

Annual Engagement Meeting

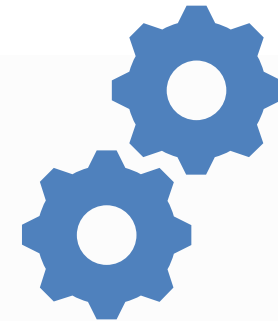
4th July 2024

southampton.gov.uk



Local Authority Context: Political & Financial

- Challenging financial climate, with government assistance
- Well embedded financial improvement board
- Stretching but achievable savings targets in the context of steadily reducing demand
- Transformation programme well underway – focus on practice, efficiency and innovation
- All parts of the Council are expected to embark on a rapid redesign – ours is complete
- Yearly elections can lead to ‘stop start’ culture



Local authority context: multi-agency working

- Improvements in relationships with police (e.g. Prevent, strategy meetings)
- Strong SEND partnership
- Voluntary sector engagement positive
- Family Safeguarding partners well engaged
- Strong SSCP Serious Incident Learning Group (SILG) and Education sub-group
- Multi-agency Teams Around the School (Central, East, West) now well established

- Strong SEND partnership
- Specific partnership projects: Careers Enterprise Company, Primary Heads Inclusion group, Saints foundation
- Targeted Support Meetings (absence)
- Successful Holiday Activity and Food Programme
- Early Years – Private Voluntary and Independent sector
- Healthy Schools alliance

Local authority context: Broader issues affecting delivery of children's social care and learning

Schools

- Number of children facing poverty
- Number of EHCPs and children with SEN K
- Number of young people who are NEET
- Volume and complexity of complaints



Social Care

- High levels of youth crime
- High levels of deprivation
- Two asylum seeker hotels with children being identified
- Challenges with CAMHS capacity – waiting times for assessment and prescribing



Our key challenges



Financial challenges: safely reducing demand, spending less



Co-production and participation



Focus on global majority communities/workforce: new strategic post



We need better coordination of data and insight for SEND and education



Provision for SEND and rising exclusions



We are still building the experience of our social care workforce



Sufficiency and placement instability continues to be a challenge

Social Care



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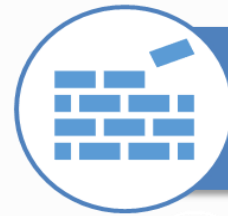
Improving Outcomes for Children



Our Building for Brilliance priorities are well known and embraced by the service.

They are the building blocks for continually improving practice and establishing a more financially sustainable service.

We have future proofed our redesigned service, building on the national and local agenda.



Building for Brilliance; Building for Sustainability; Building for Families, with Families



Ensure that children get the **right support at the right time**, meeting need early, reducing demand and spend on statutory services



Develop **strong, vibrant localities** where families can receive the help they need and practitioners can share their knowledge and expertise



Support children to **remain within, or return to, their birth families**, seeking out and reuniting family members, reducing care costs and freeing up placements for other children.



Promote **permanence and placement stability**, creating strong forever families and reducing increasingly costly alternatives



Build a **permanent, stable, energised workforce**, increasing consistency for children and reducing agency spend



Embed our **practice framework and practice standards** across the whole service, doing the basics brilliantly and being ambitious in our practice expectations

We have redesigned our service

We have:

- Launched a larger Family Help Service, with significantly more social workers, absorbing most Child in Need and Early help/CIN assessments.
- Reshaped CRS and MASH, moving CRS to the start of a child's journey within the Family Help service.
- Created a multi-agency Family Safeguarding Service. Focusing on children, where harm is present, side by side with adult specialist workers.
- Extended our family group conferencing, family networks and family seeking offer to support alternative options to care and more resilient families.
- Increased social worker capacity to undertake specialist assessments, without losing our excellent Specialist Assessment Team (SAT).

