

Agenda for a meeting of the Children's Services Overview and Scrutiny Committee to be held on Wednesday, 9 February 2022 at 4.30 pm in City Hall, Bradford

Members of the Committee – Councillors

LABOUR	CONSERVATIVE	LIBERAL DEMOCRAT	BRADFORD INDEPENDENT GROUP
Alipoor Choudhry Humphreys Jamil Mohammed	Winnard Pollard	Stubbs	Sajawal

Alternates:

LABOUR	CONSERVATIVE	LIBERAL DEMOCRAT AND INDEPENDENT GROUP	BRADFORD INDEPENDENT GROUP
Firth H Khan Mir Wood	K Green Felstead	Knox	

VOTING CO-OPTED MEMBERS:

Joyce Simpson
Fauzia Raza

Church Representative (CE)
Parent Governor Representative

NON VOTING CO-OPTED MEMBERS

Tom Bright
Dr Samina Karim

Teachers Secondary School Representative
Children's Social Care Representative

Notes:

- This agenda can be made available in Braille, large print or tape format on request by contacting the Agenda contact shown below.
- The taking of photographs, filming and sound recording of the meeting is allowed except if Councillors vote to exclude the public to discuss confidential matters covered by Schedule 12A of the Local Government Act 1972. Recording activity should be respectful to the conduct of the meeting and behaviour that disrupts the meeting (such as oral commentary) will not be permitted. Anyone attending the meeting who wishes to record or film the meeting's proceedings is advised to liaise with the Agenda Contact who will provide guidance and ensure that any necessary arrangements are in place. Those present who are invited to make spoken contributions to the meeting should be aware that they may be filmed or sound recorded.
- If any further information is required about any item on this agenda, please contact the officer named at the foot of that agenda item.
- Anyone wishing to speak to any of the business items on the agenda must register to speak by emailing Mustansir Butt (mustansir.butt@bradford.gov.uk) by midday on Monday 7 February 2022.

From:

Parveen Akhtar

City Solicitor

Agenda Contact: Jill Bell

Phone: 01274 434580

E-Mail: 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 meetings held on 17 November and 15 December 2021 be signed as a correct record (previously circulated).

(Jill Bell – 01274 4580)

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 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. **OVERVIEW OF THE WORKFORCE DEVELOPMENT ASPECTS OF THE IMPROVEMENT JOURNEY IN CHILDREN'S SERVICES**

1 - 8

The report of the Strategic Director of Children's Services (**Document "R"**) updates the Committee on Workforce Data and Improvement Progress in Children's Services.

Recommended –

That the Committee reviews, discusses and notes Document "R".

(Anne Lloyd – 01274 437335)

7. **QUALITY ASSURANCE AND AUDIT IN CHILDREN'S SOCIAL CARE SUMMARY**

The Strategic Director Children's Services will present **Document "S"** which provides a Quality Assurance Highlight Report on the Findings of the Monthly Case File Audits for the period October, November & December 2021.

Recommended -

That the report is received by the Committee for oversight and comment.

(Amandip Johal – 01274 431620)

8. RAISING ATTAINMENT STRATEGY

9 - 16

The report of the Strategic Director of Children's Services (**Document "T"**) provides an update on the Raising Attainment Strategy. It updates the status of work to date along with the approach to be taken for further development.

Recommended -

Members are asked to accept the reports and note the progress of the Raising Attainment Strategy implementation.

(Sue Lowndes – 01274 432623)

**9. CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE
- WORK PROGRAMME 2021/22**

17 - 28

The report of the Chair of the Overview and Scrutiny Committee (**Document "U"**) includes the Children's Services Overview and Scrutiny Committee work programme for 2021/22.

Recommended -

- (1) That members consider and comment on the areas of work included in the work programme.**
- (2) That members consider any detailed scrutiny reviews that they may wish to conduct.**
- (3) That members comment and approve the amended Terms of Reference for the Elective Home Education Scrutiny Review.**

(Mustansir Butt – 01274 432574)

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Report of the Strategic Director to the meeting of the Children's Overview & Scrutiny Committee to be held on 9th February 2022

Subject:

R

Overview of the workforce development aspects of the Improvement Journey in Children's Services

Summary statement:

This report updates the Committee on Workforce Data and Improvement Progress in Children's Services

EQUALITY & DIVERSITY:

All work that relates to our workforce must support the Council objectives on Equality and Diversity. The work on recruitment, retention and succession has inclusion at its core.

Marium Haque
Strategic Director

Portfolio:

Children & Families

Report Contact: Anne Lloyd, Director of
Human Resources
Phone: (01274) 437335
E-mail: anne.lloyd@bradford.gov.uk

Overview & Scrutiny Area:

Children & Families

1. SUMMARY

1.1 This report updates the Committee on workforce data and improvement progress in Children’s Services.

2. BACKGROUND

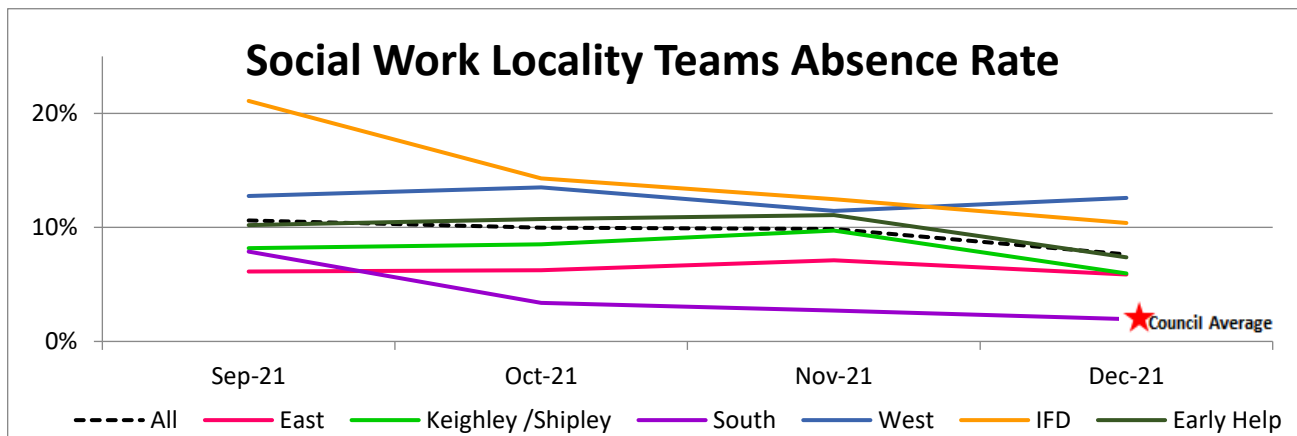
2.1 Workforce

2.2 This report provides and appraisal on wider workforce data and developments to include: recruitment, retention and sickness information.

2.3 Overall sick absence is declining across the Social Work locality teams. West locality team has shown an increase in sick absence and is the second highest area behind the Integrated Front Door where sick absence has reduced nearly 7% since peaking in September 2021.

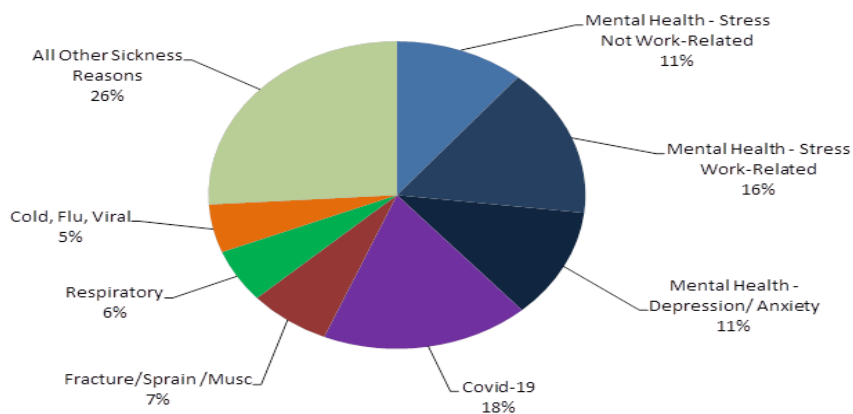
2.4 For the 12 months ending 1 December 2021, Covid sickness absence and self-isolation accounted for 14% of all social work locality team absence.

