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Agenda for a meeting of the Children's Services Overview and Scrutiny Committee to be held on Wednesday, 11 April 2018 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:

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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:

Michael Bowness
Interim City Solicitor
Agenda Contact: Fatima Butt
Phone: 01274 432227
E-Mail: fatima.butt@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 February and 14 March 2018 be signed as a correct record (previously circulated).

(Fatima Butt – 01274 432227)

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.

(Fatima Butt - 01274 432227)

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 any referrals 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**

Previous Reference: Minute 43 (2017/18)

Members are reminded that the Committee asked for regular updates to be provided on the work of the Schools Forum.

In accordance with the above the Strategic Director, Children's Services will submit **Document "AL"** which reports that the Schools Forum has met once (14 March 2018) since the Committee's last update and the report provides progress since that meeting.

Recommended-

That the update provided in Document "AL" be noted.

(Andrew Redding – 01274 432678)

7. SCHOOL EXPANSION PROGRAMME, EDUCATION CAPITAL FUNDING AND ACADEMY CONVERSIONS

The Strategic Director, Children's Services will submit **Document "AM"** which updates the Committee on a number of key areas relating to school organisation in the Bradford District and includes school expansions, Education Capital Funding and academy conversions.

Recommended-

That the report be noted.

(Judith Kirk -01274 431078)

8. PROGRESS OF THE FOSTERING SERVICE

The Strategic Director, Children's Services will submit **Document "AN"** which provides an update on the progress and development of the Fostering Service and the changes introduced since the appointment of the new Service Manager on 23 October 2017.

Recommended-

That the significant developments in the Fostering Service including areas that were not necessarily addressed in the Fostering Review, due to restrictions on time and the size of the service be noted.

(Jim Hopkinson – 01274 432904)

9. RESOLUTION TRACKING

The Chair of the Committee will submit **Document "AO"** which details the progress made against the resolutions passed by this Committee during the 2017/18 municipal year.

The Committee is asked to comment on areas where resolutions do not appear to have been acted upon or feel insufficient progress has been made.

(Licia Woodhead – 01274 432119)



Report of the Strategic Director, Children's Services to the meeting of the Children's Services Overview & Scrutiny Committee to be held on 11 April 2018.

AL

Subject:

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.

Michael Jameson
Strategic Director, Children's Services

Portfolio:

Education, Employment and Skills

Report Contact: Andrew Redding,
Business Advisor (Schools)
Phone: (01274) 432678
E-mail: andrew.redding@bradford.gov.uk

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 17 January 2018. The Schools Forum has met once since on 14 March 2018. The decisions list from this meeting is attached at Appendix 1.
- 1.3 Members of the Committee will be aware that the Schools Forum has made its recommendations on the allocation of the 2018/19 Dedicated Schools Grant (DSG) and these were accepted by Council on 22 February 2018. The Local Authority is now engaged in delivering these recommendations. The summary table from the report to Council on the allocation of the 2018/19 DSG is copied below for the Committee's reference.

Description	Early Years Block £m	Schools Block £m	High Needs Block £m	Central Schools Block £m	Total DSG £m
Estimated DSG available 2018/19	£43.997	£415.336	£65.793	£2.853	£527.979
Estimated DSG B'fwd from 2017/18	£1.523	£4.775	£1.631	£0.000	£7.929
Total Estimated DSG (Schools Budget) 2018/19	£45.520	£420.111	£67.424	£2.853	£535.908
Delegated to Schools / Providers	£42.970	£411.422	£52.317	£0.000	£506.709
Non-Delegated Items	£1.027	£3.913	£13.825	£2.853	£21.618
Allocation of One Off	£0.606	£0.550	£1.631	£0.000	£2.787
Total Funding Allocated	£44.603	£415.885	£67.773	£2.853	£531.114
Difference (reserve)	+ £0.917	+ £4.226	- £0.349	£0.000	+ £4.794

- 1.4 The reviews of SEND and SEMH provisions, and Bradford's High Needs Block financial strategy, will continue to be high priority agenda items for the Schools Forum and for the Authority during 2018. The Forum has requested that the Authority establishes, as quickly as possible, a new standing sub group, indicatively entitled the 'High Needs Block Steering Group' to provide a vehicle through which SEND and alternative provision (places) matters, High Needs Block financial issues and substantial change management programmes can be taken forward and monitored within a framework of collective responsibility (between the Authority, schools, MATs and other provider organisations). The Authority is currently establishing this group.

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 and 1 on 1 December 2017. We now have 82 primary / secondary academies and 107 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 Please see Appendix 1 (the decisions list from the 14 March Schools Forum meeting).
- 3.2 Two reports presented to the Schools Forum are specifically highlighted for the Committee:
- The report of the Headteacher of the Virtual School on the allocation of Pupil Premium Plus monies for Children Looked After. £500 of the current £1,900 per CLA value is retained by the Authority to fund additional activities and support. From April 2018, the value per CLA nationally increases to £2,300 with the Authority planning to continue to retain £575 (25%) of this, passing £1,725 per CLA to schools and academies. The Forum wishes to receive an update annually on the work of the Virtual School and the impact of Pupil Premium Plus monies.
 - The 'benefit vs. cost' analysis of Trade Union Facilities Time funded from the DSG via de-delegation from maintained schools and trading with academies and high needs providers. This analysis provided more information on the value of the support services and on how our spending on Facilities Time in our DSG compares with that in other authorities and against government's previously stated expectations. The Forum confirmed its recognition of the value of these support services to schools and has ratified its initial decision to continue de-delegation at current values in the 2018/19 financial year.
- 3.3 Other reports to the Schools Forum meeting on 14 March provided updates more generally on DSG and school and academy budget matters, including an interim update on the anticipated volume of conversions of maintained schools to academy

status in Bradford and the likelihood of liabilities resulting from the conversion of schools holding deficit budgets. The report to the Forum stated:

- The Local Authority has completed the financial close of 3 more maintained schools that have converted to academy status between April 2017 and March 2018. 1 of these has closed with a small deficit balance. This is a converter academy and the Authority has processed this as such with the ESFA and expects the value of this deficit to be repaid. At the time of writing this report, the Local Authority is processing the financial closures of 3 more conversions; 2 converters and 1 sponsored academy. All 3 of these schools are expected to close with surplus balances.
- There have been 46 conversions in total since September 2015. The number of conversions in 2017/18 (6) was substantially lower therefore, than the number that took place in the previous year. We have 125 maintained schools at 1 March 2018. We have immediate sight of around 20 schools that are planning conversion / may convert / are likely to convert over the next 12 months. The position is moving regularly. We would expect 5 of these 20 to be regarded as sponsored academies. On current information, there is risk of small values of deficits in 3 of the potential sponsored conversions (these are 3 primary sponsored academies).
- In terms of the financial positions of currently maintained schools, more generally, at March 2017, 8 schools held deficit revenue balances. We currently forecast that 10 schools will be in revenue deficit at March 2018, which is 8% of our total number of maintained schools. We continue to see a reduction in the total value of revenue balances held. The schools that are still maintained on 1 March 2018 held total net revenue surpluses of £9.1m at March 2017. These schools currently forecast to hold £4.5m at March 2018. Although we would assess that £4.5m is an underestimation, as schools have historically underestimated their balances in their prior-year end forecasts, this does identify that the values of balances are continuing to reduce. 63% of our maintained schools forecast to have in year deficits in 2017/18 (where in year spending exceeds in year income and the school's budget is supported by the use of carry forward balances). The Schools Forum will receive a full report on 2017/18 final balances, deficits and surpluses, on 16 May 2018.
- Intended as an estimated guide only for discussion - using the expenditure profiles recorded in the 2016/17 outturn positions and making some assumptions about funding levels and salaries costs increases, it is estimated on a very general basis that the average basic pressure on expenditure in schools and academies across 2018-2021 could fall around 10% (between 8% - 11%). This excludes the impact of changes in pupil numbers and increases in pupil need and other specific / local factors that may impact on individual schools and phases differently. In cash terms, on this basis, every £1m of budget that a school or academy has now could buy £100,000 less (between £80,000 and £110,000 less) activity in 2020/21. This continued pressure, which is primarily driven by increased staffing costs (pay awards, pension contributions etc), comes in the context of schools and academies already having responded to the reduction in the real terms value of funding since 2015 and as revenue reserves are now much smaller in value.

