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### **Education and Children's Services Scrutiny Board (2)**

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#### **Time and Date**

2.00 pm on Thursday, 29th March, 2018

#### **Place**

Central Area Family Hub, 454 Foleshill Road, Coventry, CV6 5LB

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#### **Public Business**

1. **Apologies and Substitutions**
2. **Declarations of Interests**
3. **Minutes** (Pages 3 - 6)
  - a) To agree the minutes of the meeting held on 1<sup>st</sup> March, 2018
  - b) Matters Arising
4. **Visit to the Central Family Hub** (Pages 7 - 8)

Briefing Note of the Scrutiny Co-ordinator  
Members will receive a tour of the Family Hub
5. **Recommendations from the Task and Finish Group on Retention of Social Workers** (Pages 9 - 14)

Report of the Task and Finish Group
6. **Outstanding Issues**

Outstanding Issues have been picked up in the Work Programme
7. **Work Programme** (Pages 15 - 20)

Briefing Note of the Scrutiny Co-ordinator
8. **Any Other Business**

Any other items of business which the Chair decides to take as matters of urgency because of the special circumstances involved.

#### **Private Business**

Nil

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Martin Yardley, Executive Director, Place, Council House Coventry

Wednesday, 21 March 2018

Notes: 1) The person to contact about the agenda and documents for this meeting is Michelle Rose, Governance Services, Council House, Coventry, telephone 7683 3111, alternatively information about this meeting can be obtained from the following web link: <http://moderngov.coventry.gov.uk>

2) Council Members who are not able to attend the meeting should notify Michelle Rose as soon as possible and no later than 1.00 p.m. on 29<sup>th</sup> March, 2018 giving their reasons for absence and the name of the Council Member (if any) who will be attending the meeting as their substitute.

3) Scrutiny Board Members who have an interest in any report to this meeting, but who are not Members of this Scrutiny Board, have been invited to notify the Chair by 12 noon on the day before the meeting that they wish to speak on a particular item. The Member must indicate to the Chair their reason for wishing to speak and the issue(s) they wish to raise.

Membership: Councillors S Bains, J Clifford (By Invitation), S Hanson (Co-opted Member), K Jones (Co-opted Member), B Kaur (By Invitation), D Kershaw, J Lepoidevin, A Lucas, P Male, K Maton (By Invitation), C Miks, K Mulhall, M Mutton (Chair), R Potter (Co-opted Member), E Ruane (By Invitation) and P Seaman

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.

**Lara Knight/Michelle Rose**

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**Coventry City Council**  
**Minutes of the Meeting of Education and Children's Services Scrutiny Board (2)**  
**held at 2.00 pm on Thursday, 1 March 2018**

Present:

Members: Councillor M Mutton (Chair)  
Councillor S Bains  
Councillor D Kershaw  
Councillor J Lepoidevin  
Councillor A Lucas  
Councillor P Male  
Councillor C Miks  
Councillor K Mulhall  
Councillor P Seaman

Co-Opted Members: Mrs S Hanson and Mrs K Jones

Cabinet Members: Councillor K Maton

Employees (by Directorate):

People C Bodenham, V Finlay, S Frossell, S Giles, J Gregg,  
T Jacques, H Nagra, S Watson  
Place G Holmes, M Rose

Apologies: Councillor J Clifford  
Councillor E Ruane

## **Public Business**

### **48. Declarations of Interests**

There were no Disclosable Pecuniary Interests.

### **49. Minutes**

The minutes of the meeting held on 14<sup>th</sup> February, 2018 were approved.

### **50. Coventry Parenting Strategy 2018-2023**

The Scrutiny Board considered a briefing note of the Deputy Chief Executive (People) which presented the Coventry Parenting Strategy 2018 – 2023, updated on progress made to strengthen parenting provision in the city and provided an opportunity for contributions and suggestions to strengthen the parenting offer in Coventry. The draft Coventry Parenting Strategy 2018-2023 was appended to the report. The Parenting Strategy was produced and would be monitored by the multi-agency Coventry Parenting Steering Group. The Steering Group, which report to the Children and Young Peoples Partnership Board included representatives from parents, statutory and non-statutory organisations including

the voluntary sector. The strategy would be driven by the multiagency task and finish sub-groups.

