





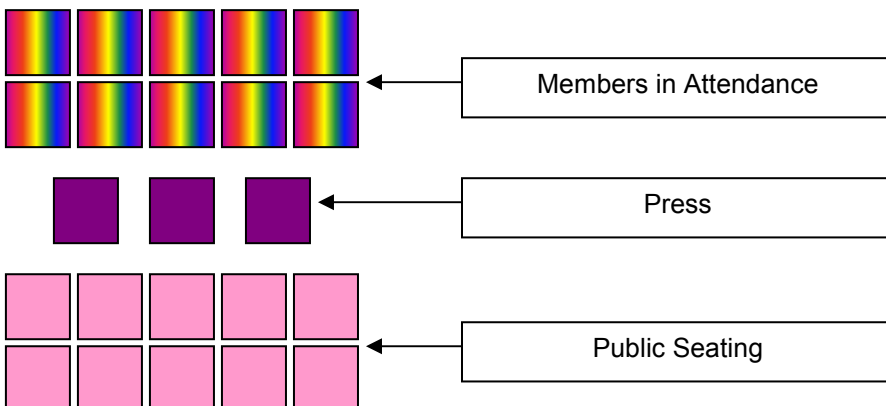
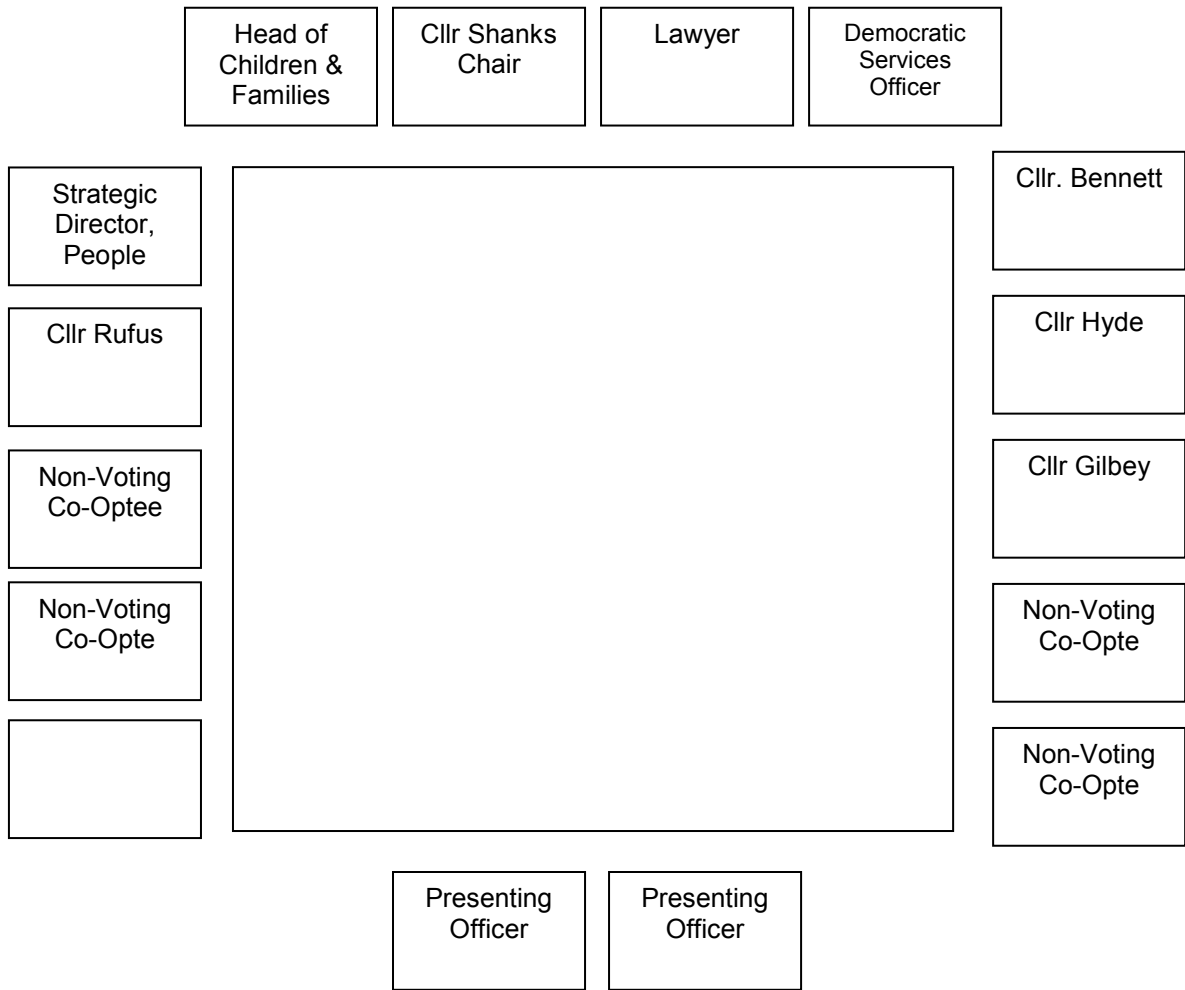
Brighton & Hove  
City Council

# Corporate Parenting Sub-Committee

Title:	<b>Corporate Parenting Sub-Committee</b>
Date:	<b>23 January 2013</b>
Time:	<b>4.00pm</b>
Venue	<b>Committee Room 1, Hove Town Hall</b>
Members:	<b>Councillors:</b> Shanks (Chair), Rufus (Deputy Chair), Bennett, Gilbey and Hyde
Contact:	<b>Ross Keatley</b> Democratic Services Officer 01273 291064 ross.keatley@brighton-hove.gov.uk

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# Democratic Services: Corporate Parenting Sub-Committee



## AGENDA

### 21. PROCEDURAL BUSINESS

**(a) Declaration of Substitutes:** Where Councillors are unable to attend a meeting, a substitute Member from the same Political Group may attend, speak and vote in their place for that meeting.

**(b) Declarations of Interest:**

- (a) Disclosable pecuniary interests not registered on the register of interests;
- (b) Any other interests required to be registered under the local code;
- (c) Any other general interest as a result of which a decision on the matter might reasonably be regarded as affecting you or a partner more than a majority of other people or businesses in the ward/s affected by the decision.

In each case, you need to declare

- (i) the item on the agenda the interest relates to;
- (ii) the nature of the interest; and
- (iii) whether it is a disclosable pecuniary interest or some other interest.

If unsure, Members should seek advice from the committee lawyer or administrator preferably before the meeting.

**(c) Exclusion of Press and Public:** To consider whether, in view of the nature of the business to be transacted, or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

***NOTE:*** Any item appearing in Part Two of the Agenda states in its heading the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the public.

*A list and description of the exempt categories is available for public inspection at Brighton and Hove Town Halls.*

### 22. MINUTES

1 - 4

To consider the minutes of the meeting held on 17 October 2012 (copy attached).

### 23. CHAIR'S COMMUNICATIONS

## CORPORATE PARENTING SUB-COMMITTEE

### 24. PUBLIC INVOLVEMENT

To consider the following matters raised by members of the public:

- (a) **Petitions:** to receive any petitions presented to the full council or at the meeting itself;
- (b) **Written Questions:** to receive any questions submitted by the due date of 12 noon on the 16 January 2013;
- (c) **Deputations:** to receive any deputations submitted by the due date of 12 noon on the 16 January 2013.

### 25. MEMBER INVOLVEMENT

To consider the following matters raised by councillors:

- (a) **Petitions:** to receive any petitions submitted to the full Council or at the meeting itself;
- (b) **Written Questions:** to consider any written questions;
- (c) **Letters:** to consider any letters;
- (d) **Notices of Motion:** to consider any Notices of Motion referred from Council or submitted directly to the Committee.

### 26. CHILDREN IN CARE PERFORMANCE REPORT

5 - 38

Report of the Interim director of Children's Services (copy attached).

*Contact Officer:* Andy Whippey                      *Tel:* 29-5391  
*Ward Affected:* All Wards

### 27. EDUCATION OF CHILDREN IN CARE

39 - 46

Report of the Interim director of Children's Services (copy attached).

*Contact Officer:* Andy Whippey                      *Tel:* 29-5391  
*Ward Affected:* All Wards

### 28. EMPLOYABILITY FOR YOUNG PEOPLE IN CARE AND CARE LEAVERS

47 - 56

Report of the Interim director of Children's Services (copy attached).

*Contact Officer:* Andy Whippey                      *Tel:* 29-5391  
*Ward Affected:* All Wards

## PART TWO

### 29. PART TWO MINUTES

57 - 58

To consider the part two minutes of the meeting held on 17 October 2013.

**30. CHILDREN MISSING FROM CARE**

**59 - 62**

Report of the Interim director of Children's Services (copy attached).

*Contact Officer:* Andy Whippey

*Tel:* 29-5391

*Ward Affected:* All Wards

**31. PART TWO PROCEEDINGS**

To consider whether the items listed in Part Two of the agenda and decisions thereon should remain exempt from disclosure to the press and public.

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

The closing date for receipt of public questions and deputations for the next meeting is 12 noon on the fifth working day before the meeting.

Agendas and minutes are published on the council's website [www.brighton-hove.gov.uk](http://www.brighton-hove.gov.uk). Agendas are available to view five working days prior to the meeting date.

Meeting papers can be provided, on request, in large print, in Braille, on audio tape or on disc, or translated into any other language as requested.

For further details and general enquiries about this meeting contact John Peel, (01273 291064, email [ross.keatley@brighton-hove.gov.uk](mailto:ross.keatley@brighton-hove.gov.uk)) or email [democratic.services@brighton-hove.gov.uk](mailto:democratic.services@brighton-hove.gov.uk)

Date of Publication - Tuesday, 15 January 2013



**BRIGHTON & HOVE CITY COUNCIL**

**CORPORATE PARENTING SUB-COMMITTEE**

**4.00pm 17 OCTOBER 2012**

**COMMITTEE ROOM 1, HOVE TOWN HALL**

**MINUTES**

**Present:** Councillor Shanks (Chair)

**Also in attendance:** Councillor Bennett, Jarrett, Gilbey and Hyde

**PART ONE**

**11. PROCEDURAL BUSINESS**

**11a Declaration of Substitutes**

11.1 Councillor Jarrett was present in substitution for Councillor Rufus.

**11b Declarations of Interests**

11.2 There were none.

**11c Exclusion of Press and Public**

11.3 In accordance with Section 100A of the Local Government Act 1972 (“the Act”), the Planning Committee considered whether the public should be excluded from the meeting during consideration of any item of business on the grounds that it is likely in view of the business to be transacted or the nature of the proceedings, that if members of the public were present during it, there would be disclosure to them of confidential information as defined in Section 100A (3) of the Act.

11.4 **RESOLVED** – That the Press and Public be excluded from the meeting during the consideration of Item 18 onwards.

**12. MINUTES**

12.1 **RESOLVED** – That the Chair be authorised to sign the minutes of the meeting held on 4 July 2012 as an accurate record.

**13. CHAIR'S COMMUNICATIONS**

13.1 There were none.

**14. PUBLIC INVOLVEMENT**

14.1 There were none.

**15. MEMBER INVOLVEMENT**

15.1 There were none.

**16. FOSTER CARERS CHARTER**

- 16.1 The Sub-Committee considered a report of the Strategic Director, People in relation to the Brighton & Hove Foster Carers' Charter. The Foster Carers' Charter was a government initiative launched in April 2011 as part of the move to improve outcomes for children and young people in care. The Charter enshrined the role of the foster carer as being of key importance, and provided a means for the City Council to work together with foster carers and to build professional and respectful relationships that would lead to positive outcomes for children.
- 16.2 In response to a query from Councillor Gilbey it was explained that there was a dedicated phone line for support, and the Council worked with East Sussex County Council to provide out of hours support and carers appreciated this service. It was also explained that the young advisors had contributed to training and recruitment and were keen to see educational training form part of the Charter. Officers went on to note that there was a value for money training programme being undertaken for one year through the virtual school, and it was expected that recruitment and training would form part of the aspirations project operating in East and West Sussex.
- 16.3 Following queries Councillor Shanks, the Chair, explained that Fostering Panels had membership from current foster carers and those who had been fostered in the past, and Officers added that foster carers had to go through a very prescriptive process with strict legal requirements that dictated the makeup of Panels. It was also noted that Officers exploring more ways in which young people could become involved with in this process.
- 16.4 Councillor Jarrett suggested that stakeholder engagement activity could be undertaken, and board members could meet and give feedback.
- 16.5 Councillor Shanks welcomed the report and noted that further work could be undertaken to strengthen some of the language. It was agreed that the Charter would be brought to a future meeting of the Sub-Committee for further comment.
- 16.6 **RESOLVED** – That the Committee notes the Charter, and requests that it be brought to a future meeting of the Sub-Committee for further comment.



**17. FAMILY FIRST POLICY**

- 17.1 The Sub-Committee considered a report of the Strategic Director, People in relation to the Family First policy. It explained that there was now a requirement from Central Government for local authorities to refocus social work intervention and planning in accordance with explicit Family First principles. The high numbers of looked after children in the city required a robust approach to achieve emotional, physical and legal permanence for children in a way that either avoided them coming into care or moved them out of care in a timely way. The principle of Family First prioritised children remaining with or returning their family, or being secure in the care of family and friends. The principles must inform all social work practise and decision making in the city.
- 17.2 Following a query from Councillor Shanks it was explained that foster carers would be able to apply for Special Guardianship and the biggest change related to the status of the child as they would no longer be considered a child in care; it also demonstrated that a lot of children did not want to be recognised as a 'children in care'. In relation to savings it was highlighted that there would be administrative savings if there were less children in care, and there would also be the recognition and sense of belonging for the children through the legal permanence of Special Guardianship.
- 17.3 Following a query from Councillor Hyde it was explained that it would be expected that foster carers would not make an application for Special Guardianship until they had arrived at a point where it was clear that a child staying with them long-term was the most appropriate situation. This could be a more difficult position for some agency carers as they had a vested financial interest in being foster carers.
- 17.4 Councillor Gilbey asked questions in relation to the legal status of the birth parents, and situations where adoptions broke down. In response it was explained that after the adoption the parental rights of the birth parents were extinguished; there were adoptions that broke down and in these circumstances the parents could ask the local authority to place the children in care, but they remained that legal parents of the child. It was also noted that adoption had a very high success rate in the city.
- 17.5 Following a further query from Councillor Gilbey bin relation to support for special guardians it was explained that this area of work was currently being progressed, and meetings had been held with some carers to consider what level of support they would need. The biggest areas that had been identified were financial support, and support for those leaving care at aged 18. The Council was currently working on a package that would be similar to that offered to foster carers; when carers ceased to be an employee of the City Council the courts had to consider an agreed plan of support before Special Guardianship could be granted; guardians would be entitled to have this reviewed every few years. It was also highlighted that none of these changes would alter to entitlement to be treated as a 'child in need' which would continue regardless of their status.
- 17.6 Councillor Shanks asked question in relation to 18 plus and university support, and it was explained that the same level of support had been agreed as would be offered to a child in care, and they would be entitled to the same loan structure as all students attending university. Councillor Gilbey went on to ask if the guardian would receive any financial support at this point and it was explained that these kinds of details would be agreed in the support plan.

17.7 Councillor Shanks expressed concern that removing the status of a child in care could remove some of the access that they would otherwise be offered, and Officers reiterated that the status as a 'child in need' would remain, and went onto add that the Special Guardianship was important for some children to help them achieve a greater sense of integration, and the power to grant Special Guardianship lied with the courts not the local authority. The decision would be the result of a joint conversation between all parties and the birth parents would also be notified and be able to feed into this.

17.8 **RESOLVED** – That the Sub-Committee endorses the 'Family First' approach to social work as detailed in the report.

**18. PART TWO MINUTES**

18.1 **RESOLVED** – That the Chair be authorised to sign the Part 2 minutes of the meeting held on 4 July 2012 as an accurate record.

**19. MISSING CHILDREN POLICY UPDATE**

19.1 **RESOLVED** – That the Sub-Committee agree the recommendation in the Part 2 report.

**20. PART TWO PROCEEDINGS**

20.1 **RESOLVED** – That the Part 2 item remain exempt from disclosure from the press and public.

The meeting concluded at 5.07pm

Signed

Chair

Dated this

day of

<b>Subject:</b>	<b>Summary of performance information for children in care</b>		
<b>Date of Meeting:</b>	<b>23 January 2013</b>		
<b>Report of:</b>	<b>Interim Director of Children's Services</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>Andy Whippey</b>	<b>Tel: 295391</b>
	<b>Email:</b>	<b>andy.whippey@brighton-hove.gov.uk</b>	
<b>Ward(s) affected:</b>	<b>All</b>		

### FOR GENERAL RELEASE/ EXEMPTIONS

#### 1. SUMMARY AND POLICY CONTEXT:

- 1.1 Corporate Parenting is a key responsibility for every local authority. Members are required to have an oversight of the care, well-being and outcomes for all children in care, and to ensure progress for young people leaving care.
- 1.2 This report provides a summary of key performance indicators, with an analysis of key issues. Attached is a full report of performance indicators which will be useful as a document of record, to enable regular monitoring by all Members of the Council, as well as Members of the Corporate Parenting Board.

#### 2. RECOMMENDATIONS:

- 2.1 That members note and scrutinise the information in this report, to ensure full awareness of performance and outcomes for children in care in Brighton and Hove.
- 2.2 That members consider any particular issues they may wish to consider in more depth at future meetings.
- 2.3 That members consider how to relay this information to the broader council to ensure high awareness of the responsibilities for children in care.

#### 3. RELEVANT BACKGROUND INFORMATION

##### 3.1 Children Looked After Numbers

Whilst the Brighton and Hove numbers of Children in Care remain high in relation to statistical neighbours and the England average, the rate of children looked after per 10,000 children aged under 18 has fallen from 103 as at 31 March 2011 to 98 as at March 2012.

The reason that our rate per 10,000 has fallen despite the number of children looked after remaining unchanged is because the mid-year 2011 projection for

children aged 0-17 based on 2011 Census is 49,900 and the 2010 mid-year projection was 46,900.

The indication is that these numbers will fall in 2013 due to a combination of factors. These include as part of the Family First Strategy children in long-term foster care being cared for under special guardianship arrangements and significant packages being put together in order to prevent the need for some children to become looked after in the first instance.

There were 99 children in care proceedings as at 30th November 2012, down from 165 in December 2011. This will have an impact on overall numbers of Children in Care in the long term.

### **3.2 Distance Between Home and Placement**

There has been a significant media and political interest on the issue of the distance Children in Care are placed from their home authority. The recent interim report of the office of the Children's Commissioner has highlighted the increased risk of exploitation children may be exposed to when placed far from their communities of origin.

The numbers of children placed within 20 miles of Brighton and Hove (this being the performance indicator which is used, recommending that children should be placed within this limit) is very high and above the national average, with 85% of children either placed within 20 miles or placed for adoption compared to the national average of 80%.

### **3.3 Health and Dental Checks**

The percentage of children with Health and Dental checks completed within 12 months continues to be around 80%. This is below the national average of 84.3% and remedial action in consultation with the Designated Nurse for Looked After Children has been implemented.

### **3.4 Sexual Health and Substance Misuse**

A screening tool has been introduced to ensure that there is a comprehensive system to identify young people who are at high risk of developing difficulties relating to substance misuse or sexual health. The expectation is that social workers will be responsible for ensuring this is done with all young people aged 13 and over, midway between the annual health assessment.

The purpose of this tool is to ensure that appropriate interventions are pursued where there is increased risk of young people developing difficulties. It is only a requirement to report substance misuse nationally and sexual health screenings are not reported to DfE.

Current performance is low and an action plan being developed to address this is. We would expect this indicator to show significant improvement within the next 3 months.

### **3.5 Personal Education Plans (PEP)**

PEP activity has seen a significant increase over the last 12 months, with 86% of school age CiC having a PEP completed within 6 months. The Ofsted expectation would be a figure of no less than 95%. Information Officers now have a crucial role in terms of monitoring PEP completion and we expect the completion figure to continue to rise.

There is a more detailed report on educational attainment elsewhere on this agenda.

## **4. COMMUNITY ENGAGEMENT AND CONSULTATION**

4.1 The service regularly consults and engages with children in care, as individuals and through the Children in Care Council.

4.2 The service engages with foster carers, other carers, families and partner agencies.

## **5. FINANCIAL & OTHER IMPLICATIONS:**

### Financial Implications:

5.1 Although there are no financial implications as a direct result of the specific recommendations within this report the service areas highlighted in the report encompass a significant part of the children's services budget. For 2012/13 the initial budget allocation for 'Looked After Children' was £25.8m and for 'Children and young people's safety' it was £13.0m. It is vital that these resources are deployed in an efficient and effective manner ensuring the best value for money for the Council.

*Finance Officer Consulted: David Ellis Date: 11.01.13*

### Legal Implications:

5.2 The report sets out some indicators against which members can consider the extent to which it is evidenced that the authority is meeting some basic requirements to promote the welfare of the children for whom the authority holds corporate responsibility. The local authority has an absolute duty of care to all looked after children, and a duty to promote their welfare. The authority must ensure compliance with the regulations and guidance in relation to specific aspects of the care of all looked after children.

*Lawyer consulted: Natasha Watson Date 15.01.13*

### Equalities Implications:

5.3 Children in care generally suffer poorer health, education and life opportunities than other children. The efforts of the social care service, health and the Council as a whole are focused on addressing this imbalance.

### Sustainability Implications:

- 5.4 Concerted efforts have been made to reduce the numbers of children in care through earlier intervention.

Crime & Disorder Implications:

- 5.5 Efforts are made to ensure children and young people in care are protected from risk of harm as victims of crime and do not become young offenders.

Risk and Opportunity Management Implications:

- 5.6 Brighton and Hove numbers of children in care are high in comparison with other authorities. A concerted effort into early help may address family issues at an earlier stage.

