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Merton Council

Children and Young People

Overview and Scrutiny

Panel



Date: 11 March 2020

Time: 7.15 pm

Venue: Committee Rooms CDE, Civic Centre, London Road, Morden, SM4 5DX

AGENDA

Page Number

| | | |
|----|----------------------------------------------------|---------|
| 1 | Apologies for absence | |
| 2 | Declarations of pecuniary interest | |
| 3 | Minutes of the previous meeting | 1 - 4 |
| 4 | Departmental Update | 5 - 12 |
| 5 | Cabinet Member priorities Verbal update | |
| 6 | Report of the Children's' Mental Health Task Group | 13 - 20 |
| 7 | Corporate Parenting To follow | |
| 8 | School Standards - Annual Report To follow | |
| 9 | Performance Monitoring | 21 - 28 |
| 10 | Planning the 2020/21 Work Programme | 29 - 38 |

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Children and Young People Overview and Scrutiny Panel membership

Councillors:

Sally Kenny (Chair)
Hayley Ormrod (Vice-Chair)
Agatha Mary Akyigyina OBE
Omar Bush
Edward Foley
Jenifer Gould
Joan Henry
James Holmes
Russell Makin
Dennis Pearce
Dave Ward
Owen Pritchard

Co-opted Representatives

Emma Lemon, Parent Governor
Representative - Primary Sector
Colin Powell, Church of England diocese

Substitute Members:

Dickie Wilkinson
Thomas Barlow
Billy Christie
Andrew Howard
Hina Bokhari

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- ⇒ **Policy Reviews:** The panels carry out detailed, evidence-based assessments of Council services or issues that affect the lives of local people. At the end of the review the panels issue a report setting out their findings and recommendations for improvement and present it to Cabinet and other partner agencies. During the reviews, panels will gather information, evidence and opinions from Council officers, external bodies and organisations and members of the public to help them understand the key issues relating to the review topic.
- ⇒ **One-Off Reviews:** Panels often want to have a quick, one-off review of a topic and will ask Council officers to come and speak to them about a particular service or issue before making recommendations to the Cabinet.
- ⇒ **Scrutiny of Council Documents:** Panels also examine key Council documents, such as the budget, the Business Plan and the Best Value Performance Plan.

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Agenda Item 3

CHILDREN AND YOUNG PEOPLE OVERVIEW AND SCRUTINY PANEL 10 FEBRUARY 2020

(7.15 pm - 9.45 pm)

PRESENT Councillors Councillor Sally Kenny (in the Chair),
Councillor Hayley Ormrod, Councillor Agatha Mary Akyigyina,
Councillor Omar Bush, Councillor Edward Foley,
Councillor Jenifer Gould, Councillor Joan Henry,
Councillor James Holmes, Councillor Russell Makin,
Councillor Dennis Pearce, Councillor Dave Ward, Emma Lemon,
Colin Powell and Councillor Owen Pritchard

Elizabeth Fitzpatrick (Head of School Improvement), Caroline Holland (Director of Corporate Services), Karl Mittelstadt (Head of Policy, Performance and Partnerships) and Rachael Wardell (Director, Children, Schools & Families Department)

1 APOLOGIES FOR ABSENCE (Agenda Item 1)

There were apologies for absence from Councillor Marsie Skeete (with Cllr Owen Pritchard as substitute), Keith Makin (Chair of MSCB) and Jane McSherry (Head of Education)

2 DECLARATIONS OF PECUNIARY INTEREST (Agenda Item 2)

There were no declarations of pecuniary interest.

3 MINUTES OF THE PREVIOUS MEETING (Agenda Item 3)

The minutes of the previous meeting were agreed.

4 DEPARTMENTAL UPDATE (Agenda Item 4)

The Director of Children, Schools and Families summarised the report and answered Panel Member's questions as below;

- ACTION Director of Children, Schools and Families to provide percentage with regards to the increase in care proceedings (para 2.15).
- An announcement will be made soon with regards to the Benedict School re-brokering.
- We are looking for alternative sources of funding in order to reduce knife crime and continue the rise in engagement.

5 BUSINESS PLAN UPDATE 2020-24 (Agenda Item 5)

The Director of Corporate Services introduced the report.

In response to Panel Members questions the Director of Corporate Services and the Director of Children, Schools and Families clarified;

- With regards to the Dedicated Schools Grant (DSG) deficit, we are setting monies aside to offset this while we await the outcome of the consultation. CIPFA will be issuing guidance about the changes.
- Merton did contribute to the Government consultation as part of the Society of London Treasurers response.
- Corporately the Directorate are considering the whole SEN transport offer. The initial report has been received and there are a series of proposals we could look at including personal budgets and increasing independent travel training
- We propose to reduce the foster carer allowance, not the fee. This would move us to a position in which our allowance is the same as the National Statutory Minimum. Carers will not see a reduction. We know that good support and training are also factors for recruitment.

6 BUSINESS PLAN 2020-24 - SAVINGS INFORMATION PACK (Agenda Item 6)

7 CABINET MEMBER PRIORITIES (Agenda Item 7)

The Cabinet Member for Schools and Adult Education is working on; DSG recovery plan, written statement of action for Ofsted, Education Endowment Programme and addressing the need to improve A-Level results with the Attain Partnership.

The Cabinet Member for Children's Services is prioritising; Youth voice and participation, corporate parenting, the young commissioner's pilot, reinstalling the Children in Care Council and has volunteered to be a champion of participation and engagement for the Children's Trust.

8 MERTON SAFEGUARDING CHILDREN BOARD (Agenda Item 8)

9 REPORT ON IN HOUSE/INDEPENDENT FOSTER CARERS (Agenda Item 9)

The report was presented by the Assistant Director of Children's Social Care & Youth Inclusion.

We advertise all year round for the recruitment of foster carers via posters, word of mouth and the annual foster carer celebration.

At the suggestion of a Panel Member, The Director of Children, Schools and Families committed to undertaking a review of fees for foster carers in order to potentially encourage foster carers away

from agency work. It was mentioned that we currently invite independent foster carers to attend our training so they witness first-hand the support and fostering community Merton that has to offer. It was also clarified that no matter how well Merton recruits, you can not completely eradicate the need for agencies in some cases. This could be due to complex needs or safety if a child needs to be placed outside of the borough.

10 SUPPORT FOR SCHOOLS TO BECOME GOOD OR OUTSTANDING (Agenda Item 10)

The Head of School Improvement gave an overview of the report.

A Panel Member commented that this subject had already been discussed at length at the School Standards Panel which is attended by many of the CYP Panel present.

In response to a Panel Members concern of the exclusions figures, the Head of School Improvement explained that the School Standards report, which is scheduled for presentation at this Panel in March, will comment and expand on exclusions.

11 PERFORMANCE MONITORING (Agenda Item 11)

The Head of Performance, Policy and Partnerships drew the Panel's attention to the indicators with significant changes and data caveats.

Endorsement was sought to remove indicator 6 and invert indicator 21, to which the Panel agreed.

12 WORK PROGRAMME (Agenda Item 12)

The work programme was agreed.

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Committee:

Date: 11th March 2020

Wards: All

Subject: Departmental Update

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

Lead member: Cllr Kelly Braund, Cllr Eleanor Stringer

Contact officer: Karl Mittelstadt, Head of Performance, Policy and Partnerships

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 affecting the Children, Schools and Families Department, since the panel's last meeting and not covered elsewhere on the agenda. It focusses on those aspects of particular relevance to the department and those where the panel expressed an interest in receiving regular updates.
- 1.2. For this municipal year, the format of the report has changed slightly to include a paragraph about key issues in every service area within the directorate. This is to raise awareness and understanding of the full range of work in the directorate by ensuring even coverage across the services. Items specifically requested by scrutiny members will be covered under the service area to which they relate and are highlighted in the text as (*Scrutiny Request*). Because only a month has elapsed since the last departmental update, only those service areas where there has been significant change have provided an update this time.

