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NOTICE OF MEETING

Meeting	Children and Young People Select Committee
Date and Time	Wednesday, 21st November, 2018 at 10.00 am
Place	Ashburton Hall, Elizabeth II Court, The Castle, Winchester
Enquiries to	members.services@hants.gov.uk

John Coughlan CBE
Chief Executive
The Castle, Winchester SO23 8UJ

FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast live on the County Council's website. The meeting may also be recorded and broadcast by the press and members of the public – please see the Filming Protocol available on the County Council's website.

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore all Members with a Personal interest in a matter being considered at the meeting should consider, having regard to Part 5, Paragraph 4 of the Code, whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

3. MINUTES OF PREVIOUS MEETING (Pages 3 - 12)

To confirm the minutes of the previous meeting.

4. DEPUTATIONS

To receive any deputations notified under Standing Order 12.

5. CHAIRMAN'S ANNOUNCEMENTS

To receive any announcements the Chairman may wish to make.

6. HAMPSHIRE CHILD AND ADOLESCENT MENTAL HEALTH SERVICE (CAMHS) UPDATE (Pages 13 - 18)

To receive a presentation providing an update on the work of the Hampshire Child and Adolescent Mental Health Service (CAMHS).

7. HAMPSHIRE HEALTHY WEIGHT STRATEGY - UPDATE (Pages 19 - 26)

To receive a report updating the Committee with progress since the implementation of the Hampshire Healthy Weight Strategy.

8. ANNUAL SAFEGUARDING REPORT - CHILDREN'S SERVICES (Pages 27 - 54)

To receive an update on children's safeguarding in Hampshire.

9. WORK PROGRAMME (Pages 55 - 60)

To consider and approve the Children and Young People Select Committee Work Programme.

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please contact members.services@hants.gov.uk for assistance.

County Councillors attending as appointed members of this Committee or by virtue of Standing Order 18.5; or with the concurrence of the Chairman in connection with their duties as members of the Council or as a local County Councillor qualify for travelling expenses.

Agenda Item 3

AT A MEETING of the Children and Young People Select Committee of
HAMPSHIRE COUNTY COUNCIL held at the Castle, Winchester on Thursday,
12th July, 2018

Chairman:
p Councillor Roz Chadd

Vice-Chairman:
p Councillor Ray Bolton

p Councillor Jackie Branson
p Councillor Ann Briggs
p Councillor Zilliah Brooks
p Councillor Fran Carpenter
p Councillor Steve Forster
a Councillor Marge Harvey
p Councillor Wayne Irish

p Councillor Gavin James
p Councillor Kirsty Locke
p Councillor Neville Penman
p Councillor Jackie Porter
p Councillor Robert Taylor
p Councillor Malcolm Wade
p Councillor Michael Westbrook

Substitute Members:

p Councillor Pal Hayre, Conservative

Co-opted Members:

p Ian Brewerton, Secondary School Parent Governor Representative
p Gareth Davies, Primary School Parent Governor Representative
a Jane Longman, Special School Parent Governor Representative
p Robert Sanders, Church of England Schools Representative
VACANT Roman Catholic Schools Representative

In attendance at the invitation of the Chairman:

p Councillor Keith Mans
p Councillor Stephen Reid
p Councillor Jonathan Glen

64. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Harvey. Councillor Hayre was in attendance as the Conservative Substitute Member. Apologies were also received from Jane Longman, the Special School Parent Governor representative.

65. DECLARATIONS OF INTEREST

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Councillor Porter declared an interest in relation to Item 9, as the Chair of a Pre-School within Hampshire.

66. MINUTES OF PREVIOUS MEETING

The Minutes of the meeting held on 25 May 2018 were confirmed as a correct record and signed by the Chairman.

67. DEPUTATIONS

The Committee received two deputations on Item 6 'Proposed Changes to the Short Break Activities Programme and Consultation Outcomes'.

Gail Bedding, Jenny Murray, Beth Foster and Juliet Annesley-Gamester from the organisation Hampshire Parent Carer Network (HPCN) made a deputation. The Committee heard that HPCN had worked closely with the County Council in setting up focus groups to look at the proposed changes to the short break activities programme, and as a result of these, it had been felt that changes to the Gateway Card system and consistent charges were very important. The Committee heard that HPCN had concerns relating to proposals to stop funding swimming activities as a short break activity, to only fund short break activities which would allow parents/carers to leave their child, and to stop funding short break activities for young people aged 18 years and over.

The deputees highlighted the wellbeing impact on children/young people through swimming and the benefits of this short break for parents/carers. The Committee also heard concerns relating to proposals to cease funding for young people aged 18 years and over. HPCN highlighted the benefits for short breaks for these young people which included greater independence away from home, the opportunity to make friends with other peer groups, accessing a range of activities, and to ease separation anxiety. The benefits of short breaks for young people at Avon Tyrell was also highlighted to the Committee, and it was heard that this also gave families the opportunity to talk to families who were on the same journey. The deputees thanked the Committee for the opportunity to speak.

The second deputation was from young people from the organisation KIDS. Conor, Charlie, Phoebe and Tabatha addressed the Committee and Members heard that KIDS spoke to young people across Hampshire with a variety of different disabilities, and it was noted that a lot of the young people had not engaged in consultations before.

The deputees explained that short break activities benefited society, as young people learnt skills which were vital for life. It was heard that 60% of the feedback received from KIDS by young people, stated that funding for short break activities should not end at 18 years of age and that these young people embraced having freedom away from home and enjoyed the independence. It was also heard that this also benefitted the wider family too. The deputees explained that if funding did stop at 18 years then this could leave those young people feeling sad and isolated, as well as putting families under pressure.

Following the deputations, the Chairman invited Councillor Jonathan Glen to address the Committee, who as a parent of a disabled adult had attended many of the consultation meetings which had been held. He felt there was merit in setting up a working group to look further at the proposals.

68. CHAIRMAN'S ANNOUNCEMENTS

The Chairman welcomed Cllr Stephen Reid, the Executive Member for Education and Skills, Human Resources and Performance to the meeting following recent changes to Executive Member portfolios.

69. PROPOSED CHANGES TO THE SHORT BREAK ACTIVITIES PROGRAMME AND CONSULTATION OUTCOMES

The Committee received a report and presentation from the Director of Children's Services on the proposed changes to the short break activities programme and consultation outcomes (Item 6 in the Minute Book).

The Committee were taken through the presentation which highlighted the proposed changes to the short break activities proposals, and also the consultation outcomes on the nine proposals. With relation to proposal one, it was heard that feedback received was neutral, with organisations in favour of this proposal, and the intention was to commission new arrangements working closely with organisations such as HPCN. The Committee heard that in relation to proposal two, feedback received was broadly in agreement with the proposal and it was noted that in terms of implementation, this would be relatively straightforward. It was also highlighted that there was broad agreement with proposal three from respondents, and questions had been asked about what was a reasonable charge and it was noted that a 50% reduction would be applied to low income families.

Changes to the Gateway Card with the introduction of a new online application system were outlined and Members also heard that respondents broadly agreed with the proposal to require evidence of eligibility from a professional as part of the new Gateway Card application, and families would be supported through this process.

The proposal to cease funding short break activities for young people aged 18 and over was set out and it was noted that while the majority of respondents broadly disagreed with this proposal, the Committee noted the proposed steps to be taken with the Adults' Health and Care Community Team. It was also explained that young people aged 18 and over, could continue to access the activity, but would have to pay the full rate.

Proposals to only fund short break activities for children who live in the Hampshire County Council authority area were explained and it was heard that this approach would be consistent with many other local authorities, and young people affected could self fund or contact the local authority where they live to explore options. Proposals to only fund short break activities which allowed parents and carers to leave their child and proposals to cease funding for swimming lessons as a short break activity were also set out. Members heard that the County Council would work with other local authority leisure providers to ensure that the needs of disabled children and their parents/carers were taken into consideration.

In response to questions, Members heard:

- That in respect of young people aged 18 years and over, close working with Adults' Health and Care would ensure that affected families would be contacted to carry out an assessment, and it was agreed that a review of how families were coping with this would be helpful.
- That overnight short breaks at Avon Tyrell could still take place and work had been undertaken to understand need in relation to individual young people.
- That discussions with providers to provide flexibility for parents and carers paying in advance for short break activities would take place, as it was noted that sometimes circumstances change and children may not then be able to take part in an activity which they had paid to take part in.
- That a number of leisure providers and local authorities did offer concessionary rates for low income families, at a rate of 50% discount.
- That consultations were an important exercise, and previous consultation feedback on other proposed decisions had resulted in changes to recommendations.
- That during the consultation period, events were held for providers who were supportive of proposals to commission the short break activities programme on the basis of priorities, agreed with a representative parent/carer panel. The aim of this proposal was to make the programme more flexible to needs of children and families.
- That work with leisure providers would take place in relation to ceasing funding for swimming lessons as a short break activity and also ensure that short break activities did provide a break of length for parents and carers.
- That the Gateway Card would provide proof of eligibility which would be presented to the provider when accessing an activity, and information would be regularly monitored by the County Council to ensure that activities met needs.

- Work with Action Hampshire had helped the sustainability of new organisations, with a view to make these organisations no longer reliant on County Council funding. It was noted that 80% of funding was granted to 20% of organisations.

The Chairman moved to debate. A variety of arguments were heard, including:

- Members thanked officers for conducting the consultation and through this the County Council had been able to gain as much information as possible.
- That some Members felt there was merit in forming a working group to examine further some of the proposals.
- Some Members were concerned about the proposal to stop the funding of swimming lessons as a short break activity, and felt this should be re-considered.
- That with reduced funding from central government, the County Council was under increasing financial pressure.
- Some Members were concerned about the proposed changes to the short break activities programme as a result of financial pressures, and felt this was too sensitive an area to adopt this approach.

Cllr Forster left the meeting at this point.

At the end of the debate, the Chairman invited the Executive Lead Member for Children's Services to speak and he informed the Committee that he would take into consideration the discussions heard, and in particular discussions relating to proposals eight and nine.

The Chairman moved to consideration of the recommendation. With reference to the debate, additional recommendations to the Executive Lead Member were proposed and considered by the Committee and a vote was held on each as set out below:

- a. Proposed by Councillor Gavin James and seconded by Councillor Jackie Porter as set out below.

