

# Public Document Pack



## Agenda for a meeting of the Children's Services Overview and Scrutiny Committee to be held on Wednesday, 22 November 2017 at 4.30 pm in Committee Room 1 - City Hall, Bradford

### Members of the Committee – Councillors

CONSERVATIVE	LABOUR	LIBERAL DEMOCRAT AND INDEPENDENT	INDEPENDENT
D Smith M Pollard	Engel Mullaney Peart Shaheen Tait	Ward	Sajawal

### Alternates:

CONSERVATIVE	LABOUR	LIBERAL DEMOCRAT AND INDEPENDENT
Rickard Riaz	Akhtar Bacon Abid Hussain Thirkill Sharp	J Sunderland

### VOTING CO-OPTED MEMBERS:

Sidiq Ali  
Claire Parr  
Joyce Simpson  
Gull Hussain

Parent Governor Representative  
Church Representative (RC)  
Church Representative (CE)  
Parent Governor Representative

### NON VOTING CO-OPTED MEMBERS

Kerr Kennedy  
Tom Bright  
Irene Docherty

Voluntary Sector Representative  
Teachers Secondary School Representative  
Teachers Special School Representative

### Notes:

- This agenda can be made available in Braille, large print or tape format on request by contacting the Agenda contact shown below.
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- If any further information is required about any item on this agenda, please contact the officer named at the foot of that agenda item.

**From:**  
Parveen Akhtar  
City Solicitor  
Agenda Contact: Jill Bell  
Phone: 01274 434580  
E-Mail: [jill.bell@bradford.gov.uk](mailto:jill.bell@bradford.gov.uk)

**To:**

## **A. PROCEDURAL ITEMS**

### **1. ALTERNATE MEMBERS (Standing Order 34)**

The City Solicitor will report the names of alternate Members who are attending the meeting in place of appointed Members.

### **2. DISCLOSURES OF INTEREST**

(Members Code of Conduct - Part 4A of the Constitution)

To receive disclosures of interests from members and co-opted members on matters to be considered at the meeting. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

*Notes:*

- (1) Members may remain in the meeting and take part fully in discussion and voting unless the interest is a disclosable pecuniary interest or an interest which the Member feels would call into question their compliance with the wider principles set out in the Code of Conduct. Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.*
- (2) Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.*
- (3) Members are also welcome to disclose interests which are not disclosable pecuniary interests but which they consider should be made in the interest of clarity.*
- (4) Officers must disclose interests in accordance with Council Standing Order 44.*

### **3. MINUTES**

**Recommended –**

**That the minutes of the meeting held on 27 September 2017 be signed as a correct record (previously circulated).**

(Jill Bell – 01274 434580)

#### 4. **INSPECTION OF REPORTS AND BACKGROUND PAPERS**

(Access to Information Procedure Rules – Part 3B of the Constitution)

Reports and background papers for agenda items may be inspected by contacting the person shown after each agenda item. Certain reports and background papers may be restricted.

Any request to remove the restriction on a report or background paper should be made to the relevant Strategic Director or Assistant Director whose name is shown on the front page of the report.

If that request is refused, there is a right of appeal to this meeting.

Please contact the officer shown below in advance of the meeting if you wish to appeal.

(Jill Bell- 01274 434580)

#### 5. **REFERRALS TO THE OVERVIEW AND SCRUTINY COMMITTEE**

To receive referrals that have been made to this Committee up to and including the date of publication of this agenda.

The Committee is asked to note the referrals listed above and decide how it wishes to proceed, for example by incorporating the item into the work programme, requesting that it be subject to more detailed examination, or refer it to an appropriate Working Group/Committee.

### **B. OVERVIEW AND SCRUTINY ACTIVITIES**

#### 6. **SCHOOLS FORUM UPDATE**

1 - 14

The Committee has asked for regular updates to be provided on the work of the Schools Forum.

The last update was presented to the Committee on 27 September 2017. The Schools Forum has met once since on 18 October 2017. The decisions list from this meeting is attached at Appendix 1 to the report of the Director of Children's Services (**Document "L"**).

**Committee Members are asked to consider and to note the information provided in this update.**

(Andrew Redding - 01274 432678)

#### 7. **YOUTH VOICE IN THE DISTRICT**

15 - 60

The report of the Director of Children's Services (**Document "M"**) informs the Committee of work to deliver the Bradford Youth Voice

Strategy. The Strategy is led by the Council's Commissioner for Youth Provisions, coordinated through the Youth offer working Group and delivered by a range of statutory and non statutory organisations across the district. The report provides examples that contribute to the delivery of the strategy, demonstrating the diversity of the work undertaken by a wide number of organisations within the partnership. The strategy includes youth voice work within communities; for specific groups of young people (e.g. the work with transgender young people); work to influence strategy and policy, and the district wider Youth Survey and Takeover Day.

**Recommended -**

- (1) That the work undertaken by the Youth Sector in terms of Youth Voice is welcomed.**
- (2) That the Committee commits to formalising Youth Voice arrangements in respect of Overview and Scrutiny work going forward, recognising the need for the districts diverse range of young people to be properly represented.**
- (3) That the Committee provides critical challenge and commitment to hearing youth voice in terms of other reports presented to this committee.**
- (4) That the Committee receives a further update in respect of the work in 12 months time.**

(Heather Wilson - 01274 431781)

**8. UPDATED INFORMATION FOR MEMBERS ON THE WORKLOADS OF CHILDREN'S SOCIAL CARE SERVICES** 61 - 82

The report of the Strategic Director of Children's Services (**Document "N"**) presents the most recent information on the workload of Children's Social Work Teams and updates Members on key pressures on the service. The workload analysis is based on activity up to 30<sup>th</sup> September 2017.

There has been a slight rise to the overall workloads of social workers, and pressures upon the service since the last report was presented. The report demonstrates that Social Work Services for Children & Young People in the District remain strong, robust and well managed.

**Recommended -**

**That the Committee consider further reports in the 2017-18 work programme to ensure the continuation of safe workloads and practice into the future given the current financial climate.**

(Di Drury – 01274 437077)

9. **THE ESTABLISHMENT OF A NEW LA COMMISSIONED SOCIAL, EMOTIONAL AND MENTAL HEALTH (SEMH) FREE SCHOOL IN BRADFORD** 83 - 94

The Strategic Director of Children's Services will present a report (**Document "O"**) on the establishment of a new SEMH Free School in Bradford that will create a flexible, centralised facility which acts as an assessment centre with co-located specialised education, health and care services. It will also act as a regional facility offering placements for children and young people from our neighbouring local authorities.

Bradford Local Authority was amongst 230 expressions of interest to establish an Local Authority Commissioned SEND Free School. The bid was successful and Bradford is now one of 19 projects that have been accepted onto the Free School Programme. The authority is now moving forward to deliver a Joint Services Residential/Day School for children and young people aged 10-19 years of age with complex social emotional and mental health needs. The timeframe for opening of the new school is September 2020.

**Recommended -**

**That the Committee is asked to note the contents of this report.**

(Judith Kirk – 01274 439610)

10. **CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE WORK PROGRAMME 2017-18** 95 - 100

The report of the Chair of the Children's Services Overview & Scrutiny Committee (**Document "P"**) presents the Committee's Work Programme 2017-18.

**Recommended -**

**That the Work Programme continues to be regularly reviewed during the year.**

(Licia Woodhead – 01274 432119)

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## **Report of the Director of Children's Services to the meeting of the Children's Services Overview & Scrutiny Committee to be held on 22 November 2017.**

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**Subject:**

**L**

**Schools Forum Update**

### **Summary statement:**

**Children's Services Overview and Scrutiny Committee has asked for regular updates on the work of Bradford's Schools Forum.**

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Michael Jameson  
Strategic Director, Children's Services

**Portfolio:**

**Education Employment and Skills**

Report Contact: Andrew Redding,  
Business Advisor (Schools)  
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**Overview & Scrutiny Area:**

**Children's Services**

## **1. SUMMARY**

- 1.1 The Committee has asked for regular updates to be provided on the work of the Schools Forum.
- 1.2 The last update was presented to the Committee on 27 September 2017. The Schools Forum has met once since on 18 October 2017. The decisions list from this meeting is attached at Appendix 1.
- 1.3 The Schools Forum has one further meeting scheduled for the autumn term on 6 December. The key meeting at which the Schools Forum will make final recommendations on the allocation of the 2018/19 Dedicated Schools Grant (DSG) will take place on 10 January 2018.
- 1.4 The principal items that have been considered by the Schools Forum so far this term, and those that will feature prominently in forthcoming meetings, are:
  - National Funding Formula
  - Early Years National Funding Formula continued implementation and impact
  - Formula funding arrangements in Bradford for the 2018/19 financial year
  - SEND review, places sufficiency and Dedicated Schools Grant High Needs Block financial pressures
  - The future position of DSG centrally managed and de-delegated funds

## **2. BACKGROUND**

- 2.1 Under national Regulations, every local authority is required to operate a Schools Forum. The primary function of a Schools Forum is to recommend to the Council's Executive Committee how the funding, which the Government provides for schools and individual pupils (known as the Dedicated Schools Grant), is managed. The Forum also has some specific technical decision making powers. The DfE has stressed that it is essential that Forum membership arrangements keep pace with the changing landscape, in particular the conversion of maintained schools to academy status. The Forum must consider annually how best to provide for responsive arrangements, to ensure the Forum remains representative and to avoid any unintended bias towards any one phase.
- 2.2 33 maintained schools converted to academy status between 1 September 2016 and 1 September 2017. A further 2 schools converted on 1 October 2017. We now have 80 primary / secondary academies and 109 primary / secondary maintained schools. The composition of the Schools Forum has been reviewed in the light of the number of pupils in maintained and academy settings. There are currently 13 academy members on Bradford's Schools Forum, alongside 14 representatives of maintained schools.
- 2.3 The Schools Forum meets every half term with an additional meeting in the autumn.



### 3. OTHER CONSIDERATIONS

#### 3.1 National Funding Formula

Appendix 2 attached to this report provides a more detailed briefing on our assessment of the impact of National Funding Formula on Bradford's Dedicated Schools Grant (DSG). This briefing follows from the information presented to the Committee on 27 September.

We wish to draw to the attention of the Committee the following areas of challenge presented by the NFF:

Schools Block:

- a) The size of the un-dampened loss that would result from the implementation of the NFF without Minimum Funding Guarantee protection (£7.37m). This is especially concerning for the primary sector.
- b) The lack of full response to the growth in costs in real terms (this is the major financial problem in all schools across 2016-2020). For clarity, this is not a formula issue. It is an issue that is arising as a result of the quantum of education funding falling behind as costs (of salaries and services) increase.

High Needs Block (HNB):

- c) That damping halves our gain under NFF from £15m to £7.5m and that there is no view about whether / when this damping will be lifted.
- d) Our HNB spending levels are forecasted to exceed our dampened NFF HNB allocations. It does not appear that the DSG HNB will be sufficient to cover forecasted spending.

#### 3.2 Bradford's Formula Funding Arrangements 2018/19 - Consultations

The Schools Forum agreed on 18 October for the publication of 3 separate consultation documents that cover proposals for formula funding arrangements for the Schools Block (primary & secondary), Early Years Block and High Needs Block.

These consultation documents can be found online [here](#)

The outcomes of these consultations will be considered by the Schools Forum on 6 December.

In very short summary, these consultations propose:

- a) To move to replicate National Funding Formula, as closely as possible within the constraints of the Regulations and affordability, for the calculation of individual

primary and secondary school budget shares at 1 April 2018. NFF will replace our current local funding formula.

- b) To continue to implement the changes required as a result of national early years funding reform, as we set out in autumn 2016, seeking to protect providers from the full impact of the reduction in funding rates through the use of reserve (one off monies) within the Early Years Block in 2018/19. To move to a 'starters and leavers' based counting arrangement for early years funding.
- c) To continue to use our existing framework for the calculation of delegated formula allocations for high needs providers with some targeted adjustments, including the proposal to cease the 'double funding' of top up for alternative provision placements. The Schools Forum will continue to discuss actions to address the forecasted HNB overspending position in 2018/19, which may include reduction to the value of top up funding allocated by our Place-Plus model.

#### **4. FINANCIAL & RESOURCE APPRAISAL**

Not applicable – this is an update for information.

#### **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

Not applicable – this is an update for information.

#### **6. LEGAL APPRAISAL**

Not applicable – this is an update for information.

#### **7. OTHER IMPLICATIONS**

##### **7.1 EQUALITY & DIVERSITY**

Not applicable – this is an update for information.

##### **7.2 SUSTAINABILITY IMPLICATIONS**

Not applicable – this is an update for information.

##### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

Not applicable – this is an update for information.

##### **7.4 COMMUNITY SAFETY IMPLICATIONS**

Not applicable – this is an update for information.

## **7.5 HUMAN RIGHTS ACT**

Not applicable – this is an update for information.

## **7.6 TRADE UNION**

Not applicable – this is an update for information.

## **7.7 WARD IMPLICATIONS**

Not applicable – this is an update for information.

## **7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)**

Not applicable – this is an update for information.

## **8. NOT FOR PUBLICATION DOCUMENTS**

None

## **9. OPTIONS**

Not applicable – this is an update for information.

## **10. RECOMMENDATIONS**

**10.1 Committee Members are asked to consider and to note the information provided in this update.**

## **11. APPENDICES**

Appendix 1 – Schools Forum meeting 18 October 2017 Decisions List  
Appendix 2 – National Funding Formula briefing note

## **12. BACKGROUND DOCUMENTS**

None

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## Decisions of the Schools Forum on Wednesday, 18 October 2017

These decisions are published for information in advance of the publication of the Minutes

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### Decisions

1        **MATTERS RAISED BY SCHOOLS**

Resolved –

No resolution was passed on this item.

2        **STANDING ITEM - DSG GROWTH FUND ALLOCATIONS**

Resolved –

That the Growth Fund allocations set out in Document HU be approved.

*Action:        Business Advisor (Schools)*

3        **NATIONAL FUNDING FORMULA ANNOUNCEMENT**

Resolved –

That the briefing be noted.

4        **TEACHERS' PAY POLICY 2017**

Resolved –

That the Local Authority considers the advice of the Schools Forum (the feedback and views recorded in the minutes of the meeting) in its decision making on this matter.

*Action:        HR Manager Employee Relations*

5 **CONSULTATION ON THE PRIMARY AND SECONDARY SCHOOL  
FORMULAE 2018/19**

Resolved –

(1) That the consultation document (Document HW Appendix 1) be published.

(2) That requests ('disapplications') be submitted to the Secretary of State for permissions a) to set the Minimum Funding Guarantee (MFG) in 2018/19 above 0%, up to + 0.5%, b) to amend the calculation of the minimum per pupil funding floors in 2018/19 to remove the BSF / PFI factor and business rates, and c) to exclude the re-profiling element of the BSF / PFI factor from the calculation of the MFG / ceiling in 2018/19 so that this does not distort these calculations.

*Action: Business Advisor (Schools)*

6 **CONSULTATION ON EARLY YEARS BLOCK FUNDING MATTERS 2018/19**

Resolved –

That the consultation document (Document HX Appendix 1) be published.

*Action: Business Advisor (Schools)*

7 **CONSULTATION ON HIGH NEEDS BLOCK FUNDING MATTERS 2018/19**

Resolved –

(1) That the consultation document (Document HY Appendix 1) be published.

(2) That a report be provided to the next meeting, which enables the Schools Forum to further consider the options and implications for the re-designation of identified PRUs that are delivering SEND, rather than alternative, provision.

*Action: Business Advisor (Schools)*

8 **DSG CENTRAL ITEMS AND DE-DELEGATED FUNDS 2018/19**

Resolved –

That the information presented be noted. The Schools Forum did not identify additional areas of review.

9 **SCHOOLS FORUM STANDING ITEMS**

**Resolved –**

**That the information provided be noted.**

10 **ANY OTHER BUSINESS / FUTURE AGENDA ITEMS**

**Resolved –**

**That further information be provided on additional grants of a significant value that are being allocated into the District, including to the Teaching School Alliances, to facilitate transparency and further consideration of the monitoring of how these grants are being effectively deployed.**

11 **DATE OF NEXT MEETING**

**The next Forum meeting is scheduled for Wednesday 6 December 2017.**

FROM: Parveen Akhtar  
City Solicitor  
City of Bradford Metropolitan District Council

Committee Secretariat Contact: Asad Shah - 01274 432280

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**Impact Assessment Briefing Note**

*This note sets out an assessment of the impact of the final DSG National Funding Formula, which was published by the DfE on 14 September 2017. It updates from the briefing note provided following the DfE's consultation in December 2016.*

**Summary – Overall Impact & Impact vs. the December 2016 Consultation Proposals**

- 1) Our Dedicated Schools Grant (DSG) position, under a fully implemented National Funding Formula, changes as follows when compared against Bradford's 2017/18 baseline.
 

a) Schools Block	a gain of £6.5m on a baseline of £406.79m (+1.6%)
b) High Needs Block	a gain of £7.5m on a baseline of £63.84m (+11.8%)
c) Central Schools Block	a gain of £0.5m on a baseline of £2.33m (+21.7%)
<b>Total</b>	<b>a gain of £14.5m on a baseline of £472.96m (+3.1%)</b>
  
- 2) The notable differences, when the final National Funding Formula (NFF) is compared against that which was proposed by the DfE in its 2<sup>nd</sup> stage of consultation in December 2016, relate to the Schools Block:
  - a) The 'hard' NFF will not be implemented until April 2020, meaning that the Local Authority will retain formula funding responsibility for primary and secondary schools for a further 2 financial years. In December the full transfer to the hard NFF was proposed to take place at April 2019.
  - b) The negative 3% per pupil 'floor' for primary and secondary schools (the level losses would be capped at and would not exceed for individual schools) has been replaced by a positive 0.5% floor in 2018/19 and positive 1% in 2019/20, meaning that the NFF, at DSG level, does allow for funding growth for all schools of 0.5% in each of the next 2 financial years. This is the main positive change vs. the December consultation proposals, and it means that Bradford now gains rather than loses in the Schools Block. However, this does not mean that all schools will see a minimum 0.5% increase in their funding levels. Schools that are funded on the Minimum Funding Guarantee at best in 2018/19 will see a cash flat (0%) settlement.
  - c) There are new total per pupil funding minimums for primary (£3,500) and secondary (£4,800) schools, which are designed especially to give schools with lower rates of formula funding (due to lower measures of AEN and deprivation) an improved minimum baseline.
  - d) The final NFF has increased the values of basic per pupil funding for primary (+ £35) and secondary schools (+£66 KS3; + £74 KS4) vs. that proposed in December 2016.
  
- 3) In most other respects, the final NFF announced by DfE on 14 September 2017, is the same or similar, or has the same or similar impact, as the NFF that was proposed back in December 2016. This means:
  - a) Schools Block (*further analysis is provided later in the briefing document*):
    - i) There is the same retained focus on additional educational needs and deprivation funding, with this especially being focused on low prior attainment. The NFF allocates more (+£17.8m) for AEN in total than Bradford's current formula.
    - ii) A pupil mobility factor within the primary and secondary formula is confirmed.
    - iii) There is the same reduction in the value of lump sum funding, with the NFF value set at £110,000 per school, which is £65,000 lower than Bradford's current formula. This means that the unprotected NFF allocations for the vast majority of our primary schools and academies are reduced on Bradford's current formula allocation.

- iv) The vast majority of our primary schools and academies are funded at their Minimum Funding Guarantee (MFG) level and therefore, the values of their allocations are dependent on the level at which the MFG is set. Current estimates indicate that 78% of primary schools / 33% of secondary schools will be on the MFG, if the NFF is implemented by us in 2018/19 with an MFG of 0%, with the total value of this protection being £7.37m (£6.46m of this to the primary sector). The funding of our primary sector, in particular, therefore, is vulnerable if Government policy in the future moves further towards the full NFF outcome by reducing the value of MFG protection. The Government has stated that no school will lose as a result of NFF. However, future governments may change from this policy.
  - v) Bradford's secondary sector fares much better under NFF, with 2/3rds of secondary schools and academies gaining. This is due in particular to the £4,800 minimum but also the significant new focus on the funding of low prior attainment.
  - vi) The NFF still does not fully compensate for the growth in costs (especially salaries costs) and therefore, there will still be further erosion in the value of formula funding in real terms. For clarity, this is not a technical formula issue. It is an issue that is arising as a result of the quantum of education funding falling behind as costs (of salaries and services) increase.
- b) Central Schools Block
- i) This new Block is created, with a baseline value for Bradford of £2.33m. It is created by separating the centrally managed budgets previously contained within the Schools Block. This includes the Education Services Grant that was transferred into the DSG at April 2017.
  - ii) Bradford's gain within this Block (+£0.5m), which was proposed in the December 2016 consultation, is confirmed, with transitional implementation restricting our increase to around £50k a year. The full increase therefore, will take a number of years to materialise.
- c) High Needs Block
- i) Bradford gains from the new High Needs Block formula (£7.5m), with this gain allocated incrementally over the next 5 years following transitional implementation (assuming the continuation of the same capping after 2019/20).
  - ii) The NFF result is still heavily damped, with only 50% of the national HNB budget allocated on the basis of the new formula. 50% will be allocated on the basis of 2017/18 spending levels. Bradford's gain if the NFF was 100% on formula would roughly be £15m vs. the £7.5m stated above. The DfE does not indicate for how long 50% of the HNB will be based on historic spending.
  - iii) There will be a factor in the HNB formula that will fund every occupied place in special schools, special academies and our placements in independent special schools at £4,000. On a positive note then, although allocated on a lagged basis, where we increase our places in our special schools, our HNB formula allocation will grow undampened e.g. 360 places = £1.44m.
- 4) Pupil Premium is expected to continue on a cash flat basis as a separate grant. However, the DfE has confirmed that the rate of funding for Pupil Premium Plus, for Children Looked After, will increase in 2018/19 from £1,900 to £2,300.

## Summary – Main Areas of Challenge and Concern

### 1) Schools Block:

- a) The size of the un-dampened loss that would result from the 100% implementation of the NFF without MFG protection (£7.37m). This is especially concerning for the primary sector.
- b) The lack of full response to the growth in costs in real terms (this is the major financial problem in all schools across 2016-2020). For clarity, this is not a formula issue. It is an issue that is arising as a result of the quantum of education funding falling behind as costs (of salaries and services) increase.

### 2) High Needs Block:

- a) That damping halves our gain under NFF from £15m to £7.5m and that there is no view about whether / when this damping will be lifted.
- b) Our HNB spending levels are forecasted to exceed our dampened NFF HNB allocations. It does not appear that the DSG HNB will be sufficient to cover forecasted spending.

## More Detail about the Schools Block

The extract 1 below gives a more detailed analysis of the differences in formula factor values in the NFF compared against Bradford's 2017/18 formula. This highlights how differences in allocations for individual schools are generated.

Variable	2017/18 Bfd values		NFF Values Difference	
	Primary	Secondary	Primary	Secondary
Base APP (Reception / Key Stage 3)	£2,796.67	£4,019.66	-£49.00	-£155.72
Base APP KS4		£4,256.79		£130.28
Lump Sum	£175,000	£175,000	-£65,000	-£65,000
Deprivation - FSM Ever 6	£1,023.09	£927.71	-£482.96	-£142.52
Deprivation - FSM Flat			£440.11	£440.11
Deprivation IDACI F	£324.96	£426.54	-£124.91	-£136.47
Deprivation IDACI E	£406.20	£533.18	-£166.14	-£143.08
Deprivation IDACI D	£487.44	£639.81	-£127.35	-£124.69
Deprivation IDACI C	£568.68	£746.45	-£178.58	-£186.31
Deprivation IDACI B	£731.16	£959.72	-£311.06	-£359.57
Deprivation IDACI A	£893.64	£1,172.99	-£318.50	-£362.79
English as an Additional Language	£197.99	£1,192.48	£317.13	£192.85
Low Prior Attainment	£241.31	£494.40	£808.95	£1,055.97

The extract 2 below gives a detailed analysis of the cash differences by formula factor comparing the NFF vs. Bradford's current formulae in 2017/18. This highlights how the distribution of funding for different purposes will change. Please note that modelling is based on the indicative 2018/19 funding model, but where the DfE's minimums are set at £3,500 (primary) and £4,800 (secondary), the MFG is set at 0% and the ceiling (not including the DfE's minimums) at 3%.

2018/19 Indicative	Primary			Secondary			Total Diff
	Current	NFF	Diff	Current	NFF	Diff	
Base £APP	£154,225,283	£151,510,300	-£2,714,983	£129,053,860	£127,641,524	-£1,412,336	-£4,127,320
Deprivation Factors (FSM & IDACI)	£36,565,880	£25,752,051	-£10,813,829	£25,291,318	£22,172,019	-£3,119,299	-£13,933,128
Low Prior Attainment	£2,594,518	£20,951,329	£18,356,811	£4,338,965	£13,605,240	£9,266,276	£27,623,087
English as an Additional Language	£2,416,896	£6,295,727	£3,878,831	£1,185,600	£1,377,226	£191,627	£4,070,458
Lump Sum	£27,422,500	£17,239,758	-£10,182,742	£5,775,000	£3,630,581	-£2,144,419	-£12,327,161
DfE Minimum Per Pupil Funding	£0	£688,407	£688,407	£0	£519,269	£519,269	£1,207,676
<b>Sub Total Unprotected Allocations</b>	<b>£223,225,076</b>	<b>£222,437,572</b>	<b>-£787,505</b>	<b>£165,644,743</b>	<b>£168,945,859</b>	<b>£3,301,116</b>	<b>£2,513,612</b>
Minimum Funding Guarantee (0%)	£4,705,748	£6,458,706	£1,752,957	£1,854,032	£908,148	-£945,883	£807,074
Ceiling (3%)	-£53,885	-£22,512	£31,373	-£27,869	-£294,327	-£266,458	-£235,085
<b>Total Protected Allocations</b>	<b>£227,876,940</b>	<b>£228,873,765</b>	<b>£996,825</b>	<b>£167,470,905</b>	<b>£169,559,680</b>	<b>£2,088,775</b>	<b>£3,085,600</b>

The DfE's guiding aims in the NFF for primary and secondary appear to be:

- Increasing the focus on the pupil-led basis of funding. This is behind an increase in the proportion of funding allocated via the base £APP and the reduction in the value of the lump sum.
- Ensuring a consistent and minimum value of basic funding for all schools.
- Restricting the ways in which monies can be managed centrally or 'top sliced', seeking to ensure maximum delegation to schools. Seeking to move Council services onto a traded basis within a competitive market place.
- Maintaining the current overall weighting of funding between the primary and secondary phases (secondary weighting of 1:1.29). The DfE sees that there is no current evidence base on which to change this weighting (there is no evidence that a change in the weighting will deliver improvement in pupil outcomes).
- Maintaining a very significant weighting of funding towards supporting children with additional educational needs (AEN), but placing a greater emphasis in the distribution of these monies between schools on measures of low attainment and English as an Additional language (EAL), with a corresponding decrease in the weighting for deprivation measures (FSM and Income Deprivation Affecting Children Index). In this, the NFF will work alongside the continuing sizeable (£36m for Bradford) Pupil Premium Grant, which is a grant that is mostly allocated on the basis of deprivation (FSM).
- Targeting the 'Just About Managing'. The greater emphasis on low attainment, as well as the reduced emphasis on the IDACI deprivation measure, helps to target funding more to this group, with a corresponding reduced weighting towards schools with the greater proportions of children from more deprived backgrounds.
- Continuing to recognise that the mobility of pupils is an issue in schools affecting both costs and educational outcomes.



## **Report of the Director of Children's Services to the meeting of Children's Overview and Scrutiny Committee to be held on 22<sup>nd</sup> November 2017**

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### **Subject:**

**Youth Voice in the District**

### **Summary statement:**

This report informs the Committee of work to deliver the Bradford Youth Voice Strategy. The Strategy is led by the Council's Commissioner for Youth Provisions, coordinated through the Youth offer working Group and delivered by a range of statutory and non statutory organisations across the district. The report provides examples that contribute to the delivery of the strategy, demonstrating the diversity of the work undertaken by a wide number of organisations within the partnership. The strategy includes youth voice work within communities; for specific groups of young people (e.g. the work with transgender young people); work to influence strategy and policy, and the district wider Youth Survey and Takeover Day.

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**Overview & Scrutiny Area:**  
**Children's Services**

## **1. SUMMARY**

- 1.1 This report informs the Committee of work to deliver the Bradford Youth Voice Strategy. The Strategy is led by the Council's Commissioner for Youth Provisions, coordinated through the Youth offer working Group and delivered by a range of statutory and non statutory organisations across the district. The report provides examples that contribute to the delivery of the strategy, demonstrating the diversity of the work undertaken by a wide number of organisations within the partnership. The strategy includes youth voice work within communities; for specific groups of young people (e.g. the work with transgender young people); work to influence strategy and policy, and the district wider Youth Survey and Takeover Day.

## **2. BACKGROUND**

- 2.1 The strategy for Youth Voice in Bradford is delivered by the Council and a wide range of community based partners, working together to ensure that young people's voices are heard in the development of the district, and that young people participate in decision making around services. This strategy is led and coordinated by the Council's Commissioner for Youth Provisions, working with the wider youth sector both the statutory and increasingly importantly, the non statutory sector through the Voluntary, Community and Faith Sector. Within the strategy there are area based commitments to young people within the ward plans which are supported by a number of funding streams available at local level. At a district wide level, the Youth Offer Working Group works to identify gaps and to support district wide consultation and participation in the political and decision making process. Through this mechanism, young people are active participants in the development of district wide strategies and plans that shape the future of Bradford District. The Youth Offer also links Bradford's young people to wider opportunities both regionally and nationally through activities such as children in care taking over Whitehall; the regional children in foster care hub development, and the Growing Up North project. The Youth Offer group is also developing the Youth Voice Standards through an DCLG funded, Voluntary, Community Sector led project to establish shared standards for youth participation across the district.
- 2.2 The Assistant Director for Neighbourhood and Customer Services presented a report to the Children's Overview and Scrutiny Committee on 11<sup>th</sup> April 2016. This report outlined the plans for establishing this strategy through for the Youth Offer for the Bradford District in response to the recommendations made in the Youth Offer Review Report produced in November 2014, and in line with the "Statutory Guidance for Local Authorities on Services and Activities to Improve Young People's Well-being" :
- 2.3 Options for change and recommendations were presented to the Committee which resolved:  
"That the service encourages young people's voices to continue to be heard in influencing the provision of Youth Services"
- 2.4 Since this report was presented a Youth Offer Working Group has been established to drive forward the work across the youth sector under the 5 key elements. The Youth Offer Working Group has representation from the local authority youth services, the Voluntary Sector, the Council, the Police, Community and Faith sector,

working together to develop and lead the Youth Offer Action Plan. This working group feeds into the core strategic group of the Young Lives Bradford Network and the Safer and Stronger Communities – Active Communities Group.

- 2.5 The Youth Offer for the district comprises of 5 key elements, one of which is “voice and influence”. This key element, where by local authorities and partners take steps to ascertain the views of young people and to take them into account in making decisions about services and activities for them aligns with Article 12 of the United Nations Convention on the Rights of the Child.
- 2.6 The “Bradford Children, Young People and Families Plan 2017-2020” identified a key priority for the district was “Listening to the voice of children, young people and families and working with them to shape services and promote active citizenship”. This plan, overseen by the Children’s Trust Board gives strategic support to ensure the Voice of children and young people is maintained and influential across the wider Partnerships in the district. The Board also provides critical challenge to organisations to improve and develop creative ways to hear the voice of children and to evidence the impact their voices have had in the in development of their services.
- 2.7 The Council’s Commissioner (Youth Provisions) has a key role in the development of youth voice opportunities that bring together young people from across the district to ensure their voices are influential in the future of the district. Our growing youth population means we have to be ever more creative in ensuring we reach the diverse range of young people in the district and that their voices and listened to, heard and respected so they can influence change. We also need to find better ways to include the voice of younger children, and to create and increase opportunities for young people to be part of the solutions.

