

Members are reminded that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at this meeting

BIRMINGHAM CITY COUNCIL

SCHOOLS, CHILDREN AND FAMILIES OVERVIEW AND SCRUTINY COMMITTEE

WEDNESDAY, 14 FEBRUARY 2018 AT 13:30 HOURS
IN COMMITTEE ROOMS 3 & 4, COUNCIL HOUSE, VICTORIA
SQUARE, BIRMINGHAM, B1 1BB

A G E N D A

1 NOTICE OF RECORDING/WEBCAST

The Chairman to advise/meeting to note that this meeting will be webcast for live or subsequent broadcast via the Council's Internet site (www.civico.net/birmingham) and that members of the press/public may record and take photographs except where there are confidential or exempt items.

2 APOLOGIES

To receive any apologies.

3 - 10

3 ACTION NOTES

To confirm the action notes of the meetings held on the 8th January 2018 and 17th January 2018.

11 - 82

4 CABINET MEMBER UPDATE

Councillor Carl Rice, Cabinet Member for Children, Families and Schools to provide an update.

83 - 104

5 CORPORATE PARENTING BOARD ANNUAL REPORT

Andy Pepper, AD, Children in Care Provider Services and Natalie Loon, Corporate Parenting Coordinator in attendance.

105 - 112

6 WORK PROGRAMME

For discussion.

7 **DATE OF FUTURE MEETINGS**

To note the dates of future meetings on the following Wednesdays at 1330 hours in the Council House as follows:-

21 March, 2018

8 **REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)**

To consider any request for call in/councillor call for action/petitions (if received).

9 **OTHER URGENT BUSINESS**

To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chairman are matters of urgency.

10 **AUTHORITY TO CHAIRMAN AND OFFICERS**

Chairman to move:-

'In an urgent situation between meetings, the Chairman jointly with the relevant Chief Officer has authority to act on behalf of the Committee'.

BIRMINGHAM CITY COUNCIL

**SCHOOLS, CHILDREN AND FAMILIES OVERVIEW AND
SCRUTINY (O&S) COMMITTEE – PUBLIC MEETING**

16:45 hours on Monday 8 January 2018, Committee Room 6 – Actions

Present:

Councillor Barry Bowles [Acting Chair]

Councillors: Sue Anderson, Matt Bennett, Kate Booth, Debbie Clancy, Chauhdry Rashid, Julie Johnson, Mike Sharpe, Martin Straker Welds and Alex Yip.

Other Voting Representatives: Evette Clarke, Parent Governor and Sarah Smith, Church of England Diocese.

Also Present:

Cllr Ian Cruise

Cllr Carl Rice, Cabinet Member, Children, Families and Schools

Anne Ainsworth, Deputy Director

Dave Bridgman, Head of SENAR

Jill Crosbie, Acting Assistant Director, SEND

Andrew Wright, Head of Virtual School for LACES

Amanda Simcox, Research & Policy Officer, Scrutiny Office

Emma Williamson, Head of Scrutiny Services

1. NOTICE OF RECORDING/WEBCAST

The Chairman advised that this meeting would be webcast for live or subsequent broadcast via the Council's Internet site (www.civico.net/birmingham) and that members of the press/public may record and take photographs except where there were confidential or exempt items.

2. APOLOGIES

Apologies were submitted on behalf of:

Councillor Susan Barnett and Samera Ali, Parent Governor Representative.

3. REQUEST FOR CALL IN – CONTRACT AWARD FOR EARLY YEARS HEALTH AND WELLBEING SERVICE (CO208)

(See document No 1)

Councillors Sue Anderson, Matt Bennett and Barry Bowles declared they had been on the Inclusion Commission.

Councillor Alex Yip declared a non-pecuniary interest as he is a governor at Wilson Stuart School.

Councillor Barry Bowles explained that he would be chairing the meeting as Councillor Susan Barnett was on leave.

Councillors Matt Bennett and Ian Cruise had requested the call in as they felt it met the following criteria:

4 - the Executive appears to have failed to consult relevant stakeholders or other interested persons before arriving at its decision;

5 - the Executive appears to have overlooked some relevant consideration in arriving at its decision;

6 - the decision has already generated particular controversy amongst those likely to be affected by it or, in the opinion of the Overview and Scrutiny Committee, it is likely so to do;

8 - there is a substantial lack of clarity, material inaccuracy or insufficient information provided in the report to allow the Overview and Scrutiny Committee to hold the Executive to account and/or add value to the work of the Council;

9 - the decision appears to give rise to significant legal, financial or propriety issues.

Councillor Carl Rice, Cabinet Member, Children, Schools and Families; Jill Crosbie, Acting Assistant Director, SEND and Dave Bridgman, Head of SENAR advised why the decision had been made and provided the numbers of children with statements and Education, Health and Care Plans (EHCP). They also noted that:

- It is not the intention of the strategy to refuse children and young people EHCP's but to develop an inclusive mainstream and specialist sector offer for children and young people and their families.
- In keeping the strategy brief, it was acknowledged that social, emotional and mental health may not have been given priority in the strategy. However, a work stream has been dedicated to this and has already started.

The Cabinet Member stated that this was the start of the process. The strategy will guide the implementation plan. Fairness, consistency and reasonableness will be the key to implementation. He would welcome scrutiny's involvement.

RESOLVED:-

That the decision made by Cabinet on the 12th December 2017 was not 'called-in' (by a vote of 6 votes to 5, with one abstention). However, a letter would be sent to the Cabinet Member highlighting the following serious criticisms of the cabinet report and strategy:

- There was a lack of transparency, clarity, data, objective information and incorrect statements contained within the Cabinet report and strategy:
 - In the Cabinet report, paragraph 6.1 states 'have considered a range of options for delivery of our statutory duties effectively'. This is factually

incorrect as only one option was considered at the Inclusion Commission meetings.

- There are a number of examples of selective and misleading use of data in the Strategy. For example sub heading 1.2 states ‘Birmingham, as the largest urban local authority, has the largest volume of children and young people with a Statement or EHCP of all the main cities in England – more than 2.5 times the next nearest which is Manchester (2,600).’ This does not mention that Birmingham has 2.5 times more children and young people than Manchester, which means that we are more or less in line. Also, information provided to the Schools Forum states that Manchester has experienced a higher increase (38.6%) than Birmingham (18.9%) from January 2015 – January 2017) and this was not included in the strategy. The important point here is that where data is used it should be clear, consistent and accurate. That is not the case in this document.
- An equality impact assessment on the potential impact of the strategy, including the legal implications, was not completed. As serious concerns about the impact of the strategy have been raised both within the Inclusion Commission and the Scrutiny committee it seems odd that a full assessment was not deemed necessary, if only to understand how well founded these concerns might be and what can be done to mitigate risk. A full assessment should be completed and shared with the committee as soon as possible. This should include the Public Sector Equality Duty as contained in section 149 of the Equality Act 2010.
- More evidence on how the savings might be achieved should be provided.
- Other councils have experienced a spike in tribunal appeals following the introduction of this approach. This should be examined and efforts to mitigate this taken as appropriate.
- The clear feedback from consultation was that parents lack trust and confidence in the Council’s intentions and ability to make improvements in this area. In order for this to change it is vital that there is more openness and transparency in the implementation of this strategy than there has been in its design.
- The development of the delivery plan and implementation of the strategy will be included in the committee’s work programme.

4. REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)

None other than the call in discussed today.

5. OTHER URGENT BUSINESS

None.

6. AUTHORITY TO CHAIRMAN AND OFFICERS

RESOLVED:-

That in an urgent situation between meetings the Chair, jointly with the relevant Chief Officer, has authority to act on behalf of the Committee.

The meeting ended at 18.30 hours.

BIRMINGHAM CITY COUNCIL

SCHOOLS, CHILDREN AND FAMILIES OVERVIEW AND SCRUTINY (O&S) COMMITTEE – PUBLIC MEETING

13:30 hours on Wednesday 17 January 2018, Committee Rooms 3 & 4 – Actions

Present:

Councillor Barry Bowles (Acting Chair)

Councillors: Sue Anderson, Matt Bennett, Kate Booth, Debbie Clancy, Shabrana Hussain, Julie Johnson, Chauhdry Rashid, Mike Sharpe, Martin Straker Welds and Alex Yip.

Other Voting Representatives: Evette Clarke, Parent Governor Representative and Sarah Smith, Church of England Diocese Representative.

Also Present:

Councillor Tristan Chatfield, Cabinet Member for Community Safety & Equality

Suwinder Bains, Cohesion and Partnerships Manager

Trevor Brown, Head of Youth Offending Services

Simon Cross, Business Manager

Debbie Currie, AD Child Protection, Performance & Partnerships

Detective Chief Inspector Nick Dale, West Midlands Police

Jacqui Kennedy, Corporate Director Place

Rose Kiely, Overview and Scrutiny Manager

Jon Needham, School Advisor – Safeguarding

Dr Simon Pemberton, Child Poverty Action Forum

Dawn Roberts, AD, Early Help

Superintendent Mat Shaer, West Midlands Police

Amanda Simcox, Scrutiny Office

Dr Dennis Wilkes, AD, Public Health

1. NOTICE OF RECORDING

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2. APOLOGIES

Apologies were submitted on behalf of:

Councillor Susan Barnett.

Other Voting Representatives: Samera Ali, Parent Governor Representative and Adam Hardy, Roman Catholic Diocese Representative.

3. ACTION NOTES

(See document 1).

Action notes of the meeting held on 13th December 2017 were confirmed.

4. UPDATE ON PROGRESS ON THE CHILD POVERTY COMMISSIONS RECOMMENDATIONS

(See document 2).

Councillor Tristan Chatfield, Cabinet Member for Community Safety & Equality, Dr Simon Pemberton, Child Poverty Action Forum, Dennis Wilkes, Dr Dennis Wilkes, AD, Public Health, Jacqui Kennedy, Corporate Director Place and Suwinder Bains, Cohesion and Partnerships Manager presented the item.

Members were informed that a number of the objectives appear to be met, however, long term projects remain and the Child Poverty Forum will be meeting in February to set the agenda for two pieces of work:

- Living wage
- Roll out of universal credit

In relation to data that is available on child poverty in Birmingham Suwinder Bains agreed to send Members the assessment that was completed.

Members welcomed the work with partners to promote the take up of Free School Meals (FSM) and the introduction of auto registration and agreed to write a letter in support of this to the DWP.

RESOLVED:

To note the update and a further update to be provided to the committee.

5. BIRMINGHAM SAFEGUARDING CHILDREN BOARD ANNUAL REPORT

(See document 3).

Simon Cross, Business Manager presented the item.

Members were disappointed that the Chair or the Vice Chair did not attend the meeting.

Simon Cross agreed to clarify and amend if necessary the analysis of referral data and an audit of looked after children out of area (page five of the report).

Members were informed that children were now safer and the partnerships were in a better place than they have been previously. In relation to the improvement plan's lack of timescales, Members were informed that the business plan will have target dates.

RESOLVED:

That the Birmingham Safeguarding Children Board Annual report is noted.

6. GANGS

(See document 4).

Superintendent Mat Shaer, West Midlands Police, Detective Chief Inspector Nick Dale, West Midlands Police, Dawn Roberts, AD, Early Help and Trevor Brown, Head of Youth Offending Services presented the item.

Serious and organised crime is a national security risk and there has been a recent rise in gangs and organised crime activity in Birmingham. It was recognised that the disbanding of Birmingham Reducing Gang Violence (BRGV) partnership led to the 'break up' of a coherent approach to gangs and violence across the city.

The Birmingham Community Safety Partnership now has a new way of working and enforcement is no longer at the heart of it, as enforcement on its own doesn't work. Rather, it is acknowledged that there is a lot of exploitation associated with young people in gangs and organised crime groups. Taking a more long term public health approach in addition to enforcement is seen as a more effective methodology.

As part of the communication strategy Members would like to see Appendix C – The Tell Tale Signs disseminated.

Dawn informed Members that the Police and Crime Commissioner has agreed that an extra £2 million would be spent tackling gangs and violence over the next two years and the reports would be forwarded to Members.

RESOLVED:

That the update is noted and officers would report back in six months.

7. CHILD SEXUAL EXPLOITATION (CSE) BRIEFING / GUIDELINES FOR COUNCILLORS

(See documents 5 and 6).

Debbie Currie, AD Child Protection, Performance & Partnerships and Jon Needham, School Advisor – Safeguarding presented this item.

The briefing note had been produced for Councillors at the request of the Cabinet Member for Children, Families and Schools.

Members were concerned they may be ill-informed and they needed information at ward level. Debbie Currie responded that when the Cabinet Member was briefed he requested that this be more widely circulated amongst the councillors for their information.

RESOLVED:

That the briefing is noted.

8. WORK PROGRAMME

(See document 7).

Members were reminded to return their Corporate Parenting Survey by the 26th January 2018. Also, radicalisation will be discussed at the March meeting and prior to this a visit for Members to meet the teams will be arranged in February.

RESOLVED:

The work programme is noted.

9. DATE OF FUTURE MEETINGS

Noted.

10. REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS

None.

11. OTHER URGENT BUSINESS

Councillor Yip was still awaiting a response from the Cabinet Member regarding the ending of the KIDS short break services for 0-5 years disabled children and their families. Members were unable to comment on this service as there was not enough information provided.

12. AUTHORITY TO CHAIRMAN AND OFFICERS

RESOLVED:

That in an urgent situation between meetings the Chair, jointly with the relevant Chief Officer, has authority to act on behalf of the Committee.

The meeting ended at 17.30 hours.

**SCHOOLS, CHILDREN AND FAMILIES
OVERVIEW AND SCRUTINY COMMITTEE
14 FEBRUARY 2018**

**REPORT OF CABINET MEMBER FOR CHILDREN, FAMILIES & SCHOOLS
COUNCILLOR CARL RICE**

1. PURPOSE OF REPORT

This report sets out my portfolio priorities and provides an update report further to the report received by Schools, Children and Families Overview and Scrutiny Committee in July 2017 from the former Cabinet Member Cllr Brigid Jones setting out the Education and Children's Social Care Improvement Journey.

2. ACCOUNTABILITY

The City Council's Constitution clearly sets out the portfolio and areas of accountability. The portfolio covers educational, safeguarding, social and emotional needs of children and young people. Sustainable improvement of children's safeguarding is a major focus of this portfolio.

The needs of all children and young people, especially the most disadvantaged and vulnerable children and their families and carers, will be realised through a partnership approach with schools, third sector educational providers and partner organisations.

Children's Services	Needs of all children and young people, especially the most disadvantaged and vulnerable, and their families and carers. Political responsibility and accountability for the leadership, strategy and effectiveness of children's services. This includes all responsibilities of the statutory Lead Member for Children role.
Safeguarding Children and Young People	With statutory partners, the safety and wellbeing of all children.
Corporate Parenting	Political leadership on improving the lives of looked after children. Ensuring all council members, officers and services understand and actively promote the council's responsibilities to looked after children.

3. SUMMARY OF KEY PRIORITIES

Over the last few months since taking on this role I have been learning a lot on the City's role in some key areas of this portfolio. This has shaped for me my priorities which could list so much more but I am keen that we make progress in the following areas:

- The establishment of the Children's Trust; and in particular ensuring that we continue to focus on improving the safeguarding of our children and young people. The Children's Trust will go live in April this year; and all senior appointments have been made. We are going through a testing period with the Service Delivery Contract to ensure it is robust in time for go-live date,

- Seeing through the Early Years Health and Wellbeing contract mobilisation and how we can improve the targeting of services for the children and parents who need our intervention; ensuring they receive timely target support locally via bringing together the health visiting service and children's centres.
- Birmingham's Strategy for Send and Inclusion 2017-2020; this is a huge, multi-faceted area of work that needs a great deal of focus so it is less complex and simplified. In particular making it clear for parents the interventions and support they can expect for their child in their journey to adulthood.
- Special Education Needs and education provision, I am keen to ensure that our children with special education needs are able to access schools locally within Birmingham that meet their needs with appropriate support.
- Travel Assist this is an area which has continually been brought to my attention and officers are working closely with our special schools and principal contractor ATG to see how this can be improved so that our children are not inconvenienced and do get to school in a timely manner.
- Childhood Sexual Exploitation this is an area of work that is everyone's responsibility we all need to be more vigilant and if we see or notice anything it all our responsibilities to report it. Social workers, the police, voluntary sector and our schools are doing some great work. Officer have recently drafted a briefing note that was sent out to all members on signs to look out and for and who to report to if they have concerns on potential CSE.
- Educational Attainment; improving the educational opportunities and aspirations for all our young people and in particular improving education attainment and resilience of all our children. I have asked officers that I want the City to report on how we are doing on Progress 8. So that we can see how they have progressed from leaving primary to the end of Key Stage 4, GCSE; and how we compare nationally with pupils with similar attainment. I have attached a summary of pupil achievement in 2017; and the differences in attainment is what we need to focus on narrowing over forthcoming years.
- Domestic Abuse on the 13th February the City's Domestic Abuse Prevention Strategy was presented for approval at Cabinet. 41,000 people in the City predominately women are victims of domestic abuse, tackling domestic violence has to be everyone's business. Every child deserves the best start in life. Yet one in six pregnant women will experience domestic violence. The impact of domestic abuse on the mental health of victims and their children is severe; dealing emotionally with the abuse and trauma they have experienced or witnessed often results in depression, anxiety and post-traumatic stress disorders. We need to do more in schools in order to prevent and reduce these crimes and our schools will play an important role. As part of the joint action plan set out in the strategy is the focus on changing attitudes and behaviours in order to prevent domestic abuse by challenging it. Through

developing up young people's expectation of health and positive relationships. Working with BEP and specialist services to agree a city-wide approach to domestic abuse through strengthening equality and respect.

4. PARTNERSHIP WORKING

We do need to work more closely with our partners and many of the priorities that I have highlighted above cannot be tackled in isolation. I am keen to work with our schools, voluntary sector, health, police, our families and all other partners to improve the opportunities for our children so they get the best start in life with aspirations which will see them succeed.

The City Council's contract to deliver its statutory duties under the Schools Causing Concern Guidance was given to the Birmingham Education Partnership (BEP) in September 2015 and it finishes in August 2018. BEP is a head teacher led organisation. During this time BEP has begun to demonstrate impact and overall school improvement arrangements are much stronger than in 2015 during the DfE intervention.

The current contract for school improvement runs out in August 2018 and we are now re-tendering a new contract to start in September 2018 for three years in line with procurement legislation. The outcome of the process will be known by April 2018.

Schools Forum is made of up representative school leaders and governors from all kinds of school in the city. It provides financial support for BCC education services and agrees the formula for distributing funds to schools.

Prevent Education officers contribute strongly to delivering Prevent effectively in schools. Birmingham works uniquely via the UNICEF Rights Respecting Award which produces resilient young people who understand how to avoid any extremist influences.

5 UPDATE ON KEY BUDGET ISSUES/KEY FUTURE BUDGET ISSUES

The directorate is projecting a forecast net deficit of £2.6m at the end of the financial year 2017/18, which is primarily attributable to a overspend in particular in Travel Assist.

The National Funding Formula for reception to year 11 provision will result in per pupil funding increases of approximately 0.5%. While welcome it is not sufficient to cover the increases in expected pay awards and inflation and means our schools continue to face real terms cuts in funding.

6 Challenges and Closing Summary

There are a handful of schools that have large deficits which Head Teachers the Schools senior leadership team and the Governing Bodies need to manage and

reduce. Senior Officers from the Directorate Leadership Team are working with these schools to ensure action is taken to control and manage down deficits.

The No Recourse to Public Funds social work team supports migrant families under section 17 of Children Act 1989 because children would otherwise be destitute. Families are not asylum seekers and generally have no right to remain in Britain. The Home Office funds councils to support unaccompanied asylum seeking children (UASC) and there are national schemes for adult asylum seekers, but there is no funding to local government for families with children who are NRPF. There are also a number of NRPF disabled adults supported by Councils through community care legislation. The current cost of supporting these families with accommodation and subsistence is some £3m (£700k Over budget).

Ofsted Inspection

In December last year we had a third visit by Ofsted which focused on examining the progress of children's services and I am very pleased to say that they found that the City is making continues progress and that the quality of social work has improved. Some key issues highlighted in the report included

- ✓ Sustained progress in reducing caseloads for staff
- ✓ Reduction in numbers of agency social worker staff – greater stability in workforce
- ✓ More stable relationships with families and children
- ✓ Child protection plans are focused and reviewed regularly
- ✓ Assessments for review conferences are generally completed in an appropriate timescale
- ✓ Regular management oversight is evident

However, they were also very clear that still had concerns around some child protection plans.

We have a long way to go and it is evident that there is more we need to do to ensure our practices and processes are such that we can aspire to ensure we do not fail any child.

There have been relentless cuts to public services over the past few years and these have been managed to impact the least on the essential statutory services provided to our children and families who need our services the most. However, the cuts have meant that we have to spend less on areas where we know that we should be investing more money in the intervention services which we will not realise for years to come; but which are essential to tackle the cycle of deprivation; inequality and demand for services that currently prevails,

I would like to end on a positive note to thank our hard working front line staff who work directly with children both in social care and in education. I have been out to visit some of our staff teams and visit some of our schools and I intend to continue to do this over the forthcoming months. It is inspiring going out meeting

staff and seeing their dedication and commitment in improving outcomes for our children.

It is going to be a challenging year but I am confident we are on the right track; our children are our future and we need to do all we can to provide the best possible start for them; protecting them and providing them with the opportunities to thrive and realise their potential

Councillor Carl Rice
Cabinet Member for Children, Families and Schools

Attachments

Quartet report to Council December 2017
ScoreCard December 2017
Childrens Trust report to Cabinet January 2018
Ofsted Letter – January 18
Education Delivery and Improvement Plan and
Education Attainment Statistics

REPORT OF THE IMPROVEMENT QUARTET: LEADER, CABINET MEMBER FOR CHILDREN, FAMILIES AND SCHOOLS, CHIEF EXECUTIVE AND CORPORATE DIRECTOR CHILDREN AND YOUNG PEOPLE

CHILDREN'S SOCIAL CARE AND EDUCATION: IMPROVEMENT AND CHALLENGES

The motion:

The Council welcomes and notes progress in children's social care and in education, and notes progress on the voluntary trust arrangement for children's services.

1. Introduction

At the meeting of the Council on 1 December 2015 it was agreed that there would be a six-monthly report to Council on progress in children's social care and in education. This is the fourth of these reports. Council is asked to note that the improvement journeys in both children's social care and education continue with a clear evidence trail.

2. Leadership of Children and Young People's Services

In April 2017, a Director of Children's Services – Colin Diamond – was appointed to continue the improvement journeys for children's social care and education. In August 2017 a new Chief Executive of the Children's Trust – Andy Couldrick – took up post.

3. Children's Social Care

3.1 Background

Long term difficulties and underperformance in children's social care led to significant investment and savings plans for the service, a clear and consistent operational model, the establishment of clear lines of accountability through the "Quartet", and changes to partnership approaches.

