

CYPT - Performance Improvement Report

Quarter 2 (July to Sept 2008) & Quarter 3 (October to December 2008)



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Introduction

This Performance Improvement Report covers Quarter 2 (July to September 2008) and Quarter 3 (October to December 2008). The purpose of this report is to provide Board members with key information with which to track and challenge the progress, performance and management of the Children and Young People's Trust (CYPT).

The report has three sections as summarised below:

1. **Early Intervention and Prevention:** three indicators to measure the development and impact of the Trust's strategic approach to commissioning and providing children's services. Key points:
 - A fundamental review of the CYPT's approach to the implementation of the Common Assessment Framework
 - A continuing reduction in referrals to the area safeguarding teams but a significant rise in child protection activity for those cases
 - The CYPT's parenting programme meeting targets for number of parents making an improvement
2. **Performance Exception Reports:** addressing those areas where the Trust persistently does not meet local or national targets. Key Points:
 - After a slight reduction in quarter 2 the number of looked after children increased to 375 in the third quarter to the level reported in June 2008
 - There has been a significant reduction in the percentage of young people aged 16-18 who are not in education training and employment (NEET)
 - Breast feeding data is now high quality with 100% of contacts recorded in quarter 3 which means the CYPT can now be confident that we are exceeding our target
 - Teenage conception rates remain a challenge
 - There has been a significant reduction in the number of First Time Entrants into the Youth Justice System
3. **Service Management:** Four reports, which, alongside regular budget reports to the Board, summarise progress on the key issues that underpin and assure effective governance. Key points:
 - Consolidation of risk management arrangements which will generate more detailed reports in the future
 - Positive outcomes from the CYPT Value for Money Action Plan
 - Delivery of a robust workforce development plan with an increased focus on supporting multi-professional service integration
 - An equalities programme which has a higher profile in the CYPT and the capacity to report on critical issues

Early Intervention and Prevention

Assessments completed using the Common Assessment Framework

Summary:

We are still not in a position to report accurately on the implementation of the Common Assessment Framework (CAF), or to assess its impact on improving outcomes for children and young people as anticipated in the Quarter 1 Performance Improvement Report.

The CAF Board recognised that front line staff have struggled to introduce the framework into their practice, or to comply with the local 35 day standard for completion of assessments. As a result data quality in relation to the number of initiations, completions or closed episodes has not been reliable. The Board therefore ensured a review of all CAF initiations was undertaken. From launch (Dec 07) to January 2009, 204 assessments had been opened and 126 had been completed within 35 days with 12 designated as closed episodes.

Issues:

Implementation of the common assessment framework is being used as a proxy to measure the impact of the Trust's intention to commission and provide more early intervention and preventive services. It is also a proxy for the progress we are making in bedding down integrated working across children's services.

Phase 2 of the CAF implementation plan has been completed with schools and cluster partnerships all receiving training, and written guidance. Phase 3 is underway as planned and will include community and private childcare provision, adult services and housing and work with GPs, the Police and the CYPT's family support services.

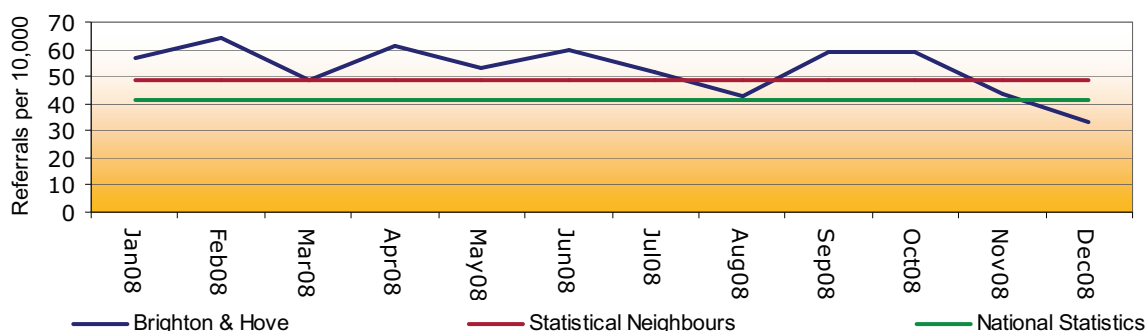
However, Ofsted's Annual Performance Assessment letter in December 2008 noted that 'The Common Assessment Framework for children and young people with additional needs was not being used with all age groups by the required date of March 2008'. The above summary makes it clear that insufficient progress has been made since then. Significant improvements will have to take place if the CYPT is to achieve the March 2010 national target for having effective early identification and preventive systems in place.

Performance Improvement Activity:

The CYPT Senior Management Team (DMT) received a report from the CAF Implementation Manager and the Head of Workforce Development in December 2008 detailing the issues summarised above. As result most of the 3rd Tier Managers Meeting at the end of January was devoted to a structured self-evaluation exercise to identify problems and find solutions in order to accelerate the implementation of CAF. DMT will take decisions on the findings and recommendations of that exercise before the end of February.

