



Cabinet Member (Children and Young People)

Time and Date

1.00 pm on Tuesday, 7th April, 2015 (**PLEASE NOTE TIME**)

Place

Committee Room 2, Council House, Coventry

Public Business

1. **Apologies**
2. **Declarations of Interests**
3. **Minutes** (Pages 3 - 6)
 - (a) To agree the minutes of the meeting held on 3 March, 2015
 - (b) Matters Arising
4. **Supported Accommodation for Young People Aged 16-24 years - Multi-Agency Action Plan** (Pages 7 - 20)

Report of the Executive Director of People
5. **Child and Adolescent Mental Health Services (CAMHS) Redesign Process Update** (Pages 21 - 28)

Report of the Executive Director of People
6. **Recommendations from the Education and Children's Services Scrutiny Board (2) Task and Finish Group on Fostering** (Pages 29 - 56)

Report of the Executive Director of People
7. **Under 18 Conceptions - Current Situation in Coventry** (Pages 57 - 68)

Report of the Director of Public Health
8. **Workforce Development for Children's Social Care: An Update** (Pages 69 - 78)

Report of the Executive Director of People
9. **Outstanding Issues Report** (Pages 79 - 82)

Report of the Executive Director, Resources

10. **Any Other Business**

To consider any other items of business which the Cabinet Member decides to take as a matter of urgency because of the special circumstances involved.

Private Business

Nil

Chris West, Executive Director, Resources, Council House Coventry

Thursday, 26 March 2015

Note: The person to contact about the agenda and documents for this meeting is Suzanne Bennett, Governance Services Tel: 024 7683 3065

Membership: Councillor: E Ruane (Cabinet Member)

By invitation Councillors J Lepoidevin

Please note: a hearing loop is available in the committee rooms

If you require a British Sign Language interpreter for this meeting
OR if you would like this information in another format or
language please contact us.

Suzanne Bennett

Tel: 024 7683 3072

Email: Suzanne.bennett@coventry.gov.uk

Coventry City Council
Minutes of the Meeting of Cabinet Member (Children and Young People) held at
3.30 pm on Tuesday, 3 March 2015

Present:

Cabinet Member: Councillor Ruane

Shadow Cabinet Member: Councillor Lepoidevin

Employees (by Directorate):

People: P. Fahy, S. Giles, L. Gosling, A. Maqsood,
J. Sembi, R. Sugars

Resources: S. Bennett, G. Holmes, J. Newman

Public Business

24. Declarations of Interests

There were no declarations of interest.

25. Minutes

The minutes of the meetings held on 20 January and 2 February were agreed and signed as true records.

There were no matters arising.

26. Exclusion of Press and Public

RESOLVED that approval be given to exclude the press and public under Section 100 (A)(4) of the Local Government Act 1972 for consideration of the private report indicated in Minute xx below relating to “ Annual Statement of payments to Coventry City Council Foster Carers” on the grounds that that item involves the likely disclosure of exempt information, as defined in Paragraphs 3 and 4 of Schedule 12A of the Act, as it contains information relating to the identify, financial and business affairs of an organisation and the amount of expenditure proposed to be incurred by the Council under a particular contract for the supply of goods or services.

27. Annual Statement of Payments to Coventry City Council Foster Carers

The Cabinet Member considered a report of the Executive Director of People which proposed changes to the skills fees and maintenance allowances to be paid to Coventry City Council foster carers in 2015/16. A corresponding private report detailing commercially confidential aspects of the proposals was also submitted for consideration (Minute 31 below refers)

The proposed changes to the skills fees paid and maintenance allowances to foster carers had also been considered by the Education and Children's Services Scrutiny Board (their Minute 45 refers)

As part of the Medium Term Financial Strategy, there is a clear target to save £400k by increasing the number of in house foster households (per year and cumulatively) and reducing the number of more expensive external placements. The average number of internal placements up to 31 May 2015 is 149. The savings target assumes an increase of 32 internal placements by 31 March 2016, rising to a cumulative 58 new placements by 31 March 2017. This increase will be dependent upon ensuring the allowance and payment arrangements bring Coventry broadly in line with neighbouring local authorities and the number of independent fostering agencies located in or near Coventry.

The proposed changes to payments to foster carers outlined in the report is the final part of the plan that will bring Coventry's payment structure into line with other local authorities and will make the Service more competitive with the independent sector as it introduces a fee per child.

Following a period of consultation with carers, the changes will include introducing a skills fee per child and standardising discretionary payments to carers. There is also a proposal to introduce compulsory saving arrangements for children looked after for more than 12 months, which will bring the City Council in line with the independent sector arrangements.

The Cabinet Member questioned officers on aspects of the report including the benchmarking work undertaken and the length of time it takes to process expenses claims.

RESOLVED that the Cabinet Member for Children and Young People:-

- (1) Agrees an uplift of 1.8% of the weekly maintenance allowance for foster carers from 2015/16**
- (2) Agrees on the adoption of a fee per child payment in respect to the payment of the skill fee for foster carers from 2015/16**
- (3) Notes the introduction of savings for Looked After Children, the proposal to streamline payments and initiatives to engage and support the development of foster carers and the Coventry Foster Careers Association.**

28. Managing Emergency Accommodation

Further to Minute 14/15, the Cabinet Member considered a report of the Executive Director of People which indicated that the City Council commissions a number of support services for people in housing crisis. These include homelessness services for Adults, support to families with children in need including those with No Recourse to Public Funds, and Supported Accommodation for people aged 16-24. In addition to these support services, the City Council works with the private

rented market and Registered Social Landlords to ensure that housing options are available for people who would otherwise be homeless.

There are also homeless charities in the City that provide independent support and sometimes accommodation to people who are homeless outside of the provisions of a City Council funding arrangement.

Despite these arrangements being in place, there is not always capacity in the available services, where this is the case, and on an emergency Bed and Breakfast accommodation is used in order to meet the City council's statutory responsibilities for homelessness.

Recognising that Bed and Breakfast is not ideal accommodation, the City Council is committed to reducing its use, and should Bed and Breakfast be required, it is only used in exceptional emergency situations where clear action plans are in place to limit the duration of stay.

To monitor and ensure exit plans are managed and progressed, an Emergency Accommodation Panel will be established to be chaired by the Head of Housing and consisting of representatives from the Placements Team, Route 21 and Children's Social Work. The Panel will meet monthly and provide strategic and operational oversight of the City Council's use of Bed and Breakfast accommodation and monitor the exit plans for all vulnerable people, families and young people placed in emergency accommodation, including Bed and Breakfast.

In order to emphasise the City Council's commitment to reducing its use of Bed and Breakfast accommodation, the report proposed that the City Council should sign-up to Barnados' "Beyond Care" pledge to demonstrate its commitment to providing appropriate support to care leavers. :-

"I support Barnados' "Beyond Care" campaign. I will work to make sure that our local authority takes the necessary steps so that care leavers in our area have better accommodation and support"

The Cabinet Member questioned officers on aspects of the report including the length of time that Bed and Breakfast accommodation can be used; and the current number of people in Bed and Breakfast accommodation in the City; work with voluntary organisations to provide alternative emergency accommodation; comparisons and benchmarking with other local authorities in relation to their use of Bed and Breakfast accommodation; and information relating to those families with No Recourse to Public Funds.

RESOLVED that the Cabinet Member for Children and Young People:-

- (1) Approves that the City Council signs up to the Barnados' "Beyond Care" campaign to demonstrate its commitment to providing appropriate support to care leavers.**
- (2) Approves the establishment of an Emergency Accommodation Panel to provide oversight of Young people, families or vulnerable people placed in emergency accommodation.**

- (3) Requires that all young people aged under 18 and covered by the provisions of the Children Act accommodated in bed and breakfast accommodation for a period in excess of 2 days are reported to the Cabinet Member for Children and Young People on a quarterly basis.
- (4) Requests that officers undertake a feasibility study regarding the impacts, costs, benefits and deliverability of adopting a policy of limiting the use of Bed and Breakfast and Emergency accommodation by the City Council to a set period of time, with a view to submitting a report to Cabinet containing recommendations for consideration in due course.
- (5) That officers be requested to provide the Cabinet Member with an update in relation to those families with No Recourse to Public Funds.

29. **Outstanding Issues Report**

The Cabinet Member noted a report of the Executive Director of Resources that identified those issues on which further reports had been requested and were outstanding, so that progress could be monitored.

30. **Any Other Urgent Public Business**

There were no other items of urgent public business.

31. **Annual Statement of Payments to Coventry City Council Foster Carers**

Further to Minute 27 above, the Cabinet Member considered a report of the Executive Director for People which detailed commercially confidential aspects of proposed changes to the skills fees and maintenance allowances to be paid to Coventry City Council foster carers in 2015/16.

RESOLVED that the Cabinet Member for Children and Young People:-

- (1) **Agrees an uplift of 1.8% of the weekly maintenance allowance for foster carers from 2015/16**
- (2) **Agrees on the adoption of a fee per child payment in respect to the payment of the skill fee for foster carers from 2015/16**
- (3) **Notes the introduction of savings for looked after children, the proposal to streamline payments and initiatives to engage and support the development of foster carers and the Coventry Foster Carers Association.**

(Meeting closed at 4.35pm)



7 April 2015

Name of Cabinet Member:

Children and Young People – Councillor Ruane

Director Approving Submission of the report:

Executive Director - People

Ward(s) affected:

All

Title:

Supported Accommodation for Young People Aged 16 – 24 years – Multi-agency Action Plan

Is this a key decision?

No

Executive Summary:

Supported Accommodation is commissioned by the City Council to provide accommodation and support to young people aged 16-24, including Care Leavers, young people who are homeless or at risk of homelessness, Children in Need, Looked After Children, young people at risk of or involved in offending and Teenage Parents who are pregnant or have children.

The City Council has a statutory duty to provide accommodation to persons under 18 who have been assessed as requiring accommodation or because they are owed a duty under the Children (Leaving Care) Act 2000, and duties towards homeless young people under the Housing Act 1996.

In 2013, following a period of lengthy consultation with all stakeholders, the City Council tendered for seven Supported Accommodation contracts to meet the varying needs of these young people. The contracts were implemented in December 2013 with the exception of one of the lots (referred to as Lot 7) that was not awarded due to bids not being received at an acceptable cost.

The contracts introduced significant changes to how this type of service operates including the introduction of a single point of access which enables all applications for accommodation to be referred into providers via the Council's Placements Team as opposed to direct referral to providers. This improves the ability to match the most appropriate accommodation service to the individuals needs presented at the time of application.

Providers are also required under contract to contribute to positive outcomes for young people and their further economic well-being, by encouraging and facilitating their health, well-being, social inclusion and participation in further educational, training or work opportunities

To help achieve these outcomes, providers are expected to work collaboratively with the City Council and a range of other partner agencies and services, including Route 21, Placements Team, Children and Family First Service, mental health services, Integrated Youth Support Services, health professionals, housing and other services.

To facilitate greater multi-agency working between providers and other services, a multi-agency action plan (attached at Appendix 1) has been developed, which focusses on maintaining young people's placement stability by improving their lifestyle and behaviour, reducing evictions, encouraging them to live healthier lives, and supporting them to engage in education, employment and training.

Recommendations:

Cabinet Member is recommended to:

Consider the content of the action plan and provide further recommendations for officers if any additional action required.

List of Appendices included:

Appendix 1 – Multi-agency Action Plan

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Supported Accommodation for Young People Aged 16 – 24 years – Multi-agency Action Plan

1. Context (or background)

- 1.1 The City Council provides supported accommodation and floating support to a range of service users aged 16-24. This support was historically provided through a range of contracts administered by the Children's Services and Housing elements of the People Directorate. In February 2013 a tender process was approved for six block contracts for accommodation and support, plus a call-off contract to give capacity to manage fluctuations in demand above block contracted levels. Following completion of the tender process, new contracts were implemented in December 2013.
- 1.2 The commissioning of Supported Accommodation services presents challenges across a number of local authorities. Many local authorities are facing difficulties either due capacity and quality in their local markets, providers being unable to provide services within available financial envelopes, or insufficient local housing stock which restrict the practicalities of service delivery. Some local authorities i.e. Camden, are considered to have a well-developed model for Supported Accommodation but this has been under development since 2007.
- 1.3 The new Coventry service was intended for care leavers, young people who would previously have accessed the Supporting People service, and young people who had previously been receiving a service from the Housing Department because they were homeless. Supported Accommodation is not a regulated service.
- 1.4 The service is designed to:
 - Increase the choice and flexibility for young people by expanding the different types of accommodation available;
 - Improve outcomes and increase placement stability by reducing the number of evictions;
 - Drive up quality by setting out clear expectations through the specification;
 - Enable an overview of numbers and need;
 - Reduce the need to use Bed and Breakfast accommodation.
- 1.5 The contracts were designed with three levels of need - low, medium and high – which was determined through analysis of the range of needs which young people often presented with. This work was encapsulated in the 'Commissioning Strategy and Service Model, Stakeholder Consultation Document' October 2012.
- 1.6 Young people referred to the service have often experienced disadvantage and real difficulties in their lives, and lack the life skills necessary to live independently. Some have also experienced abusive or fractured family relationships and their childhood parenting has been provided outside of their family. Some young people have already experienced difficulties in independent or supported living and may have fallen back into crisis after moving on from supported accommodation on previous occasions.
- 1.7 Young people referred to the service:
 - are likely to have poor emotional wellbeing and resilience;
 - may have experienced social exclusion in other areas of their life which has affected their education, training and employment opportunities;
 - are likely to have poor life chances due to a combination of the above factors.

1.8 The objectives of the supported accommodation service are to:

- Support and enable vulnerable young people to enhance their personal resources and develop sufficient skills, competences and resilience to live independently (where necessary accessing advice, assistance and support);
- Support and enable vulnerable young people to access suitable accommodation and to equip them with the skills to sustain their tenancies;
- Where appropriate and safe to do so, to support the young person's return home;
- Mitigate the risks of the young person experiencing eviction and/or homelessness in the future;
- Contribute to positive outcomes for young people and their further economic well-being by encouraging and facilitating their health, well-being, social inclusion and participation in further educational, training or work opportunities.

2. Options considered and recommended proposal

- 2.1 To achieve these objectives, providers are expected to work collaboratively with the City Council and a range of other services, including Route 21, Placements Team, Children and Family First Service, mental health services, Integrated Youth Support Services, health professionals, housing professionals and others.
- 2.2 To facilitate greater multi-agency working between providers and other services, a multi-agency action plan has been developed, which focusses on maintaining young people's placement stability by reducing evictions, encouraging them to live healthier lives, and supporting them to engage in education, employment and training.
- 2.3 The action plan has been developed by a multi-agency group of professionals in consultation with providers. City Council services involved include Commissioning and Strategy, Community Safety and Public Health services. The action plan will be managed through the People Directorate Strategy and Commissioning Service and reviewed on a quarterly basis.
- 2.4 A key initiative within the plan is the development of a monthly Supported Access Resources Panel (SARP) to which providers will present cases of young people about whom they have particular concerns. This will provide an opportunity to develop more robust multi-agency responses to working with individual young people. The panel had its first meeting on 17 March 2015.

3. Results of consultation undertaken

- 3.1 Providers and professionals have developed the action plan based on evidence of need and issues to be addressed. These same professionals will be responsible for the monitoring of delivery against the plan, review of content and progress and evaluation of its impact.

4. Timetable for implementing this decision

- 4.1 Delivery against the plan has already commenced with a a range of initiatives and action underway.

5. Comments from Director of Finance and Legal Services

There are no financial implications as a result of this report.

6. Other implications

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

The recommendations contained within this report support a number of City Council objectives including people having independent lives; ensuring that children and young people are safe and providing a good choice of housing.

6.2 How is risk being managed?

There is a risk that providers may not engage with the action plan. This has been managed by ensuring that they have been involved in its development and levels of engagement will be monitored through contract monitoring processes.