### **3. Overview of Youth Voice and influence**

#### **3.1) The Youth Voice Framework**

We have worked with young people to develop a Youth Voice Framework as part of the Children, Young People and families’ Plan. This can be seen in Appendix A

#### **3.2) District Wide Youth Voice Events**

Using the Youth Voice Framework over the last 12 months we have run 12 district wide cross sector Youth Voice events which have influenced key plans around services for young people. This has included consultation around the Youth App development, Aspirations events and development of the districts Economic Strategy.

Young people have been active participants in Public Forums, particularly the Education forum which has given young people opportunity to take an active role in shaping outcomes from these events. Across the district the youth sector has routinely stepped into the role of supporting young people to have their voices heard and for these to be influential in service design – the recent Early Help consultation being one such example where young people from across the youth sector were encouraged to share their thoughts and needs in relation to Early Help developments.

#### **3.3) West Yorkshire Police**

West Yorkshire Police have used the district Youth Voice to undertake consultation around an awareness raising poster campaign that is now rolled out into key transportation hubs across West Yorkshire. This campaign is aimed to support more vulnerable young people in the identifying signs of abuse and CSE, and to signpost towards help and support services.

3.4) **The voice of transgendered young people**

The Youth Service has maintained the partnership working with voluntary sector provisions that has enabled the continuation of provision for LGBT young people. More recently the Youth Service has made significant steps in developing provision specifically to meet the needs of Transgender young people. This has seen the local authority Youth Service, partner with the national organisation Gender Identity, and through sharing of resources we have shared knowledge and expertise that has enabled supportive work to be established in the district for transgendered young people and in return 24 staff and volunteers have received introduction training for working with young people.

3.5) **Growing up North**

Working with young people from across the District Bradford has played a pivotal role working alongside the Children's Commissioners Office to explore the impact on where you live on your aspirations and successes. As part of this work we have facilitated the visits to more vulnerable young people, including those who were living in Care, in supported housing or who were homeless.

3.6) The findings of the Commissioners visit was presented back to young people and the strategic director for Children's Services, and was a key in shaping the District Plan and the Children and Young People's Plan. This was followed up with further work and the creation of a film which has been used in December 2016 to launch the project. The launch at the BBC in Salford was the start of the voice and influence by Bradford's young people on the Northern Powerhouse developments. Young people who made the film had opportunity to attend the launch and chat to decision makers about their aspirations for Bradford and its future. The Northern Powerhouse developments continue to be influenced by young people with the establishment of a regional group supported by the Regional Youth Work Unit for Yorkshire and Humber with an active recruitment currently underway to take up the invitation for young people from Bradford to join this group.

3.7) **The Takeover Challenge**

This was an opportunity for young people to "takeover" adult roles for the day, and during that takeover to have their voices heard. Professionals agree to a young person taking on their role for the day. Working with a steering group of young people we saw a diverse range of opportunities including through health, the Council, Housing and voluntary sector providers, with 82 young people and 17 schools offering "Takeovers" in 2016. Takeover Challenge is due to take place on Friday 24<sup>th</sup> November with a wide range of "takeover" opportunities that will support young people into decision making roles at local and strategic levels. For young people this is an empowering experience with a team of roving reporters working alongside the Takeovers to capture and record the day. This years Takeover will also see 3 young people having their voices heard when they represent Bradford Children in Care Council at the Takeover of Whitehall, which is being run in partnership with the Commissioners Office.



3.8) **Young people's mental health services**

Young people attending the 2016 meeting of the Overview and Scrutiny Committee in relation to the Youth Offer report raised their concerns around services to support their mental health. Following this a further Committee meeting was established bringing the Health and Children's Overview and Scrutiny Committees together to hear what young people had to say. Young People presented a report with recommendations called "Help today's youth to help tomorrows Bradford". The joint Committee agreed that a sub group would be established to receive a response to the young people's paper. This response was heard on 27<sup>th</sup> March 2017. Since then there have been a number of developments in particular the "Youth in Mind – Buddies" project which is a direct response to the paper produced by young people. This has seen a significant change in service delivery in response to what young people told us around support young people needed when accessing CAMHS services. Further details on this specific project will be included in the report, due to be presented to the joint Children's and Health Overview and Scrutiny Committee on the 28<sup>th</sup> November 2017.

3.9) **The Youth Survey**

Across the Youth Sector a survey has been undertaken to identify and inform the future direction of Youth Work in the District. This survey saw 1,700 young people taking part in the survey and this has given some clear directions in terms of the needs and priorities for young people. Highlighted from this survey is how young people feel people from different backgrounds generally get on with each other, how adults respect young people, how safe they feel when it's late and dark and during the daytime and the pride they feel about the area in which they live. The Youth Survey results and locality responses to what young people have said have already been shared with the 3 of the Area Committees and dates are scheduled for the remaining 2 committees. Details of what young people told us during this survey can be seen in Appendix B

3.10) **#IWill Fund**

The Big Lottery Fund and the Department of Digital, Culture, Media and Sport have invested seed funding to create the #Iwill fund. This has been boosted by a match funder and Leeds Community Foundation were asked to lead the grant process on behalf of the #Iwill fund in Bradford and Leeds. Young people from the Bradford district have taken an active role in the decision making panel for the allocation of this fund for the first round of what is planned to be a 4 year programme. This funding has the key theme of Youth social action, recognising the huge potential to create enjoyable opportunities and skills development for young people and of the potential benefits to local people and places. One of the key aims of this grant scheme is to raise the level and quality of youth social action and increasing this by 50% by 2020 taking the percentage of young people that volunteer from 40% to 60% across Leeds and Bradford. Young people as part of this process had the demanding task of reading all the applications for both Leeds and Bradford, making their own notes and thoughts on the applications before attending the main awarding Panel and taking an active part in the discussions around the applications to decide the projects most beneficial to fund.

3.11) **Interview Panels**

We continue to ensure that recruitment to key strategic posts within the Children's Services Department have active participation by young people. Youth Panels have worked with the Senior Management Team to support their interviews for key

strategic positions including the Safeguarding Children's Board Manager and the Head of Social Work Service. This has seen a unique opportunity for young people from different organisations to come together to be key contributors and to influence decision making at a high level in being part of a process of appointing lead officers for services for children and young people.

**3.12) Youth Work Grants**

Working with the Youth Offer Working Group and Young Lives Bradford we have in the last 12 months undertaken a radical overall of the grants allocated to the Voluntary Sector for the delivery of youth work. The budget of £311K had been retained for delivery in 2017-18 but realigned to the priorities of the Youth Offer Review, with an emphasis on the work meeting gaps in services and contributing to the wider district wide youth offer, including the priority of youth voice and influence. There are 2 strands to this funding with one strand identified for the delivery of sessional youth work (week in week out type provision) and one strand for seed funding developmental youth work. This funding was allocated through a evaluation panel approach over 2 rounds, both of which have had a active and independent youth panel to scrutinise and influence grant allocations. We are currently funding 36 voluntary, community and faith led initiatives from this funding, some examples of which are detailed in sections 3.13-3.25

**3.13) E:merge Youth Provision**

E:merge currently operate an organisation wise Youth Council which enables young people to have a voice in the decision making within the organisation and within their communities. This group has recently gained some funding to improve the safety of a Wakefield Road roundabout with support from the Area Coordinators Office. E:merge run a series of Young leader sessions that enable young people from East Bowling to contribute towards the wider Youth Council Group in a structured way that is representative of the community. These sessions are led by young people themselves with support of youth workers.

**3.14) The Life Centre, Bierley**

The Life Centre works with young people who are LGBT, Young parents, young people with physical disabilities, those affected by drug problems, have mental health issues or are from new migrant communities. .As part of their work they currently operate a Youth Council which supports and encourages young people from the area to put their views and opinions across. Young people are given opportunity to influence the delivery of future sessions operated by the centre.

**3.15) Keighley Asian Women's and Children's Centre (KAWACC)**

The current Youth Work Grant is to fund a project that has been designed by young girls from the Keighley area. They have initiated this project so they are able to have conversations in a safe space and to challenge people in strategic positions. During recent months the young girls have taken part in workshops and really focussed on what they would wish to contribute when they attend the Daughters of Eve Conference hosted by the Muslim Women's Council. This conference has a focus on resilience, faith and unity. Girls have worked on key areas of interest and concern, devising questions they would like to ask the panel members at the event.

**3.16) People First – Keighley and Craven**

People First have been working with a core team of young people who all have learning disabilities and who are already experienced self-advocates. These

individual young people are now taking a lead role as peer mentors and trainers within the funded projects work. The young people have become much more active in leading the project having confidence in their voices being heard and working with parents and carers to begin enabling young people to be involved in the arrangements as part of their training in advocacy skills.

### 3.17) **Healthy Life Cycles – Active Leaders Project**

The active leaders project offers opportunity for young people to take part in creative sessions where they have chance to talk about their lives, experiences and feelings. Breaking down barriers between peers is a key element of the sessions that are delivered. Young people are given safe space in which to have their voices heard, and to talk about issues that affect them, which often relates to their country of origin. The Active Leaders project is actively targeting young Slovak males, Congolese females and young people who are Somali origin. The young leaders have identified their interests and learning needs and determined the issues and activities which they wish to prioritise during the residential, increasing their 'voice and influence'. This continues to promote the notion of young people as active citizens and encourages them to be involved in the running and planning of provision. During the planned residential experience, we hope to capture the 'collective voice' of the young people from New Migrant communities to share with other young people. This will be done via the use of creative media such as photos and videos known as 'Photo Voice', a participatory monitoring and evaluation method. The project is developing positive and active role models through this process, who, in turn, will disseminate their skills, learning and experience throughout their community.

### 3.18) **Freedom Studios**

Freedom Studios uses performing arts as a tool for young people to explore and express their own views and voices. Young people from the Canterbury area used their voices to create a short film, based on a story they wrote for themselves of a girl whose father was taken to fight in World War 1, tackling themes of war and bereavement. This film is due to be screened at a Youth Theatre event at Kala Sangam in December.

Using the medium of the arts young people are encouraged and have increased confidence to speak out, there is active encouragement of peer feedback with young people learning constructive critiques with shared pieces of work. The theme of 'revolution' was used to explore with young people the things they would like to see changed / improved in the world. They talked of issues that affect them, such as racism and sexism and how they can speak out about these issues.

### 3.19) **MAPA Youth Project**

The MAPA group are currently using their youth voice work within a piece of work with a partner organisation – CentrePoint. This is to ensure youth voice is influential in the development of the MAPA 'POD' which a space intended to be free to use to community members. The young people are actively seeking funding to support their idea, and have set up and are running a coffee bar, using profits from sales to help subsidise other activities and provisions they would like to see develop at the centre.

### 3.20) **Equity Partnership**

The work at the Equity Partnership is funded to target particularly LGBT young people, those who have physical disabilities, are affected by drug problems or have

or have had mental health issues and those who are homeless or have been reported missing or who have run away. Particularly the Equity Partnership in partnership with the Youth Service has led the developments of the Phoenix youth provision, which is enabling the voice of trans young people to be heard. Young people from Phoenix have taken an active role in work with the Childrens Commissioner in the development of a national information app for young people. They have spoken at the Overview and Scrutiny committee and have shared their voices through a presentation to professionals, and speaking at the IDOHOBIT event about their experiences of being Trans.

There are increasing support needs for Trans young people from BME communities to have their voices heard and a safe space has been created with the Youth Service to support this with regular facilitated meet ups and an annual residential.

### 3.21) **BCB Radio**

Young people working with BCB radio have been encouraged to vocalise and share their opinions and experiences on a range of issues. A key focus of their work has been centred on employment and career aspirations, which has allowed young people to share their vision for their futures and organise practical steps to take action. Young people have also interviewed a range of professionals to identify their career and employment routes. Young people have produced and presented radio programmes that we have broadcast on BCB programmes that have reflected their experiences and enabled them to have had their voice heard.

### 3.22) **16-25 Young Adviser's Project**

The young adviser's project is a joint initiative to train young people in the basic skills of generalist advice work, covering housing, homelessness, welfare benefits and debt work. Young people are trained in interview skills and safe guarding, with the intention of giving them the confidence and skills to go back to their communities, colleges and youth clubs with an increased set of skills and knowledge, and to be more able to have their voices heard, but also to advise other young people in a way that is accessible and immediately useful.

### 3.23) **Hindu Cultural Society**

Using the youth work grant the Society have targeted young people, particularly those with poor mental health and those from new migrant communities to develop a youth committee at the temple. The Youth Committee are now working with the main temple committee, and is leading on developments of a health hub where by the community can access dance, sport and fun exercise sessions.

### 3.24) **Prism**

Funded by the Youth Work Grant the Prism Youth Group targets deaf young people into their provision. They are developing the voice of deaf young people within their provision, establishing their views on the activities they want, which informs the session plans. In small group sessions and one-to-one identify what issues are important to them and to support developing work around those issues.

### 3.25) **The School of Rock and Media (SORM Studios)**

SORM studios were successful in being awarded a grant from the Youth Work Grants and have used this to target young people from new migrant communities and those affected by drug misuse. The young people have taken part in the Hope not hate Music festival in the town centre as well as taking part in the Bradford Music festival and more recently the open access event. The young people have

used these events to show case their talents and moreover have their voices heard in their music and feel a part of Bradford. The young people continue to support “The White Ribbon Campaign” and “Love Bradford” and continue to work on their “Bystander Project” which encourages young people to speak out where they see hate crime, bullying and violence.

### 3.26) **Bradford Youth Development Partnership (BYDP)**

The Bradford Youth Development Partnership has a strong track record of listening to young people. Young people are active in shaping the provision in terms of identifying activities that would engage and interest them, what their needs are and this is used to shape funding applications. Young People influence the summer holiday and afterschool programmes and help us to improve the quality of the services they are offered. BYDP captures young people’s views at the end of every session, activity, trip and programme, and identifies that our best listening takes place during one to one sessions. BYDP takes on-board young people’s feedback in order to evaluate and plan the next steps so that the best progress can be made and demonstrated.

BYDP have recently undertaken a online survey across the BD3,BD5,BD8 areas which saw 249 young people taking part, this feedback has shaped Youth Ambitions – our programme training young volunteers. Young volunteers help plan and deliver youth club and holiday activities. Young people in our survey identified their unmet needs, which we aim to meet through a newly formed partnership of VCS providers in Bradford.

### 3.27) **Bradford Young Carers**

Bradford Young Carers run a Carers Committee, consisting of young people who have been users of the Young Carers Service, and those who are currently service users. This group has an active role to play in the design and delivery of services for Carers, giving valuable insight about the needs. Service users are active in evaluating sessions, with youth voice influencing the development of future sessions.

The Young Carers host a radio show, giving young carers their voice across the networks. Recruitment events include young people’s panels and there are many examples of how young people’s feedback has changed the minds of adult and panels of professionals.

Young Carers have played an active Youth voice role in the development of a Carers Hub at Horton Park, ensuring the needs of young carers are heard and influential in its design. Young carers have taken part in Barnardos national research around the needs of young carers, actively contributing to the research around needs and support services for young carers. Young Carers have attended and had their voices heard at the Overview and Scrutiny Committee in relation to Young Carers.

### 3.28) **Children in Care Council (CiCC)**

The role of the Children in Care Council (CiCC) is to ensure that every child has an opportunity to air their views, and is a mechanism to allow children and young people to put there experiences of the care system directly to those responsible for corporate parenting. The Bradford CiCC currently has approximately 8 to 10 active members. It meets weekly at culture fusion on a Wednesday evening. The participation of children in care and care leavers reflects broader public policy emphasis on public service providers facilitating increased local determination by local citizens. There has been growing evidence that decisions about the services

produce better outcomes when made closer to the individuals and groups who are users of those services. Children in Care Council's provide an effective mechanism for children in care and care leavers as a distinct user group with niche needs to shape the services they receive. The Bradford CiCC are currently involved in Young people interview panels; Foster training; University training and Social Work inductions.

### 3.29) **Build a Girl Project**

The Build a Girl Project is a small and developing social enterprise project, founded by a survivor of sexual exploitation that works with girls and young women. There are 3 strands to their work which includes an empowerment project targeting girls in years 5 and 6, provision of community groups and safe space for girls and young women and a survivor's project for girls and young women who have been exploited or who are vulnerable to exploitation. Young women from this project have taken a positive and active role within the district wide youth voice events and young women from this project have worked alongside others to become a youth panel for interviews within the Children's Services Department. Their Youth Voice has extended beyond Bradford with recent attendance by young women at the conference "Feminism in London (Filia) Event" where by young women were able to articulate their views and make positive representation of the needs and concerns of vulnerable or exploited girls and young women. This was a huge step in the lives of those young women to be heard and respected and for their voices to have made a difference to national work in this area.

### 3.30) **The Youth Service**

The Youth Service runs a wide variety of programmes through their open access provisions based in ward areas which are focused on ensuring local young people have opportunity to influence the weekly sessions within their areas, and to develop their own programmes of activity. Youth Voice has always been a key priority for the Youth Service and the service has been key to ensuring opportunities are created in communities that support youth voice ensuring this influences the development of ward plan and creates opportunities for young people to be more active as citizens in their communities. They have actively engaged young people in consultations across the district including the Annual Youth Survey (Appendix B) and the budget consultations. They have also actively promoted and encouraged young people to register to vote giving real voice to young people as active citizens in the district. Attendance at the Area Committees by young people has given young people opportunity to have their voices heard and for them to be heard by members at Area Committees about things that are important to them, and for them to be more active in finding solutions to local issues.

**Bradford West** - In Bradford West young people have worked with young people to develop a youth council in the Allerton and Thornton ward area. They have also developed a Clayton Junior Parish Council who are working in partnership with the Clayton Parish Council, showing a commitment from the Parish Council to hearing the voice and working with young people as active citizens in their community. Young people from the West Constituency have been active in providing feedback around the development of new sports facilities in the area and in wider community forums.

**Bradford East** – in Bradford East there has been young people's voice and influence with the development of projects in the Springfield Centre, in a new

information and advice session in Canterbury and in the revamping of the sessions at the Karmand Centre. Youth voice has been active in the setting up of new provisions – Girl Power Project was established with young women from the Carlton Bolling School, and a second session at Greenwood Centre has been developed in response to young people’s feedback. The Library development in Holmewood has been led by young people and is designed reach out to their peers. The Ravenscliffe Youth Association has formed and they have used their voice and influence to access funding to enhance and support additional activities identified by young people in that area. The District wide Sound group gives support to LGBT young people, with increased participation by Trans young people, and supports their active participation in wider youth voice events both within the constituency and in the District.

**Bradford South** – Within the Bradford South area there have been a number of young people who have taken a lead in influencing key decisions in relation to their areas. A number of young people have been directly involved in the Grants Advisory Group linked to the Area Committee in the area which has led to over £10,000 been allocated to fund local community groups and events in the South area.

Young people were active in their participation in the Youth Survey with many using this opportunity to have their voices heard on key issues as they saw them. Many of these young people are now actively working with the youth work team around solutions to the issues they identified

**Keighley** - Young people attend a number of meetings in the Keighley area including the Area Committee Meetings, and on an ad-hoc basis they are supported to meeting with their local Ward and Parish / Town Councillors. This gives young people a direct link to their local councillors and opportunity for their voices to be heard.

The Young Advisors’ Project has provided a unique opportunity for youth voice to be heard – a partnership between the Youth Service, the national Young Advisors’ Charity and Keighley Youth Co-op Ltd, allowed young people from the area to volunteer their time and attended training provided by the Young Advisors’ Charity. This training developed young people’s confidence and ability to look their community in a new light and, in turn, take on a range of Youth Action projects. As a result of this they have gone on to use their voices to promote the participation of other young people and to raise awareness around issues such as emotional health and well-being, CSE, drug use and Voter Registration. Currently they are working towards promoting re-cycling.

Within the Keighley East area young people have played an active role in influencing the development of the Big Local Initiative, this will see young people actively involved by identify and visiting groups / organisations interested in applying for the funding and playing a key role in the decision making around the allocation of funding.

The Ilkley ward has seen young people shaping and designing the youth club activity and they have been lead advocates for the Community Alcohol Partnership. Young people have worked with the Ilkley Youth and Community Association to make a funding application to further the youth voice work across the ward with the plan to deliver additional youth work session, which will be led by young people. The Ilkley Parish Council are in early discussions with young people to explore how they can have greater representation in the decisions of the parish council

**ShIPLEY** – Young people in Shipley area have developed a Constituency wide Youth Voice Group. This group identifies key issues and needs of young people to be addressed next year. They have also attended a residential weekend to explore what it means to be a Shipley Voice member and to develop ideas on how to consult with other young people in the Shipley Constituency.

Young people have 2 places on Baildon Town Council's Community Committee, and have established a Baildon Youth Council. Young people play an active role in steering groups within all youth service run provisions ensuring a strong youth voice and influence over service development.

**3.31) Social Care – Viewpoint**

Viewpoint is a tool that is used particular to hear the voice of children who are in care or who are on plans with Children's Social Care. This tool supports young people taking an active role in articulating their wishes, how happy they are in placements and what they wish to see going forward. It provides a strong influence in the developing of plans to support individual young people and ensures their voices are heard, often at times when it would be easy to listen and be overridden by adults and professionals voices. This tool also allows a clear evidence of difference made or where plans have been developed in response to what children and young people have told us.

**3.32) School Councils**

One area of youth voice is within the education systems. Many of the schools in the district have school council arrangements giving a strong pupil voice to the school. This enables young people to be consulted and for them to influence the direction and update of policies including school uniform, behaviour and extra curricular activity. There are some very active school councils with a growing number of these taking a more active role in the wider community in which their school is based.

**3.33) Youth Voice within Health**

Health services have a number of youth voice initiatives, particularly around design of services for young people. They have one off consultation events, youth led initiatives, and an active district wide peer group who take a lead within health services.

There is a strong evidenced track record of services being developed and changed in response to feedback from young people, more recently this has been evident in the development of support services for young people using CAMHS and wider mental health support services in the development of the pilot Youth In Mind. This area of work will be further reported to the Joint Children's and Health overview and scrutiny meeting later this month.

**3.34) The Guide Association**

Within the Bradford area there are significant numbers of girls and young women aged 5–25 years taking part in Guiding activities and accessing a diverse range of youth led activities. Guiding units in the district are supported by the national organisation, the Guide Association boasts itself to be the largest organisation for girls and young women in the UK. This presents young women in the Bradford groups with some unique opportunities to have their voices heard on a regional and national stage with campaigns that give girls a platform to influence policy, to be active campaigners and to influence positive change for girls everywhere. Key to this has been their advocate panel for members aged 14 - 25 years, their British Youth Council delegations and their peer education programmes.



3.35) **The Scout Association**

Within the district offers young people aged 6-25 years opportunity to take part in fun and challenging activities. As part of their offer to young people they have a strong commitment to young people's development through activities that include team work, leadership, communication and self motivation. They have youth led programmes within the local units and pathways for young people who may wish to become more active in terms of youth voice and influence within their Districts.

3.36) **Bradford District Police**

The Police in Bradford are looking to initiate a youth Independent Advisory Group (IAG), which will target young people from across the Bradford district. The IAG group will be used to hear the voice of young people and to advise and support the police on powers, policies and processes, playing a key role in as a critical friend of the Police. The Police Cadet Scheme is also being established within Bradford District that is designed to give a stronger voice to young people. This is targeting young people who may not otherwise consider engagement with the Police either due to vulnerabilities or from more harder to reach communities. It is intended that this scheme will give young people a stronger voice and pathways into policing as a profession

3.37) **National Citizenship Service (NCS)**

This part residential government backed personal development programme has seen 1400 young people aged 16 and 17 years from the district taking part. This has seen individuals give up their free time to take on personal and team challenges during the summer delivery period. An element of the programme is developing a social action project and delivering this in the district. young people designing, pitching and delivering social action projects in response to briefs from community partners; public speaking training and delivering speeches on their NCS experiences during Showcase and Graduation events; peer reflections, appreciations and nominations for awards and leadership positions. Young people's voice within this part of the programme development is key to its success. Every NCS participant completes 3 surveys, one at the end of each stage of the programme, in which they are asked to give feedback on a range of programme aspects including: activities and the curriculum, the level of challenge, NCS staff, community understanding, and the level of control they have over their social action projects. These local findings feed into a local Quality Improvement Plan. From this year's Yorkshire survey responses, we have identified that scores for evening sessions, campaign days and fundraising days have decreased, and as a result we are doing work to make those more engaging. We are holding consultation meetings with the Bradford Youth Board, a group of NCS graduates who were elected by their peers during the programme, to get their input on how to improve these parts of the programme<sup>52</sup> young people have gone on to be trained and are now volunteering as Associate Mentors working to support and mentor NCS teams through the social action project design and delivery.

3.38) **One Britain, One Nation**

One Britain, One Nation hosted a "Day of Pride and Unity" offering opportunity to children and young people from Bradford schools to showcase their love, pride and passion for our great nation. The Bradford day gave hundreds of young people confidence to speak out about their hopes and inspirations for their future, their district and for Great Britain. One Britain, One Nation aims to build a society of

compassion, tolerance and harmony based on mutual respect. Following the success of the Bradford day, plans are now well developed for the 2018 Day of Pride and Unity which will give hundreds more of young people from across Bradford and the wider West Yorkshire opportunity to speak out.

**3.39) People Can**

The district wide “People can” initiative has been warmly embraced by young people from across the youth sector with increased numbers taking part in locality based activity. This has created opportunity and pathway for young people to identify concerns, issues and areas of interest, to have their voices heard and to be active in the solutions and responses to the things they have identified.

**3.40) Children’s Overview and Scrutiny Committee**

The Committee has been supportive and encouraging of youth voice within the Committee. A number of young people have attended Committee meetings over the last 12 months, and have had their voices heard, with regular attendance by a small number. Work is now being developed to ensure those in regular attendance are representative of a wider youth voice and representative of the diversity of the district.

**4. OTHER CONSIDERATION**

No other considerations.

**5. FINANCIAL & RESOURCE APPRAISAL**

5.1 Currently the Youth Voice work is undertaken within existing budgets of the Youth Service. The Youth Service budget whilst devolved to the respective Area Committees also supports aspects of District Wide Youth Voice work and coordination of district wide consultations events.

5.2 There are increasing numbers of voluntary and community providers of youth services who are contributing towards the districts youth voice work through delivery of services that are funded from external resources or that are run within the voluntary and faith youth sector.

**6. RISK MANAGEMENT AND GOVERNANCE ISSUES**

The Youth Offer Working Group is chaired by the Commissioner (Youth Provisions) and includes the Area Co-ordinator with lead responsibility for the Youth Service. Other members of the Working group are representatives from Young Lives Bradford, Voluntary, Community and Faith Groups and the Police. Youth Voice is a key element of the Youth Offer and is a priority in the Childrens Trust Children, young people and families plan.

**7. LEGAL APPRAISAL**

7.1 The Council has a responsibility to co-ordinate and offer support for the Health and Well-being of Young People set down by Statutory Guidance issued in 2012.

The duty is to secure equality of access for all young people to the positive, preventative and early help they need to improve their well-being.

This includes:

- Ascertaining their views when making decisions about services or activities

- They should be involved in service design, delivery and governance.
- Young people should receive the support they need in order to participate
- Local authorities should ensure representation of the full diversity of local young people, and those who may not otherwise have a voice.

## **8. OTHER IMPLICATIONS**

### **8.1 EQUALITY & DIVERSITY**

The Youth Sector has a responsibility to ensure that the services are accessible to all young people and that participation in their service reflects this approach. Specific targeted work takes place to encourage participation from under represented groups.

### **8.2 SUSTAINABILITY IMPLICATIONS**

The Youth Service delivery enables local initiatives to be supported, encouraging groups and individuals to undertake activities that improve the social, economic and environmental well being of their communities, this includes supporting young people to have their voices heard and for opportunities for active citizenship .

The Youth Work Developmental Grants have key requirements for funded projects to hear and respond to the voice of young people with inbuilt sustainability plans, activated from the offset of the grant in an attempt to reduce dependency on Council funding and grants in future years.

### **8.3 GREENHOUSE GAS EMISSIONS IMPACTS**

No Greenhouse gas emissions apparent within the context of this report.

### **8.4 COMMUNITY SAFETY IMPLICATIONS**

There are a number of youth work projects who are concerned and driven to improve Community Safety within local communities. The increased opportunities for young people's voices to be heard and for them to feel part of their communities and be active citizens in local decision making has the potential to improve Community Safety. The Youth Sector provides safe spaces for young people to speak out about community and personal safety and can support their voices being heard by those who can influence positive change. The work undertaken within the Youth Sector is a key contributor in the building of safer and stronger communities.

### **8.5 HUMAN RIGHTS ACT**

There are no direct Human Rights implications.

### **8.6 TRADE UNION**

There are no implications for Trade Unions arising from this report.

### **8.7 WARD IMPLICATIONS**

The work of the Youth Service and activities support young people and communities within all the Wards in the Bradford District.

### **8.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS**

Youth Voice Work and youth voice projects and activities support priorities within each Constituencies Area Committee Action Plan.

## **9. NOT FOR PUBLICATION DOCUMENTS**

None.

## **10. OPTIONS**

- 10.1 That the Committee considers and comments on the shared direction of travel and of the continued commitment from the Youth Sector to raise the profile of Youth Voice in the District.

## **11. RECOMMENDATIONS**

- 11.1 That the work undertaken by the Youth Sector in terms of Youth Voice is welcomed.
- 11.2 That the Committee commits to formalising Youth Voice arrangements in respect of Overview and Scrutiny work going forward, recognising the need for the districts diverse range of young people to be properly represented.
- 11.3 That the Committee provides critical challenge and commitment to hearing youth voice in terms of other reports presented to this committee.
- 11.4 That the Committee receives a further update in respect of the work in 12 months time.

