



THE LONDON BOROUGH
www.bromley.gov.uk

BROMLEY CIVIC CENTRE, STOCKWELL CLOSE, BROMLEY BRI 3UH

TELEPHONE: 020 8464 3333

CONTACT: Kerry Nicholls
kerry.nicholls@bromley.gov.uk

DIRECT LINE: 020 8313 4602

FAX: 020 8290 0608

DATE: 16 November 2015

To: Members of the
EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Councillor Nicholas Bennett J.P. (Chairman)
Councillor Neil Reddin FCCA (Vice-Chairman)
Councillors Teresa Ball, Kathy Bance MBE, Julian Benington, Alan Collins,
Mary Cooke, Judi Ellis and Ellie Harmer

Church Representatives with Voting Rights
Mary Capon and Joan McConnell

Parent Governor Members with Voting Rights
Darren Jenkins, Mylene Williams and Tony Wright-Jones

Non-Voting Co-opted Members
Adil Ghani, (Young People's Representative)
Alison Register, (Pre-school Settings and Early Years Representative)

A meeting of the Education Policy Development and Scrutiny Committee will be held at Committee Rooms, Bromley Civic Centre on **TUESDAY 24 NOVEMBER 2015 AT 7.00 PM**

MARK BOWEN
Director of Corporate Services

Paper copies of this agenda will not be provided at the meeting. Copies can be printed off at <http://cds.bromley.gov.uk/>. Any member of the public requiring a paper copy of the agenda may request one in advance of the meeting by contacting the Clerk to the Committee, giving 24 hours notice before the meeting.

Items marked for information only will not be debated unless a member of the Committee requests a discussion be held, in which case please inform the Clerk 24 hours in advance indicating the aspects of the information item you wish to discuss

A G E N D A

PART 1 (PUBLIC) AGENDA

Note for Members: Members are reminded that Officer contact details are shown on each report and Members are welcome to raise questions in advance of the meeting.

STANDARD ITEMS

- 1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**
- 2 DECLARATIONS OF INTEREST**
- 3 MINUTES OF THE EDUCATION PDS COMMITTEE MEETING HELD ON 29TH SEPTEMBER 2015 AND MATTERS OUTSTANDING FROM PREVIOUS MEETINGS**
(Pages 5 - 18)

- 4 QUESTIONS TO THE PDS CHAIRMAN FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING**

To hear questions to the Committee received in writing by the Democratic Services Team by 5.00pm on Wednesday 18th November 2015 and to respond. Questions must relate to the work of the scrutiny committee.

PORTFOLIO PRESENTATIONS AND DECISIONS

- 5 QUESTIONS TO THE PORTFOLIO HOLDER FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING**

To hear questions to the Portfolio Holder received in writing by the Democratic Services Team by 5.00pm on Wednesday 18th November 2015 and to respond. Questions must relate to the work of the Portfolio.

- 6 PORTFOLIO HOLDER UPDATE**

- a UPDATE ON PROGRESS OF THE YOUTH OFFENDING SERVICE IMPROVEMENT PLAN** (Pages 19 - 38)

- 7 PORTFOLIO HOLDER PROPOSED DECISIONS**

The Education Portfolio Holder to present scheduled reports for pre-decision scrutiny on matters where he is minded to make decisions.

- a BASIC NEED PROGRAMME UPDATE 11** (Pages 39 - 52)

8 EDUCATION INFORMATION ITEMS

The items comprise:

- Building Early Years Capacity
- Minutes of the Education Budget Sub-Committee on 20th October 2015
- Update from Executive Working Party for SEN
- Contract Activity Update

Members and Co-opted Members have been provided with advance copies of the briefing via e-mail. The briefing is also available on the Council's Website at the following link: <http://cds.bromley.gov.uk/ieListMeetings.aspx?CId=559&Year=0>

POLICY DEVELOPMENT AND OTHER ITEMS

9 SCHOOLS PERFORMANCE UPDATE (Pages 53 - 60)

10 EDUCATION PROGRAMME 2015/16 (Pages 61 - 68)

PART 2 (CLOSED) AGENDA

11 LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) ORDER 2006, AND THE FREEDOM OF INFORMATION ACT 2000

The Chairman to move that the Press and public be excluded during consideration of the items of business listed below as it is likely in view of the nature of the business to be transacted or the nature of the proceedings that if members of the Press and public were present there would be disclosure to them of exempt information.

