues raised in the report. The overall indication in terms of approximate numbers affected was that approximately 16% of the school population have identified SEND and even then, there was not always consistency in the classification locally or nationally. There was no national framework in terms of measuring how successful improvements were, therefore it was not always easy to accurately measure and benchmark in this area of work. One indication was that there had been a 25% increase in the number of parents requesting EHC Plans, with some waiting up to a year for a Plan, as well as a high number of parents raising concerns.
- There was already a fair understanding of those areas where there were weaknesses in the Service. The Inspectors noted that the Authority and the CCG had started to make improvements in some areas. Progress had been made since the inspection in November 2018, with parent/carer groups expressing some acknowledgement of the progress made.
- Whilst the initial engagement on the Written Statement of Action had been held mainly with the Parent/Carers' Forum, it was accepted that more work was required over the next period to ensure that the parent/carer input had a wider representative make up, including harder to reach groups.
- The Authority was currently looking at implementing a training plan, and had also commissioned a piece of communications work, comprising animations and posters, in order to simplify what was a very complex process for schools and families.
- The Authority continued to communicate with, and provide support to, mainstream schools regarding the exclusion of pupils with SEND. Nationally and locally, children with SEND were more likely to have a fixed-term exclusion. As part of the steps to deal with this issue, the Authority had commissioned additional support and advice to the Inclusion Panels on autism, speech and language therapy and mental health needs. Work had also taken place on the role of Special Educational Needs Co-ordinators (SENCO) in schools, in terms of identifying the needs of children and young people with SEND. As this work had only recently commenced, it was likely to take some time to embed across all schools before results would be seen.
- It had been identified that there was a need for reforms in the areas identified

as part of the Ofsted and CQC inspection. The Authority and the CCG were fully aware of those areas that needed to develop, and had commenced work on the Action Plan.

- In terms of improvements and learning lessons, continuous tracking, monitoring and review was considered to be the key to ensure things improved.
- This had been the first time the Authority and the CCG had been requested to produce a Written Statement of Action, so it was considered to be a new experience for everyone involved, and would serve to hold everyone concerned to account.
- In terms of the lessons learnt from this process, it had been identified that there was a need to ‘hit the ground running’ and not be reactive, but more proactive. It was acknowledged that the Authority and the CCG did not have the adequate infrastructure in place at the time, but there were now more effective monitoring systems in place.
- The “Tell Us Once” approach (the principle that children, young people, families and carers should only have to tell their story once to professionals rather than having to repeat themselves to each professional they come into contact with) had not yet been finalised. Parents, children and young people were very clear that this is what they wanted. The Authority and the CCG, working with provider services, were focussing on bringing My Plans and Health Passports together, in partnership with the families and young people as a first step in this process.
- In terms of measures to reduce the number of exclusions of children and young people with SEND, additional resources have been put into the Vulnerable Learner Reviews, which involve reviewing those vulnerable children and young people who, due to their complex needs, or other factors, were more likely to be at risk of exclusion. It was accepted that this needed to go alongside better commissioning arrangements for support. It was considered that prevention was better than reaction, therefore work was being targeted in terms of early identification, and key workers were being appointed to those children and young people with more complex needs, and who would be responsible for co-ordinating any preventative work undertaken, on behalf of the family.
- In terms of additional staffing arising from the Ofsted inspection, a number of new posts had been created, including three Assistant Education Psychologists, seven Support Workers, four Inclusion Officers and five additional staff undertaking Vulnerable Learner Reviews.
- The commission for Learn Sheffield was developing, partly around developing partnership approaches to support inclusion in mainstream schools.
- The CCG used a range of information to support commissioning. This included information from Public Health, children, young people, family and

carer feedback and performance and waiting time data for particular services. It was acknowledged that there was a need to more robustly and systematically monitor and utilise this data on an ongoing basis to help inform commissioning decisions.

- One of the priorities with regard to improving waiting times related to access to wheelchairs, and whilst all children waiting over 18 weeks had now been seen, it had been identified that there was still a need for further improvements in the service, and to monitor and track performance for these arrangements on an ongoing basis. The CCG was currently working with NHS England in connection with improving waiting times with regard to pre and post-diagnostic support for the autism pathway, with the aim of transferring the commissioning of this work to the CCG so that it would take local action in conjunction with the Council.
- Whilst it was envisaged that the work required in terms of addressing the weaknesses would be extensive, it was being driven, with ambition, by Councillor Jayne Dunn, as Cabinet Lead, parents, families, children and young people and carers. There was a very supportive and challenging structure in terms of moving forward, and officers believed that the Authority had the necessary skills and resources to make the necessary improvements.
- As part of the work required, officers would be talking to all providers in terms of moving forward, and there was an awareness that there may be a need to re-tender for certain services. There were no concerns with the current providers, but it was accepted that the children and young people's needs were changing, therefore there was a need to work differently.

