

Merton Council

Children and Young People Overview and Scrutiny Panel

27 June 2018

Supplementary agenda

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Committee: Children and Young Peoples Scrutiny Group

Date: 27th June 2018

Wards: ALL

Subject: Routes to employment for vulnerable cohorts - six month review

Lead officer: Director for Environment and Regeneration, Chris Lee

Lead member: Councillor Martin Whelton, Cabinet Member for Environmental Sustainability and Regeneration.

Contact officer: Sara Williams, futureMerton, Programme Manager for Business and Economy

Recommendations:

- A. The Panel review the attached action plan (Appendix 1) detailing progress on the Children and Young Peoples Scrutiny Panel's Action Plan: vulnerable cohorts into employment task group recommendations report presented 17th January 2018.

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 The purpose of this report is to provide a six month review of the agreed action plan to the Children and Young People's Overview and Scrutiny (CTPOS) Panel to demonstrate how the recommendations of the routes to employment for vulnerable cohorts Task Group have been implemented.
- 1.2 It is also to provide a response to member questions where it was agreed that the officer will explore further why it's not possible to ensure through standard contract terms that contractors and service providers offer apprenticeships for Merton residents.
- 1.3 To provide some case studies of the support delivered by Children Schools and Families (CSF) Youth Inclusion team to deliver opportunities for work experience and employment programmes for some of our vulnerable young people.

2 DETAILS

- 2.1. At their meeting on 21st October 2015, the Children and Young People Overview and Scrutiny Panel decided to dedicate a task group activity to look at the support provided for vulnerable cohorts. Initially, the Panel took a broad approach considering:
 - The housing and health offer for care leavers and looked after children to prevent homelessness and unemployment; and
 - Educational attainment for disabled children and young people.

- 2.2. However, the Panel, as a result of its initial research, determined that the task group should focus more specifically on the support provided for vulnerable cohorts to progress into employment. By vulnerable cohorts the Panel agreed that this should specifically mean children and young people in care/care leavers and/or those with Special Educational Needs and Disabilities (SEND). The report and recommendations resulting from the task group review was presented on 20th March 2017.
- 2.3. The response and action plan were presented back to the Panel on 10th January 2018. The Panel requested a review six months into the action plan. The updates can be found on Appendix 1.

3 BACKGROUND

- 3.1. At the time of the January 2018 report the Panel were advised that Merton has 190 looked after children and care leavers of which 60 are not in employment education or training (NEET) There were 420 SEND young people of which 34 were seeking employment.
- 3.2. There were also 210 looked after young people and care leavers above statutory school age and 64 NEET'. The net target group equated to 158 young people requiring support with employment.
- 3.3. The Panel set out seven recommendations around supporting the vulnerable groups agreeing that this should specifically mean children and young people in care/care leavers and/or those with Special Educational Needs and Disabilities (SEND).
- 3.4. Many of the actions focus on Merton as the employer as well as Merton's ability to support residents through local procurement contracts. Partners support is recognised through the Sustainable Communities and Transport Partnership, in particular the partnership work carried out through the Economic Wellbeing Group (EWG).
- 3.5. Merton reviews opportunities to up skill and generate jobs for local people through major procurement contracts on a case-by-case basis, given that not all contracts lend themselves to providing these types of opportunities. For example, we will be seeking the use of local labour supply and/or apprenticeships when we go out to tender for our Highways contract later this year. We will also seek such opportunities when going out to tender through the Council's newly formed, wholly owned, Housing Company. Some examples of case by case work undertaken are included in Appendix 1 (Recommendation 2).

3 ALTERNATIVE OPTIONS

No alternative options offered at this stage.

4 CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1 The actions were discussed between officers in human resources, Looked After Children Permanency and Placements, Education Inclusion, Joint Commissioning and Partnerships, Commercial Services, futureMerton and Public Health.

- 4.2 The EWG were consulted during the Scrutiny Review and have been kept updated on proposed recommendations. The EWG Indicator Set acts as a list of the activities being delivered by the partners which supports routes to employment for the vulnerable clients concerned.

5 TIMETABLE

- 5.1 The Action Plan was presented in January 2018 and the Panel requested an update in June 2018. Please see the attached Appendix 1 for proposed dates on reporting outcomes/outputs back to Scrutiny.

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1 The proposals were made in the main with the expectation that the actions can be implemented using existing resources. However, there are financial implications to implement Recommendations 2, 5 and 6.
- 6.2 The Panel should note that the cost to cover salaries (circa £14k per apprentice) and any necessary financial support for the target groups is required to meet Recommendations 2 and 5.
- 6.3 Any changes to the way in which we procure which has a cost implication to the Council (as suggested under Recommendation 6) will need to go to Procurement Board for approval prior to being considered by any other panel / forum.

7 LEGAL AND STATUTORY IMPLICATIONS

- 7.1 The council has extensive legal duties with regard to LAC and care leavers – more to be added.

