



## **WOKINGHAM BOROUGH COUNCIL**

A Meeting of the **CHILDREN'S SERVICES OVERVIEW  
AND SCRUTINY COMMITTEE** will be held in David Hicks,  
Civic Offices, Shute End, Wokingham, RG40 1BN  
on **TUESDAY 12 SEPTEMBER 2017 AT 7.00 PM**

A handwritten signature in black ink, appearing to read 'Graham Ebers', written in a cursive style.

Graham Ebers  
Interim Chief Executive  
Published on 4 September 2017

The role of Overview and Scrutiny is to provide independent “critical friend” challenge and to work with the Council’s Executive and other public service providers for the benefit of the public. The Committee considers submissions from a range of sources and reaches conclusions based on the weight of evidence – not on party political grounds.

This meeting may be filmed for inclusion on the Council’s website.

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# **WOKINGHAM BOROUGH COUNCIL**

## **Our Vision**

A great place to live, an even better place to do business

## **Our Priorities**

Improve educational attainment and focus on every child achieving their potential

Invest in regenerating towns and villages, support social and economic prosperity, whilst encouraging business growth

Ensure strong sustainable communities that are vibrant and supported by well designed development

Tackle traffic congestion in specific areas of the Borough

Improve the customer experience when accessing Council services

## **The Underpinning Principles**

Offer excellent value for your Council Tax

Provide affordable homes

Look after the vulnerable

Improve health, wellbeing and quality of life

Maintain and improve the waste collection, recycling and fuel efficiency

Deliver quality in all that we do

## MEMBERSHIP OF THE CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE

### Councillors

Pauline Helliar-Symons  
(Chairman)  
Kate Haines  
Bill Soane

Laura Blumenthal (Vice-  
Chairman)  
Ken Miall  
Shahid Younis

Parry Batth  
Beth Rowland

### Substitutes

Lindsay Ferris  
Chris Smith

Emma Hobbs

Rachelle Shepherd-DuBey

### Parent Governor Representatives

Vacancy, Parent Governor Representative  
Vacancy, Parent Governor Representative

### Diocesan Representatives

Vacancy, Roman Catholic Representative  
Vacancy, C of E Representative

ITEM NO.	WARD	SUBJECT	PAGE NO.
13.		<b>APOLOGIES</b> To receive any apologies for absence.	
14.		<b>MINUTES OF PREVIOUS MEETING</b> To confirm the Minutes of the Meeting held on 20 June 2017.	7 - 12
15.		<b>DECLARATION OF INTEREST</b> To receive any declarations of interest.	
16.		<b>PUBLIC QUESTION TIME</b> To answer any public questions  A period of 30 minutes will be allowed for members of the public to ask questions submitted under notice.  The Council welcomes questions from members of the public about the work of this committee.  Subject to meeting certain timescales, questions can relate to general issues concerned with the work of the Committee or an item which is on the Agenda for this meeting. For full details of the procedure for submitting questions please contact the Democratic Services Section on the numbers given below or go to <a href="http://www.wokingham.gov.uk/publicquestions">www.wokingham.gov.uk/publicquestions</a>	

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|------------|--|----------------|
| <b>17.</b> | <b>MEMBER QUESTION TIME</b><br>To answer any member questions.   |                |
| <b>18.</b> | <b>CHILDREN'S SERVICES PERFORMANCE INDICATORS</b><br>To receive and consider a report giving details of key performance indicators.  | <b>13 - 22</b> |
| <b>19.</b> | <b>SCHOOL PERFORMANCE INDICATORS AND OFSTED REPORTS</b><br>To receive information on schools' performance, and to review recent Ofsted Reports.  | <b>23 - 28</b> |
| <b>20.</b> | <b>SOCIAL WORK - RECRUITMENT AND RETENTION</b><br>To receive a report on the actions taken by Childrens' Services and HR to recruit and manage permanent staff.  | <b>29 - 32</b> |
| <b>21.</b> | <b>JOINT TARGETED AREA INSPECTION</b><br>To receive a report on the Joint Targeted Area Inspection on neglect  | <b>33 - 38</b> |
| <b>22.</b> | <b>SEND AND DISABILITY SELF ASSESSMENT</b><br>To receive and consider a report summarising the area wide self-assessment on the services provided for children and young people with special educational needs and or disabilities.  | <b>39 - 42</b> |
| <b>23.</b> | <b>FORWARD PROGRAMME</b><br>To consider the forward programme for the Committee for the remainder of the municipal year  | <b>43 - 46</b> |
| <b>24.</b> | <b>EXCLUSION OF THE PUBLIC</b><br>That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of Part 1 of Schedule 12A of the Act as appropriate. |                |
| <b>25.</b> | <b>SCHOOL IMPROVEMENT AND EDUCATIONAL STANDARDS: SCHOOLS CAUSING CONCERN</b><br>A report outlining schools causing concern will be discussed in a part 2 session.  | <b>47 - 68</b> |

**Any other items which the Chairman decides are urgent**

A Supplementary Agenda will be issued by the Chief Executive if there are any other items to consider under this heading

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## MINUTES OF A MEETING OF THE CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE HELD ON 20 JUNE 2017 FROM 7.10 PM TO 9.07 PM

### **Committee Members Present**

Councillors: Pauline Helliard-Symons (Chairman), Parry Batth, Kate Haines, Ken Miall and Beth Rowland

### **Other Councillors Present**

Councillors: Rachelle Shepherd-DuBey, Mark Ashwell, Prue Bray, Gary Cowan, John Kaiser, David Lee, Philip Mirfin, Ian Pittock, Malcolm Richards and Imogen Shepherd-DuBey

### **Officers Present**

Luciane Bowker, Democratic and Electoral Services Specialist  
Lisa Humphreys, Head of Social Care and Intervention  
Judith Ramsden, Director of People Services  
Jane Winterbone, Interim Head of Learning and Achievement

### **1. NEW ROOM BOOKING SYSTEM**

The Chairman wished to record a formal complaint about the fact that as a result of the new room booking system, the screen in reception no longer displayed the meeting rooms. This new system had been causing delays and difficulties for members of the public and elected Members when trying to find their way to meetings. It was suggested that this issue should be looked at by Officers to find a satisfactory solution to the problem.

It was noted that it had not been an Officer decision to change the location of this meeting from LGF4 to the Council Chamber.

### **2. APOLOGIES**

Apologies for absence were submitted from Paul Feven and Councillors Laura Blumenthal and Shahid Younis.

### **3. MINUTES OF PREVIOUS MEETING**

The Minutes of the meeting of the Committee held on 21 March 2017 were confirmed as a correct record and signed by the Chairman.

### **Matters arising**

Judith Ramsden, Director of People Services agreed to circulate a list of governors' vacancies to all elected Members.

Judith Ramsden offered to showcase MOSAIC to Councillors Blumenthal and Younis if they were still interested. Luciane Bowker, Democratic and Electoral Services Specialist would contact the Councillors regarding this.

### **4. DECLARATION OF INTEREST**

Councillor Rowland declared a personal interest in Agenda item 12, *School Improvement and Educational Standards: Schools Causing Concern*, on the basis that she was a governor at Highwood Primary and South Lake Primary.

It was understood and expected that all Councillors would have a personal interest in the schools within their local wards.