The draft Coventry Parenting Strategy 2018-2023 identified areas for improvements and key recommendations, bringing together the views of parents and stakeholders and researched evidence. The approach taken was to strengthen these services within existing resources. The recommendations in the strategy were:

- To strengthen availability and accessibility of general information and advice to parents
- To harness technology and the develop digital systems across agencies to strengthen the parenting offer
- To ensure there was a systematic approach to ensuring the quality and effectiveness of the parenting offer across the whole system
- To ensure that the system-wide parenting offer was delivered in a way which progressively provided more support across the social gradient and level of need
- To ensure there was a clear focus on early help and prevention
- To improve cohesiveness of parenting support across Coventry
- To build parenting capacity in specific areas where gaps had been identified

Officers discussed working in partnership, early intervention and the consultation.

The Scrutiny Board questioned officers on the following:

- Working with less resource
- Reaching minority groups and hard to reach families
- Improving communications between partners including schools
- Effectiveness of hub and spoke model across the City
- Previous parenting strategies
- Training for staff
- Communication with families and communities
- Working with all cultures
- Monitoring the strategy

The Cabinet Member for Education discussed the links with a recent report on child poverty considered at Children and Young Peoples Partnership Board and key stages for supporting families.

**RESOLVED that the Scrutiny Board**

- 1. Having reviewed the information support the recommendations in the Parenting Strategy which had been brought together by partners across Coventry**
- 2. Request a report back in 12 months with a Red/Amber/Green rating on recommendations and the action plan**
- 3. Request that the Child Poverty report, that was considered at Children and Young Peoples Partnership Board, be referred to Scrutiny Co-ordination Committee**

## 51. **Children's Services Redesign - Progress Report**

Further to minute 14/ 17 the Scrutiny Board noted the briefing note and presentation of the Deputy Chief Executive (People) regarding progress being made on the redesign of Children's Services. The re-design was implemented in September 2017. The changes reflect the requirements of and underpin the Improvement Plan as well as the learning from the Ofsted inspection in March 2017.

The fundamental aim of the children's transformation changes were to ensure that Coventry City Councils Childrens Services were fit for purpose, the changes included:

- Responding earlier to children's and parent's needs
- Targeting vulnerable and potentially vulnerable children
- Reducing the number of repeat assessments and hand-offs or changes in worker that children and families experience
- Enabling single assessment or support plans to be created and sustained through a child's service journey
- Creating more opportunities for other agencies and professionals to integrate their services around the needs of individual children
- Supporting new ways of working based on a sustainable structure and resource base as part of the Councils medium term financial strategy
- Developing a self-improving system of working where doing the right thing is made easier

Officers reported that they were 'looking through a lens of good' when reporting in order to continue along the improvement the journey.

The Scrutiny Board were supportive of the philosophy referred to in the presentation 'do it once and do it right'.

The Scrutiny Board questioned officers on the following:

- partnership working with schools
- family group conferencing

**RESOLVED that the Scrutiny Board note the progress made on the redesign of Children's Services.**

## 52. **Progress on Ofsted Recommendations and Improvement Board**

Further to Minute 36/17 and 44/17 the Scrutiny Board considered a briefing note of the Deputy Chief Executive (People) which detailed progress with the Children's Services Improvement Plan. The information had been reported to the Children's Services Improvement Board on 10 January 2018 and was based on data from December 2017. The next Improvement Board would be held on 11 April 2018. Following the publication of the documents for the meeting, Ofsted had published their letter regarding the focussed visit to Children's Services on 30<sup>th</sup> and 31<sup>st</sup> January, 2018, this was circulated as soon as possible to allow for an informed discussion at the meeting.

In March 2017 Coventry Children's Services were judged by Ofsted to be "requires improvement". The re-inspection of Children's Services highlighted nine

recommendations in the Inspection Report published in June, 2017 and a summary of progress against these recommendations was provided.