2 DETAILS

CHILDREN, SCHOOLS & FAMILIES

- 2.1. It is only a month since the last Departmental Update was issued, so the level of change across the Directorate is relatively modest.
- 2.2. Early in February, we held our second 'Practice Week'. (The first was in October last year). During practice week, Heads of Service and other senior leaders spent time with all the various services across the directorate, completing a range of pieces of work, from audit and practice observations to team health checks. These are now being collated to support our ongoing self-evaluation and practice development.
- 2.3. Also in February, the council's Family Wellbeing Service went live. The Family Wellbeing Service is our all ages (0-25) family support, parenting, short breaks and supervised contact provision. Teams from the existing 0-5s

Strengthening Families Team, Bond Road Family Centre, Transforming Families and Short Breaks have now become one team, working across the age range to a whole family approach, which aims to prevent escalation of need, working with families and their networks within their local communities.

- 2.4. In due course the new service will be mainly based at the former family centre on Bond Road (with the exception of the parenting service which will remain at the purpose built space at Steers Mead), though Bond Road is currently being refurbished with teams temporarily based at Steers Mead and the Civic Centre.
- 2.5. Since the last Scrutiny Panel, the Director attended Mitcham Town Community Trust Staff Conference delivering a workshop on the 'Start Well' theme, covering the Health and Wellbeing Board's Strategy, the Merton Health and Care Together Plan, the Children and Young People's Plan and the SEND Strategy. This provided an opportunity for school staff in Mitcham to reflect on the challenge of 'bridging the gap' and securing better outcomes for children and young people in this area, which currently has poorer outcomes than more affluent parts of the borough.
- 2.6. Having successfully appointed to the two crucial roles in our Safeguarding Partnership of Independent Person and Independent Scrutineer, the partnership was pleased to welcome the Independent Person, Guy Collings, to the February meeting of the Safeguarding Partnership. Guy is a retired Police Commander and knows Merton well having spent most of his career working for the Metropolitan Police in South West London. At the same meeting we said goodbye to our outgoing Independent Chair, Keith Makin.

Children's Social Care and Youth Inclusion Division

MASH & First Response

- 2.7. No update provided this time.

Safeguarding and Care Planning

- 2.8. In terms of leavers and starters, the service welcomes William Bennett into the service as a team manager for Team 1. William joins Safeguarding and Care Planning from Merton Children with a Disability Team on a 6 month secondment. Trish O'Rorke left the service to join Croydon CSC. We have also welcomed two new agency social workers into team 1. Linda Goodhew, who is currently seconded into Head of Service for S & CP Service on a 12 month interim basis, will be leaving Merton at beginning of July 2020 as Joanne Forster returns from her maternity leave. This means that management oversight remains seamless. Recruitment for Linda Goodhew's substantive post as a team manager has commenced.
- 2.9. Recruitment for permanent social workers continues. We have successfully appointed one permanent social worker who is relocating from Cambridgeshire. The service has 29 social work positions and only 4 positions are covered by agency staff although there are 3 agency social workers being funded by S&CP service but they are based in First Response due to their staff shortage after the summer 2020. It is hoped that over the next three months, we will be able to fill all positions with permanent social workers by continuing a rolling ad for permanent social workers

- 2.10. S&CP service has completed court proceedings on two long-standing court cases. One case was completed at week 52 (one child) and the second case, which involved four children, was completed at week 34. Both these cases were completed beyond the recommended 26 week timescales and the delay was due to court availability as well as late challenge by a father around the care plan.
- 2.11. Average case load is around 15 children and stable. S&CP service is supporting about 180 children with CIN plans, 100 children with a child protection plan and 35 Looked after children. There is capacity to accept children into the service and be able to respond to the demands at the front door.
- 2.12. There are 8 children currently looked after under s20 open to S&CP Service. They have a clear care plan and 5 of the children under s20 are overseen by the court.

Permanency, Looked After Children and Access to Resources Team

- 2.13. No update provided this time.

Quality Assurance & Practice Development

- 2.14. The refreshed audit framework and monthly auditing continues to gain strength. A strong focus on a collaborative and strengths-based approaches alongside the programme of moderation from Heads of Service means we have a stronger understanding of what we do well and what we could do better. Interlinked with our training and development programme it will enable us to focus and plan the delivery of specific training and the wider development programme. Taken together, this will help to evidence what difference we make for children, young people and their families to strengthen the outcomes we want to achieve.
- 2.15. From June 2019 onwards, we have a suite of monthly audit reports that focus on key themes and actions required to develop practice further. Overview reports from the last six months and specific deep dives or thematic audits enable us to explore a range of practice areas. We now have an audit programme for the year ahead to explore areas that are more specific and with information shared across all services to strengthen practice.
- 2.16. Following the first 'practice week' in October 2019, the second was undertaken this month (3/2/2020). It enabled education and social care leaders to observe practice from across the directorate. We are producing summary reports and sharing these across the services to develop a shared understanding of our ambitions, strengths and the development needed.
- 2.17. The number of children or young people subject to Child Protection plans (CPP) has decreased further since the last report (January 2020). Whereas children or young people looked after (CLA) has a slight increase linked the number of unaccompanied children - UASC.
- 2.18. Timeliness of reviews for children subject to child protection plans and those children in our care remains strong. Although a small number of ICPC's were delayed (7), the reasons for delay for one sibling group (4) was linked to a

transfer in conference when another LA failed to attend and provide documents. For three young people, the request was received late (at 13 days) after initial investigations highlighted additional concerns.

- 2.19. In conjunction with other services and managers, QAPD and IRO's refreshed and implemented stronger monitoring processes to prevent drift and delay. Appreciative enquiries have been used for some children. This has strengthened the learning and provided clear outcomes the practitioners involved with children and young people want to achieve.
- 2.20. Whilst we are seeking to recruit a QA Fostering Panel manager on a permanent basis, we have made strong progress on the review and development of the fostering panel and strengthening support for our foster carers. In respect of staff recruitment and retention, when an experienced IRO left the service last month, we were able to recruit an experienced practitioner to join the service. Over the last month, we recruited a Practice Assessment manager to support our students and newly qualified social workers. However, we have been unable to recruit additional and experienced auditors or a Signs of Safety practice lead to join the service. Both of these roles are important as they support and strengthen practice across services, learning and the outcomes we want to achieve for young people.
- 2.21. For training and development, we have identified a replacement Signs of Safety consultant. Training pathways and plans are being updated. These will identify and plan not only general training pathways and those linked to cooperate with the MSCP, but also identify specific and bespoke training. Since January 2020, a Merton 'Continuous Practice Improvement (CPD) has been in place and we have moved from I-Trent in terms of recording and staff booking onto training. However, staff sign-up to the platform has been slow.
- 2.22. In relation to LADO, we have a strong and robust system of tracking and recording allegations. There is cross agency training and information sharing where appropriate, a strong integration between MASH and front line services. More recently, a follow up audit and dip sample was undertaken with the LADO. Whilst this this identified strengths in recording and practice, it also identified areas to develop when embedding the practice model across some of the records.
- 2.23. As a service, QAPD has continued to develop and strengthen its integration with development of practice and the communication links. We have utilised data reporting in and continue to develop systems and process to ensure the child's or young person voice is at the centre of intervention. Audits into areas such as plans and the child's voice have been explored alongside the collaboration and co-production of these with parents and families. We are proactive in external events such as teaching partnerships, Domestic homicide review, and Partnership Learning reviews with MSCP and CDOP. We recognise our strengths, but also areas we want to and need to develop further.