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 14 March 2018 Decisions List

12. BACKGROUND DOCUMENTS

None

DECISIONS OF THE SCHOOLS FORUM HELD ON WEDNESDAY 14 MARCH 2018

DECISIONS:

1. MATTERS RAISED BY SCHOOLS

No resolution was passed on this item.

2. STANDING ITEM – DSG GROWTH FUND ALLOCATIONS

No resolution was passed on this item.

3. LOOKED AFTER CHILDREN PUPIL PREMIUM PLUS

Resolved –

- (1) That the information in Document IN be noted, including the Authority's planned retention of 25% of the value of Pupil Premium Plus from April 2018.
- (2) That the additional information requested by Members (recorded in the minutes) is presented to the next meeting.
- (3) That the Schools Forum receives a report annually, as part of its standard work plan, on the work of the Virtual School and the impact of Pupil Premium Plus monies.

Action: Headteacher of the Virtual School

4. SEMH AND SEND REVIEWS - PROGRESS UPDATE

Resolved –

- (1) That the update on the progress of the SEMH and SEND reviews be noted.
- (2) That the two additional reports tabled at the meeting by Members be welcomed.
- (3) That the Local Authority establishes a new standing Schools Forum sub-group, indicatively titled the 'High Needs Block Steering Group', with the membership and remit of this group to be developed in consultation with the Schools Forum. That this group is established as quickly as possible.

Action: Strategic Director, Children's Services



5. UPDATE ON MATTERS CONCERNING THE 2018/19 DEDICATED SCHOOLS GRANT

Resolved –

- (1) That the information provided in Document IO be noted.
- (2) Follow the review of the ‘benefit vs. cost’ analysis, that de-delegation for trade union facilities time for the 2018/19 financial year continues at the current per pupil value.
- (3) That the decision made in response to the FSM data error, circulated by email to Members on 17 January, be formally agreed and recorded for the purposes of the minutes.

Action: *Business Advisor (Schools)*

6. AMENDMENTS TO THE SCHEME FOR FINANCING SCHOOLS AND LINKED DOCUMENTS (FINANCIAL REGULATIONS FOR MAINTAINED SCHOOLS AND SCHOOL CONTRACT STANDING ORDERS)

No resolution was passed on this item.

7. MATTERS CONCERNING SCHOOL AND ACADEMY BUDGETS

Resolved –

- (1) That the information provided in Document IP be noted.
- (2) That Members communicate to colleagues the warnings that are given in Document IP about the estimated continued growth of cost pressure within school and academy budgets across 2018-2021.

Action: *Business Advisor (Schools)*

8. SCHOOLS FORUM STANDING ITEMS

No resolution was passed on this item.

9. ANY OTHER BUSINESS (AOB)

No resolution was passed on this item.

10. DATE OF NEXT MEETING

The next meeting of the Schools Forum is Wednesday 23 May 2018 (please note that the date has been moved from the 16 May).

*FROM: Michael Bowness
Interim City Solicitor
City of Bradford Metropolitan District Council*

*Contact Asad Shah: 01274 432280
Committee Secretariat*



Report of the Strategic Director Children's Services to the meeting of the Children's Services Overview and Scrutiny Committee to be held on 11th April 2018

AM

Subject:

School Expansion Programme, Education Capital Funding, and Academy Conversions

Summary statement:

This report updates the committee on a number of key areas related to school organisation in the Bradford District.

Michael Jameson
Director for Children's Services

Portfolio:

Education, Employment and Skills

Report Contact: Judith Kirk,
Assistant Director of Children's
Services
Phone: (01274) 431078
E-mail: judith.kirk@bradford.gov.uk

Overview & Scrutiny Area:

Children Services



1. SUMMARY

This report updates the committee on a number of key areas related to school organisation in the Bradford District.

2. BACKGROUND

- 2.1 The Council has been undertaking a programme of school expansions since 2010 to deal with an increasing number of pupils requiring school places. Since 2010, an extra 8,790 new primary school places have been created and a further 690 are in the process of being delivered. Additionally, 150 new secondary school places have been delivered and a further 500 are in delivery.
- 2.2 At secondary level, a number of schools have also increased their Published Admission Numbers (PAN) and two new Free Schools, which the Educational Skills and Funding Agency (ESFA) are in the process of delivering, will create an extra 1,200 places.
- 2.3 The increase in primary numbers has slowed with forecast numbers in some areas of the District starting to reduce. The pressure on pupil numbers at secondary level is increasing as the increased primary numbers move through the system. The secondary school expansions that the Council is undertaking together with the new Free Schools the ESFA are delivering should deliver sufficient places for future years.
- 2.4 Schools Capital Maintenance Grant and Devolved Formula Capital allocations are normally announced by the ESFA in March/April 2018 for all Councils.
- 2.5 The ESFA is also expected to announce whether the Council will be allocated any Basic Need funding for 2020-2021. Basic Need funding is the money the ESFA allocates to Councils to be used for School expansion projects so that Councils can fulfill their statutory duty to make sure there are enough school places for children in the local area.
- 2.6 The Council is also undertaking a programme of School Academy conversions in line with the requirements of the Academies Act 2010. To date, the Council has converted 79 schools to academy status, and, there a further 18 in progress. This leaves a balance of 125 schools which are not academies – this includes maintained schools, trusts, voluntary aided and voluntary controlled schools, nurseries and PRUs (primary, secondary and special).
- 2.7 In addition, there are currently 7 Free Schools operating within the Bradford District according to the January 2018 Census:



PRIMARY

School	Pupil Places
Bradford Girls' Grammar School*	395
Dixons Music Primary	331
Rainbow Primary Free School	369
Total Primary	1,095

* All through school

SECONDARY

School	Pupil Places
Bradford Girls' Grammar School*	693
Dixons Kings Academy	836
Dixons McMillan Academy	575
Dixons Trinity Academy	571
One In A Million Free School	341
Total Secondary	3,016

Total Free School Pupils	4,111
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3. FINANCIAL & RESOURCE APPRAISAL

School Expansions

The following school expansion projects are currently being delivered.

The list below updates the status of schemes reported to this Committee in April 2017. All these schemes individually are valued at over £2million.