6.3 What is the impact on the organisation?

None

6.4 Equalities / EIA

An Equality Impact Analysis was not undertaken as the proposals are not to change an existing policy or way in which a service is delivered.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

The action plan will support both professionals and providers to provide a better co-ordinated and more holistic approach to their services for young people.

Report author(s):

Name and job title:

Sally Giles
Head of Children's Strategy and Commissioning

Directorate:

People

Tel and email contact:

024 7683 3699

Sally.Giles@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Ayaz Maqsood	Head of Housing	Place	24.3.15	26.3.15
Matt Clayton	Team Manager, Route 21	People	24.3.15	25.3.15
Mandie Watson	Head of Community Safety Service	People	24.3.15	25.3.15
Jane Craig	Respect Yourself Programme Manager, Public Health	Chief Executive's Directorate	24.3.15	25.3.15
Nadia Inglis	Public Health Consultant	Chief Executive's Directorate	24.3.15	25.3.15
Names of approvers for submission: (officers and members)				
Finance: Rachel Sugars	Finance Manager	Resources	24.3.15	25.3.15
Legal: Julie Newman	Senior Solicitor	Resources	24.3.15	25.3.15
Director: Brian Walsh	Executive Director	People	23.3.15	25.3.15
Members: Cllr Ruane	Cabinet Member (Children and Young People)		23.3.15	23.3.15

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Appendix 1

Multi-agency Supported Accommodation Action Plan

	Action required	Lead	Timescales	Progress update
1. Strengthen the Approach to Fire Risk, Health and Safety				
1.1.	Establish cyclical planning with providers in relation to regular fire safety checks	Mandie Watson (Community Safety)	28 February 2015	
1.2	Explore opportunities to extend this to young people moving into independent accommodation. Accommodation.	Mandie Watson (Community Safety)	28 February 2015	
1.3	Liaise with Council's health and safety service and request joint checks with Fire Service	Mandie Watson (Community Safety)	28 February 2015	
1.4	Arrange for Fire Service to establish a programme of engagement with young people around Fire Safety	Mandie Watson (Community Safety)	30 April 2015	
2. Strengthen the Approach to Managing Crime, Nuisance and Disorder, Challenging Behaviour				
2.1	Introduce targeted monitoring and surveillance, including patrols that disrupt offending behaviour and activity around the establishment.	Manager, Monitoring and Response Service/City Centre Control Room Neighbourhood Policing Team	Immediate request and on-going monitoring by Community Safety	
2.2	Develop and deliver training for staff on how to manage difficult situations, including tactics to diffuse potentially	To be determined		

Multi-agency Supported Accommodation Action Plan

	Action required	Lead	Timescales	Progress update
	escalating situations.			
2.3	Develop a clear reporting mechanism and ensure that providers know where partnership meetings are and what they do. Log to be developed to understand which providers are making referrals into partnership structures.	Mandie Watson (Community Safety) Police and Partnership Analysts	30 April 2015	
2.4.	Brief provider organisations to ensure that they: a. are aware of existing partnership working for joint case management of problematic individuals b. can access support for vulnerable occupants c. understand how to report and receive support which helps to protect vulnerable locations affected by crime and nuisance.	Community Safety Team and Police	30 April 2015	
2.5	Liaise with Safeguarding re safeguarding procedures and Missing Persons procedures	Mandy Watson, Rebecca Eaves (Community Safety) Sue Whitmore (Children's Social Care)	30 April 2015	
2.6	Ensure providers are linked into 'partnership tasking' processes (deploying resources to problematic and vulnerable locations affected by crime nuisance and/or harm), management of perpetrators including CSE through high risk perpetrators case management forums	Mandy Watson (Community Safety)	30 April 2015	
2.7	Improve placement matching process by drawing on wider information and intelligence from Community Safety and Police, with which to identifying risk and vulnerability – whether young person likely to be victim or perpetrator, to determine type of placement most appropriate to be	Sally Giles (Placements Team, Strategy and Commissioning Service) Mandie Watson,	Immediate and on-going	

Multi-agency Supported Accommodation Action Plan

	Action required	Lead	Timescales	Progress update
	offered. Gather information on wider family connections to share with providers and identify risks in order to include in support plans and occupancy agreements.	(Community Safety)		
2.8	Understand how providers are currently setting expectations with young people at the point of placement around lifestyle and conduct and engagement with services. Consider how this needs to be strengthened and how support plans and occupancy agreements can be used to better reinforce expectations whilst addressing identified need.	Providers, Children's Commissioners, Community Safety	Through quarterly contract monitoring and quarterly visits	
2.9	Ensure that young people's assessments and plans are based on need, risk and vulnerability	Sally Giles (Strategy and Commissioning)	Through quarterly contract monitoring	
2.10	Community Safety officers to support providers to assertively challenge young people who do not adhere to support plans and occupancy agreements	Mandie Watson (Community Safety)	Through Supported Accommodation Resource Panel (SARP) or by direct request	
2.11	Consider the standardisation of assessments across providers, and develop a standard joint care plan, and clear review process. Check quality through audits and quarterly contract monitoring quarterly.	Sally Giles (Strategy and Commissioning)	Raise through quarterly contract monitoring and visits	
2.12	Revisit contract in terms of safeguarding requirements to improve occupancy agreements in terms of conduct and lifestyle. Implement process for monitoring breach of plans and occupancy agreements	Sally Giles (Strategy and Commissioning)	To be determined by recruitment of new commissioner	

Multi-agency Supported Accommodation Action Plan

	Action required	Lead	Timescales	Progress update
2.13	Foyer to introduce new CCTV system; Policy to comment at design stage	Raj Shroff (Midland Heart) Christian Davies (West Midlands Police)	30 April 2015	
2.14	Improve quarterly reporting requirements to reflect reasons why providers have evicted and what interventions were put in place to try and avoid eviction.	Sally Giles (Strategy and Commissioning)	31 March 2015	
3. Develop Staff Skills				
3.1	Develop bespoke training package for accommodation providers to include following: Basic awareness raising for drugs, alcohol, sexual health, Child sexual exploitation	Rebecca Eaves (Child Violence and Sexual Exploitation Officer) and Jane Craig (Public Health commissioner)	To be determined	
3.2	Develop a staff support package with tools to enable staff to encourage young people to take action in relation to their behaviour. Package to be based on one to one and group work tools	Jane Craig (Public Health Commissioner) and Compass Manager	May 2015	
3.3	Contract monitoring and auditing to establish whether young people's support plans evidence implementation of training	Sally Giles (Strategy and Commissioning)	From September onwards	
3.4	Consider the feasibility of establishing a Coventry Standard for supported accommodation providers in terms of training, policies and procedures and multi-agency approaches. City Council to look at feasibility of making its training available to providers	Multi-agency Supported Accommodation Group		

Multi-agency Supported Accommodation Action Plan

	Action required	Lead	Timescales	Progress update
4. Develop Employment, Education and Training Opportunities for Young People				
4.1	Cross reference the NEETs register with the cohort of young people in Supported Accommodation; analyse age and need profile and establish what their EET issues are (literacy, numeracy, basic skills)	Linda Gilleard (Chief Executive, Right Step)	February 2015 Monthly on-going	
4.2	Develop a tiered approach to working with the young people based on risk and need <ul style="list-style-type: none"> • Link young people into existing specialist programmes: Talentmatch (mentoring and work placements for long term unemployed); • Employability Programme; • Empowering Families Project, • European Social Fund NEETs programme. 	Linda Gilleard (Chief Executive, Right Step)	On-going	
4.3	Link young people into existing Right Step teams: <ul style="list-style-type: none"> • Employer Engagement Team (vacancy matching) • Work Experience Team • Adults with Functional Skills Needs Team 	Linda Gilleard (Chief Executive, Right Step)	On-going	
4.4	Identify manager or named worker in Right Step with responsibility for young people in Supported Accommodation	Linda Gilleard (Chief Executive, Right Step)	February 2015	
4.5	Work with the Adult Education Service to provide additional learning and development opportunities for young people	Elaine Agnew (Adult Education Service)		

Multi-agency Supported Accommodation Action Plan

	Action required	Lead	Timescales	Progress update
5. Strengthen the Multi-agency Approach to Working with Young People				
5.1	Establish a monthly panel comprising providers and other services (including COMPASS, Placements Team, Housing Options, Community Safety, Route 21, St Basil's, Children and Adult Mental Health Services). Panel to discuss individual cases and develop multi-agency support plans.	Sally Giles (Strategy and Commissioning)	17 March 2015 and monthly thereafter	
5.2	Panel to ensure that there is assertive challenge and management of young people where appropriate, drawing on tools and interventions available to Community Safety.	Mandy Watson (Community Safety)	17 March 2015 and monthly thereafter	
6. Reduce Substance Misuse and Poor Sexual Health				
6.1	Compass to continue with the regular drop already established at the Foyer and Key 2. This provides staff with the opportunity to discuss individuals' behaviours and how to engage them in services; it is also available to young people to engage with the services. Number of referrals to be fed back to commissioners.	Sharon Bolesworth (Compass Manager) Sally Giles (Strategy and Commissioning)	On-going Through quarterly monitoring	
6.2	Roll out the Single Point of Access system for sexual health and substance misuse already established at the Foyer and Key 2 to all providers.	Sharon Bolesworth (Compass Manager) and supported accommodation providers	March 2015	
6.3	Supported accommodation commissioners to remind all supported accommodation providers of the already established Joint care pathway.	Sally Giles (Strategy and Commissioning)	April 2015	

Multi-agency Supported Accommodation Action Plan

	Action required	Lead	Timescales	Progress update
6.4	See also training above. Numbers of staff attending training sessions to be monitored by commissioners.	Sally Giles (Strategy and Commissioning)	On-going	
6.5	Police to take Drugs dog to do a sweep of Foyer to identify drugs users	Claire Bell (Police)		
6.6	Foyer to identify substance misusing young people and support them to engage with Compass, Police and other relevant services	Midland Heart, Phil Rafferty (West Midlands Police), Compass	On-going	
6.7	Public Health to consider whether a Stop Smoking Advisor could be provide sessions in the Foyer/how access to stop smoking services in general might be improved	Nadia Inglis (Public Health Consult)	31 May 2015	
6.8	Integrated Sexual Health Service to support rapid access to contraception for young people in supported accommodation	Nadia Inglis (Public Health Consult)	March 2015 and on-going	

7. Encourage Healthy Lifestyles

7.1	Midland Heart to consider organising a supported accommodation football team/engaging individuals in sports/other activities in a number of ways (including Youth Service outreach)	Raj Shroff (Midland Heart)	30 April 2015	
7.2	Public Health to explore how other healthy lifestyle initiatives might engage with supported accommodation providers and vice versa eg ensuring providers are aware	Nadia Inglis (Public Health Consultant)	30 April 2015	

Multi-agency Supported Accommodation Action Plan

	Action required	Lead	Timescales	Progress update
	of the Single Point of Access to all healthy			
7.3	Contact Integrated Youth Support Services to discuss how outreach services might be used to engage young people in positive activities	Sally Giles (Strategy and Commissioning)	30 April 2015	



7th April 2015

Name of Cabinet Member:

Cabinet Member (Children and Young People) – Councillor Ruane

Director Approving Submission of the report:

Executive Director, People

Ward(s) affected:

Title:

Child and Adolescent Mental Health Services (CAMHS) Redesign Process Update

Is this a key decision?

No

Executive Summary:

The purpose of this report is to provide an update on the CAMHS redesign process.

Five commissioning organisations from Coventry and Warwickshire have formed a 'CAMHS Redesign Project' to develop a sustainable CAMHS model. National organisation, and expert champions, Young Minds, have been commissioned to engage local stakeholders in the development of a new model. In their interim report, Young Minds have identified six key themes arising from the engagement work to date, including the benefits of a more joined up system and more mental health promotion (mirroring the 'Future in Mind' report - Department of Health and NHS England, March 2015). Based on the key themes, Young Minds have developed an outcomes framework to convey a draft version of a potential future model. Young Minds are developing their initial findings through undertaking a prioritisation process that considers their recommendations in the context of the resources available.

Recommendations:

Cabinet Member is recommended to:

- 1) Note the findings from the engagement work with stakeholders undertaken to date.
- 2) Support the progression of the initial findings in the development of a final model to be developed and delivered within available resources.

List of Appendices included:

None.

Other useful background papers:

Department of Health (2015) Future in Mind: Promoting, protecting and improving our children and young people's mental health.

Has it been or will it be considered by Scrutiny?

Yes

Health and Social Care (5) and Education and Children's Services (2) Scrutiny Boards on 7th January 2015.

Education and Children's Services Scrutiny Board (2) on 12th February 2015.

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Child and Adolescent Mental Health Services (CAMHS) Redesign Process Update

1. Context and Background

- 1.1 The purpose of this report is to provide an update on the CAMHS redesign process.
- 1.2 On the 17th March 2015 NHS England and the Department of Health published the report 'Future in Mind: Promoting, protecting and improving our children and young people's mental health'. This report presented the conclusion of a taskforce established to consider issues in the delivery of CAMHS services.
- 1.3 The Department of Health 'Future in Mind' report published on 17th March 2015 calls for change nationally in the way CAMHS services are delivered and commissioned, it proposes:
 - A five year programme to develop a comprehensive set of access and waiting times standards.
 - Joining up services locally through collaborative commissioning approaches between CCG's and Local Authorities.
 - CCG's and Local Authorities to publish their annual investment and needs of the local population.
 - Investing in evidence-based treatments.
 - Every area having a 'one stop shop' which provides support and advice.
 - Integrating mental health professionals directly in to schools and GP practices.
 - Improved public awareness.
 - Implementing clear home treatment pathways to avoid admission to inpatient care.
 - Improving the information available to inform commissioning and delivery of services.
- 1.4 Progress in Coventry complements the proposals set out in the NHS England and Department of Health 'Future in Mind' proposals.
- 1.5 The Coventry CAMHS service was subject to a Peer Review of quality in July 2014 which identified a number of issues. This review was considered by Scrutiny Boards 2 and 5.
- 1.6 A range of services make up the Coventry CAMHS provision and are commissioned covering four tiers. These services are described in (table 1) below.

Table 1. Coventry CAMHS

Tier	Description	Service & Provider	Funded by	Annual Value
Tier 1: Universal Services	Primary mental health support to address low level issues.	Integrated Primary Mental Health Service (managed by the LA)	LA, CCG and Dedicated Schools Grant	£280k
Tier 2: Targeted	Targeted early intervention services to prevent emerging issues from escalating.	Reach & Journeys services (Mind in partnership with Relate)	LA	£297k
Tier 3: Specialist	Specialist services to address moderate to severe mental health needs.	Specialist CAMHS (CWPT)	CCG (to cover Coventry and Rugby)	£3.5 million

Tier 4: In-patient	In-patient admissions for the most severe presenting needs.	Various	NHS England	-
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1.7 Locally there are two key work streams progressing to deliver improvement in services:

- 1) Drive improvement in the current services.
- 2) Redesign CAMHS Services.

This paper addresses the process to redesign services.

1.8 Redesigning CAMHS Services

1.9 The purpose of this work stream is to develop a long-term sustainable solution to improved CAMHS services across all the agencies commissioning these services.

1.10 In the context of current and predicted demand, resource constraints relevant across health and social care, and the national policy, commissioners have recognised the need to redesign CAMHS services across all the tiers and agencies. To do this, organisations must work together, recognising that it is not within the gift of one agency to improve mental health, and that mental health is ‘everyone’s business’ (No Health Without Mental Health, 2011).

1.11 Therefore, five commissioning organisations who commission CAMHS services across Coventry and Warwickshire came together in February 2014 to form a ‘CAMHS Redesign Project’. The organisations driving the project are: Coventry and Rugby CCG, South Warwickshire CCG, Warwickshire North CCG, Coventry City Council and Warwickshire County Council. The Project Board is chaired by South Warwickshire CCG.