2.5 Current sickness data shows the following trends across key social work localities:

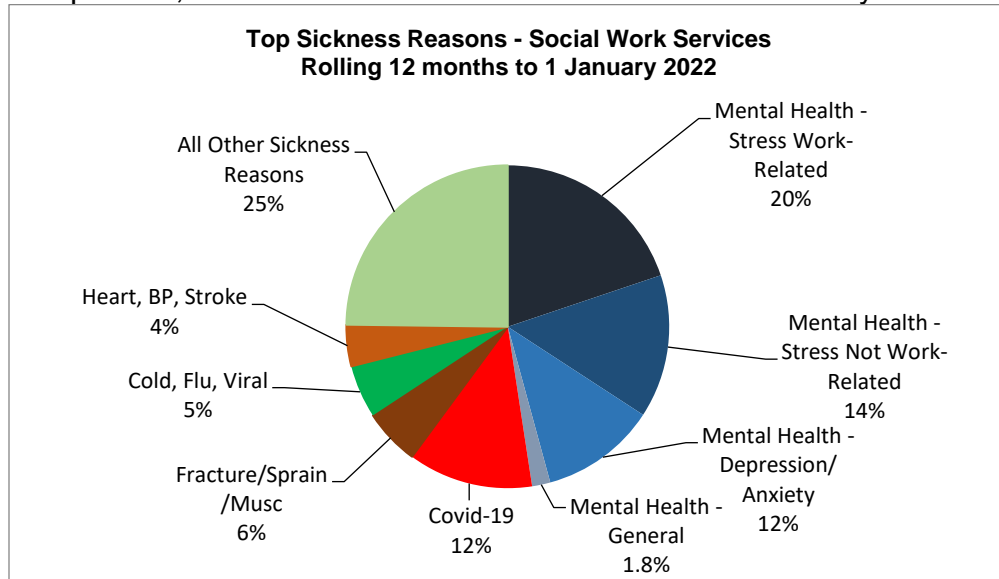


2.6 In July 2021, the top reasons for sickness were as follows:

Top Sickness Reasons - Social Work Services
Rolling 12 months to 1 August 2021



2.7 By comparison, the current reasons for sickness as at 1 January 2022 are:



2.8 The top three absence reasons across the Council are; Mental Health related absence which accounts for 35.3% of Council sick absence, followed by Fracture/Sprain/Musculoskeletal at 11.9%, Covid-19 at 11.4%. For Children’s Services, Social Work Services the top three absence reasons are: Mental Health related absence which accounts for 47.8% of sick absence, followed by ‘all other sickness at 25% and Covid-19 at 12%.

2.9 The long term/short term breakdown of sick absence for Children’s Services and the Council is included in the table below. The closure of Valley View in summer 2021 impacted on sickness absence. Manager’s are managing absence with support from Human Resources, as a result a number of absences have or are concluding with a return to work being supported. Absence management and support continues to be a key focus:

Area	Long Term Sickness	Short Term Sickness
Children’s Service	73.2%	26.8%
Council	71.8%	28.2%

2.10 Recruitment to qualified Level 3 Social Worker posts continues to be a challenge both nationally and for Bradford Council. This continues to be an area of priority focus with a number of initiatives progressing:

2.11 New ‘Bring Heart’ branding has been developed, signed off by our communications colleagues and has been used since the end of November for our social work job adverts.

2.12 A new microsite [Social Work isn't just a job - Bring Heart, Transform Lives](#)

bringheartbradford.co.uk went live on 8 December 2021. The microsite contains videos and art work from our staff and children from Laisterdyke, Star Academy, and information on our total reward and benefits package to provide those interested a real feel of working in Bradford.

- 2.13 A communications content plan is developed and will be signed off and implemented during January 2022, and makes best use of banners, case studies, adverts, social media (instagram, facebook, linkedin, twitter), and ambassadors programme launch with 12 week cycles, analysis and adjusted marketing.
- 2.14 Other considerations around an employee referral scheme is being scoped, and all new entrants spend their first week without holding cases to ensure they are inducted and supported into the Council.
- 2.15 Recruitment in the period September - November is shown in the table below. In this period 11 social workers resigned and left the service, an increase of 3 compared to the 3 months prior, which was the lowest number of social work leavers since January 2021.

Position Title	09/Sep	10/Oct	11/Nov	Total
Buisness Support Officer (Recruitment)	1			1
Business Support Finance Officer			1	1
Business Support Officer	1		1	2
E Early Help Gateway Officer		1		1
E Practice Supervisor		2		2
E Service Manager	1			1
E Social Worker ASYE	2	1	1	4
E Social Worker L3			1	1
Family Support Respite Worker		1		1
K Social Worker ASYE	1			1
Kickstart - Admin Assistant		1		1
Learning & Development Officer	1			1
Placement Coordination Team Manager		1		1
Programme Delivery Worker		1		1
Residential Outreach Practitioner	2			2
Residential Practitioner	1			1
Residential Practitioner (Nights)		1		1
Residential Practitioner Nights		1		1
Residential Practitioner Nights			1	1
S Practice Supervisor		1		1
W Social Worker ASYE	1		1	2
Total	11	11	6	28

- 2.16 Focus continues on recruiting newly qualified social workers, commonly referred to as ASYE's. We currently have 28 ASYE's in the service and a further 6 are set to join us by mid January 2022. We are developing our ASYE Academy and will bring large numbers through this year to ensure we can grow our pipeline of experienced social workers.

2.17 Progression through the levels since March 2021 is shown in the table below:

➤ Month	No of ASYEs progressed to level 2	No of level 2 progressed to level 3
March	6	1
April	1	0
May	1	1
June	3	1
July	2	1
August	4	0
September	8	1
October	1	1
November	4	1
TOTAL	30	7

2.18 9 further ASYE's are due at Level 2 progression panel in February 2022. 5 Level 2 Social Workers will be at Level 3 progression panel also. There are currently 25 Level 2 Social Workers who are eligible for progression and focussed work is happening in the service areas to prepare them to attend panel.

2.19 Project work continues to complete and Business Support restructure is in implementation stage.

2.20 The fixed term social work teams have been extended to June 2022 due to the essential capacity that they provide for Locality teams.

3. OTHER CONSIDERATIONS

N/A

4. FINANCIAL & RESOURCE APPRAISAL

4.1 The finance monitoring reports have consistently reported upon budget overspend arising, in part, from the number of agency workers. The 2021/22 Quarter 2 financial monitoring report to the Executive in November 2021 reported: "A £3.8m increase in the Children's Services forecast overspend to £11.6m due mainly to;

- A £2.4m increase in Purchased Placement overspend (to £7.4m) due mainly to increased Residential care costs due to increased placement numbers.
- The forecast overspend on Respite Care has also increased by £0.7m to £0.9m as a result of a very high care cost care package.
- Additionally, the forecast overspend on Social Work services has also increased by £0.4m to £2.9m mainly due to the setting up of an additional fixed term social work team to support the Care Leavers service.
- Children Services reserves of £1.0m have also been drawdown to cover pressures on Social Work services. The reported position of £11.6m overspend would have

been £1m higher without this one off drawdown.”

4.2 The proposed financial plan and budget proposal for 2022/23 approved by Executive in December 2021 for consultation outlines a number of investments in Children’s Services for 2022/23 to provide capacity, resilience and mitigate overspends.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

5.1 Budget management and positive progress remain areas of focus, both of which are being managed and mitigated through internal governance and reporting arrangements involving a range of stakeholders across the service, office of the chief executive, and corporate resources.

6. LEGAL APPRAISAL

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

N/A

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

N/A

7.3 COMMUNITY SAFETY IMPLICATIONS

N/A

7.4 HUMAN RIGHTS ACT

N/A

7.5 TRADE UNION

Workforce is discussed regularly with trade unions.

7.6 WARD IMPLICATIONS

The data presented shows information on social work localities which support wards across the Bradford District.

7.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)

N/A

7.8 IMPLICATIONS FOR CHILDREN AND FAMILIES

N/A

7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

N/A

8. NOT FOR PUBLICATION DOCUMENTS

N/A

9. OPTIONS

This report is for information and discussion. Options are not outlined on this occasion.

10. RECOMMENDATIONS

It is recommended that the Committee reviews, discusses and notes this report.

11. APPENDICES

N/A

12. BACKGROUND DOCUMENTS

The previous Overview and Scrutiny Workforce Report of 22 September 2021.

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Report of the Strategic Director to the meeting of the Children's Overview & Scrutiny Committee to be held on 9th February 2022

Subject:

Quality Assurance and Audit in Children's Social Care Summary

Statement:

Quality Assurance Highlight Report on the Findings of the Monthly Case File Audits for the period October, November & December 2021

EQUALITY & DIVERSITY:

Equality assessments – no impact as the report is for information and discussion.

Marium Haque
Interim Strategic Director
Children's Services

Report Contact: Amandip Johal
Phone: (01274) 431620
E-mail: Amandip.johal@bradford.gov.uk

Portfolio:

Children & Families

Overview & Scrutiny Area:

Children & Families

1. SUMMARY

Quality Assurance highlight report on the findings of the Monthly Case File Audits for the period October, November & December 2021.

2. BACKGROUND

- 2.1 Case file auditing is an essential part of our quality assurance arrangements. Regular and in depth case file audits are a meaningful and useful method for understanding the experiences of our children and young people whilst examining practice against agreed Practice Standards, guidance, policy, and procedures.
- 2.2 The activity in this report relates to formal audit activity. This therefore does not reflect the routine quality-assurance that is conducted on a day to day basis by managers, practice supervisors and specialist workers such as Child Protection Chairs and Independent Reviewing Officers across the service.
- 2.3 Every month, Children's Services managers and Practice Supervisors complete case file audits. The audit case is allocated to managers via the central audit team, this ensures that managers will not audit work within their own team.
- 2.4 Auditing provides a measurable assurance to senior management as to the impact our involvement has on children and families.
- 2.5 Auditing generates themes and learning which is analysed to make recommendations for organisational practice improvement/development.
- 2.6 Feedback from auditing also provides information to identify learning needs and commission appropriate training and develop a learning culture by providing staff with an opportunity for in-depth reflection on their work.
- 2.7 Audit findings are presented to the Children's Social Care Management Team for action planning and cascading lessons learnt to frontline staff.
- 2.8 Audit findings are collated into a detailed, monthly report that is presented to the Improvement Board.
- 2.9 The monthly report is also shared with the Principal Social Worker so that identified strengths and learning can be incorporated into the training plan.
- 2.10 The audit process is underpinned by a coaching model, with audits being completed Page 51 alongside social workers to provide them with an opportunity to reflect on their practice and develop professional competencies to improve their work.
- 2.11 Training and guidance is provided to all managers involved in auditing so as to ensure consistency in our auditing approach. A sample of completed audits are moderated each month to ensure quality and consistency in the auditing process. The moderation process allows the QA & Audit Team to monitor the grading quality of all audits, whilst providing in-depth support for auditors to develop their confidence.

