

Introduction to Children's Services

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Director of Children's Services

The aims of this briefing....

- To give members of Select Committee a baseline level of knowledge – new for some, a refresher for others
- To introduce the Children's Services Directorate Management Team
- To introduce the three main pillars of Children's Services
 - Keeping children safe through children's social care
 - Improving educational attainment
 - Planning for the future – places, transport, budgets
- To outline some of the achievements and future challenges

- Almost 300,000 children and young people under the age of 18 years live in Hampshire. This is over 21% of the total population in the area.
- Approximately 12% of the local authority's children are living in poverty.
- The proportion of children entitled to free school meals:
 - in primary schools is 11% (the national average is 18%)
 - in secondary schools is 9% (the national average is 15%)
- The proportion of children and young people with English as an additional language:
 - in primary schools is 5% (the national average is 18%)
 - in secondary schools is 4% (the national average is 14%)

- Around 10% of Hampshire's children and young people come from black and minority ethnic (BME) and Traveller heritages, with 4.7% recorded as having English as an Additional Language (EAL). There is a Nepalese community in Rushmoor (Aldershot and Farnborough) and a Polish community in Basingstoke. There are Gypsy Roma and Traveller communities in many districts of Hampshire, particularly the New Forest and East Hampshire. More than 125 different languages are spoken in Hampshire schools.
- The number of young people (aged 0-14) is forecast to increase by 10% by 2021 compared to 8% nationally.
- The number of babies being born in Hampshire has increased significantly over the last 10 years (from 54.4/1,000 women aged 15-44 to 59.8/1,000)

Performance and Quality Assurance

- Children's Services highly regulated – mainly by Ofsted
- A burden but also an external verification
- Applies to children's social care services – child protection, children in care, care leavers, fostering, residential care
- Local Authorities can be inspected on their school improvement and special educational needs services
- Education system is mainly regulated through school inspections
- Performance management metrics in place throughout the system

Inspection Outcomes

Hampshire Children's Services has performed well in all recent inspections:

- 2009-11 adoption, fostering, 'front door', Safeguarding and Looked After Children inspections – all good/outstanding
- 2012-14 'front door', adoption, Single Inspection Framework, Youth Offending Team (YOT) – all good/outstanding
- 2015-17, Special Educational Needs (pilot – ungraded) more YOT, Joint Targeted Area Inspection – all equivalent to good outstanding
- Children's Homes are routinely good/outstanding
- Hampshire's Performance placed it in the top 5% of local authorities



Budgets

- Savings programmes since 2010
- Significant re-investment by Hampshire County Council – particularly with regards to the costs of children in care, new children's homes
- Budget c £140m but less than £40m staffing budget
- Children in care most significant cost – national and local increases in numbers magnified by increasing costs
- Statutory Home to School Transport costs = £30m – unavoidable but double the amount we spend on child protection social workers
- More challenges to come
- But we have the best team to meet the challenges

Children & Families Branch

Stuart Ashley
Assistant Director



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- Journey of the Child

- The purpose of this presentation is to explain and clarify the journey of the child as they move through children's social care
- The different team functions of the service are explained and how those teams work with the most vulnerable children and families

Early Help

- ‘Help for families at the earliest point a problem arises’ = **pre-social care**
- Agencies working in partnership to **promote prevention and early intervention** – pooled resource / avoiding duplication
- Use early help assessments to identify what help the child and family require to **prevent needs escalating**
- Services should form a continuum of support

Family Support Service

- part of Hampshire's early help offer

- Transformation project during 2016/17
- Bringing together the work of children's centres, early help and youth support services to provide combined, integrated support targeting vulnerable families with children aged 0-19
- Provides interventions and supports practitioners to increase confidence and capacity to work with families

Front Door to Children's Social Care



WORRIED ABOUT A CHILD?

If you are worried a child is being harmed or is at risk, please contact the Children's Reception Team.

Tel: 0300 300 0117
at any time, day or night (24 hrs)

