

## Notice of a Meeting

### Children's Services Scrutiny Committee Wednesday, 26 September 2012 at 10.00 am County Hall

#### Membership

Chairman - Councillor Michael Waine  
Deputy Chairman – Councillor Marilyn Badcock

<i>Councillors:</i>	Janet Godden M. Altaf-Khan Ann Bonner	Anda Fitzgerald- O'Connor Pete Handley Caroline Newton	Neil Owen Dave Sexon Val Smith
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<i>Co-optees:</i>	Mr Chris Bevan 2 Vacancies	Mrs Sue Matthew
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<i>By Invitation</i>	Carole Thomson	Bob Martyn
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#### Notes:

**Date of next meeting:** 14 November 2012

#### What does this Committee review or scrutinise?

- Services for children, young people and families; preventative services; child protection; family support, educational policy; youth service; youth justice;
- Primary & secondary schools; special education; pupil services; school transport; music service
- Adult learning (oversight of the adult learning service in provider mode)

#### How can I have my say?

We welcome the views of the community on any issues in relation to the responsibilities of this Committee. Members of the public may ask to speak on any item on the agenda or may suggest matters which they would like the Committee to look at. **Requests to speak must be submitted to the Committee Officer below no later than 9 am on the working day before the date of the meeting.**

#### For more information about this Committee please contact:

Chairman	-	Councillor Michael Waine E.Mail: michael.waine@oxfordshire.gov.uk
Committee Officer	-	Lisa Michelson, Tel: (01865) 815673 lisa.michelson@oxfordshire.gov.uk

*Peter G. Clark.*

Peter G. Clark  
County Solicitor

September 2012

## About the County Council

The Oxfordshire County Council is made up of 74 councillors who are democratically elected every four years. The Council provides a range of services to Oxfordshire's 630,000 residents. These include:

schools	social & health care	libraries and museums
the fire service	roads	trading standards
land use	transport planning	waste management

Each year the Council manages £0.9 billion of public money in providing these services. Most decisions are taken by a Cabinet of 9 Councillors, which makes decisions about service priorities and spending. Some decisions will now be delegated to individual members of the Cabinet.

## About Scrutiny

Scrutiny is about:

- Providing a challenge to the Cabinet
- Examining how well the Cabinet and the Authority are performing
- Influencing the Cabinet on decisions that affect local people
- Helping the Cabinet to develop Council policies
- Representing the community in Council decision making
- Promoting joined up working across the authority's work and with partners

Scrutiny is NOT about:

- Making day to day service decisions
- Investigating individual complaints.

## What does this Committee do?

The Committee meets up to 6 times a year or more. It develops a work programme, which lists the issues it plans to investigate. These investigations can include whole committee investigations undertaken during the meeting, or reviews by a panel of members doing research and talking to lots of people outside of the meeting. Once an investigation is completed the Committee provides its advice to the Cabinet, the full Council or other scrutiny committees. Meetings are open to the public and all reports are available to the public unless exempt or confidential, when the items would be considered in closed session

**If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named on the front page, giving as much notice as possible before the meeting**

**A hearing loop is available at County Hall.**

# AGENDA

- 1. Apologies for Absence and Temporary Appointments**
- 2. Declarations of Interest - see guidance note on the back page**
- 3. Minutes** (Pages 1 - 2)

To approve the minutes of the meeting on 12<sup>th</sup> July 2012 (CH3) and discuss any matters arising.

- 4. Speaking to or petitioning the Committee**

- 5. Thriving Families Information Update**

10.15

Lorna Caldicott, Thriving Families Programme Manager as well as Jonathan McWilliam, Director for Public Health and Noreen Collins, Interim Deputy Director for Children's Social Care, will give a presentation updating on the programme.

- 6. Forward Plan** (Pages 3 - 6)

10.30

- 7. Committee Business** (Pages 7 - 8)

10.40

Discussion on the topic of focus for the November meeting.

Preparing our Young People for Employment Seminar recap and outcomes.

- 8. Education Attainment results update**

11.00

Frances Craven, Deputy Director – Education and Early Intervention, will give a verbal update on the early indication of results for 2012.

