



Education and Children's Services Scrutiny Board (2)

Time and Date

10.00 am on Thursday, 18th July, 2019

Place

Committee Room 3 - Council House

Public Business

1. **Apologies and Substitutions**
2. **Declarations of Interests**
3. **Minutes** (Pages 3 - 12)
 - a) To agree the minutes of the additional meeting held on 21st March, 2019 and the meeting held on 20th June, 2019
 - b) Matters Arising
4. **Children's Services Improvement** (Pages 13 - 16)
Briefing Note of the Deputy Chief Executive (People)
5. **Work Programme** (Pages 17 - 20)
Briefing Note of the Scrutiny Co-ordinator
6. **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

Martin Yardley, Executive Director, Place, Council House Coventry

Wednesday, 10 July 2019

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 9.00 a.m. on 18th July, 2019

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 P Akhtar, B Kaur, L Kelly, J Lepoidevin, G Lloyd, P Male, K Sandhu (Chair), R Thay and C Thomas

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

By Invitation: Councillors K Maton, P Seaman and B Gittins

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.

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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, 21 March 2019

Present:

Members: Councillor M Mutton (Chair)
 Councillor L Bigham
 Councillor L Kelly
 Councillor D Kershaw
 Councillor J Lepoidevin
 Councillor A Lucas
 Councillor P Male
 Councillor K Maton
 Councillor C Thomas

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

Cabinet Members: Councillor K Maton, Cabinet Member for Education and Skills
 Councillor P Seaman, Cabinet Member for Children and
 Young People

Employees (by Directorate):

People A Buckley, C Brettle, M McGinty, N Patterson
Place G Holmes, M Rose

Invited: R Bhayat Positive Youth Foundations
 S Mason Creative Optimistic Vision

Apologies: Councillor B Kaur

Public Business

59. Declarations of Interests

There were no disclosable pecuniary interests.

Councillor L Kelly advised the Board that she was the Assistant Police and Crime Commissioner and the Police and Crime Commissioners Office had funded some of the youth projects discussed at the meeting.

60. Minutes

The minutes of the meetings held on 14th and 28th February were approved subject to adding K Jones apologies to the meeting on 28th February, 2019.

Further to minute 46/18 'Early Help Hubs' the Board asked for the information on school readiness.

Further to Minute 54/18 'Supported Transfers and Permanent Exclusions' recommendation b) regarding examining the Children's Commissioner Paper "Keeping Kids Safe – Improving Safeguarding responses to gang violence and criminal exploitation" the matter had been referred to the Coventry Local Safeguarding Children's Board (LSCB).

RESOLVED that the document be circulated that Cllr Kershaw brought to the attention of the Board regarding safeguarding young people and knife crime

61. **Coventry Youth Partnership - Update and Relationship with Council Provided Youth Support**

The Scrutiny Board considered a Briefing Note of the Deputy Chief Executive (People) which provided an update on the development of a new Coventry Youth Partnership and information about how the Partnership was working with Council provided targeted youth support.

As part of the Connecting Communities (Phase 2) approach, the Council's Cabinet decided, on 7th March 2017, that the Council would cease its provision of Universal Youth Services, delivering £630,000 savings. Connecting Communities (Phase 2) focused on how services and support could be delivered differently in local communities with the greatest need. The guiding principle of this approach was to work with community groups and organisations to find community solutions. This innovative approach, although not without risks, ultimately focused on enabling the delivery of new activities that would have positive outcomes for young people in Coventry. The approach also focused on actively encouraging partners to work collaboratively to make the most of community assets and realise shared goals.

Engagement with partners provoked overwhelming interest from the voluntary youth sector in providing universal youth support with several groups expressing an interest in delivery of youth work to mitigate against service reductions or wishing to establish a youth infrastructure body. The purpose of the infrastructure body would be to co-ordinate future youth work activity, including training, quality, and the pattern of universal access provision, through creation and delivery of a Youth Strategy for the city, aligned to Coventry's Children and Young People Plan. Groups and Organisations who expressed an interest in establishing the infrastructure body and those interested in delivering youth activities had the opportunity to apply for transition funding. These applications were then subject to a robust selection process.

All business cases were considered by a newly established Youth Mitigation Panel, consisting of Councillors, officers, and young people. The panel then made recommendations to the Director of Finance and Corporate Services as Section 151 Officer who had delegated decision-making powers for Transition Fund awards in consultation with Cabinet Member for Children and Young people and Cabinet Member for Education.