'That the Select Committee recommends that proposals eight and nine are deferred for further consideration by a working group that can report back once there is a clearer understanding of how local providers, particularly swimming provision will continue to provide swimming services for disabled young people.'

For: 8
 Against: 7
 Abstained: 0

- b. Proposed by Councillor Gavin James and seconded by Councillor Jackie Porter as set out below.
'That the Select Committee receives a report on impact of changes (with a focus on proposal six) six months after implementation'.

For: 15
Against: 0
Abstained: 0

Consequently, an amendment to the recommendation in the Select Committee cover report was proposed by the Chairman to reflect the above amendment, as set out below:

'That the Children and Young People Select Committee support the recommendations with the exception of proposals 8 and 9 which the Committee recommend to be deferred for further consideration by a working group that can report back once there is a clearer understanding of how local providers, particularly swimming provision will continue to provide swimming services for disabled young people'.

A vote was held, with the outcome set out below:

For: 14
Against: 1
Abstained: 0

It was therefore RESOLVED that:

That the Children and Young People Select Committee support the recommendations with the exception of proposals 8 and 9 which the Committee recommend to be deferred for further consideration by a working group that can report back once there is a clearer understanding of how local providers, particularly swimming provision will continue to provide swimming services for disabled young people'.

70. **ETHNIC MINORITY AND TRAVELLER ACHIEVEMENT SERVICE (EMTAS) ANNUAL REPORT**

The Committee received a report and presentation from the Director of Children's Services detailing the work of the Ethnic Minority and Traveller Achievement Service (EMTAS) (Item 7 in the Minute Book).

Members were taken through the presentation slides and the core work of the EMTAS was explained, and it was noted that there was bilingual assessment and support in 25 languages for children new to English, and it was heard that the largest number of referrals were Polish. In terms of educational outcomes it was explained that Gypsy/Roma were the lowest achieving groups, and work was being undertaken to try to improve this. Key Stage 1 and Key Stage 2 educational outcomes were also outlined and the breakdown of this was detailed. For Key Stage 2, the overall Black Minority Ethnic (BME) achievement was 68.7% which was above Hampshire All at 65.6%. The BME educational outcomes for Key Stage 4 were presented and Members noted the achievements at this stage.

Members heard the progress undertaken in relation to the work against priorities which included working with schools, 'T' code project implementation and black children audit tool.

In response to questions, Members heard:

- That it was important to engage with Traveller families as early as possible.
- That family learning classes were held in conjunction with schools, with the assistance of an interpreter who would be present at these events.
- That ethnicity data relating to home education wasn't collected but the figures would be small, based on the number of enquiries received.
- That some pupils may have higher special educational needs than other pupils, and it was important to learn about these needs as soon as possible to ensure appropriate support is in place.
- That in relation to 'T' code, there was monitoring between schools, but the school which children attend the majority of the time would receive funding.
- It was important that schools put in distance learning provision for children who may be away from school for a period of time.
- That the data presented to the Committee was collected within the County Council with the help of school data. The Department for Education would then request the broad headline data.

RESOLVED:

That the Children and Young People Select Committee:

- Note the data and results presented in the report and the progress made in addressing the priorities in the service plan.
- Are presented with the report earlier in the year as although attainment results will be provisional at this time, the data will not be as dated. Currently the Spring census and result data are presented for the same cohort hence it has not been updated with the 2018 census.

71. RELIGIOUS EDUCATION IN HAMPSHIRE

The Committee received a report and presentation from the Director of Children's Services providing an update on Religious Education (RE) in Hampshire (Item 8 in the Minute Book).

Members attention was drawn to the Standing Advisory Council for Religious Education (SACRE) annual report for 2016/17, and Members also received a presentation on RE in Hampshire. The Committee was taken through the presentation slides and the status of RE within the whole school curriculum was explained. It was highlighted that RE was compulsory in all schools regardless of their status as a result of the 1944 Education Act and the role and responsibilities of Local Authorities was explained.

The role of SACRE was outlined and it was heard that the Hampshire SACRE was very effective, and a monitoring group meet a month before each full SACRE meeting to examine Ofsted reports and other data. It was heard that Hampshire continues to maintain a good reputation locally, regionally and nationally for high quality RE, and a project was due to commence with Brunel University London into religious literacy which would have an impact for Hampshire teachers.

It was explained that RE in Hampshire primary schools and at Key Stage 3 was well taught, but that some schools weren't meeting the statutory requirement for Key Stage 4 pupils to have access to high quality RE. The RE GCSE Key Stage 4 data was also noted.

Members heard that the SACRE Hampshire Youth Voice Conference was held on the 9 July 2018, which consisted of workshops and the chance for young people to join in discussions and ask questions.

In response to questions, Members heard:

- That in relation to RE GCSE Key Stage 4 data, there had been a move to two criteria for assessment, and the results of this would be monitored.
- That girls had continued to achieve higher grades than boys in RE, and this was an issue which would continue to be monitored closely.

RESOLVED:

That the Children and Young People Select Committee receive and note the information provided in the Standing Advisory Council for Religious Education (SACRE) Annual Report 2016/17, and the presentation in Religious Education in Hampshire.

72. **WORK PROGRAMME**

The Director of Transformation and Governance presented the Committee's work programme (see Item 9 in the Minute Book).

The Director of Children's Services confirmed that an annual safeguarding report to be considered by Cabinet would come to a future meeting of the Select Committee for information.

Councillor Porter requested that an item be placed on the work programme in relation to the County Council's delivery plan for pre-school preparation and early years attainment in light of the introduction of 30 hours free childcare. It was noted that this topic was on the agenda for the next meeting of the informal Members briefing programme, and Members agreed not to include this on the work programme at this time.

Councillor Porter also requested that an item be placed on the work programme in relation to schools ability to deliver the Golden Mile as outlined in the recent obesity strategy for children. It was agreed that Officers would consider whether this was a matter for the Children and Young People Select Committee, or would be more appropriately considered at the Health and Adult Social Care Select Committee.

RESOLVED:

That the work programme, subject to any amendments made during the meeting, is agreed.

Chairman,

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Hampshire Child and Adolescent Mental Health Service Update

Lao Cooper, Head of Service

and

Suzanne Dobson, Associate Director of Children's
Commissioning

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www.hampshirecamhs.nhs.uk



**Hampshire Child and Adolescent
Mental Health Services**

About our Service

(2017/2018)

Received 8376
referrals

Completed
4220 initial
assessments

Started
treatment
with 2828
young
people

Offered 79,114
contacts





**Hampshire Child and Adolescent
Mental Health Services**

Some of our Successes

Robust
clinical and
professional
supervision

Improving
our vacancy
rate, which
is now 4%

New
Programme of
Group Work
across the
County

Implementat
ion of Early
Help
Service

Fit Fest, PACE,
Professional
Events, Training
Programme,
CARE

New to
CAMHS
Training
Package

A new website
for professionals
and families

Rated as
'Good' and
'Outstanding'
for Caring by
CQC

Observed
Practice

Running a
yearlong campaign
regarding Suicide
Awareness & this
year about body
image and self-
esteem



Our challenges

- We are aware that many young people wait far too long to access treatment within our service.
- The average waiting time for a child waiting for their first assessment is 11 and for treatment is 29 weeks. These are much higher waits than the national averages.
- More children are presenting with higher levels of complexity
- Recruitment, whilst much improved (with a 4% vacancy rate,) continues to be a challenge for certain professional groups
- Increased demand on clinical space, as a result of increasing activity
- Increasing pressures on workforce leading to 'burn-out'

To respond to these challenges the trust and commissioners work closely together to implement a range of initiatives to improve access to services.



Hampshire Child and Adolescent Mental Health Services

Our Priorities

Getting the basics right

Whilst our service has seen some significant changes over the past few years, it is important that we do not lose sight of the basics. These are the things that we need to do in order to offer a safe, effective and high quality service. These things are expected from our Trust, professional codes of conduct, CQC and the families and young people we support. These areas are the non-negotiables and without them we are not able to provide and demonstrate the high quality of care we aim to provide. We continue to need to focus on the basics as there are still some areas where we are not routinely doing all that is required. We will continue to do this by ensuring:

1. all staff routinely having access to high quality clinical supervision which is recorded and uploaded to My Learning
2. all staff having the opportunity to have their practice observed
3. we monitor the implementation of the minimum clinical standards through performance data and clinical audits
4. we routinely use Routine Outcome Measures (ROMs) in our clinical practice.

A multi-agency approach

We know there are a number of factors that positively influence good mental health. The improvement in a young person's mental health is often reliant on social and environmental factors. Therefore the family and professional network is vitally important in supporting improvements in a young person's mental health. We want to improve the way we work with our partners so there is greater recognition of how important their role is. We will achieve this by ensuring:

1. all young people having a clearly documented up to date care plan identifying everyone's roles and responsibilities, including those professionals outside of CAMHS
2. all young people who need a risk and safety management plan having one which is clearly documented and identifies everyone's roles and responsibilities
3. we develop our training package, increasing its reach to a wider range of professionals in order to increase the confidence and competence of the wider children's workforce
4. we continue to develop our events and campaigns for professionals and families
5. we collaborate with our partners, across all stages of our pathways, in order to highlight the importance to multi-agency working in order to improve young people's mental health
6. we develop the risk panel process, including the escalation route for cases causing concern
7. we develop the new models of care programme with our partners.

Our Workforce

Our workforce is the number one asset we have. Our service is made up of dedicated clinicians and administrative staff who come to work each day to do a good job, often going beyond what is expected of them. This is demonstrated by CQC's judgement that our service is outstanding for 'Caring'. We want all our staff to feel supported in their role and we recognise that this can be difficult in such a challenging environment. We will support our workforce by:

1. prioritising recruitment, ensuring we recruit staff who align to our values and to ensure we have teams which are multi-disciplinary and diverse.
2. continuing to support everyone's wellbeing, through approaches such as high quality supervision, reflective time, away days, wellbeing activities and supporting staff to recognise their own personal responsibility.
3. regularly reviewing the training needs for staff within our service and offer a range of training opportunities which support individual development needs and our service vision.
4. exploring ways in which we increase our staffing establishment to support responding to the increasing demand on our service.
5. developing the clinical and managerial working alliance, providing effective leadership at all levels within the service.
6. ensuring our staff have access to the resources needed to do their jobs.

