

Thurrock - An ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future

Children's Services Overview and Scrutiny Committee

The meeting will be held at **7.00 pm** on **4 December 2018**

Committee Room 1, Civic Offices, New Road, Grays, Essex, RM17 6SL

Membership:

Councillors Bukky Okunade (Chair), David Potter (Vice-Chair), Alex Anderson, Abbie Akinbohun, Garry Hague and Elizabeth Rigby

Nicola Cranch, Parent Governor Representative
Lynda Pritchard, Church of England Representative
Paula Robinson, Parent Governor Representative
Kim James, Chief Operating Officer, HealthWatch Thurrock

Substitutes:

Councillors Steve Liddiard, Joycelyn Redsell and Luke Spillman

Agenda

Open to Public and Press

	Page
1 Apologies for Absence	
2 Minutes	5 - 20
To approve as a correct record the minutes of Children's Services Overview and Scrutiny Committee meeting held on 9 October 2018.	
3 Items of Urgent Business	
To receive additional items that the Chair is of the opinion should be considered as a matter of urgency, in accordance with Section 100B (4) (b) of the Local Government Act 1972.	
4 Declaration of Interests	

5	Youth Cabinet Update	
6	Thurrock Local Safeguarding Children Board Annual Report 2017 - 2018	21 - 44
7	Schools Funding Formula 2019/20	45 - 56
8	Youth Offending Service Report	57 - 66
9	Children and Young People's Emotional, Wellbeing and Mental Health - Schools Wellbeing Service	67 - 92
10	Update on the Free School Programme	93 - 98
11	Children's Social Care Performance	99 - 110
12	Fees & Charges Pricing Strategy 2019/20	111 - 126
13	Work Programme	127 - 128

Queries regarding this Agenda or notification of apologies:

Please contact Wendy Le, Democratic Services Officer by sending an email to Direct.Democracy@thurrock.gov.uk

Agenda published on: **26 November 2018**

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DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF

Breaching those parts identified as a pecuniary interest is potentially a criminal offence

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- *Is your register of interests up to date?*
- *In particular have you declared to the Monitoring Officer all disclosable pecuniary interests?*
- *Have you checked the register to ensure that they have been recorded correctly?*

When should you declare an interest *at a meeting*?

- **What matters are being discussed at the meeting?** (including Council, Cabinet, Committees, Subs, Joint Committees and Joint Subs); or
- If you are a Cabinet Member making decisions other than in Cabinet **what matter is before you for single member decision?**



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- relate to; or
- likely to affect

any of your registered interests and in particular any of your Disclosable Pecuniary Interests?

Disclosable Pecuniary Interests shall include your interests or those of:

- your spouse or civil partner's
- a person you are living with as husband/ wife
- a person you are living with as if you were civil partners

where you are aware that this other person has the interest.

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Pecuniary

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- Not participate in any vote or further vote taken at the meeting; and
- leave the room while the item is being considered/voted upon

If you are a Cabinet Member you may make arrangements for the matter to be dealt with by a third person but take no further steps

Non- pecuniary

Declare the nature and extent of your interest including enough detail to allow a member of the public to understand its nature



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Our Vision and Priorities for Thurrock

An ambitious and collaborative community which is proud of its heritage and excited by its diverse opportunities and future.

1. **People** – a borough where people of all ages are proud to work and play, live and stay
 - High quality, consistent and accessible public services which are right first time
 - Build on our partnerships with statutory, community, voluntary and faith groups to work together to improve health and wellbeing
 - Communities are empowered to make choices and be safer and stronger together

2. **Place** – a heritage-rich borough which is ambitious for its future
 - Roads, houses and public spaces that connect people and places
 - Clean environments that everyone has reason to take pride in
 - Fewer public buildings with better services

3. **Prosperity** – a borough which enables everyone to achieve their aspirations
 - Attractive opportunities for businesses and investors to enhance the local economy
 - Vocational and academic education, skills and job opportunities for all
 - Commercial, entrepreneurial and connected public services

Minutes of the Meeting of the Children's Services Overview and Scrutiny Committee held on 9 October 2018 at 7.00 pm

Present: Councillors John Kent (Chair), David Potter (Vice-Chair), Alex Anderson, Garry Hague and Bukky Okunade

Nicola Cranch, Parent Governor Representative 1
Paula Robinson, Parent Governor Representative 2
Lynda Pritchard, Church of England Representative

Apologies: Kim James, HealthWatch Thurrock

In attendance: Rory Patterson, Corporate Director of Children's Services
Sheila Murphy, Assistant Director Children's Care and Targeted Outcomes
Joseph Tynan, Strategic Lead for Child in Need and Child Protection and Principal Social Worker for Children's Social Care
Keeley Pullen, Head Teacher for Virtual School
Andrea Winstone, School Improvement Manager
Lee Henley, Strategic Lead, Information Management
Alan Cotgrove, Business Manager, Local Safeguarding Children's Board
Temi Fawehinmi, Contract and Performance Manager
Adam Shea, Youth Cabinet Member 1
Joshua Adwinckle-Povey, Youth Cabinet Member 2
Lucia Lucioni, Youth Cabinet Member 3
Wendy Le, Democratic Services Officer

Before the start of the Meeting, all present were advised that the meeting may be filmed and was being recorded, with the audio recording to be made available on the Council's website.

10. Apologies

Before taking apologies, the Chair stated there would be an extra item added after 'Items raised by Thurrock Local Safeguarding Board'. The extra item was 'Youth Cabinet Update' which was a regular item on the Children's Services Overview and Scrutiny Committee but had unfortunately been missed off in error.

An apology was received from Kim James, HealthWatch Thurrock.

11. Minutes

The Chair noted that Councillor Redsell was missing from the attendance list.

Under item 6, Youth Work Presentation, the Chair pointed out his comments in the last paragraph and asked that it be corrected. It should be amended to as follows:

...He also commented that out of the 95% of the money the government spent on youth services on the National Citizen scheme, only 12% of eligible youths received this. He believed the money would be better spent if it was devolved down to local government who would know where the young people were and how it could be spent locally.

Under item 7, Children's Social Care Development Plan, the Parent Governor Representative 1, also asked for an amendment to be made which would be amended as follows:

...The Committee went on to comment on the 7 children suitable for adoption which some Members felt needed more context on why they were suitable. The Parent Governor also felt it would be useful to have the figures of the number of available adopting parents.

Referring to item 9, Work Programme, the Chair asked why there had been no report for the Youth Offending Service as had been requested at the last committee meeting. The Corporate Director apologised for the error in not bringing the report forward.

The minutes from the Children's Services Overview and Scrutiny Committee held on 3 July 2018 were approved subject to the changes made.

12. Items of Urgent Business

The Chair brought forward one item of urgent business, an Ofsted letter which regarded the recent Ofsted visit on Thurrock's Children's Services that had been made available a few days prior to the meeting.

Before going through the Ofsted letter, the Corporate Director mentioned that the letter was a result of the recent inspection from Ofsted. It had begun from the annual review with Ofsted earlier in the year where Ofsted had suggested a focussed visit with Thurrock's Children's Services. The inspection had begun from that point and included an onsite visit for 2 days which had taken place recently.

The focus of the inspection was on children in need and those on a child protection plan. Inspectors looked through case records and social workers were asked questions. Further inspection would be required if the service received priority actions which would mean an immediate re-investigation within 3 months, however that was not the case in this inspection.

As there was no national set standard for social workers' caseload, Thurrock's Children's Services set their own standards. The Ofsted letter had identified 3 areas that required improvement:

- 1) The quality and purposefulness of plans and written agreements;
- 2) Children's access to advocacy services and opportunities and mechanisms for children to feed back their views and wishes in order to inform practice and service development; and
- 3) Workload pressures in some teams which was reducing.

Referring to the mentioned locally set capacity levels, Councillor Hague queried if there was a framework in place which included benchmarking and assessing what the service actually needed. The Strategic Lead said the threshold was set to 25 children in the assessment teams. The assessment team at the front door would do the initial assessment to identify what support, if any, was required. From this, cases were identified as requiring no further input or could be better supported through other tier services such as prevention support services or longer term solutions. In the last year, the service had restructured areas to ensure control of capacity levels.

The Strategic Lead went on to state that an additional team had been created to support and supervise social workers to ensure risks were assessed appropriately. In the family support team, another 6 social workers were in place along with a team manager to manage demand and cases ensuring support for social workers, children were seen and the quality of work. This was being reviewed on a weekly basis. The Strategic Lead also mentioned that in the longer term, the family support services aimed to get to a 'good' rating which was currently under review. In the assessment service, the service was looking at 25 children and they were working to 22 children at the family support service which would be the longer term work.

Referring to the first bullet point on the last page of the letter, Councillor Okunade expressed concern on the issue on 'management oversight' as this had been highlighted by Ofsted on the last visit. She queried what could be done to get the service to overcome this issue. Referring to the same paragraph, she also asked why all social workers were not using the supervision format.

The Strategic Lead replied that Ofsted had looked at a case where the manager had said 'I agree' to the social worker's recommendations. However, Ofsted had reported that the service's quality of supervision had improved over cases. Strengths were recognised and signs of safety supervision forms had been in place since 1 August 2018 which assessed strengths as well as risks in families. Managers were also supported through supervision training to ensure they had the skills to support staff. The service ensured that a manager only supported 5 social workers so they were able to provide a good quality of support and give supervision on a monthly basis. For complex cases, group supervision was used and looked at with a different approach. Over time, the supervision quality had improved particularly in the last couple of years since the last Ofsted inspection.

Councillor Okunade queried on when the new case supervision format would be used to which the Strategic Lead answered that it had been in use since 1 August 2018. It would be reviewed through feedback to see what could be improved and would be evaluated in the next 4 weeks.

The Parent Governor Representative 1 mentioned working in a school and explained Ofsted visits within her school. She queried whether the service felt they were in a position of never achieving a 'good' rating as the rating moved with each visit. The Corporate Director explained the Children's Services framework would differ to a school's framework. When Ofsted inspected Children's Services, they would check on their recommendations.

The Youth Cabinet Member 2 queried on the number of children outside of care that were offered advocacy services. The Assistant Director explained that looked after children were offered advocacy regularly. There had been no formal separate advocacy for children in need or on child protection plans as they were living at home with families. However, they had allocated social workers who would listen to their views. This had now been changed and the service now provided advocacy for children in need or those on or subject to child protection plans if children wanted it.

In response, the Youth Cabinet Member 2 felt this was a serious oversight of the service and questioned why advocacy had not been offered to children in need or on protection plans previously. The Corporate Director answered that there had been an assumption that the parents were the advocates and that it was a delicate issue. The reason being that many parents felt they were the advocates for their children. This was a new area as it had always been the case that immediate advocacy was available for children away from home.

Referring to the bottom of the first page of the letter, the Vice Chair sought clarification on whether it was the 2016 or recent visit the paragraph referred to. The Corporate Director confirmed it was the recent visit.

Referring to the Parent Governor Representative 1's earlier comments, the Chair commented that the previous Ofsted visit (2012) at Thurrock's Children's Services had received a 'good' rating. The last inspection (2016) had been based on a 'tougher' framework and Thurrock along with many local authorities had been rated down from 'good' to 'requires improvement'. However, inspectors had said children were safe which was most important. The Chair went on to ask Officers how the recommendations from the recent Ofsted visit would be implemented into the development plan. The Corporate Director stated the 3 points would be implemented immediately into the body of the development plan.

13. Declaration of Interests

There were no declarations of interest.

14. Items Raised by Thurrock Local Safeguarding Children Board

The Thurrock LSCB Manager gave an update of the work undertaken within Thurrock's Local Safeguarding Children Board (LSCB). As part of the Children and Social Work Act 2017, Safeguarding Children's Boards would be dissolved but it was the Local Authority's responsibility to have a new safeguarding structure in place to match the new arrangements.

Earlier in the year, the new Working Together 2018 was published with the expectations of the new safeguarding arrangements. This included:

- Moving the current accountability of 5 statutory partner agencies comprising of the Local Authority, Police, Health, Probation and Children and Family Court Advisory Support Services down to 3 to include the Local Authority, Police and the Clinical Commissioning Group;
- The new category of 'relevant agency' would play a role in safeguarding children; and
- Changes to the current serious case review process and accountability in the Child Death Review process.

To ensure a smooth transition, Thurrock LSCB has done the following:

- Setup a new strategic board to prepare an implementation plan which would be published 3 months prior to the change to the new arrangements that needed to be in place by September 2019; and
- Converse with the Essex and Southend Boards to see which areas could be improved on the 'Working Across Essex' approach.

As the existing Board was already doing well, the aim was to keep a similar process in place.

The Thurrock LSCB Manager stopped at this point to take questions from the Committee. Councillor Okunade sought clarification on what would become of the other 2 partner agencies that would be removed from the current 5 statutory partner agencies. The Thurrock LSCB Manager answered that they would form part of other services and over time, would see if they would become part of the relevant agencies. The existing partners would remain but the Board hoped to gain more.

Continuing on with the update, the Thurrock LSCB Manager referred back to the earlier committee meeting of 13 February 2018, where Members had queries on monitoring internet searches particularly suicide methods. To address those queries, he stated in internet safety for children:

- Each school already had a high quality security software system in place that monitored the usage of school IT and media equipment;

- A prevention self-harm toolkit was available on Thurrock LSCB's website for schools to support teachers and young people going through challenging times. A similar approach was also being taken toward suicide ideation; and
- The updated Department for Education's "Keeping Children Safe in Education" document detailed schools' responsibilities in online safeguarding.

Additionally, Thurrock LSCB had been highlighting risks and benefits of the internet to their children in years 5 to 11 through "Walk On-Line" roadshows. An adult version was also available to parents and carers. The next roadshow dates are as follows:

- 14 November 2018 – for parents and carers.
- March 2019 – covers years 5 and 6 with 5,000 pupils due to attend.

The Thurrock LSCB Manager stopped at this point to take questions from the Committee. The Church of England Representative asked if there were plans to move the roadshow programme down to years 2. She felt it was quite late to start the programme for years 5 as many children younger than that were already accessing media and internet. The Thurrock LSCB Manager explained the plan was to roll the programme out to years 5 but it would be reviewed next year and would see if it needed to be moved down to a younger age group.

The Thurrock LSCB Manager continued with the update by saying they were currently undertaking two serious case reviews. The Board had also completed a series of multi-agency training and learning events covering child protection procedures, interfamilial abuse and psychology of the offender and prevent. There would be further learning events and the Thurrock LSCB continued to support Children's Social Care in the signs of safety model and graded care profile2 tool for supporting cases of neglect.

15. Youth Cabinet Update

Since the last quarter, the Youth Cabinet had been busy and had almost finished the preparations for this year's Youth Conference which would be different to previous years. This was where students came together to discuss politics and other issues important to them. More work had been carried out on the Curriculum For Life programme and had been sent out to schools. Students would be able to pick out the topics they wanted to learn and receive lessons ranging from 5 minutes to 1 hour. Ballot papers termed 'Make Your Mark' had also been sent out to encourage students to sign up as these would be sent to Parliament upon closing. Youth Cabinet Member 1 had gained over 480 signed papers alone so far.

The Chair queried how the Youth Conference would differ to previous years and where it would be taking place. The Youth Cabinet Member 1 explained that this time round, there would be no normal workshops. The event would

be held on 13 December 2018 and take place in High House Production Park, Purfleet.

16. Short Breaks and Support Services for Disabled Children

As the current Short Breaks and Support Services for Disabled Children contract would expire in March 2019, the report outlined the procurement of a new contract. A procurement exercise would be undertaken to increase the number of providers as there were currently two delivering the service under the current contract. Quality of the service was the main criteria but savings may be possible due to increased competition. The Contract and Performance Manager explained the report would go to tender, run ideally for 3 years with an additional option to extend to 12 months.

Councillor Hague sought more details on the shortfall of providers and wondered if the service was looking for providers outside of Thurrock. The Contract and Performance Manager explained the service had 4 providers before which had now reduced to 2 which may have been due to the domiciliary care market as it was not as lucrative as it had been. Parents could also choose the personal budget now as it provided more opportunities than Short Breaks services. Councillor Hague went on to ask if more choice meant needing more providers. The Contract and Performance Manager confirmed that was the case and some services such as residential services were expensive which a personal budget could not cover but that option had to be there. By opening the contract up to tender, it would attract more providers.

Youth Cabinet Member 2 also asked how this shortfall of providers could be overcome. The Contract and Performance Manager answered that the issue had been with the previous providers where some had not met the specifications of the service. A lot of the providers had run into problems with the Care Quality Commission in terms of quality and standard. The service would be clear on the specifications required so providers would know what they were buying into. The Youth Cabinet Member 2 questioned whether the £400,000 per annum over the 4 years would be enough to which the Contract and Performance Manager answered it would be as most families could choose the personal budget. Previously, the £700,000 per annum was quite a lot whereas now, there was the community or residential services to choose from in Short Breaks.

The Chair asked if the families could use the personal budget to buy the domiciliary care services to which the Contract and Performance Manager confirmed they could. The Chair went on to query the number of families that used the personal budgets. The Contract and Performance Manager stated that 84 out of the 106 families they currently had were using the personal budget. The service ensured what was booked was used correctly.

The Youth Cabinet Member 3 questioned whether the £400,000 budget equalled out over the 106 families. The Contract and Performance Manager explained that this budget was provided over the cost of the year and that a

number or families could access Short Breaks. It covered what families needed.

RESOLVED:

That the Children's Services Overview and Security Committee agreed to the following recommendations to be made to Cabinet in November 2018:

1.1 That, subject to approval, the tender to provide Short Breaks and Support Services for Disabled Children with a term of 3 years and the option to extend for a period of 12 months.

1.2 That the authority is delegated to the accountable Corporate Director of Children's Services, in agreement with the Portfolio Holder to award contracts to meet the assessed needs and preferences of children and young people.

17. Children's Transport: Re-procurement of Service

The Contract and Performance Manager gave a brief outline of the report which stated that the provision of home to school transport was a statutory service. The current service was expensive and the service aimed to remove discretionary service. Individual schools would be looked at to see who could use public transport. The proposal was for the procurement of a framework contract for children's transport over a 4 year period. It would enable subsequent call off arrangements to be made that were flexible and responsive to changing journey needs e.g. downsizing a minibus carrying 1 child to a taxi instead.

Councillor Hague asked the Officer to expand on what the programme would do from paragraph 3.4. The Contract and Performance Manager answered that safe and unsafe home to school routes would be looked at. She gave an example of one school that had an unsafe route as it was also used by contractors. Councillor Hague went on to ask if this had a positive impact on buses as they were being used more. Stating that all bus routes had been looked at to ensure optimum use, the Contract and Performance Manager also mentioned inviting bus providers in for discussions. Talks included what services the bus providers could offer and support in home to school transport. There had been some positive comments from bus providers to run more buses during school times.

The Parent Governor Representative 1 sought clarification on what was considered an unsafe route and also on the meaning of 'call off activities' in paragraph 3.6. The Contract and Performance Manager explained that unsafe routes could include things such as the location of the school and roads with high speed vehicles. To overcome these, pelican crossings would be installed and speed limits reduced. The priority was to get children to school safely and the same went for unplaced children who could be attending a school that

was not within their immediate area. 'Call off activities' were ad-hoc funds that would give the flexibility to change routes if needed.

Following on from the previous question, the Chair asked how an unsafe route was measured. The Contract and Performance Manager explained that there were a certain set of criteria from the Department for Education that had to be met to ensure a safe route. This was different for each school which was why schools had to be looked at individually. The Chair commented that it was more of a desktop exercise and a child should be taken by the hand to walk the route. The Chair felt sending officers out was not the same given the age so he was concerned on the methodology used. He wanted these concerns to be fed back to the Cabinet Committee when the report was due there for decision.

Adding onto this, the Parent Governor Representative 1 thought every route was unsafe. She referred particularly to Treetops School and Woodside Academy due to the increase of vehicles. The Contract and Performance Manager said these were looked at regularly and knew that Treetops had been unsafe at the time of construction. Children would have been offered transport. The Parent Governor Representative 1 went on to say that she had seen minibuses carrying just 1 child which was concerning considering the extra pollution added to the environment. The Contract and Performance Manager clarified that the child may have been the last one to be dropped off but if not, the service would downsize to a taxi.

The Parent Governor Representative 1 went on to ask if there were any cases where the service would charge for school travel arrangements which were free for eligible children. The Contract and Performance Manager explained that not every case was funded and each one was monitored closely. Following on from this, the Chair queried whether extra seats were sold as concessions. Explaining that this was the case previously for parents, the Contract and Performance Manager stated this was no longer the case as it was disruptive for other children who had to wait until the concessionary seat was available again.

Regarding a Local Authority's duty to provide home to school transport to enable attendance, the Parent Governor Representative 1; asked if this would be a special case that would run for a short period to increase attendance. The Contract and Performance Manager explained it was the parents' duty to ensure the child's school attendance whether they were eligible for transport or not. Each case was monitored closely for eligibility.

The Vice-Chair queried the £4 million cost to the Council to take children to school. He asked how many children that would cover. The Contract and Performance Manager answered there were over 123 school transport routes and over 1000 children attending school. There were no specific data to hand but could be provided to the Committee from the Contract and Performance Manager.

As children had safe routes going to school, the Chair asked what happened after getting there. Routes from there would become unsafe within the school. He gave an example of one school where the road was blocked with vehicles taking children into school. The Chair asked if a drop-off point could be established to ease congestion. As the trouble was getting parents to listen, the Contract and Performance Manager explained the service needed to work with schools on drop-off points. An example was given where one school used a local pub's car park for parents to park for drop-offs. Walking buses were also an option the service was considering. The Chair went on to ask if concessionary transport vehicles could have a drop-off point established to which the Contract and Performance Manager confirmed it could.

Moving onto procurement, the Chair asked what chances was the service giving Thurrock based taxi firms to win a contract. The Contract and Performance Manager replied that the service was looking to bring in software that would enable providers to choose the routes. There was the option to break the routes down and still be able to deliver the service required.

The Chair went on to ask what weighting was given to environmental concerns and keeping extra miles down to a minimum. The Contract and Performance Manager answered the service was working with procurement to ensure specifications were met. Sustainability was one aspect and social values were another aspect. The service had been engaging with local providers who were looking for innovation within the service and were looking to deliver different services as well. For example, this could be specialist vehicles for special needs children.

Querying on out of borough contractors, the Chair asked if the service would accept those with lower licensing standards than Thurrock's. With a firm no, the Contract and Performance Manager confirmed the service would not reduce standards.

Supporting the Chair's points, Councillor Hague asked that the criteria surrounding the procurement process be provided at the Cabinet Committee when the report would go there. In particular the environmental impact and border issues and how these would be addressed to ensure Cabinet had a clear structure of this.

The Youth Cabinet Member 2 felt 123 routes was a lot for Thurrock and questioned if these routes could be combined. He expressed concern on how taxpayers' money was used for these many routes. The Contract and Performance Manager explained that the amount of routes contributed to the fact that Thurrock was close to the London network and the borough was comprised of many villages. The service had a statutory duty to provide transport to children to get to school but they did look at every possible method to reduce spend where possible.

On public transport, the Youth Cabinet Member 2 asked if this was used to which the Contract and Performance Manager confirmed they did. He went on to suggest free transport for children similar to the Transport for London

model. The Contract and Performance Manager stated the service was working with bus providers to negotiate discounted tickets for children although it would not be free. The Youth Cabinet Member 2 continued by asking if sixth form children would use a walking bus given their ages. Answering that this would be for special needs children, the Contract and Performance Manager also mentioned travel training for special needs children as well.

RESOLVED:

That the Children's Services Overview and Scrutiny Committee agreed that the following recommendations be made to Cabinet in December 2018:

1.1 That approval was given for the re-tender of a framework contract for children's transport in accordance with the Council's Contract Procedure Rules for a term of 4 years commencing at the start of the academic year 2019/20.

1.2 That agreement was given for the award of the contract to be delegated to the Corporate Director of Children's Services in consultation with the Portfolio Holder.

1.3 That it was noted that a further report would be presented should any policy changes be required in due course.

18. Schools' Performance Report

The report was presented in turns by the School Improvement Manager and the Head of Virtual School. Officers would pause in between sections of the report to take questions and comments from the Committee.

Stopping at section 7, Officers took questions.

Referring to the disadvantaged gap in 6.9, Councillor Anderson questioned whether the gap would be eliminated if it continued to reduce to which the School Improvement Manager confirmed it would. The Parent Governor Representative 1 sought clarification on the 'fsm' terminology in the graph in 3.5. The School Improvement Manager answered it was abbreviated for 'free school meals'.

Stopping at section 9, Officers took questions.

Councillor Hague queried the fundamental risks of going forward in terms of maintaining a trajectory. The School Improvement Manager replied that Thurrock was doing better than some schools when compared on the Ofsted figures. She stated they were doing well with around 89% of schools that were judged to be good or better, when the national average was 88%. However, some schools' data in Thurrock had dropped due to recruitment issues. Adding on, the Church of England Representative gave praise to schools and

teachers for their hard work. She continued by stating that a straight trajectory of the figures could not be expected every year as each year was a different set of children.

The Chair welcomed the closing of the disadvantaged gap at the end of key stage 1. He asked what the strategy would be on closing the gap at the end of key stage 2. The School Improvement Manager said the learning would come from schools that had closed their disadvantaged gap to develop strategies to support schools with wider disadvantaged gaps. It was not always easy to determine the gap as not all parents would claim the free school meals which was where the figures were pulled from.

Referring to GCSEs on page 51, the Chair noted some schools had improved tremendously well but there were also a number of schools declining e.g. William Edwards. The Chair questioned when the decline would become a cause for concern. Stating that the trend would have been picked up by the school themselves, the School Improvement Manager added that the service would be visiting the schools for discussions on the trend.

As figures could not be reported from Palmer's College due to it being a part of Southend Council, the Chair stated there had to be a way to report these figures as the young people attending were living in Thurrock. The School Improvement Manager replied the figures could be included but it would not count as Thurrock's figures.

Referring to 7.2, the Youth Cabinet Member 1 mentioned the figures of the graph and expressed concern on the decrease in Maths 4+ and English 5+. He stated that as the grade bands would move up to 5 being a pass in GCSEs the following year, it would mean many students would not pass their GCSEs. He asked the service's strategy on this. The School Improvement Manager explained the grade bands had been introduced to improve standards. The current cohorts had not had much time to be taught the new curriculum whereby future cohorts would have longer to study the more challenging GCSE curriculum.

At the end of the report, Officers took questions.

Pleased to see the closure of the disadvantaged gap, Councillor Okunade asked how the service could sustain the increase and improvement in staffing levels for key stage 2. Councillor Okunade also asked for reasons for non-improvement on some disadvantaged gaps. The Head of Virtual School stated that key stage 4 was improving and in line with the national cohorts. Thurrock's looked after children were performing better than the national average but they needed to understand why some were not doing better which could be due to previous traumas. The gap may not close for looked after children until they were in later years as some may not have been in schools at an early age or had missed a few years of school. There were many variables that could affect that attainment.

In terms of sustaining staff levels, the Head of Virtual School explained that staff had been agreed for 1 academic year but they were now moving into the second academic year. The service would try to ensure the progress continued but they had to look at the progress that looked after children were making. They hoped to continue to have the staffing in the service, schools and social workers as the service had seen the impact they have had.