7.2 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

Supporting these vulnerable groups into employment is in line with the Council Human Rights, Equalities and community cohesion requirements. The Council acts as the corporate parent for looked after children and care leavers and as such has a responsibility to provide parental guidance in seeking and obtaining employment.

8 CRIME AND DISORDER IMPLICATIONS

- 8.1 Reducing unemployment can lead to the reduction in crime.

9 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 9.1 None.

10 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

Appendix 1 - CYPOS Panel's Action plan: vulnerable cohorts into employment – six month review.

11 BACKGROUND PAPERS

- 11.1 CYPOS Panel's Corporate Parenting Report found [here](#)
- 11.2 CYPOS Panel's monitoring of the recommendations made by the task group on routes into employment for vulnerable young people which you can view [here](#) (February 2017)
- 11.3 CYPOS Panel's Action plan: vulnerable cohorts into employment task group recommendations report found [here](#) (January 2018)
- 11.4 Apprenticeship funding: rules and guidance for employers version2 published May 2017 found [here](#)
- 11.5 Adult Skills and Employability 2013, Recommendation 3 ([here](#)) and Post 16 Career Pathways 2012 [here](#)

Routes to employment for vulnerable cohorts Actions – 6 month update June 2018

Recommendation 1	Actions - Pathways	Leads	Status – June 2018
<p>Recommendation 1 We recommend exploration of how to audit, keep updated and make accessible (to residents and all those working with vulnerable cohorts) information on current provision to support progression into employment.</p>	<p>Merton web pages – Apprenticeship vacancies on recruitment pages A newly created “Young Merton” webpage which updates on events and shares any known apprenticeship vacancies. A further page awaiting IT sign off will provide links and information to local jobs and routes to employment via employment programmes, linking to local employers and training providers.</p> <p>¹EWG - Alerts for any internal apprenticeship vacancies are shared with the EWG partners via email to circulate to their clients.</p> <p>A list of programmes/services being delivered by EWG partners and the anticipated outcomes is shared amongst partners.</p> <p>HR - Alongside HR have an arrangement to liaise with social/key workers and prioritise any vulnerable young person’s application for interview plus offer support around the recruitment process.</p>	<p>HR My Futures futureMerton EWG</p>	<p>The social media pages for My Futures have just been signed off and are being set up by IT.</p> <p>Monthly meeting of key works supporting NEET young people identifies cohorts and sets up bespoke provision to meet their needs.</p> <p>Alerts for internal apprenticeships are being circulated amongst the EWG partners as vacancies for roles become available</p> <p>Services are listed for EWG members in a shared Indicator Set managed through futureMerton.</p> <p>HR continues to liaise with social/key workers on apprenticeship opportunities as they arise.</p>

¹ Economic Well Being Group

Routes to employment for vulnerable cohorts Actions – 6 month update June 2018

	<p>Provide numbers of</p> <ul style="list-style-type: none"> work experience placements apprentices by directorate. <p>Sub-set data:</p> <ul style="list-style-type: none"> LAC supported and SEND supported. 	HR My Futures	The Council has launched a work experience programme and its aim is to offer 30 placements to LAC, schools and residents who live in the borough but attend school elsewhere. HR will evaluate scheme in August 2018 and consider a programme with young people.
Recommendation 2	Actions - Pathways	Lead	Status
<p>We recommend that in order to better support target groups², work taster/work experiences be provided. This should include extending the work of the Merton Employment Team in offering work taster/work experiences through the Council's contractors and other service providers (with exploration of how to build this as a requirement into standard contract terms and conditions). How these work taster/work experience opportunities are best delivered should be explored including consideration of the Traineeship framework, the <i>Work Experience Quality Standard</i>, the emerging Apprenticeship Strategy and the provision of a mentor to support each participant.</p>	<p>HR - Proposals for a work experience programme have been prepared and will go to the Workforce Strategy Board for agreement on 22nd January 2018.</p>	WSB	Part met - See comments under Recommendation 1
	<p>Procurement – Encourage contractors to replicate opportunities for work placements (Driven through the Social Value Act). -</p>	Commercial Services	<p>³Part met A draft Social Value Toolkit has been circulated to Departmental Operational Procurement Groups and the Procurement Board for Comment. Comments received are now being incorporated into the final draft that will then be circulated to MVSC and the Economic Wellbeing Group for further comment in due course.</p> <p>The Toolkit has been created to support commissioners and procurers, along with potential providers of services to Merton Council, with embedding the principles of Social Value into the commissioning and procurement process. It has been created to inspire new thinking that will help to establish what is right for the service in the process of delivering Social Value as part of commissioning and procurement.</p>

² The Panel agreed that target groups should specifically mean children and young people in care/care leavers and/or those with Special Educational Needs and Disabilities (SEND)