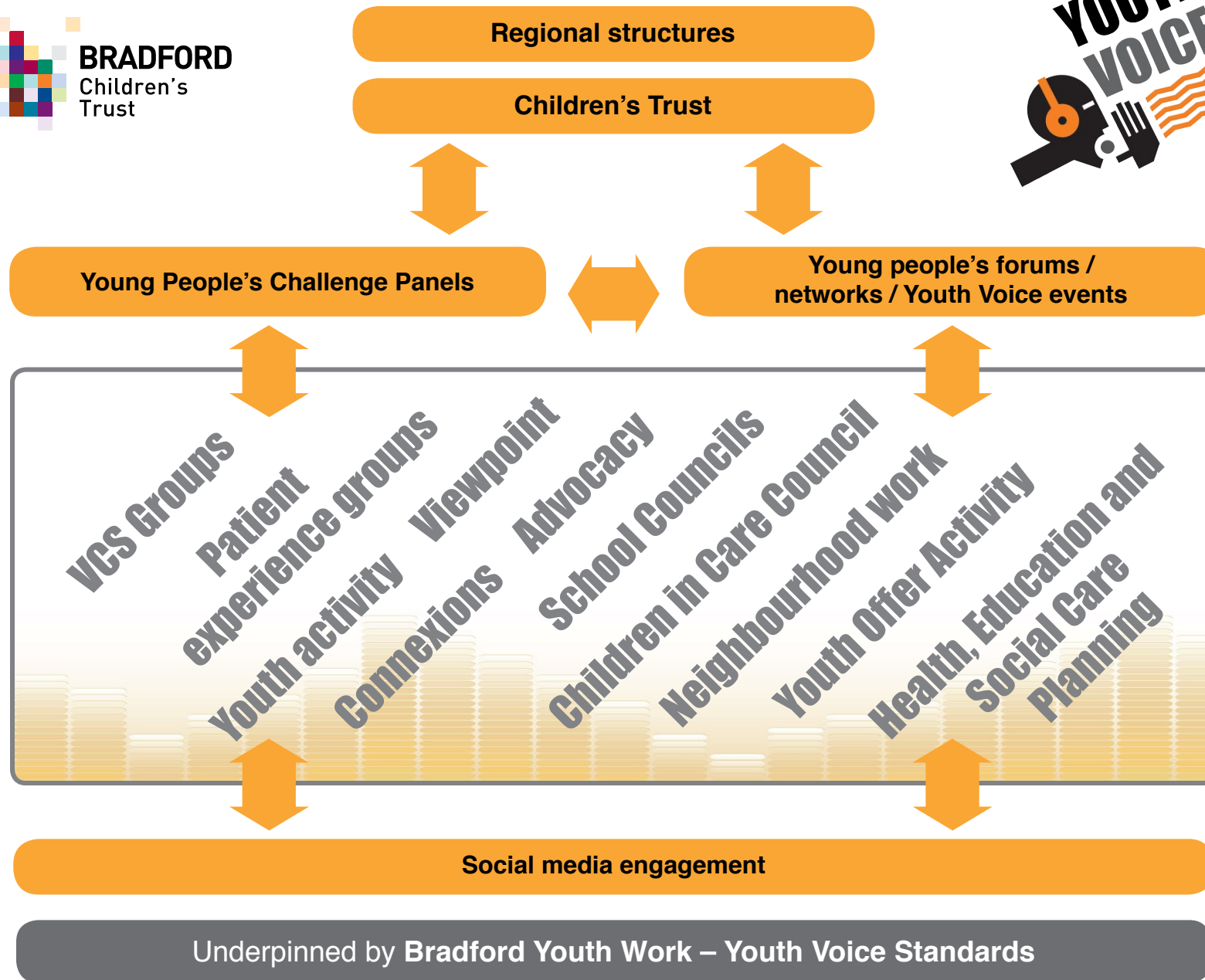
## **12. APPENDICES**

- 12.1 Appendix A - The Youth Voice Framework
- 12.2 Appendix B – The Youth Survey

## **13. BACKGROUND DOCUMENTS**

- 13.1 Bradford Youth Offer Review, Document 'BQ', Council Executive, 10<sup>th</sup> March 2015
- 13.2 Delivering a new Youth Offer for Bradford, Document 'BH', Children's Overview and Scrutiny Committee, 12<sup>th</sup> April 2016
- 13.3 The Youth Offer Report, Document 'AO', Children's Overview and Scrutiny Committee, 11<sup>th</sup> April 2017

# Bradford Youth Voice Framework



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## STRATEGY GROUPS

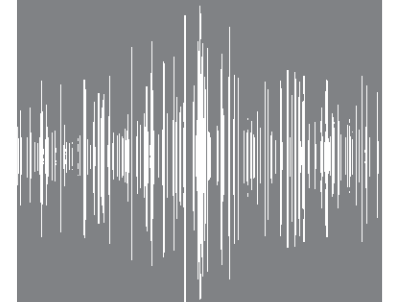
Children's Trust

Bradford  
Safeguarding  
Children Board

Health and  
Wellbeing  
Board

Children's  
Overview  
and Scrutiny  
Committee

Children's  
Transformation  
Integration group



## Regional Structures

These are the opportunities for Bradford's young people to have their voices heard and to influence developments that are further reaching. These may be West Yorkshire wide, or within the Yorkshire and Humber Region or the development of key initiatives like the Northern Powerhouse.

## The Children's Trust

The Trust holds responsibility for the Children, Young People and Families' Plan. The plan has the priorities for our work with children, young people and families in the District. One of these priorities is about how our services hear the voice of children and young people. They will receive reports from organisations and young people and ensure that all the agencies working with the Children's Trust are activity listening and responding to what young people are saying. They will involve young people when the plan is reviewed each year.

## Young People's Challenge Panel(s)

This is a local opportunity for young people to come together to share concerns and comments, or to speak directly to adults who make key decisions in relation to services for young people. This may be decision makers and budget holders within the Council, health or education. It may be those who buy services or those who deliver services for young people.

## Young People's Forums / Networks / Youth Voice Events

These are forums held locally or for the District on subjects that are identified by young people and the district as priorities. These enable young people to come together to discuss things that are important to them and to identify actions they can take themselves or, where they can, work with others to make things better. They are also used to talk about things that may need to be taken to a challenge panel for further discussion with key decision makers.

## Bradford Youth Work – Youth Voice Standards

These are the underpinning standards which are being developed that will help organisations make a judgement on how good they are at listening and responding to young people's voices. These standards will be used by organisations so they are better at supporting young people who use their services. They will mean young people have access to a wider range of opportunities to have their voices heard.

## Social Media Engagement

This is a growing opportunity to talk to a wider group of young people in the district to seek their views on particular issues or developments. This is intended to be used for one-off consultations so we can better understand what's important for young people. Social media will also be used to promote the opportunities to attend Youth Forums, be part of a Network or District Youth Voice Events.



For more information about the Youth Voice Framework, contact Heather Wilson, Bradford Council's Commissioner for Youth Provision.

Email: [heather.wilson@bradford.gov.uk](mailto:heather.wilson@bradford.gov.uk)  
Tel: 01274 431781  
Mob: 07582 100 692

# YOUNG PEOPLE'S SURVEY 2017

# TOTAL NUMBER OF YOUNG PEOPLE WHO PARTICIPATED IN THE SURVEY

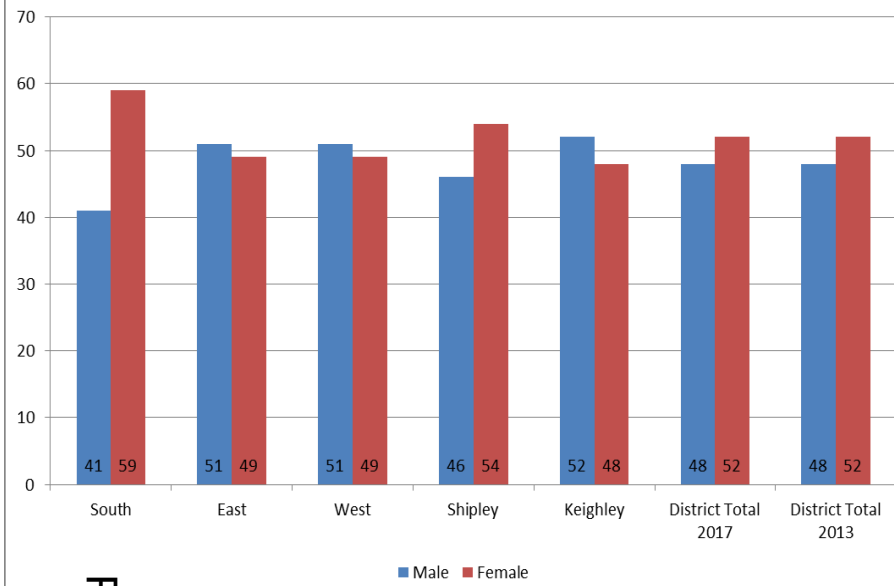
BRADFORD SOUTH	225
BRADFORD EAST	218
BRADFORD WEST	210
SHIPLEY	340
KEIGHLEY	537
UNKNOWN AREA	183

TOTAL PARTICIPANTS

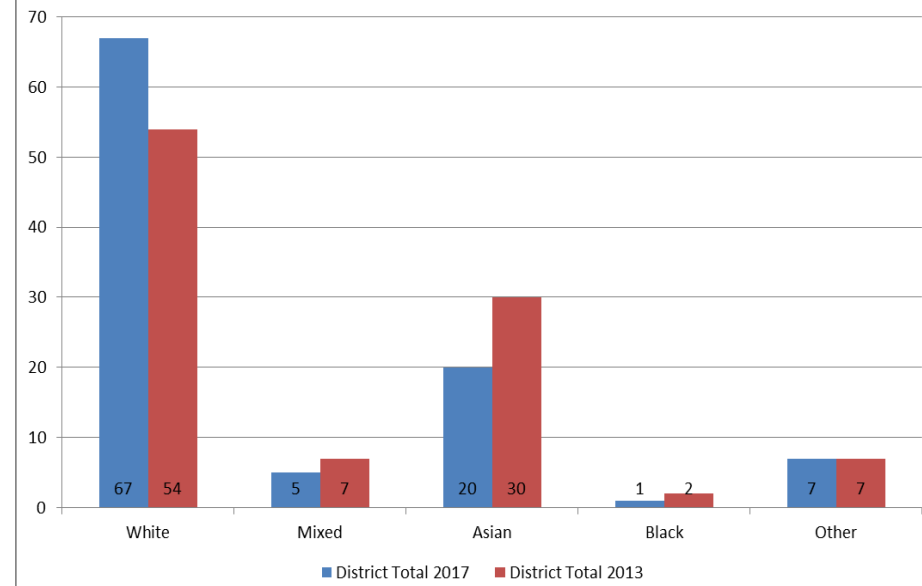
1713



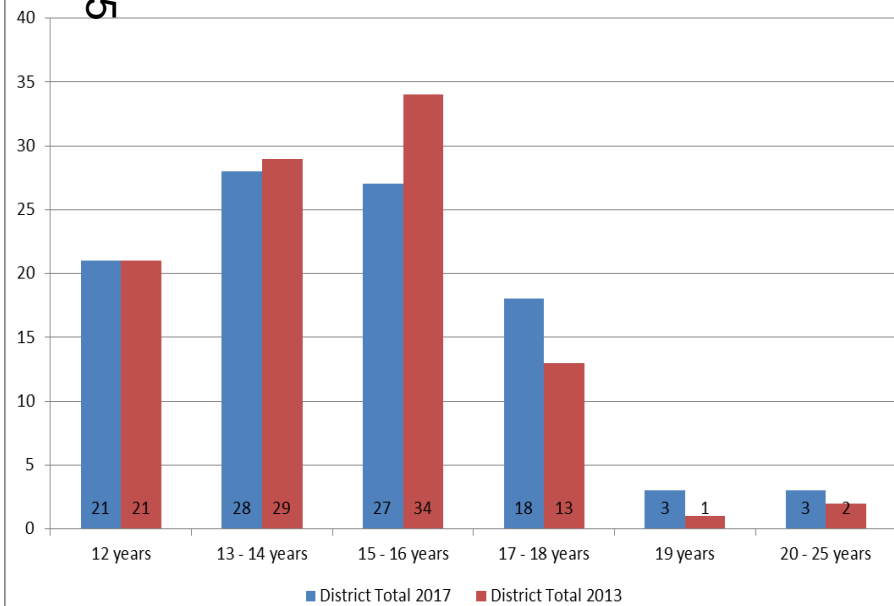
### % Split Of Genders Who Took Survey



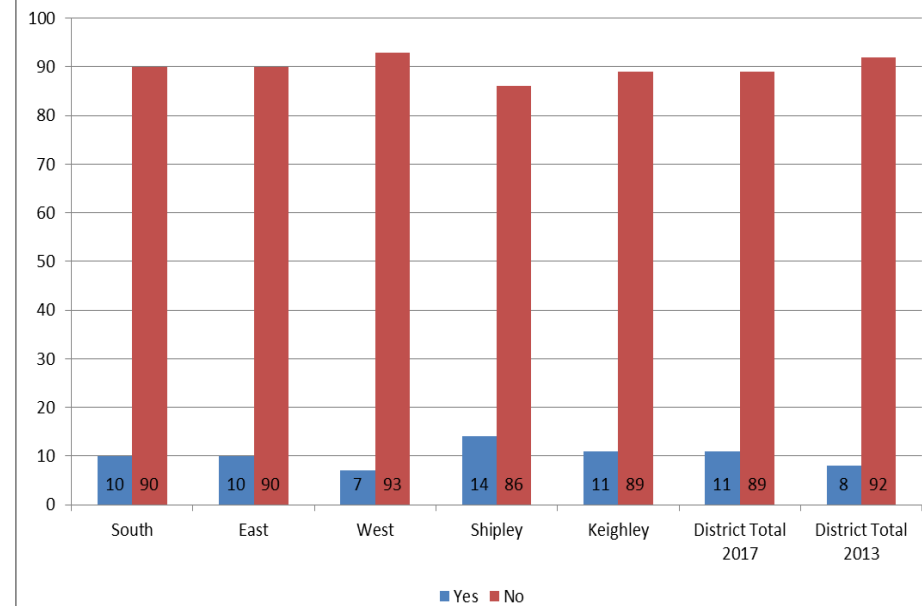
### % Split Of Ethnicities Who Took Survey



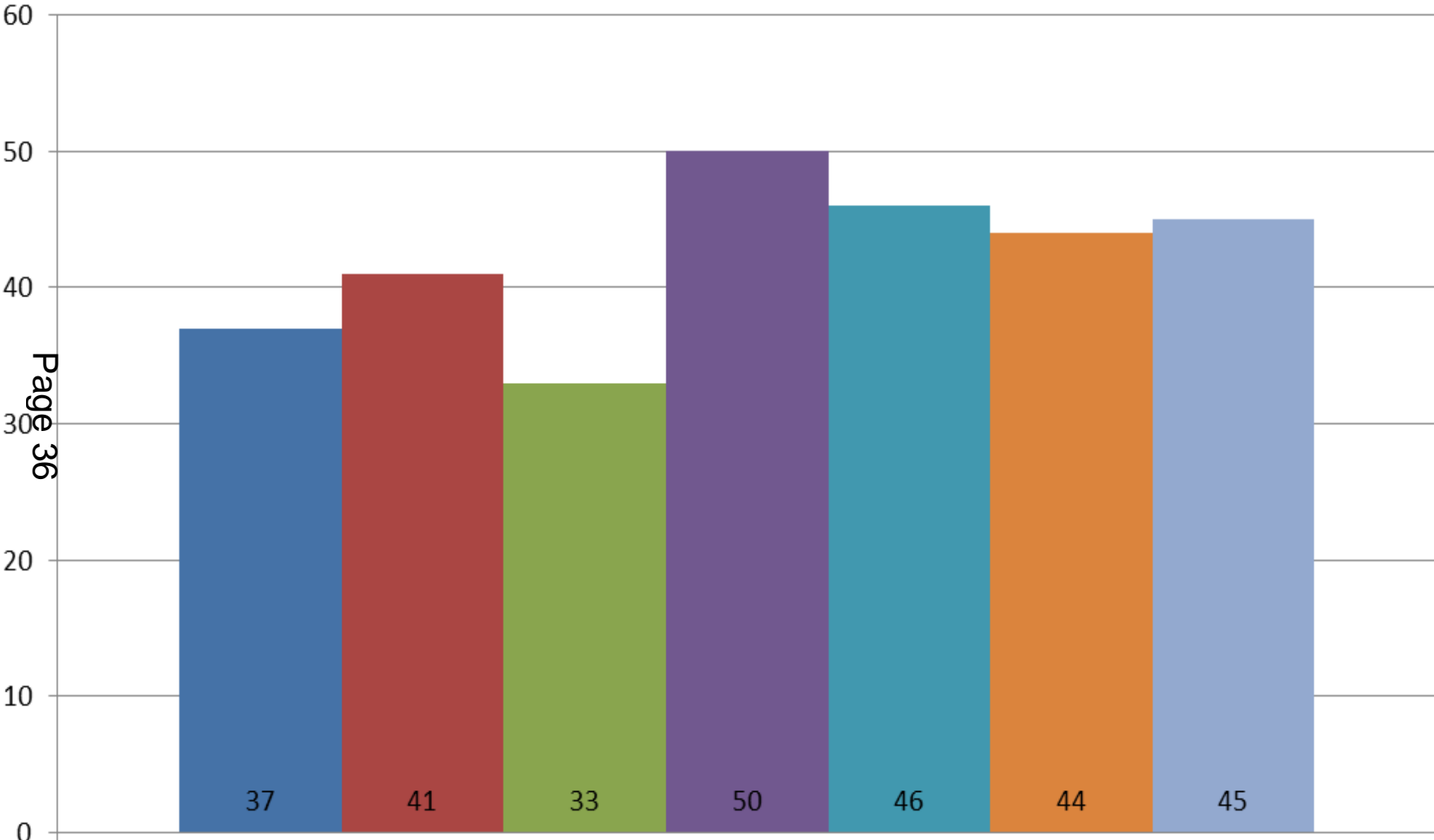
### % Split Of Age Groups Who Took Survey



### % Of Participants With A Disability



# % Who Feel Pride In Their Local Area

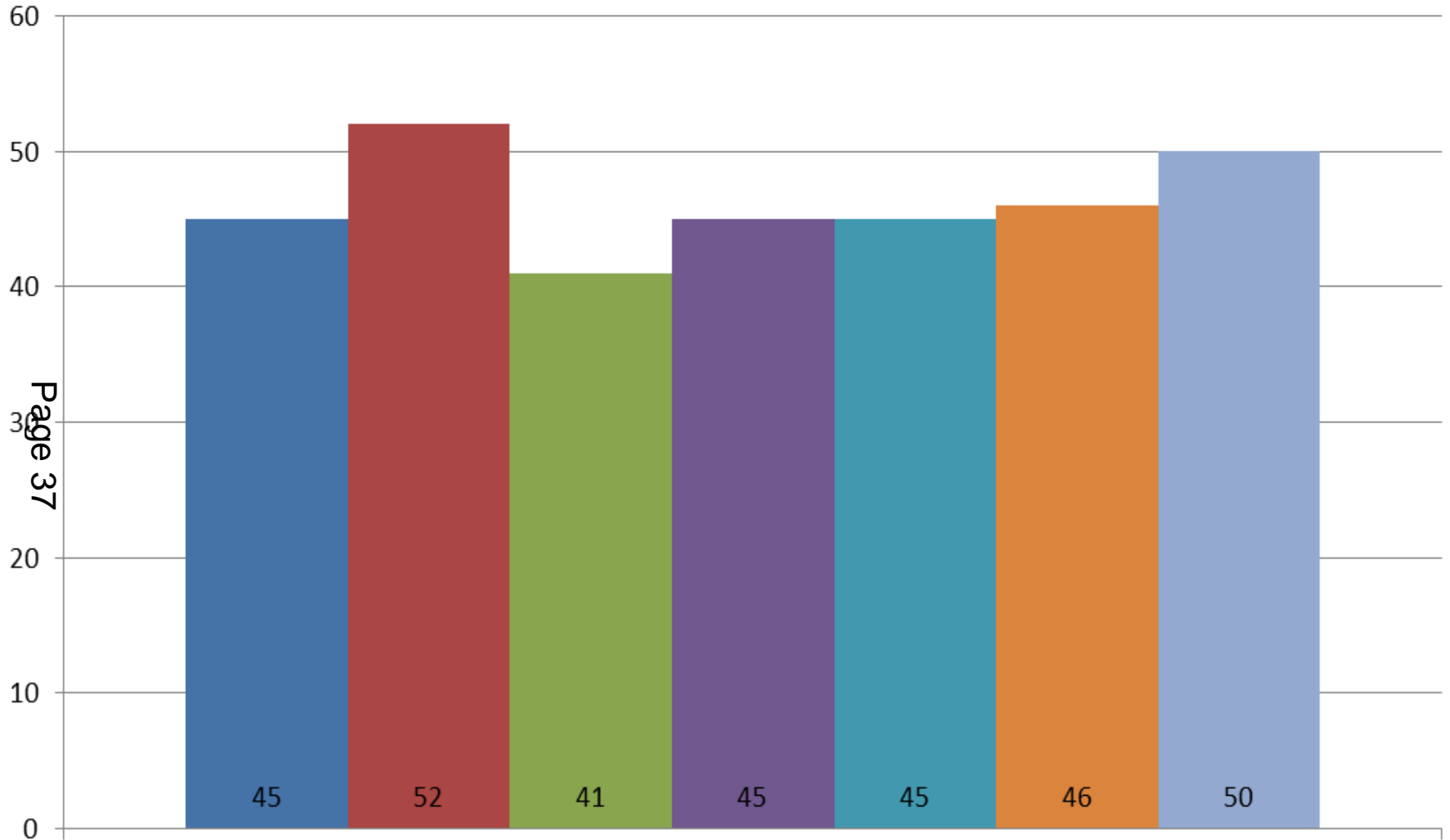


I Feel Pride In My Local Area

- South
- East
- West
- Shipley
- Keighley
- District Total 2017
- District Total 2013

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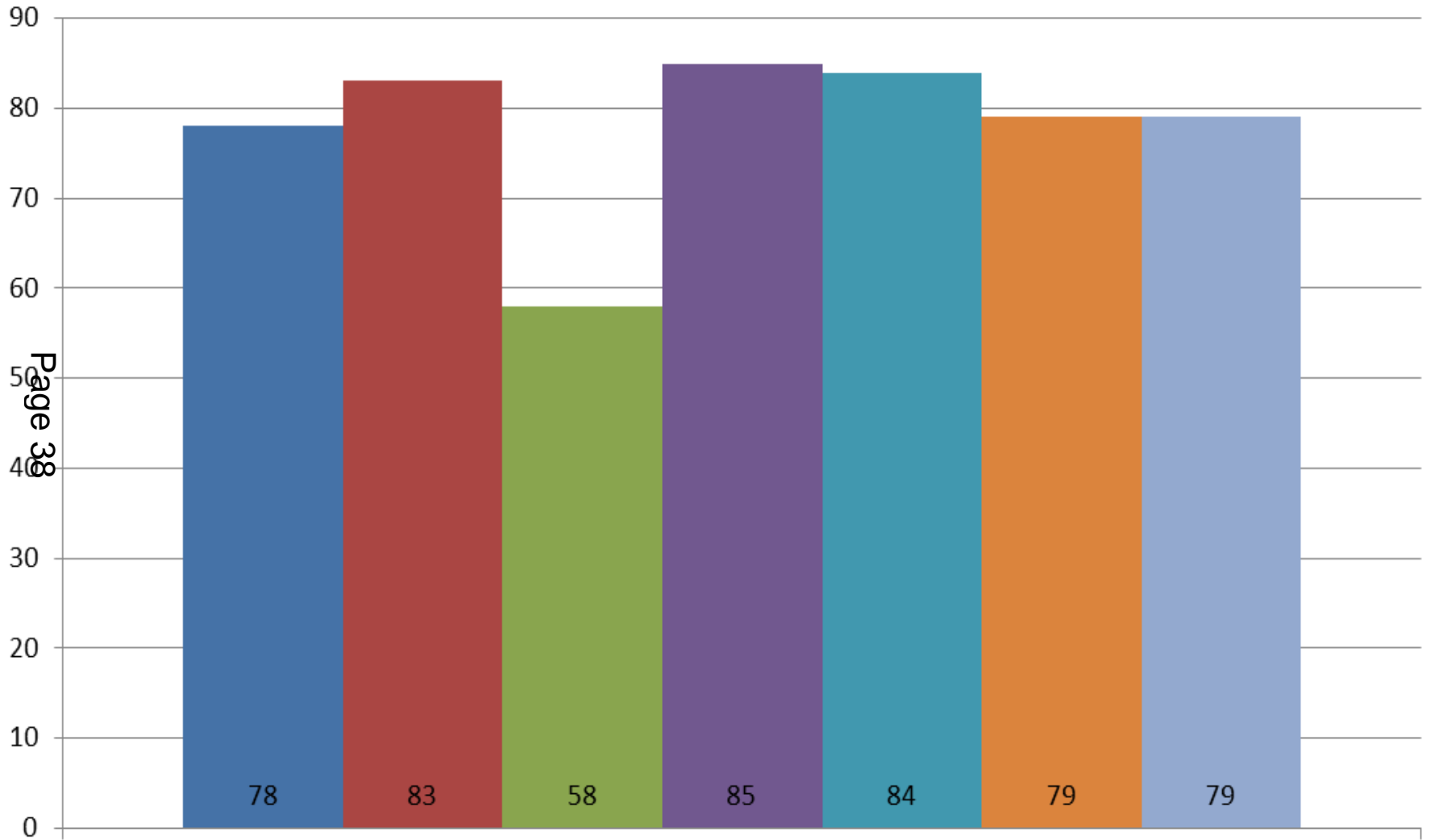
# % Who Are Proud To Be From Bradford District



I Am Proud To Be From Bradford District

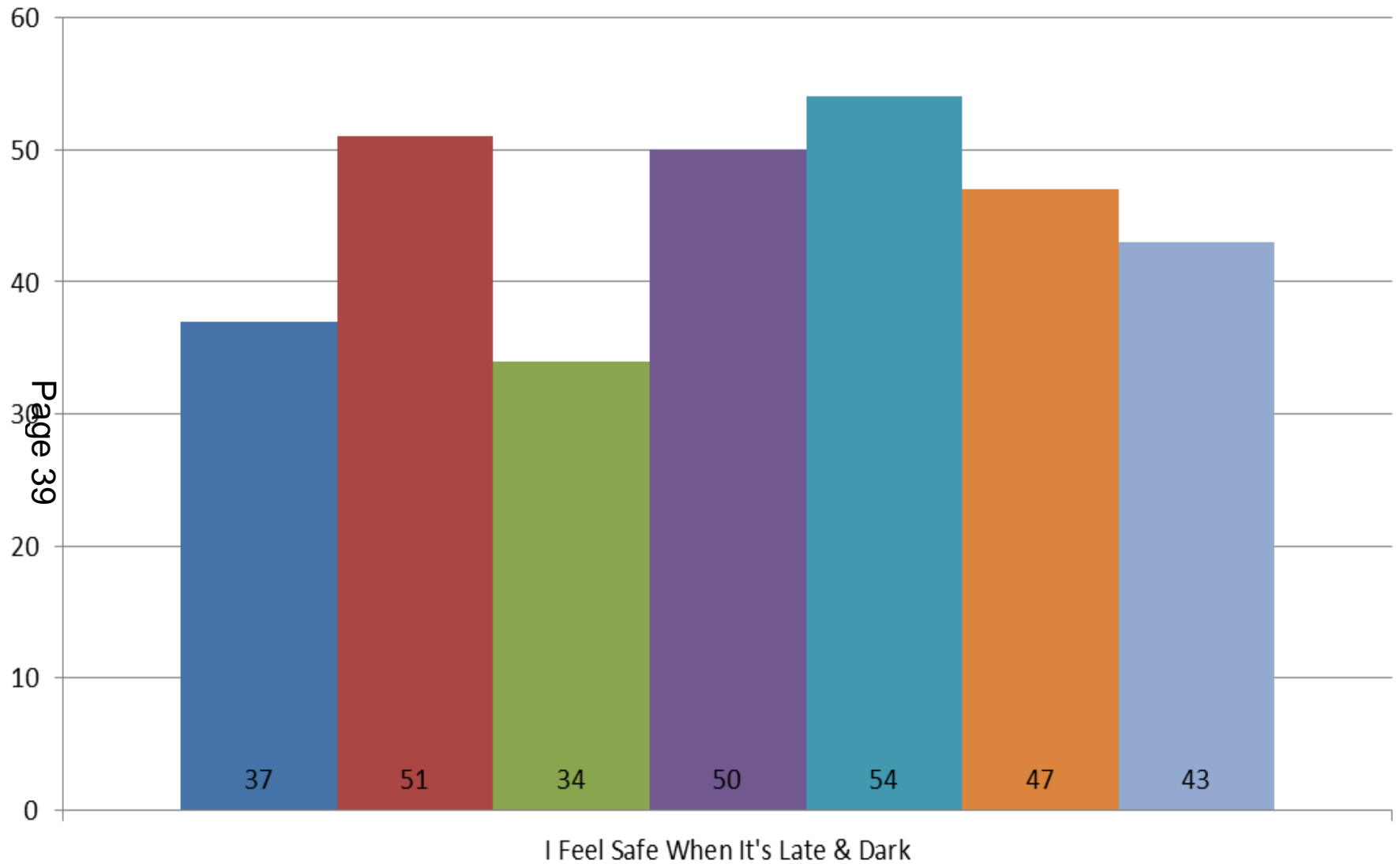
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# % Who Feel Safe In Their Area During The Day



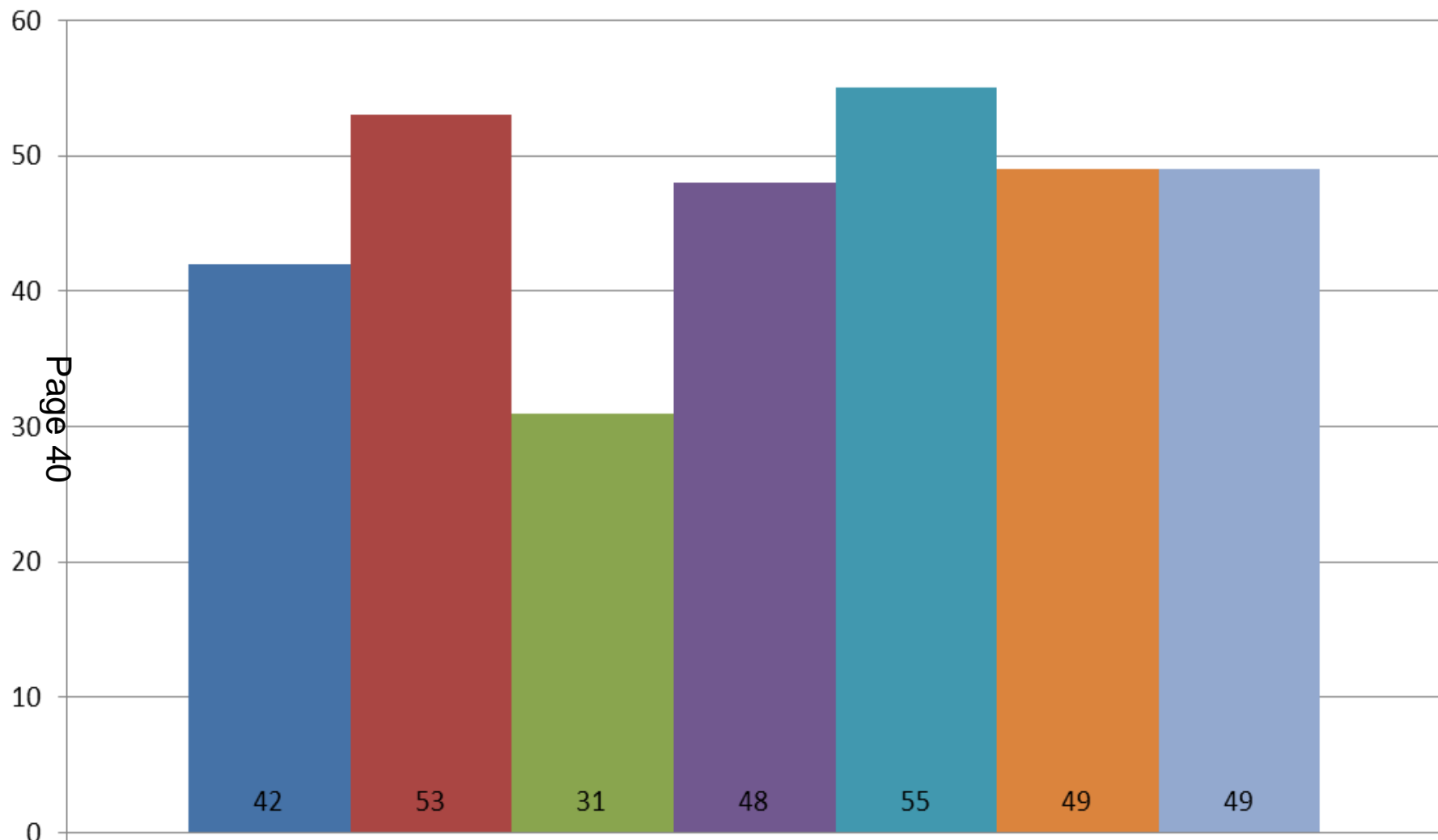
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# % Who Feel Safe In Their Area When It's Late & Dark