The Church of England Representative agreed that the progress of looked after children was important and felt that having the data and figures of their development in education would be good for the Committee to see. The Head of Virtual School explained the data could not be presented in the report as each looked after child had an individual report. However, once the data was released from the Department for Education, the data could be reported.

Continuing on, the Church of England Representative queried whether looked after children were still in care when they reached the end of a stage. Also referring to the middle of paragraph 9.3 in regards to pupils with gaps in their prior learning, she felt that could not be an assumption. The Head of Virtual School explained it was not an assumption as many of those pupils had not attended pre-school or reception prior to year 7. Some looked after children had come into care during those times and these could only be reported in their individual reports.

RESOLVED:

That the Children's Services Overview and Scrutiny Committee noted the provisional outcomes of the summer 2018 tests and examinations and commended schools, pupils and parents/carers on their achievements.

19. 2017/18 Annual Complaints and Representations Report

Presented by the Strategic Lead for Information Management, the report outlined the number of complaints and key issues arising from these within the Children's Services. This was for the year 2017/18.

Referring to page 55 of the report, Councillor Anderson said it was good to see the increase in the complaints response times. He asked if there was a process in place to sustain this figure. The Strategic Lead for Information Management explained there were processes in place to track and trace complaints. The service did their best to maintain performance.

Councillor Okunade queried whose decision it was for a complaint to go through to Alternative Dispute Resolution (ADR). The Strategic Lead for Information Management answered that ADR took place if a complainant was unhappy with their Stage 1 response. The complaints team would then work with the service and complainant to agree a resolution to the complaint.

The Parent Governor Representative 1 questioned who decided when a complaint was complex. The Strategic Lead for Information Management said

it could be a combination of the volume of issues raised within the complaint along with any risks to the complainant.

RESOLVED:

That the Children's Services Overview and Scrutiny Committee considered and noted the report.

20. Safeguarding and Performance Management Children's Social Care

Presented by the Corporate Director, the report outlined the current arrangements for the monitoring and oversight of children. It covered areas of:

- Child Safety;
- Inspection of Local Authority Children's Services;
- Staffing;
- Staff Survey Results;
- Performance Standards;
- Management and Reporting Progress;
- Creating a Positive Learning Culture; and
- Data Quality.

Referring to section 6, the Chair commented that some of the results from the staff survey were poor. Explaining that work was being undertaken with staff to improve in those areas, the Corporate Director stated that additional teams were also being created. He recognised that social work was stressful and the feedback from Ofsted had been that most were grateful for the support given from managers. The service was looking to support staff through adding in additional resources. Agreeing with the Chair on the poor results of the staff survey, the Church of England Representative also congratulated the service on picking up on the issues found within the survey.

The Parent Governor Representative 2 explained she came from a social work background and understood that the issue of working late was one found in all boroughs. She felt it was a national issue that had to be addressed due to the complexity of the work undertaken by social workers.

Councillor Okunade queried if there were issues and reasons for permanent staff leaving the service. The Corporate Director stated the turnover was low and the service was good at bringing in newly qualified social workers. Many who had joined Thurrock had chosen to stay.

RESOLVED:

That the Children's Services Overview and Scrutiny Committee noted the current arrangements for safeguarding children.

Standing orders were suspended at 9.22pm to an additional 15 minutes in order to allow the Committee to finish the agenda items.

21. Children's Social Care Performance

The report was presented by the Assistant Director which outlined the continuing high level of demand within Thurrock's social care. An area of focus was on the number of adopted children in 2017/18.

There were no questions or comments from the Committee.

RESOLVED:

1.1 That the Children's Services Overview and Scrutiny Committee noted the areas of improvement in Children's Social Care and work undertaken to manage demand for statutory social care services.

22. Work Programme

Members queried the agenda items to be added on for future Committee meetings as the programme showed a few items only. The Corporate Director would discuss with the Chair.

23. Chair's Resignation from Children's Services Overview and Scrutiny Committee

The Chair expressed his disappointment that there had been no report given into the serious whistleblowing allegations as had been requested by Members at the last Committee meeting. He stated that they had not expected to see details but only for the Committee to be taken seriously.

Upon not seeing the report on the agenda for that night's Committee meeting, the Chair had approached Officers and queried on this. He had been told by Officers that the report would be covered in item 10 of the agenda to which he felt it did not.

The Chair continued by saying the Committee had not expected to see names or fine details but only asked for reassurances that allegations were being investigated. He thought the report given was 'nothing more than a white wash' and that the members of staff that had made the allegations had been let down as well as the Committee and the children of Thurrock.

The Chair stated he did not like to criticise Officers but as the Children's Services Overview and Scrutiny Committee, Members had to be provided with an overview of the services provided for children and young people. Without this, the Committee could not provide a real overview and real scrutiny of the services.

As the Chair had felt he and elected Members of the Committee had been treated unfairly by Officers, along with the lack of report produced, the Chair felt his concerns increased. With that, he resigned from his role as Chair of

the Children's Services Overview and Scrutiny Committee with immediate effect.

The meeting finished at 9.35 pm

Approved as a true and correct record

CHAIR

DATE

**Any queries regarding these Minutes, please contact
Democratic Services at Direct.Democracy@thurrock.gov.uk**

4 December 2018	ITEM: 6
Children’s Services Overview and Scrutiny Committee	
Thurrock LSCB Annual report 2017 – 2018	
Wards and communities affected: All	Key Decision: Key
Report of: David Archibald, LSCB Independent Chair	
Accountable Assistant Director: Sheila Murphy, Assistant Director of Children’s Care and Targeted Outcomes	
Accountable Director: Rory Patterson, Corporate Director of Children’s Services	
This report is Public	

Executive Summary

Thurrock Local Safeguarding Children Board’s (LSCB) Annual Report for 1st April 2017 to 31st March 2018 provides an account of what has been achieved to improve safeguarding services within Thurrock and to assess their effectiveness.

1. Recommendation(s)

- 1.1 That the Children’s Services Overview and Scrutiny Committee note the report and progress made on children’s safeguarding
- 1.2 That the Children’s Services Overview and Scrutiny Committee provide comment on the report

2. Introduction and Background

- 2.1 Thurrock LSCB is required to publish an Annual Report on the effectiveness of safeguarding in the local area. The LSCB operates within a legislative and policy framework created by the Children Act 2004 and Working Together 2018.
- 2.2 The Annual Report reflects the priorities set within the LSCB Business Plan for 2017/18, progress against these priorities, and areas for further development during 2018/19.

3. Issues, Options and Analysis of Options

- 3.1 None relevant

4. Reasons for Recommendation

4.1 The Annual Report is a public document that is to be shared among the key partners within the Borough who have safeguarding responsibilities.

4.2 It is a requirement for the LSCB to provide a copy to the Local Authority.

5. Consultation (including Overview and Scrutiny, if applicable)

5.1 The Annual Report is agreed by the LSCB Full Board

5.2 The content has been compiled from the comments of the partner agencies of the LSCB.

6. Impact on corporate policies, priorities, performance and community impact

6.1 Not relevant

7. Implications

7.1 Financial

Implications verified by: **Nilufa Begum**
Management Accountant

There are no financial implications for the Local Authority

7.2 Legal

Implications verified by: **Stephen Smith**
Team Leader (Social Care)
Law and Governance

No legal implications, document is owned by the LSCB.

7.3 Diversity and Equality

Implications verified by: **Roxanne Scanlon**
Community Engagement and Project
Monitoring Officer

The Annual Report applies to all children and families. There are no known negative implications arising for groups or individuals with protected characteristics.

7.4 **Other implications** (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

None relevant.

8. **Background papers used in preparing the report** (including their location on the Council's website or identification whether any are exempt or protected by copyright):

Not relevant

9. **Appendices to the report**

- Appendix 1 – LSCB Annual Report 2017 – 2018

Report Author:

Alan Cotgrove

LSCB Manager

Thurrock Local Safeguarding Children Board

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ANNUAL REPORT 2017-18

APPENDIX 1



**THURROCK LOCAL
SAFEGUARDING
CHILDREN BOARD**

Table of Contents

Introduction by Independent Chair of the Board - David Archibald 3

Overview of the Annual Report 4

About the LSCB..... 4

LSCB Business Plan 2017/18 6

Understanding the Safeguarding needs of Thurrock Children 7

Safeguarding Context..... 7

Highlights..... 8

Safeguarding Thresholds..... 8

Snap Shot on Performance to safeguard Thurrock Children 8

 Looked After Children..... 8

 Child Protection Plans 9

 Child in Need..... 9

New Policies and Procedures 9

Lay Members 10

Allegations Management..... 10

Section 11..... 10

Education 157/175 Audits 11

Schools 11

Early Help 11

Learning and Improvement Programme..... 12

Child Death Review Process..... 13

Finance and Resources 14

Lessons from Serious and Managed Case Reviews..... 15

The Audit Process..... 15

Audit Outcomes 16

Audits undertaken during 2017/2018 17

Walk Online Road Show 17

Voice of the child..... 18

Priorities for 2018-2019..... 18

Challenges and next steps from the Independent Chair..... 19

Introduction by Independent Chair of the Board - David Archibald

I am pleased to present the LSCB Annual Report for 2017/18.

The LSCB is required to publish an Annual Report on the effectiveness of safeguarding in its area, including an assessment of local safeguarding arrangements. This report also sets out the progress and achievements over the last year and those priority areas the Board will focus on over the next 12 months.

This report captures some of the excellent work the Board has undertaken to support and challenge the improvement of services for children and its work of raising awareness within all elements of the community.

Partnership working has strengthened despite personnel changes within the Board, with a greater sense of the Board functioning as a multi-agency forum.

Our vision is that every child and young person in Thurrock should grow up safe from maltreatment, neglect and criminal activity. We wanted to further improve our safeguarding system with the focus firmly on the experience of the child or young person's journey and how the new Brighter Future programme on early help provision, has embedded into practice.

I am pleased with the progress made locally during this period and we will continue to be vigilant in providing a level of challenge to partners responsible for keeping Thurrock children and young people safe, as we begin our approach to implementing new multi-agency safeguarding arrangements in 2019.

I would like to thank all those who have contributed to the LSCB this year for their hard work and commitment. I would particularly like to thank our Business Team and Business Manager, for supporting me to keep the LSCB operating smoothly.



David Archibald



Overview of the Annual Report

This annual report content provides evidence and examples from our 2017/18 Business Plan, which has driven the focus of the Board's activities along with information which highlights the Board's involvement in policy, auditing and reviews of services across agencies working with children.

The way the Board functions to support and challenge partners in safeguarding children are changing. The introduction of new safeguarding arrangements following the Children and Social Work Act 2017 and Working Together 2018, will create new opportunities and challenges.

We are well advanced in our preparation for these new arrangements, streamlining our existing structure and building our processes with our colleagues across Southend, Essex and Thurrock (SET).

Our aim this year was to build on those high standards acknowledged during our Ofsted Inspection in 2016 and start to plan for the future.

The world of safeguarding children will always be a continual cycle of change. The Board and its future safeguarding arrangements need to ensure that it is fit to meet those needs.

This report will show some of the further progress we have made.

About the LSCB

Thurrock Local Safeguarding Children Board is a statutory body which has a range of roles, scrutinising and challenging local safeguarding practice as part of its responsibilities under Section 14 of the Children Act 2004.

The Board has an independent co-ordinating and challenging role around safeguarding practice across its partner agencies and these functions are carried out through the Full Board and each of its Sub Groups, whose activities are outlined later in this report.

While the LSCB do not have the power to direct partner agencies, it has a key role in making



clear where improvement is needed. Each Board Partner retains their own existing line of accountability for safeguarding (Working Together to Safeguard Children, 2015).

During this reporting year we have continued to receive good support at our meetings from all agencies.

We continue to work on improving our systems and structures on our journey to be an outstanding Safeguarding Board and have made further changes this year to the structure of the Board, amalgamating roles and responsibilities for greater efficiency.

To support our activities the Board has made some structural changes during the year and consolidated some of the groups for better efficiency of our partner's time. The Structure for this year comprises of:-

- ❖ Full Board
- ❖ Management Executive Group
- ❖ Performance Improvement Panel (PIP)
- ❖ Serious Case Review Sub Group
- ❖ Audit Group
- ❖ MACE (Missing and Child Exploitation) Group
- ❖ Risk Assessment Group (RAG)
- ❖ CDOP (Child Death Overview Panel - SET)
- ❖ Child Death Review (CDR) South West

In addition, a new Strategic Group was established in September 2017, with a focus both on further improving the Partnership's strategic focus, and also preparing detailed proposals for future multi-agency safeguarding arrangements in Thurrock.

To ensure the Board is aware of all cross cutting safeguarding impacts, representation on other boards and multi-agency groups includes:

- ❖ Health & Well Being Board (Independent Chair)
- ❖ Community Safety Partnership (Business Manager)
- ❖ SET CSE Strategic Group (Business Manager, Chair MACE)
- ❖ SET Procedures Group (Business Manager)
- ❖ Regional LSCB Chairs and Managers Group (Independent Chair, Business Manager)



- ❖ VAWG - Violence against women and girls Group (Business Manager)
- ❖ Signs of Safety Group (Project Officer)
- ❖ Graded Care Profile 2 Group (Project Officer)

LSCB Business Plan 2017/18

For 2017/18, the Board agreed to maintain its four strategic Aims:

- ❖ Safeguarding is Everyone business
- ❖ Reduce the number of children and young people in need of responsive safeguarding through effective help and support at an earlier stage
- ❖ Voice of the child
- ❖ A Board fit to meet future demand.

Through this approach we can ensure that local services working together are effective in safeguarding children and supporting families.

Our plan sets out the Boards priorities for the year. Progress of the plan was monitored by the relevant Board Sub Group to ensure accountability and outcomes were achieved. The plan is available to view on our website www.thurrocklscb.org.uk

Alongside these priorities we sought to improve our Quality Assurance and Learning Improvement Framework through more involvement of frontline practitioners in our audit process and also our work across the Southend, Essex and Thurrock partnership approach (SET)

The areas in which we focused included:

- ❖ Child sexual exploitation
- ❖ Children who go missing
- ❖ Self-harm and poor mental health
- ❖ Suicide
- ❖ Children at risk of radicalisation and violent extremism
- ❖ Children at risk of serious youth violence and gangs
- ❖ Updating of SET Safeguarding Procedures
- ❖ Learning and improvements programmes for practitioners



The Board completed 52 actions set for this reporting period with nine being carried over to the next reporting period due to changes in either process or feasibility.

Reports and procedures reviewed by the Board included:

- ❖ Private Fostering
- ❖ Local Authority Fostering
- ❖ Child Death Review
- ❖ Community Safety Partnership
- ❖ MASH (Multi Agency safeguarding Hub)
- ❖ MARAC (Multi Agency Risk Assessment Conference)

The Board were disappointed that we did not receive the LADO and IRO report for this year and the Children Home Educated report. This has been challenged and has now been rectified.

Understanding the Safeguarding needs of Thurrock Children

- ❖ The number of young people aged 0-18 years in Thurrock is predicted to increase from 41,904 (25.1% of the population) by 9.8% over the next ten years*
- ❖ The population is increasingly diverse with 34% of school aged children from Black and Minority Ethnic Group*
- ❖ Thurrock experiences significant pockets of deprivation and inequality, with several areas falling within the 20% most deprived areas in England.
- ❖ Infant and child mortality rates in Thurrock are consistent with national averages.
- ❖ Thurrock has above the national average of children on Child Protection Plans *

*CSC self-assessment data March 2018

Safeguarding Context

The LSCB are pleased to acknowledge some of the excellent work undertaken in safeguarding children and young people by agencies and partnerships across the Borough. The list is not exhaustive but includes recognition of the work undertaken by the Community Safety Partnership (CSP), Safeguarding Adult Board (SAB), local community and voluntary



organisations (CVS), that contribute to making Thurrock a safe place and supporting Thurrock's overarching vision.

Highlights

- ❖ Joint Conference between the LSCB, SAB and CSP "Holistic approach to safeguarding the Families of Thurrock"
- ❖ PREVENT Agenda
- ❖ Adult Safeguarding support for Serious Case Reviews and audits
- ❖ Brighter Futures Programme
- ❖ Understanding and responding to gangs

Safeguarding Thresholds

Thurrock continues to apply its thresholds rigorously and the Board annually reviews its published document. This year it has taken into account the changes to the Early Offer of Help service with the introduction of the Brighter Futures programme and inclusion of the Troubled Families programme within the new Prevent and Support Service (PASS).

Snap Shot on Performance to safeguard Thurrock Children

Looked After Children

The rate of Children in Care has reduced compared to the previous year. The actual number of Looked After Children was 307 (April 2018) compared to 333 (April 2017). This comprises of 64% male and 34% female, with the main age group being 10 to 15 years (45%).

LAC Reviews

84% of reviews were conducted within statutory timescales.

Health Assessments

Initial Health Assessments of the 196 rolling cases at time of reporting highlighted 21% remain outstanding. Since this reporting period, joint working between Children's Social Care and the LAC nurse has seen a significant improvement in this position.



Child Protection Plans

The rate of children subject to Child Protection Plans (CP) has decreased significantly from the previous reporting period. The actual number of children subject of a plan in Thurrock has decreased from 275 (April 2017) to 239 (April 2018). This figure is back in line with the previous figures of 233 in 2015/16.

Thurrock has reduced from being significantly higher than statistical neighbours to now being in-line with statistical neighbours. This is as a result of the introduction of Signs of Safety as a social work model of intervention with families, which encourages strength based practice with families.

Of these 239 cases there is a fairly even spread of 53% male and 47% female. The open cases have undergone an extensive programme of audit and performance management scrutiny by Children's Social Care and the Board has conducted its own audits. This has supported the position of having the right children on the right plans and category.

The Board are determined to ensure that CP plans are timely and effective in achieving better outcomes for our children, and acknowledge the work undertaken by Children's Social Care in reviewing the category of multiple, which is no longer used, and also the work undertaken in reducing the timescales a young person remains on a plan.

This is now reflected in the timeframes that a young person remains on a plan being significantly reduced, which the Board will continue to monitor.

Child in Need

CIN cases have seen an increase to 683 cases (Aug. 2018) compared with 618 cases compared to the previous year.

More children are being worked with as children in need, and this reflects the reduction in children subject to a Child Protection plan.

New Policies and Procedures

The Board has contributed to the development of practice and process to improve services

to children.

- ❖ Supporting the introduction and implementation of The Graded Care Profile 2 as part of the Board's Neglect Strategy
- ❖ Supporting the introduction and implementation of "The Signs of Safety" Model for improving our partner's response to safeguarding practice.

Lay Members

It still remains a challenge to fully incorporate lay membership within the Board. We currently have one lay member who is an active member on the Full Board. The Business Team promote and support the role through a variety of sources and publicity with the community.

This will be further addressed in planning for the new safeguarding arrangements for 2019.

Allegations Management

The Local Authority Designated Officer (LADO) has close links with the LSCB, which monitors the recommendations and outcomes of allegations of abuse against those who work with children ensuring completion within timescale. The LSCB has a duty to ensure that all allegations of abuse or maltreatment of children by a professional, staff member, foster carer or volunteer will be taken seriously and treated in accordance with consistent procedures.

The Board needs to ensure that there are effective inter-agency procedures in place for dealing with allegations against people who work with children and requests an Annual LADO Report to keep the Board appraise of trends and the activities the LADO undertakes. For this reporting period the Board did not receive the LADO report. This matter was challenged by the Independent Chair and has now been addressed.

Section 11

The Boards Section 11 process is robust and provides good assurance regarding the quality of partner's commitment and prioritisation of safeguarding. The annual returns are reviewed



by the Audit Group for compliance and any action plans monitored for improving outcomes. The commitment to safeguarding is further scrutinised through the Performance Improvement Panel which requires each agency to answer questions from a Panel of the Board on its contribution to safeguarding.

This continues to involve a robust challenge, useful debate, and the identification of opportunities for further improvement.

Education 157/175 Audits

It is pleasing to report that an excellent response from all our schools has taken place again this year along with the requirement for additional information supporting the PREVENT agenda. The submissions were quality assured by the Audit Group and where relevant actions plans are in place to monitor compliance and improvement processes.

Schools

The Local Authority organises a termly Safeguarding Leads Meeting for Schools and Academies which provides a successful forum for the exchange of information relating to safeguarding in schools. The LSCB relationship with education establishments continues to develop and improve.

Work in this area has included consultation on the Multi Agency Safeguarding Hub, Anti Bullying work and work on the Emotional Well Being and Mental Health Service. This work continues to be well supported by schools.

Early Help

A new multi-agency Brighter Futures Board has been established to oversee service integration and strengthen the offer to families in need.

The processes for the improved service (Brighter Futures) are still in the early stages of development; however a streamlined referral form has been drafted for partners to make direct referrals to the service via one point of contact when there are emerging needs. The use of the Common Assessment Framework (CAF) will be restricted to the making of safeguarding and child protection referrals to the MASH. It is anticipated that all referrals to

the service will be dealt with within 24 hours and the family allocated to a member of the team who will, alongside the Lead Professional, co-ordinate a TAF meeting and develop a Family Plan.

Learning and Improvement Programme

At the beginning of the year the Board published its current learning and training programme on the LSCB Website. During the course of the year we added additional training and development programmes identified through audits and serious case reviews that would benefit practitioners in improving outcomes for children.

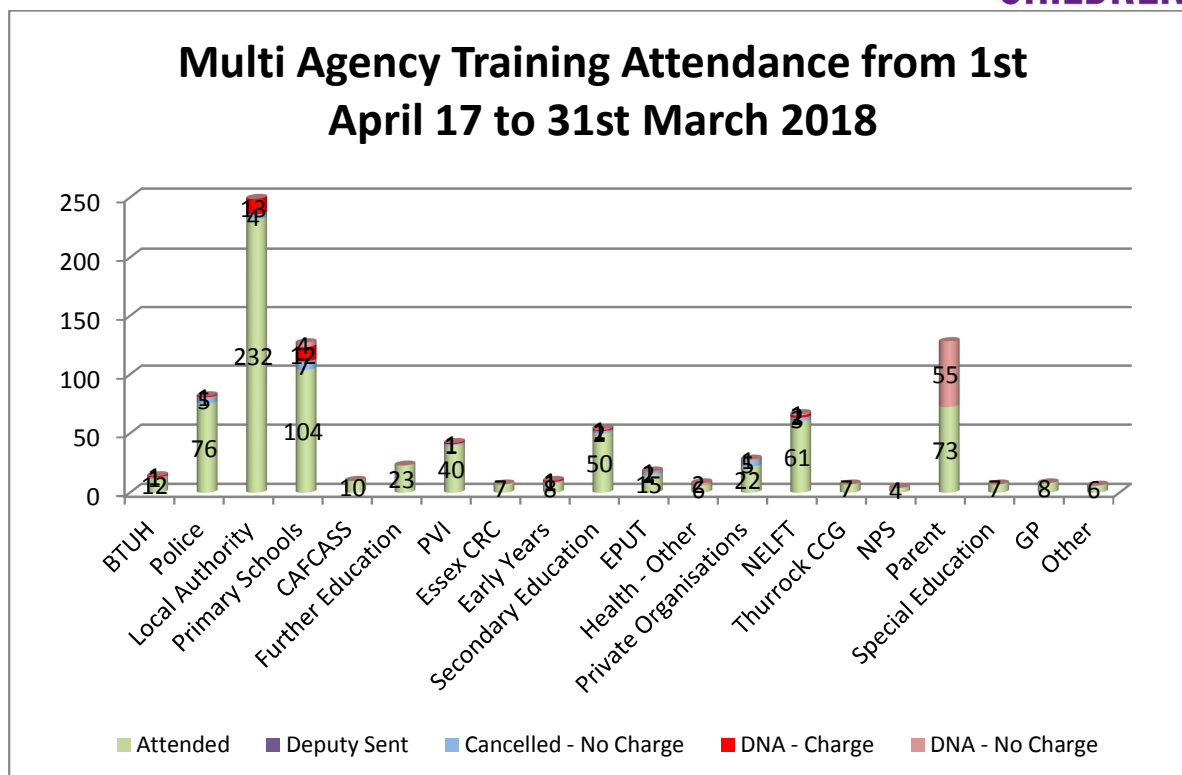
During the last reporting period the Board decided that the current provision of free training for all courses provided was not sustainable and certain “non-core” programmes would incur a charge, on a scaling ratio, depending on the organisation. In applying these changes the Board viewed it as essential to monitor the impact through its Management Executive Group. This new approach has not affected the take up of our programmes and has enabled the Board to offer additional programmes

It continues to be a challenge as highlighted in one of the two Ofsted recommendations from our inspection of 2016 to fully assess the impact of the learning and training we provide. In support of this we have introduced some additional business processes to assist in this task and aim over the next year to further improve the evaluation of our programmes.

The training programmes delivered during 2017-18 was:-

- ❖ Graded Care Profile 2
- ❖ Increasing Awareness of the Child Death Review Process
- ❖ Inter-Agency Child Protection training
- ❖ SCR Harry Learning Event
- ❖ Psychology of the Offender
- ❖ Signs of Safety Awareness
- ❖ Towards Confident Child Protection
- ❖ Walk Online Roadshow for Parents, Carers and Professionals





Child Death Review Process

All child deaths are reviewed as part of the LSCB responsibilities to support learning outcomes. This process has continued to be undertaken jointly through the Southend, Essex and Thurrock (SET) child death review process at both strategic and operational level. There is a Pan Essex Strategic Child Death Overview Panel which aims to identify any lessons to be learned from the death of a child in order to improve the health, safety and wellbeing of all children and to identify modifiable factors which may, when addressed, prevent further such deaths in the future.

It provides multi-agency, sub-regional awareness-raising sessions around the child death review process and ensures that parents/carers are supported following their loss and are given the opportunity to contribute any comments or questions that they might have to the review of their child's death.

In September 2017, SET saw the introduction of the Learning Disabilities Mortality review programme (LeDer). This is still in its early implementation and will be reported on further as the programme develops. An Annual Child Death Report is presented to the Board which provides an account and overview of the child death cases reviewed, makes

recommendations in relation to further actions and ensures that all recommendations are accounted for and disseminated to relevant partner agencies and stakeholders. An Annual Operational report is also provided to partners and the LSCB by the Rapid Response Team (Health).

This quality assurance scrutiny by the Board of the reports, provide reassurance that partners are doing all they can in assessing modifying factors and implementing strategies to reduce those risks. From their findings the Board implements a number of safety initiatives and distributes literature on safer sleeping, furniture safety and water safety information in readiness for awareness campaigns over the spring and summer months. The Annual CDR report is available on our website www.thurrocklscb.org.uk

Finance and Resources

The LSCB is funded through statutory partner agency contributions and income generation through training or events provided by the Board where recovery costs have been agreed. These monies are used to pay for LSCB business, including Serious Case Reviews; independent chairing of the LSCB, the LSCB Business Team, and costs associated with LSCB and Sub Group meetings, multi-agency training, publications and procedures relating to safeguarding.