5.5 RESOLVED: That the Committee:-

- (a) notes the contents of the report now submitted, together with the information reported as part of the presentation, and the responses to the questions raised; and
- (b) requests that the Council's self-assessment document and the list of consultees and responses to the Written Statement of Action, to date, be circulated to Members of the Committee.

6. DATE OF NEXT MEETING

- 6.1 It was noted that the next meeting of the Committee would be held on a date to be arranged.

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SHEFFIELD CITY COUNCIL

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

Meeting held 15 May 2019

PRESENT: Councillors Mick Rooney (Chair), Mike Levery (Deputy Chair),
Andy Bainbridge, Roger Davison, Julie Grocutt, Francyne Johnson,
Alan Law, Kevin Oxley, Colin Ross, Jim Steinke, Alison Teal,
Sophie Wilson and Cliff Woodcraft

Non-Council Members in attendance:-

.....

1. APOLOGIES FOR ABSENCE

1.1 An apology for absence was received from Councillor Bryan Lodge

2. APPOINTMENT OF CHAIR AND DEPUTY CHAIR

2.1 RESOLVED: That Councillor Mick Rooney be appointed Chair of the Committee and Councillor Mike Levery be appointed Deputy Chair for the Municipal Year 2019/20.

3. DATES AND TIMES OF MEETINGS

3.1 RESOLVED: That meetings of the Committee be held on a bi-monthly basis, on dates and times to be determined by the Chair, and as and when required for called-in items.

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Report to Children, Young People & Family Support Scrutiny & Policy Development Committee Monday 16th September 2019

Report of: Policy and Improvement Officer

Subject: OFSTED report of inspection of Sheffield children's social care services in July 2019

Author of Report: Alice Nicholson, Policy and Improvement Officer
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 0114 273 5065

This item is reporting the recent Ofsted inspection judgement, the main paper is the Ofsted report that can be found as an additional paper for this agenda and on here: <https://reports.ofsted.gov.uk/provider/44/80551> The Cabinet Member for Children and Families will be attending.

This Committee has continued a watching brief on the Improvement and Recovery Plan post the previous inspection in May 2013, for example through a task group on Children's Social Care in 2017/18, that reported March 2018:
<http://democracy.sheffield.gov.uk/ieListDocuments.aspx?CId=122&MId=6746&Ver=4>

Considering full range of the plans at a meeting January 2018:
<http://democracy.sheffield.gov.uk/ieListDocuments.aspx?CId=122&MId=6745&Ver=4>

Followed by an update December 2018:
<http://democracy.sheffield.gov.uk/ieListDocuments.aspx?CId=122&MId=7070&Ver=4>

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	
Call-in of Cabinet decision	
Briefing paper for the Scrutiny Committee	
Other	X

The Scrutiny Committee is being asked to:

- Consider the Ofsted report of inspection, judgement, and what needs to improve

Background Papers: see web links above, **Category of Report:** OPEN

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Sheffield City Council

Inspection of children’s social care services

Inspection dates: 15 July 2019 to 26 July 2019

**Lead inspector: Alison Smale
Her Majesty’s Inspector**

Judgement	Grade
The impact of leaders on social work practice with children and families	Good
The experiences and progress of children who need help and protection	Requires improvement to be good
The experiences and progress of children in care and care leavers	Good
Overall effectiveness	Good

Children’s services in Sheffield are good. Senior leaders and managers have achieved steady progress in improving the vast majority of services since the last inspection, in May 2013, when services were judged overall to require improvement to be good. This led to a comprehensive improvement plan, overseen by an improvement board, which is supported by significant additional corporate investment. Senior managers have successfully used their self-evaluation, peer review process and feedback from Ofsted’s earlier focused visits to improve services for vulnerable children. This has resulted in most children receiving good services which meet their needs.

Children are at the centre of practice and they benefit from child-focused staff and services. The views of children are valued by senior leaders and are listened to at all levels within the organisation. Children’s views influence their individual plans and inform improvements in policy and practice. A skilled and confident workforce, together with a wide range of services, effectively meets the needs of most children and their families and improves their circumstances. In most parts of the

service, social workers experience an environment that supports good social work practice. However, there are some discrete areas of the service where practice still requires improvement, such as arrangements when children go missing from home and care, the early identification of children who are at lower risks from exploitation, the management of allegations against professionals and the consistent application of the threshold to step up from early help to children's social care. Senior managers were aware of these weaknesses prior to the inspection. Effective action plans are in place to address a small number of performance issues to mitigate the risks where social work practice and some frontline management is weaker.

The needs of children in care are very well met, and those leaving care receive an impressive service that meets their needs to a high standard. Despite the efforts of the local authority, there remain challenges because there are not enough local placements for children with complex and challenging needs.

What needs to improve

- the consistent application of the threshold to step up to children's social care from early help
- the use of screening tools to update and inform plans for children who are at a lower risk of exploitation
- arrangements for children who go missing from home and care
- arrangements to manage allegations against professionals
- placement sufficiency for the most complex and vulnerable children and adolescents.