SCHOOL	STAGE	CURRENT STATUS	DESCRIPTION	PLACES
Barkerend Primary	Stage 3	In Construction	Expansion	210
Stocks Lane	Stage 2	In Construction	Expansion	105
Ilkley All Saints Primary	Stage 1	Design Development	Expansion	105
Poplars Farm Primary	Stage 1	Design Development	Expansion	210
Low Ash Primary	Stage 1	Design Development about to commence	Expansion	210
Ilkley Grammar School	Stage 1	Design Development	Expansion	195
Immanuel College	Stage 1	Design Development	Expansion	300
Parkside Secondary	Stage 1	Complete	Expansion	150
Silsden Primary School	Stage 1	Submitted for planning permission	Expansion – new enlarged school	60



			building for Silsden Primary School – currently operating on a split site.	
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Schools Capital Maintenance Grant Allocations

Since 2008, the Schools Capital Maintenance Grant (CMG) allocated to the Council has been as follows:

Table 1: Schools Capital Maintenance Grant

Year	DfE CMG Allocation	Annual % Change
2008-09	£5,392,740	
2009-10	£5,818,955	7.9%
2010-11	£5,818,955	0.0%
2011-12	£7,884,044	35.5%
2012-13	£6,351,482	-19.4%
2013-14	£6,137,430	-3.4%
2014-15	£5,614,808	-8.5%
2015-16	£5,877,114	4.7%
2016-17	£5,856,472	-0.04%
2017-18	£3,718,970	-36%
2018-19	£3,428,127	-7.82%
Total		

The Council's Building & Technical Services Team have identified the next batch of school building improvement projects which the money can be allocated to. This will include window replacements, new boilers, roof renewals, electrical and structural works.

School Devolved Formula Capital (DFC)

In addition to the Schools Capital Maintenance Grant, Schools also receive a DFC allocation. This money is now passed directly to schools.

Table 2: Annual School Devolved Formula Grant

Year	School DFC Allocation	Annual % Change
2008-09	£8,282,303	
2009-10	£8,116,273	-2.0%
2010-11	£7,531,530	-7.2%
2011-12	£1,567,639	-79.2%
2012-13	£1,488,626	-5.0%
2013-14	£1,453,034	-2.4%



2014-15	£1,317,713	-9.3%
2015-16	£1,310,363	-0.6%
2016-17	£1,315,559	0.4%
2017-18	£ 914,000	-31%
2018-19	Yet to be Announced	

Basic Need Funding Allocation

The announcement has yet to be made for 2020-2021 funding.

Table 3: Basic Need Funding

Year	Basic Need Allocation	Annual % Change
2010-11	£11,009,000	
2011-12	£17,729,194	61.0%
2012-13	£19,611,561	10.6%
2013-14	£7,644,753	-61.0%
2014-15	£7,644,753	0.0%
2015-16	£9,223,125	20.6%
2016-17	£9,684,281	5.0%
2017-18	£727,005	-92.5%
2018-19	£23,839,673	3,179%
2019-20	£1,117,248	-95.3%
2020-21	Yet to be announced	

School Academy Conversions

- On receipt of an academy order from the Department for Education, the Council undertakes a process to convert a school to academy status. This includes work being undertaken by the Council's Legal, Payroll, Human Resources, Estates and Education Client Services Teams.
- In 2017, the Council's Executive introduced a charging policy for academy conversions and the Council in line with some other Councils now charges Multi Academy Trusts a set fee for the conversion work it undertakes. The fee level depends on the size and status of the school.
- The Capital Maintenance Grant the Council receives (detailed in table 2), reduces each year to reflect the number of schools which have converted to academy status as maintenance for these schools is then funded directly by the Department for Education.



4. RISK MANAGEMENT AND GOVERNANCE ISSUES

The Council requires the Capital Maintenance Grant to fund major school repairs.

5. LEGAL APPRAISAL

There are no legal issues arising from this report.

6. OTHER IMPLICATIONS

None

6.1 EQUALITY & DIVERSITY

None

6.2 SUSTAINABILITY IMPLICATIONS

All school improvement projects and school expansion schemes are carried out to current building standards. Energy efficient boilers, LED lighting and high levels of insulation are used wherever possible.

6.3 GREENHOUSE GAS EMISSIONS IMPACTS

None.

6.4 COMMUNITY SAFETY IMPLICATIONS

None.

6.5 HUMAN RIGHTS ACT

None.

6.6 TRADE UNION IMPLICATIONS

None.

6.7 WARD IMPLICATIONS

Section 3 shows the list of schools expansions which are being undertaken and planned in different wards across the District.

7. NOT FOR PUBLICATION DOCUMENTS

None.



8. RECOMMENDATIONS

That the Committee notes the report.

9. APPENDICES

None

10. BACKGROUND DOCUMENTS

Children's Services Overview and Scrutiny Committee held on 12th April 2017 regarding ESFA capital announcements and the school capital investment programme.



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Report of the Strategic Director, Children's Services to the meeting of the Children's Services Overview and Scrutiny Committee to be held on 11th April 2018.

AN

Subject:

Progress of the Fostering Service

Summary statement:

The purpose of this report is to:

- Provide an update on the progress and development of the fostering service and the changes introduced since the appointment of the new Service Manager on 23rd October 2017.

Michael Jameson
Director of Children's Services

Portfolio:

Health and Wellbeing

Report Contact: Jim Hopkinson
Deputy Director (Children's Social Care)
Tel : 01274 432904
Email: jim.hopkinson@bradford.gov.uk

Overview & Scrutiny Area:

Children's Services

1. SUMMARY

1.1 The purpose of this report is to:

- Provide an update on the progress and development of the Fostering Service and the changes introduced since the appointment of the new Service Manager 23rd October 2017.

2. BACKGROUND

2.1 The Fostering Service had an internal review, published in March 2017. The Review concentrated on the management, organisation, funding and key activities that deliver the Fostering Service being:

- Data Set
- Sufficiency
- Process
- Finance

2.2 The Review acknowledged that the Service faces challenges and needs to respond to the changing needs of children becoming looked after; the government's austerity programme and the increasing pressure to improve the outcomes for looked after children.

2.3 The Review also examined if the current supply of foster carers is adequate, rates of recruitment and retention, methodology for recruitment (marketing), processes and barriers to becoming foster carers.

2.4 It incorporated a review of the journey of a foster carer from initial enquiry to approval to identify any unnecessary barriers and make the process less intimidating and more efficient.

2.5 The Review acknowledged that the key challenge is to create an enhanced pool of in house foster carers which reflects local needs. Providing a larger pool of foster carers will enable better placement matching and choice. More suitable placements will reduce the cost and disruption caused by placement breakdowns. Facilitating more in house placements will reduce costs and enable children to remain within their geography (if desirable.)

3 Progress since the last report

3.3.1 Marketing

(1) The council agreed a £100K transformation fund in the fostering service to reinvigorate the marketing of the service. Prior to this, the service had a budget of £10K per year.

(2) A full time Recruitment and Marketing Manager was appointed early October

2017 on a temporary contract (until October 2018). The manager has a lead role in marketing and communications, both external communications with Bradford district citizens and internal communications with foster carers, and has taken full responsibility for the enquiry stage of the fostering process up to a fostering assessment commencing.