- 9. Early Intervention Hubs** (Pages 9 - 20)

11.15

Officers:

Frances Craven, Deputy Director – Education and Early Intervention  
Maria Godfrey, Strategic Lead – Locality and Workforce Development  
Iain Watson, Early Intervention Service Manager (South)  
Delia Mann, Team Manager – Littlemore Early Intervention Hub

Will be available to the committee for an in depth discussion on the Early Intervention Hubs across Oxfordshire. This item will begin with a presentation and overview as well as feedback from Councillors who have visited the hubs in September.

Themes emerging from the visits will be agreed at the beginning of the item.

## **10. Close of Meeting**

13.00

## Declarations of Interest

### The duty to declare.....

Under the Localism Act 2011 it is a criminal offence to

- (a) fail to register a disclosable pecuniary interest within 28 days of election or co-option (or re-election or re-appointment), or
- (b) provide false or misleading information on registration, or
- (c) participate in discussion or voting in a meeting on a matter in which the member or co-opted member has a disclosable pecuniary interest.

### Whose Interests must be included?

The Act provides that the interests which must be notified are those of a member or co-opted member of the authority, **or**

- those of a spouse or civil partner of the member or co-opted member;
- those of a person with whom the member or co-opted member is living as husband/wife
- those of a person with whom the member or co-opted member is living as if they were civil partners.

(in each case where the member or co-opted member is aware that the other person has the interest).

### What if I remember that I have a Disclosable Pecuniary Interest during the Meeting?

The Code requires that, at a meeting, where a member or co-opted member has a disclosable interest (of which they are aware) in any matter being considered, they disclose that interest to the meeting. The Council will continue to include an appropriate item on agendas for all meetings, to facilitate this.

Although not explicitly required by the legislation or by the code, it is recommended that in the interests of transparency and for the benefit of all in attendance at the meeting (including members of the public) the nature as well as the existence of the interest is disclosed.

A member or co-opted member who has disclosed a pecuniary interest at a meeting must not participate (or participate further) in any discussion of the matter; and must not participate in any vote or further vote taken; and must withdraw from the room.

Members are asked to continue to pay regard to the following provisions in the code that *“You must serve only the public interest and must never improperly confer an advantage or disadvantage on any person including yourself”* or *“You must not place yourself in situations where your honesty and integrity may be questioned.....”*.

Please seek advice from the Monitoring Officer prior to the meeting should you have any doubt about your approach.

### List of Disclosable Pecuniary Interests:

**Employment** (includes *“any employment, office, trade, profession or vocation carried on for profit or gain”*.), **Sponsorship, Contracts, Land, Licences, Corporate Tenancies, Securities.**

For a full list of Disclosable Pecuniary Interests and further Guidance on this matter please see the Guide to the New Code of Conduct and Register of Interests at Members’ conduct guidelines. <http://intranet.oxfordshire.gov.uk/wps/wcm/connect/occ/Insite/Elected+members/> or contact Rachel Dunn on (01865) 815279 or [Rachel.dunn@oxfordshire.gov.uk](mailto:Rachel.dunn@oxfordshire.gov.uk) for a hard copy of the document.

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# Public Document Pack Agenda Item 3

## CHILDREN'S SERVICES SCRUTINY COMMITTEE

**MINUTES** of the meeting held on Thursday, 12 July 2012 commencing at 10.00 am and finishing at Time Not Specified

**Present:**

**Voting Members:** Councillor Michael Waine – in the Chair  
Councillor Marilyn Badcock (Deputy Chairman)  
Councillor Janet Godden  
Councillor Ann Bonner  
Councillor Mrs Anda Fitzgerald-O'Connor  
Councillor Pete Handley  
Councillor Caroline Newton  
Councillor Dave Sexon  
Councillor Val Smith  
Councillor Roz Smith

**Other Members in Attendance:** Councillor Melinda Tilley

**Co-opted Members:** Mr Chris Bevan  
Mrs Sue Matthew

**By Invitation:** Mrs Carole Thomson  
Mr Robert Martyn

**Officers:** Lisa Michelson  
Frances Craven  
Roy Leach  
Rachel Dunn

Whole of meeting

Part of meeting

**Agenda Item                      Officer Attending**

*The Scrutiny Committee considered the matters, reports and recommendations contained or referred to in the agenda for the meeting [, together with a schedule of addenda tabled at the meeting/the following additional documents:] and agreed as set out below. Copies of the agenda and reports [agenda, reports and schedule/additional documents] are attached to the signed Minutes.*

**207/12 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**  
(Agenda No. 1)

Apologies were received from Councillor Mohammed Altaf-Khan who was replaced by Councillor Roz Smith. Apologies were also received from Cllr Neil Owen.