1.12 The key progress to date has been developing a potential outcomes framework which sets out the key outcomes to be commissioned, and what is required in terms of prevention, early help and specialist support.

1.13 The focus of the redesign has been co-producing a new model with stakeholders. Leading national mental health charity and expert champions, Young Minds, were commissioned to deliver the coproduction work with stakeholders to influence the new model. A key challenge for the re-design team is to balance the demand for support and recommendations on how the service can be improved with the resources available to deliver the services.

2. Options considered and recommended proposal

2.1 The issues previously reported to Scrutiny Board 2 and 5 present in the CAMHS system have been addressed through additional funding to increase capacity, a plan to address issues arising from the 2014 Peer Review findings and developing new operational pathways. While commissioners could seek to continue managing through this action on an on-going basis, the fundamental challenge of increasing demand, changing needs, and complex commissioning arrangements would still exist. Therefore Cabinet Member is recommended to:

- 1) Note the findings from the engagement work with stakeholders undertaken to date.
- 2) Support the progression of the initial findings in the development of a final model to be developed and delivered within available resources.

3. Results of consultation undertaken

- 3.1 To date the following activity, led by Young Minds, has taken place:
- Young people's workshops - 35 participants
 - Parent/ carer workshops - 21 participants
 - Workshops with referrers and professionals - 66 participants
 - On line survey - 151 responses
 - Co-production workshops consisting of a mix of young people, parents/carers, referrers and providers
- 3.2 Young Minds have reported six key themes arising from the stakeholder groups as summarised below:
- 3.3 **System** – The experience of young people and parents suggests a fragmented system with poor communication between services and with service users. The importance of services working together better and at an earlier stage was stressed by all groups. Transition and information sharing issues suggest the need for a 0-25 pathway approach.
- 3.4 **Mental health promotion** – Whatever the age and at whatever stage in a pathway, better promotion of mental health including information, identification and early support was seen as a priority. A greater role and input from universal services and particularly schools was commonly requested.
- 3.5 **Navigator role** – Having a mental health problem and needing help from the system is often a confusing and daunting experience. The number of services and therefore people involved in children's lives, and the changing staff within any one service, is an issue. Parents and young people want help to understand, access, challenge and manage their support. They would like this from one consistent person who sticks with them for as long as needed.
- 3.6 **Resilience** – Many of the outcomes identified come under a 'resilience' umbrella e.g. being able to cope; learn; aspire; manage feelings; have healthy relationships; sense of control; solve problems; navigate to resources; etc. All groups including professionals and service providers wanted to see a system-wide, resilience-focused approach across the tiers and age range.
- 3.7 **Integrating service delivery e.g. Hub style provision** – Professionals suggested models for providing more than one service in one location which can make access to a range of services easier such as service hubs. This kind of model was well received by young people and parents as they talked about the need for more bespoke, flexible provision based closer to the community and able to provide age-appropriate responses. The geography of some areas may require an adaptation based on the principle of integrated operations e.g. a 'virtual hub' for rural areas.
- 3.8 **Outcomes** - Outcomes which are important to young people and parents have been developed. The framework of outcomes suggested is broad and includes individual and social outcomes which are not entirely within the sole 'influence' of services i.e. some are also impacted through family, community, school and other resources. Some are public mental health outcomes and will be impacted through a broad range of contextual and situational factors and inputs.
- 3.9 In concluding their work, Young Minds are refining the draft outcomes framework through prioritising the outcomes and key requirements with stakeholders, so the outcomes and requirements of young people that matter the most can be met within the available resources.

4. Timetable for implementing this decision

- 4.1 The commissioning proposal and new specifications will be drafted by the end of May 2015. Due to the level of spend, proposals will require approval from cabinet and from CCG Governing bodies in summer 2015 with a view to new services being in place from April 2016.

5. Comments from Executive Director, Resources

Financial implications

- 5.1 Funding for the Local Authority element of the CAMHS service for 2015/16 is £607k. This is made up of £528k core funding, £50k Dedicated Schools Grant funding and a £29k contribution from the Clinical Commissioning Group.
- 5.2 Coventry and Rugby CCG contribute approximately £3.6m annually and have committed additional funding on a non-recurrent basis in 14/15 and 15/16.
- 5.3 By 2016 Coventry City Council will have had its government funding cut by nearly half since 2010 and further reductions of approximately £50million in the years 2015/16 to 2017/18. The health economy faces similar pressures – by 2021 there will be an estimated £30billion funding gap in the NHS due to increased demand for services. Each CCG must find efficiencies to meet the budget gap.
- 5.4 In the Chancellors recent budget statement (18th March 2015) it was announced that there will be £1.25bn of fresh funding nationally over 5 years to treat 110,000 children with mental health issues in England. This will provide an additional £250m a year from 2015/16. As yet, details have not been released as to how this funding will be allocated but any additional resource will be included within the funding envelope for future commissioning of services.
- 5.5 Although there is significant pressure on CAMHS services, detailed in national reports, any future commissioning proposals will need to be delivered within the available resources and any requests for increased funding levels will need to be considered by the appropriate organisations in the context of its overall budget plan.

5.6 Legal implications

Where tendering is required as a result of the review, the process will need to be managed within the context of the Public Contracts Regulations 2015.

6 Other implications

- 6.1 **How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?**

Supporting vulnerable young people is a priority of Coventry City Council. The work detailed will enable young people with mental health to be better supported.

- 6.2 **How is risk being managed?**

Risk and performance of Specialist CAMHS is overseen by the Coventry and Rugby CCG Clinical Quality Review Group and Contract Operational Meeting. These groups formally

address and monitor issues or concerns arising. Early intervention services are overseen by the Local Authority, while NHS England commission tier 4 provision.

6.3 What is the impact on the organisation?

None.

6.4 Equalities / EIA

An Equality and Consultation Analysis will be completed to accompany the final proposals. However the whole ethos of co-producing the model through the work led by Young Minds is to ensure that stakeholders have contributed to designing a model that is accessible and meets the specific needs of children and young people with mental health or emotional wellbeing needs.

6.5 Implications for (or impact on) the environment

None.

6.6 Implications for partner organisations?

The key partner organisations impacted on are Coventry and Rugby CCG as lead commissioner for specialist mental health services and Providers such as Coventry and Warwickshire Partnership Trust who provide the Specialist CAMHS service. Targeted services in table 1, such as Journeys and Reach are also in scope of the review.

Report author(s):

Name and job title:

Alan Butler – Joint Commissioning Manager

Directorate:

People

Tel and email contact:

024 7683 3577

alan.butler@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Other members				
Names of approvers for submission: (officers and members)				
Finance: Richard Adams	Lead Accountant	Resources	19.03.15	25.03.15
Legal: Rosalyn Lilley	Senior Solicitor	Resources	25.03.15	25.03.15
Director: Peter Fahy	Assistant Director	People	18.03.15	20.03.15

Members: Name				

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Say redesign led by Coventry and Warwickshire CCG



Cabinet Member Children and Young People

7 April 2015

Name of Cabinet Member:

Children and Young People, Councillor Ed Ruane

**Director Approving Submission of the report:
Executive Director People**

**Ward(s) affected:
All**

Title:

Recommendations from the Education and Children's Services Scrutiny Board (2) Task and Finish Group on Fostering

Is this a key decision?

No

Executive Summary:

Following a decision at their meeting on 22 October 2014, the Education and Children's Services Scrutiny Board agreed to establish a task and finish group to look in more detail at the "offer" made to foster carers to support the on-going recruitment and retention of in-house foster carers.

It was recognised by the Board that not only was the recruitment of more in-house foster carers important, there was a need to improve the financial and support "offer" in order to retain existing foster carers.

The task and finish group considered the following areas:

- Local Context and Background
- Feedback from Foster Carers
- Marketing and Recruitment Strategy
- Improving the "Offer" to Foster Carers – Skills Fee Per Child
- Council Tax rebate/reduction
- Non-financial support offer including professional development
- Foster Friendly Employer Policy

Recommendations:

The Cabinet Member Children and Young People is recommended to accept the following recommendations from the Education and Children's Services Scrutiny Board.

- 1) That the proposed fee structure for a skills fee per child is implemented following consideration of feedback from foster carers. *(This has already been agreed further to the Cabinet Member Children and Young People minute 27/14)*

- 2) Review the end of year statement and advice provided to foster carers for fostering income and tax implications, to ensure foster carers can easily extract the relevant information for their annual tax returns.
- 3) That additional research and monitoring is done on:
 - a. the affect that any potential drop in income has on the number of staying put places offered to young people over 18,
 - b. the number of young people who would like to stay put and aren't able to as their carers don't offer staying put places,
 - c. the statutory requirements and associated funding implications of staying put places.
- 4) That a council tax rebate for Foster Carers in Coventry is not considered at this time.
- 5) That the Council pursue becoming a Fostering Friendly Employer, ensuring that this is additional to any other family friendly policy the Council may have.
- 6) That crèche availability whilst training for Foster Carers should be investigated. Existing childcare provision should be the preferred option and 2 year old entitlement should also be considered.
- 7) To support the Foster Care Support Offer focused on a "team around the child" approach.
- 8) To strengthen the team around the child ethos and ensure everybody understands the value and responsibilities of each other's roles.
- 9) To explore opportunities to influence national social work training programmes to support this culture shift.
- 10) That the "team around the child" approach is used to appraise social workers.
- 11) That the Education and Children's Service Scrutiny Board consider the policy statement on delegations before it goes to the Cabinet Member, at their first meeting of the Municipal Year 2015/16.

List of Appendices included:

Appendix 1 – Report from the Task and Finish Group on Fostering

Other useful background papers:

Cabinet Member report 3 March 2015

[Annual Statement of Payments to Coventry City Council Foster Carers](#)

Has it been or will it be considered by Scrutiny?

The recommendations and report from the task and finish group have been considered by the Education and Children's Services Scrutiny Board at their meeting on 26 March 2015

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Recommendations from the Education and Children’s Services Scrutiny Board (2) Task and Finish Group on Fostering

1 Context (or background)

- 1.1 Following a decision at their meeting on 22 October 2014, the Education and Children’s Services Scrutiny Board agreed to establish a task and finish group to look in more detail at the “offer” made to foster carers to support the on-going recruitment and retention of in-house foster carers.
- 1.2 It was recognised by the Board that not only was the recruitment of more in-house foster carers important, there was a need to improve the financial and support offer to support the retention of existing foster carers.
- 1.3 At their meeting on the 22 October, the Board received an update from Officers, including at the end of September 2014 there were 617 looked after children (LAC).
- 428 were in foster care – representing 69% - (excludes 35 children with Connected Persons).
 - 150 of these children were placed with an in-house foster carer. This represents 24% of the LAC population.
 - As of 20 October 2014 there were 150 fostering households. They had a total 194 placements available. Some households were approved for a second place but only if it is a sibling group. There was an additional 62 second place sibling group placements.
 - When calculating vacancies these extra places should not be counted as they can only be filled in certain circumstances. 18 children that are in placement are in these second place sibling group placements, so for the purpose of calculating a vacancy rate these are excluded from the 150 children in placement.
 - There are therefore 62 placement vacancies. These include carers who are on hold; second (non-sibling) placements that cannot be used as a result of the needs of the child in placement; and staying put children (i.e. those over the age of 18).
- 1.4 A detailed benchmarking exercise with a number of Local Authorities (LA’s) to look at LAC placements has been undertaken. The table below details the analysis of this information as at March 2014.

Local Authority[^]	LAC per 10,000 (March 14)	% of LAC Fostering Placements	% of LAC Internal Fostering (includes connected persons)	% of LAC External Fostering
Coventry	87	70.8%	30.5%	40.3%
Nottingham	92	71.4%	34.1%	37.2%
Peterborough*	80	86.2%	52.2%	34.0%
Staffordshire	56	74.9%	48.6%	26.3%
Nottinghamshire	51	75.9%	46.1%	29.8%
Derby*	77	74.2%	40.4%	33.7%
Stoke	98	55.8%	35.2%	20.6%
Leicestershire	34	83.3%	60.7%	23.0%
Warwickshire+	62	71.2%	53.3%	17.8%

[^] Information has been provided by each Local Authority, so we are unable to verify the accuracy

* Statistical neighbours with Coventry

+ Warwickshire information is as at January 2014

- 1.5 This comparison shows that Coventry has low provision of internal foster care and high provision of external foster care compared to other LA's – particularly statistical neighbours. In addition, it demonstrates that Coventry has a higher usage of external residential placements.
- 1.6 For the financial year 2013/14 it was calculated that internal foster placements had a unit cost of £19,000 compared to an external placement cost of £40,000.
- 1.7 Therefore, Coventry's reliance on external placements (40.3% of LAC in external placements) puts the authority under financial pressure, not only to reduce the total number of looked after children, but also the number of those placed externally.

2 Options considered and recommended proposal

- 2.1 Members of the task and finish group considered current performance reports as well as current proposals to improve the offer to Foster Carers.
- 2.2 Members also welcomed the contributions from representatives of the Coventry Fostering Network, who were able to present information from a foster carer perspective.
- 2.3 The task and finish group considered the following areas:
 - Local Context and Background
 - Feedback from Foster Carers
 - Marketing and Recruitment Strategy
 - Improving the "Offer" to Foster Carers – Skills Fee Per Child
 - Staying put placements for looked after children over 18.
 - Council Tax rebate/reduction
 - Non-financial support offer including professional development
 - Foster Friendly Employer Policy
- 2.4 More details on the information and discussions that took place at the task and finish group meetings can be found in Appendix 1.

3 Results of consultation undertaken

- 3.1 Representatives from the Coventry Foster Carers Network were part of the task and finish group, as well as there being on-going consultation with foster carers on specific aspects of the work, such as the skills fee per child and the Foster Care Support Offer.
- 3.2 Foster Carers and Looked After Children will also be represented on the Fostering Operational Group in future so will be able to input into any further discussions on improvements to services.
- 3.3 Where appropriate, detailed consultation with foster carers will take place in relation to the different elements of the recommendations.

4 Timetable for implementing this decision

- 4.1 The Education and Children's Services Scrutiny Board request an update on progress of implementation of these recommendations in October 2015, 6 months of them being accepted by the Cabinet Member.

5 Comments from Executive Director, Resources

5.1 Financial implications

The financial implications of moving to a fee per child were set out in the Cabinet Member Report that went to Cllr Ruane at his meeting on the 3rd March 2015. This report can be accessed via the following link:

<http://democraticservices.coventry.gov.uk/documents/s22316/04%20-%20Annual%20Statement%20of%20Payments%20to%20Coventry%20City%20Council%20Foster%20Carers.pdf>

We are currently in the process of re-launching the policy and payment structure for 'Staying Put' in line with national guidance and statutory requirements. This will be taken to a Cabinet Member meeting in the new municipal year.

Any other financial implications as a result of the recommendations in this report will be delivered within the existing financial resource of the Fostering Service.

5.2 Legal implications

No legal implications

5.3 HR implications

Should the Council become a Fostering Friendly Employer, the development of options for changes to the HR Policy will be required so that employees, should they become foster carers, are appropriately supported by the organisation. Any policy would take account of current employment legislation, existing terms and conditions, family friendly policies and Trades Union consultation.

6 Other implications

None

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

Locally Committed – Improving the quality of life for Coventry people...especially for our most vulnerable residents by protecting and supporting our most vulnerable people through keeping children and adults safe from harm.

Delivering our priorities - Maximising the use of our assets; reducing operating costs.

6.2 How is risk being managed?

By implementing these recommendations, the financial risk to the organisation is reduced by increasing the supply of internal foster placements and reducing spend on more expensive independent fostering agencies.

By implementing these recommendations, the reputational risk to the organisation is reduced by improved relationships between the local authority and foster carers.

By implementing these recommendations, the risk of harm to vulnerable children is reduced by more stable and improved placements for looked after children.