- 2.13 Audit activity has confirmed that changes in social worker can impact the quality and in particular the timeliness of intervention. The stability of the workforce is a high-focus area for children's social care and in particular the recruitment of experienced social workers. This is a challenge for all Local Authorities given the number of experienced workers who move into management or specialist posts, or who choose to work for an employment agency. These workers are in short supply and there is a great deal of regional competition. Nonetheless we are introducing new mechanisms to try to further stabilise our workforce including the launch of the recruitment campaign completed with Ceriph. We are placing advertisements in professional publications and media and also working with employment agencies to secure permanent rather than agency staff.
- 2.14 Stabilising the workforce will allow staff to take opportunity of the training and learning that has been developed in response to the themes that have been identified by the audits. This will support the learning culture that is being promoted within the organisation.
- 2.15 To support compliance with audits, the audit tool has been reviewed and revised to ensure that it is streamlined, capturing the keys areas that we need to consider to understand the service that is being offered to our children and families.
- 2.16 To further support practice, the supervision and audit database will be launched in February 2022. This will allow for learning to be monitored through supervision to address themes and support learning, whilst ensuring that any identified work from the audits has been completed to improve outcomes for children and their families.

3. OTHER CONSIDERATIONS

- 3.1 None.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 None.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 Not applicable.

6. LEGAL APPRAISAL

- 6.1 Not applicable.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

7.1.2 Not applicable.

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

7.2.1 Not applicable.

7.3 COMMUNITY SAFETY IMPLICATIONS

7.3.1 Not applicable.

7.4 HUMAN RIGHTS ACT

7.4.1 Not applicable.

7.5 TRADE UNION

7.5.1 Not applicable.

7.6 WARD IMPLICATIONS

7.6.1 Not applicable.

7.7 IMPLICATIONS FOR CHILDREN AND YOUNG PEOPLE

7.7.1 See attached report in terms of analysis of the audits.

7.8 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

7.8.1 N/A

8. NOT FOR PUBLICATION DOCUMENTS

8.1 Not applicable.

9. OPTIONS

9.1 Not applicable.

10. RECOMMENDATIONS

10.1 That the report is received by the Committee for oversight and comment.

11. APPENDICES

11.1 **Appendix 1 – Quality Assurance Highlight Report.**

12. BACKGROUND DOCUMENTS

Not applicable.

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Quality Assurance Highlight Report

Programme Summary

Programme Name:	Quality Assurance Framework – Findings of Monthly Case File Audits
Directorate:	Children & Young People Service
Reporting Period:	October, November and December 2021
Date of Report:	18/01/2022
Authors	Julie Meek

1. Context & background: Quality Assurance Framework

Month	Audits distributed	Audits returned	% Returns
31 October 2021	69	38	55%
30 November 2021	69	49	71%
31 December 2021	77	37	48%

Themes:

- October cohort – all audits reviewed children where there is no current plan and an assessment outcome of NFA.
- November cohort – all audits reviewed children subject to a child in need plan.
- December cohort – all audits reviewed children subject to a child protection plan.

All cohorts are filtered to ensure there is only one case per social worker included in the sample, in order to offer the opportunity of a consultation to the widest number of staff. The samples are mapped against recent audit records to ensure children's case files are not audited more frequently than once every 6 months.

There were 17 exemptions in October, 23 in November and 10 exemptions in December 2021.

2 Audit compliance and quality

2.1 Audit Compliance

Compliance has significantly dropped from 77% in July and August to 55% in October. This has increased to 71% in November although remains below the 80% target.

CCHDT, Central and Safeguarding and Review completed 100% audit returns in October audit.

CCHDT, Central, East and Safeguarding and Review completed 100% audit returns in November audit.

There are not any areas who have completed 100% audit returns in December audit.

2.2 Social Worker participation

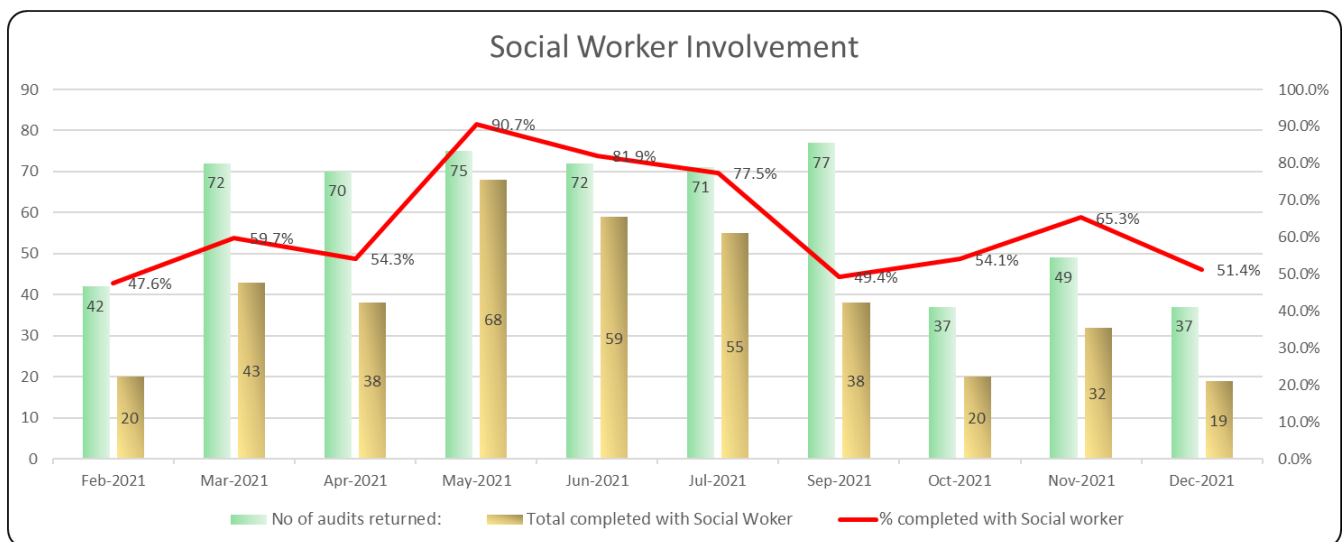
The percentage of social workers engaged in audit for October was 55.3%, with the most common reason given for non-participation relating to the social worker having left the organisation.

The percentage of social workers engaged in audit for November was 65.3%, with the most common reasons given for non-participation relating to the social worker not responding and no reason recorded.

Audits received for December highlight that the percentage of social workers engaged in audit was 51.4% with the most common reasons given for non participation relating to auditor availability and no reason recorded.

A reminder is sent out for each month to support better engagement of social workers in audits.

Social Worker Involvement Chart



2.3 Audit Quality

October Moderations – no current plan and assessment NFA audits

15 out of 38 audits were moderated in October.

The outcome of the moderations was –

- 12 remained the same grade following moderation
- 3 were downgraded from Requires Improvement to Inadequate
- No moderations were downgraded from Good to Requires Improvement
- No moderations were upgraded

November Moderations – children subject to child in need plan audits

In November, an auditor was linked to each area to support auditing arrangements to improve the quality of audits and apply learning from audits whilst embedding quality assurance as integral to all the work that is undertaken. The aim of this to support a move away from seeing auditing as an “add on” with an emphasis on supporting learning through the child’s journey.

As part of this work, 32 audits were moderated from the locality teams. The remaining 14 audits were from the Safeguarding and Reviewing service; a sample of 5 out of 14 were moderated. 37 audits were moderated in November in total.

The outcome of the moderations was –

- 25 remained the same grade following moderation
- 1 was downgraded from Requires Improvement to Inadequate
- 9 were downgraded from Good to Requires Improvement
- 1 was downgraded from Outstanding to Requires Improvement
- 1 was upgraded from Inadequate to Requires Improvement

November’s moderations showed that there was an increase in the number of audits that had been downgraded from Good to Requires Improvement. It would suggest that there has been a slight decline in the confidence of auditors grading thresholds. Allocating auditors to each locality should help with this as it is enabling feedback and conversations to take place with auditors regarding grading’s and rationales both prior and following completion of the monthly audits.

December moderations – children subject to child protection plan audits

20 out of 37 audits were moderated in December.