**208/12 DECLARATIONS OF INTEREST - SEE GUIDANCE NOTE ON THE BACK PAGE**

(Agenda No. 2)

None

**209/12 MINUTES**

(Agenda No. 3)

It was noted that Cllr Marilyn Badcock should be listed as the deputy chairman on the agenda.

Lisa Michelson, scrutiny officer, agreed to circulate the requested information about comparative data for the stability of long term placements.

**210/12 SPEAKING TO OR PETITIONING THE COMMITTEE**

(Agenda No. 4)

None

**211/12 FORWARD PLAN**

(Agenda No. 5)

None

**212/12 EDUCATION STRATEGY DISCUSSION**

(Agenda No. 6)

The committee took its substantial agenda item, an in depth discussion of the draft Education strategy and its major strands.

The committee was informed that the Cabinet had also included a discussion of the strategy as part of its meeting agenda for the following Tuesday. While this resulted in a delay in dispatching the papers, it provided an opportunity to provide input to the cabinet decision.

The committee expressed regret that the paperwork was late. It requested that the circulation list be reviewed and wished to be clear that if it were expected to do its job fully, it needs documents in proper time.

It was agreed that any outcomes from the discussion would be sent as an addenda to the cabinet papers on the following Monday, and the chairman would speak to them at the meeting.

**Background**



Frances Craven, Deputy Director – Education and Early Intervention (FC) gave an overview of the evolution of the strategy in the time since the committee had last discussed it in their February. The strategy has evolved over a number of months and will continue to evolve to reflect developing priorities.

It was noted that the strategy does not contain the full detail on governance, specifically, cabinet and scrutiny and it was suggested this be included.

A question was raised about the level of involvement of Oxford City Council. Steven Curran – Board Member, Young People, Education & Community Development at Oxford City Council was in the public gallery. He was invited to join the discussion and was present throughout. He commented that the City has put together a scheme and a budget to enable 10 schools in the city to have an intensive numeracy programme. He went on to say that the city has been collaborating closely with the county and it had thus far been very positive and productive, 'working in tandem'.

### **Strand 1 – Outstanding Leadership and Aspiration Networks**

Cllr Anda Fitzgerald-O'Connor (A F-O) led the initial questioning. A F-O felt that overall, the strategy was very positive. She asked questions about how the partnerships would be monitored and evaluated.

Claudia Wade – School Support and Leadership Services Manager, commented that while the aspiration networks are in early days, a small board of people in the authority has already been identified to issue a monitoring report against tight targets to revisit several times a year. If self-evaluated reports cause concern, those would be escalated.

Additional questions were raised around how the county was working to develop teachers. It was noted that the strategy was lacking specific actions. Officers conceded the point and clarified that monitoring against the strategy would identify best practice which would be circulated to other county schools.

Concerns were raised about the early intervention component of the strategy, and how the recent funding reductions impact upon that service. A further opinion agreed that funding issues are an important consideration and are not sufficiently picked up in the strategy.

Officers agreed that Early Intervention is important. It may be that the transformation board needs to look at this as it overlaps with social care as well as many other far reaching areas.

Concerns were raised about the fact that targets in the strategy have reduced from previous drafts. Officers pointed out that these changes were made in response to recommendations from the committee as part of the discussion at the February meeting.

Cllr Janet Godden (JG) raised questions about the transformation board, the teaching schools and the continued focus on leadership. She commented that an annual report was insufficiently frequent to pick up fast moving issues.

FC responded that officers would consider the appropriateness of the reporting schedule for the transformation board.

Sue Matthew stressed the importance of the Early Years, noting that this strand has fallen out of the strategy and is not clear in the information on the funding. She also identified children's leadership as an important theme which was missing.

Cllr Melinda Tilley (MT) responded that the strategy would be considered at the schools parliament.

## **Strand 2 – Targeted Campaigns**

Cllr Val Smith (VS) led the initial questioning. She commented that a major challenge to the success of targeted campaigns lies with engaging harder to reach parents. MT stated that parental engagement was one of the most single most important issues in raising attainment.

The committee requested a report back to the transformation board on this, and again had concerns that the regular reporting frequency was insufficient.