Public Health Implications:

- 5.7 Health colleagues are fully engaged in the support for children in care.

Corporate / Citywide Implications

- 5.8 Support for children in care is in keeping with the Council priorities for equality and support for the most vulnerable.

**6. EVALUATION OF ANY ALTERNATIVE OPTION(S):**

- 6.1 The council has reorganised social care services to bring greater focus and consistency to support children in need and children in care. This will be kept under review.

**7. REASONS FOR REPORT RECOMMENDATIONS**

- 7.1 It is vital that elected members understand the position of children in care, and their role in supporting better outcomes for them.

**SUPPORTING DOCUMENTATION**

**Appendices: Performance Report for Children in Care**

# Corporate Parenting Summary Report

## December 2012 – External Version

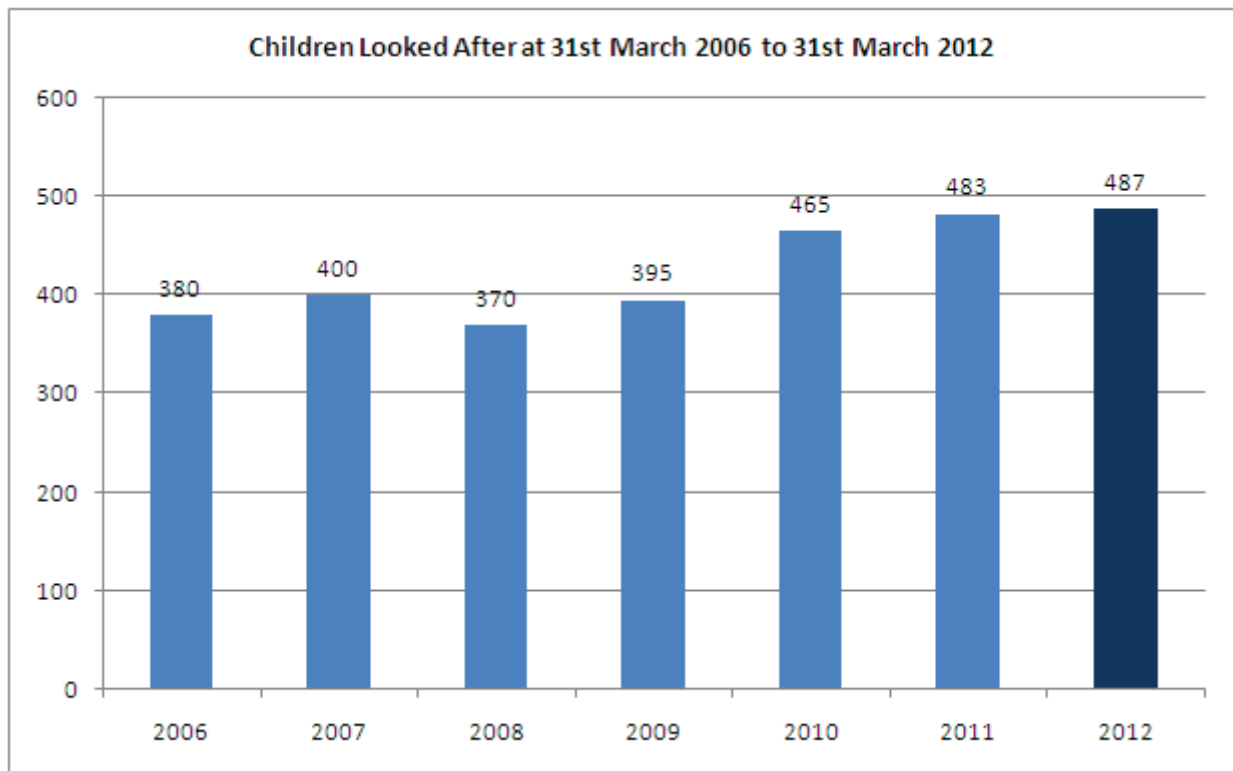
The purpose of this report is to highlight key performance activity relating to Children in Care and to identify key performance issues and the direction of travel for the key indicators.

### Contents

RAG Rating	Direction of Travel	Section
<b><u>Children Looked After Numbers</u></b>		
Red	Worse	Looked After Children (Excluding Respite) as at 31 <sup>st</sup> March 2012
Red	Better	Children Looked After at 31st March 2010 to 2012. Rates per 10,000 Children aged under 18 years
Red	Better	Children Looked After last 12 months
Red	Better	CAFCASS Care Applications
Red	Better	Children and Families in Care Proceedings
<b><u>Profile of Children Looked After Year Ending 31st March 2011</u></b>		
N/A	N/A	Children Looked After by Age Band
N/A	N/A	Children Looked After by Age and Gender
N/A	N/A	Children Looked After by Legal Status
N/A	N/A	Children Looked After by Ethnicity
N/A	N/A	Children Looked After by Placement Type
Green	Slightly Worse	Children looked after at 31 March by distance between home and placement by Local Authority
N/A	N/A	Children who started to be looked after during the year
<b><u>Health of Children Looked After</u></b>		
Amber	Slightly Better	Emotional and behavioural health of looked after children
Amber	Slightly Worse	Health and Dental Checks for Children Looked After
Red	Worse	Sexual Health and Substance Misuse
<b><u>Improving Educational Outcomes</u></b>		
Amber	Better	Percentage of School Age LAC with a PEP in the last 6 months
Green	Better	Percentage of children who have been looked after continuously for at least twelve months with at least one fixed exclusion 2010
<b><u>Increasing the number of care leavers in 'settled, safe accommodation'</u></b>		
Green	Better	Care leavers at 19 - Suitable accommodation
Amber	Worse	Care leavers at 19 - in education, employment and training
<b><u>Corporate Parenting Processes</u></b>		
Amber	Worse	Looked after children cases which were reviewed within required timescales
Amber	Better	Stability of placements of looked after children: number of placements
Amber	Better	Stability of placements of looked after children: length of placement
Green	Better	Adoption and Special Guardianship Order

## Looked After Children (Excluding Respite) as at 31<sup>st</sup> March 2012

**Figure 1: Number of Looked After Children (excluding Respite) at 31<sup>st</sup> March 2006 to 2012**

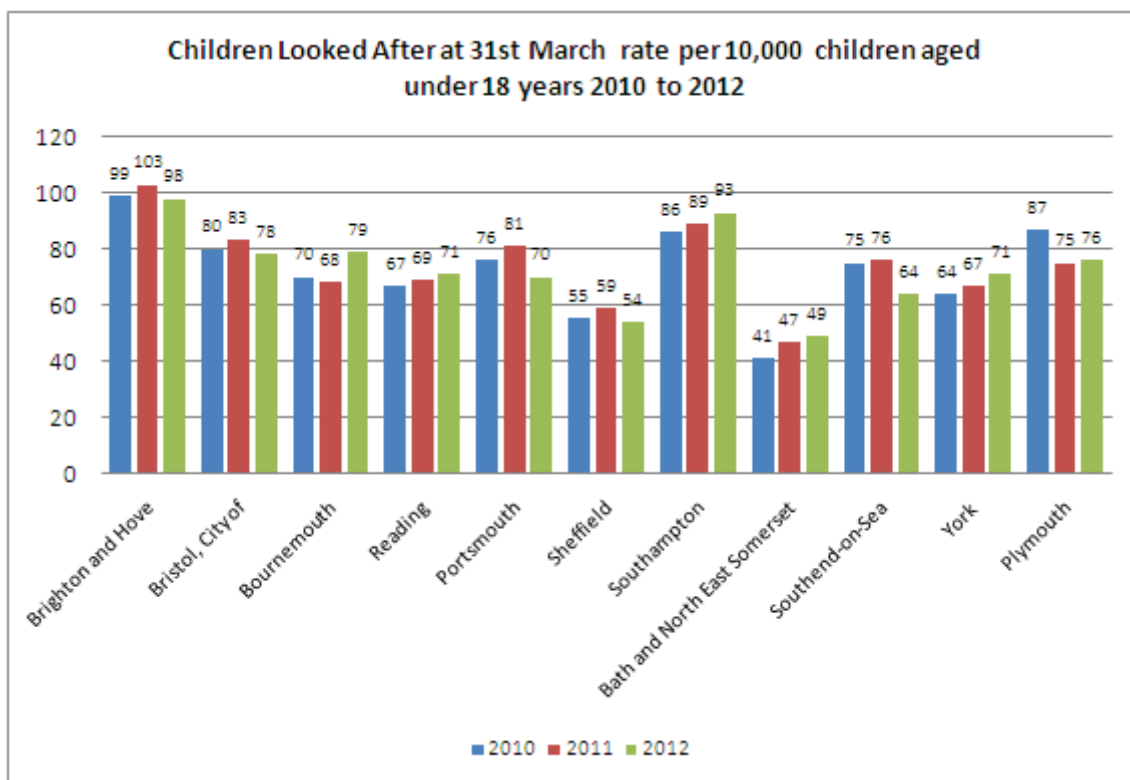


Source: SSDA903

The number of Looked after Children at 31<sup>st</sup> March 2012 is 487, a 1% increase from 2011 compared to a 2% increase nationally, and a 32% increase from 2008 compared to a 13% increase nationally.



**Figure 2a: Children looked after at 31<sup>st</sup> March 2010 to 2012. Rates per 10,000 Children aged under 18 years<sup>1</sup>**



Source: SSDA903

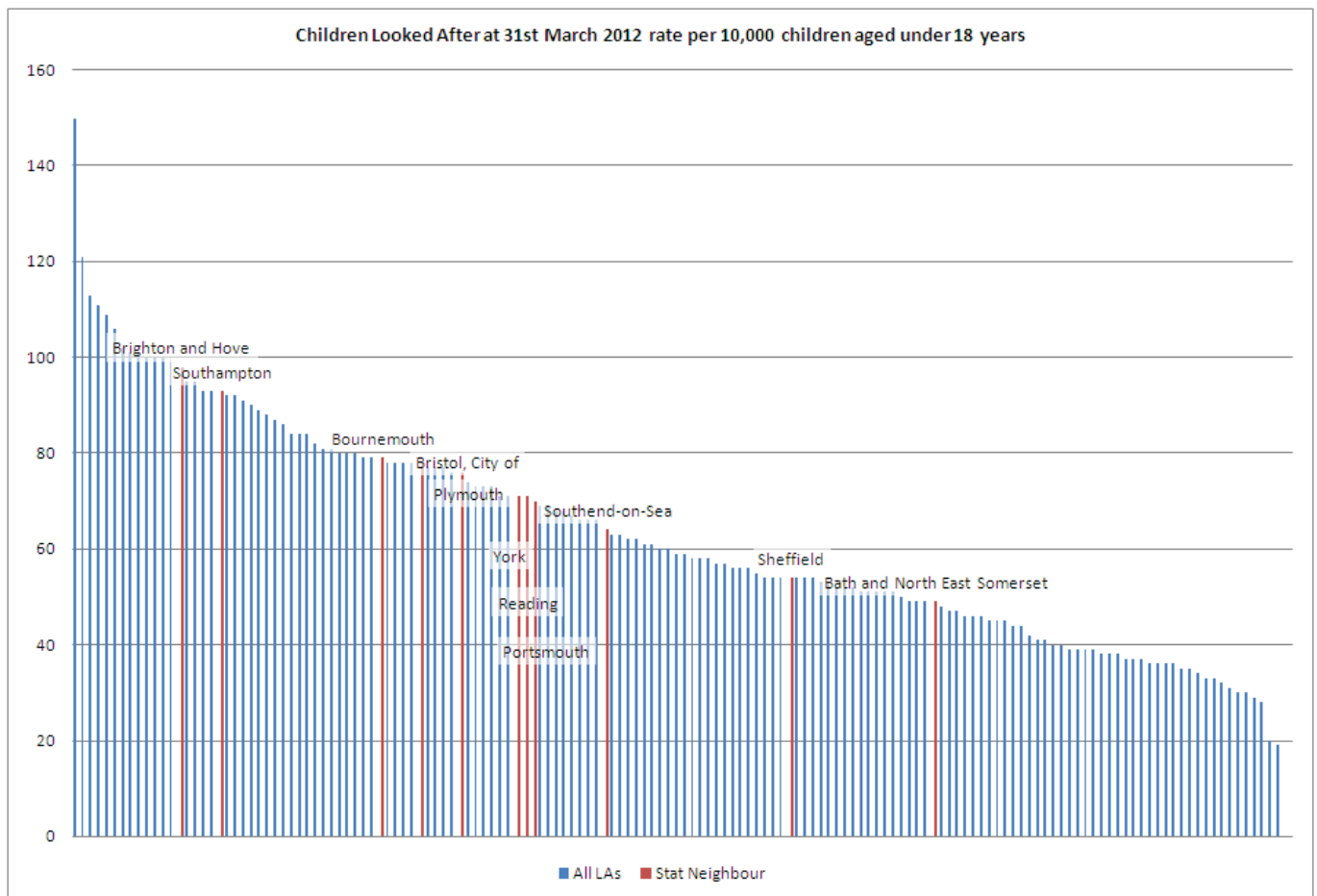
The rate of children looked after per 10,000 children aged under 18 has fallen from 103 as at 31 March 2011 to 98 as at March 2012. The reason that our rate per 10,000 has fallen despite the number of children looked after remaining unchanged is because the mid-year 2011 projection for children aged 0-17 based on 2011 Census is 49,900 and the 2010 mid-year projection was 46,900.

The rate for 2012 is higher than the 2011 national average (59 per 10,000) and the average for our statistical neighbours<sup>2</sup> (70.5 per 10,000). Brighton and Hove's LAC number would need to fall to 352 to be in-line with the statistical neighbour average and 295 to be in-line with the national average. Our closest statistical neighbours in terms of demographics are Bristol and Bournemouth and our LAC number would need to fall to 390 and 392 respectively to be in-line with our closest neighbours.

<sup>1</sup> The rates per 10,000 children under 18 years have been derived using the mid-year population estimates for 2009 provided by the Office for National Statistics.

<sup>2</sup> Statistical Neighbours (SN) are ranked in order of statistical closeness, with the top SN being closest: Bristol, Bournemouth, Portsmouth, Reading, Sheffield, Southampton, Bath and North East Somerset, Southend-on-Sea, York and Plymouth  
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**Figure 2b: Children looked after at 31<sup>st</sup> March 2012. Rates per 10,000 Children aged under 18 years<sup>3</sup>**

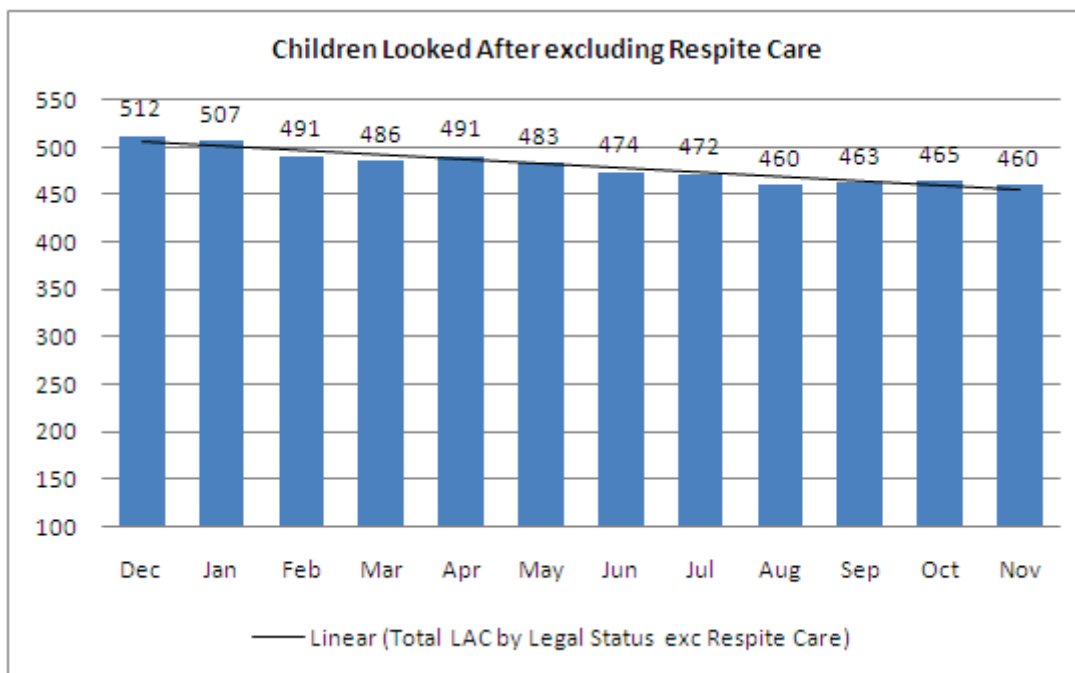


Source: SSDA903

Figure 2b reveals that the 2011/12 LAC Rate per 10,000 for Brighton and Hove Children is ranked 14<sup>th</sup> highest out of 152 Local Authorities in England. The LAC rate as at 30<sup>th</sup> November 2012 per 10,000 is 92.2 which would place Brighton and Hove joint 19<sup>th</sup> highest with Wirral.

<sup>3</sup> The rates per 10,000 children under 18 years have been derived using the mid-year population estimates for 2009 provided by the Office for National Statistics.

**Figure 3: Children looked after year ending 30<sup>th</sup> November 2012**



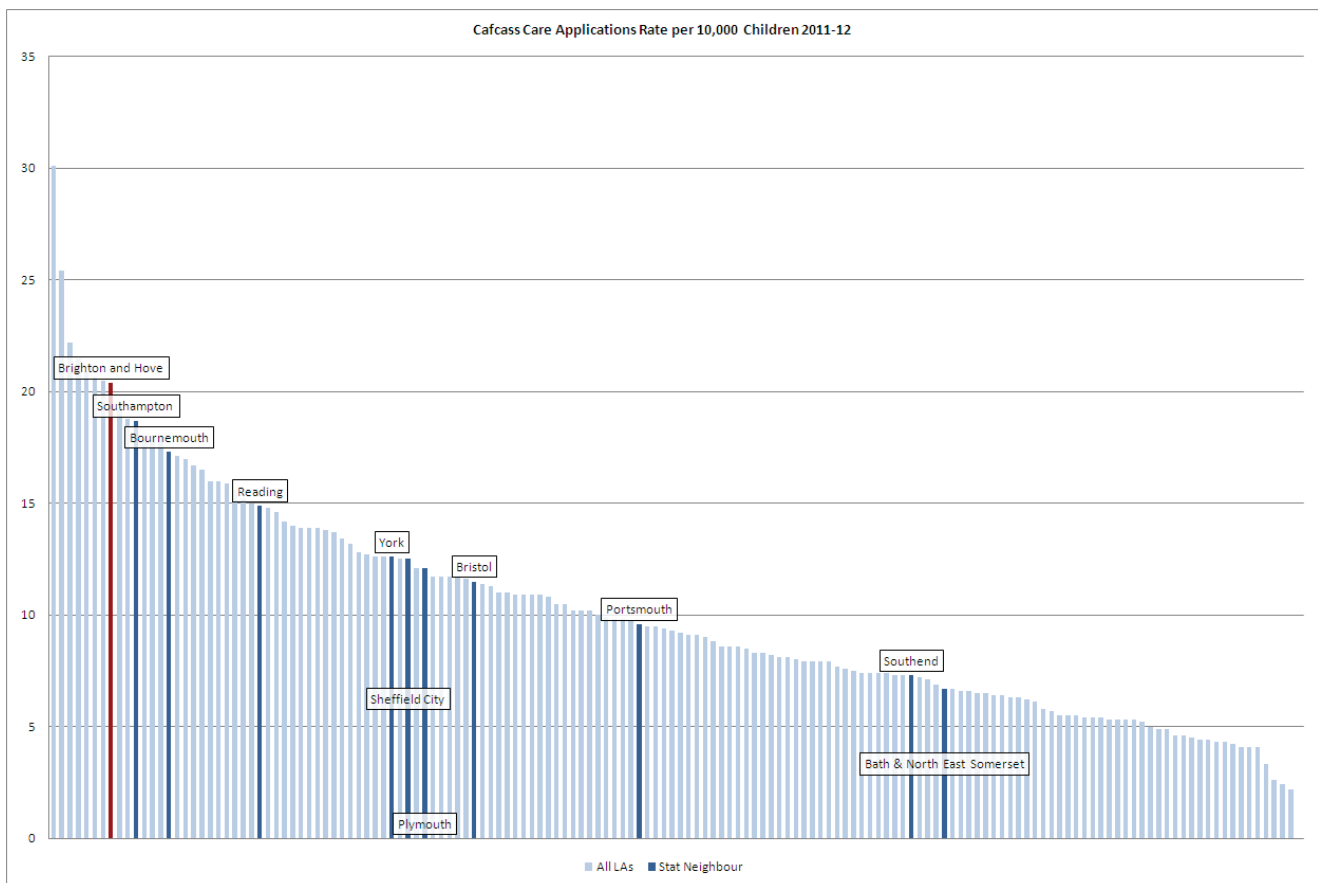
Source: Monthly Monitoring November 2012

The number of Looked after Children (excluding respite) fell slightly this month from 465 last month to 460 in November 2012. The number of Looked After Children has fallen from 514 in November 2011 – a 10.5% reduction. 200 children (43.5% compared to 40% nationally) are on a Full Care Order, 81 (17.6% compared to 20% nationally) are on an Interim Care Order, 90 (19.6% compared to 29% nationally) are Section 20 and 87 (18.9% compared to 11% nationally) are on a Placement Order. The current rate of children looked after per 10,000 is 92.2, above the 2012 national average (59.1 per 10,000) and the average for our statistical neighbours<sup>4</sup> (70.6 per 10,000). This would rank Brighton and Hove joint 19<sup>th</sup> highest out of 152 Local Authorities in England based on the 2012 position.