#### **5. PUBLIC QUESTION TIME**

There were no public questions.

#### **6. MEMBER QUESTION TIME**

There were no Member questions.

#### **7. CHILDREN'S SERVICES PERFORMANCE INDICATORS**

The Committee considered the Children's Service's Performance Indicators report which was set out in agenda pages 13-26.

The Committee noted that there had not been any significant changes since the last report.

Councillor Miall commented that it was useful to know that the red indicator *% Children who became subject of a Child Protection Plan (CPP) who are subject to a CPP for a second or subsequent time within 24 months*, related to three children from one family and one child from another family. Although statistically there were four children, there were only two families involved.

The Chairman noted that the indicator relating to *% Secondary Schools with a current Ofsted rating of "good" or better* was still amber. However, the Chairman recognised that it was more difficult to achieve a "good" rating under the new Ofsted regime.

**RESOLVED** That the Children Services Performance Indicators report be noted.

#### **8. SCHOOL PERFORMANCE AND OFSTED REPORTS**

The Committee considered the School Performance and Ofsted reports which were set out in agenda pages 27- 48. The Chairman asked that a list containing the Ofsted ratings of all the schools in the Borough be included in future reports. Jane Winterbone, Interim Head of Learning and Achievement agreed to include this information going forward.

During the discussion of the item the following comments were made in relation to the schools that were recently Ofsted inspected:

##### **Hatch Ride Primary**

- Members were pleased to note the positive comments that were made in the report in relation to leadership and governors.

##### **St Crispins Secondary**

- St Crispins had undergone its first Ofsted inspection under the new current Headteacher and continued to be rated 'Good'. Jane Winterbone stated that she had had a meeting with Ginny Rhodes, St Crispins Headteacher in the previous week and had visited the new Special Educational Needs (SEN) provision within the school. Jane stated that the school was striving to achieve an outstanding rating, and for this to happen it was necessary to reduce the school variance between pupils.
- Jane had had a dialogue about St Crispins' plans to convert to an academy and had been assured that the school would continue to work with the Local Authority;
- The Chairman made reference to the comments made in the Ofsted report about the History and Science departments and asked Jane what plans were being put in place to improve those departments. Jane stated she encouraged the sharing of good

practice from other departments, but she would have to go back to St Crispins for a more detailed answer to this question.

### **Emmbrook Secondary**

- Jane stated that one of the priorities identified was to reduce the variation in the progress made between pupils in receipt of Pupil Premium Grant and their peers;
- The Chairman noted that the report contained in the agenda pack was not the “full” report and asked that in the future an executive summary be submitted to the Committee;
- Jane offered to send more information regarding Emmbrook’s Ofsted report findings, including the priorities identified;
- Judith suggested the inclusion of a web link to the full reports so that Members could read in their own time.

### **Hawthorns Primary**

- The school continues to be good.

Councillor Rowland noted that maintaining a ‘Good’ Ofsted rating was a really good achievement as the current Ofsted standards were much more rigorous than previously.

The Chairman suggested that Councillor Ashwell, Executive Member for Children’s Services undertake the task of writing a letter of congratulations to schools that achieve a ‘Good’ or ‘Outstanding’ rating by Ofsted. Judith Ramsden confirmed that such letters were already sent to schools by her, but she would be happy for Councillor Ashwell to write the letters going forward.

### **RESOLVED** That:

- 1) the report be noted and
- 2) future reports would contain a list of all schools in the Borough and their last Ofsted inspection ratings.

## **9. CHILD CARE SUFFICIENCY 2017**

The Committee received the Child Care Sufficiency 2017 report which was set out in agenda pages 49-90.

The Chairman stated that the Committee had requested this report in order to assess the sufficiency of childcare in the Borough in order to deliver the additional 15 hours of childcare that parents will be entitled to from September 2017. Members had been concerned that providers may not be able to afford to deliver the extra hours.

The Chairman expressed her appreciation of the thoroughness of the report and wished to thank all the Officers involved in its production.

Councillor Rowland raised concerns that the situation was not as good as set out in the report. She stated that the school where she was a governor at had not received further information about this strategy.

Judith Ramsden explained that this was a draft strategy which was still to be submitted to the Executive, and it was important to understand the wider context of the situation. It was very complex for the Local Authority to set a strategy because childcare services were based on market forces, and the Local Authority was not the provider. The commissioner had tried to find out: how many parents would be taking the offer of extra hours; what their

work patterns were and how it would change as a result of the additional hours; how many parents from Wokingham worked outside of the Borough and were using out of the Borough childcare.

Judith stated that none of the providers had indicated that they would not be able to respond to the increased hours. The commissioner would continue to work with childcare leaders to understand the context.

Judith informed that the Early Years team was undertaking a lot of work to ensure that money would follow disadvantaged children to their respective settings, making sure that they receive what they are entitled to.

In response to a question Judith explained that some primary schools were not able to expand due to buildings constraints.

Judith stated that another issue providers were currently discussing, was about potentially having to charge more to parents that can afford to pay more to subsidise the children that do not attract enough funding for their places.

Judith confirmed that a survey had taken place earlier in the year, and this strategy was being proposed as a result of that survey. However, the commissioner would continue to evaluate the market, the level of need and how the providers are responding.

In response to a question Judith stated that the Local Authority had a duty to secure sufficient childcare under the current legislation, but it was not clear what were the consequences of not meeting the demand for places.

Judith informed that in other parts of the country parents had set up charitable provisions to serve their local communities. She emphasized that it was a market led provision.

Councillor Miall asked when and how the money would be paid to providers. Judith agreed to report back with this information.

The Chairman asked for an update in relation to the reported fallen number of Childminders in the Borough to be included with the next report to the Committee.

Councillor Rowland drew attention to the table on page 65 of the agenda and the fact that Wokingham was more than half way down the list which showed the percentage of pupils in good or outstanding primary schools across the South East region.

Members noted from the survey that most parents expressed a wish for more childcare options outside of 9am to 5pm and more childcare in the holidays. Judith stated that this information would be shared with providers and hopefully this would help to shape the strategy.

**RESOLVED** That:

- 1) the Children's Services Overview and Scrutiny Committee note the report and asked to be kept informed on the development of the strategy, with update reports to the November 2017 and January 2018 meetings;
- 2) the Children's Services Overview and Scrutiny Committee recognises that Wokingham Borough Council is accountable for market forces beyond its control;

3) all the Officers involved in the production of the report be thanked for their work.

#### **10. PEER REVIEW REPORT**

The Committee considered the Peer Review report which was set out in agenda pages 91-94. Lisa Humphreys, Head of Social Care and Intervention stated that the peer review had taken place in the first week of March 2017 and that the report contained a summary of its findings, including lists of strengths and recommendations. Lisa informed that a joint action plan had been produced following the review. The Chairman asked that this action plan be submitted to the September meeting of the Committee.

In response to a question Lisa stated that she believed the peer review had been a valuable exercise, and the result was a fair assessment.

Members expressed concern over the long waiting times for Child and Adolescent Mental Health Service (CAMHS). Judith concurred that this had been identified as a priority and other boards had also identified this issue. Judith stated that there had already been some improvement in this area.

**RESOLVED** That:

- 1) the report be noted and
- 2) the action plan will be submitted to the next meeting of the Committee in September 2017.