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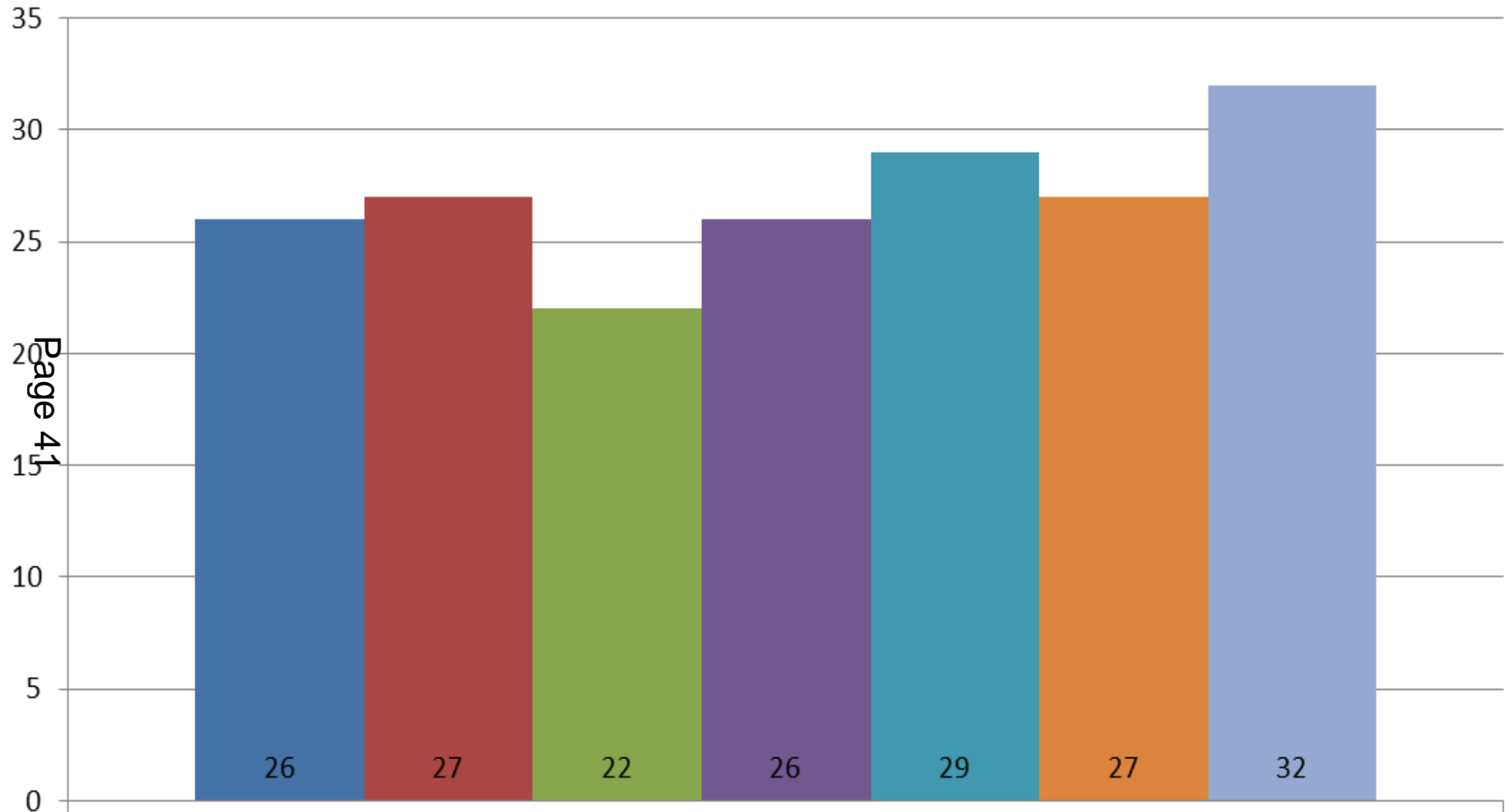
# % Who Believe Adults Respect Young People



Adults Respect Young People In My Area

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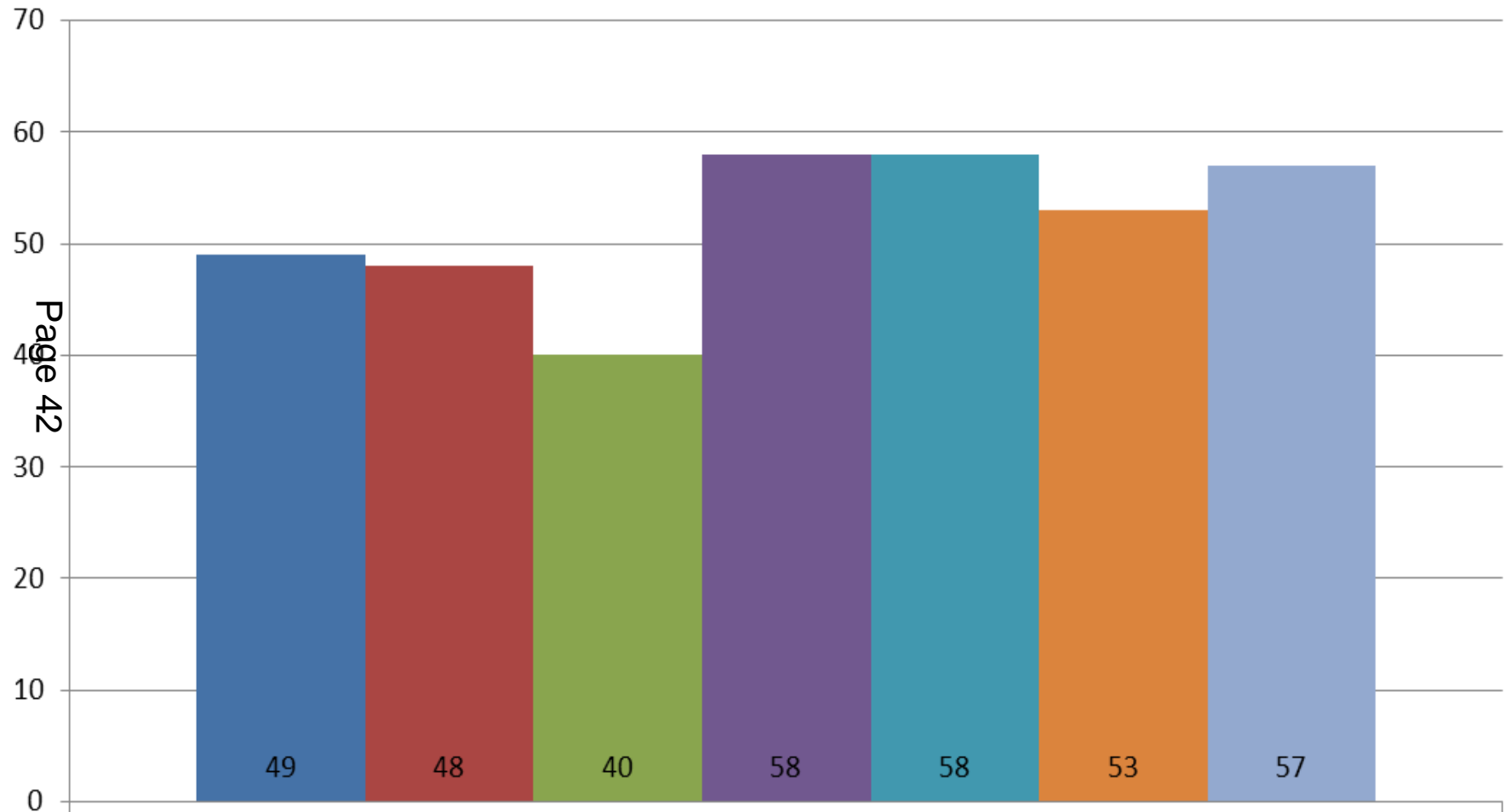
# % Who Believe They Can Influence Decisions About Their Local Area



I Can Influence Decisions Made About Services & Developments In My Local Area

■ South ■ East ■ West ■ Shipley ■ Keighley ■ District Total 2017 ■ District Total 2013

# % Who Believe People From Different Backgrounds Generally Get On Well In Their Area

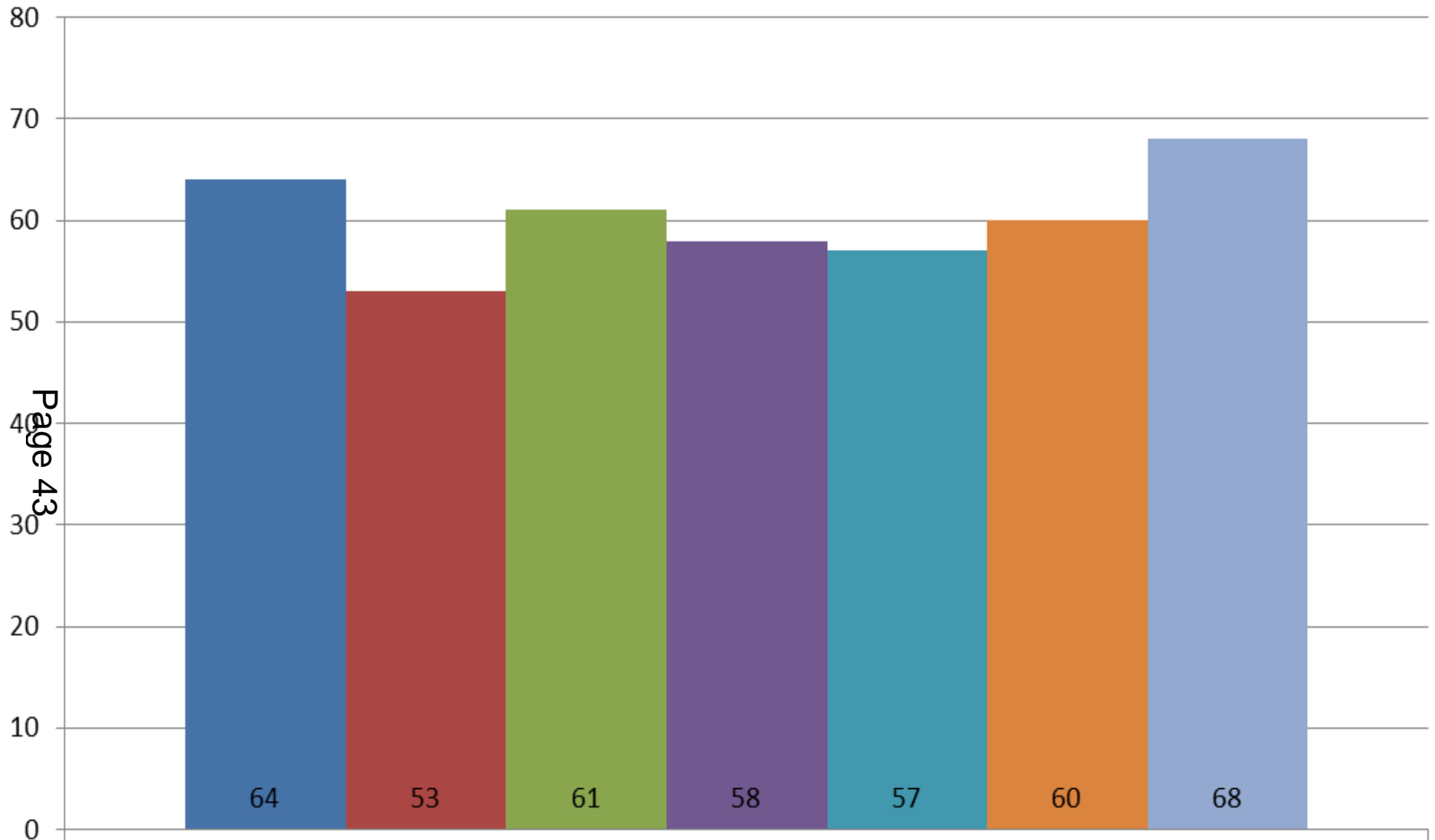


People From Different Backgrounds Generally Get On Well

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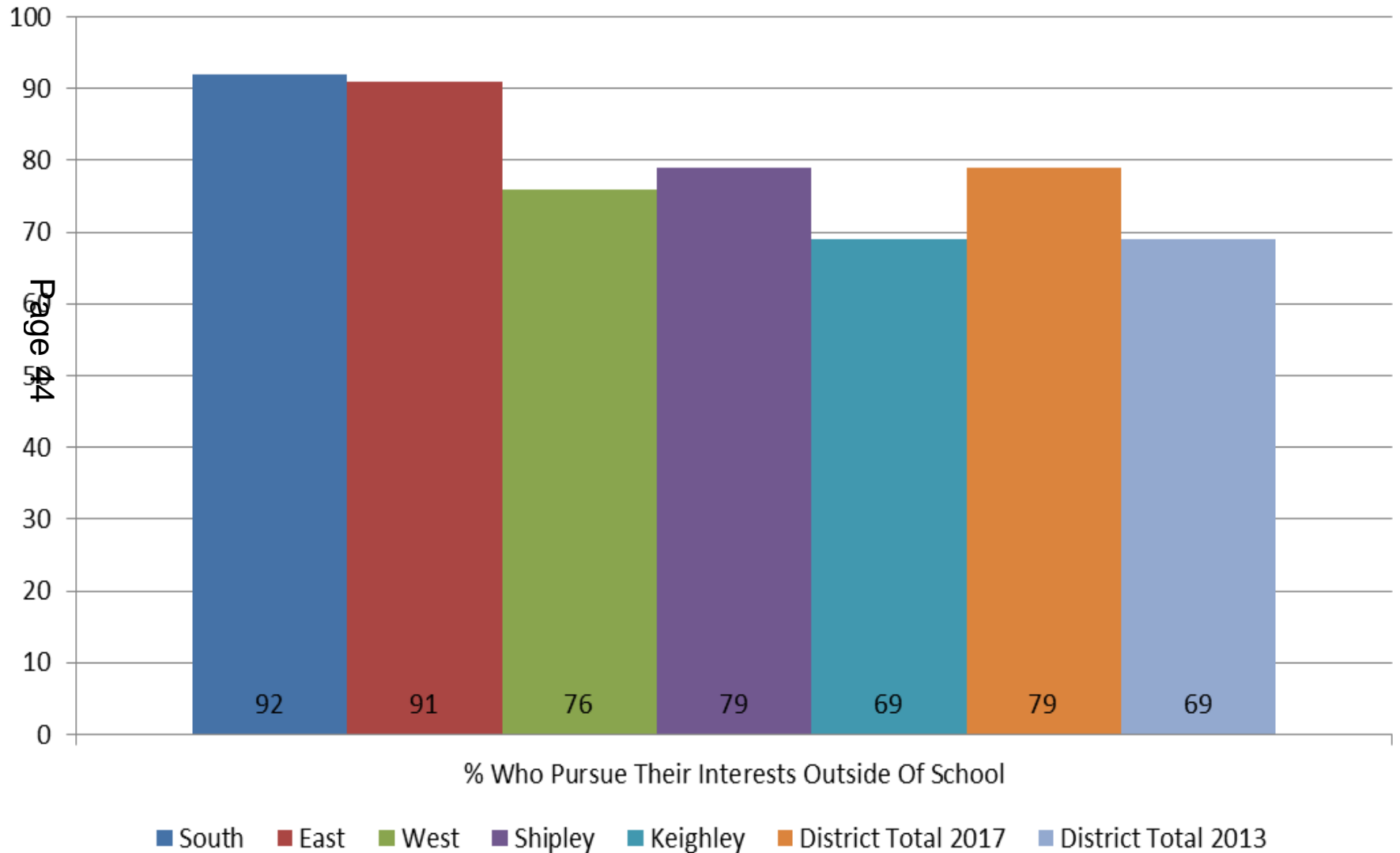
# % Who Pursue Their Interests & Hobbies At School



% Who Pursue Their Interests In School

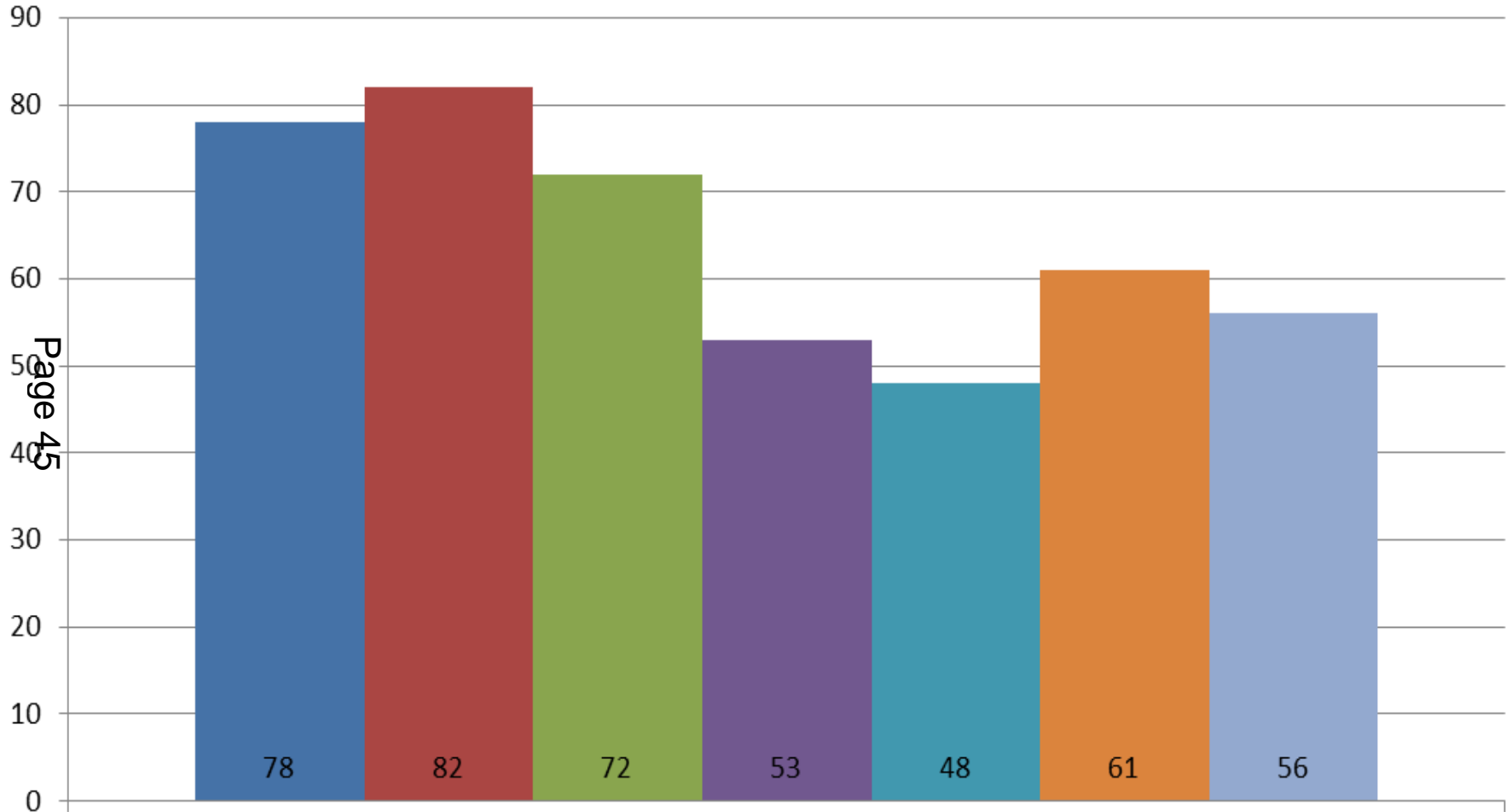
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# % Who Pursue Their Interests & Hobbies Outside Of School



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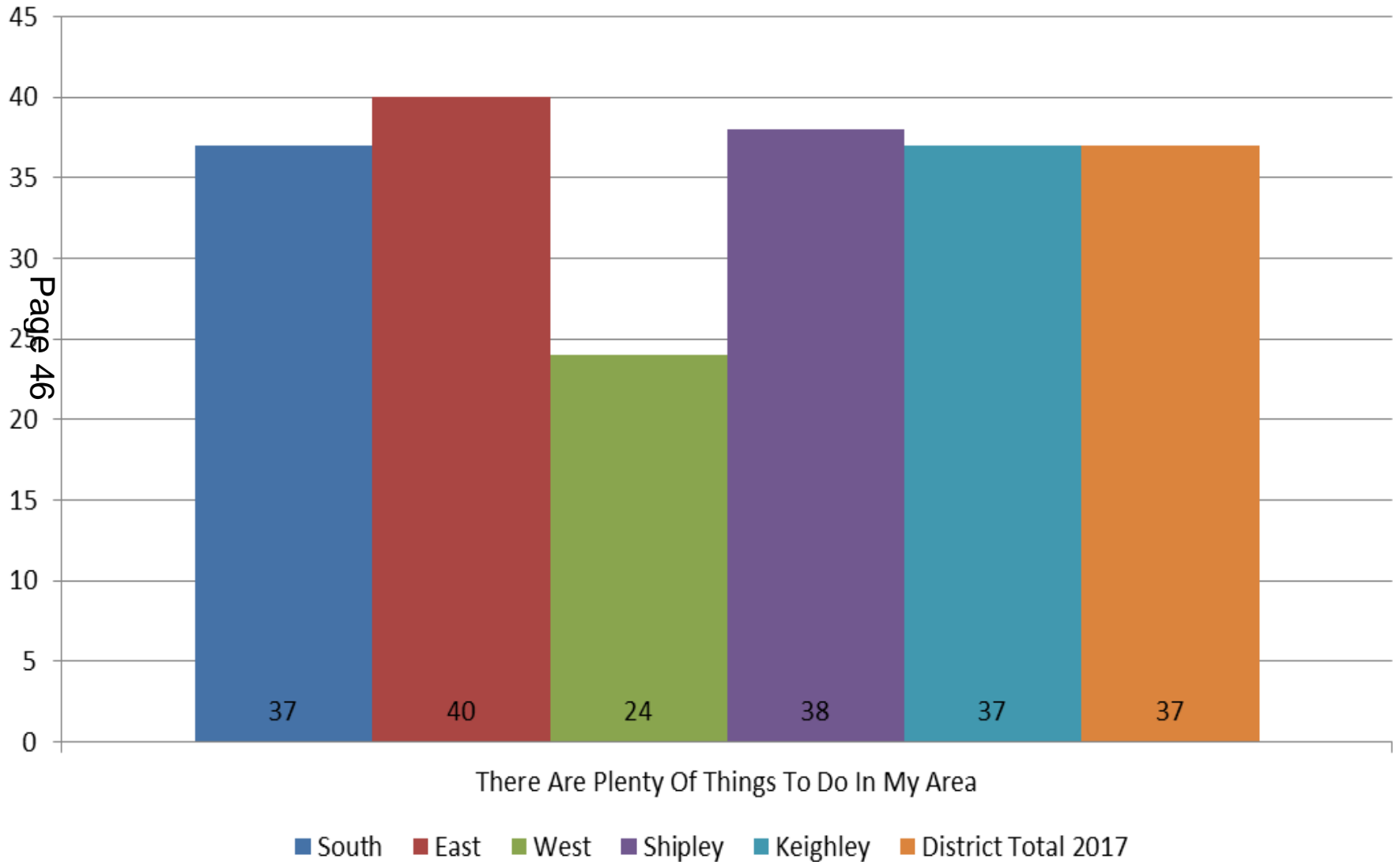
# % Who Have Attended A Youth Provision In The Last 12 Months



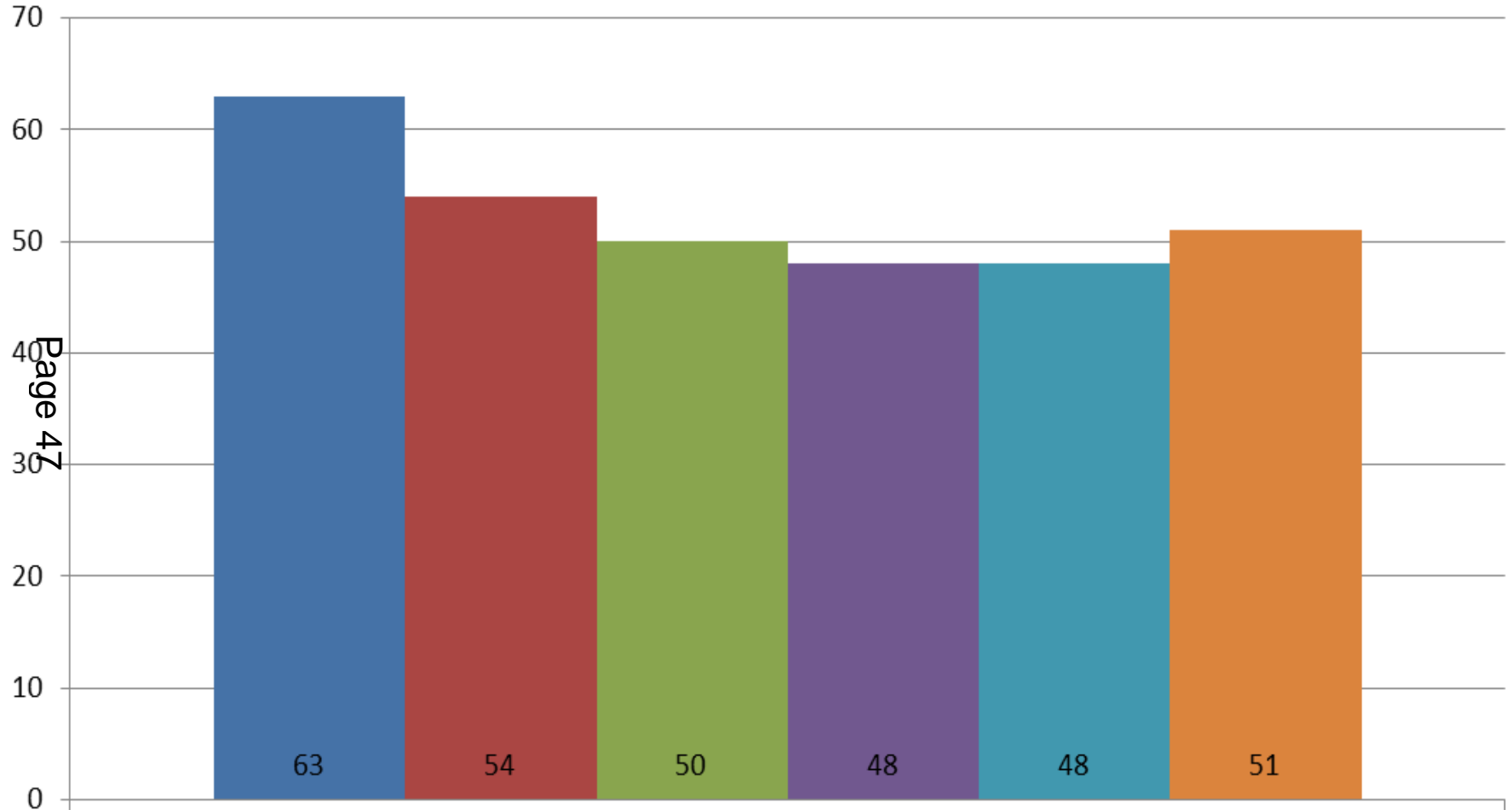
% Who Have Attended A Youth Provision In The Last 12 Months

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# % Who Believe There Are Plenty Of Things To Do In Their Area



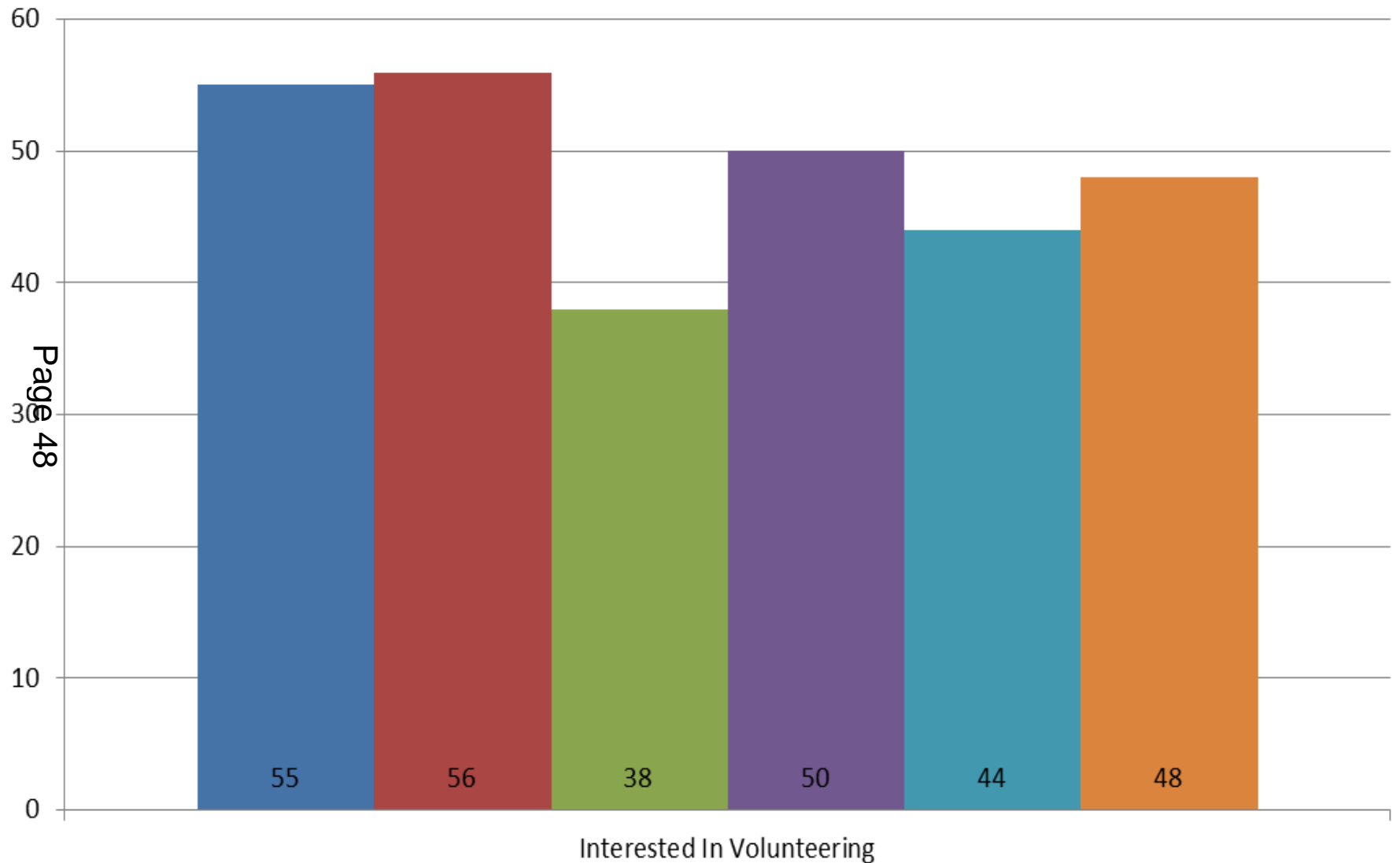
# % Who Would Be Interested In Getting Involved In Projects In Their Local Area