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<p>Page 7</p>		<p>It must however be appropriate and proportionate to the particular service being tendered.</p> <p>Merton reviews opportunities to up-skill and generate jobs for local people through major procurement contracts on a case-by-case basis, given that not all contracts lend themselves to providing these types of opportunities. For example, we will be seeking the use of local labour supply and/or apprenticeships when we go out to tender for our Highways contract later this year. We will also seek such opportunities when going out to tender through the Council’s newly formed, wholly owned, Housing Company.</p> <p>It should be noted however that there is an added complexity when it comes to facilitating work experience and apprenticeships for vulnerable young adults. For example, there is a need (or at very least a perceived need) to carry out a DBS check on anyone that would be working with vulnerable young people. This is not always practicable for third party organisations and as such, limits the number of organisations willing to assist the Council with this particular objective.</p> <p>Note also the following contracts that have been established:</p> <ol style="list-style-type: none"> 1. CSF Commissioning team in collaboration with futureMerton has secured mechanical engineering work experience placements for a maximum of 4 YP at a time with Veolia at their Croydon and Merton workshops. The first cohort completed in May. All four YP were known to YOT. One was successfully supported by Veolia to apply for a 3 year
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³ Commercial Services will not be able to keep a record of where this has been successful and where it has not.

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apprenticeship, one was considered academically unsuitable for an apprenticeship but suitable for a post in the parts department which Veolia are creating specifically for him. The second cohort are 3 weeks into their 6 week placement. So far, 6 young people with vulnerable characteristics have benefitted from this project. Two of who applied for the opportunity while in youth detention centre. Veolia has committed to a rolling programme of placements.

2. CSF Commissioning team in collaboration with Future Merton has developed a pathway by which our young people aged 16 – 17 can obtain their Health, Safety and Environment, (HSE), certificate and sit the CSCS test, (A CSCS card is required for all personnel working on a construction site), with Merton QA alternative education provider has years of experience working with our disengaged YP. 8 Young men with vulnerable characteristics formed first cohort. Those who successfully obtain a CSCS card are then matched to suitable paid work experience placements sourced by futureMerton with commissioned contractors. In recognition of the lack of accredited courses and work related opportunities available in construction to this cohort, and following representation from CSF, the Construction Industry Training Board, (CITB), has made a national exception and awarded test centre status to a Merton approved provider.
3. CSF Commissioning team in collaboration with futureMerton has engaged the support of Subway Sandwich shop. Interested candidates put forward by the Council will take part in a 5 day trial during which they will receive £10 per day expenses. All suitable candidates will be offered PT or FT position in one of

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			<p>8 locations including Morden. To date, 3 CVs have been put forward and trials are being arranged.</p> <p>4. CSF Commissioning team in collaboration with futureMerton are in negotiation with UPS to provide work experience placements during which candidates will be trained to fulfil driver's mate position. UPS have committed to sourcing their seasonable driver's mates, (3 month paid contracts commencing in September 2018), from candidates successfully complete training over summer. Candidates will be paid £10 - £15 a day expenses over summer during training.</p> <p>5. CSF Commissioning team in collaboration with futureMerton has successful secured commitment from Go Ahead bus company, (based in Collier Wood), to offer 2 work experience placements in September working as mechanical engineers. If candidates prove willing, Go Ahead have committed to develop apprenticeship opportunities based on candidates ability. Go Ahead have committed to provide this opportunity on an annual basis if pilot is successful.</p> <p>6. CSF Commissioning team in collaboration with futureMerton are in the process of recruiting an Employer Engagement officer for 2 days a week to secure and manage additional placements. Post will be funded from s.106 funding until February 2019.</p>
Recommendations 3	Actions- Pathways	Lead	Status
To reflect that the aim of improving routes into employment for vulnerable	futureMerton - All representatives are receiving minutes of the EWG meetings via email and through	All officers working with vulnerable	Met

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<p>cohorts requires the involvement of teams across the Council (including HR, Children Schools and Families and futureMerton. We recommend that the Economic Wellbeing Group continue and be supported to be the main focus for reducing unemployment and increasing economic wellbeing in Merton. Attendance at the Economic Wellbeing Group for all appropriate departments, divisions and teams should be reinforced by making this a key performance indicator (KPI).</p>	<p>the Merton Partnership web pages.</p> <p>The EWG will continue as a sub-group of the Sustainable Communities and Transport thematic. Officers are invited to attend and will be alerted to agenda items pertinent to their service area.</p>	<p>young people.</p>	
Recommendation 4	Actions - Pathways	Lead	Status
<p>We recommend how to engage target groups and demonstrate the Council's commitment to their employment be explored. This might be included in the Looked After Children/Care Leavers Pledge.</p>	<p>Corum have been commissioned to engage our LAC and Care Leavers. Outcomes to inform LAC and Care Leavers' Strategies.</p> <p>HR – ⁴WSB to monitor current progress of DMT's in creating apprenticeships roles and further explore opportunities to remodel the Councils recruitment methods with the aim of supporting more apprenticeships and give consideration to ways of supporting vulnerable young people.</p>	<p>14+ Team</p> <p>WSB</p>	<p>Report back to Scrutiny</p> <p>Workforce Strategy Group is actively monitoring apprenticeships and using Senior leadership Meetings and DMTs to promote a wider take up. Please also see table inserted below for breakdown of apprentices by directorate.</p>
Recommendation 5	Actions-Pathways	Lead	Status
<p>We recommend that Merton Council actively supports the target groups through traineeships and apprenticeship opportunities</p>	<p>HR - WSB to review the opportunities available to vulnerable young people and review the take up of the work experience placements</p>	<p>WSB</p>	<p>Workforce Strategy Group is actively monitoring apprenticeships and using Senior leadership Meetings and DMTs to promote a wider take up.</p>