#### **11. CHILDREN'S SERVICES O&S COMMITTEE FORWARD PROGRAMME**

The Committee considered its Forward Programme for the 2017/18 municipal year.

It was agreed that the Committee would add update reports on the Childcare Sufficiency Strategy to the meetings in November 2017 and January 2018.

The Chairman stated that she would be meeting with Councillor Ashwell, Executive Member for Children's Services and Councillor Blumenthal, Vice-Chairman to the Committee to discuss the Committee's Forward Plan.

**RESOLVED** That the Forward Plan be noted.

#### **12. EXCLUSION OF THE PUBLIC**

**RESOLVED** That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 3 of the Part 1 of Schedule 12A of the Act as appropriate.

#### **13. SCHOOL IMPROVEMENT AND EDUCATIONAL STANDARDS: SCHOOL CAUSING CONCERN**

The Chairman explained that '*schools causing concern*' was now a standing item of the Children's Services Overview and Scrutiny Committee. This was the result of a recommendation of the Coombes School Task and Finish Group and was intended as a mechanism to inform local ward Members at an early stage of any schools within their wards that were in danger of falling standards.

This item was considered and discussed in a Part 2 session.

**RESOLVED** That:

- 1) the contents of the report be noted;
- 2) a glossary of acronyms would be included with future reports.

<b>TITLE</b>	<b>Children's Services Performance Indicators</b>
<b>FOR CONSIDERATION BY</b>	Children's Services Overview and Scrutiny Committee on 12 <sup>th</sup> September 2017
<b>WARD</b>	None Specific
<b>STRATEGIC DIRECTOR</b>	Judith Ramsden, Director of People Services

## **OUTCOME / BENEFITS TO THE COMMUNITY**

Children's Services performance indicators underpin the council's priorities and principles to focus on every child reaching their potential and looking after the vulnerable.

## **RECOMMENDATION**

That the Children's Services performance indicators be noted.

## **SUMMARY OF REPORT**

The timing of the Overview and Scrutiny Committee means that the latest indicators available for formal reporting this cycle are the Quarterly indicators reported at the end of June 2017.

## **Background**

A set of information on performance indicators is provided to the Corporate Leadership Team and the Executive on a regular basis. The most recent report, providing information for Children's Services covering the quarter to June 2017, is provided as Appendix A to this report.

## **Analysis of Issues**

In 17/18 Q1 there are three red indicators, four amber indicators and six green indicators.

## **Red**

- 1. % Children in Care at the end of the period who were in a placement more than 20 miles from their home (excluding unaccompanied asylum seeking children, children placed with parents and children in receipt of short breaks support).**

This is a new indicator for 2017/18. Performance is currently below target, and will be until local capacity is developed and new entrants into care are consistently placed locally. We would not move already settled children to local placements in order to meet the target.

Another new indicator in this set tracks placement of children coming into care, and in Q1, almost all children entering care have been placed within 20 miles of their home.

**2. Permanency 1: % of children leaving care in the period who achieved permanence (adopted, returned home or a special guardianship order is granted).**

All the 9 children who did not achieve permanence are care leavers who reached their 18<sup>th</sup> Birthday in Q1. Of these, 4 are “staying put” with their foster carers, 3 moved into independent living accommodation and 2 moved into Residential Care commissioned by Adults’ Social Care.

**3. % CP Visits due in the period that were on-time (within 10 days of the previous visit).**

97.4% of visits took place within 15 working days of the previous visit. Where Social Workers are having difficulty accessing children, all appropriate and proportionate steps are taken to safeguard the child in accordance with the level of risk and the child’s plan. In quarter 1, difficulties were experienced securing visits with two families. The authority is now in legal proceedings to ensure the welfare of the children.

**Amber**

**1. % Looked After Children living within 20 miles of Berkshire West.**

Performance is improving, and as for the 20 miles from home indicator, performance will continue to be below target until local provision and capacity is developed and new entrants into care are consistently placed locally.

**2. % Primary Schools with a Current Ofsted Rating of “Good” or better.**

One school achieved a first inspection outcome of Good: Wheatfield Primary School. However, the % figure has stayed the same.

**3. % Secondary Schools with a current Ofsted rating of “good” or better.**

One inspection outcome published in Q1: Embrook Senior School: Good, previously Good.

**4. % Children who attend a Wokingham School (Primary, Secondary or Special) who are at a school with an Ofsted rating of “good” or better.**

No change in % in quarter 1 despite one school achieving a first inspection outcome of Good (Wheatfield Primary School has only 60 pupils).

## Green

- 1. % Referrals in 16/17 that are repeat referrals within 12 months of a previous referral to Children's Social Care.**

Repeat referrals help us to understand whether services offered to children and their families were appropriately targeted in response to the previous referral. Children may need to re-access services for a new, unanticipated reason. Exploration of every re-referral is carried out to monitor effectiveness. The Head of Service is satisfied that all re-referrals in Q1 were unavoidable and appropriate.

- 2. % Children who became subject to a Child Protection Plan (CPP) who are subject to a CPP for a second or subsequent time within 24 months.**

Following a sample review of these cases in spring 2017, a more robust approach is being taken where PLO is being considered as opposed to another period of child protection planning.

- 3. % Children who became subject to a Child Protection Plan for a second or subsequent time ever.**

Improved performance due to implementation of more robust approach described above.

- 4. Children who entered Care in the period who were placed more than 20 miles from their home.**

In line with our target of placing all new entrants to care within 20 miles from their home, only one child was placed in an emergency placement over 20 miles from their home for one night. They were then moved to a placement in the Wokingham area the following day.

- 5. Permanency 2: % of children currently in non-residential care who have been in care for more than three months, who are in a permanent placement.**

Current data shows strong performance.

- 6. % Special Schools with a current Ofsted rating of "good" or better**

Performance remains 100%. No inspection outcomes were published in Q1.

## **FINANCIAL IMPLICATIONS OF THE RECOMMENDATION**

***The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.***

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Not applicable		
Next Financial Year (Year 2)	Not applicable		
Following Financial Year (Year 3)	Not applicable		

**Other financial information relevant to the Recommendation/Decision**

None

**Cross-Council Implications**

n/a

**List of Background Papers**

None

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**Version No.** 1

## Extract of WBC Council Plan Performance Monitoring Report, Q1 17/18

### Children's Services Indicators – Appendix A

Indicator	Target (plus target range for RAG)	16/17 Actual	17/18 Qtr. 1 Actual	RAG	Direction of Travel (Better/Worse/No change)	Strategic Director / Executive Member	Commentary
% referrals in 17/18 which are repeat referrals within 12 months of a previous referral to Children's Social Care	<b>20% or Less</b> <b>Green:</b> 20% or less <b>Amber:</b> 20.1% to 22% <b>Red:</b> Over 22%	21.3%	16.6%	Green	Better	Judith Ramsden/ Mark Ashwell	
% Children who became subject to a Child Protection Plan (CPP) who are subject to a CPP for a second or subsequent time within 24 months.	<b>Less than 10%</b> <b>Green:</b> Less than 10% <b>Amber:</b> 10 – 15% <b>Red:</b> Over 15%	18.9%	4% (1 of 25 children)	Green	Better	Judith Ramsden/ Mark Ashwell	