Items of Business

Schedule 12A Description

- | | | |
|----|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| 12 | EXEMPT MINUTES OF THE EDUCATION PDS COMMITTEE MEETING HELD ON 29TH SEPTEMBER 2015 (Pages 69 - 70) | Information relating to the financial or business affairs of any particular person (including the authority holding that information) |
|----|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|

PORTFOLIO HOLDER PROPOSED PART 2 (EXEMPT) DECISIONS

The Education Portfolio Holder to present scheduled reports for pre-decision scrutiny on matters where he is minded to make decisions.

- | | | |
|----|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| 13 | UPDATE ON EDUCATION MARKET TESTING (Pages 71 - 82) | Information relating to the financial or business affairs of any particular person (including the authority holding that information) |
|----|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|

DATES OF FUTURE EDUCATION PDS COMMITTEE MEETINGS

Tuesday 19th January 2016

Tuesday 1st March 2016

.....

This page is left intentionally blank

EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Minutes of the meeting held at 7.00 pm on 29 September 2015

Present:

Councillor Neil Reddin FCCA (Vice-Chairman)
Councillors Kathy Bance MBE, Julian Benington, Alan Collins,
Judi Ellis and William Huntington-Thresher

Mary Capon, Adil Ghani, Darren Jenkins, Alison Register,
Mylene Williams and Tony Wright-Jones

Also Present:

Councillor Peter Fortune, Portfolio Holder for Education
Councillor Tom Philpott, Executive Support Assistant to the Portfolio
Holder for Education

22 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

Apologies for absence were received from Councillor Nicholas Bennett JP and Councillor William Huntington-Thresher attended as his substitute. Apologies for absence were also received from Councillor Teresa Ball, Councillor Mary Cooke and Councillor Ellie Harmer.

Apologies for absence were received from Hannah Barnard and Adil Ghani attended as her substitute.

23 DECLARATIONS OF INTEREST

The Chairman reminded the Committee that the Declarations of Interest made at the meeting on 8th July 2015 were taken as read.

24 MINUTES OF THE EDUCATION PDS COMMITTEE MEETING HELD ON 8TH JULY 2015 AND 22ND JULY 2015 AND MATTERS OUTSTANDING FROM PREVIOUS MEETINGS

In considering matters outstanding from previous meetings, the Portfolio Holder for Education confirmed that discussions continued with the RC Archdiocese of Southwark around the potential to establish a six form of entry Roman Catholic secondary school in the Borough.

The Chairman noted that legal advice had been provided to Members to clarify the position with regard to conditions being placed on the number of classes or pupils at a school for any future school planning applications, and

that it had been advised that education regulations did not override planning conditions.

RESOLVED that the minutes of the meeting held on 8th July 2015 and 22nd July 2015 be agreed and that matters outstanding be noted.

25 QUESTIONS TO THE PDS CHAIRMAN FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING

No questions had been received.

26 QUESTIONS TO THE PORTFOLIO HOLDER FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING

One written question was received from Sue Sulis and is attached at **Appendix A**.

27 PORTFOLIO HOLDER UPDATE

The Portfolio Holder gave an update to Members on work across the Education Portfolio.

The demand for pupil places across the Borough at both primary and secondary level continued to be high, and a range of work was being undertaken to identify where the pressure on school places was highest and consider how future demand for school places could best be met. A meeting of the School Places Working Group would be held on 4th November 2015.

RESOLVED that the Portfolio Holder update be noted.

A) UPDATE ON PROGRESS OF THE YOUTH OFFENDING SERVICE IMPROVEMENT PLAN

Report CSD15110

The Committee considered a report providing an update on progress in delivering the Youth Offending Service Improvement Plan.