The outcome of the moderations was –

- 15 remained the same grade following moderation
- 2 were downgraded from Requires Improvement to Inadequate
- 2 were downgraded from Good to Requires Improvement
- 1 were downgraded from Good to Inadequate

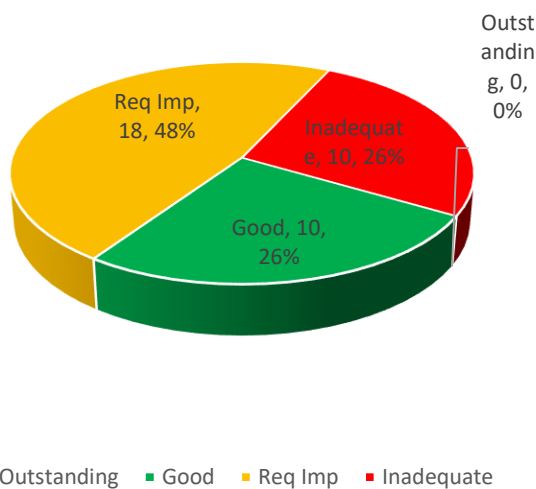
3. Findings of monthly case file audits – October, November and December 2021

3.1 Findings

3.1.1 Overall grades (prior to moderation)

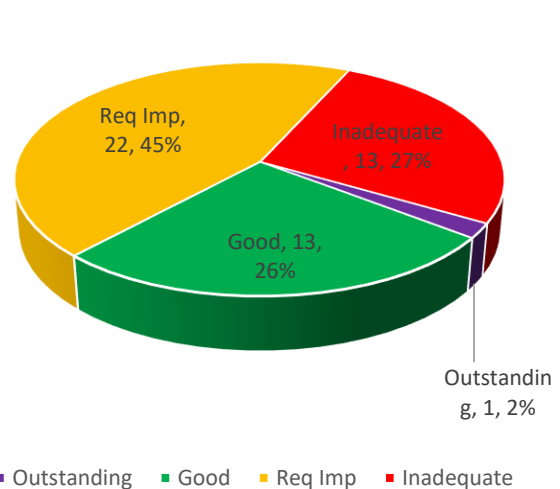
OCTOBER 2021

OVERALL OUTCOME

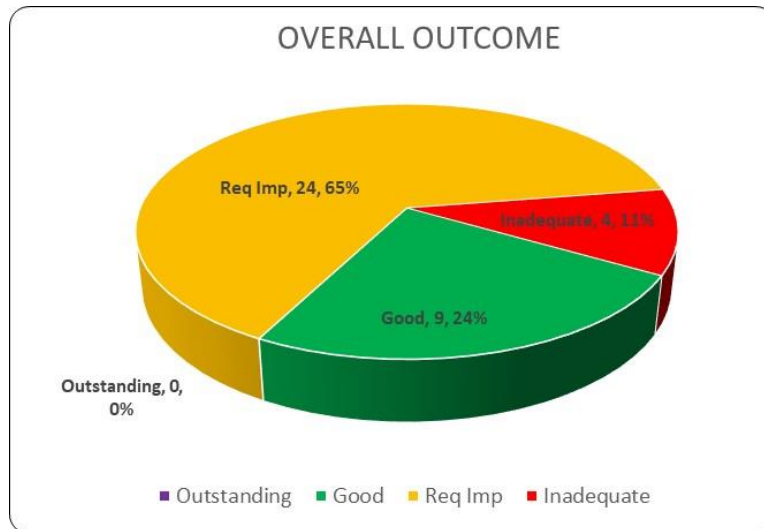


NOVEMBER 2021

OVERALL OUTCOME



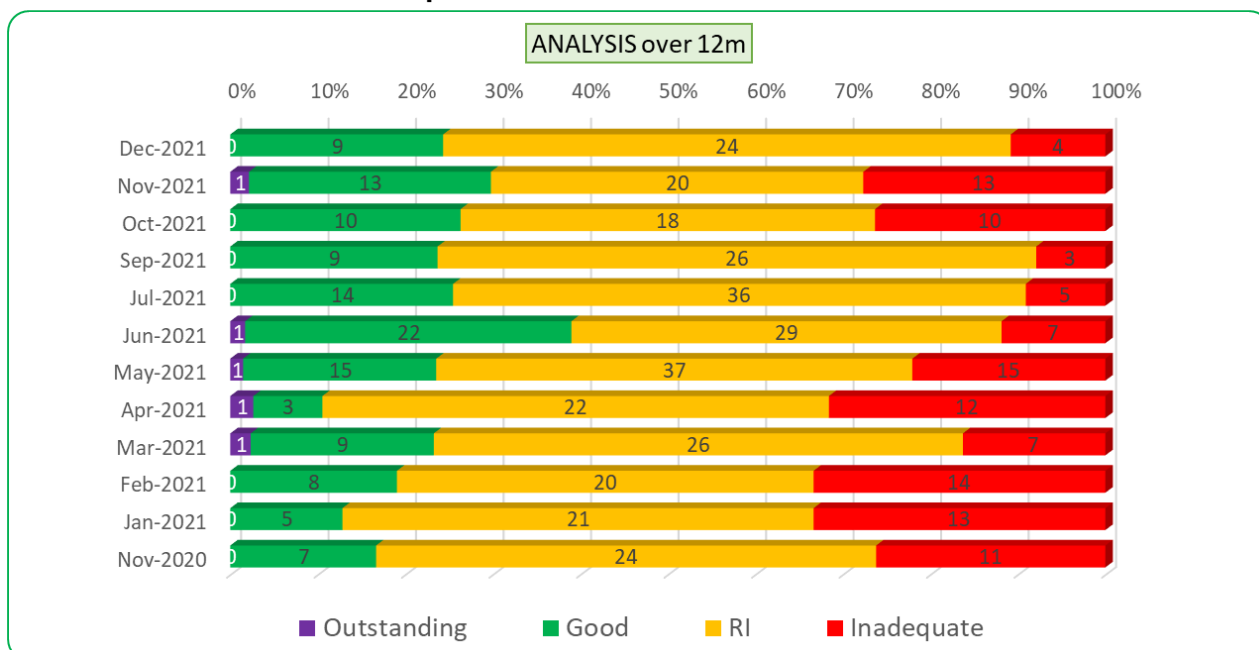
DECEMBER 2021



Grade by service area - October, November, December 2021

Grad by Service Are in October, November and December					
Grade by service area	O	G	RI	I	ALL
16+	0	1	3	1	5
CCHD	1	4	2	5	12
Central	0	4	11	2	17
East	0	5	8	5	18
Keighley & Shipley	0	5	9	1	15
South	0	3	14	6	23
West	0	9	17	7	33
TOTAL	1	31	64	27	123

Overall audit Grades over the past 12 months



3.1.2. Audit grades across key performance areas – October, November and December 2021

The following table records cases reaching a standard of “Good/Outstanding” and “Requires improvement” against each performance area.

There has been an increase in good grades for assessments in October and November but this has declined in December with the majority of audits been graded as requiring improvement.

There has been a considerable increase in the good grades for planning and review in December, this has almost doubled from October and November. There has also been an increase in requires improvement grading for plans as well. There has been no change in grading for the voice of the child across the last 3 months.

There has been an increase in the good grades for family engagement and partner agency involvement has remained good across the months.

The audits have highlighted that performance in relation to management oversight, care records and how we are making a difference has been inconsistent.

Performance Area	Sept		Oct		Nov		Dec	
	G/O	G/O	G/O	RI	G/O	RI	G/O	RI
There is timely identification, response and reduction of risk and need	47%	47%	43%↓	43%↓	59%↑	35%↓	47%↓	41%↑
Assessments are timely, comprehensive, analytical and of good quality	37%	37%	39%↑	37%	43%↑	29%↓	27%↓	54%↑
Plans and reviews drive progress towards positive outcomes.	26%	26%	25%↓	32%↑	29%↑	43%↑	54%↑	38%↓
Children’s voices and lived experience are at the centre of everything we do.	37%	37%	34%↓	43%↑	31%↓	47%↑	42%↑	47%↑
Families are appropriately engaged in the work	45%	45%	35%↓	46%↑	41%↑	41%↓	50%↑	42%↓
Partner professionals around the family work collaboratively to improve children and young people’s lives	55%	55%	51%↓	27%↓	47%↓	35%↑	62%↑	30%↑
Management oversight ensures decision making is effective, proportionate and timely, and standards of work are good	26%	26%	22%↓	59%↑	39%↑	35%↓	38%↓	46%↑
Case records are correct and up to date	16%	16%	24%↑	50%↑	18%↓	63%↑	19%↓	68%↑
Have we made a difference?	53%	53%	49%↓	40%↓	44%↓	40%	44%↓	39%↑

3.1.3 Children Open with No Plan comparator data

Children open with no plans were audited in April and October 2021 and the data indicates an improving picture.

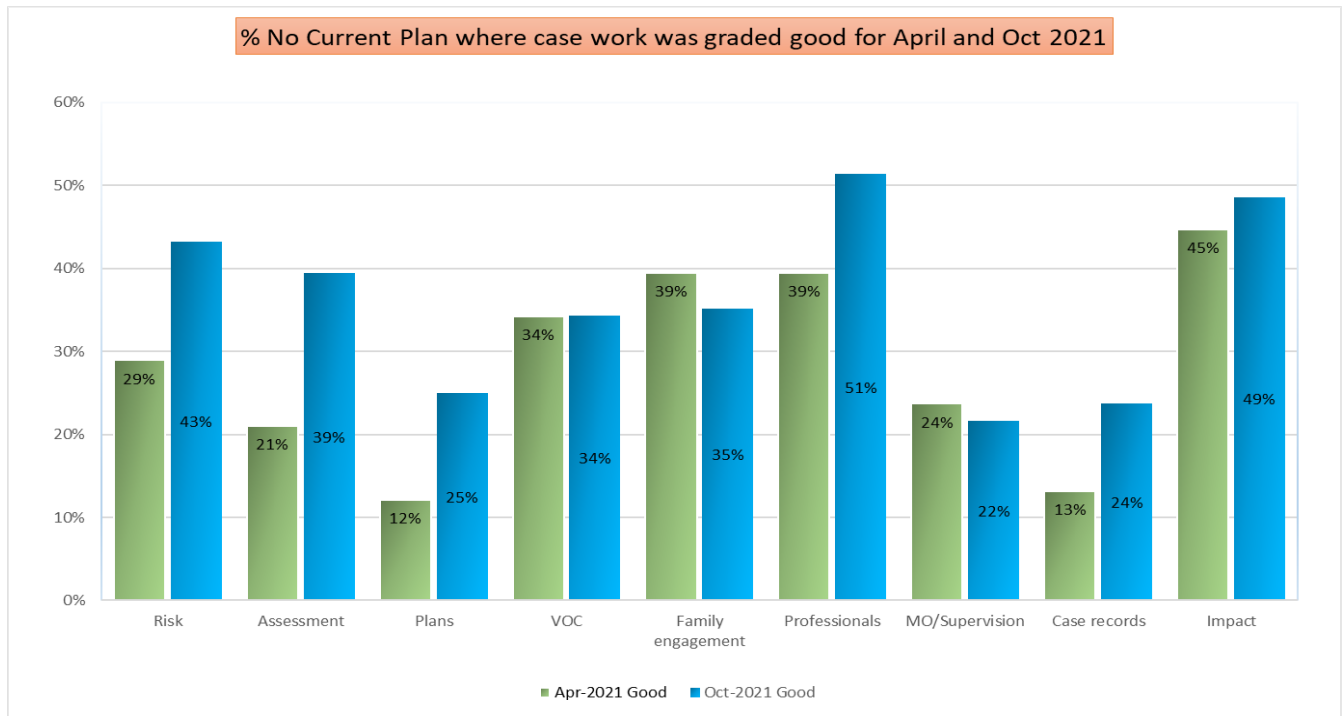
Improvements are evidenced against most of the key standards reported below in terms of Good grades, particularly for