## Extract of WBC Council Plan Performance Monitoring Report, Q1 17/18

### Children's Services Indicators – Appendix A

Indicator	Target (plus target range for RAG)	16/17 Actual	17/18 Qtr. 1 Actual	RAG	Direction of Travel (Better/Worse/No change)	Strategic Director / Executive Member	Commentary
18 % Children who became subject to a Child Protection Plan (CPP) for a second or subsequent time ever	<b>20% or Less</b>  <b>Green:</b> 20% or Less <b>Amber:</b> 21 – 30% <b>Red:</b> Over 30%	34.8%	20% (5 of 25 children)	<b>Green</b>	Better	Judith Ramsden/ Mark Ashwell	Following a sample review of these cases in spring 2017, a more robust approach is being taken where PLO is being considered as opposed to another period of child protection planning.
% Looked After Children living within 20 miles of Berkshire West -- Geographical area of Reading, Wokingham and West Berkshire (excluding unaccompanied asylum seeking children, children placed with parents, and children in receipt of short breaks support).	<b>70%</b>  <b>Green:</b> 70% or more <b>Amber:</b> 64-69.9% <b>Red:</b> Less than 64%	61.2%	64.1% (41 of 64 children)	<b>Amber</b>	Better	Judith Ramsden/ Mark Ashwell	This figure will continue to be below target until local capacity is developed and new entrants into care are placed locally. We would not move already settled children to local placements in order to meet this target.  11 of the children living beyond 20 miles are placed in residential settings.  Of those children in fostering placements, 76% are placed within 20 miles of Berkshire West. Of those children in non-fostering placements, 21% are placed within 20 miles of Berkshire West.

## Extract of WBC Council Plan Performance Monitoring Report, Q1 17/18

### Children's Services Indicators – Appendix A

Indicator	Target (plus target range for RAG)	16/17 Actual	17/18 Qtr. 1 Actual	RAG	Direction of Travel (Better/Worse/No change)	Strategic Director / Executive Member	Commentary
% Children who entered Care in the period who were placed more than 20 miles from their home (excluding unaccompanied asylum seeking children, children placed with parents and children in receipt of short breaks support)	<b>14% or less</b>  Green: 14% or less Amber: 15% to 25% Red: Over 25%	19%  (4 of 21 children)	11%  (1 of 9 children)	Green	Better	Judith Ramsden/ Mark Ashwell	One child was placed in an emergency placement over 20 miles from their home for one night. They were then moved to a placement in the Wokingham area the following day.
% Children in Care at the end of the period who were in a placement more than 20 miles from their home (excluding unaccompanied asylum seeking children, children placed with parents and children in receipt of short breaks support).	<b>35% or less</b>  Green: 35% or less Amber: 35.1 to 40% Red: Over 40%	40%	42.2% (27 of 64 children)	Red	Worse	Judith Ramsden/ Mark Ashwell	This figure will continue to be below target until local capacity is developed and new entrants into care are consistently placed locally. We would not move already settled children to local placements in order to meet this target.  As the indicator above shows, almost all children entering care in quarter 1 2017-18 have been placed within 20 miles of their home.

## Extract of WBC Council Plan Performance Monitoring Report, Q1 17/18

### Children's Services Indicators – Appendix A

Indicator	Target (plus target range for RAG)	16/17 Actual	17/18 Qtr. 1 Actual	RAG	Direction of Travel (Better/Worse/No change)	Strategic Director / Executive Member	Commentary
Permanency 1: % of children leaving care in the period who achieved permanence (adopted, returned home or a special guardianship order is granted)	<b>65% or more</b>  Green: 65% or more Amber: 60% to 64.9% Red: Less than 60%	61.3% (19 of 31 children)	10% (1 of 10 children)	Red	Worse	Judith Ramsden/ Mark Ashwell	All the 9 children who did not achieve permanence were care leavers who reached their 18 <sup>th</sup> Birthday in Q1. Of these, 4 are "staying put" with their foster carers, 3 moved into independent living accommodation and 2 moved into Residential Care commissioned by Adults' Social Care.
Permanency 2: No of children currently in non-residential care who have been in care for more than three months who are in a permanent placement	<b>63% or more</b>  Green: 63% or more Amber: 57% to 62% Red: Less than 57%	63.0%	75% (39 of 52 children)	Green	Better	Judith Ramsden/ Mark Ashwell	39 children are in permanent placements with their foster carers; all have been placed for longer than 12 months (one for 7 years). Of the remaining 13 children: 2 left care to be adopted, 1 turned 18 and is in a staying-put arrangement with the same foster carer; 4 are asylum seekers in their original foster homes with no moves, but cannot be classed as permanent due to immigration status; 2 have an LA plan to support SGO to relative who they have been placed with throughout; 1 further child had their LA plan for adoption ready within 4 months and is awaiting the court outcome; 2 children are with the foster carers that they will stay with post proceedings; 1 child's LA plan is adoption but they are still in proceedings.

## Extract of WBC Council Plan Performance Monitoring Report, Q1 17/18

### Children's Services Indicators – Appendix A

Indicator	Target (plus target range for RAG)	16/17 Actual	17/18 Qtr. 1 Actual	RAG	Direction of Travel (Better/Worse/No change)	Strategic Director / Executive Member	Commentary
% CP Visits due in the period which were on-time (within 10 days of the previous visit).	<b>82% or more</b> Green: 82% or more Amber: 78% to 81.9% Red: Less than 78%	79.3%	76.4%	Red	Worse	Judith Ramsden/ Mark Ashwell	97.4% of visits took place within 15 working days of the previous visit.  Where Social Workers are having difficulty accessing children, all appropriate and proportionate steps are taken to safeguard the child in accordance with the level of risk and the child's plan.
% Primary Schools with a Current Ofsted Rating of "Good" or better.	<b>Improvement</b> Green: Improvement or 100% Amber: Less than 100% but no change Red: Deterioration	92% (as at 31 March 2017)	92%	Amber	No change	Judith Ramsden/ Mark Ashwell	No change in % in quarter 1 despite one school achieving a first inspection outcome of Good (Wheatfield Primary School)
% Secondary Schools with a current Ofsted rating of "good" or better.	<b>Improvement</b> Green: Improvement or 100% Amber: Less than 100% but no Change compared to previous quarter Red: Deterioration	89% (as of 31 March 2017)	89%	Amber	No Change	Judith Ramsden/ Mark Ashwell	Inspection outcome published in Q1: Emmbrook Senior School: Good, previously Good.

## Extract of WBC Council Plan Performance Monitoring Report, Q1 17/18

### Children's Services Indicators – Appendix A

Indicator	Target (plus target range for RAG)	16/17 Actual	17/18 Qtr. 1 Actual	RAG	Direction of Travel (Better/Worse/No change)	Strategic Director / Executive Member	Commentary
% Special Schools with a current Ofsted rating of "good" or better.	<b>Improvement</b> <b>Green:</b> Improvement or 100% <b>Amber:</b> Less than 100% but No Change <b>Red:</b> Deterioration	100% (as of 31 March 2017)	100%	<b>Green</b>	No change	Judith Ramsden/ Mark Ashwell	No inspection outcomes published in Q1.
% Children who attend a Wokingham school (Primary, Secondary or Special) who are at a school with an Ofsted rating of "good" or better.	<b>Improvement</b> <b>Green:</b> Improvement or 100% <b>Amber:</b> Less than 100% but No Change <b>Red:</b> Deterioration	89% (as of 31 March 2017)	89%	<b>Amber</b>	No change	Judith Ramsden/ Mark Ashwell	No change in % in quarter 1 despite one school achieving a first inspection outcome of Good (Wheatfield Primary School has only 60 pupils).