Early Intervention and Prevention

Referrals to CYPT Safeguarding Teams



Summary

Referrals to the three area safeguarding teams remained relatively stable during quarters 2 and 3, with a slight downward trend overall and an expected dip in December which occurs each year during the Christmas holiday.

During this period the pattern referrals to the area teams remained similar to quarter 1 with: East at **28%** ; Central **37%**; West **32%**; and **3%** to the Children's Hospital.

However, other indicators showed a significant increase in child protection activity in relation to those referrals. The number of children subject to a child protection plan remained high, although there has been monthly variation from a high in August of 264 to 246 in December. Importantly we know that in January 2009 the number has increased to 272. As noted elsewhere in this report, the number of looked after children has also increased and the overall number of children recorded as being in need (i.e. requiring a service) on the social care data base increased from 2,757 in September to 2,896 in December. The January figure for children in need is 2,994.

Issues:

The increase in child protection activity, and the overall increase in numbers of children in need, has a significant impact on front line services, especially social work and support staff and the team of Independent Reviewing Officers responsible for chairing child protection conferences and looked after children reviews.

This increase was flagged up in the Quarter 1 Performance Improvement Report and occurred before events in Haringey which, as noted elsewhere, has had a significant impact on the work of children's trusts and their partners both nationally and locally.

Performance Improvement Activity

To address these issues, and specifically to respond to events in Haringey and subsequent government requirements, the Children and Young People's Trust Board agreed the following on January 19th 2008:

- Completion of self assessment programme to review the effectiveness of safeguarding practice

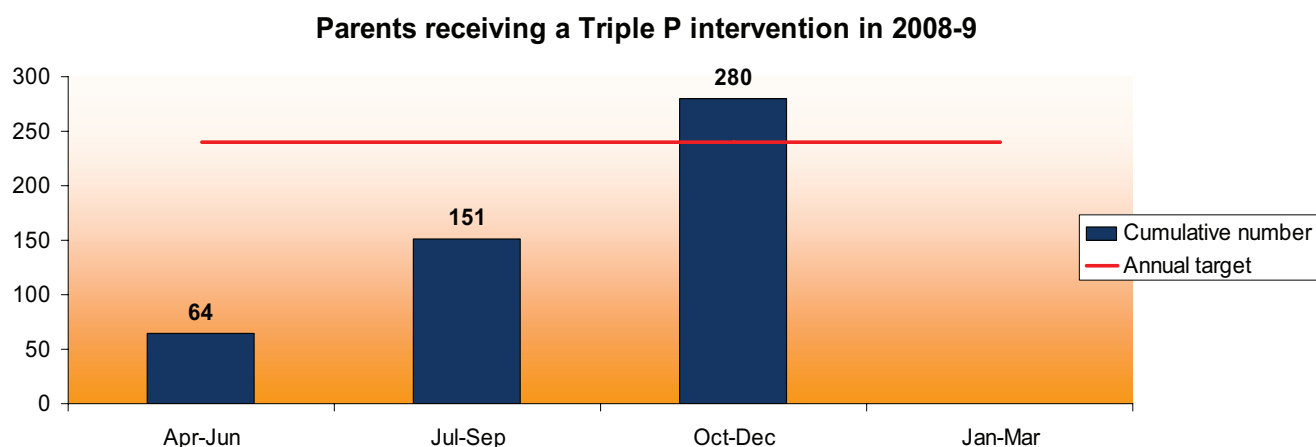
Early Intervention and Prevention

- Review of Safeguarding Services for the local health economy (Healthcare Commission and Strategic Health Authority)
- Review of functioning of the Local Children's Safeguarding Board (LSCB)
- Preparation of a seminar for the CYPT Board March 2nd 2009

In addition:

- The LSCB's 2008/9 thematic audit is examining referrals to the CYPT's safeguarding teams, and that work will be completed by March 31st
- Regular monthly monitoring reports of safeguarding and social care activity are scrutinised by operational managers

CYPT Parenting Programme



Summary

The 2008/9 performance targets include:

240 parents to receive a Triple P intervention in 2008-9

40 groups delivered

82% of parents make improvements following intervention

Quarter 2 results (July- September)

6 groups delivered to 45 parents

10 parents received individual work

32 parents received seminars

Total of 87 parents received an intervention

Quarter 3 results (October to December)

15 groups delivered to 84 parents

18 parents received individual work

27 parents received seminars

Total of 129 parents received an intervention

Issues

Outcome data:

We set a target of 82% of parents making an improvement following intervention for the year 2008-9. Our figures for 2007-8 were 79%. Between April and December, 83% of parents made an improvement.

Early Intervention and Prevention

Satisfaction with Triple P courses in Brighton & Hove: a recent sample of 42 parents who attended Triple P groups were surveyed:

- 80% were very satisfied with the group and 80% rated the facilitators as excellent
- 78% said the course had helped them deal more effectively with their children's behaviour.
- The vast majority of parents were very positive about the course and the impact on their families and said they would recommend the course to other parents.
- Some parents felt that there was too much information to take on board in too little time.