⁴ Workforce Strategy Board

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that are advertised by the Council. It is proposed that a percentage of appropriate opportunities for our target groups is embedded in the Council's Apprenticeship Strategy and reflected in Merton's contribution to the public sector apprenticeship targets.	and apprenticeships taking into account Recommendation 4.		Please also see comments under Recommendation 1 above.
Recommendation 6	Actions-Pathways	Lead	Status
As recommended in previous task groups ⁵ , the Council should build a requirement for its contractors and other service providers to offer apprenticeships for Merton residents in its standard contract terms and conditions. How to promote apprenticeships to the target groups should be explored including use of <i>London Ambitions</i> .	<p>Procurement Board – The Social Value Act will be used in all relevant procurements to encourage contractors to support apprenticeships for local residents.⁶</p> <p>HR Any opportunities that are made by contractors will also be advertised on the Merton website by using a link to the contractors webpage.</p>	<p>Procurement Board</p> <p>HR</p>	<p>Please see comments under Recommendation 2 above.</p> <p>Adverts will be managed as opportunities arise – no requests received to date.</p>
Recommendation 7	Actions – Pathways	Lead	Status
We recommend that the Children and Young People Overview and Scrutiny Panel continue to receive data annually on the number of apprenticeships achieved through the Council. This is to demonstrate impact but also to inform practice in the future	<p>Provide numbers of:</p> <ul style="list-style-type: none"> • apprenticeship achieved completed • Destinations of apprentices <p>Sub-set of date for target groups including:</p> <ul style="list-style-type: none"> • No of LAC/Care Leavers supported • No of SEND and vulnerable adults supported. 	<p>HR My Futures</p>	<p>Will be reported annually from March 2018. This will need further analysis – will be reported back to Scrutiny. .</p>

⁵ Adult Skills and Employability 2013, Recommendation 3 ([here](#)) and Post 16 Career Pathways 2012 ([here](#))

⁶ Commercial Services will not be able to keep a record of where this has been successful and where it has not.

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provision of apprenticeships. Reporting should include the number of apprenticeships achieved, completed and the destinations of those achieving apprenticeships directly through the Council (and in the future it's contractors/service providers) Subset data on those from our target groups undertaking apprenticeships should also be provided.

Breakdown of all apprentices by directorate as of 30th May 2018:

May-18	In Progress New Apprentices	In Progress Existing staff	Pending	Total Including Pending
C&H	2	5	10	17
CS	9	5	16	30
CSF	1	4	1	6
E&R	0	1	2	3
Non Schools	12	15	29	56
Schools	0	5	18	23

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Total	12	20	47	79
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Committee: Children and Young People Overview and Scrutiny Panel

Date: 27th June 2018

Wards: All wards

Subject: Departmental Update Report June 2018

Lead officer: Rachael Wardell, Director of Children, Schools and Families Department

Lead member: Cllr Kelly Braund, Cabinet Member for Children Services
Cllr Caroline Cooper-Marbiah, Cabinet Member for Education

Contact officer: Mark Gwynne, Interim Head of Policy, Planning and Performance

Recommendations:

A. Members of the panel to discuss and comment on the contents of the report.

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

1.1 The report provides members of the panel with information on key developments not covered elsewhere on the agenda and affecting the Children, Schools and Families Department since the panel's last meeting in March 2018.

2 DETAILS

2.1 **Harris Academy Wimbledon** – The school is opening as planned in Whatley Avenue SW20 in September 2018 and is fully subscribed. Harris Federation is undertaking minor refurbishment to ensure the building is suitable for two years and the planning application for the permanent site in South Wimbledon has recently been submitted. Despite 265 additional Year 7 resident applications for all schools this year the council has been able to make a reasonable offer of a place to all residents.

2.2 **School Ofsted Inspections** – Further inspections have been held in the following schools where the report is yet to be published: Melrose Special School on 15th May 2018 and Liberty on 20th June 2018. No new reports have been published since the last meeting. This means that our results remain as previously reported, so we continue to have:

- 100% of secondary schools being rated as “Good” or “Outstanding”
- 93% of all schools now rated as “Good” or better; and
- 95% of our pupils are educated in schools rated as “Good” or better.