<b>TITLE</b>	Schools' Performance and Ofsted School Reports
<b>FOR CONSIDERATION BY</b>	Children's Services Overview and Scrutiny Committee – 12 <sup>th</sup> September 2017
<b>WARD</b>	None-specific;
<b>DIRECTOR</b>	Judith Ramsden, Director of Children's Services

**OUTCOME / BENEFITS TO THE COMMUNITY**

To monitor schools' effectiveness and the Local Authority (LA) contribution.

**RECOMMENDATION**

Members to question the content of the reports and to make recommendations.

**SUMMARY OF REPORT**

To review the recent Ofsted judgements and the Ofsted outcomes over the past year noting the comments on Local Authority support. Additional material in this report also makes reference to School Improvement activity, including regional links and operational and policy developments:

**1 Introduction**

This report provides the summary page from Ofsted school reports since the last Overview and Scrutiny meeting for discussion at the meeting and provides data on the percentage of pupils attending a good or outstanding school in Wokingham Borough by phase and the percentage of good and outstanding schools in Wokingham Borough by phase

**2 Background**

Since the previous Overview and Scrutiny Committee Report presented in June 2017 there have been three Ofsted school inspections. However only one report has been published at the time of writing this report – Evendons Primary School.

Letters are sent by the Director to congratulate all schools which improve or maintain their good or better status

**3 Schools inspected since the last report to Overview and Scrutiny:**

- **Evendons Primary School**  
**Section 5 Inspection 27<sup>th</sup> and 28<sup>th</sup> June 2017**  
**No Previous Inspection**  
**Report date: 26<sup>th</sup> July 2017**  
**Outcome: Outstanding**

- **The Colleton Primary School**  
Section 8 Inspection 18th July 2017  
Previous Inspection: July 2013 Good  
Report Date - not yet received  
Outcome: TBA
- **Willow Bank Junior School**  
Section 8 Inspection 18<sup>th</sup> July 2017  
Previous Inspection: September 2012 Good  
Report Date: not yet received  
Outcome: TBA

#### 4 FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

*The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.*

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Not applicable		
Next Financial Year (Year 2)	Not applicable		
Following Financial Year (Year 3)	Not applicable		

#### Other financial information relevant to the Recommendation/Decision

None

#### Cross-Council Implications

n/a

#### List of Background Papers

None

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**Date** 12 September 2017

**Version No.** 1

**5 Percentage of schools in the individual Ofsted Ratings (*National in brackets*):  
Current figures (July 2017)**

This is the current table of performance related to Ofsted inspection outcomes. The data gives an overall indication of how many schools are good or better. The categorisation process of focusing on improving vulnerable schools and the work of School Improvement Boards need to accelerate progress on improvement priorities to ensure that all our schools are good or better.

<b>School Type</b>	<b>1 - Outstanding</b>	<b>2 - Good</b>	<b>3 - Requires Improvement</b>	<b>4 - Inadequate</b>
Primary	18% <b>(19%)</b>	75% <b>(72%)</b>	6% <b>(8%)</b>	2% <b>(1%)</b>
Secondary	11% <b>(23%)</b>	78% <b>(56%)</b>	11% <b>(16%)</b>	0% <b>(5%)</b>
Special	100% <b>(38%)</b>	0% <b>(56%)</b>	0% <b>(4%)</b>	0% <sup>(2)</sup> <b>(2%)</b>
PRU <sup>(1)</sup>	50% <b>(18%)</b>	50% <b>(72%)</b>	0% <b>(7%)</b>	0% <b>(3%)</b>
<b>Total</b>	<b>19% (20%)</b>	<b>73% (68%)</b>	<b>6% (10%)</b>	<b>2% (2%)</b>

(1) This includes Berkshire Adolescent Unit (BAU)

(2) Southfield School closed at the end of December 2016. It is now part of Northern House as part of a multi-academy trust and has no formal designation (NFD) until it gets inspected in its third year of operation.

90.1 % of children in Wokingham attend a school with an Ofsted rating of good or better. This is above the national average of 87.1%.

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# Evendons Primary School

161 Finchampstead Road, Wokingham, Berkshire RG40 3HD

## Inspection dates

27–28 June 2017

Overall effectiveness	Outstanding
Effectiveness of leadership and management	Outstanding
Quality of teaching, learning and assessment	Outstanding
Personal development, behaviour and welfare	Outstanding
Outcomes for pupils	Outstanding
Early years provision	Outstanding
Overall effectiveness at previous inspection	Not previously inspected

## Summary of key findings for parents and pupils

### This is an outstanding school

- The inspiring headteacher leads Evendons exceptionally well. Staff, governors, parents and pupils all work together to form a harmonious community where pupils excel.
- Pupils' excellent behaviour and determination to work hard allow them to flourish. Pupils are friendly and respectful. They make rapid progress and attain highly.
- Children in the early years get a great start. Expert teaching and high-quality learning experiences ensure that children make rapid gains in developing their skills and understanding, and achieve well.
- Additional funding is used very effectively to support the needs of disadvantaged pupils and those who have special educational needs and/or disabilities. They make rapid progress in a nurturing environment, as do pupils who speak English as an additional language.
- Leaders at all levels ensure that staff develop their skills very well. Leaders' plans to make sure that newly appointed leaders are similarly well trained are well thought out. Leaders' constant drive for further improvement means that the school is well placed to continue to thrive as it grows to capacity.
- The interesting curriculum content makes an excellent contribution to pupils' achievement and their spiritual, moral, social and cultural development.
- The dedicated and determined governors provide first-rate support and challenge to school leaders. They take effective action to ensure that pupils are safe.
- Teachers' expectations of pupils' progress and behaviour are high. They use assessment information extremely effectively to inform their planning. Teachers make sure that imaginative experiences encourage pupils. As a result, pupils love learning and are proud of their achievements.
- Leaders foster pupils' ambitions for the future. Strong partnerships with parents and the local community inspire pupils to achieve highly. They aspire to play a useful role in society and, consequently, are especially well prepared for life in modern Britain.
- Parents are highly positive about the school's work. As one said, 'Evendons is a wonderful school. It is providing the best possible start for my child.'

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<b>TITLE</b>	<b>Recruitment and Retention of Social Worker staff</b>
<b>FOR CONSIDERATION BY</b>	Overview and Scrutiny Children's Services 12 <sup>th</sup> September 2017
<b>WARD</b>	None Specific
<b>STRATEGIC DIRECTOR</b>	Judith Ramsden, Strategic Director of Children's Services

## **OUTCOME / BENEFITS TO THE COMMUNITY**

Children's Services and Wokingham Borough Council are required to provide regular oversight and action to improve and maintain staff recruitment and retention. There is also a need to ensure robust workforce development and succession planning.

Achieving a permanent and stable children's social care workforce is important for delivering improved and good quality services to children and their families.