Performance Improvement activity

The Quarter 1 Performance Improvement Report outlined how the Triple P programme is promoted and improved. Specific activities during Quarters 2 and 3 include:

Providing information:

- Leaflets and posters have been produced and groups and seminars are publicised on the Family Information Service web based directory and the Parenting Team now have a dedicated web page
- The ABC magazine, which is distributed free to families with under 5's, now has a regular page giving parenting advice and information from Triple P Tip sheets. City News had tips on coping with children and young people over Christmas.
- A newsletter article is being prepared for inclusion in all school newsletters.

Parents week seminars and displays in libraries:

- Seminars were offered in libraries in the autumn half term week but they were not very well attended.
- There are now Triple P displays in Jubilee, Hove and Portslade Libraries.
- The Teen DVD is in the following Libraries: Hangleton; Hollingbury; Hove; Jubilee; Moulsecoomb; Portslade; Saltdean
- The Primary age DVD is in the following Libraries: Coldean; Hollingbury; Hove; Jubilee; Mileoak; Patcham; Portslade; Saltdean; Whitehawk; Woodingdean
- The Self-help Book is in the following Libraries: Coldean; Hangleton; Hollingbury; Hove; Jubilee; Mile Oak; Moulsecoomb; Patcham; Portslade; Saltdean; Whitehawk; Woodingdean

Awareness raising through Tip Sheet sessions:

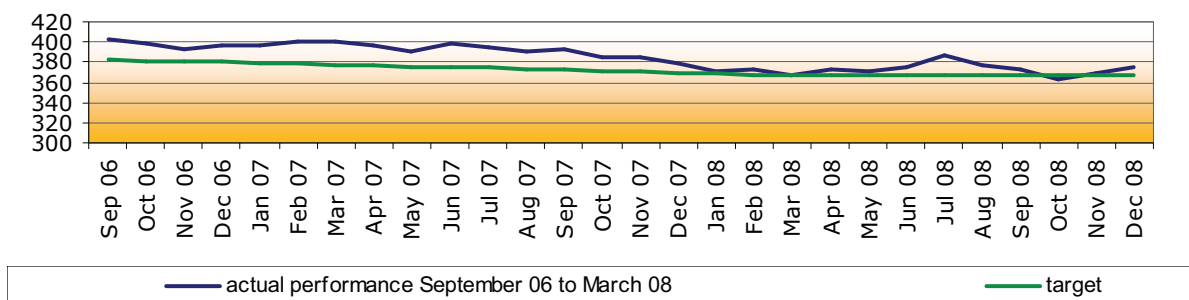
- 10 Tip Sheet sessions have been delivered between July and to December
- A pilot is running in the central area whereby each cluster in the central area is receiving a Triple P Tip sheet training session and a laminated folder of Tip sheets to use in school. If successful this will be rolled out to clusters in the other areas.
- Seaside view and the traveller education team are two of the other teams who have had a tip sheet session.

Performance Exception Reports

Rolling programme of groups and seminars:

There is now a well established termly rolling programme of provision in east area for parents of under 5's parents of primary age children and parents of teenagers. Central and West have elements of this rolling programme in place but there are gaps in the under 5 service in central.

Number of Looked after Children



Summary

At the end of Dec 08 we had 375 LAC which is the same number as the last reported figures in June 08.

Issues

Over the summer of 08 there had been a slight downward trend however since October 08 there has been an upward trend once again in overall numbers. There are several possible hypotheses to account for this. The implementation of the Public Law Outline in April 08 had resulted in a number of families being held for longer in the stage before formal Court proceedings whilst every attempt was made to engage them via a family support model. The high numbers of local children subject to child protection plans is probably also related to this new way of working but ultimately some families will not sustain improvement and legal proceedings will result in the child becoming Looked After. As the PLO came into force it was anticipated that a significant slowing of legal proceedings immediately after April would not be sustained and that the level of activity would pick up. Numbers of LAC appear to confirm this view.

In addition the outcome of the Baby P case in Haringey in November has resulted in increased anxiety in the local system both amongst professionals and members of the public and this is also likely to be contributing to a reluctance to hold significant degrees of risk within a family support model. This too will result in more children becoming LAC in Brighton and Hove and is mirroring a national rise in numbers.