Design Principles

-  We want to be at the forefront of national best practice
-  A Family Safeguarding-ready service – strong multi-agency teams
-  Career pathways & resilient teams
-  Building and innovating – FGCs, Family Coaches, Intensive Response
-  Sustainable and affordable service, minimal reliance on agency
-  Market supplement, unfunded posts, regrading of roles
-  We are refocusing on our core priorities

Children's Services New Structure

Executive Director Children Services & Learning
Rob Henderson

Deputy Director Children Services
Steph Murray

Head of Service
Quality Assurance
Stuart Webb

Head of Family Help
Dan Buckle

Head of Family Safeguarding
Matt Jenkins

Head of Young Peoples Service
Tim Nelson

Head of Pathways
Through Care &
Resources
Anisha Reed

Safeguarding
Partnership
Team &
Independent
Reviewing
Service

Workforce
Academy,
Compliance
&
Performance
Leads

Children's
Resource
Service
(MASH, EDT
& LADO)

Family Help
Locality
Teams

Family Hubs

Family
Safeguarding
Locality
Teams

Special
Assessment
Team &
Family
Connections
Team

Jigsaw
(Children
with
Disabilities)

Young
Persons
Service

Youth Justice
Service

Intensive
Response
Service

UASC,
Children in
Care & Care
Leavers
Teams

Fostering,
Adoption &
Placements
Teams



What we are most proud of this year



Sharp focus on improving outcomes while reducing demand



Strong, motivated, permanent workforce with manageable caseloads



Family Safeguarding – genuine buy in



Risk outside the Home



Strengthened partnerships



Building for Brilliance priorities embraced and embedded



Reduction in custody nights and positive YJS pilot inspection

Local authority context: high-profile cases that are likely to attract media attention

- Recent death of a care leaver
- Attempted murder trial – young person known to YJS
- 'Contempt of court' case linked to proceedings (brought by Local Authority). Precedent set?



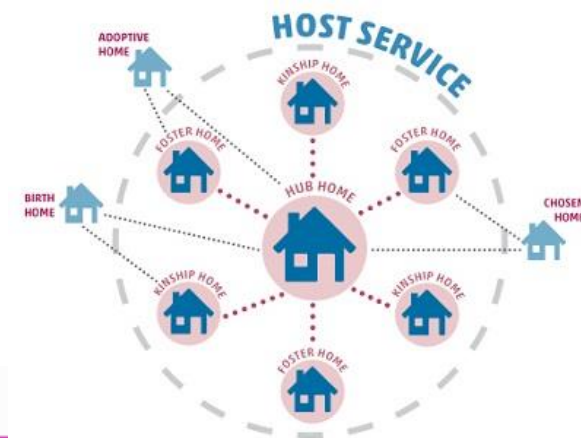
Ofsted Areas for Improvement (ILACS)



Sufficiency: foster placements and short breaks

Sufficiency of in-house, IFA and respite placements are still a challenge, however:

- Fostering team is permanent with strong leadership and improving performance/culture
- We have re-launched recruitment strategy. Recruitment is increasingly successful: innovative campaigns, specialist scheme for children with complex needs
- Our new in-house carers' payments schedule is competitive
- Placement referrals and child profiles are significantly better, improving options for children
- Staying Put policy updated with a transparent and equitable offer
- Weekly family and placement stability panel successfully embedded
- Performance reporting is now accurate and comprehensive
- Successful recruitment of Mockingbird Hub Home Carer
- Residential short breaks - Senior leaders for the Jigsaw team are working with ICB and partners to increase and enhance the current offer.



Sufficiency: Regulated Settings and SCC homes

Unregistered and unregulated provision

- 42 young people aged 16 and 17 are currently residing in semi-independent settings that are in the process of being registered by Ofsted
- All providers have applied to register, some have received their registration, others are still waiting
- One child (14) is residing in a bespoke arrangement, in transition to a residential special school
- One child (15) is living in an unregistered children's home. Alternative options being assertively pursued
- Deputy Director approval required for all unregistered placements, with regular visiting, QA visits, and oversight at Exceptional Arrangements panel
- Implementation of Supported Accommodation Reforms Grant £531,808

SCC registered provision

- We are applying to register one of our Staying Close homes to accommodate 16+ young people with 24-hour support, plus our own supported lodgings scheme
- We are in the process of developing two children's homes in the City, both are anticipated to be operational by March 2025:
 - Westwood House - Short term assessment service in partnership with Solent NHS
 - Westridge (Henderson House) - 4-bed Children's home for 12-17yr olds.