14+ and Care Leavers

2.24. No update provided this time.

Adolescent and Family Services

2.25. No update provided this time.

Education Division

School Improvement

2.26. No update provided this time.

Education Inclusion

2.27. The Speech and Language Service recruited more therapists to respond to the rise in SEND issues over the last year and the expansion of provision with the new ASD base at Stanford Schools.

2.28. The Youth Service has started the new year as it ended the last with lots of engagement at all sites. The Duke of Edinburgh Award scheme has seen a further increase in enrolments. Young people undertaking the duke of Edinburgh Award in Merton contributed 10,800 hours of voluntary time over 2019.

Early Years, Family Wellbeing and Early Help

2.29. No update provided this time.

Early Years Provision – Funded Places Scheme (Scrutiny Request)

2.30. No update provided this time.

Special Educational Needs Service and EHCPs (scrutiny request)

2.31. No update provided this time.

Contracts and School Organisation

2.32. **School admissions for September 2020 entry** – Schools Admissions offer day was 2 March 2020 for secondary school applications. After the unprecedented increase in applications for September 2019, demand for places remained just as high this year but the council was able to offer a place to all residents. As always, there will be a lot of movement after offer day to a second round of offers just before Easter, and through to September

2.33. The percentage of applicants getting preference places improved this year: 94.20% received a preference offer (up from 92.84% last year). 87.52% received an offer of one of their top 3 preferences (up from 85.54% last year).

2.34. A press release has been issued reminding parents to respond to their offer by 16 March and that our School Admissions website gives further details to parents in different circumstances on what to do next.

Performance, Policy and Partnerships

- 2.35. The Merton Safeguarding Partnership held a meeting of the full partnership at which the second half was a workshop on Neglect and the use of the Neglect Tool. The intention of this workshop was to assess the viability of using the tool more broadly across the partnership (it is currently being well used in schools). We'll be taking the outputs of that workshop as the starting point for the next phase of our work on Neglect, which remains a significant factor for children and families with a social work intervention.

Joint Commissioning and Partnerships

- 2.36. The Children's Integrated Commissioning Team is experiencing some staffing changes. The long-standing Head of Service will be retiring at the end of March. In addition, an experienced Commissioning Manager left at the end of January. As a result, a consultation on a restructure has been completed and agreed across the council's Public Health Team and CSF and changes will be implemented by April 2020.
- 2.37. The contract for delivery of the Risk and Resilience Service has now been awarded to the successful bidder (Catch 22) and dates for mobilisation meetings have been agreed. This revised service covers a range of service areas, integrating: Substance Misuse, Sexual Health and Stop Smoking promotion, Missing from Home and/or Care and Exploitation interventions; all achieved through a combination of detached youth work and direct interventions and group work. The procurement exercise benefitted from the advice of a team of Young Commissioners throughout the procurement process ensuring the voice of Merton's young people was incorporated within decision-making.

3 ALTERNATIVE OPTIONS

- 3.1. No specific implications for this report.

4 CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1. None for this report.

5 TIMETABLE

- 5.1. N/a for this report.

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1. None

7 LEGAL AND STATUTORY IMPLICATIONS

- 7.1. None

8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 8.1. None

9 CRIME AND DISORDER IMPLICATIONS

- 9.1. None

10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

10.1. None

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

- Children, Schools and Families Structure Chart
- Glossary

12 BACKGROUND PAPERS

12.1. None

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Committee: Children and Young People Overview and Scrutiny Panel

Date: 11th March 2020

Wards: All

Subject: Scrutiny Task Group Review of the “Children’s Mental Health” task group - Action Plan

Lead officer: Jane McSherry, Assistant Director Education and Early Help

Lead member: Cllr Kelly Braund, Cabinet Member for Children Services

Contact officer: Leanne Wallder, Head of CSF Commissioning, Children Schools and Families

Recommendations:

- A. That the panel considers the draft action plan setting out how the agreed recommendations of the Scrutiny Task Group Review of “Children’s Mental Health” will be implemented.
-

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY.

- 1.1 The purpose of the report is to provide an initial action plan to the panel to demonstrate how the agreed recommendation of the task and finish group will be implemented. The report also details the associated responsible officer’s and the timescales within which the recommendations will be implemented.
- 1.2 The details of the action plan as set out in Appendix A provides an initial response.

2. BACKGROUND

- 2.1 The terms of reference for the Children’s Mental Health Task Group are set out below:
 - 1. To review Merton’s universal mental health offer for children and young people aged 11-25, assessing whether the current provision is able to meet the diverse needs of this wide ranging group.
 - 2. To review the mental health and wellbeing offer across all schools, assessing whether the provision is consistent for all pupils and that the schools can access mainstream mental health services and signpost wider services.

3. To consider existing projects and good practice from elsewhere and make recommendations aimed at ensuring the borough is friendly and supportive for those with mental health conditions.

2.2 On the 11th November Cabinet approved the recommendations from the Children's Mental Health Task Group Scrutiny Review and agreed that the recommendations made by the task group would be responded to through an action plan to be drawn up by officers.

2.3 The multiagency CAMHS Partnership co-chaired by the Council and the Clinical Commissioning Group oversees the partnerships work on children's mental health and will have oversight of the action plan outlined against the recommendations.

3. ALTERNATIVE OPTIONS

The panel is requested to discuss and comment on the draft action plan

4. TIMETABLE.

The timetable for delivery of the action plan is set out in appendix A.

APPENDIX A: EXECUTIVE RESPONSE TO THE RECOMMENDATIONS OF THE SCRUTINY TASK GROUP REVIEW OF CHILDREN’S MENTAL HEALTH.

| Recommendation | Responsible Decision Makers | Action | Lead officers/ date due |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Recommendation one: That the Children and Young People’s Overview and Scrutiny Panel consider reviewing Merton’s early years support and post-natal attachment strategies. This can either be looked at as a report to the Panel or an in-depth task group review.</p> | <p>Children and Young People’s Overview and Scrutiny Panel</p> | <p>Merton Schools are part of a Whole School approach (WSA) to Emotional Well Being (led by the STP), working with pupils, parents and teachers.</p> <p>Work has begun with children and young people, helping them understand mental health; building a language about mental health; helping to think about using a trusted adult to talk to initially.</p> <p>Kooth online counselling launched as well as OTR</p> <p>EPEC parenting commenced</p> <p>Post Natal Mental Health support service has been recommissioned with and increase budget.</p> <p>Overview and Scrutiny to consider in light of these</p> | <p>Sarah Keen (CCG)</p> <p>Keith Shipman (LBM)</p> <p>Qtly Reports to CAMH Partnership (Jan, April, July, Oct 2020)</p> <p>Overview and Scrutiny Panel</p> |

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| | | developments. | |
| Recommendation two: Merton CCG to fund advocacy services for children and young people who are seeking support for their mental health issues but who don't have appropriate support from a trusted adult. | Merton Clinical Commissioning Group (Merton CCG) | Advocacy for children experiencing care already in place. CCG exploring whether additional advocacy is required on back of WSA above and if so, will explore options for funding this through CCG processes | Monica Henny (CCG) September 2020 |
| Recommendation three: Ensure the named practice lead knows what changes and enhancements on services and training are available to Children and Young People and takes responsibility for keeping clinicians up to date. | Merton CCG GP Practices | Development of a sector online Directory of Services in development, using a known and well-used platform (Getting it On) Once operational, marketing to Primary Care will be part of the rollout plan. Primary Care Commissioner to flag with Practice Leads | Sarah Keen (CCG) Hannah Pearson (CCG) Report via CAMH Partnership, Autumn 2020 |
| Recommendations four: The single point of access to be opened up to young people, parents and anyone worried about a young person. | Child and Adolescent Mental Health Services (CAMHS) | Pilot for self-referral by 16-17yr olds already commenced and report due in June 2020. Further development will be dependent on this. | Sarah Keen (CCG) Fran Boudour (SWLStG MHT) June 2020 and onward. |
| Recommendation five: Ensure mental health | Merton CCG | CSF have trained someone to deliver | Public Health (named lead to |