- Timely identification, response and reduction of risk and need.

- Assessments are timely, comprehensive, analytical and of good quality.
- Plans and reviews drive progress towards positive outcomes.
- The voice of the child.
- Partner professionals around the family work collaboratively to improve children and young people's lives.
- Case records.
- Impact.

There has been a decline in October audits in the good grades in relation to

- Families are appropriately engaged in the work and management oversight/supervision.
- Management oversight/supervision.



3.1.4 Children on a Child in Need plan comparator data

Children on child in need plans were audited in January, May and November 2021 and the data indicates an improving picture.

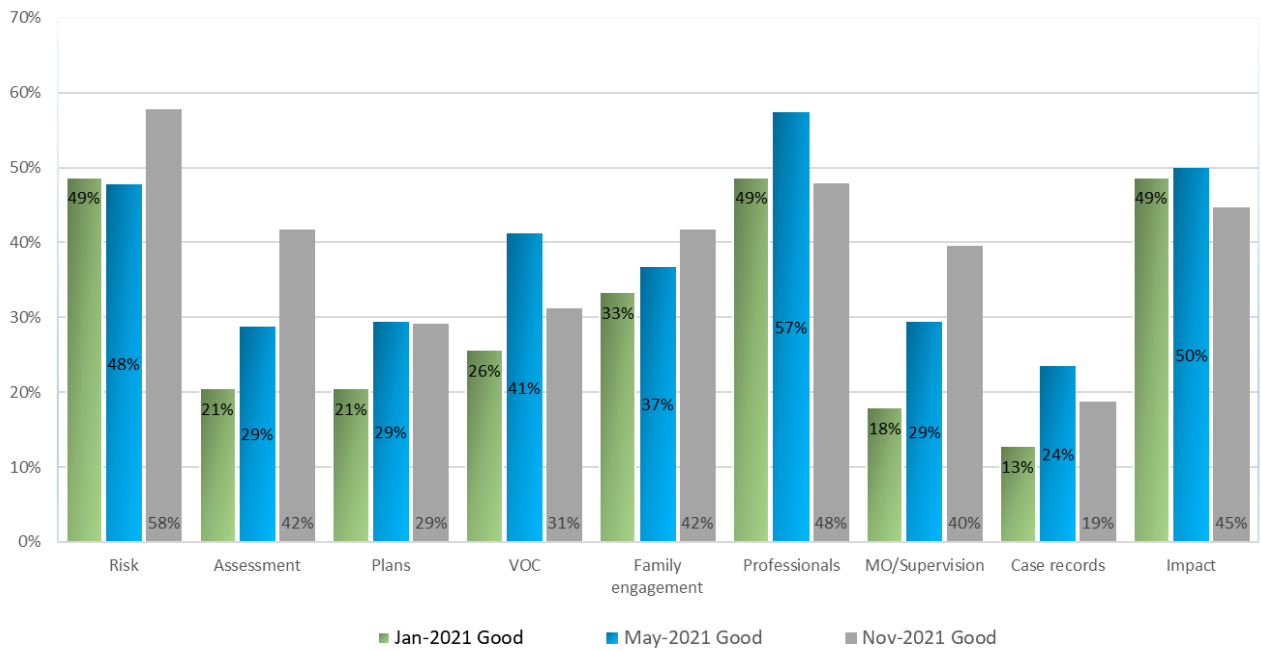
Improvements are evidenced against most of the key standards reported below in terms of Good grades, particularly for

- Timely identification, response and reduction of risk and need.
- Assessments are timely, comprehensive, analytical and of good quality.
- Plans and reviews drive progress towards positive outcomes.
- Families are appropriately engaged in the work.
- Management oversight/supervision.

There has been a decline in November's audits in the good grades in relation to

- The voice of the child.
- Partner professionals around the family work collaboratively to improve children and young people's lives.
- case records.
- Impact.

% Children in Need where case work was graded good for Jan, May and Nov 2021



3.1.5 Children on a Child Protection Plan comparator data

Children on Child Protection plans were audited in February, September and December 2021 and the data indicates an improving picture.

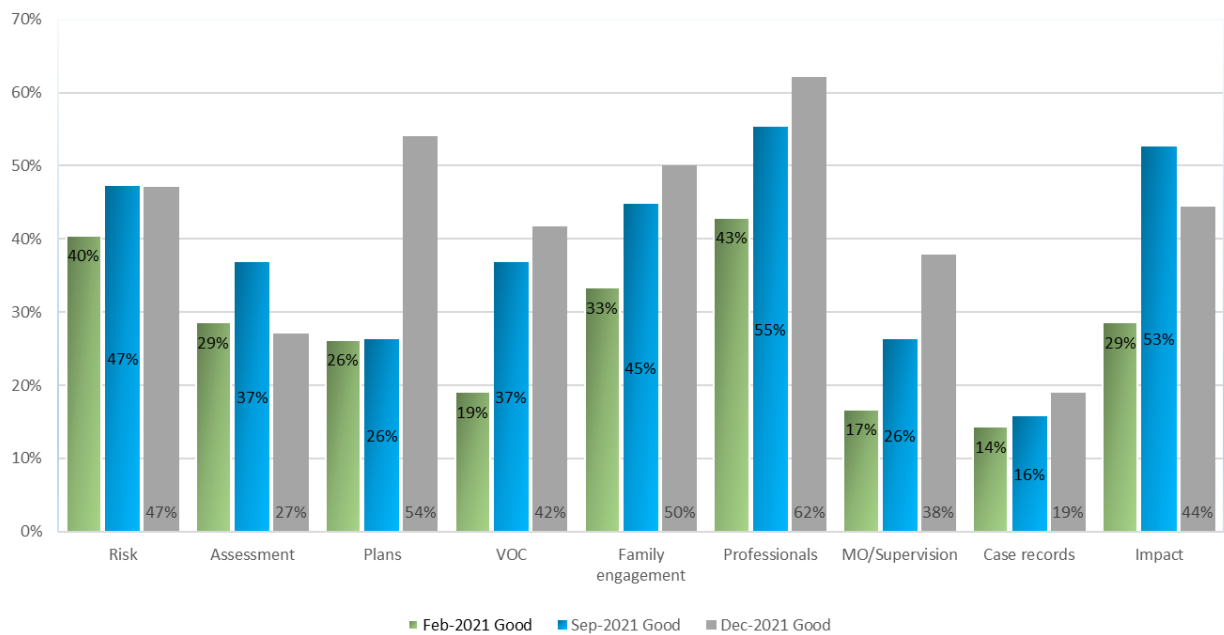
Improvements are evidenced against most of the key standards reported below in terms of Good grades, particularly for

- Timely identification, response and reduction of risk and need.
- Plans and reviews drive progress towards positive outcomes.
- The voice of the child.
- Families are appropriately engaged in the work and management oversight/supervision.
- Management oversight/supervision.

There has been a decline in December’s audits in the good grades in relation to

- Assessments are timely, comprehensive, analytical and of good quality.
- Partner professionals around the family work collaboratively to improve children and young people’s lives.
- Case records.
- Impact.

% Child Protection Plan where case work was graded good for Feb, Sept and Dec 2021



3.2 Key themes

3.2.1 October 2021 – no current plan and assessment NFA audits

Strengths

- **Assessments are timely, comprehensive, analytical and of good quality:** 25 (66%) audits evidenced that assessments were detailed, risks were taken into consideration as were views of the child, parents and professionals involved.
- **Case records are correct and up to date:** 31 (82%) audits evidence that case records are up to date. The audits highlighted that whilst case records are an improving picture, further work was needed to ensure consistency across genograms, case summaries and chronologies. Correct templates needed to be used and genograms need to be three generations where possible.

Learning

- **Supervision and management oversight:** The audits evidenced that management sign off was not consistent across all audits undertaken. 9 of the audits identified that assessments could be strengthened further by including key information to inform effective decision making.
- **Voice of the child:** 15 (40%) audits were graded as requires improvement as it was identified that whilst the voice of the child had been captured there was no evidence of what had been done with this information, how had it informed planning and support for the child.