Cabinet agreed in January 2017 to set up a Children's Trust to develop and sustain good practice with a single focus on improving outcomes for Birmingham's most disadvantaged children and families against a backdrop of financial pressures. The Trust is seen as a vehicle to be able to attract and retain social workers, offer a career progression pathway, and ensure good working conditions where staff are well managed and supported.

The service now has a clear and consistent structure, a stable management group and reduced staff turnover. It responded well to the Ofsted full inspection in September 2016 without service disruption, and there is growing confidence in and evidence of purposeful direct work with children and families.

3.2 Ofsted inspection 2016

Ofsted conducted a full inspection of Birmingham children's social care in September/October 2016. Ofsted judged that the Council remained 'inadequate' overall but with three areas rated as 'requires improvement' (looked after children, care leavers, and adoption). Ofsted could see improvement but there was often delay (some historic) in cases getting through the front door. In response to the inspection there has been continued development, with partners, of the front door to make referral easier and to be more responsive, and a drive to improve our work with partners for children at risk of child sexual exploitation (CSE) and who go missing from home or care.

3.3 Ofsted monitoring visits 2017

Ofsted carried out a monitoring visit in May focusing on our front door and on CSE and missing children. They found:

- Birmingham children's services have made steady progress;
- although substantial further progress is required before services are consistently good, in a number of key areas children in Birmingham are receiving better and timelier services and this represents notable progress;
- from a low base, focused efforts by the Council and its partners have improved the quality of services for young people at risk of sexual exploitation or who go missing; and
- good morale amongst the staff they met with.

The second monitoring visit in September focused on the service for children with disabilities and on child in need cases in safeguarding teams. The visit found:

- visible improvement since the full inspection a year ago;
- a more stable workforce, manageable caseloads, more evidence of direct work with families;
- children regularly visited and seen and social workers building relationships with them;
- management oversight was evident at the start and sign off of assessments but not always sufficiently challenging or reflective;
- in most cases seen there was evidence of appropriate multiagency work and relationships, but not consistently evident and effective; and
- social workers were positive about training and tools available to them.

In summary, there has been good progress: social workers have a child focus, they are reviewing and moving plans on, seeing children regularly, and there were no unallocated cases. Ofsted saw confident and engaged social workers.

3.4 Children's Trust

In January 2017 the Council's Cabinet formally agreed the establishment of a Trust as a wholly owned company. Since then:

- there has been engagement with staff, trade unions and partners, and work on clarifying Trust scope and funding requirements;

- Andrew Christie has been appointed Trust Chair in accordance with the all-party appointments procedures of the Council;
- the Trust Chief Executive has been recruited and started on 14 August 2017;
- six non-executive directors have been appointed, one of whom is a Council-appointee; and
- governance, accountability and assurance arrangements have been prepared. Subject to testing and refinement during the shadow period, these will form the basis of a Service Delivery Contract between the Council and the Trust.

Partners have indicated support for the Trust as an opportunity for better integration and collaborative working. Recognising that the Trust would be part of a wider system of agencies and partners which share the aim of securing better outcomes for children and young people, there is a commitment to building stronger relationships and behaviours around a shared vision, values, and leadership of the system. This will include the work to establish a Children and Young People Partnership to enable a more effective system-wide approach to issues that require combined and coordinated responses from all partners.

3.5 Workforce

Throughout this process there has been recognition of the importance of staff and managers delivering the service not being destabilised or distracted. The service has remained calm and stable during Children's Trust discussions and it has responded well to Ofsted scrutiny. Staff remain enthusiastic and committed.

Recruitment and retention remains a key issue including improving the quality and capacity of the workforce. Agency staff numbers have fallen by about 40 to 20% in the last 6 months, but it is still proving difficult to recruit and retain experienced social workers because of the limitations of the Council's current pay scheme. It is intended that the Children's Trust will enable greater focus and flexibility in workforce matters.

4. Education

4.1 Background

In September 2014, the Secretary of State appointed Sir Mike Tomlinson as Education Commissioner in response to the issues that emerged following publication of the Trojan Horse letter and 21 Ofsted inspections of academies and schools. From September 2014 until July 2016, the Education Quartet met fortnightly and Sir Mike was able to report to the Secretary of State and the Council's Chief Executive that there had been rapid progress alongside the capacity to improve further. The Education Commissioner's tenure was ended by the Secretary of State in July 2016.

At the heart of the recovery journey has been the establishment of effective partnerships following the isolation and fractured working relationships that were a feature of the Trojan Horse years. The Birmingham Education Partnership (BEP), a headteacher-led organisation, now works with the Council to deliver its school improvement duties via a 3 year contract. The Council now knows all schools in the city much better and the quality of targeted intervention in vulnerable schools has improved strongly.

Schools are no longer isolated and vulnerable to pressures from non-violent extremism. Headteachers are well supported by officers to ensure that pressures to alter the curriculum

or introduce socially conservative practices are dealt with effectively. The Birmingham Curriculum Statement is clear that all pupils in the city must receive the full curriculum offer. The Council meets monthly with BEP, DfE/Regional Schools Commissioner, and Ofsted to ensure a joined up approach to working with maintained schools, academies/free schools, and independent schools.

Communications with schools have improved significantly: the weekly Schools Noticeboard is published every Thursday during term time. It is the principal single point of contact every week and typically contains over 40 pages of information with a weekly message from the Director. Red Noticeboards are sent to schools when we need to share information urgently such as following terrorist attacks in London and Manchester. Termly Headteacher meetings have improved with greater numbers of schools attending and positive evaluations. Schools are clear about the role of Birmingham City Council via the Core Offer for education.

4.2 Current Ofsted position

A key element of the BEP contract is to support schools in raising standards and securing positive judgements following an inspection.

LA Maintained

Phase	Total Schools	Outstanding		Good		Requires Improvement		Inadequate		Good/Outstanding		Special Measures	
		Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Nursery	27	14	52%	13	48%	0	0%	0	0%	27	100%	0	0%
Primary	189	38	20%	125	66%	19	10%	7	4%	163	86%	7	4%
Secondary	26	7	27%	12	46%	3	12%	4	15%	19	73%	4	15%
All Through	2	1	50%	0	0%	0	0%	1	50%	1	50%	1	50%
Special	24	12	50%	8	33%	3	13%	1	4%	20	83%	1	4%
PRU / Alternate Provision	1	0	0%	1	100%	0	0%	0	0%	1	100%	0	0%
Total	269	72	27%	159	59%	25	9%	13	5%	231	86%	13	5%

All Academies (including Free schools)

Phase	Total Schools	Outstanding		Good		Requires Improvement		Inadequate		Good/Outstanding		Special Measures	
		Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Nursery	0	0	-	0	-	0	-	0	-	0	-	0	-
Primary	109	18	17%	58	53%	27	25%	6	6%	76	70%	6	6%
Secondary	52	20	38%	22	42%	6	12%	4	8%	42	81%	2	4%
All Through	2	1	50%	0	0%	0	0%	1	50%	1	50%	1	50%
Special	3	1	33%	1	33%	0	0%	1	33%	2	67%	1	33%
PRU / Alternate Provision	4	0	0%	3	75%	0	0%	1	25%	3	75%	1	25%
Total	170	40	24%	84	49%	33	19%	13	8%	124	73%	11	6%

The above table includes all open schools within Birmingham which have had an Ofsted inspection up to 8 November 2017. Where an establishment has not been inspected since becoming an academy, the inspection of the previous establishment is used.

4.3 Academic performance 2016/17

For primary assessment in 2017, Birmingham's progress and attainment still trails England. The key measures across the Early Years Foundation Stage and KS1 have improved, however, and the gaps with national performance have decreased between 2016 and 2017. At KS2, both progress and attainment have improved with a reduction in the gap between Birmingham and England.

For secondary at KS4, Birmingham pupils are, on average, making the same progress as pupils nationally with a similar starting point.

A full report on academic performance is being produced which will provide further detail behind these headline figures.

4.4 Safeguarding in education

Safeguarding in education is now co-ordinated by a dedicated Assistant Director. There are senior education professionals embedded in the children's social care front door, leading to better management of referrals from schools.

Our Schools CSE strategy for 2017/18 has involved training all Designated Safeguarding Leads in schools in the use of the new CSE screening tool. In March 2018 we will host a CSE awareness day which is open to all schools in the city.

Capacity has also been increased to strengthen support for children educated at home (EHE – elective home education). We now know much more about this group, their motives for EHE and keeping them visible via safe and well checks. We have now set up a virtual school for EHE to build in wider curriculum opportunities as well as resources. We are working in conjunction with Bournville College to provide a 14-16 offer for EHE students. Our collaborative work with the EHE community, the Special Educational Needs Assessment and Review Service (SENAR) and children with SEN will benefit the educational offer children are receiving.

All children out of school now receive some form of education, normally one-to-one or small group tuition, whilst their long-term placement is secured. The innovation this year of establishing the Birmingham Online School complements this process.

In July over 700 pupils and students from 23 schools gathered and performed at the Birmingham REP to celebrate their work on the UNICEF Rights Respecting Agenda. It showcased the breadth of the work and talent of Birmingham's young people earning the praise of UNICEF and the DfE with schools being invited to perform at UNICEF's national event.

4.5 Inclusion

During the Summer Term there was a full public consultation on the Special Educational Needs and Disabilities (SEND) Inclusion strategy receiving over 700 responses. There was strong agreement with the Vision, Mission and Priorities alongside concerns about the deliverability of the outcomes and our ability to work effectively in partnership with Health and social care. In response, the strategy was amended and has now been finalised and submitted for Cabinet approval in December 2017. The Inclusion Commission has now been dissolved and replaced with a new smaller steering group chaired by the Corporate Director for CYP.

4.6 Schools Transport

September 2017 saw a much more efficient start to the new academic year. Complaints decreased significantly and relationships with key stakeholders, including schools, have improved notably.

But considerable challenges remain. The number of children eligible for transport continues to rise and is now over 4,200 young people, with more than 600 guides needed to support

and safeguard the children. The service is due to undergo a new transport procurement process.

The service is working with Headteachers to identify potential improvements, building on those made to communications and in the handling of enquiries.

4.7 Fair Access and In-Year Admissions

The new Fair Access Protocol for January 2018 has been designed with schools to ensure that outside the normal admissions round we place all vulnerable and challenging children as soon as possible and ensure an equitable distribution of children across all schools irrespective of status or circumstances.

The Protocol's transparent and collaborative approach will minimise children's time out of education and ensure that schools are held to account for complying with decisions under the Protocol to admit children without delay.

4.8 Early Years Health and Wellbeing Offer

Birmingham Community Healthcare NHS Foundation Trust (BCHT) has been awarded the contract to deliver the new Early Years Health and Wellbeing offer commencing in January 2018. This brings into a single system services currently delivered by health visitors, children's centres and various parenting support services.

Considerable work has been undertaken to support the creation of an integrated workforce, via TUPE, drawing together around 1,000 staff members from 76 services.

4.9 14-19 Agenda

Regular meetings with the Education and Skills Funding Agency (ESFA) discuss matters of strategic importance to the city, including the quality of FE provision and gaps in delivery. Further conversations on devolution and the skills/economic agenda are planned with both the ESFA and Ofsted.

The Post-16 Forum has mental health, modern foreign languages and the tracking of young people high on its agenda.

Our "not in education, employment or training (NEET)" figures have improved but young people whose circumstances are not known remain a challenge.

Working with BEP and the Careers and Enterprise Company, the Council is delivering a Careers Project in secondary schools. The intention is to have made contact with all eligible schools by the end of the academic year. Options for a version for primary schools are currently being explored.

4.10 School places

Birth rates are on the downward trend for the next three years but net migration continues to grow. We are monitoring pressure points across KS1 to KS4. Demand for secondary places is growing and will continue until 2023. Four secondary Free Schools have been

approved by the DfE and they are due to open from 2018-2020 and will go some way to meet the need for secondary places.

5. Summary

- 5.1 There are still significant challenges ahead for children's social care. For example:
- professional curiosity, purposeful visits, good analysis and clear plans need to become the norm everywhere;
 - management oversight needs to be evident on the record and consistently offering reflection, insight and direction;
 - we must help partners understand that the child in need process is as important as the child protection process; and
 - we need to have clear routes to challenge partners and escalate concerns (eg. when a child is not receiving education or where mental health services are needed).
- 5.2 But the improvements cited in the Ofsted inspection report and monitoring visits demonstrate that the Council is on track to moving out of inadequate. Over the last two years solid foundations have been secured and improvements are being realised. This administration is not complacent and it is recognised that improvement like this takes time and tenacity. The voluntary Children's Trust arrangements, with Andrew Christie as the Chair and a full Board in support, will provide confidence in this improvement continuing. Our focus in coming months will be on ensuring that good practice is fully embedded and the improvements made are further developed and consolidated.
- 5.3 Building on the above education improvements the long-term challenges include securing social cohesion in this diverse city and harnessing the voices of children and young people when planning for the Birmingham of the future. The direction of travel on education attainment and progression into secure adulthood, as illustrated by the figures above, must inform radical planning horizons for the future.
- 5.4 More widely we must provide every child in Birmingham with an environment in which they can grow and develop, safe and happy, with the best possible start in life. That will need all agencies including the newly created Children's Trust, schools, the police, the health and voluntary sector and other stakeholders to work collaboratively to ensure all children have the opportunity to realise their potential.

PERFORMANCE SCORECARD - December 2017

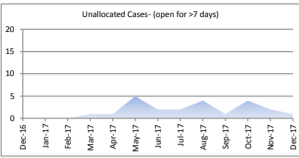
Please note that most national and SN data is from year ending March 2016

Agenda item 4

1.) Number of unallocated cases (open >7 days)

	Prev. 6 months average	Dec-17	EAST	NWC	SOUTH	DCSC	Other Citywide Teams
Unallocated (open >7 days)	3	1	0	1	0	0	0
Total number of open cases	7,362	7,546	1,990	2,090	1,922	704	840
% of unallocated cases	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Target	0						
Performance rating							
Trend							

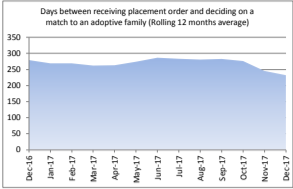
This indicator is of open cases post CASS/MASH where there is no allocated social worker 7 or more days after referral. A report is sent to the heads of service each week, so the cases are ever changing.



9.) For those children who have been adopted, average time between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family (Rolling 12 months in days)

	Prev. 6 months average	Dec-17
Average no. of days taken	276	232
Target	271	
Performance rating		
Trend		

National average	226
Statistical Neighbours average	251



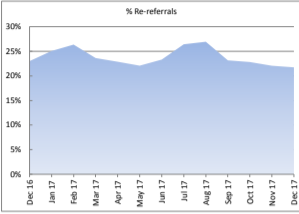
This indicator is a good measure of effectiveness of adoption process after Court has granted placement order. We are approaching our target, and November and December saw a significant improvement because no children waiting a long time were placed in this month, however we still have hard to place older children to match, so are unlikely to sustain this figure.

2.) % Re-referrals (Monthly)

	Prev. 6 months cumulative	Dec-17
No. re-referrals	1,596	268
Total Referrals	6,671	1,234
Re-referrals %	24%	22%
Target	24%	
Performance rating		
Trend		

National average	22%
Statistical Neighbours average	22%

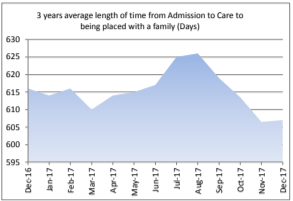
Our referral rate is stable over time although there are small monthly variations. We have moved into a new front-door model a year ago and are monitoring the impact on contacts, referrals and re-referrals carefully. We are slightly above the national average and are considering actions to address this.



10.) 3 years average time between a child entering care and moving in with its adoptive family (in days)

	Prev. 6 months average	Dec-17
Average no. of days taken	618	607
Target	600	
Performance rating		
Trend (3 years average)		

National average (3 years average)	558
Statistical Neighbours average (3 years average)	600



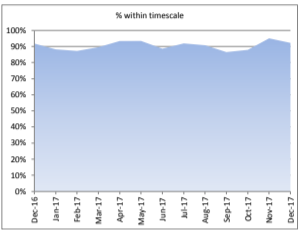
This national indicator looks back over the three last years and is therefore difficult to improve quickly. Also if we successfully place an older child who has been waiting a long time, it pushes our average up. We have gradually improved performance over time but are still above the national average.

3.) Family assessments completed in timescale (45 working days incl. S47)

	Prev. 6 months average	Dec-17	EAST	NWC	SOUTH	DCSC	Other Citywide Teams
No. inside	1,103	923	340	274	270	8	31
No. outside	119	78	19	17	24	0	18
Total	1,222	1,001	359	291	294	8	49
% Inside	90%	92%	95%	94%	92%	100%	63%
Target	85%						
Performance rating							
Trend							

National Average	83%
Statistical Neighbours Average	83%

The timeliness of assessments is important to prevent drift and we are doing well in relation to 45 days. We want to see more assessments completed within 20 days in AST1 and a greater focus on short-term interventions. We now have around 90% of assessments completed in time over last 6 months.



11.) % of Children in Need/ Family support being supported to live with their own family

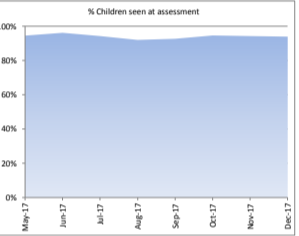
	Prev. 6 months average	Dec-17
% of C&N & Family Support cases being supported to live with family against Total C&N	82%	87%
Target	80%	
Performance rating		
Trend		

This is a new Council measure. We are combining the numbers of families supported through our family support service and our Troubled Families commissioned services (targeted early help) with the numbers of children who have a social worker but who are not in care to arrive at % supported to live at home.

4.) % Children seen at Assessment (S17 and S47)

	Prev. 6 months average	Dec-17
Assessments completed	1,169	964
Children seen	1,101	906
% Seen at Assessment	94%	94%
Target	90%	
Performance rating		
Trend		

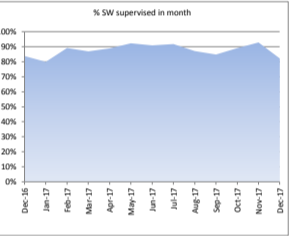
Children seen is a good proxy measure for quality of assessment. The focus on this indicator has led to substantial improvement a year ago and continued good performance



12.) % of social workers who have had supervision (in month)

	Prev. 6 months average	Dec-17	EAST	NWC	SOUTH	DCSC	Other Citywide Teams
Supervisions	457	419	98	156	131	18	16
Total Staff	512	510	128	176	155	31	20
% supervised	89%	82%	77%	89%	85%	58%	80%
Target	83%						
Performance rating							
Trend							

Within a good service, we would expect to see all social work staff supervised at least 10 times per year. This would yield a percentage of 83% per month. This data is collected by PSS staff in local offices on spreadsheets. With holiday, the % has slipped slightly for December.

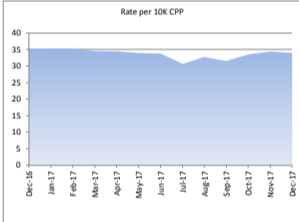


5.) Number of children with a Child Protection Plan - Snapshot as of month end

	Mar-17	Dec-17	EAST	NWC	SOUTH	DCSC	Other Citywide Teams
No of CPP	988	972	282	312	344	20	14
Rate per 10K	35	34	26	28	50	-	-

National average per 10K	43
Statistical neighbours average per 10K	50

Our rate per 10,000 of children who are the subject of a child protection plan is still below the national average but, although there is variation month by month, the number of plans has remained fairly stable, on average in the 900s for the last two years. The Ofsted monitoring visit highlighted the issue of a third of CP plans ending at first review which we are now addressing.

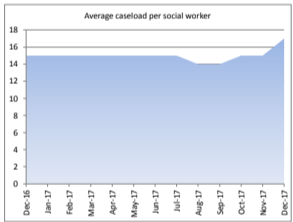


13.) Average caseload of qualified social workers

	Prev. 6 months average	Dec-17	EAST	NWC	SOUTH	DCSC
Assessment Teams	14	19	20	23	14	-
Safeguarding Teams	17	17	15	18	20	-
Children in Care Teams	14	14	14	12	16	-
Average Caseload - City	15	17	16	17	17	14
Target	16					
Performance rating						
Trend						

National average	15
Statistical Neighbours average	19

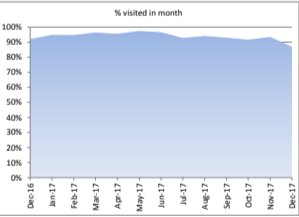
Caseloads were below target at 15 children. This is around the level required for good practice. However where there are part-time and newly qualified staff, some staff in those teams will have higher caseloads. Following recent two deaths of children, caseloads have risen in December, compounded by holiday period. We need to monitor this carefully and take action if it continues



6.) % of child protection visits in the month

	Prev. 6 months average	Dec-17
At least one visit in a month		
Number of CPP visited	801	776
Number of CPP to be visited	855	891
% visited in month	94%	87%
Target	90%	
Performance rating		
Trend		

The standard is to see all children who are the subject of a child protection plan at least twice a month as this is a core social work activity. Visiting children on CP plans has increased significantly over last year, and we are now well above 90% on average, but performance dipped in December, probably because of holiday period.

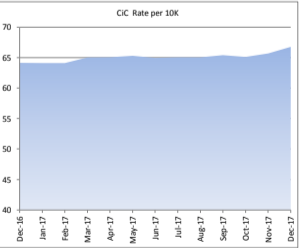


7.) Number of Children in Care (UASC excluded) - Snapshot as of month end

	Mar-16	Dec-17	EAST	NWC	SOUTH	DCSC	Other Citywide Teams
Total CiC	1,735	1,758	521	539	609	80	9
Rate per 10K (UASC included)	66	67	49	49	88	-	-
Target	1,695						

National average per 10K	62
Statistical neighbours average per 10K	74

The number of children and young people in care gradually reduced as intended in our improvement plan. Since April 2015 the number of unaccompanied asylum seeking children has increased to 151 and this has caused an overall increase in numbers of CiC in recent months. We also have a number of children who came here to relatives from Calais who have subsequently come into care. Our numbers of children in care remain above the target set for the year, and recent adverse events are likely to increase numbers further.

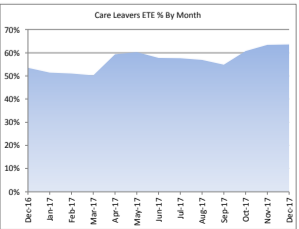


8.) % of Care Leavers in Employment, Education or Training (ETE)

	Prev. 6 months average	Dec-17
ETE %	59%	64%
Performance rating		
Trend		

National average	50%
Statistical neighbours average	48%

This indicator is looking at the employment/education position of care-leavers at 17, 18, 19, 20, and 21. This is a cumulative indicator. Last year 50% was achieved, about the national average but below the target set. The DfE have changed this definition to include 17 and 18 year olds and this explains in part the increase in performance.