Wokingham Children's services, in common with all other Local Authorities relies upon a limited amount of interim and agency staff to provide flexibility and maintain service coverage. The senior Leadership team continues to actively manage the degree of interim staff, using their skills where necessary and appropriate whilst at the same time pursuing and promoting a more widespread workforce stability.

The recent Joint Targeted Area Inspection of Services in May 2017 outlined that from an Ofsted perspective; Wokingham Children's Services were ambitious and focussed upon recruitment retention and support of staff with positive emerging results.

## **RECOMMENDATION**

For overview and scrutiny to note the report and the action taken by children's social care and HR to manage the workforce and recruit staff permanently.

## **SUMMARY OF REPORT**

This report is a regular submission to overview and scrutiny on the stability of the workforce. The report outlines a snap shot of the data regarding staff turnover and the management of the workforce.

It outlines the actions taken by senior leaders to improve the recruitment and retention of staff against a challenging national climate of a shortage of qualified social workers and managers, increasing risk and responsibility placed upon these professionals and a national picture of salary and benefits lagging behind other professions.

It is highly important to note that despite challenges in the recruitment and retention that a good level of quality services continues to be delivered to children and their families in Wokingham.

## Background

Wokingham is one of the smallest unitary authorities in England. The Children's Social Care department provide an annual return to the Department for Education, which is calculated and returned in the late Autumn of 2017. An update to Overview and Scrutiny was provided in January 2017, which reflected the figures of the annual return. This update has been requested prior to the finalisation of figures in the annual return and therefore the figures provided reflect Quarter 4 of 2016/17 (January to March 2017) and the current position (August 2017).

### As of Quarter 4:

As a measure of stability, we have looked at the numbers of staff in post for 18 months or more across all social work managers and those in Early Help: **78%** have been in Wokingham for 18 months or more.

25 managers are in post across social work and early help, 89% are permanently employed. There is one ATM vacancy, which is in the process of being recruited to.

In terms of social work stability, 88% of social workers are permanently employed.

### Current Position:

In August 2017, the figures remain broadly the same, though there is one ATM vacancy, which is in the process of being recruited to.

The breakdown of permanent staff, and permanent staff with a tenure in Wokingham of longer than 18 months across managers, social workers and all social work and Early Help staff is as follows:

	% Permanent	% Permanent Staff with tenure > 18 months
Social Work & Early Help Managers	81.4%	81.8%
Social Workers	83.7%	83.3%
All Social Work & Early Help Staff	87.5%	82.4%

The turnover of staff has stabilised in the many areas of the workforce including children looked after teams which has seen significant improvement with all social work staff and personal advisors now being filled by permanent employees.

The small numbers in the workforce will cause percentage calculations to swing in a way that is not useful in understanding the challenges of workforce development. In reality as of August 2017, there are approximately 8 vacancies across the Children's Social Care and Early Help department.

The Authority finds itself in a challenging situation for social work recruitment, set against a continued national shortage of qualified social work staff and as such, the recruitment, retention and workforce stability is positive against this context.

## **Recruitment and Retention: Methods and Approaches**

### **Social Work Campaigns**

Wokingham Children's Services undertook a recruitment campaign in conjunction with Jobs Go Public in January 2017. This resulted in a number of key team manager and social work posts being permanently appointed to. A conscious approach of succession planning and a project to 'grow our own' managers resulted in the promotion of three members of staff to key roles.

A further recruitment campaign in June 2017 has resulted in the successful appointment of a Service Manager and a final successful appointment of the last team manager post. From November 2017, this will mean that the entire Children's Social Care and Early Help workforce from Director and Senior management level to frontline management level will be permanent members of staff.

The approach of succession planning continues such as;

- use of the 'Step Up' programme in partnership with Winchester University,
- a strong ASYE programme following recruitment of newly qualified social workers
- Sponsorship of existing unqualified staff through the social work degree in exchange for a commitment to post qualification employment.

From the Autumn 2017, Wokingham will be supporting up to social work students at various level of qualification/ study and we are hopeful that the positive offer that is provided by Wokingham can attract a number of students into permanent employment upon qualification.

The purpose of succession planning and career pathways is a necessary method of developing our workforce into the next generation of managers. It promotes stability and assists with developing a culture within the department of staff trained in the vision and goals of the organisation.

Wokingham Children's Services have also been successful in the bid to the DFE Innovation Programme to continue signs of safety implementation, which formally begins in September 2017.

### **Conclusion**

Recruitment and retention to achieve workforce stability remains a constant challenge but one which is largely positively managed by the senior leadership team and a view confirmed by the regulator in the JTAI of May 2017.

## **FINANCIAL IMPLICATIONS OF THE RECOMMENDATION**

***The Council faces severe financial challenges over the coming years because of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough***

**Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.**

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Not applicable		
Next Financial Year (Year 2)	Not applicable		
Following Financial Year (Year 3)	Not applicable		

**Other financial information relevant to the Recommendation/Decision**

None

**Cross-Council Implications**

n/a

**List of Background Papers**

None

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**Version No.** 1

**Date** 24<sup>th</sup> August 2017

<b>TITLE</b>	Joint Targeted Area Inspection (JTAI) on neglect May 2017
<b>FOR CONSIDERATION BY</b>	Overview and Scrutiny Children's Services 12 <sup>th</sup> September 2017
<b>WARD</b>	None Specific
<b>STRATEGIC DIRECTOR</b>	Judith Ramsden, Strategic Director of Children's Services

## **OUTCOME / BENEFITS TO THE COMMUNITY**

Joint Targeted Area Inspection is an inspection of an area by four inspectorates, Ofsted (who led the inspection) the Care Quality Commission, Her Majesties Inspectorate of Constabulary and Her Majesties Inspectorate of Probation. Together they look at the arrangements to safeguard children and undertake a "deep dive" into a specific area, which, for this inspection, was children experiencing neglect. The inspection is not 'graded' but its outcomes are published nationally in the form of a letter.

The inspection took place in May 2017 and focused on the multi - agency front door to children's social care, the "deep dive" theme of multi-agency response to abuse and neglect and the leadership and management arrangements as a partnership.

The outcome of such an in-depth inspection provides a window into the quality and functioning of the multi-agency system and the services provided and are a learning opportunity for agencies to identify areas for improvement.

The findings were produced in a letter to the Director of People's Service on the 14<sup>th</sup> July 2017 and found 'the partnership is well established and partners are clearly focused on driving improvements to ensure appropriate recognition and response to neglect of children'. A range of areas for improvement were identified and a number relate to the early response to neglect, in particular, the multi-agency risk assessment and better engagement between the police and children's social care when risk is first identified.

## **RECOMMENDATION**

Overview and Scrutiny were made aware of the JTAI having taken place in May 2017 and were provided with the Local Government Peer Review assessment from March 2017 which reviewed the Local Authority and partners responses and services to neglect within Wokingham Borough. The governance arrangements for monitoring the multi-agency actions rest with the Wokingham Safeguarding Children Board (WSCB) and have set up a task group to monitor the action plan and submit this to the respective regulators by the 30<sup>th</sup> October 2017. The action plan is attached to this report.

## **SUMMARY OF REPORT**

The partnership letter on the outcome of the Joint Targeted Area Inspection into the area of neglect has identified a number of areas for partners and the local authority. This report summarises the outcome of the inspection and its implications for the authority. The report outlines the strengths that the inspectors noted across the partnership and in relation to social care, and describes the partnerships plans to address the areas for development, which were identified.