I Would Be Interested In Getting Involved In Projects In My Local Area

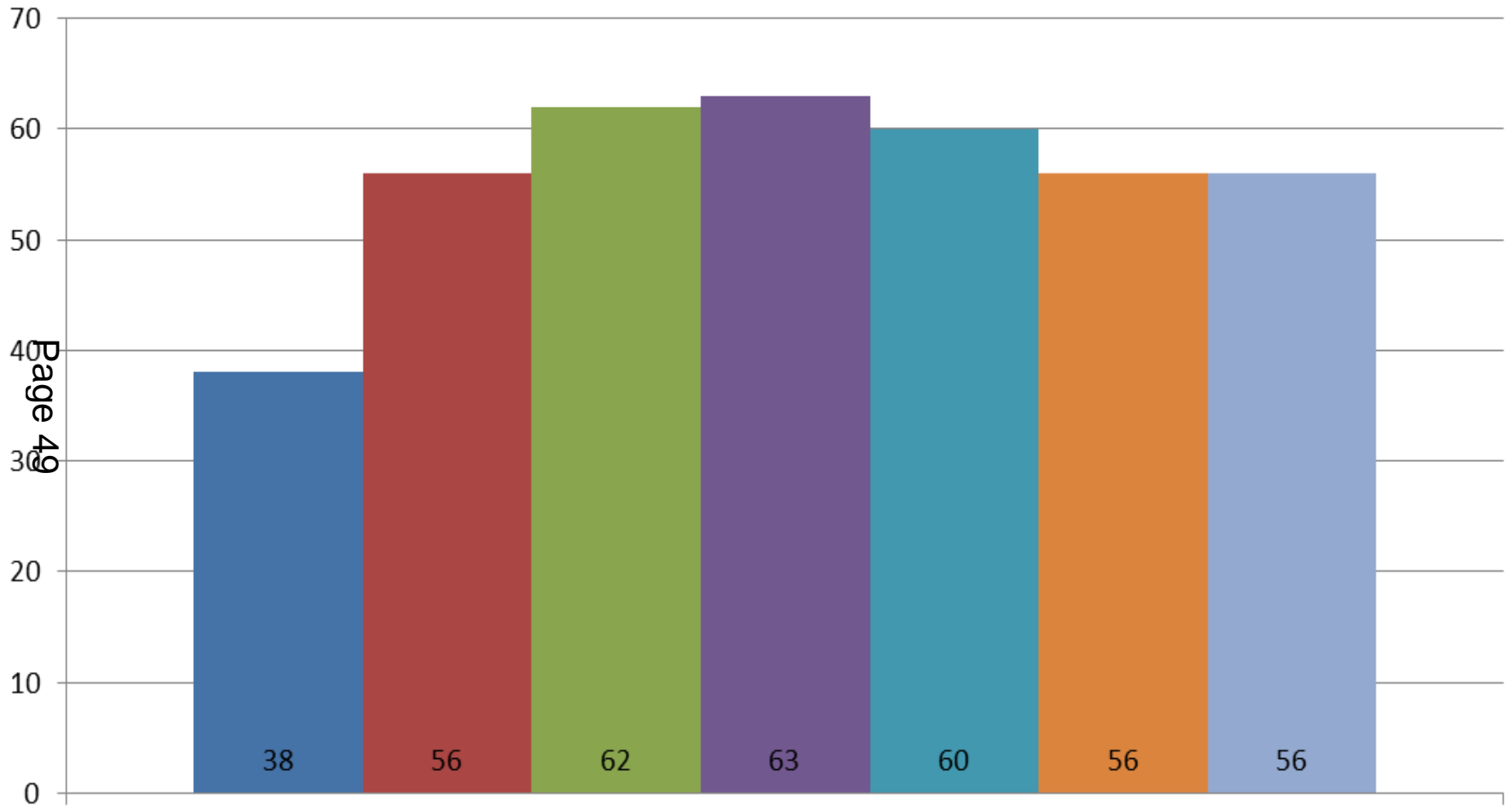
■ South ■ East ■ West ■ Shipley ■ Keighley ■ District Total 2017

# % Who Would Be Interested In Volunteering



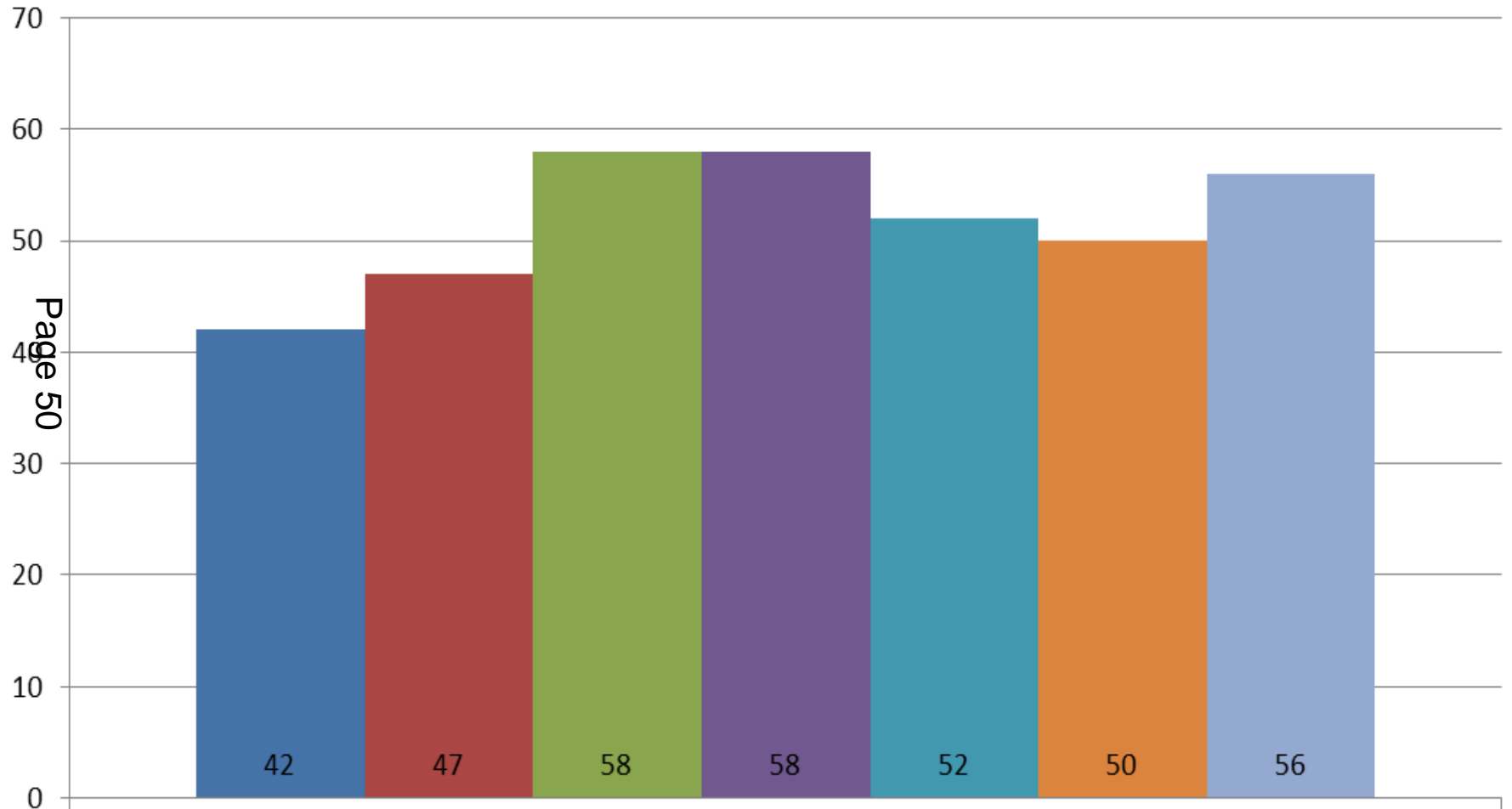
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# % Who Believe They Have Access To Information On Job Opportunities



■ South ■ East ■ West ■ Shipley ■ Keighley ■ District Total 2017 ■ District Total 2013

# % Who Believe They Have Access To Information On Contraception, Sexual Health Services & Relationships

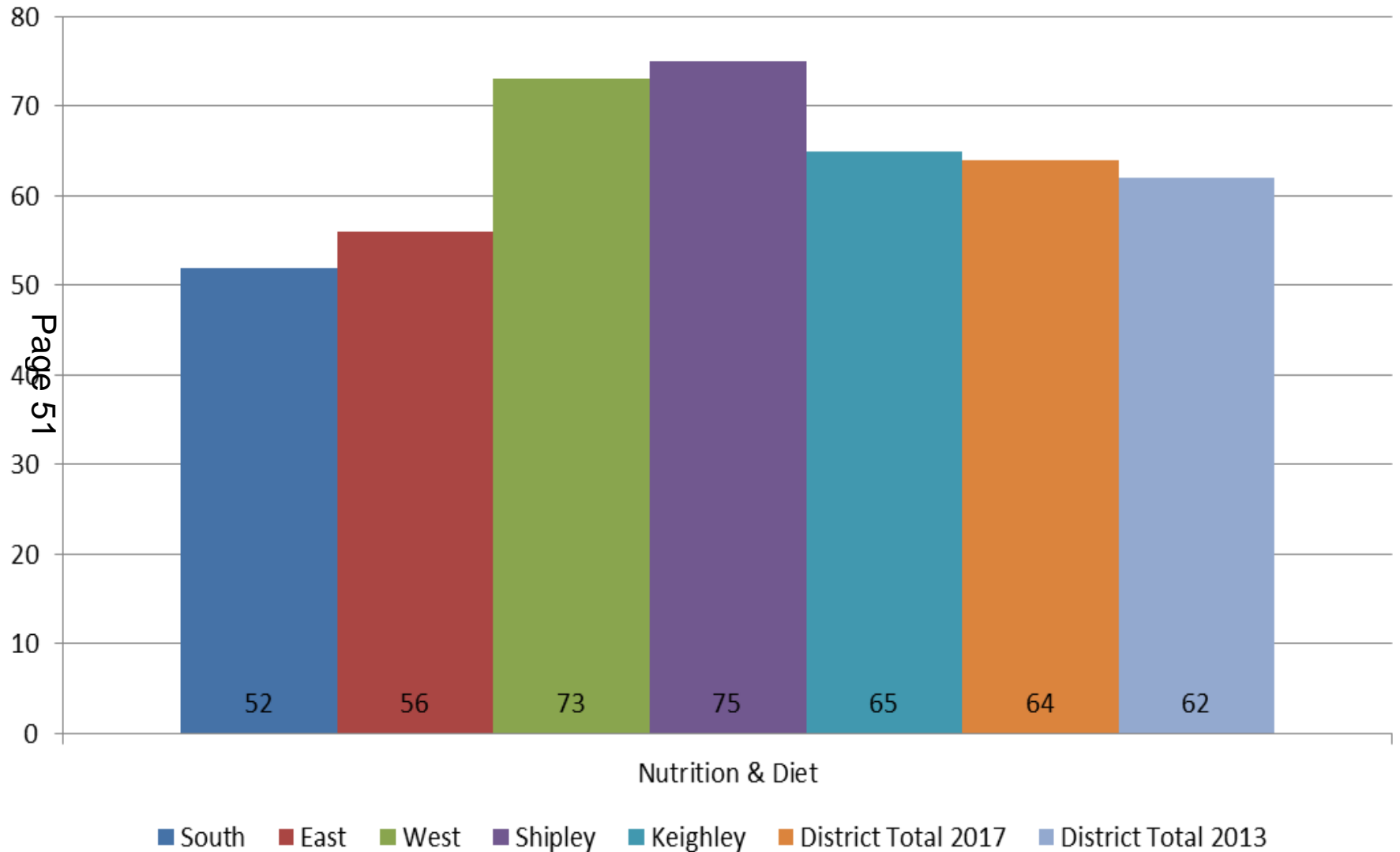


Contraception, Sexual Health Services & Relationships

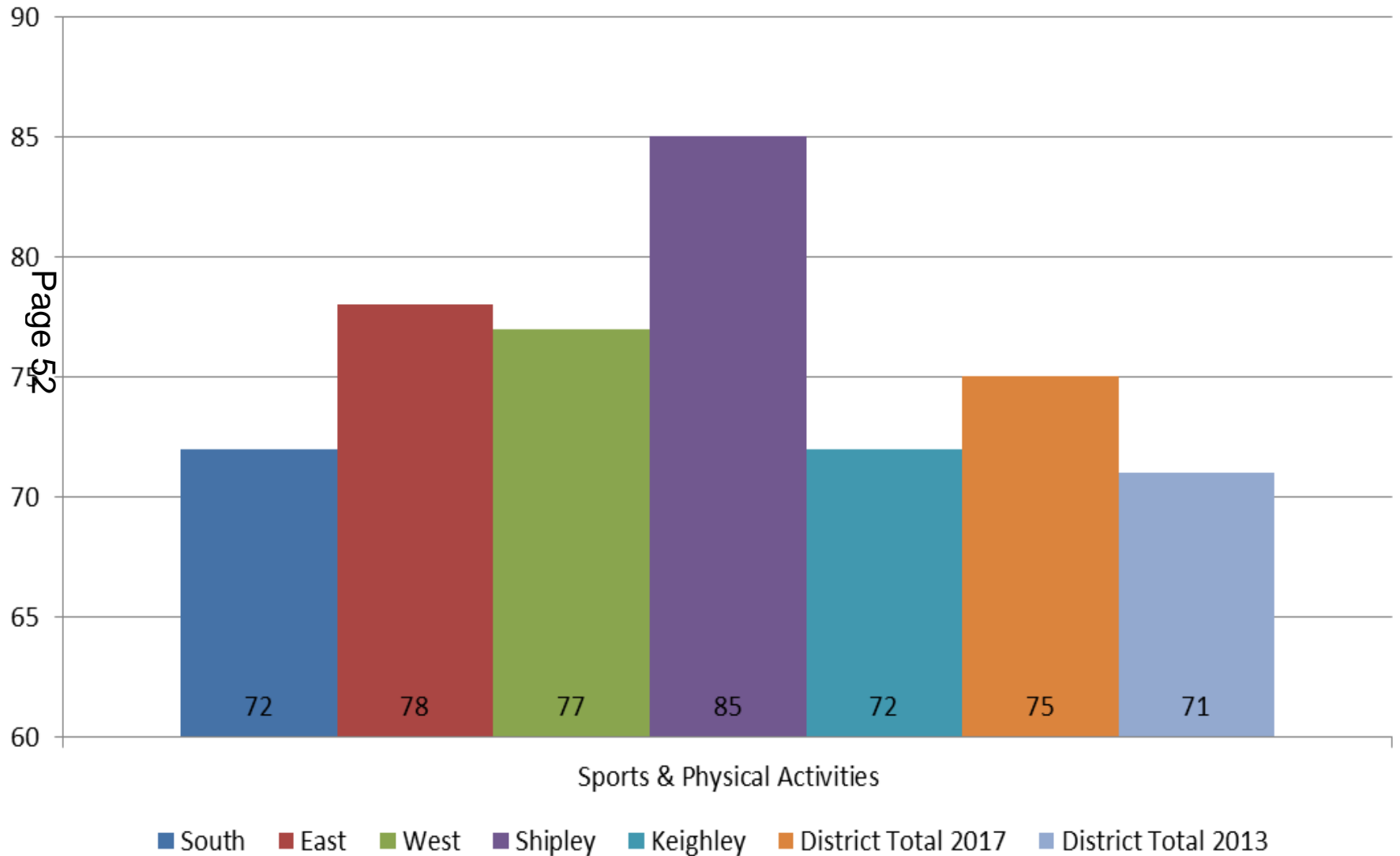
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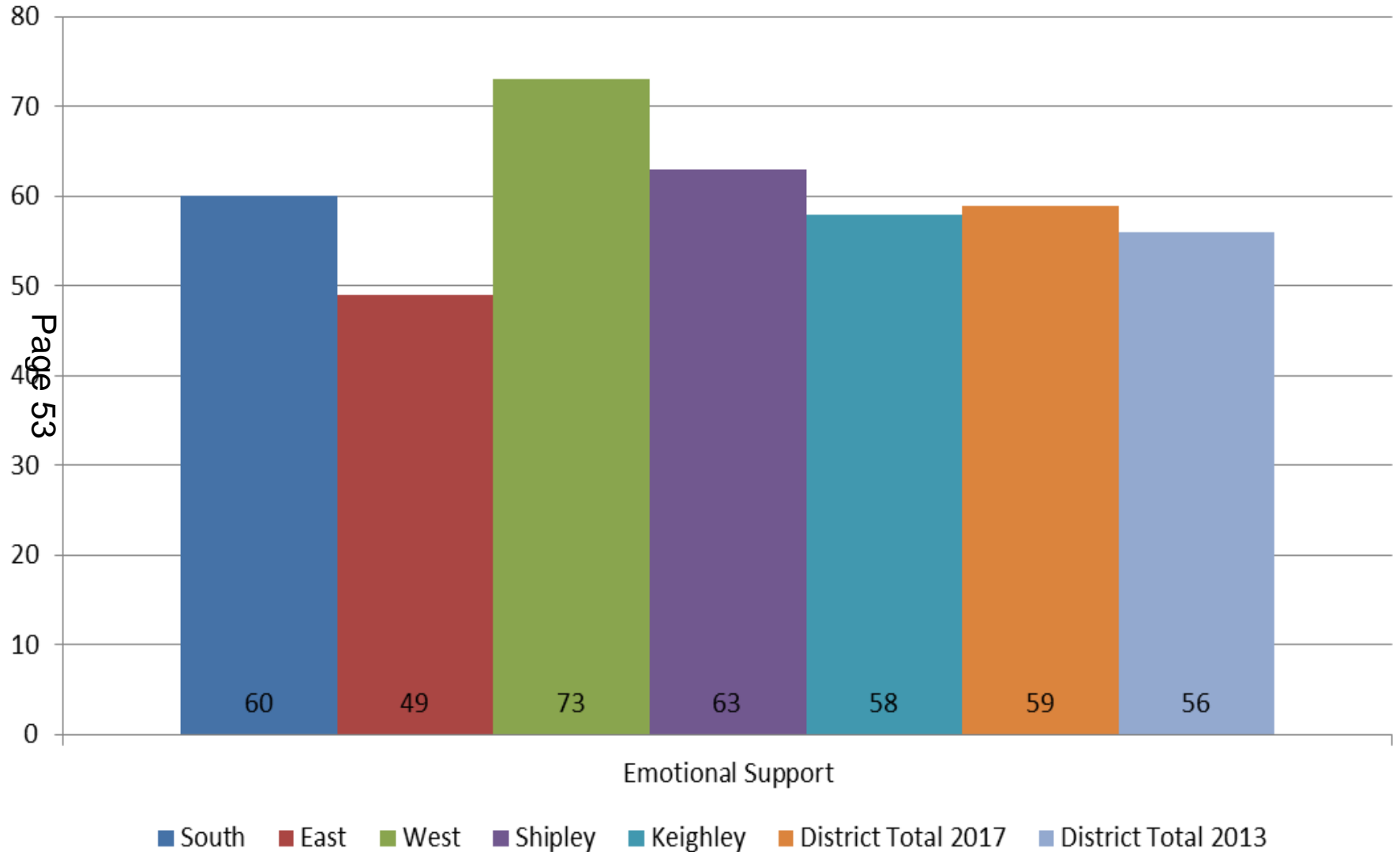
# % Who Believe They Have Access To Information On Nutrition & Diet



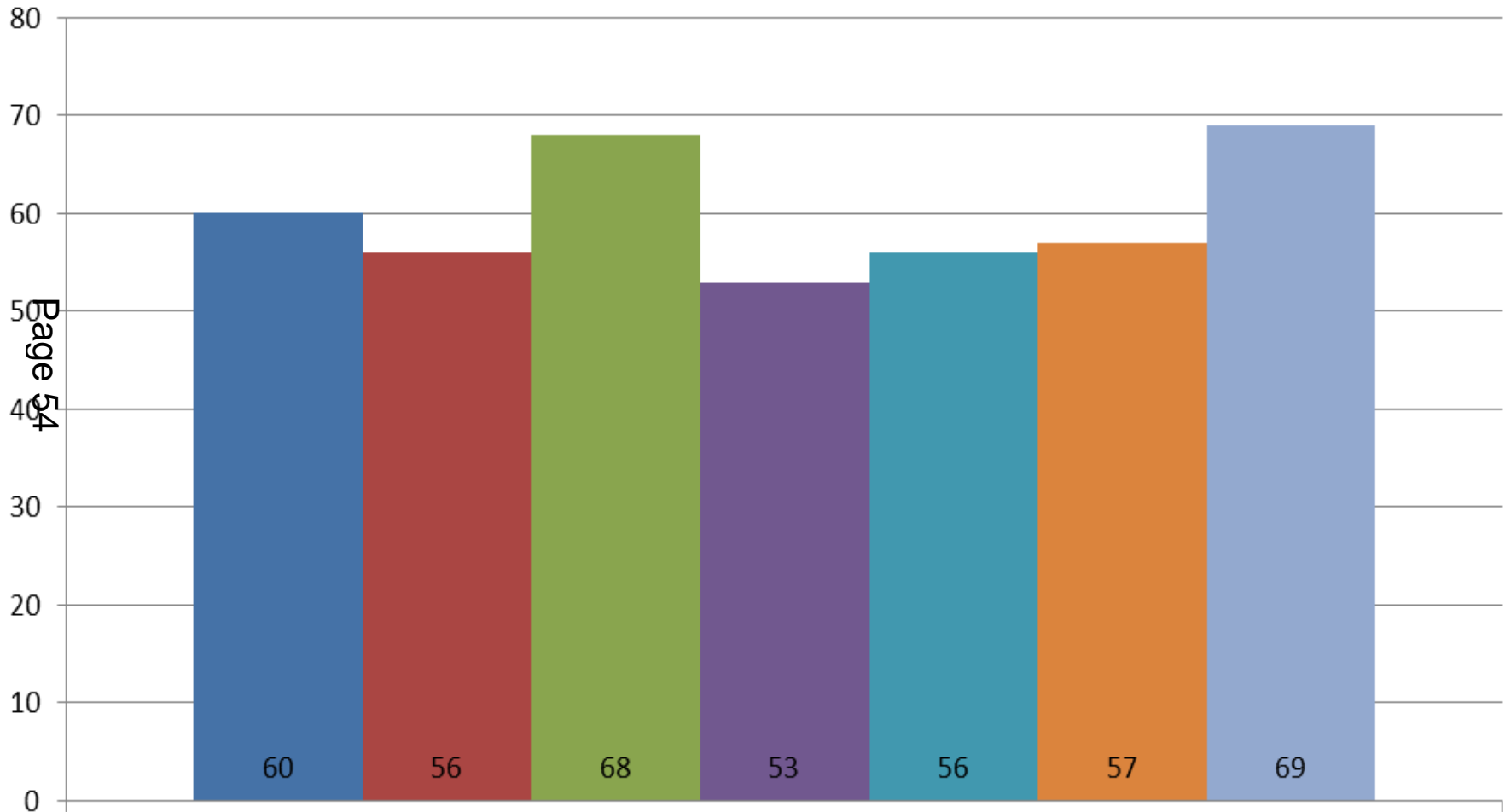
# % Who Believe They Have Access To Information On Sports & Physical Activities



# % Who Believe They Have Access To Information On Emotional Support



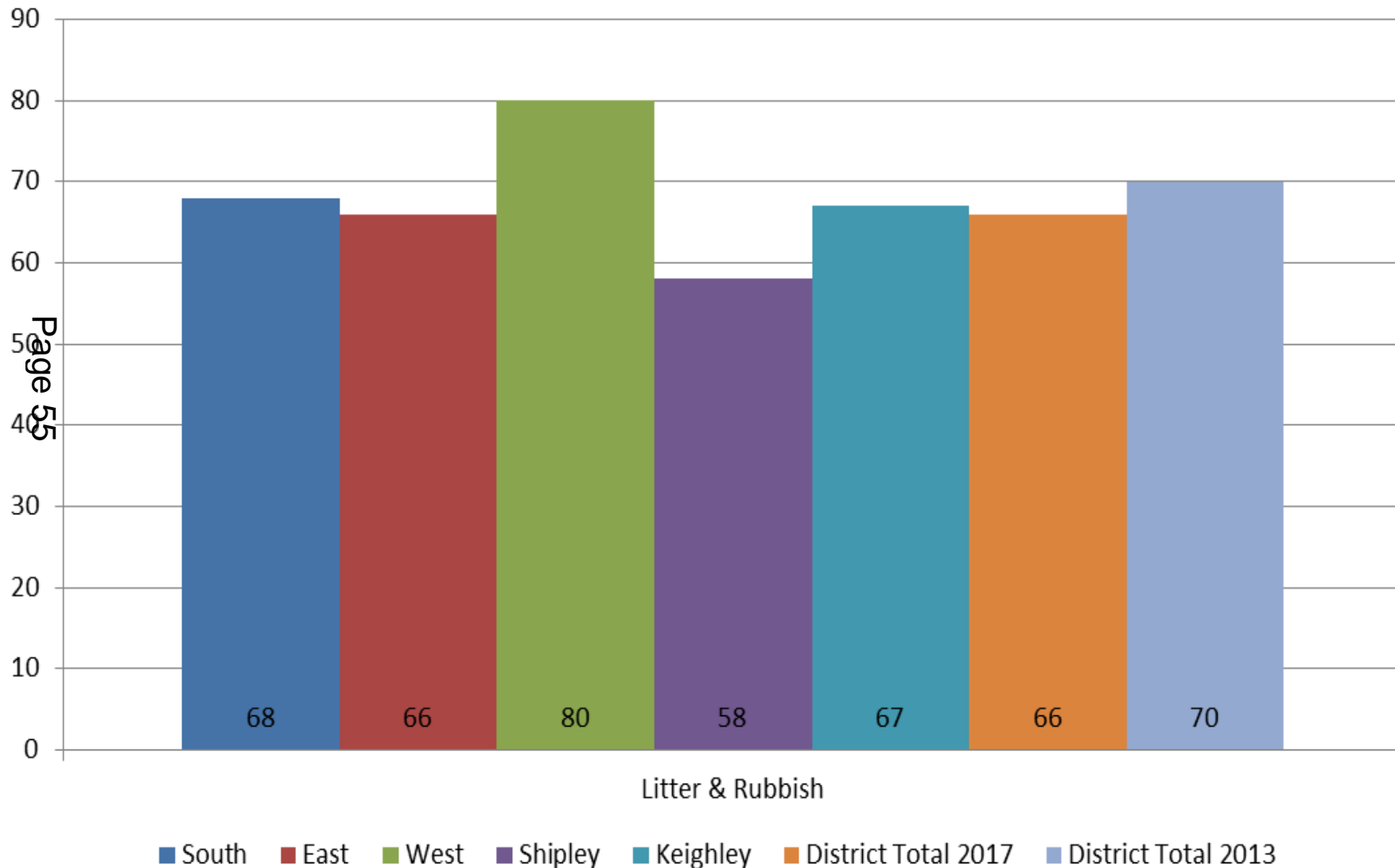
# % Who Believe There Is A Problem With Young People Hanging Around In Groups



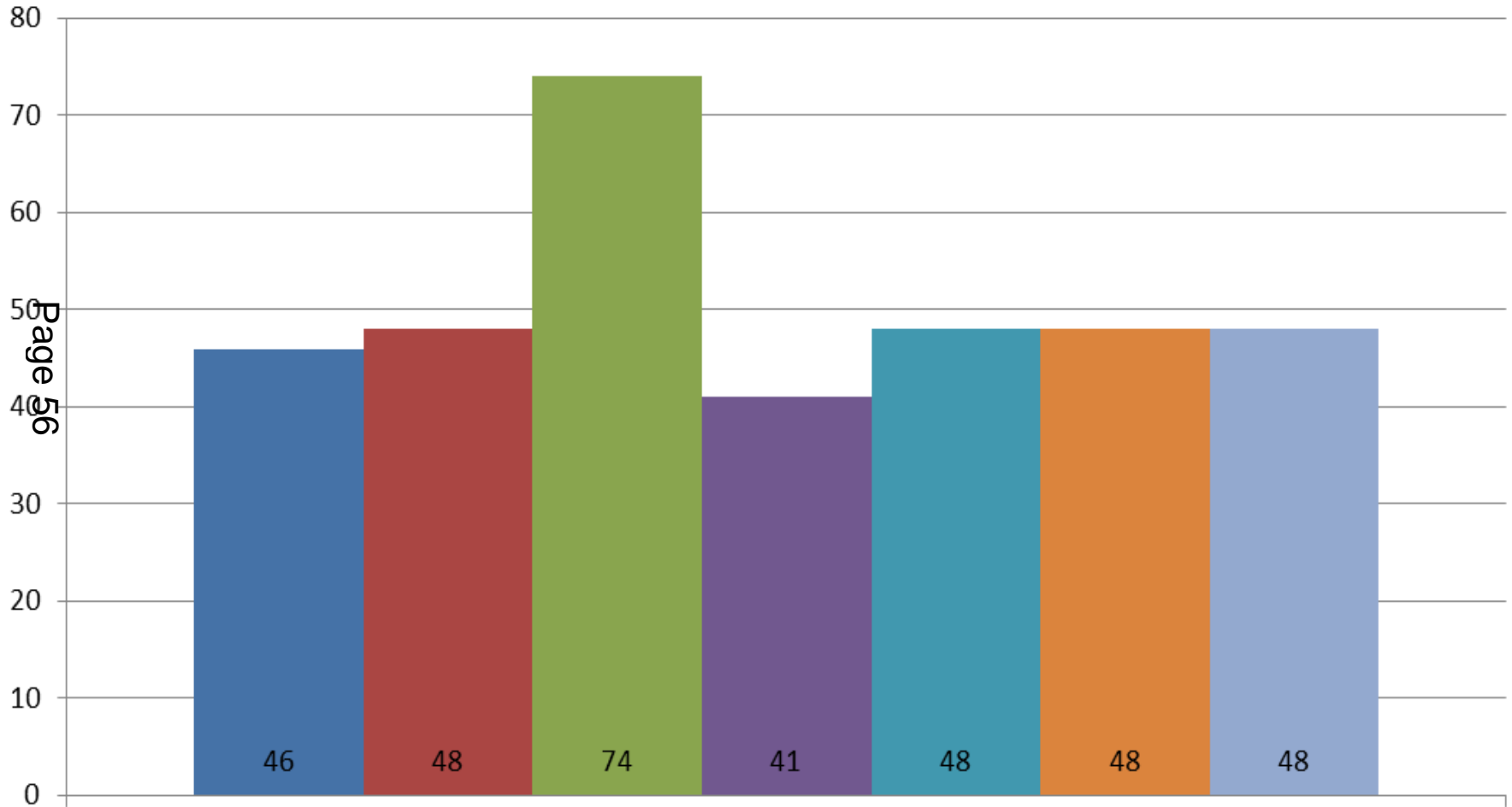
Young People Hanging Around In Groups

■ South ■ East ■ West ■ Shipley ■ Keighley ■ District Total 2017 ■ District Total 2013