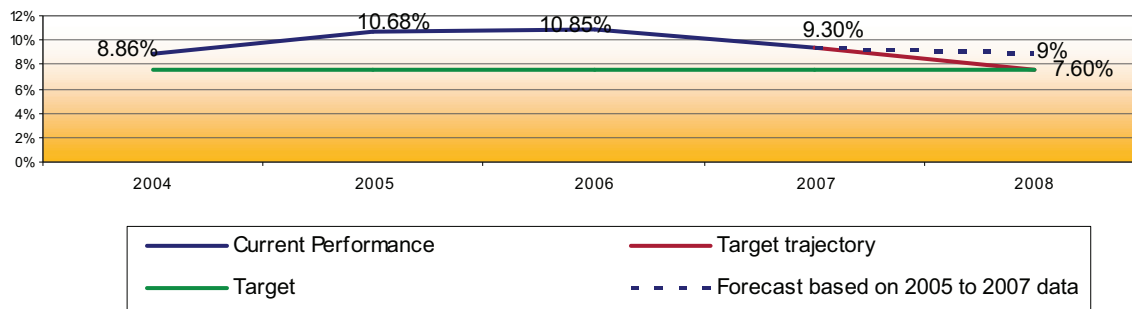
Performance Improvement Activity

The new arrangements for commissioning and procurement of placements for children went 'live' at the beginning of November and early indications are positive both in terms of unit costs and outcomes for children. An internal BHCC audit report has given positive feedback on this new process.

Performance Exception Reports

The Ofsted inspections for both the Fostering and Adoption Services have recently been undertaken and verbal feedback is extremely positive, the written reports are eagerly anticipated.

Young people not in education, employment or training (NEET)



Summary:

The progress against the NEET target is measured annually as an average for November, December and January. Compared to the 2006 figure of 10.85%, a significant improvement was made in 2007 with the figure of 9.24%. The 2008 target is 7.6%. The encouraging news is that the average of figures submitted to DCSF for November, December 2008 and January 2009 is 7.8% and the corresponding Unknown figure is 4.6%. The NEET and Unknown figures for December 2008 for the South East have gone up compared to November 2007 whereas in Brighton & Hove we have made significant improvements.

Issues:

- Within the integrated area teams, staff employed by the council and those funded by the council i.e. employed by sub contractors are located together in the same buildings. These teams are working well and this approach can account for some of the improvements made. However the teams still need to integrate further to continue making improvements and to address this team building days were held in January.
- There are certain targeted groups, which continue to present significant challenges e.g. the 11% who are teenage parents and/or pregnant.

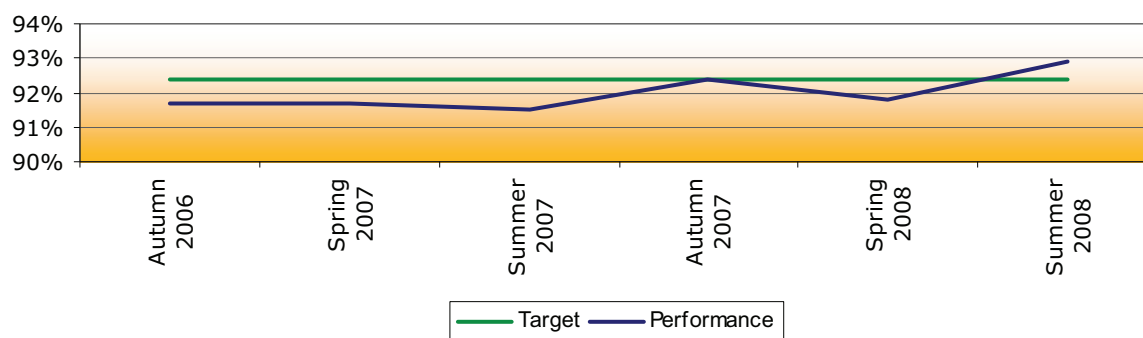
Performance Improvement Activity:

- We have started implementing a new process for front line staff to engage NEETs who are not actively seeking support from Integrated Youth Support Service (IYSS) staff. Currently 54% of NEETs are active and we are aiming to increase this figure to 75% by April 09.
- We are introducing a process for front line staff to work with teenage parents. This will include a 'pathway' document outlining all available EET options and other support/benefits for this group as well as an 'engagement script' which will help staff to take staff more proactive approach.
- An Outcome Based Accountability workshop took place in mid February with various partners including LSC to examine work with young offenders and how we can improve the numbers going into EET.

Performance Exception Reports

- A revised area based report will be introduced in April whereby area managers and the IYSS teams will closely analyse all areas of IYSS front line work including related management information to identify areas for improvement.

School Attendance: Secondary



Summary:

The graph shows that secondary school attendance has improved and for the first time we have reached our target for both primary and secondary schools.

The new national priority is to reduce the number of Persistent Absence (PA) pupils in secondary schools i.e. pupils who have recorded 20% or more absence during the autumn and spring terms. This will include Persistent Absence Schools i.e. secondary schools which have 70 or more Persistent Absence pupils who form 7% or more of the school population.

In 2005/06 Brighton & Hove had 8.6% persistent absent pupils. In 2006/07 this reduced to 7.1%. Whilst we are reducing the number of persistent absent pupils we will need to build on this to achieve the Governments target that no LA with have more than 5% of persistent absent pupils by 2011.

We are currently a 'targeted authority' because we have 5 PA schools: Longhill, Falmer, Portslade, Hove Park and Patcham. Reductions in PA pupils have already been made by each of the 5 schools with Falmer achieving a reduction of almost 50%.