The Local Authority was notified in early January 2015 that an inspection of the Youth Offending Service would take place from 19th January 2015, as a result of a number of concerns being identified around the Local Authority's performance in certain key areas. Four HM Inspectorate of Probation Inspectors worked with Youth Offending Service Officers during the first week of the inspection to review a short list of 34 cases out of a cohort of approximately 60 young people. The Inspectors then returned to the Local Authority for a further week from 2nd February 2015 to review the partnership arrangements in place to support young offenders, after which the Local Authority had been advised that the outcome of the inspection was poor and that there were a number of areas for improvement, including a more robust

Quality Assessment Framework and improved performance management and data reporting processes.

Following publication of the final report of the inspection, a number of actions had been taken by the Local Authority to deliver the required service improvement. This included the creation of a single, strengthened Youth Offending Service Management Board with senior representation which combined the Youth Offending Service Strategic and Operational Boards, and the development of an Improvement Plan which incorporated the outcomes of 'Leadership and Partnership', 'Quality', 'Looked After Children' and 'The Voice of the Young Person'. The Local Authority was working closely with the Youth Justice Board to implement the Youth Offending Service Improvement Plan and improve quality assurance and data processes, and an Improvement Board which met on a monthly basis and reported to the Youth Offending Service Management Board had been established to monitor progress. The Local Authority was participating in a Youth Justice Board pilot scheme for live data tracking, and could now access up-to-date information on service users. A staffing review of the Youth Offending Service had been carried out following the Inspection, and a number of new permanent staff were now in post. A mock inspection would be undertaken by the Youth Justice Board in January 2016 to assess the impact of these changes in preparation for a re-inspection by HM Inspectorate of Probation, which would take place a maximum of one year from the publication of the final report of the inspection.

The Assistant Director: Safeguarding and Social Care advised Members that the Youth Offending Service Improvement Plan had now been approved by the Lead Inspector. Progress had been made against this plan, but the need to increase the pace of change had been identified. To support this, a new Interim Head of the Youth Offending Service had been appointed, and a further staff member had been recruited on a six month secondment from the Youth Justice Board. The Youth Justice Board had recently provided training to Youth Offending Service staff on using a comprehensive audit tool to ensure that casework would meet all national standards, and a development programme was being delivered to all Youth Offending Service staff.

In response to a question from a Co-opted Member, the Assistant Director: Safeguarding and Social Care confirmed that two training events led by the Youth Justice Board had been held in mid-September 2015 and had been well-attended by members of the Youth Offending Service Management Board and senior operational managers from across the Local Authority and a range of partner agencies. The number of locum staff in the Youth Offending Service had significantly reduced, although there were still some locum staff in post to support the handover of casework to new permanent staff.

A Member was concerned that there was no mention of the role of parents and carers in the Youth Offending Service Improvement Plan. The Assistant Director: Safeguarding and Social Care advised Members that work was being undertaken with services such as the Tackling Troubled Families programme and the Bromley Children Project to develop a whole family approach to youth offending. Closer links were also being developed with

schools that were likely to have a number of pupils accessing the Youth Offending Service, including the Bromley Trust Academy. The Portfolio Holder for Education requested that a glossary of terms be included with the Youth Offending Service Improvement Plan.

The Portfolio Holder led Members in thanking Officers for the excellent work being undertaken across the Youth Offending Service to deliver the required improvement.

RESOLVED that progress in delivering the Youth Offending Service Plan be noted.

28 PORTFOLIO HOLDER PROPOSED DECISIONS

A) EDUCATION PORTFOLIO PLAN SEPT 2015-AUG 2016 AND EDUCATION COMMITMENTS

Report ED15116

The Portfolio Holder introduced a report outlining the draft Education Portfolio Plan for the 2015/16 academic year. The draft priority outcomes within the Education Portfolio Plan focused on seven key activities in support of the Education Covenant and Education Commitments and were underpinned by supporting aims.