# % Who Believe There Is A Problem With Litter & Rubbish

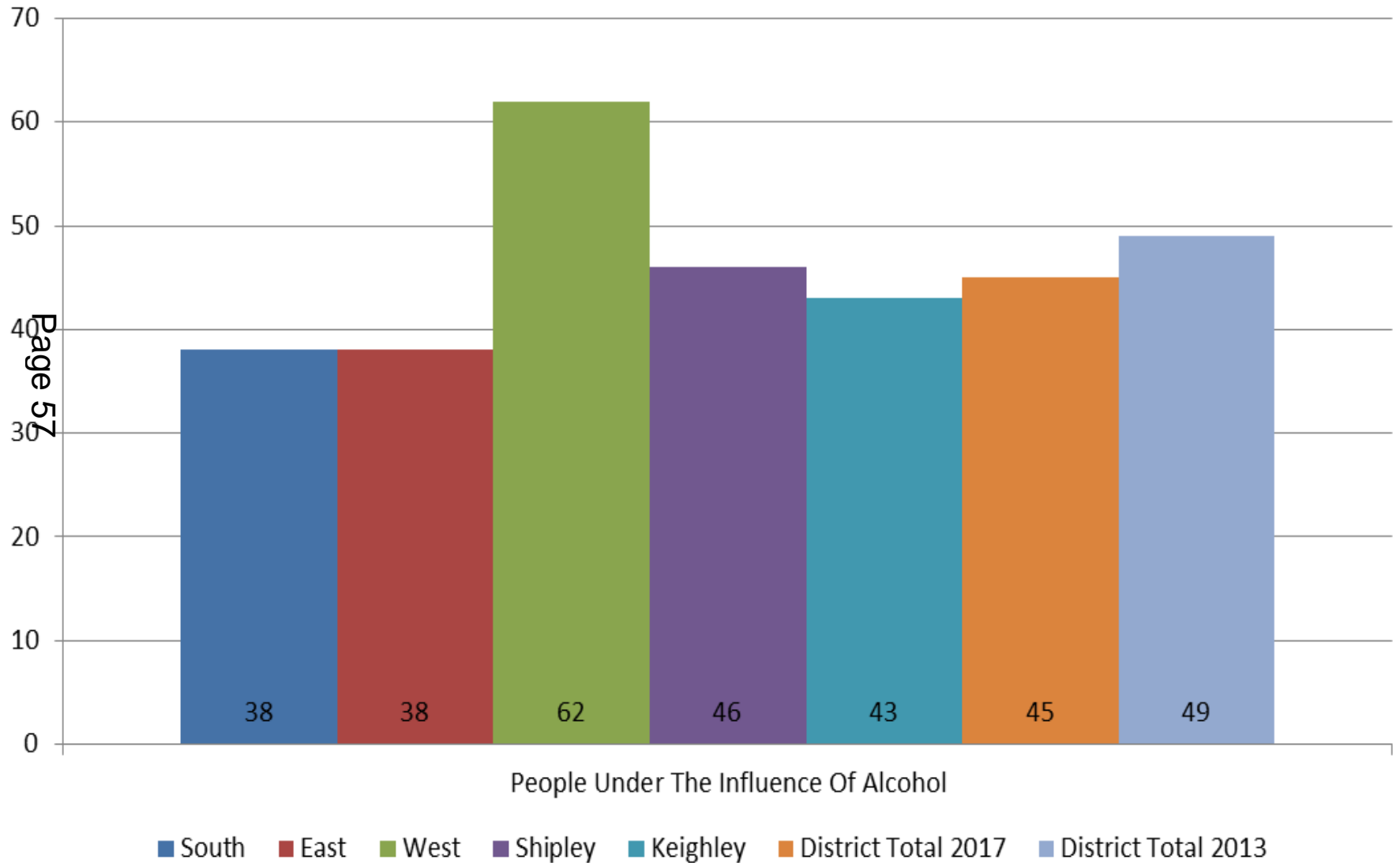


# % Who Believe There Is A Problem With Drug Dealing



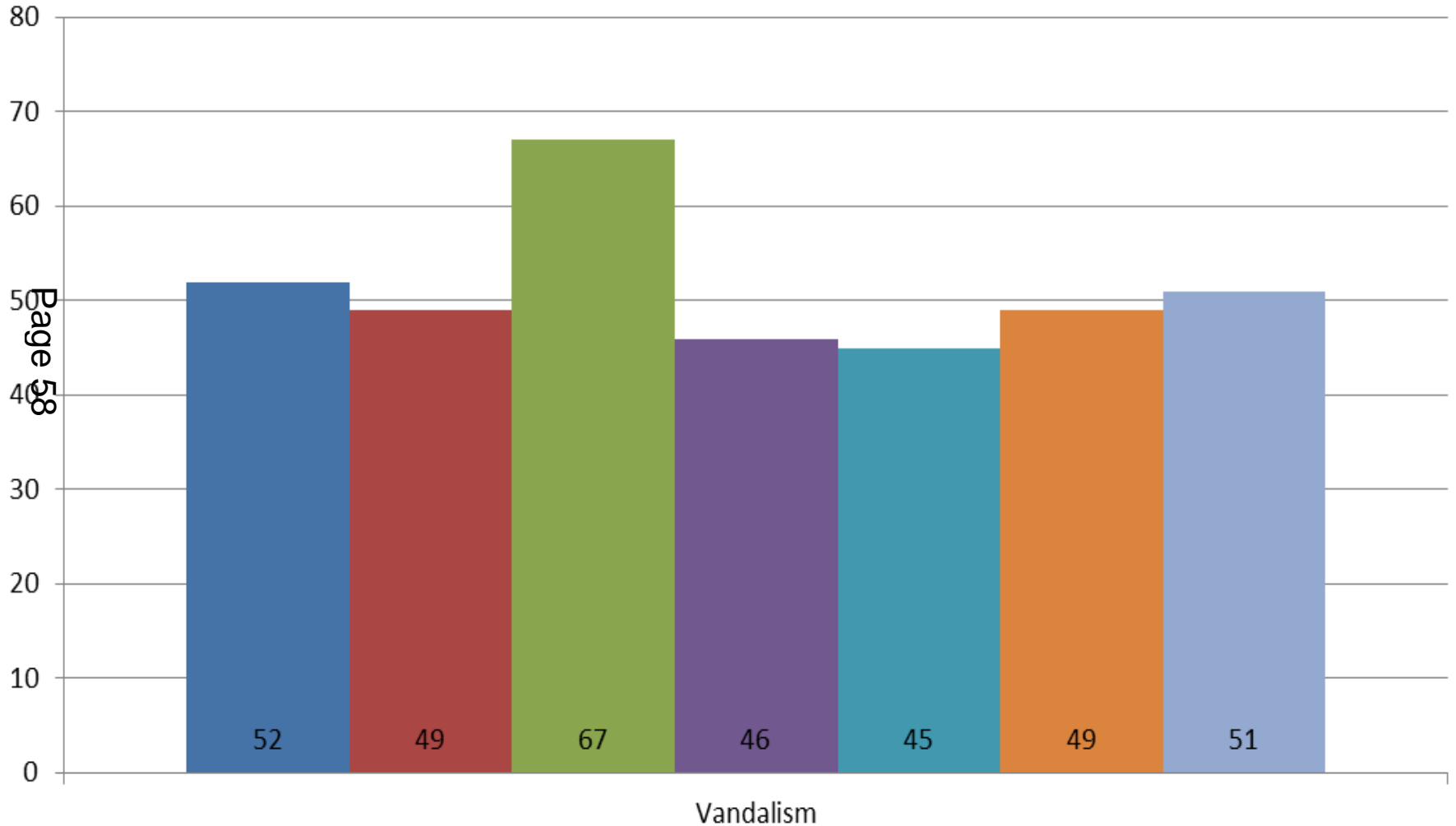
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# % Who Believe There Is A Problem With People Under The Influence Of Alcohol



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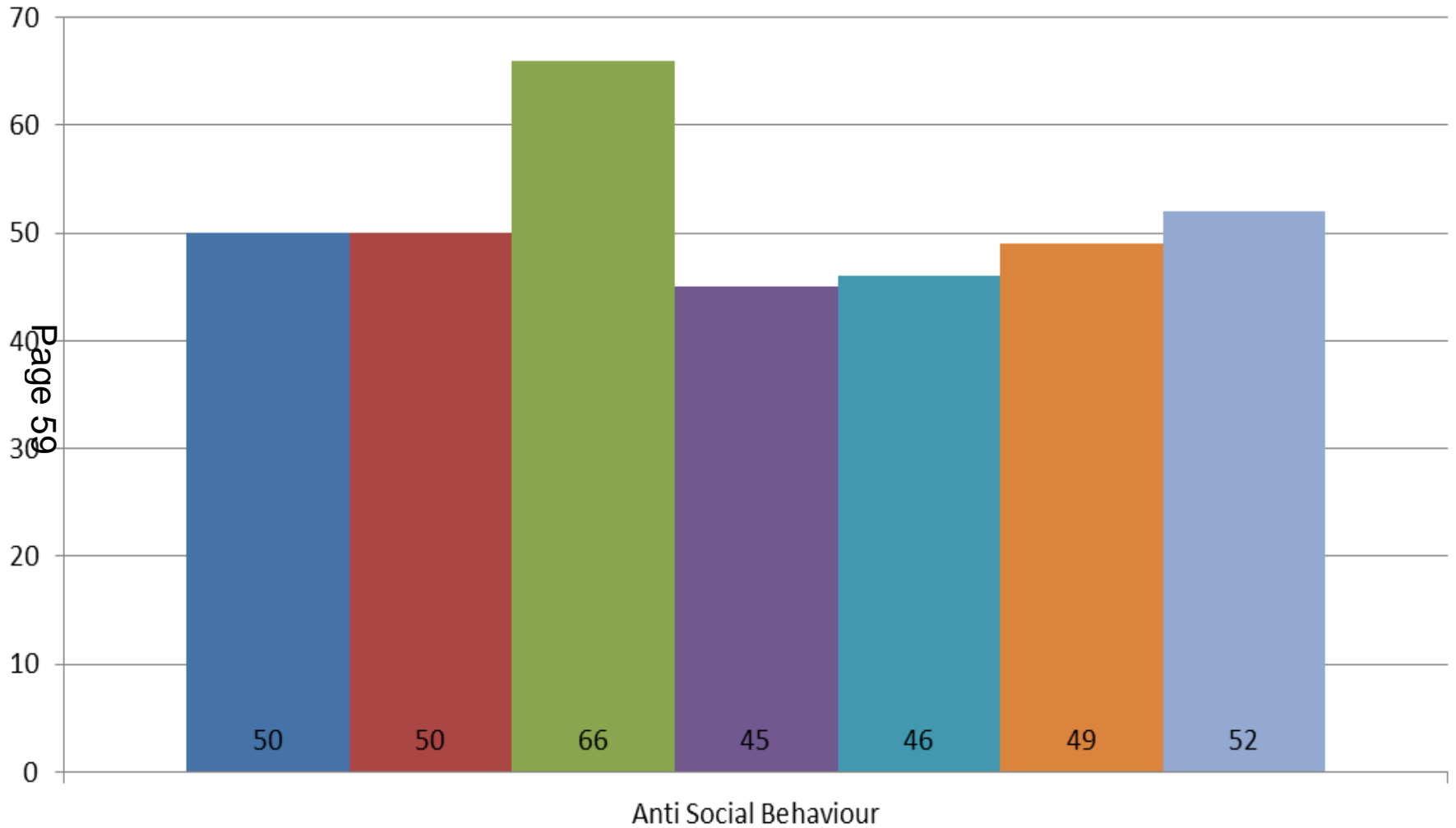
# % Who Believe There Is A Problem With Vandalism



■ South ■ East ■ West ■ Shipley ■ Keighley ■ District Total 2017 ■ District Total 2013



# % Who Believe There Is A Problem With Anti-Social Behaviour



■ South ■ East ■ West ■ Shipley ■ Keighley ■ District Total 2017 ■ District Total 2013

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## **Report of the Strategic Director of Children's Services to the meeting of the Children's Services Overview & Scrutiny Committee to be held on 22<sup>nd</sup> November 2017**

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**Subject:**

**N**

### **Updated Information for Members on the Workloads of Children's Social Care Services**

#### **Summary statement:**

The report presents the most recent information on the workload of Children's Social Work Teams and updates Members on key pressures on the service. The workload analysis is based on activity up to 30<sup>th</sup> September 2017.

There has been a slight rise to the overall workloads of social workers, and pressures upon the service since the last report was presented. The report demonstrates that Social Work Services for Children & Young People in the District remain strong, robust and well managed.

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Social Work  
Cat Moss, Data Analytics & Intelligence Officer – OCX  
E-mail: [di.drury@bradford.gov.uk](mailto:di.drury@bradford.gov.uk)

**Portfolio:**  
Education Employment and Skills

**Overview & Scrutiny Area:**  
Children's Services

## **1. SUMMARY**

This report presents information on the workload of Children's Social Work Teams and updates Members on key pressures on the service. The workload analysis is based on activity up to 30<sup>th</sup> September 2017. Earlier reports presented to committee have confirmed strong, robust and well managed Social Work Services for Children & Young People in the District. Information within this report therefore examines any changes in workload and demand on resources since that date.

## **2. BACKGROUND**

- 2.1 Since Lord Laming's Report in 2003 into the death of Victoria Climbié there has been a clear expectation from Government for Elected Members to be routinely and regularly informed of the workloads for Children's Social Care Services. The Government requires that information as set out in this report be regularly presented to Members to ensure that the Council is fulfilling its statutory duties.
- 2.2 The second Laming Report (2009) set out wide ranging recommendations following the death of Peter Connelly ("Baby P"). The impact of this case and subsequent child deaths in Doncaster and Birmingham resulted in increased demand for social care services in Bradford and nationally.
- 2.3 The Laming Report acknowledged that across the country there were serious pressures and demands on social workers, with some case loads being unmanageable and thus potentially putting the safety and welfare of children at risk.
- 2.4 Lord Laming also made clear that practitioners, teams and individuals should all have a mixed case-load of both child protection and children in need work. No social worker should handle only the more complex and emotionally demanding child protection cases. This report provides information to elected members that this recommendation has been put into practice in Bradford.
- 2.5 The most recent inspection of services for children in need, looked after children and care leavers within Bradford was conducted by Ofsted in February/March 2014. The outcome of this inspection was broadly positive with a small number of areas requiring improvement.
- 2.6 Information provided in this report is produced from information held on the Social Care Records System (LCS). Internal and external audits confirm that elected members can have a high level of confidence in the accuracy of information produced for this report. There are minor adjustments to historical values presented to Committee in previous reports, as a result of delayed data entry within LCS; where there are significant variations, these are noted within the body of the report.

## **3. REPORT**

### **3.1 Workforce/Workload Issues**

- 3.1.1 The first section of this report presents workforce and workload information for care management services. This includes Social Workers and Community Resource Workers in the Multi Agency Screening Team (MASH), assessment teams, children

young people and family teams, specialist teams working with children with complex health and disabilities, teams working with looked after young people and the statutory work of the Through Care Team. The workload analysis does not include agency staff except where stated.

3.1.2 There are 187 Social Workers (175 full time equivalents) in Children’s Social Care directly employed by the Council. This is a reduction since March 2016 when there were 211. In December 2016 we changed the way we calculate the number of social workers to exclude any with a zero caseload – this will include workers on maternity leave and long term sick leave. The decision was made because including workers who actually weren’t holding any cases was making the caseload average look lower than the true picture. There are 42 Community Resource Workers (CRWs) or 39 FTEs.

3.1.3 At 30<sup>th</sup> September 2017 there were 9 agency Social Workers and 1 agency CRW being utilised within the social work services. The length of time agency Social Workers have been in post is as follows:

5 - under 3 months
1 - 4 to 6 months
0 - 7 to 12 months
3 - over 12 months

Bradford has 44% of Social Workers (including agency workers) who are experienced social workers (previously called level 3 social workers) with high levels of experience and training. This percentage is the same as in September 2016. There is a concern that our turnover rate in children’s social care has increased over the last year and that we have lost more of our experienced staff. These staff have left for various reasons but some have left to go to other authorities with better pay and conditions for social workers. Children’s SW turnover for Sept 16 to Sept 17 works out at approx 17.7% (this is purely for Children’s employees with “social worker” in the post title).

The last turnover figures for comparison are (all July 16 to June 17):

- Children’s Dept as a whole is 15.1%
- Children’s Social Care is 13.5%
- the Council as a whole is 12.0%

3.1.4 The average caseload per full time equivalent (FTE) Social Worker is 17.9 cases, an increase from 13.8 in September 2016. Within the long term Social Work teams this figure is 19.5 cases per FTE (compared to 16.5 in September 2016). Social Workers take on a mixed caseload of child protection and children in need work. The average caseload per full time equivalent Community Resource Worker is 12.2 (similar to 11.5 at September 2016). The most recent published figures from the DfE (2015-16) showed a national average of 16.1 cases per FTE social worker and a regional average of 15.6 cases.

3.1.5 We have developed a caseload weighting system to support social workers and their managers, which arose as a recommendation from the Health Check for social workers completed in 2016. The Principal Social worker has supported this

development has been implemented across the social work teams to support managers and social workers.

- 3.1.6 53% of looked after child cases are held by an experienced social worker. The average number of LAC cases held by each FTE worker is 8.6, rising to 15.3 cases for the dedicated Through Care Teams. This is an increase from September 2016 when the average number of cases held was 6.8.
- 3.1.7 38% of cases where a child has a child protection plan are allocated to an experienced social worker, a figure which has fallen from 44% in September 2016. Social Workers in the Children and Family Teams involved with Children with a Child Protection Plan hold on average 7.3 such cases, a higher figure than in September 2016 when it was 6.1.
- 3.1.8 55% of Public Law proceedings cases are allocated to an experienced social worker, an increase from 46% in September 2016. The average number of Public Law cases per FTE Social Worker is 2.9, similar to the September 2016 figure of 2.8.
- 3.1.9 In summary, there has been increasing demand across much of Social Care over the past 12 months. This includes an increase in referrals, assessments (data in 3.4) and an increase in the number of care proceedings. Applications to Court for an order in care proceedings increased in 2016/17 to 261 children in Bradford, compared to 205 children for the previous year 2015/2016. An analysis of children becoming Looked After in 2016 indicated that 1 in 6 were from CEE backgrounds. A snapshot of children becoming Looked After in February 2017 demonstrated that half were not born in Bradford (either newly arrived communities or families that had relocated to Bradford for a variety of reasons).

(Refer to Appendix 1 – a) Workforce and b) Case Load analysis)

## **3.2 Child Protection**

- 3.2.1 The overall trend in the numbers of children who are the subject of a child protection plan has been rising over the last two years but has seen a fall in the last few months; there were 541 at 30<sup>th</sup> September 2017 compared to 568 at 31<sup>st</sup> March 2017 and 485 in September 2016. The numbers of children who became the subject of a plan has seen a similar pattern over the same period, with 634 plans starting in the year to September 2017 compared to 575 in the year to September 2016. The numbers of children's plans ending has been gradually rising, with 577 plans closed in the year to September 2017 compared to 555 in the year to September 2016.
- 3.2.2 The proportions of children subject to plans under each category at 30<sup>th</sup> September 2017 are: Physical abuse 10%; sexual abuse 6%; emotional abuse 51%; neglect 33%. The proportions are similar to those in September 2016. Quality assurance through 'challenge panels' indicates that reasons for a child requiring a child protection plan are accurately and consistently recorded.
- 3.2.3 The numbers of children subject to child protection plans within Bradford is broadly similar to regional comparators and slightly lower than the national average. The

current rate of children subject to a child protection plan is 38.3 per 10,000 child population (at 30<sup>th</sup> September 2017) whereas the most recent published national rate is 43.1 per 10,000 and the regional average is 41.7 per 10,000 (at 31<sup>st</sup> March 2016). The recent reduction in children being made subject to Child Protection plans may be attributable to the introduction of Signs of Safety approach which is becoming embedded within the service is supporting the better management of risk and more positive work with families in the child protection process. This will be carefully monitored in coming months but it is hoped that this trend will continue.

3.2.4 During the year to 30<sup>th</sup> September 2017, 7.6% of children had become subject to a plan for a second time within 2 years, a slight deterioration compared to the previous year when it was 6.1%. Ofsted considers the percentage of children becoming subject to a Child Protection Plan for a second or subsequent time to be an important indication of the appropriateness of earlier interventions. A high rate is viewed as indicative of unsatisfactory outcomes to earlier plans.

3.2.5 The percentage of Child Protection Plans lasting for 2 years has decreased slightly over the last year, with 3.0% in the year to 30<sup>th</sup> September 2017; this compares to 3.4% in the year to 30<sup>th</sup> September 2016. This low figure is positive and is evidence that the vast majority of children subject to Child Protection plans have their cases progressed and either stepped down to Child in Need or stepped up to legal processes as appropriate, without drift and delay.

3.2.6 All children who are subject to a Child Protection Plan have an allocated Social Worker.

(Refer to Appendices 2.1 – 2.4)

3.2.7 As at 30<sup>th</sup> September 2017 there were 299 children and young people identified as being at risk of child sexual exploitation (CSE). This includes children assessed as low, medium and high risk. These children and young people are reviewed daily by our multi agency CSE Hub team and their risk assessments are regularly reviewed. The numbers change daily but at 26<sup>th</sup> October as a snap shot 34 young people were risk assessed at high risk of CSE, 101 at medium risk and 141 at low risk. All high and medium risk cases have a qualified allocated social worker and input from the CSE Hub.

### **3.3 Looked After Children**

3.3.1 The number of looked after children has seen a sharp rise in the last 18 months. The number of children being looked after is 958 at 30<sup>th</sup> September 2017 – higher than the figure of 921 in September 2016. This equates to 67.9 children being looked after per 10,000 child population; this is higher than the national rate of 62 per 10,000 but lower than our statistical neighbour average of 82 per 10,000 (at 31<sup>st</sup> March 2017) (appendix – 2.5).

3.3.2 Strong permanence arrangements are a contributing factor towards reducing the upward trend of LAC, alongside closely monitored care proceedings cases and discharges of care order. There were 38 adoptions and 25 Special Guardianship Orders (SGOs) in the year to September 2017, compared to 49 adoptions and 38 SGOs in the year to September 2016. 235 Looked After Children are in Family &

Friends foster placements, slightly more than the 228 in September 2016; there are ongoing Allowances being paid to families for 307 children on an SGO who were previously Looked After.

- 3.3.3 The long term stability of Looked After Children has remained steady in the last year. 70.5% of children who had been looked after for two and a half years or more had been in the same placement for at least 2 years (compared to 71.7% the previous year). This is slightly better than the most recently published national average of 68% (March 2016).
- 3.3.4 There has been a sharp fall in our use of external residential care. Between October 2016 and September 2017 use of external residential placements fell by 19% with internal residential reducing by 9%. The reduction in internal residential is a direct result of closing one home whilst we await the opening of a new home later in the year. This is all part of our strategy to reduce the use of expensive external residential provision and to ensure children are placed in family settings where possible we have increased our use of IFAs by 49% over the same period. This strategy is forecast to achieve a saving of 256K in the financial year 2017/18. There are currently two young people placed in a secure setting this has a weekly cost of 12K, at this time this is the right setting for these two young people.
- 3.3.5 The recruitment and assessment process in Bradford has been changed significantly as a result we have approved a further 48 fostering households in Bradford since April 2017 with 2 households ceasing to foster. We are currently assessing a further 23 households who have expressed an interest in fostering for Bradford. Internal fostering remains close to capacity. We are on target for our DfE innovation funded “B Positive Pathways” programme to go live later in the year. The launch event on the 2<sup>nd</sup> November is being attended by MP Robert Goodwill Children’s Minister. This will enhance our edge of care work with adolescents, support adolescents to exit care, and by equipping staff to provide a more therapeutic environment in our homes we hope to reduce placement breakdowns. The innovation programme will also enable us to establish 2 “Mockingbird” hubs to support foster carers to work with children with more complex needs. Work to develop the hubs are at an advanced level with recruitment to all the relevant posts underway.
- 3.3.6 All Looked After Children have an allocated worker; most have an experienced Social Worker. Currently 44 cases are allocated to Community Resource Workers, much of which is work within the Through Care team with young people preparing for moves into independent living. By November all cases will be allocated to a Social Worker.
- 3.3.7 The number of children subject to Public Law Care Proceedings cases has risen slightly over the past 12 months. At 30<sup>th</sup> September 2017 there were 166 cases in Public Law Care Proceedings (there were 159 at 30<sup>th</sup> September 2016). This corresponds to a similar rise in care proceedings applications regionally and nationally over the same period.
- 3.3.8 The Through Care After Care service has restructured to 8 teams. Each team will carry an area of specialism for example health, housing, education, participation and unaccompanied asylum seekers. The intention is that each team will carry a



caseload of young people from first becoming CLA through to young people of leaving care age and post care. This team and hub approach to working strengthens the support to young people and broadens the teams knowledge as a whole.

- 3.3.9 The arrangements to respond to missing children in Bradford is seen as best practice, there is a dedicated missing coordinator and Police officer, both work to ensure that appropriate reporting strategies are in place and there a strong links with the multi agency safeguarding hub. Return to home interviews are followed up for all young people and regular meetings take place with the managers of both internal and external children's homes to ensure hat the local procedures are being followed. A full report on missing is coming to O&S later in the year.
- 3.3.10 The local restorative protocol between Children's Specialist Service / Youth Offending Team and West Yorkshire Police has been reviewed and will be rolled out to service during November. This has been changed to reflect the B Positive Pathways model and the Police officers that have been recruited and their role. A ten point plan is included to ensure that all cases of a child looked after being involved with the Police has been followed before Police are contacted. The protocol gives clear advice to carers as to what they need to do should a child's behaviour warrant a call to the Police.
- 3.3.11 The number of children subject to Public Law Care Proceedings cases has risen slightly over the past 12 months. At 30<sup>th</sup> September 2017 there were 166 cases in Public Law Care Proceedings (there were 159 at 30<sup>th</sup> September 2016). This corresponds to a similar rise in care proceedings applications regionally and nationally over the same period.

#### **3.4 Referrals and Assessments**

- 3.4.1 The number of referrals received by Social Care Services has increased to about 560 per month over the last year, compared to about 510 per month for the year before.
- 3.4.2 The number of assessments being undertaken by Social Workers is also high. About 920 assessments are carried out each month (this includes assessments in the long term teams), indicating a continuing high volume of in depth assessment work being undertaken.
- 3.4.3 The breakdown of Factors of Need associated with assessments carried out in 2015-16 and 2016-17 can be found in Appendix 2.7.

#### **3.5 Children in Need**

- 3.5.1 The total number of children being included within the CIN Census in 2016-17 was 9338, compared to 8518 for the previous 12 months, indicating that an increased number of children are in contact with social care services compared to the previous year. There were 4084 children's cases open as at 30<sup>th</sup> September 2017.

### **3.6 The Ofsted Improvement Plan**

- 3.6.1 The child protection and looked after service was inspected as part of a three year rolling programme by Ofsted in February and March 2014. The action (Appendix 4) 4 sets out for the committee the improvement actions taken and progress to date.

### **3.7 Workforce Development**

- 3.7.1 Our social work recruitment takes place every month. The Principal Social Worker (PSW) is leading on this and has established a more streamlined process. Between September 2016 and August 2017 we have had 53 qualified social workers leave the service and 75 social workers have started in post. Of the new starters, 60 have been Newly Qualified Social Workers (in their first year in practice) 11 have been experienced, level 3 social workers (at least 2.5 years of experience and 4 have been level 2 social workers (between 1 year and 2.5 years experience). There remains a challenge to recruit more experienced social work staff and we are working on initiatives to improve staff retention, which include ensuring manageable caseloads, regular good supervision and team support. A working group of elected members and officers has been set up by the Portfolio Holder to look at retention issues across the service. We are also developing a leadership programme for team managers to support their professional development.
- 3.7.2 The PSW has also improved the induction process for newly appointed social workers who all now receive a comprehensive induction pack and induction programme. This has been well received by new starters. We also have good attendance at practitioner led forums to share knowledge across the service.
- 3.7.3 An issue arising from the Health Check for social workers was lack of IT equipment. The initial pilot of tablet computers for social workers has gone well and we are now rolling out further 50 devices. Social workers are very excited about this as they believe it supports increased engagement with children and young people and also enables social workers to work more flexibly and saves time for other tasks.

## **4. NOT FOR PUBLICATION DOCUMENTS**

None.

## **5. OPTIONS**

There are no options for consideration.

## **6. RECOMMENDATIONS**

That the Committee consider further reports in the 2017-18 work programme to ensure the continuation of safe workloads and practice into the future given the current financial climate.

## **7. APPENDICES**

Appendix 1 – Workload & Caseload Analysis

Appendix 2 – Workload Pressures  
Appendix 3 – Departmental Sickness Monitoring  
Appendix 4 – Ofsted Inspection 2014 Improvement Plan

**8. BACKGROUND DOCUMENTS**

None.

## Appendix 1:

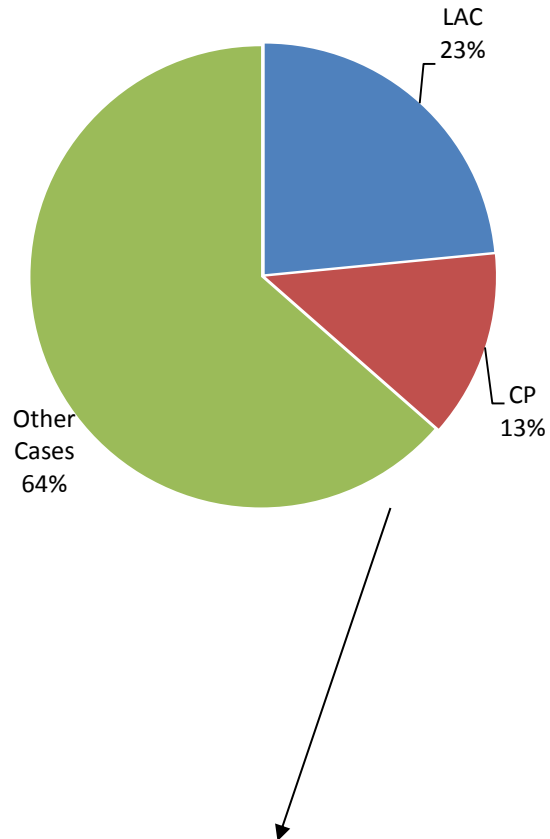
### a) Workforce/Workload Analysis

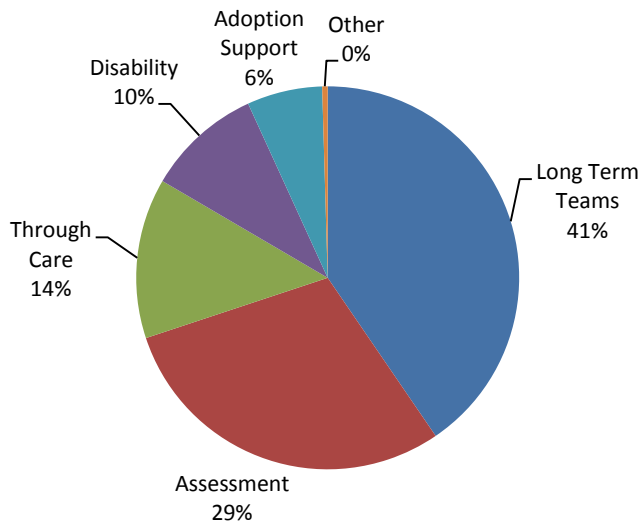
		30th Sept 2016	31st Dec 2016	31st Mar 2017	30th June 2017	30th Sept 2017
<b>Workforce Profile</b>	Total number of directly employed Social Workers in post	211 199 FTEs	186 175 FTEs	187 175 FTEs	189 178 FTEs	182 170 FTEs
	Total number of directly employed Experienced (Level 3) Social Workers	89 80 FTEs	81 75 FTEs	82 76 FTEs	78 72 FTEs	76 71 FTEs
	Agency Social Workers	14 (6.6% of all SWs)	10 (5.4% of all SWs)	9 (4.9% of all SWs)	6 (3.3% of all SWs)	9 (50% of all SWs)
	Percentage of SWs who are at Experienced level (including agency)	44%	46%	46%	42%	44%
	Total number of directly employed Community Resource Workers (CRWs) in post	54 49 FTEs	44 40 FTEs	42 39 FTEs	42 39 FTEs	40 36 FTEs
	Agency CRWs	1 (2.0% of all CRWs)	None	None	None	1 (2.7% of all CRWs)
<b>Workload</b>	Average number of cases per FTE Social Worker	13.8 (16.5 in Long Term Teams)	16.1 (17.6 in Long Term Teams)	17.6 (17.4 in Long Term Teams)	17.8 (18.7 in Long Term Teams)	17.9 (19.5 in Long Term Teams)
	Average number of cases per FTE CRW	11.5	12.4	11.7	12.5	12.2
	Average number of LAC cases (including cases in proceedings) per FTE LAC case holding worker	6.8 (15.0 in LAC teams)	6.6 (14.5 in LAC teams)	7.0 (14.9 in LAC teams)	7.7 (13.0 in Through Care teams)	8.6 (15.3 in Through Care teams)
	Average number of CP cases per FTE CP case holding worker	6.1	6.7	6.9	7.6	7.3
	Average number of cases in Public Law Care Proceedings per FTE PLCP case holding worker	2.8	2.4	2.7	2.6	2.9
<b>Utilisation of Resources</b>	Percentage of LAC cases allocated to an Experienced level Social Worker	48% (428 cases)	48% (421 cases)	50% (434 cases)	50% (467 cases)	53% (479 cases)
	Percentage of cases where a child has a Child Protection Plan allocated to an Experienced level Social Worker	44% (182 cases)	41% (178 cases)	32% (162 cases)	42% (232 cases)	38% (186 cases)
	Percentage of Public Law Proceedings Cases allocated to an Experienced level Social Worker	46% (73 cases)	52% (70 cases)	59% (84 cases)	50% (78 cases)	55% (82 cases)

## b) Caseload Analysis

### Active cases held by Social Workers and Community Resource Workers working in Care Management Teams at 30<sup>th</sup> September 2017.