The report included an update on improvement plan progress and children's services redesign. The Department for Education (DfE) Review took place in January, 2018 and they had received the level of assurance required the next review would be held in June, 2018.

Officers reported that steady progress was being made and the Ofsted letter supported the improvement approach.

The Scrutiny Board congratulated the Children's Services Team on the progress that they had made and noted that the Ofsted letter validated the work of the task and finish group on Social Worker Retention.

The Scrutiny Board questioned officers on the following:

- Partnership working
- Engaging with children - referred to in the Ofsted letter
- Recording views of children and parents

Members reported that they had found the informal Case Audit workshop very informative.

**RESOLVED that the Scrutiny Board:**

1. **Note the progress made against the Ofsted recommendations and thanks be conveyed to staff.**
2. **Note that regular updates on progress would be provided.**

53. **Outstanding Issues**

The outstanding issues were picked up in the work programme.

54. **Work Programme**

The Scrutiny Board discussed the Work Programme and that it would be useful to visit a family hub for the next meeting.

**RESOLVED that the next meeting be held at the family hub on Foleshill Road and transport be provided for members.**

55. **Any Other Business**

There were no other items of business.

(Meeting closed at 3.40 pm)



Coventry City Council

## Briefing note

**To: Education and Children’s Services Scrutiny Board (2)**

**Date: 29<sup>th</sup> March 2018**

**Subject: Visit to the Central Family Hub**

### 1 Purpose of the Note

1.1 To introduce Members of the Board to the new Family Hub model for Early Help in Children’s Services as part of the redesign.

### 2 Recommendations

2.1 Members of the Education and Children’s Services Scrutiny Board (2) are recommended to use any findings and observations of the visit to identify any recommendations for the Cabinet Member.


### 3 Information/Background

3.1 The Family Hub model was introduced as part of the Children’s Service redesign implemented in September 2017.

3.2 Members have received items on the redesign at meetings of the Board on 14<sup>th</sup> September 2017 and 1<sup>st</sup> March 2018.

### Early Help Operating Model

Reported Sept 17	Update March 18
Family Hubs integrating Early Help Services across a 0 – 19 age range, with multi-agency, multi-disciplinary teams	8 Family Hubs implemented with effect from Oct 17 with work underway to ensure that effective partnership working realises full potential by 21/22
Opening up untapped resources	Partnership offer being developed
Improving outcomes for children whilst reducing the demand on social care	Activity measures in place
Substantial savings by delivering efficiencies, across the Council and partners	Start to be realised in 20/21 & more fully in 21/22 as a result of reduced demand



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Coventry City Council

## Briefing note

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**To: Education and Children's Services Scrutiny Board (2)**  
**Date: 29<sup>th</sup> March 2018**

**Subject: Recommendations from Task and Finish on Retention of Social Workers**

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### **1 Purpose of the Note**

- 1.1 To inform the Education and Children's Services Scrutiny Board of the recommendations from the task and finish group on Retention of Social Workers

### **2 Recommendations**

- 2.1 The Education and Children's Services Scrutiny Board are recommended to:
- 1) Write to the Cabinet Member for Children and Young People in support of the proposed career progressions scheme for social workers and the removal of the market supplement for specific social workers
  - 2) Receive a report on implementation of the progression scheme in September 2018, including details of numbers of staff leaving due to the removal of the market supplement and any associated agency costs.
  - 3) Receive an annual report on exit interview data and Member focus groups with social workers.
  - 4) Request that:
    - i. The Director of Children's Services ensure that members of the Children's Senior Leadership Team communicate with front line staff face to face on a regular basis.
    - ii. The Director of Project Management and Property Services, through the planned refurbishment of Broadgate House, ensure that Social Workers have sufficient equipment, desk space and private meeting space to carry out their roles effectively.
    - iii. The Director of Customer Service and Transformation give consideration to the provision of specialist administrative support to Social Work teams.