### **The “Front Door” to services for children**

This element of the inspection looked at how children are dealt with at the first point of contact with all agencies across the system.

#### **Strengths:**

- The development of the multi-agency safeguarding hub (MASH), is ensuring that professionals receive the support and advice they need to refer concerns about children to children’s social care. Most children experiencing neglect have their needs promptly assessed and appropriate services provided, including support for families while social work assessments are being completed.
- The WSCB commissioned a team of external consultants to review the ‘front door’ (MASH) in November 2016. This has resulted in focused work to drive improvements in areas of work such as ensuring the timely management of contacts to the MASH.
- Frontline practitioners across agencies report that the creation of the MASH has had a positive impact, meaning that children experiencing neglect have their needs promptly assessed and appropriate services provided, in the vast majority of cases
- The social work team offers a high level of service, such as advice to parents and professionals, child protection enquiries and brief interventions while assessments are ongoing so that children do not have to wait for a service
- The health professional within the MASH is vigilant in identifying risk and is aware of additional vulnerabilities when assessing neglect,
- There is timely and effective communication between the YOS and the MASH to appropriately share information about children at risk

#### **Areas for development :**

- Further work is needed to ensure a consistent, and considered multi-agency approach to joint risk-assessment and decision- making in cases of neglect.
- Joint investigation between the police and children’s social care should have taken place in a small number of cases but were not and CSC completed these alone
- A risk-assessment form should be completed by police in the MASH when a child is referred to children’s social care.
- identifying needs and risk, including risk of neglect among minority populations, is not routinely assessed

### **Leadership within Children’s Services and the LSCB**

#### **Strengths**

- strong and visible leadership by the Wokingham director of children’s services is

evident in promoting a clear and shared direction with partner agencies

- Wokingham leaders across the partnership are ambitious for all local children. They actively seek to learn from research and have welcomed external scrutiny of their safeguarding practice.
- Scrutiny and challenge by the WSCB is having an impact and the board recently commissioned the LGA to undertake a Peer Review on neglect
- the senior management team in children's social care clearly demonstrate their commitment to driving improvements in social work practice through investment in staff to develop a well-qualified, skilled and experienced workforce
- Thames Valley Police have made an unambiguous commitment to the development of improved multi-agency working. They have worked closely with the local authority to ensure appropriate staffing levels in the MASH
- Designated and named safeguarding professionals provide strong leadership and direction to help to strengthen the recognition of neglect.

### **Areas for development**

- There is a lack of management oversight and joint ownership of responsibility in partnership working to ensure that situations of neglect improve and a lack of drive by agencies to ensure that plans progress at an appropriate pace
- Across the partnership, supervision is not consistently regular or robust
- the need for the partners to better engage and work together to ensure multi-agency participation in decision making at an early stage
- The WSCB does not have a shared multi-agency data set to enable member agencies to jointly review and oversee performance at the 'front door' of services.
- The neglect strategy action plan is underdeveloped and the action plan is too vague to be measured
- Staff working in substance misuse services do not have the required level of safeguarding training for their work with children and families
- Within NPS, CRC, and the YOS, consideration of neglect is not sufficiently integrated into effective and holistic safeguarding practice. Current training packages for CRC, NPS and the YOS do not explicitly provide sufficient neglect coverage and, in supervision meetings

### **Moving Forward**

The identified Areas for Improvement are collated into a JTAI Action Plan, which is attached in the appendix to this report. The plan is locally developed but then submitted formally to the four inspectorates. The action plan is currently being updated and will be subject to discussion and agreement at the JTAI action group to be held on the 7<sup>th</sup> September 2017 under the governance of the WSCB and will be subject to ongoing review.

## Background

The Joint Targeted Area Inspection process was implemented in January 2016 in response to the need to better assess the quality of the multi-agency work with children and families across the whole of partnership.

Its identified focus is upon “arrangements and services for children in need of help and protection in local authority areas in England”.

Each inspection has two related aspects:

1. The quality of multi-agency work within the ‘Front Door’ to children’s services.
2. The quality of multi-agency work in relation to a specific “Deep Dive” theme, which changes each six months.

Over the 2 year period from January 2016, those specific themes were set out as:

- ◀ *Children at risk of CSE and / or Missing from Care, Home or School*
- ◀ *Children Living with Domestic Abuse*
- ◀ *Children subject to Neglect*
- ◀ *Children subject to sexual abuse in the family*

The JTAI in Wokingham in May 2017 focussed upon the local authority’s multi-agency work within the Multi-Agency Safeguarding Hub (The “MASH”, or “Front Door”) and multi-agency work with children living with neglect.

The scope of inspection was wide including: interviews with elected members and senior officers; attendance at and observation of multi-agency meetings; close scrutiny of individual cases undertaken with the workers involved and, importantly, feedback from a selection of children, young people and parents / carers who are the recipients of the services we provide

### FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

***The Council faces severe financial challenges over the coming years because of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.***

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Not applicable		
Next Financial Year (Year 2)	Not applicable		
Following Financial Year (Year 3)	Not applicable		

**Other financial information relevant to the Recommendation/Decision**  
None

**Cross-Council Implications**  
n/a

**List of Background Papers**  
None

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**Version No.** 1

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**TITLE** Special Educational Needs and Disability(SEND)  
Self- assessment

**FOR CONSIDERATION BY** Children’s Overview and Scrutiny Committee

**WARD** None Specific

**STRATEGIC DIRECTOR** Judith Ramsden, Strategic Director People’s Services

**OUTCOME / BENEFITS TO THE COMMUNITY**

Local Authority Children’s Service departments are required as part of good governance and practice, to maintain a regularly updated self-assessment for all regulated services. The benefits of the self- assessment and its action plan are to ensure that there is a better service and improved outcomes for families, children and young people with special educational needs and or disabilities

**RECOMMENDATION**

The recommendation to Overview and Scrutiny is for this paper to be noted for information. A further report will be brought to this committee following any area SEND Ofsted inspection which is anticipated in the near future.

**SUMMARY OF REPORT**

This report summarises the area wide self – assessment for children and young people with special educational needs and or disabilities and the way forward.

**Background**

The Children and Families Act 2014 sets out that each local area, as defined by a local authority and its partners, will be subject to an area wide Ofsted inspection to determine how well all partners are working together to meet the needs of children and young people aged between 0 – 25 who have special educational needs and or disabilities.(SEND)

To this end a SEND self- assessment has to be undertaken in order for the Council and its partners to assess how well it is performing against the identified needs and trends of this group of children and young people, and what further actions need to be carried out to further improve outcomes for children and young people with SEND. An action plan for the Council and all its partners has also been produced to address the issues raised in the self –assessment within a timescale of 6 months.

The Wokingham area SEND self-assessment has been produced in consultation with all its partners. It sets out Wokingham’s context in terms of the children and young people’s

population, socio – economic mix and the children and young people’s population projections, which demonstrate:

- As at July 2017 there are 1,865 children and young people currently in receipt of SEND support which represents 7.3% of the children and young people aged between 0 - 19
- In the reporting year for 2016 there were 776 statements or EHC plans which equates to 2.7% of the children and young people’s population between the ages of 0 -25. Our statistical neighbours’ percentage stood at 2.79% and the national average was 2.8% for the same period. These figures include children and young people who were attending Wokingham schools , non-maintained schools, and independent special schools
- As at July 2017 there are 561 children and young people with a statement or EHC plan attending a Wokingham school which represents 2% of the school aged population.