(3) Working alongside the Recruitment & Marketing Manager, a Community Resource Worker (CRW) has been appointed on a temporary contract (until March 2019). This has supported the Service with the recruitment activities undertaken to attract new foster carers. The CRW has a key role in organising the information meetings and other events as well as maintaining and managing the relationship between the Fostering Service and the enquirer to ensure the enquirer remains engaged and the Fostering Service remains on track to hit deadlines. The CRW is also taking on some marketing activities, such as running the Fostering Service's Twitter account, setting up a carer blogging group, helping to deliver the Skills to Foster group and supporting some initial assessment activity.

(4) The Recruitment and Marketing Manager is developing a marketing and recruitment plan and continually revises the operational objectives according to current demand alongside the new Service Manager.

The Service joined a regional campaign 'You Can Foster', which has been advertised widely through social media, street side posters, radio and TV adverts.

Our statistics show that to date for 2017-18, the campaign has generated 100 enquirers, of which 4 have progressed from initial enquiry (1 is at home visit stage; 2 got to home visit stage but are no longer in the process and 1 is in assessment but on hold due to personal circumstances).

There are currently 28 households still in active enquiry stage.

Bradford has shown the best return on investment in the Yorkshire and Humberside region so far with 1.9 enquiries per 10K in the population, compared to Leeds (1.4 per 10K), Kirklees (1.3 per 10K) and North Yorkshire (1.45 per 10K)¹.

Many people enquiring about fostering are considering it for the first time and have a lot of questions about what fostering is and what it actually entails. This explains why there is always a high level of drop-offs. Nationally, the conversion rate of initial enquiry to an initial visit is 26%. Bradford's initial conversion rate is 39% relating to all enquiries and 15% relating to You Can Foster enquiries. The You Can Foster rate is so low because since the last information session, we have just completed a Facebook lead generation campaign and are currently processing about 40 new enquiries.

The reasons behind so many initial contacts not converting in to enquiries are mainly due to the enquirer:

- not having a spare room to foster;
- actually wanting adoption not fostering;

¹ Calderdale has a higher number of enquiries but they paid for additional advertising independently of the campaign, so cannot be comparable.

- language barriers (not having a good enough level of English to be able to support a child in education, record children’s activities and work with the teams around looked after children);
 - expressing an interest but not able to foster at this time (life circumstances)
 - initially interested because of financial reasons
- (5) The Fostering enquiry pack, which is sent out to interested parties, has been rewritten and redesigned. Anyone showing an interest in fostering receives follow up calls from the CRW to ensure they remain engaged. The online presence of the service has been reviewed to ensure that when a search is undertaken for fostering in Bradford the LA service is at the top of Google search lists, below paid for ads. The service has reviewed its social media presence and strengthened its Facebook and Twitter platforms.
- (6) The Service is represented at all major events in Bradford, for example, the team had successful days at the Dragon Boat Festival, Sky Ride event and Saltaire Festival. Senior managers have assisted at these events with branded clothing and leaflets. Planning for future events has already started and we are looking at the Leeds Pride event, Dragon Boat Festival, summer fetes, festivals, shows and fairs, as well as approaching local businesses such as the Yorkshire Clinic and other large businesses in the area about having a stall in their staff/common rooms.

3.3.2 Recruitment & Assessment

- (1) The service has revised its telephone service for those interested in fostering. The ‘You Can Foster’ campaign and website directly relay people into the service. All applicants are invited to attend an information evening held monthly to hear more about fostering for Bradford. The session includes a presentation by the Deputy Director or the Head of Service and the new Service Manager. Plans are now underway to review these sessions and ideas at this stage are to have separate zones where members of the public considering fostering can hear more about each scheme in more detail and will include the Supported Lodgings Service. The marketing team have been conducting exit consultations with attendees to ascertain if there are any areas of the sessions that need reviewing.
- (2) Each information session is supported by two to three current foster carers and the children they look after. Whole service commitment to supporting the sessions is an expectation; therefore staff from each team in the service attends. The presentation actively promotes the positives of fostering for Bradford and clarifies many of the myths that people have about why they cannot foster, for example age, gender, experience and identity.
- (3) Workers interview and gather initial information during the sessions and highlight any early potential barriers to them fostering. The evenings have averaged around 10 to 15 families attending on a regular basis. However, more recently numbers have increased to between 12 and 18 families, primarily due to the activities being undertaken by the Recruitment CRW.

- (4) The Service Manager has set a timeframe where prospective carers are contacted by an assessment social worker within 3 weeks of the information session (Stage 1) with the aim to set up the initial home visit. To support and track this process, the Service Manager has now set up planning and progress meetings during the same week as the session. This supports a discussion on which enquirers are viable and ready to be progressed to a home visit; which are to be closed down and which need further investigation before a decision is made to move them forwards. There is also an opportunity to clarify roles of who is contacting carers as a follow up to ensure prospective carers are kept well informed.
- (5) The assessment team undertakes all the initial home visits to undertake a Stage 1 assessment and holds 3/4 full assessments at any one time in stage 2. From when the Service accepts a completed registration form, the team manager and team are aware they have a target of completing an assessment within 20 weeks.
- (6) At the start of the financial year 2017/18 the target was to recruit 50 new fostering households. The figure to date has now exceeded this with 71 new households. This is made up of 50 additional connected persons and 21 additional mainstream foster carers.
- (7) This improvement is significant and is a direct impact of the marketing activity and management oversight. Additionally, to meet future demand, the service has now shortlisted 9 social workers from the wider Children's Service who will be 'casual workers' for the Fostering Service. The social workers have already attended an information event about expectations and are available to take work from the month of March. The target although ambitious, for the next financial year is to double the mainstream provision to 42.
- (8) The Service has done some drop in information sessions for Council workers across the District. This has provided an opportunity for council staff to pick up leaflets about Fostering and more are planned in the year.

3.3.3 Engagement and Consultation

- (1) A Fostering event took place 14th September 2017 to launch the revised foster carers' handbook. There was commitment from all senior levels and the event was a great success in bringing carers together to provide updates whilst providing opportunities for networking.
- (2) The Fostering Service has now set a date for the first annual carer conference taking place 23rd May 2018. We will be joined by the Director and Founder of Foster Focus, who himself was brought up in care to deliver a Keynote speech.
- (3) The service has now introduced processes for consultation with carers to guide some of our development work. During February we sent out a questionnaire seeking feedback from carers around placements and support. The questionnaire was sent to 405 carers (mainstream, short breaks and Friends &

Family carers) on the newsletter mailing list and SSWs took out copies on home visits; 37 households responded. Findings suggest that a key area for further development is building stronger relationships between foster carers and the wider Children's Services; ensuring the standards outlined in the Fostering Practice Standards are being met; developing further communication strategies and working more closely with other services in Children's to ensure the needs of children in foster care are being met. The consultation in March is on the training and support to enable a training needs analysis to take place.

The service has also now introduced a mechanism for carers to leave feedback on deregistration. Enquirers are also consulted about the information sessions and we have plans to consult with applicants about the assessment process.