Processes have been developed in the CIN Team to discuss cases for children on the edge of care in both Team Manager’s supervision and CIN management meetings. The CIN Team has set up a Care Planning Forum to manage discussions around taking children into care. It is hoped that in the current year this will maintain a downward trend in LAC numbers.

<sup>4</sup> Statistical Neighbours (SN) are ranked in order of statistical closeness, with the top SN being closest: Bristol, Bournemouth, Portsmouth, Reading, Sheffield, Southampton, Bath and North East Somerset, Southend-on-Sea, York and Plymouth  
Corporate Parenting Summary Report - Dec 2012 Final Version EXTERNAL

**Figure 4: Cafcass Care Applications Rate per 10,000 Children 2011-12**



Source: Cafcass.

Please note that the unit of measurement is a Care application, upon its receipt by Cafcass from the Court and its entry into CMS. An application can involve multiple children.

Cafcass has published local authority level data on the number of Care Applications received in the years 2007-08 to 2011-12. Figure 4 illustrates the number of care applications received in 2011-12 as a rate per 10,000 children for the top 30 highest local authorities in England and reveals that Brighton and Hove is ranked 8<sup>th</sup> highest out of 152 local authorities in England. The rate for Brighton and Hove for 2011-12 is 20.4, above the national average of 9.2 and 12.3 for our statistical neighbours. Our statistical neighbours have been shaded in light blue.

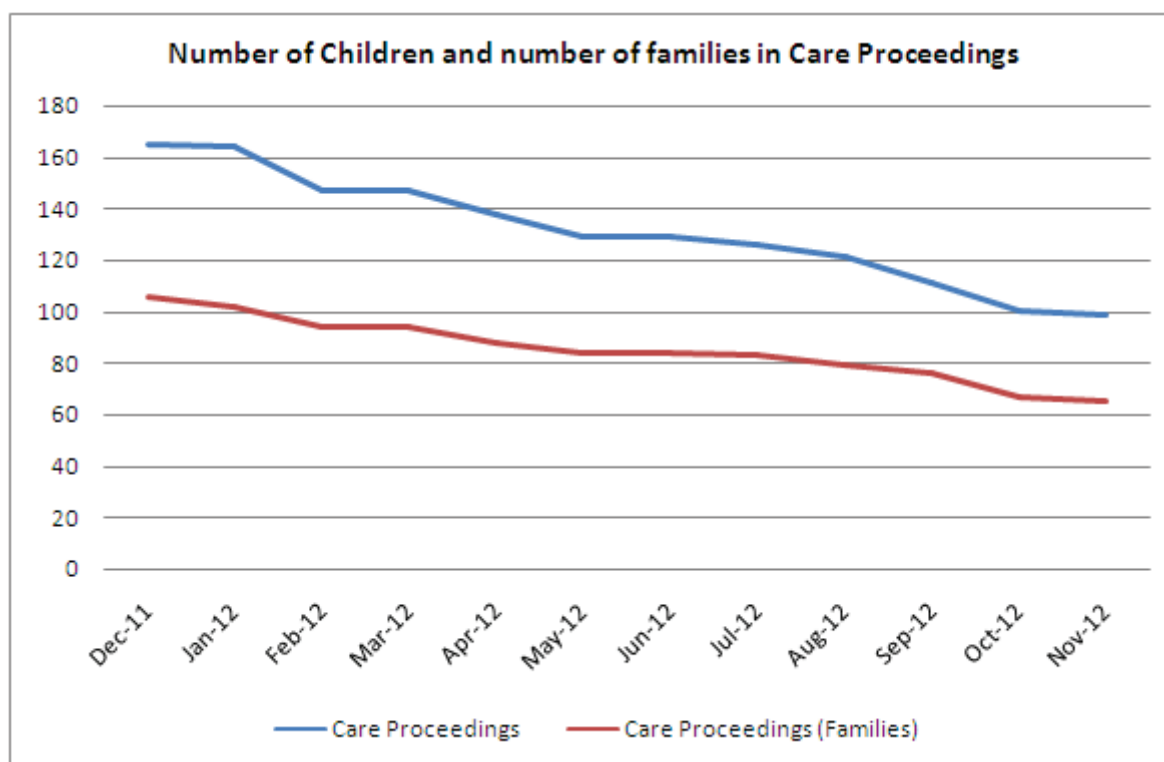
**Table 1: Cafcass Care Applications 2007-08 to 2011-12**

	2007-08	2008-09	2009-10	2010-11	2011-12
Total care applications received (England)	6,323	6,488	8,832	9,204	10,218
Care applications received from Brighton & Hove	46	55	110	105	96
% increase from 2007-08 base (England)	-	2.6%	39.7%	45.6%	61.6%
% increase from 2007-08 base (Brighton and Hove)	-	20%	139%	128%	109%
% increase from previous year (England)	-	2.6%	36.1%	4.2%	11.0%
% increase from previous year (Brighton and Hove)	-	19.6%	100.0%	-4.5%	-8.6%
Rate of care applications per 10,000 children (England)	5.8	5.9	8	8.3	9.2
Rate of care applications per 10,000 children (Brighton and Hove)	10.0	11.9	23.5	22.4	20.4

Source: Cafcass

The data in Table 1 reveals that Brighton and Hove has experienced a 109% increase in 2011-12 from the 2007-08 base compared to a 61.6% increase nationally. However, the number of care applications has fallen in 2010-11 and 2011-12 in Brighton and Hove whereas the number of care applications has continued to rise nationally.

**Figure 5: Number of Children and number of families in Care Proceedings**



Source: Monthly Monitoring November 2012

There were 99 children in care proceedings as at 30<sup>th</sup> November 2012, down from 165 in December 2011. The number of families in care proceedings has also fallen from 106 as at December 2011 to 65. 16 children started care proceedings in the last 3 months compared to 24 in the previous 3 months. 11 families started care proceedings in the last 3 months compared to 16 in the previous 3 months.

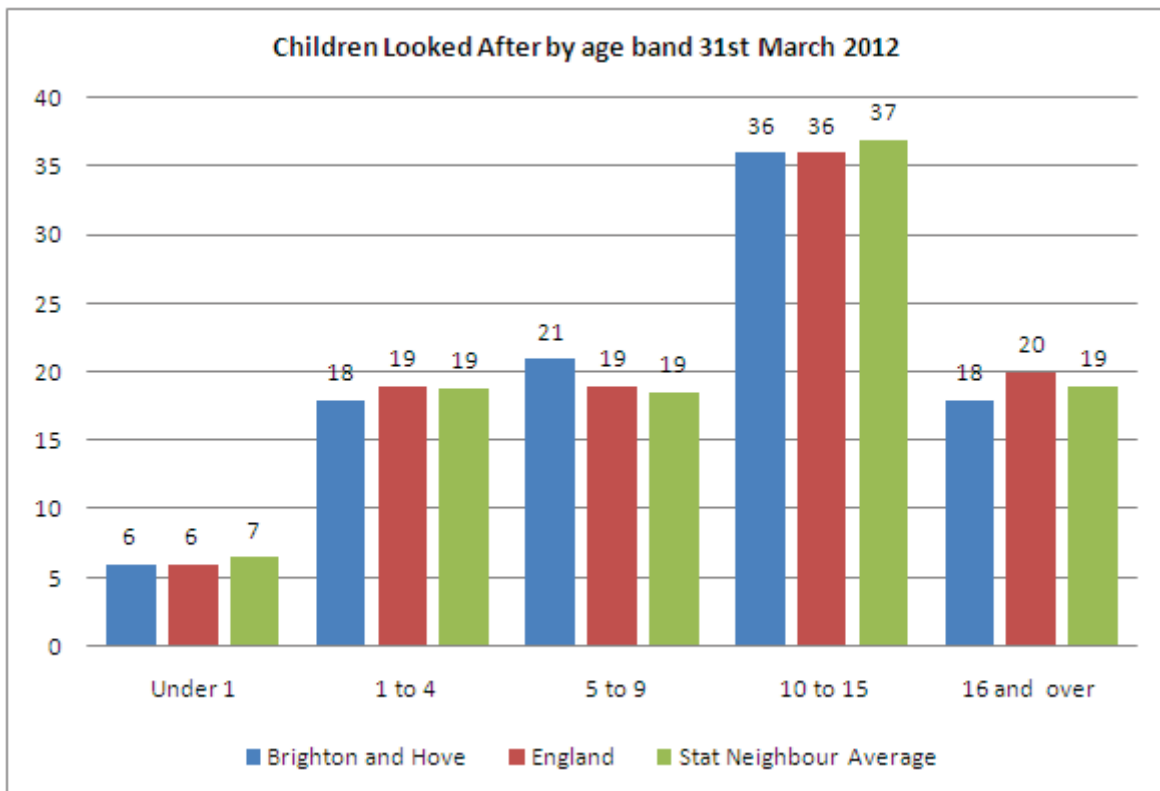
## Children Looked After Year Ending 31 March 2012

An analysis of the Children Looked After Statistical First Release (SFR), which provides information about looked after children in England for the year ending 31 March 2012, has been provided in this section of the report to illustrate how the profile of Looked After Children in Brighton and Hove compares with the national average and our statistical neighbours. The figures are based on data from the SSDA903 return collected from all local authorities.

Please note that:

- Numbers have been rounded to the nearest 5
- Figures exclude children looked after under an agreed series of short term placements.
- Historical data may differ from older publications. This is mainly due to the implementation of amendments and corrections sent by some local authorities after the publication date of previous materials.
- The Statistical Neighbour Average (SN Average) has been calculated by averaging the percentages for the 10 local authorities in our statistical neighbour group.

**Figure 6: Children Looked After by Age Band (Percentages)**



Source: SSDA903

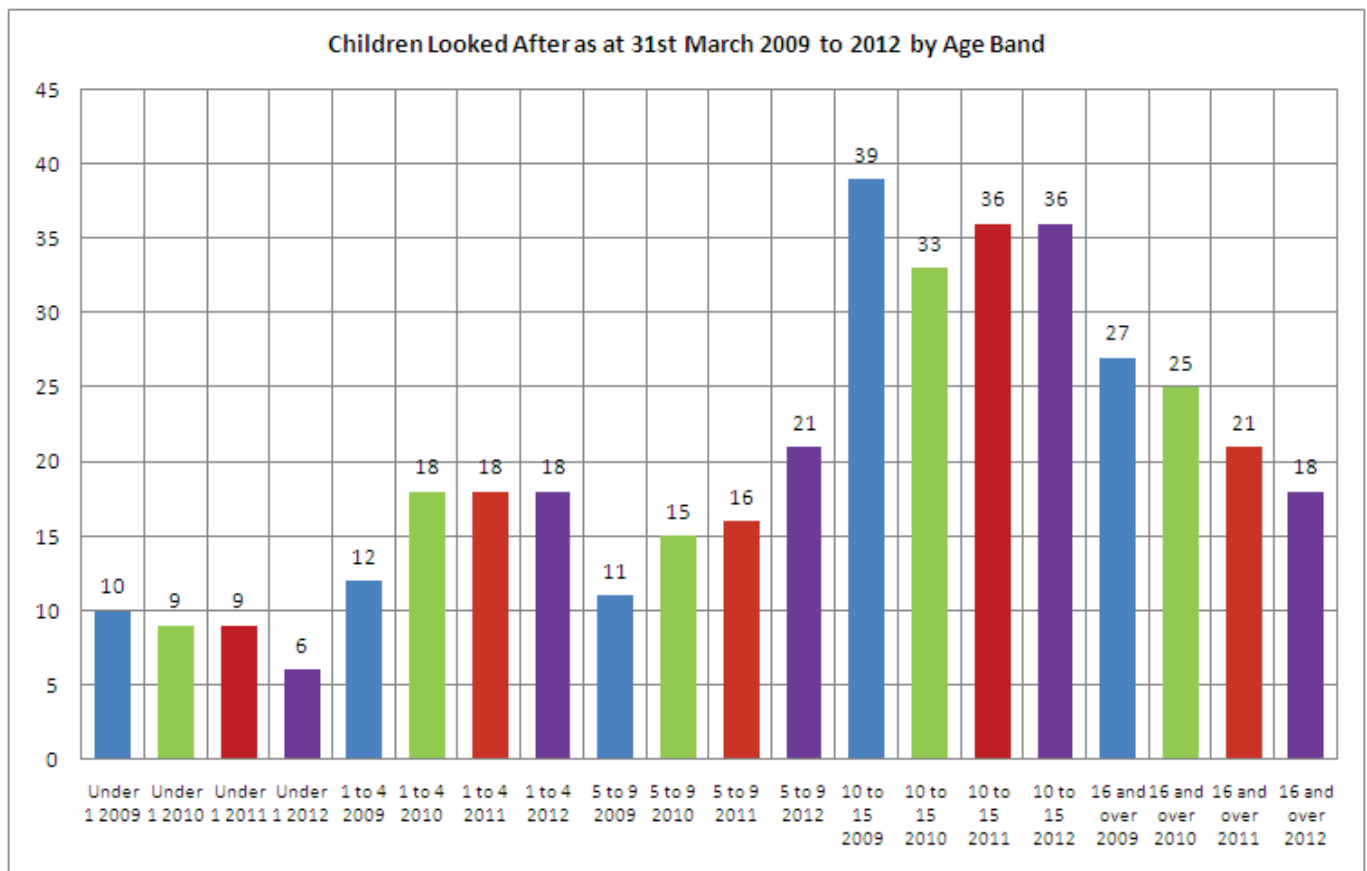
Figure 6 compares the percentage of children looked after by age band as at 31<sup>st</sup> March 2012. There are 30 children looked after aged under 1 which represents 6% of the cohort (6% nationally), a decrease from 43 in March 2011 when 9% of the cohort were aged under 1. There are 86 children aged 16 and over which represents 18% of the LAC cohort (20% nationally), a decrease from 102 in March 2011 when 21% of the cohort were aged 16 and over.

**Table 2: Children Looked After at 31st March 2012 and 30<sup>th</sup> November 2012 by Age Band (Numbers)**

Age Band	Mar-12	Nov-12
Under 1	30	32
1 to 4	90	75
5 to 9	104	87
10 to 15	177	180
16 and over	86	86
<b>Total</b>	<b>487</b>	<b>460</b>

Source: SSDA903 and Monthly Monitoring November 2012

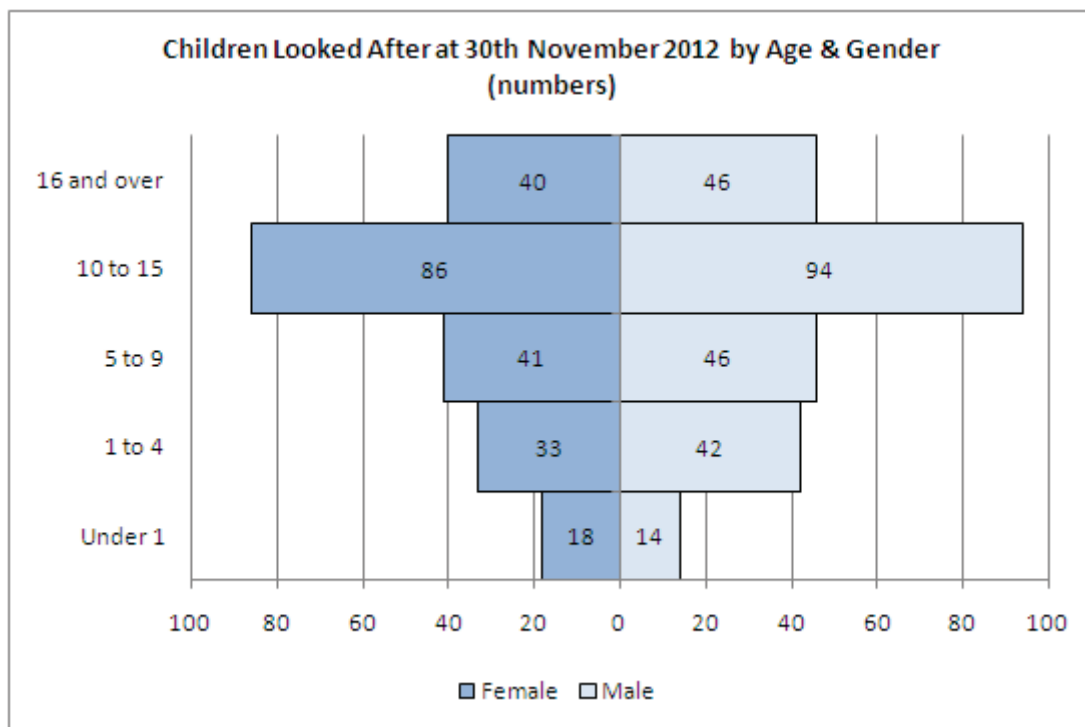
**Figure 7 Children Looked After as at 31<sup>st</sup> March 2009 to 2012 by Age Band**



Source: SSDA903

Figure 7 illustrates the percentage of children looked after by Brighton and Hove as at 31<sup>st</sup> March from 2009 to 2012 and reveals that the percentage of children aged 16 and over has fallen year-on-year from 27% in 2009 to 18% in 2012 whereas the percentage of children aged 5 to 9 has risen from 11% in 2009 to 21% in 2012. The decrease in the number of children looked after aged 16 and over is due in part to a fall in the number of Unaccompanied Asylum Seeking Children which is a trend shared both nationally and with our statistical neighbours.

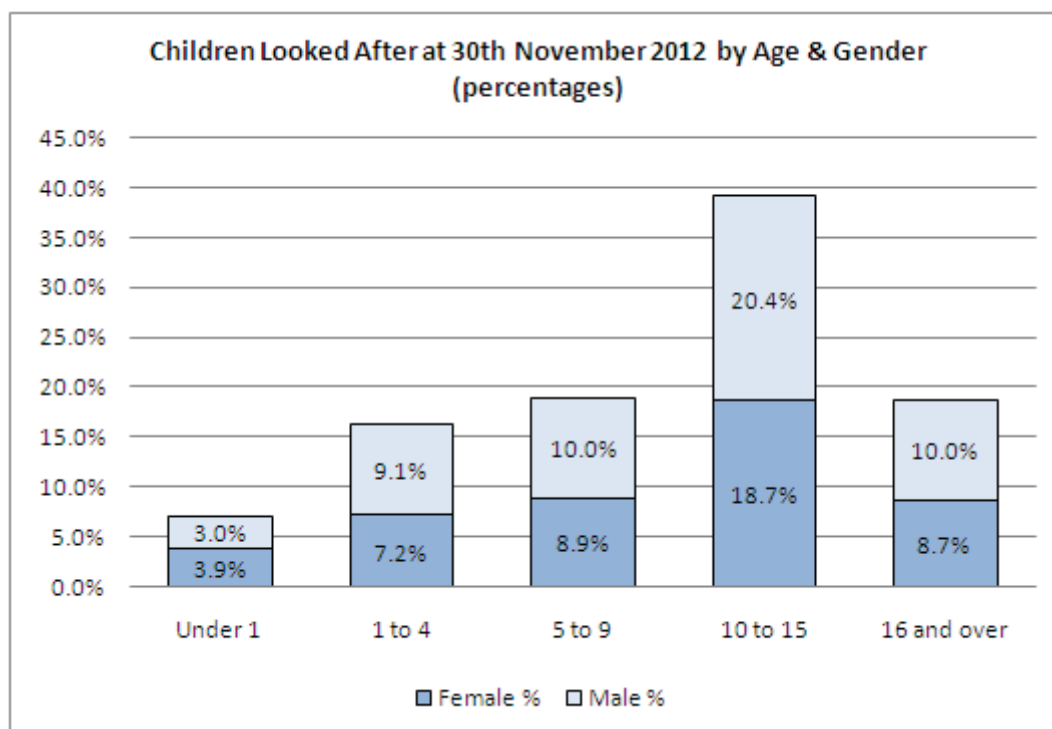
**Figure 8a: Children Looked After at 30<sup>th</sup> November 2012 by Age & Gender (Numbers)**



Source: Monthly Monitoring November 2012

There are 242 male children (52.6%) and 218 female children (47.4%). Nationally, 56% of Looked after children are male. There are more male children in all of the age bands except for children aged under 1 with the biggest differences in the 10 to 15 and 1 to 4 age bands.