In considering the Education Portfolio Plan, a Co-opted Member highlighted the need to expand popular and high performing schools such as St Olave's and St Saviour's Grammar School. The Portfolio Holder for Education noted that the Local Authority was working with schools across the Borough around potential expansion where appropriate, and that an outcome was awaited from the Department for Education on Weald of Kent Grammar School's proposal to open a new grammar annexe in Sevenoaks before any similar plans could be developed for grammar schools based in Bromley.

In response to a question from a Co-opted Member, the Head of Schools, Early Years Commissioning and Quality Assurance confirmed that a report on building early years capacity within the private, voluntary, independent and maintained early years provision would be considered at the next meeting of Education PDS Committee. The Co-opted Member noted the aim to undertake a programme of support and challenge for early years providers (including child minders) which would focus on those achieving 'below good' in Ofsted and those taking two year olds, but emphasised that a number of providers had not been inspected for several years and that Ofsted ratings might not be an indicator of current quality. Recent restructures impacting the Early Years Service had also reduced its capacity to identify issues and offer appropriate support and challenge to early years providers.

RESOLVED that the Portfolio Holder be recommended to agree the draft Education Portfolio Plan for the 2015/16 academic year.

B) ADMISSIONS TO BROMLEY PRIMARY AND SECONDARY SCHOOLS 2015

Report CDS15111

The Portfolio Holder introduced a report providing an update on the outcome of the primary admissions and secondary transfer process for Bromley children and in-year admissions for the 2015/16 academic year.

For the 2015/16 academic year, 97.2% of Bromley children remained in-Borough for their new reception mainstream primary education with the remaining 2.8% of Bromley children accepting out-of-Borough places. 5% of Bromley places were allocated to children who were resident out-of-borough. To ensure that the Local Authority was able to meet its duty to offer all Bromley children a place on National Offer day on 16th April 2015, it had been necessary to add bulge classes at three schools in the Beckenham and Penge areas and one bulge class at a school in the Farnborough area. Applications continued to be submitted and over 300 further applications had been received since National Offer day. It continued to be difficult to allocate school places to these children as they were applying in areas that were already over-subscribed and too far from schools with vacancies. There had been a total of 3989 reception mainstream primary applications received for 2015/16 (not including in-year admissions), of which 83% received their first choice preference and 8% received their second choice preference, which was an improvement on previous years.

The overall percentage of Bromley children remaining the Borough for their secondary mainstream education for the 2015/16 academic year was 78.7%. 16.6% of Bromley children accepted out-of-Borough places, including Grammar, Church and Harris Academy schools, and 4.7% accepted places in the Independent sector. There had been an unprecedented lack of available places for boys in the Beckenham and Penge area and with no availability within reasonable travelling distance, places were offered in neighbouring Croydon. In-year applications for secondary places continued to be submitted and were increasing every year, and due to a lack of places across the Borough, it was proving increasingly difficult to resolve the issue within statutory timescales. There had been a total of 3518 mainstream secondary applications received for 2015/16 (not including in-year admissions), of which 72% received their first choice preference and 13% received their second choice preference, which was a reduction on the previous year.

The Assistant Director: Education advised Members that the Local Authority had worked closely with secondary academies and schools in an informal Secondary Admissions Forum following the creation of three secondary bulge classes for 2015/16. Given the need to create additional school places across the Borough in a fair and transparent way, it was proposed that an Admissions Forum covering both primary and secondary admissions, be constituted with the first meeting to be held in the summer term 2016.

In response to a question from the Chairman, the Assistant Director: Education confirmed that some schools had been under-subscribed for the 2015/16 academic year, but that the available places were being taken up by the increasing number of in-year admissions. There had been a shortage of secondary places for boys in the Beckenham and Penge area for 2015/16, following which places had been offered in Croydon. Although there were available places at secondary schools in the south of the Borough due to a reduced number of applications from out-of-Borough pupils, this had not been an appropriate option for some Bromley pupils due to distance. A Member was concerned that schools that had been under-subscribed would be impacted by a reduction in funding.

A Member was pleased to note the high number of Bromley pupils who had received their first choice of primary or secondary school.