Issues:

Persistent absentees are more likely to have poor educational outcomes and to disengage from learning altogether. The national Children Plan has set a target for 2011 by which time no Local Authority should have more than 5% of its secondary pupils as persistent absentees. A persistent absence indicator will be introduced in the School Achievement and Attainment Tables from 2008.

Although we are currently a targeted authority the DCSF has recognised the significant reductions that have already been made in the number of PA pupils and we have been asked to provide a case study to be used an example of good practice for the National Strategies Website.

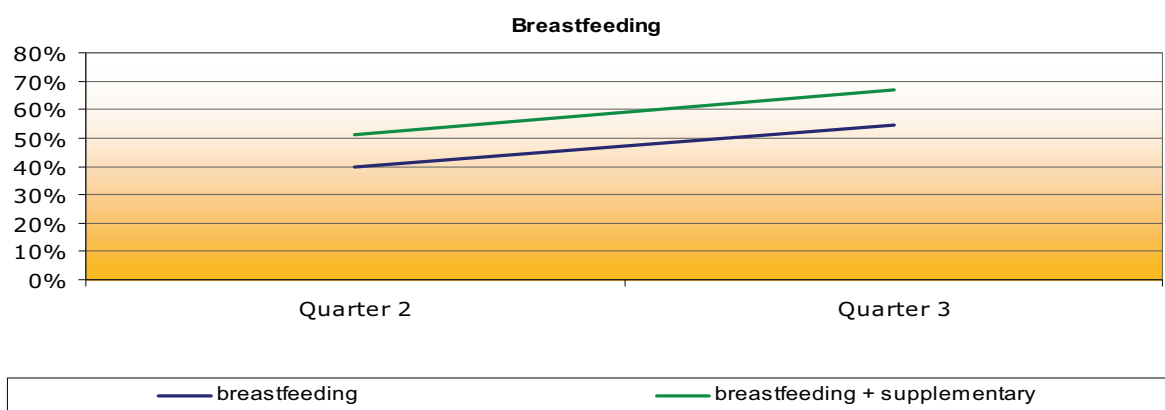
Performance Exception Reports

Performance Improvement Activity:

The focus on secondary school attendance reflects the CYPT’s integrated approach to improving outcomes for children and young people and is closely connected to strategies to improve behaviour, support children with special educational needs and sustain the reduction in permanent and fixed term exclusions. Specifically we will:

- Target pupils at risk of becoming PAs and those schools experiencing particular problems with attendance
- Closely monitor new procedures are used consistently and are monitored and reviewed
- Benchmark with good practice in other authorities
- Implement revised Attendance Strategy consulted on during the Autumn Term
- Continue to work with Sussex Police to undertake regular ‘truancy sweeps’ across the city

Breastfeeding at 6 weeks



Summary:

The recorded breast-feeding rate at 6 weeks is as follows:

Quarter 2

39.5% breastfeeding

51.1% breastfeeding + supplementary

Quarter 3

54.4% breastfeeding

66.9% breastfeeding + supplementary

For Quarter 2 there were 25.9% unrecorded feeding contacts at 6 weeks but in Quarter 3 there were no unrecorded contacts. We have achieved 100% data collection and the Quarter 3 data is therefore a reliable and accurate indication of breast-feeding rates in the city.

Issues:

The improvement in data collection has been achieved through consistent monitoring and support of Health Visitors. Data collection for breast-feeding has been transferred from the mothers PIMS record to the child's record which makes

Performance Exception Reports

inputting more straightforward and enables managers to identify more easily those children who do not have a feeding status recorded.

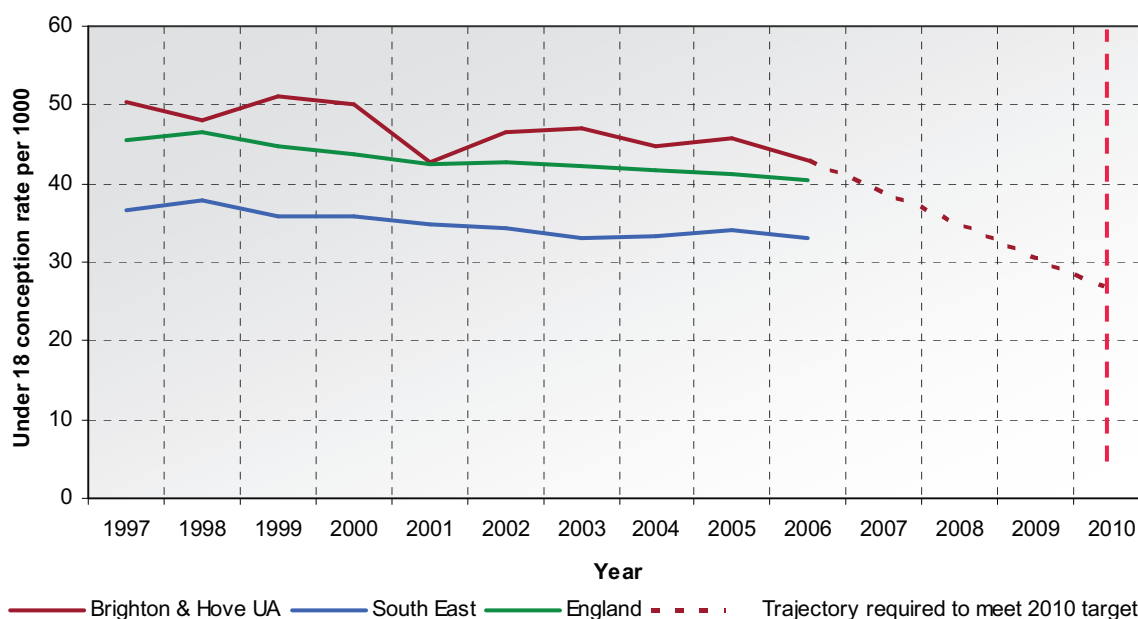
The improvement in data quality means that commissioners, managers and practitioners can work more effectively on improving breast feeding rates across the city and especially in those communities where rates are persistently low