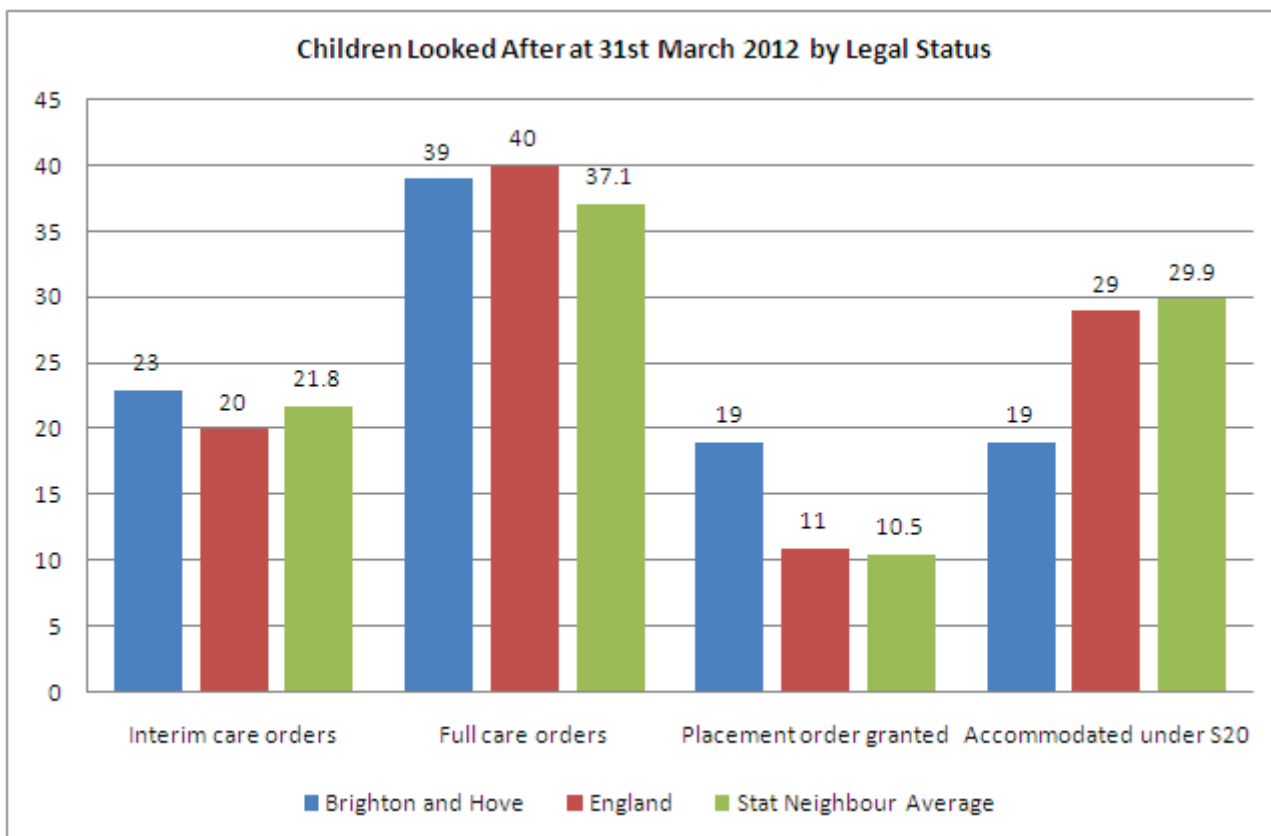
**Figure 8b: Children Looked After at 30<sup>th</sup> November 2012 by Age & Gender (Percentages)**



Source: Monthly Monitoring November 2012



**Figure 9: Children Looked After at 31<sup>st</sup> March 2012 by Legal Status (Percentages)**



Sources: SSDA903

Please note that other legal statuses have not been included in Figure 9 as the data has been suppressed for many local authorities due to the low numbers involved.

Figure 9 compares the percentage of children looked after at 31<sup>st</sup> March 2012 by legal status and reveals that the percentage of children on a Placement Order has increased from 11% as at 31<sup>st</sup> March 2011 to 19% as at 31<sup>st</sup> March 2012, above the England Average of 11% and 10.5% for our statistical neighbours. The percentage of children looked after on Section 20 has fallen from 25% as at 31<sup>st</sup> March 2011 to 19% as at March 2012, below the England Average (29%) and statistical neighbour average (29.9%)

**Table 3: Children Looked After at 31<sup>st</sup> March 2012 by Legal Status for Statistical Neighbours (Percentages)**

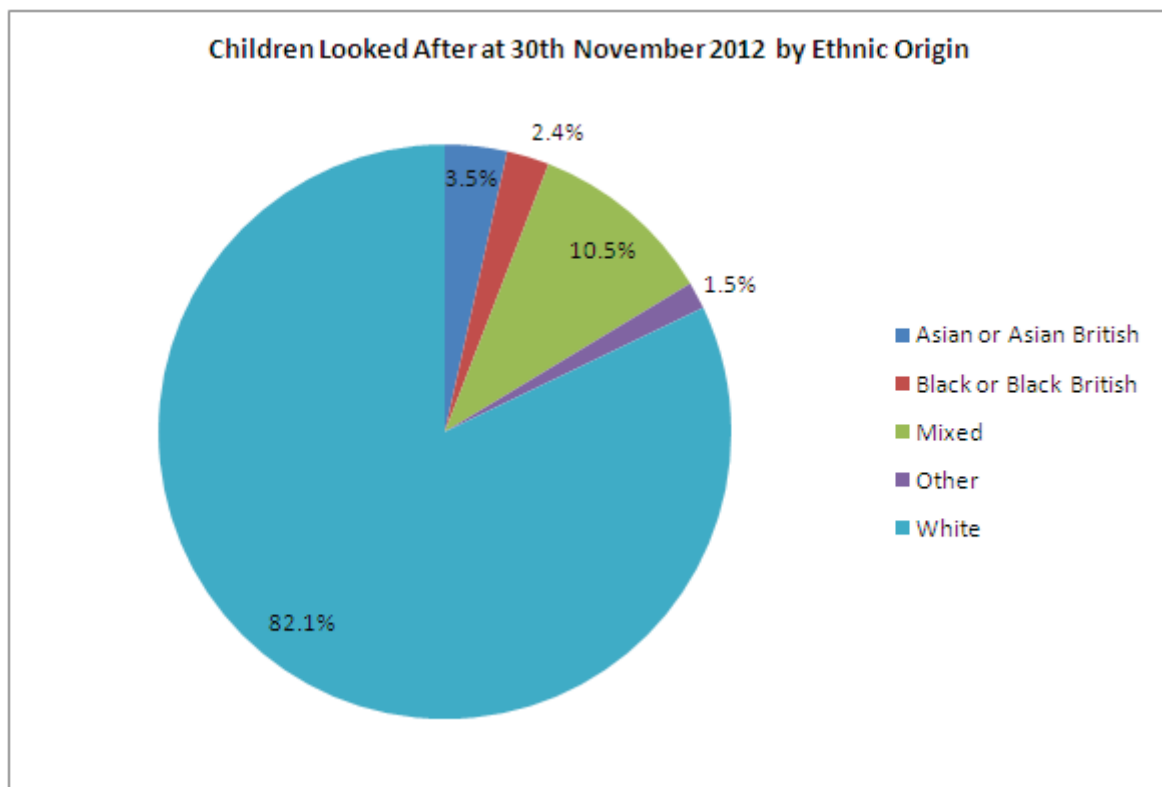
	All children looked after at 31 March 2012	Interim care orders	Full care orders	Placement order granted	Accommodated under S20
Brighton and Hove	485	23	39	19	19
Bristol, City of	685	20	44	9	26
Bournemouth	250	20	24	11	45
Reading	240	31	33	11	26
Portsmouth	300	21	45	9	23
Sheffield	610	25	37	14	21
Southampton	430	26	27	13	34
Bath and North East Somerset	165	10	40	5	46
Southend-on-Sea	240	18	45	9	27
York	255	25	42	9	23
Plymouth	385	22	34	15	28
England	67050	20	40	11	29
Stat Neighbour Average	356.0	21.8	37.1	10.5	29.9
East Sussex	620	27	41	15	17
West Sussex	675	15	40	9	35

Sources: SSDA903

X figures suppressed to protect confidentiality

Table 3 provides a breakdown of the children looked after by legal status for our statistical neighbours as at 31<sup>st</sup> March 2012 and reveals that Brighton and Hove has the highest percentage of children on a placement order and the lowest percentage of children accommodated under section 20 in our statistical neighbour group.

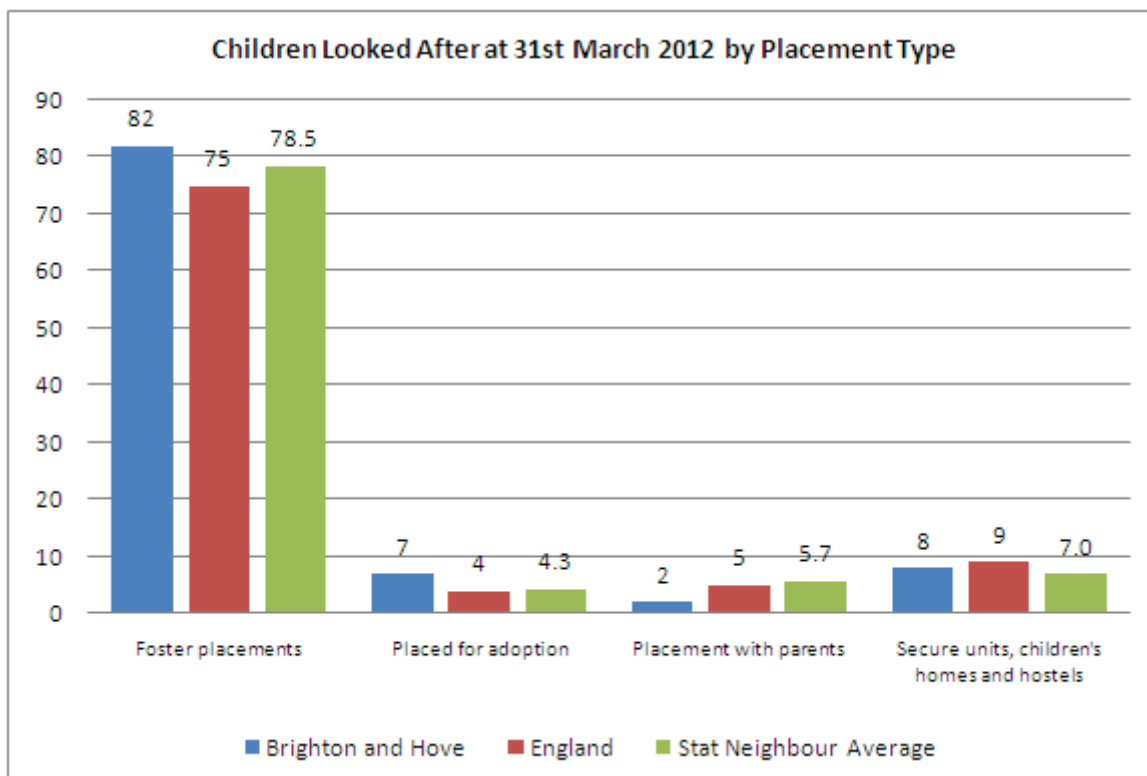
**Figure 10: Children Looked After at 30<sup>th</sup> November 2012 by Ethnic Origin**



Source: Monthly Monitoring November 2012

82% of Looked After Children in Brighton and Hove have a recorded ethnicity in the White Ethnic Origin category compared to 78% nationally, with 10.4% under Mixed (9% nationally), 3.5% under Asian or Asian British (4% nationally), 2.4% under Black or Black British (7% nationally) and 1.5% under Other (2% nationally).

**Figure 11: Children Looked After as at 31<sup>st</sup> March 2012 by Placement Type**

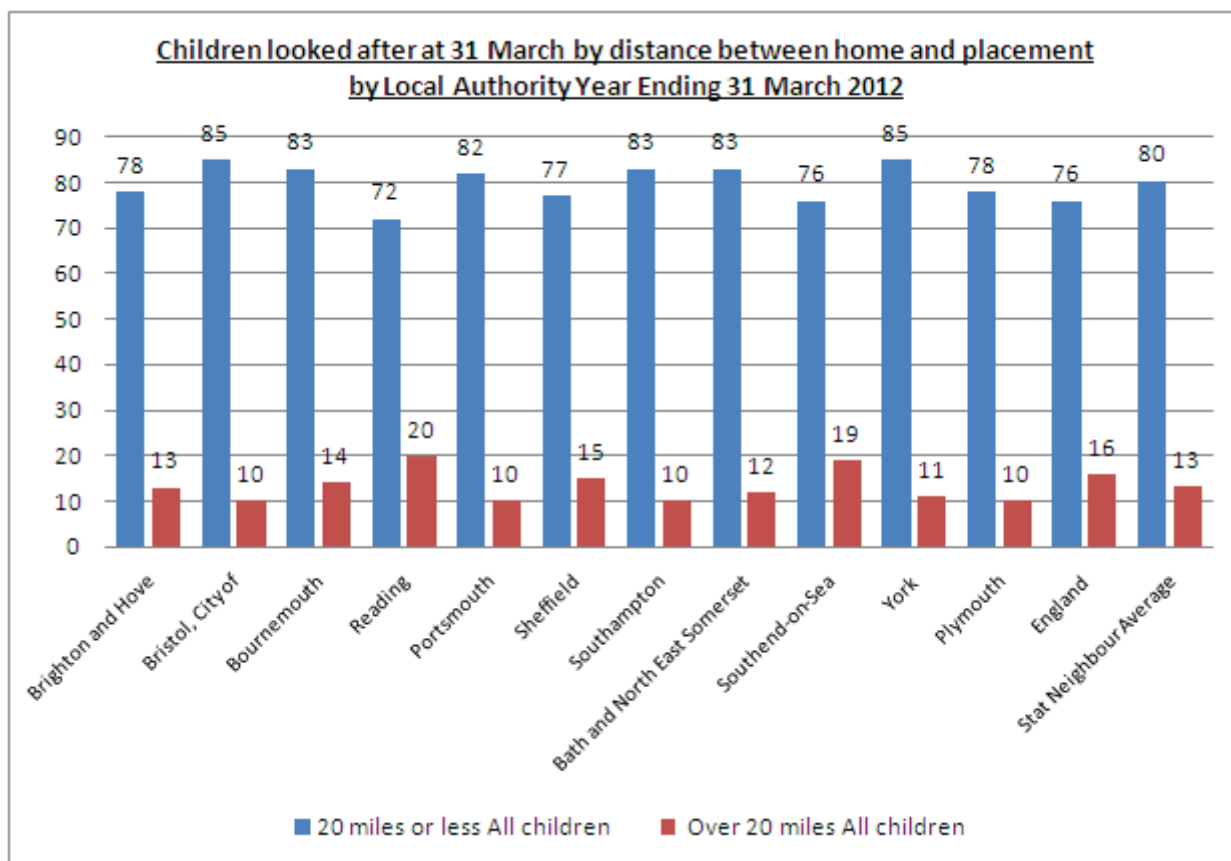


Sources: SSDA903

Please note that other placement types have not been included in Figure 11 as the data has been suppressed for many local authorities due to the low numbers involved.

Figure 11 illustrates that 82% of children looked after in Brighton were placed in foster placements as at 31<sup>st</sup> March 2012 compared to 75% nationally and 78.5% for our statistical neighbours. Of the total LAC cohort, 144 (29.6%) were placed with in house carers, 201 (41.3%) were placed with agency carers and 52 (10.7%) were placed with relatives or friends. Nearly 8% of children were placed for adoption as at 31<sup>st</sup> March 2012, up from 3% in March 2011 and above the national average of 4%.

**Figure 12: Children looked after at 31 March by distance between home and placement by Local Authority Year Ending 31 March 2012**



Source: SSDA903

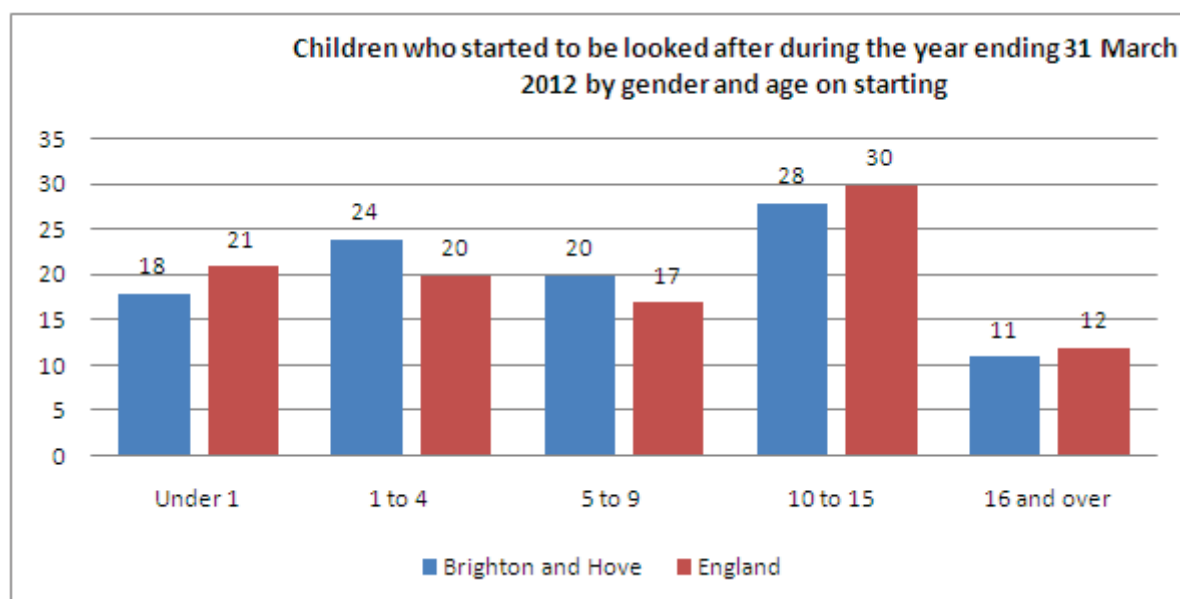
Figure 12 reveals that 78% of children looked after in Brighton and Hove at 31<sup>st</sup> March 2012 were placed 20 miles or less from their home address, down from 81% last year, with 13% placed over 20 miles (2% were not known and 7% were not recorded). The percentage of children looked after placed within 20 miles remains higher than the 2011/12 England Average (76%) but is slightly below the average for our statistical neighbours (80%). Many of the placements that are more than 20 miles from home are appropriate and can be positive for the child or young person. In Brighton and Hove, 34% of children were placed inside the local authority boundary and 57% were placed outside of the boundary. Nationally, 59% of children were placed inside the local authority boundary and 34% were placed outside with 4% not known and 4% not recorded. The percentages for Brighton and Hove are likely to be skewed given the size of the geographical area. The 3 year average (2010 to 2012) for children placed over 20 miles is 13% compared to 12% nationally and ranks Brighton and Hove 74<sup>th</sup> out of 152 Local Authorities.

"Home" address unknown or unavailable may occur with Unaccompanied Asylum Seeking Children or children missing from main placement.

For reasons of confidentiality distance is not recorded for children who were placed for adoption.

Placement locality denotes whether or not the placement at 31 March is within the geographical boundary of the responsible local authority.

**Figure 13: Children who started to be looked after during the year ending 31<sup>st</sup> March 2012 (percentages)**



Sources: SSDA903

Figure 13 compares the percentage of children starting to be looked after during the year ending 31<sup>st</sup> March 2012 by their age on starting<sup>5</sup> with the national average. The data reveals that the percentage of children starting to be looked after during the year aged under 1 has fallen from 25% in March 2011 to 18% in March 2012, below the national average of 21%. The percentage of children starting to be looked after aged 16 and over has increased from 7% in March 2011 to 11% in March 2012, below the national average (12%). It is not possible to calculate a statistical neighbour average as the percentages for some local authorities have been suppressed due to the small numbers involved but a breakdown of our statistical neighbours has been provided in the table below.

**Table 4: Children who started to be looked after during the year ending 31st March 2012 (percentages)**

	All Children who started to be looked after	Male	Female	Under 1	1 to 4	5 to 9	10 to 15	16 and over
<b>Brighton and Hove</b>	<b>215</b>	<b>54</b>	<b>46</b>	<b>18</b>	<b>24</b>	<b>20</b>	<b>28</b>	<b>11</b>
Bristol, City of	270	53	47	18	23	13	28	18
Bournemouth	140	48	52	27	23	16	26	8
Reading	120	43	57	21	24	19	33	x
Portsmouth	110	57	43	21	19	18	28	15
Sheffield	265	51	49	25	22	16	28	9
Southampton	190	53	47	23	30	21	21	4
Bath and North East Somerset	85	55	45	20	16	20	28	16
Southend-on-Sea	80	54	46	x	21	22	38	x
York	100	52	48	15	26	20	28	11
Plymouth	165	53	47	27	22	15	16	20
<b>England</b>	<b>28,220</b>	<b>53</b>	<b>47</b>	<b>21</b>	<b>20</b>	<b>17</b>	<b>30</b>	<b>12</b>

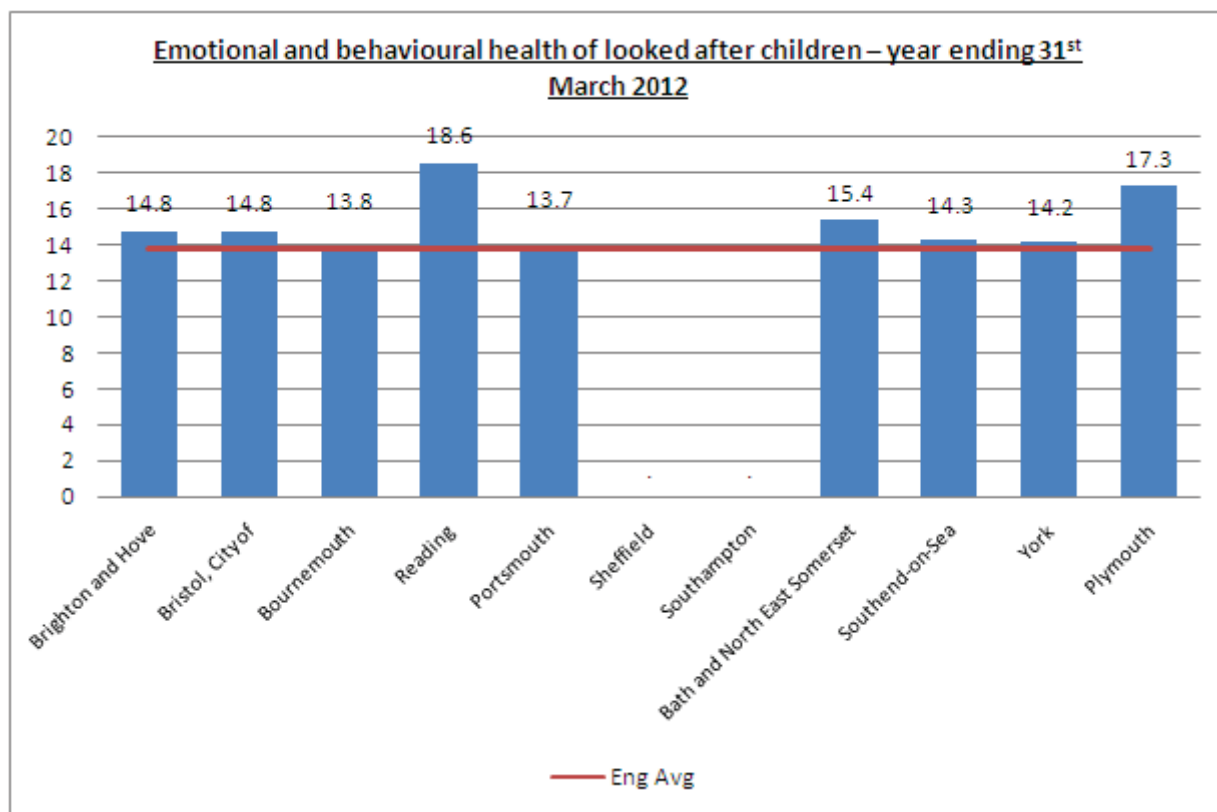
<sup>5</sup> Only the first occasion on which a child started to be looked after in the year has been counted.