Demand and Capacity

We know that the most significant challenge we have is to manage the increasing demand for young people requiring a specialist mental health service and families that need our support want this to be timely. We have continually sought to look at ways of doing things differently to try and reduce the waiting times for access to our service in a sustainable way. We will continue to work to ensure that the service meets the need of children and young people with significant and enduring mental health difficulties by:

1. continuing to engage with our commissioners over the challenges we face
2. considering ways in which the whole children's workforce can provide early and targeted intervention
3. putting into place pre-screening requirements to ensure children and young people access other services which may be more appropriate to their needs
4. continuing to develop performance data to support us in identifying where our challenges are and help us plan the capacity we have more effectively
5. looking to alternative funding streams, such as through the provision of training and support provided to out of area looked after children
6. further developing our work around telephone assessments, group work, discharge planning and administrative functions.



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HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Children and Young People Select Committee
Date:	21 November 2018
Title:	Hampshire Healthy Weight Strategy - Update
Report From:	Director of Public Health

Contact name: Sian Davies

Tel: 02380 383307

Email: sian.davies@hants.gov.uk

1. Recommendation

- 1.1. That the Children and Young People Select Committee notes the progress on the Hampshire Healthy Weight Strategy 2015-2019 and supports the systems approach to tackling the issue of childhood obesity.

2. Summary

- 2.1. The purpose of this paper is to update the Children and Young People Select Committee with progress on the Hampshire Healthy Weight Strategy. This is set within the current national policy context and the latest data from the National Child Measurement Programme for Hampshire.
- 2.2. The National Childhood Obesity plan gives detail of potential changes to legislation on food formulation and food advertising, as well as support for schools and health professionals. The Hampshire Healthy Weight Strategy has three key objectives that focus on improving the environment in which we live as well as individual support and behaviour change. This recognises that change to the wider environment in which we live is key to tackling the obesity epidemic.
- 2.3. In Hampshire 23% of children in Reception and 29% of children in Year 6 are classed as having excess weight. This means that excessive weight gain is starting in early childhood and can continue into adulthood.
- 2.4. A number of key actions have been taken by HCC and partners to tackle obesity. These have been in the areas of planning, the food environment, the Healthy New Towns initiative, communications and marketing, work with professionals working with children and families and improved commissioning of tier 2 weight management services.
- 2.5. Future priorities are focussed on continued partnership working with District and Borough Councils and other partners, improving the food offer in the

commercial sector, decreasing the proportion of people who are physically inactive and continued work to upskill professionals in this area.

3. Contextual information

National and local policy

- 3.1. The National Childhood Obesity Plan was published in 2016 and updated in 2018. The plan is focussed on reducing sugar consumption through the sugar levy and reformulation, supporting early years and school settings to provide healthier food, increasing physical activity in schools and enabling health professionals to support families.
- 3.2. In 2018 the government announced a national ambition to halve childhood obesity and significantly reduce the gap in obesity between children from the most and least deprived areas by 2030. The updated plan committed to the government to review legislation on sugar content in food, advertising of food products high in fat, sugar and salt to children and calorie labelling in the out of home food sector. Further measures to support schools were also announced, including strengthening the school foods standard, a national ambition to have the Golden Mile or equivalent in every school and investment to support walking and cycling to school.
- 3.3. The Hampshire Healthy Weight Strategy has been developed with the recognition that the causes of obesity are complex and that the pace of technological change has outstripped any possibly associated human evolution; weight gain for most people is the consequence of our modern lifestyles. Therefore to tackle obesity, we need to take action on a number of levels. Making changes to the environment in which we live is key to tackling the obesity epidemic, focussing on individual behaviour change will not have a population health impact.
- 3.4. The Hampshire Healthy Weight Strategy has three key objectives which are supported by a multi-agency action plan:
 - 1 Support an environment that enables people to make physical activity and healthy eating the easy choice
 - 2 Encourage positive lifestyle changes that enable people to improve their health and have a healthy weight
 - 3 Enable access to evidence based interventions for people who are already overweight and obese.

All the actions in the strategy benefit children and young people and as part of the implementation of the strategy there is a multiagency sub-group specifically focussed on for children and young people.

Intelligence on excess weight and obesity in children and young people

- 3.5. The National Child Measurement Programme measures the height and weight of every child in reception and Year 6 in state schools in Hampshire. Each child's Body Mass Index centile is calculated using a nationally

determined standard. Parents receive individual feedback on their child and schools receive aggregated results.

- 3.6. In 2016/17 3,520 (23%) children in Reception were classed as having an excess weight, and of these 1,319 (7%) children were classed as being obese. In the same year 3,900 (29%) children in Year 6 were classed as having an excess weight. Of these children 2,091 (16%) are classed as being obese. This demonstrates that weight gain starts from early childhood.
- 3.7. Looking at trends over time we see an increase in the proportion of children who have excess weight in Reception in Hampshire, in contrast to the national trend. The proportion of children in Year 6 who are classed as having excess weight is lower than the regional average (Appendix A).
- 3.8. National data suggests that in the 16-24 year age group 40% of men and 37% of women are classed as having excess weight. Overweight and obese children are likely to stay obese into adulthood and more likely to develop long-term conditions such as diabetes and cardiovascular diseases at a younger age.
- 3.9. Children in low income households are more than twice as likely to be obese than those growing up in high income households. Children from black and minority ethnic families are also more likely than children from white families to be overweight or obese. This inequality gap has consequences for children now and for their future health and wellbeing.

4. Performance

The Hampshire Healthy Weight Strategy is overseen as part of the governance for the Hampshire Public Health Strategy. An action plan has been developed and key priorities are identified on an annual basis. The key deliverables for each objective are detailed below.

- 4.1. Key achievements for objective 1: Supporting an environment that enables people to make physical activity and healthy eating the easy choice:
 - Worked with County and District planners to incorporate wider health considerations such as urban environments that encourage walking and cycling, access to quality green space and limits on poor quality retail into local development plans and in response to major planning applications
 - Rolled out Making Every Contact Count to frontline workers including people from HCC, district authorities, NHS organisations and the voluntary sector and worked within HCC to incorporate healthy weights work including with libraries, the active travel team and others
 - Used local data and evidence of effective interventions to maximise the effectiveness of the capital spend allocation from the sugar levy on projects with local schools and with Energise Me to enable schools to use the sports premium effectively. Energise Me, with the County Sports Partnership have also promoted and supported the Daily Mile in Hampshire schools

- Worked with H3CS to maximise opportunities to provide healthy school meals and develop healthier food options for other catered sites, including 'sugar smart' offer for secondary schools
- Used the Healthy New Towns initiative to showcase a whole systems approach, including working with partners to develop junior and senior park runs, couch to 5K, bike and scooter training in schools, and a healthy community café.

4.2. Key achievements for objective 2: Encourage positive lifestyle changes that enable people to improve their health and have a healthy weight:

- Publicised national evidence based campaigns locally such as Sugar Smart, Active 10, Train like a Jedi with schools, the public and other partners
- Developed an awareness campaign on the normalisation of being overweight, with a focus on men using targeted social media advertising and linking to self help support
- Worked with multi-agency partners developed consistent approaches to messages for parents on infant feeding.

4.3. Key achievements for objective 3: Enable access to evidence base interventions for people who are already overweight and obese

- Commissioned public health nursing to focus on childhood obesity through their high impact areas. This has resulted in the continued provision of HENRY a behaviour change initiative delivered with families at high risk of obesity and work to improve the care pathway between maternity and health visiting teams, to encourage new mothers to breastfeed
- Developed the tier 2 weight management offer for adults, focussing on ensuring people working with parents are aware of the service and signposting, and making the offer available for 16 and 17 year olds
- Developed a weight management offer for pregnant women with a pathway that ensures they can access the adult offer postnatally to continue their support for healthy weight.

5. Future priorities 2019 onwards

- 5.1. Since the start of the strategy the issue of obesity has been increasingly recognised as one of the most important public health issues of our time and a risk to the future health of our population.
- 5.2. The Hampshire Healthy Weight Strategy will be reviewed in 2019 to inform the future direction of this work in the medium term. There remain many opportunities to improve the environment in which children and young people live, encourage positive behaviour change and skill up the professionals who work with them. For 2019 the focus will be on:

- Further partnership working with District and Borough councils and other partners via the Health and Wellbeing Board on their response to obesity, including maximising the potential from planning, providing quality green and blue spaces, commissioning of leisure services and service provision
- Develop a Hampshire wide 'light-touch' healthy eating award for takeaways, cafes and restaurants
- Implement the HIOW Physical Activity Strategy in partnership with Energise Me, including developing an understanding of girls perspectives on physical activity, to tackle the reductions in physical activity levels seen as girls grow older and scale up initiatives to encourage physical activity in young children (Create real play) and young mums (This Mum Can).
- Continue working in the Whitehill Borden area on a whole systems approach including enabling schools and early years settings to provide healthy environments and use the learning to inform Hampshire wide approaches
- Invigorate work with early years settings and schools to encourage whole 'setting' approaches to healthy eating and physical activity, building on historically successful work including implementing national menu planning guidance for early years and engagement to review the Healthy Early Years audit tool
- Work with professionals working with children to ensure consistent information giving to families from antenatal to school age and beyond including the development of online training resources for health and non-health professionals around how to talk about healthy weight with families
- Refine the healthy weight pathway for children and young people.

6. Consultation and Equalities

- 6.1. No specific consultation has been undertaken
- 6.2. As this paper is an update paper and does not concern a project or proposal, an Equality Impact Assessment is not required.

7. Recommendation

- 7.1. That the Children and Young People Select Committee notes the progress on the Hampshire Healthy Weight Strategy 2015-2019 and supports the systems approach to tackling the issue of childhood obesity.