2.3 **Children's Centres** – The new centrally managed and reshaped Children Centre service for families with children under the age of 5, has completed its first year of delivery with data showing that by Quarter 3 there have been increasing numbers of families using the centres. By the end of the year nearly 60% of the total 0–4 year old population had accessed a Children's Centre service. There has been a focus on assertive outreach activities to ensure that services are promoted to families living

within defined areas of the borough, with additional services set up in certain children's centres and targeted plans to engage families known to be eligible for 2 year funding. Take up of 2 year old funded places for children meeting specific low household income criteria continues to be a priority for the service, working in partnership with the childcare sector to ensure sufficient and high quality places across the borough, near to where these cohorts of children live. In 2017/18, the outreach service supported 640 families to receive an eligibility code and made contact with over 950 families working towards an improved take up across the borough. In January 2018, 421 children took up a 2-year-old funded place and 964 families took up the additional 15 hours of funded childcare and education for working parents with children aged 3 and 4.

- 2.4 3,030 referrals were made in to the early years' service for signposting, preventative or early help services, with a high proportion coming from Health Visitors who have been co-located in the boroughs Children's Centres since 2017. These health visitors also deliver some of the child health services from the centres. Feedback from families, reported a high level of satisfaction with the services they accessed, with over 95% of all families stating improved outcomes due to the targeted intervention / programme they attended. Priorities for 2018/19 include: continuing to increase the take up of funded early education with a focus on 2 year olds and children with additional needs; supporting families in the completion of the programmes they attend (reducing drop out levels during the course); and to increase referrals from other partner agencies.
- 2.5 **Performance Management** – Following implementation of MOSAIC in May 2017, we have been working hard to establish effective performance reporting to Scrutiny, at a team, directorate and corporate level and to meet statutory reporting requirements. This has entailed working to resolve a number of data quality and data migration issues, requiring an iterative process of exception reporting and data checking. Whilst this work continues to get the required level of data accuracy, we are now at the stage where we are able to report on a number of our performance measures with a relatively high degree of confidence. Through finalisation of the statutory returns and census returns over the course of the next month, some of these figures may change. These indicators within the current reporting framework are contained in Appendix 1. Having completed development of statutory reports, emphasis is now moving towards development of team and departmental reporting, enabling active performance management to be resumed after the summer.
- 2.6 Work continues to get the same degree of confidence around the other indicators and extra resource is being used in the directorate on an agency basis to progress this work as quickly as possible whilst ensuring that we are able wherever possible to meet our statutory reporting requirements and submission of our census data. Simultaneously, work is in hand to resolve the remaining data quality and migration issues – some of which should be resolved through the system upgrade in June and others have been escalated to the system provider to resolve wider system issues.
- 2.7 **Merton Safeguarding Children Board (MSCB)** – The MSCB is continuing to embed the working being done around Think Family, whilst developing proposals for the new partnership arrangements to succeed the MSCB during 2019 and revise the performance framework to deliver a new partnership dataset. The work on designing new partnership arrangements builds on the many strengths and outstanding judgement of the MSCB to ensure that we retain they partners around the table and are able to have an effective dialogue to lead, challenge and deliver upon our safeguarding commitments within the borough.
- 2.8 The new dataset builds on the existing performance management reporting to ensure clarity around partner contributions and enable effective oversight, management and

analysis of performance across the partnership. This will support greater alignment with other areas, minimising impact on the partners, whilst enabling timely collection, analysis and presentation of data.

- 2.9 **Family Drug and Alcohol Court (FDAC)** – Working together with Croydon County Court, West London Family Court and the Inner London Family Court, the partnership will offer an alternative form of care proceedings for parents and children in those cases where substance misuse is a key factor in the decision to bring proceedings: known as the Family Drug and Alcohol Court (FDAC).
- 2.10 The FDAC service went live on the 1st January 2018 and the service overall currently has 25 referrals with Merton’s contribution being 3 referrals. The council is funded for 5 referrals per year. There are no issues with the provider or partnership members and the service is currently working with all boroughs to identify reports required by each borough on their own referrals.
- 2.11 **Social Impact Bond (SIB)** – The Pan-London Care Impact Partnership involving Merton, Tower Hamlets, Bexley, Newham and Sutton councils has been launched during January to deliver Multi-Systemic and Functional Family Therapy services for councils within the partnership, leveraging in financial resources using a (SIB). The aim of the programme is to keep vulnerable families together and prevent children from being taken into care. There are currently 3 Merton families receiving these therapy services and a further 3 families who have been recommended and are awaiting approval.
- 2.12 The project went live on 15th January 2018 and work is underway in Merton, and across the partnership, to design and implement a tracking mechanism, which is required to monitor the placement data of young people receiving either of the services provided.
- 2.13 Barking and Dagenham Council have submitted their proposal to join the Partnership and have been successful in their bid. They will not be entitled to lottery funding from the existing Partnership however have successfully approached the lottery fund for a 20% contribution. The impact on the provider is considered to be minimal however will be closely monitored. The Strategic Board has submitted a paper to the Big Lottery Fund asking for an increase in the fund’s contribution to outcome payments, increasing these from 15% to 20% of the total £1.5m, awarded to the Pan London Service.
- 2.14 **Contextual Safeguarding** – Over the past few months presentations have taken place with Merton Partnership Executive Board, the Children’s Trust Board, schools and with parents in the community in order to raise awareness. Particular issues covered include gangs, youth violence (including the rising instances of knife crime and stabbings) and County Lines.
- 2.15 This work recognises that whilst instances of knife crime within Merton are low and the gang culture is not the same as some neighbouring boroughs, these issues make young people feel unsafe since large numbers through their connections and social media know of people who have been affected by the issues. The relationship between gangs and their respective alliances can cause rifts and engage Merton’s gangs in conflict outside the borough. This is a significant area of focus at the current time and further awareness raising activities and presentations will ensure that this remains a high priority and area for sustained focus.