The budget is managed through the Local Authority budgetary procedures. A breakdown of the financial position for 2017/18 is shown below

Income	2017/18
Local Authority	108,000.00
Police	15,000.00
CAFCASS	550.00
NPS	4,750.00
CRC	4,750.00
Thurrock CCG	15,000.00
NELFT	5,000.00
BTUH	5,000.00
Income Generation	24,711.80
Total Income	182,761.80
Expenditure	
LSCB Business Team	108,600.00
Roomhire Costs	1,951.41
Equipment Purchase	1,769.12
Stationery	565.90
Professional Services	0.00
WOLR Costs - <i>under review</i>	
Training	9,497.50
CDR Costs	8,326.86
Independent Chair	20,065.12
Serious Case Reviews	21,442.60
Total Expenditure	172,218.51
Carry Forward to 2018/19	10,543.29



Lessons from Serious and Managed Case Reviews

Thurrock commissioned one Serious Case Review and one Managed Review for this reporting period. The cases are subject of ongoing enquiries. The Board also took cognisance of other national Serious Case Reviews whose findings had an impact on safeguarding in Thurrock and these were reviewed during the year and disseminated to the respective agencies for the learning outcomes to be embedded into practice.

The process of undertaking these and previous reviews identified some concerns on the quality and timeliness of some partner agencies responses. These challenges have been highlighted with the senior management of those agencies to reflect on the impact this can have on the SCR process.

The group's priorities are to ensure that all the recommendations are implemented in a timely manner and monitor for impact of change. Briefing staff on the lessons learned from SCR's will continue to be a key activity in the coming year and work is in progress to develop our website to incorporate better information. The group will also be reviewing the SCR processes undertaken considering the feedback from staff involved in recent reviews to continue to improve the process of supporting staff involved in the review process.

The Audit Process

The LSCB Audit Group includes representation from Police, Health, YOS, Probation, Housing, Social Care and commissioned providers. The members are middle managers or professionals with a specific safeguarding brief. The group met on five occasions.

The activity and case categories selected for audit and review are selected on a rolling programme at random. Depending on the nature of the audit being undertaken, an established audit tool is used for consistency of practice tailored to the type of audit being conducted. Our audits include single and multi-agency audits which are notified in advance to each representative before the meeting. Each agency representative is then expected to review its own records in relation to the case and the identified practice point. Where

15



relevant, notes and case files are brought to the meetings and shared with the group.

The focus of the group includes the appropriateness, quality and timeliness of each agency's involvement, not just in the immediate period but also over a longer timeframe, where this is relevant. Prime concerns are whether children appear to be safe/have been safeguarded, whether they have been the main focus of activity and particularly – when age appropriate – that they have been spoken to and had their views elicited. The emphasis during the early part of the year has been much more focused on whether policy and procedures had been followed and any learning has a systems approach. This is still considered important, but the theme has shifted its focus to outcomes of practice and the voice of the child.

The group have reported that they have found the audit process a learning opportunity to broaden their own understanding and knowledge of the roles and responsibilities of every agency. The group has developed a shared, appropriate expectation of what they would expect to see from safeguarding responses not just from their own agency but also from other agencies.

A learning booklet is now produced highlighting the key learning elements identified and circulated to partners. Full details of the audits are available through the LSCB Business Team.

Audit Outcomes

Minutes of the meeting are recorded with comments on each case made by the group, identifying good practice and joint working as well as noting any concerns about the work completed. If serious concerns about the safety of a child are identified, these are immediately notified to the appropriate agency and the Group request and receive updates on any such case.

The findings and outcomes of the Audit Group meetings are reported to the LSCB regularly through the Management Executive meeting and there is an annual summary of activity for the Full Board, so that the overall quality of local safeguarding practice can be evaluated and any lessons for improvement taken forward at both an operational and strategic level.

A forward plan has been agreed for future audits' to ensure all safeguarding elements are considered taking into account equality and diversity.



Each representative has been keen to ensure that the investment of their time has been an effective means of assessing how well local partners are working together to safeguard children.

Audits undertaken during 2017/2018

The audit group met on five occasions during this reporting year and undertook both thematic and specific audits. The areas included:

- ❖ Specific audits of two at risk young people
- ❖ LAC - Three cases were examined. Learning identified concerns surrounding placement of young people in known gang locations which may be placed at risk of exploitation.
- ❖ Audit of section 157/175 and Section 11 returns. Action plans in place for areas to develop
- ❖ The group also reviewed all historical actions from previous audits to seek assurance that changes had been made and the process had impacted on the welfare of children.
- ❖ Audit two LAC, two CP and two CIN cases examining practice standards and multi-agency contribution to process. Learning cascaded back to agencies
- ❖ Benchmarking of Child Sexual Exploitation (CSE) against National Working Group (NWG) criteria and preparing a gap analysis for discussion at the MACE group followed by audit of two cases at risk of CSE
- ❖ A significant serious incident
- ❖ CSE risk assessments

Walk Online Road Show

This year saw a break in our road shows for our young people to enable a review of the programme and ensure that the content was meeting the evolving world of safeguarding.

The Board have now captured to date in excess of 12,200 pupils from across the Borough. This is an exceptional achievement and this approach of engaging with young people was recognised by Ofsted during their inspection in March 2016 as an item of outstanding

practice and published in their spring journal as outstanding practice. The Board is proud of this achievement and is now preparing for the next programme.

Voice of the child

The Board has undertaken a range of opportunities to hear the voice of local children. The Board has strong links with the Youth Cabinet. We take part in the Annual Youth Conference, attend local community events such as Party in the Park and the Orsett Show providing the opportunity to engage with young people and their families and raising awareness of safeguarding through various booklets, colouring books and information on all aspects of safeguarding. The community engagement is seen as an important element in raising awareness of safeguarding. This year the Board has distributed 62,140 items of promotional/safeguarding information.

The Children and Families Act 2014 (S19) requires that children and families should be involved in decision making at every level of the system and one of Working Together 2015 key principals for effective safeguarding arrangements is to take a child centred approach. Our Audit Group when undertaking individual audits seeks out in every case the voice of the child, to ensure that this element is in the forefront of our practitioners and highlighted where improvements can be made.

Our annual review of the Corporate Parent roles also provides to the Board reassurance that the needs and considerations of Looked After Children are being met. The Board sought reassurance on concerns raised on the timeliness of health assessments being undertaken. For those children that go missing the opportunity of sharing their concerns during the return from missing interviews offers further opportunities to understand their needs. The Board through its MACE and RAG groups are able to seek further reassurance that this particularly vulnerable group of children are heard.

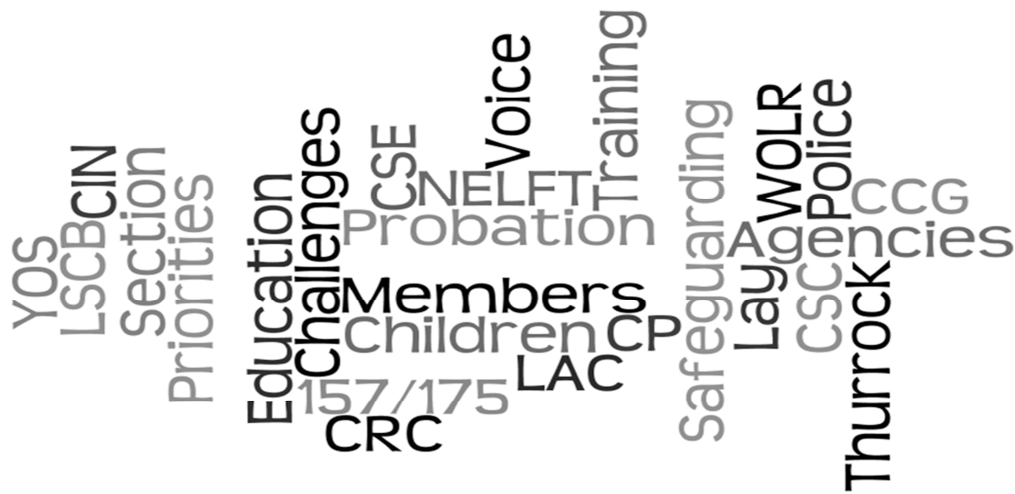
Priorities for 2018-2019

- ❖ Continue to develop a Board fit for change with the introduction of a Strategic Group to oversee the changes to the new safeguarding arrangements
- ❖ Support the development of the changes in outcomes of the refreshed early help provision of the Brighter Futures programme
- ❖ Support the implementation and roll out of Signs of Safety and Graded Care Profile 2



processes

- ❖ Develop our workforce to be more effective in safeguarding



Challenges and next steps from the Independent Chair

The Board continues on its journey of continuous improvement, seeking to sharpen the focus on its priorities so we are able to fulfil our statutory responsibilities. During this year we have embedded the changes made to our constitution and structure and delivering our Business Plan.

Alongside the business as usual activities we have faced a number of challenges including Serious Case Reviews both completed and initiated, and internal changes across our partners that create challenges in re-establishing individual communication networks. We are facing new challenges daily and with the emerging new safeguarding arrangements it is important that we maintain a robust and solid foundation during these developments.

The Board are clear that it will prioritise and continue to provide a highly effective safeguarding and interagency partnership, while implementing those changes proposed by the Children and Social work Act 2017 and as set out in Working Together (2018). As a Board we are up to that challenge and will continue to drive improvements in the quality of safeguarding through providing high quality support to our partners.

David Archibald
Independent Chair



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4 December 2018	ITEM: 7
Children’s Services Overview and Scrutiny Committee	
Schools Funding Formula 2019/20	
Wards and communities affected: All	Key Decision: Yes
Report of: David May, Management Accountant – Dedicated Schools Grant and Schools	
Accountable Assistant Director: Jonathan Wilson, Assistant Director – Finance, Corporate Finance	
Accountable Director: Sean Clark, Director of Finance and IT and Rory Patterson, Corporate Director of Children’s Services	
This report is Public	

Executive Summary

In 2018/19, after extensive consultation, the Department for Education introduced a new national funding formula for the allocation of schools funding to local authorities (“soft” formula). In July 2018, Department for Education announced that Local authorities will continue to determine local formulae (soft formula) until at least 2020/21. This recognised the significant progress made in the formula’s first year of introduction, with 73 local authorities have moved every one of their factor values in their local formulae closer to the national funding formula, with 41 already mirroring it almost exactly.

In 2018/19, Thurrock continued with its own local formula with significant variance from the National Funding Formula. In considering the local formula for schools in 2019/20 and 2020/21, Officers have engaged with Thurrock Schools Forum and held consultation sessions with 54 attendees representing 28 schools and academies. The responses to the consultation demonstrated a good overview of the schools funding system that allowed informed decision making. The main agreement was that Thurrock should move towards the National Funding Formula but maintain some localisation to support schools in this transition period.

Thurrock schools are expected, based on indicative allocations, to receive additional funding once the National Funding formula is fully implemented.

1. Recommendations:

1.1 Note and provide comments on the consultation responses made by Schools Forum to Thurrock Cabinet on changes to the local funding formula to be implemented from April 2019:

- **The National funding formula to be implemented in full from April 2019 with the exception of Free School Meals;**
- **Minimum Funding Guarantee to be implemented at 1.5%, in line with the National funding formula guidelines. Any unallocated funds once the National funding formula has been implemented will be used to reduce the Minimum Funding Guarantee to the lowest possible figure to afford more protection to schools. The options presented showed this as -0.57%.**
- **A revised calculation for Notional Special Educational Needs to be implemented consistent with the new funding formula.**

2. Introduction and Background

2.1 Since 2010, the Department for Education has been progressing the reform of the schools funding system to make it simpler, fairer and more transparent.

2.2 In spring 2016, Department for Education consulted on the principles that should underpin the funding system and the factors that the new formulae should contain. This was followed in December 2016, with extensive consultation on the details of the formulae and illustrated its potential impact. The Department for Education received over 26,000 responses to the consultations.

2.3 In July 2017, Department for Education confirmed that they would introduce the national funding formulae in 2018/19 and this would be supported by additional investment of £1.3 billion across 2018/19 and 2019/20.

2.4 In July 2018, Department for Education announced that local authorities will continue to determine local formulae (soft formula) until at least 2020/21. This recognised the significant progress made in the formula's first year of introduction, with 73 local authorities have moved every one of their factor values in their local formulae closer to the national funding formula, with 41 already mirroring it almost exactly.

2.5 Thurrock, in 2018/19, continued with its own local formula with significant variance from the National Funding Formula.

3. Structure of the Funding System

3.1 From 2018/19, the dedicated schools grant for local authorities is allocated in four blocks (schools, high needs, early years and central schools services). Each is calculated on the basis of a different national formula. It remains the

Department for Education long-term intention that schools' budgets should be set on the basis of a single, national formula (a 'hard' formula).

- 3.2 Local budget flexibility arrangements associated with the schools block ring fence allows for the Schools forums to agree transferring up to 0.5% of their schools block funding to the High Needs Block. In addition where the Department for Education have previously approved a request to move more than 0.5%, and where there is continuing schools forum support agreement to the transfer, the local authority will not need to submit a further request this year up to the level previously agreed.

4. National Funding Formula Weightings and Values

- 4.1 The national funding formula introduces values for all 14 factors of the formula; these values differ from those included within Thurrock's current funding formula. The overall level of funding is forecasted to increase, however it is the potential turbulence at individual school level that has required detailed discussions with the Schools Forum and Schools and Academies through the consultation process.
- 4.2 The key areas of change are reductions to the basic entitlement and lump sum values with an increase in funding distributed through additional needs.
- 4.3 The Looked after Children funding allocation has been removed from the national funding formula and distributed through a new pupil premium plus grant, which was introduced from April 2018 at £2,300 per pupil, an increase of £400.
- 4.4 The English as an additional language factor as part of the consultation process has been realigned to reflect the National Funding Formula to children who entered the state education system during the last three years for both primary and secondary sectors.
- 4.5 Appendix A shows both the change in values and overall quantum distributed within each factor:

5. Notional Special Educational Needs

- 5.1 Included within the budget allocation is a notional special educational needs allocation, this is not additional budget but an amount that is deemed to be for low level, high incidence SEND in mainstream classes (not SEN units). This is determined locally and based on a percentage of various factors within the local formula. As the funding formula changes so too must the percentage allocated to each factor. Appendix B shows the information presented at consultation:
- 5.2 The Appendix shows that by continuing to use 2018/19 individual factor percentages, the notional special educational needs allocation would increase from £15.625m in 2018/19 to £24.752m in 2019/20. The Schools Forum

agreed to progress with option C, which aligns the percentages with Free School Meals and Low Prior Attainment. The revised notional special educational needs allocation is estimated at £17.340m.

6. High Needs Block

6.1 The High Needs Block has experienced significant increase in demand for both commissioned places and Education Health and Care Plans. Detailed discussions have been held with the Schools Forum with a focus on the following key points:

- High Need funding block is not linked to demand
- Overspend in 2016/17 and 2017/18;
- Ongoing funding gap;
- Agreed transfer of £1.843m in 2018/19;
- A number of pupils to be funded in 2019/20 from the high needs block are in the schools block at the time of October 2018 census
- Increase in the number of placements and Education Health and Care Plans
- Increases to High Needs funding is delayed and insufficient to meet demand.

6.2 The Schools Forum agreed to the continued transfer of £1.843m from the Schools Block to support High Need funding. This is recognised as a short to medium term option whilst a long term plan is developed.

6.3 The long term plan will demonstrate the steps to be taken to control high needs expenditure within the funding allocation and include:

- Review of existing provision and development of a more localised offer through the Special Free Schools Programme and review of resource based provisions;
- Initiatives taken in 2018/19 by the Schools Forum to contain cost pressures;
- Initiatives to be developed to manage demand in the system;
- One off funding of £0.500m provided by Local Authority to support High Needs funding pressures in 2018/19;
- Outcome of budget discussions following confirmation of the funding to be received in 2019/20.

7. Schools Consultation

7.1 Following discussion at the Schools Forum meeting held on the 13th September it was agreed that the following models and impact would be consulted on to inform future decision making:

- National funding formula 2019/20 with no floor protection

- National funding formula 2019/20 with Thurrock lump sums, No Free School Meals, No Floor Protection and Minimum Funding Guarantee of -1.3%.
- National funding formula 2019/20 with No Free School Meals, No Floor Protection and Minimum Funding Guarantee of -0.57%.
- Thurrock 2018/19 values with no Looked after Children factor, English as Additional Language ever 3 years, No Floor Protection and Minimum Funding Guarantee of -1.5%.

7.2 At the consultation sessions held, a total of 54 delegates attended representing 28 schools and academies. The responses to the consultation demonstrated a good overview of the schools funding system that allowed informed decision making. The main agreement was that Thurrock should move towards the National Funding Formula but maintain some localisation to support schools in this transition period. The responses showed:

- 100% agreement that the sessions provided an overview of the National Funding Formula. .
- 80% agreement with the decision to transfer funds from the school to high needs block. The Local Authority has been asked to develop a long term strategy for the High Needs Block.
- 100% agreement to the removal of the Looked after Children factor
- 100% agreement to the alignment of the English as an Additional Language with the National Funding Formula to children who entered the state education system during the last three years
- 60% think it is the correct time for Thurrock to move to the national funding formula

7.3 At the Schools Forum meeting on the 15th November, members provided feedback from the Primary and Secondary Headteachers groups. There was significant support for implementation of the National Funding Formula with the exception of Free School Meals and protecting schools through a reduction to the Minimum Funding guarantee.

7.4 This option is consistent with what other local authorities are implementing; National funding formula with minor changes to protect local schools. This is an excellent step forward and positions schools well for full implementation over the coming years.

7.5 The Schools Forum at its meeting on the 15th November has recommended that Thurrock Council agrees the following principles to be applied to Thurrock Schools Funding Formula in 219/20:

- The National funding formula to be implemented in full from April 2019 with the exception of Free School Meals;
- Minimum Funding Guarantee to be implemented at 1.5%, in line with the National funding formula guidelines. Any unallocated funds once the National funding formula has been implemented will be used to reduce

the Minimum Funding Guarantee to the lowest possible figure to afford more protection to schools.

- A revised calculation for Notional Special Educational Needs to be implemented consistent with the new funding formula.

8. Reasons for Recommendation

- 8.1 To provide information and opportunity to Overview and Scrutiny Committee to offer comment prior to approval by Cabinet in January 2019.

9. Consultation (including Overview and Scrutiny, if applicable)

- 9.1 This report is to be reviewed by Corporate Overview and Scrutiny prior to discussion with Cabinet in January 2019. .

10. Impact on corporate policies, priorities, performance and community impact

- 10.1 This report fulfils the Local Authority statutory responsibility for approval of the Local Schools Funding Formula.

11. Implications:

11.1 Financial

Implications verified by: **David May**
Management Accountant

The funding allocation is provided annually by the ESFA in December of each year. The recommended formula will be used to distribute the 2019/20 DSG schools funding allocation received.

11.2 Legal

Implications verified by: **Lucinda Bell**
Education Lawyer

The Education and Skills Funding Agency (ESFA) have published “Schools revenue funding 2019 to 2020 Operational guide”, which helps the Council and its schools forum plan the local implementation of the funding system for the 2019 – 2020 financial year. This details departmental advice and expectations. The Local Government Act 2000 restricts the delegation of local authority decisions to Cabinet, a member of Cabinet, a Committee of Cabinet or an officer of the council. The Council cannot, therefore, delegate its decisions to Schools Forum. The role of the Schools Forum is mainly consultative; however in some situations they have powers to make decisions.

Formula changes must be proposed and decided by the Council which must consult Schools Forum who must inform governing bodies of all consultations. The powers and responsibilities of Schools Forums are detailed by the ESFA and are appended to this report.

This report asks that O&SC notes and provides comments on the recommendations before these are put before Cabinet.

11.3 Diversity and Equality

Implications verified by: **Rebecca Price**
Community, Diversity and Equality Officer

The data sets used are mandatory, school and child specific and provided by the Department for Education. No local discretion is available.

12. Background papers used in preparing the report:

- School Forum 28th June 2018 – DSG Outturn 2017/18
- Schools Forum 28th June 2018 – School Funding Formula and Update on High Needs following DFE meeting.
- Schools Forum 13th September 2018 – DSG 2019-20
- Schools Forum 15th November 2018 – Schools Funding Formula 2019/20

13. Appendices to report:

- Appendix A – Change in factor values and amount to be distributed
- Appendix B – Notional SEN percentages allocated against each factor

Report author:

David May
Management Accountant
Finance

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Change in Factor values and amount to be distributed

Appendix A

Thurrock Funding Formula Options	Thurrock 2018/19			NFF 2019/20		
	P:S	£m	%	P:S	£m	%
Basic Entitlement - Primary	£3,155	£93.878	83%	£2,747	£84.502	75%
Basic Entitlement - KS3	£4,017			£3,863		
Basic Entitlement - KS4	£4,830			£4,386		
FSM	£1,600:£0	£3.308	3%	£440	£1.426	1%
FSM6	£0:£750	£1.960	2%	£540:£785	£4.239	4%
IDACI Band F	£110:£200	£0.531	0%	£200:£290	£0.871	1%
IDACI Band E	£110:£200	£0.755	1%	£240:£290	£1.567	1%
IDACI Band D	£110:£200	£0.388	0%	£240:£390	£1.137	1%
IDACI Band C	£110:£200	£0.081	0%	£360:£515	£0.262	0%
IDACI Band B	£110:£200	£0.274	0%	£390:560	£0.936	1%
IDACI Band A	£110:£200	£0.050	0%	£575:£810	£0.232	0%
Looked after Children	£2,300	£0.330	0%	£0	£0.000	0%
EAL	£300:£450	£0.322	0%	£515:£1,385	£1.344	1%
Prior Attainment	£300:£700	£2.930	3%	£1,050:£1,550	£8.512	8%
Lump Sum	£125k:£175k	£6.800	6%	£110k	£5.500	5%
Premises		£0.842	1%		£0.842	1%
Total Funding for Schools Block Formula		£112.451			£111.371	
Protection - All		£0.208	0%		£1.283	1%
Schools Block Formula		£112.659	100%		£112.654	100%

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Notional SEN percentages allocated against each factor**Appendix B**

	Thurrock	Proposals 2019/20	
	A	B	C
	2018/19	Thurrock	Proposed
	Notional	Notional	Notional
	SEN	SEN	SEN
Basic Entitlement	5.00%	5.00%	2.50%
FSM	100.00%	100.00%	100.00%
FSM6	100.00%	100.00%	100.00%
IDACI Band A - F	100.00%	100.00%	25.00%
LAC	100.00%	100.00%	0.00%
EAL	100.00%	100.00%	0.00%
Mobility	0.00%	0.00%	0.00%
Low Attainment - Primary	100.00%	100.00%	100.00%
Low Attainment - Secondary	100.00%	100.00%	100.00%
Notional SEN Value	15,624,651	24,752,241	17,340,300
Schools Block Formula	112,658,766	112,645,015	112,645,015
	13.87%	21.97%	15.39%

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4 December 2018	ITEM: 8
Children’s Services Overview and Scrutiny Committee	
Youth Offending Service Report	
Wards and communities affected: All	Key Decision: Yes
Report of: Jason Read, Operations Manager Youth Offending Service	
Accountable Assistant Director: Sheila Murphy, Assistant Director for Children’s Care and Targeted Outcomes	
Accountable Director: Rory Patterson, Corporate Director of Children’s Services	
This report is Public	

Executive Summary

To give an overview of the duties and responsibilities of the YOS, its current performance and the work it is implementing regarding gangs and serious youth violence.

1. Recommendation(s)

1.1 That the Children’s Services Overview and Scrutiny Committee note and provide comment on the update and information provided within the report.

2. Introduction and Background

2.1 Youth Offending Services (YOS) were created by the 1998 Crime and Disorder Act to prevent offending and re-offending by young people between the ages of ten and seventeen years old. This is achieved by implementing specific interventions that reduce the risk of young people offending or re-offending, maximising their potential and keeping them safe but also protecting the public from the risk they may present.

2.2 YOS is responsible for the enforcement of all criminal court orders and for the delivery of interventions attached to those orders plus the planning and through care of those young people serving custodial sentences or made subject to Youth Detention Accommodation (secure remand) by the Courts. Much of the work is done in the criminal courts both Magistrates (Youth) and Crown who cannot, in law, operate without YOS Officers in attendance to guide and advise in respect of suitable and available disposals that address

identified risk factors. Thurrock YOS is held in high esteem by legal advisors, advocates and magistrates and currently chairs the Essex Youth Justice Action Team (YJAT), which manages and oversees the youth Justice system across Essex.

- 2.3 The YOS is multi-disciplinary, staffed and funded by partner agencies in the Essex Fire and Police Crime Commissioner (PFCC), Thurrock Children's Social Care, the National probation Service, Health and the Ministry of Justice via the Youth Justice Board to whom it reports. It has a governance board, comprising senior members of partner agencies with a reporting line to the Thurrock Community Safety Partnership. Line management of Local Authority staff is through the Local Authority and YOS manage staff from the partner agencies on a day to day basis in conjunction with their own agency line management arrangements.
- 2.4 The YOS has been based in Corringham since 2013, initially at Corringham Police station and since 2016 at the old housing office in Springfield Road. To a certain degree this has left the YOS detached from generic Children's Social Care and, with the vast majority of its service users residing in the West of Thurrock can be difficult for young people and their families to access. Early discussions are currently taking place in respect of moving the service back to Grays, either within the newly developed Civic offices or an alternative provision that meets the needs of the service.

Structure and staffing

- 2.5 As a result of austerity and in line with other public services locally and nationally, Thurrock YOS has had to make considerable efficiency savings over the preceding years that have consequently resulted in reductions in staffing numbers. However, this has been in line with a reduction in young people coming into the criminal justice system and has not affected performance. This year there has been no reduction in funding from any of our statutory partners and the YOS have been successful in a pan Essex bid to fund extra health staff through a 3 year Health and Justice project. Additionally, with our partners in the PFCC office we were successful in a bid to the home office under the Early Intervention Youth Fund, which aims to reduce young people being exploited by gangs (see gangs, knives and child criminal exploitation section).
- 2.6 The YOS has fundamentally two key performance indicators these being to reduce re-offending and prevent children entering the criminal justice system. The biggest function has 4.5 case managers including a part time seconded Probation Officer who manage all the court work, intervention, enforcement and, finally, through-care and resettlement from the secure estate. The Youth Inclusion Support Programme (YISP) and Triage focus on prevention and consist of one full time officer and one 4/5 officer who deliver prevention

programmes for 8-16 year olds and pre-court diversion programmes for 10-17 year olds.

- 2.7 Supporting the core work of the team there is a strategic lead, two operations managers, a seconded Emotional Wellbeing and Mental Health Service (EWMS) worker, an administrator/receptionist a restorative justice and victim worker and support from “Wize up” the young people’s substance misuse service.

Performance

- 2.8 Thurrock YOS continues to perform well, with the latest nationally published data from the Youth Justice Board evidencing a 30.1% binary re-offending rate. This compares to the national average 41.6% and our identified family average 38.3%. In respect of first time entrants to the criminal justice system, based on the tracked cohort at the point that Thurrock introduced a new prevention scheme, we are currently performing at -44%, this compares to the national average -37% and our identified family average -33% (good performance is typified by a negative performance).
- 2.9 A three year Youth Justice plan has recently been approved by the Thurrock Youth Justice Governance Board and received positive feedback from the Youth Justice Board: *“The plan clearly sets the strategic direction for the YJ partnership and the revised format will make it more understandable to both partners and public. The approach by the partnership to addressing Gangs & Serious Youth Violence (GSYV) is particularly innovative and an area of notable developing practice.”*
- 2.10 The plan focuses on six strategic identified priorities based around the core principal of continuing to reduce offending, protect the public and improve the safety and wellbeing of young people. Please see *appendix A* which is an overview of the Youth Justice Plan.