### **3 Information/Background**

- 3.1 At their meeting on 29th June 2017 the Education and Children's Services Scrutiny Board agreed to establish a task and finish group to consider the issues and details around the retention of social workers arising from an item on the Ofsted report.
- 3.2 The members of the task and finish group were agreed to be:
- Cllr Lepoidevin
  - Cllr Lucas
  - Cllr Male

- Cllr Miks
- Cllr Mal Mutton (Chair)
- Cllr Seaman

3.3 The Members met 4 times, as well as holding two focus groups with social workers.

#### **4 Meeting 1 – scope and context**

4.1 Members agreed and amended the scope attached at Appendix 1. Members discussed the Workforce Strategy, what works in other areas and information about the proposed progression scheme for social workers.

4.2 The Children’s Workforce Strategy is seen as a driving force for improvement led by the principal social worker and the director of children’s services. Officers had identified that career progression for social workers was lacking in Coventry, so, as a response have developed the social work academy, progression scheme and are creating the conditions for good social work to flourish such as good supervision, the right culture, pay, and manageable caseloads, on which there have been challenges.

4.3 They have had successes in terms of newly qualified social workers but their main issue is the recruitment and retention of experienced social workers. They are developing a post qualifying pathway with Coventry University, and creating manageable caseloads which the redesign of children’s services will support.

4.4 Members heard that the senior management team is now stable but changes that have been made over the last three years will not yet be having an impact on the outcomes for children. This will take time, maybe five years. Ofsted have judged that Children’s Services require improvement but could recognise that there is the capacity at a senior management and political level to make this happen.

4.5 Members were given an overview of the draft progression scheme currently being developed. The proposal is to introduce an advanced social worker grade, which enables progression, without moving into management and keeping good experienced social workers in front-line practice.

4.6 Members requested further financial information on the costs of the advanced social worker grade alongside the market supplement that was offered to some social workers and the effect of withdrawing the supplement.

#### **5 Meeting 2 – What works to retain social workers in practice**

5.1 Members discussed the implications of the £5,000 market supplement and the proposed removal in detail.

5.2 Members heard that 43 existing social workers were receiving the supplement out of a work force of 303. The supplement was only available to specialist child protection social workers and had, in effect, created a two-tier workforce as not all social workers were eligible for the top-up.

5.3 These social workers would be encouraged to apply for the advanced social worker role which will be open to all staff and that the pay grade for successfully achieving the advanced social worker role will be comparable to the market supplement.

5.4 Members raised concerns about informing those social workers who would be losing the supplement and also about those social worker who don’t meet the requirements for the advanced social worker role.

- 5.5 Members were assured that any competency issues would be addressed. Senior officers and unions had been briefed on the proposed changes, however the 43 affected hadn't directly been informed at this time.
- 5.6 Members were broadly in favour of the changes as it addresses disparities in salary and also provides career progression for social work practitioners.
- 5.7 Members also considered the findings from a study by the social work research teaching partnership at Birmingham University into retention of social workers (Appendix 2). The key findings were that money is not the primary factor for social workers staying with a local authority. Other more important factors are being valued by the organisation, case load level and career progression.

## **6 Social Worker Focus Groups**

- 6.1 14 social workers were able to feed in their views and comments on the issue of what would make their jobs more manageable, what would make them stay with Coventry, what would make them consider leaving.
- 6.2 Social workers were represented from across various different service areas, as well as different number of years in service. There were some social workers who were still within their post-qualifying period and some who had been with the Coventry for more than 10 years. There were also some experienced social workers who were new to Coventry.
- 6.3 Members started by asking the social workers how they had been recruited to Coventry and the induction that was offered. They were also asked about how Coventry compares to other organisations they have worked for.
- 6.4 Other areas of questioning included:
  - The impact of the redesign of children services
  - The quality of the training offer
  - Support from managers
  - Communication within the service
  - Flexible working and work/life balance
  - What is the one thing that needs to be improved
  - The requirements to become a "good" authority
  - Where they see themselves in 2,5 and 10 years' time
- 6.5 The key issues raised by staff were:
  - 6.5.1 What was working well
    - Training has improved, especially mix of in house and external training - Signs of Safety was specifically mentioned as good training
    - Induction period for newer recruits has improved compared to people in post for longer - possibility of a mentor or buddy for new staff to build confidence
    - Interview process involving children and young people
    - Friendly place to work
    - Respectful relationships - need time to rebuild these after the restructure
    - Teams with stable managers seems to be where the restructure is settling in
    - Expectations in practice, esp. timeliness and record keeping are higher
    - Flexi working enables work/life balance
    - All staff were aware of the requirements for a journey to get to good
    - The training and opportunities seem promising but those promises need to be kept.
    - Signs of Safety was supported as an approach to child protection casework