- 2.16 **Peer Review** – The department is currently participating in a pan-London peer review programme, having developed a self-evaluation which is initially considered on a sub-regional basis prior to coming together across London. We are working with Sutton, Richmond and Kingston, with self-evaluations having been initially discussed during June. This was a constructive meeting which facilitated identification of a number of areas of common interest which will be considered for a more in depth peer review in the autumn once data and spend has been analysed.
- 2.17 Initial work on the peer review will feed into the self-assessment required for the ILACS (Inspection of Local Authority Children’s Services) which will be submitted to Ofsted at the end of September. It is unlikely that the deep dive aspect of the peer review will have been started by this stage.
- 2.18 **Inspection Update** – Preparations for upcoming inspections are in hand, along with progress on actions arising from last year’s SIF inspection, as summarised below:
- **Ofsted Action Plan Progress** – an update on progress was provided to the last meeting identifying the significant improvements made regarding health histories and the refreshed Staying Put policy. Several actions are nearing conclusion and a more detailed update will be provided to the next meeting at which point we envisage that most actions will be concluded.
 - **Inspection of Local Authority Children’s Services (ILACS)** – this new inspection framework came into place in January 2018. We are required to submit a self-evaluation on an annual basis, in September this year, which is followed by a conversation between the director and lead inspector for the region to identify inspection or targeted visit proposals for the coming year.
 - **Youth Offending** – a new inspection framework has been introduced for Youth Offending Teams and traditionally we have been inspected early on in the programme, so preparation is in hand with developing the self-evaluation and compiling documentation.
 - **Special Educational Needs & Disabilities (SEND)** – these inspections have been ongoing for 2 years to monitor implementation of the SEN Reforms 2014. Sutton was recently inspected, as have 10 other London boroughs, from whom we are learning to continue to refine our self-evaluation and ensure that we are as well prepared as possible. This is a local area inspection, jointly with the CCG.

3. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 3.1 No specific implications from this report.

4. LEGAL AND STATUTORY IMPLICATIONS

- 4.1 No specific implications from this report.

5. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 5.1 No specific implications from this report

6. CRIME AND DISORDER IMPLICATIONS

- 6.1 No specific implications from this report.

7. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 7.1 No specific implications from this report.

- 8. APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**
- 8.1 Appendix 1 – Performance Report

- 9. BACKGROUND PAPERS**
- 9.1 None

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Children and Young People Overview and Scrutiny Panel - Performance Index 2017/18