- (4) Quarterly coffee mornings continue to be successful, hosted by Supervising Social Workers from in the service. These informal sessions have proved very positive in establishing peer support groups across our fostering cohort and also include some Yoga sessions.
- (5) Worry Monsters have picked up in pace and the community in the Bradford district has got behind their production. The pace and size of knitting groups has supported social workers being able to put an order in for a worry monster for children they are supporting. The monsters support direct work with children and young people. The children are reassured its ok to have worries, they write them down and pop their worries into the worry monsters mouth and the worries can stay there until they are ready to talk to a trusted adult.
- (6) A monthly newsletter is sent out to all carers and includes key dates, articles of relevance, training information and regular updates around service development from the Service Manager, as well as opportunities for carers to support the service and get involved. Not all carers are actively engaged with the newsletter due to their IT capabilities (newsletter open rates 62% for February 2018). Supervising social workers are asked to take out key documents to their carers when we are aware they do not access online material.
- (7) 8 weekly meetings are now tabled between the Service Manager and with BAFA and GMB union; both groups represent a number of foster carers.
- (8) The service is also in the planning stage of establishing foster carers forums every 2 months. These will support carers with up to date research and knowledge and will include guest speakers.
- (9) The service has set up 'let's talk' twice yearly sessions giving individual carers the opportunity to meet with the Service manager starting in April. This is their opportunity to share what is working well, their concerns and what needs to happen.

3.3.4 Support, standards and processes

- (1) A significant development within the service is the launch of the Fostering Service's Standards of Practice in January 2018. It is a 15 page document which sets out timescales and expectations in relation to practice. It is a

significant development as the service is in a much better position to challenge poor practice when the standards are not being met. The standards include an emphasis on timeliness of carer reviews, visits to carers, assessment timescales and matching children with a long term placement. They also include allegations management timescales where there has been an allegation made against a carer which can result in a carer possibly been suspended until the outcome of the allegation is known and then subsequently a review of them as carers. This can be a difficult time for the carers and so it's important the process has some clear expectations relating to timescales and outcomes.

- (2) The Statement of Purpose for the Fostering Service has now been fully revised and is now compliant with National Minimum Standard 16 (NMS, 2011) and Fostering Regulations 3 (2011). There is now a draft version of a Children's Guide and once consultation has taken place with the CICC, we will be in a position to distribute to carers.
- (3) The LCS system continues to be developed to fit the business of the service. To ensure consistency, key assessment templates which have historically sat outside the system in paper form, are now nearing the end of testing to enable all key assessments to be in the LCS. The data intelligence team are also developing a platform where all data for the fostering Service will be available on one platform for all managers to access and check their individual team data.
- (4) The service has now appointed a Independent Reviewing Officer Lisa Noble who started in role on the 12th March. Lisa was previously in the Fostering Service as a Supervising Social Worker (SSW) and so has in-depth knowledge and experience of the fostering processes. Lisa will have a key role in providing independent oversight within the allegations management process and will contribute to carers annual reviews. The role brings compliance with the NMS 22 (2011).
- (5) There is a drive to embed Delegated Authority (DA) now within the service and the wider Children's Service. A decision support tool is now being used at pre and post placement planning meetings and provides clarity on what day to day decisions can be made by a carer in relation to a child in their care. This process is further strengthened by the Children's IRO team as they will review the decisions made at children's reviews and will also challenge if the agreements in this area are not evident on the LCS files. This has been an area of frustration for some carers previously as they have reported feeling under valued and not trusted to make simple decisions for children.
- (6) The Service manager has reviewed the functioning of the Fostering Panels in Bradford and the subsequent decisions that follow from the Agency Decision Maker (ADM). The service manager has ensured the following:
 - All fostering panel members and panel chairs have now had their annual appraisals in February 2018. A tracking and monitoring process is now in place.
 - All fostering panel members now have an up to date DBS or awaiting a

renewal.

- There has been a successful recruitment of panel members.
- The service has recently appointed an independent fostering panel chair who will start when the current chair retires in April. The new chair brings a wealth of experience and expertise in fostering which can only be positive in this developing service area.
- Due to the size of the Fostering Service and the business on a day to day basis, there are now 3 Agency Decision Makers (ADM's) across Children Services. There are 3 fostering panels who each sit once a month so there is an ADM attached to each of these panels.

3.3.5 Training for foster carers

(1) Over the last 2 years as part of the Journey to Excellence and the New Model of Care for Looked After Children in Bradford, we have worked hard to train, develop and support PACE practitioners in order to help us embed the Playfulness, Acceptance, Curiosity and Empathy (PACE approach). PACE is a way of thinking, feeling, communicating and behaving that aims to make the child feel safe to enable a trusting relationship to develop. The priority group for this training is children's residential managers and workers and at least one foster carer in each household. We estimate this to be approximately 800 people that need the course which is delivered half a day a week over a 6 week period.

(2) Significant progress has been made to achieve this vision.

- 171 practitioners have attended the introduction to PACE
- 24 practitioners have attended DDP level 1 (Dyadic Developmental Psychotherapy- supports relationships between two people)
- PACE practitioner support group established
- 18 practitioners have attended DDP level 2 training
- 15 practitioners have attended the Foundations for Attachment Training for Trainers
- Staff trained in DDP have had refresher training and will have additional training during the year to support appropriate implementation of the approach
- 15 staff trained in group work skills, and will lead on groups for carers of teenagers and children with additional needs to provide PACE/DDP informed support to groups of carers.
- 20 additional staff and foster carers have been trained as co-trainers, to increase capacity to deliver of this programme.
- Foundations for Attachment has seen 20 six week courses delivered to mixed groups of residential and fostering staff – 240 people in total have completed the course.

(3) Almost 200 fostering households have received this training and are starting to report an impact within the relationships with young people. Feedback from

carers has been extremely positive:-

"It has been brilliant for us. We started practicing on each other and it has been lovely- as well as helping with the children, it has helped our marriage. Everybody is calmer and we all feel a bit closer"

"I have really slowed down. I stop and think before I speak and don't over react like I used to"

"This course was a revelation. I realised why some of the things I used to do with the older children just didn't work. I get less stressed now and they talk a bit more about what is really going on"

"What is so good about this is that it works with everybody. I try to be 'PACE' with my foster baby and it certainly works with his mum at contact"

- (4) Work is underway to revise the training offer and identify the learning and development which is essential. There is a broad programme available to carers, which includes Safeguarding, First Aid, Recording, Counselling Skills, Supporting Education and Domestic Abuse. As highlighted within this report, we are consulting with carers on what training and development needs they feel they need.

3.3.6 Workloads

- (1) To balance workloads across the full Fostering Service, the Service Manager has now reviewed staffing and resources and made a significant change by joining the Support/Shared Care Team with the Special Guardianship (SGO) Support Team, which was under resourced. Combining the teams has now created capacity to consider our SGO offer in Bradford and a SGO task group will be planned soon to develop this area of the service. Additionally, this change has also provided further opportunity to resource other pressured areas as 2.5 social workers were removed through this change, to other areas including freeing up a social worker to oversee induction of new foster carers. A induction programme is underway.
- (2) A new system of workload allocation is now established with allocations meetings now take place every 2 weeks.
- (3) All full time supervising social workers can carry a caseload of approximately 21 foster carers. It is acknowledged within the service, workload can be variable and cannot be based solely on a number. The service is adopting the case load weighting tool implemented in the wider Children's Services to enable this work to be measured.