### 6.5.2 Areas for improvement

- Caseloads need to be manageable – this was the one thing that would improve their working life
- Middle management needs to be stable and consistent
- Communication with front line staff about rationale behind required changes in practice from management
- Market supplement is divisive and seen as unequal, that some jobs are valued more than others
- Those currently receiving the market supplement may leave with a drop in income - mortgages and families etc.
- Knock on effects of the restructure that staff are unhappy with
- Learning from case file audits needs to be shared more widely than just with the specific member of staff whose file it is.
- Senior managers aren't always aware of what is happening on the ground.
- More permanent workers
- Sufficient handover periods for changing roles
- Consistency across the service - some areas are more settled than others.
- Specialist and service knowledgeable admin to free up social worker time and ensure more efficient signposting to correct team within the service

### 6.5.3 Specific messages from the restructure

- The speed of implementation of the restructure has meant cases have been reallocated several times affecting the children and families
- Changes to RAS was not managed well and is still having repercussions in terms of delays to allocation and changes in practice for some social workers
- Service area preferences seem to have been ignored
- The impact of the restructure has been staff leaving, low morale, feeling undervalued and poorly communicated with by senior managers and the work load has "trebled"
- There was also an impact in terms of scaling down cases to CAF level 2/3 - but this is now settling down too in the Family Hubs
- Will need significant time to bed down - 18 months.

### 6.6 Key message - staff are willing to put up with some bumpy bits through the changes, but they need to:

- Have consistent and constant communication - a "bear with us" message rather than "deal with it" approach
- See the benefits of the changes
- Feel valued and listened to
- Reduction in caseloads would be the one thing they would change to improve their working environment.

## 7 Meeting with the Children's Services Senior Leadership Team

7.1 Members discussed the findings from the social worker focus groups with the children's services senior leadership team.

7.2 There was a recognition from the senior leadership team that the service redesign had been a difficult process and that staff had found it hard. However they questioned whether there was a viable alternative to implementing the changes. To try and manage the transition the Senior Leadership Team had delivered several staff workshops in the run up to the changes.

7.3 A significant number of staff had got their preference for areas of work but it was not possible to do this for all staff. Staff are able to request internal transfers if they

are unhappy with the area they are working and it was reported that some staff who had originally expressed a desire to move were happy with their new team.