6.3 What is the impact on the organisation?

The implementation of these recommendations should result in the recruitment and retention of in-house foster carers for the placement of looked after children. This, in turn, should reduce spend on more expensive independent fostering agencies.

By recognising the professional status of foster carers in Coventry and becoming a Foster Friendly Employer, the organisation's reputation will improve and raise our profile locally, regionally and nationally.

6.4 Equalities / EIA

There should be no equality impact from the implementation of these recommendations. Services to looked after children will be improved by better and more stable foster placements.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

There should be improved relationships between the local authority and the Coventry Foster Carers Network.

Report author(s):

Name and job title:

Gennie Holmes, Scrutiny Co-ordinator

Directorate:

Resources

Tel and email contact:

024 7683 1172

gennie.holmes@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Suzanne Bennett	Governance Services Officer	Resources	10/3/15	
Sara Roach		People	10/3/15	25 th March 2015
Liz Gosling		People	10/3/15	
Jivan Sembi		People	10/3/15	
Lynne Bassett		Resources	10/3/15	
Rachel Brown		People	10/3/15	
Adrian West		Resources	11/3/15	11/3/15
Names of approvers for submission: (officers and members)				
Finance: Rachael Sugars		Resources	10/3/15	25/3/15
Legal: Julie Newman		Resources	11/3/15	11/3/15
Human Resources: Marion O'Brien		Resources	11/3/15	17/3/15
Director: Brian Walsh	Executive Director	People	25/3/15	25/1/15
Members: Cllr Jayne Innes	Chair SB2		10/3/15	

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REPORT OF THE EDUCATION AND CHILDREN'S SERVICES SCRUTINY BOARD (2) TASK AND FINISH GROUP ON FOSTERING



March 2015

Report of the Education and Children’s Services (2) Scrutiny Board Task and Finish Group on Fostering

March 2015

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Forward by the Chair of the Task and Finish Group – Councillor Jayne Innes

When the Education and Children’s Services Scrutiny Board were considering their work programme for the year, we were very keen to look in more detail at fostering services and what was being done to improve the offer to our own foster carers.

Foster carers are an important asset to our city and are vital in ensuring the well-being of some of our most vulnerable children and young people. As Corporate Parents, elected members have a duty to safeguard and promote the life chances of looked after children, and by having good in-house fostering services we can support this.

My thanks go to the Council officers who have contributed to this work and to the elected members on the task and finish group. A word of special thanks must be made to the foster carers, who gave up their time to come and share their experiences which were a valuable insight into the day to day life of being a Council foster carer.

Councillor Jayne Innes

Chair – Education and Children’s Services Scrutiny Board



1 Introduction

- 1.1 Following a decision at their meeting on 22 October 2014 the Education and Children's Services Scrutiny Board agreed to establish a task and finish group to look in more detail at the "offer" made to foster carers to support the on-going recruitment and retention of in-house foster carers.
- 1.2 It was recognised by the Board that not only was the recruitment of more in-house foster carers important, but to improve the "offer" to existing foster carers, both financial and support to retain those foster carers once recruited.

2 Local Context and Background

- 2.1 At the end of September 2014 there were 617 looked after children (LAC).
 - 428 were in foster care – representing 69% - (excludes 35 children with Connected Persons)
 - 150 of these children were placed with an in-house foster carer. This represents 24% of the LAC population.
 - As of 20/10/14 there were 150 fostering households. They had a total 194 placements available. Some placements were approved for a 2nd place but only if it is a sibling group. There was an additional 62 2nd place sibling group placements.
 - When calculating vacancies these extra places should not be counted as they can only be filled in certain circumstances. 18 of our children in placement are in these 2nd place sibling group placements, so for the purpose of calculating a vacancy rate these are excluded from the 150 children in placement.
 - There are therefore 62 placement vacancies. These include carers who are on hold; 2nd (non-sibling) placements that cannot be used as a result of the needs of the child in placement; and staying put children (i.e. those over the age of 18).
- 2.2 A detailed benchmarking exercise with a number of Local Authorities (LAs) to look at LAC placements has been undertaken. The table below details the analysis of this information as at March 2014.

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[^] Information has been provided by each Local Authority, so we are unable to verify the accuracy

* Statistical neighbours with Coventry

+ Warwickshire information is as @ January 2014

- 2.3 This comparison shows that Coventry has low provision of internal foster care and high provision of external foster care compared to other LA's – particularly statistical neighbours. In addition, it demonstrates that Coventry has a higher usage of external residential placements.

- 2.4 For the financial year 2013/14 it was calculated that internal foster placements had a unit cost of £19,000 compared to an external placement cost of £40,000.
- 2.5 Therefore Coventry's reliance on external placements (40.3% of LAC in external placements) puts the authority under financial pressure, not only to reduce the total number of looked after children, but also the number of those placed externally.

3 Feedback from Foster Carers

- 3.1 A Foster Carers survey was undertaken during 2014. A total of 57 responses were received from foster carers. This represents 39% of the 147 foster carers registered at that point.
- 3.2 The key areas explored were whether they felt that they would consider extending their provision and what aspect of the support offered was important to them. They were also asked whether they wished to become more involved with the service improvement plans
- 3.3 When asked whether Foster Carers would "consider extending their approval category to increase the number and age range of the children they care for": 21 foster carer households (37%) of those surveyed said yes they would, 15 said they would not (26%) and 15 responded 'not now' (26%). In order to enable carers to extend their category of approval a range of practical support would be required such as extending their homes or bigger car or support in developing their skills or an improved financial package. There is a review of each of the identified foster carer households underway to maximise the potential of this growth in placements.
- 3.4 The survey also asked foster carers to consider what the key elements of support they considered to be important. The responses outlined the following key areas:
 - An improved training offer.
 - Better communication and support from the child's social worker.
 - More robust supervision from the supervising social worker and foster home reviews.
 - Resolution of the finance issues
 - Mileage
 - Discretionary payments
 - Reducing delays in payments
 - Allowance in line with fostering network rates
 - Fostering fee per child
- 3.5 The recommendation of the task and finish group should go some way to addressing these areas.

4 Marketing and Recruitment Strategy

- 4.1 Members of the task and finish group received information about the current recruitment campaign for foster carers.
- 4.2 Members heard that everyone has experienced a childhood and most people are able to think about particular positive recollections of 'what childhood should mean'. These thoughts are often simple moments which are more about empathy and linked to our senses and invoke a strong emotional reaction.
- 4.3 From initial research often these memories have common themes, such as den building, the seaside, gran's house, riding bikes and feeling free. For people for whom childhood was challenging they may also have a strong reaction to think

about what childhood should be about and how they could make a difference for a child to have positive experiences.

- 4.4 The theme appeals to both inward and outward (altruistic) motivations as it simply demonstrates the fun children should have, and how potential carers can help achieve positive experiences for children. Conversations with foster carers show this is a key reason for fostering, and continuing to foster. It also shows what fun you can have 'reliving' these moments with children, that childhood is fun!
- 4.5 The campaign also overcomes potential barriers to fostering as it demonstrates that childhood, and providing for children, is fundamentally something we can all do, and we all know what is like to be a child - and it is simple things that actually make a difference and stay in our memories. Seasonal variations of themes (seaside, snowballs etc.) allow images and messages which are more likely to engage people at different points of the year.

Image 1 – promotional postcards



- 4.6 There is also a Facebook campaign which Members were encouraged to sign up to, as well as information distributed through different media outlets.
- 4.7 Detailed Mosaic analysis has been used to inform direct marketing to those households that fit the profile of the types of families that are more likely to foster with the local authority.
- 4.8 Councillor Taylor also spoke to the task and finish group about his role as Fostering and Adoption Champion, particularly in involving employers to support their employees and promoting fostering and adoption through the work place. Severn Trent has joined with the Council in a bid to get more people to consider fostering within the city.



Image 2 – Cllr Ruane, Rachel Brown, Cllr Lucas and Rob Salmon from Severn Trent

5 Improving the “Offer” to Foster Carers – Skills Fee Per Child

- 5.1 Members received a report containing details of a revised fee structure for Foster Carers, based on a skills fee per child.
- 5.2 Coventry currently pays a fee per household and this is out of line with other Local Authorities and Independent Fostering Agencies whose fee structure is based on the number of children. The purpose of the proposed change is to make fostering with Coventry a more attractive prospect and comparable to independent agencies and neighbouring authorities.
- 5.3 The additional cost of achieving this is £647,000, which is accounted for in the Medium Term Financial Strategy.
- 5.4 Foster Carers were consulted on the proposed changes and the feedback was positive. The single fee per child has been universally applauded by foster carers as a really positive move forward, bringing Coventry more in line with other agencies and authorities. A number of foster carers commented about how this would encourage them or other carers to consider additional placements.
- 5.5 Members at the Task and Finish group were concerned about the tax implications of the proposed changes and requested that information was clear for any consultation events about the proposed changes. The end of year statement for fostering income to each foster carer should be clear as to what amounts received are taxable and therefore shown on the foster carers annual tax return.
- 5.6 The Members of the task and finish group supported the proposed changes in fees following consideration of feedback from foster carers which was considered by the Cabinet Member at his meeting on 3 March 2015. The briefing note that went to the Education and Children’s Service Scrutiny Board on 12 February 2015 can be found at Appendix A
- 5.7 There was also discussion by the group about the change in income associated with staying put places, as foster carers officially become young people’s landlords,

if young people stay on beyond their 18th birthday, and can collect housing benefit as rent. There are several implications for foster carers of this, mainly the reduction in income between the fees and what can be claimed for with staying put places.

6 Council Tax rebate/reduction

6.1 Members considered the approach that had been taken in Camden where foster carers receive a Council Tax rebate. Camden had reported an increase in enquiries about fostering since the rebate was introduced, however Members were not confident that this could be attributed solely to the rebate rather than any other aspect of a recruitment campaign. Also there was no evidence to suggest that enquiries translated into increased recruitment. Considering the costs of a Council Tax rebate it was not recommended that this was a policy that the Council consider at this moment in time.

7 Non-financial support offer including professional development

7.1 Members heard that the offer to support Foster Carers would be based upon the “team around the child” model. It would incorporate the Foster Carers voice and go hand in hand with the fee per child offer (see section 5 above). There will be a formal process for consultation on the document with foster carers through supervising social workers.

7.2 The “team around the child” model recognises the professional status of the foster carer in the support for the child or young person, alongside the children’s social worker and the supervising social worker.

7.3 This model needs to be replicated at all levels of the organisation including senior management. There will also be a roadshow which will take the new model of working out to different services such as the Looked After Children’s Education Service.

7.4 The Fostering Operational Group will now also have representation from both foster carers and looked after children through the Voices of Care. This also replicates that “team around the child” model

7.5 The Foster Care Support Offer document is currently in the final stages of being developed, but it covers the following areas:

- i) Training and Development
- ii) Therapeutic Support
- iii) Delegation of Authority
- iv) Support from Health and Education partners

7.6 Members heard that clarification on delegation of authority would be most welcomed by foster carers, as this can often be an area that can affect positive relationships between carers, children and social workers.

7.7 Members also heard that there is a requirement for a formal delegations policy statement which has to be signed up to by the Lead Member for Children’s Services and the Director.

7.8 Members requested further input into this policy statement.

8 Foster Friendly Employer Policy

8.1 Members of the group heard information about the scheme in Cumbria to be a Foster Friendly Employer.

8.2 Fostering Friendly Employers (FFE) is a project which local authorities can lead on involving businesses and media partners in raising awareness for foster carers in their area. It is an opportunity for employers (starting in-house) to offer additional benefits to their employees if they are approved as foster carers within a geographical boundary.

8.3 Fostering Friendly Employers may provide an opportunity for employees to get involved in fostering as it increases leave and absence opportunities so that employees may be able to work alongside fostering more easily. Cumbria's policy reads:

“Up to 5 days (pro-rata for part-time staff) additional paid leave of absence per year can be granted to any member of staff undertaking training related to their role as a foster carer (or applicant foster carer). It is a non-contractual benefit that can be awarded or withdrawn at any time, and is awarded according to the circumstances of each case.”

8.4 The Cumbria case study demonstrated that the main advantages of Fostering Friendly Employers project were:

- High levels of media (for Cumbria this was the local newspaper group) coverage of fostering (circa £60,000 value at zero cost)
- A good way to engage with businesses regarding fostering and have access to their internal communications
- Raise awareness and 'myth bust' regarding fostering and employment
- Companies enjoyed increased media presence, reputation enhancement and use of FFE 'logo' on letters etc.

8.5 Members considered that this was something that the Council should pursue; particularly encouraging larger employers in the city such as Jaguar Land Rover, the Universities and Severn Trent, initially. Members also felt that this should be additional to, rather than run alongside any other family-friendly policies.

9 Recommendations

9.1 The task and finish group recommend to the Cabinet Member Children and Young People:

- 1) That the proposed fee structure for a skills fee per child is implemented following consideration of feedback from foster carers. *(This has already been agreed further to the Cabinet Member Children and Young People minute 27/14)*
- 2) Review the end of year statement and advice provided to foster carers for fostering income and tax implications, to ensure foster carers can easily extract the relevant information for their annual tax returns.
- 3) That additional research and monitoring is done on:
 - a. the affect that any potential drop in income has on the number of staying put places offered to young people over 18,
 - b. the number of young people who would like to stay put and aren't able to as their carers don't offer staying put places,
 - c. the statutory requirements and associated funding implications of staying put places.
- 4) That a council tax rebate for Foster Carers in Coventry is not considered at this time

- 5) That the Council pursue becoming a Fostering Friendly Employer, ensuring that this is additional to any other family friendly policy the Council may have
 - 6) That crèche availability whilst training for Foster Carers should be investigated. Existing childcare provision should be the preferred option and 2 year old entitlement should also be considered.
 - 7) To support the Foster Care Support Offer focussed on a “team around the child” approach
 - 8) To strengthen the team around the child ethos and ensure everybody understands the value and responsibilities of each other’s roles.
 - 9) To explore opportunities to influence national social work training programmes to support this culture shift.
 - 10) That the “team around the child” approach is used to appraise social workers.
- 9.2 The task and finish group also recommend to the Education and Children’s Service Scrutiny Board that they consider the policy statement on delegations before it goes to the Cabinet Member, at their first meeting of the Municipal Year 2015/16



Coventry City Council

Briefing note

To: Education and Children's Service Scrutiny Board

Date: 12 February 2015

Subject: Interim Recommendations from the Fostering Task and Finish Group

1 Purpose of the Note

- 1.1 To feedback interim recommendations from the Fostering Task and Finish group in support of a proposed skills fee per child for Foster Carers.

2 Recommendations

- 2.1 The Education and Children's Services Scrutiny Board are recommended to:

- 1) Support the proposed changes in the skills fee and allowances. More specifically, moving from a skills fee per household to a skills fee per child, for Foster Carers, as recommended by the Task and Finish Group.

3 Information/Background

- 3.1 At their meeting on 14th January 2015, the Fostering Task and Finish group received a report (Appendix 1) containing details and a revised fee structure for Foster Carers, based on a skills fee per child.
- 3.2 Coventry currently pays a fee per household and this is out of line with other Local Authorities and Independent Fostering Agencies whose fee structure is based on the number of children. The purpose of the change is to make fostering with Coventry a more attractive prospect and comparable to independent agencies and neighbouring authorities.
- 3.3 The additional cost of achieving this is £647k, which is accounted for in the Medium term Financial Strategy.
- 3.4 Foster Carers have been consulted on the proposed changes and the feedback can be found at Appendix 2. The single fee per child has been universally applauded by foster carers as a really positive move forward, bringing Coventry more in line with other agencies and authorities. A number of foster carers commented about how this would encourage them or other carers to consider additional placements.
- 3.5 Members at the Task and Finish group requested officers to be mindful of the tax implications of the proposed changes and to ensure the information is clear for any consultation events.
- 3.6 The Members of the task and finish group supported the proposed changes in fees following consideration of feedback from foster carers.