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| first aid training is provided to anyone working with young people. | CAMHS Children Schools and Families Department | as part of the WSA and this has already been taken up by a number of schools. Further training will be scheduled based on need. Continue to access Thrive training for specific groups, currently focused on youth workers and CVS groups working with yp | be agreed) Denise Dyer (LBM) Reporting to CAMH Partnership October 2020 |
| Recommendation six: Pilot a young person social prescribing model. | Merton CCG | CCG exploring whether the Social Prescribing model for adults could be expanded to include YP as part of the WSA | Sarah Keen (CCG) Oct 2020 |
| Recommendation seven: Encourage schools to provide mental health first aid training to every parent in Merton – exploring opportunities to work with the Mayor of London to deliver. | Merton schools Children Schools and Families Department | Stem4 delivering a conference on emotional well-being, hosted at Rutlish, for parents of YP of secondary age. CSF to explore charitable funds to run other opportunities for parents. Off the Record counselling service running Self Harm Training for parents. The Lead Psychologist for Wave 1 Trailblazer is undertaking some direct work with parents. | CSF & CCG Mar 2021 |
| Recommendation eight: Encourage | Children School's and | Merton Trailblazer Schools have | Sarah Keen |

| | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| schools to adopt a mental health policy (which should include the importance of early intervention, building resilience and signposting of services). | Families Department | already developed adopted a mental health policy and this will be rolled out to other schools as new Trailblazers are rolled out. | (CCG) Keith Shipman (LBM) March 2021 |
| Recommendation nine: Encourage School Governing Bodies to appoint a mental health lead, to ensure mental health and wellbeing is prioritised and training is up-to-date. | School Governing Bodies | Will be encouraged on back of Training for Governors below. | Elizabeth Fitzpatrick (CSF) June Crame (CSF) March 2021 |
| Recommendation ten: Encourage School Governing Bodies to take up training on mental health issues amongst children and young people. | School Governing Bodies | Mental Health Training is being offered to Governors and uptake encouraged through Clerks and Merton School Improvement Team. | Elizabeth Fitzpatrick (CSF) June Crame (CSF) March 2021 |
| Recommendation eleven: Encourage Governors to ensure PSHE lessons that focus on mental health and wellbeing remain in place for years 10 and 11. | School Governing Bodies | School governors to be encouraged on the back of training. | Elizabeth Fitzpatrick (CSF) June Crame (CSF) March 2021 |
| Recommendation twelve: Council, Youth Parliament and CCG to work together on a communications plan to raise awareness of Merton's local offer and destigmatize mental health issues amongst young people. | Merton CCG/ Children Schools and Families Department | Youth Parliament already working on a Mental Health Campaign Joint communications plan in development for WSA work | CAMH Partnership Oct 2020 |

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| | | | |
| <p>Recommendation thirteen: CCG to lead a knowledge-sharing forum between Trailblazers and other Merton schools to ensure learnings and best practice from the pilot are shared.</p> | Merton CCG | <p>Already have a CAMH Network that runs termly.</p> <p>School Mental Health Lead Forum commenced.</p> <p>Use these forums to ensure best practice is shared. Trailblazer developments already a standing item on agenda for these groups.</p> | <p>Christa Blanckenberg (CCG)</p> <p>Denise Dyer (CSF)</p> <p>March 2021</p> |
| <p>Recommendation fourteen: Ensure that the work of the trailblazer reaches under-represented and seldom heard such as BAME and LGBTQ+.</p> | Merton CCG | <p>First cohort of Emotional Well Being Practitioners are now delivering interventions. Service user data is being collected and will be analysed over time.</p> <p>National evaluations may also comment on this.</p> | <p>SWLStG report to CAMH Partnership</p> <p>March 2021</p> |

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Committee: Children and Young People Overview and Scrutiny Panel

Date: 11 March 2020

Wards: All

Subject:

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

Lead member: Cllr Kelly Braund, Cllr Eleanor Stringer

Contact officer: Karl Mittelstadt, Head of Performance, Policy and Partnerships

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. This report summarises the performance information for 2019/20, up to 31 January 2020, as set out in the accompanying document, the Children & Young People Overview and Scrutiny Panel Performance Index 2019/20.

2 DETAILS

Exception Report

- 2.1. There have been no changes to the BRAG ratings since the performance reported to the Panel in February 2020.
- 2.2. Indicator 3 (EHCP timeliness). This has been rated amber as performance remains within 5% of the target rate (55%).
- 2.3. Monthly performance for Indicator 11 (% of Children that became the subject of a Child Protection Plan for the second or subsequent time) remains red for a second consecutive month, with the rate rising further to 22%.
- 2.4. As of end January 2020, 22 children from 13 families are subject to repeat child protection plans. 5 children from 3 families have had 2 previous child protection plans. The plans for 15 of the children started in this performance year (April 2019 – March 2020).
- 2.5. A review of the social work interventions and decision-making for the 22 children was completed in February 2020. This identified that half of the children are aged 10 years or older. Domestic abuse coupled with parental alcohol / substance use featured in the majority of both the previous and repeat plans. All of the repeat plans were for the same or linked assessment factors as the previous plans.
- 2.6. We are taking action to protect these children. 9 of the children have pre-proceedings plans or care proceedings have been issued. The identified learning and development needs relate to direct social work interventions with parents where domestic abuse and alcohol/substance misuse is a factor and social work assessment of the sustainability of change where behaviour

patterns are longstanding and repetitive. This will be captured in the workforce learning and development offer for 2020/2021.

- 2.7. Indicator 16 (average number of weeks taken to complete Care proceedings against a national target of 26 weeks). Please note that whilst Merton's performance is rated as red against the national target, Merton's performance (32 weeks on average) compared favourably to the national average during Q3 (34 weeks).

Amendments, Corrections and Data Caveats

- 2.8. As agreed by the Panel on 10 February 2020 the following indicators have been replaced, amended or removed:

| Indicator Number | Descriptor | Changes made |
|------------------|----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6 | Number of family groups subject of child protection plans (Monthly indicator) | Removed |
| 21 | % of Looked after Children placed with agency foster carers (Quarterly Indicator) Target 40% | Amended and data updated: % of Looked after Children in foster placements who are placed with in-house foster carers (Quarterly Indicator); Target 60% |

- 2.9. As reported previously, current system configuration and data recording issues in our social care reporting system Mosaic have an impact on our ability to report performance against some of the indicators effectively. Importantly, this does not mean that the department is unable to monitor performance. Where there is a clear need to monitor performance, manual data collection processes are in place.

- 2.10. The department has introduced a programme of work to review data entry and reporting processes in detail. This is undertaken in the 'Performance Clinics' run by the Performance Team, and attended by social care staff. In addition, the department has successfully bid for additional resources to support Mosaic development (subject to final sign-off by finance and approval by Cabinet).

- 2.11. The following data caveats apply:

- Indicator 2 (% of Single Assessments authorised within the statutory 45 days) data caveat: we are aware of some data anomalies in relation to the correct recording of assessment authorisation dates. We are investigating this further at the spring performance clinics.
- Indicator 3 (% of Education, Health and Care Plans issued within statutory 20 week timescale). Please note that the nationally published figures are for performance across a calendar year, and are reported to the DfE through the Special Educational Needs Survey in January each year. The provisional performance rate for Merton for calendar year 2019 is 56%.