Questions were raised about schools' engagement and how to ensure that initiatives were 'owned' by the individual schools. Cllr Michael Waine (MW) stressed that it was essential that any campaign run jointly *with* schools and not be *done to* schools.

FC agreed that the strategy would only be successful if it were bottom up. She identified the communications component of the strategy as the common thread through all the initiatives.

FC went on to describe the three strands of the first campaign, which is focussed on improving reading. These are comprised of a whole school campaign, a volunteering program, and a community wide initiative to involve families, other residents and employees in the local business community.

MT described the positive response from the community to get involved including fire-fighters, disabled people, and many others.

Questions were raised about when schools would be informed of their status in the campaign. FC indicated that the list of schools would not be finalised until after the most recent attainment results were available. The launch would take place in September at an event with invited schools.

VS asked about how all schemes (with the county and the city and others) would be joined up. SC commented that it was important that schools had choices.

Brenda Williams (BW) emphasised that any initiative needed to allow time and space for teachers to support parents and learning.

MW agreed with this point and took the opportunity to thank Brenda Williams at her final meeting for her service to the committee. He appreciated her contribution and hoped she had a long, happy, fulfilling retirement.

### **Strand 3 – System Redesign for Education**

Cllr Caroline Newton (CN) led on the initial questioning. She began by asking about the effectiveness of academies and their ability to improve attainment. Roy Leach – School Organisation and Planning Manager (RL), responded that for different schools in different circumstances the shift to academies may have a different impact.

He said, in general for most schools the benefits would be seen in the opportunity to restructure staff, the change in perception/ rebranding for the school, and an injection of new staff. There is evidence that this can work very well in some cases where the school has very low attainment and two of Oxfordshire's sponsored academies have delivered significant improvements.

In Oxfordshire, the new schools which are becoming academies tend to be those that are already 'good' or 'outstanding'. For those, the improvement is not yet known, but would be expected to be a more modest 'boost'.

Where the evidence is less clear and precedent is lacking, is around what impact if any, a shift to academy status might have on schools which are 'middle performers'.

MW commented that the earliest academies benefited from considerable contributions from sponsoring groups. He expressed concern that as the percentage of schools undertaking the switch to academies increased, there may be an emerging issue of sponsor capacity.

CN had a line of questioning about the approach the county council was taking to support schools to become academies.

MT clarified that the local authority is not in a position to force any decisions on schools. Rather, the county works with schools to communicate the expectations of the national agenda and provide support.

CN related that for her constituency, it was her experience that the schools were not aware of the advantages in making the shift.

Chris Bevan (CB) pointed out that this was also a considerable institutional change for officers and sufficient support needed to be put into place.

The committee thanked officers for their support in the discussion.

### **General Discussion**

The committee discussed what outcomes they wanted to see reflected as addenda to the cabinet meeting scheduled for the following Tuesday. This included the following:

This includes the following:

- **Communication Strategy** – The communication component of the strategy was seen to be of the utmost importance. Especially as it relates to the following:

- Building effective 'buy-in' from schools for campaigns and other initiatives. Schools need to be fully engaged as active partners and not the recipients of mandates.
  - Campaigns need to be communicated in a timely way, giving all stakeholders as much information as possible in advance so as to best coordinate support and take-up, and build into their school development plans.
  - Great care needs to be taken to ensure that a data led exercise does not lead to presumptions about particular schools' current policies, practices, and interventions with regard to reading.
  - Further dialogue and engagement needs to take place around developing a better understanding of the national academy agenda and Oxfordshire's 'support' for it. This is particularly true for headteachers and school governors but extends to other stakeholders such as parents.
  - It is important that the Local Authority maintains a clear view of its role in leadership of, and support for the county-wide 'family of schools'.
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- **Academies** – As it relates to new academies, the local authority needs to take an active role in examining the capacity, suitability and track record of potential sponsors and partners.
  - **Education Transformation Board** – The committee raised questions about some aspects of the Education Transformation Board which were unspecified in the strategy, particularly around influence and implementation. Specifically, it was unclear how the board would be empowered to intervene and challenge on poor attainment or other issues, and their capacity to deliver. It was also thought that an annual report was insufficient to address emerging issues in a timely way.
  - **Targeted Campaigns** – Where the local authority is offering campaigns or other programmes to schools, it needs to ensure that those vulnerable schools under financial pressure are supported to participate.
  - **The Change Agenda** – An assurance was sought that the local authority has available to it officers with the appropriate 'skills set' to meet the needs of the change agenda.