RESOLVED that the Portfolio Holder be recommended to:

- 1) Note the outcome of the primary admissions and secondary transfer process for Bromley children and in-year admissions for the 2015/16 academic year; and,**
- 2) Agree the constitution of an Admissions Forum on primary and secondary admissions.**

29 EDUCATION INFORMATION ITEMS

The Education Briefing comprised one report:

- SEND Local Area Inspection (Ofsted) 12 -16th October 2015

RESOLVED that the Information Briefing be noted.

30 EARLY YEARS SERVICE UPDATE

Report CSD15112

The Committee considered a report outlining developments in Early Years' Services and access to local high quality childcare provision across the Borough.

There were currently 777 early years providers across the Borough which comprised 110 pre-school settings, maintained nurseries (included as part of school inspection), 62 private, voluntary and independent nurseries and 597 childminders, 67% of which were rated as 'Outstanding' or 'Good'. All three and four year olds were entitled to 15 hours Free Early Education per week, with some two year olds also eligible due to parent income-related benefits or who were considered to be vulnerable, such as Looked After Children. As at July 2015, 683 two year olds had taken up Free Early Education placements, which was 70% of target numbers, and 6945 three and four year olds had taken up Free Early Education placements, which was 101% of target

numbers due to children who were resident out-of-Borough accessing Bromley provision. A range of outreach work continued to be undertaken with parents and professionals to encourage the take up of Free Early Education, with 1151 parents contacted through outreach work and nine information sessions delivered during the 2014/15 academic year. The Early Years Pupil Premium had been introduced for two year olds in April 2015, with providers receiving a total of £27,853.20 to fund additional resources for 287 eligible children.

Early years provision in the Borough would be impacted by a range of policy developments in 2015/16, including the introduction of the Common Inspection Framework for all early years settings on the Early Years Register and integrated health and early years reviews for two year olds from September 2015. The Local Authority had volunteered to participate in a pilot scheme to test proposals in the Childcare Bill to double free childcare to all working parents of three and four year olds to 30 hours per week for up to 600,000 families. The Government had also committed to increasing the average childcare funding rates paid to providers for each free place with a Department for Education review underway. The Childcare Act 2006 stated that there was an exemption to the requirement to register as an early years provider with Ofsted in relation to early years provision for a child or children who had attained the age of three, if certain conditions were met, and the Small Business, Enterprise and Employment Act Clause 75 (2015) included an amendment to the wording from three to two years of age which reflected the Government's encouragement for more schools to offer nursery provision for two year olds.

In response to a question from the Chairman, the Head of Schools, Early Years Commissioning and Quality Assurance confirmed that two maintained nurseries had been rated as 'Inadequate' as a reflection of their school's Ofsted rating. This requirement did not apply to private, voluntary and independent nurseries based on school sites. A Co-opted Member highlighted the implications that the Small Business, Enterprise and Employment Act Clause 75 (2015) would have on private, voluntary and independent nurseries based on school sites, and underlined the need to ensure that these providers also understood how their leases would change as schools converted to academies.

A Member noted the pilot scheme to test proposals in the Childcare Bill to double free childcare to all working parents of three and four year olds to 30 hours per week, and queried if early years provision in the Borough could support the increase in free childcare provision. A Government consultation was being undertaken to identify the implications of the proposed increase in free childcare provision and early years providers were encouraged to participate. A Co-opted Member explained that a number of early years providers used 'top-up' fees received for additional hours of childcare to subsidise the free childcare provision, and that the proposed increase in free childcare might make it no longer viable for providers to offer free childcare places. The Co-opted Member noted that early years providers also had queries about the introduction of integrated health and early years reviews for

two year olds from September 2015, and the Head of Schools, Early Years Commissioning and Quality Assurance confirmed that a working group had now been established with representation from Health Visiting Services, Early Years Services and the Private, Voluntary and Independent sector to develop a local model for implementation.