Mid-2016 Population estimates

Population 0 to 17	
EAST	107,112
NWC	109,786
SOUTH	69,198

BIRMINGHAM CITY COUNCIL

PUBLIC REPORT

Report to: CABINET

Report of: INTERIM CHIEF EXECUTIVE AND CORPORATE
DIRECTOR, CHILDREN & YOUNG PEOPLE

Date of Decision: 24 January 2018

SUBJECT: BIRMINGHAM CHILDREN'S TRUST

Key Decision: Yes **Relevant Forward Plan Ref:** N/A

If not in the Forward Plan: Chief Executive approved ☐
(please "X" box) O&S Chair approved ☐

Relevant Cabinet Member: Cllr Carl Rice – Children, Families and Schools

Relevant O&S Chair: Cllr Susan Barnett – Schools, Children and Families

Wards affected: All

1. Purpose of report:

1.1 To brief Cabinet on the progress in implementing the Birmingham Children's Trust.

2. Decision(s) recommended:

That Cabinet:

- 2.1 Notes the progress on establishment of the Birmingham Children's Trust and the decisions made to date based on the delegations provided in the July 2017 Cabinet Report (Appendix 1).
- 2.2 Notes that there will be a formal Joint Cabinet Member/Chief Officer decision report in early March 2018 agreeing the Service Delivery Contract and establishing the Trust, subject to satisfactory progress on Trust matters.

Lead Contact Officer(s): Colin Diamond
Corporate Director, Children & Young People

Telephone No: 0121 464 2808

E-mail address: colin.diamond@birmingham.gov.uk

3. Consultation:

Consultation should include those that have an interest in the decisions recommended

3.1 Internal

As this is an information report the detail contained in reports to Cabinet in 2016 and 2017 is not repeated here.

3.2 External

As this is an information report the detail contained in reports to Cabinet in 2016 and 2017 is not repeated here.

4. Compliance Issues:

4.1 Are the recommended decisions consistent with the Council's policies, plans and strategies?

- 4.1.1 Establishment of the Trust is consistent with the Council's priorities of protecting children and ensuring Birmingham is a safe city for them to learn and grow in, as set out in the Council Business Plan and Budget 2017/18. Appraisal of options and development of the Trust has had regard for the design principles agreed by the City Council in June 2016 and Cabinet in July 2016.

4.2 Financial Implications

- 4.2.1 As this is an information report the detail contained in reports to Cabinet in 2016 and 2017 is not repeated here. However, the Trust budget will be in the order of £190m: c£164m for core services, c£16m for professional support, commissioning etc and c£10m for services purchased from the Council. The final detail will be agreed between the Council and the Trust and set out in the financial mechanism. Around 1790 staff will TUPE into the Trust.

4.3 Legal Implications

- 4.3.1 As this is an information report the detail contained in reports to Cabinet in 2016 and 2017 is not repeated here.

4.4 Public Sector Equality Duty (see separate guidance note)

- 4.4.1 The Full Assessment included children and young people as service users and staff and considered age, disability, gender and race as protected characteristics. The principal potential impact of the Trust identified to date has been that upon staff. The Council has sought and continues to seek to minimise any impact upon staff through its TUPE negotiations and contract with the Trust.

5. Relevant background/chronology of key events:

- 5.1 Cabinet approved in January 2017 the creation of the Birmingham Children's Trust to provide children's social care and related support services (via a commissioned relationship with the Council) under a Service Delivery Contract.
- 5.2 The Trust was to be established as a wholly owned company model and as a community interest company (CiC) and was to be established for a shadow period (from April 2017 to March 2018) to test the governance arrangements between the Council and the Trust prior to full transition (go-live) at April 2018.
- 5.3 Cabinet reports on the Trust in 2016 and 2017 agreed:
- the scope of the proposed services.
 - work to commence on formal consultation with the recognised unions and affected staff.
 - the production of an agreed Service Delivery Contract between the Council and the Trust.
 - the indicative 2018/19 Trust budget, prior to Council budget and planning decisions 2018/19.
 - the TUPE approach for the transfer of staff from the Council to the Trust at April 2018.
 - delegation to the Council's Chief Executive and the Cabinet Member for Children, Families and Schools, in liaison with the Trust Chair, authority for full transition (go-live) at April 2018.
 - delegation to the Council's Chief Executive and the Director for Children's Services (DCS) jointly with the Cabinet Member for Children, Families and Schools agreement of the Service Delivery Contract between the Council and the Birmingham Children's Trust and all implementation steps to ensure the transition of services from the Council to the Trust by April 2018, including the final TUPE arrangements.
 - delegation to the City Solicitor the novation of all necessary Council contracts to the Birmingham Children's Trust.
 - authorisation for the City Solicitor to enter into and to affix the Council's Seal to all contracts and agreements that may be necessary to give effect to recommendations of the July 2017 Cabinet Report (as outlined above).
- 5.4 The Trust has been incorporated based on a wholly owned company model, to be converted to a community interest company by April 2018. The Chair is its sole director and the Council its sole member.
- 5.5 The Trust now has in place its Board, including the Chair, six Non-Executive Directors one of whom is appointed by the Council, and the Chief Executive. It has been line managing all in scope staff (in shadow mode) since August 2017 noting that all staff are still Council employees until April 2018 when they will be transferred over to the Trust.

5.6 In terms of communication and engagement:

- there has been regular engagement with unions.
- since the TUPE letters were issued to affected staff in August 2017 consultation has been ongoing.
- there have been joint engagement events for all staff in the main offices. The sessions have been jointly run by the Council and the Trust and, based on feedback, have been well received. These will continue during the shadow period.

5.7 A draft Service Delivery Contract was approved by the Children's Trust Steering Group on 19 December 2017 as a fit for purpose vehicle for testing the commissioning arrangement between the Council and the Trust during the final three months of the shadow period. The Deputy Leader, Chief Executive and Director of Children's Services are members of the Steering Group.

5.8 The Children's Commissioner has also indicated satisfaction with the position reached by all parties.

5.9 The Council's Chief Executive and the Deputy Leader, in liaison with the Cabinet Member for Children, Families and Schools and the Trust Chair, continue to drive the transition programme and implementation steps.

5.10 The Council and Trust are ready to enter the shadow testing period and complete all the implementation steps to be ready for 1 April 2018.

5.11 The Council is working to establish an Intelligent Client Function to oversee and manage the commissioning arrangement with effect from 1 April 2018. Elements of this will be tested during the final three months of the shadow period to ensure readiness for April.

6. Evaluation of alternative option(s):

6.1 The range of options for voluntary development of a Trust model were evaluated throughout 2016. Cabinet agreed, in January 2017, creation of the Trust based on the wholly owned company option and as a community interest company.

7. Reasons for Decision(s):

7.1 To provide information and assurance to Cabinet on the positive progress made towards the full implementation of the Trust.

Signatures

Date

Cabinet Member, Children, Families and Schools:
Cllr Carl Rice

.....

Interim Chief Executive:
Stella Manzie

.....

Corporate Director, Children & Young People:
Colin Diamond



10 January 2017

.....

List of Background Documents used to compile this Report:

1. Report of the Improvement Quartet to City Council 14 June 2016.
2. Cabinet Reports 26 July 2016, 20 September 2016, 24 January 2017 and 25 July 2017 – Voluntary Children's Trust.

List of Appendices accompanying this Report (if any):

1. Cabinet Report 25 July 2017, Birmingham Children's Trust (covering report only)

Report Version: Final

Dated 9 January 2018

BIRMINGHAM CITY COUNCIL

PUBLIC REPORT

Report to:	CABINET
Report of:	INTERIM CHIEF EXECUTIVE AND INTERIM CORPORATE DIRECTOR , CHILDREN & YOUNG PEOPLE
Date of Decision:	25 July 2017
SUBJECT:	BIRMINGHAM CHILDREN'S TRUST
Key Decision: Yes	Relevant Forward Plan Ref: 003514/2017
If not in the Forward Plan: (please "tick" box)	Chief Executive approved <input type="checkbox"/> O&S Chairman approved <input type="checkbox"/>
Relevant Cabinet Member:	Cllr Brigid Jones – Children, Families and Schools
Relevant O&S Chairman:	Cllr Susan Barnett – Schools, Children and Families
Wards affected:	All

1. Purpose of report:

1.1 This report seeks Cabinet approval for:

- the proposed children's social care and related support services required by the Birmingham Children's Trust as the basis for formal consultation and for negotiation between the Council and the Trust to agree the Service Delivery Contract.
- the indicative 2018/19 Trust budget.
- the approach to the transfer of staff from the Council to the Trust at April 2018.

1.2 This follows Cabinet approval in January 2017 to create the Trust as a wholly owned company model and as a community interest company (CIC) and put in place a shadow period (from April 2017 to March 2018) to test the governance arrangements between the Council and the Trust prior to full transition (go-live) at April 2018.

2 Decision(s) recommended:

That Cabinet:

- 2.1 Agrees the proposed services required by the Trust as the basis for commencement of formal consultation with staff affected and recognised trade unions and for negotiation between the Council and the Trust to agree the Service Delivery Contract (Appendix 1 – Birmingham Children's Trust: Proposed Trust Services).
- 2.2 Notes the indicative budget for the Trust at 4.2. This will inform Council budget planning and decisions for 2018/19.
- 2.3 Agrees TUPE as the preferred option for transfer of staff (Appendix 2 – Birmingham Children's Trust: Transfer Approach Options Appraisal) and that the staff so affected transfer to the Trust at April 2018 following formal consultation.
- 2.4 Agrees the Memorandum of Understanding (Appendix 3) between Birmingham City Council and the DfE setting out the intention and understandings between the parties in respect of establishing the Trust and related matters.
- 2.5 Notes the high level milestones at section 10.1 of the MoU for full establishment of the Trust and agrees delegation to the Council's Chief Executive and the Cabinet Member for Children, Families and Schools, in liaison with the Trust Chair, authority for full transition (go-live) at April 2018.
- 2.6 Delegates to the Council's Chief Executive and the Director for Children's Services (DCS) jointly with the Cabinet Member for Children, Families and Schools agreement of the Service Delivery Contract between the Council and the Birmingham Children's Trust and all implementation steps to ensure the transition of services from the Council to the Trust by April 2018, including the final TUPE arrangements.
- 2.7 Delegates to the City Solicitor the novation of all necessary Council contracts to the Birmingham Children's Trust.
- 2.8 Authorises the City Solicitor to enter into and to affix the Council's Seal to all contracts and agreements that may be necessary to give effect to recommendations at 2.1 to 2.7.

Lead Contact Officer(s):	Colin Diamond Interim Corporate Director, Children & Young People
Telephone No:	0121 464 2808
E-mail address:	colin.diamond@birmingham.gov.uk

3. Consultation

3.1 Internal

In advance of consultation in accordance with TUPE (Transfer of Undertakings [Protection of Employment] Regulations) 2006, there has been engagement with service users, affected employees, trade unions and Elected Members. This has included potential Trust models, staff transfer approach and the scope of services to transfer to the Trust. Outcomes of this process have informed preparation of this report.

There has been engagement with staff including face-to-face information and engagement sessions. A Staff Reference Group has helped shape discussions and thinking. There has been support from staff, based on recognition of the potential benefits of a Trust model including a single focus on children's social care.

This is set alongside an emphasis on the need for transparency in responding to staff uncertainty and anxiety during transition to the Trust, and the need to adhere to the Council's principle on not being distracted from already secured and planned improvement work.

There have been commitments and support from partners for the proposal and its potential to facilitate more effective joint working, and all-party support from the respective group leaders.

Trade union consultation so far has focused on the model for transfer of staff and union involvement in Trust governance arrangements.

Officers from Children's Social Care, Legal, Finance, Corporate Procurement and HR have contributed to the production of this report.

3.2 External

Engagement has included strategic partners and stakeholders from health, police, the voluntary sector, the Birmingham Safeguarding Children Board, the Children's Strategic Leaders Forum, the Department for Education (DfE) and Birmingham's Commissioner for Children's Social Care.

There has also been direct liaison with other local authorities (Doncaster, Slough, Kingston-Upon-Thames, Richmond and Sunderland) where Trust arrangements exist or are being developed and learning from this has been taken into account.

4. Compliance Issues:

4.1 Are the recommended decisions consistent with the Council's policies, plans and strategies?

Establishment of the Trust is consistent with the Council's priorities of protecting children and ensuring Birmingham is a safe city for them to learn and grow in, as set out in the Council Business Plan and Budget 2017/18. Appraisal of options included consideration of the design principles agreed by the City Council in June 2016 and Cabinet in July 2016.

4.2 Financial Implications

4.2.1 One of the design principles agreed by the Council in June 2016 was that the current financial plan and Council priority must be maintained through to at least 2020. This position is also confirmed in the Memorandum of Understanding at Appendix 3.

4.2.2 The scope of services to be included in the Trust is shown in Appendix 1. Section 2

of Appendix 1 outlines the core services in scope to transfer to the Trust. The recurrent revenue funding (net revenue budget) for the confirmed core services is shown below. This excludes support services.

2017/18	£162.5m
2018/19	£160.8m
2019/20	£158.4m
2020/21	£157.4m

These figures include planned savings for future years approved in March 2017 in the Council's Financial Plan 2017+.

- 4.2.3 Work has been undertaken to calculate and disaggregate the costs of support services across the Council and those that would transfer into or be purchased by the Trust. An agreed baseline 'As-Is' position between the Council and the Trust is shown in Appendix 1. An initial baseline budget of £20.928m has been identified for the Trust to deliver or purchase support services.
- 4.2.4 However, the Council budget requires the delivery of support services cost savings as approved in the Council budget planning for 2017/18 and beyond. As a result the Trust will be required to achieve minimum savings of £1.79m, in line with the overall profile of the Council's savings target, from the budget it will receive to deliver support services.
- 4.2.5 Furthermore, a saving of at least £1.3m will be required from the support services that the Trust will purchase from the Council in line with reductions in posts across frontline and corporate services. It will be the Council's responsibility to deliver these savings in negotiation with the Trust and to ensure this does not prejudice the outcomes agreed by the Council and the Trust.
- 4.2.6 It is expected that the cost of any redundancy payment to staff who leave the organisation as a result of any reorganisation to achieve the above-mentioned cost savings up to the point of the Trust go live in April 2018 will be paid by the Council. The cost of any future redundancy payments to staff incurred as a result of any structural reorganisation within the Trust, and consequent pension strain, will be the subject of discussion between the Council and the Trust, to be concluded and finalised by agreement with the Cabinet Member for Children, Families and Schools, the Chief Executive and the Chief Financial Officer, as part of the negotiation of the Service Delivery Contract.
- 4.2.7 The Trust will operate from a number of existing Council buildings under a lease arrangement. As a result the Trust will receive an equivalent budget, currently estimated to be £1.9m to pay the Council for the space it uses. The overall impact of this will be cost neutral with the Council receiving an equivalent income for the space being used. Clarification of the exact space to be utilised will form part of the detailed discussions to be had between the Trust and the Council during the shadow period.
- 4.2.8 Children's services are currently provided by the Council and the Council is able to reclaim VAT costs. VAT is a significant consideration for the creation of the Trust and is a matter that continues to require clarification, not just for Birmingham but in a wider national context for local authorities which are voluntarily pursuing alternative models for delivery of children's services. DfE has been seeking a resolution with HMRC with regard to the VAT treatment for Children's Trusts generally and Birmingham specifically. Pending further progress on that the Secretary of State has agreed to meet any additional costs arising from the VAT treatment of the Birmingham Children's Trust. Currently, the council are advised by external tax advisors that the Trust will incur a liability of approximately £5m for core services and up to £3m for support services. The Council is continuing to liaise closely with the DfE.
- 4.2.9 The contractual arrangements between the council and the Trust will be designed to ensure that the Trust receives sufficient income to meet the costs of service provided to the Council. It is required that the Trust will live within its financial means. There will be no expectations for the Trust to make surpluses, nor will the Trust operate with the intention of doing so. Notwithstanding this the Trust will be potentially liable for Corporation Tax on any taxable surpluses that it makes. Professional tax advice has been received advising how the risk of a

corporation tax liability might be mitigated.

- 4.2.10 The Trust is required to obtain admitted body status to the West Midlands Pension Fund within the Local Government Pension Scheme (Fund) to maintain existing pension terms and conditions for transferring staff. The Council will be required to act as guarantor for the Trust's liabilities to the Fund. The contribution rate to be paid by the Trust to the Fund to meet future and past service pension liabilities is dependent upon the age profile and other demographics of the staff to be transferred. An actuarial assessment of the liabilities attributable to the staff to be transferred to the Trust is required (this will provide an overview of the scale of the liabilities, and costs, which relate to the transferring staff). It is the intention that at the point of transfer the overall financial impact of the pension costs between the Council and the Trust will be cost neutral. Thereafter, under the applicable Local Government Pension Scheme regulations, the Trust is responsible for funding the liabilities to the Fund attributable to the transferring staff. The detailed arrangements will be negotiated between the Trust and the Council during the shadow period.
- 4.2.11 The Council and the Trust will use the indicative figures as above to form the basis of negotiations of the financial mechanism under the Service Delivery Contract during the shadow period. It is anticipated that the budget for each financial year of the Service Delivery Contract will be agreed annually between the Council and the Trust based on a set of assumptions that will be agreed as part of the negotiations.
- 4.2.12 The Trust will receive income through payments made by the Council pursuant to the Service Delivery Contract. As such, a detailed financial mechanism will need to be agreed as part of the Service Delivery Contract negotiations, which recognises that the Trust will be dependent on such payments from the Council to run the services, but also requires the Trust to deliver the services in a financially prudent manner in line with the agreed mechanism.

4.3 Legal Implications

- 4.3.1 The Trust facilitates the discharge of a range of local authority functions under Part III and Schedule 2 Children Act 1989, the Children Act 2004, the Children and Families Act 2014 and the Adoption Act 2002. Section 111 Local Government Act 1972 allows the local authority power to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of their functions. As a local authority in intervention and subject to direction from the Secretary of State the current Children's Commissioner relationship will continue whilst the Trust is developed and implemented and the DfE will continue to hold the Council to account for improvements in delivery and outcomes.
- 4.3.2 The Council will remain accountable for the welfare and wellbeing of children and young people and for improving outcomes. Through a Service Delivery Contract with the Council the Trust will be responsible for determining how those outcomes of most relevance to its work are achieved and also for the day-to-day running of Children's Services. This will be a legally binding contract by which the Trust will agree to provide children's services functions on behalf of the Council and which, by its terms and conditions (including a service specification and performance framework), will seek to ensure the Children's Trust is meeting the Council's statutory duties. It is proposed that the contract length is for five years, with a provision to extend for a further five years, following a review. The contract will include DfE third party rights whilst the local authority remains in intervention (meaning some decisions, for example, termination of the contract, would require agreement with the DfE).
- 4.3.3 The Council will continue to hold the statutory remits of the Director of Children's Services (DCS) under Section 18 Children Act 2004 and Lead Member for Children's Services under Section 19 Children Act 2004. The Council will be the body held accountable by Ofsted. The Council has agreed a principle covering wide accountability of the Trust. That includes the role of the Lead Member, responding to relevant queries and casework from Members, all Councillors exercising their corporate parenting responsibilities and the Trust Chair and senior Trust managers reporting to the relevant Scrutiny Committee and others as appropriate.
- 4.3.4 The Birmingham Safeguarding Children Board retains its role in ensuring the effectiveness of co-operation between agencies in safeguarding and promoting the welfare of children and

young people. This recognises that the development of the Trust sits within a wider outcomes framework that must have regard for the wellbeing of all Birmingham's children and young people and for the associated outcomes to which all agencies, including the Trust, will contribute.

- 4.3.5 A key principle of assurance is that the Council, DCS and the Trust have a shared understanding of the wider outcomes framework for children and young people and the outcome focus of the contract. That needs to be expressed in a commitment to put in place actions that enable the experiences of children and young people who receive services to be understood and improved in order to achieve best outcomes. Implementing the principle requires effective and comprehensive arrangements to be outlined in the contract between the Council and the Trust that enable the quality, effectiveness and impact of services to be monitored and evaluated. The Trust will be required to develop and maintain an effective performance management capability that will enable up-to-date information on the volume, quality and effectiveness of services to be available at a child level basis. In addition, the Trust will have a programme comprising audit, dip sampling and other means of evaluating the quality and impacts of services that will demonstrate the overall effectiveness of services and their impact upon outcomes for children and young people. Ofsted monitoring visits will be another important source of evidence of progress. This information will be available to the DCS and periodically subject to scrutiny by council members and the DCS when required.
- 4.3.6 A memorandum of understanding has been agreed between the City Council and DfE covering the shadow period (Appendix 3). This provides a roadmap and key milestones to establishment of the Trust by April 2018. The MoU is a non-legally binding agreement between the Secretary of State and the Council setting out the intentions and understandings between the parties in respect of establishing the Trust and related matters including, for example, the appointment or removal of the Chair.
- 4.3.7 Under domestic legislation in order for an employee of one gender to claim that they are receiving differential pay compared to comparators of another gender, they must be employed by the 'same employer' or 'associated employer' on the 'same terms and conditions' and at the 'same establishment'. The legislative provisions that govern pay and reward are set out in the provisions of domestic and European legislation including the Equality Act 2010. Employers are "associated" if one directly or indirectly controls the other, or if a third person directly or indirectly controls both. Therefore, the Council and the Trust are likely to be determined as an 'associated employer' for employment matters including liability for equal pay. To protect both the Council and the Trust against any liability accruing to the Council or the Trust and specifically as a result of changes to pay and reward in either organisation, then appropriate provisions will need to be included in the Service Delivery Contract.

4.4. Public Sector Equality Duty

The Full Assessment (Appendix 4) has included children and young people as service users and staff. Consideration of age, disability, gender and race as protected characteristics have been considered. The principal potential impact of the Trust identified to date has been that upon staff. The Council will seek to minimise any impact upon staff through its TUPE negotiations and contract with the Trust.

5. Relevant background/chronology of key events:

- 5.1 The Council has been rated as inadequate in the delivery of its responsibilities to children for some years and, following the September/October 2016 Ofsted inspection, remains inadequate (though some improvements have been recognised and some areas are graded more highly). The Council therefore remains in intervention pending a further full inspection which can be anticipated by early 2019.
- 5.2 On 24 January 2017 Cabinet agreed the establishment of the Trust based on it offering:
- an opportunity to develop and consolidate changes and improvements already underway.
 - a sole focus on children's social work and the ability to tailor ways of working to support best practice.

- a greater focus on service delivery and securing the best conditions for great social work.
- wider experience and expertise brought to bear through the Board and its leadership.
- a strong and clear voice – including the voice of children - to the Council, partners and the city.
- a clean break with the past.
- an opportunity to design strong staff engagement into the governance arrangements.
- clarity about the Council as place leader – holding the ring for children with credibility.
- a single locus with partners about shared responsibility for children and families with highest needs.
- clarity in communicating the work of the Trust.