3.3.7 Mockingbird update

- (1) As part of the successful innovation bid by Children's Services, the fostering service has now launched the first 2 Mockingbird hubs in February 2018. The model is proven to achieve greater resilience in placements and reduce the

number of placement breakdowns. The model increases support to carers and is a whole family approach with the carer's birth children all being involved too.

- (2) A large recruitment drive took place between September and October 2017 to identify potential hub home carers of which three were shortlisted. Their skills, abilities and attitude was measured against pre-defined criteria from the Mockingbird staff team. We agreed to take two of the hub families forward and kept the third family as 'back up'. All three hub carer families attended the Fostering Network Training Session on 5th February in Halifax.
- (3) Prior to the training of the hub carers, three members of the Mockingbird Staff team visited a Fostering Network conference in London on 1st November and were able to make key links with other local authorities using the Mockingbird Model. Those links remain strong and we are in contact with several LA's including Leeds, Wigan and Rotherham.
- (4) In December 2017 we were able to identify families within a certain geographical distance from the two hub home carers, again we were able to develop a criteria for satellite families and after several promotional meetings and information delivery, we formally reached out to 24 families to invite them into the constellation. After meeting with the families we introduced 12 of them into the model. The idea of having 6 satellite families in each constellation was agreed by the working group. In the following weeks two families dropped out (one was unsure about the model and the second presented a conflicting issue for another child in the constellation). We envisage adding another family to each constellation once we have identified a suitable match.
- (5) Following the implementation of a clear project plan, we were able to complete the final stages of the Mockingbird Delivery process and successfully passed the Mockingbird fidelity test in February 2017, two days prior to our official launch on 4th February.
- (6) On February 12th our data analyst joined the team, he will meet with the Fostering Network analyst on 19th March to develop a monitoring tool to focus on sustainability. On the same day, our liaison worker also came into post and is busy making links with the constellations.
- (7) We continue to meet as a working and operational group monthly, alongside attending fostering network training, forums and meetings. We also run various sub groups and communication opportunities for constellation members, hub carers and key staff members.

3.3.8 Oversight

- (1) Progress of the fostering service is being reported at the Children's Social Care Internal Change Board and to the Head of Service - Through Care and Resources.

4 OTHER CONSIDERATIONS

4.1 None.

5 FINANCIAL & RESOURCE APPRAISAL

5.1 Progress on marketing the service has been achieved with the aid of one off Transformation Funding which is limited to £100k. This has supported the temporary recruitment of the Marketing officer and CRW and has enabled further marketing activity to take place. The fund has also supported the service to recruit casual social workers, to increase capacity to undertake assessments of prospective new carers.

6 RISK MANAGEMENT AND GOVERNANCE ISSUES

6.1 The best and most efficient outcomes are gained from in-house fostering and there is an imperative to increase the number of approved foster carers in the District. The Marketing and Recruitment Officer and CRW in this area are both on a temporary contract. There are clear improvements in their area of work but there is a significant risk if the resource in this area could not continue. Capacity has been created by moving staff around the service but Increasing the number of foster carers will require some additional resourcing later in time as every cohort of 20 foster carers requires a 'supervising' Social Worker.

7 LEGAL APPRAISAL

7.1 Full consideration is given to any relevant statutory instruments governing the implementation of any of the proposed actions in the plan at all times and legal advice sought as necessary

8 OTHER IMPLICATIONS

8.1 EQUALITY & DIVERSITY

Children and young people in need of foster care are of all ages and backgrounds. Some have suffered from abuse or neglect and they need the support of foster carers from all walks of life who can offer a stable home environment. The council is seeking to ensure that in a period of financial constraint it can continue to provide high quality, affordable foster care. A key element of this is to ensure the supply of suitable foster carers, on an ongoing basis. By growing and improving the pool of foster carers looked after children have better prospects of securing a placement that best meets their needs

8.2 SUSTAINABILITY IMPLICATIONS

None.

8.3 GREENHOUSE GAS EMISSIONS IMPACTS

None.

8.4 COMMUNITY SAFETY IMPLICATIONS

Fostering is a process where a foster carer looks after children and young people who cannot live at home with their own family for a variety of reasons. They could be with a foster carer for a few days or a few years until they reach adulthood. Foster carers improve the life chances of the child by listening to their needs, providing a stable home life and providing a safe and secure home environment.

By having a larger pool of foster carers along with a good knowledge of the child's needs and the skills of the foster carers the following benefits are anticipated:

- Increased placement stability through more options of placements
- Higher level of in house placements;
- Better geographic placements;
- Fewer placement breakdowns if better matched
- Enhanced awareness of fostering services and the council's role as a corporate parent;
- Reduced costs;

8.5 HUMAN RIGHTS ACT

None.

8.6 TRADE UNION

A more streamlined service for recruiting foster carers has been created with the addition of a temporary post of Recruitment and Marketing Manager supported by a Community Resource Worker.

9. NOT FOR PUBLICATION DOCUMENTS

9.1 None.

10. OPTIONS

10.1 Not applicable.

11. RECOMMENDATIONS

11.1 Members are requested to note significant developments in the Fostering Service including areas that were not necessarily addressed in the Fostering Review, due to restrictions on time and the size of the service.

12. APPENDICES

12.1 None.

13. BACKGROUND DOCUMENTS

13.1 None.

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Report of the Chair of the Children's Services Overview and Scrutiny Committee to the meeting of the Committee to be held on Wednesday 11 April 2018

AO

Subject:

Resolution Tracking 2017-18

Summary statement:

This report details the progress made against the resolutions passed by the Children's Services Overview & Scrutiny Committee during the 2017-18 municipal year.

Cllr Dale Smith
Chair – Children's Services Overview
and Scrutiny Committee

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Portfolio:

**Employment, Education and Skills
Health and Wellbeing**

Overview & Scrutiny Area:

Children's Services

1. SUMMARY

This report details the progress made against the resolutions passed by the Children's Services Overview & Scrutiny Committee during the 2017-18 municipal year.

2. BACKGROUND

At the Overview and Scrutiny Chairs and Deputies meeting held on 17 October 2013, members agreed that a report on Resolution Tracking should be placed on the Work Programme for each Committee at least once a year.

The Overview and Scrutiny team use a database to plan, report and track the work schedules for each committee.

The most commonly used aspect of the database is the 'work programme' which records information such as meeting dates, agenda item, item description and report author.

This work programme report is a standing item on the agendas of this Committee and is also used for information at briefings and departmental Management Team meetings.

3. REPORT ISSUES

Tracking resolutions made by the Committee helps monitor the effectiveness of the Overview and Scrutiny function and improves forward planning. It also allows better feedback to Committee members, the Executive and Council Leadership.

The database can be a powerful planning and tracking tool, as tracking the pathway of recommendations will help the Committee determine whether or not they are adding value to key decisions, bringing about positive change and impacting on service delivery.

Details of the recommendations and progress against them can be found at Appendix 1. Please note that where the outcome refers to "No further action required by the Committee", this could indicate that the resolution was thanking officers for their attendance or reports or that officers have taken the comments of the Committee on board and are progressing them.

4. FINANCIAL & RESOURCE APPRAISAL

None

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

None

6. LEGAL APPRAISAL

None

7. NOT FOR PUBLICATION DOCUMENTS

None

8. RECOMMENDATIONS

That the Committee comments on areas where resolutions do not appear to have been acted upon or feel insufficient progress has been made.