Performance Improvement Activity:

Further work is being undertaken to complete a city wide breast feeding strategy. The draft action plan includes:

- Improving city-wide coordination by separating clinical and strategic functions
- Delivering a targeted support programme in those areas of the city where breast-feeding rates are low
- Strengthening breast feeding support across the city
- Capacity building for clinical skills and knowledge

Teenage Conception Rate



Summary:

There has been some improvement in performance measured against the headline indicators. However, the rate of progress has been slower than expected and meeting the 2010 target is now extremely challenging.

Issues:

During 2008 it became increasingly obvious that although the Action Plan 2007-09 was being implemented the significant reduction in the rate of under 18 conceptions that was expected was not happening. In order to find out why this was case work was carried out to better understand where the obstacles lay.

Performance Exception Reports

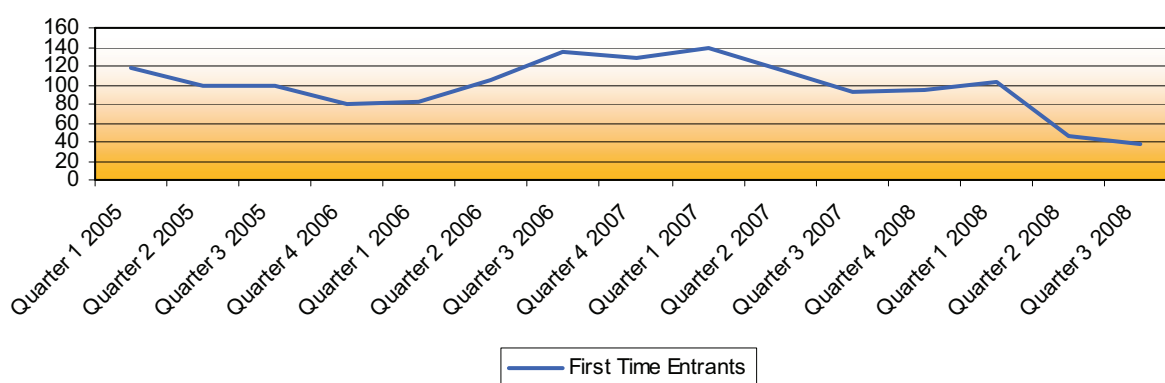
A hypothesis regarding staff attitudes was developed and tested through a series of focus groups. Other areas of performance were tested against other challenge processes. Local performance data and national research was also considered in order to come up with actions for improved performance against the under 18 conception rate target and other related performance targets.

Performance improvement activity:

A draft Action Plan for 2009/11, based on the case work and challenge process outlined above, and building on the approach developed over the past 2 years identifies 6 improvement objectives:

- Leadership and management
- Culture and behaviour
- Integrated planning and review
- Effective monitoring
- Workforce development
- Service provision

First time entrants into the Youth Justice System



Summary:

The table showing performance by quarter illustrates a significant reduction for the second and third quarter of the performance year. Figures for April to December 2008/9 show a 46% reduction when compared to the same period for the previous year. This means that the YOT is on track for a 5% reduction on first time entrants to the youth justice system.

Baseline data (now provided by the Police National Computer, not Youth Offending Information Systems) for 2007/8:

- Brighton & Hove had 2,430 First Time Entrants (FTE) per 100,000 of the 10-17 year old population
- The target range is 2,260 (462) to 2,200 per 100,000 10 to 17 year old population

The national 2020 goal is to reduce FTE by one fifth, as set out in the recently published Youth Crime Action Plan. The Youth Justice Strategy Group has agreed to propose a 5% reduction, although the LAA target is yet to be formally agreed.

Performance Exception Reports

It is likely that PNC data will not be made available quarterly and that 2008/9 performance data will be published in October 2009. For this reason it is recommended that YOT data continues to be used as an indicator of this performance measure.