Outcomes for Care Leavers

Progress

- Strong Local Offer for care leavers.
- New specialist UASC team supporting children and young people until age 25.
- Training programme to develop confident direct work & interventions with care leavers.
- Strong partnerships with local businesses: employment, training and apprenticeship opportunities.
- DfE funding for befriending and mentoring scheme. 25 young people attached in the first 12m.
- Improvements in relationships with housing with a joint approach to housing needs.
- Rent Guarantor scheme launched.
- Staying Close offer strong and valued by young people.
- We are working with local supported accommodation providers to develop stronger commissioning arrangements.
- We are increasing participation events and drop-ins, including Eid celebration and Care Leavers Week.



Outcomes for Care Leavers

Next Steps

- We have a stronger independence skills training offer and are in the process of rolling this out.
- Caseloads are higher than we would like, and care leaver numbers are steadily rising.
- Not enough care leavers are in education, employment and training.
- Further collaboration, learning and training are needed, particularly around transitions to adult services
- Pathway Plans would be strengthened with greater focus on YP involvement, updates after significant events, greater multi-agency engagement (especially EET and health), sharper focus on offending behaviour and diversion
- We have not yet achieved allocation of a PA to all young people at age 16



Health Outcomes for Children in Care

Next steps

- Initial health assessments timescales are now around 80%
- More health care plans to be co-produced with children
- Care leavers receive a health passport. We are seeking yp feedback on the NHS app and Healthier Together
- Recording of dentistry on Care Director needs improvement
- We need to improve understanding of adult health pathways
- Literature explaining health reviews to be co-produced with children
- We are working hard to improve engagement with health reviews, with different venues etc
- Recruitment of Clinical Psychologists within PTC and Fostering team is underway


This booklet is

All About Me

For children, young people and adults with learning disabilities coming to Southampton University Hospital NHS Trust

My name is:

If I have to go to hospital this book needs to go with me. It gives hospital staff important information about me and make sure I get the best care. It needs to hang on the end of my bed and a copy should be put in my notes



This passport belongs to me. Please return it when I am discharged

Hospital staff— please look at my passport before any investigations, care or treatment.

- Things you must know about me
- Things that are important to me
- My likes and dislikes

Either I have completed this passport, or a member of my family or support worker who knows me very well.

Hampshire Partnership NHS Foundation Trust | Southampton University Hospitals NHS Trust



Private Fostering

Progress

- All children who are Privately fostered are allocated within the Family Safeguarding and Family Help and Young Peoples Teams. A named Service Manager is responsible for overseeing and tracking the children.
- All Private Foster Carers have been allocated to their own social worker within the Kinship team where they are assessed and receive specialist support in their caring role.
- We have undertaken work to raise the awareness of what private fostering is and developed communication and publicity for our colleagues, partners and the community.
- Preliminary work has taken place to bring the small cohort of Privately Fostered children into our performance dashboards and assurance clinics as a 'virtual caseload'.

Ofsted Topics for Discussion

Unaccompanied Asylum Seekers / Social Care Reforms



Home Office

Funding to Local Authorities
Financial Year 2024/25



Children's Social Care:
How we're transforming
the sector



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Children's Social Care Reforms / Working Together

- Lead Safeguarding Partners and Designated Safeguarding Partners have been identified
- Safeguarding Children and Adults Boards are better aligned
- We are establishing an overarching executive to include the Community Safety Partnership and align strategies to consider all residents of the city
- We are building the participation of children, young people and parents with an immersive event 14th October 2024

- We are developing a Young Scrutineer model to consider the impact of strategies, policies and procedures
- We are working with DfE education rep to plan workshop activity to ensure education settings are involved at all levels of decision making - 19th September 2024
- Partnership launch: guidance on 'when engagement can be challenging'. Principles from WTSC23 on working with parents
- The SSCP has not yet published our lead practitioner guidance. Internal guidance is in draft and will be presented to next SSCP.