In an emergency ring 999



KEEPING CHILDREN SAFE IS EVERYONE'S RESPONSIBILITY



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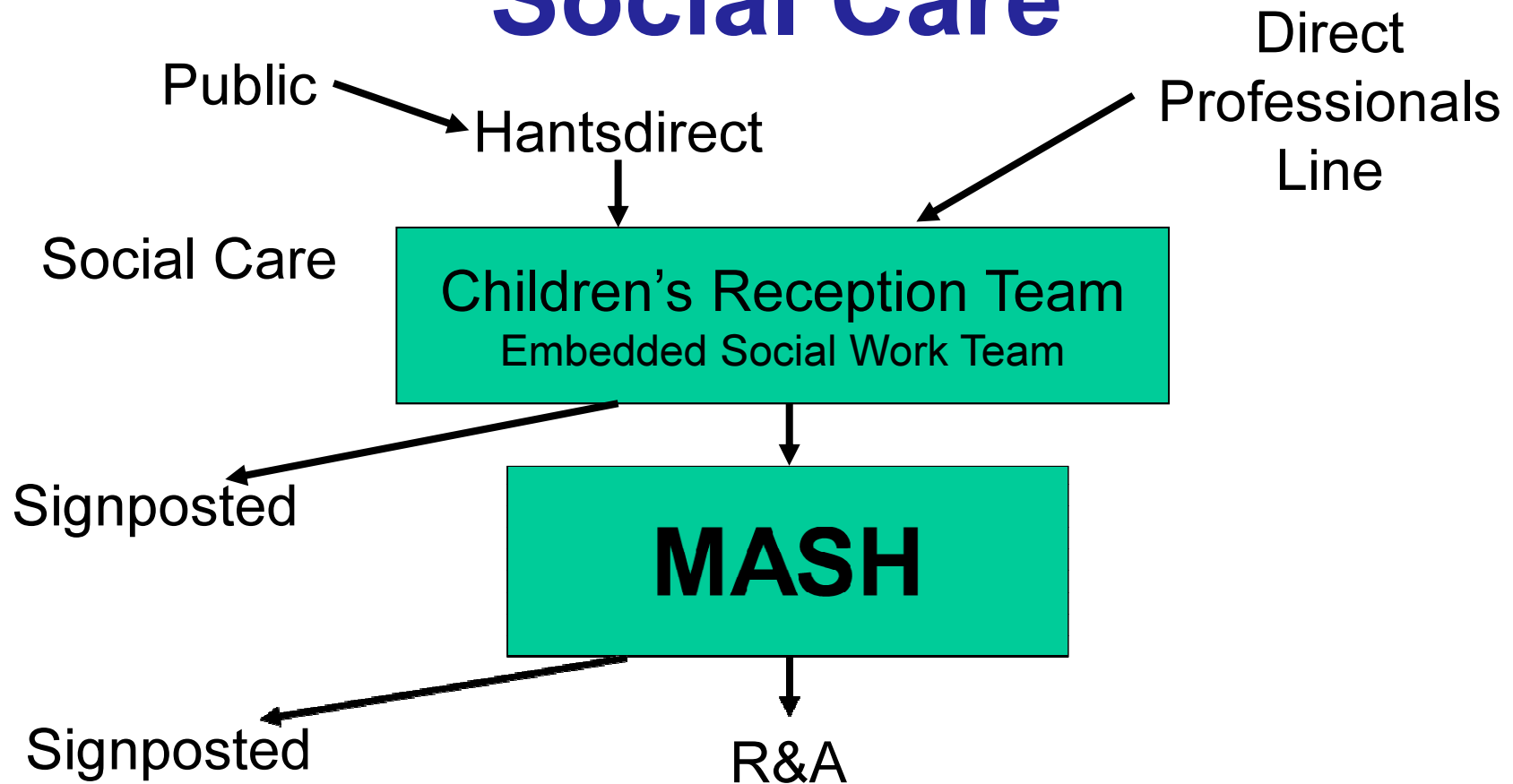
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Multi Agency Safeguarding Hub (MASH)

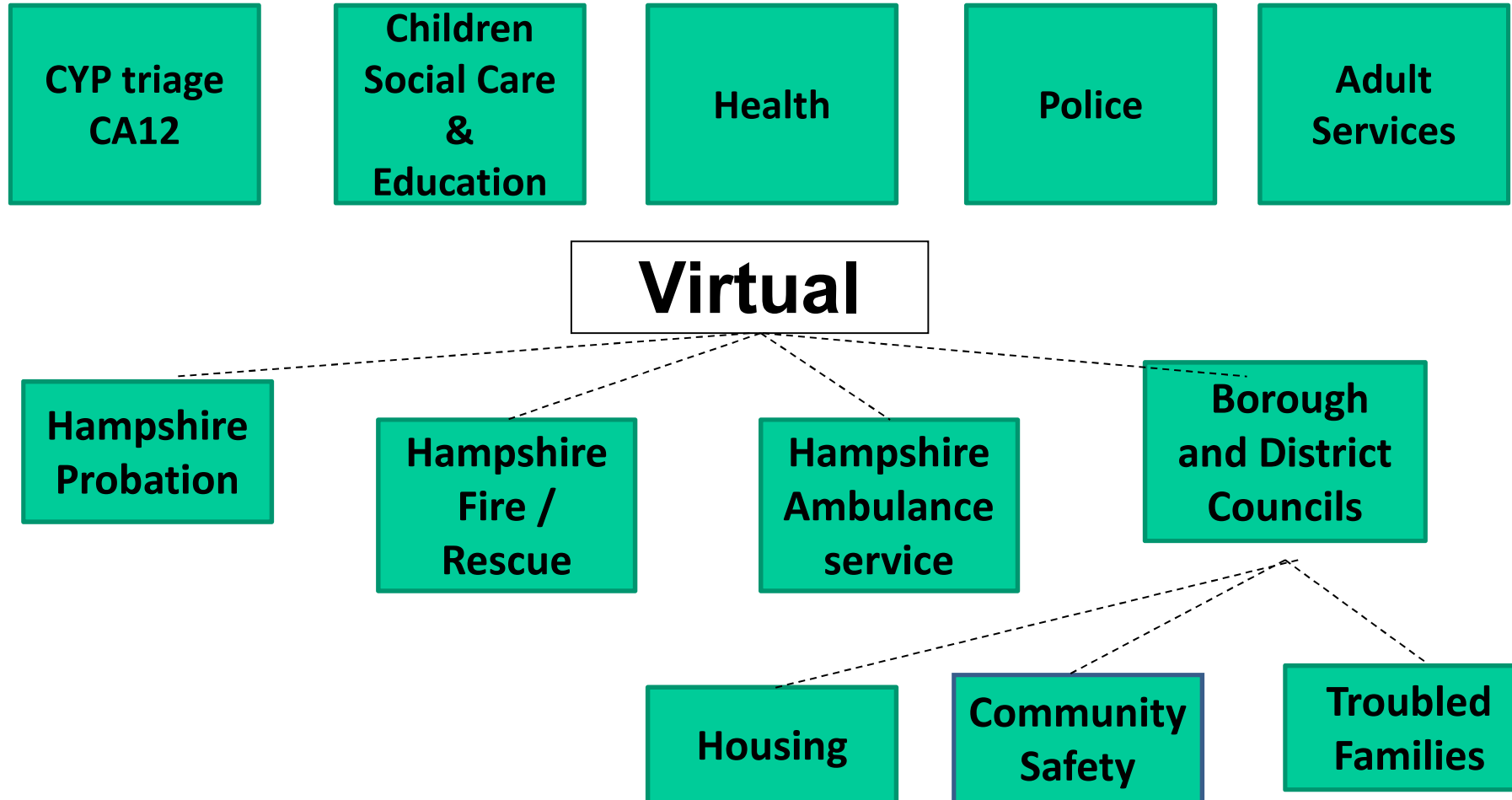
- The Multi Agency Safeguarding Hub (**MASH**) provides **triage and multi agency assessment of safeguarding concerns** in respect of vulnerable children
- It brings together **professionals from a range of agencies** into an integrated multi-agency team
- The MASH team makes **assessments of information and decisions** - response can be signposting, or if complex need or child protection (risk of significant harm), progression for social work assessment
- MASH provides a **co-ordinated approach and better informed decision making** that ensures that vulnerable children are protected