In May 2017, the Positive Youth Foundation were awarded funding to the value of £80,000, in order for them to take on the role of the infrastructure body. Awards of transition funding for the projects delivering youth activities were then evaluated and considered using the same process, with a representative of the Infrastructure

body joining the Youth Mitigation panel to act as a special advisor. The panel approved transition funded awards to 6 projects for the set up and delivery of activities for young people. The organisations leading projects which secured funding were detailed in the briefing note.

On approval of Positive Youth Foundation's business case in April 2017, work began to create Coventry Youth Partnership and engage and bring together partners across the city to establish a partnership with a joint purpose. Many of these partners had not previously known of each other or been able to collaborate successfully. Equally there were significant challenges and complexities regarding bringing organisations together who had formerly competed for resources. This delicate work took time and energy; however, it had resulted in a highly effective partnership with a firmly established purpose and genuine outcomes of collaboration including resource sharing, referrals, co-delivery and support.

Coventry Youth Partnership now had 33 partner members ranging from small local agencies to large national organisations. Strategic relationships had also been developed with the West Midlands Police, City of Culture Trust and UK Youth.

The activities funded by the transition fund were never designed to replicate previous provision, as this was a new innovative and collaborative way of working and was being delivered on a vastly smaller budget – however, even at this early stage initial access figures were promising and showed clear positive outcomes for Coventry's youth and the establishment of Coventry Youth Partnership represented a brave approach to respond innovatively to service reduction.

There were currently 8 Family Hubs in Coventry located in areas of greatest need. Family Hubs provide a mixture of activities ranging from Health clinics to advice and information services for families. Each Family Hub had one full time equivalent professional youth worker. The role of these youth workers was to deliver targeted youth work programmes for young people and in some cases to deliver work to whole families. The Council's targeted youth offer was in the main delivered through one to one direct work programmes. Young people were assessed using the sign of safety approach as part of an early help assessment. Youth workers work collaboratively with the young person they are supporting to identify what was going well in the young person life but also areas for concern.

Each youth worker supported a caseload of young people and in many cases the youth workers also deliver group work interventions. One example of this was the youth club delivered at Mosaic Family hub in Tile Hill where a programme of weekly sessions was delivered to young people. Links had also begun to be established between the Council's targeted youth work and the universal community youth work. This had included targeted youth workers signposting individuals to activities taking place in their communities.

The Briefing note also detailed:

- Skills audit and training
- Activities and benefits to young people
- Access
- Good practice
- Future work including the youth strategy

- Funding generated (and the ability to generate funding not accessible to the Council)
- Communication

The Scrutiny Board welcomed Rashid Bhayat of the Positive Youth Foundation and Stacey Mason of Creative Optimistic Vision, a project awarded funding to deliver a new open access youth club. The Board considered a presentation which detailed:

- The history and purpose of the Positive Youth Foundation
- Listening to young people
- Activity mapping
- Safeguarding
- Training
- Funding
- Website
- Partners
- Supporting young people
- The youth survey and changes
- Opportunities
- The fundamental need to feel safe
- Supporting families as well as young people

The Scrutiny Board commended the work of the foundation and the positive partnership working as a response to the challenge of reduced resources.

The Board discussed the following with those present:

- Changes in numbers accessing services and savings
- Communication and opportunities for the future
- Partners including health, police, education, universities and businesses
- Corporate social responsibility
- Pressure to prioritise the model of a whole system approach
- Exploring extra funding
- Work load of youth workers
- Support for supporting young people
- Safeguarding
- Sustainability
- Media and youth violence
- Awards for funding
- Finances and the transition fund
- Mapping

The Cabinet Member for Children and Young People commented that lobbying the government regarding funding was an option.

RESOLVED that:

- 1) **The Cabinet Member be requested to explore a way to encourage developers in the City to make a donation to the Coventry Youth Partnership**

- 2) **The Board promote a presentation by Coventry Youth Partnership to the Chamber of Commerce, the Local Enterprise Partnership (LEP) and the Coventry Business District (BID)**
- 3) **The Board lobby the Government to put Youth work as a priority to provide ring-fenced 'new' funding to Local Authorities to enable the work to go forward**

62. **Work Programme and Outstanding Issues 2018/19**

The Board noted the work programme and the possibility of an informal briefing on the Special Educational Need and Disability (SEND) Self Evaluation Form (SEF).