Gennie Holmes

Scrutiny Co-ordinator gennie.holmes@coventry.gov.uk

Appendix 1

Report to Task and Finish Group - Revised Fee Structure

1) Background

In the last 3 years, the number of internal foster placements has reduced from 198 in 2011/12 to expected 153 in 2013/14. Over the same time, children placed in external foster placements have risen from 172 to 274. Savings that had been expected from the FSR undertaken in 2012 have not materialised.

The cost of external placements, at £39k per placement per year, is more than double the cost of internal placements at £18k. The current expected overspend at quarter three is £1.3m (despite additional corporate resources). The capacity of in house fostering to meet the placement needs of a wide range looked after children, is contributing significantly to this position.

There is a financial savings target of £400k for 2015-16, to be delivered by securing an additional 19.35 placements from 15 households

It is in this context the Task and Finish Group was set up to review all aspects of the in house fostering service. Alongside this, a Fostering Steering Group has been meeting monthly to track progress with promised improvements to the service and the delivery of increase numbers of fostering households.

Set out below are key proposals to ensure Coventry continues to be competitive in respect to our neighbouring authorities and a number of independent fostering agencies who target Coventry households.

2) Changes in fees 2015-16

Skills fee per child

Coventry currently pays a fee per household and this is out of line with other Local Authorities and Independent Fostering Agencies whose fee structure is based on the number of children. The proposal is to move to a fee per child. The additional cost of achieving this is £647k, and this is accounted for in the Medium Term Financial Strategy.

Benchmarking data about the fees paid by other West Midland authorities is incomplete, open to interpretation, and it is difficult to explain how some of the schemes work.

Foster carers will be consulted during January 2015 about the proposal for moving to a fee per child. For households approved for one child there will be no change – however for those who take more than one child there will be a significant increase. This will mean Coventry will be in a strong position to meet the allowances paid by other providers whilst supporting carers who can take sibling groups

Increase in maintenance fee

All foster carers approved by Coventry City Council receive a 'maintenance allowance' for each of the children and/or young people in their care. This payment is made weekly and is intended to cover all costs associated with caring for a 'Looked After Child'.

Coventry is now in line with the rates recommended by the Fostering Network, as well as our close neighbours Solihull and Warwickshire. The recommended increase for 2015-16 is 1.8%, leading to an additional cost of £35k.

Realignment of 5 weeks additional payments

Coventry pays 5 additional weeks maintenance for holidays, birthdays and festivals. This is one week above the recommendation from the Fostering Network. The proposal, subject to further consultation with carers, is that the 5 week payment is maintained, but that 1 week is redefined as a clothing allowance.

Discretionary Payments

The current payment system provides for a number of discretionary payments to be made to foster carers to cover the exceptional costs of day to day care. These include initial clothing grants, school trips not covered by the pupil premium, furniture and range of enrichment activities. The plan is reduce the number of discretionary payments by confirming what the Local Authority will cover.

In 2013-14, costs for this type of spend through controcc (the fostering contract and payment system) were approximately £13k, however other payments are made by neighbourhood teams and these have been difficult to quantify since moving to Agresso due to changes in the coding of such payments. It is expected that such costs should be either stopped or controlled more effectively in future if the fee per child option is approved.

Children's Savings

There is an expectation that the carer will establish a savings account and encourage the child to save, however, there is no clear guidance about the amount expected. As each child who is looked after for more than 12 months has a Junior ISA opened by Central Government, the proposal is to ensure that once a child is looked after for this period a set fee per week is taken at source from the carers allowance and transferred to the Junior ISA that will be mature when the child turns 18. This will assist in meeting that range of costs facing care leavers.

Transport

The maintenance fee includes an element for transport costs, however in the past, carers have been able to claim additional transport costs for longer journeys and exceptional trips. This led to an inconsistent approach with some carers receiving full reimbursement and others none at all.

In November 2014, a new policy was introduced where carers may only claim for costs over and above 60 miles per week.

Costs for 2014/15 are estimated at £60k, and this is expected to fall to £40k in a full year from 2015/16 – a full year saving of £20k.

Table 1: Financial summary for 2015-16 (using controcc data at 05/01/15)

Summary of estimated expenditure on Internal Fostering Fees 2015-16	
Mainstream & Connected persons	
	£'000
Cost based on 2014-15 Rates	
Current placements at Quarter 3	3,201
Additional Placements & Carers recruited by end 2014-15	0
Total Forecast cost for 2015-16 based on 2014-145Rates	3,201
Estimated additional costs on propose increases	
Cost of 1.8% increase in maintenance allowances - existing placements	35
Cost of fee per child - existing placements	647
Cost of maintenance allowances - 19 new placements expected	211
Cost of fee per child - 19 new placements expected	228
Total Forecast Additional cost for 2015-16	1,121
Total forecast for 2015-16	4,322

Summary of additional costs:

- *The cost of the 1.8% increase in maintenance fee (£35k) may be covered though the inflation budget setting process, still in progress*
- The cost of the fee per child (£647k) is included in the MTFs (including the Connected Person cost of £25k)
- By the end of 2015-16, an additional 19 new internal foster placements are expected. The additional cost of £439k is expected to be offset by an equivalent reduction in external placements achieving a saving of £840k – overall saving of £401k

3) Summary

The financial changes proposed for fees (skills and maintenance) are assumed for 1st April 2015. Alongside this, we need to evidence the wider changes expected enabling an increase in internal foster placements. This work will also clearly define how we will reduce costs where possible, particularly if the financial package for carers increases through moving to a skills fee per child. A Cabinet Member report will be taken after consultations with carers, incorporating the areas outlined above. Service changes approved are expected to be implemented from 1st April 2015.

Eileen West – Finance

Liz Gosling – Family Placement Service

Appendix 2

Consultation – Interim Findings (Consultation closes 5th February 2015)

1) Overall Themes to date (30.1.15)

The Family Placement Service hosted 3 events for consultation with 28 foster carers. The three main items being consulted on were:

- i) Discretionary Payments
- ii) Compulsory Savings for Children
- iii) Fee Per Child Structure (including additional seasonal payments)
- iv) Further phone and paper based responses received before 5th February will complete consultation

i) Discretionary Payments

Foster carers agreed that discretionary payments are problematic and can cause delay, financial difficulties and social workers and managers may be seen to make decisions which are contradictory and confusing for carers. A system which gives a clear outline of what the department will (and won't) pick up was welcomed. A breakdown of what is expected to be paid from the child's allowance was also suggested in assisting the transparency and managing expectations.

It was also clear from conversations that carers claim or don't claim for different items and the thought was that clearer guidelines would increase confidence in our decision making and allow carers to make more informed choices with the children regarding leisure and hobbies or other potential expenditure.

Foster carers were asked about specific items and generally agreed with department suggestions although further support may be required in regard to outlining what is included in the allowance and who to escalate any concerns with schools allocation of pupil premium

ii) Compulsory savings for children

Coventry City Council is introducing compulsory savings for children who have been looked after for over 12 months. The options presented were a flat rate per child (suggested at £10 per week) or a % related to the child's allowance.

The carers had mixed views on this with most preferring the flat rate, but some preferring the % of allowance to therefore increase with the child's age. Some felt that £10 per week was too high and suggested £5 a week more reasonable.

This would be collected at source (from the carer's allowance) with an opportunity for additional amounts to be paid. This was agreed as a good way forward (to minimise administration for carers and to ensure that carers with any birth children in the family did not feel over-pressured to do the same for their children if this was problematic) Concerns were raised related to setting up an ISA, and eligibility for children with ISAs or Child Trust Fund Accounts already. The service will advise further on this.

iii) Fee Per Child Structure

Has been universally applauded by foster carers as a really positive move forward, bringing Coventry more in line with other agencies and authorities. A number of foster carers commented about how this would encourage them or other carers to consider additional placements.

Only concerns were regarding the tax implications for foster carers and the service has made it clear that although we cannot give tax advice we can speak to the fostering network or other suitable tax advisor and we will arrange sessions (potentially at the foster carers conference) before the end of the financial year to work through any issues and concerns.

iv) Festival/ Holiday and other Payments

It was suggested to foster carers that the 5 week payments for holiday, festivals and birthdays were kept, but one of the holiday weeks being changed to being a clothing allowance – this was generally accepted with some people preferring to keep the 3 weeks holiday allowance. Carers were also consulted on changing the payments to be divided by 52 and included in the weekly allowance payments. Foster carers could see the reasoning behind this (to reduce administration) but generally felt that it would be problematic, particularly for time-limited placements as children may move just before or after a payment had been made which would cause problems for carers and potentially animosity within the foster caring community.

Overall, with the exception of some long term carers, foster carers did not want to move to a payment over 52 weeks.

2) Next steps

Full report to be completed by 10th February with full analysis of consultation responses and subsequent proposed decisions

Rachel Brown
30.1.15

Appendix B Members of the Task and Finish Group

Elected Members

Cllr Jayne Innes (Chair)

Cllr Sucha Bains

Cllr Joe Clifford

Cllr Julia Lepoidevin

Cllr Mal Mutton

Cllr Ken Taylor (as Adoption and Fostering Champion)

Coventry Foster Carers Network

Neil Wilkinson

Pauline Sexton

Denise Winford

Council Officers

Carl Bainbridge -

Lynne Bassett -

Rachel Brown –

Liz Gosling –

Gennie Holmes – Scrutiny Co-ordinator

Sara Roach -

Jivan Sembi -

Rachael Sugars -

Appendix C Scoping Document

Title of Review topic	
Foster Carers Review	
Objectives	
What does the Board/Task and Finish Group hope to achieve by considering the topic?	<ul style="list-style-type: none"> • A revised/refreshed vision for the City Council's aspirations for accommodation for LAC • A revised and agreed offer to Council Foster Carers to improve the recruitment and retention rates, which will reduce the need for the Council to use independent agencies and as a consequence reduce costs to the Council. • Better uses of existing Foster placements; to reduce the vacancy rate and to ensure Foster Carers feel valued.
What will be the indicators of success?	<ul style="list-style-type: none"> • A revised and agreed "offer", including clear finance details, clear effective routes of communication and clear Foster Carer journey. This needs to clearly set out what the Local Authority expects from Foster Carers and what they can expect in return. • A more targeted marketing and communication strategy to attract and retain foster carers. • Reduction in the vacancy rate of current foster places. • Improved response rate to Foster Carers questionnaire • Improved satisfaction levels from Foster Carers to the service they receive.
When will the review be evaluated?	A Fostering Score card has been developed which will provide regular information on the various different parts of the foster care process/system. This will inform a report to SB2, 6 months after the initial report has been accepted by the Cabinet Member. (October 2015)
Scope	
What will be included in the scope of the review?	The current offer to Council Foster Carers compared to the current offer to Independent Foster Carers Vacancy rates with existing foster carers Foster carers journey
What will be excluded from the scope?	Other areas of the Fostering Service i.e. social work recruitment, details of recruitment campaigns for Foster Carers.
Methodology	
How will the review be carried out? e.g. surveys, site visits, select committees etc.	Evidence from Council officers, financial information, evidence from foster carers, evidence from foster agencies
Barriers and Risks	
What are the barriers and risks to the review?	Financial implications may restrict what recommendations are affordable
How can these be managed/overcome?	Ensuring an appropriate finance officer is involved with the task and finish group

Equality and Diversity	
Does the review have any potential implications for Equality and Diversity? (race, gender (including transgender), disability, sexual orientation, age, religion or belief, poverty, looked after children)	<p>Foster Carers should reflect the profile of the city. Any “offer” should ensure that protected groups, particularly any already underrepresented groups are not excluded or disproportionately impacted.</p> <p>This review will directly affect LAC; the aim is for them to have more stable placements for the time they are in care, leading to more effective outcomes.</p>
Timescales and reporting procedure	
List any key dates/events which might impact on the timescales of the review	
Anticipated number of meetings	4/5
Scrutiny Board portfolio	Education and Children’s Services
Cabinet Member portfolio	Children and Young People
Anticipated reporting date to Scrutiny Board	26 th March 2015
Anticipated reporting route – Cabinet Member/Cabinet	Cabinet Member (CYP) meeting 7 th April 2015
Report of.....	Education and Children’s Services Scrutiny Board
Comms involvement	Yes – Carl Bainbridge

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Cabinet Member for Children and Young People

07 April 2015

Name of Cabinet Member:

Children and Young People – Councillor Ruane

Director Approving Submission of the report:

Director of Public Health

Ward(s) affected:

All

Title:

Under 18 conceptions, current situation in Coventry

Is this a key decision?

No

Executive Summary:

Coventry has worked hard to embed a downward trend in the under 16 and 18 conception rates since the implementation of the national Teenage Pregnancy Strategy in 1998 which stated that Coventry should reduce its rate by 55% as it was much higher than other areas whose target was 50%.

The Coventry under 16 and under 18 conception rates continue to be higher than the National and West Midlands average. However, three year moving average data suggests that the city is sustaining a downward trend in the under 16 and 18 conception rates. Three year moving average data is used to smooth out short-term fluctuations and highlight longer-term trends, particularly where small numbers are involved (as is the case with teenage conceptions).

Coventry had a much higher rate of teenage conceptions than many other local authorities in the West Midlands by 2008, but since then has shown a decrease in rates, which has been faster than the decrease in national rates. Coventry City Council and wider partners continue to maintain a focus on reducing the rate of teenage conceptions through provision and ongoing review of services, but importantly also through looking at how all children and young people, including those most vulnerable, can be supported to lead healthy and fulfilling lives.

Recommendations

For the Cabinet Member for Children and Young People to note the review of the current data available regarding teenage pregnancy in Coventry, and to endorse the actions outlined in the summary of this paper, aimed at continuing to reduce the teenage conception rate in Coventry.