In considering the take up of Early Years Pupil Premium, the Head of Schools, Early Years Commissioning and Quality Assurance outlined work that was underway to engage providers with the Early Years Pupil Premium which included a Provider's Portal that had recently been launched. There was the potential to share information regarding the Early Years Pupil Premium with schools to ensure that eligible pupils received Pupil Premium following a decrease in take up due to the introduction of universal free school meals for infants. The Early Years Development Childcare Partnership for Bromley met twice a term to discuss a range of issues impacting early years provision, and the Portfolio Holder for Education would meet with the Assistant Director: Education and representatives of the Partnership outside of the meeting.

It was noted that the Early Years Outreach service was currently staffed on 0.4 full time equivalent staff following a restructure, but the Head of Schools, Early Years Commissioning and Quality Assurance confirmed that this was under review and it was hoped to fill the 0.6 full time equivalent staff vacancy shortly.

A Co-opted Member was concerned that 175 child minders had closed during 2014/15 and further information on child minders in the Borough would be provided to Members following the meeting.

RESOLVED that the update be noted.

31 SCHOOLS PERFORMANCE UPDATE

Report CSD15113

The Committee considered a report providing an update on the performance of schools across the Borough and the academisation of schools.

There were 95 Local Authority Maintained and academy primary, secondary and special schools in the Borough (excluding free schools and Pupil Referral Units) of which 81% were rated as 'Outstanding' or 'Good.' 66% of Bromley schools were now academies, which included 94% of secondary schools and 72% of primary schools. A further 15% of Bromley schools were in progress to converting to academy status and 19% were exploring conversion. Nine schools were not actively exploring conversion.

A number of Ofsted inspections had taken place during 2015. Langley Park Boys School continued to be rated 'Outstanding'. Bromley Road Primary School, St George's CE Primary School, Harris Primary Academy Crystal Palace, and Ravenswood School had seen an increase in their rating to

'Good', the Highway Primary School continued to be rated 'Good', and Biggin Hill Primary School had seen an increase in its rating to 'Requires Improvement'. Red Hill Primary School, Green Street Green Primary School and Raglan Primary School had seen a decrease in their rating to 'Requires Improvement', Burwood Special School continued to be rated as 'Requires Improvement' and Gray's Farm Primary Academy continued to be rated as 'Inadequate', and measures were being put in place to support these schools to improve.

Indicative results for the 2014/15 academic year had been released that showed a 6% increase in children achieving a good level of development at the Foundation Stage, which was 6% higher than the national average. At Key Stage 1, there was a majority of 1-2% increases in performance on the previous year across all levels and subjects. There was a similar increase in performance at Key Stage 2, with the results for Grammar, Punctuation and Spelling showing increases of 4% at Level 4+ and 6% at Level 4B+. Both boys and girls were performing above the national average at Key Stage 2, with boys performing particularly well in the grammar tests with a 7% increase on the previous year. The gap between boys and girls was more pronounced at Level 5+, with girls significantly outperforming boys in grammar, reading and writing and boys outperforming girls in maths.

Bromley schools would be impacted by a range of policy developments in 2015/16, including the introduction of the Common Inspection Framework for all early years settings on the Early Years Register, maintained schools and academies, non-association independent schools and further education and skills providers. Short inspections would be introduced for maintained schools, academies and further education and skills providers that were judged good at their last full inspection every three years, and Ofsted now contracted directly with inspectors for maintained schools, academies, non-association independent schools and further education and skills inspections. A new national curriculum had been introduced in September 2014 for all year groups except years 2 and 6, and from September 2015, all year groups would be expected to follow the new national curriculum. From September 2015, schools would be expected to assess children's progress and attainment without the use of levels by developing their own systems of assessment and the School Standards Team was leading working parties involving representatives from local schools to develop progression documents for reading, writing and mathematics to be trialled in Bromley schools. There would also be some changes to statutory testing arrangements for Summer 2016, including an increased 'floor target' of 85% of children achieving an expected standard or above in reading, writing and maths combined at Key Stage 1 and 2.

In considering the report, the Chairman noted that a meeting of the School Improvement Panel would be held on 24th November 2015.

RESOLVED that the update be noted.

32 EDUCATION PROGRAMME 2015/16

Report ED15115

The Committee considered the forward rolling work programme for the year ahead based on items scheduled for decision by the Portfolio Holder for Education and items for consideration by the Education PDS Committee.