63. **Any Other Business**

There were no other items of business

(Meeting closed at 4.00 pm)

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Coventry City Council
Minutes of the Meeting of Education and Children's Services Scrutiny Board (2)
held at 10.00 am on Thursday, 20 June 2019

Present:

Members: Councillor K Sandhu (Chair)
Councillor P Akhtar
Councillor B Kaur
Councillor G Lloyd
Councillor P Male
Councillor R Thay

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

Cabinet Members and Deputy Cabinet Member: Councillor B Gittins (Deputy Cabinet Member for Children and Young People)
Councillor K Maton (Cabinet Member for Education and Skills)
Councillor P Seaman (Cabinet Member for Children and Young People)

Employees (by Directorate):

People A Coles, J Gregg, K Nelson, S Watson
Place G Holmes, G Lewis, M Rose

Apologies: Councillors L Kelly, J Lepoidevin and C Thomas

Public Business

1. Declarations of Interests

There were no disclosable pecuniary interests.

2. Minutes

The minutes of the meetings held on 4th April, 2019 were approved.

Further to minute 65/18 'Emotional Well-Being and Mental Health Support to Children and Young People in Coventry' the Board noted that a Joint Scrutiny Board meeting would be arranged.

3. Introduction to Children's Services and the Education and Skills Service

The Scrutiny Board considered a presentation of the Deputy Chief Executive (People) which provided an introduction to Children's Services and the Education and Skills Services.

The presentation detailed

- Partnership working
- Management Team members

- Overview of areas of responsibility and services
- The Ofsted Profile
- The 2017-18 priorities and achievements
- The 2018-19 priorities
- Next steps
- Transformation Programmes
- Corporate Parenting
- Legislation
- The Children's Services Journey from 2014
- Service redesign
- Possible areas for scrutiny

The Board questioned the Cabinet Members, Deputy Cabinet Member and officers on the following:

- Timelines and progress of the alternative provision service and communication with families of vulnerable learners
- Violent crime concerns
- Partnership working
- Voluntary sector
- Curriculum pathways and connection to the jobs that were available
- Benefits and challenges to having a high number of newly qualified social workers
- Why numbers of Looked After Children were rising
- Education of Looked After Children
- Social worker case loads
- Ofsted
- Legislation
- Task and finish groups
- Criminal youth justice
- Missing from education

RESOLVED that, the Education and Children's Services Scrutiny Board (2):

- 1) Considered the presentation and identified the following areas for further consideration on the work programme:**
 - **Libraries**
 - **Criminal Exploitation of Children (Gangs and Knife Crime) Youth Offending Service/Youth Justice**
 - **Curriculum Pathway post 16**
 - **Support for Ofsted**
 - **Children missing education**
 - **Early Years/ school readiness**
 - **Possible task and finish groups**
- 2) The Board also requested that information previously considered by SB2 regarding youth provision and Looked After Children's data be circulated**

3) The Board requested a briefing note about plans to tackle Criminal Exploitation of Children (Gangs and Knife Crime) be circulated to include details on funding from Troubled Families as soon as possible

4) The Board requested that consideration be given to holding a meeting in a school/college/hub

4. **Work Programme**

The Scrutiny Board considered the Work Programme and noted that further to minute 72 above, the areas identified for further consideration would be added to an appropriate meeting.

RESOLVED that the work programme 2019-20 be updated

5. **Any Other Business**

Signs of Safety Training

Members were encouraged to attend training on 'Signs of Safety' which was the practise framework used for child protection.

(Meeting closed at 11.45 am)

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Coventry City Council

Briefing note

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

18 July 2019

Subject: Children's Services Improvement

1 Purpose of the Note

- 1.1 To inform the Education and Children's Services Scrutiny Board (2) of the progress with Children's Services improvement reported to the Continuous Improvement Executive Group on 23 May 2019. The next Continuous Improvement Executive Group will be held on 12th August 2019.

2 Recommendations

- 2.1 The Education and Children's Scrutiny Board (2) are recommended to:
- 1) To note the current progress
 - 2) Identify any further recommendations for the appropriate Cabinet Member