Wokingham Borough Council and its partners have, however, a strong ambition to perform at a higher level than their statistical neighbours.

A snapshot of the data shows that the proportion of children in care with a statement of SEN or an EHC plan is remaining fairly constant at 3% of the total number of children in care. However, this data should be treated with care as the numbers of children in care is so small that a variation of 1 or 2 children can significantly alter the proportion. The number of children receiving SEN support in school has declined and this is believed to be as a result of the strong training offer that is available to SENCOs to help them identify and support children’s needs in schools without recourse to an assessment.

Identification of SEND needs in early years is seen as a strength and there is a strong partnership with health professionals and commissioners.

The timeliness of the new assessments meeting the 20 week deadline is also a strength and has consistently been at 100% for many months. There is also a plan in place to meet the March 2018 deadline for all conversions of statements to EHC plans. The Children and Families Act 2014 requires all local authorities to convert all the existing Special Educational Needs statements into Education, Health and Care plans by March 2018

There is a variety of provision to meet the needs of children with SEND within Wokingham. A review is therefore going to be undertaken of the SEN resource base provision to assess whether it is the right provision and in the right place for emerging trends and developing needs of children. The outcomes of this review will then inform place planning and the commissioning of provision for children and young people with SEND.

The performance and attainment of children and young people with SEND is generally good compared to the national average, despite there being some underperformance in 2016 at KS2 in reading, writing and maths. There is a plan in place for this to be addressed.

The self – assessment sets out the strengths within the partnership. It also acknowledges the areas for development both for the area as a whole and the service specific.

Areas of strength include;

- Wokingham puts the child at the heart of its vision to improve services for them.
- Strong integrated support for pre-school children to identify and meet needs
- Good support for SENCo's via training and SENCo forums.
- 94% of EHC assessments completed within 20 week timescale
- All EHC plans include the child or young person's views and aspirations where they are able to provide them. The local outstanding special school, Addington, models practice on how to obtain these views effectively.

Areas for development include;

- Increasing even further the ability to participate, engage and consult with parents, children and carers across those with SEND needs.
- Improving data and triangulation of data to understand better the projected needs of children in the borough with SEND
- Supporting the school community and inclusion agenda to enable a greater number of children to be educated locally.

In conclusion Wokingham are on a journey with health, to develop an integrated 0-25 service for children and young people who have special educational needs and disabilities. This will ensure;

- a seamless service for 0-25 year olds with SEND
- a single point of contact for all services for 0-25 year olds with SEND
- support for children in transition,
- an increased Local Offer of services to meet the range of Wokingham needs.

WBC is currently leading on the design and development of a 0-25 integrated service that offers a more stream-lined service, which reduces duplication, and barriers, and produces a high quality, efficient and effective service for all service users.

## FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

*The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.*

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Not applicable		
Next Financial Year (Year 2)	Not applicable		
Following Financial Year (Year 3)	Not applicable		

### Other financial information relevant to the Recommendation/Decision

None

### Cross-Council Implications

n/a

### List of Background Papers

None

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**Telephone No** 0118 974 6055

**Date** 24<sup>th</sup> August 2017

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**Version No.** 1

**CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE  
2017/ 2018 WORK PROGRAMME**

<b>DATE OF MEETING</b>	<b>ITEM</b>	<b>PURPOSE OF REPORT</b>	<b>REASON FOR CONSIDERATION</b>	<b>RESPONSIBLE OFFICER / CONTACT OFFICER</b>
<b>14 November</b>	<b>Children's Services Performance Indicators</b>	<ul style="list-style-type: none"> <li>To receive an update and monitor Children's Services performance measured by local indicators</li> </ul>	Standing item to enable the Committee to assess performance and identify areas of concern	Children's Services Performance & Information Team
	<b>School Performance Indicators and Ofsted Reports, School Improvement</b>	<ul style="list-style-type: none"> <li>To receive information on schools' performance, and to review recent Ofsted Report</li> <li>Narrowing the gap – progress report</li> </ul>	Standing item to enable the Committee to assess performance and identify areas of concern	Head of Learning and Achievement
	<b>Schools causing concern – Part 2</b>	<ul style="list-style-type: none"> <li>To receive information about any school(s) causing concern</li> </ul>	Standing item to give an early indication of any school(s) in danger of underachieving	Head of Learning and Achievement

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Agenda Item 23.

<b>DATE OF MEETING</b>	<b>ITEM</b>	<b>PURPOSE OF REPORT</b>	<b>REASON FOR CONSIDERATION</b>	<b>RESPONSIBLE OFFICER / CONTACT OFFICER</b>
	<b>Children's Services O&amp;S Committee Forward Programme</b>	<ul style="list-style-type: none"> <li>To consider the forward programme of the Committee</li> </ul>	Standing item	Democratic Services / Luciane Bowker
<b>23 January</b>	<b>Children's Services Performance Indicators</b>	<ul style="list-style-type: none"> <li>To receive an update and monitor Children's Services performance measured by local indicators</li> </ul>	Standing item to enable the Committee to assess performance and identify areas of concern	Children's Services Performance & Information Team
	<b>School Performance Indicators and Ofsted Reports, School Improvement</b>	<ul style="list-style-type: none"> <li>To receive information on schools' performance, and to review recent Ofsted Report</li> <li>Narrowing the gap – progress report</li> </ul>	Standing item to enable the Committee to assess performance and identify areas of concern	Head of Learning and Achievement
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DATE OF MEETING	ITEM	PURPOSE OF REPORT	REASON FOR CONSIDERATION	RESPONSIBLE OFFICER / CONTACT OFFICER
	<b>Children's Services O&amp;S Committee Forward Programme</b>	<ul style="list-style-type: none"> <li>To consider the forward programme of the Committee</li> </ul>	Standing item	Democratic Services / Luciane Bowker
<b>20 March</b>	<b>Children's Services Performance Indicators</b>	<ul style="list-style-type: none"> <li>To receive an update and monitor Children's Services performance measured by local indicators</li> </ul>	Standing item to enable the Committee to assess performance and identify areas of concern	Children's Services Performance & Information Team
	<b>School Performance Indicators and Ofsted Reports, School Improvement</b>	<ul style="list-style-type: none"> <li>To receive information on schools' performance, and to review recent Ofsted Report</li> <li>Narrowing the gap – progress report</li> </ul>	Standing item to enable the Committee to assess performance and identify areas of concern	Head of Learning and Achievement
	<b>Schools causing concern – Part 2</b>	<ul style="list-style-type: none"> <li>To receive information about any school(s) causing concern</li> </ul>	Standing item to give an early indication of any school(s) in danger of underachieving	Head of Learning and Achievement

DATE OF MEETING	ITEM	PURPOSE OF REPORT	REASON FOR CONSIDERATION	RESPONSIBLE OFFICER / CONTACT OFFICER
	<b>Children's Services O&amp;S Committee Forward Programme</b>	<ul style="list-style-type: none"> <li>To consider the forward programme of the Committee</li> </ul>	Standing item	Democratic Services / Luciane Bowker

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

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