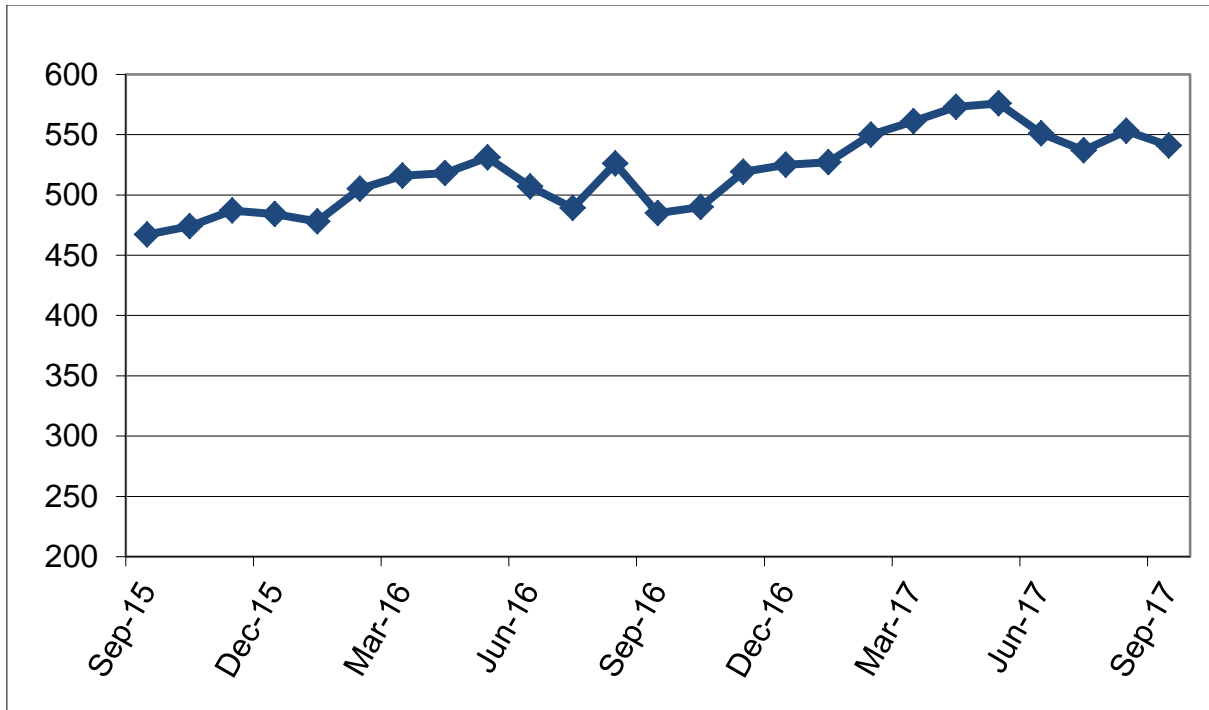
Of the 4084 active cases held by Children's Social Care: 23% were looked after children (958), 13% were children who were the subject of a Child Protection Plan and not also LAC (531) and 64% were other Children in Need, including cases still undergoing assessment.





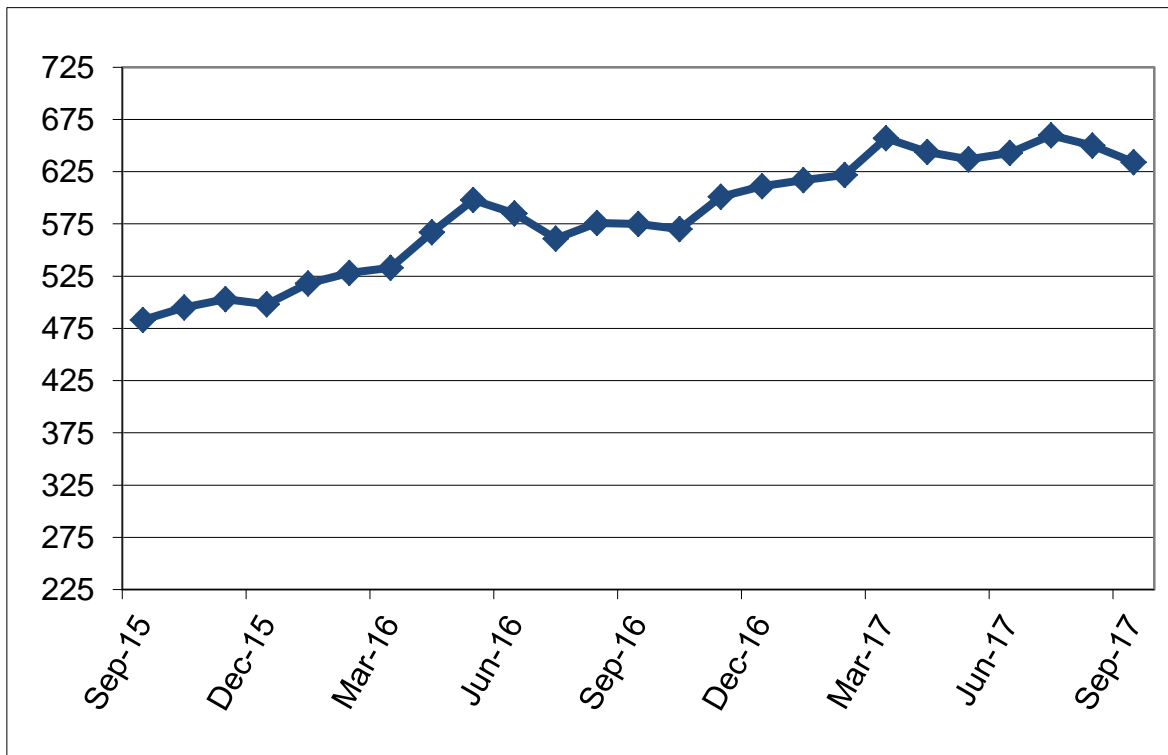
**Appendix 2: Workload Pressures**

**2.1 - Total number of children who are the subject of a Child Protection Plan (September 2015 to September 2017)**



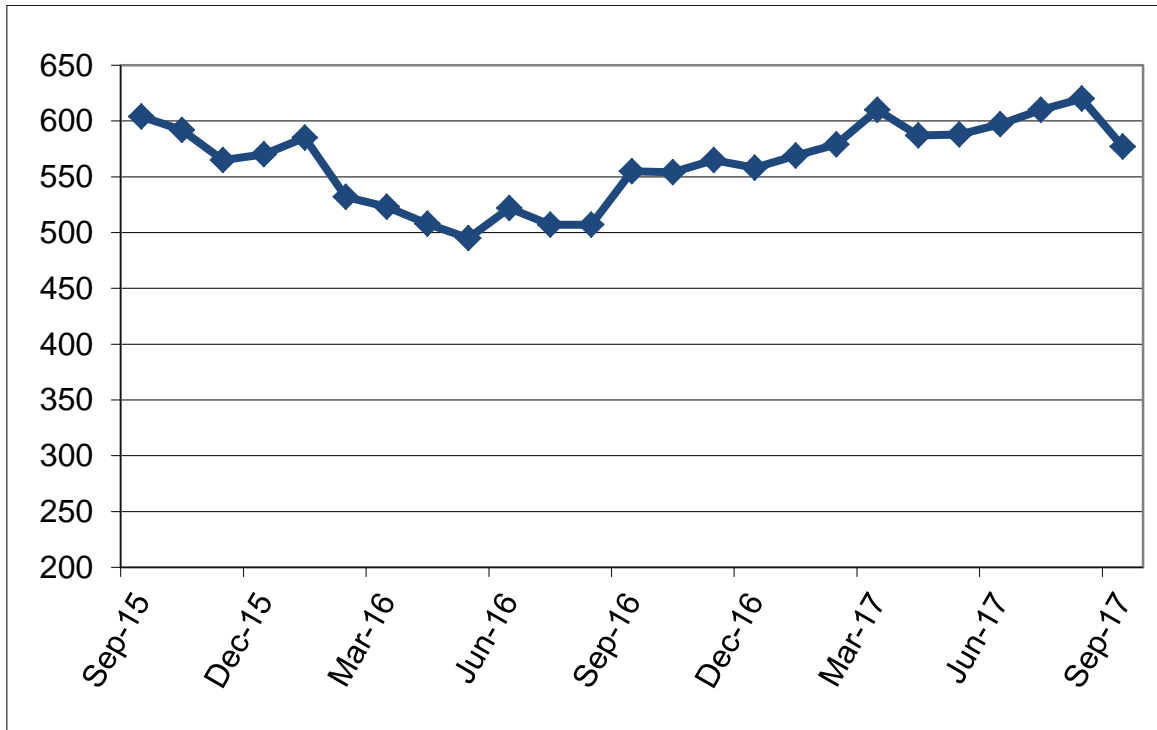
2.1 Total Children subject to a Child Protection Plan

**2.2 – Children becoming the subject of a Child Protection Plan (September 2015 to September 2017)**



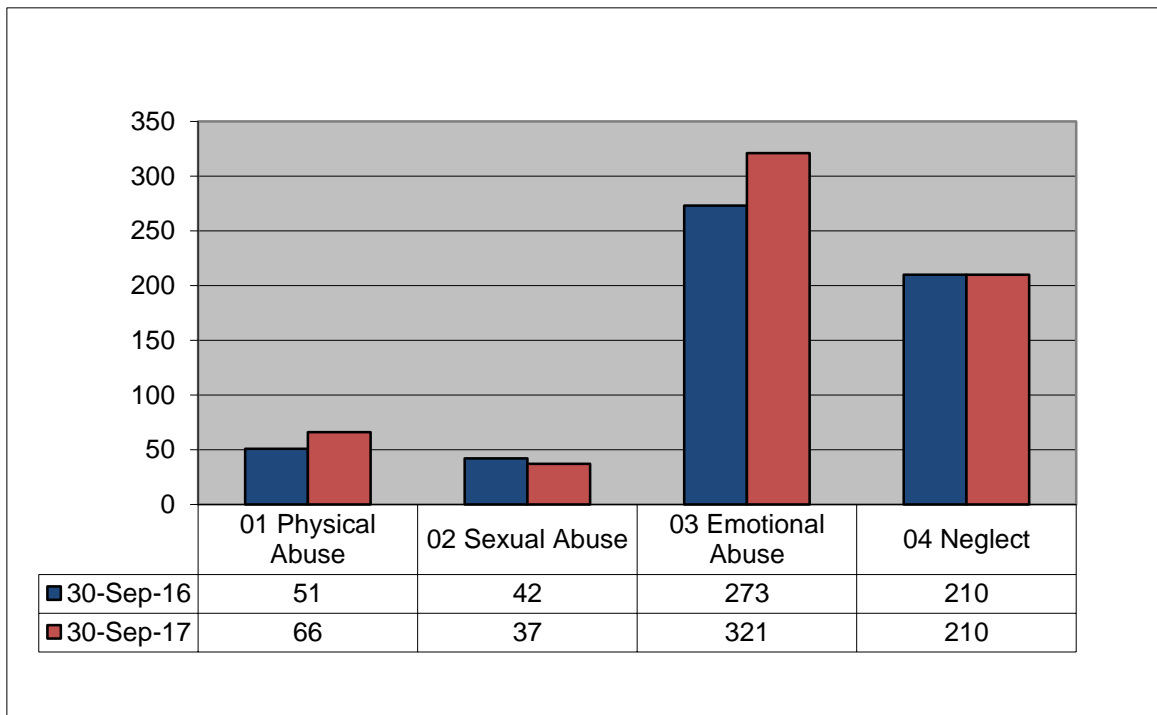
2.2 Children who became the subject of a Child Protection Plan

**2.3 – Children ceasing to be the subject of a Child Protection Plan (September 2015 to September 2017)**



2.3 Children ceasing to be subject to a Child Protection Plan

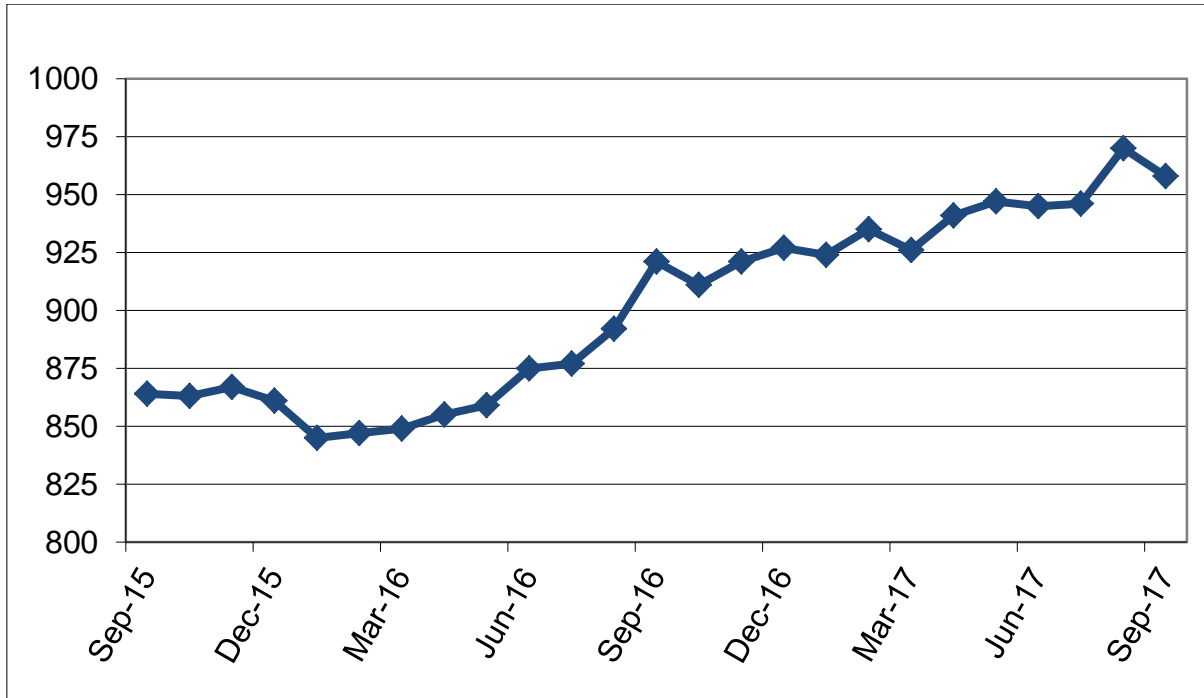
**2.4 – Number of children becoming the subject of a Child Protection Plan in the years ending 30<sup>th</sup> September 2016 and 2017 by category of abuse**



2.4 Children becoming subject to a Child Protection Plan in the year, by category of abuse

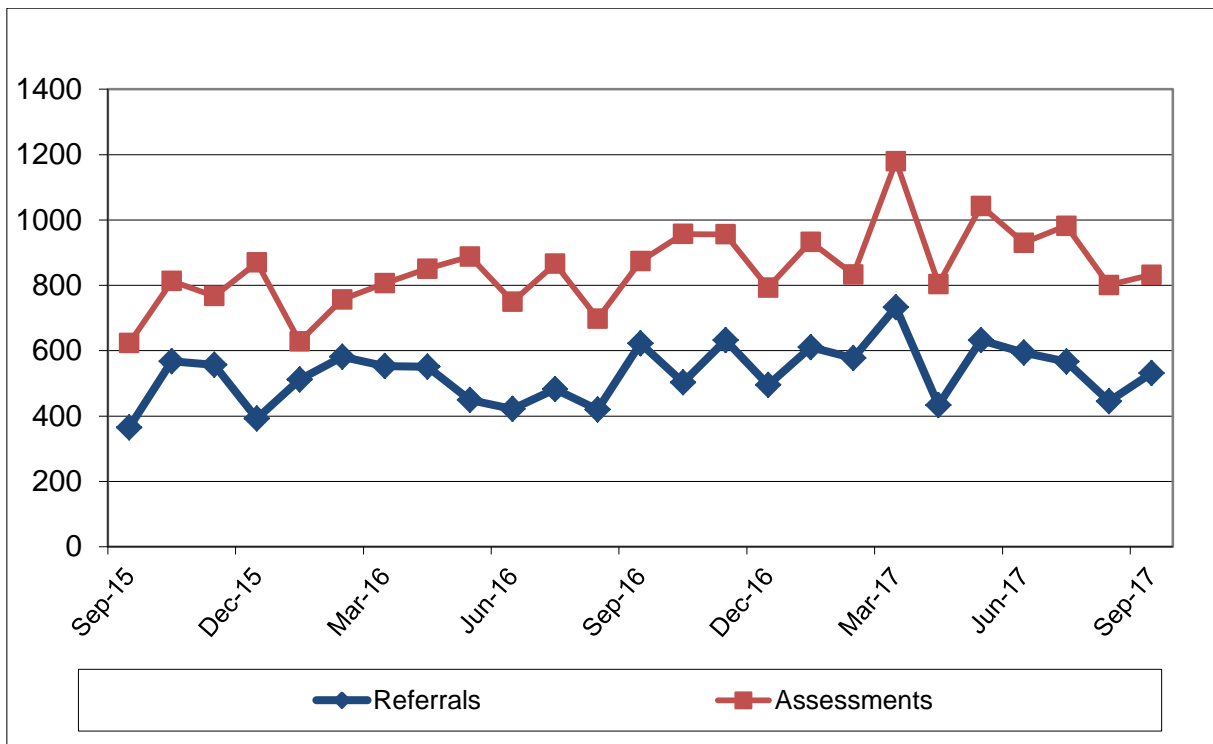


**2.5 – Number of Looked after Children  
(September 2015 to September 2017)**



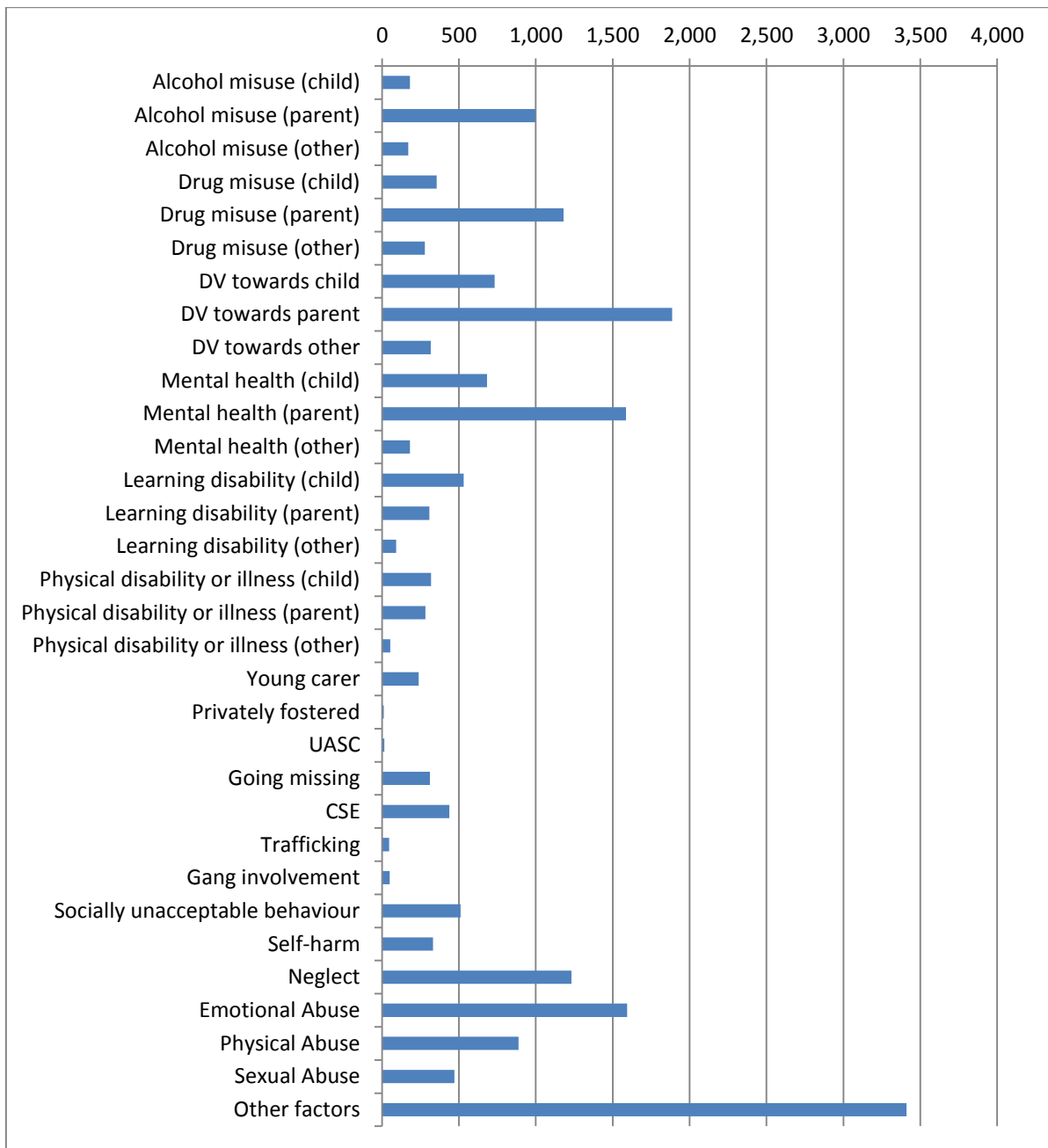
2.5 Number of Looked After Children

**2.6 – Referral and Assessment Activity  
(September 2015 to September 2017)**

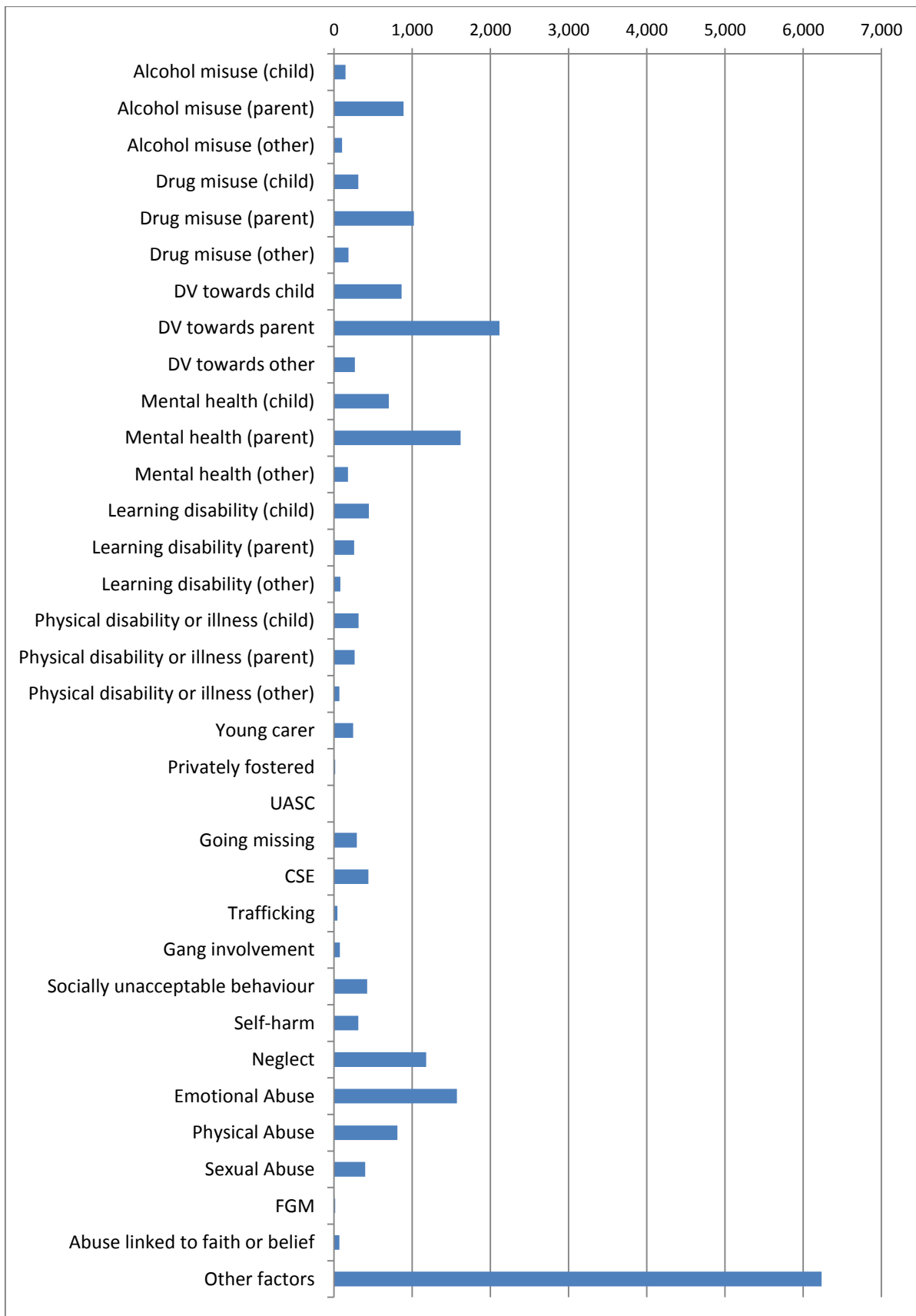


2.6 Numbers of Referrals received and Assessments completed each month

**2.7 – Factors of Need Identified by Assessments  
(Financial Years 2015-16 and 2016-17)**








2.7 Factors of Need identified at assessment, 2015-16



2.8 Factors of Need identified at assessment, 2016-17

### Appendix 3 - Departmental Sickness Monitoring

Dept/ Service	Section	Sub-Section(s)	Number of staff by end of Sept 2016	Average Number of Working days lost 1 Jul 2016 - 30 Sept 2016	Number of staff by end of Sept 2017	Average Number of Working days lost 1 Jul 2017 - 30 Sept 2017	Performance compared with previous year Arrow up = improvement Arrow down = decline
<b>Children's Specialist Services</b>			777.74	5.26	722.24	4.33	
	<b>Targetted Early Help</b>	Early Help District Early Help Clusters Families First co-ordination Youth Offending	214.30	6.27	174.80	5.21	
	<b>Prevention/ Resources</b>	Fostering Children's Homes LAC and Leaving Care	584.52	4.83	353.16	4.46	
	<b>Social Work Services</b>	Springfield Management Integrated Assessment Team Rooley Management Keighley Management	293.86	2.89	193.28	3.33	
<b>Performance, Commissioning &amp; Partnerships</b>	<b>Child Protection</b>	Childrens Safeguarding Administration Reviewing Team	40.09	2.05	32.78	0.65	

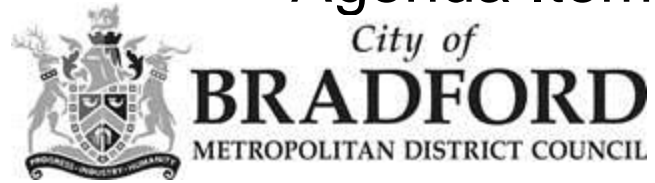
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Appendix 4. Service improvement plan - Inspection of services for children in need of help and protection, children looked after and care leavers. Inspection date: 18 Feb 2014 – 12 March 2014

Area of Practice	Area for improvement	Ofsted Expectation	Required Outcome	Performance Measure	Lead	Progress points	Timescales
Social Work: Section 47 Strategy discussions	Social workers and their managers do not regularly hold strategy discussions with the police before starting to carry out a child protection investigation. In addition, where the police are not involved, the recording of the discussion is not sufficiently detailed.	Ensure that all strategy discussions include the police as a minimum standard. The outcome of the discussion and agreed actions must be clearly recorded in a child's case file.	Strategy meetings are timely, accurately recorded and always involve both the Police and Social Care.	<u>Selective</u> Case File Audit. Initial Child Protection Case Conference minutes	Susan Tinnion, Service Manager	1. A dedicated Police Officer is allocated to the Integrated Assessment team. 2. Strategy discussions take place before a child protection investigation. 3. Written guidance to staff on the requirement to record this discussion in detail on the file.	(1) Completed 26.3.14 (2) Completed 3.3.14 (3) Completed 3.3.14
Child Protection Unit : Initial Child Protection Case Conferences	In over two thirds of cases, there has been unacceptable delay of up to six weeks in holding initial child protection conferences.	Take actions to increase and sustain sufficient capacity in the child protection conference service to meet service demands. Ensure that initial child protection conferences are held in a timely way that minimises risks to children and meets statutory guidance.	The Safeguarding & Reviewing Unit (S&RU) provide timely case conferencing and reviewing. There is a Business Process Review for S&RU which is completed. This has produced a more efficient streamlined service. The current number of conferences held on time is at 86%.	CS_N15a: ICPC's held within 15 working days of the start of the S47 enquiries. CS_N15b : Average working days between start of S47 enquiries and ICPC. Additional checks are being made to ensure this indicator is being counted in the correct manner.	Frank Hand, Service Manager, Safeguarding & Reviewing Unit	1. Agency staff in place to increase capacity for case conferencing. 2. Recruit two additional minute takers and Conference Chairs. 3. Complete business process review and implement improved minute taking and timetabling. 4. Work with partners through the Safeguarding Board and improved preparation for Case Conferences.	(1) Completed March 2014 (2) Recruitment completed September 2014 (3) Completed Nov 2014 (4) Completed Nov 2014
Social Work: Delay in Initial Child Protection Case Conferences	Where conferences have been delayed, managers decided that children should be visited by their social worker every week to help protect them. This has not happened in every case	Until improved performance in holding timely initial child protection conferences is demonstrated, ensure that all children have a robust plan, monitored by managers to minimise risk, and that they are seen at least weekly by their social worker.	Children whose ICPC is delayed have a robust plan and are visited at least weekly by their Social Worker.	<u>Selective</u> Case File Audit CS_N15a: ICPC's held within 15 working days of the start of the S47 enquiries. CS_N15b: Average working days between start of S47 enquiries and ICPC.	Di Watherston, Group Service Manager (Social Work)	1. Written practice guidance issued to all staff regarding the requirement. 2. Adherence to weekly visiting quality assured by Team Manager.	Completed April 2014
Child Protection Unit : Allegations against professionals and the role of the LADO	When allegations are made that professionals may have harmed children, cases are not progressed quickly enough on all occasions. There are delays in progress and management oversight in some cases.	Ensure sufficient capacity within the LADO service, so that allegations against professionals progress in a timely way and there is management oversight of all cases.	The Safeguarding & Reviewing Unit provide the LADO interventions and professional checks. Additional staff will increase capacity allowing additional oversight of cases. Processes for LADO work have been reviewed and finalised 28th July 2014.	<u>Selective</u> Case Audit around "Turn Around" time for professional checks. Timeliness reports via ProBase to benchmark performance. Comparison timeliness against performance of regional partners.	Frank Hand, Service Manager, Safeguarding & Reviewing Unit	1. Agency Staff in place to increase the capacity of the LADO service. 2. Written guidance given to staff on timeliness and management oversight on all case closed. 3. Recruit two additional staff for the child protection unit to undertake LADO work and case conferencing.	(1) Completed March 2014 (2) Completed April 2014 (3) To be Completed September 2014
Social Work: Statutory Assessment	In a very small number of cases social workers did not see children promptly enough.	Ensure all children identified as requiring statutory assessment are visited swiftly following receipt of the referral which identifies the concern.	Children are promptly seen upon statutory assessments commencing received	Local PI measuring time from 'trigger' event to end of assessment. <u>Periodic</u> Case File Audit	Di Watherston, Group Service Manager (Social Work)	Practice Guidance issued to all staff and Assessment Managers	Completed April 2014
Social Work: Children suffering neglect	A very small number of cases demonstrate delays in escalation for children who are experiencing chronic neglect and emotional abuse.	Social workers and their managers must decide to take stronger action more quickly in every case. i.e.: Where plans to reduce the impact of chronic neglect are not progressing sufficiently swiftly, ensure that assertive action is taken to escalate all such cases to a higher level of intervention.	Appropriate action is undertaken in situations of chronic neglect	<u>Selective</u> Case File Audit. CP Co-ordinators to quality assure PLO process by 3rd CPCC(10 month point)	Di Watherston, Group Service Manager (Social Work)	1. Practice guidance issued to all staff. 2. Family Justice Review & revised PLO embedded, with Case Manager appointed to track and quality assure plans and feedback on any undue delay. 3. Neglect refresher training by the BSCB Sept-December 2014	(1) Completed July 2014 (2) In place (3) Completed December 2014
Management: Supervision of practice	However, some staff in assessment teams report supervision is not always regular. The overall quality of supervision records need to better reflect challenge and to evidence reflective discussions.	Ensure that social workers and workers across all teams, particularly referral and assessment teams, receive regular supervision to support the complex work they are undertaking.	Supervision is appropriately challenging, recorded and audited on a regular basis.	<u>Selective</u> Case File Audit	Di Watherston, Group Service Manager (Social Work) & David Byrom, Group Service Manager (Resources)	1.Mandatory refresher Reflective Supervision Training delivered for all Child Protection Team Managers. 2. The Departments Supervision Policy is revised setting clear practice standards.	(1) Completed Sept-December 2014 (2) Completed July 2014