## 213/12 COMMITTEE BUSINESS

(Agenda No. 7)

The committee felt that updates should be moved to the beginning of the next meeting's agenda to avoid a rush through at the end.

Rachel Dunn – Senior Democracy Officer (RD) gave an update on the co-opted member vacancies. At the last cycle of advertising, only one candidate came forward who was ultimately unselected as they relocated out of the county. RD let the committee know that the next round of adverts were coming up and any suggestions of candidates would be welcome.

Lisa Michelson – Scrutiny Officer (LM) made the committee aware of the recent cabinet decision that expanded the committee’s remit to include Adult Education.

CW invited all committee members to suggest items for future agendas.

**214/12 MATTERS OF REPORT**

(Agenda No. 8)

The ‘Preparing Young People for Employment’ seminar has been rescheduled for the 5<sup>th</sup> of September beginning at 10.00am in County Hall. All committee members are invited to attend.

MW let the committee know that Lorna Caldicott would attend the next meeting to provide an update on the Troubled Families Initiative, now called Thriving Families. He mentioned that there may be a forthcoming offer for committee members to join a working group with officers on this initiative.

MW also informed the committee that the situation regarding Outdoors Centres has clarified. The service has taken the recommendations provided by the committee on the appropriate legal status.

The focus topic for the next meeting will be a discussion on the implementation of the Early Intervention hubs.

**215/12 CLOSE OF MEETING**

(Agenda No. 9)

The meeting finished at 13.15.

..... in the Chair

Date of signing .....

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## **NON-KEY DECISIONS**

### **Supporting People Commissioning Body**

Formal winding up of the Supporting People Commissioning Body.

*Decision Maker and Target Date:* **Cabinet Member for Adult Services, 16 October 2012**

*Key Decision:* No

*Consultations:* CEOs of District Councils, PCT and Probation Service

*Report By:* Deputy Director - Joint Commissioning

*Contact:* Ann Nursey, Lead Commissioner (Adults) Tel: (01865) 323669,  
Natalia Lachkou, Commissioning Manager Tel: (01865) 323684

Ref: 2012/115

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## **CABINET MEMBER: BUSINESS & COMMUNICATIONS**

### **KEY DECISIONS**

NIL

### **NON-KEY DECISIONS**

NIL

## **CABINET MEMBER: CHILDREN & THE VOLUNTARY SECTOR**

### **KEY DECISIONS**

NIL

## **NON-KEY DECISIONS**

### **Chill Out Fund 2012/13 - October 2012**

To consider applications received (if any) from the Chill Out Fund.

*Decision Maker and Target Date:* **Cabinet Member for Children & the Voluntary Sector, 1 October 2012**

*Key Decision:* No

*Consultations:* N/A

*Report By:* Youth, Engagement & Opportunities - Service Manager

*Contact:* Ruth Ashwell, Youth, Engagement & Opportunities - Service Manager  
Tel: (01865) 810649 Ref: 2012/079

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### **Chill Out Fund 2012/13 - November 2012**

To consider applications received (if any) from the Chill Out Fund.

*Decision Maker and Target Date:* **Cabinet Member for Children & the Voluntary Sector, 5 November 2012**

*Key Decision:* No

*Consultations:* N/A

*Report By:* Youth, Engagement & Opportunities - Service Manager

*Contact:* Ruth Ashwell, Youth, Engagement & Opportunities - Service Manager  
Tel: (01865) 810649 Ref: 2012/100

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### **Progress Report on CLA and Leaving Care**

To note progress and issues in relation to the Children and Young People in the Council's care.

*Decision Maker and Target Date:* **Cabinet, 27 November 2012**

*Key Decision:* No

*Consultations:* N/A

*Report By:* Director for Children's Services

*Contact:* Matthew Edwards, Corporate Parenting Manager Tel: (01865) 323098  
Ref: 2012/097

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### **Chill Out Fund 2012/13 - December 2012**

To consider applications received (if any) from the Chill Out Fund.