Restorative Justice

- 2.11 The YOS have a statutory duty to ensure that young people make amends for the harm they have caused by their offending, either directly to the victim or the community at large. This year the YOS have supervised numerous community based projects including: extensive work carried out at Grays beach, the building of two boules pitches and preparation for a children’s play area, hand delivering leaflets across Thurrock in respect of crime, anti-social behaviour and cuckooing and the making of poppies for the Royal British Legion.
- 2.12 We continue to recruit, train and work with local volunteers as part of our Youth Offender Panels. This area of work allows local people to hold young people in their community accountable for their offending and agree with them what they should do to address their behaviour and how they can make amends for their actions.

Gangs, knives and child criminal exploitation

- 2.13 The biggest challenge that the YOS continue to face is the emergence of gangs and a significant increase in knife crime. This increase is above both the national average and the figure published by Essex police. However it should be noted that the majority of these offences are not committed in Thurrock, but by young people resident in Thurrock, offending in other areas. All young people convicted of a knife related offence have to undergo a mandatory knife prevention programme. The current re-conviction rate of young people subject to knife prevention programmes is only 5%. This evidences that they are very successful, however it also highlights the need for better generic prevention programmes across children's services so that young people can be engaged and diverted before they carry a knife.
- 2.14 A consistent and robust approach to prevention programmes has been highlighted as an area for development across Essex, resulting in a pan Essex bid between the YOS and the PFCC to access a grant from the Home Office Early Intervention Youth Fund. A key part of this bid is a programme of primary and secondary school education to "*build resilience and critical thinking on the impact of violence*". The bid was successful.
- 2.15 The YOS supported by the Community safety Partnership and Essex police has been a key agency in tackling the issues of gang related violence in Thurrock. We have chaired the Gang Related Violence (GRV) Operation Group since its inception in 2014. This group devises and implements multi agency plans to "*prevent, disrupt and enforce*" identified gangs or individuals affiliated with gangs. It reports to the Gang Related Violence Strategic Group which is currently chaired by the Director of Children's Services.
- 2.16 The GRV operation group has provided information and the YOS have written supporting statements in relation to the successful applications for the recent C17 gang injunction. We are also offering support programmes for all children (which is a condition) subject to the injunction and working closely with Gangsline who are offering gang exit programmes.
- 2.17 The YOS continue to work with the Courts to implement conditions and requirements attached to individual Court Orders to restrict movement, reduce the risk of reoffending, protect the public and safeguard young people associated with, or at risk of being criminally exploited by gangs.
- 2.18 In addition to the above, the YOS have, within its current resources, completed gang awareness training with (amongst others) social workers & support staff, Grays campus staff, Palmers staff, the National Probation Service, youth workers, youth magistrates, staff at the Harris Academy, police officers as well as knife prevention programmes with all year 10 students at the Harris Academy.

2.19 This area of work remains a key priority in our three year Youth Justice Plan and has been identified and published nationally as an area of good practice by the Youth Justice Board.

3. Issues, Options and Analysis of Options

Gangs, knives and child criminal exploitation

- 3.1 The biggest challenge that the YOS continue to face is the emergence of gangs and a significant increase in knife crime. This increase is above both the national average and the figure published by Essex police. However it should be noted that the majority of these offences are not committed in Thurrock, but by young people resident in Thurrock, offending in other areas. All young people convicted of a knife related offence have to undergo a mandatory knife prevention programme. The current re-conviction rate of young people subject to knife prevention programmes is only 5%. This evidences that they are very successful, however it also highlights the need for better generic prevention programmes across children's services so that young people can be engaged and diverted before they carry a knife.
- 3.2 A consistent and robust approach to prevention programmes has been highlighted as an area for development across Essex, resulting in a pan Essex bid between the YOS and the PFCC to access a grant from the Home Office Early Intervention Youth Fund. A key part of this bid is a programme of primary and secondary school education to "*build resilience and critical thinking on the impact of violence*". We are currently waiting to see if this bid has been successful.
- 3.3 The YOS supported by the Community safety Partnership and Essex police has been a key agency in tackling the issues of gang related violence in Thurrock. We have chaired the Gang Related Violence (GRV) Operation Group since its inception in 2014. This group devises and implements multi agency plans to "*prevent, disrupt and enforce*" identified gangs or individuals affiliated with gangs. It reports to the Gang Related Violence Strategic Group which is currently chaired by the Corporate Director Children's Services.
- 3.4 The GRV operation group has provided information and the YOS have written supporting statements in relation to the successful applications for the recent C17 gang injunction. We are also offering support programmes for all children (which is a condition) subject to the injunction and working closely with Gangsline who are offering gang exit programmes.
- 3.5 The YOS continue to work with the Courts to implement conditions and requirements attached to individual Court Orders to restrict movement, reduce the risk of reoffending, protect the public and safeguard young people associated with, or at risk of being criminally exploited by gangs.
- 3.6 In addition to the above, the YOS have, within its current resources, completed gang awareness training with (amongst others) social workers &

support staff, Grays campus staff, Palmers staff, the National Probation Service, youth workers, youth magistrates, staff at the Harris Academy, police officers as well as knife prevention programmes with all year 10 students at the Harris Academy.

- 3.7 This area of work remains a key priority in our three year Youth Justice Plan and has been identified and published nationally as an area of good practice by the Youth Justice Board.

4. Reasons for Recommendation

- Not applicable

5. Consultation (including Overview and Scrutiny, if applicable)

- 5.1 This report has been written in consultation with Clare More Strategic Lead for the Youth Offending Service, Sheila Murphy Assistant Director of Children's Services and Rory Patterson Director of Children's Services.

6. Impact on corporate policies, priorities, performance and community impact

- 6.1 All aspects of Crime and Disorder Act including S.17 as YOS statutory duty is prevention of offending and re-offending.
- 6.2 The work that YOS undertake with young offenders has a clear impact on the community's perception of crime and fear of crime.

7. Implications

7.1 Financial

Implications verified by: **Michelle Hall**
Management Accountant

There are no financial implications at this stage, however any costs associated with this report need to be met from existing resources.

7.2 Legal

Implications verified by: **Lindsey Marks**
Deputy Head of Legal Children's Social Care

No legal implications.

7.3 Diversity and Equality

Implications verified by: **Roxanne Scanlon**
**Community Engagement and Project
Monitoring Officer**

No diversity or equality implications.

7.4 **Other implications** (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

- None.

8. **Background papers used in preparing the report** (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- None.

9. **Appendices to the report**

- Appendix A - Overview of the Youth Justice Plan 2018-2021

Report Author:

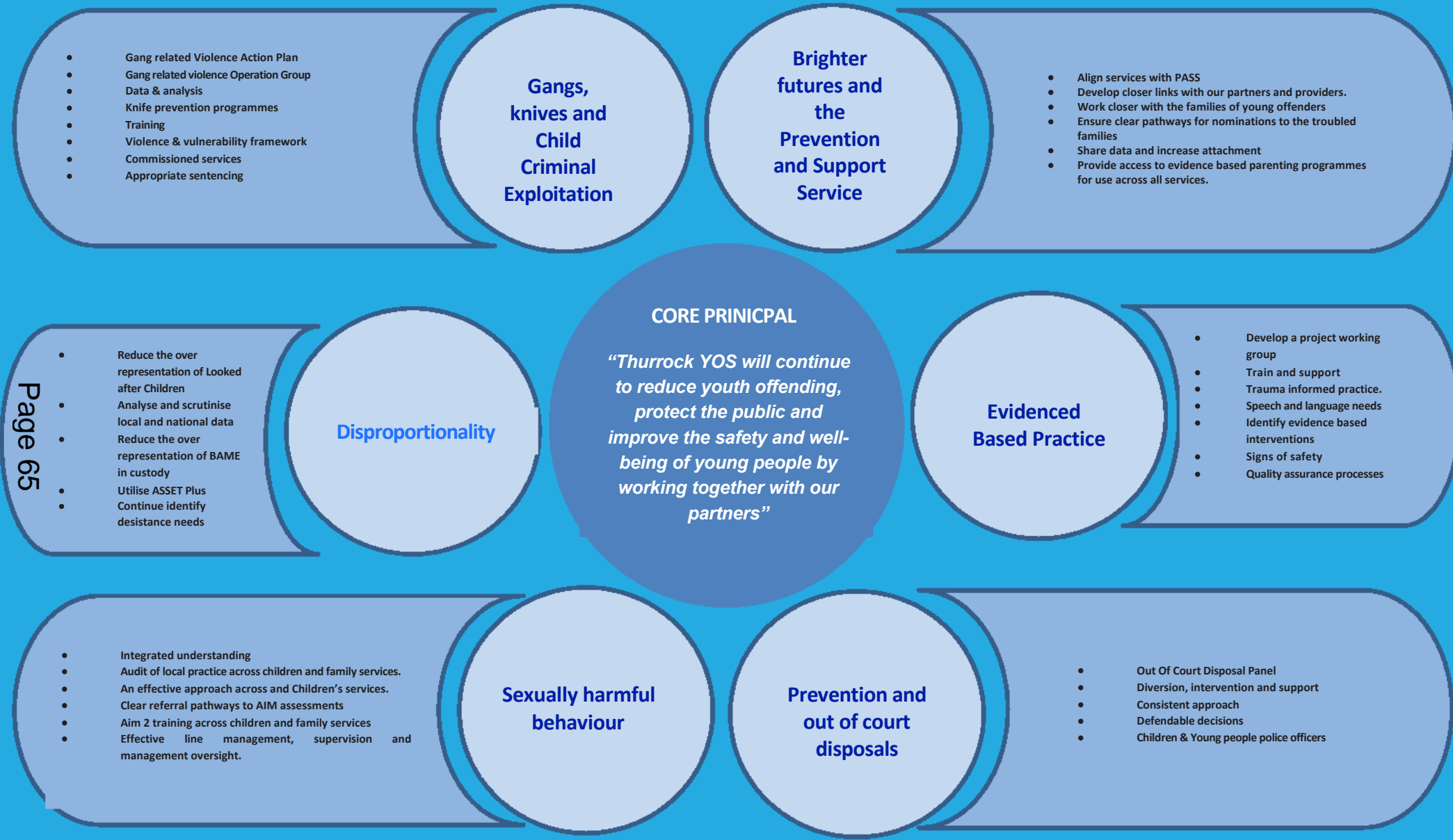
Jason Read

Operations Manager

Thurrock Youth Offending Service

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Chart 1: Overview of Youth Justice Plan 2018-2021



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4 December 2018	ITEM: 9
Children’s Services Overview and Scrutiny Committee	
Children and Young People’s Emotional Wellbeing and Mental Health – School Wellbeing Service	
Wards and communities affected: All	Key Decision: Key
Report of: Councillor James Halden, Portfolio Holder for Health and Education	
Accountable Assistant Director: Assistant Director and Consultant in Public Health (Vacant)	
Accountable Director: Rory Patterson, Corporate Director of Children’s Services and Ian Wake, Director of Public Health	
This report is Public	

Executive Summary

Nationally one in ten children and young people have a diagnosable mental health condition and for many, mental health problems will continue in adulthood. Local knowledge and research as well as discussions with Head teachers highlight a clear need for further support for children and young people around mental health.

In Thurrock the issues around the mental wellbeing of our younger population was highlighted through the Brighter Futures Survey and prompted a more in-depth review of the needs of local children and people’s relating to their mental health. As such, Children and Young People’s Mental Health JSNA was undertaken and from these clear recommendations for tackling poor mental health outcomes in this population were developed.

This need is also included in the Transformation Plan for Emotional Wellbeing and Mental Health – Open Up, Reach Out which was adopted as the local strategy by the Health and Wellbeing Board. This aims to improve access and equality; build capacity and capability in the system; and build resilience within the community

One of the recommendations uncovered a need for the School Wellbeing Service and this report provides a description of the progress made so far in working a proposal to implement a preventative offer for schools to improve children and young people emotional wellbeing and mental health.

- 1. Recommendation(s)**
 - 1.1 That Children's Services Overview and Scrutiny discuss the strategic direction of travel for implementing a School Wellbeing Service as a preventative offer to improving Children and Young People's Emotional Wellbeing and Mental Health.**
 - 1.2 That Children's Services Overview and Scrutiny discuss the funding required to implement a School Wellbeing Service in Thurrock.**
- 2. Introduction and Background**
 - 2.1 Children and young people's mental health is increasingly recognised as a significant area for concern nationally and within Thurrock. For example, Head Teachers have, on numerous occasions, expressed concern to council officers about the level of mental health problems in their schools. They have also expressed a desire for more support to help children and young people suffering from mental health problems.
 - 2.2 For the first time, in 2017, the Council carried out a health and wellbeing survey amongst children and young people in Thurrock: the Brighter Future's Survey This is an annual health and wellbeing survey targeted towards Y5, Y8 and Y10 pupils which aims to provide an insight into the experiences, behaviours and attitudes of children and young people living in the borough. The initial survey undertaken in 2016/2017 was targeted towards Y6, Y8 and Y10 pupils. The change from Y6 to Y5 pupils was followed feedback from head teachers relating to issues the survey identified during transition from Y5 to Y6. Head teachers felt that they needed to understand these issues to enable them to effectively to provide support to this cohort of children.
 - 2.3 Although results from the first two years of implementation of the survey have had a lower than anticipated uptake and the results of the survey cannot be generalised to the whole of the CYP population as it is a data source currently in isolation; a picture of surveillance can be built year on year as engagement with the survey in schools increases.
 - 2.4 The survey was completed by 1,010 school pupils in years 6, 8 and 10 in 2016/2017 and 1218 in 2017/2018 for years 5, 8 and 10. Although the 2016/2017 and 2017/2018 surveys produced a number of positive findings (e.g. very low rates of smoking), the results do add weight to the concerns expressed by teachers about poor mental health outcomes.
 - 2.5 The survey found, for example, that 20% of students in years 6 and 8 reported having been bullied in the past 12 months and that 14% of year 8's reported engaging in self-harming behaviours as one of the coping mechanisms they use when they feel overwhelmed by worries.
 - 2.6 The survey has also highlighted the use of the internet and its impact on emotional wellbeing as a major cause for concern. For example, the survey

found that 96% of year 6 pupils (aged 10 – 11) had access to the internet without parental supervision and 12% said they had shared things online which they regretted. Internet safety and cyber-bullying have been raised by Headteachers as a major cause for concern and something which they spend a lot of time focussing on.

- 2.7 Alongside the issues identified within the survey, discussions with Headteachers and NHS partners and anecdotal evidence that mental health problems in school aged children are one of the factors driving local school exclusions it was decided that a Children and Young People's Mental Health JSNA should be developed.
- 2.8 The CYP JSNA 2018 discussed the increasing incidence of mental health problems in children and young people at both a national and local level, and the associated rising demand on treatment services.
- 2.9 The JSNA also identified the significant need for a strengthened universal and preventative mental health and wellbeing offer which focusses on building CYP and their families' strengths and resilience to ameliorate risk factors, thus reducing the predisposition for mental health issues.
- 2.10 The JSNA set out six broad recommendations, one of which suggested developing a partnership model and creating school-based wellbeing teams.
- 2.11 In May 2018, Thurrock Council and NHS Thurrock Clinical Commissioning Group delivered a Children and Young People's Mental Health Summit. The summit was used to launch the JSNA and begin a consultation on children and young people's mental health with schools and other key health and third sector partners.
- 2.12 The summit highlighted feedback from stakeholders on the need for a universal preventative offer for schools to support them with the identification of lower levels of mental health need and promotion of mental wellbeing, thereby shifting the focus towards prevention and early intervention and aiming to address rising demand on treatment services.

3. Issues, Options and Analysis of Options

- 3.1 Children and Young People's Mental Health is a priority for the Government and is detailed in the Transforming Children and Young People's Mental Health Provision: A Green Paper, published in December 2017. The green paper sets out proposals to create a network of support for children and young people and their educational setting. The three core proposals included:
 - A designated senior Mental Health Lead in every school
 - Incitation of Mental Health Support Teams linking schools to NHS treatment services, provision of training for teachers and self-regulating interventions for pupils

- Reducing waiting time standards for treatment in NHS Services from the current 12 –weeks to 4 weeks.
- 3.2 The Open up Reach Out 2015 – 2020 Strategy sets out a programme of service transformation for Children and Young People’s Mental Health across Southend, Essex and Thurrock. This strategy has been approved and signed off by the Health and Wellbeing Board. The proposed School Wellbeing Service would support and align with the current initiatives and delivery of the key priorities identified within this strategy.
 - 3.3 The Emotional Wellbeing and Mental Health Service (EWMHS) operates as the main treatment service available to children and young people across seven Clinical Commissioning Groups and three local authorities (including Thurrock CCG and Council) through a collaborative commissioning arrangement. The Open Up, Reach Out Transformation plan initially focussed on commissioning a service which improved quality and access for CYP presenting with Mental Health needs which required specialist intervention. This has resulted in a 50% increase in the number of CYP receiving support through the Emotional Wellbeing and Mental Health Service.
 - 3.4 The Transformation Plan also identified the need to strengthen the links between mental health services and educational settings. This work is progressing with the service employing a educational psychologist and developing systems of working. The proposed offer would align and strengthen this work and provide the key interface to implement at scale and at a faster pace
 - 3.5 It is recognised, however, that the EWMHS service is not appropriate for those with low level mental health issues and that the volume of demand for this service is greater than its capacity, meaning that there can be significant waiting times for some children and young people before they can access this service. There are national challenges in regards to recruitment and retention and the Mental Health workforce leading to difficulties in responding to increasing demand and providing a timely response to CYP needs.
 - 3.6 Whilst it is vital that children and young people with serious mental ill-health are treated quickly, a greater focus on treatment will not solve the underlying problems of emotional wellbeing and mental health. Focusing on prevention and promotion of mental wellbeing will prevent many children and young people from becoming mentally unwell in the first place and as such will reduce the pressure on treatment services. The proposed preventative offer is in line with national and local transformation plan of focusing on a system wide approach to addressing the complexities associated with children’s emotional wellbeing and mental health.
 - 3.7 In view of the above and following the recommendations of the JSNA and the summit on children’s mental health in Thurrock, Thurrock Council and Thurrock CCG have developed proposals for a new School Wellbeing Service to support schools and education staff in Thurrock.

3.8 The School Wellbeing Service is a partnership model between Thurrock Council, Thurrock Clinical Commissioning Group and Thurrock schools and academies that will primarily focus on prevention in order to strengthen and improve the emotional and mental wellbeing of children and young people as well as school staff. As mentioned this is in response to feedback from the School's Mental Health Summit guided by the following principles and outcomes;

Principles:

- A multi-agency approach to addressing the complex nature of CYP mental health issues
- A focus on working in partnership to deliver evidence-based interventions aimed at promoting protective factors and reducing risk factors.
- A tailored and flexible approach that meets the needs of individual schools in supporting their pupils and students.
- Strong alignment with all elements of the Brighter Futures Strategy and the Open Up, Reach Out Transformation Plan.

Outcomes:

- Children and young people needing support are identified early and supported within the school thereby reducing the need for specialist services
- Increased number of CYP who are able to cope and ask for help when needed within a school setting
- Improved protective factors and reduced risk factors

The outcomes are not exhaustive and will be redefined once the evaluation strategy for this service is fully developed.

3.9 The foundation of the School Wellbeing Service will centre on supporting schools to have a better understanding of the needs of children and young people who are in their care. This will allow a tailored offer of support to be provided to schools and will enable progress to be tracked year-on-year. The main tool for improving our understanding of mental health needs is through the Brighter Futures Survey, alongside completion of a self-assessment that highlights the needs of individual schools. Both of these resources can be used to develop an action plan that is tailored to the needs of each school. The goal is to have all schools in Thurrock take part in this survey each year and may act a pre-requisite to gaining support through the SWS.

3.10 The offer will embed evidence-based interventions designed to strengthen mentally protective factors and reduce risk factors relating to mental health. Examples of these include further implementation of the Daily Mile to enhance participation in physical activity which is related to better mental health outcomes, the KiVa programme which is effective in addressing bullying and

it's associated outcomes, the Penn Resilience programme which is effective in teaching children and young people how to cope thereby improving positive coping strategies and reducing anxiety and depression. Further details of effective interventions are available within the Children and Young People's Mental Health JSNA, 2018.

- 3.11 The School Wellbeing Service will work collaboratively with clusters of secondary and feeder primary schools across each locality area to develop a collaborative approach to identifying risk factors for mental health and enhancing protective factors and providing support to prevent escalation of mental health problems in this population by providing them with resilience skills and tools to support self-regulation.
- 3.12 The proposal for the SWS is to develop its work with each school in the context of the current range of existing provision for and in schools (for example Mental Health Lead at Gateway Academy, and schools commissioned offer through Open Door) and in the local area by extending and deepening existing work on promoting mental health, emotional wellbeing and supporting children who are experiencing problems with the help of a dedicated team. The SWS and schools will develop networks and effective relationships with other parts of the system i.e. EWMHs, third sector organisations.
- 3.13 The School Wellbeing Service will be funded for a minimum of three years at an estimated minimum cost of £300,000 per annum with 6.5 members of staff. Due to the complex nature of CYP mental health, strong partnership working between agencies is vital and could help create a joined up services. The funding secured to date for the SWS proposal is from a combination of funding from partners - Public Health, the CCG, Children's services, Schools and Academies as well as Council funding that is expected to be available in December. This is broken down below:
- Local Authority Funding of £450,000 (£150,000 per annum for 3 years). This will be available by December
 - £50,000 from Public Health
 - £50,000 from the CCG
 - £50,000 from schools and academies
- 3.14 The attached paper sets out the proposed model for the School Wellbeing Service in detail. Section 4 of the proposal document elaborates on the cost analysis associated with this proposal.
- 3.15 As highlighted above, significant investment for this proposal has been secured and will provide the following staff:
- **1 WTE x Team Manager (Band 8):** To lead the School Wellbeing Team by providing strategic oversight of the service, co-ordinate the work of the entire School Wellbeing Service and provide supervision as needed.

- **3 WTE x Full-time Senior Schools Wellbeing Workers (Band 7):**
This will be one per locality and will lead on working with schools to promote the protective factors and reduce risk factors associated with mental health. They will also be responsible for ensuring that the interventions needed to achieve a mentally healthy school environment are easily accessible to schools. This will be achieved by the workers collaborating with and influencing organisations and services at the right level. Part of this role will involve delegation of some elements of work to the School Wellbeing Workers where appropriate and to work with Schools / Academies to ensure outcomes are met.
 - **1.5 WTE x School Wellbeing Workers (Band 6):** To support the work allocated by the Senior Schools Wellbeing Workers.
 - **1 WTE x Administrator (Band 3):** to complete the administrative tasks associated with the service.
- 3.16 This proposal does NOT anticipate that any of the posts will be case holding roles however, they will work closely with the Emotional Wellbeing and Mental Health Service delivered by NELFT to ensure that cases are escalated where needed. It has been decided that a direct delivery model will be applied as this is a new service and this model provides a greater opportunity to adapt the service as it evolves.
- 3.17 It is anticipated that the operational effectiveness of this service will start with the recruitment process of the Service Manager January 2019 to provide strategic oversight and scope out each school's need. School representatives will be involved with this recruitment at the time.
- 3.18 The mobilisation and delivery of the service will be overseen by a Stakeholder group which involves head teachers, Council and CCG representatives, as well as representatives from the voluntary sector. The Stakeholder group will report to the Brighter Futures Board ensuring links between the SWS and other relevant functions of the Brighter Futures Strategy.
- 3.19 The officers leading on this proposal are working with the London South Bank University to develop an independent evaluation of the SWS service. This will provide evidence of effectiveness and identification of potential impact of the service across the landscape of CYP mental health. A detailed evaluation strategy will be developed.

4. Reasons for Recommendation

- 4.1 A range of initiatives which prevent mental health problems can yield a good return on investment is well established.
- 4.2 Evidence suggest that a lot of mental health illness can be prevented, this will not only improve the quality of life of the individual but also provide economic

benefits by reducing the financial burden of mental ill health as well as improving health inequalities associated with educational outcomes, generational presentation of mental ill-health, unemployment etc.

- 4.3 The evidence presented in the Children and Young People's Mental Health JSNA shows that a significant number of interventions are not only effective in improving children's mental health but are also demonstrably good value for money. The School Wellbeing Service will offer tailored packages and interventions according to school's need which are both evidence-based and value for money.
- 4.4 To address the gap in preventative mental health offer and a focus on promoting mentally healthy school environment for children and young people, Cabinet are asked to discuss the strategic direction of travel for implementing a School Wellbeing Service as a preventative offer to improving Children and Young People's Emotional Wellbeing and Mental Health.
- 4.5 Furthermore, Cabinet are asked to approve the funding required for implementing a School Wellbeing Service in Thurrock. Following the government response to the Green paper to implement Mental Health Teams across the country and the government having chosen the first local areas to participate in the first trailblazers, this proposal will ensure Thurrock is better prepared for the next wave of funding for implementation of local mental health teams.

5. Consultation (including Overview and Scrutiny, if applicable)

- 5.1 The proposal has been presented at Health and Wellbeing Board on the 21st of September and was warmly received by members of the Board as a way of bridging the gap between pressures experienced by treatment services and the need for support within schools.
- 5.2 Following endorsement by the HWBB, the proposal has been presented to the Head teachers forum to further shape the model and its delivery. Feedback from head teachers has been adequately considered.
- 5.3 The proposal has been presented to the Brighter Futures Steering Group to ensure a link to the Brighter Futures Strategy and all elements within.
- 5.4 The proposals set out in this paper will be presented at the Children's Overview and Scrutiny 4th of December 2018.
- 5.5 A range of partners have collaborated and inputted to developing this proposal to date including:
 - Children's Services – Corporate Director, Principle Educational Psychologist, Interim Assistant Director, Learning, Inclusion and Skills, School Improvement Manager, Children's Commissioning Officer-EWMHS,

- Thurrock CCG – CYP and Maternity Commissioner
- Director of Public Health and Public Health Leadership Team

5.6 It is expected that a Stakeholder group will report to the Brighter Futures Board providing a governance structure for the development of this work-stream.

5.7 It is proposed that the School Wellbeing Service will be a service designed by children and young by children and young people. As such the officers leading this proposal will utilise this year's Thurrock's Next Top Boss project as an opportunity for consulting with children and young people in 1 school (St Clere's) and one College (Palmer's) about this service model and engaging them in the design of the School Wellbeing Service. The rationale for this to provide a view of the mental health needs and how the School Wellbeing Service may support identified needs across the age range from 11-24 years. The pupils (year 9) at St Clere's will focus on designing elements of the School Wellbeing service focussing on the 11-16 year age range, with Palmer's college students focussing on 17-24 year olds. It is hoped that this will aid understanding and support bridging the gap in transition from child to adult services as evidence suggests that this transition period can result in young people falling through the net and as such requires focus and improvement to strengthen the co-ordination between child and adult services. The project has already begun and ideas from young people will be established in January, which is in line with the implementation of the School Wellbeing Service.

6. Impact on corporate policies, priorities, performance and community impact

6.1 Health and Wellbeing Strategy

6.2 Brighter Futures Strategy and service transformation

6.3 Early Help and Troubled Families service transformation

6.4 Open Up, Reach Out. – Transformation Plan for the Emotional Well Being and Mental Health of Children and Young People in Thurrock

7. Implications

7.1 Financial

Implications verified by: **David May**
Management Accountant

There is a direct cost arising from implementing this proposal. The funding have been secured through a combined funding contribution from the Council, Thurrock CCG and schools and academies. A detailed cost analysis has been

provided as an indicative cost for the service with no deficit. To ensure sustainability of this service an independent evaluation of the service is part of the proposals to measure the impact and outcomes towards improving the emotional wellbeing and mental health of children and young people.