- Indicator 8 (% of quorate attendance at child protection conferences); performance information has been unavailable since the Mosaic upgrade in July. The bespoke report is currently being reviewed and the relevant data field re-mapped to resolve this issue.
- Indicator 10(% of Children subject of a CP Plan who had a CP visit within timescales in the month) data caveat: we are currently reviewing the recording and reporting for this measure.
- Indicator 16 (average number of weeks taken to complete Care proceedings against a national target of 26 weeks). Please note that whilst Merton's performance still appears high in Q3, at 32 weeks against the national target, the national average during Q3 was 34 weeks.
- Indicator 17 (% of Looked after children cases that were reviewed within required timescales) Further issues have been identified with the data reports that calculate this measure and the reports are being reviewed and the performance reported to the panel to date will also be reviewed as soon as the issue has been addressed.
- Indicator 18 (% Looked After Children participating in their reviews in month). Data caveat: Reported performance should be higher but at present there are some inconsistency in recording the child's participation. We hope resolve this issue through the performance clinics.
- Indicator 21: As reported to the panel of 10 February 2020 due to recording practice issues we are unable to report confidently on this measure from our electronic case recording system at present. Therefore we had used from financial data records to report this information. We have subsequently identified some data limitations to this approach, which means that we are currently unable to report on this indicator. This is being addressed via the Performance Clinics.
- Indicator 23 (new indicators 23 and 23 a) data caveat: we are aware of data quality issues in regard to adoptions and a review is underway. Please note though that both indicators report specifically on the number of children in care whose Looked After period ended when they were adopted or had SGO granted. Another three looked after children have had SGO's granted in February 2020.
- Please note that both indicator 27 and 28 relate to pupils educated in Merton schools (primary or secondary), including those in special schools.
- Indicators 33 and 34 (% of CYP 16- 17 years old Not in education, employment of training / status 'not known'). The confirmed September data from the DfE has now been included. Although the September rate for 16 and 17 year-old Merton residents whose education, employment or training (EET) status was 'not known' appears very high, at 14.9%, this is an expected annual spike marking the period in which the new academic year destinations are being confirmed. For reference, the September Pan London average rate of 'Not Known' was 30.1% and the national average 44.7%

- Note on Indicators 39 (% agency social workers) and 40 (average caseload for social workers working with children and families). We cannot provide directly comparable national and pan London benchmark rates as the data reported to panel is based on live data from HR or Mosaic which does not completely align with the specific DfE definition of a child and family social worker for the purpose of the annual Children's Social Workforce Census (CSWFR). We have, for reference, noted the published rates from the CSWFR in the benchmarking section.
- Note on Indicator 40: This indicator replaces the previous indicators 7 (Average caseload of workers for Children subject of a Child Protection Plan) and 15 (Average caseload of workers for Looked after Children). We are in the process of amending indicator 40 further to report in future on the average caseload of all social workers working with children and families, but the existing data is the total caseload for social workers whose caseload includes Child Protection cases and/or Looked after Children.

3 FOR DECISION

There are no items for decision.

4 ALTERNATIVE OPTIONS

4.1. No specific implications for this report

5 CONSULTATION UNDERTAKEN OR PROPOSED

5.1. None for this report

6 TIMETABLE

6.1. Not applicable for this report

7 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

7.1. None

8 LEGAL AND STATUTORY IMPLICATIONS

8.1. None

9 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

9.1. None

10 CRIME AND DISORDER IMPLICATIONS

10.1. None

11 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

11.1. None

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

- Children and Young People Overview and Scrutiny Panel Performance Index 2019/20

13 BACKGROUND PAPERS

13.1. None

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Children and Young People Overview and Scrutiny Panel - Performance Index 2019/20



| No. | Performance Indicators | Frequency | Target 2019/20 | Benchmarking and trend | | | | BRAG rating | Merton 2018/19 performance | | | | | | | | | | Notes |
|------------------------------|---------------------------------------------------------------------------------------------------------------|-----------|----------------------|----------------------------------------------|-------------------------------------------------------|-----------------------------------------------------|-------------------------------------------------------|----------------------|----------------------------|--------|---------------|--------|---------------|---------------|--------|--------|-----------------|--------|------------------------------------------------------------------------------|
| | | | | Merton 2018/19 | Merton 2017/18 | England | London | | Apr-19 | May-19 | Jun-19 / Q1 | Jul-19 | Aug-19 | Sep-19 / Q2 | Oct-19 | Nov-19 | Dec-19 / Q3 | Jan-20 | |
| Assessments | | | | | | | | | | | | | | | | | | | |
| 1 | Number of Common and Shared Assessments undertaken (CASAs) | Quarterly | Not a target measure | | | No benchmarking available | No benchmarking available | Not a target measure | | | 30 | | | 34 | | | 19 | | Quarterly / Year to Date (Time lag in collating CASAs from partner agencies) |
| 2 | % of Single Assessments authorised within the statutory 45 days | Monthly | 93% | 84% | 89% | 83.1% (DFE 2018/19) | 83% (DFE 2018/19) | Green | 90% | 92% | 92% (435/471) | 93% | 94% | 94% (781/829) | 94% | 94% | 95% (1146/1208) | 95% | Year to Date (Of stated YTD, no. in 45 days) |
| 3 | % of Education, Health and Care plans issued within statutory 20 week timescale | Monthly | 55% | | 51.4% (DFE: SEN2 Jan 2019 for the 2018 calendar year) | 58% (DFE: SEN2 Jan 2019 for the 2018 calendar year) | 54.6% (DFE: SEN2 Jan 2019 for the 2018 calendar year) | Amber | 35% | 40% | 47.5% (47/99) | 53% | 55% | 56% (119/212) | 58% | 57% | 53% (158/296) | 53% | Year to Date |
| Child protection | | | | | | | | | | | | | | | | | | | |
| 4 | Child Protection Plans rate per 10,000 | Monthly | Not a target measure | 38.9 | 41.7 | 43.7 (DFE 2018/19) | 36.7(DFE 2018/19) | Not a target measure | 36.6 | 34.3 | 29.2 | 23.9 | 25.0 | 20.9 | 23.5 | 22.4 | 22.4 | 20.9 | Month End Snapshot |
| 5 | Number of children subject of a Child Protection Plan | Monthly | Not a target measure | 184 | 196 | No relevant benchmarking available | No relevant benchmarking available | Not a target measure | 173 | 162 | 138 | 113 | 118 | 99 | 111 | 106 | 106 | 99 | Month End Snapshot |
| 8 | % of quorate attendance at child protection conferences | Quarterly | 95% | | n/a | No relevant benchmarking available | No relevant benchmarking available | | | | 93% | | | N/A | | | N/A | | Quarterly |
| 9 | % of reviews completed within timescale for Children with Child Protection Plans | Monthly | 96% | 90.4% (DFE 2018/19) | 82% | 91.8% (DFE 2018/19) | 95.7% (DFE 2018/19) | Green | 100% | 100% | 100% | 100% | 95% (112/118) | 107% (106/99) | 100% | 100% | 100% | 100% | Monthly |
| 10 | % of Children subject of a CP Plan who had a CP visit within timescales in the month | Monthly | Not a target measure | 77% | n/a | No relevant benchmarking available | No relevant benchmarking available | Not a target measure | 99% | 94% | 76% | 82% | 72% | 86% | 84% | 78% | 80% | 84% | Monthly |
| 11 | % of Children that became the subject of a Child Protection Plan for the second or subsequent time | Monthly | range 12-20% | 17.2% (DFE 2018/19) | 13% | 20.8% (DFE 2018/19) | 17.5% (DFE 2018/19) | Red | 17% | 18% | 19% | 19% | 19% | 20% | 17% | 19% | 21% | 22% | Year To Date (NI 65) |
| Looked After Children | | | | | | | | | | | | | | | | | | | |
| 12 | Looked After Children rate per 10,000 | Monthly | Not a target measure | 33 | 33 | 65 (DFE 2018/19) | 50 (DFE 2018/19) | Not a target measure | 32.6 | 31.3 | 33.2 | 34.3 | 35.3 | 34.7 | 34.1 | 36.0 | 35.5 | 34.7 | Month End Snapshot |
| 13 | Number of Looked After Children | Monthly | Not a target measure | 157 | 155 | 78,150 (DFE 2018/19) | 10,030 (DFE 2018/19) | Not a target measure | 154 | 148 | 157 | 162 | 167 | 164 | 161 | 170 | 168 | 164 | Month End Snapshot |
| 14 | Number of UASC children and young people | Monthly | Not a target measure | 32 | 23 | Not relevant | Not relevant | Not a target measure | 33 | 29 | 29 | 32 | 33 | 36 | 34 | 36 | 38 | 33 | Month End Snapshot |
| 16 | Average number of weeks taken to complete Care proceedings against a national target of 26 weeks | Quarterly | 26 weeks | 33 | 31 | 31 (CAFCASS 2018/19) | No relevant benchmarking available | Red (Q2) | | | 28 | | | 39 | | | 32 | | Quarterly . (CAFCASS methodology, number of applications) |
| 17 | % of Looked After Children cases which were reviewed within required timescales | Monthly | 96% | 88% | 88% | Not published | Not published | | 90% | 92% | 72% | 93% | 80% | 94% | 89% | 99% | 92% | 93% | Monthly |
| 18 | % of Looked After Children participating in their reviews in month (year to date) (excludes LAC aged 0 - 4) | Monthly | Not a target measure | 95% | 99% | No relevant benchmarking available | No relevant benchmarking available | Not a target measure | 75% | 84% | 86% | 86% | 86% | 87% | 88% | 89% | 82% | 85% | Year to Date |
| 19 | Stability of placements of Looked After Children - number of moves (3 moves or more in the year) | Quarterly | 11% | 8% (DFE 2018/19) | 12% (DFE 2018/19) | 10% (DFE 2018/19) | 11% (DFE 2018/19) | n/a | | | n/a | | | n/a | | | n/a | | Quarterly / Year To Date (NI 62) |
| 20 | Stability of placements of Looked After Children - length of placement (in care 2.5years, placement 2 years) | Quarterly | 65% | 73% (DFE 2018/19) | 69% | 69% (DFE 2018/19) | 67% (DFE 2018/19) | n/a | | | n/a | | | n/a | | | n/a | | Month End Snapshot (NI 63) |
| 21 | % of Looked After Children in foster placements who are placed with in-house foster carers (AMENDED Feb 2020) | Quarterly | 60% | n/a | n/a | No relevant benchmarking available | No relevant benchmarking available | Green | | | n/a | | | n/a | | | n/a | | Quarterly |
| 22 | Number of in-house foster carers recruited | Quarterly | 20 | 13 | 11 | No relevant benchmarking available | No relevant benchmarking available | Amber | | | 3 | | | 5 | | | 11 | | Quarterly / Year to Date |
| 23 | NEW Number of <u>Looked After Children</u> who were adopted | Monthly | Not a target measure | 4 (6% of those leaving care 2019, DfE data) | 9 (11%) | 3570 (12% of those ending care, DfE 2019) | 300 (6% of those leaving care, DfE 2019) | Not a target measure | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 6 | Year to Date |
| 23a | NEW Number of <u>Looked After Children</u> for whom agency Special Guardianship Orders were granted | Monthly | Not a target measure | 9 (13% of those leaving care 2019, DfE data) | 0% | 3840 (13% of those leaving care, DfE 2019) | 480 (9% of those leaving care, DfE 2019) | Not a target measure | 0 | 0 | 0 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | Year to Date |