# Health of Children Looked After

## Emotional and behavioural health of looked after children

**Definition:** Since 2008, central government have required each local authority to ask carers to complete a 'Strength & Difficulties' Questionnaire for every child looked after at 31<sup>st</sup> March who has been in care continuously for one year or more and who is aged 4-16 years. The questionnaire produces a score from 10 (no indicators of difficulty or stress) to 40 (extremely high indicators of stress & difficulty) and good performance is indicated by a low number.

**Figure 14: Emotional and behavioural health of looked after children – year ending 31<sup>st</sup> March 2012.**



Source: SSDA903

### Summary

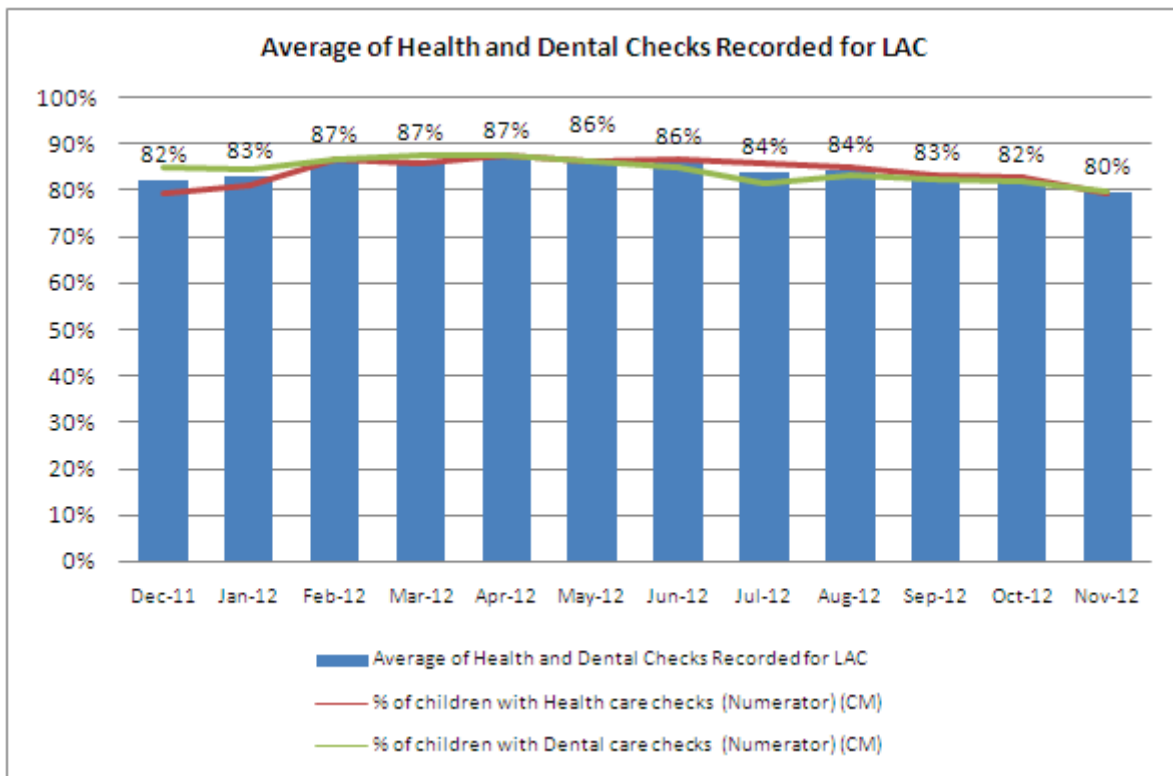
In Brighton & Hove, the Strengths and Difficulties Questionnaire is administered by the LAC Health team and an 84% return was achieved for 2011/12, compared to a national average of 70%. Children with Disability can be excluded and so we would not expect to achieve 100% return.

The average score gained by Brighton and Hove children and young people in care for 2011/12 is 14.8, an improvement from 15.5 last year but worse than the national average of 13.8. There are multiple factors involved in the emotional state of children and the cohort of children from year to year is not exactly the same, and these factors should be considered when making year-on-year comparisons. 46% of eligible children with an SDQ score were considered 'normal' (51% nationally) 10% were considered 'borderline' (13% nationally) and 43% were considered as 'concern' (36% nationally).

The LAC Health Team follow all high scores up with carers, young people, the Virtual School for Children in Care and Social Workers to ensure that they are receiving the right support. If the child or young person is not receiving the right level of support, the LAC Health would make or suggest a new referral to CAMHS or other agency.

## Health and Dental Checks for Children Looked After

**Figure 15: Average of Health and Dental Checks Recorded for LAC**



Source: Monthly Monitoring Social Care Data November 2012

### Summary

Timely health and dental checks recorded for LAC is 80% as at November 2012, down from 82% in December 2011, with the Children in Care Team at 80% and the Children in Need Team at 84%. Performance for the Post 16 Support Team has improved from 48% in December 2011 to 75%. The indicator is an average of health and dental checks with health checks at 79% and dental checks at 80%. Current performance remains below the national average of 84.3% for the year ending 31<sup>st</sup> March 2012.

### Performance Issues

The majority of outstanding assessments are for children placed outside of Brighton & Hove. There are very few children who have not had their assessment completed on time by our Brighton & Hove health professionals. There have also been a number of 16 & 17 year old young people who despite much encouragement have refused to have their health and dental checks. It should be noted that the Post 16 Support Team and Young People’s Asylum Service do not have an Information Officer to assist with recording of health and dental checks.



## Sexual Health and Substance Misuse

**Sexual Health Definition** Young women engaged in the service will be screened for vulnerability to conception using the 'you and sex' tool annually

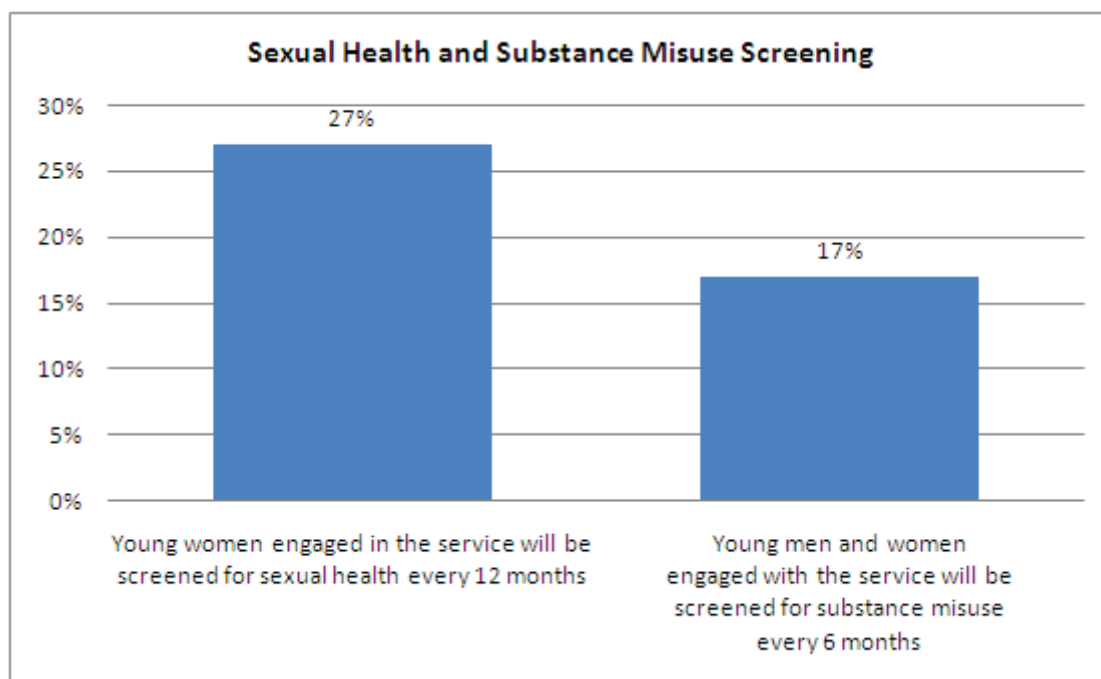
**Target:** –100% of young women on the caseload

**Substance Misuse Definition:** Young people (men and women) engaged with the service will be screened for substance misuse twice a year

**Target:** 100% of young men and women on the caseload

In the social care teams there are 85 young women aged 13-17 years and 182 young people aged 13-17 years.

**Figure 16: Sexual Health and Substance Misuse Screening**



Source: Snap shot of screening activity levels taken October 2012 from Care first

Overall: 22 (out of 85, 27%) of young women currently engaged in the service were screened for vulnerability to conception in the last 12 months and of these 55% received an intervention and 27% were referred. A total of 6 screens were carried out July-September. 31 (out of 182, 17%) of young people were identified as not having a substance misuse problem and so were not screened; a total of 7 (out of the remaining 158) young people had been screened for substance misuse in the last 6 months.

Sexual health screening levels continue to vary by team as follows: 44% for 16 Plus/Asylum, 10% for Children in Care and 30% for Children in Need. Substance misuse screening levels also vary by team as follows: 23% for 16 Plus/Asylum, 2% for Children in Care team and 60% for Children in Need.

Screening levels since have been steadily reducing over the past 12 months.

5.4% of children looked after continuously for at least 12 months year ending 31<sup>st</sup> March 2012 were identified as having a substance misuse problem during the year, above the national average of 4.1%.

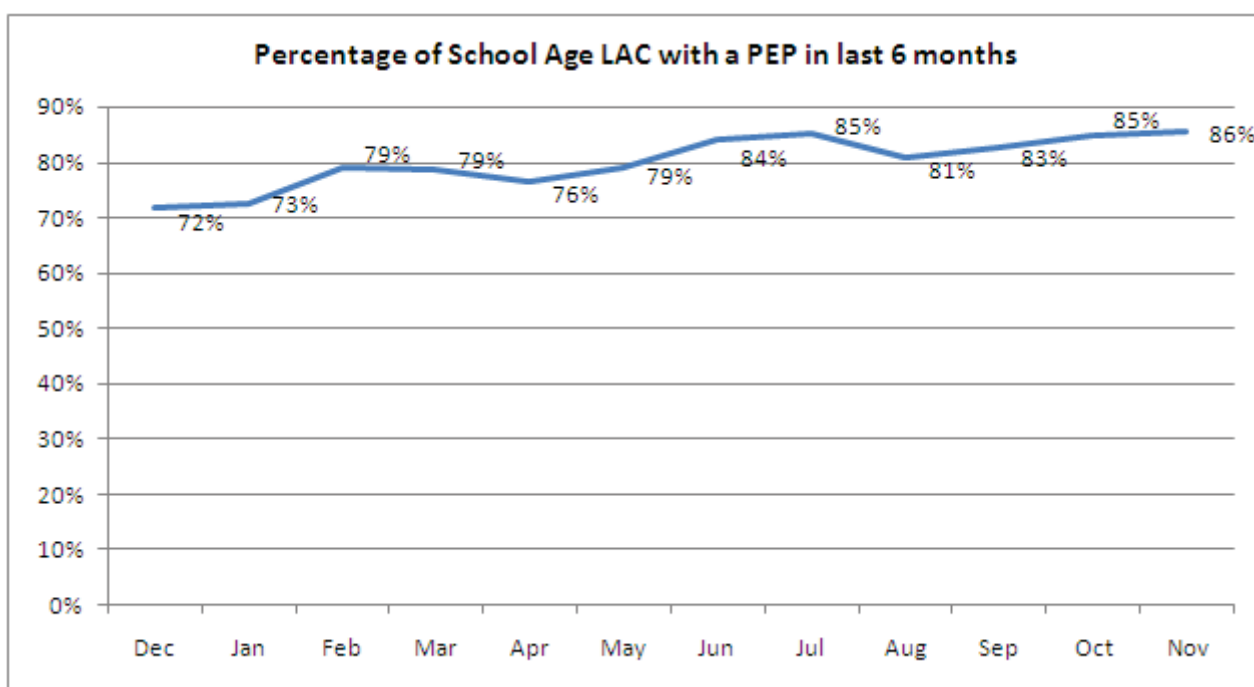
## Improving Educational Outcomes

It must be noted that with comparatively small cohorts in Brighton & Hove, individual pupil outcomes will have a demonstrably bigger impact on the overall indicators.

### Local indicator – Percentage of Children in Care with an up-to date Personal Education Plan (PEP)

**Definition:** Personal Education Plans (PEPs) are a statutory requirement for all school age children in care. A PEP is a personalised plan for each child that records any specific learning needs and identifies strategies and support to enable them to make progress in line with their peers. The PEP meeting also provides the opportunity to identify successes in all aspects relating to school performance as well as any other areas that may be causing concern. They are reviewed every six months. There are no national indicators for this target; however other LAs do use this indicator, including some of our statistical neighbours.

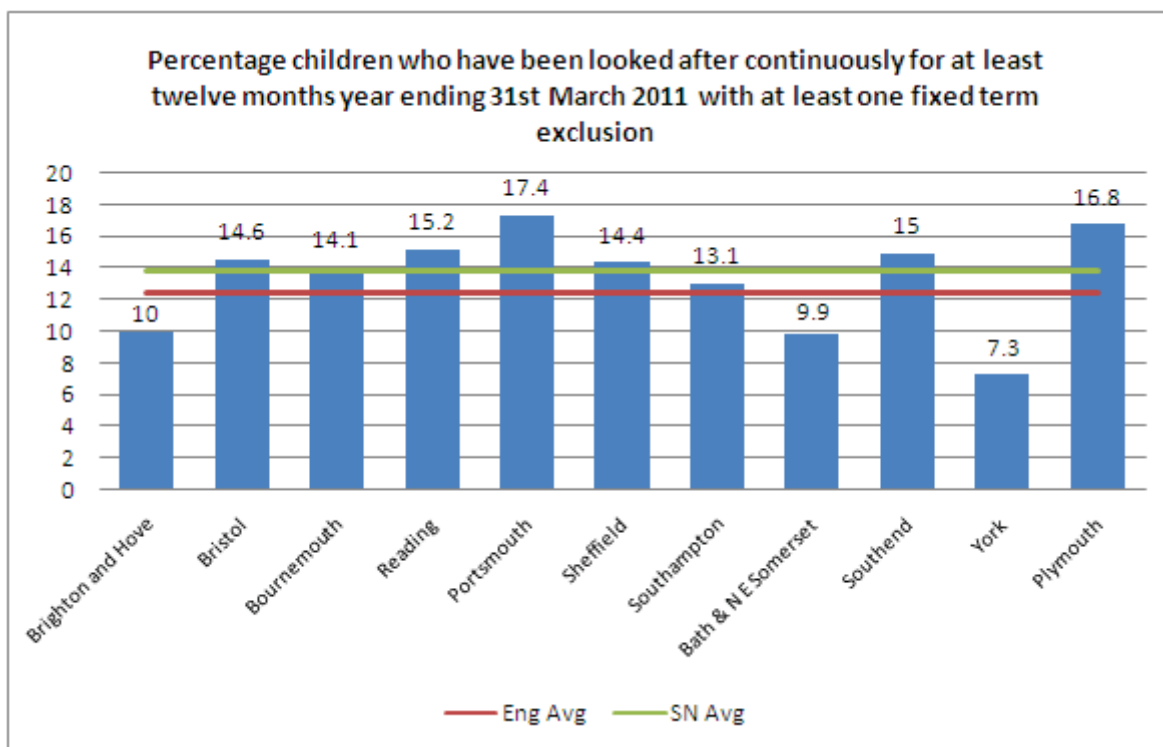
**Figure 17: Percentage of School Age LAC with a PEP in the last 6 months**



There were 269 children looked after as at 30<sup>th</sup> November who were of school age and had been looked after for 28 days or more. Of this cohort, 230 (86%) had a PEP Activity dated within the last 6 months recorded on Carefirst, an improvement from 72% in December 2011. It is anticipated that this improvement will continue and a target of 95% completion has now been set.

The Children in Care team have an information officer in post who has taken on responsibility for reviewing the status of PEPs. In the instance of a PEP being due, or out of date, the information officer emails the individual social worker and their manager. The Virtual School continues to provide individual support to social work colleagues and will provide more formal training once we have co-located next month. Any social work colleagues experiencing on-going difficulties in meeting PEP deadlines will have this addressed through supervision. The PEP is ready to go onto Carefirst, which will support colleagues to meet statutory requirements for the initiation and completion of the PEP report. This will happen in January once the Virtual School team; the Children in Care and 16+ social work teams have co-located to Lavender Street. The Virtual School team will continue to authorise PEPs for all children in care. The reporting and auditing of the quality of PEPs will also benefit from being on Carefirst – a work plan for this will be confirmed at the end of January.

**Figure 18: Percentage of children who have been looked after continuously for at least twelve months with at least one fixed exclusion 2011<sup>6</sup>**



Sources: CLA-NPD matched data for March 2011

Figure 18 reveals that 10% children who had been looked after continuously for at least 12 months at 31<sup>st</sup> March 2011 received at least one fixed exclusion, an improvement from 17.6% in 2010 and below the national average of 12.4% and 13.8% for our statistical neighbours.

<sup>6</sup> Exclusion information is collected from primary and secondary schools, CTCs and academies, maintained and non-maintained special schools.

The total number of children looked after continuously for at least twelve months as at 31 March regardless of age, including those for whom it was not possible to match school census data.

The number of children looked after continuously for at least twelve months as at 31 March aged between 5 and 15, including those for whom it was not possible to match school census data.

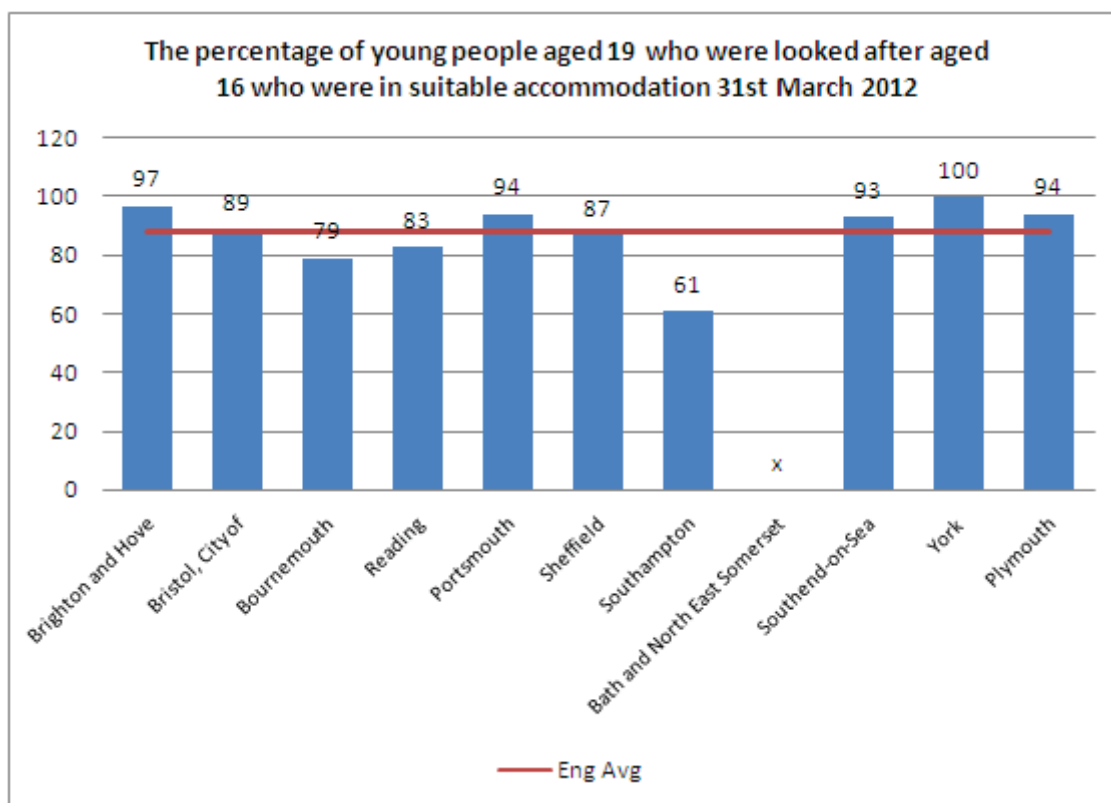
## Increasing the number of care leavers in 'settled, safe accommodation'

### Care leavers at 19 - Suitable accommodation

**Definition:** The percentage of former care leavers aged 19 who were looked after under any legal status (other than V3 or V4) on 1 April in their 17th year, who were in suitable accommodation.