- 5.3 That decision also took account of a range of key challenges and considerations included the longstanding issues with the sustained delivery of children's services in Birmingham by the Council; serious structural, practice and governance issues affecting children's services in Birmingham as identified by Professor Julian Le Grand in 2014; and, as identified in the July 2016 report 'a case for change', six key 'root causes' which challenged the Council's ability to deliver a sustainable and improved children's service at pace.
- 5.4 The Trust has now been incorporated based on a wholly owned company model, to be converted to a community interest company by April 2018. The Chair is its sole director and the Council its sole member.
- 5.5 The agreed model was considered most likely to secure the conditions for sustainable improvement and meet the strategic objectives (eg. accommodating the scope, providing independence, commissioner/provider split, reflecting the City Council's principles), minimise risk (complexity, market gaps) and relative affordability.
- 5.6 The services required by the Trust are set out in Appendix 1 – Birmingham Children's Trust: Proposed Trust Services. Subject to further Council/Trust discussions these will be transferred to the Trust, purchased or secured via a mix of these models.
- 5.7 An appraisal of the TUPE and secondment options for transfer of staff to the Trust has been undertaken and is attached at Appendix 2. This concluded that TUPE is the preferred and recommended option. A key consideration in proposing TUPE as the model of transfer is the need to demonstrate operational independence. TUPE will protect employees' existing terms and conditions of employment when social care functions transfer from the Council to the Trust. Employees who are in-scope for the transfer automatically become employees of the Trust as the new employer on the same terms and conditions. Continuity of service and all other contractual and statutory rights of transferring Council staff are all preserved.
- 5.8 With respect to the Trust Board, Andrew Christie was appointed Chair Designate on 25 November 2016 in accordance with the all-party appointments procedures of the Council. The Trust Chief Executive has been recruited and will start on 14 August 2017. Once the new Chief Executive has commenced in post, line management of some internal posts will change on the run up to becoming a Children's Trust. Five non-executive directors have been appointed. The Director of Resources will be the next senior post to be filled and initially this will be on an interim basis in order to secure this input as soon as possible.
- 5.9 Membership of the Board is based on:
- a Chair.
 - a Chief Executive.
 - a Director of Resources.
 - a Director of Operations.
 - a Director of Commissioning and Development
 - up to six non-executive directors, including a Council-appointed representative, with social work, finance, HR and legal expertise and experience and knowledge of Birmingham and partner agencies.
- 5.10 The Trust, through its governance arrangements, is committed to and will develop mechanisms for strong staff and union engagement. It is committed to nurturing good employee relations with employees and trade unions including examining a range of options which will include Board

representation.

- 5.11 In regular meetings since Summer 2016 with representatives from health, police, education and the voluntary sector, partners have indicated support for the Trust as an opportunity for better integration and collaborative working. Partners have been involved in programme management and shadow governance arrangements (the independent Chair of the Birmingham Safeguarding Children Board is a member of the Steering Group and the Design Authority) and they have contributed to the appointments of the Chair Designate and the Chief Executive. Recognising that the Trust would be part of a wider system of agencies and partners which share the aim of securing better outcomes for children and young people, there is a commitment to building stronger relationships and behaviours around a shared vision, values and leadership of the system.
- 5.12 The next key work within the programme is to establish the Intelligent Client Function within the Council to hold the Trust to account (for example, contract management) and to draft and agree the Service Delivery Contract between the Council and the Trust and this work is scheduled to commence from August 2017.
- 5.13 The programme is on schedule to ensure that the Trust implementation achieves the April 2018 date.

6. Evaluation of alternative option(s):

- 6.1 The range of options for voluntary development of a Trust model were evaluated throughout 2016. Cabinet agreed, in January 2017, creation of the Trust based on the wholly owned company option and as a community interest company.

7. Reasons for Decision(s):

- 7.1 To secure formal support for the full implementation of the Trust, services to transfer or be purchased and the model of staff transfer at April 2018.
- 7.2 To address longstanding failures, to consolidate changes and improvements already underway, and to secure the greater agility and focus required to deliver excellent social work in an effective and sustainable way.

Signatures

Date

Cabinet Member, Children, Families and Schools:
Cllr Brigid Jones

.....

Interim Corporate Director, Children & Young People:
Colin Diamond

.....

Interim Chief Executive:
Stella Manzie

.....

List of Background Documents used to compile this Report:

Report of the Improvement Quartet to City Council 14 June 2016.
Cabinet Reports 26 July 2016, 20 September 2016 and 24 January 2017 – Voluntary Children's Trust.

List of Appendices accompanying this Report (if any):

1. Birmingham Children's Trust: Proposed Trust Services.
2. Birmingham Children's Trust: Transfer Approach Options Appraisal.
3. Birmingham Children's Trust: Memorandum of Understanding between the Secretary of State for Education and Birmingham City Council.
4. Birmingham Children's Trust: Equality Analysis – Full Assessment.

Report Version	FINAL	Date	13 July 2017
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19 January 2018

Mr Colin Diamond CBE
Corporate Director, Children and Young People
Birmingham City Council
PO Box 16466
1st floor, Zone 6, 10 Woodcock Street
Birmingham B2 2DP

Dear Mr Diamond

Monitoring visit of Birmingham's children's services

This letter summarises the findings of the monitoring visit to Birmingham children's services on 12 and 13 December 2017. The visit was the third monitoring visit since the local authority was judged inadequate in November 2016. The inspectors were Peter McEntee HMI and Dominic Stevens HMI.

The local authority is making continued progress in improving services for its children and young people, although significant concerns remain in relation to child protection plans ending too early and leaving children at potential risk of harm.

Areas covered by the visit

During the course of this visit, inspectors reviewed the progress made in the area of children subject to current child protection plans. We looked at whether plans enable progress to be made in reducing risk to children and at the support offered by partners to assist in that work. We also looked at the operation of the Public Law Outline (PLO) process, which identifies the families at risk of care proceedings and the work undertaken to ensure that there is an appropriate evidential base to make a court application in proceedings, if necessary. We considered whether the authority has been able to tackle the numbers of child protection plans that end too early and the possible implications for children.

The visit considered a range of evidence, including electronic case records, supervision files and notes, discussions with social workers and senior practitioners undertaking child protection work, and other information provided by staff and managers.

Overview

Senior managers continue to be aware that much work needs to be done to ensure that services for children in Birmingham are of a standard at which outcomes for children are consistently good. The progress made since the last inspection has been maintained. Caseloads for social workers have been reduced, and this reduction has been sustained. The reliance on agency staff has also been reduced and shows a continuing downward trajectory, helping to ensure greater consistency in the way that work is progressed and also in the stability of relationships between social workers and families. Children subject to child protection plans are being seen regularly. However, progress in plans for these children is not consistent and is hampered at times by a lack of participation by partners in key processes such as review conferences and core groups. The authority is active in identifying families in which poor parenting and risks to children mean that an application to court may be necessary if changes are not made through the PLO process. Senior managers are able to evidence progress in reducing risk or, if this is not possible, seeking alternative care for children, to help to improve their overall outcomes. Some significant risks remain. Since the last inspection, there has been no improvement in the number of child protection plans ending too early. The number of children subject to a second child protection plan has risen. More work needs to be done to ensure that plans end only when risk has clearly been reduced and when improvement can be sustained.

Findings and evaluation of progress

The authority has sustained the progress made since the last inspection in reducing caseloads for staff. This, together with reductions in the numbers of agency social work staff, has given greater stability to the workforce and more stable relationships with families and children.

Child protection plans are outcome focused and reviewed regularly. Areas of risk are clearly identified. The majority of plans have clear action points, designed to focus the work and make progress in reducing risk. However, in an attempt to achieve greater simplicity, some plans have failed to identify clearly significant areas of further work, and this has reduced their effectiveness in ensuring timely progress. Almost all children subject to a child protection plan are being visited at the intervals laid down in the plan, and often more frequently. No child was seen to be the subject of a child protection plan who should not have been.

Core groups are being held on a regular basis and are using the child protection plans and further work undertaken as measures of progress. Although additional information relevant to the plans' progress is being added to records, child protection plans are not being updated as a result of the core group. This remains an issue outstanding since the last inspection in 2016.

Too many examples were seen of child protection review conferences and some core groups that key professionals from other agencies, including school nurses and workers from drug and alcohol services, although invited, had not attended. Some

cases were seen in which a lack of engagement by key staff hampered both progress and access to information, services and resources. There was a lack of challenge to this absence by the chairs of child protection conferences. There were also some examples seen where chairs, in order to be compliant with timescales, required conferences to go ahead despite not being quorate. These weaknesses lead to decisions being made without appropriate information, at times, and without access to the skills and experiences of other professionals. They also mean that the cross-agency understanding of and responsibility for child protection are not as well developed as they should be.

Assessments for review conferences are generally completed within an appropriate timescale. They contain a clear rationale and management oversight, provide a sense of the wider context and history behind children's current circumstances, and highlight key risk and protective factors. However, they do not consistently provide a clear analysis of what these risk and protective factors mean for children and they do not all contain a sufficiently strong sense of children's lived experience.

Regular management oversight is evident in the cases seen by inspectors and is helping to ensure some progress in the majority of cases. However, while the actions decided are clear, they are often lacking in timescales, and there is little evidence of reflection. This means that opportunities are being missed to enhance case practice and staff's understanding of how they can make a difference.

The local authority reports a renewed focus on the PLO process, and 175 families are currently being worked with. In conjunction, the number of care proceedings initiated has fallen from an average of 25 per month, in the first four months of 2017, to 15 per month, in the four months to December 2017, indicating a more robust parenting assessment and support service. This builds on the findings of the last Ofsted inspection, which reported that, 'increasingly, the PLO process is being used to good effect'. In the PLO cases seen, the letter to parents and subsequent initial pre-proceeding meetings detailed areas of concern and risks to children. They were also clear about what parents needed to do and to change, if court was to be avoided. In the significant majority of cases seen, this meant that the assessments of parents' ability to care for their children and sustain that care identified the support that was needed to manage and reduce risk to children. In the majority of cases seen, the PLO process was timely, and progress has been made and, as a result, outcomes for children are being improved.

The authority reports that, as of October 2017, 37% of child protection cases ended at the first review that takes place three months after a protection plan is initiated. At the point of the last full Ofsted inspection in November 2016, this figure was 29%. This indicates a lack of progress in this area since the inspection. In parallel, the number of children becoming subject to a second plan has risen since the last inspection from 21.7% to 24%, compared to the England average in 2016–17 of 18.7%, indicating that the local authority is not having sufficient impact on presenting risk issues at the point of the first child protection plan. The last inspection found that the authority was removing children too early from plans and potentially leaving them at continuing risk. The authority has not established a

trajectory for improvement and, on this basis, children may continue to be left at potential risk of harm for too long. The authority has recognised this as a significant concern and has recently established a review of how practice can be improved.

The authority has demonstrated that it has made some continued improvements in the quality of social work practice since the last inspection. Further work remains to be done to ensure that practice is consistently good and that the best outcomes for all children are achieved on a timely and consistent basis.

I would like to thank all the staff who contributed to our visit and their positive engagement with the process.

I am copying this letter to the Department for Education. This letter will be published on the Ofsted website.

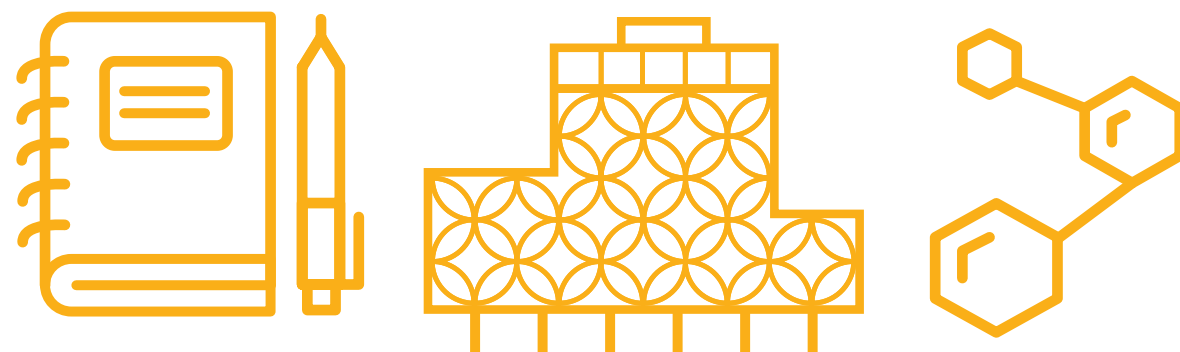
Yours sincerely

Peter McEntee HMI

Her Majesty's Inspector



Education

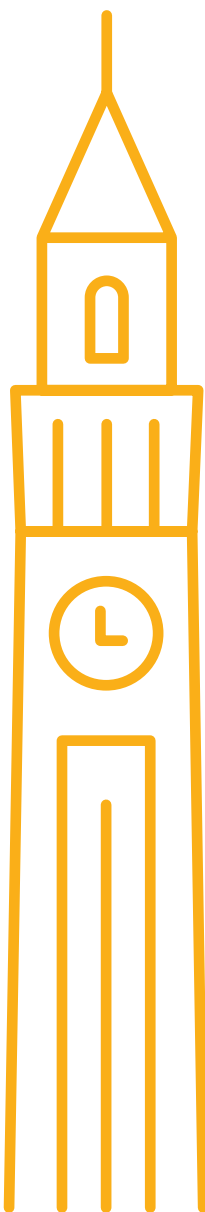


**Delivery and
improvement plan
2017–18**

A great city to grow up in



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Introduction from Colin Diamond

The council started its education improvement journey in September 2014, with the appointment of Sir Mike Tomlinson as the Education Commissioner. Rapid progress was achieved during the first twelve months, marking a period of major change and positive feedback from the DfE, Ofsted and local stakeholders. The significant capacity for improvement developed across the city led to the Education Commissioner's tenure ending in September 2016.

The challenge was then to maintain progress at the end of the intervention and incorporate plans to strengthen further the council's leadership, management and capacity of education into 'business as usual'. At the heart of the recovery journey has been the establishment of effective partnerships. Birmingham Education Partnership now works in strategic partnership with the council, to deliver its school improvement duties via a three-year contract.

In April 2017 the council re-organised the overall leadership of Children and Young People's Services as part of a wider re-organisation. I have recently been appointed as the interim Corporate Director for Children and Young People, which carries the statutory Director of Children Service remit. This means I will continue to provide strategic leadership for Education, as well as overseeing the delivery of Children's Social Care, through the Children's Trust which goes live in April 2018.

The baseline for improvement has been established, enabling the next phase of improvement to be co-designed,

co-constructed and co-delivered with education providers and stakeholders. Financial constraints mean different approaches need to be adopted.

The 2017–18 Education Delivery and Improvement Plan captures six outcome priorities for the coming year. This plan provides a focus on the next phase of education improvement, in the drive to provide excellent education provision for Birmingham's children and young people.



Colin Diamond CBE

Corporate Director
Children and Young People

Birmingham, a great place to grow up in, a council-wide commitment

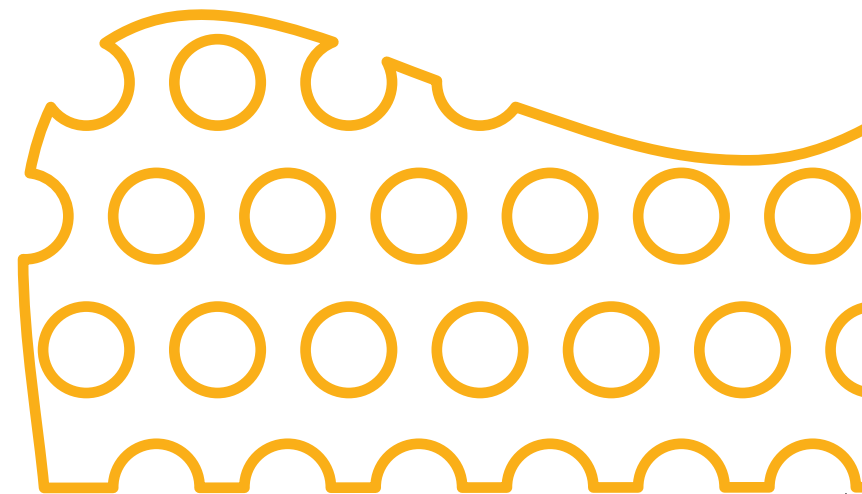
For Birmingham to deliver upon this commitment it means:

- An environment where our children have the best start in life.
- Our children and young people are able to realise their full potential through great education and training.
- Our children and young people are confident about their own sense of identity.
- Families are more resilient and better able to provide stability, support, love and nurture for their children.
- Our children and young people have access to all the city has to offer.

Collectively across the council, services will work together to develop these opportunities and we will monitor progress by:

- The number of children and young people with access to 'good' or 'outstanding' educational provision – termly.
- The percentage of children making at least expected progress across each stage of their education – annual.
- A reduction in the number of children in care – monthly.
- A higher proportion of children in need supported to live in their own family – monthly.
- The number of schools progressing a Mode "STARS" (Sustainable Travel Accreditation & Recognition for Schools) programme – annual*.
- The perception of safety on public transport – annual.

*reported through the work of the Economy Directorate



Education Delivery and Improvement Plan 2017–18

The Birmingham Children and Young People Directorate: Education Delivery and Improvement Plan 2017–18 aims to outline the current position across the city and put in place a plan to ensure this a great city for children and young people to learn and grow up in.

The plan recognises Birmingham's desire to work with UNICEF (see Appendix 4) to become a city which is child friendly and promotes:

Dignity

Each child is a unique person with intrinsic worth and should be respected and valued in all circumstances.

Best interests of the child

Determining and doing what is best for a child, with that child, at that time and in that situation.

Non-discrimination

Each child is treated fairly and protected from discrimination.

Life, survival and development

Each child is able to develop, thrive, achieve and flourish.

Participation

Each child is heard in matters affecting them and participates in the lives of their family, community and wider society.

Interdependence and indivisibility

Each child enjoys all rights enshrined in the convention¹, whatever the circumstances.

Transparency and accountability

Dependable, open and accountable relationships and dialogue between local government, communities, families and children and young people is essential in the collective goal of securing children's rights.

Birmingham has faced recent challenges and continues to do so but the plan is about building on the progress made to address these and moving forward. Key to this is the need to work in partnership with schools, the NHS, police and third sector providers to meet the diverse needs of our city.

The plan also recognises the role of the Directorate in supporting the development of the Children's Trust. Shadow Trust arrangements will be in place throughout 2017–18 and Children's Services will continue to progress work outlined in the **Early Help and Children's Social Care Improvement Plan 2017–18** (see Appendix 2).



¹ United Nations Convention of the Rights of the Child (UNCRC)

Birmingham facts

Population

- In terms of population Birmingham is the largest UK city outside of London with an estimated population of over 1.12 million as of 2016. The city has also grown at a faster rate than the national average. It is estimated to have grown by 4.7% between 2011 and 2016 alone.
- Birmingham is one of the youngest cities in Europe with around 46% of the population aged under 30.
- Based on 2014 levels, by 2022 the population aged between 0 to 4 is due to grow by 3.8% to 88,1000 children; the 5 to 9 population is expected to grow by 4.5% to 84,000 but the largest growth rate in Birmingham's children will be the 10 to 14 age group – increasing by 14.6% to 82,600.
- This growth brings with it many challenges; Birmingham already has a larger than average household size and a higher proportion of overcrowded households than the country as a whole. Birmingham's population is expected to grow by a further 150,000 people by 2031,

and it is estimated that the city will need a further 80,000 houses by this time². This will have significant impact on our schools and education services.

Diversity

- Birmingham is proud of its “super-diversity”. Academic research suggests that there are people from nearly 200 countries who have made Birmingham their home³. The 2011 Census revealed that 42.1% classified themselves within an ethnic group other than white British, compared to 30% in 2001, a rise of 12%.
- The demographic makeup of Birmingham's young people has also changed significantly over recent years and is becoming increasingly diverse. For example, according to the 2011 census over 60% of the under 18 population is now from a non-white British background, compared to around 44% in 2001.

Language

- 43% of Birmingham's school children have a first language that is known or believed to be other than English. This equates to 38,089 pupils, which is 1.3% more than in 2014.

Deprivation

- Birmingham has significant pockets of deprivation across the city. According to the 2015 Index of Multiple Deprivation (IMD), Birmingham is ranked the sixth most deprived local authority district in relative rankings⁴. The income deprivation affecting children index (IDACI) ranks Birmingham 15th nationally, with over 30% of children living in a deprived household.

² Based on the 2012 Strategic Housing Market Assessment, as used for the Birmingham Development Plan 2031 – <http://www.birmingham.gov.uk/plan2031>

³ Institute for Research into Superdiversity (IRIS) University of Birmingham 2013

⁴ IMD 2015 for Birmingham data: <https://researchbcc.wordpress.com/2015/09/30/index-of-multiple-deprivation-2015-national-and-birmingham/2013>

Birmingham Education Service

PUPILS (SCHOOL CENSUS)

205,867 pupils
114,749 state-funded primary
74,817 state-funded secondary
8,645 independents

BUDGET

£19m
 controllable budget
445
 schools



OFSTED RATINGS

1 August 2017

Ofsted

82%
GOOD
 OR OUTSTANDING

100% **LA Nursery**
 81% **Primary**
 78% **Secondary**
 81% **Special**

SCHOOLS

1 August 2017

	LA	Academy	Free	Total
Nursery	27			27
Primary	188	108	2	298
Secondary	26	46	7	79
Special	24	3		27
All through	2	3	2	7
Pupil Referral Unit				1
Alternative			6	6
Total	267	160	17	445

PLUS

40+
 independents

PLUS

1,542

Early Years PVIs

25
 IN SPECIAL MEASURES



SCHOOL POPULATION OVERALL

	Birmingham	Nationally
BME	66.6%	28.9%
EAL	35.8%	17.3%
FSM	28.9%	15.2%
SEN	17.8%	15.5%



93%



As of 2016, **32,300 (93%)** 3 and 4 year olds are benefiting from some kind of free early education.

7,600



SENAR maintains **5,224** Education, Health and Care Plans and **2,388** statements for young people aged 0 to 25.

4,500



Travel Assist supports over **4,500** children to travel to school.

1,800



Virtual School provides education support to **1,849** children in care aged 0 to 25.

10,000+



Since 2010, **10,454** additional primary places have been created to meet increased pupil numbers.

30,000



15,143 Primary and **14,908** Secondary applications received from parents of home applicants on the "National Offer Days" in 2017. This total (30,051) is similar to Manchester and Leeds combined (31,260).

280



In 2015/16 the **Exclusions team** supported **280** **permanently excluded** pupils back into education.

2.7%



On average, between November 2016 and January 2017, **2.7%** of 16 to 18 year olds were classed as **Not in Education Employment or Training (NEET)**. This was in line with the national average and better than the core city average.