CORPORATE OR LEGAL INFORMATION:**Links to the Strategic Plan**

Hampshire maintains strong and sustainable economic growth and prosperity:	yes
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	no
People in Hampshire enjoy being part of strong, inclusive communities:	no

Other Significant Links

Links to previous Member decisions:	
Executive Member for Adult Social Care and Public Health	27 January 2015
Executive Member for Health and Public Health Decision Day	17 December 2015
Direct links to specific legislation or Government Directives	
Not applicable	

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

DocumentLocation

None

IMPACT ASSESSMENTS:

1. Equality Duty

1.1. The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;

Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;

Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard in particular to:

The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;

Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;

Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

1.2. Equalities Impact Assessment:

As this paper is an update paper and does not concern a project or proposal, an Equality Impact Assessment is not required.

2. Impact on Crime and Disorder:

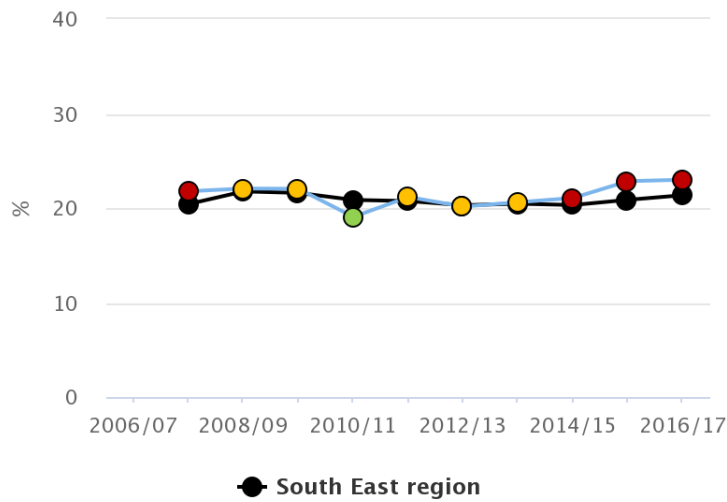
None

3. Climate Change:

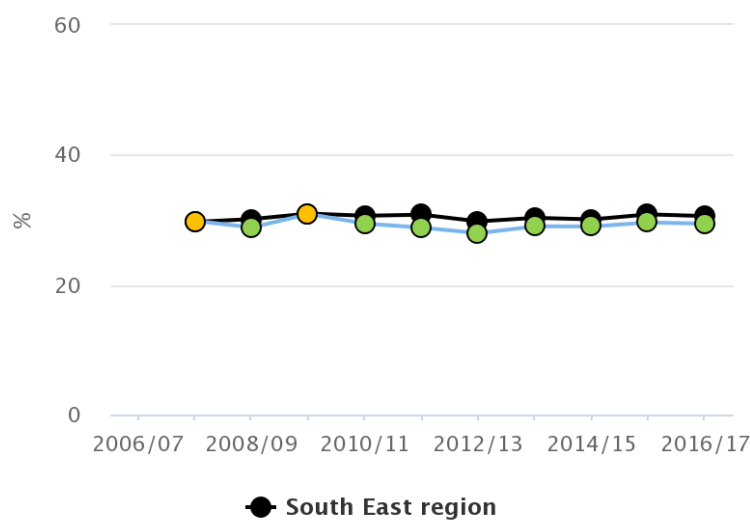
Not applicable

Appendix C: Proportion of children with excess weight in Hampshire (Years R and 6) 2006/07 – 2016/17 (Source: National Child Measurement Programm)

2.06i – Child excess weight in 4-5 and 10-11 year olds – 4-5 year olds – Hampshire



2.06ii – Child excess weight in 4-5 and 10-11 year olds – 10-11 year olds – Hampshire



HAMPSHIRE COUNTY COUNCIL

Front Cover Report

Committee:	Children and Young People Select Committee
Date:	21 November 2018
Title:	Annual Safeguarding Report
Report From:	Director of Children's Services

Contact name: Stuart Ashley

Tel: 01962 846370

Email: Stuart.ashley@hants.gov.uk

1. Recommendation

- 1.1 That the Children and Young People Select Committee note the update on children's safeguarding.

2. Purpose of Report

- 2.1. The purpose of this report is to allow the Children and Young People Select Committee to receive the annual safeguarding update from the Director of Children's Services.

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HAMPSHIRE COUNTY COUNCIL

Decision Report

Committee:	Cabinet
Date:	5 November 2018
Title:	Annual Safeguarding Report – Children’s Services
Report From:	Director of Children’s Services

Contact name: Stuart Ashley

Tel: 01962 846370

Email: Stuart.ashley@hants.gov.uk

1 Recommendations

- 1.1 That Cabinet notes the positive progress and continued consistently high performance with regards to safeguarding children in Hampshire.
- 1.2 That Cabinet note the commitment of a wide range of Children’s Services officers in achieving this level of performance.
- 1.3 That Cabinet endorses the future direction of travel identified in this report.
- 1.4 That Cabinet receives further updates on safeguarding on an annual basis.

2 Executive Summary

- 2.1 The purpose of this report is to provide an annual update to Cabinet on safeguarding children activity within Children’s Services during the financial year 2017/18.
- 2.2 This report identifies key national developments, summarises performance and activity levels, and details a number of key local developments and future priorities.
- 2.3 The report provides assurance that whilst demand for children’s social care services continues to increase year on year, the response to the safeguarding of vulnerable children is both robust and timely. New and emerging risks to children are identified and addressed collaboratively with partners and the wider transformation of children’s social care will deliver a modern social work service fit for the future challenges over the next decade.

3 Background

- 3.1 Cabinet will recall that in 2014, Ofsted carried out an inspection of Hampshire Children’s Services’ safeguarding practice and associated arrangements for children in care and adoption services under their then new, explicitly tougher, Single Inspection Framework. The outcome of that inspection was that the local authority’s performance was assessed as

being 'good' with 'outstanding' leadership and management and adoption services. This report provides an update on national developments, local performance and activity data and ongoing challenges during 2017/18.

- 3.2 The outcome of the December 2016 Joint Targeted Area Inspection (JTAI) of the multi-agency response to abuse and neglect in Hampshire, was an exceptionally positive report, and although no graded judgements are given in such reports, it reads as one of the most positive JTAI feedback letters written nationally. There is recognition of the strong performance of the Children's Services in tackling the issue of domestic abuse and is also particularly positive in respect of the mature multi agency children's safeguarding partnership arrangements across Hampshire.
- 3.3 Inspectors found that the overall standard of practice by Hampshire's agencies in their response to domestic abuse is strong, and that strategic arrangements for responding to domestic abuse are robust and highly effective. Their view was that "all partners are dedicated to improve outcomes for all vulnerable children, including those experiencing domestic abuse." Hampshire Safeguarding Children Board (HSCB) was also praised as being "dynamic and forward thinking".
- 3.4 Inspectors highlighted that frontline social workers were knowledgeable about individual children and ensure that their needs are met at an appropriate level. Equally strong, is the way in which managers oversee and analyse the work of social workers - with Inspectors stating they had seen how this was improving outcomes for children.
- 3.5 A clear commitment to partnership working by HCC was acknowledged and the Inspectors reported that the "open style of leadership and innovation is creatively driven by the Director of Children's Services. Considerable support for this innovation is offered from both the Lead Member and the Chief Executive.' Feedback highlighted the impact of the Family Intervention Teams based on improving outcomes for children and families as well as citing this as "one of many examples where the strategic intention of the partnership has been successfully translated into practice."
- 3.6 Ofsted have now issued a new inspection framework, the Inspection of Local Authority Children's Services (ILACS). Under this new framework each local authority will be inspected annually, through either a full ILACS inspection, a focussed visit or a Joint Targeted Area Inspection. Hampshire can expect to have a full ILACS inspection given the last full inspection was 2014. Further detail on this can be found at paragraph 7.5.

4 National Developments

4.1 Child exploitation:

- 4.2 Following consultation, the government published in February 2017 a new definition of child sexual exploitation and non-statutory practice guidance for those working with children and families. The new definition is as follows:

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

- 4.3 Local priorities in response to the risks that children across Hampshire face in relation to child sexual exploitation are captured in the Hampshire Safeguarding Children Board (HSCB) child exploitation strategy and action plan, in summary these are:
- Understand and identify - strengthen the identification and assessment of children at risk
 - Prevention - raise awareness of missing, exploited and trafficked issues across agencies, children and their families and the wider Hampshire community.
 - Intervene and support - improve safeguarding of vulnerable children deemed to be at risk of exploitation and trafficking. Provide direct therapeutic support and access to specialist services.
 - Disrupt and bring to justice - lead in disrupting perpetrator behaviour and bringing those offenders to justice by building an accurate and clear picture of local trends and networks.
- 4.4 The child exploitation sub group is a multi agency group that reports to the HSCB on matters relating to the exploitation of children. Its original focus was children who go missing where they may be at risk of being trafficked, or being subject to other forms of exploitation. It has broadened its remit to look at all forms of exploitation regardless of whether a child is going missing or not. It continues to look at children who go missing and to ensure that proper steps are being taken to identify those children, and to understand why they have gone missing and what can be done to keep them safe.
- 4.5 The latest available data for children who go missing in Hampshire, be that from home or for those in care, shows a continued improving position. Fewer children are going missing and when they do, there is a robust and effective response from children's social care and Hampshire Constabulary. Each district team tracks and risk assesses their children who go missing to ensure appropriate safeguards are in place to prevent repeat occurrences. This is an important area of work and one that Ofsted give significant scrutiny to.
- 4.6 The child exploitation sub group is well attended by all statutory agencies and partners from the voluntary sector and considers how the exploitation of children can be identified and better understood, by professionals, parents/ carers and by children themselves. It considers how children can be supported to seek help and how adults who exploit children can be

identified and their activity disrupted. Examples of ways in which children can be exploited are: children being exploited for sexual purposes either on line or physically; children being used to entice other children to be exploited, children being trafficked for cheap/free labour, children being used to transport drugs or other goods (county lines); children being threatened for money (gang activity); children being bullied.