*Decision Maker and Target Date:* **Cabinet Member for Children & the Voluntary Sector, 10 December 2012**

*Key Decision:* No

*Consultations:* N/A

*Report By:* Youth, Engagement & Opportunities - Service Manager

*Contact:* Ruth Ashwell, Youth, Engagement & Opportunities - Service Manager  
Tel: (01865) 810649 Ref: 2012/109

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**CABINET MEMBER: EDUCATION**

**KEY DECISIONS**

NIL

**NON-KEY DECISIONS**

**Expansion of Windmill Primary School to 3 Form Entry**

If objections are received, to decide whether to publish a Statutory Notice.

*Decision Maker and Target Date:* **Cabinet, 27 November 2012**

*Key Decision:* No

*Consultations:* Stage One public consultation

*Report By:* Director for Children's Services

*Contact:* Diane Cameron, School Organisation Officer Tel: (01865) 816445

Ref: 2012/090

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**Expansion of Five Acres Primary School to 2 Form Entry**

If objections are received, to decide whether to publish a Statutory Notice.

*Decision Maker and Target Date:* **Cabinet, 27 November 2012**

*Key Decision:* No

*Consultations:* Stage One public consultation

*Report By:* Director for Children's Services

*Contact:* Diane Cameron, School Organisation Officer Tel: (01865) 816445

Ref: 2012/092

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**Expansion of Windmill Primary School to 3 Form Entry**

If no objections are received, to decide whether to publish a Statutory Notice.

*Decision Maker and Target Date:* **Cabinet Member for Education, 10  
December 2012**

*Key Decision:* No

*Consultations:* Stage One public consultation

*Report By:* Director for Children's Services

*Contact:* Diane Cameron, School Organisation Officer Tel: (01865) 816445

Ref: 2012/091

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### **Expansion of Five Acres Primary School to 2 Form Entry**

If no objections are received, to decide whether to publish a Statutory Notice.

*Decision Maker and Target Date:* **Cabinet Member for Education, 10  
December 2012**

*Key Decision:* No

*Consultations:* Stage One public consultation

*Report By:* Director for Children's Services

*Contact:* Diane Cameron, School Organisation Officer Tel: (01865) 816445

Ref: 2012/093

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### **Stanton Harcourt Primary School : Alteration of Lower Age Range and Merging with Preschool - Stage Two**

If no objections received, to consider the final decision on the proposal.

*Decision Maker and Target Date:* **Cabinet Member for Education, 10  
December 2012**

*Key Decision:* No

*Consultations:* N/A

*Report By:* Director for Children's Services

*Contact:* Debbie Rouget, Early Years & Child Care Sufficiency & Access  
Manager Tel: (01865) 810617

Ref: 2012/104

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### **Stanton Harcourt Primary School : Alteration of Lower Age Range and Merging with Preschool - Stage Two**

If objections received, to consider representations and to decide whether to proceed on the proposal.

*Decision Maker and Target Date:* **Cabinet, 18 December 2012**

*Key Decision:* No

*Consultations:* N/A

*Report By:* Director for Children's Services

*Contact:* Debbie Rouget, Early Years & Child Care Sufficiency & Access  
Manager Tel: (01865) 810617

Ref: 2012/117

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## Preparing Young People for Employment seminar 5.09.2012 – Draft Outcomes

### Summary

The Children's Scrutiny Committee presented a seminar on the 5<sup>th</sup> September to discuss preparing young people for employment. The seminar was well received by all that attended and provided an opportunity to be informed of the current picture in Oxfordshire and hear the views on this topic both employers and principles in education. The seminar provided a snapshot of experience and opinions and it was clear from the discussions and enthusiasm that all attendees felt strongly about this subject.

Speakers included:

**Sandra Higgs** (OCC Business skills manager)

- Overview and facts on the current situation in Oxfordshire

**Adrian Lockwood** (Chair of the Skills Board and Managing Director of Integration Technology)

- What have the Skills board identified as the skills gaps in Oxfordshire?

**Miranda Markham** (Community Relations Director at Value Retail Management (Bicester Village) Ltd)

- A retail perspective on employing young people

**Tony Green** (Section Leader of Manufacturing Services at Crown Packaging)

- A manufacturing perspective on employing young people

**John Hussey** (Executive Head, St Gregory the Great Catholic School)

- How St Gregory's school prepares young people for employment

**Ian Francis** (Vice Principal Oxford and Cherwell Valley College)

- How Oxford and Cherwell Valley College prepares young people for employment

County Councillors, district council members and members of the Children and Young People Board attended the seminar which concluded with a round table discussion to answer the following two questions:

- How do we develop good employability skills in all of our young people (to ensure they don't become NEET)?
- How do we help young people to make choices about learning that will help them get a job in Oxfordshire?