Children in Need Caseholding

- All cases are reviewed by a social work manager and deemed appropriate for allocation to a Family Practitioner (matching skills and experience), with recorded management oversight and rationale
- Most assessments will be undertaken by a social worker. If allocated to a family practitioner, there is oversight and sign off by a qualified social worker, with supervision and oversight from a social work manager
- CIN meetings, reviews and strategy meetings are always chaired by a social worker or social work manager
- Should the case require a strategy meeting or s47 assessment the case will be primary allocated to a qualified social worker and the FP will remain allocated to sustain positive relationships with the family
- All CIN cases held by a family practitioner will have an identified social worker alongside, named or co-allocated (usually Senior Social Worker or ATM) for consultation and joint visits if required.
- As we develop our Family Help model, we will continue to explore the interface between CIN and Early Help framework and where families' needs can best be met.



Unaccompanied Asylum-Seeking Children

- Specialist UASC team launched. SWs and PAs support children and yp up to age 25
- Increase in events and activities to engage, combat loneliness and develop community networks
- NTS referrals remain slightly below our 0.1% quota, with a higher number of referrals via Kent emergency support plan
- Processes for accepting young people via local hotels has improved
- Well-developed process and improved understanding of the requirements for age assessments
- Bespoke training for staff to improve practice in respect of Age Assessments, Triple Planning, NRPF, HRA and ARE
- Education offer remains good, with focused Virtual School support and access to ESOL courses
- We actively recruiting specialist UASC supported lodgings (via registered provider) and foster carers

| | |
|---|---|
| CIC numbers have remained the same in the past year at 36 | CL numbers have risen, net by 18 in the past year to 67 |
| 8 age assessments completed in the last 12 months | Improved and timely access to IHA's |
| 21 semi-independent placements, 5 in-house foster placements, 10 IFAs – recruitment of specialist FCs | 18+ receive personal allowance and accommodation if they do not have settled status |



Next steps and focused visit



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BREAK



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Education and Early Years



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Learning & SEND Services New Structure

Executive Director Children Services & Learning
Rob Henderson

Head of Education Services
Clodagh Freeston

Head of Education Support

Head of
SEND
Tammy Marks
(Juno
Hollyhock
maternity
cover)

School
Admissions
& Place
Planning

Post 16-
Education

Music
Service

Early Years

Education
Welfare

Inclusion &
Language
Service









Education
Psychology
Service

School
Advisors

Virtual
School

SEND
Team &
Specialist
Services

What we are most proud of this year

-  Quality of performance information and performance culture
-  Reduction in young people who are 'Not Known'
-  Early Years and Schools – good and outstanding
-  Positive feedback from SEND inspection
-  Team Around the School
-  Successful HAF programme
-  Young Carers re-launch
-  Successful Education Leaders Conference

Progress and Attainment

Inspection Activity

- In the last 12 months all published graded Ofsted inspections (20), 18 were good and outstanding. The remaining two are academies. 79% of pupils are attending good or outstanding schools.
- 98% of Early Years providers are good and outstanding.

Attainment

- The proportion of children achieving a Good Level of Development is in line with the National average (67%) in EYFS.
- Reading and Maths Expected Standard at KS1 is in line with National average (68% reading, 70% Maths).
- Writing at KS2 expected standard has a small gap of 1% to National, but we are 2.6% above Statistical Neighbours (SN).
- Reading and Maths at KS2 Expected Standard is in line with SN performance.
- Southampton's KS4 Attainment 8 performance (42.9) is above the SN average (42.6).
- Southampton's EBacc average points score is in line with SN average (3.67).

Progress

- KS2 Progress in Reading and Writing is better than the SN average.
- KS4 Progress 8 was 0.07 below the SN average.



Pupil Attendance

Context

- New 'working together' guidance full implementation and embedding since September 2022. DfE Attendance Advisor – positive feedback and closure of support.
- Southampton Attendance Action Group meeting: continues to raise pupil absence as a priority across the city, sharing good practice and robust data analysis.

Impact:

- Latest Statistical First release shows **all** phases seeing a reduction in overall absence from Autumn 2022 to Autumn 2023
- Primary overall absence is improving at a **faster rate than national**
- Special overall absence **continuing to improve for the past four years**
- Team Around the School multi-agency approach demonstrating improvement in absence in all TAS groups

Next steps:

- Specific targeting of secondary phase in all measures - Overall absence; Persistent Absence and Severe Absence.
- Focus overall on all phases to improve SEN K absence

Exclusions

All Phases Suspensions and Permanent Exclusions

- Rise in suspensions and permanent exclusions and are above national in most areas.