- 4.7 'County lines' remains an emerging concern for Hampshire Children's Services and all agencies concerned with children in the area. In essence, it is the supply of Class A drugs, predominantly from inner-city gangs to suburban areas, and targets rural and coastal towns as well as major cities, as part of widening the drug market. For Hampshire much of this activity is supported by good transport links and close proximity to London.
- 4.8 This activity involves child criminal exploitation as criminal gangs use children and vulnerable adults to move drugs and money. Gangs establish a local base or can send adults in to a local area, who actively recruit vulnerable children.
- 4.9 Whilst all agencies and professionals contribute to tackling this new form of exploitation, more specialist work is undertaken by the pan-Hampshire Police Missing team and the Hampshire Children's Services specialist Willow team. The Willow team is a multi agency team consisting of specialist social workers and health professionals, working closely with Hampshire Constabulary to protect the highest risk children. Together with Hampshire Constabulary there is a coordinated deployment of these specialist resources to identify networks, ensuring the safeguarding of the most vulnerable children and the disruption of county line activity.
- 4.10 Work has recently started to bring together the 4 pan-Hampshire child exploitation sub groups, in recognition of the fact that child exploitation is not limited by geographic boundaries and there is much to be gained by working as collaboratively as possible.
- 4.11 Unaccompanied Asylum Seeking Children (UASC):
- 4.12 There are three groups of asylum seeking children: those who enter the UK illegally, those who enter according to the DUBS¹ amendment and Syrian refugees who travel legally to the UK. These children become looked after children and are the responsibility of the Local Authority but the implications are wide reaching and complex. Health services and education are impacted as are Child and Adolescent Mental Health Services (CAMHS) as many of the children are traumatised. There are also issues around the availability and cost of translation services alongside a significant national shortage and lack of suitable placements for looked after children.

Hampshire UASC Arrivals

¹ <https://www.gov.uk/government/news/unaccompanied-asylum-seeking-children-to-be-resettled-from-europe>

	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan-Mar 2017	Apr-Jun 2017	Jul-Sept 2017	Oct-Dec 2017	Jan-Mar 2018
Quarterly Data	7	19	27	20	17	27	18	14

4.13 As at 31 March 2018 the total number of UASC (under 18 years) looked after by Hampshire is 149, up from 73 reported last year. Since July 2016, Hampshire has been accepting children through the South East National Dispersal Team. The transfers through this scheme and from the closure of the Calais camp account for the large increase in UASC from July 2016 onwards. The majority of the children are placed in independent fostering agency (IFA) placements and a significant number are placed outside of Hampshire, in order that we can better meet their cultural and individual needs. The age range is from 11 years old and the significant majority are males. They will need to be looked after by the local authority until they reach 18 years and will then have care leaver status with continuing support from the local authority until they are 25 years of age. Whilst the Home Office provide set funding for UASC, an Association of Directors of Children's Services report² evidenced that the funding only covers 50% of the actual costs to the local authority. It should also be noted that around 30% of UASC will not be given leave to remain in the UK and as such will have 'no recourse to public funds' requiring the local authority to entirely fund all of their living costs until they reach 25 years of age.

4.14 Working Together 2018

4.15 In October 2017, The Department for Education (DfE) began consultation on the new statutory guidance for safeguarding children, titled 'Working Together 2018'. The main proposed changes relate to the organisation and functioning of the local safeguarding arrangements between partners. Currently it is a requirement to have a Local Safeguarding Children Board (LSCB). In the proposed new arrangements it will not be mandatory, however, each local authority will be required to have formal arrangements in place. The responsibility for local partnerships will rest with the three safeguarding partners, the Local Authority, Police and the CCG for an area. The lead representative from each must play an active role. They can delegate their functions if felt appropriate.

4.16 The partners will need to agree how to coordinate their services, act as a strategic leadership group for others, and implement local and national learning from serious child safeguarding incidents.

4.17 The proposed new statutory framework will give local partners the freedom to decide how they operate to improve outcomes for children. The three key local partners, will be required to make and publish plans showing how

² http://adcs.org.uk/assets/documentation/ADCS_UASC_Report_Final_FOR_PUBLICATION.pdf

they will work together to safeguard and promote the welfare of children in the local area. However, if the three partners see the current arrangements as the most effective form of joint working they will be able to continue them. There can be consideration to having wider partnership arrangements, such as pan-Hampshire. Work is being undertaken on developing the new arrangements in Hampshire.

5 Performance and Activity levels

5.1 Workloads, as evidenced in contacts, referrals and safeguarding activity, continue to be high with 10,542 cases open to Children’s Social Care at the time of writing this report. The table below sets out the trends over the last four years including the source of referrals received via Hantsdirect.

5.2 Contacts and Referrals

Contact and Referrals	2013-14		2014-15		2015-16		2016-17		2017-18	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value	Denom	Value
Number of initial contacts	N/A	68789		71591		77934		87235		106010
Number of CIN referrals	N/A	16217		16749		16666		19435		16596
Referral source: Individual	1809	11.2%	1834	10.9%	1835	11.0%	2165	11.1%	1908	11.5%
Education	3038	18.7%	3633	21.7%	4149	24.9%	4559	23.5%	3862	23.3%
Health Services	2225	13.7%	2312	13.8%	2148	12.9%	2603	13.4%	2251	13.6%
Housing	0	0.0%	277	1.7%	277	1.7%	233	1.2%	174	1.0%
Local Authority Services	1816	11.2%	1447	8.6%	1596	9.6%	1606	8.3%	1704	10.3%
Police	4719	29.1%	4745	28.3%	4346	26.1%	5360	27.6%	4265	25.7%
Other legal agency	527	3.3%	496	3.0%	370	2.2%	447	2.3%	388	2.3%
Other	1194	7.4%	1364	8.1%	1255	7.5%	1765	9.1%	1194	7.2%
Anonymous	364	2.2%	419	2.5%	400	2.4%	478	2.5%	384	2.3%
Unknown	290	1.8%	222	1.3%	290	1.7%	219	1.0%	466	2.8%
Not recorded	230	1.4%	0	0.0%	0	0.0%	0	0%	0	0.0%

5.3 The total number of contacts as at 31 March 2018 (106,010) is 22% higher than the total received at 31 March 2017 (87,235) which was 11.9% higher than the total received as at 31 March 2016. This is indicative of the continuing pressures across the child protection system which is being seen nationally. Police remain the highest referrer (25.7%) followed by education (23.4%) and then health services (13.6%). This trend has remained consistent over the last three years. National benchmarking

highlights that the referral rate from schools in Hampshire are comparable with the south east region.

5.4 Section 47 and Assessments

Section 47 and Assessments	2013-14		2014-15		2015-16		2016-17		2017-18	
	% of S47 going to ICPC	2755	53.5%	4623	45.7%	4182	44.9%	4,211	43.7%	3926
Initial Assessments Timeliness	8689	68.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Core Assessments Timeliness	4714	66.6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
C&FA Timeliness	5849	91.4%	17096	79.4%	16931	88.3%	19841	89.6%	18496	87.9%
Assessments Total	19252	74.8%	17096	79.4%	16931	88.3%	19841	89.6%	18496	87.9%

5.5 With regards to assessments, as can be seen in the table above, the percentage of child abuse investigations (section 47 investigations) which progress to an initial child protection conference has remained at around the same level compared to previous years. This continues to reinforce the fact that thresholds are being consistently applied by social workers and has been the picture locally for the last three years strengthened by the introduction of MASH.

5.6 The timeliness of completing a Child and Family Assessment (C&FA) since their introduction in 2014-15, is a positive picture given the large number of assessments undertaken over the last year. This has remained in the high 80s for the last three years.

5.7 Child Protection Plans (CPP)

Child Protection Plans (CPP) and visits	2013-14		2014-15		2015-16		2016-17		2017-18	
	No of children on CPP	N/A	1111		1354		1441		1263	
New CPP in the Year %: Neglect	656	49.0%	1043	56.7%	1005	60.1%	977	61.8%	1080	70.4%
Physical	289	21.6%	280	15.2%	219	13.1%	123	7.8%	122	7.9%
Sexual	66	4.9%	101	5.5%	122	7.3%	124	7.8%	65	4.2%
Emotions	329	24.6%	414	22.5%	326	19.5%	358	22.6%	268	17.5%
New CPP in Year Rate Per 10,000 : Neglect		20.7	1043	37.0	1005	35.7	977	34.7	1808	38.4
Physical		8.2	280	9.9	219	7.8	123	4.4	122	4.3
Sexual		1.9	101	3.6	122	4.3	124	4.4	65	2.3
Emotional		8.7	414	14.7	326	11.6	358	12.6%	268	9.5
CPPs ending	36	3.2%	43	2.7%	65	4.1%	86	4.9%	108	7.2%

Child Protection Plans (CPP) and visits after 2 or more years	2013-14		2014-15		2015-16		2016-17		2017-18	
Current CPs lasting 2 or more years	20	1.8%	26	1.9%	20	1.4%	27	2.1%	28	2.2%
Children requiring a repeat CPP	233	17.4%	300	16.3%	336	20.1%	384	24.3%	352	23.0%
Children requiring a repeat CPP within 2 yrs	133	10.0%	144	7.8%	165	9.9%	227	14.3%	195	12.7%
Visits made in accordance with CPP - 14 days	2093	84.4%	2515	81.2%	3131	86.8%	3258	89.7%	3160	86.0%

5.8 As detailed above, work within the child protection planning process remains robust with numbers showing a slight decline as of the end of March 2017, and steady in March 2018 at 1293. There has been a percentage rise in the number of children subject to a plan for neglect (although a word of caution in that categorisation between neglect and emotional abuse can be variable). HSCB launched its Neglect Strategy in October 2016 and this continues to help professionals better identify neglect. The accompanying toolkit and resources developed for frontline staff assists in identifying the right interventions and support in place for children and families to ensure sustainable change can be achieved.

5.9 A low percentage of child protection plans are lasting beyond two years (which is good as it indicates proactive work) and relatively few require a repeat plan within two years. The number of timely visits made within the required dates remains a significant strength of the service.