7.2 Legal

Implications verified by: **Lindsey Marks**
Deputy Head of Legal – Social Care

None

7.3 Diversity and Equality

Implications verified by: **Roxanne Scanlon**
Community Engagement and Project Monitoring Officer

The initiatives outlined in this report will address the existing gap in preventative offer to promote good emotional wellbeing and mental health of all children and young people as well as support for educational settings. In doing so, it will enable better joined up working between health and education and will provide earlier support for children and young people in or near schools and colleges.

7.4 Other implications (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

None

8. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

- Brighter Futures Survey, 2016/2017 – [2017](#)
- Children and Young People's Mental Health JSNA [2018](#)
- Future in mind: Promoting, protecting and improving our children and young people's mental health and wellbeing, [March 2015](#)
- Transforming Children and Young People's Mental Health Provision: a Green Paper – [December 2017](#)
- Government Response to the Consultation on Transforming Children and Young People's Mental Health Provision: a Green Paper and Next Steps – [July 2018](#)
- NHS Five Year Forward View for mental Health - [2016](#)
- Open Up, Reach Out. – Transformation Plan for the Emotional Well Being and Mental Health of Children and Young People in Thurrock

9. Appendices to the report

- Appendix 1 – Thurrock School Wellbeing Model

Report Author:

Elozona Umeh

Senior Public Health Programme Manager

Children's Public Health, Adult, Housing and Health

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A Thurrock Model for a School Wellbeing Service

6 November 2018

1. Background

Nationally one in ten children and young people have a diagnosable mental health condition and, for many, their mental health problems will continue into adulthoodⁱ. It is clear from both local research and discussions with Head Teachers and NHS partners, that there is a need for more mental health support for children and young people (CYP) and schools in Thurrock. Demand for the treatment services is increasing and pressure is being placed on schools and colleges to cope with emerging issues around mental health. There is anecdotal evidence that mental health problems in school aged children are one of the factors driving local school exclusions. Furthermore, with waiting lists for treatment ever increasing and recognition of the gaps in service during transition from child to adult services, new findings suggest that GP's are resorting to prescribing anti-depressants to children and young people in crisis. Prescribing of anti-depressants to children and young people is rising, with the largest increases being seen in children aged 12 and under. There has been a 24% rise from 14,500 to 18,000 children in this age group being prescribed anti-depressants to possibly 'tide' them over until they are able to access treatment¹

In Thurrock the issue of mental health was highlighted within the 2016/17 Brighter Futures Survey, which identified issues such as bullying, stress and online safety as major areas of concern for CYP. Moreover, the recent Joint Strategic Needs Assessment product on Children and Young People's Mental Healthⁱⁱ discussed the increasing incidence of mental health problems in children and young people at both a national and local level, and the associated rising demand on treatment services. The JSNA also identified significant need for a strengthened universal and preventative mental health and wellbeing offer which focusses on building CYP and their families' strengths and resilience to ameliorates risk factors, reducing the predisposition for mental health issues.

In May 2018, Thurrock Council and NHS Thurrock Clinical Commissioning Group arranged a Children and Young People's Mental Health Summit. The summit was used, to launch the JSNA and *begin a Big Conversation* on children and young people's mental health with schools and other key health and third sector partners. The summit was attended by over 100 delegates including teachers and head teachers, children and young people's representatives; third sector service providers; NHS Provider Trusts, senior and chief council and CCG officers, and elected members.

The Summit identified many excellent examples of existing practice within schools on the mental health agenda, but also highlighted a level of service fragmentation and silo'd working. The clear recommendation from the summit was the need to develop a new School Wellbeing Service (SWS) with the aim of supporting schools in Thurrock to strengthen the universal and preventative approaches to emotional wellbeing, facilitate links between partners who may support CYP's mental health and work to build capacity and consistency within the existing offer.

¹ BBC. (2018). Anti-depressant prescriptions for children on the rise. Available at: <https://www.bbc.co.uk/news/health-44821886> (Accessed July 2018).

2. A Thurrock School Wellbeing Model Outline: Service Design

This paper discusses proposals for the new SWS; a partnership model between Thurrock Council, Thurrock Clinical Commissioning Group and local schools and academies, that will primarily focus on prevention in order to strengthen and improve the emotional and mental wellbeing of children and young people as well as school staff. This service will build capacity within schools to deliver evidence based prevention interventions such as those set out in the 2018 JSNA that strengthen protective factors for good mental health and reduce mental health damaging risk factors. It will integrate, embed and strengthen existing commissioned initiatives on mental health with the existing offer for children, young people and their families and provide training and support to school staff.

The new model for a School Wellbeing Service (Programme/Team) is based on the recommendations set out within the JSNA which include:

- Focus on building strengths and reducing risks, not just treating mental illness
- Promote the protective factors that keep children and young people mentally well.
- Focus on early intervention and prevention.
- Ameliorate the risk factors that can increase the risk of mental ill-health
- Develop a new partnership model with schools
- Gather and share information on what is already being done to improve children and young people's mental health
- Improve mental health data and track progress by all schools participating in the Brighter Futures Survey.

It also aims to deliver a 'tailored approach' that meets the needs of each school within Thurrock, recognising that every school and the population it serves will have differing needs and that 'one size' will not fit all.

Our intention is that the SWS will provide an opportunity for schools to extend and deepen their existing work on promoting mental health, emotional wellbeing and supporting children who are experiencing problems with the help of a dedicated team. The aim is to transform the way that emotional and mental health support is delivered by tackling problems more quickly, working preventatively and intervening at an earlier stage. The SWS will embed evidence-based interventions to strengthen mentally protective factors and reduce risk factors to mental health. Examples of protective and risk factors are given below, and more detail is available within the JSNA.

Protective Factors

Good social connections are vital for maintaining good mental health. We know that some CYP in Thurrock feel isolated. Mentoring schemes and the group intervention *LISA-T* have been found to be effective in strengthening social support networks.

Positive coping strategies are a key part of resilience. Interventions such as *Friends for Life* and the *Penn Resilience Programme* are effective in teaching CYP to cope, reducing anxiety and depression.

Physical activity has a very strong impact on mental as well as physical health. The evidence for effective ways to improve this in CYP is weak but a number of interventions show promising results including: *The Daily Mile*, *GreatFun2Run*, *Switch-Play*, and *ICAPS*. As the evidence is relatively weak, strong evaluation plans would be needed for any local implementation.

Risk Factors

Bullying has a very strong damaging impact on mental health, often lasting into adulthood. Some Thurrock pupils have told us that this is a problem for them. As well as strong policies, targeted prevention programmes have been found to be effective including *KiVa* and *The Good Behaviour Game*.

Body Image is a source of dissatisfaction for many adolescents. It increases the risk of mental ill health, especially eating disorders. Targeted interventions such as *Happy Being Me* can be effective in allowing young people to develop positive body image.

Excessive Social Media Use (three or more hours per day) is associated with significantly poorer mental health outcomes.

Adverse Childhood Experiences (ACEs) such as neglect or sexual assault have been shown to correlate strongly with poor child mental health. A tool kit for schools on sexual exploitation, and sexual abuse including guidelines on disclosure could help.

Stress caused by assessment and examinations. This was highlighted strongly by local teaching staff as an issue affecting children and young people in Thurrock.

2.1 Principles and Outcomes

The new SWS will have the following principles at its heart:

- The NICE (National Institute of Health and Care Excellence) recommended multi-agency approach which addresses the complex nature of CYP mental health issues
- A focus on working in partnership to deliver evidence based interventions aimed at promoting protective factors as well as preventing and reducing risk factors
- A tailored and flexible approach that meets the needs of individual schools
- Ensure the Thurrock THRIVE framework (detailed within the CYP MH JSNA, 2018 and attached below), is maintained and used as a basis for a schools local offer
- Strong links with all elements of the Brighter Futures Strategy
- Strong links with the Brighter Futures Healthy Families Service School Health Team

The following outcomes will be achieved following implementation of the SWS:-

- Children and young people needing support are identified early and supported within the school ensuring the need for specialist services are reduced
- Increased number of children and young people who are able to cope and ask for help when needed within a school setting
- Schools are effectively resourced through training and supervision of SWW workers to support children and young people with mental health issues. The SWS will develop and carry out with schools, a self-assessment to establish and provide an understanding of the whole school approach to emotional wellbeing. Schools will have an individualised Mental Health Action Plan and will be working towards achieving a gold standard mental health award
- Contribute to improving protective factors such as those on body image, physical activities.

2.2 The Model

We recognise that capacity is already stretched within schools and that teachers and head teachers are juggling a broad spectrum of competing demands. The new SWS will therefore provide a significant additional resource in the form of School Based Wellbeing Workers to work directly with teachers and head teachers, governors, pupils and their families to improve and protect mental health. The SWS will employ the following;

Revised Option – Following Consultation with Head Teachers and Steering Group

The proposed School Wellbeing Service model provides the following staff:

- **1 WTE x Team Manager (Band 8):** To lead the School Wellbeing Team by providing strategic oversight of the service and provide supervision
- **3 WTE x Full-time Senior Schools Wellbeing Workers (Band 7):** To lead on working with schools to promote protective factors and reducing risk factors. Ensure interventions needed to achieve a mentally healthy school environment are easily accessible to schools by influencing at the right level with organisations and services. This role will delegate elements of work to the School Wellbeing Workers where appropriate and work with Schools / Academies to ensure outcomes are met.
- **1.5 WTE x School Wellbeing Workers (Band 6):** To support the work allocated by the Senior Schools Wellbeing Workers.
- **1 WTE x Administrator (Band 3):** to complete the administrative tasks associated with the service

The revised option demonstrates a reinforced workforce at higher bands who would influence at the right level for schools following recommendation from head teachers and schools representatives at the SWS Steering Group.

The School Wellbeing Service will focus on a central area working collaboratively with a cluster of secondary and feeder primary schools to develop a collaborative approach to identify risk factors for mental health and enhance protective factors. This is based on the assumption that each secondary school have an average of 4 primary schools that feed into its roll. A collaborative approach between secondary and feeder primary schools will enhance a supportive response for transition of CYP from primary to secondary school by maintaining consistency in the support provided.

It is also hoped that each school will have a designated Mental Health Lead. The proposal for the SWS is to develop its work with each school in the context of a range of existing provision for schools and in the local area. School Heads and the SWS team will review interventions and working methods to ensure that the schools wellbeing offer completely integrates, complements and possesses additional value to existing service. This will ensure mitigation of any overlaps or duplication.

The proposal is that the SWS will be employed by Thurrock Council and will reside within Children's Services. They will have the following key functions:

1. In conjunction with schools, to oversee a schools-based mental health assessment using an agreed assessment tool, and develop an individual action plan to improve and protect the mental health of their students.
2. To facilitate implementation of a tailored package of support programmes that protect and improve the mental health of pupils and staff within the school, (for example programmes set out in the protective and risk factors boxes on the previous page) as agreed in the school based action plan.

3. Provide training and continued professional development for staff within schools in order to increase knowledge and confidence in promoting and protecting their pupil's mental health. Training will be refreshed as needed to reflect changes in policy or practice nationally.
4. Direct delivery of specialist mental health training programmes to pupils, for example 'peer mentoring.'
5. Provide support in developing whole school policies that improve and protect the mental health of pupils and staff.
6. Provide support and resource to develop and deliver the school's PSHE curriculum – this team will ensure effective leadership in the delivery of a curriculum that fully promotes emotional and mental well-being as well as tailoring delivery to the needs of each individual school.
7. To ensure that the mental health offer for CYP is mapped accurately against the THRIVE model (reference JSNA, 2018) clearly illustrating what services are available to support CYP, families and schools. The Thurrock THRIVE framework needs to be accessible to teachers and other school staff via a single portal where all information is centralised.
8. Assist schools to promote, raise awareness and signpost to existing commissioned mental health programmes and services, e.g. through the THRIVE mapped offer ensuring these are all embedded within school's policies and frameworks.
9. Sharing best practice on mental health promotion and protection within the clusters of geographically linked schools that they work with on a quarterly basis via the Safeguarding Leads Forum. This will aim to cross-link the work of individual schools to form a suite of interventions that can be embedded into individual school's action plans as appropriate.
10. Engage with schools around existing relevant public health programmes including the Brighter Futures Survey and the Daily Mile.
11. Run the Alternative Provision Portal

Training for schools will be provided by the SWS. The training on offer may be as follows:

- Youth Mental Health First Aid (MHFA) a two day training course
- Everything you need to know about mental health (almost)
- Staff sharing and peer supervision
- Responding to self-harm
- Anxiety awareness workshop
- Mental health awareness for staff
- Mental health awareness workshops for young people

Training must be attended by the designated Mental Health Lead but schools may also wish to include:

- Head teachers, Heads of year and Deputy Heads
- Teachers and support staff

- Special Educational Needs Coordinators (SENCOs)
- Other relevant staff e.g. Playground Assistants

2.3 Governance Arrangements

The proposed governance arrangements will be as follows:

A Steering Group chaired by the AD and Consultant in Public Health for Children and Young People will oversee work SWS programme. This will ensure a strong link to Public Health. The Steering Group will contain The Principle Educational Psychologist; Senior Public Health Programme Manager – Children and Young People; Chair of the Schools Forum; Academy Head Teachers; Assistant Director – Learning and Skills and; children’s commissioning leads for Thurrock Council and NHS Thurrock CCG as well as representatives from the voluntary sector, parents and carers. The staff within the model will be managed within the functions of the council’s Assistant Director for Learning and Skills, ensuring strong links to other work between the Council’s Education function and local schools. The steering group will support and oversee mobilisation of the service, maintain a risk/quality register, monitor performance, support in the evaluation of the service and ensure that they remain up-to-date with emerging evidence.

The Steering Group will report into The Brighter Futures Board, ensuring links between the SWS and other relevant functions of Brighter Futures, for example The School Nursing and Health Improvement in Schools Functions.

Similarly this model recognises the extensive work happening within the ‘Open Up, Reach Out’ strategy which is a 5 year strategy aimed at improving emotional and mental wellbeing of CYP living in Southend, Essex and Thurrock. The SWS will ensure links to other related strategies for improving the health and wellbeing of children, including the Self-Harm Toolkit among others.

3. Monitoring and Evaluation of the Pilot

The pilot SWS will be evaluated (using a standardised framework)² to provide evidence of impact and added value which will inform decisions about the future of the SWS, in terms of funding as well as sustainability at the end of the 2 year period. It is proposed that the SWS will be reviewed mid-way through the pilot to ensure any required improvements to the service are identified and implemented within the 2nd year of the pilot. The aim of the evaluation of the SWS is to assess whether the outcomes of the service are being met and it will also provide an understanding of other impacts, barriers and lessons learned. The evaluation will primarily use information that will be collected routinely by the SWS, however, other ad-hoc methods of data collection such as focus groups and/or interviews may be used as required. The self-assessment tool should be completed by schools at the beginning of the SWS to form a baseline. The assessment should then be completed at the end of the pilot to enable evaluation of the service in terms of identifying where outcomes have been met, and where areas of the service require improvement. An evaluation framework will be developed within the service design stage and will clearly define the evaluation questions to be answered. The process will adequately outline data requirements, as well as timescales for reporting/recording of data, to the Public Health team. It will also provide timescales for undertaking an independent evaluation process. which is hoped will be undertaken by South Bank University in London with input from Thurrock’s Public Health Team as needed.

² <https://www.cdc.gov/mmwr/preview/mmwrhtml/rr4811a1.htm>

The following areas will be assessed to understand the outcomes of the SWS:

- School staff knowledge and confidence to support CYP with emotional wellbeing and mental health issues.
- Level of engagement across schools e.g. in terms of designated Mental Health Lead, carrying out self-assessment and implementing Mental Health Action Plans.
- Schools with an implemented Mental Health Action Plan and the early impact.

The Director of Public Health is also in discussions with a Professor of Mental Health and Learning Disabilities at London Southbank University, who is interested in working with Thurrock Council and our schools to undertake an academic evaluation of the programme. It is hoped that this will robust evaluation will support the evaluation undertaken by the Public Health team at Thurrock Council.

4. Key Organisations and their role:

1. Thurrock Local Authority:

Collaboration between Public Health, Children's Services and the Education Department who will have overall responsibility for managing the SWS. Public Health will assist in developing the self-assessment tool and the SWS will report performance to the Public Health Lead. The SWW's will be line managed by the Children's Services. The SWW's will have close links with the Brighter Futures Services and in some cases attend relevant meetings or school engagement collaboratively.

2. Primary, Secondary and Special Educational Need Schools in Thurrock:

A commitment is required from the schools to firstly assign a designated Mental Health Lead to be the point of the contact for the SWS. Secondly, to release staff for training on mental health awareness including units on Mental Health First Aid, anxiety, self-harm, positive coping strategies etc. A third commitment is around the engagement with SWS including the carrying out of the self-assessment and development of a Mental Health Action Plan.

3. Thurrock Clinical Commissioning Group (CCG)

Thurrock CCG will ensure the Transformation Plan for Essex CYP Mental Health Services is kept on-track. The CCG will also release or further fund the NELFT Emotional Wellbeing and Mental Health Service (EWMHS) to provide training and support to the SWW, advising specifically around the training course delivery where they can. They may potentially co-design and co-deliver some of the training units.

4. Other Organisations

The voluntary sector will be a very important partner within this offer such as Thurrock MIND, Thurrock Adult Community College, Thurrock Local Area Coordination team and Represent for partnership working in terms of signposting to additional support and informing the SWS of any updates in relation to the Thurrock THRIVE Framework.

5. Cost breakdown

It is proposed that a detailed cost analysis with partners involved will be undertaken to ascertain the appropriate costs to implement the Thurrock SWS. Currently, this pilot will be funded through the following funding streams.

- Council Funding of £150,000 per annum amounting to £450,000 over a 3 year period. This funding will be available in December
- An agreed contribution from a range of partners such as Public Health, Children's Service, Schools and Thurrock CCG in the below breakdown:-
 - £50,000 from Public Health Team
 - £50,000 from the CCG
 - £50,000 from across schools – TBC and as part of Children's Service. A paper due to be presented on the 19th of November has gone to the Schools Forum to receive confirmation of this funding.

The below table provides a breakdown of the cost proposals which only covers staffing cost and does not include the cost of possible intervention licences or fees, admin, equipment, training and premises.

Tab Table 1: Estimated Service Cost Break Down – Option with revised staffing following request from schools

Resource details	Quantity	Cost per resource item	Total cost (24% inflation does not include NI and pension contributions)
School Wellbeing Team			
Service manager (to be clinical with some responsibility for undertaking administration duties) at a Band 8	1WTE	£37,266 - £48,600	£46,210 - £60,264
School Wellbeing Worker Band 7	3 x WTE (1 per locality)	£30,285- £39,543	£112,660 - £147,100
School Wellbeing Worker Band 6	1.5 x WTE (1 per locality)	£24,630 - £32,145	£45,812 - £59,790
Administrative Support Band 3	1x WTE	£17,556 - £20,034	£21,770 - £24,843
Senior Public Health Programme Manager – Children’s (any cost option chosen will need this resource which is not included within the above staffing cost).	1 PT	N/A	Internally allocated resource hence does not involve cost consideration.
Strategic Lead within Children’s Service	1PT	N/A	However, it has been highlighted to consider capacity and resourcing within the team.
		Total	£226,452 - £291,996 per annum

6. Collaboration with existing services –

EWMHS School Development Offer

The EWMHS have developed an offer for schools which have been piloted in a range of schools in Essex and are currently being rolled out. This offer to schools provide bespoke training to school staff including pastoral and leadership staff on self-harm, consultation of cases with groups of pastoral and leadership staff, and supervision with groups of pastoral and leadership staff. This collaboration supports school staff to develop their knowledge of mental wellbeing and the problems affecting young people; the symptoms to look for and strategies for supporting children with early signs of mental and emotional stress before a referral to specialist services is needed. This offer has been represented in the below diagram.



The EWMHS school development is currently supporting 30 schools through a dedicated school helpline. It is still not clear how many schools in Thurrock are benefiting from this collaboration. It is the expectation of this proposal that the SWS will compliment and integrate with this offer by ensuring that all schools are reached and support are bespoke to individual schools' need. It will engage with this offer through the Educational workstream of the EWMHS service ensuring there is no duplication. The SWS will also ensure a dedicated team of staff to facilitate and implement tailored packages to enhance and reinforce protective factors and reduce risk factors.

Brighter Futures

Children's Centers – This service will be available throughout the year. However, during school holidays the School Wellbeing Service will run from children centres where parents and families are able to access the service.

Healthy Families – This includes the universal commissioned services for 0 – 19 year olds including School Nursing. The SWS will link directly with schools nurses to ensure direct and effective referral for when children and young people need specialist care.

Early Intervention and Prevention Service – This includes the Troubled Families service transformation

7. Next Steps

Once this proposal is agreed, head teachers and other relevant stakeholders will be consulted on to further shape the model. This creates an opportunity for continuing the big conversation relating to CYP mental wellbeing.

A Steering group (commissioning reference group to include head teachers, commissioners, PH leads, voluntary sector and LSCB partners) will be formed which will include key stakeholders from Public Health, Children's Services, CVS, and Headteachers to review the model and options for taking it forward.

A detailed cost analysis has been produced incorporating the indicative costs of staffing and additional cost such as interventions licenses and fees, IT equipment, transport.

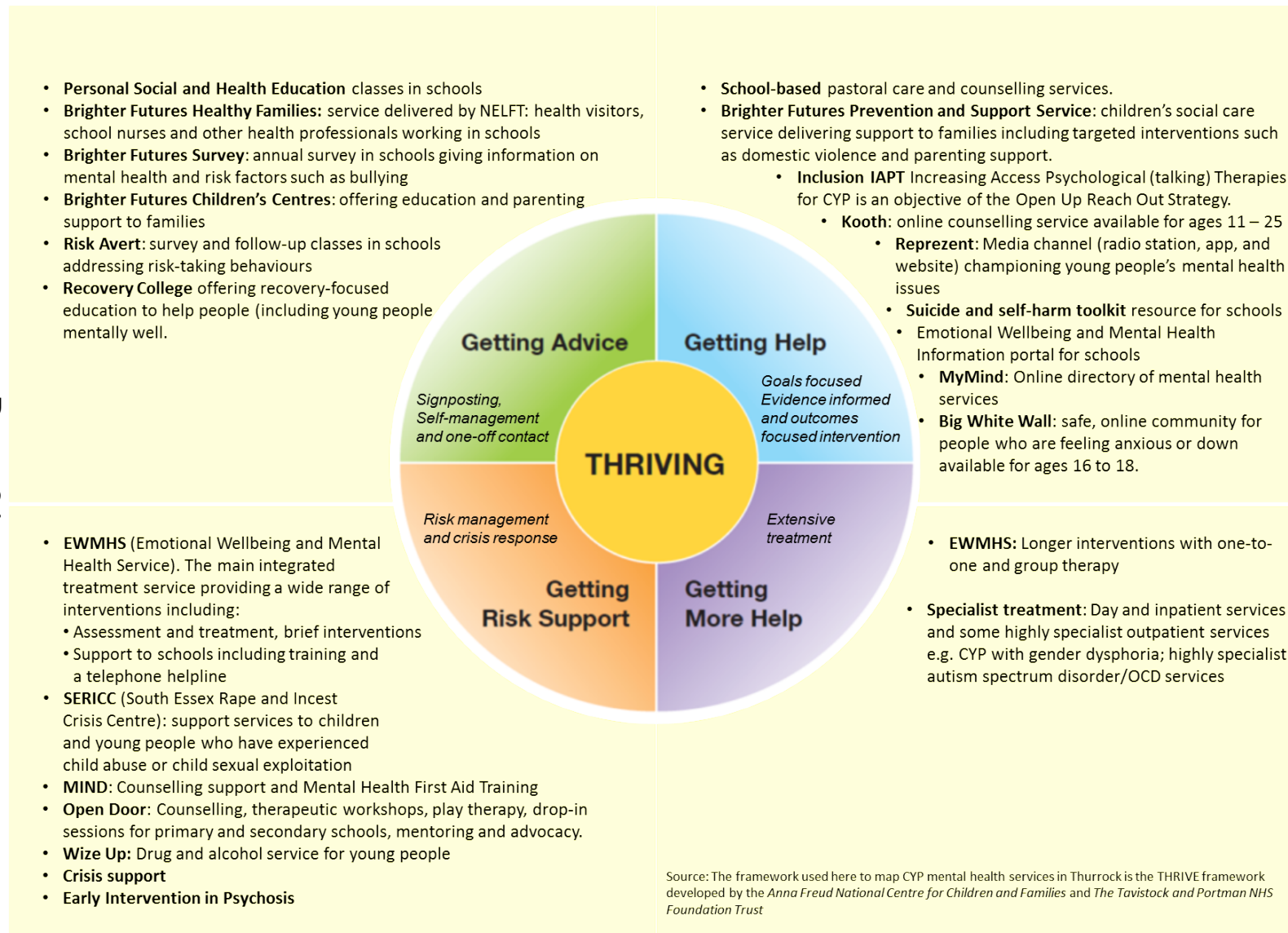
Liaison with Universities such as South Bank University for an independent evaluation of this pilot will enable identification of the potential impacts of the service as a whole on mental wellbeing in CYP.

Develop a robust outcome framework to aid monitoring the impact of this service.

Table 1: Key Performance Indicators (These are currently being defined as part of the evaluation strategy for the SWS)

Outcome one:			
School staff will have increased knowledge and confidence in supporting children and young people with emotional and mental health issues.			
	Key performance indicator	Management Information	Measurement capture
a	Number of school staff reporting increased confidence and knowledge Target is 300 per year	<ul style="list-style-type: none"> - Number of designated Mental Health Leads - Number of sessions for mental health training delivered - Number of school staff accessed training - Number of school staff reporting increased confidence and knowledge following training - Number of school staff reporting increased confidence and knowledge following working alongside SWW in schools - Number of school staff reporting they understood and knew how to access the Thurrock THRIVE model 	<ul style="list-style-type: none"> - Proportion of named designated mental health leads - Staff pre and post questionnaire - Training evaluation questionnaire - Spreadsheet / database - Case studies - Stakeholder feedback - Feedback from both self-assessments (baseline and at the end of the 2 year pilot).
Outcome two			
The SWS, with support from partners in public health and education, will develop a schools' self-assessment tool to establish and provide an understanding of the individual schools' practices and culture around emotional wellbeing.			
#	Key performance indicator	Management Information	Measurement capture
b	Established self-assessment	<ul style="list-style-type: none"> - Development of a self-assessment tool with partners - A minimum of 5 schools contributing to feasibility testing 	- A published self-assessment tool
c	Number of schools to have completed/finalised self-assessment tool	<ul style="list-style-type: none"> - Number of completed self-assessments - Number of feedback reports to schools detailing self-assessment 	- Performance reports to public health
Outcome three			
SWWs will assist Schools to develop a mental health action plan and be working towards a gold standard mental health award. Schools will be supported by the SWW to implement the action plan and enhance any weaker areas identified by use of universal interventions that promote positive emotional wellbeing.			
#	Key performance indicator	Management Information	Measurement capture
c	Number of mental health action plans developed	<ul style="list-style-type: none"> - Number of meetings held for action planning (self-assessment used as a framework for developing Mental Health Action Plan) - Number of schools working towards gold standard mental health award - Number of Mental Health Action plans developed 	- Performance reports to public health

Figure 1: Thurrock THRIVE Model



2.0 Useful References

- THRIVE Model. <https://www.annafreud.org/what-we-do/improving-help/improving-help-for-professionals/service-redevelopment/thrive/>
- Hertfordshire Link Model, Available from: www.healthyyoungmindsiherts.org.uk
- Day, L., Blades, R., Spence, C., and Ronicle, J., – Ecorys UK. (2017). Evaluation of the Mental Health Services and Schools Link Pilot. Available from: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/590242/Evaluation_of_the_MH_services_and_schools_link_pilots-RR.pdf
- National Children’s Bureau. (2015). A whole school framework for emotional well-being and mental health. Supporting resources for school leaders. Available from: <https://www.ncb.org.uk/sites/default/files/field/attachment/NCB%20School%20Well%20Being%20Framework%20Leaders%20Resources%20FINAL.pdf>
- MindEd is funded by the Department of Health and Department for Education, as a free educational resource on children and young people’s mental health for all adults working with, or caring for, infants, children or teenagers. Available online: <https://www.minded.org.uk/>

ⁱ Transforming Children and Young People’s Mental Health Provision: A Green Department of Health and Department for Education, 2017.