9. APPENDICES

Appendix 1 – Children’s Services O&S Committee Resolution Tracking report 2017-18

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Democratic Services - Overview and Scrutiny

Report of All Outcomes for Childrens Services O&S Committee - 2017/18

Agenda item	Resolution	Outcome
Meeting date: Wednesday, 26th July 2017 in City Hall, Bradford		
1 Block Contract call off from the White Rose 16-25 years Leaving Care and Vulnerable Young People Accomodation and	1 That it be noted that new block call off contracts from the White Rose 16-25 years Leaving Care and Vulnerable Young People Accommodation and Support Framework, will be set up which will ensure Bradford Council can:- (a) Block purchase beds at a reduced rate. (b) Guarantee 24 beds in the Bradford District to help to ensure that Bradford's young people can be accommodated and remain living locally. (c) Bradford Council to make the required financial commitment during the lifetime of the contract.	No further action required by the Committee
	2 That the Committee requests that the City Solicitor clarifies Contract Standing Orders to determine at what stage contracts over £2 million be presented to Overview and Scrutiny Committee's and the role of Members in considering such contracts.	The City Solicitor will amend this part of the Constitution in the next update report to Governance and Audit
2 Workloads of Children's Social Care	1 That the Committee welcomes the information provided and requests further reports be received during 2017/18 to ensure the continuation of safe workloads and practice into the future given the	Added to the Work Programme for 2017-18
	2 That future reports shall include more information on national and statistical neighbour comparison figures.	No further action required by the Committee
3 Joint Targeted Area Inspection	1 That the outcome of the Joint Targeted Area Inspection of the multi-agency response to abuse and neglect in Bradford Metropolitan District be welcomed and the Committee urges close working relationships with the various partners.	No further action required by the Committee
Meeting date: Wednesday, 27th September 2017 in City Hall, Bradford		
1 Young Carers	1 That the young carers be thanked and complimented on their contribution at the meeting.	No further action required by the Committee
	2 That the Strategic Director Children's Services be requested to work with GPs and develop methods of identifying and referring young carers and report back to the Committee in six months.	The CCGs are working with eMBED (commissioning support) to develop an icon for their system to flag a potential young carer and potential need and to give immediate visibility for all primary care staff accessing the notes. The safeguarding team has also advocated adding that there is a child carer in the family to the safeguarding template of all children in that household.

Report of All Outcomes for Childrens Services O&S Committee - 2017/18 (continued)

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Agenda item	Resolution	Outcome
1 Young Carers	3 That the governor’s service be requested to invite Barnados Young Carers Group to make a presentation to one of their Governors Forums.	The School Governor Service has worked with Kerry McKenna (Barnardo’s) in a number of ways including: *Publicising the Barnardo’s ‘Young Carers’ initiative through our communication channels to governing boards e.g. Local Authority clerks. (they previously included information in ‘Notepad’ and ‘Briefing Notes’) *Providing Barnardo’s with contact details for chairs of governors * Inviting Barnardo’s to make presentations at the Spring Term 2018 ‘Governor Forum’ events. Kerry Mckenna will attend the Governor Forum meetings in Bradford and Keighley * Offering to assist in targeting specific primary schools Letter sent 25 October 2017
2 Fostering Review	4 That the Chair of the Committee write to the Secretary of State highlighting the Committee’s concerns regarding the fact that the Children and Families Act 2014 and the Care Act 2014 put responsibility on the Local authority to support young carers but do not assign any powers to carry out this duty, a copy of the letter to be sent to the District’s 1 That the improvement in enrolment and training of foster carers be welcomed and that an update be presented to the Committee in six months.	To be considered on 11 April 2018
3 Schools Forum	1 That the information provided in Document “G” be	No further action required by the Committee
Meeting date: Wednesday, 11th October 2017 in City Hall, Bradford		
1 Education Standards and School to School Partnership arrangements	1 That the Committee welcomes the improvement in educational standards results and looks forward to receiving a full report in January 2018. 2 That all Members of Council be asked to continue to encourage families in their wards to become more actively engaged with their children’s learning, attendance, health and well being in order to further improve their children’s learning capacity and	Considered on 14 Feb 2018 No further action required by the Committee
2 Child Sexual Exploitation	1 That an update on the progress of the 9 Point Strategic Response to CSE and issues raised at the meeting be submitted to the Committee in 12 months 2 That tailored reports on CSE be provided to Area Committees.	Added to the Work Programme for 2018-19 No further action required by the Committee

Report of All Outcomes for Childrens Services O&S Committee - 2017/18 (continued)

Agenda item	Resolution	Outcome
Meeting date: Wednesday, 22nd November 2017 in City Hall, Bradford		
3 Workloads of Children's Social Care	1 That while the Committee acknowledges the strengths of management structures, dedication of social workers and the current safe workloads, it recognises the on going pressures and asks for an update at the meeting on 14 March 2018.	No further action required by the Committee
2 Youth Voice	1 That the work undertaken by the Youth Sector in terms of Youth Voice be welcomed.	No further action required by the Committee
	2 That young people be invited to report to the meeting on 14 February 2018 on ways they feel that the Committee can involve Youth Voice in the Committee reports and meetings.	Considered on 27 Feb 2018
	3 That the Committee receive a further update in respect of the work of Youth Voice in 12 months time.	Added to the Work Programme for Nov 2018
1 Schools Forum	1 That the information provided in the update contained in Document "L" be noted.	No further action required by the Committee
Meeting date: Tuesday, 28th November 2017 in City Hall, Bradford		
1 Young People's Mental Health	1 That the young people be thanked for their excellent contribution to the meeting.	No further action required by the Committee
	2 That the Committee recognises the progress made in meeting the emotional and mental wellbeing needs of young people through the delivery of the Future in Mind transformation plan.	No further action required by the Committee
	3 That as part of their roles Committee Members support and promote the work to improve emotional and mental wellbeing of young people.	No further action required by the Committee
	4 That the success of the Buddying Scheme be welcomed and that officers be requested to explore the possibility of extending the "Buddying Period" beyond the current 12 weeks.	No response
	5 That the Committee request that the Children's Trust Board invites the young people to present a report to them in the near future around bullying.	This will be on the agenda for the next meeting of the Children;s Trust on 10 May,
	6 That young people be invited to a joint meeting of the Committee in six months time.	Added to the Work Programme for Sep 2018
2 Neurodiversity Strategy	1 That the contents of the report be noted.	No further action required by the Committee

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Report of All Outcomes for Childrens Services O&S Committee - 2017/18 (continued)