| No. | Performance Indicators | Frequency | Target 2019/20 | Benchmarking and trend | | | | BRAG rating | Merton 2018/19 performance | | | | | | | | | | Notes |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------|-----------------------------------------------|--------------------------------------------------|--------------------------------------------------------------|--------------------------------------------------------------|----------------------|----------------------------|------------------|-------------|--------|--------|---------------------------|-----------------------|--------|-------------|-------------------------------------|-------------------------------------------------------------------------------------------------------|
| | | | | Merton 2018/19 | Merton 2017/18 | England | London | | Apr-19 | May-19 | Jun-19 / Q1 | Jul-19 | Aug-19 | Sep-19 / Q2 | Oct-19 | Nov-19 | Dec-19 / Q3 | Jan-20 | |
| Childrens Centres and Schools | | | | | | | | | | | | | | | | | | | |
| 25 | % 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 | 56% | 58% | 89% (31/08/2017) | 94% (31/08/2017) | Not a target measure | | | 25% | | | | 37% | | | 47% | Year to Date |
| 26 | % outcome of School Ofsted inspections good or outstanding (overall effectiveness) | Quarterly | 91% | 95% (A Y year-end 31/08/2019) | 93% | 86% (31/08/2019) | 93% (31/08/2019) | Green | | | 90% | | | | 95% | | | 95% | Year to Date. National and London Comparitors as at 31/08/2019. |
| 27 | Number of Primary* permanent exclusions (Number YTD Academic year) | Monthly | Not a target measure | <5 | 1 (DfE AY 2017/18) | 1210 (DfE AY 2017/18) | 69 (DfE AY 2017/18) | Not a target measure | 0 | <5 | <5 | <5 | <5 | 0 | 0 | 0 | 0 | 0 | August End of Acad. Yr. YTD (August data interim until November). |
| 28 | Number of Secondary* permanent exclusions (Number YTD Academic year) | Monthly | Not a target measure | 21 | 8 (DfE AY 2017/18) | 6612 (DfE AY 2017/18) | 960 (DfE AY 2017/18) | Not a target measure | 11 | 16 | 17 | 22 | 22 | <5 | 5 | 5 | 6 | 7 | August End of Academic Yr. - YTD. |
| 29 | Secondary persistent absenteeism (10% or more sessions missed) | Annual | Not a target measure | TBP | 10% (DfE AY 2017/18) | 13.9% (DfE AY 2017/18) | 12% (DfE AY 2017/18) | Not a target measure | | | | | | AY 2019/19 TBP March 2020 | | | | | Annual Measure 6 half-terms DfE Published SFR all secondary maintained and academies |
| 30 | % of Reception year surplus places | Annual | Range 5 - 10% | 13.3% (AY2017/18) | 7.7% (AY 2016/17) | No relevant benchmarking available | No relevant benchmarking available | Green (October 2019) | | 11.2% May census | | | | | 6.4% @ October census | | | January census data available March | Termly |
| 31 | % of Secondary school (Year 7) surplus places | Annual | Range 5 - 10% | 11.7% (AY2017/18) | 9.6% (AY 2016/17) | No relevant benchmarking available | No relevant benchmarking available | Red (October 2019) | | 2.4% May census | | | | | 1.3% @ October census | | | January census data available March | Termly |
| Young People and Services | | | | | | | | | | | | | | | | | | | |
| 32 | Youth service participation rate | Annual | 1800 | | 1,967 | No relevant benchmarking available | No relevant benchmarking available | | | | | | | | | | | | Annual Measure |
| 33 | % of CYP (16 - 17 year olds) not in education, employment or training (NEET) | Monthly | Not a target measure | 1.6% | 1.6% | 2.6% (DfE 2018/19 based on Dec - Feb average) | 1.7% (DfE 2018/19 based on Dec - Feb average) | Not a target measure | 2.0% | 1.9% | 1.9% | 1.8% | 1.7% | 0.8% | 1.5% | 1.6% | 1.7% | Published March 2020 | Monthly (totals are adjusted) - reported a month in arrears. Annual rates are Dec- Feb average |
| 34 | % of CYP (16 - 17 year olds) education, employment or training status 'not known' | Monthly | Not a target measure | 0.6% Q4 (0.8% DfE benchmark data) | 0.9 Q4 (1% DfE benchmark data) | 2.9% (DfE 2018/19 based on Dec - Feb average) | 3% (DfE 2018/19 based on Dec - Feb average) | Not a target measure | 1.1% | 1.2% | 1.0% | 1.3% | 1.0% | 14.9% | 7.6% | 2.9% | 1.1% | Published March 2020 | Monthly (totals are adjusted) - reported a month in arrears. DfE benchmark rates are Dec- Feb average |
| 35 | Number of First Time Entrants (FTEs) to the Youth Justice System aged 10-17 | Monthly | 50 | 33 (published rate per 10k: 167) | 54 (published rate per 10k: 291) | 224 (rate per 10,000, 2019) | 260 (rate per 10,000, 2019) | Green | 7 | 10 | 12 | 18 | 19 | 21 | 23 | 26 | 26 | 30 | Year to Date |
| 36 | Rate of proven re-offending by young people in the youth justice system | Quarterly | Not a target measure | 0.68 | 0.7 | 3.92 (2017) | 3.8 (2017) | Not a target measure | | | 1.63 | | | 1.10 | | | 1.10 | | Quarterly (NI 19) |
| 37 | TF: Number of Families engaged for Expanded Programme | Quarterly | Not a target measure | 320 | 320 | No relevant benchmarking available | No relevant benchmarking available | Not a target measure | | | 56 | | | 47 | | | 60 | | Quarterly |
| 38 | % 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% | | Quarterly (Time lag in collating from partner agencies) |
| 39** | % agency social workers (HR data) | Quarterly | New | 18% Year-end HR (18.9%, DfE Sept 2018 Census) | 23.1% Year-end (HR) (25.7% DfE Sept 2017 census) | No direct comparable benchmark (DfE Census Sept 2018, 15.4%) | No direct comparable benchmark (DfE Census Sept 2018, 25.7%) | Green | | | 15% | | | 15% | | | 13% | | Quarterly (Aligned with HR reporting) |
| 40** | Average total caseload for social workers (working with looked after children and/or children subject of child protection plans) (total caseload including non LAC and CPP cases) Combines and replaces previous indicators 7 and 15 | Monthly | New | NEW (DfE Census Sept 2018** 17.7) | NEW | No direct comparable benchmark (DfE Census Sept 2018, 17.4) | No direct comparable benchmark (DfE Census Sept 2018 15.8) | New | 13 | 13 | 15 | 13 | 12 | 14 | 15 | 15 | 14 | 15 | Month End Snapshot |
| Indicators 27 & 28 : * all pupils educated in Merton Schools (including special schools) | | | | | | | | | | | | | | | | | | | |
| Indicators 39 & 40** Quarterly and monthly data reported from live date reported by Human Resource or Mosaic respectively. There is no direct comparable benchmarkable data as the DfE uses a different definition of a 'social worker' for the purpose of who is included in the annual Children's Social Workforce Census. | | | | | | | | | | | | | | | | | | | |