3 Information/Background

- 3.1 Ofsted re-inspected Children's Services on 6th -30th March 2017, the outcome of the inspection was published on 13th June 2017, Children's Services were judged as "requires improvement to be good". Services for Children are no longer inadequate.
- 3.2 The Department for Education (DfE) removed Children's Services from intervention on 13 June 2017, the service is no longer subject to an improvement notice. Supervision and support has been provided by the DfE up to June 2018. This has now ended.
- 3.3 A report on the future arrangements for continuing and sustaining improvements in Coventry was presented by the Independent Chair and the Director of Children's Services at Improvement Board on 3 October 2018. It was agreed that the Children's Services Improvement Board is replaced by a Continuous Improvement Executive Group to retain political and corporate oversight of Children's Services Continuous Improvement.
- 3.4 The Continuous Improvement Executive Group will ensure tighter focus on continuous improvement and Ofsted preparation. The impact of performance will be managed and monitored by the group. This is an interim measure before returning to business as usual in accordance with the revised arrangements for Children's Safeguarding, and subject to satisfactory inspection by September 2020. At this time the Executive Group would cease and oversight transferred to the revised Safeguarding Partnership and monitored as business as usual. Board members fully supported the revised arrangements and membership of the group.
- 3.5 The Leader of the Council and the Chief Executive continue to give public commitment that Children's Services remains a key priority for the Council. This includes prioritising funding for Children's Services to maintain its capacity to improve. The Council, alongside partner

organisations continue a relentless focus on securing improvements in services for children, young people and families to ensure they are safeguarded and achieve positive outcomes.

- 3.6 Ofsted's revised framework includes focused visits to local authorities who are judged to be 'requires improvement' the first visit was held on 30-31 January 2018. The visit focused on the Multi Agency Safeguarding Hub (MASH). The letter confirming the outcome of the visit was published on 22 February 2018.
- 3.7 The Ofsted Annual Conversation with regional representatives is undertaken each year, this took place on 14th February 2019. The meeting is part of a broader meeting covering education and early years.
- 3.8 A further focused visit was held on 26-27 February 2019. The visit focused on permanency planning and achieving permanency. The letter confirming the outcome of the visit was published on 21st March 2019. The next standard Inspection of Children's Services is likely to be between September 2019 and September 2020.

4 Children's Services Continuous Improvement Progress

4.1 Children's Services Redesign

- 4.2 The review of Children's Service redesign is in its final stages. The proposals for change will embed further changes to sustain continuous improvement. This involves minor changes as a result of changes to the profile of children in the system.
- 4.3 Ofsted stated in February that overall the visit was positive with strong evidence of an improving service. It was also noted that the redesign is having a positive impact for children who experience less turnover of social workers.

4.4 Achieving for Children

- 4.5 The DfE provide continuous improvement support to local authorities who have been judged requires improvement to be good. The cost of the work is funded by Partners in Practice funding through the DfE.
- 4.6 Children's Services have agreed to two proposals:
 - Coaching of Strategic and Operational leads
 - Quality of Practice workshops.

- 4.7 The coaching of Strategic and Operational Leads commenced in June 2019 and offers managers 1.5 hours of coaching per month for a period of six months. The quality of Practice workshops will be delivered in the autumn.

4.8 Workforce

- 4.9 83% of all permanent qualified social workers have been retained in the service since March 2018. Reliance on agency is reducing and to date 6 agency staff have converted to permanent Advanced Social Worker roles this year.

- 4.10 Children's Services held a further Open Evening event on 20 June. The event was advertised on local radio and promoted widely across the Guardian, various Social Media platforms, Coventry City Council Website and WMjobs. The event attracted a mix of newly qualified and experienced social workers and proved to be successful, follow up interviews are being arranged with candidates who expressed an interest in working for Coventry.

4.11 Performance

- 4.12 Current performance highlights a steady trajectory of rise in the first two years, with more recently this reaching a plateau. The Leader and Cabinet Member have requested further work is undertaken with the Senior Leadership team to review current critical performance indicators to improve this to make a significant difference by August and get the service on

an improving trajectory to good. Further work is being undertaken to address this issue. A separate meeting to review performance before the next Continuous Improvement Executive Group is being planned.

5 Sustaining Continuous Improvement

- 5.1 A second draft of the Continuous Improvement Plan was shared at the meeting in May. This has been developed further with Leads and partners and includes areas for development identified from the last Ofsted Visit in February and actions that need further embedding from the last plan as well as new actions that the service in conjunction with partners need to undertake in readiness for the next Ofsted Standard Inspection.
- 5.2 Ofsted stated we knew ourselves well, and that our self-evaluation was accurate. More recent work is significantly better, and Ofsted recognised that there is a strategic drive to achieve permanence for our children. However, for some children this takes too long, and some children experience drift and delay.
- 5.4 Our audit and quality assurance function was complemented, reinforcing how important it is that we undertake our audits each month and then feedback the learning in to practice. It was also evident how our IRO function has improved. We need to challenge ourselves further to ensure that the robust challenge from IROs results in prompt improvement for our children.
- 5.5 A revised Children's Services Strategic Plan 2019-20 our journey in "Getting to Good" is being developed and will include transformation and improvement actions that will be implemented to embed the good practice achieved and fully embed areas requiring further development.
- 5.6 The Improvement Executive Group will provide oversight and accelerate at pace areas for development that need to improve over the next twelve months.