Referral Pathway to Children's Social Care



MASH



**Contacts c73,000 via Hantsdirect
+ police CYP forms**

**Referrals c20,000 via the 'front
door'.**

**Child and Family Assessments
c15,000**

S.47 Assessments 3967

New child protection plans 1581

(Issue Proceedings c130)

New children in care 686

Referral and Assessment (R&A)

- The **7 Referral and Assessment teams** deal with all **new referrals** to children's social care from **MASH** in respect of children and families in Hampshire
- R&A complete **Child and Family Assessments** (within 45 days)
- Where the child might be at risk of significant harm the R&A team will undertake a **Section 47 child protection investigation immediately**. This may be conducted jointly with the police
- R&A may **redirect cases to Early Help** as a result of their assessment, where appropriate
- **Or**, where the need for **longer term ongoing social care intervention** has been identified, cases will transfer to the appropriate **Children in Need team**



Children in Need (CiN)

- A **Child in Need** Plan results from social work assessment and analysis that determines that a child is 'in need' under **s.17 Children Act 1989**

Section 17 (1)

"It shall be the general **duty of every local authority** –

- To **safeguard and promote the welfare of children** within their area who are in need; and
- So far as is consistent with that duty, to **promote the upbringing of such children by their families**
- By **providing a range and level of services appropriate** to those children's needs



Children in Need (CiN)

The 16 CiN teams work with children;

- To promote the welfare and reduce any unmet needs of children
- Work with multi agency partners to create change within the family
- To manage those at high risk of harm through child protection plans to ensure the risks are reduced
- Where risks cannot be safely managed to put the matter before the courts to remove the child



Child Protection

- If the needs and risks increase or the child **has suffered or is likely to suffer significant harm**, a **Child Protection Investigation must be carried out**. This duty arises from s47 Children Act 1989
- Children's Services notify the police and agree whether a **joint or single agency investigation** will be undertaken
- Partner agencies (such as Health) are contacted to obtain as much information as possible
- **Child is seen as soon as possible** (always within 24 hours) and (where appropriate) spoken to alone
- Child may be formally '**joint interviewed**' by a trained social worker and police officer