3.2.2 November 2021 – Child in Need

Strengths

- **Timely identification, response and reduction of risk:** 29 (59%) audits were graded as good, evidencing clear recognition and analysis and a timely response to risk. This timely response to risk has ensured an appropriate and timely allocation of assessment and support in place. For example, in the case of one young person this meant that they were safe for the night in their own accommodation with a clear safety plan in place.

- **Assessments are timely, comprehensive, analytical and of good quality:** 21 (43%) audits evidenced that assessments were timely and of a good quality, risk was identified, history was taken into consideration and views of family members were sought. The voice of the child is clear, their views and those of their parents and professionals involved with them are carried through the assessment into planning and support for the child and their parents.
- **Families are appropriately engaged in the work:** 20 (41%) audits identified family engagement as good within the audits. The views of parents were captured within the assessments as well as those of the wider family and absent parents. Consent from parents was clearly recorded.
- **Management oversight:** 19 (39%) audits identified good supervision, supervision was regular, actions were tracked and management oversight was clear on the file.

Learning

- **Voice of the child:** 23 audits (47%) of the audits were graded as requires improvement and 11 (22%) audits were graded as inadequate for the voice of the child. Audits identified that although the voice of the child was in the most part captured children were not always seen on their own or the file did not reflect the direct work that was completed with the children. This direct work didn't always inform decision making and planning.
- **Professionals work collaboratively around family to improve child's life:** 9 (18%) audits identified inadequate multi agency working and 17 (35%) audits were graded as requires improvement for this section.
- **Case records are correct and up to date:** 9 (18%) audits identified this as inadequate with 31 (63%) auditors grading this section as requires improvement. Auditors identified that not all demographics are completed, chronologies are not always up to date and genograms do not always include three generations.
- **A positive difference:** 8 (16%) audits evidenced that the intervention of children's social care had not made an impact on the outcome for the child and graded this section as inadequate. It has been difficult for the auditors to identify from the files the work that has been completed and therefore it is not possible to ascertain the impact for the child. It may be that the work has been completed but is not recorded on the file. In 19 (39%) audits this section was graded as requires improvement highlighting that there is evidence that work has been completed however it is not always clear from the file what difference this work has made. For example, safety plans have been put in place and the children may well be safe, however, work with the young people and their families needs to be analysed to inform future planning and support for the family if required.

3.2.3 December 2021 – Child Protection

Strengths

- **Voice of the child:** this is an improved picture from the last two months with 15 audits (41%) of the audits identifying this area of work as good and 17 (46%) audits graded as requires improvement. The auditors were able to see evidence of meaningful direct work taking place with children. Children were invited to their reviews and their voice informed planning and decision making. There was evidence of children being seen on their own and outside of the family home. The child's lived experience was clear from the file. In one child's file there was evidence that the social worker had listened to the child and had completed the direct work within the child's timeframe.
- **Plans and reviews drive progress towards positive outcomes:** 12 (55%) audits identified planning as good. There was evidence of plans being regularly reviewed with clear actions, these actions were informed through direct work with the child, conversations with professionals

involved with the family and from an assessment of risk and need. In one child's file the social worker had amended the plan following a conversation with the child around a safety concern which the worker had then discussed with their manager and decisions were made to safeguard the child.

- **Professionals work collaboratively around family to improve child's life:** 11 (50%) auditors graded this section as Good and 10 (46%) audits were graded as requires improvement. There is evidence of professional's attendance at meetings, their work with children and families is captured within meeting minutes and their views inform planning.

Learning

- **Families are appropriately engaged in the work:** family member views are not always included within planning in terms of what next nor are they always recorded within the file. This would add depth to the work that is completed and would enable children and families to feel that they are contributing to their involvement with social care.

4.0	Themes and Actions taken forward
4.1	<p>There are clear practice guidance's and training available in relation to chronologies, case summaries and genograms which auditors make reference to in their audits however these do not appear to be followed when completing the forms on children's files.</p> <p>Actions</p> <ul style="list-style-type: none"> • Managers and practice supervisors to quality assure / dip sample files regularly and promote guidance regularly to staff. • Staff to be supported to attend training where required to support practice development.
4.2	<p>Voice of the child should be central to planning and support for families.</p> <p>Actions</p> <ul style="list-style-type: none"> • Managers and practice supervisors to reinforce the need to promote the voice of the child ensuring that plans are informed by the voice of the child. • Staff to be supported to attend training where required to support practice development.
4.3	<p>Audits highlight the number of changes in workers and the impact that this has on drift and delay in terms of assessments being completed, planning, review of planning and engagement with families. Audits continue to reflect reoccurring themes that need to be embedded with the workforce to support a change in practice.</p> <p>Actions</p> <ul style="list-style-type: none"> • Stability in the workforce, alongside manageable caseloads to provide opportunity to attend training and embed learning.



Report of the Strategic Director of Children’s Services to the meeting of Children’s Overview and Scrutiny Committee to be held on 19th January 2022

Subject:

T

Raising Attainment Strategy

Summary statement:

This report provides an update on the Raising Attainment Strategy. It updates the status of work to date along with the approach to be taken for further development.

EQUALITY & DIVERSITY:

Impacts on all children and young people. Specific focus on supporting children to engage with learning and achieve following pandemic disruption.

Marium Haque
Acting Strategic Director Children’s
Services

Report Contact: Sue Lowndes
Assistant Director Schools

E-mail: sue.lowndes@bradford.gov.uk

Portfolio:

Children and Families

Overview & Scrutiny Area:

Children’s Services

1. SUMMARY

- 1.1 This report provides an update on the work of the Raising Attainment Strategy. It outlines the status of work to date along with the approach to be taken for further development.

2. BACKGROUND

- 2.1 The Raising Attainment Strategy is a 5 Year plan and this period is Year 1 of delivery. The first 12 months will represent the building of the foundation for future improvements and cover the academic year from Sept 2021 to July 2022.

- 2.2 The Raising Attainment programme includes the following workstreams:

- Early Years Intervention – Language for Learning
- Primary Intervention
- Secondary Intervention
- Reducing Persistent Absence

- 2.3 Given the scope of the projects and the need for implementation it was decided to commission successful existing programmes and projects from providers with known track records rather than develop and staff our own projects. The advantage of this approach is that individual workstreams would need only project leads and the whole strategy would be managed by the Education and Learning Programme Management Team. This would be more cost effective and place more of the funds in settings and schools for maximum impact and value for money.

2.4 Early Years Intervention – Language for Learning

- 2.4.1 The focus is on the development of language to support learning in the Early Years age range 0-5. Opportunities to hear and engage in language at an early age supports children with their capacity to learn and ultimately their readiness for Primary School

- 2.4.2 Research shows that Children from disadvantaged backgrounds are on average exposed to around 30 million fewer words than their advantaged peers. This impacts on the child's ability to engage with the curriculum as a whole. This project seeks to address this language deficit across Bradford PVI and school nursery settings. Whilst aligning to other initiatives across the district

- 2.4.3 Language for Learning will:

- Empower parents, through training and access to resources, to support the development of early language skills for their children
- Provide fully subsidised staff development and training, for key workers in the PVI and school based nursery schools. This will enable work to take place with identified children and families
- Develop top quality resources to support families; PVI and school based nursery schools to improve language in preparation for learning

- Support young children to be school and learning ready via proven targeted learning interventions

2.4.4 Current Status

To achieve the intended outcomes, there will be 2 forms of early years' interventions:

- The first is to invest in CPD to equip staff with the right skills and training to lead high quality interactions with children, starting in the areas most in need of support. Recent evidence shows that investing in focussed professional development activity in the early years, to improve skills and practice in the existing workforce, can lead to rapid improvements in children's cognitive outcomes and socio-emotional development.
- The second is to invest and focus on 2 year olds and their families across the district, in areas of highest need to support delay in language development.

Intervention 1

- **All** pre- Reception setting data was analysed to identify the target cohort for practitioner training to promote early language development. The following criteria was used to identify settings in the areas of greatest need.
 - Early Years (EY) providers that have been judged Requires Improvement (RI) or inadequate in the last 3 years
 - EY providers with high numbers of children in receipt of EY Pupil Premium
 - EY providers with high numbers of children with SEND needs
 - EY providers with high numbers of children taking up the disadvantaged 2-year-old offer
 - EY providers where local intelligence suggests disadvantaged children would benefit from their practitioners receiving additional CPD support.
- 68 settings are eligible for the language development training; of these settings 20 will be offered the training and support in the first year.
- When recruiting settings to the Programme, the setting must not already be engaged in other programmes which work towards similar objectives and outcomes.
- Settings will need to be committed to participate in whole setting training activities and will need to be open to change, to embed the shared learning within the setting. Managers will need to ensure the whole staff team work together towards this common goal.
- The language development training criteria has been set. The tender process will begin in early February, with an aim to commence the training in April 2022.

Intervention 2 – Talking Together

Commissioned and delivered by : BHT Early Education and Training – Cost £687,132

- **This project is for:** families with two year olds.