5.10 Full Time Children Looked After (CLA)

Full Time Children Looked After (CLA)	2013-14		2014-15		2015-16		2016-17		2017-18	
No of full time CLA		1267		1339		1305		1440		1592

	Oct-Dec 16	Jan-March 17	April-June 2017	Jul-Sep 2017	Oct-Dec 2017	Jan-Mar 2018
Entering full time care	169	152	156	168	152	146
Leaving full time care	136	117	121	110	136	123
Net increase	33	35	35	58	16	23
Of those new into care children PwP	6	26	33	21	29	39
Of those new UASC	27	20	13	27	18	14

- 5.11 With regards to children in care, the number has increased by 152 (10.5%) over the last 12 months, which is impacting significantly on the financial challenges the Council is facing and the capacity of the service. The rise in the number of new UASC (72) has contributed to the overall rise in children becoming looked after by Hampshire and if those numbers are removed, then the actual increase of new children in care for 2017/18 is 80, or 5.5%. This is in line with the national average increase. It should be noted that there is of course significant churn throughout the year of the children in care population. Additionally, changes in court practices are ensuring that more children are placed at home whilst on a Care Order (and thus 'in care') whilst previously such children would probably have remained the subject of support in the community without entering the court (and care) arena. This is primarily due to a complex set of changes relating to the 'Public Law Outline'. The table above shows the quarterly rise in numbers of children being placed with parents by the courts.
- 5.12 Nationally the picture of demand continues to outstrip the supply of placements for children in care, and the costs of placements are still rising significantly. The increasing complexity of these children coming into the care system has meant additional costs associated with their placements. As above, demand for placements outstrips supply and this is particularly the case with the most complex and troubled teenagers, who frequently require more intensive residential placements. The costs of those placements continue to rise year on year. Significant work is carried out by our Placement Commissioning team (such as working through framework contracts and contract specification) to ensure that Hampshire achieves the best value that it can in what is an 'overheated' market.

6 Local Developments

6.1 MASH:

- 6.2 The Multi Agency Safeguarding Hub (MASH) is now fully embedded since it became operational in 2014. It operates alongside existing services provided by Hantsdirect and the children's reception team (CRT). CRT screen incoming contacts to Children's Services. MASH provides multi-agency assessment and triaging of all children's safeguarding concerns at the point of referral, protecting vulnerable children from harm, neglect and abuse. CRT was managing in excess of 7,000 contacts per month (highest month 9,730 in July) and in total received 106,010 over the last 12 month period (1 April 2017 to 31 March 2018).
- 6.3 Referrals meeting the threshold for statutory intervention from children's social care are transferred into the MASH for a multi agency decision regarding the level and type of intervention required. MASH includes Children's Services, Hampshire Constabulary and Southern Health with virtual partners including Hampshire Probation, Hampshire Fire and Rescue Service, Southern Central Ambulance Service and district councils.

- 6.4 Referrals that do not meet the threshold for a statutory service are transferred into the Family Support Service. Increases in referrals progressing to a children's social care assessment are attributable to the good information sharing within MASH and the improved quality of referrals following a review of the Inter Agency Referral Form.
- 6.5 Child Assessment and Safeguarding Teams (CAST)
- 6.6 Hampshire Children's Services has been exploring ways in which to provide a more efficient service, manage demand from the front door and most importantly, reduce transition points for families. From 6 February 2017, Basingstoke district piloted a new structure which integrated our traditional Referral and Assessment team and Children in Need teams into Children's Assessment and Safeguarding Teams (CAST). The 4 district CAST teams rotate over a 4 week period, receiving incoming work from the MASH. A report went to the children and families senior management team in June 2017 which outlined the positives of the change which included:
- Reduced transition points and greater continuity for children, families and partner organisations
 - All CAST team members are skilled across a range of casework and able to enjoy a more diverse role
 - A reduction in caseloads was evident
 - The plans for children and families are more robust and social workers have a greater ownership of casework.
 - Assistant Team Managers have greater capacity to support line-management of staff (including social workers)
 - Reduced duplication of work
- 6.7 A decision was made given the success of the Basingstoke pilot to roll out CAST teams across the county. The work towards the CAST structure also forms part of the Partners in Practice redesign work (see paragraph 6.25) to create multi-agency hubs where CAST social workers are able to call on and utilise the input of other specialist workers to support families.
- 6.8 The CAST rollout has been carefully planned with the infrastructure, staff mix and training, carefully implemented in the run up to each district roll out which was achieved in January and February 2018.
- 6.9 Family Support Service (FSS):
- 6.10 This integrated service brings together the work of children's centres and the Early Help Hubs, including youth support services, into a single service. The service commenced in December 2016 and supports vulnerable families with children aged 0-19 years (or up to age 25 for young adults with learning difficulties and/or disabilities). It is also more closely aligned with the Supporting Troubled Families Programme. Help and support is targeted specifically to vulnerable families with children who have multiple needs, often requiring the involvement of more than one agency, but who

do not meet the criteria for statutory, children's social care intervention. Tailor-made support is provided at a local level, in order to respond to the needs of local families. With one point of contact, families no longer need to go to different early help services. A total of 3,462 children were open to the FSS as at the end of March 2018 which is an increase on the numbers previously supported at this level under the previous system.

6.11 Recruitment and Retention:

6.12 A key issue continues to be the recruitment and retention of social workers. Nationally vacancy rates are now at around 20% of all posts and, at times, there have been similar rates in Hampshire.

6.13 In part this has been due to aggressive recruitment tactics by agencies which have played on the insecurity in social work posts brought about by critical Ofsted judgements (sometimes in neighbouring authorities) or national reports. Social workers report being offered very high hourly rates to switch to an agency and to then work in a neighbouring authority. The recruitment and retention strategy implemented by the department is beginning to address these issues and create a more stable workforce in Hampshire.

6.14 As part of the strategic response to the aggressive tactics of agencies, Hampshire County Council has now established its own agency in partnership with Kent. The 'Hampshire Agency' will source and supply social workers (and a range of other staff for the council) with a view to those social workers becoming permanent employees over time.

6.15 A Memorandum of Co-operation (MoC) agreed by the South East Regional Assistant Directors meeting came into place over 18 months ago. This is slowly shifting the price and command of the agency market away from private agencies towards local authorities. Pay rates for agency social workers are agreed, based on London rates, although in Hampshire we are yet to see any reduction in agency social workers usage.

6.16 We have seen a continued steady rise in demand across social work services in line with the national picture, which was increasing the caseloads of our social workers. The Council's investment of £6.5m in over 100 new social work posts recognised that to deliver effective sustained change in vulnerable families, social workers require greater time to deliver meaningful interventions, therefore requiring greater capacity. This investment will, in the longer term, keep more children at home where it is safe and appropriate to do so, and reduce the number of children the service is working with. This in turn should see a reduction in spend on children in care placement costs as referred to earlier.

6.17 As part of the drive to increase the recruitment and retention of social workers, in February 2018, Children's Services entered into a strategic 'attraction resourcing and retention' partnership with Community Care. This includes the following; attendance at Community Care Live events in Manchester in April and London as the Supported Learning Sponsor; dedicated campaign management and analysis; Social Work Retention Risk Tool developed in partnership with the University of West England;

Employer Zone articles promoting Hampshire Children's Services and increasing awareness of employment benefits; unlimited advertising through Community Care social media reach, website and targeted emails against their talent bank.

- 6.18 A substantially enhanced programme of recruitment activities was developed for 2018 and is now fully underway. This is based upon a continuous approach to recruitment which is open to applications at all times.
- 6.19 There is proactive promotion of our Graduate Entry Training Scheme to current university students, including direct attendance at student events seeking to recruit 3rd year students subject to graduation. For the last 18 months Hampshire has been developing the social work Graduate Entry Trainee Scheme (GETS), which is fundamentally changing our recruitment and retention approach. Hampshire has been more able to recruit newly qualified social workers (NQSWs), and recognises the need for them to be fully prepared for a career in social work. The nine month GETS works on the basis that each cohort recruited, receives intensive support within a protected environment. Increased management oversight and supervision provides a gradual introduction to the social work role and embeds the expectations and high quality standards of Hampshire. This provides more resilient social workers better able to deal with the challenges of front line practice. The first two cohorts of Graduate Trainees (GTs), 19 and 17 NQSWs respectively, joined Hampshire in August 2017, with further cohorts in place for January, February, May, August and October 2018; five further cohorts will join in 2019. There is understandably a time-lag of six months between GTs joining the department for their induction and then moving into their substantive post; in 2018 we anticipate approximately 70 GTs joining substantive posts with over 100 expected to take up post in 2019.
- 6.20 There is good involvement with the Step up to Social Work programme and the current Step Up to Social Work cohort started in mid January 2018. There are 6 students in Hampshire who will qualify in April 2019.
- 6.21 There is a review of the selection and appointment process to support continuous receipt and processing of applications throughout 2018, without periods of closure to applications. Additionally, conversion of existing agency staff to HCC employment through District Manager led discussions and interventions.
- 6.22 Strengthening Troubled Families Programme (STFP):
- 6.23 In September 2017, the Hampshire Supporting Troubled Families Programme was renamed the 'Supporting Families Programme'. In 2017/18 Hampshire identified/engaged 1113 families. Whilst this was the highest yearly figure to date it was 300 short of the increased Government target (1413), adding to the shortfall from 2016/17 (171). As a result Hampshire has submitted a plan to the Ministry of Housing, Communities and Local Government (MHCLG), outlining how Hampshire will make up the shortfall over the last two years of the programme. In 2018/19 the

Hampshire target for identifying/engaging families is 1250 families. The Recovery Plan also includes measures to increase the proportion of reward claims accepted by MHCLG. Hampshire currently has a 15.6% (499 claims) success rate against its own projection of 30%. In December 2017 MHCLG refreshed the Financial Framework so Hampshire's Troubled Families Outcome Plan (TFOP) has been updated and came into effect from 1/4/18. The Supporting Families Programme Strategic Lead has now been given the lead for Early Help within Hampshire Children's Services and as such will be meeting each month with Family Support Service Managers who chair the Early Help Hubs across Hampshire, whom are a significant source of family nominations to SFP.

6.24 In March 2018 Solent University, the independent academic evaluators of phase 2 of the programme, delivered their interim report which stated; 'There has been sustained progress since the Portsmouth evaluation in 2015 as systems and relationships have matured. This has resulted in improved approaches to, and greater confidence in, whole family working.' The final Solent evaluation report is due in early 2019 and will focus on the experience of families. It is understood the Government's funding of the programme will cease at the end of 2019/20.