Committee: Children and Young People Overview and Scrutiny Panel

Date: 11 March 2020

Subject: Planning the Panel's 2020/21 work programme

Wards: All

Lead officer: Julia Regan, Head of Democracy Services

Lead member: Councillor Sally Kenny, Chair of the Children and Young People Overview and Scrutiny Panel

Contact officer: Rosie Mckeever, Scrutiny Officer, 020 8545 4035

Recommendations:

- A. That the Panel reviews its 2019/20 work programme (set out in the appendix), identifying what worked well, what worked less well and what the Panel would like to do differently next year;
 - B. That the Panel suggests items for inclusion in the 2020/21 work programme – both agenda items and potential task group review topics; and
 - C. That the Panel advises on agenda items for its meeting on 24 June 2020.
-

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 To enable the Panel to plan its work programme for the forthcoming municipal year and, in particular, to agree agenda items for the first meeting of the municipal year.

2. DETAILS

Identifying issues for the 2020/21 work programme

- 2.1 At the beginning of each municipal year, each Overview and Scrutiny body determines the issues it wishes to build into its work programme for the forthcoming year. The Overview and Scrutiny bodies have specific roles relating to budget and business plan scrutiny and performance monitoring, and these should automatically be built into the work programme.
- 2.2 In addition to this, Overview and Scrutiny bodies may choose to build a work programme which involves scrutinising a range of issues through a combination of pre-decision scrutiny items, policy development reviews carried out by task groups, performance monitoring, on-going monitoring items and follow up to previous scrutiny work.
- 2.3 The remit of the Children and Young People Overview and Scrutiny Panel is as follows:
 - 2.3.1. Children's social care, including child protection;
 - 2.3.2. Education, including school standards, special educational needs, the extended schools programme and the healthy schools initiative;
 - 2.3.3. Youth services and youth engagement, including the Youth Parliament, young people 'Not in Education, Employment or Training' (NEET), and the Connexions Service;

- 2.3.4. Youth offending;
- 2.3.5. Children's Centres; and
- 2.3.6. The Children's Trust.
- 2.4 The scrutiny officers are currently gathering suggestions for issues to scrutinise, either as Panel agenda items or task group reviews. Suggestions are being sought from members of the public, councillors and partner organisations including the police, NHS and Merton Voluntary Service Council. The council's departmental management teams are being consulted in order to identify forthcoming issues on which the Panel could contribute to the policymaking process.
- 2.5 The Panel is therefore invited to suggest items for inclusion in the 2020/21 work programme – both agenda items and potential task group review topics.
- 2.6 All the suggestions received will be discussed at the Panel's topic workshop on 8 June 2020. As in previous years, participants will be asked to prioritise the suggestions using criteria so that the issues chosen relate to:
- The Council's strategic priorities;
 - Services that are underperforming;
 - Issues of public interest or concern; and
 - Issues where scrutiny could make a difference

Planning the first meeting of the 2020/21 municipal year

- 2.7 A note of the workshop discussion and draft work programme will be reported to the first meeting of the Panel in the new municipal year. The Panel will be requested to discuss this draft and agree any changes that it wishes to make.
- 2.8 The Panel is asked to advise on any other items that it would be helpful to include on the agenda for its 24 June 2020 meeting.

3. ALTERNATIVE OPTIONS

- 3.1 The Panel can select topics for scrutiny review and for other scrutiny work as it sees fit, taking into account views and suggestions from officers, partner organisations and the public.

4. CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1 To assist Members to identify and prioritise a work programme for 2020/21, the Scrutiny Team will undertake a consultation programme with Panel Members, co-opted members, members of the public, LB Merton Officers and Voluntary and Community Sector organisations to determine other issues/items for Members' consideration for inclusion in the Panel's 2020/21 work programme.

5. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 5.1 There are none specific to this report. Scrutiny work involves consideration of the financial, resource and property issues relating to the topic being scrutinised. Furthermore, scrutiny work will also need to assess the implications of any recommendations made to Cabinet, including specific financial, resource and property implications.

6. LEGAL AND STATUTORY IMPLICATIONS

6.1 Scrutiny work involves consideration of the legal and statutory issues relating to the topic being scrutinised. Furthermore, scrutiny work will also need to assess the implications of any recommendations made to Cabinet, including specific legal and statutory implications.

7. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

7.1 It is a fundamental aim of the scrutiny process to ensure that there is full and equal access to the democratic process through public involvement and engaging with local partners in scrutiny reviews. Furthermore, the outcomes of reviews are intended to benefit all sections of the local community.

7.2 Scrutiny work involves consideration of the human rights, equalities and community cohesion issues relating to the topic being scrutinised. Furthermore, scrutiny work will also need to assess the implications of any recommendations made to Cabinet, including specific human rights, equalities and community cohesion implications.