The experiences and progress of children who need help and protection: requires improvement to be good

1. Children and families in Sheffield benefit from effective and accessible early help. Strong partnership working and the support of a range of specialist services help to improve children's lives. Most families receive a timely and proportionate response to prevent small difficulties escalating. When needs do escalate, the threshold to step up from early help to children's social care is not always applied consistently. A small minority of families wait too long to receive the right service at the right time, but they are supported to access preventative services in the interim, which mitigates the impact on children.
2. In the Sheffield Safeguarding Hub (SSH), responses to contacts and referrals are timely and effective. Accurate decisions on applying the threshold for access to children's social care are made to inform the next steps. Social workers are skilled at communicating with professionals and families to gather more information and explore potential solutions. In the SSH, management

oversight of frontline practice is evident in all cases at key decision-making stages. Management direction is clear and helpful in progressing actions. Strategy meetings are held in the SSH when children may be at risk of significant harm. Strategy meetings are well attended, and appropriate information is shared and discussed with key professionals to inform risk assessment and necessary actions to safeguard children.

3. The emergency duty team service is embedded within the SSH to ensure a seamless response to new and existing safeguarding concerns. Out-of-hours support to children and families is further enhanced through the Aspire project, which remains open until 10pm each evening. This provides crisis intervention to prevent children needing to enter care in an emergency by keeping families together where appropriate.
4. Children identified as being at high risk from exposure to domestic violence are discussed at daily multi-agency domestic abuse meetings with partner agencies. Information-sharing and interim safety plans, pending the outcome of assessments when police have assessed victims as high risk, are helping to better safeguard children where domestic abuse is a feature in their lives.
5. When children are identified as potentially needing help and protection, assessments are allocated swiftly, and children are seen quickly by a social worker. The vast majority of assessments are timely, thoroughly analysed and well written. Where there is poorer-quality practice, senior managers are aware of this and have acted swiftly to mitigate weaker management oversight. Social workers are skilled at engaging with children and families, including absent parents, to ascertain their wishes and feelings and achieve progress on presenting issues through the course of the assessment.
6. Child in need meetings and child protection core groups are convened to determine the required timescale for assessment. These meetings are well attended by key professionals and families. This results in good information-sharing and decisions. During assessments, social workers provide help and advice to families and ensure that children receive the right services and support.
7. The vast majority of child protection and child in need plans are thorough, effective and are reviewed regularly through multi-agency meetings. Progress and impact are measured through the effective use of the local authority's social work model at every stage of the child's journey. Where plans have not been successful in bringing about positive change within the child's timescales, they are escalated to the next level of intervention. This helps to protect children from harm.
8. Children on a child protection plan are seen regularly and alone by social workers. Effective tailored direct work is undertaken in an age-appropriate way for most children to help them understand their experiences and inform their

plans. Advocates represent children's views at child protection conferences to a high standard, enabling children's views to be powerfully conveyed and impactful both to professionals and family members.

9. The pre-proceedings stage of the public law outline is used effectively to help and protect children whose circumstances do not improve when they are subject to child protection plans. Letters before proceedings sent to parents are clear about what needs to improve and what is expected of them. These are promptly completed following the decision being made by the legal gateway panel that the public law outline process is to be initiated.
10. Where children are identified as being at high risk of exploitation, effective specialist teams provide dedicated support. Targeted support staff and partner agency colleagues work hard and effectively to develop strong relationships with these young people and address all of their needs to reduce risk. Risks are mostly well understood, and protective action is taken and support is provided. However, for a small number of children with lower risks of exploitation open to fieldwork and care teams, risk assessments are not routinely updated to establish the level of risk to inform their plans. Senior managers are aware that there is more to be done to develop a fully contextualised approach to safeguarding and are developing this as a priority area for improvement.
11. Arrangements for children who go missing from home and care are not strong enough. Most children are not contacted or seen soon enough following the missing episode, despite an independent commissioned service having responsibility for this important task. Analysis and actions resulting from contact with the children who go missing are partial and incomplete. Senior managers are aware of this and are taking action to review commissioning arrangements and improve this area of practice.
12. Private fostering arrangements and practice are a strength. Children identified as being in private fostering arrangements are thoroughly assessed and supported to ensure that their needs are understood and addressed. An initial joint visit by the child's social worker and the private fostering social worker ensures that both the child and carers are assessed in a timely way. Statutory visits are within timescales, and direct work is undertaken with children to ensure that they are settled and happy in their placements. The Connected Persons team coordinates publicity and targeted communication across the community to raise awareness of private fostering, supplemented by a specific 'Private Fostering Week'.
13. Disabled children in need of help and protection benefit from committed social workers who know them well and ensure that their views and feelings are understood. Children are seen regularly in line with their needs. Plans and assessments are updated regularly through child in need meetings which address wider needs and risks to safeguard children. Plans are clear and engage appropriate services in responding to identified need. However,

contingency plans need to be more explicit on children's plans. Where possible, some families are enabled to access direct payments and manage their own package of support. The needs of other children in the family are well understood, assessed and responded to. Supervision records demonstrate that managers have a good grasp of key issues, with clearly recorded actions that support workers to prioritise their work effectively.