#### Summary

**Figure 19: The percentage of former care leavers aged 19 who were looked after on 1 April in their 17<sup>th</sup> year, who were in suitable Accommodation.**



Source: SSSA903

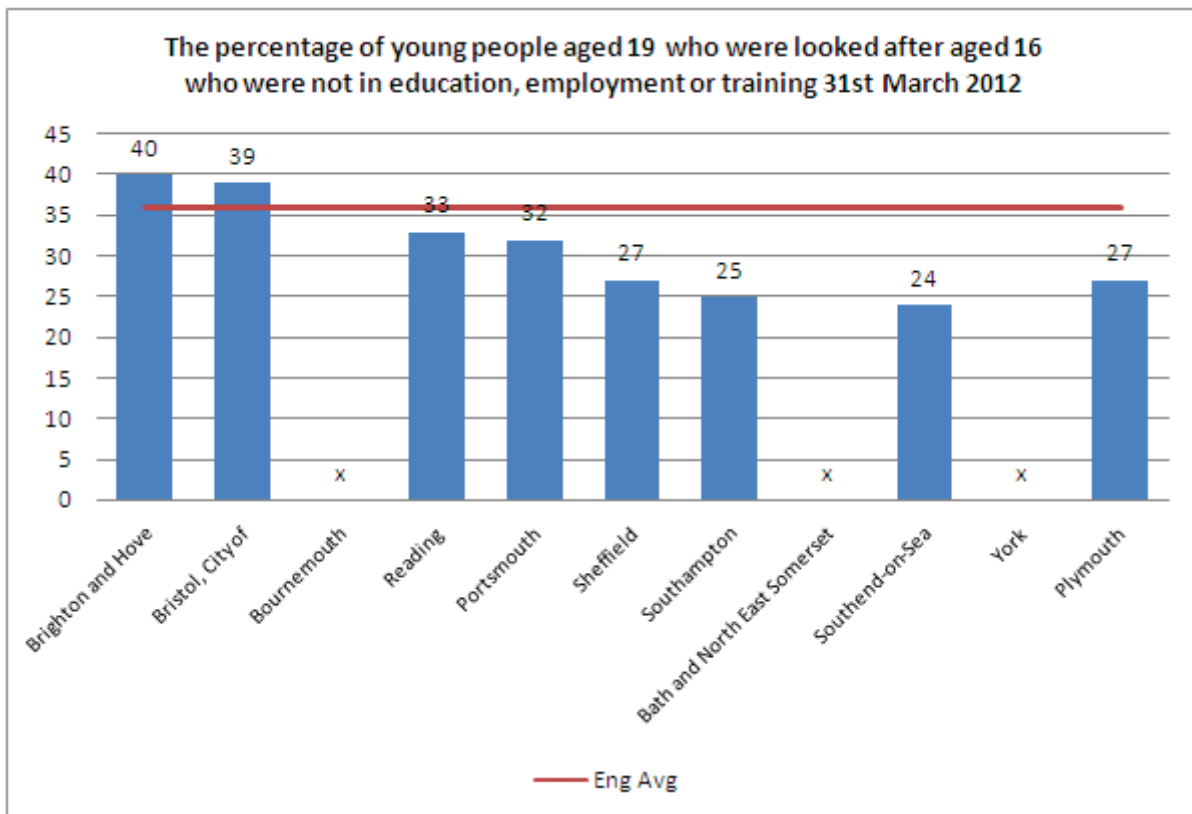
The outturn figure for 2011/12 is 96.6% which is an improvement from 93.8% in 2010/11 and above the 2011/12 England average (88%). The 3 year average (2010 to 2012) for this indicator is 91% which ranks Brighton and Hove 75<sup>th</sup> out of 152 LAs.

## Care leavers at 19 - in education, employment and training

**Definition:** The percentage of former care leavers aged 19 who were looked after under any legal status on 1 April in their 17th year (other than V3 or V4), who were not in education, employment or training.

### Summary

**Figure 20: The percentage of former care leavers aged 19 who were looked after on 1 April in their 17<sup>th</sup> year, who were not in education employment or training.**



Source: SSDA903

### Summary

The outturn figure for 2011/12 is 39.7%, a fall from 29.2% last year and worse than the 2012 national average of 36%. The 3 year average (2010 to 2012) for this indicator is 32%, better than the national average of 34% and ranks Brighton and Hove 63<sup>rd</sup> out of 152 Local Authorities.

### Performance Issues

23 out of a cohort of 58 (39.7%) were not in Education, Employment and Training in 2011/12 compared to 29.2% of care leavers in 2010/11. Information from the Brighton & Hove Youth Employability Service shows that of the 377 young people aged 19 years on its database, 213 (56.5%) are in Education, Training & Employment and 164 (43.5%) are NEET. There are several factors which have affected the increase of NEET young people for this period:

- Vacancies listed at B&H Job Centres have reduced by 300 compared to same period last year
- current notified vacancies (March '12) at 1,109 and total claimants over 6000

- within this cohort, the number of 16–24 year olds currently claiming JSA (March '12) are Brighton (1397) and Hove (635), a ratio of 6 people for every job vacancy
- Job Centres are also struggling to find work experience placements for 16–24 year olds particularly in the retail sector due to major employers in the city refusing to offer these opportunities after negative press reports”

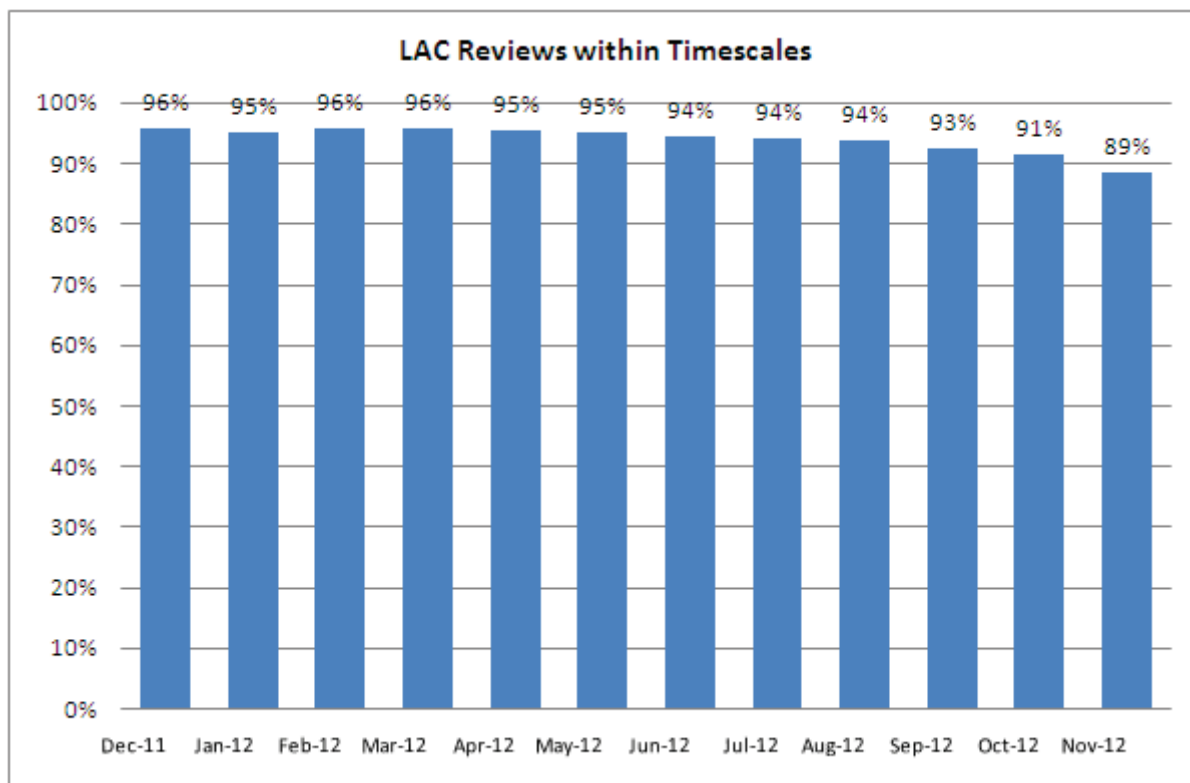
## Corporate Parenting Processes

### Looked after children cases which were reviewed within required timescales (%)

**Definition:** The percentage of children looked after cases which should have been reviewed during the year ending 31 March that were reviewed on time during the year.

#### Summary

**Figure 21: The percentage of children looked after cases which should have been reviewed during the year that were reviewed on time during the year**



Source: Monthly Monitoring November 2012

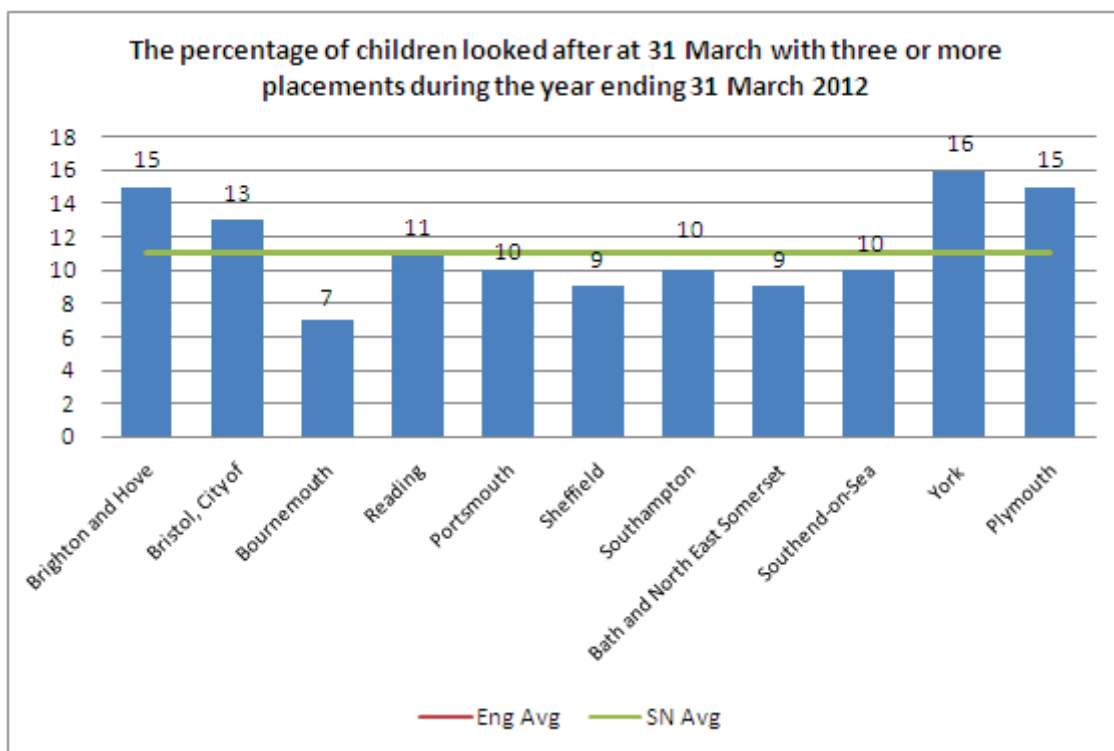
The percentage of Looked after children cases which were reviewed within required timescales has fallen over the last 12 months from 96% as at December 2011 to 89% as at November 2012, slightly below the 2009/10 national average (90.5%) but above the statistical neighbour average of 87%. Please note that the national figures for 2010/11 and 2011/12 have not been published by DfE.

## Stability of placements of looked after children: number of placements

**Definition:** The percentage of children looked after at 31 March with three or more placements during the year.

### Summary

**Figure 22: The percentage of children looked after at 31 March with three or more placements during the year ending 31 March**



Sources: SSDA903

The percentage of children placed three or more times during the year ending 31<sup>st</sup> March 2012 is 15%, above the national and statistical neighbour average of 11%. Although performance has improved to 11.7% in November, this remains slightly worse than the national and statistical neighbour averages (11%). The 3 year average (2010 to 2012) is 13% compared to the national average (11%) and ranks Brighton and Hove 116<sup>th</sup> out of 152 Local Authorities. 26.7% of children have been placed 2 times as at November 2012, an improvement from 35.2% in June but worse than the 2010/11 national average of 22%.

### Performance Issues

Commentary from the Children in Care Team Manager states that the performance has improved as a result of having a dedicated CiC Service which can focus more on placement stability.

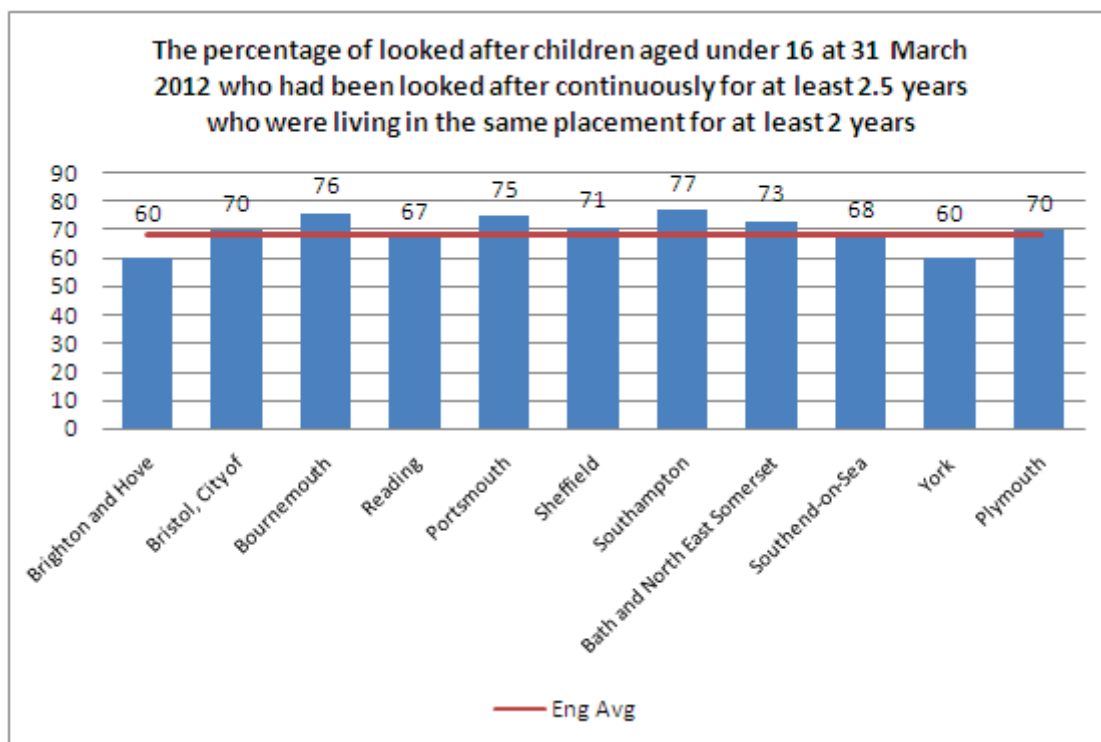


## Stability of placements of looked after children: length of placement.

**Definition:** The percentage of looked after children aged under 16 at 31 March who had been looked after continuously for at least 2.5 years who were living in the same placement for at least 2 years, or are placed for adoption and their adoptive placement together with their previous placement together last for at least 2 years.

### Summary

**Figure 23: Stability of placements of looked after children**



Source: SSDA903

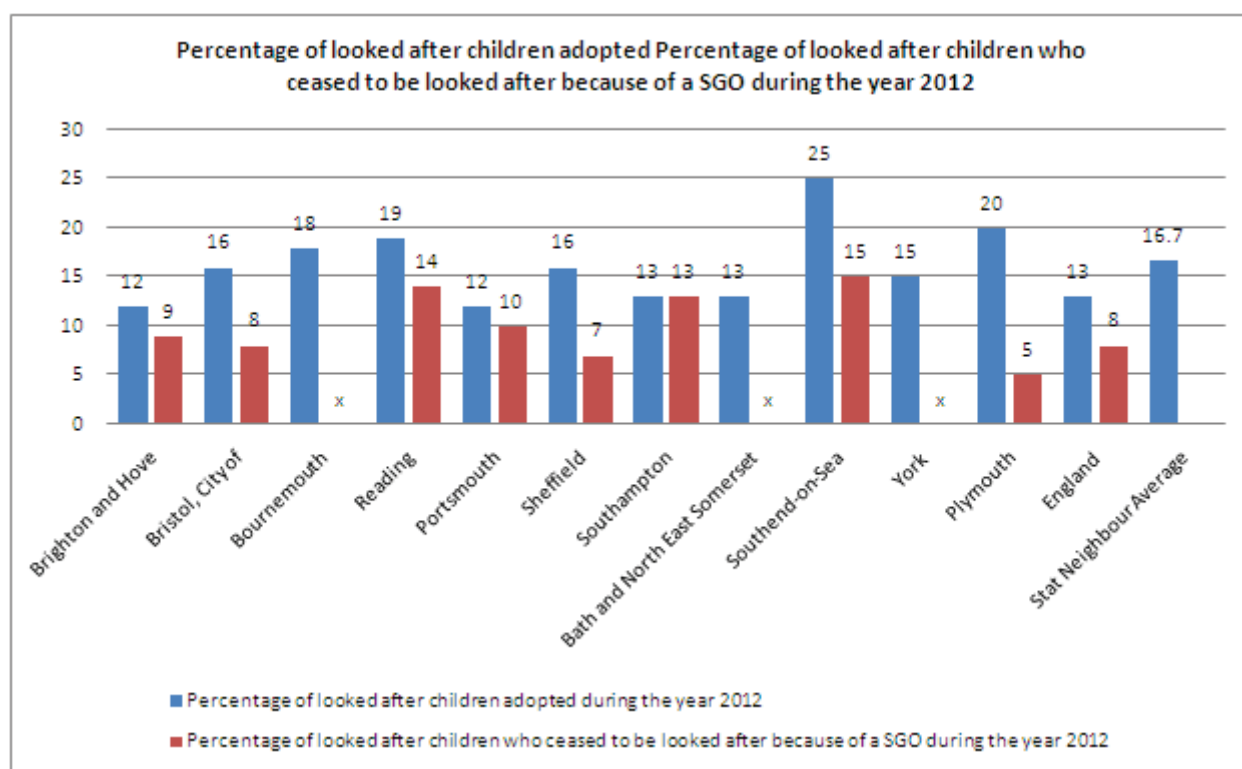
The outturn figure for 2011/12 is 60%, below the national average of 68%. Although performance has improved to 64% as at November 2012, this remains below the national average. The 3 year average is 65% compared to 68% nationally and ranks Brighton and Hove 101<sup>st</sup> out of 152 Local Authorities.

### Performance Issues

There has been further consideration of the children that are not included in the numerator group to provide some additional information behind this performance indicator. Children that are permanently placed with foster carers but may have moved house with their carer. For example, if the carers move to another local authority (i.e. from Brighton to East Sussex) this would count as a placement move. However if the carers had moved house but remained within Brighton & Hove this would not count as a placement move. There are other anomalies that need to be highlighted as many of the children in the group are now settled with permanent foster carers but have not been in that placement for the last 2 years or they may have moved to permanent family and friends foster carers with a care plan of special guardianship or moved to foster carers that are being assessed as adoptive parents. This indicator is also affected by children in hospital placements as this will be counted as a placement move.

## Adoption and Special Guardianship Order

**Figure 24: Percentage of looked after children adopted Percentage of looked after children who ceased to be looked after because of a SGO during the year 2012**



Source: SSSA903

12% of children who ceased to be looked after during the year ending 31<sup>st</sup> March 2012 were adopted, slightly below the national average of 13%. However, the percentage has improved to 16% for the year ending 30<sup>th</sup> November 2012. The 3 year average (2010 to 2012) is 14%, compared to 12% nationally, and ranks Brighton and Hove 49<sup>th</sup> out of 152 Local Authorities.

9% of children who ceased to be looked after because of a Special Guardianship Order during the year ending 31<sup>st</sup> March 2012, above the national average of 8%. The percentage has improved to 11.5% for the year ending 30<sup>th</sup> November 2012. The 3 year average (2010 to 2012) is 7%, level with the national average of 7%, and ranks Brighton and Hove 58<sup>th</sup> out of 152 Local Authorities.

The average time between a child entering care and moving in with its adoptive family, for children who have been adopted is 556 days (3 year average 2010 to 2012), better than the national average of 636 days and statistical neighbour average of 580 days. This ranks Brighton and Hove 36<sup>th</sup> out of 152 Local Authorities.

The 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 is 206 days (3 year average 2010 to 2012), worse than the national average of 195 days and the statistical neighbour average of 162 days. This ranks Brighton and Hove 90<sup>th</sup> out of 152 Local Authorities.

The percentage of children who wait less than 21 months between entering care and moving in with their adoptive family is 63% (3 year average 2010 to 2012), better than the national average of 56% but slightly below the statistical neighbour average of 64%. This ranks Brighton and Hove 41<sup>st</sup> out of 152 Local Authorities.

## **Glossary of Terms**

### **Carefirst**

The social care client record database used by keyworkers to record the majority of their work with children including Child Protection and LAC activity, social work case notes , assessments etc.

### **Statistical Neighbours**

The introduction of statistical neighbours is linked to the Annual Performance Assessment 2007 and replaces the previous IPF (Institute of Public Finance) comparator authorities. The Statistical Neighbours for Brighton and Hove are:

Bath and North East Somerset, Bournemouth, Bristol, Plymouth, Portsmouth, Reading, Sheffield, Southampton, Southend-on-Sea, York

### **DfE**

Department for Education

### **Monthly Monitoring**

Monthly Monitoring is a large Excel spreadsheet containing data from Carefirst on all key indicators and performance measures relating to social care services for children

### **OFSTED**

Ofsted is the inspectorate for children and learners in England. OFSTED deliver a comprehensive system of inspection and regulation covering childcare, schools, colleges, children's services, teacher training and youth work and work closely with CSCI and other inspectorate bodies

### **Statistical Returns**

The primary statistical return for this service area is called the SSDA903 Return - this is submitted to DFE each Summer and provides detailed information from every local authority on Children Looked After, Care Leavers and Adoption. National and comparator data used in this report is extrapolated from published data on this return and from OFSTED published data.