ⁱⁱ Joint Strategic Needs Assessment (JSNA) Children and Young People’s Mental Health, Thurrock Council Public Health Service, 2018. <https://www.thurrock.gov.uk/healthy-living/joint-strategic-needs-assessment>

4 December 2018	ITEM: 10
Children’s Services Overview and Scrutiny Committee	
Update on the Free School Programme	
Wards and communities affected: All	Key Decision: Key
Report of: Steve Cox, Corporate Director of Place and Rory Patterson, Corporate Director of Children’s Services	
Accountable Assistant Director: Michele Lucas, Interim Assistant Director Learning, Inclusion and Skills and Detlev Munster, Assistant Director of Property	
Accountable Director: Steve Cox, Corporate Director of Place and Rory Patterson, Corporate Director of Children’s Services	
This report is Public	

Executive Summary

Thurrock is becoming a place of choice to live, and demand for school places continues to increase. The Council has a statutory duty to ensure there are enough school places to meet demand and therefore needs to be proactive in ensuring we have high quality school accommodation that provides choice for parents and supports the educational outcomes for our children.

A Council priority is to increase choice of pupil school places by supporting the development of new schools within the borough. This is done by way of supporting Multi-Academy Trusts (MATs) in their bids to the Education Skills and Funding Agency (ESFA). The Council cannot build new schools itself.

This report seeks to provide an update on the status of the free school programme including temporary accommodation prior to the opening of the free schools where required.

- 1. Recommendations;**
- 1.1 That Children’s Services Overview and Scrutiny Committee notes and provides comment on the Free Schools Programme progress to date and the partnership working with the ESFA;**
- 1.2 That Children’s Services Overview and Scrutiny Committee notes the update in relation to the Thames Park Free School**

1.3 That Children’s Services Overview and Scrutiny Committee notes the Councils plans for temporary accommodation at Orsett Heath Academy and Thames Park prior to the opening of the Free Schools

2. Introduction and Background

2.1 Thurrock Council has a statutory responsibility to ensure that suitable and sufficient school places are available in Thurrock for every child of school age whose parents wish them to have one. However, local authorities are limited by statute and cannot build new schools.

2.2 The successful Free Schools include:

2.3 Orsett Heath Academy - mainstream, 8FE, 1,200 place secondary with a sports specialism. The new school would be part of the South West Essex Community Education Trust.

2.4 Thames Park - 6FE, 900 place secondary. The new school would be part of the Osborne Trust. A site is yet to be identified for this school and will be the subject of a separate Cabinet Report.

2.5 Treetops Special Free School; special, all-through school with 140 places for pupils between the ages of 4-16 catering for Moderate Learning Difficulties and Autistic Spectrum Condition.

2.6 The council continues to work with the ESFA to support the delivery of the free schools within the borough.

2.7 The secondary school application round closed on 31st October 2018, Thurrock School Admissions team received 2,385 applications for a secondary school place. Across all Thurrock secondary schools we have a total Pupil Admission Number (PAN) of 2,142 available places. We will therefore have a shortfall of 240 places come September 2019.

2.8 It is important to note that the delivery of the new schools is extremely important if we are to ensure we meet our statutory responsibility to provide all Thurrock children a secondary school place.

2.9 The new Pupil Place Plan 2018-22 has now been released. Indicative forecasts based on the autumn school census data show there is a significant demand for pupil places from September 2019 onwards.

2.10 The Council is keen to build more new ‘good’ schools in deprived areas and ensure new schools are located geographically where they are required.

2.11 The new Pupil Place Plan 2018-22 indicates that the schools planning area under the most pressure is in the ‘central area’ of the borough, therefore by building the new schools in Grays this will help resolve this forthcoming pressure.

3. Free School Sites

Two Thurrock owned sites have been formerly agreed for disposal to the ESFA and Heads of Terms have been agreed and been signed off.

- 3.1 Orsett Heath Academy (Secondary) - Land lying to the North West of Stanford Road, Grays
- 3.2 Treetops Special School - Former site of Torrells County Secondary School For Girls, Buxton Road, Grays
- 3.3 Thames Park – land in private ownership has been secured by the ESFA in order to deliver the new free school. Heads of Terms have recently been agreed and signed off.

4. Temporary accommodation prior to free schools opening

- 4.1 The ESFA have advised that the new free schools will not be fully opened for three years, although the schools may be in a position to open in phases from year two of the build programme.
- 4.2 Orsett Heath Academy – ESFA have agreed that the school can open in temporary accommodation. The Council is working in partnership with both the ESFA and the SWECT academy trust (South West Essex Community Education Trust) to identify a suitable location close to where the new school will be constructed. An estimated budget of £3M is required, options for location of classrooms and associated facilities options are being investigated. A separate cabinet report is to be presented to cabinet this month to seek approval for the funding from basic need. It is envisaged that this will provide a permanent structure instead of temporary demountable classrooms, and will strengthen the relationship with the Rugby Club and the link between academic and sporting achievement. A total of 120 (4FE) year 7 places will be provided to meet the demand in September 2019. Once the new school is built, the pupils will move to the new school.
- 4.3 Thames Park – the Council is working with the ESFA to seek agreement for the school to open in temporary accommodation to provide (4 FE) year 7 schools places for September 2019. Options for temporary accommodation are being investigated. If the ESFA are in agreement to the new school opening, the pupils will move to the new school once the school is in a position to open.

5. Issues, Options and Analysis of Options

- 5.1 If the Cabinet do not approve the budget of £3M to develop the classrooms and associated facilities for Orsett Heath Free School, the Council will need to identify other options to provide bulge classrooms for the additional places required for September 2019. In addition, if the ESFA do not approve the new Thames Park Free school opening in temporary accommodation, the

Council will need to look to expand alternative secondary schools within the borough, although there are very limited options to do so.

- 5.2 In relation to Lower Thames Crossing, there is uncertainty at this stage of the overall impact on the Orsett Heath site. Further consideration will need to be undertaken whilst the proposal for the new crossing is being further developed. Initial discussions with Highways England (HE) suggest a willingness to amend the Lower Thames Crossing red line boundary to accommodate the school. This would be a matter for the ESFA and HE to progress.

6. Reasons for Recommendation

- 6.1 To provide an update on the progress of the Free School Programme to Overview and Scrutiny Committee. And to note the demand for 240 schools places for September 2019.

7. Consultation (including Overview and Scrutiny, if applicable)

- 7.1 This report is to be reviewed by Corporate Overview and Scrutiny to provide a progress update.

8. Impact on corporate policies, priorities, performance and community impact

- 8.1 This will enable the Council to continue to meet its statutory duty to provide sufficient pupil places under the Education Act 2006.

9. Implications

9.1 Financial

Implications verified by: **David May**
Management Accountant

Additional accommodation required for increased pupil numbers will be funded from the future capital basic need budget. Once in-depth feasibility studies have been undertaken, funding requirements will be quantified and confirmed. This will include any funds applied for and successfully obtained from the Education Funding Agency, under the Targeted Basic Need Programme.

9.2 Legal

Implications verified by: **Lindsey Marks**
Deputy Head of Legal – Social Care

The Education Act 1996 s 14 imposes a duty on the Council to ensure the provision of sufficient schools for the provision of primary and secondary education in their area. S26 of the Children and Family Act imposes a duty to make arrangements, jointly with the NHS Commissioning Boards for the provision of education (as well as health and social care) for children and young people with SEN or disability. There is an additional duty to keep the latter under review (s27). (Lucinda Bell, Education Lawyer)

9.3 **Diversity and Equality**

Implications verified by: **Roxanne Scanlon**
**Community Engagement and Project
Monitoring Officer**

Whilst there are no direct diversity and equality implications, the provision of these services will help to tackle inequality and social exclusion. The procurement process will follow responsibilities as set out within The Equality Act 2010 and Public Sector Equality Duty, with due regard to advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

The procurement approach set out in this report will enable the Council to continue to meet its statutory duty under the Education Act 2006, to ensure that suitable and sufficient places are available in Thurrock for every child of school age whose parents wish them to have one, whilst ensuring value for money.

9.4 **Other implications (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)**

None.

10. **Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):**

- Pupil Place Planning Document 2018-2022

11. **Appendices to the report**

- None

Report Authors:

Steve Cox; Rory Patterson

Corporate Director of Place; Corporate Director of Children's Services

Environment and Place; Children's Services

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4 December 2018	ITEM: 11
Children’s Services Overview and Scrutiny Committee	
Children’s Social Care Performance	
Wards and communities affected: All	Key Decision: Yes
Report of: Jackie Groom, Strategic Lead, Performance Quality Assurance and Business Intelligence	
Accountable Head of Service: Sheila Murphy, Assistant Director of Children’s Care and Targeted Outcomes	
Accountable Director: Rory Patterson, Corporate Director of Children’s Services	
This report is Public	

Executive Summary

This report shows that:

- Children Looked After (CLA) are consistently in the region of 300 for the borough
- The number of assessments completed in the month has increased
- Demand in terms of numbers of referrals has increased
- Unaccompanied Asylum Seeking Children (USAC) have increased to 44
- The percentage of placements that are considered stable is 70%
- The number of children on a child protection plan has reduced and is in line with comparator groups

This shows that good improvement has been made in key areas such as assessments completed performance, number of children of a child protection plan has reduced and stable placement performance has improved.

Focus is still needed on USAC numbers and demand in terms of the number of referrals. Both of these areas will feature in the post OFSTED focused visit action plan.

The report also summarises the outcome of the recent Whistleblowing allegations which were independently investigated and found that the allegations were unsubstantiated.

1. Recommendation(s)

1.1 That The Children's Services Overview and Scrutiny Committee comment on the areas of improvement in Children's Social Care and work undertaken to manage demand for statutory social care services.

2. Introduction and Background

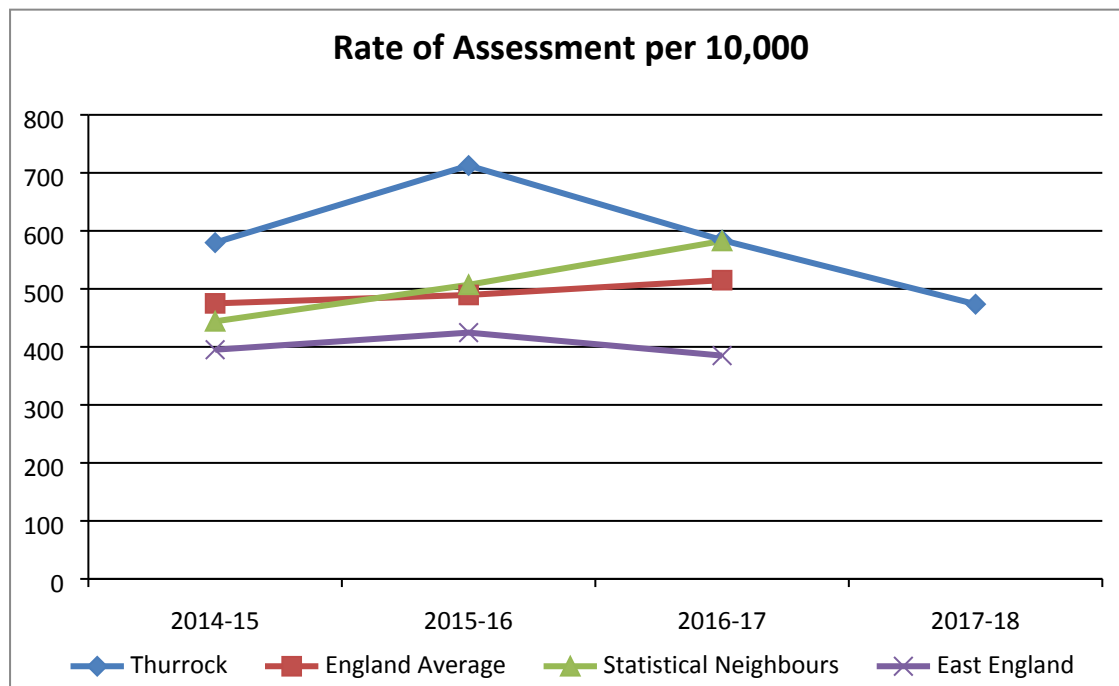
2.1 This report provides a summary of Children's Social Care performance. It highlights key demand indicators such as number of contacts, benchmarking data and key performance indicators.

2.2 Thurrock produces a number of data sets and performance reports to meet its internal and external reporting requirements. The data in this report is from the latest performance digest (September 2018), regional benchmarking data and national data sets. This data has been presented and discussed with the Social Care Senior Management Team and the Corporate Director's Performance Group.

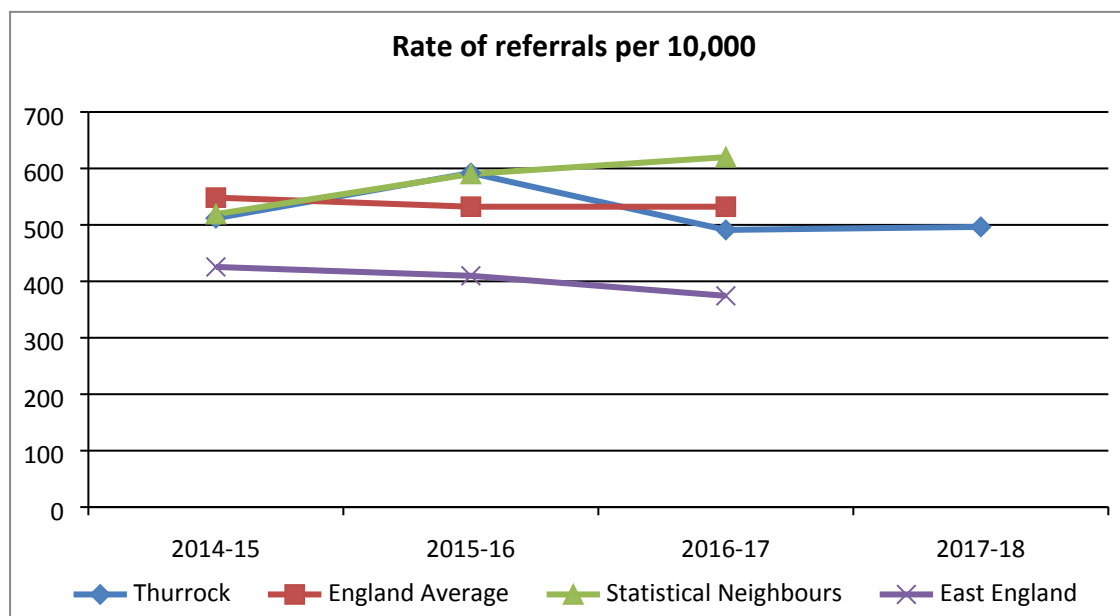
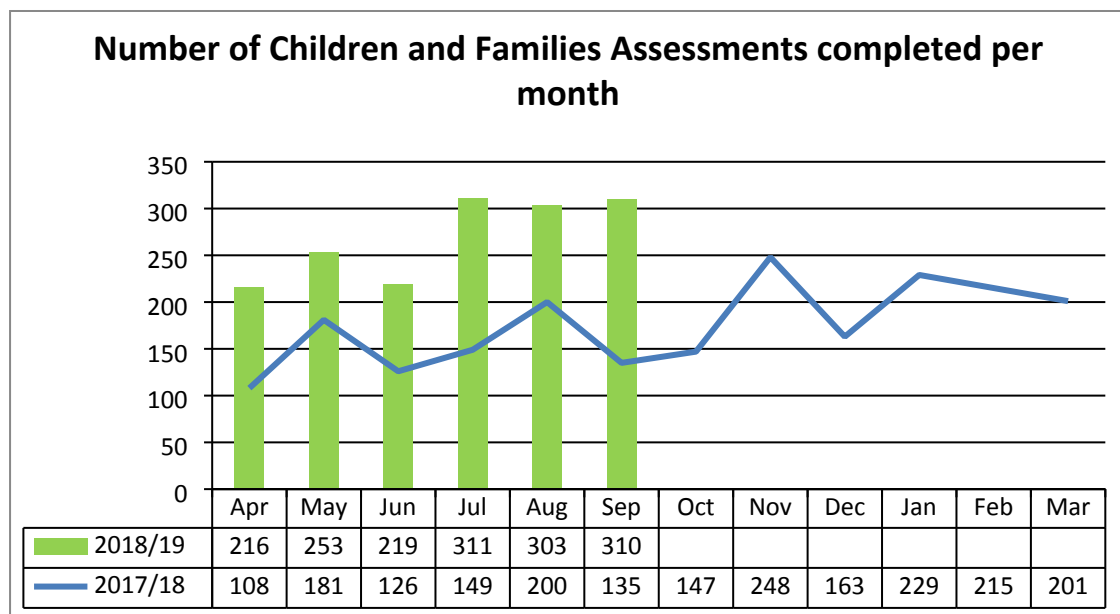
3. PERFORMANCE

3.1 Contacts and Referrals

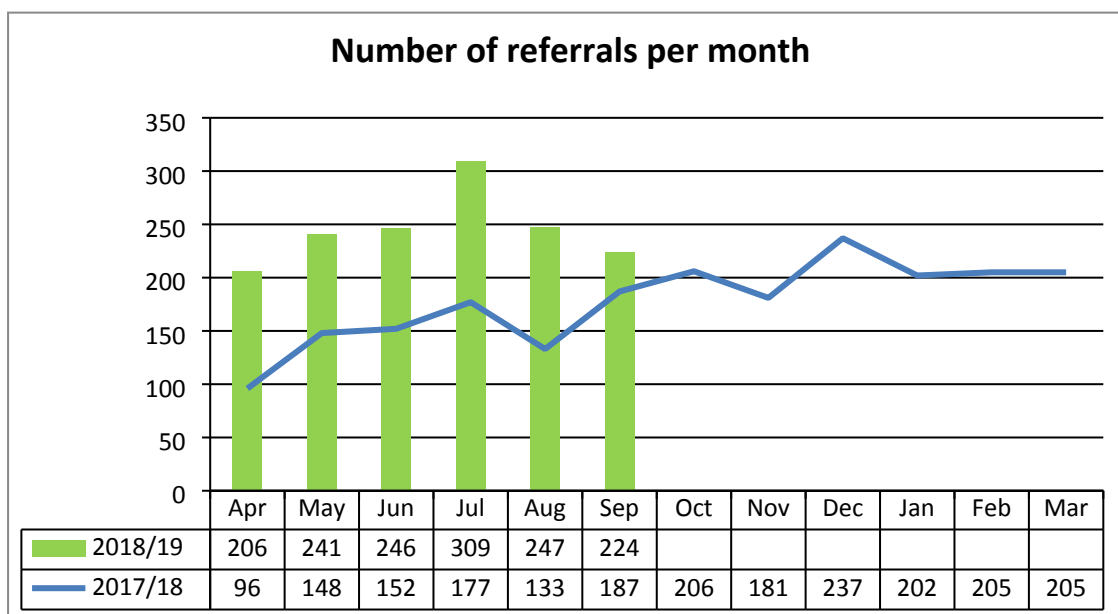
Assessment rates per 10,000 of the child population, has been reduced to 474 per 10,000 of the child population. Thurrock has also reduced its referral rate from 592 in 2015/16 to 496 in 2017/18. The latest position shows 310 completed assessments for September 2018, compared to 135 the same period last year.



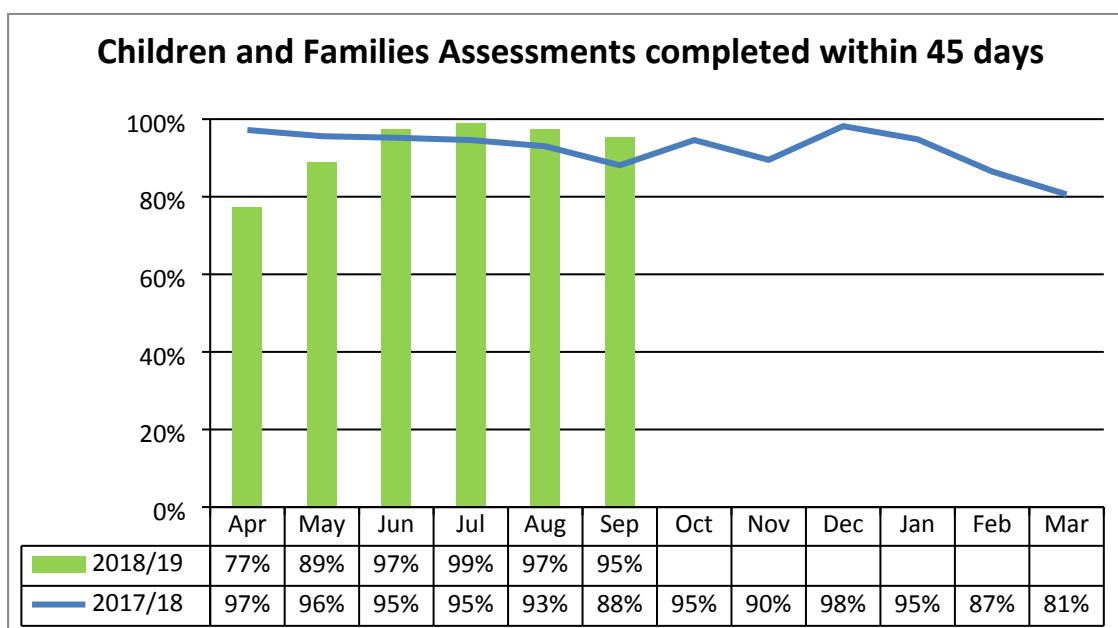
Rate of Assessment per 10,000	Year	Thurrock	England Average	Statistical Neighbours	East England
	2014-15	580	475	444	395
	2015-16	713	490	507	425
	2016-17	584	515	583	385
	2017-18	474	~	~	~



Rate of referrals per 10,000	Year	Thurrock	England Average	Statistical Neighbours	East England
	2014-15	512	548	519	426
	2015-16	592	532	590	410
	2016-17	491	532	620	374
	2017-18	496	~	~	~

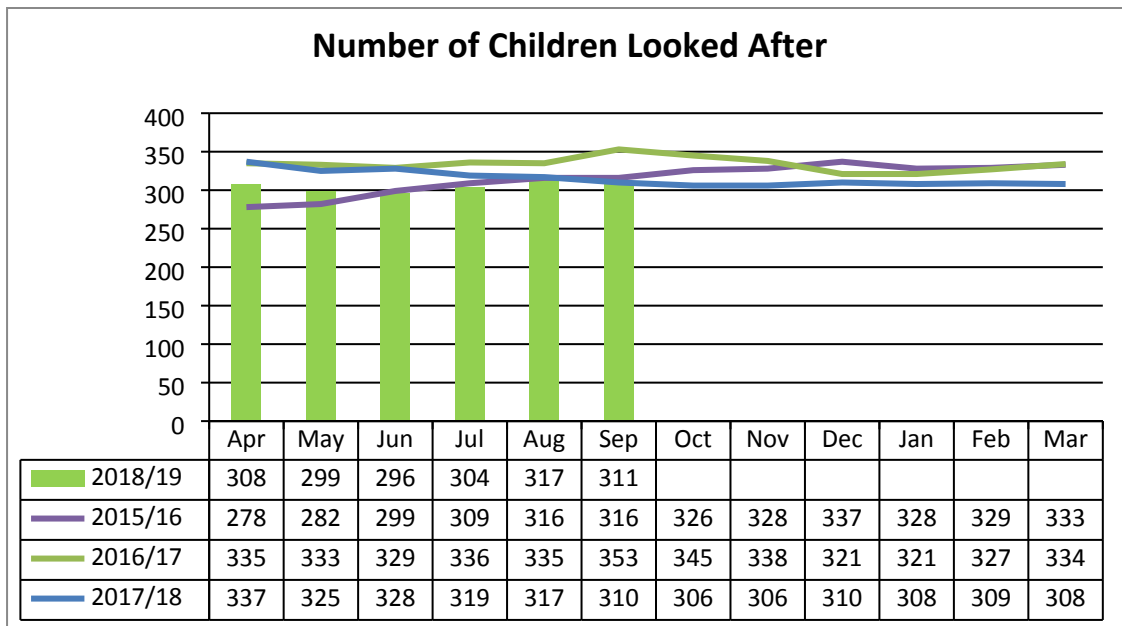


3.2 Referrals compared to this time last year have seen an increase of 37 to 224 compared to 187. This is an area of further investigation by the service to understand the reason for the referrals and therefore driving demand.

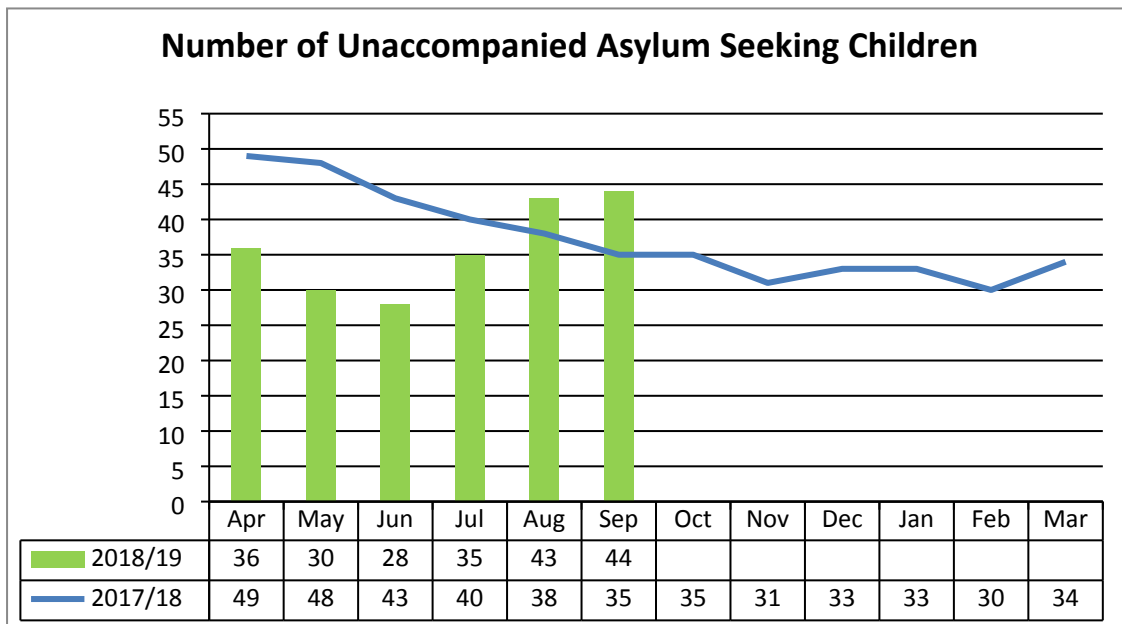


This is good performance, particularly given the recent increase in contacts and referrals.