Issues:

The first national Challenge and Support prevention data return shows that the West area is well underway but Central is still developing a referral pathway. A meeting was held with two representatives from the Challenge and Support project who were impressed with the work going on in Brighton & Hove.

Performance Improvement Activity

- A third Restorative Justice Training Course was held in October with 24 participants, which means that there are now nearly 60 trained facilitators in the city. A review meeting in December enabled all facilitators to get together to review progress.
- A significant number of the latest training group were from the CYPT's Targeted Youth Support Service and negotiations are underway to formalise referral procedures.
- Funding has been found to create a new post of Restorative Justice 'Champion' to lead this development in the city
- 7 young people were referred to the Restorative Justice Project during this period, with 3 accepted and 4 declined. Those who were accepted have completed the intervention and will be tracked to identify if they enter the youth justice system.

Geoff Williams has been appointed Head of Youth Strategy and Justice. Geoff comes with over 30 years experience in the police, capping his career as Deputy Chief Constable for Sussex

Service Management

Risk Management

Summary:

Data from the new Integrated Care Governance Committee will be provided for future Performance Improvement reports to the Board.

There were 181 health and safety incidents reported during this period with 89 incidents reported in quarter 2 and 92 reported in quarter 3. This compares to 103 incidents reported in the previous quarter (April – June 2008.) This is a reduction from the previous quarter, and the number of incidents is also lower than the same period of 2007.

The three highest 'causes of incidents' reported were:

- Challenging Behaviour 47, representing 27% of all incidents.
- Slips/trips/falls on the level at 36, representing 21% of all incidents.
- Hit by a moving/flying or falling object Recreation/sport 14, Representing 8% of all incidents

The number of days lost due to employee absence following a work-related incident was 273 days (120 in quarter 2 and 153 in quarter 3). There were 17 incidents reported to the Health and Safety Executive under RIDDOR for this period.

Issues:

A new Head of Nursing & Governance started in post on 1st December 2008 and is currently reviewing the CYPT risk management framework and systems.

Future arrangements for managing the Health and Safety Committee, and for Business Continuity Planning will be changed to reflect the CYPT's new senior management structure.

Challenging behaviour was the highest level of reported incidents during this period due to an increase in reporting from one Special School which began reporting all low level incidents which previously had only been recorded locally. These incidents were due to challenging behaviour of the pupils due to the nature of their condition as opposed to any failing or issue with the way the school was managing its pupils.

Performance Improvement Activity:

The Senior Management Team has finalised the CYPT's Risk Register so that risks are monitored across the management structure.

Clinical Governance arrangements have been reviewed, adjusted and endorsed by CYPT Senior Management Team. The Clinical Governance Board has been renamed the CYPT Integrated Care Governance Committee in order to emphasise the Trust's integrated approach to risk management and practice governance.

A Standards for Better Health (S4BH) gaps analysis has been undertaken, systems

Service Management

have been put in place to gather and collate all the required assurance evidence.

Slips, trips and falls continues to be one of the highest cause of incidents. Three Intervention Audits were carried out in the autumn term and learning from the audits will be shared with all schools to try to increase awareness and improve management of slip, trip and fall hazards.

Value for Money

Summary

During quarters 2 and 3 the Senior Management Team has continued to focus on the following areas of activity:

The costs of children's social care which are high compared to other similar authorities and in particular Looked After Children (LAC). Activity and spend on LAC has been reviewed and, as a result, numbers are reducing steadily. The use of Independent Foster Agency placements (IFAs) is now lower than the numbers budgeted for based on previous trend analysis. A joint, sub-regional tendering process has been completed with colleagues in West Sussex that will procure residential and IFA placements at a cost that will offer further budget savings. The recent and sustained national focus on safeguarding children may militate against further progress in this area of work.

Spending on Special Educational Needs (SEN) is also high compared to other similar authorities. The CYPT is actively engaged in reducing out of city placements for children with SEN and funding for local authority schools is under review. This should serve to ensure this area is managed within budget in 2009/10 and with appropriate redirection of resources for 2010/11. This work will build on the successful strategies for LAC.

In addition the Senior Management Team is responsible for the delivery of a VFM plan, which coordinates activity set out in the Service Business Plan held by each Assistant Director.

These activities have contributed to an overall improvement in the council's use of resources, which has been recognised by the Audit Commission.