- 7.4 Members were informed that social workers kept their caseloads during the transition to the new service to provide continuity for staff and families.
- 7.5 It was recognised by the senior leadership team that there was still more work to be done on managing caseloads and this was an area for improvement.
- 7.6 With relation to sharing the learning from case file audit information, currently there is a practice improvement forum for all case audits in the form of open sessions to all staff, which the slides from are then shared across the service. Audit reports are shared with all managers.
- 7.7 Audits are considered to be important drivers to upskill staff. Some staff obviously aren't clicking into that and there needs to be a way of reminding staff that the information is available and how to access it.
- 7.8 There was recognition that despite improvements in recruitment this had to be matched by improvements in retention to address the issue of turnover of staff, reliance on agency work and in turn the quality of the work force.
- 7.9 The Senior Leadership Team referred to the progressions scheme as a way of encouraging good social workers to stay in Coventry. By creating a career pathway, this will contribute to retention.
- 7.10 Market Supplement and Advanced Practitioners**
- 7.11 Members were concerned that the removal of the market supplement may lead to some social workers leaving the authority and as a result increase reliance on agency staff. The cost of an agency social worker is an additional £30,000 pa.
- 7.12 All social workers currently receiving the market supplement will be entitled to apply to become advanced practitioners. However it was recognised that there would be some loss of social workers.
- 7.13 Members were assured that the process for becoming an advanced practitioner will be robust and those who don't quite make standard will be supported to do so. Members were assured that there would be no automatic transfer of social workers with supplement to the advanced practitioner role.
- 7.14 Members were also assured that social workers with very poor or dangerous practice would be exited from their jobs, if improvement could not be demonstrated.
- 7.15 Advanced practitioners will be expected to have 3 years post qualifying experience, then there will be a young people's panel and a panel of middle and senior managers to ensure that candidates meet the criteria for the role.
- 7.16 It was agreed that the Trade Unions need to be able to see the fairness and openness of the process.
- 7.17 The Senior Leadership Team provided a response to some of the emerging themes from the task and finish group. These can be found at Appendix 3.

## **8 Finance and HR issues**

- 8.1 Members were provided with financial information on the current funded posts within Children's Services Social care, implemented as part of the workforce redesign. (Appendix 4)
- 8.2 There are a number of assumptions underpinning the staffing model including:

- Caseloads: built in at 14 per social worker for Looked after children and child protection, and 20 per social worker for children in need, and 25 per person

advisor for former relevant children (leaving care) In addition to this, reductions to caseload have been made for certain posts (e.g. Senior Practitioners, newly qualified social workers NQSW)

- Advanced Social Worker Posts (grade 8): the structure includes resource to convert 50 FTE grade 7 Social Worker posts into Grade 8 Advanced social worker posts.
- 8.3 Members were informed that the introduction of the advanced social worker posts were cost neutral as a result of the removal of the market supplement.
- 8.4 Members welcomed the introduction of the advanced social worker and wanted to see a clear progression route for social workers, possibly in a flow chart that showed the different routes including different roles of senior practitioner and advanced social worker.
- 8.5 Members asked questions about the reduction in salary for those social workers who lose the market supplement but do not take the offered route to advanced social worker. Members also requested that officers were mindful of any extra costs of agency staff to cover vacancies caused by staff previously on the supplement leaving their posts.
- 8.6 Members also considered information gathered from exit interview of staff who had left the organisation (Appendix 5).
- 8.7 Members asked whether all that could be done to address the issues had been raised as reasons for leaving the organisation. Officers explained the current arrangements for job share and part time working. Social Workers worked within the same terms and conditions as other Council staff, including TOIL and flexi-time.
- 8.8 Members requested that information from exit interviews were collated and assessed on a regular basis, which should also include a breakdown of length of service of those staff who are leaving to monitor whether the turnover is in newer staff or longer established members of staff.
- 8.9 Members also discussed the working environment of social workers and whether hot-desking was appropriate. They also considered whether social workers had appropriate space to meet to discuss issues and share information, and whether social workers required different working environments to other Council staff.
- 8.10 Parking and appropriate electronic devices to enable social workers to do their jobs effectively were also discussed.

Appendix 1: Scoping Document

Appendix 2: Social Work Research by the Teaching Partnership at Birmingham University

Appendix 3: Children's Senior Leadership Team response to emerging themes

Appendix 4: Financial information

Appendix 5: Workforce Strategy and exit interview information

Gennie Holmes

Scrutiny Co-coordinator

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Please see page 2 onwards for background to items