14. Arrangements to manage allegations made against professionals are not always timely or effective, due to a lack of management cover when the designated officer is absent. During this inspection, senior managers immediately put in place additional management scrutiny and are undertaking a thematic audit of arrangements to ensure cover is available during staff absence. The designated officer is very aware of the diverse needs and changing issues within the city and is proactive in raising awareness of the role. The designated officer has already effectively engaged some hard-to-reach groups and has been instrumental in developing their trust in children's social care.
15. Culturally sensitive and professionally curious practice is evident. Social workers explore risks around modern slavery, female genital mutilation and forced marriage, and carry out tenacious work, involving all family members, including fathers and male carers, to understand the risks. Effective action is taken to ensure that children at risk are protected.
16. When young people aged 16 to 17 years old present as homeless, prompt and thorough assessments take place in respect of their needs, which result in young people either coming into care or being found accommodation and given effective support as children in need.

The experiences and progress of children in care and care leavers is: good

17. Children are supported effectively to remain with their families, when it is safe for them to do so. A broad range of edge-of-care services support children and families to make positive changes to their lives. This provides them with positive opportunities to remain together safely. As a result, children only come into care when it is necessary and appropriate to do so. In the vast majority of cases, this is planned following a thorough assessment that identifies the child's vulnerabilities and support needs. The evidence provided at the commencement of care proceedings to progress children's plans towards permanence is strong. Both the Children and Family Court Advisory and Support Service and the local judiciary speak positively about the quality of evidence provided by the local authority.
18. Children achieve timely permanence through a range of effective and well-planned options, including support to live with family or friends. Family group meetings help to identify family and friend options early. Many children benefit

from care from people they already know and trust. Alternative permanence options are carefully considered when placement with family or friends is not possible. Parallel planning occurs from an early stage, meaning that permanence through adoption is achieved quickly. Fostering for adoption placements are increasingly used. This minimises unnecessary moves for babies and affords security sooner. Where possible, brothers and sisters live together, with decisions informed by comprehensive together or apart assessments. Some children achieve permanence through long-term fostering, special guardianship orders and child arrangement orders. Senior leaders have taken decisive action, with success, to reduce the amount of time it takes to secure permanence in these ways.

19. Plans for children to return home from care are regularly considered and supported by good assessments, safety planning and comprehensive support packages. As a result, children have benefited from successful transitions home, and have had positive experiences. Placement with Parents regulations are used appropriately for an interim period until it is established that statutory intervention is no longer required.
20. Children in care benefit from social workers who know their children well, see them regularly and alone, and strive to build good relationships with them. Interpreters are used when English is not the child's first language to ensure that they understand and fully engage in conversations and decisions about their lives. Social workers undertake direct work effectively to ensure that even young children understand why decisions have been reached and what plans are for their longer-term care. However, not all children in permanent placements (other than adoption) have life-story books. Senior managers have taken positive action through a commissioned project to increase the use of life-story books, and, as a result, they are now considered for most children.
21. Assessments of children's needs are regularly updated, and children's views consistently inform their plans. Independent reviewing officers (IROs) know children well and regularly see them outside of their reviews to help children participate and express their views. They provide valued insight into children's lives and challenge professionals effectively on behalf of children to ensure that they receive the right support and that their plans are progressed. Children also benefit from good advocacy support from a commissioned service.
22. Family time for children is carefully and sensitively considered, based on children's views and robust risk analysis. Children benefit from spending quality time with people who are important to them, which enhances their sense of identity. Children have access to a range of leisure opportunities and are encouraged to pursue cultural or religious practices according to their needs. This is helping to build their confidence, self-esteem and sense of identity.
23. The virtual school has effective relationships with schools and sets high expectations for children in care. Targets and interventions are appropriate and

monitored regularly through personal education plans (PEPs) to ensure that actions demonstrate positive impact and support children to make progress. However, PEPs vary in quality. Senior leaders and managers are working to improve this. Senior leaders and managers ensure that pupil premium funding is spent appropriately. However, its impact on progress is not evaluated consistently. Key stage 4 attainment is below national averages, but progress is in line with national averages and improving. Thorough monitoring and tracking of attendance and exclusions ensure that most children in care attend school regularly. As a result, exclusions have reduced, and attendance is in line with national averages. However, children in care in the current key stage 4 cohort remain more likely to be absent than their peers. Action is being taken to respond to this issue and numbers are beginning to reduce.