List of Appendices included:

None

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

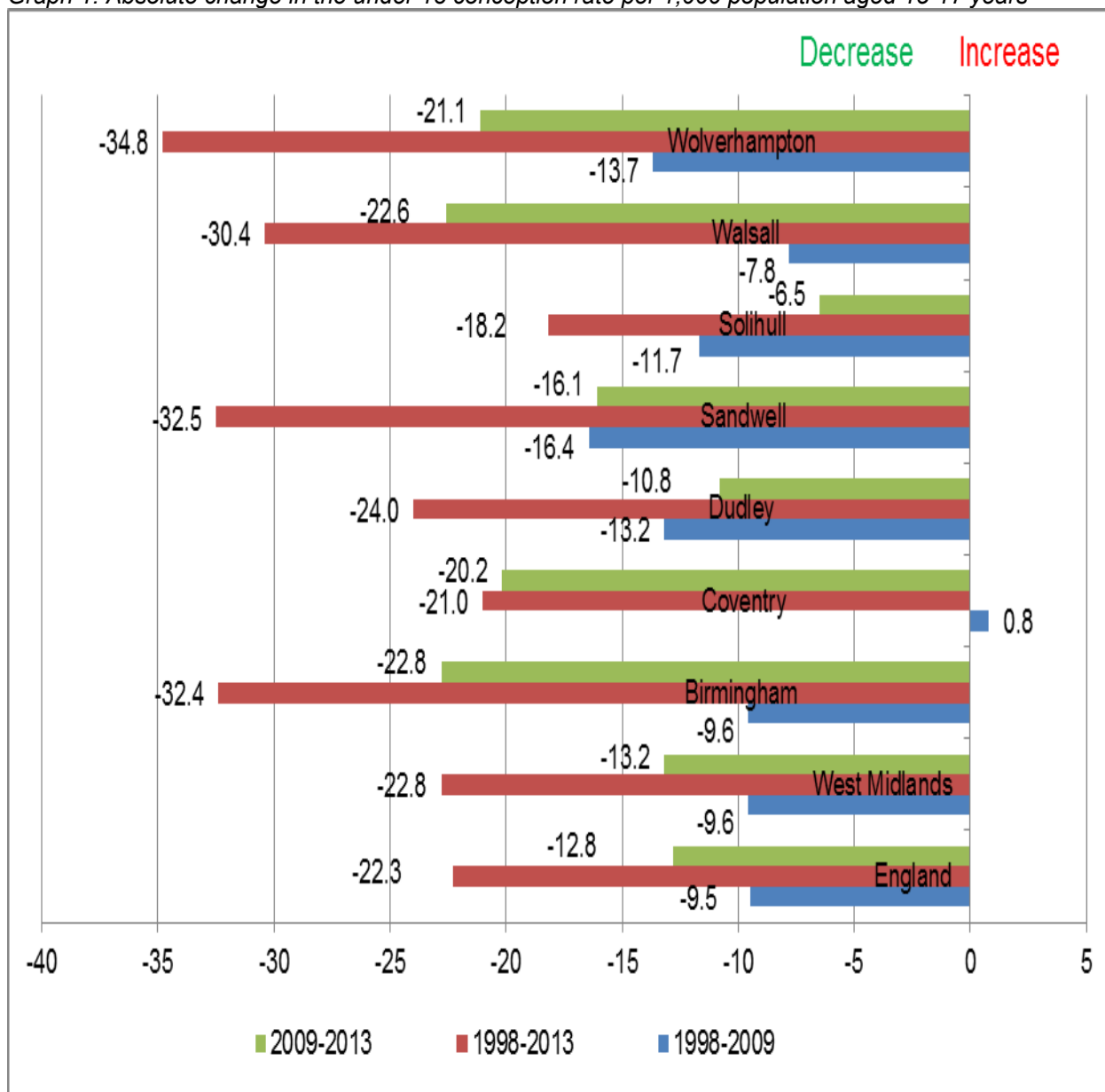
No

Report title: Teenage Pregnancy current situation in Coventry March 2015

1. Context (or background)

1.1 Coventry has worked hard to embed a downward trend in the under 16 and 18 conception rates since the implementation of the national Teenage Pregnancy Strategy in 1998. In 2009 Coventry was demonstrating a 0.8/1000 increase in its under 18 conception rate whilst all other West Midlands areas were demonstrating decreases. The chart below demonstrates that Coventry has made good progress in reducing its under 18 conception rate since 2009.

Graph 1: Absolute change in the under 18 conception rate per 1,000 population aged 15-17 years

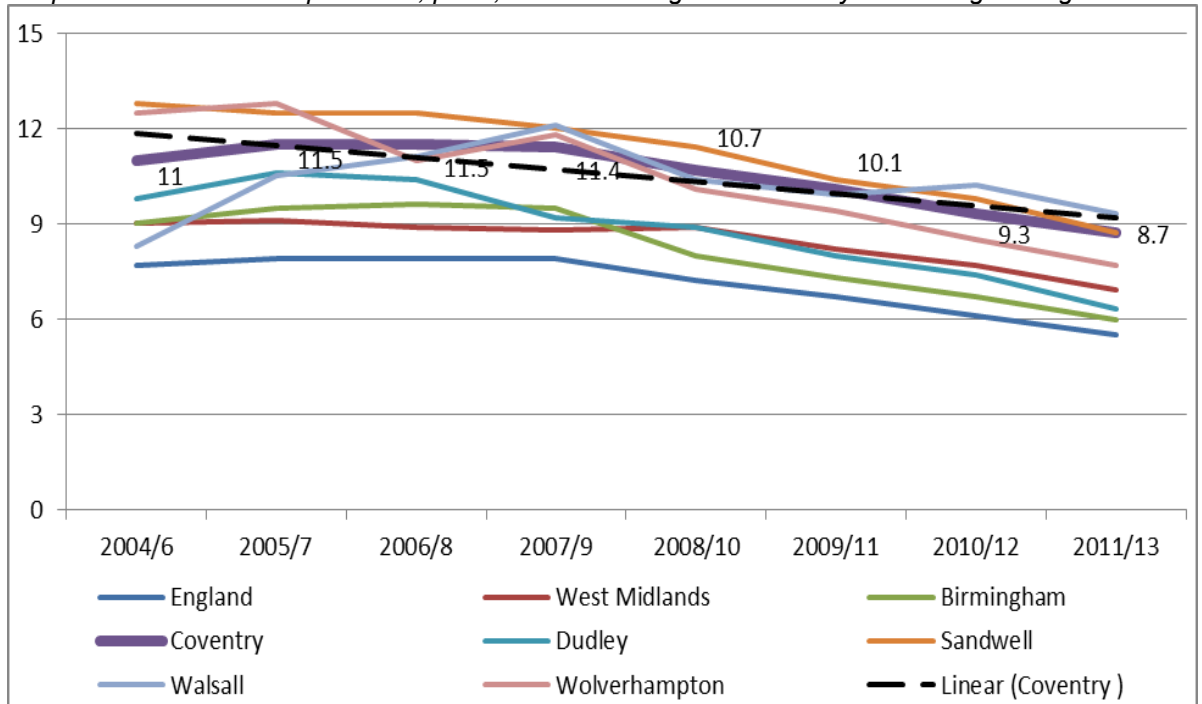


The current under 16 (joint 28th worst nationally) and under 18 (9th worst nationally) conception rates are higher than the National and West Midlands average. However, three year moving average data suggests that the city is sustaining a downward trend in the under 18 and under 16 conception rates.

1.2 Under 16 conception rate

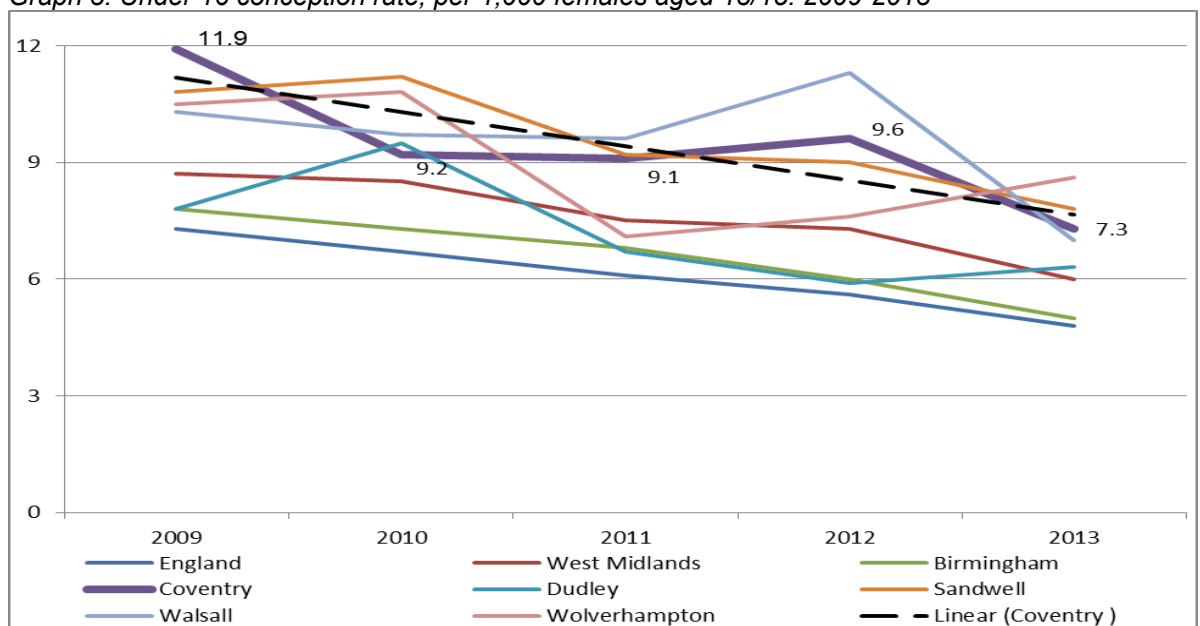
Graph 2 demonstrates that the three year moving average under 16 conception rate in Coventry is continuing to decrease from 11.5 in the years 2006/8 to 8.7 in 2011/13.

Graph 2: Under 16 conception rate, per 1,000 females aged 13/15 – 3 year moving average



In recent years individual year under 16 conception data has been available. Graph 3 demonstrates that a small increase in 2012 was superceded by a 2013 decrease to demonstrate a significant reduction in the under 16 conception rate. The number of under 16 conceptions in 2012 was 52, in 2013 it was 38. The linear line demonstrates a sustained decrease in the rates and is suggestive of a change in the peer and social norm, where young parenthood was viewed as normal behaviour in particular groups and areas of the city.

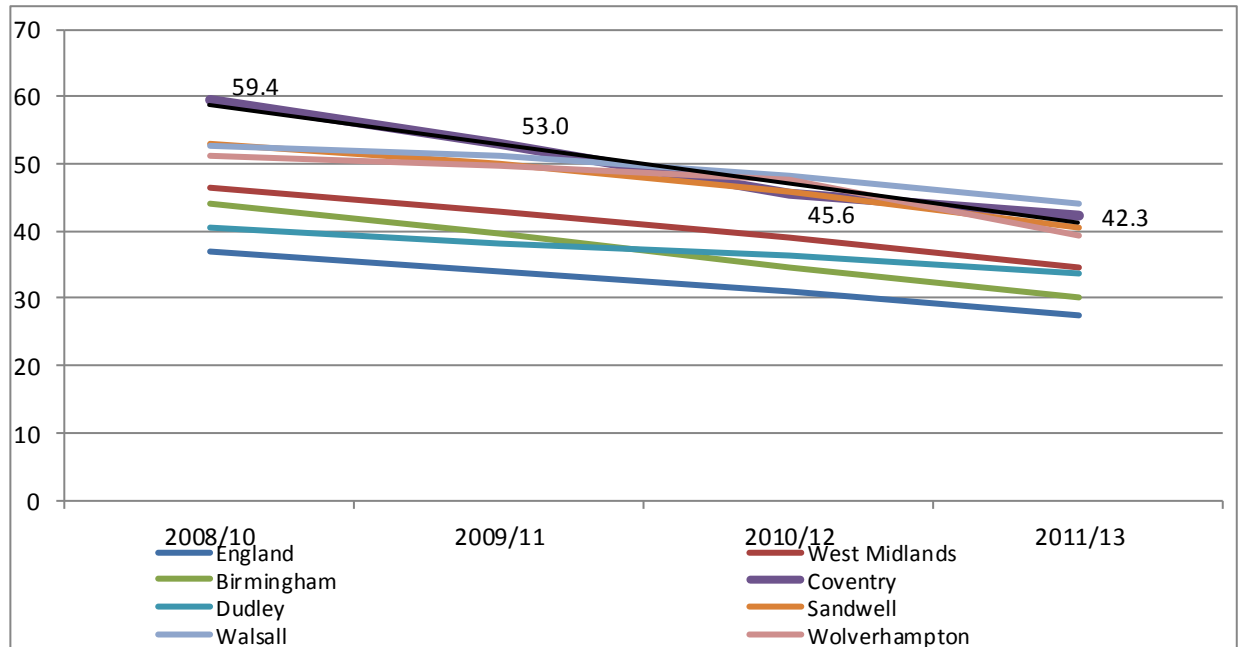
Graph 3: Under 16 conception rate, per 1,000 females aged 13/15: 2009-2013



1.3 Under 18 conception rate

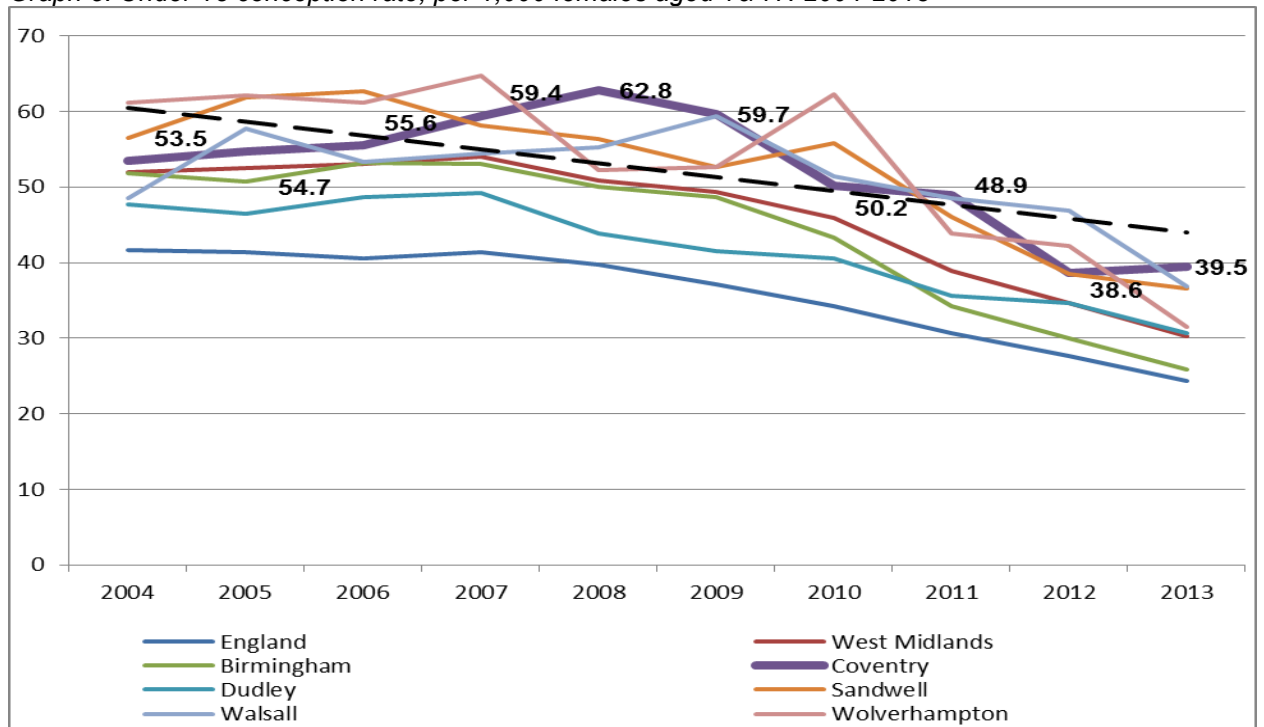
Graph 4 demonstrates that the under 18 three year moving average conception rate in Coventry is continuing to decrease, from 59.4 in the years 2008/10 to 42.3 in the 2011/13.

Graph 4: Under 18 conception rate, per 1,000 females aged 16/17: three year moving average



Graph 5 demonstrates a small increase in the under 18 conception rate in 2013, in actual numbers this was an increase of one conception. However, the graph demonstrates peaks and troughs across the region over time with only Birmingham demonstrating a sustained decrease. The linear line and graph 3 suggest Coventry is sustaining its decrease in the rates over time.