Directorate outcomes

Education has the power to transform lives; that is why in Birmingham we are continuing to improve learning across the city to drive positive outcomes for all Birmingham children.

This Education Delivery and Improvement Plan 2017/18 (the Plan) recognises Birmingham City Council's (BCC's) role as a champion for all of Birmingham's children, young people and their families within a regularly changing education environment.

The plan identifies five high level outcomes for children and young people along with some of the key actions which will be done to support the delivery of these outcome and measures which will be used to track progress.



Directorate outcomes

- 1. Securing a good school place for children in the city**
- 2. Raising attainment and closing gaps for children across Birmingham**
- 3. Ensuring children and young people with SEND have their needs met in appropriate provision**
- 4. Ensuring children are safe and develop resilience**
- 5. Preparing young people with the skills they need for life**

And as a Directorate we will

- 6. Develop and broker strong support services for schools**

In ensuring these outcomes for Birmingham's children we are equipping them not just to flourish and succeed in later life but also to actively contribute now as citizens to life in Birmingham and their local communities.

Recurring themes

Across all of these outcomes there are recurring cross-cutting themes which will underpin delivery.

Ensure strong and effective leadership

For areas where Birmingham City Council has statutory duties and responsibilities we will promote collaborative leadership with partners. Increasingly it will be appropriate for agencies other than the council to lead and we will act as supportive partners or help to broker appropriate collaboration.

Make best use of resources

With continuing pressure on the budgets of schools and the local authority, we will ensure that resources are deployed in a way to maximise their impact.

We will review processes to ensure efficiency and make sure that commissioned activity delivers in terms of cost and benefit to the intended user.

Drive improvement

All services will continue to have a focus on improvement. This will work at all levels and will form part of every staff member's individual yearly performance targets. It will also be a key area of accountability for Heads of Service and Assistant Directors.

Where required, service redesign will be utilised to improve performance and collaboration across the Directorate.

We will continue to work closely with our strategic partners including Services for Education and the Birmingham Education Partnership to deliver these themes.





Individual service plans

Supporting this Directorate plan is a range of 20 individual service area plans captured in Appendix 1.

The service plans are structured around each service within Education, as described in the Core Offer and Traded Offer to Schools documents.

These documents can be found at:

www.birmingham.gov.uk/education-coreoffer

www.birmingham.gov.uk/tradingforeducation

Each service plan details:

- The activities and deliverables to be completed.
- The performance indicators that will measure progress.
- The outcome and impact to be achieved through completing the activity.
- The officers leading the activities and timeframes for completion.

Although plans focus on individual service areas, they capture wider partnerships and recognise that Birmingham City Council is dependent upon continuing to build stronger links with early years settings, schools, post 16 provision and wider services supporting children and young people.



1. Securing a good school place for children in the city

As a growing city with rising demand for child care and school places we will work to ensure that there is both a sufficiency of supply and that provision is of a good standard. Through Birmingham Education Partnership we will help schools to access support for improvement where required with the aim of increasing the number of schools rated as Good or Outstanding by Ofsted. We will continue to review our use of alternative provision to ensure appropriateness and value.

We will

- Maintain a capital investment programme in schools to develop new places in appropriate locations across Birmingham.
- Provide support to children without a school place to receive appropriate education and promptly find a place.
- Complete a review and redesign of the School Admissions function.
- Increase the proportion of all 3 and 4 year olds and targeted 2 year olds accessing their Early Education Entitlement and continue to secure sufficiency of places.
- Consult on and implement a revised Birmingham Fair Access Protocol.

How we will do it

Leadership: Leading conversations with central government, academies and free schools and others to ensure that new places are delivered and resourced appropriately.

Resources: Ensuring additional school places are sourced where needed and that this investment is efficient and makes best use of existing resources.

Improvement: Working through Birmingham Education Partnership to support schools in need of Improvement.



What the results will be

Ref	Performance indicator	Target	Description
1	Overall proportion of schools which are Good or Outstanding	Improving Trend	Based upon all current open judgements.
1a	Proportion of schools inspected within school year who are rated as Good or Outstanding	80%	The proportion of schools who are rated as Good or Outstanding in their Ofsted inspections.
2	Excluded children without a school place for more than 6 days	0	The number of children excluded from mainstream provision that do not have a full time place within six days of exclusion.
3	SEND children out of school	0	Children with Special Education Needs and Disabilities who are currently not attending school
4	Number of children missing from education	0	Children who we are notified by schools have gone missing from education.
5	Early Years education take-up (for 2 year olds)	NAT AV	<p>The proportion of eligible 2 year olds in England benefitting from government-funded childcare. A child is eligible if the family are:</p> <ul style="list-style-type: none"> • in receipt of qualifying benefits • they're looked after by a local council • they have a current statement of Special Education Needs (SEN) or an Education, Health and Care (EHC) plan • they get Disability Living Allowance • they've left care under a special guardianship order, child arrangements order or adoption order



2. Raising attainment and closing gaps for children across Birmingham

We know that across Birmingham the attainment of children varies in relation to the area where they live and their various social characteristics. We are looking to see improvement across Birmingham in the outcomes which children achieve at all levels. Our aim is to reduce the gap between Birmingham and the national average and reduce gaps between different groups of children across Birmingham.

We will

- Ensure appropriate school improvement support is provided through the ongoing commissioning of Birmingham Education Partnership.
- Continue to raise the educational outcomes of Children in Care through the work of the Virtual School.
- Provide a full range of Early Years Consultant support to new settings or those where improvement is needed to maintain a focus on quality improvement within Birmingham's managed day care provision.
- Make best use of data and intelligence on how children progress and use it to drive improvement.

How we will do it

Leadership: Birmingham Education Partnership will provide leadership and broker appropriate peer support to schools to raise standards and improve attainment.

Resources: The Virtual School will continue to improve co-ordination of education and support to Children in Care and maximise the impact of Pupil Premium Plus.

Improvement: We will further enhance our data systems to make more effective use of intelligence, leading to improved delivery and better monitoring of impact.



What the results will be

Ref	Performance indicator	Target	Description
6	Early Years Foundation Stage (EYFS) Good level of development	NAT AVE	The proportion of children achieving a “Good Level of Development” (GLD) is a standard way of measuring attainment at the end of the EYFS. A child achieves GLD if they achieve the ‘expected level’ in: <ul style="list-style-type: none"> • the early learning goals in the prime areas of learning (personal, social and emotional development; physical development; and communication and language) and; • the early learning goals in the specific areas of mathematics and literacy.
7	Key Stage 2 Attainment Proportion reaching expected standard in Reading, Writing and Maths	NAT AVE	The proportion of children reaching the expected standard in Reading, Writing and Maths. <ul style="list-style-type: none"> • Reading, Maths, Grammar, punctuation & spelling is primarily informed by tests with a scaled score of 100 indicating the pupil has reached the expected level. • Writing remains as a teacher assessment.
8	Key Stage 2 Progress – Reading	0	The new progress measures are ‘value added’; this means that pupils’ results are compared to the actual achievements of other pupils nationally with similar prior attainment. There is no ‘target’ for the amount of progress an individual pupil is expected to make. Any amount of progress contributes to the overall average. A score of 0 for a school means its pupils are making average progress.
9	Key Stage 2 Progress – Writing	0	
10	Key Stage 2 Progress – Maths	0	
11	GCSE Attainment 8	NAT AVE	Attainment 8 measures the achievement of a pupil across 8 qualifications including Maths (double weighted) and English (double weighted), three further qualifications that count in the English Baccalaureate (EBacc) measure and three further qualifications that can be GCSE qualifications (including EBacc subjects) or any other non-GCSE qualifications on the DfE approved list.
12	GCSE Progress 8	0	Progress 8 is a value added measure and compares the Attainment 8 scores of similar pupils grouped using their prior attainment at key stage 2. A score of 0 shows that the school’s pupils on average make the same progress as similar pupils nationally. A score of +1 means pupils are achieving on average a grade higher in each subject that contributes to this score.
13	Children in Care GCSE – Progress 8	NAT AVE	This is the same as above but specifically for Children in Care.
14	Children with SEN – Attainment 8	NAT AVE	This is the same as above but specifically for children with SEN.

3. Children and young people with SEND have their needs met in appropriate provision

We recognise that children in Birmingham often require additional support to assist them in their education. Our vision is that every child and young person aged 0–25 with a special educational need and/or disability (SEND) in Birmingham will have the opportunity to be happy, healthy and achieve their fullest potential, enabling them to participate in, and contribute to all aspects of life. We will provide services that ensure the needs of children and young people who have SEND and their families are at the heart of all that we do. We aim to offer this as locally as possible.

We will

- Consult on and finalise the strategy for SEND and Inclusion.
- Reshape Access to Education to respond to the new strategy and to best meet the needs of children and schools.
- Complete the restructuring of the Travel Assist service and continue to improve the service provided to children and families.
- Continue to improve the quality of Education Health and Care Plans and to ensure completion within 20 weeks.
- Support Early Years settings to appropriately meet the needs of pre-school children with SEND.

How we will do it

Leadership: Work with parents and partners through the Inclusion Commission to address areas of concern for their children.

Resources: Develop use of joint commissioning to ensure resources are used fairly and effectively to provide maximum impact on outcomes.

Improvement: Continue to develop the timeliness and quality of Education Health and Care Plans working in partnership with families and professionals.



What the results will be

Ref	Performance indicator	Target	Description
15	Special Education Needs Education Health and Care Plans (EHCPs) Percentage of EHCPs completed within 20 weeks	99%	Local Authorities have a clear duty to assess a child or young person's education, health and care needs where they may have SEN (special educational needs) and they may need special educational provision to be made for them at a level or of a kind which requires an assessment of a child or young person's education, health and care needs. This is called an EHC needs assessment and has to be completed within 20 weeks.
16	Proportion of children with completed Personal Education Plans (PEPs)	95%	Signed off Personal Education Plans which are required for Children in Care.

*Further performance indicators will be added here as a result of the Strategy for SEND and Inclusion. This Strategy is due to be finalised later in 2017 and this Plan will be updated at that time.



4. Children are safe and develop resilience

The council has regularly identified safeguarding children as one of its top priorities. We will continue to work in partnership with schools, health services, the police and other agencies to support and protect children ensuring that safeguarding is a shared responsibility. We will ensure that children learn in safe environments with appropriate facilities and good quality practice which positively promotes learning.

We will

- Provide tailored safeguarding briefings for schools and widen the use of Early Help Assessments.
- Strengthen joint working between schools and safeguarding colleagues and improve communications between them.
- Support the development of an independent Children's Trust for Birmingham and develop the governance to manage this contract.
- Improve systems for identification of children who are missing or educated outside of the school system.
- Model and develop a system of devolved funding for alternative provision across secondary school networks.

- Support schools with maintenance and infrastructure issues to ensure safe learning environments.

How we will do it

Leadership: Develop the capacity and performance framework to manage the council's future relationship with the Children's Trust.

Resources: Ensure that the Children's Trust is suitably resourced and the correct protocols are put in place to enable it to flourish.

Improvement: Strengthen joint working between schools and safeguarding colleagues and improve communications between them.



What the results will be

Ref	Performance indicator	Target	Description
17	Persistent absence (State-funded primary, secondary and special schools – six half terms)	NAT AVE	The persistent absence measure is in line with national reporting. This is defined as 10% or more of sessions missed (based on each pupil's possible sessions).
18	Number of Permanent Exclusions – Primary	Reducing Trend	Information collated on a termly basis across Birmingham of the number of pupils permanently excluded from schools.
19	Number of Permanent Exclusions – Secondary	Reducing Trend	
20	Number of Permanent Exclusions – Special	Reducing Trend	



5. Preparing young people to leave school with the skills they need for life

Promoting jobs and skills is one of Birmingham's four priorities. We want to ensure that young people have the skills they need to help them succeed. We will work with partners to provide support where there are barriers to learning, particularly for young people either Not in Education, Employment or Training (NEET) or at risk of becoming NEET. As Birmingham continues to grow economically we will work with schools and colleges across the city to develop learning opportunities for all young people in line with the needs of employers.

We will

- Secure sufficient high quality, education and training provision, which provide appropriate and accessible learning pathways for all young people aged 14–19, including vulnerable groups.
- Develop a strategic approach to early identification and support for young people at risk of disengagement from 14–19 education and training.
- Strengthen planning and contracting to source appropriate SEND provision for post 16.
- Work with Birmingham Education Partnership (BEP) to deliver the Birmingham Enterprise Adviser Network project to ensure good quality careers advice.

How we will do it

Leadership: Champion the delivery of quality careers programmes from Year 8–13 in all Birmingham secondary schools, colleges and providers to equip young people.

Resources: Ensure that systems to track children join up and there is greater alignment of work across teams.

Improvement: Strengthen links between Birmingham City Council and further education colleges to enhance partnership working.



What the results will be

Ref	Performance indicator	Target	Description
21	The proportion of young people aged 16 to 18 Not in Education Employment and Training (NEET)	3%	On a monthly basis the proportion of young people aged 16 to 18 Not in Education Employment and Training is tracked across Birmingham. Analysis is also carried out of the NEET levels for different sub-sets of young people (e.g. young people with SEND, Children in Care, Care Leavers).
22	Proportion of the population aged 16 to 24 qualified to at least Level 1	Increasing Trend	From the Annual Population Survey. Proportion of the population aged 16 to 24 qualified to at least Level 1. Level 1 qualifications are: first certificate; GCSE grades D,E,F or G; Music grades 1,2 & 3; Level 1 award, certificate, diploma, English for Speakers of other Languages (ESOL); Level 1 essential skills and functional skills; Level 1 National Vocational Qualification (NVQ).
23	Proportion of the population aged 16 to 24 qualified to at least Level 3	Increasing Trend	From the Annual Population Survey. Proportion of the population aged 16 to 24 qualified to at least Level 3. Level 3 qualifications are: A level grades A,B,C,D or E; Music grades 6,7 & 8; access to higher education diploma; advanced apprenticeship; applied general; AS level; International Baccalaureate diploma; tech level; Level 3 award, certificate, diploma, English for Speakers of other Languages (ESOL), national certificate, national diploma; Level 3 National Vocational Qualification (NVQ).



6. Develop and broker strong support services for schools

Birmingham's education role continues to change with increasing numbers of academies and free schools sitting alongside maintained schools as part of the Birmingham family. Schools are now engaging a variety of providers to deliver services which might previously have been provided by the council. As the formal role of the Local Authority reduces, we want to ensure that the support and advice we offer to schools is timely and of a high quality. Some of this provision will be delivered on a formal trading basis.

We will

- Strengthen communications with schools through the expansion of the School Noticeboard, the refreshing of our websites and appropriate and focused briefing events.
- Continue to improve the catering offer to schools through Cityserve and look to respond to new opportunities as appropriate.
- Strengthen the quality of our traded services and how these are provided to schools.
- Improve how support services share information to identify schools where there may be governance, financial, staff or similar risks with aim of better co-ordinating the response to them.

- Review and improve our direct support and engagement with governors.
- Develop our commissioning function to ensure commissioned services deliver best value and with proportionate governance

How we will do it

Leadership: Ensure high quality, accurate and appropriate guidance is shared with schools to support their work.

Resources: Develop and review trading options to ensure that services provide value for money and are delivered efficiently.

Improvement: Ensure that traded services delivered by the council are responsive to the needs of schools and are delivered in a way that meets their needs.



What the results will be

Ref	Performance indicator	Target	Description
A1	Maintaining levels of buy back from schools for the traded services provided by Birmingham City Council	TBC	Birmingham City Council provides a range of traded services to schools which schools are able purchase or alternatively they may seek another provider or deliver themselves. This measure will indicate whether schools are continuing to demand these services from BCC.
A2	New contracts won by traded services	TBC	This will be a measure of new contracts and work agreed with schools.
A3	Levels of customer satisfaction	TBC	This will measure the level of satisfaction from customers. Throughout the year an appropriate measurement of this will be developed.
A4	Evaluation of School Noticeboard	TBC	A weekly noticeboard is produced for schools and an evaluation of this will be carried out during the year with appropriate measures to be agreed.



Monitoring performance

Each outcome has a series of measures attached which will form the Directorate scorecard. Support will be given to individual service areas to develop local scorecards for each of their plans.

Senior Leadership Team

This meets on a fortnightly basis chaired by the Corporate Director with Assistant Directors and will oversee performance. Each month the Directorate scorecard will be reviewed and Assistant Directors will follow up on areas of concern.

Education Management Team

This meets fortnightly and draws together all Heads of Service with responsibility for plans. This meeting steers the Directorate's business and promotes linkages across the Directorate to develop good practice

Performance Boards

Approximately once a quarter, Heads of Service and Service Plan owners will meet with Assistant Directors to look at performance issues and consider areas for service and process improvement. As part of this cycle, each meeting will consider an area for Directorate improvement, provide support to Heads of Service in this area through workshops and then look to review progress.

Wider reporting

The performance scorecard will be reported centrally and discussed as part of bi-monthly meetings between the Cabinet Member and Corporate Director. (Details of the previous year's performance can be found in Appendix 3)

In line with the budget setting process and consultation during the autumn, this plan will be reviewed and refreshed between January and March 2018 with the aim of publishing a new plan early in the 2018/19 financial year.

It is planned to move towards a combined Children and Young People's Plan reflecting the Directorate's new commissioning role with the Children's Trust.

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Appendix 1 Individual Service Plans

Service area	Lead contact
1. Virtual School for Children in Care	Andrew Wright
2. Sustaining Inclusion	Andrew Wright
3. Education Safeguarding	Jon Needham
4. Resilience	Razia Butt, Services for Education
5. Education and Skills Infrastructure	Jaswinder Didielly
6. School and Governor Support	Karen Davies
7. Early Years	Lindsey Trivett
8. Alternative Provision, Attendance and Independent Schools	David Bishop
9. 14–19 Participation and Skills	Julie Stirrup and Parminder Garcha
10. Early Years Inclusion Support	Gillian King
11. Special Educational Needs and Disability Information, Advice and Support Service (SENDIASS)	Nasreen Hussain
12. Special Educational Needs Assessment and Review (SENAR)	David Bridgman
13. Access to Education	Heather Wood and Amanda Daniels
14. Travel Assist	Jennifer Langan
15. School Admissions	Alan Michell
16. Cityserve	Dale Wild
17. Legal Services – Education	Ian Burgess
18. Schools Financial Services	Sue Beer
19. Schools HR and Employee Relations	Paul Crossley
20. Communication and Stakeholder Engagement	June Marshall and Laura Hendry

Appendix 2 Shadow Children's Trust Arrangements



The plan also recognises the role of the Directorate in supporting the development of the Children's Trust. Shadow Trust arrangements will be in place throughout 2017–18 and Children's Services will continue to progress work outlined in the Early Help and Children's Social Care Improvement Plan 2017–18.

This will pick up the following themes listed opposite which were identified during the Ofsted re-inspection which took place in September 2016.

The performance against these actions will be managed separately to this plan.

Throughout the year the Children and Young People Directorate will lead on ensuring the appropriate governance and resourcing arrangements are put in place to enable the launch of the Children's Trust in April 2018. The Children and Young People Directorate will also develop the capability to formally commission and manage the council's partnership with the Children's Trust and the 2018–19 Directorate plan will be widened to include this area of work.

Early Help and Children's Social Care improvement priorities

1. Early Help
2. Front Door, Children's Advice and Support Service and Out of Hours
3. Missing Children, Child Sexual Exploitation
4. Child in Need and Child Protection
5. Disabled Children's Social Care
6. Improve care planning, Children in Care and care leavers
7. Care Leavers
8. Private Fostering
9. Quality Assurance and Performance Management
10. Partnership [overarching theme]
11. More local foster placements
12. Workforce development
13. Workforce – Recruitment and Retention
14. Placement Planning and Matching
15. Innovations
16. Replace Child Record System
17. Unaccompanied Asylum Seeking Children / No Recourse to Public Funds

Appendix 3 Progress on 2016–17 performance targets

The table below details the nine education measures included in the BCC Corporate Business plan 2016–17 (referenced in the Education Services Delivery & Improvement Plan 2016–17) and the performance achieved against the set targets. These measures ran in line with the council's financial year reflecting performance between April 2016 and March 2017 rather than the standard academic year. The results given for GCSEs are for the summer of 2016 and so relate to the 2015–16 academic year.

Performance indicator	Target	Period Target	Current Period	Status	Commentary
Proportion of schools inspected as Good or Outstanding	90%	90%	80.6%	●	As of March 2017, 80.6% of schools in Birmingham were rated as Good or Outstanding. While this was an improvement on the position a year before and there was a reduction in the number of schools classed as in Special Measures, the improvement was not enough to meet the 90% target.
Early Years Foundation Stage	70%	70%	64%	●	The proportion of children reaching a good level of development at the end of the Early Years Foundation stage in 2016 was an improvement on 2015 up from 62% to 64%. However the gap between Birmingham and the national average of 69% increased slightly.
Key Stage 2 Attainment	52%	52%	47%	●	The final Local Authority Key Stage 2 attainment results were released by the Department for Education in December 2016. It indicated that Birmingham's performance of 47% was below our target – which was the national average of 54%.

Performance indicator	Target	Period Target	Current Period	Status	Commentary
GCSE Attainment – Progress 8	0	0	0	●	Birmingham's 2016 GCSE results were very positive. 2016 saw the introduction of a new accountability system for schools with the new measure of Progress 8 – “the progress a pupil makes from the end of Key Stage 2 to Key Stage 4, compared with pupils nationally with similar attainment”. The national average performance is therefore zero. A positive score indicates out-performing the national average. Birmingham's provisional result is zero, second best out of core cities.
Children in Care Outcomes at GCSE	National average	22.8	25.3	●	The figure refers to the average Attainment 8 scores of children who have been looked after continuously for at least twelve months – comparing Birmingham to the national average. Birmingham's Children in Care Progress 8 score was also above national levels.
Excluded children without a school place after 6 days	0	0	106	●	As of the end of March 2017 there were 106 children without a school place; 41 of primary school age and 65 of secondary school age.
Percentage of 16 to 18 year olds classed as NEET	4%	4%	2.7%	●	The average NEET levels of those aged 16 to 18 are 2.7% - in line with the national average and better than the core city average.
Special Education Needs – Percentage of EHCPs completed within 20 weeks	100%	100%	98.4%	●	Between 1 April 2016 and 31 March 2017, 926 Education, Health and Care Plans have been issued (excluding Exceptions). Of these, 15 have not met the 20 week timescale. The measure is still within tolerance.
Persistent absence in schools	National average	10.5%	12.2%	●	Due to data lags, this measure refers to the previous school year - so in effect we are reporting a year in arrears. Our result of 12.2% was slightly worse than the national average of 10.5%.

Appendix 4 Developing a Child Friendly City

Already over 170 schools have signed up to UNICEF Rights Respecting School Award (RRSA) with a further 70 schools due to engage in 2017/18. We have worked with UNICEF to establish a Birmingham cohort of schools who work together to promote children's rights as a way of building resilience to extremism.

We have the first nursery school and the first secondary school to achieve the Level One award in record time.