24. Children's physical and emotional health needs are well met. Children benefit from a strong specialist support network where this is necessary. Having a child and adolescent mental health service (CAMHS) worker in the children in care service and a psychologist in the fostering team means that advice and support for emotional needs are quickly available to support social workers and carers respond to children's needs.
25. The vast majority of children live in stable local placements which meet their needs. However, when children enter care, there are insufficient placements for a small number of children with the most complex and challenging needs. This means that some children experience delay in being matched to a permanent home, with some experiencing temporary moves which are unsettling. Senior managers have acted successfully to begin to increase the numbers of foster carers being recruited. They have developed the Aspire project, which supports the most vulnerable children and young people to achieve stability in their lives. Early indications are that this very new service is having a positive impact on achieving stability for some children, but it is too soon to see the full impact.
26. Foster carers are well supported and committed to the children in their care. However, gaps in management oversight of training mean that it is not possible to see who has completed the required training within expected timescales. In addition, supervising social workers and foster carers have not yet received training on emerging themes in the sector, for example county lines.
27. Systems, processes and procedures for recruiting and supporting adopters are effective. The service has a strong programme of targeted recruitment to increase placement options for those children who wait longer for a new home. Adoption assessments are thorough, with good analysis. Adoption panels execute their functions well and provide good scrutiny of applicants' motives to adopt. Strong quality assurance systems improve the quality of reports, ensuring that a clear focus on improvement is maintained. Adoption support plans are clear, and adopters say that they receive good-quality social work

support. There is a range of support services for children and adopters, who are at various stages of their adoption journey. Adopters speak positively about the support they receive. The service is using the Adoption Support Fund effectively to buy packages of therapeutic support and training and put them to good effect.

28. Care leavers receive an impressive level of support. They benefit from strong relationships with their personal advisers, who go the extra mile for their young people, ensuring they have access to all necessary support and help to maximise their opportunities and experiences. For example, personal advisers make sure that care leavers are smartly dressed for interviews. They know their young people very well and talk about them with respect and pride. Contact between young people and their personal advisers is tailored to meet their needs. The views of young people are integrated into their pathway plans and much of the plan is articulated by the young person, meaning that their experience, wishes and feelings are very clear and influence the outcomes. The local authority has employed a 'looked after' nurse, who has put systems in place to address the shortfall in young people understanding their health histories. A speech and language therapist has been deployed by the service to help care leavers find their voice and increase their confidence in communicating during interviews, in part leading to an increase in care leavers securing employment opportunities.
29. Corporate parenting is highly effective and emulates what a good parent should be. There are many initiatives which enhance young people's lives, for example participation in a bike workshop, the Door 43 drop-in service, the Apollo project, and council apprenticeships. These innovative services, and more, ensure that care leavers' needs are being met to a high standard. Where young people aspire to enter higher education, they are supported practically and financially. Care leavers who have engaged in the Apollo project have developed in confidence. A good number have benefited from work experience, and some have moved into traineeships, apprenticeships and full-time employment.
30. Care leavers live in appropriate accommodation and are well supported. The recently established post of staying put and supported lodgings coordinator is helping to ensure that staying put is considered in planning for all children in foster placements as they approach adulthood. Senior managers have been creative in developing staying close accommodation, which is enabling some care leavers to continue to live alongside and receive outreach support from their previous children's home carers. It is extremely positive for young people in residential care that this is being developed so that more care leavers benefit. This exemplifies excellence in corporate parenting.
31. Children in care and care leavers are helped to understand their rights and entitlements. The children in care council and care leavers union meet regularly. They are a group of very articulate and passionate children and

young people who are being listened to by senior managers and leaders and who are succeeding in supporting and improving the experiences of other children and young people in care. There are many examples of the influence this group has had. These examples include improving social work practice and developing a placement game to encourage children to have conversations about placement experiences, which has been shared with several other local authorities.

The impact of leaders on social work practice with children and families is: good

32. Senior leaders have made a substantial commitment to ensuring that children receive the right help at the right time. Social workers and managers increasingly benefit from environments in which they are enabled to develop and enhance their skills to a high standard. The strong commitment and willingness to invest in the workforce are evident and impactful. The maintenance and development of creative services, together with strong performance management and staff care, mean that social workers increasingly benefit from improved management oversight and support. This enables them to reflect on their practice and make the right decisions for vulnerable children.
33. The chief executive and lead member are well informed and successfully hold the director of children's services (DCS) and their leadership team to account for the quality of practice and the challenges in the local area. The lead member is very experienced in and knowledgeable about children's social care, with high aspirations for children. The lead member provides effective challenge to senior managers on issues that affect children in Sheffield. Relationships with partner agencies are highly effective. There is shared ownership and a commitment to improving the lives of children and their families in Sheffield.
34. Senior managers have successfully used their self-evaluation, peer review process and feedback from earlier Ofsted focused visits to deliver programmes of change which are improving social work practice and services for vulnerable children. These include improvements to the SSH that effectively embed the social work model in many services, and improvements in identifying fathers who are absent or living separately from their families, who are now engaged wherever possible and their views considered.
35. While there has been significant improvement across much of the service, there are still a small number of elements of the service where practice is not yet good. Senior managers were aware of all areas identified prior to the inspection which needed improvement, except for the specific issue with the arrangements to manage allegations against professionals. Systems to monitor timeliness and track cases were already in place, but there was no contingency

planning to cover when the designated officer was absent. In response, senior managers took immediate action to understand and address this issue.