## **Proposed outcomes and recommendations**

It was clear from the discussion that this topic stretches over a wide range of work and there are lots of areas that could be explored going forward. This seminar was focused on addressing the two current questions posed and the proposed outcomes and recommendations reflect this.

### **How do we develop good employability skills in all of our young people (to ensure they don't become NEET)?**

1. The committee would like to stress the importance of encouraging employability skills (for example resilience and dexterity skills) in our young people. It was recognised that education can play a key role in developing employability skills and this should be encouraged from a young age. It is recommended the council continue to engage with schools and colleges to promote this agenda.
2. Apprenticeships are a key way of developing the right skills for people to gain employment in Oxfordshire. These should be developed taking into account the local business need. It is recommended the council continue to encourage and promote apprenticeships suitable for the local economy and work closely with the colleges and employers.
3. Facilitate support for primary schools, secondary schools and perhaps parents to have information, advice and guidance about the jobs available in Oxfordshire

### **How do we help young people to make choices about learning that will help them get a job in Oxfordshire?**

4. It was recognised that it is important businesses and schools have a relationship as the link between education and employment needs to be strong. Business participation in schools should be encouraged so young people are aware of the opportunities available which could shape their choices and encourage realistic expectations. It is recommended the council facilitate this co-ordinated approach and champion the technical, engineering and manufacturing sectors.
5. It was recognised that the current skills need in Oxfordshire will change over time and plans need to be put in place to shape this agenda. It is recommended that the council continue to consider findings from the Oxfordshire Skills Board to plan for the future.

These recommendations will be presented at the next committee meeting and communicated to the directorate.

If you would like to receive copies of the presentations please email [lisa.burgess@oxfordshire.gov.uk](mailto:lisa.burgess@oxfordshire.gov.uk)

# Scrutiny Review on the Early Intervention Service

26<sup>th</sup> September 2012



# Vision

## Early Intervention Service (EIS) Vision

Our aim is to support children, young people and families to reach their full potential and improve their life chances by providing accessible services that target the most vulnerable.

The Early Intervention Service will do this by:

- targeting vulnerable communities and children, young people and families with additional and complex needs, aged pre-birth – 19 years and up to 25 years for young people with Special Educational Needs and care leavers;
- working holistically and intervening early to assist family members to develop skills and resilience to resolve existing concerns;
- working with our community partner agencies to ensure we develop integrated, inclusive solutions taking into account local strengths and local needs identified by children, young people and their families
- delivering high quality, responsive support through specialist central services, our seven hubs, seven satellites and forty-four Children's Centres to improve outcomes for children, young people and families



# Core Offer

## Early Intervention Service (EIS) Core Offer

Diverse and flexible support to children young people and families covering wide- ranging issues which can impact upon family life. This may include:

- Direct work with children, young people and their families in their home and/or alternative community setting using evidence based interventions e.g. solution focused cognitive behavioural Webster Stratton approaches. This could be on an individual or group basis
- Open access and targeted sessions in both the hubs and the satellites for young people to respond to the needs of the area
- Community outreach work which responds to the needs of the area
- Acting as lead professional where appropriate for some children, young people and their families
- Delivery in conjunction with children centres and partners of evidence based parenting programmes
- Diversion activities and assessments to prevent young people entering the youth justice system
- Restorative practice which focuses on the needs of victims and offenders offering support to the victims of crime and encouraging offenders to take responsibilities for their actions.
- Provision of professional counselling
- Provision of mentoring and coaching
- Access to employment, education and training opportunities



# Referral Pathways

- Consultation Advice Line: Monday to Friday 9-5
- Single request for service – building on Common Assessment Framework (CAF)/Team Around Child / Family (TAC/TAF) processes
- Multi-disciplinary allocation meetings
- Referrals from a range of partner agencies and service-users





# Partnerships

- Comprehensive Handbook in place for Pathways across wide range of service e.g. Children's Social Care, Youth Offending Service, Child and Adolescent Mental Health Service, Young Carers, Health, Police
- Local partnership arrangements through area based Hub Partnerships, county wide Steering Group
- Increased multi-agency input into Allocation Meetings on an area basis
- Regular Strategic and Operational Meetings with Children's Social Care Management and Thriving Families
- On-going strategic liaison with Health Management and Police