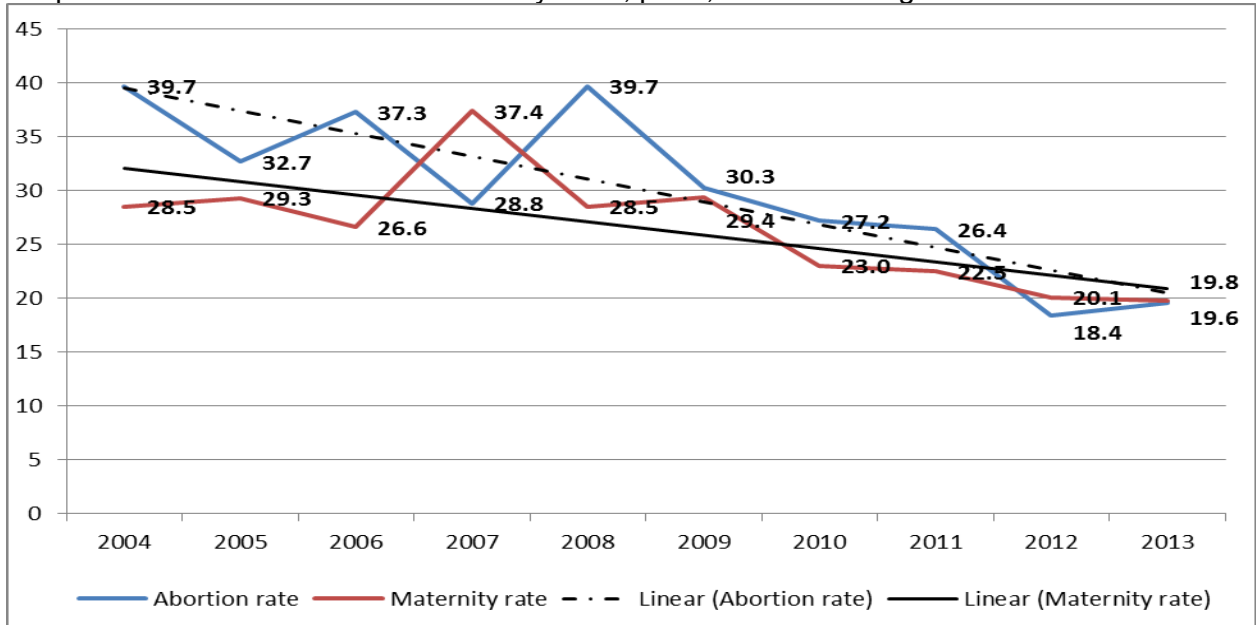
Graph 5: Under 18 conception rate, per 1,000 females aged 16/17: 2004-2013



1.4 Under 18 abortion and maternity data

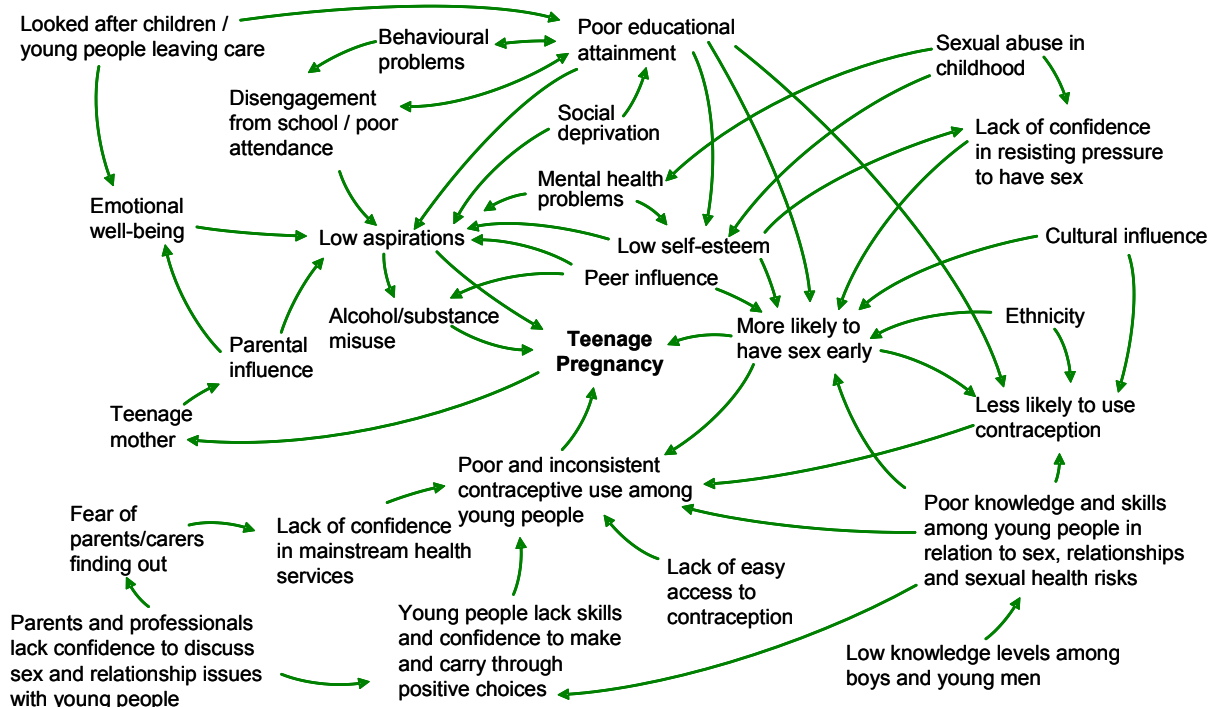
Graph 6 demonstrates that the increase in the 2013 under 18 conception rate was due to an 1.2/1000 increase in abortions and not live births which decreased by 0.3/1000. The peaks and troughs apparent in the first half of the decade smooth out over the latter half and the linear lines demonstrate a sustained decrease in both the abortion and maternity rates.

Graph 6: Under 18 abortion and maternity rates, per 1,000 females aged 16/17: 2004-2013-



1.5 Progress towards embedding the national under 18 conception good practice model

Research has demonstrated that under 18 conceptions are associated with a wide range of complex factors as demonstrated in the diagram below:



A 2009 review of practice in Coventry by the National Support Team stated that the city should implement the following evidence based model in order to decrease the number of under 18 conceptions:



Understanding the ongoing need, the actions being taken in Coventry under each of the above headings is set out below:

Strategic leadership and accountability – The recent retender of sexual health services in Coventry includes, as part of a “prime contractor model” the strategic management of a range of sexual health services: the main integrated sexual health service, the C-card (free condoms and Chlamydia screens), the 49 GP Long Acting Reversible Contraception (LARC) contracts and the 31 contracts with pharmacies as part of the ASC (Advice on Sexual Health in Coventry) scheme (provision of emergency hormonal contraception, pregnancy tests and Chlamydia screens). The design of the service was driven by public/service user and professional consultation, as well as a desire to reduce fragmentation and improve co-ordinated delivery. Further, the redesign of the service includes a new approach to the use of information technology in communicating with young people and allowing increased access to services through provision of a new online booking system.

The service will be supported by a “city-wide” Sexual Health Action Plan which is currently in development after two February consultation meetings attended by 71 individuals, including GPs, pharmacists, school nursing services, youth services, Councillors and young people. The Sexual Health Action Plan will be monitored by a programme board (to be established) and a key priority will relate to contraception and under 18 conceptions. An examination of the West Midlands under 18 conception data demonstrates that Birmingham has had a sustained decrease. It is understood that Birmingham attribute this to a strong contraception action plan, thus we will undertake a fact finding visit to Birmingham, as well as engaging with other comparable local authorities who have seen such decreases. We know that provision of long acting reversible contraception to young people in primary care in Coventry is decreasing, on the background of increases nationally.

Relationship and Sex Education (RSE) in and outside of school settings – Standard lesson plans have been provided to all primary, secondary and special educational needs schools. The

use of the lessons was audited between 2010 and 2012 and demonstrated a significant increase in the delivery of RSE. However, the reduction in manpower in the Local Authority means that the support for schools has reduced significantly, although schools may fund RSE support through their increased budgets. In 2014 all secondary schools were offered three safe sex assemblies/year group sessions and C-card registrations by the Respect Yourself programme.

Scheduled

Scope out with Children's Service colleagues what support schools/teachers would find helpful to ensure teachers are adequately prepared to deliver RSE.

Work alongside other public health and Children's Service colleagues as part of a secondary school pilot aimed at looking at what an integrated approach to empowering children and young people should be, to include sexual health.

Support for parents to discuss relationships and sex - The "Having Difficult Conversations" course was delivered to 135 individuals in 2014/5. An adapted course to support parents with children under 5 which includes the NSPCC PANTS campaign (early identification of child abuse) is being piloted in the North West of the city, with roll out scheduled for 2015, if effective.

Scheduled

A "Let's Talk About Sex" campaign in August 2015 is proposed, to encourage the city to talk about relationships and sex, supported by the launch of parental e-training to encourage effective conversations about relationships and sex and the re-launch of the knowledge based www.besavvy.org.uk website which is currently being upgraded to make it more accessible to young people.

Young people friendly contraceptive services and condom schemes - The You're Welcome standards are principles to support service delivery suitable for young people. Mystery shopping was undertaken in 2012/13 which demonstrated that the majority of sexual health services including the Integrated Sexual Health Services were suitable. As outlined above, the redesign of sexual health services also looked at a number of ways in which sexual health services and advice could be made more accessible to young people, particularly through the use of IT.

Training on relationships and sexual health for health and non-health professionals - The Relationship and Sex Education training continues to be mandatory for Coventry City Council staff working with children and young people. Approximately 290 professionals from the voluntary and statutory sectors were trained in 2014/5 to be able to identify and support young peoples' sexual health issues in 2014/15.

Advice and access to contraception in non-health youth settings - The C-card provides free condoms to under 25s in Coventry. The scheme is delivered in 190 venues many of which are non-health youth settings. However, pharmacists are the most accessed venues. In 2014/5 over 3,500 young people registered to use the scheme.

Scheduled

Integrated Sexual Health Service – Under the new contract the service will provide accessible outreach clinics which enable access to both contraception and sexually transmitted infection testing/treatment services. The location of these outreach clinics/services is currently being scoped, but they are expected to be flexible, and based on changing need, and have already started in supported accommodation.

Targeted prevention for young people at risk - Compass Aspires provides behavioural change support to young people identified as at risk of substance misuse, poor sexual health and poor/coercive relationships to avoid escalation requiring greater levels of intervention. At a targeted level a scoping exercise was undertaken to identify agencies likely to be working with young people at risk of teenage pregnancy and regular co-location sessions were established in

services such as Child and Family First. External evaluation undertaken by Coventry University has demonstrated that the service makes a statistically significant difference to at risk behaviours and attitudes. In addition, the British Pregnancy Advisory Service supports under 18s to access Long Acting Reversible Contraception and other forms of contraception following termination of pregnancy. Public Health are currently supporting the three CCGs in Coventry and Warwickshire in the proposed retendering of these services, which will include a number of new sexual health good practice requirements going forwards.

Scheduled

The funding for the Aspires service has been extended for one year whilst commissioners examine the need for a holistic service which incorporates the Aspires with early intervention for mental health.

Communicating strong messages to young people – We recognise the importance of increasing use of the C-card Facebook page and the BeSavvy website in order to promote messages to our key audiences. A recent approach to this has been the launch of a competition for young people to develop a safe sex song. The winning song was chosen by young people using the C-card Facebook page and was produced by the Northbrook Boys from Coundon Court School. The song was produced into a video and screened at the Transport Museum and posted on Youtube. The C-card Facebook page went from 64 followers to 786 followers as a direct result of this. The lead singer of the band was nominated for a national sexual health award and the video is now embedded in the NHS Choices website. Facebook is also used to promote services to young people for example, an ASC advert (free pregnancy testing and the morning after pill to young people) was viewed by 27,504 young people in two weeks and 675 people clicked on or shared the post and there was an increase in the Facebook followers of c-card.

Scheduled

The Integrated Sexual Health Service and the Respect Yourself programme must develop a Health Promotion Plan to be monitored via the Sexual Health programme board. The redesign of sexual health services built health promotion in as an important element of delivery, and specified that services need to work with a range of partners to deliver the important outcomes we want from good sexual (and wider) health promotion activities.

Strong use of local data - The Sexual Health Programme Board will agree the output and outcome data necessary to monitor the delivery of the Sexual Health Action Plan including the newly tendered service. In addition, an ambitious data dashboard has been created through which to monitor Sexual Health Service provision and outcomes in the City. This is available on request.

RSE and contraception support for young parents - The two full-time Teenage Parent Midwives working with Public Health (funded through the CCG) are currently working to map out a pathway of care (within existing services) which enables teenage parents to make positive choices about their health. This includes discussion of and promotion of the importance of contraception.

Scheduled

The Sexual Health Action Plan to include sustainable contraception provision for teenage parents, to include working with the Family Nurse Partnership (voluntary programme for young mothers under the age of pregnancy – supporting them during pregnancy and until their children are aged 2).

Everybody's Business - The DCSF and DoH (2013) Teenage Pregnancy Strategy: Beyond 2010 cites a range of research demonstrating the importance of education and aspiration to the reduction of teenage pregnancy. We recognise the multifactorial nature of this problem, and thus continue to work with partners both within the council and outside of the council (examples are

highlighted in this report) with the aim of improving the lives of children and young people as a whole, through thinking of our services not through the lens of organisational or professional boundaries, but through thinking about the “offer” we need to make to children and young people to support and empower them to make the right choices and fulfil their potential.

To summarise, the key areas of ongoing action required to maintain a sustained decrease in teenage conceptions are as follows:

- 1) Understanding the work of other local authorities who have shown sustained decreases in order to influence our action
- 2) Ensuring ongoing access (including on an outreach basis) to contraceptive services and promotion of those services
- 3) Establishing a focus on contraception (particularly long-acting methods) and teenage pregnancy as a priority for the Sexual Health Programme Board (to be set up) to monitor
- 4) Looking at potential improvements to RSE delivery and development (as part of a wider system offer for children and young people) and delivery of a sexual health promotion plan for the City.
- 5) Working to support the implementation of the new Integrated Sexual Health Service contract in Coventry, with its ambitious expectations regarding management of the whole “sexual health system” through use of a prime contractor model, including the innovative use of IT, and provision of outreach services to improve access to services and communication with young people.

2. Options considered and recommended proposal

- 2.1 The proposal put forward is for the current paper to be noted by the Cabinet Member for Children and Young People and for the key areas of ongoing action outlined above to be endorsed.

3. Results of consultation undertaken

- 3.1 *Not applicable*

4. Timetable for implementing this decision

- 4.1 A number of the actions are ongoing, but the focused actions will be completed within the financial year 2015/16

5. Comments from Executive Director, Resources

5.1 Financial implications

In 2015/16 Public Health is budgeted to spend £3,630,000 for integrated sexual health services, and £190,000 for the Aspires Early Intervention Service (reducing lifestyle vulnerabilities in young people), both of which support the teenage pregnancy agenda. This is funded from the Public Health grant. In addition, the local CCG funds termination of pregnancy services and the teenage parent midwife programme. NHS England fund the Family Nurse Partnership. All of these programmes support the teenage pregnancy agenda. The actions set out in this report will be funded from existing resource.

5.2 Legal implications

Since the transfer of Public Health functions to Local Authorities in April 2013 the City Council has had a public health responsibility for the commissioning of sexual health services, as well as a wider responsibility for advising on and delivering programmes aimed at reducing teenage pregnancy

6. Other implications

Not applicable

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

Not applicable

6.2 How is risk being managed?

Not applicable

6.3 What is the impact on the organisation?

Not applicable

6.4 Equalities / EIA

Not applicable

6.5 Implications for (or impact on) the environment

Not applicable

6.6 Implications for partner organisations?

Not applicable

Report author(s):

Name and job title:

Jane Craig, Respect Yourself Programme Manager
Nadia Inglis, Consultant in Public Health

Directorate:

Chief Executives

Tel and email contact:

024 7683 4996

Jane.craig@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Suzanne Bennett	Governance Services Officer		25/03/15	
Jane Craig	Respect Yourself Programme Manager	Chief Executive's	Author	
Nadia Inglis	Consultant in Public Health	Chief Executive's	Author	
John Forde	Consultant in Public Health	Chief Executive's	17/03/15	17/03/15
Jane Moore	Director of Public Health	Chief Executive's	17/03/15	19/03/15
Names of approvers for submission: (officers and members)				
Finance: Rachael Sugars		Resources	19/03/15	26/03/15
Legal: Julie Newman		Resources	19/03/15	23/03/15
Director: Jane Moore		Chief Executive's	17/03/15	17/03/15
Members: Name				

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7th April 2015

Name of Cabinet Member:

Cabinet Member for Children and Young People – Councillor E. Ruane

Director Approving Submission of the report:

Executive Director of People

Ward(s) affected:

None

Title:

Workforce Development for Children's Social Care: An update

Is this a key decision?