36. Senior managers were aware that the response to children who go missing from home and care needs to be strengthened. They recognise that progress to address underperformance in the commissioned service has been too slow. They also recognise that, while specialist teams for child sexual exploitation and child criminal exploitation are in place and address higher risks effectively, screening where children are at a lower risk of child exploitation is not sufficiently strong. Effective action plans are in place, which are addressing a small number of performance issues in some field work teams and within early help to mitigate against the risks where some social work practice and frontline management are weaker.
37. Senior leaders are very child-focused and have looked at practice and service successes in other local authority areas. As a result, they have developed creative solutions based on this learning, which children in Sheffield are now benefiting from. Vulnerable groups have been effectively identified and a broad range of specialist support services have been put in place. These include 'fresh start' for parents who have had children removed from their care, deploying mental health workers into children in care teams and deploying a speech and language therapist into the Apollo project.
38. The local authority's sense of corporate responsibility for children in care and care leavers is unambiguous. Senior leaders provide proactive and committed corporate parenting. The care leaver service has improved significantly. Aspirations for young people are high, and young people benefit from tailored and inventive support. Senior leaders and managers actively listen to children. Services are established to ensure that children influence and participate in decisions which affect their lives. Children in care and care leavers' views are highly regarded. Children in care groups value the regular meetings they have with senior managers, which provide effective opportunities for them to influence policy and practice. Many creative opportunities have been implemented to support children in care and care leavers to develop and lead fulfilling lives.
39. Children value the advocacy service for children who are experiencing initial child protection conferences, which has recently expanded to include the first core group and review. Social work practice is informed by the wishes and views of children. Direct work is routinely undertaken by social workers and influences both professionals and families in their understanding of the impact of children's experiences. Pathway plans bring young people's experiences and views to life. A survey of children, the children in care council and the care leavers union has been influential in achieving changes to practice.
40. Well-embedded processes are in place to understand performance information from operational to strategic levels within the service. Improvement

dashboards illustrate key performance indicators in a user friendly and understandable way. The DCS holds a fortnightly performance clinic and an improvement board bi-monthly, which is attended by the lead member, senior leaders and key agency partners. Managers receive contemporaneous compliance reports via a dashboard. This enables a good understanding of performance across all management levels and the ability to challenge and improve practice and services in most areas.

41. Senior leaders utilise performance management and monitoring effectively to understand services and drive improvement. Senior leaders have identified and addressed some key weaknesses within the service. Management oversight and support have been strengthened by increasing the capacity of service managers and creating consultant social workers posts to provide expert advice and opportunities for social workers to reflect on their practice. However, senior leaders know that this is not fully embedded across all teams and that, despite the actions taken, there is still inconsistency in the quality of practice in some discrete areas, because of weaker managers.
42. Effective systems are in place which minimise drift and delay in progressing children's plans. There is strong senior management oversight of and accountability for higher risk cases through the high-risk matrix and key panels chaired by skilled senior managers. The audit process has recently been strengthened and improved, although the impact of this has not yet been fully established. Audits identify compliance and process issues and, in most cases, the quality of practice and impact on children. However, senior managers recognise that more needs to be done to ensure that audits are consistently of good quality and to monitor more effectively the impact of improvement actions for children.
43. The workforce strategy is comprehensive and well thought through. The local authority has worked tenaciously to ensure an increasingly stable, capable and skilled social care workforce. As a result, staff like working for Sheffield City Council. Social workers and other staff working with children benefit from a comprehensive training and development offer, which enables them to develop their practice and skills to a high level. Staff benefit from regular supervision, although the local authority knows that quality of this varies. Clear expectations have been set for maximum workloads. Caseloads are monitored regularly, and most social workers benefit from manageable caseloads. Senior leaders and managers have created an environment in which good social work is nurtured and celebrated. There are several teams where the quality and impact of social work are impressive, although this is not yet consistent across the service.



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Report to Children, Young People & Family Support Scrutiny & Policy Development Committee Monday 16th September 2019

Report of: Policy and Improvement Officer

Subject: Work Programme 2019/20: Children, Young People & Family Support Scrutiny & Policy Development Committee

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The current work programme for 2019/20 is attached at Appendix 1 for the Committee's consideration and discussion. The work programme has been updated and items scheduled for some of the meetings. The work programme includes a list of and the Committee is asked to prioritise and agree remaining items to be scheduled in line with the sections of this report that refer to role of scrutiny, determining the work programme. Where an issue is not appropriate for inclusion on a meeting agenda, but there is significant interest from members, the Committee can choose to request a written briefing.

Appended to this report is a draft scope for a task and finish group on including voice and influence of children and young people in this Committee.