### **Personal Education Plans**

Personal Education Plans (PEPs) are a statutory requirement for all school age children in care. A PEP is a personalised plan for each child that records any specific learning needs and identifies strategies and support to enable them to make progress in line with their peers. The PEP meeting also provides the opportunity to identify successes in all aspects relating to school performance as well as any other areas that may be causing concern. They are reviewed every six months. There are no national indicators for this target; however other LAs do use this indicator, including some of our statistical neighbours.

### **Health Care Plan**

A Health Care Plan is produced annually on the basis of a health care assessment undertaken by a health care professional. This is normally a health visitor or school nurse but where there are significant health issues this is normally undertaken by a paediatrician.

### **Substance Misuse**

The term 'drug' is used to refer to any psychotropic substance, including illegal drugs, illicit use of prescription drugs and volatile substances. Young people's drug taking is often inextricably linked with Corporate Parenting Summary Report - Dec 2012 Final Version EXTERNAL

the consumption of alcohol. Therefore the term 'substance' refers to both drugs and alcohol but not tobacco. Substance misuse is defined as 'intoxication by – or regular excessive consumption or and/ or dependence on – psychoactive substances, leading to social, psychological, physical or legal problems'. It includes problematic use of both legal and illegal drugs (including alcohol when used in combination with other substances).

### **Missing from Placement**

All unauthorised absences of more than 24 hours must be recorded. The 24 hours are counted from the time a child left his or her normal placement or was seen by a responsible adult. Therefore, a child went out for the evening at 7 pm, would not be recorded as missing until 7 pm the next day, whilst a child who left for school at 8 am, would not be recorded as missing if he/she returned before 8 am the following morning. If that child actually attended school and left at the usual time (say 4 pm), he/she would not be considered to have absconded until 4 pm the following day. For this purpose, a responsible adult is either the child's carer, or a professional directly associated with the child's welfare or education (e.g. doctor, school teacher, social worker etc.). A child cannot be considered to have returned from absconding unless he or she completes a period of 24 hours of being looked after, before absconding again.

### **Adoption**

A child is adopted when a court grants an adoption order. This must follow a period of being 'placed for adoption' for at least 13 weeks with the prospective adopter(s). As soon as an adoption order is granted the child ceases to be looked after. The effect of the adoption order is that the birth parents no longer have any parental rights and responsibilities for their child. Those rights and responsibilities are given to the adoptive parents.

### **Special Guardianship Order**

Special guardianship is an order made by the court that places a child or a young person to live with someone permanently and gives legal status for non parents who are or wish to care for that child or young person in a long term secure placement. The Adoption and Children Act 2002 introduced special guardianship and special guardianship orders.

# **CORPORATE PARENTING SUB-COMMITTEE**

**Agenda Item 27**

Brighton & Hove City Council

<b>Subject:</b>	<b>Education of Children in Care</b>		
<b>Date of Meeting:</b>	<b>3<sup>rd</sup> January 2013</b>		
<b>Report of:</b>	<b>Headteacher – Virtual School for Children in care</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>Lorraine Myles</b>	<b>Tel: 294271</b>
	<b>Email:</b>	<b>Lorraine.myles@brighton-hove.gov.uk</b>	
<b>Ward(s) affected:</b>	<b>All</b>		

## **FOR GENERAL RELEASE**

### **1. SUMMARY AND POLICY CONTEXT:**

- 1.1 The local authority has a responsibility to promote the educational attainment of Children in Care (The Children Act 2004). Where local authorities make best progress, the Corporate Parent Committee ensures the responsibility of the LA to Children in Care is one shared by all senior officers and elected members. Opportunities are also made available to young people within the council for high quality work experience, work shadowing and apprenticeship opportunities. There is a clear understanding of the barriers to educational attainment and how these can be overcome.
- 1.2 Where practice is most effective, the commitment shown by senior officers and elected members is clearly demonstrated. (All Party Parliamentary Group for Looked After Children – Report September 2102)

### **2. RECOMMENDATIONS:**

- 2.1 That the Committee receives the report, and continues to monitor educational outcomes for Children in Care
- 2.2 That the committee identifies any issues arising from the report that may require further action or clarification

### **3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:**

- 3.1.1 All the national research that has been undertaken into outcomes for looked after children identifies that they have poorer social, education and health outcomes than their peers. It is widely recognised that achieving a good education is one of the most protective factors for children & young people in care. The Virtual School for Children in Care was established in September 2010. The aim of the school is to secure improved outcomes for children in the care of Brighton & Hove. The progress, attainment and attendance of all school aged children in care are tracked by the Virtual School. The Virtual School works to raise aspirations, understanding and commitment from partners. It advocates on behalf of children in care, shared good practice and challenges practice and decisions that are not in the child's best interests.

- 3.1.2 The Virtual School team are qualified and experienced teachers in the primary and secondary setting who are familiar with the classroom environment and have an expertise that is recognised and appreciated by schools, social workers and carers alike enabling them to perform a valuable role of pulling people together for collaborative working. The team are able to communicate with young people in a role other than that performed by a social worker or teacher which gives them a particular focus to engage with them. This enables the team to support carers and social workers in communicating and working collaboratively with schools where often they may have felt intimidated and used avoidance strategies.
- 3.1.3 The team are able to raise the profile of the Children in Care and their particular additional needs within schools where they will always be a tiny minority that is little understood. It can also deliver training to foster carers and social care professionals about education both formally and informally facilitating their greater participation and completion of better quality PEP's. The Virtual School has been able to successfully engage young people in clubs for art, music, dance and table tennis which has given them important social opportunities where they feel less self conscious and have a sense of belonging.
- 3.1.4 The Virtual School reports on a number of indicators, similar to all schools, including end of Key Stage outcomes, attendance and exclusions and the timely completion of Personal Education Plans. Information on these indicators is set out below.

### **Percentage of Children in Care achieving 5 A\* - C GCSE at KS4 including English & Maths.**

**Definition:** The number of looked after children who were in care for at least one year who were in year 11 and achieved the equivalent of at least 5 A\*-C GCSEs, including English and mathematics (or equivalent) as a percentage of the total number of looked after children who were in care for at least one year who were in year 11.

Of the 42 Year 11 pupils in the Virtual School at the end of the last academic year, 34 will be formally reported on to the DfE with regard to their GCSE or equivalent results. These children have been in the care of Brighton and Hove continuously for a year on the 31<sup>st</sup> March 2012.

Nationally 58.2% of children achieved five good GCSEs including English and Maths, for children in care this was just 13% (2011). In Brighton & Hove 2 pupils achieved five A\*- C GCSEs including English and Maths – this equates to 6%. This is a significant decrease on last year's validated figure of 19.2% and is below the national average of 13%. However, we achieved well in what was the previous target of 5 good A\*-C in any subject, with a total of 76 passes, compared with 27 in 2012 and 57 in 2011.

The alteration of the grade boundaries for GCSE English Language summer exam has had a detrimental impact. Some pupils who were predicted to achieve a grade C in English and Maths (and who had achieved this grade in their mock examinations) were affected and were awarded a D grade. We requested remarks for these pupils but unfortunately no grades were uplifted. Students have been provided with additional tuition to support them in preparation for the

November re-sit. The results of these will be available on the 19<sup>th</sup> December 2012.

In terms of the overall number of GCSEs (C grade and above) achieved in all subjects, there is a significant upward trend over the past three years. There remains a challenge in securing the bench mark of 5 good GCSEs including English and Maths. That said we must be mindful of the differing needs of the cohorts year on year and we must consider the individual needs of all pupils. As important as the GCSE performance indicators are; they do not account for the achievements accomplished by children in care who attended special schools this year.

2012 - 34 pupils achieved 76.5 GCSE passes, grade C and above (data not validated)

2011 - 26 pupils achieved 57 GCSE passes, grade C and above

2010 - 36 pupils achieved 27 GCSE passes, grade C and above

Of the 34 students 9 (26.5%) achieved 5A\* - C at GCSE. (This is currently below the national average of 31.%)

Of the 34 students 18 (53%) achieved 5 A\* - G at GCSE. (This is currently higher than the national average of 51%)

Of the 34 students, 27 (79%), achieved 1 A\* - G at GCSE. (This is currently higher than the national average of 73%)

15 students (44%) within the cohort of 34 have special educational needs. Of these 15 students, 12 were educated in special school provision which has had a bearing on outcomes

KS 4 Performance 2013

Of a cohort of 41 children it is currently expected that:

- 8 (19%) will achieve 5 A-C including English and Maths
- 12 (29%) will possibly achieve 5 A-C
- 8 (19%) will possibly achieve 5 A-G
- 13 (31%) will possibly achieve 1 A-G

It should be noted that those in the lowest group are primarily children with statements of special educational need whose cognitive ability is not high enough to achieve GCSE.

These Year 11 students will be taking mock GCSEs now and the Virtual School will collate these scores and match them against the schools' predictions to identify those who are under performing in order to target our work in the months leading up to the exams .

The focus of this work will be to closely monitor attendance, broker individual packages of support in terms of revision tuition and ensure that children, their carers and social workers are all aware of revision options offered by schools and supported to access them.

### **KS2 English 2012**

There were 11 Year 6 pupils in care this year, 8 boys and 3 girls. 8 (73%) reached Level 4 in English. This is above the 2011 figure of 60% locally, and the national average of 50%.

### **KS2 Maths 2012**

There were 11 Year 6 pupils in care this year, 8 boys and 3 girls. 6 (55%) reached Level 4 in Maths. This is above the 2011 figure of 40% locally and the national average of 48%.

### **KS1 Reading**

There were 12 Year 2 pupils in care this year, 8 boys and 4 girls. Of these, one was not entered for SATs tests due to his special educational needs. Of the remaining 11 pupils, 5 (45%) reached Level 2 in Reading. This is significantly below the 2011 figure of 75% and the national average of 59%.

### **KS1 Writing**

There were 12 Year 2 pupils in care this year, 8 boys and 4 girls. Of these one was not entered for KS1 teacher assessment due to his special educational needs. Of the remaining 11 pupils, 3 (27%) reached Level 2 in Writing. This is significantly below the 2011 figure of 75% and the national average of 52%.

### **KS1 Maths**

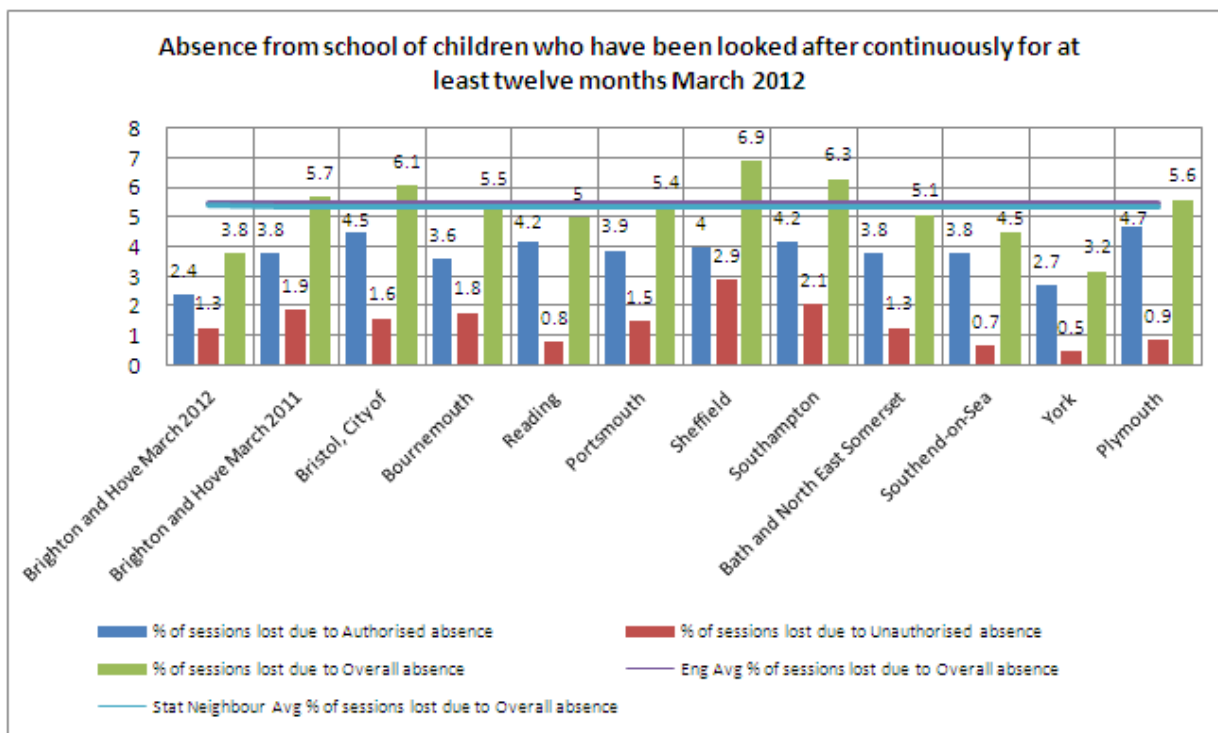
There were 12 Year 2 pupils in care this year, 8 boys and 4 girls. Of these one was not entered for KS1 teacher assessment due to his special educational needs. Of the remaining 11 pupils, 7 (64%) reached Level 2. This is below the 2011 figure of 75% and slightly above the national average of 63%.

Our results for KS1 are below national expectations for Reading and Writing but in line with national expectations for Maths. Four children had statements of educational needs including severe learning difficulties, Speech, Language and Communication Needs, and Emotional, Behavioural and Social Difficulties. Of the remaining 8 children in the cohort, 5 were on School Action Plus on the SEN Register and 2 were at School Action, giving an overall percentage of 92% of children with identified SEN. This is extremely high for at KS1 and explains this cohort's poor performance in Literacy.

### **Attendance**

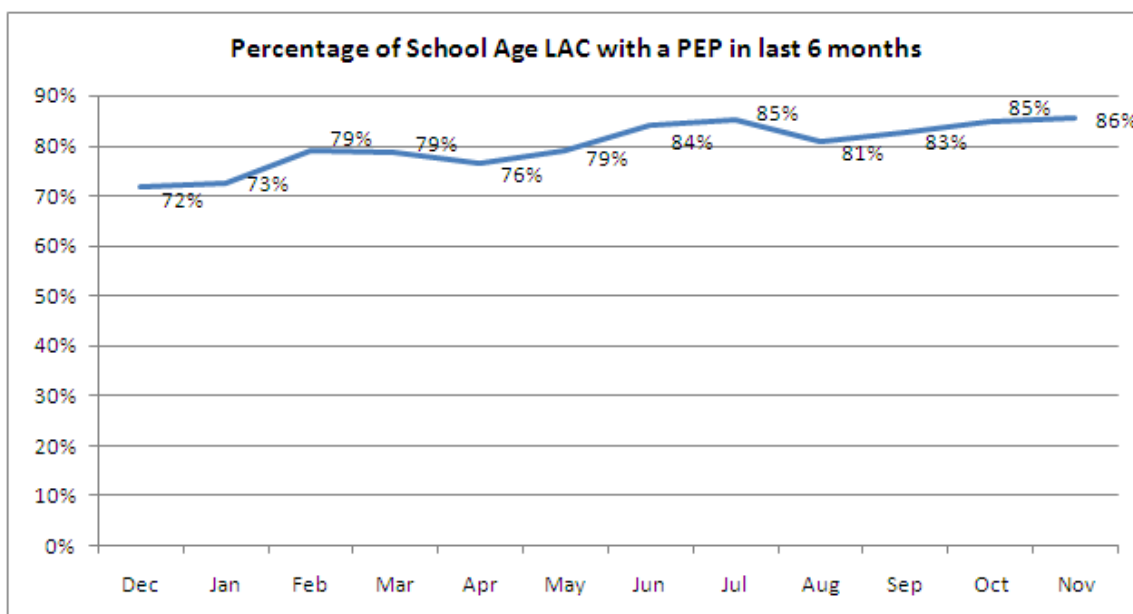
The graph illustrates absence for children looked after continuously for at least 12 months as at 31<sup>st</sup> March 2012 for Brighton and Hove compared with the 2011 position for our statistical neighbours. Please note that the data is unverified and figures are likely to be amended once validated. The data reveals that 3.8% of sessions were lost due to overall absence in Brighton and Hove (2.4% authorised, 1.3% unauthorised), better than the 2011 national average of 5.5% (4% authorised, 1.5% unauthorised) and 5.4% for our statistical neighbours. The 2012 figure is an improvement from 5.7% in 2011 where 3.8% of sessions were lost due to authorised absence and 1.9% lost due to unauthorised absence





**Personal Education Plans** Personal Education Plans (PEPs) are a statutory requirement for all children in care. A PEP meeting is held at the school and should involve the child, the designated teacher for children in care, the social worker and carer. A PEP is a personalised plan that records each child's progress and identifies strategies to support their learning and engagement. All aspects of school life are considered; strengths and success, as well as areas of concern.

The PEP is reviewed every six months, although earlier reviews can be called when needed. Staff in the Virtual School support this process and prioritise attendance when the child is new into care, when the child is experiencing difficulties, when a child is making a school transition and when the social worker is new to the role.

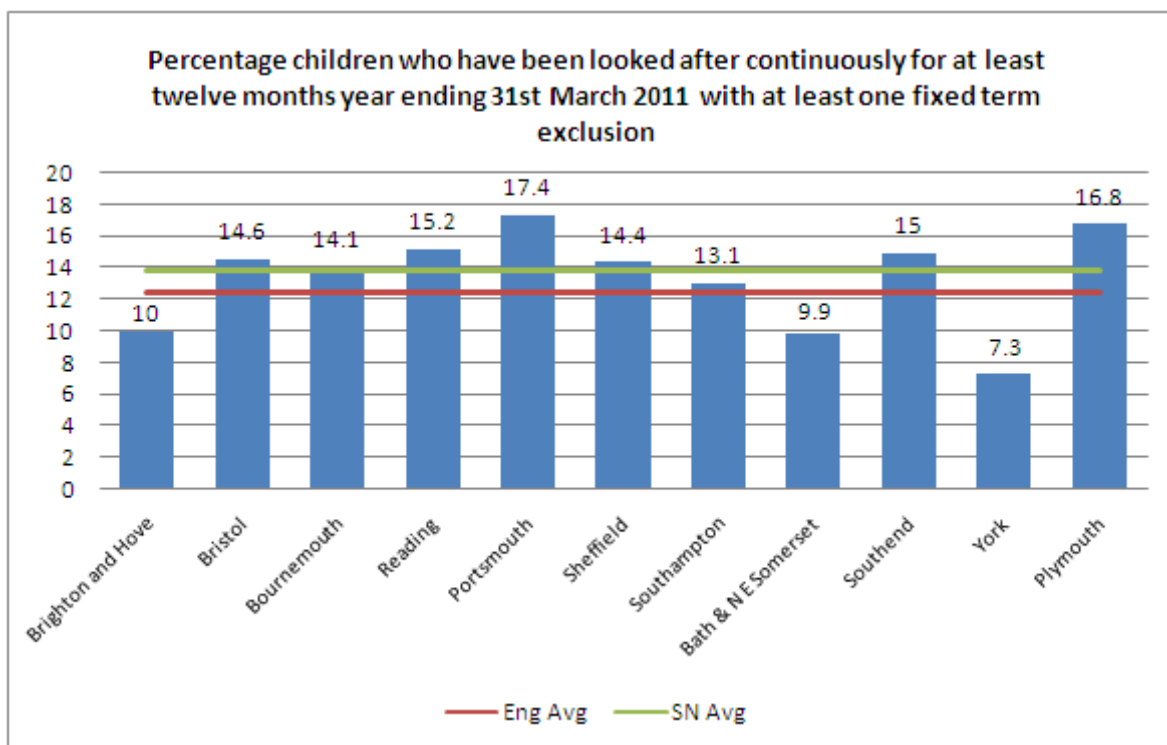


Steady progress has been made over the year in terms of the numbers of children who have an up to date PEP in place. The co-location of the Virtual School team with social work colleagues in the Children in Care team will enable improved practice through both formal and informal development opportunities. The target is for 95% of PEPs to be completed within the statutory time frame.

The Virtual School team is about to start recording PEPs electronically on Carefirst. This will be rolled out across the social care teams with appropriate training offered in the coming months which will result in better analysis and quality assurance taking place. Since September a project has been underway to develop a Post 16 PEP. Although this is not statutory it is considered best practice as mentioned in the cross party report referenced at the end of this report. The aim is for this process to be embedded into the core work of the 16+ team by the end of April resulting ultimately in better educational outcomes for care leavers.

### Fixed term exclusions

10% of children looked after continuously for 12 months (March 2011) received at least one fixed term exclusion. This is an improvement on 2010 figures of 17.6% and compares well with the average for our statistical neighbours which is 13.8% and the national average which is 12.4%.



Many children in care need additional support when they move from their primary school to secondary provision. Children experiencing social, behaviour and emotional difficulties will have an escalation of these needs as they move to adolescence. Contributing factors include children who have had a number of placement moves and children who are older when they come into care

## 4. COMMUNITY ENGAGEMENT AND CONSULTATION

4.1 The Virtual School works collaboratively with children and young people, school and social care colleagues and carers and other partners to raise awareness and

improve outcomes for Children in Care. The views of young people are regularly sought during 6 monthly personal education plan meeting and via direct communication about events and activities. The Virtual School website is planned to be launched in the spring, enabling another source of information sharing to be accessed by partners.

## **5. FINANCIAL & OTHER IMPLICATIONS:**

- 5.1 Raising Participation Age (RPA) will have financial implications for the Virtual School and Social Care budget. This requires the creation of a new 16+ educational adviser post, and will ensure support from the Virtual School to young people in Key Stage 5 is secured. A provisional agreement has been made that this post will be joint funded from Learning & Partnership and Social Care budgets.
- 5.2 Consideration will be given to exploring whether the current staffing capacity of the Virtual School team can provide high quality and timely support to meet the needs of the high numbers of children in care who are of school age. The equivalent of 2.8 full time equivalent staff currently manage a caseload of approximately 300 children in care. Staff capacity has not been reviewed in light of increasing numbers of children in care.