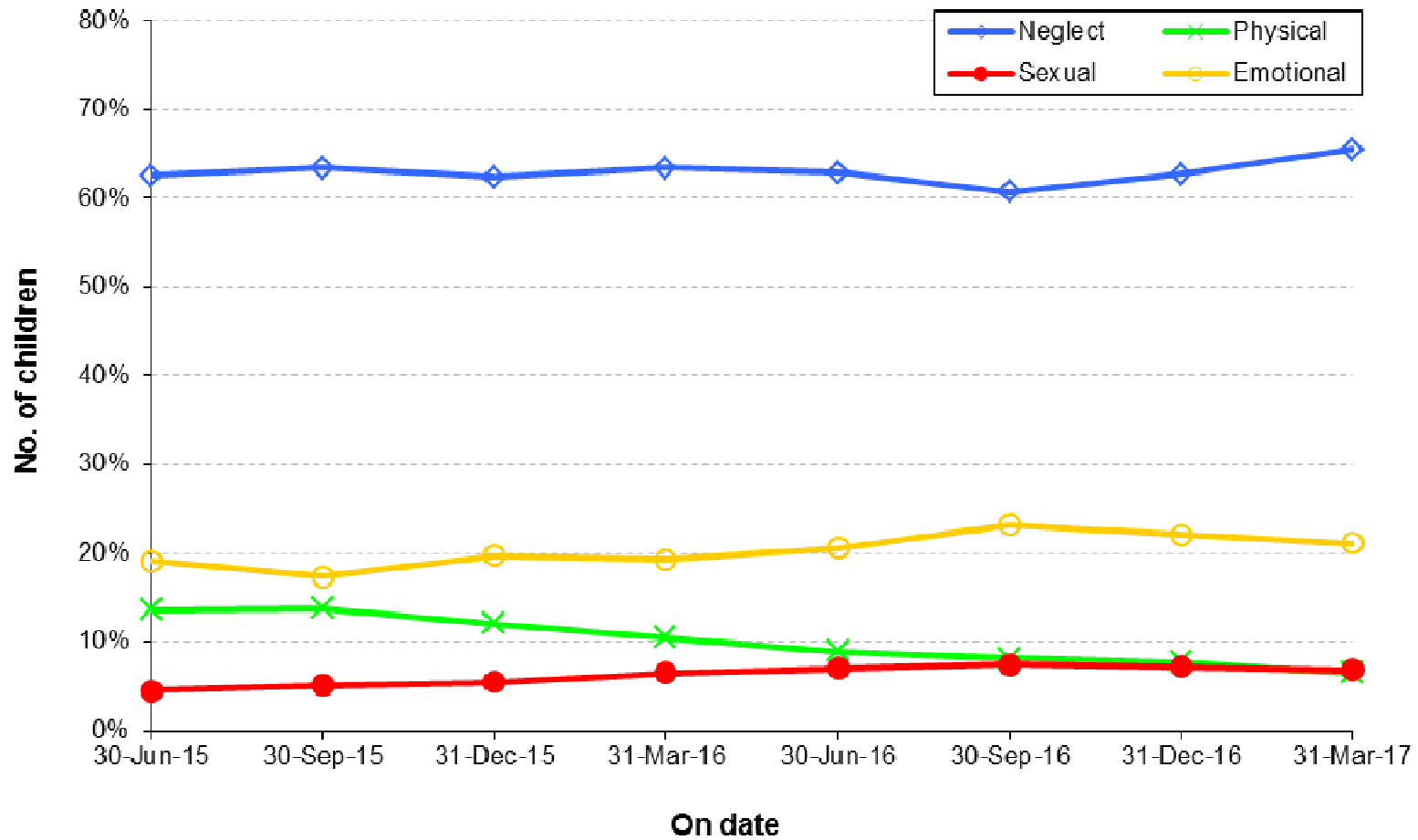
Child Protection

- **Following the investigation** a decision is made by Children's Services as to whether a **Child Protection Conference** should be convened
- The conference **involves all key family members** and involved professionals. Information and risks to the child are shared
- A decision is then made as to whether a **Child Protection Plan** is required to keep the child safe
- 4 categories of risk that can lead to a plan – **neglect, physical abuse, sexual abuse, emotional abuse**
- If a Child Protection Plan is required, a core team of professionals will work with the child, led by a social worker

Child Protection

- The Child Protection plan is **reviewed initially at three months and at regular intervals thereafter** until the risks are reduced to acceptable levels
- At the end of March 2017 there were approximately **1265** children subject to Child Protection Plans in Hampshire
- Each child is visited by their social worker **every 10 working days** as part of keeping the child safe
- If the risks cannot be reduced consideration is given to commencing **legal proceedings to seek the Court's decision** on removing the child

Current CP Plans : by Category



Disabled Children's Team (DCT)

- To identify the children (0-18 years) to whom the Disabled Children Team (DCT) Social Workers will provide a **specialist intervention/service**
- To identify where there is a need for an integrated response from specialist education, health and social care
- To provide a social work function where the child/young person has a **clearly identified disability, whether they are born with a disability or become disabled as a result of an illness, accident or injury**
- To undertake child protection investigations and care proceedings just as in Children in Need teams

Disabled Children's Team (DCT)

- Supports / interventions include:
- Residential and respite
- Short breaks
- Direct Payments
- Personal budgets
- Education health and Social Care Plans
- Transitions to Adult services

Children in Care (CIC)

- Many reasons why a child may become looked after by the LA
- Some will have had **harmful experiences**, including **neglect, physical and sexual abuse**, while others may be in care because of the illness or death of a parent
- The significant majority of **children in care are because of parental difficulties** – not the child's. They are separated from their family because it is unable to provide the quality of care needed.
- Parents can ask for their child to be looked after by the LA (**voluntary**) or the Court can grant a **Care Order** to the LA
- Unaccompanied Asylum Seeking Children (UASC) will become Children in Care on arrival in UK

Children in Care (CiC)

- Children in Care are **usually cared for by foster carers**, the majority HCC carers, others through private (high cost) Independent Foster Agencies (IFAs)
- Extended **family members sometimes** look after a child, which is often a preferable arrangement so they are not then placed with strangers
- A **small number are placed in children's homes**, again either in-house or through higher cost private providers
- There are **5 CiC teams** supporting circa 1400 children
- They provide regular statutory visits, assessments of needs, placement reviews and ensure the full range of the child's needs are being met

Care Leavers

- When Child in Care reaches **18 years of age** their support comes directly from the **care leavers service**
- Care leaver teams offer **practical, emotional and some financial support** to ensure young people have suitable accommodation, contact with their families and previous foster carers, access to education, training and employment and access to health services
- New legislation (May 2017) local authorities to support care leavers **up to the age of 25**
- Some care leavers go on to **university**, some find **employment**, but for some adulthood is exceptionally difficult and they require **intensive support** from the teams

Fostering

- **Fostering is caring for somebody else's children** in your own home. It is not adoption, but it can mean looking after a child for a week, a month, a year or sometimes longer
- Foster carers help children to thrive in a **caring and safe environment**
- As a foster carer you are **part of a team around the child** which includes social workers, health visitors, doctors and teachers all of whom work to the child's care plan
- It may include the child moving on to an **adoptive placement**, or **reuniting** them home or providing **long term care**



Adoption

- Adoption offers **permanence to children** who need a loving and secure family and who are unable to live with their birth parents
- When a child is adopted they **legally and permanently become part of the adopter's family**
- Adoptions are arranged by an adoption agency that is legally permitted to arrange adoptions – **Hampshire County Council**, as a Local Authority, acts as an **adoption agency**
- The adoption is made legally binding by the court on the making of an Adoption Order
- The **Adoption Order is permanent and transfers parental responsibility from the birth parents to the adopter(s)**

Residential

- Some children cannot live easily in a family setting
- Significant investment in the residential estate – unlike most LAs
- By end of August 2017 – 8 new children’s homes
- Smaller homes – 4 children in each
- Closer to school and families
- Pillars of Parenting – Quality of care across the homes
- Members most welcome to visit