6.25 Transforming Social Care in Hampshire – Partners in Practice programme

Hampshire is one of only a small number of good /outstanding local authorities chosen by the Department for Education to innovate and test new ways of delivering social work to vulnerable children and families. This is a radical whole system change and Hampshire Children's Services' vision is to build a new service around five key principles:

- A family service - a system focusing on improving outcomes for the child in the context of their family
- A social work led, integrated, multi-disciplinary service, from the front door through to specialist services
- Social workers supported to deliver meaningful interventions based on an underpinning methodology of resilience that creates lasting change
- A service where good practice is free to flourish unfettered by bureaucracy and unnecessary regulatory demands
- Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better.

6.26 To do so, we are focusing on three key areas:

6.27 *1) Family focused and evidence based practice*

6.28 We are developing the 'Hampshire Approach', a resilience, strengths based way of working with families grounded on academic research by the University of Winchester. The Hampshire Approach will provide a strengths based platform and structure for staff to work with families to identify their strengths and to find solutions to the challenges they face.

- 6.29 In support of the 'Hampshire Approach', we have developed an online toolkit that provides the tools and resources staff need to work with children and families to enable the best possible outcomes. We want to lead the way, across the country, in adopting an evidence based model of practice. The way that we intervene will reflect the best available research, and the 'Hampshire Approach' will incorporate a continuous feedback loop so we continue to build our own knowledge and research of what works best in which situations.
- 6.30 *2) Dynamic and sustainable multi-disciplinary service*
- 6.31 To ensure we are able to put the right support around the family, and do so in a way that is sustainable in the long term, we are creating a multi-disciplinary service that makes the best use of the collective resources available for children and their families.
- 6.32 To achieve this, we have needed to work closely with those that commission or provide other services to build a shared, joint understanding of how we can collectively work for children and families in Hampshire. As a result of our programme, we will have a sustainable multi-disciplinary service with buy-in and support from across agencies and no reliance on short term funding from the DfE.
- 6.33 *3) Graduate Entry Training Scheme (GETS)*
- 6.34 As in paragraph 6.18 this will create a steady intake of newly qualified social workers that have been effectively supported in their transition from education to social work, positioning them to have long careers in Hampshire.
- 6.35 Youth Offending Service:
- 6.36 Hampshire Youth Offending Service (YOS) aims to prevent offending and reoffending by children and young people aged 10 -17 years. This aim involves significant criminal justice statutory functions which include the assessment and supervision of children and young people subject to out of court disposals, court orders, custodial sentences and bail and remand. YOS also has statutory duties to co-operate under the Multi Agency Public Protection Arrangement framework (MAPPA), and a duty under the 2004 Children Act to promote the welfare and safeguarding of children and young people. Hampshire YOS is geographically represented across the county in four teams in addition to the 'prevention arm' of youth crime prevention being present in all districts. Hampshire YOS staff and service, the three Youth Courts in the county in addition to the Crown Court sitting in various locations. Alongside this they work with children in custody from Hampshire accommodated across England and Wales. The YOT, alongside Children's Services, continues to identify young people who can benefit from Hampshire's innovative 'Wessex Dance Academy'. This is a partnership with the Hampshire Cultural Trust which uses the medium of contemporary dance to achieve sustained positive change in the lives of particularly vulnerable young people. The programme has been running for almost ten years now with many young people having benefited from the programme with evidenced improvements in offending rates, school/college

attendance and a range of social and emotional benefits for the young people.

- 6.37 At any one time, Hampshire YOS is working with 250-300 children and young people across the county; during 2017/18 they worked on 1,002 interventions with 755 young people. Furthermore, the Youth Crime Prevention Team worked on 511 interventions with 481 children and is working with around 170-200 at any one time. In addition, Hampshire YOS works with both the victims and the parents of those children and young people. All victims of youth crime are contacted by specialist trained Restorative Justice staff within the YOS and offered the opportunity to participate in a restorative intervention if they wish. Hampshire YOS was awarded the Restorative Services Quality Mark by the Restorative Justice Council in April 2016. In 2017 the Hampshire YOS has been commended by the Youth Justice Board for its positive progress in reducing first time entrants to the criminal justice system, with Hampshire's performance being described as 'exceptional'. Hampshire YOS has recently been inspected by HMI Probation in a report that assessed the service as being 'good'.
- 6.38 Sector Led Improvement:
- 6.39 Hampshire County Council has been working with the Department for Education to develop sector led improvement in children's social care. Going forward it is likely that this will have a more regional component, however, in the last year Hampshire has been supporting the improvement of Torbay Children's Services following their Ofsted inadequate judgement in November 2015. Hampshire's Chief Executive, has taken on the formal role of 'Commissioner' with Hampshire Children's Services senior managers acting as 'expert advisers' for the service. This means Hampshire has a responsibility for supporting and directing Torbay's improvement journey. The agreement between the Department for Education and HCC was extended until the end of the year.
- 6.40 This is not the same role as HCC have with the Isle of Wight Children's Services, where a partnership has been established whereby HCC lead and manage those services. In the case of Torbay, HCC is not as intensively involved with staff and providing management time as it is with the Isle of Wight Children's Services. Senior managers and frontline practitioners have been providing support, challenge and direction on-site and remotely over the 2017/18 year. This has included the short term secondment of an Area Director from Hampshire to work alongside Torbay's Director of Children's Services for six months to bring about the pace of change expected from the Department for Education as set out in the 'Government Direction' issued after the inadequate judgement.
- 6.41 The Isle of Wight has continued to make positive improvements and in a pilot Ofsted focussed visit in summer 2017, the feedback reflected our own positive assessment of the improvements made across the service. For the purposes of governance in Hampshire, members can be assured that even with the work of the Director of Children's Services and some of his senior managers in the above two authorities, there is no detriment to the

oversight and management of Hampshire Children's Services. As with all work undertaken in other authorities, there is always positive learning gained to further improve services in Hampshire.

7 Future Challenges and Operational Priorities

- 7.1 The future challenges and priorities can be summarised as follows (this is not an exhaustive list and the history of this type of work is that new priorities will emerge such as child exploitation and domestic abuse have done).
- 7.2 The number of children entering the care system remains a challenge, as do the cost of their placements. It is essential that the transformation work as described in paragraph 6.25 and the new operating model become fully embedded to keep more children at home, where it is safe and appropriate to do so. Transforming children's social care will deliver a modern social work service fit for the future challenges over the next decade
- 7.3 Child exploitation continues to be an increasing area of work, particularly the emerging 'county lines' issues. Although Hampshire is well placed to meet these challenges, it is important that we remain vigilant and responsive, working in tandem with partners to protect children.
- 7.4 The recruitment and retention of social workers will continue to need to be addressed. Nationally vacancy rates are now at around 20% of all posts and, at times, there have been similar rates in Hampshire, although in the main we have less churn than other authorities in the region. As above in paragraph 6.11, there is significant work underway to both recruit and retain social workers.
- 7.5 Ofsted's new framework began in January 2018. Local authorities that are not judged inadequate will fall within this new framework which allows for standard and short inspections. Authorities that are Requires Improvement, for example the Isle of Wight, will receive a standard inspection which will involve one week pre-inspection and then two weeks on site. Local authorities that are good or outstanding will receive short inspections which will involve one week on site. Indications are that although shorter that the volume of work remains as intense. In addition to these, between the three yearly inspections Ofsted will aim to visit local authorities on an annual basis to conduct JTAs or focussed visits which will take two days and will explore in detail a particular theme. Prior to inspections Ofsted will hold an annual conversation with the Director of Children's Services and will expect advance sight of a self assessment of children's social care.
- 7.6 Tactical changes have been made to the current social care IT system to ensure that the system continues to be fit for purpose. A new system will be implemented through procurement during 2018. The new system must allow social workers to work in a modern technological environment, which will free up their capacity and reduce administration. The new system is expected to be in place in 2020.

- 7.7 A further priority will be continuing to develop capacity and sustain improvement in the Isle of Wight and develop options for future arrangements beyond the end of the partnership agreement in 2018.

CORPORATE OR LEGAL INFORMATION:**Links to the Corporate Strategy**

Hampshire safer and more secure for all:	yes
Corporate Improvement plan link number (if appropriate):	
Maximising well-being:	yes
Corporate Improvement plan link number (if appropriate):	
Enhancing our quality of place:	no
Corporate Improvement plan link number (if appropriate):	

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
None	

IMPACT ASSESSMENTS:

8. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;

Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;

Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard in particular to:

The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;

Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;

Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

9. Equalities Impact Assessment:

This report is for Cabinet to note Hampshire County Council's progress and performance with regards to safeguarding vulnerable children. As such it creates no disadvantage or inequality and the activity described serves to reduce inequality for some of the county's most vulnerable children

10. Impact on Crime and Disorder:

The report is for Cabinet to note and so does not create any impact on crime and disorder although the activity described herein serves to reduce the impact of crime on the most vulnerable children.

11. Climate Change:

How does what is being proposed impact on our carbon footprint / energy consumption?

How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

It is not anticipated that this decision will have any impact on Climate Change.

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5 November 2018

Steve Crocker
Director of Children's Services
Children's Services Department
3rd Floor, Elizabeth II Court North
The Castle
Winchester
Hampshire
SO23 8UG

Dear Steve,

Focused visit to Hampshire County Council children's services

This letter summarises the findings of the focused visit to Hampshire County Council children's services on 11 and 12 October 2018. The visit was conducted by Donna Marriott, Maire Atherton and Caroline Walsh, three of Her Majesty's Inspectors.

During this visit, inspectors evaluated the local authority's arrangements for children subject to a child protection plan, including the quality and impact of pre-proceedings intervention under the Public Law Outline (PLO).

A range of evidence was reviewed, including case discussions with social workers and managers and discussion with the Children and Family Court Advisory Services (CAFCASS). Inspectors also scrutinised case records, local authority performance and quality assurance information.

Overview

Senior leaders have a clear vision for continually improving services for vulnerable children in Hampshire. The senior leadership team's ambitious plans for building capacity through service transformation are evidence based and are underpinned by considerable financial investment by political leaders.