Primary Suspensions/Permanent Exclusions

- Increase in number of permanent exclusions from 22/23
- Gap to national for primary suspensions is decreasing from 22/23

Secondary Suspensions/Permanent Exclusions

- Permanent Exclusions have reduced compared to 22/23, but remains too high and above national.

What we have done:

- Working Group – Exclusion Toolkit
- Additional de-escalation training for schools (Maybo and Securicare)
- Project work with key schools to address long term needs
- Aligning Primary SEMH outreach service with Primary Heads Inclusion Group
- Developed joint work with Hampshire County Council and Portsmouth City Council – Prejudicial Language

Next Steps:

- 5-year Exclusions Strategy
- New approach to 6th Day Provision to increase reintegration to school
- Creating a Front Door for schools' website
- Delivering new 2-part Exclusions Training for Governors and school leaders



Reduced Timetables

Where we are now:

- Currently have 209 confirmed reduced timetables across the city, across 41 different schools (All Phases)
- Secondary schools make up a large proportion of the submission with KS4 being the most significant age group
- Demographic data suggests a higher % for those pupils who are: White British, Disadvantaged, KS4 and with SEN K.
- The average number of hours provided as part of a RTT is between 15 to 20 hpw

Next Steps:

- Forensic focus at Targeting Support Meetings and new attendance coding
- Strategic review of all processes and needs assessment
- Greater focus on internal training and support
- Wider sharing of termly data as part of Children and Learning data reporting



Alternative Provision

Where we are now:

- Quality Assurance of providers is well established (where the LA is the commissioning body) providing the LA with knowledge of what provision is available, with more providers are coming forward to become assured LA providers
- Advice and guidance provided to all schools.
- Individual Pathways (secondary internal, non-AP) have been developing, including in primary (pilot).
- Pupil Referral Units – one recently inspected, and one continues to be 'good'.

Next Steps:

- A further city discounted offer of platform of support for SEMH is being negotiated to enable a parity of support across the whole City being readily available.
- CPD for providers is in planning stage for September - to include local safeguarding processes, how to record, monitor and report progress; networking and need session
- City wide training for PATHS is in place for September.



Post 16 Education

Progress from last year

- Combined NEET and Not Known reduction (from 7.3% to 6.6%) (NEET 4.6%, Not Known 2% (the latter is better than national)).
- Curriculum mapping complete
- Careers Hub has moved 'in-house' which enables us to have improved oversight of the quality of CIAG and well as improved links with businesses.
- Establishment of 14-25 Strategic Board (June 2024)

Current Challenges

- Risk of NEET proportion is high
- Resilience of YP is low
- Engagement from one provider is poor
- Loss of provision in the City (pre and post 16)
- Review of Transition Project

Next Steps

- Exploration of joint commissioning of Post 16 SEND Provision
- Plans to boost vocational provision in schools
- Risk of NEET support going into all three colleges

Early Years Sufficiency, Recruitment and Retention

Early Years and Extended Entitlements

- Termly Sufficiency data collection including live vacancy data from all Ofsted registered providers
- We currently have 290 early years and childcare providers in the city this is an increase from 282 in April 2024.
- System in place to support providers who are judged less than good by Ofsted
- LA has successfully managed to not only replace but increase provision across all types of childcare.
- Early indicators suggest that disadvantaged two-year-old places may reduce as a result of take up of the governments extended entitlements offer

Wraparound Childcare

- In the city our Ofsted registered providers currently offer 5838 places (including out of school sector). which has increased by 500 since April 2024. We anticipate this number to increase as we gather more information from our schools and the PVI sector who engages in the wraparound childcare initiative. Plans are in place for September to ensure the LA discharges its statutory duties under the governments wraparound childcare programme. This potentially may have to be tweaked should there be a change in government following the election in line with published Manifesto's etc.

Recruitment and Retention

- Significant ongoing work with local colleges in relation to training, placement identification, job placement etc.
- Developing Newly Qualified Practitioner and apprentice program to support people in 1st year of practice
- Developing new childminder recruitment campaign with comms team (September launch)