Issues

2009/10 represents the first stage of a three-year budget strategy. The CYPT is two years old and the budget strategy will align the development of the Trust at the next stage and be reflected in the new Children and Young People's Plan. The main elements of the strategy are:

- An overall reduction in management costs to be achieved through a restructure of management, a review of the area model of service delivery and a review of city wide services
- Rationalisation of accommodation
- Increased contributions from the Sure Start grant to the early years visiting

Service Management

service which is of particular significance given the current national focus on safeguarding

Performance Improvement Activity

Value for Money is a continuing priority for the CYPT and will be addressed through:

- Key service strategies, including those for looked after children and children with special educational needs
- Management of Service Business Plans
- Coordination of the VFM plan
- Continuing improvement in the CYPT's commissioning and procurement arrangements

Workforce

Summary:

- The Core skills programme was published in August 2008. 30 courses, with 362 participants have run to the end of Quarter 3, and 654 licences have now been issued for safeguarding e-learning
- The 2008/09 schools training and development programme was published to all schools.
- The evaluation report of our Children's Workforce Development Council (CWDC) funded leadership and management pilot has been published and will inform both national and local leadership and management developments.
- The new core skills programme is implementing the LSCB Safeguarding Training Strategy. A Service Level Agreement has been agreed between the LSCB and the Workforce Development Team to ensure risks are eliminated in commissioning training and budgeting. Evaluation of impact of the safeguarding programme will start in Quarter 4.
- The CYPT has invested in the CWDC pilot Induction Year for Newly Qualified Social Workers (12 new staff have started since October 2008). This includes a more systematic approach to development and professional evaluation.
- Substantial changes have been made to the Post Qualifying Modules at Sussex University to improve access to Post Qualifying training for social workers.
- Successful CYPT staff conferences in November focused on the future vision for the CYPT and staff contributed to the next Children & Young People's Plan.

Issues:

Safer recruitment processes and associated training for head teachers and CYPT managers remains a priority.

The CYPT must engage managers in the evaluation of the core skills programme (including safeguarding) to ensure learning transfer is effective and that an integrated development programme is assisting integrated working practices.

DCSF 2020 Children's Workforce Strategy has now been published. Need to ensure this informs our refreshed workforce strategy which will be part of the CYPT's next

Service Management

Children & Young People's Plan.

Future Performance Improvement Reports will address professional development opportunities for other staff cohorts especially nurses and allied health professionals.

Performance Improvement Activity:

The following activities are scheduled for quarter 4:

- Beginning evaluation of the core skills integrated safeguarding programme.
- Ensuring all actions relating to CYPT/schools workforce identified in the LSCB action plan for the Serious Case Review on case G are implemented effectively.
- The CWDC's 'One Children's Workforce Evaluation Tool' will be embedded into our 2009/12 Workforce Development Strategy.

Equalities

Summary:

The CYPT has an Equalities group with Terms of Reference drafted, an Equalities Action Plan and an Equality Impact Assessment (EIA) timetable in place. Membership of the group has been reviewed to widen service areas representation. The review of EIAs has started.

Assessments to be completed by April 2009 are:

- Integrated disability services (including PRESENS)
- School admissions
- Adult learning
- Extended services in and around schools
- Private fostering
- Early years services
- The Children and Young People's Plan

The CYPT is represented by the Head of Nursing & Governance at the city council's Equalities Steering Group. Which has in place:

- Equalities and inclusion Policy and Equalities Scheme Action Plan
- An EIA programme 2008-10
- An EIA Toolkit for managers
- A staff training programme

The Local Area Agreement includes Services for Disabled Children (National Indicator 53) as a local indicator.

Service Management

Summary of Brighton and Hove Racist incident data:

Racist Incidents	Primary	Secondary	Special	Total
2006/2007	144	82	19	245
2007/2008	136	81	14	231

For the academic year 07/08 we received returns from 100% of B&H schools and levels of reported incidents have remained about the same as in 2006/2007. As a result of support, the number of schools reporting zero racist incidents has reduced, with all secondary schools now formally recording racist incidents. Due to the need to develop further the confidence of all school staff in reporting systems and to improve methods for students to report incidents, it is anticipated that the levels of racist incidents are still higher than has been recorded. This will continue to be a focus of support for schools.

Issues:

There is now dedicated management and leadership time to drive forward the equalities agenda for the CYPT.

Since the Race Relations (Amendment) Act 2000, it has been a statutory requirement for the local authority to gather statistical data from schools outlining the pattern and frequency of any racist incidents. The Racist Incident Reporting data, collected termly from schools, records information relating to the nature and frequency of incidents. This includes location of any incidents, gender, age and ethnicity of perpetrators and victims, indication of any refugee status and whether the incident was religiously motivated.

Performance Improvement Activity:

The CYPT Equalities group will work with the council's Equalities Team to support managers in the CYPT to complete EIAs scheduled for 2008/9. Discussions will continue with the Community and Voluntary Sector Forum to engage key partners to undertake a joint EIA of the Children and Young People's Plan.

The electronic recording system currently used to collect racist incidents data is administratively complex for both school staff and the Schools Data Team. As a result the feasibility of a web based system, as used in a number of other Local Authorities, is being considered. If adopted, it would allow schools to record and track all incidents of bullying as well as racist incidents.

Training for school staff on what constitutes a racist incident and how to effectively respond and record such incidents continues to be provided by the Healthy Schools Team as part of inset training days and consultancy.

A Racist and Religiously Motivated Bullying Prevention Group has been recently established in partnership with the Racial Harassment Forum, the Partnership Community Safety Team and community sector organisations.