8. CRIME AND DISORDER IMPLICATIONS

8.1 Scrutiny work involves consideration of the crime and disorder issues relating to the topic being scrutinised.

9. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

9.1 There are none specific to this report. Scrutiny work involves consideration of the risk management and health and safety issues relating to the topic being scrutinised. Furthermore, scrutiny work will also need to assess the implications of any recommendations made to Cabinet, including specific risk management and health and safety implications.

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

10.1 2019/20 work programme

11. BACKGROUND PAPERS

11.1 None

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Children and Young People Work Programme 2019/20



This table sets out the Children and Young People Overview and Scrutiny Panel work programme for 2019/20; the items listed were agreed by the Panel at its meeting on 26 June 2019. This work programme will be considered at every meeting of the Panel to enable it to respond to issues of concern and incorporate reviews or to comment on pre-decision items ahead of their consideration by Cabinet/Council.

The work programme table shows items on a meeting-by-meeting basis, identifying the issue under review, the nature of the scrutiny (pre-decision, policy development, issue specific, performance monitoring, partnership related) and the intended outcomes.

Chair: Cllr Sally Kenny

Vice-chair: Cllr Hayley Ormrod

Scrutiny Support

For further information on the work programme of the Children and Young People Scrutiny Panel please contact: -

Rosie McKeever, Scrutiny Officer

Tel: 020 8545 4035; Email: rosie.mckeever@merton.gov.uk

For more information about overview and scrutiny at LB Merton, please visit www.merton.gov.uk/scrutiny

Meeting date: 26 June 2019 (**Deadline for papers:** 12pm, 17 June 2019)

| Scrutiny category | Item/issue | How | Lead member and/or lead officer | Intended outcomes |
|-----------------------------------------|-------------------------------------|----------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Holding the executive to account | Cabinet Member priorities | Verbal update | Cabinet Member for Schools and Adult Education; Cabinet Member for Children's Services | To understand current priorities and consider these in relation to Panel work programme. |
| Holding the executive to account | Health and Wellbeing Strategy | Written report | Dagmar Zeuner, Director of Public Health; Clarissa Larsen | |
| Scrutiny reviews | Children's mental health task group | Written report | Stella Akintan, Scrutiny Officer | Final report (Moved to Oct) |
| Holding the executive to account | Departmental update report | Written report | Director of Children, Schools and Families | Update report |
| Performance management | Performance monitoring | Basket of indicators | Head of Policy, Planning and Performance | To highlight items of concern |
| Setting the work programme | Work programme 2019/20 | Written report | Rosie Mckeever, Scrutiny Officer | To agree the work programme and select a subject for task group review. |

Meeting date: 7 October 2019 (**Deadline for papers:** 12pm, 27 September 2019)

| Scrutiny category | Item/issue | How | Lead member and/or lead officer | Intended outcomes |
|-----------------------------------------|-------------------------------------|----------------------|------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Standing items | Cabinet Member priorities | Verbal update | Cabinet Member for Schools and Adult Education; Cabinet Member for Children's Services | To understand current priorities, policy development and performance indicators. |
| Holding the executive to account | School maintenance costs | Written report | Tom Procter, Head of Contracts and School Organisation; Rachael Wardell, Director of CSF | Information report itemising the council's spending on school maintenance and how this is prioritised. |
| Holding the executive to account | Troubled families | Written report | Roberta Evans, YOT Team Manager; | Scrutinise performance and comment on options for the future. |
| Scrutiny reviews | Children's mental health task group | Written report | Stella Akintan, Scrutiny Officer | Final Report |
| Holding the executive to account | Departmental update report | Written report | Rachael Wardell, Director of Children, Schools and Families | Update report |
| Performance management | Performance monitoring | Basket of indicators | Head of Policy, Planning and Performance | To highlight items of concern |
| Setting the work programme | Work programme 2019/20 | Written report | Rosie Mckeever, Scrutiny Officer | To review the work programme and agree any changes |

Meeting date: 6 November 2018 (**Deadline for papers:** 12pm, 25 October 2019)

| Scrutiny category | Item/issue | How | Lead member and/or lead officer | Intended outcomes |
|-----------------------------------------|-------------------------------------------------------------|----------------------|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Holding the executive to account | Departmental update report | Written report | Rachael Wardell, Director of Children, Schools and Families | Update report |
| Standing items | Cabinet Member priorities | Verbal update | Cabinet Member for Schools and Adult Education; Cabinet Member for Children's Services | To understand current priorities, policy development and performance indicators. |
| Budget scrutiny | Budget/business plan scrutiny (Round 1) | Written report | Caroline Holland, Director of Corporate Services | To discuss and refer any comments to the O&S Commission |
| Pre Decision scrutiny | Special Educational Needs and Disabilities Strategy 2019-23 | Written report | Lisa Deer; Jane McSherry | Draft strategy and consultation results |
| Scrutiny reviews | Digital Technology in the classroom task group | Written report | Stella Akintan, Scrutiny Officer | Update report |
| Performance management | Performance monitoring | Basket of indicators | Head of Policy, Planning and Performance | To highlight items of concern |
| Setting the work programme | Work programme 2019/20 | Written report | Rosie Mckeever, Scrutiny Officer | To review the work programme and agree any changes |

~~Meeting date: 10 February 2020 (Deadline for papers: 12pm 30 January 2020)~~

| Scrutiny category | Item/issue | How | Lead member and/or lead officer | Intended outcomes |
|-----------------------------------------|----------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------|------------------------------------------------------------|
| Budget scrutiny | Budget/business plan scrutiny (Round 2) | Written report | Caroline Holland, Director of Corporate Services | To discuss and make recommendations to forward to Cabinet |
| Holding the executive to account | Departmental update report | Written report (to include scrutiny request of Harris Wimbledon update) | Rachael Wardell, Director of Children, Schools and Families; | Update report |
| Standing items | Cabinet Member priorities | Verbal update | Cabinet Members for Schools and Adult Education; Children's Services | To understand current priorities |
| Health scrutiny | Merton Safeguarding Children Board | Written report | Rachael Wardell; Paul Bailey; Keith Makin | Annual report |
| Holding the executive to account | In house/independent foster carers | Written report | David Michael, HoS for Children in Care & Resources | |
| Holding the executive to account | Support for schools to become good or outstanding' | Written report | Elizabeth Fitzpatrick, Jane McSherry | Receive info on the work of the school improvement service |
| Performance management | Performance monitoring | Basket of indicators | Karl Mittelstadt, Head of Policy, Planning and Performance | To highlight items of concern |
| Setting the work programme | Work programme 2019/20 | Written report | Rosie Mckeever, Scrutiny Officer | To review the work programme and agree any changes |

Meeting date: 11 March 2020 (**Deadline for papers: 12pm 2 March 2020**)

| Scrutiny category | Item/issue | How | Lead member and/or lead officer | Intended outcomes |
|-----------------------------------------|--------------------------------------------------|----------------------|----------------------------------------------------------------------------------------|--------------------------------------|
| Holding the executive to account | Departmental update report | Annual report | Rachael Wardell, Director of Children, Schools and Families | Update report |
| Standing items | Cabinet Member priorities | Verbal update | Cabinet Member for Schools and Adult Education; Cabinet Member for Children's Services | To understand current priorities |
| Holding the executive to account | Corporate Parenting | Annual report | EI Mayhew, Assistant Director Children's Social Care and Youth Inclusion | To provide comments on annual report |
| Holding the executive to account | Schools Standards Annual Report | Written report | Elizabeth Fitzpatrick, Jane McSherry | To scrutinise attainment information |
| Scrutiny review | Children's mental health task group: Action plan | Written report | Jane McSherry | Update report |
| Performance management | Performance monitoring | Basket of indicators | Head of Policy, Planning and Performance | To highlight items of concern |
| Setting the work programme | Topic suggestions for 2020/21 | Written report | Rosie Mckeever, Scrutiny Officer | |