*Finance Officer Consulted: Paul Brinkhurst 21 December 2012*

### Legal Implications:

The Children Act 2004 places a duty on local authorities to promote the educational achievement of children in care. These duties are further amplified in DfE Guidance, 'Promoting the Educational Achievement of Looked After Children: Statutory Guidance for Local Authorities (March 2010).

The National Minimum Standards for Fostering Services 2011 also lay greater emphasis on the role of the foster carers and the part they play in delivering improved outcomes for children in care.

There are no other legal implications in this report.

*Legal Officer Consulted: Serena Kynaston 21 December 2012*

### Equalities Implications:

- 5.3 Children in Care have far less favourable educational outcomes when compared to their peers; leading to poor opportunities and life chances as they move through to adulthood and are likely to be more dependant on community services. By securing significant improvements in educational outcomes these inequalities can be reduced

### Sustainability Implications:

- 5.4 Closing the Attainment Gap between children in care and their peers will enable them to take greater advantage of opportunities and make positive life choices as they move toward adulthood. This enable young people to make a positive

contribution to their community and will reduce the demand on a wide range of community services.

#### Crime & Disorder Implications:

- 5.5 Vulnerable learners, including children in care are more likely than peers to become NEET – Not in Employment, Education and Training. Research shows that being NEET is a major predictor of later unemployment, low income, offending behaviour, teenage motherhood. Young people not in education, employment or training (NEET) are at risk of not achieving their potential, economically or socially.

#### Public Health Implications:

- 5.7 Young people that achieve good educational outcomes are more likely to make positive health and lifestyle choices. Young people with poor educational attainment are more likely to experience difficulties with regards to their emotional health and well being.

#### Corporate / Citywide Implications:

- 5.8 The Corporate Parenting Committee has the opportunity influence practice across the authority and ensure all members and departments understand what a good corporate parent is and what contribution they can make to improving outcomes
- 5.9 Closing the attainment gap for children in care will enable progress against the council's priority of 'Tackling Inequality' and 'Improving Sustainability'.

### **6. EVALUATION OF ANY ALTERNATIVE OPTION(S):**

### **7. REASONS FOR REPORT RECOMMENDATIONS**

- 7.1 Despite some improvements, outcomes for children in care remain poor when compared to their peers. The recommendations are being proposed in order enable members to have an overview of the key issues and to ensure there is clarity across the authority about what good corporate parenting will look like.

### **SUPPORTING DOCUMENTATION**

1. 'Promoting the Educational Achievement of Looked After Children: Statutory Guidance for Local Authorities (March 2010)

<https://www.education.gov.uk/publications/standard/publicationdetail/page1/DCS-F-00342-2010>

2. All Party Parliamentary Report for Looked After Children & Care Leavers Education Matters in Care September 2012

<http://dera.ioe.ac.uk/15782/>

<b>Subject:</b>	<b>Employability for Young People in Care and Care Leavers</b>		
<b>Date of Meeting:</b>	<b>23 January 2013</b>		
<b>Report of:</b>	<b>Interim Director of Children's Services</b>		
<b>Contact Officer:</b>	<b>Name:</b>	<b>Andy Whippey</b>	<b>Tel: 01273 295391</b>
	<b>Email:</b>	<b>andy.whippey@brighton-hove.gov.uk</b>	
<b>Wards affected:</b>	<b>All</b>		

### FOR GENERAL RELEASE

#### 1. SUMMARY AND POLICY CONTEXT:

- 1.1 Positive actions to develop employment opportunities for the children and young people to whom the local authority is parent are essential to Brighton & Hove City Council's responsibilities as corporate parents as detailed in the Corporate Parenting Strategy.
- 1.2 This Strategy meets a statutory duty (Children & Young Persons Act 2008) placed on every part of a local authority to co-operate in promoting the welfare of children and young people in care and care leavers and a duty on all partners to co-operate in fulfilling that duty. The Strategy was agreed by the Children & Young People's Trust Partnership Board in November 2010 and by the Children & Young People Overview & Scrutiny Committee in March 2011.
- 1.3 "Employability" refers to a wide range of opportunities that the council and its partners can offer young people and include apprenticeships, work experience, taster days and work placements, either paid or unpaid. The value of preparation is shown by research which suggests that successful apprenticeships are ones where young people have undertaken work experience prior to starting the programme.
- 1.4 To assist these young people achieve economic wellbeing, actions to improve employability will need to:
  - advocate for and provide work experience, work placements and employment opportunities within Brighton & Hove City Council and its partners and
  - promote the needs of care leavers for work experience, training and job opportunities with employers and employer organisations in the city.

#### 2. RECOMMENDATIONS:

- 2.1 That Corporate Parenting sub-committee monitor the development of bespoke packages leading to sustainable employment for each young person in care, based on an assessment of their interests, aspirations and abilities. This will assist Children's Services in improving outcomes and reducing NEET (Not Engaged in Education, Employment or Training) for these young people.

- 2.2 That Corporate Parenting sub-committee secure a commitment across the local authority, and with other partner agencies wherever possible, to support packages of work placements, work experience, apprenticeships, full and part-time employment and training for young people in care and care leavers.
- 2.3 That these employability opportunities form the basis of Brighton & Hove City Council policy and procedure to assist our young people leaving care to achieve economic well being.

**3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:**

- 3.1 Preparation for leaving care and moving to adulthood is a process that supports these young people to make a successful transition to independent living. It is crucial that this preparation includes good support and planning for their future careers to enable them to meet their potential, achieve their abilities, hopes and aspirations and become economically and socially positively contributing citizens.
- 3.2 The decisions young people make between 16 and 21 years have a huge impact on their future lives and are key if we are to improve social mobility and social inclusion. Research shows that when young people are unemployed for periods after leaving school, the longer term prospect of achieving positive outcomes is poor and they can become socially excluded.
- 3.3 B&HCC’s Children in Care and 16 Plus Support teams take the lead in ensuring that the local authority and its partners as corporate parents assist young people while in care and to continue to support them as care leavers but these responsibilities need to be council- and partner-wide.
- 3.4 Social Workers and Personal Advisers in the 16 Plus Support Team undertake an assessment of employability needs with all young people. These are detailed in the young Pathway Plans. These are regularly reviewed to identify any barriers to further education or employment established and ways to overcome them identified. The key workers provide and maintain positive working relationships with young people providing appropriate support, mentoring, guidance and information. (see also 3.10.2 – additional support from Employment & Training Personal Adviser)
- 3.5 The 16 Plus Support Team currently has the statutory responsibility for 85 young people aged 16-17 years and for 193 young people aged 18-21+ years. A sample of recent data below shows levels of education, training and employment activity for 16 and 19 year old young people:

**Education, training and employment activity for 16 year old young people in care**

	<b>Full time education</b>	<b>Employment/training</b>	<b>Unemployed</b>
<b>30.09.11</b>	35 out of 42 (83%)	2 out of 42 (5%)	5 out of 42 (12%)
<b>30.03.12</b>	32 out of 42 (76%)	2 out of 42 (5%)	8 out of 42 (19%)
<b>30.07.12</b>	31 out of 42	1 out of 42 (2%)	10 out of 42

	(74%)		(19%)
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### **Education, training and employment activity for 19 year old care leavers**

For the year 2011/12, 35 young people (61%) were in education, training or employment with 23 (39% (NEET) This is a fall on 2010/11 when 67% were in education, training or employment.

However, information from the Brighton & Hove Youth Employability Service shows that of the 377 young people aged 19 years on its database, 213 (56.5%) are in Education, Training & Employment and 164 (43.5%) are NEET.

The data collected so far for 2012/13 for 19 year olds (April-December 2012) shows that 22 young people (63%) are in education, training or employment with 13 (37%) NEET.

3.6 It should be acknowledged that children and young people in care have greater difficulty in accessing employment opportunities because of:

- poorer educational outcomes than their peers
- the majority being in care because of neglect and physical and sexual harm and abuse
- many having poor early years life experiences and disruptions to schooling
- many coming from poor economic and backgrounds of long term family unemployment
- many are vulnerable children who have been left too long with failing parents

However, we need to move away from the assumption that this is an inevitable consequence of their often disadvantaged and disadvantaged backgrounds. What it does mean is that we need to invest in specific and targeted additional support to improve their employment outcomes.

3.7 This can be achieved by promoting and providing work experience, taster days, work placements either paid or unpaid, apprenticeships, training and employment opportunities with all employers and employer organisations in the city and to ensure that the young people are fully supported to participate.

3.8 Ofsted View The inspection of children's services in March 2011 noted "Performance for 16-19 year old young people in care and care leavers not in education, employment or training is improving slowly, though is still high .... apprenticeships and training opportunities are also insufficient to meet the needs of young people in care"

Areas for improvement in the inspection report recommended "improving the Corporate Parenting Board performance in championing access to work opportunities for children in care and care leavers" and "establishing specialist support ... with regard to employment, education and training opportunities".

3.9 An Ofsted inspection of one of our neighbouring authorities noted that: "The leadership and management of services for children and young people in care and care leavers are outstanding with competent and determined leadership from the council corporately and from Children's Services. This is complemented

by cross-party political support from elected members and the Corporate Parenting Committee as Children's Champion"

### 3.10 **Initiatives and opportunities that are currently in place in the council.**

3.10.1 On 11.09.12 the Public Service Board approved the creation of a single apprenticeship scheme across the city managed by the Brighton & Hove Strategic Partnership with full involvement of the Education Business Partnership. An Apprenticeship Co-ordinator has been appointed and will start her role in January 2013 based in Human Resources. HR has also been successful in a partnership bid with Jobcentre Plus to help establish apprenticeships across the council.

The manager of the 16 Plus Team is meeting with Simon Newell, Head of Partnerships & External Relations who is leading on the "City Wide Single Apprenticeship Strategy" (See Appendix 1 for detail of this scheme) He will also meet with the Apprenticeship Co-ordinator to discuss what each service area across the council will be able to offer and will report back with an update at the sub-committee meeting on 23<sup>rd</sup> January.

#### 3.10.2 **Children's Services:**

The 16 Plus Support Team employs an Employment and Training Personal Adviser who provides advice, support and assistance to NEET (Not in Education, Employment, Training) young people in care in collaboration with schools, Further Education colleges, Youth Employability Service, training providers, employers and other partners. She provides help with CV's and application forms, interview preparation and practice, identifying future choices and aspirations and building young people's confidence and motivation. Her work also includes developing and implementing an Education, Training and Employment plan which will contribute to the young person's Pathway Plan, increase their employment options and enhance their career prospects.

The Youth Advocacy & Participation Service is setting up an apprenticeship for a care leaver and this will be advertised early 2013. YAP has already introduced a volunteer scheme to give care leavers an opportunity to gain work experience to help them be better informed and prepared in applying for the apprenticeship.

"Young Ambassadors" is a programme of opportunities for children and young people in care, care leavers and other vulnerable young people to gain skills, knowledge, experience and understanding of the functions of B&HCC as they relate to children in care. Young people will benefit from their involvement by having increased confidence, aspirations, accredited qualifications and pathways into education, employment and training. The programme is currently being developed and a project officer has been appointed to take this forward in 2013.

The Virtual School for Children in Care has employed a graduate care leaver since April 2012. Using his own experience he works in a mentoring role directly with children in care who have the ability to go on to university to both inspire and motivate them to prepare, apply and succeed. As his degree was in Graphic



Design he also works with the council's design team to develop more user friendly forms, leaflets and information for children and young people in care.

### **Youth Employability Services**

YES is about to recruit a young apprentice to assist in working directly with young people who are not in employment, education and training. The position will be open to care leavers, as well as other young people, and will ensure that care leavers are targeted in the workplan to increase the number of young people in employment, education and training.

#### **3.11 Ideas of initiatives and opportunities that could be explored across the council and its partners.**

##### **3.11.1 Housing Services:**

The 10 year partnership with Mears for housing repairs that started on 01.04.10 included a commitment to 200 apprenticeships. Discussions are underway with Mears management to establish how care leavers with the required entry level are able to access these through a care pathway linked to the Community Social Responsibility Group of the partnership.

Denne Construction is another council partner has offered apprenticeships in the building trade open to all young people living in Brighton & Hove

##### **3.11.2 Environment Services:**

Suggestions already made that require follow up, planning and commitment include:

- Work experience in Environmental Health Teams, covering all services including food hygiene inspections, health & safety work, animal welfare, and pest control, with the Trading Standards service and the Environment Improvement Team
- Planning managers to set up a programme of short experiences to give young people a sense of the different career options available made up of some, if not all, of the following:
  - time on the front desk for some idea of the range of questions people ask
  - time in Development Control learning to read plan
  - site visit with Conservation staff to an "at risk" property, ideally a special opportunity to see something like the roof of the Royal Pavilion
  - time in Planning Strategy with a taster of how computers are used to update listed building information"
- Work experience in City parks and gardens including Stanmer Nurseries
- Use the ranger service to do some adventurous activity
- General ideas suggested that will require detailed follow up are traffic management centre activity, enforcement activity, cycle training and cycle demonstration town project and road safety site visits.

##### **3.11.3 Adult Social Care & Health:**

Initial discussions have taken place about offering taster days and work experience opportunities such as:

- with Care Crew in residential settings
- volunteering 'grand parenting' experiences within the Community Support Team and the Buddy Scheme within Day Services

### 3.11.4 **Leisure Services:**

#### **Environment Services:**

Leisure Services have approached Human Resources about offering an apprenticeship on the Volks Railway for 2013.

- Potential opportunities with Freedom Leisure at Prince Regent, King Alfred and Withdean Centres
- In Sports Development, assisting with sports sessions and events, in Sports Facilities helping set up a new activity.

These ideas (3.9.1 - 3.9.4) are primarily designed as opportunities for young people to experience and have a taste of the world of work, some of which could lead to apprenticeships and sustainable employment.

- 3.11.5 Some examples of positive action initiatives undertaken by other local authorities that the manager of the 16 Plus Team will be following up as examples of potential good practice that could be implemented in Brighton & Hove.

Local authority (a) and its HR recruitment policy states that any young person in care or care leaver for a council apprenticeship who meets the minimum criteria will be guaranteed an interview. If unsuccessful at interview they will be given full feedback on areas of strength and for development.

Local authority (b) currently provides 7 traineeships (4 Park Rangers and 3 in Catering) linked to NVQ training within the council for care leavers.

Local authority (c) and its procurement team works with council contractors to support employability and includes an apprentice support package which tops up the apprenticeship national wage to ensure the young person can maintain their work placement and accommodation.

Local authority (d) has a clear strategy across the authority which has placed an expectation on all service areas with regard to providing employability opportunities for LAC/Care leavers. The next development will be for some ring-fencing of apprenticeships for care leavers or for the creation of a bespoke care leaver apprenticeship scheme.

Local authority (e) currently has 6 ring-fenced apprenticeships called "Internship Plus" including health and social care, administration and IT. It offers a guaranteed interview for young people who meet the basic skills, experience and qualifications required.

Local authority (f) has a work preparation programme of a 3 day course followed by 13 weeks of bespoke work experience including weekly supervision in the workplace. An agreement is in place with local Jobcentre so young people can keep Jobseekers Allowance and sign on by post. It also has a care leavers

apprenticeship scheme with bespoke apprenticeship in young person's chosen field.

Local authority (g) has created a pool of trained senior officers to act as mentors to support young people with practice interviews, CV writing and job searches and to provide advice and guidance while on work placements.

- 3.12 Corporate parenting in the field of furthering employment opportunities is not just a responsibility but a real opportunity to improve the futures of children and young people in care and care leavers. This can be achieved by recognising that all parts of the council and its partners have to contribute to ensure its success. There are few other specific issues of higher importance than progressing this agenda for the children and young people for whom Brighton & Hove has a degree of parental responsibility.

#### **4. COMMUNITY ENGAGEMENT AND CONSULTATION**

- 4.1 Consultation has taken place with young people both in care and who have left care to seek their views on what B&HCC and its partners could be providing in employment and pre-employment opportunities. The views and opinions of foster carers, residential care providers, Social Workers and Personal Advisers have also been sought and considered.

#### **5. FINANCIAL & OTHER IMPLICATIONS:**

Financial Implications: *(requires an update)*

- 5.1 There are currently no direct financial implications arising from the recommendations in this report. If additional costs arise as a result of future developments then it will be necessary to identify appropriate funding.

Finance Officer Consulted: Date: 18.09.12  
David Ellis, Accountant Business Engagement - Children's Finance

Legal Implications:

- 5.2 Employability opportunities enshrined within corporate parenting duties describe the collective responsibilities members and officers of B&HCC and its partner organisations have towards children and young people in local authority care. The commissioning and delivery of services is underpinned by the Children Act 2004, the Care Matters Implementation Plan 2008 and the Children and Young Person's Act 2008. Local authorities have particular duties to care leavers to ensure that Pathway Plans are developed which include assessment in respect of employment and education needs. Under the leaving Care legislation, and as with any good parent, the authority's duties and advice to care leavers extends beyond their minority, as described in the body of the report.

Lawyer Consulted: Date: 15.01.13  
Natasha Watson, Managing Principal Lawyer

#### Equalities Implications:

- 5.3 Effective corporate parenting is critical to the implementation of Brighton & Hove Council's Equalities Policy and to the achievement of the priorities set out in the Children & Young People's Plan 2009-12

#### Sustainability Implications:

- 5.4 There are no immediate sustainability implications.

#### Crime & Disorder Implications:

- 5.5 Corporate parenting and in particular greater access to sustainable employment will assist our aims to support young people to engage in law abiding and socially acceptable activity and behaviour and to become socially responsible citizens.

#### Risk and Opportunity Management Implications:

- 5.6 Effective corporate parenting strategies will assist the council as a whole and its partners in meeting their duties to children and young people in care and care leavers and this includes the management of significant risks, including risk to self, to others and to reputation and financial risk.

#### Public Health Implications:

- 5.7 There are no immediate public health implications however significant employability opportunities will have a huge impact on these young people's future prospects, in fulfilling their potential and improving their social mobility and social inclusion and in reducing social exclusion.

#### Corporate / Citywide Implications:

- 5.8 The Corporate Parenting Strategy describes the collective responsibilities that members and officers of Brighton & Hove City Council and its partner organisations have towards children and young people in local authority care.

### **6. EVALUATION OF ANY ALTERNATIVE OPTIONS:**

- 6.1 Corporate Parenting responsibilities and duties meet a statutory duty upon Brighton & Hove City Council in respect of children and young people in care and care leavers and as such there are no alternative options.

### **7. REASONS FOR REPORT RECOMMENDATIONS**

- 7.1 To meet Brighton & Hove City Council's responsibilities in respect of children and young people in care and care leavers in assisting them become independent adults with sustainable employment and a good standard of living.

**Attached: Appendix 1 Single Apprenticeships Scheme – Briefing (January 2012)**

## **Appendix 1. Single Apprenticeships Scheme – Briefing (January 2012)**

### **1. Background**

The City Employment & Skills Steering Group has recently adopted the creation of a single apprenticeship scheme as one of their three priorities for this year.

This reflects a growing feeling amongst the group that apprenticeships are of vital importance both in terms of the local economy and social equity.

Currently, there is a feeling that the routes into apprenticeships are complex and can be difficult for Employers to understand. This can lead to confusion and a lack of engagement with apprenticeship schemes.

Ultimately the aim is to maximise the uptake the number of apprenticeships across the city, and the group feel that the best way to achieve this is through the creation of a single apprenticeship scheme.

### **2. Current Position**

City College, Brighton & Hove City Council, JobCentre Plus and others have recently set up and provided support to the City Jobs and Skills shop in Queens Road. It is designed to be one stop shop for jobs and skills. It is also the home of the Apprenticeship Training Association.

Brighton and Hove jobs.com are the main website for jobs and apprenticeships within Brighton and Hove. The site involves a wide range of partners, including Brighton & Hove City Council, City College, Brighton and Hove Albion, Legal and General, American Express amongst others.

In Brighton & Hove, City College Brighton & Hove (CCBH) leases and manages the centre for apprenticeship training and has invited other local providers to use the centre to promote their services, (the Council's Youth Employment Scheme is located there once a week)

The City Council also supports apprenticeships through the Brighton & Hove Local Labour Scheme (BHLES). Established in 2010 BHLES works with construction developers to ensure that local people have access to training and employment of major schemes. The BHLES team work closely with CCBH to arrange training and support for residents on the scheme.

The CESSG is keen to provide a clearer pathway to apprentices for local businesses and public sector employers. The creation of the ATA at Queens Road provides an opportunity for public sector employers to lead the way by recruiting apprentices and also by ensuring that funds linked to apprenticeship programmes and projects are developed in a manner that compliments rather than competes with existing provision.

### **3. Proposals**

As the overarching partnership for employment and skills within the Brighton and Hove, the CESSG would like to propose the following;

- Build on the establishment of the Apprenticeship Training Association [ATA] to provide a one-stop-shop for employers and local people to increase the number of apprentices in the city.
- Retain Brighton and Hove Jobs.com as the web presence for all apprenticeship vacancies within the city
- Fully utilise the City Jobs and Skills shop as the physical hub for apprenticeships within the city, promoting it as a city wide partnership project
- Seek commitment from local public sector employers and the Public Service Board (PSB) as a whole to fully support this approach, committing to the reduction of duplication of provision concerning apprenticeships within their organisations wherever possible
- Commit as public sector employers to recruiting apprentices and providing residents with opportunities for training and employment

### **4. Progress to date**

- A meeting with LA officers in this area of work has been held to clarify roles, responsibilities etc.
- A series of meetings with partner agencies including DWP, City College, National apprenticeship scheme etc conducted
- Paper being produced for PSB and ELT on recommendations and coordination with LA apprenticeship initiative. Paper will go to PSB 26<sup>th</sup> February

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