Agenda item	Resolution	Outcome
2 Neurodiversity Strategy	2 That the Health and Social Care Overview and Scrutiny Committee consider the Autism and other Neurodiversity Strategy item within 12 months and request the attendance of the Autism Partnership at	No further action required by the Committee
3 Better Start Bradford	1 That the Committee welcomes the information provided in the report, and the commitment to improving outcomes and reducing inequalities for all young children through evidence based early intervention and prevention, to ensure all children	No further action required by the Committee
Meeting date: Wednesday, 13th December 2017 in City Hall, Bradford		
2 Children Missing from Home and Care	1 That the work being undertaken to safeguard looked after children who go missing in Bradford be	No further action required by the Committee
	2 That the Multi-Agency Strategy to safeguard children who go missing be supported and reported to the Committee on a yearly basis.	Aded to the Work Programme for Dec 2018
3 School Admissions update	1 That the Committee notes the current position with Admissions.	No further action required by the Committee
	2 That the Strategic Director Children's Services be requested to remind all schools, regardless of status, their requirement to be compliant with the Code of Practice regarding consultation of their admission policy every seven years and to comply with the requirement to send their policy, every year to the Local Authority by the deadline of 15th March.	No further action required by the Committee
	3 That the Strategic Director be requested to ensure that all new educational establishments comply with the Code and their admissions policies compliment the policies of the current educational establishments already in operation within Bradford.	There are two new mainstream Free schools due to open in September 2019 and the admissions policies are in the process of being agreed with the Local Authority and the Education and Skills Funding Agency.
	4 That the Strategic Director be requested to consider the role of the BACs (Behaviour and Achievement Collaborative) and how it aligns with the Fair Access Protocol to ensure the legal rights of parents are met.	The strategic Lead for Admissions is working with the BAC Chairs and the FAP Chairs to look at the best way forward and ensure that the legal rights of parents are upheld, children are safeguarded and schools continue to be consulted on any changes.
1 Education Covenant	1 That the progress that has been made in implementing the Education Covenant be welcomed.	No further action required by the Committee
	2 That the work of community partners in delivering work with Bradford children and young people undertaken as part of the Covenant be commended.	No further action required by the Committee

Report of All Outcomes for Childrens Services O&S Committee - 2017/18 (continued)

Agenda item	Resolution	Outcome
1 Education Covenant	3 That as part of their roles Committee Members agree to promote the Education Covenant.	No further action required by the Committee
4 Purchase of Independent Fostering Agency placements under the regional White Rose framework procured by Leeds City Council - £2M contrac	1 That the Committee note the decision of the Strategic Director of Children's Services, that CBMDC is named as a purchasing organisation in the IFA framework advertised by Leeds City Council, and that. Children's Services purchase IFA placements from this framework, utilising a competitive process where placement requirements are advertised to all providers on the framework and the placement that	No further action required by the Committee
Meeting date: Wednesday, 17th January 2018 in City Hall, Bradford		
1 Schools Forum	1 That the information provided in Document "V" be received and noted.	No further action required by the Committee
2 Recruitment and retention of Teachers	1 That the Council be congratulated on the vision and implementation of the recruitment and retention of teachers programme. 2 That the continuation of the project be recommended to the Executive and the opportunity for it to become a traded service be investigated.	No further action required by the Committee On 6 Feb 2018 the Exec stated "the programme would be monitored, progress evaluated and consideration be given to how the opportunity area can support future
3 Children's Services Budget Proposals	1 That the financial constraints faced by the Council be recognised and the additional funding secured for specific initiatives be welcomed. 2 That staff be thanked for their work to improve outcomes for individuals in the last 12 months.	No further action required by the Committee No further action required by the Committee
4 Early Help	1 That it be noted formal consultation is underway from 15 November 2017 until 12 February 2018 with all interested parties as outlined in Appendix 12. This has included reports to Area Committees 2 That the concerns raised at the meeting and the portfolio holder and officer responses be noted. 3 That it be noted that Executive will receive a further report in April 2018 following formal consultation. 4 That it be requested that the summary of the KPMG report (Transforming Early Years and Early Help Opportunities 2020) be circulated to members of the	No further action required by the Committee No further action required by the Committee No further action required by the Committee Document circulated to the Committee on 24 Jan 18

Report of All Outcomes for Childrens Services O&S Committee - 2017/18 (continued)

Agenda item	Resolution	Outcome
Meeting date: Wednesday, 14th February 2018 in City Hall, Bradford		
1 Children's Centres	<p>1 That the Executive be requested to take account of the views expressed by the Committee in respect of the future of the Children's Centre Clusters as follows:</p> <p>(a) The Committee recognises the imperative for meaningful contact and assessment of the needs of children and their families at their house door and therefore the need for an appropriate number of frontline workers.</p> <p>(b) The model should be applied flexibly across the district.</p> <p>(c) Further consideration should be given to the implications of the retention and cost of under used buildings.</p> <p>(d) Further consideration should be given to the alternative model put forward by the Nursery Schools.</p> <p>(e) The Committee calls for greater co-operation between partners to link IT systems and improve the pathway of referrals.</p> <p>(f) The Committee recognises and expresses thanks for the commitment and skills of those supporting our</p>	No further action required by the Committee
	2 That the Chair lobby the Government, on behalf of the Committee, to review its funding proposals which clearly have a detrimental impact upon those children and families in greatest need and the areas of greatest deprivation.	Letter sent to the Sec of State for Education on 14/3/18
2 Education Standards and school to school partnerships	<p>1 That the report on the performance of Bradford's Children and Young People in Key Stage tests for 2017 (Document "AB"), which highlights the improvement in attainment for Bradford's young</p> <p>2 That all Elected Members be requested to continue to encourage families in their wards to become more actively engaged with their children's learning and attendance in order to further improve their children's learning capacity and resilience.</p>	No further action required by the Committee
		No further action required by the Committee
3 SEND Transformation 0-25	1 That Document "AC" be noted.	No further action required by the Committee
Meeting date: Tuesday, 27th February 2018 in City Hall, Bradford		
1 Youth Voice	1 That the Committee support that a pilot of the Youth Voice Instagram framework be run, on the proviso that the account is set up as "Private" with strict	No further action required by the Committee

Report of All Outcomes for Childrens Services O&S Committee - 2017/18 (continued)

Agenda item	Resolution	Outcome
1 Youth Voice	2 That the Committee requests that as part of the pilot scheme, report authors provide a synopsis of their report for use on the Youth Voice Instagram account.	The pilot will start in the new municipal year
	3 That representatives of "Youth Voice" attend the relevant meeting to present the comments from the Instagram account.	No further action required by the Committee
2 B Positive Pathways	1 That the Committee welcomes the report and looks forward to receiving an update on the B Positive Pathways programme with details of the cost savings	Added to the Work Programme for 2018-19
3 Opportunity Area	1 That the Committee welcomes this exciting initiative and requests an update report in 6 months and members of the Opportunity Area Partnership Board be invited to that meeting along with Damon Boxer, the Delivery Lead for the Bradford Opportunity Area	Added to the Work Programme for Sept 2018
Meeting date: Wednesday, 14th March 2018 in City Hall, Bradford		
1 Workloads of Children's Social Care	1 That the Committee considers further reports on workloads of Children's Social Care Services in the 2018-19 Work Programme.	Added to the Work Programme for 2018-19
	2 That the results of the annual staff survey be included in the first report of each Municipal year.	No further action required by the Committee
	3 That the current staff survey be circulated to all members of the Children's Services Overview and Scrutiny Committee.	Information circulated to the Committee on 22/3/18
2 Children's Safeguarding Board Annual	1 That officers be thanked for the report and further annual reports of the Safeguarding Children Board be considered by the Committee	Added to the Work Programme for 2018-19
3 Neglect	1 That Document "AJ" be noted and a further update on the progress of the response to neglect be presented to the Committee in 12 months time.	Added to the Work Programme for March 2019

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