<b>29<sup>th</sup> June 2017 – formal/ informal meeting</b>
Ofsted Inspection Report Informal briefing of the Board
<b>13<sup>th</sup> July 2017 – 10am</b>
Young Carers Improvement Board Report Work programme briefing note
<b>14<sup>th</sup> September 2017</b>
LSCB Interim Annual Report Children's Services Redesign
<b>12<sup>th</sup> October 2017</b>
Quality of Social Workers Regional Adoption Agency
<b>23<sup>rd</sup> November 2017</b>
Home to School Transport Exclusions, Alternative Provision and Elective Home Education
<b>11<sup>th</sup> January 2018</b>
Private Fostering Case File Audits Improvement Board Report – 18 <sup>th</sup> October 2017
<b>14<sup>th</sup> February 2018</b>
Ofsted Progress and Improvement Board Report – 10 <sup>th</sup> January 2018 Education Performance including vulnerable groups Extended Learning Centre
<b>1<sup>st</sup> March 2018</b>
Children's Services Redesign Ofsted Progress and Improvement Board Report – 10 <sup>th</sup> January 2018 Parenting Strategy
<b>29<sup>th</sup> March 2018</b>
Task and Finish group – Retention of Social Workers - recommendations Family Hub tour
<b>26<sup>th</sup> April 2018</b>
Improvement Board Report – 11 <sup>th</sup> April 2018 Case File Audits
<b>Date to be determined</b>
School based police panels
<b>Next year</b>
Home to School Transport – first meeting Coventry Youth Partnership – first meeting SCR's – Baby L, Child F One Strategic Plan updates Review of the Education Service redesign Primary Progress - September Extended Learning Centre Coventry Parenting Strategy – March 2019
<b>Standing Items</b>
Serious Case Reviews Schools Ofsted Reports

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
<b>29<sup>th</sup> June 2017 – formal/ informal meeting</b>	Ofsted Inspection Report	Following the Ofsted inspection in March, the inspection report is published on 13 <sup>th</sup> June. This is an opportunity for Members to consider the outcomes of the inspection and the subsequent action plan.	Gail Quinton John Gregg Cllr Ruane
	Informal briefing of the Board	To cover the work areas of the Board plus. Looking at the Council's Corporate parenting requirements and how the Council is meeting them.	
<b>13<sup>th</sup> July 2017 – 10am</b>	Young Carers	Referred from the Corporate Parenting Board, to look at support offered to children and young people who are carers, especially those that are children in need, child protection or who come into care because of the health of their parents.	Paul Smith Jon Reading Cllr Ruane Cllr Abbott
	Improvement Board Report	A standing item as agreed by Council reporting progress against the areas identified in the improvement notice, to include follow up from the DfE visit	John Gregg Cllr Ruane
	Work programme briefing note	A follow up from the informal meeting to agree the work programme for the year	Gennie Holmes
<b>14<sup>th</sup> September 2017</b>	LSCB Interim Annual Report	Members requested to see the interim annual report of the LSCB following their consideration of the Annual Report at their meeting in January 2017	David Peplow Cllr Ruane
	Children's Services Redesign	Following on from the meeting in July, Members requested a full briefing on the changes proposed through the redesign.	John Gregg Cllr Ruane
<b>12<sup>th</sup> October 2017</b>	Quality of Social Workers	A 6 month follow up report from the meeting on 27 <sup>th</sup> April	Lee Pardy- McLaughlin Cllr Ruane
	Regional Adoption Agency	With the creation of a regional adoption being headed by Warwickshire County Council, Members requested further information on implementation and timescales. A Cabinet report for 31 <sup>st</sup> October 2017 will be considered at the meeting.	John Gregg Cllr Ruane