This initiative has had a significant impact on safeguarding, participation and community cohesion and we are hoping to work with the Department for Education on a pilot research programme to demonstrate that this approach builds resilience to extremism and holds the goals of education at the centre of all our work.

Child Rights Partners

We are now pursuing an application to the UNICEF Child Rights Partners programme which extends the influence of the RRSA to embed a children's rights approach across the council using the United Nations Convention of the Rights of the Child (UNCRC). We are hoping to be one of five local authorities chosen to embed this initiative to become a child-friendly city, weaving a child rights approach through education, environment, social care and community initiatives.

Over the next year we will look to develop and embed the following seven principles across our work and the work of other partner agencies in Birmingham:

Dignity

Each child is a unique person with intrinsic worth and should be respected and valued in all circumstances.

Best interests of the child

Determining and doing what is best for a child, with that child, at that time and in that situation.

Non-discrimination

Each child is treated fairly and protected from discrimination.

Life, survival and development

Each child is able to develop, thrive, achieve and flourish.

Participation

Each child is heard in matters affecting them and participates in the lives of their family, community and wider society.

Interdependence and indivisibility

Each child enjoys all rights enshrined in the convention, whatever the circumstances.

Transparency and accountability

Dependable, open and accountable relationships and dialogue between local government, communities, families and children and young people is essential in the collective goal of securing children's rights.

Making a positive difference every day to people's lives

Email

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Twitter

[@BCCEducation](https://twitter.com/BCCEducation)



[birmingham.gov.uk/education](https://www.birmingham.gov.uk/education)

Executive Summary

Early Years Foundation Stage (end of reception year)

- Early Years Foundation Stage performance has improved but gap has not closed compared to national levels.
- 66% of pupils achieved a Good Level of Development in Birmingham in 2017.
- The proportion of children achieving a Good Level of Development improved between 2016 and 2017, by 2 percentage points.
- Birmingham's performance is below the national average in 2017 by 5 percentage points.
- Birmingham's performance is below the statistical neighbour average, but in line with the average core city performance.

Key Stage 1 (Ages 5-7, Years 1 and 2)

- 72% of Birmingham pupils achieved the new expected standard in reading, 65% in writing and 71% in mathematics.
- In comparisons with the national average, Birmingham pupils are below in reading, writing and maths.
- Birmingham's performance is above core cities average for reading and writing by 1 percentage point and in line with statistical neighbour's average.
- Birmingham's performance for maths is below the statistical neighbour average by 2 percentage points.

Key Stage 2 (Ages 7-11, Years 3, 4, 5 and 6)

- For Reading, Writing and Maths combined, 57% of pupils reached the new expected standard and 6% achieved a higher standard – this performance is below the national average (of 62% and 9% respectively). However, Birmingham's performance from 2016 to 2017 is on an upward trend improving by 10 percentage points for achieving expected standard in reading, writing and maths.
- For average progress in Reading and Writing (-0.9) Birmingham is below national average, however for Maths Birmingham's performance is in line with national average (0).

Key Stage 4 (Ages 14-16, Years 10 and 11)

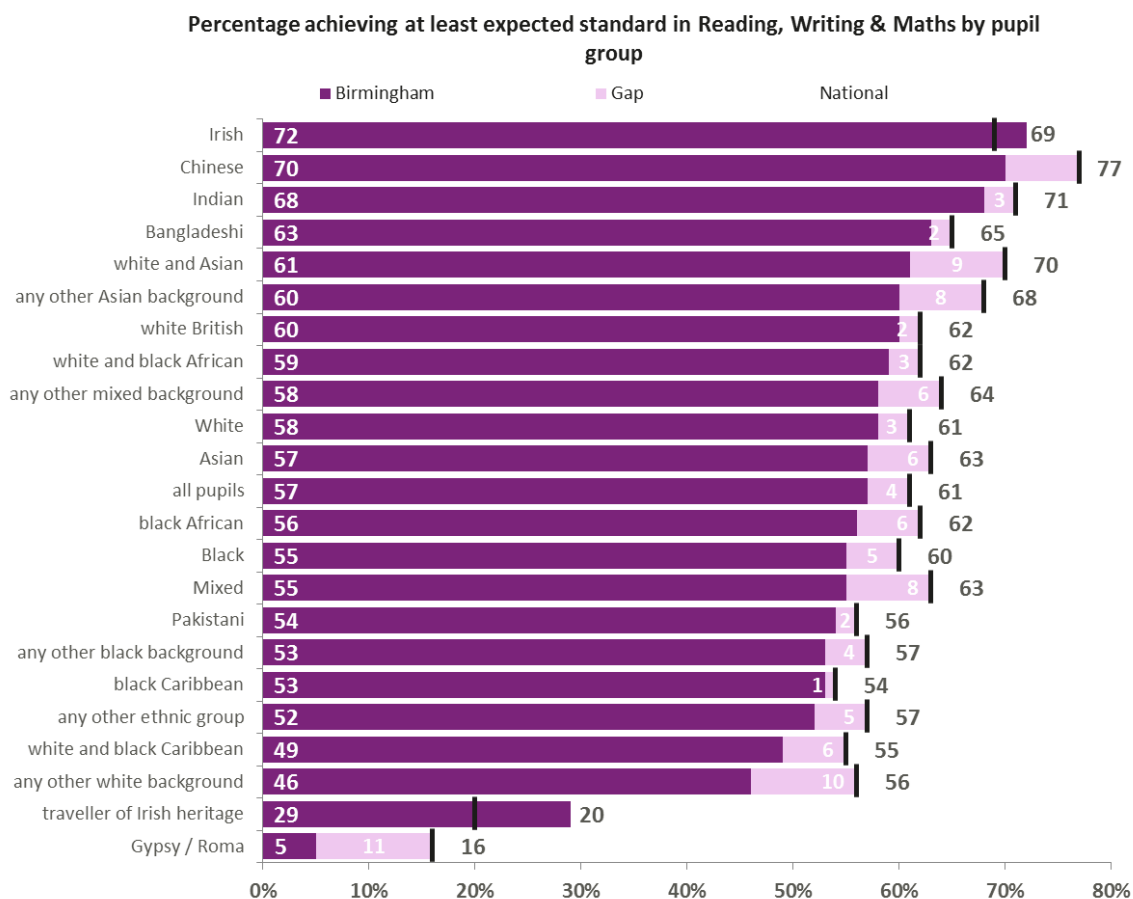
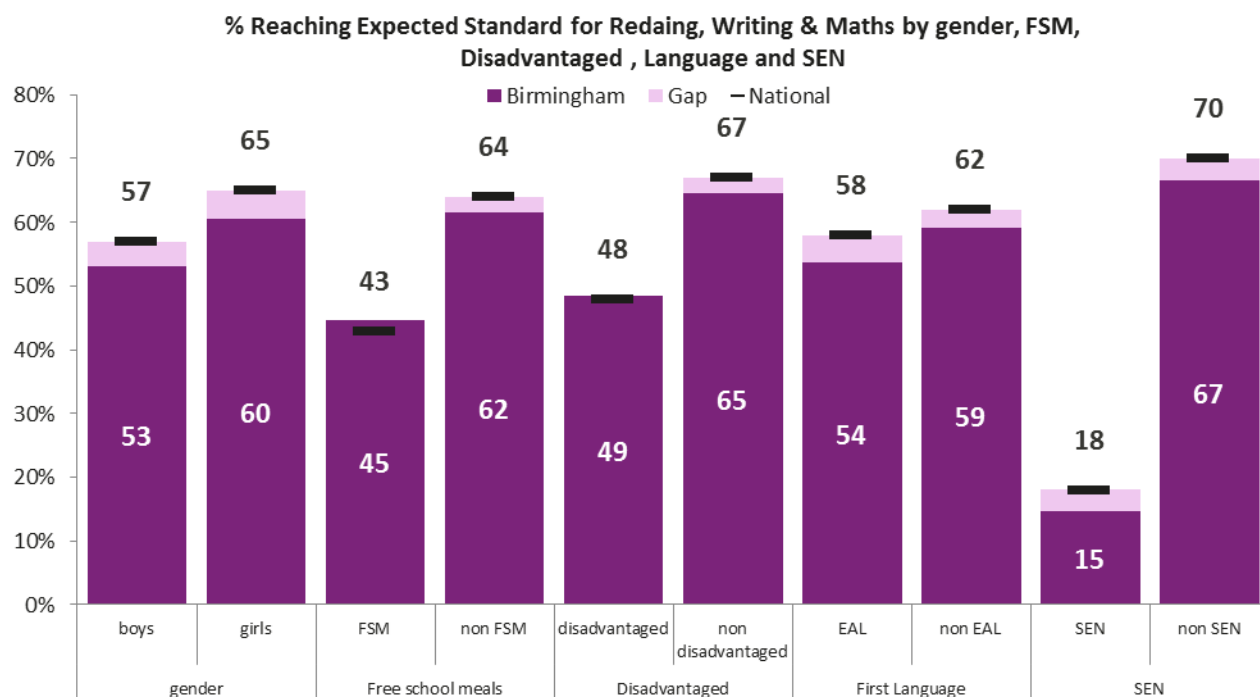
- Progress 8 indicates Birmingham children are making better progress than pupils nationally with a similar starting point. Birmingham Progress 8 score is - 0.01 and national average is -0.03.
- Birmingham's disadvantaged pupils achieved better than national for Progress 8.
- Birmingham's average Attainment 8 score is 46.1 which is in line with the national of 46.4.
- 25% of Birmingham children achieved the English Baccalaureate (standard pass) above national average (24%)
- 40% of Birmingham children achieved 9 to 5 (grades) in English and Maths (strong pass) 3 percentage points below national average.

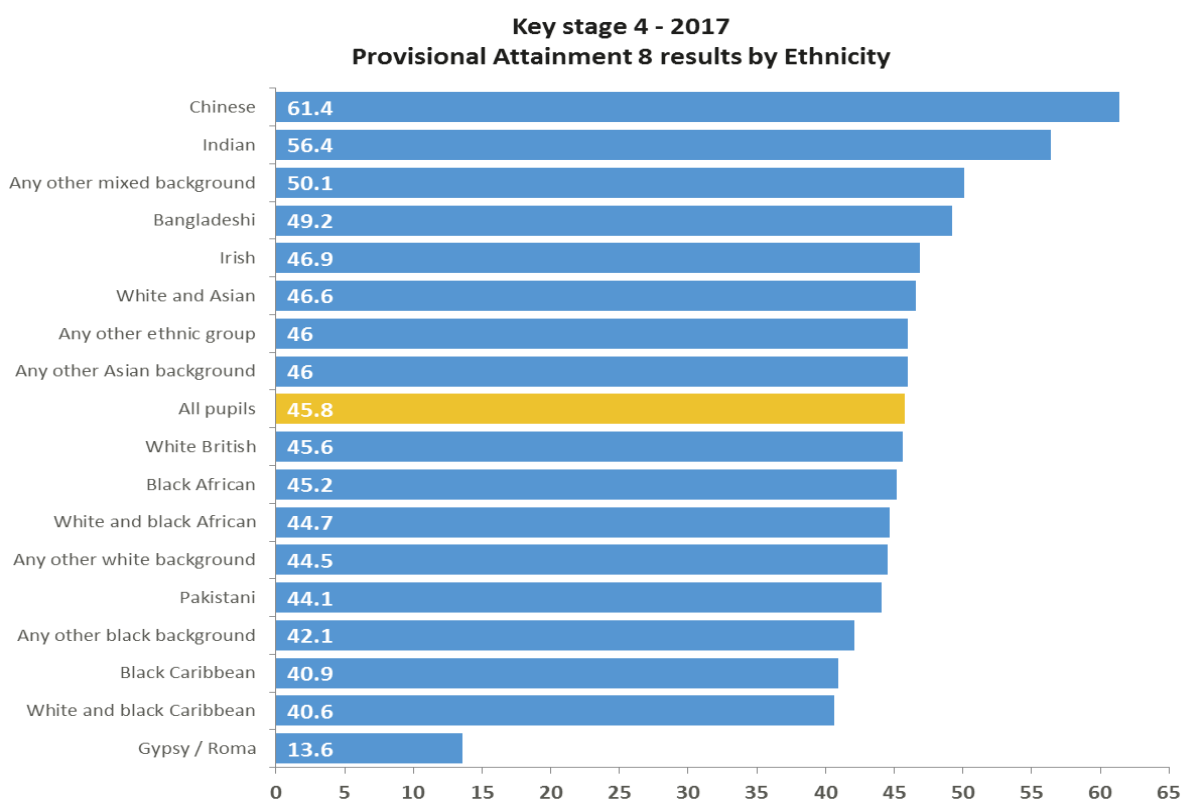
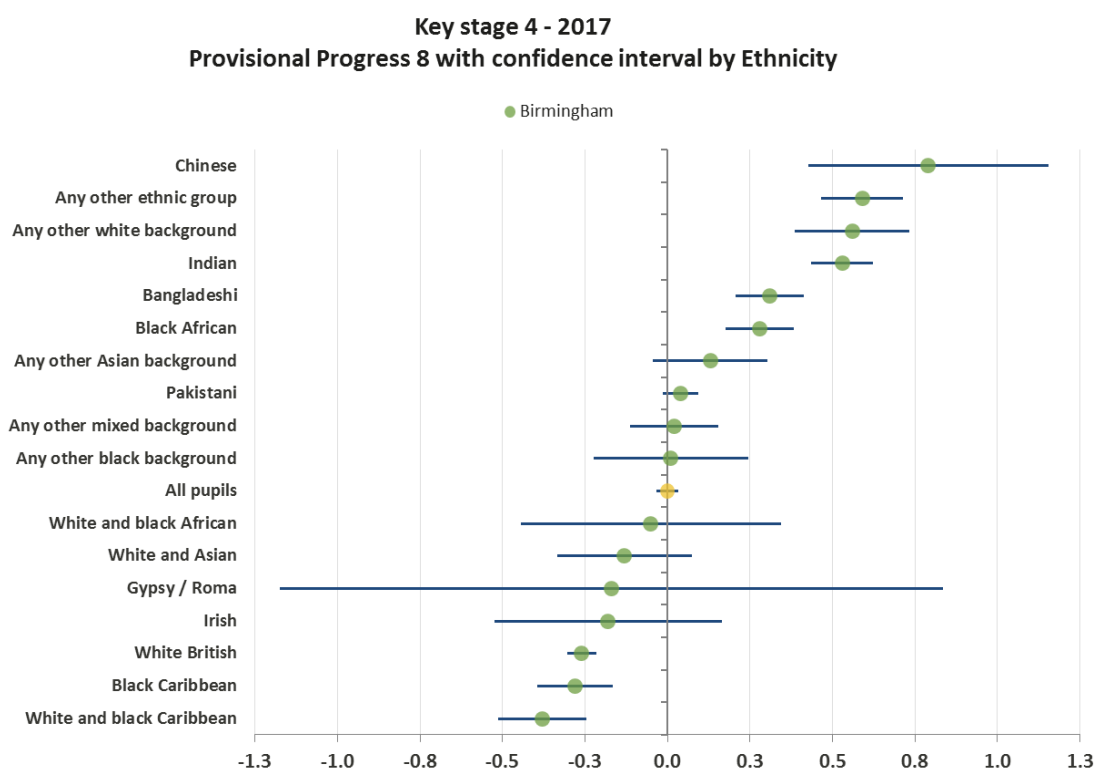
Key Stage 5 (6th Form)

- Birmingham's key stage 5 attainment is above national average for 2017 for most measures, Average Point score for best 3 A Levels and achieving 3 A*-A grades or better.
- Birmingham mainly outperforms core cities, statistical neighbours and the West Midlands.

Key stage 2

Graph below shows performance of different pupil groups for the main combined measure for Key stage 2.



Key stage 4 – (graphs based on first released of data therefore provisional)

Birmingham Students are doing well at Secondary School

In 2017 the average overall Progress 8 score for Birmingham is once again above national average, this means that children, whatever their starting point make more progress while at secondary school on average than those nationally.

2017 Revised key stage 4	Birmingham	National
All pupils	-0.01	-0.03
Disadvantaged pupils	-0.18	-0.4
Non Disadvantaged pupils	0.15	0.11

Data taken from <https://www.gov.uk/government/statistics/revised-gcse-and-equivalent-results-in-england-2016-to-2017>

Where Birmingham really shines however is in the progress of its disadvantaged pupils. In 2017 not only did we outperform that national average for this group but our young people and teachers collectively outperform those in all other major cities outside London.

Disadvantaged Progress 8	2017
National	-0.40
Core Cities Average	-0.36
Birmingham	-0.18
Leeds	-0.29
Manchester	-0.33
Sheffield	-0.35
Bristol, City of	-0.58
Nottingham	-0.61
Newcastle upon Tyne	-0.62
Liverpool	-0.62

Data taken from <https://www.gov.uk/government/statistics/revised-gcse-and-equivalent-results-in-england-2016-to-2017>

Birmingham has also outperformed all other local authorities in the West Midlands for this pupil group.

Disadvantaged Progress 8	2017
National	-0.40
West Midlands Average	-0.39
Birmingham	-0.18
Wolverhampton	-0.34
Stoke-on-Trent	-0.38
Sandwell	-0.39
Coventry	-0.43
Warwickshire	-0.45
Telford and Wrekin	-0.47
Shropshire	-0.51
Dudley	-0.51
Worcestershire	-0.52
Staffordshire	-0.53
Solihull	-0.55
Herefordshire, County of	-0.55
Walsall	-0.62

Data taken from <https://www.gov.uk/government/statistics/revised-gcse-and-equivalent-results-in-england-2016-to-2017>

Birmingham Students are doing well at Secondary School

The gap between the progress that disadvantaged and non-disadvantaged children make is also the smallest in Birmingham against core cites and the West Midlands, suggesting that Birmingham is beginning to buck the trend of endless cycles of poverty.

There are many non-selective mixed schools in Birmingham where disadvantaged pupils have consistently made more relative progress than their non-disadvantaged counterparts.

Disadvantaged Progress 8	2016	2017
Non Disadvantaged National	0.10	0.11
Disadvantaged National	-0.38	-0.40
Disadvantaged Birmingham	-0.14	-0.18
Al-Hijrah School	0.45	0.35
Ark St Alban's Academy	0.76	0.47
Aston Manor Academy	0.64	0.18
Four Dwellings Academy	0.40	0.22
George Dixon Academy	0.20	0.22
Heartlands Academy	0.19	0.32
Holyhead School	0.32	0.12
Saltley Academy	0.36	0.23
Washwood Heath Academy	0.15	0.16

Data taken from revised performance tables 2017

In addition the following non-selective mixed schools students have consistently achieved excellent results, not only for progress but also in attainment with particularly strong showings for its disadvantaged students.

2017 Revised key stage 4	Attainment 8		Progress 8	
	All Pupils	Disadvantaged	All Pupils	Disadvantaged
National	46.3	37.0	-0.03	-0.40
Birmingham	46.1	40.1	-0.01	-0.18
Al-Hijrah School	51.9	52.4	0.43	0.35
Queensbridge School	49.2	44.7	0.43	0.33
Rockwood Academy	47.1	45.3	0.81	0.76

Data taken from revised performance tables 2017

If social mobility is a top priority for the Government, then Birmingham secondary schools should be centre stage!

The Birmingham Education partnership points out: "As a city we ought to be celebrating the relentless hard work of so many schools achieving great results for young people, especially when they come from the kinds of families who across the country are least likely to succeed".

Corporate Parenting

**Report to: Schools, Children and
Families O&S Committee**

14th February 2018

This report covers the broad responsibilities that the council holds along with support from partners in health, schools and the police, to enhance life opportunities for children and young people in our care and for care leavers.

What is Corporate Parenting?

Corporate Parenting is the collective responsibility of the council, elected members, employees, and partner agencies, in providing the best possible care and opportunities for the children and young people who are or have been in the care of (looked after by) the council. Corporate parenting is a statutory responsibility as set out in the Children Act 1989.

There are 1869 children in care of Birmingham City Council currently and we work with some 670 care leavers. The main reason for children going into care is abuse or neglect, and the trauma that many of these children and young people suffer can lead to multiple issues in adolescence and in later life. Children who have been in care are more likely to have poor educational outcomes, suffer from mental ill health and are less likely to be in employment, education and training. They are also more likely to be in the criminal justice system, experience homelessness, be pregnant at an early age and struggle with maintaining stable personal relationships. That said, there are many care leavers who have gone on to establish successful careers, bring up their own families and make a positive contribution to their community.

Why is Corporate Parenting important?

It is important for the council, partners, and the city as a whole that we work collectively to guide and support these young people – raising their aspirations and providing training and employment opportunities whilst working together to improve health outcomes. It is our duty to support these young people to become happy, healthy and productive citizens of our city.

Corporate Parenting Initiatives 2016 -18

Mentoring for children in care and care leavers

The Corporate Parent Mentoring Pilot has been recognised by Ofsted as a positive development within the last 18 months.

The 1-2-1 mentoring is a voluntary service that provides immediate, short term and long term support to children in care and care leavers who are at different stages of their pathway be it education, health or transition into independence.

A broader range of Corporate Parenting roles for staff has been developed in the last academic year including supporting taster days and work experience, Raising Aspiration Programme and Going4Success Events.

The mentoring programme has supported staff as part of their own personal development, milestones and goals and demonstrated that everyone has something unique to offer as a Corporate Parent.

We are further developing our mentoring offer working with partners across the City. In October 2017 we agreed to a joint programme Big Heart with Fortem 4Life.

Fortem staff will be trained and provide Life Skills mentoring to young people and adults both on a 1-2-1 basis, working on volunteering projects as a group or donating their volunteering day to provide one off practical support and guidance. Examples include Job searches, CV writing, Cooking, and Decorating. The first cohort of staff will be trained in March 2018.

Residential Children's Homes - Academic Mentoring

The Academic Mentoring pilot was introduced in September 2016 initially working with three residential homes within Birmingham.

Undergraduate student mentors from Birmingham City University have role modelled learning through mentoring in the three pilot homes. Students work in a team led by a Corporate Parent Champion.

The educational offer has also included First Aid training, Duke of Edinburgh Award, The Junior Award Scheme for School, Gateway Drama workshops, sport, 1-2-1 mentoring and Taster Days.

Additional Education and Careers Offer

The Learning Links Programme is the educational offer available to support our young people within, across and beyond their 'home' educational setting/placement.

Arts Link works with a number of partners to provide a range of opportunities across the Arts. The programme offered has included Arts Showcase, drama-based learning in schools, media work/film-making, accredited study and individual music lessons.

The Careers Link programme offers three Career Events per year (one per term) based at an inspirational facility (University, lead employer). There are interactive and immersive workshops to engage and inform young people about pathways into employment. There is a supportive programme for Carers at the event.

The work experience taster day pilot was put in place in April 2017 and to date 76 children in care and care leavers have been offered a taster day experience through an individualised link with a business/employer. They have been allocated a Corporate Parent Mentor who supports them throughout the experience and afterwards, ensuring they are supported in continuing to develop their own education pathway.