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	
Call-in of Cabinet decision	
Briefing paper for the Scrutiny Committee	
Other	X

The Scrutiny Committee is being asked to:

- Consider and discuss the committee's work programme for 2018/19
- Prioritise and agree remaining items to be scheduled
- Consider and agree draft scope and membership of task and finish group:
Voice and involvement of Children and Young People in this Committee

Background Papers: [Sheffield Council Constitution](#)

Category of Report: OPEN

Work Programme 2019/20: Children, Young People & Family Support Scrutiny and Policy Development Committee - Monday 16th September 2019

1.0 What is the role of Scrutiny?

1.1 Scrutiny Committees exist to hold decision makers to account, investigate issues of local concern, and make recommendations for improvement. The Centre for Public Scrutiny has identified that effective scrutiny:

- Provides 'Critical Friend' challenge to executive policy makers and decision makers
- Enables the voice and concern of the public and its communities
- Is carried out by independent minded governors who lead and own the scrutiny process
- Drives improvement in public services and finds efficiencies and new ways of delivering services

1.2 Scrutiny Committees can operate in a number of ways – through formal meetings with several agenda items, single item 'select committee' style meetings, task and finish groups, and informal visits and meetings to gather evidence to inform scrutiny work. Committees can hear from Council Officers, Cabinet Members, partner organisations, expert witnesses, members of the public. Scrutiny Committees are not decision making bodies, but can make recommendations to decision makers.

2.0 Determining the work programme

2.1 Attached to this report at Appendix 1 is current work programme 2019/20.

2.2 It is important the work programme reflects the principles of effective scrutiny, outlined above at 1.1, and so the Committee has a vital role in ensuring that the work programme is looking at issues that concern local people, and looking at issues where scrutiny can influence decision makers. The work programme remains a live document, and there will be an opportunity for the Committee to discuss it at every Committee meeting, this might include:

- Prioritising issues for inclusion on a meeting agenda
- Identifying new issues for scrutiny
- Determining the appropriate approach for an issue – e.g. select committee style single item agenda vs task and finish group
- Identifying appropriate witnesses and sources of evidence to inform scrutiny discussions
- Identifying key lines of enquiry and specific issues that should be addressed through scrutiny of any given issue.

2.3 Members of the Committee can also raise any issues for the work programme via the Chair or Policy and Improvement Officer at any time.

3.0 Meeting Dates 2019/20

3.1 Meetings have been scheduled for Mondays 10-12pm on the following dates:

- 14th October 2019
- 4th November 2019
- 2nd December 2019
- 3rd February 2020
- 2nd March 2020

4.0 Recommendations

4.1 The Scrutiny Committee is being asked to:

- Consider and discuss the committee's work programme for 2019/20
 - Prioritise and agree remaining items to be scheduled in the work programme
 - Consider, agree draft scope and membership of task and finish group - *Voice and involvement of Children and Young People in scrutiny*
-

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

CURRENT WORK PROGRAMME 2019/20

Last updated: 6th September 2019

Please note: the work programme is a live document and so is subject to change.

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Children, Young People & Family Support		Mondays 10am-12pm	
Topic	Reasons for selecting topic	Lead Officer/s	Agenda Item/ Briefing Paper/Task Group
Monday 16th September 10am-12pm			
OFSTED report of Inspection of Sheffield children's social care services - July 2019	Consider the report of this OFSTED inspection, judgement and what needs to improve (improvement journey)	Jackie Drayton, Cabinet Member for Children and Families; John Doyle, Director of Business Strategy	
Home Schooling	Hear an update on SCC submission to the national consultation and response, statutory responsibilities of an LA with regard home school children and what SCC do, future plans of the service provision	Cabinet Member for Education and Skills; Joel Hardwick and Andrew Jones, Commissioning, Inclusion and School Services	

Inclusion Update	Hear about the work towards an inclusion strategy	Cabinet Member for Education and Skills; Tim Armstrong, Head of SEN	
Monday 14th October 10am-12pm			
Adoption Service - Annual Report	Holding to account – consider annual report; and how service works for 'keeping families together'	Cabinet Member for Children and Families, Carly Speechley and Paul Dempsey; Children's Care Council; Sheffield Care Leavers Union	Agenda Item
Post adoption monitoring	Follow up on specific ask when Committee considered the previous annual report	Cabinet Member for Children and Families, Carly Speechley and Paul Dempsey	Agenda Item
Progress with Regional Agency for adoptions	Follow up on specific ask when Committee considered the previous annual report	Cabinet Member for Children and Families, Carly Speechley and Paul Dempsey	Agenda Item
Fostering Service - Annual Report	Holding to account – consider annual report	Cabinet Member for Children and Families, Carly Speechley and Paul Dempsey; Children's Care Council; Sheffield Care Leavers Union	Agenda Item
Monday 4th November (10am-12pm)			
Pupil Performance/outcomes 2018/19 - city performance and review of the previous school improvement strategy leading in to the new strategy	Pupil Outcomes, City context and school performance	Cabinet Member for Education and Skills; SCC lead officer; Learn Sheffield	