A key part of the transformation programme is the introduction of the children's assessment and safeguarding teams (CAST). This has involved the integration of the initial assessment and the children in need teams, reducing the number of transition points for children and families. Although this has resulted in some inevitable

disruption for some children and staff, morale is good and increasing stability is evident.

Social workers are well supported through the development of mixed-skill teams, which include personal assistants, children and family support workers and social work assistants. These workers provide administrative and practical support to social workers, as well as specialist intervention skills. This enables social workers to spend more time doing purposeful direct work.

When children's needs escalate, decisive action is taken to ensure that they are safeguarded. However, the quality of some aspects of child protection intervention could be improved. Strategy discussions that are carried out by district teams in response to new incidents or escalating concerns do not always involve all the right agencies or include the rationale for decisions and the actions that are needed as part of the subsequent child protection enquiry. Written child protection plans do not always include clear and specific actions with timescales, and some core groups and reviews do not include a comprehensive enough analysis of progress or ongoing worries.

Legal strategy meetings are appropriately convened in response to increasing or continuing concerns about children's welfare. Inspectors identified these as an exemplar of good practice. They demonstrate strong oversight and decision-making regarding the threshold for pre-proceedings and in ensuring clarity about next steps. When cases enter the pre-proceedings process, most are well managed, but they are not always reviewed proactively enough to ensure that actions are carried out in good time. Consequently, for a very small minority of children, plans are not progressed at the desired pace.

The senior leadership team has an accurate view of the quality of services for children in need of protection. They had already identified, prior to the focused visit, most of the areas for development identified by inspectors. The service transformation and the implementation of the CAST model aims to strengthen practice for children in need of help and protection. The early impact of this change was evident in some children's cases reviewed by inspectors, for instance in the authoritative decision-making for children whose circumstances are not improving.

What needs to improve in this area of social work practice

- The quality of strategy discussions in response to child protection concerns on children's cases that are already open to the service, in particular the recording of the rationale for decisions and the actions needed to inform next steps.
- The quality of recording of child protection plans and core group reviews to ensure that actions are clear, that timescales are identified and that progress against the plan is effectively considered.

- Consistency in ensuring that all children subject to pre-proceedings are reviewed regularly to ensure that all plans and actions progress in good time.

Findings

- The implementation of the CAST model is beginning to reduce the number of transition points for children who need help and protection. Some caseloads are higher than leaders would like, but they are beginning to reduce as the workforce increases in line with the transformation plan. The investment in a mixed-skill team, with personal assistants, children and family support workers and social work assistants working alongside social workers, adds tangible capacity. It supports social workers to focus on their relationships and work with children and families. Social workers value this support highly, and morale is good.
- Social workers know children well. They visit children regularly in line with their needs. Leaders and managers have taken steps to improve the quality of recording in this area, and this has had a positive impact on practice. Records of visits provide a strong sense of children's lives and experiences and demonstrate why social workers are involved, with clear links to their plans.
- Assessments are keenly focused on risks and strengths and identify children's needs well. Most provide a good insight into children's experiences of family life: they include analysis of historical information and provide a clear understanding of family functioning. Assessments lead to sensible plans to support children. Importantly, they result in the provision of helpful services to improve children's lives. Not all assessments capture fully the impact of identity, culture and diversity on children's experiences, and further work is needed to ensure that the views of young, pre-verbal children are well represented.
- When children's needs escalate, decisive action is taken to ensure that they are safeguarded. However, the quality of the strategy discussions carried out by the district teams on children's cases that are already open to the service requires some improvement. Most include police and district social care teams only, and recording is limited. The rationale for decisions is not always clearly recorded, and there is an emphasis on the status of the investigation rather than the actions agreed and any contingency arrangements.
- Child protection enquiries are comprehensive and provide a good overview of actions taken. They evidence a strong analysis of the key issues for the child and lead to appropriate decisions regarding next steps. When children are considered to be at risk of significant harm, decisive and timely action is taken to safeguard them, including convening initial child protection conferences. Enquiries are robustly overseen by managers, who add a clear and helpful layer of analysis.
- Child protection conferences are appropriately convened when risks to children escalate. Children and families are supported to share their views, although this

is not yet at a level that managers aspire to. Work is underway to increase participation further.

- The quality of child protection plans requires some improvement. They do not always set out clear actions and timescales. Contingency plans are included, but could be more specific. They use over-professional language, making it difficult for families and involved professionals to understand what the consequences would be if progress is not achieved.
- Partnership working is a strength; partners engage readily in child protection conferences and plans.
- Reviews and core group meetings take place regularly and involve families in considering their progress against the plan. There is, however, some variability in the quality of recording of core group meetings. Although the new conference template clearly identifies where progress has been achieved, it is not always easy to see how actions are reviewed.
- Conference chairs provide oversight of plans and take action to escalate when they identify a lack of effective progress, but this has not always made a difference in improving outcomes for the child. Inspectors identified a small minority of children's plans which had not progressed at the pace needed, sometimes for prolonged periods. In more recent practice, inspectors identified authoritative action in response to continuing concerns about children.
- When concerns increase, or do not reduce, pre-proceedings under the Public Law Outline are effectively initiated. Legal strategy meetings analyse the risks to children and determine threshold decisions well. The recording of these meetings is comprehensive and leads to clear and effective planning. Letters before proceedings, although consistently sent to parents, are not always written in a straightforward or personalised way to ensure that they are understandable.
- Senior managers have taken action to strengthen their oversight of children's cases in pre-proceedings. Although this has resulted in a reduction in the number of children who remain subject to pre-proceedings for longer than six months, it is not yet effective in ensuring that all children's plans are reviewed and progressed at the pace that is needed.
- Management oversight is effective. Managers across all levels are visible and available. Supervision takes place regularly and is valued by social workers. There is more to do to ensure that recording includes the thinking behind decisions and the actions agreed.
- Senior managers ensure the effective overview of service performance through a comprehensive performance framework. A wide range of data and performance information is available to managers and leaders to help them to maintain a clear oversight of practice. A well-established quality assurance programme provides a baseline for reviewing the compliance and quality of practice. Regular auditing is

undertaken alongside social workers, providing helpful opportunities for learning. A recently introduced audit tool is facilitating a more qualitative approach to auditing. This is still embedding, and further development is needed to ensure that auditors are equipped with the necessary skills to analyse fully the practice they are reviewing.

Thank you and your staff for your positive engagement with the focused visit. Ofsted will take these findings into account when planning your next inspection or visit.

Yours sincerely

Donna Marriott
Her Majesty's Inspector

Pre-publication

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HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Children and Young People Select Committee
Date of meeting:	21 November 2018
Report Title:	Work Programme
Report From:	Director of Transformation & Governance

Contact name: Members Services

Tel: (01962) 847479

Email: members.services@hants.gov.uk

1. Purpose of Report

1.1 To consider the Committee's forthcoming work programme.

2. Recommendation

2.1 That the Children and Young People Select Committee consider and approve the work programme.

WORK PROGRAMME – CHILDREN AND YOUNG PEOPLE SELECT COMMITTEE

Topic	Issue	Reason for inclusion	Status and Outcomes	21 November 2018	17 January 2019	8 May 2019
Overview / Pre-Decision Scrutiny – <i>to consider items due for decision by the relevant Executive Member, and scrutiny topics for further consideration on the work programme</i>						
Pre-scrutiny	Consideration of Departmental Transformation to 2019 savings proposals	To provide the Executive Member with feedback prior to decision	Considered September 2017 and January 2018. Further consultation items to be considered if required.			
Pre-scrutiny	Consideration of revenue and capital budgets	To provide the Executive Member with feedback prior to decision	Items to be considered at January meeting.		X	
Overview	Child and Adolescent Mental Health Service (CAMHS)	To provide an update and overview of CAMHS in Hampshire	Item to be noted at November meeting.	X		

Topic	Issue	Reason for inclusion	Status and Outcomes	21 November 2018	17 January 2019	8 May 2019
Overview	Safeguarding children in Hampshire	To provide an update on safeguarding for children and young people in Hampshire	Item to be noted at November meeting.	X		
Overview	Hampshire Healthy Weight Strategy	To provide an update on the strategy, with a focus on children and young people	Item to be noted at November meeting.	X		
Overview	School attainment	To consider the progress of schools in improving the attainment of Hampshire children	To consider a further update following an item on this in January 2018. To include information on work with 'requires improvement' schools.		X	
Overview	Ofsted Schools New Inspection Framework	To provide an update on changes to the schools' inspection framework	Item to be noted at May meeting.			X
Overview	Special Educational Needs (SEN)	To provide an update and overview of work with children and young people with special educational needs	Item to be noted at May meeting.			X

Topic	Issue	Reason for inclusion	Status and Outcomes	21 November 2018	17 January 2019	8 May 2019
Overview	Ethnic Minority and Traveller Achievement Service (EMTAS)	To receive a regular update on the Hampshire EMTAS	To receive an update at a future meeting.			
Monitoring Scrutiny Outcomes - <i>to examine responses to the Committee's reports or comments and check on subsequent progress.</i>						
Short Break Activities	To monitor progress made in implementing changes to the Short Break activities programme	Follows on from pre-scrutiny of item in July 2018.	To receive an update at January meeting.		X	

CORPORATE OR LEGAL INFORMATION:**Links to the Strategic Plan**

Hampshire maintains strong and sustainable economic growth and prosperity:	No
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	No
People in Hampshire enjoy being part of strong, inclusive communities:	Yes

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

IMPACT ASSESSMENTS:

1. Equality Duty

1.1. The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- a) The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;
- b) Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;
- c) Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

1.2. **Equalities Impact Assessment:** This is a scrutiny review document setting out the work programme of the Committee. It does not therefore make any proposals which will impact on groups with protected characteristics.

2. Impact on Crime and Disorder:

2.1 This is a forward plan of topics under consideration by the Committee; therefore this section is not applicable to this work report. The Committee will request appropriate impact assessments to be undertaken should this be relevant for any topic that the Committee is reviewing.

3. Climate Change:

3.1 How does what is being proposed impact on our carbon footprint / energy consumption?

This is a forward plan of topics under consideration by the Committee; therefore this section is not applicable to this work report. The Committee will consider climate change when approaching topics that impact upon our carbon footprint / energy consumption.