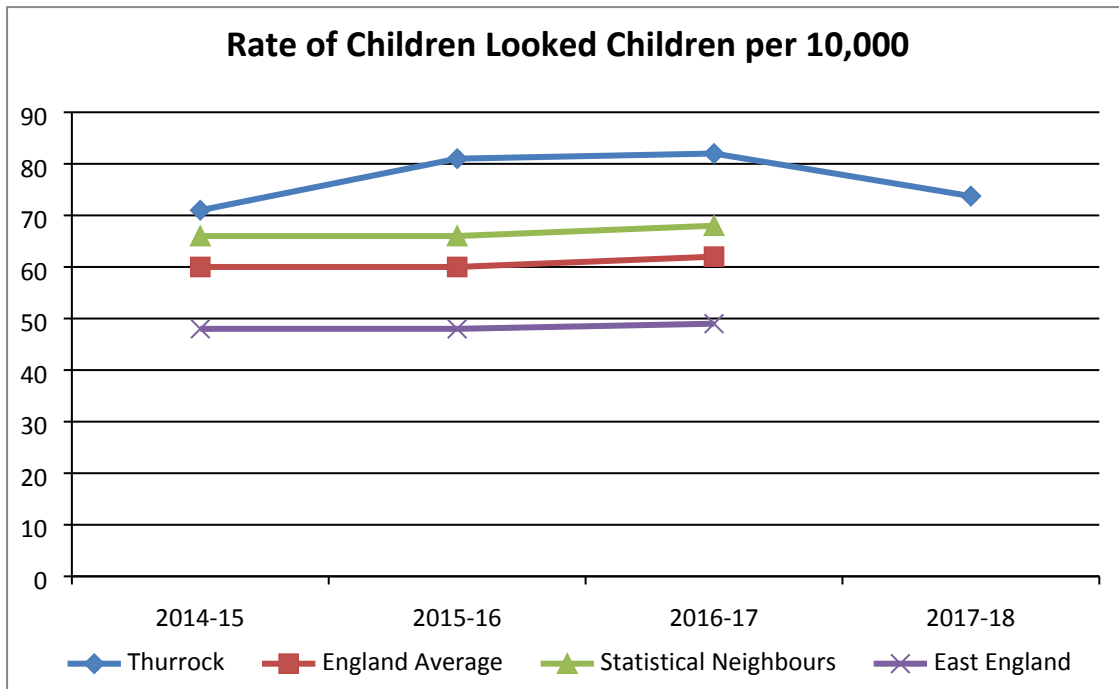
3.3 Children Looked After



September figures are comparative to the same time last year and have been consistently over 300 for the last 3 months.

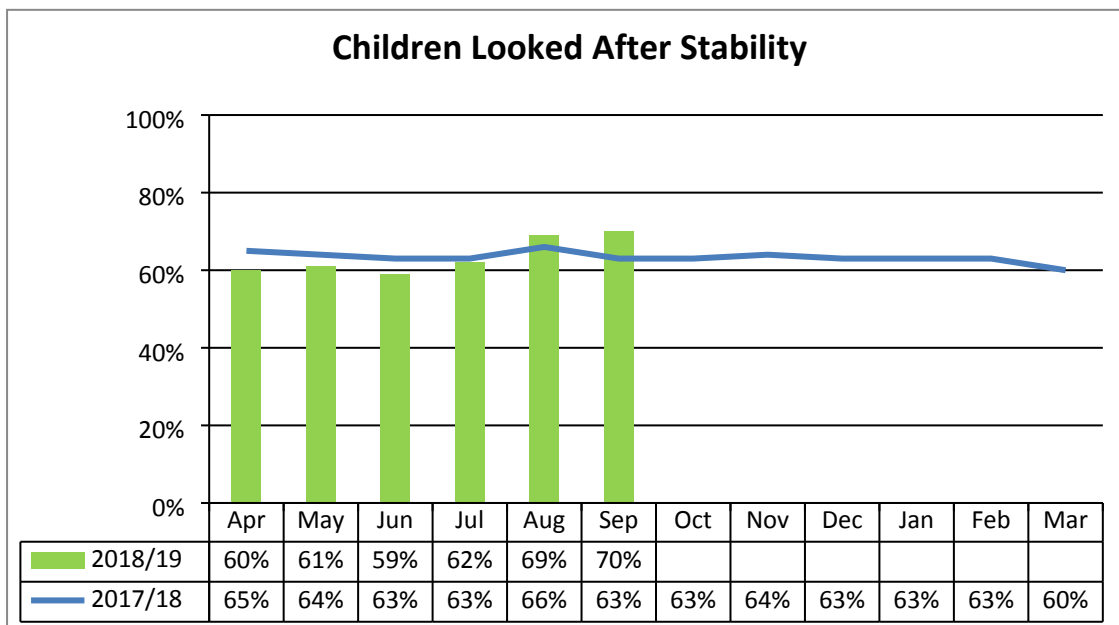


3.4 The number of unaccompanied asylum seeking children has increased to 44 from 36 at the start of the financial year. There are increasing numbers of UASC entering care and this is pushing up the overall care figure. However, the service is still able to transfer new arrivals to other Eastern Region Authorities through the transfer protocol.



3.5 Thurrock continues to close more Children Looked After cases than comparator groups and England average. This continues to be as a result of children returning to their families. Given the high rate of Children Looked After this is a good position and helped to reduce the rate from 82 per 10,000 of the child population in 2016/17 to 73 per 10k of the child population in 2017/18. The service continues to monitor all new looked after cases ensuring correct thresholds are being applied and children are only being looked after where necessary.

3.6 Placements- Long Term Stability



CLA long-term stability in placements has improved to 70% from a start of the year position of 60%. This is good performance and provides better outcomes for looked after children.

3.7 Factors which greatly affect placement stability include the amount of planning before a child comes into care and the quality of the matching of the placement to the child's needs. Where children come into care in an emergency, the initial placement choice is more likely to be determined by availability rather than need and there is a higher risk of the placement breaking down.

3.8 Placement stability is strongly correlated to the progress that children and young people make in care, as moves caused by placement breakdown can negatively impact on a young person's sense of worth, emotional resilience and is disruptive to developing friendship and support networks and educational achievement.

A key support to placement stability through scrutiny of placement plans is through the work on the Independent Reviewing Officer (IRO) function.

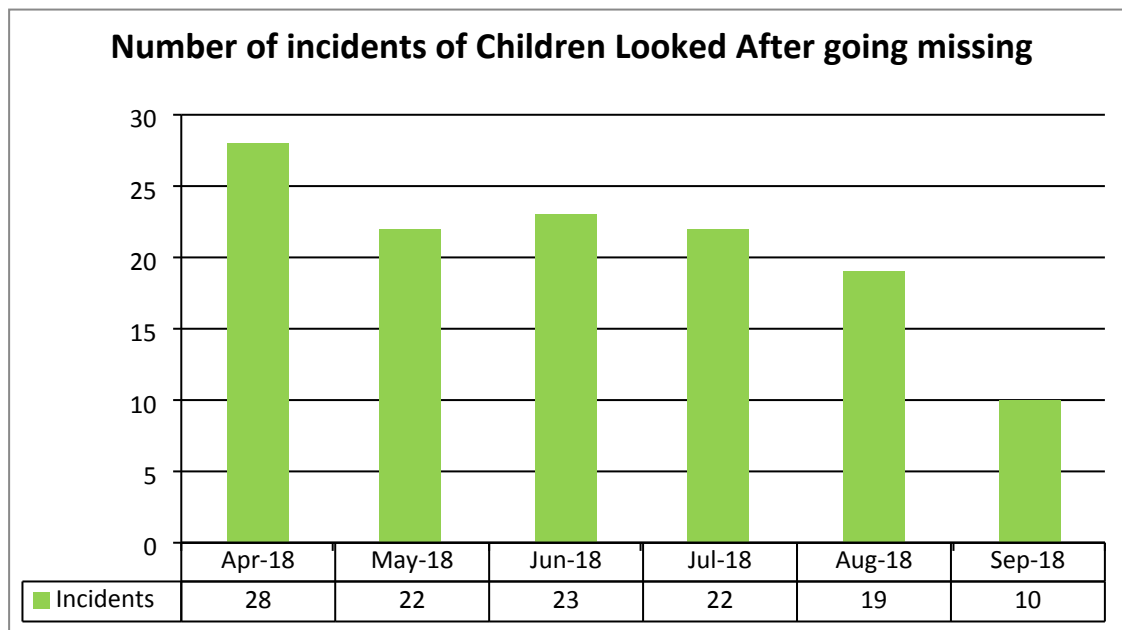
3.9 **Fostering**

Current focus is on the use of in-house foster placements as opposed to independent fostering agencies through our recruitment programme. Current performance as of August 2018 for in-house fostering provision is as follows:

Area	Number
Number of new carers approved between Apr 18 to Sep 18	4
Number of mainstream fostering applications current in progress	8
Number of current fostering households	98

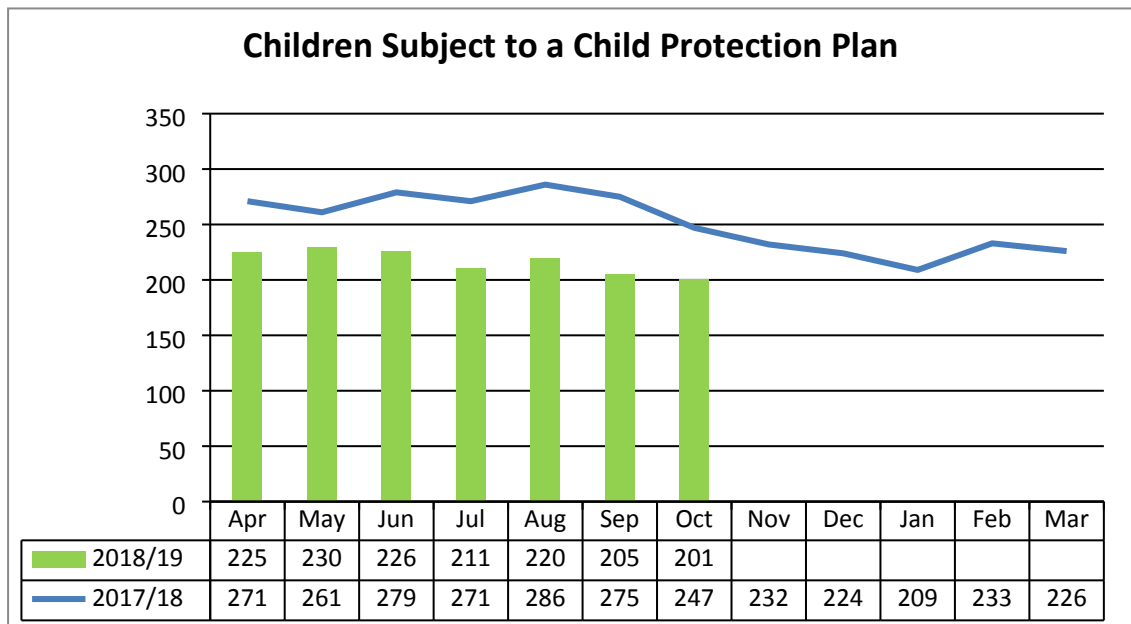
3.10 Following a service review, additional resources have been allocated to increase recruitment of foster care and ensure fewer children are placed out of the authority with independent fostering agencies.

3.11 Looked After Children Missing



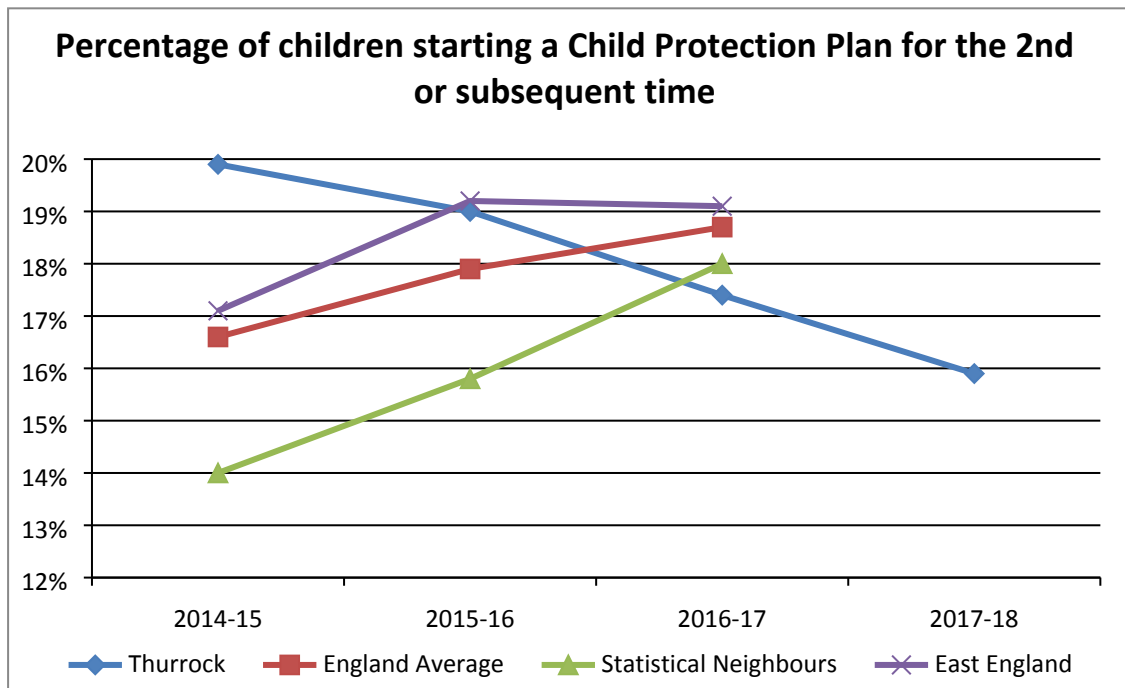
There were 10 CLA missing incidents in September 2018. This is showing a downward trend from 28 in April 2018.

3.12 Children Subject to a Child Protection Plan



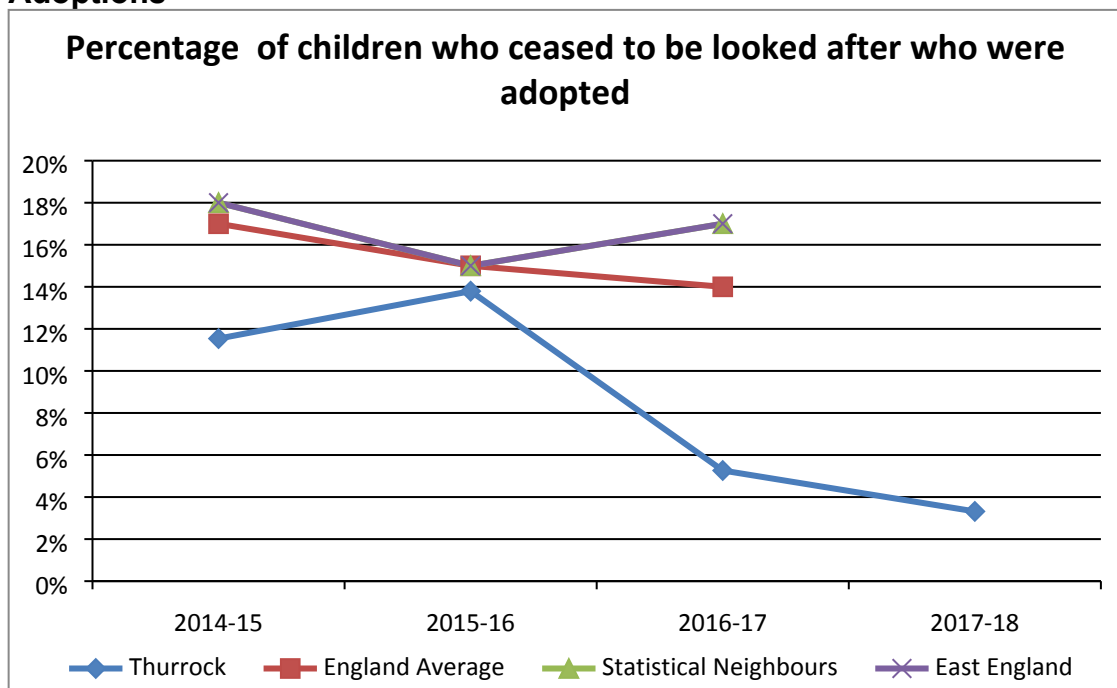
3.13 The number of children on a Child Protection Plan has reduced to 201 for October 2018. This is attributed to a reduction in the number of Child Protection Plans being started this financial year (**2016/2017: 329 2017/2018: 231**). The introduction of the Signs of Safety practice model and the development of a more strengths based approach to working with families has

helped to reduce the number of children with a plan. Given the previous high rate of Child Protection Plans this is good performance and now in line with statistical neighbours.



3.14 Thurrock's percentage of children subject to a 2nd or subsequent time on a Child Protection Plan has reduced to 16.5%. This is below our comparator group (18%). The service will continue to monitor the number going back on a plan to ensure only children that are suitable are taken off a Child Protection Plan.

3.15 Adoptions



There were 7 (3%) adoptions completed in 2017/2018. This is lower in comparison to performance achieved in 2015 where 13 children were adopted. A significant factor for this performance has been changes to case law which has stressed that adoption should only be used as a last resort where no other order will do. Due to improved permanence practice, it is anticipated that 15 children will be adopted this year.

4. Inspection of Local Authorities Children's Services (ILACS)

4.1 An Ofsted focused visit was carried out on the 11th and 12th September 2018 with the published letter made available on the 4th October 2018. The focused visit concentrated on Children in Need and Child Protection and inspectors interviewed social workers and examined their case files to examine the quality of practice. The letter was presented at the previous Overview and Scrutiny Committee. The Ofsted letter highlighted 3 areas for improvement which were:

- The quality and purposefulness of plans and written agreements.
- Children's access to advocacy services and opportunities and mechanisms for children to feed back their views and wishes in order to inform practice and service development.
- Workload pressures have been significant in some teams, although they are now reducing.

4.2 The letter noted that senior leaders are aware of these strengths and weaknesses, and that the development plan indicates that they have a clear understanding of what needs to be done to improve services. The areas for improvement have been incorporated into the service's development plan.

5. Whistleblowing Allegations

- 5.1 A report was presented to November's meeting of Thurrock Council's Cabinet on the outcome of an investigation into whistleblowing allegations.

A full investigation was undertaken by an independent barrister with expertise in children's safeguarding into the allegations made in whistleblowing letters received by the council this year. The investigation has now been completed with the barrister concluding that the allegations were unsubstantiated.

- 5.2 The Council treats all Whistleblowing allegations seriously, and acted quickly to ensure that a thorough investigation was undertaken by an independent expert. The investigation has been monitored by Ofsted, and the regulator has agreed that the matter has been investigated appropriately and is now closed.

6. Reasons for Recommendation

Children's Overview and Scrutiny Committee are asked to comment on the current performance position.

7. Consultation

None

8. Impact on corporate policies, priorities, performance and community impact

None

9. Implications

9.1 Financial

Implications verified by: **Michelle Hall**
Management Accountant

No financial implications

9.2 Legal

Implications verified by: **Lindsey Marks**
Deputy Head of Legal Social Care and Education

No legal implications

9.3 Diversity and Equality

Implications verified by: **Roxanne Scanlon**
**Community Engagement and Project
Monitoring Officer**

No diversity and equality implications

9.4 Other implications

None.

9.5 Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright)

None.

10. Appendices to report

None.

Report author:

Jackie Groom

Strategic Lead, Performance, Quality Assurance and Business Intelligence
Strategy, Communications and Customer Services

4 December 2018	ITEM: 12
Children’s Services Overview and Scrutiny Committee	
Fees and Charges Pricing Strategy 2019/20	
Wards and communities affected: All	Key Decision: Key
Report of: Andrew Austin, Commercial Manager	
Accountable Assistant Director: Sheila Murphy, Assistant Director for Children's Care and Targeted Outcomes and Michelle Lucas, Interim Assistant Director for Learning, Inclusion & Skills	
Accountable Director: Rory Patterson, Corporate Director of Children’s Services	
This report is Public	

Executive Summary

This report specifically sets out the charges in relation to services within the remit of this Overview and Scrutiny Committee. Charges will take effect from the 1 April 2019 unless otherwise stated. In preparing the proposed fees and charges, Directorates have worked within the charging framework and commercial principles set out Section Three of the report.

Further director delegated authority will be sought via Cabinet to allow Fees and Charges to be varied within financial year in response to legal, regulatory or commercial requirements.

The full list of proposed charges is detailed in Appendix 1, and the proposed deletion of current fees and charges are detailed in Appendix 2 to this report

- 1. Recommendation(s)**
 - 1.1 That Children’s Services Overview and Scrutiny Committee note the revised fees and charges proposals including those no longer applicable**
 - 1.2 That Children’s Services Overview and Scrutiny Committee note that director delegated authority will be sought via Cabinet to allow Fees & Charges to be varied within a financial year in response to commercial requirements**
- 2. Introduction and Background**

2.1 The paper describes the fees and charges approach for the services within the Children’s Services Overview and Scrutiny Committee remit for 2019/20 and will set a platform for certain pricing principles moving forward into future financial years.

2.2 The paper provides narrative for the following areas:

- Placement Support- Oaktree
- Summer Playscheme for Disabled Children
- Admissions & Welfare
- Early Years Education and Childcare
- Learning & Skills – Grangewaters
- Music services

2.3 The fees & charges that are proposed are underpinned in some instances by a detailed sales and marketing plans for each area. This will ensure delivery of the income targets for 2019/20, for ease these are summarised below for the Children’s Services covering all fees and charges income codes.

2.4 Overall Children’s Services Figures

Service	Last Year Outturn 17/18	Revised Budget 18/19	Forecast Outturn 18/19	Proposed Budget 19/20
Children’s Services	(958,691)	(1,173,877)	(1,067,531)	(1,088,040)

2.5 Individual Service Streams

Service	Last Year Outturn 17/18	Revised Budget 18/19	Forecast Outturn 18/19	Proposed Budget 19/20
Placement Support -	(6,442)	(7,555)	(7,705)	(7,555)
Summer Playscheme for Disabled Children	(10,829)	(16,000)	(24,534)	(24,534)
Education Welfare Service	(40,284)	(42,586)	(60,000)	(60,000)
Adult College	(213,687)	(219,350)	(219,350)	(219,350)
Children Centres	(0)	(250)	(766)	(3,500)
Day Nurseries	(186,475)	(262,000)	(176,531)	(176,000)
Learning & Skills - Grangewaters	(156,900)	(289,636)	(239,207)	(260,601)
Music Services	(344,074)	(336,500)	(339,438)	(336,500)
Children’s Services	(958,691)	(1,173,877)	(1,067,531)	(1,088,040)

Note – Forecasted Outturn position is as of August 2018

3. Thurrock Charging Policy

- 3.1 The strategic ambition for Thurrock is to adopt a policy on fees and a charge that is aligned to the wider commercial strategy and ensures that all discretionary services cost recover.
- 3.2 Furthermore, for future years, while reviewing charges, services will also consider the level of demand for the service, the market dynamics and how the charging policy helps to meet other service objectives.
- 3.3 When considering the pricing strategy for 2019/20 some key questions were considered.
- Where can we apply a tiered/premium pricing structure
 - How sensitive are customers to price (are there areas where a price freeze is relevant)
 - What new charges might we want to introduce for this financial year
 - How do our charges compare with neighbouring boroughs
 - How do our charges compare to neighbouring boroughs and private sector competitors (particularly in those instances where customers have choice)
 - How can we influence channel shift
 - Can we set charges to recover costs
 - What do our competitors charges
 - How sensitive is demand to price
 - Statutory services may have discretionary elements that we can influence
 - Do we take deposits, charge cancellation fees, charge an admin fee for duplicate services (e.g. lost certificates.)
- 3.4 For Children's Services charges are tiered depending on the service area:
- Grangewaters – have tiered charges based on the number of activities, length of stay, accommodation, catering, and the number/age of people taking part in the activities.
 - Nurseries – charges are tiered around the ages of the children, and the times the children are in attendance.
- 3.5 The following key changes occurred for 2019/20 fees and charges:
- Certain nursery place charges have in some cases increased above inflation to take account of the actual costs of service delivery, which are dependent on the ages involved and corresponding staffing ratios.
 - New nursery place charges for 0-2 years and babies have been introduced.
 - Nursery after school charges have been removed as this is no longer economically viable to provide, due to market competition.
 - Grangewaters charges have increased in line with inflation.

4. Issues, Options and Analysis of Options

- 4.1 The fees and charges for each service area have been considered and the main considerations are set out below.
- 4.2 A council wide target of £8.912m has been proposed within the MTFS for additional income generation in respect of fees and charges income for 2019/20. This represents a 7.5% increase on the previous year income generation target and takes into consideration actual performance during the financial year 18/19.
- 4.3 For Children's Services the increase equates to a target of £1.088m to be secured through a blend of demand increase from residents and businesses, and an increase in fees and charges for 2019/20.
- 4.4 To allow the Council services to better respond to changes in the commercial environment for fees and charges; delegated authority will be sought through Cabinet to permit the Director of the Service Area jointly with the Director of Commercial Services to vary service charges within financial year due to commercial considerations.
- This will allow service areas, providing services on a traded basis to vary their fees and charges to reflect commercial and operational considerations that impact the cost recoverability calculations.
 - Any changes to Fees and Charges due to commercial considerations will require the consultation with, and agreement of, the relevant Portfolio Holder.
- 4.5 Placement Support – Oaktree
- Whilst there is an income line showing for this service, this is a legacy financial reporting item. The service does have some capacity to hire rooms, however the income has been very small and no income has been accrued in recent years.
- 4.6 Summer Playscheme for Disabled Children
- The Short Break and Outreach Service has been operating a Summer Playscheme for Disabled Children for many years. The service provides activities for children that cannot access mainstream holiday clubs due their complex and special needs. The service runs for 4 days per week for 4 weeks of the summer holidays and accommodates 50 children every day. Parents are charged a fee to assist with the high cost of the scheme, which is used to fund towards the high level/ ratio of staff needed to provide a safe service. The fees do not cover the overall cost of the service and the deficit is covered by the Directorate. Sponsorship of the service is being considered to cover the shortfall for 2019/2020 as recommended by the recent Children's Service reviews.
- 4.7 Education Welfare Service

The EWS provides support for schools and academies that are able to refer cases of poor student attendance. This then is case managed by the EWS to return students to regular attendance, or take statutory action through the criminal court.

In order to attract greater business the service costs were set at a lower level for 2017-18 academic year, and as a result of this the service has secured £14k of additional business (under Traded Service to Schools). These costs remain unchanged for the next academic year, and the service anticipates the same level of service take-up.