Learn Sheffield - Primary School Locality Action Plans	A follow-on request of the Committee November 2018 and March 2019 - pupil outcomes 2018 reporting	Learn Sheffield	
Inclusion Strategy	Reporting on the strategy as it develops	Cabinet Member for Education and Skills; Dawn Walton, SCC; Stephen Betts, Learn Sheffield	
SEND Inspection - Action Plan Update	Monitoring of the SEND Action Plan in response to OFSTED & CQC inspection	Cabinet Members for Children and Families and for Education and Skills; Dawn Walton (Tim Armstrong & Joel Hardwick); CCG; Schools SEND (Learn Sheffield)	
Monday 4th November or alternative date TBC - separate meeting at 4:30 - 6:30			
Make Your Mark - UK youth consultation - outcomes 2019		Youth Council/Cabinet;	
Monday 2nd December 10am-12pm			
Safeguarding Children's Board Annual Report	Holding to account - consider Annual Report; and impact of new safeguarding policies and practices	Cabinet Member for Children and Families; Independent Chair of Sheffield Children Safeguarding Partnership - David Ashcroft; Lead Officer - Tina Gilbert; Young Advisors; Children's Care Council; Sheffield Care Leavers Union	Agenda Item

Sheffield Sexual Exploitation Service Annual Report		Independent Chair of Sheffield Children Safeguarding Partnership - David Ashcroft; Lead Officer - Tina Gilbert	Agenda Item
TBC - Children's Social Care Improvement and Recovery Plan Update			
Monday 3rd February 10am-12pm			
Monday 2nd March 10am-12pm			
Children and Young People's Mental Health Transformation Programme	An update for the Committee 12 months after their consideration of the programme March 2019	Cabinet Member for Children and Families, Jackie Drayton; Dawn Walton (SCC); CCG; Sheffield Children's Hospital	
Items still to be prioritised and scheduled 2019/20			
Schools Funding Formula Impact - could add to Pupil Outcomes item	For this Committee impact on delivery and strategy, funding as a lens for all items		

Leader's Review of Young People's Services; and universal youth provision - including youth clubs;	Update on Leader Review and an Integrated Approach to Supporting Young People; this links with commissioning and provision.	Sam Martin	Briefing note; and follow on policy development agenda item
To scope requirement: Update on services and support, for Gypsy and Travelling, and Roma Families	Receive an update on services and data - a follow on from last year's report	Cabinet Members for Neighbourhoods and Community Safety, Education and Skills, Children and Families	
Outcomes of University graduates; post 16 in the city - 'A' level and degree apprenticeships	Want to understand outcomes post 16 across the city		to be scoped
MAST and Early Years	update on this multi-agency approach in Sheffield; and an update on Early Years Services/Family Centres/Great Start in Life; working with schools	Jackie Drayton, Cabinet Member for Children and Families, Carly Speechley, Director of Children and Families	
Other areas of work - not agenda items			
Voice and influence of Children and Young People	task and finish group of the committee, co-produce scope with children and young people		Scrutiny Task and Finish Group

Gun and Knife Crime and young people - joint working with Safer and Stronger Communities Scrutiny and Policy Development Committee	Chair of Children, Young People & Families Support Scrutiny Committee with Chair of Safer and Stronger Communities Scrutiny and Policy Development Committee; role of Children's Social Care		To be scoped
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Involving Young People in CYP&FS 2019/20 – September 2019

CYP&FS Task and Finish Group

Voice and involvement of young people in scrutiny

Purpose:

A task and finish group to co-work with young people for them to input to the work programme and agenda items; and on a top topic(s) for young people.

How:

Existing groups to reach out to are Youth Council, Young Advisers, Children in Care Council, SCLU (Sheffield Care Leavers Union) through their arrangements. Young people to decide and shape how they are involved and what they are interested in. Consider how to reach out to more young people.

Use of the term *young people* in this context does not refer to a specific age range, but is used to include up to 25, reflecting the range of the existing groups.

Options for approach:

- A. Act on behalf of young people to move a topic forward, an advocate to delve into a single priority topic for young people
- B. Meet with young people on range of topics and get their input for scrutiny

Next steps:

- Committee agree draft scope, recognising the options for final to be refined and co-produced with young people
- Membership from the Committee
- First tasks
 - Meet existing groups
 - Find out about existing involvement structure, network and reach

Work is already underway, for example:

1. Work programme shared with Youth Council August 2019 and Young Advisers September 2019
2. A special Scrutiny Committee Monday 4th November 4:40-6:30 (date not fixed, likelihood it could change and to accommodate Youth Council, Young Advisers availability) - ***Make your Mark – UK youth consultation*** – Youth Council and Young Advisers to share local output from this national consultation.
3. Scrutiny Committee Monday 2nd December 10:00-12:00 (date and time fixed, but exploring young people involvement): ***Safeguarding Children's Board Annual Report & Sheffield Sexual Exploitation Service Annual Report.***