The young people who have had a positive and successful experience at a Work Taster can choose to follow a week long Work Experience, again with support from mentors.

Taster Days have given our children in care and care leavers the opportunity to have an insight into wider career prospects, grow in confidence and develop social skills including relationships with other professionals and partners.

Uni Link programme targets Key Stage three young people (11 – 14 years of age) to have a termly event at a university in Birmingham. The events are very interactive and normally run by undergraduate students from the host university.

Rewards and Recognition

One of the key areas of development is the growing support and commitment from our Corporate Parenting Reward Partners.

Reward partners are individuals or organisations within Birmingham and beyond who have committed to supporting children in care and care leavers. This is in a number of ways, including events, career pathways, reward prizes and experience days and bespoke projects.

The support of our Reward Partners working with us has enabled seven Going4Success Education and Aspiration awards and celebration events to go ahead. The events in total have recognised the educational achievements of 740 children in care and care leavers within the last two academic years.

The Going4Success Awards Events have built a tradition for our young people and care leavers, and provide an opportunity to celebrate individual educational milestones with parents, carers, staff and partners coming together.

In total through the work with our Reward Partners 1,919 Reward Prizes or experience days have been received by children in care and care leavers within the last 16 months. We are now continuing to build on the relationships with our partners which will enable us to develop further this area of work in 2018.

The above pilots, programmes and developments have raised the aspirations, expectations and awareness of the educational offer to children in care and care leavers across all of the key stages. All the activities listed continue to make a positive impact and influence the positive educational and aspirational developments of our young people.

A major strength of the programme has been the growing connectivity across Corporate Parent 'services', the partnerships with schools, other educational providers, businesses and Reward Partners in the City.

Physical and Emotional Well Being

The main focus in this area since May 2017 has been to create more opportunities for our young people to take part in physical activities and develop themselves. The opportunities include programmes, taster days, sporting events, live events, and local sessions and supporting the Raising Aspirations Programmes.

Examples include working with sporting organisations such as Edgbaston Foundation, Birmingham City and Aston Villa to develop programmes for our young people to participate in. The programmes are all different and benefit various ages over a period of time.

Since May 2017 24 young people have taken part in a Sport Work Taster day and 118 take part in a Sport taster experience. This links with the relationships built with organisations as we have been given a total of 218 tickets given for live sporting events and activities.

The Primary Going4Success Rewards Event in October 2017 was linked with sport, as we were able to get the partners Aston Villa, Birmingham City, Evolve and West Bromwich Albion to support the event.

Going forward, we have developed with the Wellbeing Service a swimming programme for our young people. This links to a Life Skills programme we are developing with them, City Serve, Barclays and Fortem to provide our young people with skills that will benefit them

going into independent living. We are preparing a Life Skills event for carers and young people to learn about road, food and water safety, with a plan to progress into the summer.

Children in Care Council and Care Leavers Forum

Supported by the Rights and Participation Service (RAP) we have a thriving Children in Care Council (CiCC) and Care Leavers Forum (CLF). Attendance at the Corporate Parenting Board ensures their voice strongly influences the Corporate Parenting agenda, ensuring it stays grounded and focused on what makes a difference to young people's lives today and can evidence hearing the voice of the child, actually 'listening' to the voice of the child and then responding and feeding directly back. CiCC and CLF have helped raise the corporate parenting profile thorough representing Birmingham City Council at local, regional and national events.

They have won awards recognising their commitment to improving things for their peers, they have presented to international delegates at Tri City events, and they are regularly part of recruitment and selection processes including recent senior posts within the Childrens Trust.

Corporate Parenting Board

The Corporate Parenting Board aims to support and champion Birmingham's children in care and care leavers and has a core principle of working with young people talking and listening to them and helping them plan to achieve their aspirations.

The Corporate Parenting Board is a strategic board which meets every three months. The board considers issues for children and young people in care and champions how these issues can be addressed. It oversees the Corporate Parenting Strategy to ensure the responsibilities are fulfilled through delivery of services and the achievement of outcomes for children and young people.

Children's Services through its performance management and quality assurance framework, reports to the Corporate Parenting board. This has given the board the opportunity to concentrate on related targets for our children in care to support universal milestones that none looked after peers would experience such as career pathways and development, transition into independent living, health and wellbeing and mentoring.

Following the September 2017 meeting of the Corporate Parenting Board a Life Skills programme for Children in Care, Care Leavers and Carers is being developed working in partnership with the Wellbeing Service, Barclays, Fortem and City Serve.

Areas in need of improvement

Although much has been achieved there is still much to do. Having now built a firm foundation for Corporate Parenting in the city we need to take things to the next level if we are going to support our children to fully reach their potential.

There are a number of strategic challenges which are in need of focused and sustained intervention to move on:

- 1) A number of children in care continue to be excluded from school or do not have the appropriate hours of education.**

The Virtual School has a 'Vulnerable Pupils' process and this involves reviewing on a weekly basis:

- (a) No School Place (NSP)
- (b) Less Than 25 hours (not offered 25 hours of education)
- (c) NEET
- (d) Attendance/Persistent Absence(PA's)

These figures fluctuate over an academic year. For example in 2016/17

No School Place percentages were reduced over the year from 2.3% (May 16) to 1.4% (May 17). This was due to closer scrutiny by the Senior Management team within education; a sharper focus by the Birmingham Virtual School (BVS) workers to highlight these children as one of the most vulnerable on their class list and work directly with the young person, carer and all professionals to find a solution in a timely manner. Weekly meetings between the BVS Team manager and a Team manager from SENAR have enabled children with more complex needs to be discussed individually and a solution focussed approach to be implemented.

Less Than 25 hours was reduced to 1.5% over the academic year.

NEET's – 14.7%

There were no Permanent Exclusions of Birmingham CiC from Birmingham Schools last academic year.

More is being done with schools to help them further understand the issues connected with children in care and how they can better engage with social workers to ensure CiC receive meaningful education.

2) Although the NEET cohort has reduced this could be reduced further

The care leaver cohort in Birmingham who are NEET is 40%. The Key reasons why there are a higher proportion of 18+are:

- Care leavers who are NEET, 15% are young people with a significant barrier to accessing EET: Parents with children under 2, young people with severe mental health difficulties, illness and SEND.
- End of year 11, age 16 - the number of *children in care* who leave school with 5 or more GCSEs at A*-C (9 – 4) is significantly lower than the general population(In terms of future employment – statistics show that a quarter of young people *without* these **level 2** qualifications will be out of work by their mid -20s).

Thus far the issue of attainment at year 11 has been the main focus for the work of Birmingham Virtual School as the majority of 16+ Children in Care and Care Leavers who continue in education or training do so in Further Education colleges.

At 17, children in care start to prepare themselves for independence. The transition to independence usually involves moving placement – e.g. from foster care to semi-independent, from semi-independent to council tenancy. The challenge of moving

accommodation and taking on the additional responsibility of living independently is the key factor in young people not managing to sustain their further education and going from EET to NEET.

To address this issue links have been made with all of the FE colleges to ensure they are aware of CIC and care leavers who attend the colleges. We ask them to notify the Care Leavers Service if a care leaver's attendance or personal presentation causes concern. Further work needs to be undertaken to strengthen this relationship.

Work based training provision in Birmingham has reduced over the last three years with the closure of a number of work based training providers. Training provision available offers smaller settings where young people are taught in small groups and with more vocational focus. We need more focus within the council and with key partners and businesses to increase Work Based Training provision in Birmingham, and this needs to be aligned with an early notification of opportunities for our children in care and care leavers to allow us time to equip them to be competitive in the open recruitment market.

Apprenticeships have limited viability for care leavers mainly due to the low pay and lack of additional support in the work place. Associated issues such as accommodation and transport costs put additional pressures on care leavers. Further work also needs to take place in developing a range of supportive employers who will pay higher than apprenticeship minimum wage and will offer a flexible and supportive working environment. We have developed close links with the Employment and Skills team who are enabling us to work with a range of supportive employers including M&B, Jacksons, Edgbaston Cricket Ground, Kier construction and Barclays. However we can do much more to address these issues through focused leadership and coordination within the council to improve the Council's offer of supported apprenticeships and other employment opportunities for care leavers along with a more strategic attention to the corporate social responsibility agenda linked to corporate parenting.

3) A fuller commitment from partners to support the recruitment of foster carers is needed to ensure we can continue to deliver the best possible care in a family setting wherever this is appropriate

There is a continued national shortage of foster carers for children and young people – with ongoing demands for increased sufficiency of foster carers. The number of children in care is increasing nationally and the national foster carer profile indicates 10% of foster carers are either retiring or are leaving their roles as foster carers. The fostering network has estimated that England requires to recruit at least 5,900 foster carers in the next 12 months especially carers who can accommodate teenagers and sibling groups.

A National Fostering Stocktake was launched in late April 2017 led by Sir Martin Narey and Mark Owers. The aim of the Stocktake is to better understand current fostering provision. Core questions will be addressed, such as how children's needs are matched with the skills and knowledge of foster carers, where this works well, and what can be learned from good practice. There are many related issues: factors enabling the effective recruitment and retention of foster carers; how services are organised, particularly the complexity and tensions of local authority and independent foster care providers; and the impact of

commissioning. A report on the findings of the stocktake will be published on GOV.UK in 2018.

The fostering service as part of the Children's Trust will be required to register as an Independent Fostering Agency (IFA). IFA will require best offers/financial packages to carers and support if we are to be at the forefront of recruiting and retaining more foster carers to meet the sufficiency needs and improved outcomes for the looked after children and young people of Birmingham.

In our marketing and recruitment activity we utilise a number of strategies and activities/campaigns to increase inhouse foster carers. Much of the advertising is now social media-driven, particularly through Facebook. Thirty eight percent of all enquiries are now reported to come through the web (Fostering Network, 2016). However there is still a need for ongoing face to face and community recruitment to meet the demographic and makeup of our looked after children and young people.

To increase this recruitment further we need to make best use of all the things that only the council can offer to its foster carers and make the recruitment of carers for Birmingham children everyone's business.

Foster carer reward incentives for recruiting other new foster carers could be considered to extend to staff and employees of the council. If every person employed by the council could recruit just one foster carer it would undoubtedly meet the sufficiency needs of our Birmingham looked after population. This would also reduce the spend on high cost external IFA and residential placements which would in turn provide much needed savings and spend on high cost placements.

As a Fostering Friendly employer further corporate support could provide incentives to foster carers such as: marketing and advertising in a number of council owned venues – such as libraries, leisure activities and centres, museums, parks etc. – to enable the fostering services to target allocated marketing and recruitment budgets and spend within national and local media, social networks and other corporate and local organisations to be competitive with resource and budgets.

To reintroduce the yearly council house event lead by the Lord Mayor, councillors and senior management would go a long way to help foster carers feel valued.

4) Access to housing and tenancy support for care leavers remains an issue even though this group has priority housing.

In April 2017 the city had 1499 young people 25 and under on the housing list priority scheme. 252 of this cohort were 21 or under, however these figures do not include the young people who presented at the Youth Hub as homeless. Care leavers are confirmed for priority allocation for social housing and yet access to housing and tenancy support remains an issue.

The vision through the Housing Birmingham Partnership is for young people to have access to safe, affordable, suitable permanent housing solutions which meet their needs and aspirations.

However there are a number of barriers to this:

- **Welfare reform** – Homeless Monitor has consistently reported that welfare reforms are contributor to homelessness in England. Changes mean that young people are

the most at risk in terms of being disadvantaged by the housing market. Affordability is a key issue including for young people who will eventually move through the Care Leaver services.

- **Independence Ready** – young people leaving care are not leaving with the necessary skills required or outcomes needed to maintain tenancies. This may include financial management, maintenance, problem-solving, managing shared living, managing a budget, engagement in EET or non-engagement in risky behaviours.
- **Private Landlords** – the above then links to the lack of willingness to take on care leavers and allocate stable and suitable long-term accommodation due to the associated risks. Despite the protected characteristics entitlement for care leavers this leaves some young people with insufficient entitlement to afford single occupancy accommodation.
- **Housing Stock** – the city is facing an acute shortage of all sizes, types and tenures of housing with house building output below the levels required for an efficient and fully functioning housing market.

Once again we are doing a huge amount of work to address these issues:

- Supporting Care leavers to be tenancy ready
- Developing a supportive Care Leavers Pathway
- Currently piloting an LGA funded project that supports a psychologically informed environment (PIE) and delivers mental skills training.
- Employment First Foyer Style Accommodation to support care leavers into education, training and employment.

The homelessness review recognised that in a large and growing city like Birmingham, it is important that we provide young people leaving care with the best opportunities we can, to succeed and live independently without risk of falling into a crisis situation. We need to ensure there is a real drive regarding this agenda if we are to see a significant increase in positive outcomes for young people and better access to safe affordable housing options.

5) The mental health support for children in care Tier 3 services

The Birmingham CCGs commissioned a new and innovative 0-25 Mental Health Service to replace CAMHS and remove the service transition point at age 16 to 18 when many major mental health problems are developing for young people. Following a bidding process Forward Thinking Birmingham (FTB) went 'live' in April 2016. The new service was commissioned to cover emotional wellbeing as well as mental health. FTB therefore developed 'Tier 2' services such as the 'Pause Drop-in Centre' and additional services under the umbrella of 'Improved Access to Psychological Therapies' (IAPT).

Specific issues around Tier 3 services for children in care include:

- High thresholds particularly in respect of risk management for young people who are self-harming and those with suicidal ideation.
- Birmingham children placed out of city. The service specification for FTB is to provide services for children placed within 30 miles of Birmingham boundary. This has not been fully implemented by mainstream services.
- For children placed out of city it can be challenging to obtain timely assessments and this has a direct impact on placement decisions.

More high level strategic attention though BCC commissioners need to take place with the new by formed Clinical Commissioning Group to ensure these issues are addressed.

6) Lack of coordinated Community support for Unaccompanied Asylum Seeking Children (UASC)

There are multiple challenges facing this cohort of young people. They have usually entered the UK very recently and often arrive with a fear of authority figures.

In the main these young people have either little or no knowledge of the laws and customs they will be faced with on arrival in the UK.

There are few generic support services that have an understanding of UASC, or can access interpreters, meaning that many of the community resources available to other young people are not accessible for UASC. There are some specialist community support groups, however these tend to cover the whole of the Midlands so do not provide intensive or long term services.

To address these issues we require high level discussion with the home office regarding the implications of rushed age assessments at the border and a wider dialogue with community groups and leaders in relation to the support the wider community can offer to this group. More focused discussion need to take place regarding the provision of accommodation (particularly the use of 1 bedroomed properties that are vacant in the city) along with a firmed up approach to Public Health issues.

In addition to the issues requiring strategic intervention as set out above there are also a number of related actions where BCC can make a real difference in the support it offers as a corporate parent.

Corporate Parenting Board

A number of very dedicated elected members and officers have worked extremely hard with the council and partners to ensure agencies meet the corporate parenting expectations. Although the knowledge and expectations of corporate parenting have been raised again there is far more we can do. In order to keep this focus it is proposed that each Directorate has an Assistant director who has lead responsibility for corporate parenting.

This would support in ensuring the council as a whole is fulfilling its corporate parenting responsibilities to children in care and care leavers.

Mentoring

In the last 18 months the mentoring scheme has provided immediate, short term and long term support to children in care and care leavers.

Having that one to one support has proved invaluable for many young people. Raising personal aspirations and offering a wide range of opportunities through mentoring has provided that extra layer of support be it individual goals, education, career pathways, transition into independent living and social skills.

The pilot scheme is now in evaluation stage and is at capacity with a clear identified need to increase the number of trained volunteers that can support our young people and adults.

If the City was able to provide the resource for a corporate parenting volunteer support/ coordinator there is great potential to further benefit a larger percentage of children in care, care leavers and those young people on the edge of care.

Birmingham also now has a number of partner organisations that would like to join the mentoring scheme which could have a huge impact on the mentoring support we can offer to our young people.

This could include supporting missing and return interviews, independent visitors and careers. If the pilot was to turn into a programme with further investment the offer could be extended to a further 7 residential homes, increasing the mentoring offer from 21 to 72 young people in 2017/18, support with taster days' work experience, sports and Arts and young people on the Edge of Care.

Rewards and Events

Birmingham would hugely benefit from a City framework for Reward Partners to Children in Care and Care Leavers.

A rewards system and offer alongside this linked to Rewards Partners would make a significant difference to what we can consistently offer our young people. Clear expectations in all commissioning and procurement activity are needed to ensure all contractors as well as additional partners support corporate parenting.

We are in the early stages of introducing a life skills programme for children in care, care leavers and also foster carers and parents. Developing this further would significantly support young people going through the transition into independence.

Introducing a rewards card for young people and adults in partnership with partners and businesses in the City would strengthen this offer.

The Going4Success and Reward Events have made a huge impact in celebrating the educational and aspirational successes and milestones of our children in care and care leavers. Further resource would ensure that these events can not only be maintained but also the opportunity to widen the offer to sporting, rewards and arts events in 2017-18.

Employment Pathways

The council has no current policy that confirms the offer of Taster Days and Work Experience for Children in Care and Care Leavers. Implementing this would make a significant difference in the offer that is available to our young people and adults.

To further enhance the scope and availability of employment, training and apprentice opportunities in the City, consideration could be given to building a requirement in all council contacts that on application children in care and care leavers should be positively considered for at least an interview.

With the number of care leavers having varying degrees of learning needs, who are on the autistic spectrum as well as having emotional well-being needs, the impact of the review of the supporting people funding has the potential to reduce the volume and scope of supporting people funded accommodation linked to employment that is available currently through St Basil's for care leavers.

Physical and Emotional Well Being

The financial challenges facing all young people are significant, but the impact on children in care and care leavers is further accentuated through a lack of a social support network of friends and family.

In this context consideration could be given to offering free bus travel in the City to enhance their social and economic mobility.

To support children in care and care leavers in their physical health with the associated benefits to their emotional well-being, consideration could be given to care leavers having free access to the City's leisure facilities. This could include a number of free classes across the City.

Access to bikes and other sporting equipment for children in care and care leavers would support greatly with physical activity. A review is currently being undertaken to identify what access to bikes and sporting equipment is available to young people.

Many of our children in care and care leavers are unable to swim for a number of reasons. Following the September 2017 meeting of the Corporate Parenting Board an audit is being carried out identifying children in care who are unable to swim 25m or have water safety skills.

Introducing the offer of basic swimming lessons would increase physical activity and more importantly puts safety first.

Supporting Independence

With the ever increasing dependency and reliance on fast speed broadband to undertake every day activity, the City through its procurement strength could explore, negotiate and secure a preferential broadband rate for all care leavers living in and out of the City.

A package that supports all aspects or practical help in decorating and maintaining a property for children in care and care leavers would significantly support the transition into independent living. Reward Partners in the City could play a key part in this offer.

Conclusion

This report has demonstrated a huge amount of development in the corporate parenting agenda, whilst at the same time highlighting substantial gaps. Many of the gaps need strategic attention at a high level in order to identify and implement a set of coherent responses.

The councils corporate leadership team (CLT) considered this report on the 14th December and agreed that the strategic issues be actioned with the support of a lead officers group and progress monitored by CLT, Childrens Trust Board and Scrutiny as part of the Corporate parenting tracking process aligned to the corporate parenting Board.

Menu of Involvement activity - May 2017 – January 2018

- 1.0 Over 90% of elected members have engaged in wider activity in 2017. This included ensuring that arts and crafts hampers could be delivered to young people in residential homes during the Easter period so that staff and mentors could engage in craft activities. The hampers were also delivered by members undertaking visits and Corporate Parent mentors.
- 1.1 This work also ensured that care leavers could have Christmas dinner and presents as part of the Brum Xmas dinner. This is the first time this had taken place in Birmingham and was arranged to counter the loneliness experienced by many young care leavers aged 18-25 who for whatever reason don't have family or friends to be with on Christmas Day.
- 2.0 42.5% of elected members have been involved in more targeted corporate parenting this includes the areas of the menu of involvement described below.

	Menu of Choices	Member involvement in area between May 2017 and January 2018
	As a Ward / District Councillor	
1	Seek opportunities to listen to the voices of children in care.	Yes. This has been undertaken at events, meetings and visiting residential homes and other settings.
2	Carry out corporate parenting monitoring visits to the children's homes that have Birmingham children in them. Councillors can also visit children's homes outside Birmingham that have Birmingham children in and can liaise with officers to arrange these. Officer Contact: Louise Knowles	Yes. The percentage of residential homes visited by an elected member in the last year is 85.2%. Members have carried out monitoring visits but have also taken the opportunity to highlight opportunities to young people and staff as part of the wider corporate parenting agenda this has included employment taster days, celebration events and other activities.
3	Attend events in children's homes to assist with raising aspirations. Officer Contact: Natalie Loon	Yes. Members have undertaken this on a number of occasions and worked with staff and partners to deliver outcomes.