Private Fostering	There has been no formal oversight of private fostering (PF) arrangements or of children living out of area during this period.	Implement routine oversight of arrangements for safeguarding and promoting the welfare of privately fostered children, including work aimed at raising professional and public awareness of children who may be privately fostered.	BSCB is incorporating information regarding private fostering into its routine data set. A challenge panel focusing on children living apart from their parents will include a sample of private fostering cases. Promotional materials for professionals and the wider community regarding Private Fostering will be reviewed, revised and disseminated.	Data set : PF notifications, PF assessment, PF arrangements in place. Selective Challenge Panel completed and outcomes presented to Performance Sub-Group	Kate Leahy Service Manager. Paul Hill, LSCB Manager	1.Revised data set, including PF data approved by sub group 2.Regular reporting to inform BSCB challenge. 3.Challenge Panel to test inter-agency practice. 4.Revised promotional materials disseminated.	Completed; (1) Sept 2014 (2) Jan 2015 (3) To be completed April 2015 (4) To be completed April 2015
Multi-agency Data Set	Not all data and performance are monitored systematically and routinely. This means that BSCB is not always able to respond as quickly as it otherwise could. The development of a multi agency data set is ongoing	The BSCB should accelerate development of multi-agency data set and clearly record any challenge to areas of poor performance and the impact of the this challenge.	Revised multi-agency data set to be developed by Sept 2014. Working with other Y&H LSCB to explore the option of regional data set to assist benchmarking. Monitoring of challenge and impact to be better incorporated into BSCB minutes and reports.	Regular board scrutiny of data set and other performance information, challenge partners based on data set and follow through to impact	Saheed Khan, LSCB Performance	1. Revised data set agreed by BSCB performance sub group. 2.Data set populated and reported to sub group & full Board 3.Demonstrate and record impact of challenge based on performance data	Completed by: (1) Nov 2014 (2) Jan 2015 (3) To complete July 2015
Education Representation on Safeguarding Board	The absence of Head Teacher and FE College representation on the Board means that schools and colleges do not have sufficient opportunity to contribute to and influence the partnership at this level.	The BSCB should review the engagement of schools and FE colleges to ensure that they are fully represented on the Board.	Bradford Partnership currently seeking Head Teacher representation for full Board. Seeking single FE representative for Bradford, Shipley and Park Lane (Keighley) Colleges.	Representatives in place by October 2014 meeting of BSCB. More evidence of engagement of schools and FE colleges in safeguarding agenda.	Paul Hill, LSCB Manager	1.Agree representatives with primary & secondary partnerships and FE Colleges. 2. Agree mechanisms for dissemination & feedback	Completed October 2014
Learning & Improvement Framework	The local learning and improvement framework is under-developed, and ongoing work will strengthen capacity to improve the co-ordination of this work.	The BSCB should complete the implementation of a comprehensive local learning and improvement framework.	New comprehensive Learning & Improvement Framework to be agreed and implemented.	New Learning & Improvement Framework (LIF) accepted by BSCB in June 2014. Implementation monitored via learning & Development Sub-Group. LIF to be reviewed by December 2015.	Paul Hill, LSCB Manager	1. New LIF agreed by BSCB 2. Full implementation and Review of LIF.	(1) Completed June 2014 (2) Completed December 2015
Multi-Agency Training	Multi-agency training in the protection and care of children is effective and evaluated regularly for impact.	The BSCB should evaluate the impact of safeguarding training on the quality of frontline practice and outcomes for children as part of a comprehensive training needs analysis.	Revised Learning & Development Strategy to include mechanisms and measures for training evaluation. Use of on-line evaluation tool to be piloted.	Participants evaluation of training. Evidence of impact of learning from challenge panels.	Paul Hill, LSCB Manager	1.Publish new Learning & Development Strategy. 2.Pilot on line evaluation tool. 3.Report to Learning & Development Sub group on new impact measures	Completed March 2015





## Report of the Strategic Director, Children's Services to the meeting of the Children's Services Overview and Scrutiny Committee to be held on 22 November 2017

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**Subject:**

**O**

**The establishment of a new LA Commissioned Social, Emotional and Mental health (SEMH) Free School in Bradford**

### **Summary statement:**

Local authorities play a key role in placing pupils with statements or Education, Health and Care (EHC) plans, so it is important that they help shape the range of provision in their area. Previously, proposals to establish special free schools have only been taken forward in consultation with local authorities. In October 2016 the Department for Education (DfE) provided an opportunity for local authorities themselves to identify where a new special free school would benefit their area, inform their Regional Schools Commissioner (RSC), and seek proposals for the new school they want. This opportunity was intended to identify and meet untapped demand for special free schools as a supplement to LA's existing resources.

Bradford Local Authority was amongst 230 expressions of interest to establish an Local Authority Commissioned SEND Free School. Our bid was successful and Bradford is now one of 19 projects that have been accepted onto the Free School Programme. We are now moving forward to deliver a Joint Services Residential/Day School for children and young people aged 10-19 years of age with complex social emotional and mental health needs. The timeframe for opening of the new school is September 2020.

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Judith Kirk  
Deputy Director  
Employment Education and Skills

**Portfolio:**  
Education, Employment and Skills

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**Overview & Scrutiny Area:**

Children's Services

## **1. SUMMARY**

- 1.1 The establishment of a new SEMH Free School in Bradford will create a flexible, centralised facility which acts as an assessment centre with co-located specialised education, health and care services. It will also act as a regional facility offering placements for children and young people from our neighbouring local authorities.
- 1.2 The proposal will create a new, 72 place, co-educational school for 10-19 year old students with SEMH (Social, Emotional and Mental Health) needs that will have on site a High Needs SEMH Assessment Centre and Practitioner's Regional Centre of Excellence.
- 1.3 The school will include a residential element and is part of Bradford Council's strategy to deliver care to young people who are looked after or on the edge of care within the District. Small Modular Residential Units for 12 children with a capacity to scale-up to deliver In-Patient Services jointly operated by Bradford Council's Health and Children's and Adults Social Care and Education Services.
- 1.4 The new facility will create provision for children and young people that would likely have been educated and looked after out of the District back to Bradford, so that we can support and meet their complex needs and prepare and support them to achieve meaningful and fulfilled independent adult lives closer to their communities.
- 1.5 The school will use high needs block funding to join services together for the benefit of children and Young People and their families on one site by creating a regional facility which will become a centre of excellence specialising in children and young adult mental health.
- 1.6 By creating a caring, secure, stimulating and flexible learning environment tailored to the needs of every child we will promote success and achievement, health and well-being, safety and engagement.
- 1.7 Providing personalised therapeutic support will enable children and young people to build the confidence and emotional resilience they need to manage their everyday lives and develop the language, literacy and communication skills necessary to realise their potential in all areas.
- 1.8 The school will prepare young people for adulthood through the teaching of skills and attitudes, enabling them to participate fully and have a meaningful role in society with the foundations to become independent and lifelong learners.

## **2. BACKGROUND**

- 2.1 Under Part 1 of Bradford' Council's SEND Review that commenced in July 2016: 'Ensuring the sufficiency of specialist places in the Bradford District for children and young people with SEND – current and future need', schools, in partnership with the Local Authority, mapped current provision for SEMH across the District and identified that a gap exists at the far end of the continuum for complex and challenging SEMH children and young people.
- 2.2 The review and data associated with it has highlighted a real need for the expansion of existing provision in the District. Our current level of need and demand for places both within the District and our number of young people in out of authority placement projected into the future show us that at least 75% of the places within the school would be filled by Bradford young people.
- 2.3 There is a growing need in Bradford for provision to meet the social, emotional and mental health needs of children and young people. In May 2016 of the 2,424 statements/EHC plans issued, 409 (17%) of these were for SEMH. The number of statements/EHC plans for SEMH has risen by 21% from May 2015 to May 2016, 338 to 409. The highest increase across all our SEND types and this has continued to grow in 2017. The percentage of children and young people with statements/EHC plans for SEMH in Bradford District is 1.1% higher than the national average and 2.1% higher than our regional neighbours in Yorkshire and Humberside. The percentage of children and young people identified as requiring SEN Support for SEMH in Bradford is 19.6% of our school population and equates to 2,784 children and young people. This is 2.3% above the national average.
- 2.4 Currently 44 young people with SEMH receive education outside of the Bradford area. The new school will bring children and young people back to Bradford closer to families and communities and reduce the expensive cost of out of District placements.
- 2.5 It is anticipated that around 50 places at the school would be filled by Bradford children and young people. A number of our regional local authorities have expressed an interest in commissioning places; amongst them are Kirklees and Calderdale.
- 2.4 Bradford Council have a track record of establishing high quality provision; 80% of specialist behaviour in Bradford is judged by Ofsted to be good with one of our provision being outstanding. We are confident that we have the capacity and expertise to offer support to this exciting venture. We also have the capacity and expertise to self-deliver the build and are working closely with the Education and Skills Funding Agency (EFSA) and the DfE to realise this.
- 2.5 In November 2016 partners in Bradford Council expressed an interest in commissioning a Free School for pupils with Social, Emotional and Mental Health (SEMH) needs. In June 2017, the DfE announced that out of the 230 bids submitted that Bradford was one of 20 through to the final stages. This has now reduced to one of nineteen.
- 2.6 The competition to secure a sponsor for the new Free School commenced on 27 July 2017 and will run for 4 months, closing at mid-day on 24 November 2017.

From 24 November 2017 – 22 December 2017 applications will be assessed by an Local Authority (LA) panel and independently by the DfE and the RSC. Commencing at the start of January 2018 until 16 February 2018 sponsor interviews and assessments will take place. The DfE are anticipating that the chosen sponsor for the 19 national new Free Schools will be announced before Easter 2018.

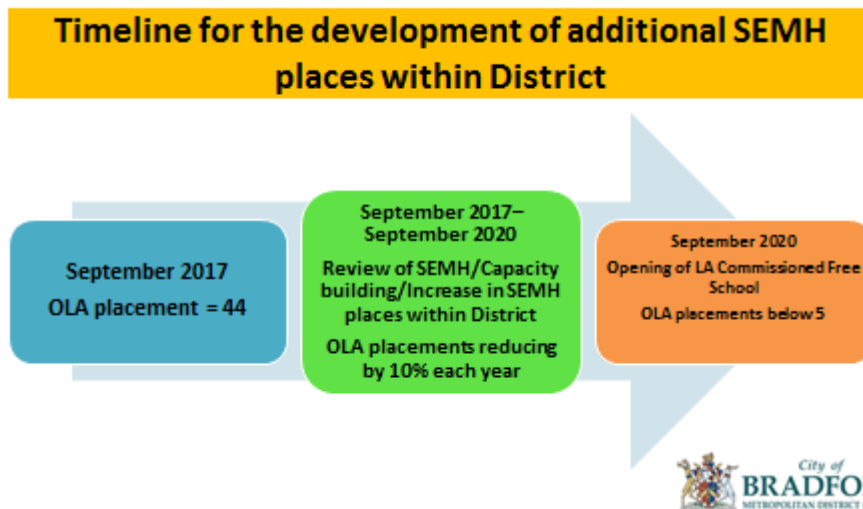
- 2.7 The Council has requested to the Department for Education that it is able to self-deliver the scheme and design and build the School itself using the funding allocated by the DfE. If this approach is approved the Council intends during 2018 to work with the appointed sponsors to design the School before tendering the scheme with a view to the new school being constructed and open by September 2020.

### 3. OTHER CONSIDERATIONS

- 3.1 The establishment of the Free School will need to go to the Executive and will also need to be part of a formal consultation with stakeholders. Discussions with commissioners and providers in public health and CAMHS will need to take place to commission the necessary health and therapeutic interventions on-site at the new school.

### 4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 Currently the Local Authority has 44 children and young people placed out of the Local Authority for education and education/care. The financial cost of this is significant, around £4.5m. The new Free School will provide facilities within the District for our most vulnerable and complex pupils at a significantly lower cost. It will also enable us to keep young children within the District closer to their families and communities.



- 4.2 The capital and buildings work will be funded by the ESFA. Bradford Council has indicated to the DfE that they have the necessary expertise and capacity to self-deliver the school build which will include educational, residential and therapeutic facilities.

- 4.3 A site for the school has been identified and this will be leased to the sponsor for 125 years under a peppercorn rent agreement.
- 4.4 Education funding will be made up from the pupil place element (£10,000) plus top up at Range 6-7 (£14,122 - £23,205). The total cost of day places, including the cost of Education and CAHMS (Child and Adolescent Mental Health Service), is £32,430 which is significantly cheaper than the independent sector and would offer quality and value for money which supports the needs of the young people and families.
- 4.5 Bradford Council has received commissioning letters from Kirklees Council for up to 20 places and Calderdale Council for around 5 places.

## **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

- 5.1 Bradford Council will work closely with a link adviser from the DfE to appoint a sponsor to run the school. Following this a project board will be set up to oversee the assessment of the sponsor and delivery of the build and will regularly report to the SEND Strategic Partnership on the progress of the school.

## **6. LEGAL APPRAISAL**

- 6.1 Bradford Council will work closely with the DfE and will fully comply with the legal guidance around the procurement of a sponsor.
- 6.2 Appropriate planning permission and further advice around the establishment of the new school will be sought from Legal Services on the formal establishment of the new school.

## **7. OTHER IMPLICATIONS**

### **7.1 EQUALITY & DIVERSITY**

An equality impact assessment has been completed for the establishment of the new school and is attached to this report.

### **7.2 SUSTAINABILITY IMPLICATIONS**

The school has a planned growth model for the gradual admission of new pupils. Funding will be allocated to match this to ensure that over the first two years the school is financially viable. Pupil numbers will be monitored and commissioning arrangements with neighbouring Local Authorities adjusted to ensure sustainability of the Free School.

### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

Any development or changes to buildings undertaken as a result of these proposals will be undertaken in a sustainable way which minimises the future impact of the Local Authority's carbon footprint.

### **7.4 COMMUNITY SAFETY IMPLICATIONS**

Formal consultation will take place with the community and all stakeholders on the establishment of the school will take place following the appropriate statutory processes.

#### **7.5 HUMAN RIGHTS ACT**

There are no direct Human Rights implications arising from this report.

#### **7.6 TRADE UNION**

None arising from this report.

#### **7.7 WARD IMPLICATIONS**

Ward Councillors will be formally consulted upon about the proposals affecting their wards.

#### **7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)**

Formal consultation and establishment of the new school will be shared at Area Committee for Bradford West.

### **8. NOT FOR PUBLICATION DOCUMENTS**

8.1 None

### **9. OPTIONS**

9.1 The report is presented for information and update at this stage.

### **10. RECOMMENDATIONS**

10.1 The Committee is asked to note the contents of this report.

### **11. APPENDICES**

11.1 The Equality Impact Assessment

### **12. BACKGROUND DOCUMENTS**

12.1 Bradford Council Commissioned Free School Specification

12.2 Continuum of SEMH Provision across the Primary and Secondary Sectors in Bradford

APPENDIX 1

## New SEMH School Equality Impact Assessment

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The Equality Act 2010 requires the Council to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
  - advance equality of opportunity between different groups
  - foster good relations between different groups
- 

Public Authorities have a legal responsibility to assess their activities, and to set out how they will monitor any possible negative impact on (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) equality.

The key purpose of an Equality Impact Assessment is to:

- Promote all aspects of equality
- Identify whether certain groups are excluded from any of our services
- Identify any direct or indirect discrimination
- Assess if there is any adverse (negative) impact on particular groups
- Promote good relations between people of different equality groups
- Act as a method to improve services

Other reasons for Equality Impact Assessments are:

- It increases user/public/staff trust
- It enhances value for money
- It informs business plans
- It increases social inclusion
- It promotes understanding and sensitivity

## **Section 1: What is being assessed?**

### **1.1 Name of proposal to be assessed.**

New SEMH Residential/Day School with Health/Therapeutic Services and a proposed Centre of Excellence for Children and Young People's Mental Health

### **1.2 Describe the proposal under assessment and what change it would result in if implemented.**

- The aim is to create a flexible, centralised facility which acts as an assessment centre with co-located specialised education, health and care services.
- The proposal will create a new coeducational school for 10-19 year old students with SEMH (Social, Emotional and Mental Health) needs.
- The 72 place school will have on site a High Needs SEMH Assessment Centre and Practitioner's Regional Centre of Excellence.
- Alongside this will be small Modular Residential Units for 12 children with a capacity to scale-up to deliver in-Patient Services jointly operated by Bradford Council's Health and Children's and Adults Social Care and Education Services.
- The new facility will create provision for children and young people, that would likely have been educated and looked after out of the District back to Bradford, so that we can support and meet their complex needs and prepare and support them to achieve meaningful and fulfilled independent adult lives closer to their communities.
- The school will use high needs block funding more efficiently and effectively; join services together for the benefit of CYP (Children and Young People) and their families on one site by creating a regional facility which will become a centre of excellence specialising in children and young adult mental health.

## **Section 2: What the impact of the proposal is likely to be**

### **2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

This proposal is intended to advance the equality of opportunity and a range of outcomes for children with SEND.

The vision for the transformation of SEND services in Bradford District is underpinned by the principles outlined below and aligned to the priorities in the Bradford Children, Young People and Families Plan 2016-20 particularly Great start in life and good schools; Better skills, good jobs and a growing economy; Better health, better lives.

Improving outcomes for children and young people with SEND these include:

- accelerating educational attainment and achievement and closing the gaps with their peers nationally
- improving their emotional well-being, independence and resilience
- making sure they are safeguarded



- improving their employment and training opportunities and that they are well prepared for work
- having greater access to a range of opportunities
- making sure children and young people with SEND flourish and achieve their full potential
- creating a caring, secure, stimulating and flexible learning environment tailored to the needs of every child we will promote success and achievement, health and well-being, safety and engagement
- providing personalised therapeutic support will enable children and young people to build the confidence and emotional resilience they need to manage their everyday lives and develop the language, literacy and communication skills necessary to realise their potential in all areas
- preparing young people for adulthood through the teaching of skills and attitudes, enabling them to participate fully and have a meaningful role in society with the foundations to become independent and lifelong learners
- offering In-Patient services in Bradford. Our C&YP currently have to travel to York, Sheffield and occasionally further afield
- providing a nurturing provision with respite care and an emphasis on preventing family breakdown, we will work with families and pupils to build resilience, life-long learning and independence
- investing to save by helping to avoid unnecessary cost to the public in the future e.g. preventing children becoming looked after, reducing dependency on health or sometimes becoming an unnecessarily burden to the police e.g. missing persons escaping residential units who then become involved in crime and antisocial behaviour that could be prevented.

**2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

**Yes:** By providing high quality education and health and therapeutic care for children and young people with complex SEND this enable them to have greater opportunities, develop resilience and prepare them for adulthood. The school will foster positive links with local mainstream schools and communities and look for opportunities to engage and collaborate alongside mainstream peers and community activities/projects.

**2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

**No:** The equality assessment indicates that this proposal is likely to have no impact and that there is no disproportionate impact on any group who share protected characteristics. A vast majority of the young people who will be placed at the school are currently placed out of the LA and this will enable them to return to be educated close to their communities and families. The school will open up further opportunities to support children on the edge of care and those whose families need intensive support to prevent the risk of breakdown.

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

<b>Protected Characteristics:</b>	<b>Impact (H, M, L, N)</b>
Age	L
Disability	L
Gender reassignment	L
Race	L
Religion/Belief	L
Pregnancy and maternity	L
Sexual Orientation	L
Sex	L
Marriage and civil partnership	N
<b>Additional Consideration:</b>	
Low income/low wage	L

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

We see the creation of a new SEMH Free School in Bradford as entirely positive.

**Section 3: Dependencies from other proposals**

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

- The Council’s Education, Children and Adult Social Care Teams have been consulted as have Child and Adolescent Mental Health Services (CAMHS) and Clinical Commissioning Groups (CCGs). All are highly supportive of the proposal.
- The consultation extended to the neighbouring Local Authorities of Calderdale, Kirklees and Leeds who are also supportive.
- No risks or issues relating to equality have been identified during any of the discussions.

## **Section 4: What evidence you have used?**

### **4.1 What evidence do you hold to back up this assessment?**

Significant research and data analysis by the Council's SEN team alongside broad consultation with neighbouring Authorities, external partner agencies and internal service departments. Bradford's SEND Review 2016 summarises much of this work:

- We have a growing population of children and young people in Bradford and proportionally have a growing population of children and young people with SEND
- The complexity of special needs in Bradford is increasing - as a result there is a need for more specialist places
- Bradford is a highly inclusive local authority; only 1% of our school population are in Special Schools
- A growing number of children and young people are being placed out of the Local Authority due to complex SEND and a lack of highly specialist places, particularly for SEMH

Our partners in social care are finding it increasingly difficult to source specialist residential care places which have an educational offer for very complex SEMH LAC (Looked After Children) young people.

### **4.2 Do you need further evidence?**

No: We feel we have a wealth of data and evidence for the need for this school in Bradford and are aware of the wider benefits it will be able to offer regionally in terms of access to high quality, highly specialist provision.

## **Section 5: Consultation Feedback**

### **5.1 Results from any previous consultations prior to the proposal development.**

- data and evidence gathered as part of the SEND review shared with schools, families and schools shows a growing need for complex SEMH provision within District to complete the continuum of support and provision we currently offer
- referrals to our SEN Assessment and Placement Team for specialist places is growing and it is an area in Bradford where there has been an under-allocation of resources previously
- our Local Area self-evaluation with partners shows that although Bradford has real strengths across all of our specialist provision, including SEMH Special Schools and PRUs over time we have a growing number of complex and vulnerable young people who need a joint services cares, health and education offer to enable them to progress
- there is limited regional and national specialist provisions to support this cohort of young people which can mean that they are without the appropriate provision to meet need.

### **5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

N/A

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

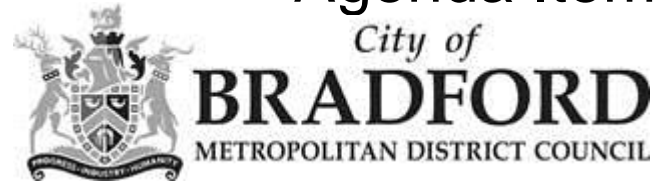
N/A

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

N/A

### **Section 6: Access**

	<b>Yes</b>	<b>No</b>	<b>Comment</b>
<b>Will the building where the service is located be wheelchair accessible?</b>	<b>Yes</b>		
<b>Will the reception area have an induction loop system?</b>	<b>Yes</b>		
<b>Will the building where the service is located have a unisex wheelchair accessible 'disabled' toilet?</b>	<b>Yes</b>		
<b>Will the building have car parking space reserved for Blue Badge Holders?</b>	<b>Yes</b>		
<b>Will the building have any additional facilities for disabled people such as a wheelchair, hoist, specialist bath, etc?</b>	<b>Yes</b>		
<b>Will the building where the service is provided have any other facilities for people from Equality Groups such as prayer and faith resources?</b>	<b>Yes</b>		
<b>Is there be anything else that has been undertaken to support equality and diversity, such as guidelines, policies etc?</b>			<b>Nothing further at the present time</b>



## **Report of the Chair of Children’s Services Overview and Scrutiny Committee to the meeting of the Committee to be held on Wednesday 22 November 2017**

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**P**

**Subject:**

**Subject: Children’s Services Overview and Scrutiny Committee Work Programme 2017-18**

**Summary statement:**

This report presents the Committee’s Work Programme 2017-18

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Cllr Dale Smith  
Chair – Children’s Services O&S  
Committee

**Portfolio:**  
**Education, Employment and Skills**  
**Health & Well Being**

Report Contact: Licia Woodhead  
Overview and Scrutiny Lead  
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## **1. SUMMARY**

1.1 This report presents the Committee's Work Programme 2017-18.

## **2. BACKGROUND**

2.1 Each Overview and Scrutiny Committee is required by the Constitution of the Council to prepare a work programme (Part 3E – Overview and Scrutiny Procedure Rules, Para 1.1).

## **3. REPORT ISSUES**

3.1 **Appendix 1** of this report presents the Work Programme 2017-18.

### **3.2 Work planning cycle**

Best practice published by the Centre for Public Scrutiny suggests that 'work programming should be a continuous process'. It is important to regularly review work programmes so that important or urgent issues that come up during the year are able to be scrutinised. In addition, at a time of limited resources, it should also be possible to remove projects which have become less relevant or timely. For this reason, it is proposed that the Committee's work programme be regularly reviewed by Members throughout the municipal year.

Members may wish to amend the current work programme (Appendix 1) and / or comment on the proposed work planning cycle set out above.

## **4. FINANCIAL & RESOURCE APPRAISAL**

None

## **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

None

## **6. LEGAL APPRAISAL**

None

## **7. NOT FOR PUBLICATION DOCUMENTS**

None

## **8. RECOMMENDATIONS**

8.1 That the Work Programme continues to be regularly reviewed during the year.

## **9. APPENDICES**

9.1 Appendix 1 – Children's Services Overview and Scrutiny Committee Work Programme 2017-18

# Democratic Services - Overview and Scrutiny

## Childrens Services O&S Committee

Scrutiny Lead: Licia Woodhead tel - 43 2119

### Work Programme 2017/18

#### Description

#### Report

#### Agenda

##### **Tuesday, 28th November 2017 at City Hall, Bradford.**

Chair's briefing 13/11/2017. Report deadline 16/11/2017.

- 1) Young People's Mental Health
- 2) Better Start Bradford
- 3) Neurodiversity Strategy

The joint Committee will receive an update report on Young People's Mental Health.

The Committee will receive an update report demonstrating outcomes of the package of programmes being delivered by Better Start

The joint Committee will receive a report on Autism in children, young people and adults.

Sasah Bhat / Heather Wilson

Michaela Howell

Jo Butterfield / Angela Spencer-Brooke

##### **Wednesday, 13th December 2017 at City Hall, Bradford.**

Chair's briefing 27/11/2017. Report deadline 30/11/2017.

- 1) SEND Transformation 0-25

The Committee will receive a report on the proposals relating to Special Educational Needs and Disability

The Committee will receive an update report on Children Missing from Home and Care, with information broken down by

The Committee will receive an update report on School Admissions.

The Committee will receive an update report on the Education Covenant, and that the Regional Schools Commissioner and leaders of the District's MATs be invited to the meeting.

The Committee will consider its work programme and make changes as necessary.

Judith Kirk / Maureen Braden

Jim Hopkinson

Rachel Phillips  
Jenny Cryer

Licia Woodhead

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- 2) Children Missing from Home and Care

- 3) School Admissions update

- 4) Education Covenant

- 5) Children's Services O&S Committee Work Programme

##### **Wednesday, 17th January 2018 at City Hall, Bradford.**

Chair's briefing 02/01/2018. Report deadline 04/01/2018.

- 1) Schools Forum
- 2) Finance update
- 3) Recruitment and retention of Teachers
- 4) Early Help

The Committee will receive an update report on the work of the Schools Forum.

The Committee will receive a report on Finance issues.

The Committee will receive an update report on the recruitment and retention of teachers.

The Committee will receive a report on Early Help.

Andrew Redding

Andrew Redding  
Judith Kirk

Judith Kirk

## Childrens Services O&S Committee

Scrutiny Lead: Licia Woodhead tel - 43 2119

### Work Programme 2017/18

#### Description

#### Report

#### Agenda

##### **Wednesday, 17th January 2018 at City Hall, Bradford.**

Chair's briefing 02/01/2018. Report deadline 04/01/2018.

- 5) Children's Services O&S Committee Work Programme

The Committee will consider its work programme and make changes as necessary.

Licia Woodhead

##### **Wednesday, 14th February 2018 at City Hall, Bradford.**

Chair's briefing 29/01/2018. Report deadline 01/02/2018.

- 1) Neglect
- 2) Children's Centres
- 3) Education Standards and school to school partnerships
- 4) Children's Services O&S Committee Work Programme

The Committee will receive a report on neglect

Jenny Cryer

The Committee will receive a progress report on Children's Centres including clarification of the relationship with health and midwifery.

Judith Kirk

The Committee will receive a report on the validated data.

Judith Kirk

The Committee will consider its work programme and make changes as necessary.

Licia Woodhead

##### **Wednesday, 14th March 2018 at City Hall, Bradford.**

Chair's briefing 27/02/2018. Report deadline 01/03/2018.

- 1) Workloads of Children's Social Care Services
- 2) B Positive Pathways
- 3) SEND review update
- 4) Opportunity Area

The Committee will receive a report on the work of Children's Social Care Services, including information relating to the Service's key performance indicators.

Jim Hopkinson

The Committee will receive a report on the B Positive Pathways

Jim Hopkinson

The Committee will receive an update report on the Special Education Needs Review

Judith Kirk

The Committee will receive a report on the DfE Education Opportunity Fund.

Michael Jameson

##### **Wednesday, 11th April 2018 at City Hall, Bradford.**

Chair's briefing 26/03/2018. Report deadline 27/03/2018.

- 1) Schools Forum
- 2) Capital allocations and school expansion programme 2018-19
- 3) Fostering review update

The Committee will receive an update report on the work of the Schools Forum.

Andrew Redding

The Committee will receive an update report on Capital Allocations and the School Expansion Programme.

Ian Smart

The Committee will receive an update report on the review of the Fostering service.

Jim Hopkinson



## Childrens Services O&S Committee

Scrutiny Lead: Licia Woodhead tel - 43 2119

### Work Programme 2017/18

#### Description

The Committee will receive a report detailing the outcomes of resolutions made during the 2017-18 municipal year.

#### Report

Licia Woodhead

#### Agenda

**Wednesday, 11th April 2018 at City Hall, Bradford.**

Chair's briefing 26/03/2018. Report deadline 27/03/2018.

- 4) Children's Services O&S Committee Resolution Tracking report

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