# Workflow

## Performance at July 31<sup>st</sup> 2012 for September 2011 -> End July 2012

- 2,217 children and young people referred (request for service)
- 58% - male; 42% female
- 82% White British
- 67% of referrals have Special Educational Needs (20% of population at any one time have SEN)
- 43% of secondary school age ; 29% under 10; 20% 16-19 years old
- Highest number of core offers is for direct work with children and young people @ 37%
- Highest presenting issue for Children & Young People (C&YP) is attendance/absenteeism @ 11%; for parents is emotional/mental health @ 19%; for families is family breakdown @ 46%
- No of allocated cases at high risk of entering Children Social Care is 8%; at minimal risk is 17% of referral from Children Education Families 22%; schools 52%; health 7%; Child/parent 7%; other 10%
- Highest Key Performance Indicator linked to activity – reduce C&YP in need @ 29%
- 3,986 young people have attended open access sessions



# Targeted Interventions

A joined up approach to supporting families and communities through targeted evidence based programmes

- Partnerships with schools – range of targeted community programmes:
  - Transitional work, mediation/restorative practice, play therapy , art therapy
- Parenting Programmes – e.g. Webster Stratton; Strengthening Families
- Passport Day for access to colleges and university
- Youth session at Army Barracks leading to increased opportunities for access to Early Intervention by service families
- Phoenix Project partnership with Fire & Rescue Service focusing on persistent absence and exclusion
- Resilience work through story telling in targeted school for children who have experienced / witnessed domestic abuse
- Joint work with riverside Centre and Mini-Woods Project for self-esteem, positive behaviour, new experiences at targeted schools
- Bodyzone



# Key Performance Indicators Impact

Key Performance Indicators										
Year	Persistent Absence rate - Primary	Persistent Absence rate - Secondary	Permanent Exclusions - overall	Fixed term exclusions - overall	Young People in NEET	Rate of 1st time entrants to criminal justice	No. of young carers supported	LAC Overall Absence	LAC Persistent Absence	LAC Permanent Exclusions
2011/12	2.9%	7.8%	30	3122	5.5%	246.3	158	5.70%	11.70%	0%
2010/11	3.3%	8.8%	36	3989	5.9%	419.6	na	5.4%	7.3%	0%
2010/11 national	3.9%	8.4%			6.9%	Awaiting data	na	5.5%	6.5%	0.3%
NB Using 15% definition for all persistent absence rates										
2011/12 Provisional data as of end July										



# Quality Assurance

- Quality Assurance Framework in place – 1<sup>st</sup> report due end September
- Health and Safety audits undertaken / planned in all hubs – all good or excellent to date
- Internal audit on Data and Performance Management August 2012 – Acceptable and no management actions
- Positive audit at one hub on all Performance, Financial and Governance arrangements
- Sounding Board on EIS held in July 2012



# Participation and Feedback

## Sounding Board feedback on 20 Children and young People aged 8-20 July 2012

What are we getting right in the Hubs?

- “The hubs understand young people and how they are feeling”
- “It has got bigger and better and we meet new people”
- “I’m happy to see the Youth Club open again”
- “Good support from different services and 1:1 support”
- “Lots of good activities, includes cooking, football etc.”
- “Good communication between everyone internally and externally”
- “There are more opportunities and volunteers”
- “Socials are regular and aimed at young people”



# Participation and Feedback

## The Top Things C&YP Said they Wanted

- The same menu of activities going on in all the Hubs
- Better information – “there’s a lot going on in hubs, but not everyone knows about it”
- Revision of language used – “words like ‘vulnerable’ exclude lots of young people”
- Consistent staffing – “workers change too much”
- More involvement in decision making e.g. setting sanctions



# Key Actions for 2012-13

- Agree service wide development plan and priorities
- Ensure consistency of approach whilst allowing for local difference
- Integration of Early Intervention Service with Thriving Families Programme
- Review overall alignment with Children's Social Care
- Integrate wider Early Intervention initiatives to service e.g. National Citizenship Service, Skills Training UK, Young Addaction
- Consolidation of partnerships with wider services e.g., health, schools, voluntary sector, police
- Improve local participation arrangements
- Workforce and Skills Development