- This programme has been developed and delivered in the Better Start area and evaluated by the University of York. This unique, successful programme will be delivered across the district, offered to families most in need to support children's language delay.
- Talking Together will offer language assessments for all two-year-olds identified in areas of need. Families who would benefit from extra support are then offered one-to-one sessions at home over a six-week period. These sessions help parents and carers engage their children in activities, play and conversation to help their communication and language development as well as their ability to interact positively with people around them. This can help children be better prepared for starting school and have a long-term impact on their literacy skills.
- The language assessments are carried out in the home shortly after the child's second birthday. The one-to-one sessions, if needed, are then provided in the home or other convenient location.
- Using birth data and working collaboratively with Public health, the NHS Health Visiting teams and the SALT team; the children in the areas of high deprivation will be offered the programme. The aim in the first year is to reach approximately 1500 children and their families.
- Public Health have recently approached us to arrange a joint commissioning of the Talking Together programme; they are able to commit a further £300,000 a year for the duration of the project. This means we are able to extend our reach further to more children and families needing support with language delay.
- We are currently submitting an 'Exception to Competition' with Children's Commissioning. This process could take 2 months to approve.

2.5 Primary Intervention – Phonics; Literacy and Numeracy

2.5.1 The focus is on improving attainment at KS1 and KS2 in Phonics; Literacy and Numeracy. Providing a solid platform for children to thrive as they progress through Primary School. Ultimately achieving well in their Y6 Stats offering a good start at Secondary School.

2.5.2 The Primary Intervention Programme will:

- Identify targeted pupils in schools and provide intensive programmes to support improved outcomes and attainment.
- Provide out of school support for disadvantaged pupils who do not readily have access to support their learning at home.
- Develop training for staff in school to build on assessment and provision of high quality interventions to improve outcomes in the classroom.

2.5.3 The impact of the Primary Intervention Programme will be measured by improved performance at the end of KS1 and also KS2. The importance of success at the end of Primary school cannot be understated as good performance at the end of KS2, particularly in literacy and numeracy, enables children to successfully access the secondary curriculum.

2.5.4 The LA is commissioning support for primary schools for English and mathematics from local DfE Literacy and Numeracy Hubs – White Rose Maths Hub, Burleigh Woodhead English Hub to deliver proven programmes of support and intervention for identified schools and year groups in identified schools. Training for teachers and leaders in identified schools will improve teaching of English or mathematics

2.5.5 **Current Status**

- 31 schools selected and invited to engage with the project according to trend data and LA intelligence.
- Launch of project deferred until February half term 2022 (from January 11th) due to on-going Covid disruptions to staffing and Specialist Leader of Education (SLE) availability.
- Project Lead seconded from school leadership position and is now in post.
- Project Lead has begun to contact the 31 identified schools to discuss the project and encourage take up.
- Project Lead has begun analysis of school data on Nexus in order to check the right schools are being invited to participate.
- Project Lead liaise with the Hub leads about the support which can be given/recommended and match to schools.
- Audits will be undertaken in the Spring term.
- Launch to the schools is planned for the week commencing 14/02/2022 at which Hub and school colleagues can begin discussions.
- Hubs will begin with a smaller cohort in the first instance and then a rolling programme will commence as SLEs become available for support.
- Hubs will be more able to provide more support from September.

2.5.6 **Next steps**

- Need to look at future planning and have money ring-fenced for the support which will take place later in the year
- An updated summary of cost/expenditure will be undertaken in light of the change of approach
- Consider capacity issues and if necessary look further afield to other Hubs for potential SLE support

2.6 **Secondary Intervention – Maths and English**

2.6.1 The Secondary Intervention Programme will target identified cohorts of children and young people at risk of underperforming, from Y7 onwards to support improved outcomes in the core skills of Maths and English. In order for more young people to be able to progress successfully into Further Education, apprenticeships or training.

2.6.2 **Progress to date**

- Data collected for attainment in English and Maths at grades 4 and 5 in schools.
- Meeting held with local HT and Project Lead to evaluate planning so far:

- HT surveyed all disadvantaged students: 100% agreement that delivery model should be in school with school staff. Students reported they would be much more comfortable in familiar surroundings and therefore more likely to attend.
 - Models of delivery discussed - small project of approximately 4/5 schools to target for maximum impact.
 - Initial planning in place to support one other High school currently.
 - School to school model of support for improving approaches to Teaching and Learning, using existing staff to share best practice.
- Parallel project planned by Bradford University and CAER to be assessed by Project Lead to ensure no overlap.

2.6.3 Next steps

- Identify other schools to be involve through data analysis.
- Work with OA to ensure separate projects with no overlap or tension for schools.
- Identify cohort in each school and identify baseline assessment (Mock grades, TAGs).
- Begin sharing best practice with staff in schools.

2.7 Persistent Absence

2.7.2 Long periods of absence from school will have created a lack of routine and structure in children's lives which regular school attendance provides. Some children will not have had positive experiences of home learning, thus feeling further behind academically than their peers

2.7.3 Our objective is to develop a multi-agency response to support increased attendance at school, alongside building confidence and promoting healthy approaches to attendance with parents of pre-school aged children who attend nursery. Collaboration with schools, health, early help, children's social care, youth offending and the voluntary sector agencies will enable a wraparound service to build resilience and increase school attendance at all phases.

2.7.4 To achieve this, we need to develop a highly skilled Specialist Attendance Team with experience of intensive family engagement to improve access to education. Our ambition will be to create platforms for sharing of good practice in improving engagement and reduce rates of persistent absence across the district

2.7.5 Current Status

- Service Manager started end of November and has made swift recommendations and plans.
- Additional staff have started January – focus for Persistent Absence (PA) will be one Senior Attendance Improvement Officer and 4 Attendance Improvement Officers.
- Team will use supporting data to identify children with vulnerabilities who are persistently absence. Interventions will be short, to safeguard, remove barriers to attendance and support schools to ensure best practice.

- 4 Officers will be aligned with localities and will tie in with various services across the district, including Early Help, YJS and Breaking the Cycle.
- Cohorts of children will be identified, an assessment will be made and action plan discussed with school. A review will take place in 12 weeks' time, with follow up actions.
- Team will take advantage of huge amount of data to target children and will set high expectations.

2.7.6 Next steps

- Impact will be constantly monitored to ensure effectiveness against a number of individual and system level measures.

3. OTHER CONSIDERATIONS

3.1 None.

4. FINANCIAL & RESOURCE APPRAISAL

4.1 Funding was allocated from the budget consultation process.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

5.1 None.

6. LEGAL APPRAISAL

6.1 Not applicable.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

Not applicable.

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

Not applicable.

7.3 COMMUNITY SAFETY IMPLICATIONS

Not applicable.

7.4 HUMAN RIGHTS ACT

All children have the right to an education.

7.5 TRADE UNION

Not Applicable.

7.6 WARD IMPLICATIONS

None.

7.7 IMPLICATIONS FOR CHILDREN AND YOUNG PEOPLE

Children Looked After will also benefit from this work.

7.8 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

Not applicable.

8. NOT FOR PUBLICATION DOCUMENTS

8.1 None.

9. OPTIONS

9.1 Not Applicable.

10. RECOMMENDATIONS

10.1 Members are asked to accept the reports and note the progress of the Raising Attainment Strategy implementation.

11. APPENDICES

11.1 None.

12. BACKGROUND DOCUMENTS

12.1 None.



Report of the Chair of the Children’s Services Overview and Scrutiny Committee to be held on Wednesday 9 February 2022

Subject:

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Children’s Services Overview and Scrutiny Committee – Work Programme 2021/22

Summary statement:

This report includes the Children’s Services Overview and Scrutiny Committee work programme for 2021/22.

EQUALITY & DIVERSITY

Community Cohesion and Equalities related issues are part of the work remit for this Committee.

Cllr Geoff Winnard
Chair – Children’s Services Overview and Scrutiny Committee

Portfolio:
Children and Families

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Overview and Scrutiny Lead
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Overview & Scrutiny Area:
Children’s Services

1. SUMMARY

1.1 This report includes the Children's Services Overview and Scrutiny Committee work programme for 2021/22, which is attached as appendix 1 to this report.

1.2 Also attached as appendix to this report is a list of unscheduled topics for 2021/22.

2. BACKGROUND

2.1 The Council constitution requires all Overview and Scrutiny Committees to produce a work programme.

3. OTHER CONSIDERATIONS

3.1 The Children's Services Overview and Scrutiny Committee has the responsibility for "the strategies, plans, policies, functions and services directly relevant to the corporate priority about services to children and young people." (Council Constitution, Part 2, 6.3.1).

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

3.3 The work programme as agreed by the Committee will form the basis for the Committee's work during the year, but will be amended as issues arise during the year.

3.4 This Committee has agreed to undertake a programme of detailed scrutiny reviews, with the Committee already having started the Elective Home Education Scrutiny Review; the amended Terms of Reference for this scrutiny review are attached as Appendix 3 for member's consideration. The other scrutiny reviews include:

- Looked after Children.
- Children's Homes.
- Fostering.
- Children's Mental Health.
- Recruitment and retention of Social Workers.
- SEND, (Special Educational Needs and Disabilities).
- YOT, (Youth Offending Team).

4. FINANCIAL & RESOURCE APPRAISAL

4.1 None.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

5.1 None.

6. LEGAL APPRAISAL

6.1 None.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

None.

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

None.

7.3 COMMUNITY SAFETY IMPLICATIONS

None.

7.4 HUMAN RIGHTS ACT

None.

7.5 TRADE UNION

None.

7.6 WARD IMPLICATIONS

Work of this Overview and Scrutiny Committee has ward implications, but this depends on that nature of the topic.

7.7 IMPLICATIONS FOR CHILDREN AND YOUNG PEOPLE

This will be a key area of work for the Committee.

7.8 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

None.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

- 9.1 The Committee may choose to add to or amend the topics included in the 2021-22 work programme for the committee.
- 9.2 Members may wish to consider any detailed scrutiny reviews that it may wish to conduct.