	Menu of Choices	Member involvement in area between May 2017 and January 2018
		An example of this was the Corporate Parenting BAM construction garden at Camborne House. A number of members worked alongside council mentors and partners to not only build the garden but support the young people undertake their work experience.
4	<p>Visit supported accommodation provision that have Birmingham children in them and build relationships with those providers.</p> <p>Officer Contact: Louise Knowles</p>	<p>Yes.</p> <p>This has been undertaken through the work of the Corporate Parenting Board.</p> <p>An example was when the board visited St Basils to meet the staff and young people.</p>
5	<p>Ask questions of all providers about young people's access to services e.g. health and leisure to help ensure children in care are fully integrated into the area.</p>	<p>Yes.</p> <p>Members have supported developments in this area including Life Skills.</p> <p>Examples are supporting the work of CIC being able to swim and have water safety with the wellbeing service and cooking on a budget with City Kitchen.</p>
6	<p>In order to integrate residential and supported housing provision into the local community Councillors can ask the local partnerships and networks (e.g. including the police or health) to invite them to their meetings and events.</p>	<p>Yes.</p> <p>Commitment for ongoing support in this area has been made.</p>
7	<p>Where there are planning applications for new children's homes Councillors should balance the corporate parent role (e.g assisting officers in citizens understanding the impact of a children's home and by</p>	<p>Yes.</p> <p>This area has been supported by members.</p>

	Menu of Choices	Member involvement in area between May 2017 and January 2018
	<p>advocating the need for more children's homes) with the ward Councillor role of informing citizens and highlighting their concerns.</p> <p>Officer Contact: Andy Pepper</p>	
8	<p>Help with securing sponsorship support and reward partners.</p> <p>Officer Contact: Natalie Loon</p>	<p>Yes.</p> <p>Members have supported this area creating 10 new partnerships with Reward Partners between May and January. This will increase the opportunities for our young people when offering work experience and taster days.</p>
9	<p>If a school governor:</p> <p>Help raise awareness that children in care are vulnerable and can ask what the school is doing to support the children in care. For instance, do Councillors know the number of children in care attending and is the school monitoring and focused on raising their educational attainment?</p> <p>Ensure children in care are treated fairly, this includes access to activities, education trips and work experience.</p> <p>Ensure that children in care are fitting into the school and achieving well on target.</p> <p>Officer Contact: Andrew Wright</p>	<p>Yes.</p> <p>A number of members are undertaking this as part of their role as a school governor and have committed to continuing to do so.</p>
10	<p>To ask about the outcomes for children in care when visiting local schools.</p> <p>Officer Contact: Andrew Wright</p>	<p>Yes.</p> <p>A number of members are undertaking this as part of their role as a school governor and have committed to continuing to do so.</p>
11	<p>Make better use of connections to promote employment, volunteering and training opportunities. For example, to ask local partners or businesses if they could offer</p>	<p>Yes.</p> <p>This has been undertaken and a number of members have actively</p>

	Menu of Choices	Member involvement in area between May 2017 and January 2018
	<p>work experience / mentoring or help children in care secure volunteering roles.</p> <p>Officer Contact: Natalie Loon</p>	<p>carried out the role of corporate parent mentor supporting young people on taster days, building confidence and sharing experiences.</p> <p>Members have also taken the opportunity to strengthen the relationships with partners when undertaking this role.</p>
12	<p>Help to raise the profile and awareness in communities and at Councillors' surgeries for recruitment for foster carers and adopters. For example, Councillors could have literature and marketing material and / or invite officers to attend community groups and schools to discuss this.</p> <p>Officer Contact: Theresa Kane / Anita Earl</p>	<p>Yes.</p> <p>A number of members have been actively promoting this area sharing information at surgeries and meetings and actively wearing adoption and fostering lanyards and coats.</p> <p>Members have also attended AandF training session's engaging with potential foster carers and staff.</p>
	As a City Councillor:	
13	<p>At all times be thinking "what does this mean for children in care" when carrying out Council business. For example, Councillors being involved in developing the housing strategy and homeless transformation programme need to consider the needs of children in care.</p>	Yes.
14	<p>Understand the needs, issues and complexities of the children the Council is caring for. For instance, nationally there are issues in finding places for children with very complex needs.</p> <p>Officer Contact: Andy Pepper</p>	Yes.
15	<p>Help maintain a stable budget for Children's Social Care to assist with reducing agency staff so investment can be made in permanent staff that helps ensure stability for the child.</p>	Yes.

	Menu of Choices	Member involvement in area between May 2017 and January 2018
16	<p>To celebrate success for children in care, including attending one or more of a number of celebration events.</p> <p>Officer Contact: Natalie Loon</p>	<p>Yes..</p> <p>This is an area where members have shown huge commitment. Between May 2017 – January 2018 members have been present at all events for Children in Care, Care Leavers and Carers.</p> <p>They have carried out roles such as table hosts, engaging with carers and celebrating the successes with young people and adults.</p> <p>Members have further committed to a timetable of events for 2018.</p>
17	<p>Attend fostering and adoption recruitment events.</p> <p>Officer Contact: Theresa Kane / Anita Earl</p>	<p>As in point 12.</p>
18	<p>As well as being in contact with Children's Social Care if something has gone wrong officers welcome positive feedback about families and children's experiences.</p>	<p>Yes.</p> <p>Members have ensured that they share positive feedback with professionals be it social workers, residential staff, virtual school staff, Adoption and Fostering.</p>
19	<p>Ask social workers how well they know the children they are working with and evidence of whether the child's voice is heard and how they are involved in the decisions made.</p>	<p>Yes.</p> <p>Work in this area carried out by members includes visiting social workers and other professionals on a regular basis.</p>
20	<p>Visit or buddy up with Councillors in areas that have a larger number of children's homes (as children's homes are not evenly distributed in the city).</p>	<p>Yes.</p> <p>The Chair of the Corporate Parenting Board and Corporate Parenting Ambassador have worked in partnership with the commissioning team ensuring that there are always opportunities for members to buddy up. This has been successful on a number of visits undertaken.</p>

	Menu of Choices	Member involvement in area between May 2017 and January 2018
21	Any other activities not outlined above you can commit to in 2017/18. [Please insert details here]	Additional activity has been highlighted in 1.1



Corporate Parenting Survey

1 Purpose

- 1.1 On 4th April 2017 the Committee's Corporate Parenting report was agreed at City Council. Recommendation 1 in this report stated:

Councillors to commit to at least one activity from the 'menu of involvement'. This will then be published on the Council's website. A follow-up survey will be undertaken by the Scrutiny Office in nine months requesting an update from Councillors on this.

- 1.2 87% of Councillors completed the 'menu of involvement' (105 Councillors) in April/May 2017 and the spreadsheet containing these commitments was published on the Council's website and is available at <http://bit.ly/2DBcFFo>.
- 1.3 Councillors made a total of 911 commitments and a follow-up survey was sent to Councillors from the Scrutiny Office in December 2017 and January 2018. The purpose of this paper is to provide an update on Councillor's responses to the survey. This should be read in conjunction with the attached paper from the Corporate Parenting Coordinator, as not all Councillors completed the survey although the Corporate Parenting Co-ordinator is aware they have attended events etc.

2 Survey Responses

- 2.1 30 Councillors have completed the survey in December 2017/January 2018 (29% of the 87% who had completed the 'menu of involvement'). 159 commitments have been undertaken by the respondents (if you include the commitments that the Corporate Parenting Co-ordinator is aware of this rises to 172). However, of those that completed the survey, 117 commitments have not been undertaken as yet.
- 2.2 This is to be expected for some commitments - for instance commitment 7 is for when there are planning applications for a new children's home and this issue may not have arisen yet. In addition a number of Councillors committed to attending the Christmas event that unfortunately had to be postponed to March 2018 due to poor weather etc.
- 2.3 Interestingly 18 commitments were undertaken that were not committed to originally (if you include the commitments that the Corporate Parenting Co-ordinator is aware of this rises to 27). This could be because the 'menu of involvement' has assisted with Councillors understanding of their role as a Corporate Parent.



Corporate Parenting Survey

3 Next Steps

- 3.1 The results and details of the responses to the survey have been shared with the Corporate Parenting Coordinator, so the 'menu of involvement' can be developed for Councillors into a corporate parenting handbook for May 2018. This will include providing Councillors with examples of how they can undertake each task, building on Councillors responses in the survey.

Contact Officer: Amanda Simcox, amanda.j.simcox@birmingham.gov.uk or 0121 675 8444



Schools, Children and Families O&S Committee: Work Programme 2017/18

Chair: Cllr Susan Barnett

Committee Members: Cllrs: Sue Anderson; Matt Bennett; Kate Booth; Barry Bowles; Debbie Clancy; Shabrana Hussain; Julie Johnson; Chauhdry Rashid; Mike Sharpe, Martin Straker-Welds and Alex Yip

Representatives: Samera Ali, Parent Governor; Evette Clarke, Parent Governor, Adam Hardy, Roman Catholic Diocese; and Sarah Smith, Church of England Diocese

Officer Support: Scrutiny Team: Emma Williamson (464 6870) Amanda Simcox (675 8444)
Committee Manager: Louisa Nisbett (303 9844)

1 Priority Issues

1.1 The following were highlighted in June as the possible priority issues for the committee's 2017/18 municipal year:

- Children's Trust (13 Sep 2017, plus workshop in Nov 2017, in addition all Councillors were invited to a briefing on 9 Jan 2018)
- Fair Access protocol with all Schools (13 Sep 2017)
- Children missing school and missing from school e.g. permanent exclusions, home schooled and changing schools (briefing 24 Aug 2017)
- Early Years (consultation 19 June 2017 - 17 August 2017)
- School attainment/improvement (headline data in Dec 2017 & detailed data Mar 2018)
- Young people and housing (discussed at workshop - may be a joint piece of work with Housing and Homes O&S Committee)
- Parents Manifesto / Charter (discussed at workshop)
- Radicalisation (March 2018)

1.2 Annual reports/updates on:

- School places sufficiency (will be e-mailed to Members)
- Birmingham Safeguarding Children Board (BSCB – 17 January 2018)
- Youth Justice Strategic Plan (13 Dec 2017)
- Progress reports on the Committee's Previous Inquiries: Child Sexual Exploitation (CSE), Children Missing from Home and Care and Corporate Parenting (18 Oct 2017)



1.3 Potential priorities for 2018/19 Work Programme:

- How reading is applied in the early years setting (Cllr Debbie Clancy)
- Ward Councillors being actively involved in schools within their ward (Cllr Carl Rice)
- Exclusions (Cllr Carl Rice)
- Implementation of the SEND Strategy
- Update on the Progress on the Child Poverty Commission's Recommendations
- Update on gangs to be scheduled for July 2018
- Youth Justice Strategic Plan
- BSCB Annual Report
- Child Poverty Update (Children's Commission recommendations)
- Corporate Parenting Board Annual Report & Corporate Parenting Tracking Report

2 Meeting Schedule

All at 1.30 pm in Committee Rooms 3 & 4	Session / Outcome	Officers / Attendees
14 June 2017	Informal meeting to discuss the Work Programme. Outcome: <i>This discussion has informed the work programme</i>	
12 July 2017 At 2pm Send out: 4 Jul 2017	The Education and Children's Social Care Improvement Journey Outcome: <ul style="list-style-type: none"> • Briefing note has been requested on children missing school e.g. home schooled and a briefing can be set up. • An update on return home interviews to be provided. • A briefing note on family support to be provided (awaiting details of what needs to be included from Members). 	Cllr Brigid Jones, Cabinet Member for Children, Families and Schools and Colin Diamond, Interim Corporate Director, Children and Young People
	Birmingham's new Strategy for SEND (Special Educational Needs and/or Disabilities) and Inclusion Consultation Outcome: <ul style="list-style-type: none"> • The committee fed into the consultation. 	Jill Crosbie, AD, SEND; Marie Dobson, Project Manager, Education Services and Professor Geoff Lindsay, Chair, Inclusion Commission



All at 1.30 pm in Committee Rooms 3 & 4	Session / Outcome	Officers / Attendees
<p>13 September 2017</p> <p>Send out: 5 Sep 17</p>	<p>Children's Trust</p> <p>(In addition there was a briefing session for all Councillors on 11th July 2017 and the July's Cabinet report has been forwarded to the Committee).</p> <p>Outcome:</p> <ul style="list-style-type: none"> <i>That further reports will be presented to Committee as set out in the reporting / accountability Service Delivery Contract.</i> 	<p>Andy Couldrick, Chief Executive, Birmingham Children's Trust and Sarah Sinclair, Interim AD (Commissioning) Children's Services</p>
	<p>Fair Access Protocol Consultation</p> <p>Outcome:</p> <ul style="list-style-type: none"> <i>A further report to be submitted to Committee which addresses any outstanding issues raised and a clear performance framework to include headline data on the numbers of children that have been identified through the Fair Access Protocol and the timeframes by which they were put back into a suitable school.</i> 	<p>Alan Michell, Interim Operational Manager, Schools Admissions</p>
<p>18 October 2017</p> <p>Send out: 10 Oct 2017</p>	<p>Tracking: Children Missing from Home and Care and update on CSE</p> <p>Last discussed on 26 April 2017 and outstanding action was that key measures of success that will be used and WMP to come back with Evaluation report regarding locating missing people to be included in update.</p> <p>Outcome:</p> <ul style="list-style-type: none"> <i>Requested a briefing note be provided by the end of the municipal year (April 2018) to update Members on progress with return home interviews for children placed out of the city.</i> 	<p>Superintendent Paul Drover, West Midlands Police</p> <p>Alastair Gibbons, Executive Director for Children Services</p> <p>Debbie Currie, AD Child Protection, Performance & Partnership and Margaret Gough, CSE Co-ordinator</p> <p>David Bishop, Head of Service Children Out Of School</p> <p>Rob Cotterill, Barnardos and Karen Woodsfield, The Children's Society</p>
	<p>Tracking: Corporate Parenting</p> <p>Outcome:</p> <ul style="list-style-type: none"> <i>Tracked recommendations and an update on the Members survey to be included at the February meeting when discussing the Corporate Parenting Board annual report.</i> 	<p>Andy Pepper, AD, Children in Care Provider Services and Natalie Loon, Corporate Parenting Coordinator</p>



All at 1.30 pm in Committee Rooms 3 & 4	Session / Outcome	Officers / Attendees
22 November 2017 Workshop	<p>Children's Trust Workshop</p> <ul style="list-style-type: none"> • Dave Hill, Children's Social Care Commissioner • Andy Couldrick, Chief Executive, Children Trust • Colin Diamond, Corporate Director for Children & Young People • Sarah Sinclair, Interim AD (Commissioning) Children's Services • Seamus Gaynor, Children's Trust <p>Outcome:</p> <ul style="list-style-type: none"> • <i>Members discussed:</i> <ul style="list-style-type: none"> - What is the interface between O&S and Children's Trust? - How does O&S scrutinise the Council's Intelligent Client Function? - How are Members more widely engaged? 	Kalbir Sangha, Project Manager, Programme and Projects Team and Seamus Gaynor, Children's Trust
13 December 2017 Room 2 Send out: 5 Dec 2017	<p>Citywide School Attainment Statistics – Headline data</p> <p>Outcome:</p> <ul style="list-style-type: none"> • <i>Members provided with the headline data and asked to confirm what they would like for the March 2018 meeting.</i> 	Colin Diamond, Corporate Director for Children & Young People, Tim Boyes, Chief Executive and Tracy Ruddle, Director of Continuous School Improvement, BEP and Shagufta Anwar, Senior Intelligence Officer
	<p>Youth Justice Strategic Plan 2016 – 17.</p> <p>Outcome:</p> <ul style="list-style-type: none"> • <i>Members updated on the Plan and Members discussed gangs at the January 2018 committee meeting.</i> 	Dawn Roberts, AD, Early Help and Trevor Brown, Head Of Youth Offending Services
8 January 2018 at 16.45 Room 6	<p>Call-in Request: Birmingham's Strategy for SEND and Inclusion</p> <p>Outcome:</p> <ul style="list-style-type: none"> • <i>Decision not called-in and a letter has been sent to the Cabinet Member.</i> 	Cllr Carl Rice, Cabinet Member for Children, Families and Schools; Jill Crosbie, AD, SEND; David Bridgman, Head of SENAR and Andrew Wright, Head of Virtual School for Children in Care
10 January 2018 at 12.30 Scrutiny Office	<p>Informal meeting to discuss the budget proposals to feed into the public consultation</p> <p>Outcome:</p> <ul style="list-style-type: none"> • <i>The Committee responded to the consultation.</i> 	Cllr Carl Rice, Cabinet Member for Children, Families and Schools, Anne Ainsworth, Deputy Director, Anil Nayyar, Head of City Finance – Education and John Hamilton, Interim Director of Resources, and Mark Godwin, Finance Manager, Children's Trust



All at 1.30 pm in Committee Rooms 3 & 4	Session / Outcome	Officers / Attendees
17 January 2018 Send out: 9 Jan 2018	Update on Progress on the Child Poverty Commission's recommendations (1.30pm – 2.10pm approx) Outcome: <ul style="list-style-type: none"> • <i>Data on child poverty was forwarded to Members.</i> • <i>A letter to be sent to DWP supporting auto-enrolment for Free School Meals.</i> • <i>A further update to be provided.</i> 	Councillor Tristan Chatfield, Cabinet Member for Community Safety and Equality, Cllr Roger Harmer and Cllr Robert Alden (lead Members on the Commission), Jacqui Kennedy, Strategic Director for Place, Suwinder Bains, Cohesion and Partnerships Manager, Dr Simon Pemberton, Child Poverty Action Forum and Dennis Wilkes, AD, Public Health
	Birmingham Safeguarding Children Board (BSCB) Annual report (2.10pm – 3.10pm approx) Outcome: <ul style="list-style-type: none"> • <i>The report was noted.</i> 	Penny Thompson, Chair of BSCB and Simon Cross, Business Manager
	Gangs (3.10pm – 4.10pm approx) Outcome: <ul style="list-style-type: none"> • <i>The Gangs and Violence: Uniting to improve safety report was forwarded to Members.</i> • <i>A further update to be provided in 6 months.</i> 	Dawn Roberts, AD, Early Help and Trevor Brown, Head Of Youth Offending Services and Superintendent Mat Shaer and Detective Chief Inspector Nick Dale, West Midlands Police
	Child Sexual Exploitation (CSE) Briefing / Guidelines for Councillors (4.10pm approx) Outcome: <ul style="list-style-type: none"> • <i>The briefing note was noted.</i> 	Debbie Currie, AD Child Protection, Performance & Partnerships; Julie Young, AD Safeguarding (education) and Jon Needham, School Advisor – Safeguarding
14 February 2018 Send out: 6 Feb 2018	Cllr Carl Rice, Cabinet Member for Children, Families and Schools Update	Suman McCarthy, Cabinet Support Officer
	The Corporate Parenting Board Annual Report	Andy Pepper, AD, Children in Care Provider Services and Natalie Loon, Corporate Parenting Support Officer
21 March 2018 Send out: 13 Mar 2018	School Attainment Statistics for Secondary and Primary Schools In addition all Councillors will be invited to a session on school curriculum and assessment on the 13 th March 2018 provided by BEP.	Colin Diamond, Corporate Director, Children & Young People, James Killan, Senior Information Officer and Shagufta Anwar, Senior Intelligence Officer Tim Boyes, Chief Executive and Tracy Ruddle, Director of Continuous School Improvement, BEP.



All at 1.30 pm in Committee Rooms 3 & 4	Session / Outcome	Officers / Attendees
	Childcare Sufficiency	Kevin Caulfield, Childcare Quality and Sufficiency Manager
	Radicalisation	Waqar Ahmed, Prevent Manager and Razia Butt, Resilience Advisor

3 Outstanding Tracking

Inquiry	Outstanding Recommendations	Date of Tracking
Children Missing from Home and Care	R2 – Develop an overarching strategy for missing children so responsibilities are clear and understood, risk is managed well, especially for looked after children and persistent runaways, information is shared effectively and appropriate support is in place for children and families.	Update received: 12 October 2016, 26 April 2017 and 18 October 2017
Corporate Parenting	R1 – R7	Update received 18 October 2017

R01 - Councillors to commit to at least one activity from the 'menu of involvement'. This will then be published on the Council's website. A follow-up survey will be undertaken by the Scrutiny Office in nine months requesting an update from Councillors on this. Responsibility - All Councillors, by April 2017.

R02 - The menu of involvement for Councillors is developed into a corporate parenting handbook for Councillors for May 2018. This will include providing Councillors with examples of how they can undertake each task. Responsibility: Cabinet Member for Children, Families and Schools by May 2018.

R03 - Training is offered to Councillors in the first couple of weeks of becoming a Councillor. Responsibility: Deputy Leader by May 2018.

R04 - Every children's home in Birmingham that has a Birmingham child in care is visited by the end of July 2017 and the District Corporate Parent Champions ensure this happens. Responsibility: District Corporate Parent Champions by July 2017.

R05 - Supporting documentation for completing cabinet reports includes a requirement that consideration is given as to any impact of the proposals on children in care. If there are likely impacts, the cabinet report should include this in the body of the report. Responsibility: Cabinet Member for Transparency, Openness and Equality by October 2017.

R06 - The AD, Children in Care Provider Services presents an annual Corporate Parenting Board report to the Schools, Children and Families O&S Committee. Responsibility: Cabinet Member for Children, Families & Schools by Feb 2018.

4 Visits

- 4.1 Previously Members visited the children in care social work teams to talk to front line staff: North West Central (21st February 2017), East (8th March 2017) and South (22nd July 2016 (included the ASTI Team) and 9th March 2017). Members may wish to visit other social work teams etc.
- 4.2 A visit is to be arranged regarding radicalisation for the 16th February 2018 at 2pm – 4pm.



5 Useful Acronyms

ASTI = Assessment and Short Term Intervention BEP = Birmingham Education Partnership BSCB = Birmingham Safeguarding Children Board CAF = Common Assessment Framework CAFCASS = Child & Family Court Advisory Support Service CAMHS = Child and Adolescent Mental Health Services CASS = Children's Advice and Support Service CIC = Children in Care CICC = Children in Care Council COBS = City of Birmingham School CPR = Child Protection Register CRB = Criminal Records Bureau CSE = Child Sexual Exploitation DFE = Department for Education DV = Domestic Violence	EDT = Emergency Duty Team EFA = Education Funding Agency EHE = Elective Home Education EYFS = Early Years Foundation stage FCAF = Family Common Assessment Framework FGM = Female Genital Mutilation FSM = Free School Meals IRO = Independent Reviewing Officer Key Stage 1 (Ages 5-7) Years 1 and 2 Key Stage 2 (Ages 7-11) Years 3, 4, 5 and 6 Key Stage 3 (Ages 11-14) Years 7, 8 and 9 Key Stage 4 (Ages 14-16) Years 10 & 11 Key Stage 5 (ages 16 – 18) LSCB = Local Safeguarding Children Board MASH = Multi Agency Safeguarding Hub NEET = Not in Education, Employment or Training NRPF = No Recourse to Public Funds Ofsted = Office for Standards in Education	PCT = Primary Care Trust PEP = Pupil Education Plan PEx = Permanent Exclusions PIE = Pride in Education RAG = Red, Amber, Green SCR = Serious Case Review SEN = Special Educational Needs SENAR = SEN Assessment and Review SENDIASS = SEND Information, Advice and Support Service SENCO = Special Educational Needs Coordinator SEND = Special Educational Needs and Disability SEDP = Special Education Development Plan SGOs = Special Guardianship Orders TA=Teaching Assistant UASC = Unaccompanied Asylum Seeking Children YDC = Young Disabled Champions YOT = Youth Offending Team
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6 Forward Plan for Cabinet Decisions

The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Schools, Children and Families O&S Committee's remit.

ID Number	Title	Proposed Date of Decision	Date of Decision
000232/2015	School Organisation Issues which may include Closures, Amalgamations, Opening of a new school – Standing Item	30 Jun 17	
002600/2016	Unattached School Playing Fields – Disposal for Development	24 Jan 18	
004201/2017	Tile Cross Academy Capital Works 2019	-	24 Jan 18
004629/2018	Additional Primary School Places - Harborne Primary School Annex - FBC - Public Report	13 Feb 18	
004650/2018	John Willmott School Conversion from Community School to Academy Status	24 Jan 18	24 Jan 18
004669/2018	Schools Private Finance Initiative and Building Schools for the Future Savings Review - Contract Termination	24 Jan 18	24 Jan 18
004681/2018	Admission Arrangements and Published Admission Numbers for Community and Voluntary Controlled schools and the Local Authority Co-ordinated Scheme 2019/2020	13 Feb 18	
004752/2018	Birmingham Children's Trust (not on forward plan)	-	24 Jan 18
004776/2018	Equal Pay and TUPE – Schools (not on forward plan)	-	24 Jan 18
004796/2018	Education Delivery and Improvement Plan 2017-18 (not on forward plan)	-	24 Jan 18