In addition, the service issues penalty notices upon the request of the schools, or at its own discretion. The income from the penalty notices is received by the local authority; however the local authority is prohibited from making a profit from this income. The local authority may legitimately use this income to offset the cost of managing the process. In 2017-18 academic year income was £62k, and whilst poor attendance cannot be predicted or controlled as an income target, the service anticipates a similar level of penalty notice income for 2018-19 academic year.

It should be noted that this is a Traded Service to schools and the charges are not included within the published fees and charges report.

4.8 Adult College

Is funded from the Education and Skills Funding Agency (ESFA) and this funding is attached to individual learners. Ongoing work linked to the business plan continually looks to identify ways in which the college could provide additional course ranges that can be charged for. Further it is a requirement of the funding source that any excess income generated must be used to subsidise courses for residents, which meet and contribute too, the Thurrock Council priorities for vulnerable groups.

4.9 Music Service

Has various strands of work subject to different charging models, key areas are:

- Individual and small group tuition is currently based on £31.80 hour (2018-2019), and will increase to £32.70 for 2019/20. The actual charge depends therefore on the length of the session and the number of children involved in it. This charge covers on average the cost of the tutor, on-costs and travel. It is the expectation of the Grant and the Music Education Plan that access and affordability are key to the activities of the HUB. Under the model we operate, pupils on free school meals (KS2 upwards) and Pupil Premium attract a 50% reduction in the fees and Instrument Hire charges.

- First Access Whole Class programmes - a set of charges are published to schools leading up to the annual sign up for new programmes each September.
- Variants for the Wider Opportunities, which is part subsidised by the grant, include the number of classes in a year group (hence the number of groups to be sent each week); 1 Music Tutor or 2; 1 term or a whole year programme. In some cases, mixed year groups access this provision.
- Variants for the Further Opportunities programme, which is not subsidised as such, are equally 'bespoke'.

Main fee areas:

- Instrument Loan/Hire: From January 2019 will be £25 per term for most instruments and £12.50 for some of the less expensive instruments (such as guitars) for pupils learning through the Music HUB. From September 2018 a new scale of charges will be offered to pupils studying with alternative providers, more closely aligned to commercial options, and these will range from £20 - £100 per term depending on the instrument. This strand of income will potentially enable the instrument maintenance programme to be enhanced; currently a proportion of the music services grant funding is assigned to instrument repairs/maintenance. The first term of loan/hire of the first instrument learned is free, and again those that qualify receive a no-cost loan. The Council has comprehensive all risks insurance of the instruments with Allianz.
 - Exams: The fees are set by the National Examining Boards such as ABRSM. A small administrative fee and accompaniment costs (50% covered by the grant) are added.
 - Ensembles: currently these are free to pupils, covered by the grant.
- Whilst access is key, the Music HUB needs to be in a position to review these charges and the service offerings to respond appropriately to the requirements of the Grant and the National Plan for Music Education, in order to keep the operation commercially viable.

4.10 Music Services – Whole Class Provision

Options offered for the whole class provision range from one term with one Music Tutor at no cost to schools (funded by the ACE Grant) to a whole year with two Music Tutors (including the one term, one Music Tutor grant funded element). There are indications that pressures on school budgets are likely to result in some changes to the pattern of engagement with the whole class provision leading to a reduction in income generation from this strand. The picture for 2018-2019 will become clearer once the current sign up process is completed in September.

It is a requirement of the ACE Grant agreement that all income generated as a consequence of the Grant Contribution is earmarked and ring-fenced to the Music HUB. There is currently an earmarked Music HUB reserve of £36,568.

4.11 Early Years Education and Childcare

Fees and Charges

The Nursery Service faced a challenging period, and the service expected to make a maximum loss on its financial year 2017-18 period of circa £54k. This loss did not occur, with the nurseries actually making a small underspend of £7,636. There is the expectation that the service will come in on budget for 2018-19 also.

This challenge will only continue to increase, due to the introduction in 2017 of new Government Statutory Early Education and Childcare 30 Hour provisions for 3 & 4 years; which will increase the demand for the lower paying service and therefore reduce the parental fees and charges income.

This policy introduces an extremely high income threshold for eligibility on the new scheme. Meaning that the additional 15 hours of funded childcare is available for families where both parents are working and each earns less than £100,000 a year; and the expectation is this will probable result in significant increase in demand whilst reducing private sector client base and income levels.

Service Development

The nursery service has a significant cost overhead, with staff making up 80% of service costs and at rates which are not competitive to those paid in the private sector i.e. Council is paying higher basic salary levels.

Therefore, to develop the service the area will need to fully analyse the following options:

- Operational hours will need to be reviewed around core 30 hours; which will allow the service to charge parents for periods normally used by commuters and working parents
- Consultation with major local employers to align working hours
- Developing a tiered service model, linked to above
- Changing some staff patterns to accommodate a wider operational window
- Increase use of apprentices and trainee staff as vacancies arise
- Development/Expansion of 0 year to 2 year childcare services as potential income stream (in progress and planned for Spring opening)

4.12 Learning & Skills – Grangewaters

Fees and Charges

The service is expecting to achieve target for FY18/19 and remain cost neutral to the Council, and has contingency measures to reduce spend if income targets are unable to be met.

Supporting this is marketing and sales activities to develop the quieter winter months, this is continuing to identify further income potential and Grangewaters are anticipating that this will continue to improve Grangewaters financial income position in coming years.

Grangewaters undertook a benchmarking exercise in 2017, and increased its charges for 2018/19 to reflect this. Increases for 2019/20 will be in line with RPI indexation of 2.9% (subject to rounding) to ensure continued cost model recovery, and Grangewaters considers that this increase will not adversely impact on current market share.

We also offer a number of incentives for early bookings and repeat bookings, and these are taken into account within the financial reporting model. These are adapted within year to reflect and incentivise uptake of services during quiet and off-peak periods.

Service Development

Grangewaters continues to develop a number of business plans to increase our income revenue – recognising that Grangewaters needs to remain cost neutral.

Our training facilities are being used by the Councils training and development teams; and we are developing further ideas linking these in with a variety of council services, to increase business opportunities over the coming years. Capital funding has also been secured to enhance the current training facilities.

In addition, a Business Development proposal is being submitted for consideration by management on the future investment and development of the site; this will include the expansion of general facilities, improved access, accommodation, dedicated training centre and increasing the small business start-up area.

5. Reasons for Recommendation

- 5.1 The setting of appropriate fees and charges will enable the Council to generate essential income for the funding of Council services. The approval of reviewed fees and charges will also ensure that the Council is competitive with other service providers and neighbouring councils. The ability to vary charges within financial year will enable services to more flexibly adapt to changing economic conditions.

5.2 The granting of delegated authority to vary these charges within financial year will allow the Council to better respond to the needs of the communities, legal requirements, regulatory changes and commercial challenges.

6. Consultation (including Overview and Scrutiny, if applicable)

6.1 Consultations will be progressed where there is specific need. However, with regard all other items, the proposals in this report do not affect any specific parts of the borough. Fees and charges are known to customers before they make use of the services they are buying

7. Impact on corporate policies, priorities, performance and community impact

7.1 The changes in these fees and charges may impact the community; however it must be taken into consideration that these price rises include inflation and no profit will be made on the running of these discretionary services.

8. Implications

8.1 Financial

Implications verified by: **Carl Tomlinson**
Finance Manager

Additional income will be generated from increases but this is variable as it is also dependent on demand for the services. Increases to income budgets have been built into the MTFS.

8.2 Legal

Implications verified by: **David Lawson**
Monitoring Officer

Fees and charges generally fall into three categories – Statutory, Regulatory and Discretionary. Statutory charges are set in statute and cannot be altered by law since the charges have been determined by Central government and all authorities will be applying the same charge.

Regulatory charges relate to services where, if the Council provides the service, it is obliged to set a fee which the Council can determine itself in accordance with a regulatory framework. Charges have to be reasonable and must be applied across the borough.

Discretionary charges relate to services which the Council can provide if they choose to do so. This is a local policy decision. The Local Government Act 2003 gives the Council power to charge for discretionary services, with some limited exceptions. This may include charges for new and innovative services

utilising the power to promote environmental, social and economic well-being under section 2 of the Local Government Act 2000. The income from charges, taking one financial year with another, must not exceed the cost of provision. A clear and justifiable framework of principles should be followed in terms of deciding when to charge and how much, and the process for reviewing charges.

A service may wish to consider whether they may utilise this power to provide a service that may benefit residents, businesses and other service users, meet the Council priorities and generate income.

Decisions on setting charges and fees are subject to the Council's decision making structures. Most charging decisions are the responsibility of Cabinet, where there are key decisions. Some fees are set by full Council.

8.3 **Diversity and Equality**

Implications verified by: **Rebecca Price**
Community Development Officer

The Council is responsible for promoting equality of opportunity in the provision of services and employment as set out in the Equality Act 2010 and Public Sector Equality Duty. Decisions on setting charges and fees are subject to Community Equality Impact Assessment process and the Council's wider decision making structures to determine impact on protected groups and related concessions that may be available.

8.4 **Other implications** (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

None

9. **Background papers used in preparing the report** (including their location on the Council's website or identification whether any are exempt or protected by copyright):

None

10. **Appendices to the report**

- Appendix 1 – Schedule of Proposed Fees and Charges for 2019/20
- Appendix 2 – Schedule of Fees and Charges no longer applicable

Report Author:

Andrew Austin
Commercial Manager
Commercial Services

APPENDIX 1

Name of fee or Charge	Statutory/ Discretionary	VAT Status	Charge excl. VAT 2018/19	VAT Amount 2018/19	Charge incl. VAT 2018/19	VAT Status	Charge excl. VAT 2019/20	VAT Amount 2019/20	Charge incl. VAT 2019/20	New, Deleted, Varied, Unchanged
Children's Care and Targeted Outcomes - Children with disabilities - Summer Play Scheme - Per day, per child (If funding is secured then the charge will reduce)	D	O	£ 17.00	£ -	£ 17.00	O	£ 17.50	£ -	£ 17.50	INCREASED
Learning and Universal Outcomes - Grangewaters - Celebration Groups (Up to 10 participants) - 14-18 years old (1.5 hours)	D	E	£ 147.00	£ -	£ 147.00	E	£ 151.00	£ -	£ 151.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Celebration Groups (Up to 10 participants) - 14-18 years old (3 hours)	D	E	£ 268.00	£ -	£ 268.00	E	£ 276.00	£ -	£ 276.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Celebration Groups (Up to 10 participants) - Under 14 years old (1.5 hours)	D	E	£ 147.00	£ -	£ 147.00	E	£ 151.00	£ -	£ 151.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Celebration Groups (Up to 10 participants) - Under 14 years old (3 hours)	D	E	£ 268.00	£ -	£ 268.00	E	£ 276.00	£ -	£ 276.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Club Use of Site - Grangewaters Angling Club	D	E	£ 6,489.00	£ -	£ 6,489.00	E	£ 6,650.00	£ -	£ 6,650.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Club Use of Site - Grangewaters Working Newfoundlands (Per dog, per visit)	D	E	£ 5.25	£ -	£ 5.25	E	£ 5.25	£ -	£ 5.25	UNCHANGED
Learning and Universal Outcomes - Grangewaters - Club Use of Site - Leonberger Dog Training Club (Per dog, per visit)	D	E	£ 5.25	£ -	£ 5.25	E	£ 5.25	£ -	£ 5.25	UNCHANGED
Learning and Universal Outcomes - Grangewaters - Club Use of Site - Thurrock Angling Club	D	E	£ 9,460.00	£ -	£ 9,460.00	E	£ 9,725.00	£ -	£ 9,725.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Club Use of Site - Thurrock Motorboat & Waterski Club (Per visit)	D	E	£ 199.00	£ -	£ 199.00	E	£ 205.00	£ -	£ 205.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Corporate Groups - Activity duration (1.5 hours)	D	E	£ 54.50	£ -	£ 54.50	E	£ 56.00	£ -	£ 56.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Corporate Groups - Activity duration (3 hours)	D	E	£ 94.50	£ -	£ 94.50	E	£ 97.00	£ -	£ 97.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Corporate Groups - Activity duration (4.5 hours)	D	E	£ 131.00	£ -	£ 131.00	E	£ 135.00	£ -	£ 135.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Corporate Groups - Activity duration (6 hours)	D	E	£ 163.00	£ -	£ 163.00	E	£ 168.00	£ -	£ 168.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Day visits (Groups aged 19 and over, excluding corporate bookings) - Up to 10 people (Full day, 4 sessions)	D	E	£ 406.00	£ -	£ 406.00	E	£ 418.00	£ -	£ 418.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Day visits (Groups aged 19 and over, excluding corporate bookings) - Up to 10 people (Half day, 2 sessions)	D	E	£ 221.00	£ -	£ 221.00	E	£ 227.00	£ -	£ 227.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Day visits (Groups aged 19 and over, excluding corporate bookings) - Up to 10 people (Single session)	D	E	£ 121.00	£ -	£ 121.00	E	£ 124.00	£ -	£ 124.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Day visits (Groups up to and including 18 years) - Up to 10 people (Single session)	D	E	£ 121.00	£ -	£ 121.00	E	£ 124.00	£ -	£ 124.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Day visits (Groups up to and including 18 years) - Up to 10 people (Full day, 4 sessions)	D	E	£ 406.00	£ -	£ 406.00	E	£ 418.00	£ -	£ 418.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Day visits (Groups up to and including 18 years) - Up to 10 people (Half day, 2 sessions)	D	E	£ 221.00	£ -	£ 221.00	E	£ 227.00	£ -	£ 227.00	INCREASED
Learning and Universal Outcomes - Duke of Edinburgh's Award Expedition packages (per person per day)	D	E	£ 40.00	£ -	£ 40.00	E	£ 40.00	£ -	£ 40.00	UNCHANGED
Learning and Universal Outcomes - Grangewaters - Family Groups - Up to 2 adults and 2 children (Full day, 4 sessions)	D	E	£ 305.00	£ -	£ 305.00	E	£ 314.00	£ -	£ 314.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Family Groups - Up to 2 adults and 2 children (Half day, 2 sessions)	D	E	£ 173.00	£ -	£ 173.00	E	£ 178.00	£ -	£ 178.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Family Groups - Up to 2 adults and 2 children (Single session)	D	E	£ 94.50	£ -	£ 94.50	E	£ 97.00	£ -	£ 97.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Family Groups - Up to 2 adults and 4 children (Full day, 4 sessions)	D	E	£ 315.00	£ -	£ 315.00	E	£ 324.00	£ -	£ 324.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Family Groups - Up to 2 adults and 4 children (Half day, 2 sessions)	D	E	£ 189.00	£ -	£ 189.00	E	£ 194.00	£ -	£ 194.00	INCREASED
Learning and Universal Outcomes - Grangewaters - Family Groups - Up to 2 adults and 4 children (Single session)	D	E	£ 110.00	£ -	£ 110.00	E	£ 110.00	£ -	£ 110.00	UNCHANGED
Learning and Universal Outcomes - Grangewaters - School Holiday Periods Only - Activity Sessions (per session per person charge)	D	E	£ 8.00	£ -	£ 8.00	E	£ 8.00	£ -	£ 8.00	NEW
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Accommodation only (per person per night)	D	E	£ 17.00	£ -	£ 17.00	E	£ 17.00	£ -	£ 17.00	UNCHANGED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 18 years old) - Full Board (2 days, 1 night)	D	E	£ 137.00	£ -	£ 137.00	E	£ 141.00	£ -	£ 141.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 18 years old) - Full Board (3 days, 2 night)	D	E	£ 211.00	£ -	£ 211.00	E	£ 217.00	£ -	£ 217.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 18 years old) - Full Board (4 days, 3 night)	D	E	£ 289.00	£ -	£ 289.00	E	£ 297.00	£ -	£ 297.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 18 years old) - Full Board (5 days, 4 night)	D	E	£ 362.00	£ -	£ 362.00	E	£ 372.00	£ -	£ 372.00	INCREASED

Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 18 years old) - Self catering (2 days, 1 night)	D	E	£ 94.50	£ -	£ 94.50	E	£ 97.50	£ -	£ 97.50	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 18 years old) - Self catering (3 days, 2 night)	D	E	£ 147.00	£ -	£ 147.00	E	£ 151.00	£ -	£ 151.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 18 years old) - Self catering (4 days, 3 night)	D	E	£ 206.00	£ -	£ 206.00	E	£ 212.00	£ -	£ 212.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 18 years old) - Self catering (5 days, 4 night)	D	E	£ 257.00	£ -	£ 257.00	E	£ 264.00	£ -	£ 264.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Camping - Per person per night	D	E	£ 5.25	£ -	£ 5.25	E	£ 6.00	£ -	£ 6.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Full Board (2 days, 1 night)	D	E	£ 137.00	£ -	£ 137.00	E	£ 141.00	£ -	£ 141.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Full Board (3 days, 2 night)	D	E	£ 211.00	£ -	£ 211.00	E	£ 217.00	£ -	£ 217.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Full Board (4 days, 3 night)	D	E	£ 289.00	£ -	£ 289.00	E	£ 297.00	£ -	£ 297.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Full Board (5 days, 4 night)	D	E	£ 362.00	£ -	£ 362.00	E	£ 372.00	£ -	£ 372.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Self catering (2 days, 1 night)	D	E	£ 94.50	£ -	£ 94.50	E	£ 97.50	£ -	£ 97.50	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Self catering (3 days, 2 night)	D	E	£ 147.00	£ -	£ 147.00	E	£ 151.00	£ -	£ 151.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Self catering (4 days, 3 night)	D	E	£ 205.00	£ -	£ 205.00	E	£ 212.00	£ -	£ 212.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Residential Visits (Up to and including 19 years old) - Self catering (5 days, 4 night)	D	E	£ 257.00	£ -	£ 257.00	E	£ 264.00	£ -	£ 264.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Catering Package (Breakfast, Lunch and Evening Meal) - Minimum 10 Persons - Charge is per person per day	D	E	£ 19.00	£ -	£ 19.00	E	£ 21.00	£ -	£ 21.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Training Lodge / Dining Cabins - Full Day Charge	D	E	£ 63.00	£ -	£ 63.00	E	£ 65.00	£ -	£ 65.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Training Lodge / Dining Cabins - Half Day Charge	D	E	£ 36.00	£ -	£ 36.00	E	£ 37.00	£ -	£ 37.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Training Lodge / Dining Cabins - Hourly Charge (minimum 2 hours)	D	E	£ 13.00	£ -	£ 13.00	E	£ 14.00	£ -	£ 14.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Celebration Groups up to 10 people - Single Activity	D	E	£ 142.00	£ -	£ 142.00	E	£ 146.00	£ -	£ 146.00	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Celebration Groups up to 10 people - Double Activity	D	E	£ 257.00	£ -	£ 257.00	E	£ 264.00	£ -	£ 264.00	INCREASED
Learning and Universal Outcomes - Nursery Places - Hourly rate 3 - 5 year olds	D	E	£ 5.50	£ -	£ 5.50	E	£ 5.70	£ -	£ 5.70	INCREASED
Learning and Universal Outcomes - Nursery Places - Hourly rate 2 year olds	D	E	£ 5.50	£ -	£ 5.50	E	£ 6.00	£ -	£ 6.00	INCREASED
Learning and Universal Outcomes - Nursery Places - Babies 8am - 1pm or 1pm -6pm -per day	D	E	£ 27.50	£ -	£ 27.50	E	£ 32.50	£ -	£ 32.50	INCREASED
Learning and Universal Outcomes - Nursery Places - Babies 8am - 1pm or 1pm -6pm -per week	D	E	£ 137.50	£ -	£ 137.50	E	£ 162.50	£ -	£ 162.50	INCREASED
Learning and Universal Outcomes - Nursery Places - Babies Full placement costs 8am to 6.15pm- per day	D	E	£ 50.00	£ -	£ 50.00	E	£ 65.00	£ -	£ 65.00	INCREASED
Learning and Universal Outcomes - Nursery Places - Babies Full placement costs 8am to 6.15pm- per week	D	E	£ 239.00	£ -	£ 239.00	E	£ 300.00	£ -	£ 300.00	INCREASED
Learning and Universal Outcomes - Nursery Places - 2-3- year-olds 8am - 1pm or 1pm -6pm -per day	D	E	£ 26.50	£ -	£ 26.50	E	£ 30.00	£ -	£ 30.00	INCREASED
Learning and Universal Outcomes - Nursery Places - 2-3- year-olds 8am - 1pm or 1pm -6pm -per week	D	E	£ 133.00	£ -	£ 133.00	E	£ 145.00	£ -	£ 145.00	INCREASED
Learning and Universal Outcomes - Nursery Places - 2-3 year-olds Full placement costs per week	D	E	£230-240	£ -	£230-240	E	£ 280.00	£ -	£ 280.00	INCREASED
Learning and Universal Outcomes - Nursery Places - 2-3 year-olds Full placement costs per day	D	E	£ 47.50	£ -	£ 47.50	E	£ 55.00	£ -	£ 55.00	INCREASED
Learning and Universal Outcomes - Nursery Places - cooked lunch each	D	E	£ 3.15	£ -	£ 3.15	E	£ 3.25	£ -	£ 3.25	INCREASED
Learning and Universal Outcomes - Nursery Places - 3-5- year-olds 8am - 1pm or 1pm -6pm -per day	D	E	£ 26.50	£ -	£ 26.50	E	£ 28.50	£ -	£ 28.50	INCREASED
Learning and Universal Outcomes - Nursery Places - 3-5 - year-olds 8am - 1pm or 1pm -6pm -per week	D	E	£ 133.00	£ -	£ 133.00	E	£ 142.50	£ -	£ 142.50	INCREASED
Learning and Universal Outcomes - Nursery Places - 3-5 year-olds Full placement costs per week	D	E	£230-£240	£ -	£230-£240	E	£ 280.00	£ -	£ 280.00	INCREASED
Learning and Universal Outcomes - Nursery Places - 3-5 year-olds Full placement costs per day	D	E	£ 47.50	£ -	£ 47.50	E	£ 62.00	£ -	£ 62.00	INCREASED

Learning and Universal Outcomes - Nursery Places - Hourly rate babies 0-2 year olds	D	E		£ -	£ -	E	£ 6.50	£ -	£ 6.50	NEW
Learning and Universal Outcomes - Nursery Places - Babies 9am -1pm or 1pm -5pm -per day	D	E		£ -	£ -	E	£ 28.00	£ -	£ 28.00	NEW
Music Services - Loan of Musical Instruments for pupils studying through the Music Hub (Ranged fee dependent on instrument)	D	E	£10-£21	£ -	£10-£21	E	£12.50 - £25.00	£ -	£12.50 - £25.00	INCREASED
Music Services - Loan of Musical Instruments for external hirers (Ranged fee dependent on instrument)	D	E				E	£20.00 - £100.00	£ -	£20.00 - £100.00	NEW
Individual and small group tuition (fee pro-rata dependent on duration and numbers) - per hour charge	D	E	£31.80 (variable pro-	£ -	£31.80 (variable pro-	E	£32.70 (variable pro-	£ -	£32.70 (variable pro-	INCREASED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Private Tuition - First Person - 1.5 Hour Session	D	E	£ 49.00	£ -	£ 49.00	E	£ 49.00	£ -	£ 49.00	UNCHANGED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Private Tuition - First Person - 3 Hour Session	D	E	£ 84.00	£ -	£ 84.00	E	£ 84.00	£ -	£ 84.00	UNCHANGED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Private Tuition - First Person - 4.5 Hour Session	D	E	£ 110.00	£ -	£ 110.00	E	£ 110.00	£ -	£ 110.00	UNCHANGED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Private Tuition - Additional Person - 1.5 Hour Session	D	E	£ 27.00	£ -	£ 27.00	E	£ 27.00	£ -	£ 27.00	UNCHANGED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Private Tuition - Additional Person - 3 Hour Session	D	E	£ 44.00	£ -	£ 44.00	E	£ 44.00	£ -	£ 44.00	UNCHANGED
Learning and Universal Outcomes - Grangewaters Outdoor Education Centre - Private Tuition - Additional Person - 4.5 Hour Session	D	E	£ 60.00	£ -	£ 60.00	E	£ 60.00	£ -	£ 60.00	UNCHANGED

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APPENDIX 2

Name of fee or Charge Children's Services	Statutory/ Discretionary	VAT Status	Charge excl. VAT 2018/19	VAT Amount 2018/19	Charge incl. VAT 2018/19	VAT Status	Charge excl. VAT 2019/20	VAT Amount 2019/20	Charge incl. VAT 2019/20	New, Deleted, Varied, Unchanged
Learning and Universal Outcomes - After School Club - Holiday Club - Per day	D	E	£ 36.50	£ -	£ 36.50	E		£ -	£ -	REMOVED\Deleted
Learning and Universal Outcomes - Nursery Places- After school club per week	D	E	£ 77.00	£ -	£ 77.00	E		£ -	£ -	REMOVED\Deleted
Learning and Universal Outcomes - Nursery Places - After school club per day	D	E	£ 15.50	£ -	£ 15.50	E		£ -	£ -	REMOVED\Deleted
Learning and Universal Outcomes - Nursery Places -Holiday club per day	D	E	£ 36.00	£ -	£ 36.00	E		£ -	£ -	REMOVED\Deleted
Learning and Universal Outcomes - Nursery Places -Holiday club per week	D	E	£ 180.00	£ -	£ 180.00	E		£ -	£ -	REMOVED\Deleted
Learning and Universal Outcomes - Nursery Places -non- core hours premium hourly rate	D	E	£ 7.50	£ -	£ 7.50	E		£ -	£ -	REMOVED\Deleted

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**Children's Services Overview and Scrutiny Committee
Work Programme 2018/19**

Dates of Meetings: 3 July 2018, 9 October 2018, 4 December 2018, 12 February 2019

Topic	Lead Officer	Requested by Officer/Member
3 July 2018		
Children's Social Care Development Plan	Rory Patterson	Officers
Social Care Performance	Rory Patterson	Officers
Youth Cabinet Update	Pat Kielty	Members
9 October 2018		
Items Raised by Thurrock LSCB	Alan Cotgrove	Standing item
Children's Social Care Performance	Rory Patterson	Standing item
Short Breaks and Support Services for Disabled Children	Sue Green	Officers
Safeguarding and Performance Management Children's Social Care	Rory Patterson/Sheila Murphy	Members
Children's Transport: Re-procurement of Service	Sue Green / Sharon Bayliss	Officers
Schools' Performance Report	Andrea Winstone	Officers
2017/18 Annual Complaints and Representations Report	Tina Martin	Officers

4 December 2018

Youth Cabinet Update	Pat Kielty	Standing item
Thurrock LSCB Annual Report 2017-2018	Alan Cotgrove	Standing item
Schools Funding 2019/20	David May	Officer
Youth Offending Service Report	Clare Moore/Jason Read	Members
Emotional, Wellbeing and Mental Health for Children and Young People – Schools Wellbeing Service	Elozona Umeh	Officers
Update on the Free School Programme	Sarah Williams	Officers
Children's Social Care Performance	Rory Patterson	Standing item
2018/19 Fees & Charges Report	Andrew Austin	Officers

12 February 2019

Items Raised by Thurrock LSCB	Alan Cotgrove	Standing item
Youth Cabinet Update	Pat Kielty	Standing item
Children's Social Care Performance	Rory Patterson	Standing item
Post 16 Arrangements for Education Employment & Training	Michele Lucas	Officers
SEND Update	Malcolm Taylor	Officers

Updated November 2018