10. RECOMMENDATIONS

- 10.1 That members consider and comment on the areas of work included in the work programme.
- 10.2 That members consider any detailed scrutiny reviews that they may wish to conduct.

11. APPENDICES

Appendix One – 2021-22 Work Programme for the Children’s Services Overview and Scrutiny Committee.

Appendix Two – Unscheduled Topics.

12. BACKGROUND DOCUMENTS

Council Constitution.
2020-21 Children’s Services Overview and Scrutiny Committee Work Programme.

Democratic Services - Overview and Scrutiny

Childrens Services O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
Thursday, 29th July 2021 at City Hall, Bradford.			
Chair's briefing 30/06/21. Report deadline 15/07/21.			
1) Ofsted inspection of LACS - Improvement		Mark Douglas/Irfan Alam/Stuart Smith.	
2) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt	Also including Resolution Tracking.
Wednesday, 22nd September 2021 at City Hall, Bradford.			
Chair's briefing 01/09/21. Report deadline 09/09/21.			
1) Ofsted inspection of LACS - Improvement.	To also include Vital Signs, as recommended by the Committee on Thursday 29 July 2021.	Mark Douglas/Irfan Alam.	
2) Workforce development aspect of the Children's Services Improvement Programme.		Mark Douglas/Irfan Alam/Claire Threpleton.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 11 March 2021. Deferred from Children's Services Overview & Scrutiny Committee from Wednesday 7 April 2021.
3) School organisation including, school expansion programme, education capital funding and academy conversations.	That a report be presented to the Committee in 12 months, which also includes a breakdown of capital and ethnic mix of schools.	Marium Haque.	Children's Services Overview and Scrutiny recommendation from Wednesday 5 August 2020.
4) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Wednesday, 6th October 2021 at City Hall, Bradford.			
1) Child Sexual Exploitation Child Thematic Safeguarding Practice Review.		Lawrence Bone/Jane Booth/Darren Minton.	Children's Services Overview & Scrutiny Committee recommendation from Thursday 29 July 2021.

Childrens Services O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
Wednesday, 6th October 2021 at City Hall, Bradford.			
2) Valley View Home Closure/Bradford's Care Homes.		Mark Douglas/Irfan Alam.	Children's Services Overview & Scrutiny Committee recommendation from Thursday 29 July 2021.
3) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Wednesday, 13th October 2021 at Remote Virtual Meeting.			
1) Scrutiny Review - Alternative School Provision.	Interim report back.	Mustansir Butt.	
Wednesday, 17th November 2021 at City Hall, Bradford. Chair's briefing 28/10/21. Report deadline 04/11/21.			
1) Troubled Families Programme.		Chad Thompson.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 6 January 2021. Deferred from Wednesday 7 April 2021 meeting. Councillor request. Was due to be considered at the meeting on Wednesday 20 October 2021, but postponed due to Officer request.
2) Mental Health issues relating to Children's Social Care.		Sasha Bhatt/Ali Jan Haider/Joanne Toobey	
3) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Wednesday, 15th December 2021 at City Hall, Bradford. Chair's briefing 25/11/21. Report deadline 02/12/21.			
1) Improvement Plan.		Marium Haque.	Children's Services Overview & Scrutiny Committee Recommendation from Wednesday 22 September 2021.
2) Exploitation Annual Report.	To focus on the Work undertaken to date and progress against the review recommendations. To also include Bradford Partnership Annual Report.	Darren Minton/Jane Booth.	Children's Services Overview & Scrutiny Committee Recommendation from Wednesday 6 October 2021.

Childrens Services O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
Wednesday, 15th December 2021 at City Hall, Bradford.			
Chair's briefing 25/11/21. Report deadline 02/12/21.			
3) Annual Report for Looked After Children.		Michelle Holgate/David Johnston.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 22 September 2021.
4) Youth Offending Team.		Lisa Brett/Sarah Griffin.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 6 January 2021. Deferred from Wednesday 7 April 2021 meeting.
5) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Wednesday, 9th February 2022 at City Hall, Bradford.			
Chair's briefing 19/01/22. Report deadline 27/01/22.			
1) Audit findings relating to the quality of Social Work Practice.		David Johnston.	Children's Services Overview & Scrutiny Recommendation from Wednesday 11 March 2021.
2) Raising Attainment Strategy.	That the Raising Attainment Strategy to be presented to this Committee in the New Year.	Marium Haque.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 2 December 2020.
3) Workforce Development - Children's Services.	Committee requested that a more detailed report be presented, which also specifically focuses on the activities being undertaken and the progress being made on increasing and reducing the number of agency workers.	Anne Lloyd/ David Johnston.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 22 September 2021.
4) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	

Childrens Services O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
Wednesday, 9th March 2022 at City Hall, Bradford.			
Chair's briefing 18/02/22. Report deadline 24/02/22.			
1) Residential Children's Homes & Related Issues.	To focus on the actions being taken to improve the Children's Residential Homes, be presented to this Committee. Also the findings from the external review of the quality of provision across each of the Children's homes.	David Johnston.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 6 October 2021.
2) Educational Standards - Early Years to Key Stage 4.	Future reports to contain details of key areas of improvement and actions being taken to continue to address them, focusing on the approaches being taken to improve Bradford Council's ranking in this area.	Marium Haque.	Children's Services Overview and Scrutiny Committee recommendation from Wednesday 15 January 2020.
3) Sufficiency Strategy, to also include In-house Fostering Service and Adoptions.		David Johnston.	Children's Services Overview & Scrutiny Recommendation from Wednesday 6 October 2021. In-House Fostering report was deferred from meeting in November 2021.
4) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Wednesday, 23rd March 2022 at City Hall, Bradford.			
Chair's briefing 03/03/22. Report deadline 10/03/22.			
1) Ofsted inspection of LACS - Improvement Plan.		Marium Haque.	
2) Corporate Parenting Strategy.		Philip Segurola.	Children's Services Overview & Scrutiny Committee request from Wednesday 6 October 2021.
3) Special Educational Needs and Disability Reforms.	That a further report be presented to the Committee in January 2021 also focusing on compliance.	Marium Haque.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 2 September 2020.

Childrens Services O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items

Wednesday, 23rd March 2022 at City Hall, Bradford.

Chair's briefing 03/03/22. Report deadline 10/03/22.

Agenda Items	Description	Report Author	Comments
4) Young Carers.	Specifiacly focusing on performance targets and standards.	Cath Dew.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 11 March 2021.
5) Work Planning.	There is a need to regularlry review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	

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Democratic Services - Overview and Scrutiny

Scrutiny Committees Forward Plan

Unscheduled Items

Childrens Services O&S Committee

Agenda item	Item description	Author	Comments
1 Performance Outturn report		Jenny Cryer.	
2 Schools Forum.	An update on the work of the Schools Forum.	Andrew Redding.	Monthly Electronic briefing to members.
3 Child Friendly City.	The Committee will receive a report detailing the progress towards Bradford becoming a "Child Friendly City".	Sue Woolmore.	Stuart Smith suggested the report be presented to Children's Services Overview and Scrutiny, rather than the Improvement Board. Need re-scheduling from cancelled meeting on Wednesday 15 April 2020.
4 Informal information gathering sessions relating to the Alternative School Provision Scrutiny Review.		Mustansir Butt.	
5 Children's Services Overview and Scrutiny - Programme of Scrutiny Reviews.	<p>That a programme of Scrutiny Reviews be undertaken across key areas within Children's Services which include:</p> <p>(a) Alternative School Provision, (including Home Schooled Children). (b) Looked after Children. ©Children's Homes. (d) Fostering. €Children's Mental Health. (f) Recruitment and retention of Social Workers. (g) SEND, (Special Educational Needs and Disabilities). (h) YOT, (Youth Offending Team).</p>	Mustansir Butt.	Children's Services Overview and Scrutiny recommendation from Wednesday 9 October 2019.
6 School Organisation including school expansion programme, educational capital funding and academy converstaions.		Marium Haque.	Children's Services Overview and Scrutiny recommendation from Wednesday 5 August 2020.

Childrens Services O&S Committee

Agenda item	Item description	Author	Comments
7	This Committee requests that the Children's Services Overview &Scrutiny Committee considers aspects of the Impower Contract that relate specifically to Children's Services.	Mark Douglas/Chris Chapman/Parveen Akhtar.	Recommendation from Corporate Overview & Scrutiny Committee on Thursday 23 July 2020.
8	Secpial Educational Needs and Disability Reforms, (SEND).	Jane Hall.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 2 September 2020.
9	Opportunity Area.	Kathryn Loftus/Lee Turner.	Children's Services Overview and Scrutiny Committee recommendation from Wednesday 15 January 2020.
10	Early Help and Prevention Service.	Lisa Brett.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 2 December 2020.
11	That the Committee keeps an overview of the Council's plans for remote learning taking place across the District and requests that officers present new information when it is available to the Committee.	Marium Haque/Sharon Sanders.	Children's Services Overview & Scrutiny Committee recommendation from Wednesday 6 January 2021.
12	School Expansion.	Marium Haque.	Children's Services Overview & Scrutiny Committee recommednation from Wednesday 22 September 2021.
13	Better Start Bradford		Children's Services Overview & Scrutiny Committee recommednation from Thursday 29 July 2021.
14	Young Carers.	Cath Dew.	Briefing to be circulated to members.
15	Case Review Findings.	Lawrence Bone/Darren Minton/Marium Haque.	Childrens Services Overview & Scrutiny Committee recommendation from Wednesday 15 December 2021.