No

Executive Summary:

This report provides the Cabinet Member for Children and Young People with an update on the progress being made against workforce development actions within the Children's Services Improvement Plan and also provides an update on learning and development strategies and interventions which are planned and currently taking place across our Children's Social care workforce.

The Council is committed to investing in its Children's social care workforce to ensure that the learning, training and development needs are both agreed and met through a variety of different approaches whether that be by learning by doing, facilitated learning, reflective practice, coaching and/or mentoring.

Over the past 18 months a range of learning & development programmes have been offered to our Children's social care workforce and we need to continue to ensure that all learning and development interventions moving forward are linked to our Ofsted Improvement Plan, feedback from the supervision process, our performance management/appraisal process, observations of practice and our internal quality assurance audit mechanisms. Workforce reform and development is a major element in improving outcomes for children, young people and families.

Recommendations:

The Cabinet Member for Children and Young People is requested to:-

1. Approve the approach currently been adopted by Workforce Services with regard to the Learning and Development strategy being adopted for our children's social care workforce.

List of Appendices included:

Appendix 1: Children's Social Care Learning and Development Calendar.

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Workforce Development for Children's Social Care: An update

1. Context

- 1.1 Elements of Children's Services at Coventry City Council were judged to be 'inadequate' by Ofsted following an inspection of its 'services for children in need of help and protection, children looked after & care leavers' which took place in February 2014.
- 1.2 The Council's Ofsted inspection report found that although "*training is widely available to staff, including specialist training to develop skills and expertise.....*" it was clear that as a provider of Children's Services we also needed to ensure that any learning and development interventions put in place are targeted, needs led, fit for purpose and ultimately enhance the practice of social workers and their managers – in essence there is a need to ensure that learning and development across children's social care in Coventry is effective and keeps our children safer.
- 1.3 On the 17th December 2014 a paper was presented to the Children's Services Improvement Board outlining progress made against actions within the Improvement plan 2015/16 in addition an update on learning & development interventions planned to take place from January 2015 was also presented.
- 1.4 This paper provides a further update on progress made since January 2015.

2. Options considered and recommended proposal

- 2.1 Steady progress is being made against all Workforce Development actions within the Improvement Plan with a number of actions having now been completed.
- 2.2 The skills audit and training needs analysis (TNA) which included our Children's social care workforce has been completed. Learning & Development interventions have been arranged to cover key emerging themes.
- 2.3 A range of learning & development sessions such as 'Life Story Work', Child Protection Training for NQSW, Working with Children and Young People who Display Harmful Sexual Behaviour, Child Observation and Child Protection Refresher have already been made available and delivered to Children's social care staff.
- 2.4 A range of learning & development interventions are booked for April 2015; Managing Social Work Performance, Chronology & Recording, Care Planning, Reflective Supervision Skills, Putting Analysis into assessment, Child Sexual Exploitation, Domestic Violence and Impact on Families and will be on-going throughout the year. **(Note appendix 1)**
- 2.5 A Children's Workforce Development Strategy is being written and will be presented at the Children's Improvement Board on 22nd April 2015. The strategy will focus on our future workforce; recruitment and retention measures including any outcomes resulting from our exploration of a proposal to 'Grow Our Own Social Workers' and how we manage support and develop our staff.

3. Results of consultation undertaken

- 3.1 Consultation on the learning and development interventions and their implementation has been on going with the Children's Social Care Management Team and the Principal Social Worker for Children's Services. Consultation has also taken place via regular attendance at Management Team Meetings, Quality Assurance Monthly Meetings, Audit Meetings and Improvement Board Meetings.

4. Timetable for implementing this decision

Delivery of all learning and development interventions
Children's Workforce Development Strategy.

Jan 2015 - March 2016
April 2015

5. Comments from Director of Finance and Legal Services

5.1 Financial implications

The budget for training and development is managed within Human Resources and Workforce Services Division, and the funding implications within this report will be resourced from within existing budget.

5.2 Legal implications

None

6. Other implications

None

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

The on-going learning & development interventions contained within this paper and their overall implementation for our Children's social care workforce will assist in ensuring that Children's social care in Coventry is effective and keeps our children safer.

6.2 How is risk being managed?

Failure to provide adequate learning & development support which is able to evidence improvements in practice will have a significant impact on achieving good outcomes for children, young people and families across the City. Therefore the learning & development offer must ensure that it is fit for purpose, needs led and supports our Children's social care staff to improve their practice.

6.3 What is the impact on the organisation?

A Children's Workforce that is trained and supported to achieve the best possible outcomes for children and young people is crucial if the organisation and the services that we deliver are to continuously improve.

6.4 Equalities / EIA

There is no change in policy or service proposed and therefore no equality impact assessment is required

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

None

Report author:

Grace Haynes
 Head of Workforce Transformation
 HR & Workforce Services
 Resources Directorate
 024 76835042
 Grace.haynes@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Grace Haynes	Head of Workforce Transformation	Resources Directorate	25/03/15	25/03/15
Other members				
Names of approvers for submission: (officers and members)				
Brian Walsh	Executive Director	People Directorate	25/03/15	25/3/15
Shokat Lal	Assistant Director - HR & Workforce Services	Resources Directorate	25/03/15	25/03/15
Rachael Sugars	Finance Manager	Resources Directorate	25/03/15	23/03/15
Julie Newman	Legal Services	Resources Directorate	25/03/15	25/03/15
Councillor E Ruane	Cabinet Member for Children and Young people		23/03/15	23/03/15

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Children's Social Care Learning and Development Calendar

January 2015 – March 2015

Course	Start Date	Duration	Venue	Trainer
Safeguarding for Foster Carers	Jan 7 th	½ day	SCDC*	Kay Galsworthy
Life Story Work **	Jan 9 th	½ day	SCDC*	Julia Davis
Paediatric First Aid Day 1 of 2	Jan 10 th /24 th	1 day	SCDC*	John Hillier
Paediatric First Aid Day 1 of 3	Jan 12/13/14 th	½ day	SCDC*	John Hillier
Child Protection Training for NQSW	Jan 13 th /14 th	2 days	Trinity Room 2	Ruth Dalzell
DVRIM Tool	Jan 14 th	½ day	The Pod*	Joy Johnson & Julia Carson
Therapeutic Parenting	Jan 15 th	1 day	SCDC*	Julia Davis
Induction to Moving Children On	Jan 16 th	1 day	SCDC*	Julia Davis
Therapeutic Parenting	Jan 16 th	1 day	SCDC*	Julia Davis
Equality and Diversity	Jan 22 nd	½ day	SCDC*	Kay Galsworthy
DVRIM Tool	Jan 22 nd	½ day	Trinity Room 1	Danielle Barnett & Kath Webberley
Child Protection Training for NQSW	Jan 27 th /28 th	2 days	Trinity Room 2	Ruth Dalzell
DVRIM Tool	Jan 29 th	½ day	Trinity Room 1	Joy Johnson & Claire Wood
Child Observation	Feb 5 th	1 day	Drapers Room	Ruth Dalzell
Child Protection Refresher	Feb 12 th	1 day	Diamond Rm 2	Gordon Jelley
Life Story Work **	Feb 12 th	½ day	SCDC*	Julia Davis
Life Story Work **	Feb 19 th	½ day	SCDC*	Julia Davis
Child Protection Training	Feb 23 rd /24 th	2 days	Drapers Room	Ruth Dalzell
Working with Children and Young People who Display Harmful Sexual Behaviour **	Feb 27 th	1 day	Trinity Room 2	Richard Reynolds
Life Story Work **	Mar 20 th	½ day	SCDC*	Julia Davis
Life Story Work **	Mar 26 th	½ day	SCDC*	Julia Davis
Substance Misuse	Mar 31 st	1 day	CCC*	CW Recovery Partnership



April 2015 – August 2015

Course	Start Date	Duration	Venue	Trainer
Managing Social Work Performance	April 8 th	1 day	Drapers Room	Safron Rose
Chronology & Recording **	April 17 th	1 day	tbc	In-Trac
Child Sexual Exploitation (CSE – Emotional)	April 24 th	½ day	Committee R1	LoudMouth
Reflective Supervision Skills **	Apr 28 th /29 th	2 days	DET Suite	Janet Lee
Putting Analysis into assessment **	Apr 30 th	1 day	DET Suite	Janet Lee
Substance Misuse	April 30 th	1 day	CCC*	CW RP
Domestic Violence and Impact on Families	April 30 th	1 day	Drapers Room	Valley House
Chronology & Recording **	May 28 th	1 day	tbc	In-Trac
Child Sexual Exploitation (CSE – Emotional)	May 18 th	½ day	Committee R1	Loudmouth
Domestic Violence and Impact on Families	May 7 th	1 day	Drapers Room	Valley House
Thresholds, complex risk assessment and the CP process	May 20 th /21 st	2 days	Drapers Room	Janet Lee
DVRIM Tool	21 May	½ day	tbc	CFF Team
Substance Misuse	May 27 th	1 day	The Pod*	CW RP
Using authoritative practice with challenging and hard to help families	May 22 nd	1 day	Drapers Room	Janet Lee
Substance Misuse	Jun 25 th	1 day	CCC*	CW RP
Child Sexual Exploitation - Prevention, Protection & Investigation	June 15 th	1 day	tbc	Safe and Sound
Child Sexual Exploitation - Prevention, Protection & Investigation	June 16 th	1 day	tbc	Safe and Sound
Child Sexual Exploitation - Prevention, Protection & Investigation	June 17 th	1 day	tbc	Safe and Sound
Child Sexual Exploitation (CSE – Emotional)	July 13 th	½ day	Committee R1	Loudmouth
Domestic Violence and Impact on Families	June tbc	1 day	tbc	Valley House
Child Sexual Exploitation - Prevention, Protection & Investigation	July 14 th	1 day	tbc	Safe and Sound
Child Sexual Exploitation – Prevention, Protection & Investigation	July 15 th	1 day	tbc	Safe and Sound
Chronology & Recording **	June 26 th	1 day	tbc	In-trac
Chronology & Recording **	July 14 th	1 day	tbc	In-trac
Child Sexual Exploitation – Prevention, Protection & Investigation	July 16 th	1 day	tbc	Safe and Sound
Substance Misuse	July 30 th	1 day	The Pod*	CW RP
Substance Misuse	Aug 26 th	1 day	CCC*	CW RP



September 2015 – March 2016

Course	Start Date	Duration	Venue	Trainer
Reflective Supervision Skills **	Sept 1st	1 day	tbc	Janet Lee
Putting Analysis into assessment **	Sept 2 nd	1 day	tbc	Janet Lee
Care Planning	Sept 3 rd	1 day	tbc	In-Trac
Care Planning	Sept 4 th	1 day	tbc	In-Trac
Substance Misuse	Sep 30 th	1 day	The Pod*	CW RP
Working with Families Affected by CSE	Sept 29 th	1 day	tbc	Safe and Sound
Working with Families Affected by CSE	Sept 30 th	1 day	tbc	Safe and Sound
Working with Families Affected by CSE	Oct 1 st	1 day	tbc	Safe and Sound
DVRIM Tool	Oct 1 st	½ day	tbc	CFF Team
Child Sexual Exploitation (CSE – Emotional)	Oct 5 th	½ day	tbc	Loudmouth
Care Planning	Oct 22 nd	1 day	tbc	In-Trac
Care Planning	Oct 23 rd	1 day	tbc	In-Trac
Complex Neglect and Emotional Abuse (Managers and CP Conference Chairs)	Oct 30 th	1 day	tbc	Janet Lee
Substance Misuse	Oct 29 th	1 day	CCC*	CW RP
Engaging Vulnerable Young People Affected by CSE	Oct 27 th 28, 29 Oct	1 day	tbc	Safe and Sound
Engaging Vulnerable Young People Affected by CSE	Oct 28 th	1 day	tbc	Safe and Sound
Engaging Vulnerable Young People Affected by CSE	Oct 29 th	1 day	tbc	Safe and Sound
Complex Neglect, Emotional Abuse & Children's Attachment	Nov 2 nd /3 rd	2 days	tbc	Janet Lee
Child Sexual Exploitation – Prevention, Protection & Investigation	Nov 17 th 2015	1 day	tbc	Safe and Sound
Child Sexual Exploitation – Prevention, Protection & Investigation	Nov 18 th 2015	1 day	tbc	Safe and Sound
Child Sexual Exploitation – Prevention, Protection & Investigation	Nov 19 th 2015	1 day	tbc	Safe and Sound
DVRIM Tool	19 Nov	½ day	tbc	CFF Team
Substance Misuse	Nov 26 th	1 day	The Pod*	CW RP
Substance Misuse	Dec 18 th	1 day	CCC*	CW RP
Working with Families Affected by CSE	Jan 19 2016	1 day	tbc	Safe and Sound
Working with Families Affected by CSE	Jan 20 2016	1 day	tbc	Safe and Sound
Working with Families Affected by CSE	Jan 21 2016	1 day	tbc	Safe and Sound
Child Sexual Exploitation (CSE – Emotional)	Feb 1 st 2016	½ day	tbc	Loudmouth
Engaging Vulnerable Young People Affected by CSE	Feb 23 2016	1 day	tbc	Safe and Sound
Engaging Vulnerable Young People Affected by CSE	Feb 24 2016	1 day	tbc	Safe and Sound
Engaging Vulnerable Young People Affected by CSE	Feb 25 2016	1 day	tbc	Safe and Sound
Child Sexual Exploitation (CSE – Emotional)	Mar 14 th 2016	½ day	tbc	Loudmouth



*SCDC – Social Care Development Centre, 1a Lamb Street, Coventry CV1 4AE

*CCC – Coventry City Council

*The Pod - 1a Lamb Street, Coventry CV1 4AE

** Feedback from internal audit process



7 April, 2015

Name of Cabinet Member:

Cabinet Member for Children and Young People – Councillor Ruane

Director Approving Submission of the report:

Executive Director of Resources

Ward(s) affected:

None

Title:

Outstanding Issues Report

Is this a key decision?

No

Executive Summary:

The City Council has adopted an Outstanding Minutes System, linked to the Forward Plan, to ensure that follow up reports can be monitored and reported to Members. The attached appendix sets out a table detailing the issues on which further reports have been requested by the Cabinet Member for Children and Young People so he is aware of them and can monitor progress.

Recommendations:

The Cabinet Member for Children and Young People is requested to consider the list of outstanding issues and to ask the Member of the Strategic Management Board or appropriate officer to explain the current position on those which should have been discharged at this meeting or an earlier meeting.

List of Appendices included:

Table of Outstanding Issues.

Other useful background papers:

None

Has it or will it be considered by Scrutiny?

No

Has it, or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report author(s):

Suzanne Bennett

Name and job title:

Governance Services Officer

Directorate:

Resources

Tel and email contact:

Tel: 024 7683 3072

E-mail: Suzanne.bennett@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Other members	Not applicable			
Names of approvers: (officers and members)				
Finance: Name	Not applicable			
Legal: Name	Not applicable			

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	Subject	Date for Further Consideration	Responsible Officer	Proposed Amendment to Date for Consideration	Reason for Request to Delay Submission of Report
*1	<p>An Action Plan detailing the level of support offered by various agencies to Supported Accommodation providers, to better enable them to manage issues including substance misuse, child sexual exploitation, anti-social behaviour, and access to education, training and employment</p> <p>Report requested as part of the consideration of the report on Supported Accommodation for Young People 16-24</p> <p>(Cabinet Member for Children and Young People – 20 January, 2015)</p>	March, 2015	Executive Director of People	April, 2015	To enable further work to be undertaken before Cabinet Member approval
2	<p>Proposed Revised Model for Those Requiring Supported Accommodation who have High Levels Needs</p> <p>Report requested as part of the consideration of the report on Supported Accommodation for Young People 16-24</p> <p>(Cabinet Member for Children and Young People – 20 January, 2015)</p>	Appropriate time prior to the commencement of the tendering process	Executive Director of People		

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