Activity data

Table 1 contextual information	Mar 2011	Mar 2012	Mar 2013	Mar 2014	Mar 2015	Mar 2016	Mar 2017
Open social work cases (a)	6572	6999	6822	8020	7818	8732	9000
Contacts in month with reason listed as child / young persons concern (the figure in brackets denotes the number of children to whom the contacts relate) (b)	2912 (2694)	2815 (2331)	3069 (2497)	3145 (2779)	3186 (2709)	3589 (3082)	7401 (5806)
Children with Child Protection Plan (c)	726	797	942	1110	1355	1441	1265
Children in care (full time) (d)	1082	1103	1121	1267	1341	1305	1440

Education and Inclusion Branch

Brian Pope
Assistant Director

Education in Hampshire

- 7 Further Education Colleges
- 7 Sixth Form Colleges
- 67 Secondary Schools
- 2 All through schools
- 12 Secondary Special Schools
- 7 All through Special Schools
- 7 Pupil Referral Unit
- 423 Infant, Junior or Primary Schools
- 8 Primary Special Schools

Education in Hampshire

- 479 maintained schools
 - 47 academies
 - 173,000 pupils
 - 1 in 46 pupils in England
 - 8,770 teachers
-
- Our overriding role is to be the champion of all children and young people

Education in Hampshire

- All schools are autonomous and self managing – not run by the Council
- Local Authority has intervention powers if a maintained school is under-performing
- Secretary of State has intervention powers, through the Regional Schools' Commissioner if an academy is under-performing

Strong, shared vision for education

- Strong academic tradition in core subjects
- Commitment to providing a broad, relevant and exciting curriculum
- Important focus on developing emotional intelligence and fostering social skills
- Strong emphasis on developing good learning habits – resilience, persistence, creativity, the right mindset
- Making sure that children have an enjoyable and memorable childhood

Principles underpinning education in Hampshire

- All schools should be good or outstanding schools for all children
- Autonomy and competitiveness are balanced by collaboration and joint ownership of the needs of all children
- The Hampshire education system should be co-constructed and led by local leaders

Principles underpinning education in Hampshire

- School practices and provision should be informed by evidence of what works best and professional judgement should be morally exercised
- School improvement is accelerated and achieves better outcomes when there is a commitment to capacity building, collaboration and moving knowledge and expertise around the system

Principles underpinning education in Hampshire

- There is good integration and alignment between headteachers and the strategic coordination and responsibilities of the Local Authority and the use of its resources
- Headteachers lead the system with a recognition that not all educational leadership is in schools

Outstanding Early Years achievement

	Good Level of Development
Hampshire	75%
National	69%

Strong Key Stage Two outcomes

Expected standard	Reading	Writing	Mathematics
Hampshire	71%	80%	72%
National	66%	74%	70%

Key Stage 4 – 2016 New Measures

	A8	P8	Ebacc	Basics
Hampshire	51	-0.03	26%	66%
National	50	-0.03	25%	63%

Ofsted findings

Over 90% of schools are good or outstanding

Historic Performance and key issue

- Hampshire outcomes across key stages and measures have been strong for pupils overall
- Recent improvements in secondary phase overall in particular; primary already consistently strong
- BUT – there is variability with some groups of pupils performing less well than others
- Pupils with English not the first language and those with Service background, for example, generally do well
- Disadvantaged pupils and those with SEND we wish to see further improvement

Key personnel and services

- David Hardcastle, County Education Manager (School Improvement)
- Eric Halton, County Education Manager (Professional Learning)
- Liz Flaherty, County Education Manager (Special Educational Needs)
- Tracey Sanders, County Education Manager (Inclusion)
- Anwen Foy, Virtual Headteacher
- Phillip Walker, County Education Manager (Skills and Participation)
- Janet Barrow, Business Manager

Access, Performance and Resources Branch

Felicity Roe
Assistant Director

Services

- Early Years funding and sufficiency
- School Places Planning and Capital Programme
- Admissions
- Home to school transport
- Schools Funding
- IT and Data
- Procurement
- Health and Safety
- Office accommodation and facilities
- Workforce development
- Departmental budgets
- T19 Programme
- Complaints
- Subject Access
- Freedom of Information
- Admin support
- Human Resources

Free Early Years Education

Funded two year olds (15 hours):

- family income less than £16,000

Universal 15 hours entitlement:

- all three and four year olds

Extended entitlement (15 additional hours)

- both/lone parents working equivalent of 16 hours per week (£115 pw - £100,000 pa)

Hampshire Type of Early Years Education Providers

	Nos
Childminder* * <i>(*represents 54% of Hampshire childminders)</i>	756
Independent school	32
Maintained nursery school	3
Maintained Nursery units of primary schools	11
School managed	15
Voluntary managed	246
Private managed	393
Total	1459

**Includes: 7 Special Educational Need Hub nurseries
and 2 peripatetic SEN Hubs :**

**Excludes: 3 Early Learning Groups: 6 nurseries of special schools and
resourced provision in primary schools**

Challenges for early years providers

- Business rate increases
- National living wage increases
- Pension contributions
- Premises issues:
 - Community centres/church halls - limitations on expansion
 - Schools place growth limits availability
 - Capital funding for premises
- Implementing 30 hours and loss of funding

30 Hours Childcare (aka extended entitlement)

Eligibility criteria:

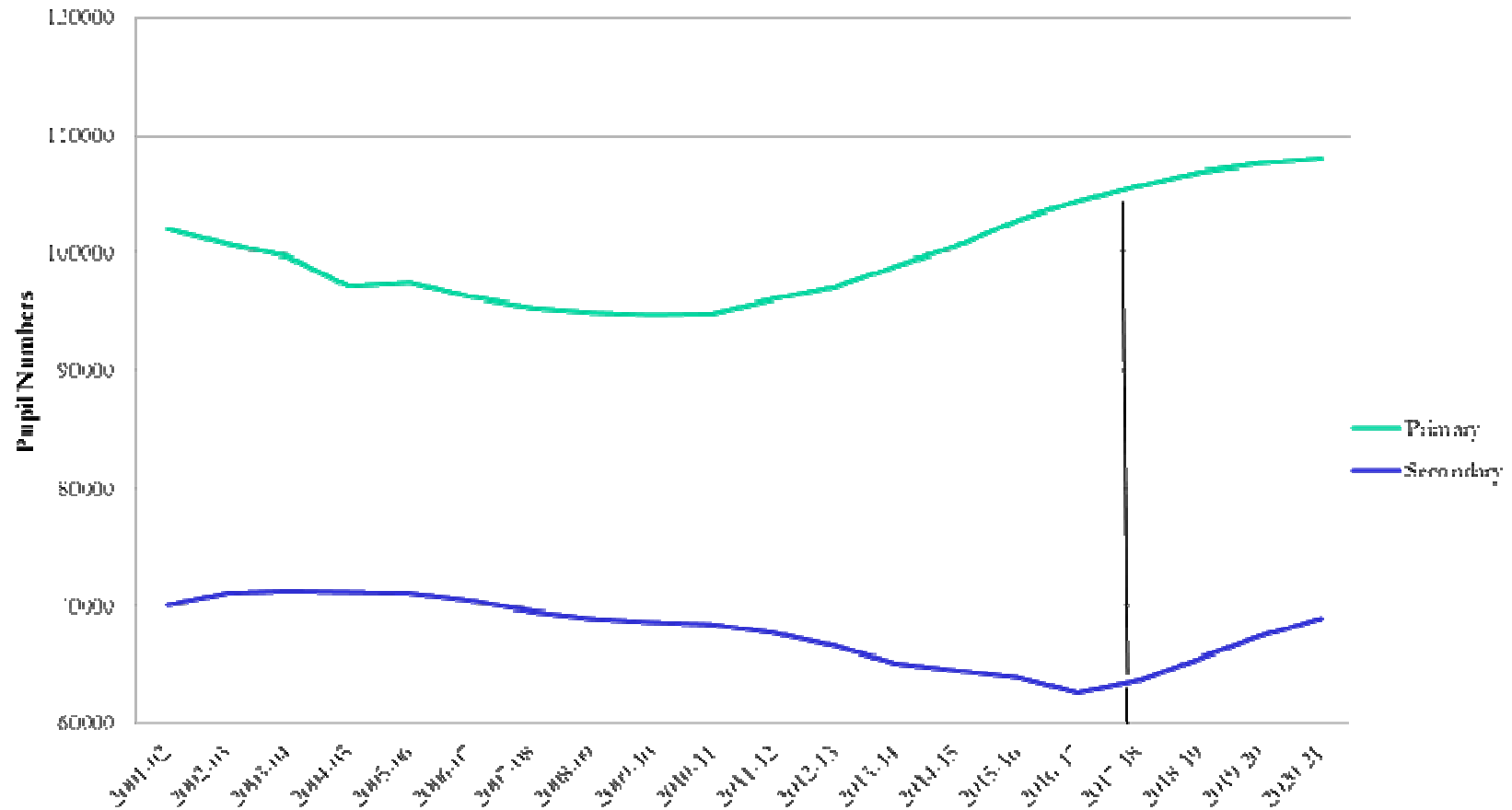
- Available to 3 and 4 year olds
- Each parent (or sole parent) needs to be working (including self-employed, zero hours)
- Both (or sole parent) needs to earn on average equivalent of 16 hours at the NMW or NLW per week and
 - Earn less than £100,000 per annum per parent