No.	Performance Indicators	Frequency	Target 2017/18	Benchmarking and trend				BRAG rating	Merton 2017/18 performance												Notes	
				Merton 2016/17	Merton 2015/16	England	London		Apr-17	May-17	Jun-17 / Q1	Jul-17	Aug-17	Sep-17 / Q2	Oct-17	Nov-17	Dec-17 / Q3	Jan-18	Feb-18	Mar-18 / Q4		
Assessments																						
1	Number of Common and Shared Assessments undertaken (CASAs)	Quarterly	Not a target measure	422	589	No benchmarking available	No benchmarking available	Not a target measure			37				81			110			171	Quarterly (Time lag in collating CASAs from partner agencies) YTD
2	% of Single Assessments authorised within the statutory 45 days	Monthly	90%	91%	92%	83% (2016/17)	82% (2016/17)		91% (132/145)													Year to Date
3	% of Education, Health and Care plans issued within statutory 20 week timescale (new, including exceptions)	Monthly	55%	19% (Jan 2017)	58% (Jan 2016)	58.6% (Jan 2017)	52.7% (Jan 2017)	Red			47% (23/49)			45% (53/118)			39% (73/185)				38% (92/244)	Year to Date
Child protection																						
4	Child Protection Plans rate per 10,000	Monthly	Not a target measure	27.2	30.0	43.3 (2016/17)	39.1 (2016/17)	Not a target measure	27.2	27.6	33.8	36.6	39.8	42.2	45.6	43.9	47.3	47.3	47.5	43.3	Monthly - as at the end of the month	
5	Number of children subject of a Child Protection Plan	Monthly	Not a target measure	127	138	No relevant benchmarking available	No relevant benchmarking available	Not a target measure	127	129	158	171	186	197	213	205	221	221	222	202	Monthly - as at the end of the month	
6	Number of family groups subject of Child protection plans	Monthly	Not a target measure	66	72	No relevant benchmarking available	No relevant benchmarking available	Not a target measure	n/a												Monthly - as at the end of the month	
7	% of Children subject of a Child Protection Plan with an allocated Social Worker	Monthly	100%	100%	100%	No relevant benchmarking available	No relevant benchmarking available	Green	100% (126/126)	100% (129/129)	100% (158/158)	100% (171/171)	100% (186/186)	100% (197/197)	100% (213/213)	100% (205/205)	100% (221/221)	100% (221/221)	100% (222/222)	100% (202/202)	Monthly - as at the end of the month	
8	% of quorate attendance at child protection conferences	Quarterly	95%	89%	100%	No relevant benchmarking available	No relevant benchmarking available														Quarterly	
9	% of reviews completed within timescale for Children with Child Protection Plans	Monthly	96%	99%	98%	92% (2016/17)	96% (2016/17)		100% (13/13)												Year To Date (NI 67)	
10	% of Children subject of a CP Plan who had a 4 weekly CP visit within timescales in the month	Monthly	Not a target measure	94%	71%	No relevant benchmarking available	No relevant benchmarking available	Not a target measure	91% (103/113)												Monthly - as at the end of the month - (reporting activities)	
11	% of Children that became the subject of a Child Protection Plan for the second or subsequent time	Monthly	16%	13%	23%	19% (2016/17)	15% (2016/17)	Green	19% (3/16)	17% (5/29)	16% (11/68)	18% (19/104)	16% (20/126)	13% (20/151)	13% (23/176)	14% (28/196)	14% (31/220)	14% (34/235)	13% (34/252)	13% (34/253)	Year To Date (NI 65)	
Looked After Children																						
12	Looked After Children rate per 10,000	Monthly	Not a target measure	33	36	62 (2016-17)	50 (2016-17)	Not a target measure	32.2												33.3	End of the month snapshot
13	Number of Looked After Children	Monthly	Not a target measure	152	163	72670 (2016-17)	9910 (2016-17)	Not a target measure	149												154	End of the month snapshot
14	% of Looked After Children with an allocated Social Worker	Monthly	Not a target measure	100%	100%	No relevant benchmarking available	No relevant benchmarking available	Not a target measure	100% (149/149)												100% (154/154)	Year to Date
15	Average number of weeks taken to complete Care proceedings against a national target of 26 weeks	Quarterly	27 weeks	25 weeks	30 weeks	30	No relevant benchmarking available	Red			37			27			19				31	Quarterly
16	% of Looked After Children cases which were reviewed within required timescales	Monthly	96%	97%	97%	Not published	Not published		89% (25/28)													Year To Date (NI 66)
17	% of Looked After Children participating in their reviews in month	Monthly	Not a target measure	99%	90%	No relevant benchmarking available	No relevant benchmarking available	Not a target measure	100% (23/23)													Year to Date
18	Stability of placements of Looked After Children - number of moves (3 moves or more in the year)	Monthly	12%	16%	12%	10% (2016/17)	12% (2016/17)		0% (0/149)													Year To Date (NI 62)
19	Stability of placements of Looked After Children - length of placement	Monthly	66%	71%	68%	70% (2016/17)	69% (2016/17)		70% (23/33)													End of the month snapshot (NI 63)
20	% of Looked After Children placed with agency foster carers	Quarterly	42%	44%	37%	No relevant benchmarking available	No relevant benchmarking available															Quarterly
21	Number of in-house foster carers recruited	Quarterly	15	15	13	No relevant benchmarking available	No relevant benchmarking available	Red			5			6			7				11	Year to Date
22	Number of Looked After Children who were adopted and agency Special Guardianship Orders granted	Monthly	Not a target measure	17	16	No relevant benchmarking available	No relevant benchmarking available	Not a target measure	0	5	5	6	6	8	9	10	10	10	11	12		Year to Date