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Please see page 2 onwards for background to items

20th June 2019
Introduction to the Education and Skills Service Introduction to Children's Services
18th July 2019
Children's Services Improvement – Continuous Improvement Board report
19th September 2019
SEND inspection Unvalidated Primary and Secondary school data
3rd October 2019
Library Review Adoption Central England
28th November 2019 9th January 2020
Early Help Hubs
13th February 2020
Children Missing Education School Performance Information – validated data (February 2020)
19th March 2020 2nd April 2020 Date to be decided
Education, Sport, and Participation Strategy Secure Provision Serious Case Review Retention of Social Workers Children's Service Executive Group CAMHS Post 16 transition and NEETS One Strategic Plan

Date	Title	Detail	Cabinet Member/ Lead Officer
20th June 2019	Introduction to the Education and Skills Service	An overview of the services provided to enable Members to identify work programme items for the coming year	Kirston Nelson Cllr Maton
	Introduction to Children's Services	An overview of services provided to enable Members to identify work programme items for the coming year	John Gregg Cllr Seaman
18th July 2019	Children's Services Improvement – Continuous Improvement Board report	An updated improvement plan for next period reported to the Continuous Improvement Board from 23 rd May 19 – identifying actions across the 3 priority areas – the report will set the scene for the year and identify other issues for the Board.	John Gregg Cllr Seaman
19th September 2019	SEND inspection	An overview of the joint inspection with Ofsted and CQC of services for children with special educational needs and disabilities.	Kirston Nelson Jeanette Essex Cllr Maton
	Unvalidated Primary and Secondary school data	A summary of initial results from 2018/19	Kirston Nelson Cllr Maton
3rd October 2019	Library Review	Members requested to consider a report to the Cabinet Member 3 months after implementation on lone working in libraries	Peter Barnett
	Adoption Central England	As requested at their meeting on 21 st June to provide a further progress report, along with some facts and figures on the current position with adoption	Paul Smith Cllr Seaman
28th November 2019			
9th January 2020	Early Help Hubs	To cover the recommendations made at the meeting on 14 th February 2019 – the dashboard to include those over 19 using the service	John Gregg/ Rebecca Wilshire

SB2 Work Programme 2019-20

Date	Title	Detail	Cabinet Member/ Lead Officer
13th February 2020	Children Missing Education	To include children excluded, at risk of exclusion and home schooled	Kirston Nelson Cllr Maton
	School Performance Information – validated data (February 2020)	A report on school performance data using validated data, including LAC and vulnerable groups, as well as gender analysis	Sara Mills Kirston Nelson Cllr Maton
19th March 2020			
2nd April 2020			
Date to be decided	Education, Sport, and Participation Strategy	Following their meeting on 6 th September 2018, Members requested further information on the draft strategy	Sarah Mills Cllr Maton
	Secure Provision	To look in more detail at the provision of secure placements and custody for young people across the region	John Gregg
	Serious Case Review	To consider progress on recommendations from a recent SCR	Rebekah Eaves
	Retention of Social Workers	Following up on progress on the recommendations from the T&F group on retention of social workers.	
	Early Years/ school readiness	Linked to the item above – how both education and early help hubs are supporting school readiness	Kirston Nelson/ John Gregg
	Children’s Service Executive Group	Regular progress reports to be received by the Board after every Executive Group meeting	John Gregg
	CAMHS	A 12 month follow up report on progress requested at the meeting on 4 th April 2019 as a joint meeting with SB5	John Gregg
	Post 16 transition and NEETS	To look at higher and further education destinations, support to NEETS and	Kirston Nelson Cllr Maton
	One Strategic Plan	To consider any Cabinet Reports on the One Strategic Plan	Kirston Nelson Cllr Maton

Date	Title	Detail	Cabinet Member/ Lead Officer
	Criminal Exploitation of Children (Gangs and Knife Crime) Youth Offending Service/Youth Justice Support for Ofsted	To look at partnership work on preventing violent crime, including police panels, education, children’s services, public health, police and schools	Key partners Cllr Maton