SB2 Work Programme 2017/18

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
<b>23<sup>rd</sup> November 2017</b>	Home to School Transport	A new policy was introduced in April and September introducing new guidelines for home to school transport. Parents have been concerned and requested an item at scrutiny	Jeanette Essex Kirston Nelson Cllr Maton
	Exclusions, Alternative Provision and Elective Home Education	Members requested a report on how children who are home schooled are supported by the LEA and also to discuss whether pupils excluded from school are being home schooled by parents	Kirston Nelson Cllr Maton
<b>11<sup>th</sup> January 2018</b>	Private Fostering	Following the recommendations in the Ofsted report Members requested to look in more detail at private fostering arrangements – possible Task and Finish Group	John Gregg Paul Smith Cllr Ruane
	Case File Audits	Case File are regularly audited for quality assurance purposes. This report will summarise progress. If available it should include audit information on supervision.	John Gregg Neil MacDonald Cllr Ruane
	Improvement Board Report – 18 <sup>th</sup> October 2017	Regular report – to include the refreshed Improvement Plan	John Gregg Cllr Ruane
<b>14<sup>th</sup> February 2018</b>	Ofsted Progress and Improvement Board Report – 10 <sup>th</sup> January 2018	Following the recommendations in the Ofsted report, Members want to look at progress, particularly at how risk is managed, including with partner agencies such as health and schools	John Gregg Cllr Ruane
	Education Performance including vulnerable groups	A regular report, looking at school performance, in particular progress of vulnerable groups	Kirston Nelson Cllr Maton
	Extended Learning Centre	To look at how the changes made to the provision at the Extended Learning Centre – to come to Board in September 2018	Jeanette Essex Kirston Nelson Cllr Maton
<b>1<sup>st</sup> March 2018</b>	Children’s Services Redesign	Following on from the meeting in September, Members requested a full briefing on how the implementation of Family Hubs has been effective, including partners.	John Gregg Cllr Ruane
	Ofsted Progress and Improvement Board Report – 10 <sup>th</sup> January 2018	Following the recommendations in the Ofsted report, Members want to look at progress, particularly at how risk is managed, including with partner agencies such as health and schools.	John Gregg Cllr Ruane
	Parenting Strategy		Harbir Nagra

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
<b>29<sup>th</sup> March 2018</b>	Task and Finish group – Retention of Social Workers - recommendations	A report to consider the recommendations identified by the task and finish group to support the retention of social workers.	Gennie Holmes John Gregg
	Family Hub tour	An opportunity for Members to have a tour round the Central district Family Hub	John Gregg Cllr Ruane Sandra Kerr
<b>26<sup>th</sup> April 2018</b>	Improvement Board Report – 11 <sup>th</sup> April 2018		
	Case File Audits	Following the meeting on 11 <sup>th</sup> January Members requested further information on how case file audits were being used as part of the journey to good.	John Gregg Neil MacDonald Cllr Ruane
<b>Date to be determined</b>	School based police panels	A report on how the police are supporting improving behaviour in schools and tackling anti-social behaviour in partnership	Kirston Nelson Cllr Maton
<b>Next year</b>	Home to School Transport – first meeting	A follow up report covering on applications, decisions and appeals and amendments to the process. To come to Board in June 2018	Jeanette Essex Kirston Nelson Cllr Maton
	Coventry Youth Partnership – first meeting	To discuss the new Coventry Youth Partnership.	Cllr Ruane Michelle McGinty
	SCR's – Baby L, Child F	For Members of the Board to consider how the recommendations from the SCR have been implemented	John Gregg David Peplow Cllr Ruane
	One Strategic Plan updates	Progress on the information provided including the provision and demand for special school places across the city	Kirston Nelson Cllr Maton
	Review of the Education Service redesign	Following a meeting where the proposals for a new structure for the Educations service were considered, Members requested a progress report following implementation.	Kirston Nelson Cllr Maton

<b>Date</b>	<b>Title</b>	<b>Detail</b>	<b>Cabinet Member/ Lead Officer</b>
	Primary Progress - September	Members requested a report in September of the unvalidated data when available	Kirston Nelson
	Extended Learning Centre	A follow up report on the impact of the new managed transfer system 6 months on	Sara Mills Kirston Nelson
	Coventry Parenting Strategy – March 2019	A 12 month progress report, to include rag ratings against actions	Sue Frossell
<b>Standing Items</b>	Serious Case Reviews	The Board will consider recommendations from serious case reviews when they are published.	Cllr Ruane
	Schools Ofsted Reports	Members requested information on how schools with poor Ofsted reports are being supported, using Stoke Park as a case study. If any school in Coventry is rated Inadequate by OFSTED, the resulting action plan will be considered as an item for Scrutiny	Kirston Nelson Cllr Maton

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