How we are preparing for 30 hours

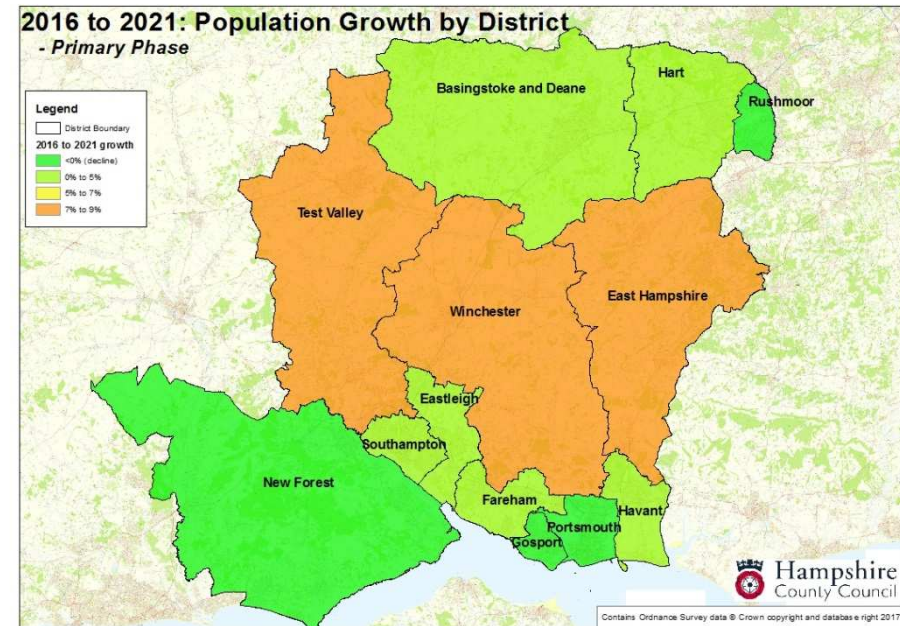
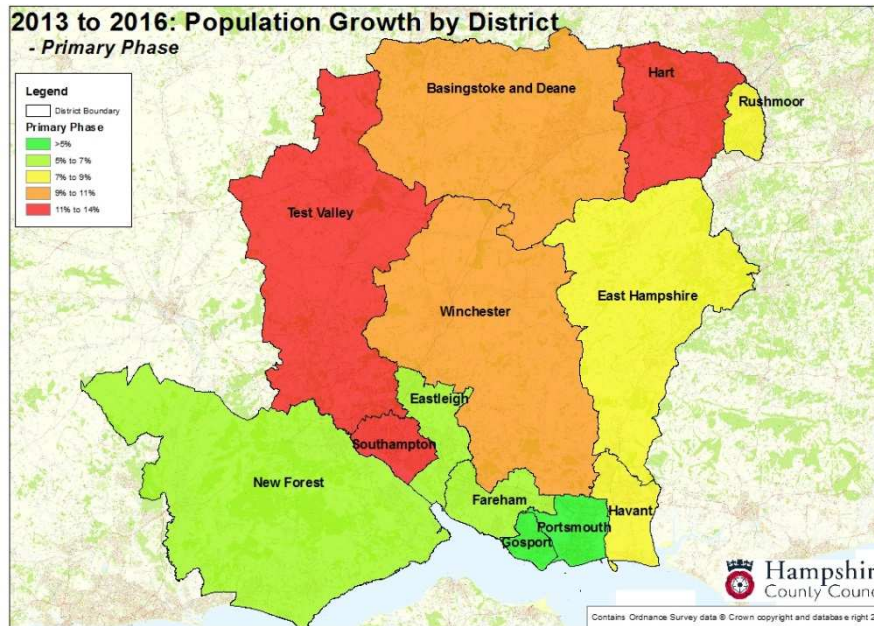
- One of 25 local authorities who are early innovators
- Accessed £2m capital funding for six nursery developments
 - Havant
 - Test Valley
 - Basingstoke
 - New Forest
 - Gosport
 - Rushmoor
- Regular provider briefings/information
- Commissioned additional training for providers
- Reviewing demand and supply



Longer Term Pupil Number Trends in Hampshire

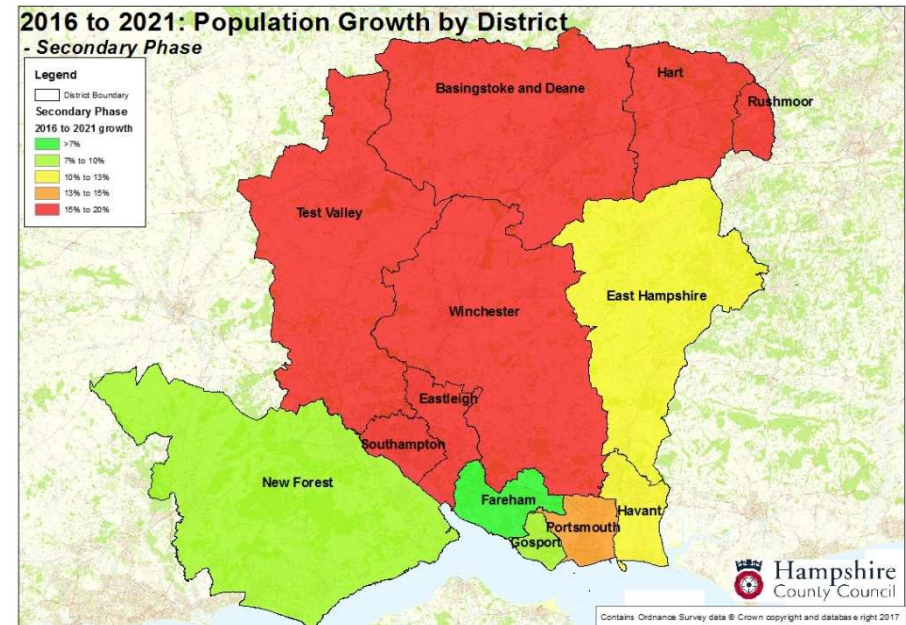
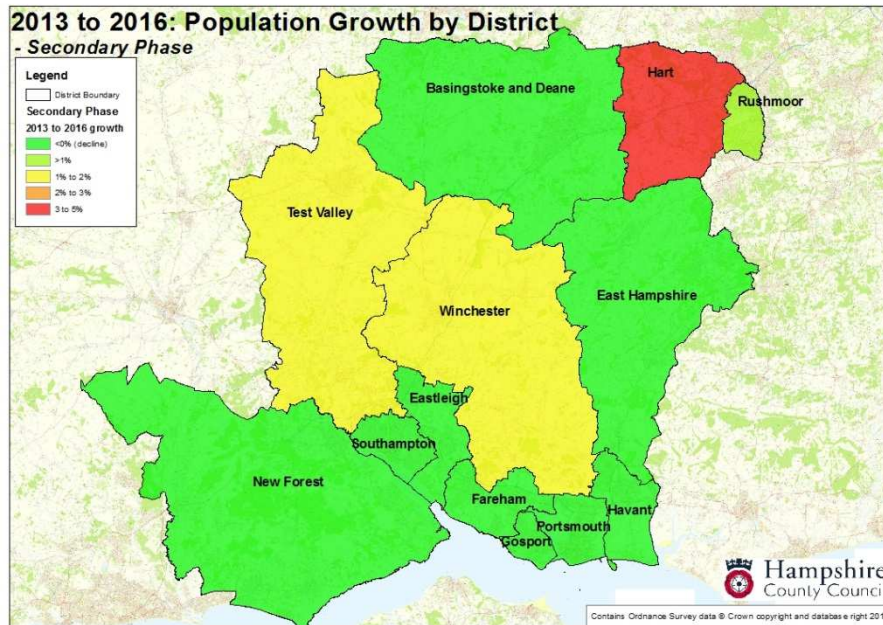