No.	Performance Indicators	Frequency	Target 2017/18	Benchmarking and trend				BRAG rating	Merton 2017/18 performance												Notes
				Merton 2016/17	Merton 2015/16	England	London		Apr-17	May-17	Jun-17 / Q1	Jul-17	Aug-17	Sep-17 / Q2	Oct-17	Nov-17	Dec-17 / Q3	Jan-18	Feb-18	Mar-18 / Q4	
Childrens Centres and Schools																					
23	% outcome of all Children Centre Ofsted inspections good or outstanding (overall effectiveness)	Quarterly	100%	100%	100%	66% (31 August 2015)	72% (31 August 2015)	Green			100% (5/5)			100% (5/5)			100% (5/5)			100% (5/5)	Year to Date. National and London Comparitors as at 31/08/2015.
24	% of total 0-5 year estimated Census 2011 population from areas of deprivation (IDACI 30%) whose families have accessed children's centre services	Quarterly	Not a target measure	68%	72%	89% (31 March 2017)	93% (31 March 2017)	Not a target measure			23% (1063 of 4718)			33% (1582 of 4974)			44% (2097 of 4785)			58%	Year to Date Cumulates (Target 19% per quarter)
25	% outcome of School Ofsted inspections good or outstanding (overall effectiveness)	Quarterly	91%	91%	89%	89% (31 August 2017)	94% (31 August 2017)	Green			89% (48/54)			89% (48/54)			91% (49/54)			93% (50/54)	Year to Date. National and London Comparitors as at 31/08/2017.
26	Number of Primary permanent exclusions (Number YTD Academic year)	Monthly	Not a target measure	0 (AY 2015/16)	0 (AY 2014-15)	1145 (AY 2015/16)	105 (AY 2015/16)	Not a target measure	1	1	1	1	1	0	0	0	0	0	0	0	August End of Acad. Yr. YTD (August data interim until November). September start of the new Acad. Yr.
27	Number of Secondary permanent exclusions (Number YTD Academic year)	Monthly	Not a target measure	17 (AY 2015/16)	19 (AY 2014-15)	5445 (AY 2015/16)	805 (AY 2015/16)	Not a target measure	10	12	15	17	19	0	0	3	3	3	3	5	August End of Acad. Yr. YTD. (August data interim until November). September start of the new Acad. Yr.
28	Secondary persistent absenteeism (10% or more sessions missed)	Annual	Not a target measure	12% (AY 2015/16)	n/a	13.1% (AY 2015/16)	11.7% (AY 2015/16)	Not a target measure												8.4%	Annual Measure 6 half-terms DfE Published SFR maintained and academies
29	% of Reception year surplus places	Annual	6%	3.5 (AY 2015/16)	6.2%	No relevant benchmarking available	No relevant benchmarking available	Red												7.7%	Annual measure
30	% of Secondary school (Year 7) surplus places inc. Academies	Annual	5%	6.5% (AY 2015/16)	5.5%	No relevant benchmarking available	No relevant benchmarking available	Red												9.6%	Annual measure
Young People and Services																					
31	Youth service participation rate	Annual	1800	NRTP	3,695	No relevant benchmarking available	No relevant benchmarking available	Green												1967	Annual Measure
32	% of CYP (16 - 17 year olds) not in education, employment or training (NEET)	Monthly	3.5%	1.5% (Q4)	2.2%	2.8%	No relevant benchmarking available	Green	1.7% (64/3819)	2.0% (70/3817)	1.9% (71/3835)	1.9% (72/3844)	1.9% (75/3849)	2.2% (84/3859)	1.0% (40/3849)	1.4% (54/3838)	1.8% (68/3869)	1.5% (58/3862)	1.6% (61/3860)	1.6% (61/3877)	Monthly (totals are adjusted) - reported a month in arrears
33	% of CYP (16 - 17 year olds) education, employment or training status 'not known'	Monthly	Not a target measure	1.5% (Q4)	2.7%	3.2%	No relevant benchmarking available		2.2% (84/3819)	2.0% (77/3817)	1.9% (73/3835)	1.7% (67/3844)	1.9% (75/3849)	1.8% (68/3859)	38.2% (1466/3849)	15.3% (588/3838)	2.1% (80/3869)	1.2% (47/3862)	0.9% (36/3860)	0.9% (34/3877)	Monthly (totals are adjusted) - reported a month in arrears
34	Number of First Time Entrants (FTEs) to the Youth Justice System aged 10-17	Monthly	50	64	61	326.90 rate per 100,000 (2016)	405.50 rate per 100,000 (2016)	Green			12			24			37			47	Year to Date
35	Rate of proven re-offending by young people in the youth justice system	Quarterly	Not a target measure	0.55	0.88	1.04(2013)	1.10(2013)	Not a target measure			1.30			0.70			0.36			0.50	Quarterly (NI 19)
36	TF: Number of Families engaged for year 1 of Expanded Programme	Quarterly	Not a target measure	320	300	No relevant benchmarking available	No relevant benchmarking available	Not a target measure			741			826			917			917	Quarterly
37	% of commissioned services for which quarterly monitoring was completed	Quarterly	100%	100%	100%	No relevant benchmarking available	No relevant benchmarking available	Green			100%			100%			100%			100%	Quarterly (Time lag in collating from partner agencies)