Demographic factors 2



~1.8% on HtST, Actual Increase 314, Expected Increase 162
Forecast Increase (2020) +90

Demographic factors 2b



~12% on HtST, Actual Increase 64,
Expected Increase <>
Forecast Increase (2020) +960

Children's Services Capital Programme

- Role of the Local Authority to strategically plan school places and capital investment
- 2013 to 2016 – 7,360 new school places
- Planning a further 10,915 primary and secondary places
- Where appropriate, alignment of Capital Maintenance

Priority Investment Areas

- New School Places
- Maintenance of Existing Buildings
- Education Centres
- Special Education Needs
- Children's Homes
- 3 year rolling programme



Park Community School, Havant

Children's Services Capital Programme 2016/17 to 2018/19

	£'000
New schools and extensions	173,112
New modular classrooms	6,000
Schools Devolved Capital	10,059
Contingency	27,915
Other e.g. inclusion projects, children's homes, other improvement projects	16,243
	233,329

New Modular Classrooms 2017/18



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Admissions: Rates of meeting parental preference

Parents applying for places in Year R and offers of places				
<i>1st choice</i>	<i>2nd choice</i>	<i>3rd choice</i>	<i>Unable to offer any preference</i>	<i>Total number of applications</i>
13663	846	235	293	15037
90.9%	5.6%	1.6%	2.0%	
Transferring from infant to junior school and offers of places				
<i>1st choice</i>	<i>2nd choice</i>	<i>3rd choice</i>	<i>Unable to offer any preference</i>	<i>Total number of applications</i>
7632	111	19	86	7848
97.3%	1.4%	0.2%	1.1%	
Transferring from primary to secondary school and offers of places				
<i>1st choice</i>	<i>2nd choice</i>	<i>3rd choice</i>	<i>Unable to offer any preference</i>	<i>Total number of applications</i>
12670	584	99	207	13560
93.44%	4.31%	0.73%	1.53%	



Admissions: Pressure areas in September 2017

The LA and schools worked together to ensure additional extra places where needed in these areas.

Reception admissions	Infant to Junior Transfer	Primary to Secondary Transfer
Planning Area	Planning Area	Planning Area
Aldershot	Aldershot	Fleet
Andover Town	Basingstoke Area D	
Basingstoke Area A	Chandlers Ford	
Basingstoke Rural	Totton	
Chandlers Ford & Eastleigh	Farnborough North	
Farnborough South	Farnborough South	
Fleet / Crookham	Fleet /Crookham	
Hedge End/West End		
Lymington		
New Milton		
Petersfield		
Romsey Town & North Baddesley		
Winchester Rural South		



Home to school transport

Provision:

- Children with SEN (£18m),
- Mainstream children (£10.5m)
- Students attending education centres (£1m)
- Eligibility: Age 5-8 years – living more than 2 miles from school
- Age 8+ - living more than 3 miles from school

- The LA must facilitate attendance at school for eligible children by providing free transport for pupils of compulsory school age living beyond the distances mentioned above, or those for whom the route to school is unsafe, or their Special Educational Need requires our free transport service. The duty is to provide reasonable home to school travel; within policy we do make arrangements such that mainstream pupils are asked to travel up to a mile to/from their pick-up/drop-off point and home. We cannot impose any charge for any part of the arrangement we put in place.

LA statutory services to schools

- Defined in regulations, includes:
 - School improvement
 - Access to education e.g. place planning, admissions
 - Home to school transport (including SEN)
 - Education psychology, identification and assessment of children with high needs
 - Making and monitoring of statements
 - Commissioning and monitoring of high needs provision
 - Prosecution of parents for non-attendance
 - Education other than at school including virtual school
 - Strategic management e.g. role of the DCS, budget preparation, financial assurance, internal audit etc.
 - Data linkage between LA and schools

Key challenges for Hampshire Children's Services

- The challenge of Transformation to 2019 whilst maintaining the quality of our safeguarding work will be our greatest challenge.
- Services for children depend upon the ability to lead a partnership of agencies including police, health and schools – all of which face similar financial challenges.
- There is a recruitment and retention problem for public sector professionals but which is affecting the recruitment of teachers and social workers in particular in Hampshire. Innovative recruitment techniques are being tried.

Key challenges for Hampshire Children's Services

- Meanwhile the local authority is statutorily required to fund free home to school transport for many children who, frankly, do not need it. We currently spend £30m on Home to School transport, that is double the amount that we are able to spend on social workers.
- School place planning is increasingly difficult within the strictures that all new schools must be free schools or academies. It is now very difficult find (good) academy sponsors for new schools.

Key challenges for Hampshire Children's Services

- Academy performance remains a concerns (eg AET chain) and Regional Schools Commissioners cannot seem to find replacement academy chains where academies are failing.
- As with children's social care, the challenge of ensuring that schools improve standards, especially for vulnerable pupils, whilst LA and school budgets continue to fall will be extremely difficult.

Key challenges for Hampshire Children's Services

- Demands for Education, Health and Care Plans for children with SEN have grown significantly placing significant additional demands on special schools and the NHS.
- Electively home educated pupil numbers are continuing to grow (as per national trend) and have now doubled. There is a gap in legislation. There are significant risks that these pupils education and safeguarding cannot be effectively monitored under current legislation.
- Events...