The Chairman advised Members that an update on progress in delivering the Youth Offending Service Improvement Plan would be reported to all future meetings of the Education PDS Committee. An update on the commissioning of Education services would be provided to the next meeting of the Education PDS Committee, and a report on Bromley Adult Education College would be provided to Education PDS Committee on 19th January 2016. Reports on elective home education and young people 'not in education, employment or training' (NEET) would be provided to Education PDS Committee on 1st March 2016.

A Committee Member requested that an update on GCSE and A Level results for the 2014/15 academic year be provided to the next meeting of the Education PDS Committee. The Committee Member also requested that the Ofsted Regional Commissioner for South East London and England be invited to attend a future meeting of the Education PDS Committee, and that an information briefing item on the role of the Ofsted Regional Commissioner be provided to the next meeting of the Education PDS Committee.

In response to a question from a Co-opted Member, the Assistant Director confirmed that the Council Member visits to schools was undertaken on rotation to ensure a range of schools and colleges were visited. The Co-opted Member underlined the need to visit all schools on a regular basis, and the Chairman noted that Members and Co-opted Members could request a school be included in the programme of Council Member visits.

The Chairman encouraged all Members and Co-opted Members to attend Council Member visits to schools and colleges, but reminded Members to send their apologies if they were unable to attend a scheduled visit.

RESOLVED that:

- 1) The Education Programme 2015/16 be updated as requested by Members; and,**
- 2) The Ofsted Regional Commissioner for South East London and England be invited to attend a future meeting of the Education PDS Committee.**

**33 LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE
LOCAL GOVERNMENT (ACCESS TO INFORMATION)
(VARIATION) ORDER 2006, AND THE FREEDOM OF
INFORMATION ACT 2000**

RESOLVED that the press and public be excluded during consideration of the items of business listed below as it was likely in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the press and public were present, there would be disclosure to them of exempt information.

**34 EXEMPT MINUTES OF THE EDUCATION PDS COMMITTEE
MEETING HELD ON 8TH JULY 2015**

RESOLVED that the exempt minutes of the Education PDS Committee meeting held on 8th July 2015 be agreed.

**35 PORTFOLIO HOLDER PROPOSED PART 2 (EXEMPT)
DECISIONS**

A) NACRO CONTRACT AWARD

The Committee considered the report and supported the recommendations.

The Meeting ended at 8.23 pm

Chairman

This page is left intentionally blank

Matters Outstanding from Previous Meetings

Minute Number/Title	Decision	Update	Action	Completion Date
19th March 2013				
71 Portfolio Holder Update and Children's Champion Update	That discussions continue with the RC Archdiocese of Southwark around the potential to establish a six form of entry Roman Catholic secondary school in the Borough	Progress in discussions with the RC Archdiocese of Southwark would be reported to a future meeting of the Committee.	Education Portfolio Holder	Ongoing
8th July 2015				
11a Reorganisation of Bromley Adult Education College	That a report be provided to a future meeting of the Education PDS Committee giving a range of demographic information on students of Bromley Adult Education Service and mapping available alternative provision across the Borough.	A report would be provided to a future meeting of the Committee.	Head of Service, Bromley Adult Education College	January 2016
12 Education Select Committee Session	That a meeting of the School Improvement Panel be convened for the 2015/16 academic year.	A meeting of the School Improvement Panel would be held on 28 th January 2016.	Democratic Services Officer	January 2016
29th September 2015				
30 Early Years Service Update	That further information on child minders in the Borough be provided to Members following the meeting.	Information was provided to Members following the meeting.	Head of Schools, Early Years Commissioning and Quality Assurance	Completed

This page is left intentionally blank

Report No.
ED15133

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Date: Tuesday 24 November 2015

Decision Type: Non-Urgent Non-Executive Non-Key

Title: UPDATE ON PROGRESS OF THE YOUTH OFFENDING SERVICE IMPROVEMENT PLAN

Contact Officer: Kay Weiss, Director: Children's Services
E-mail: kay.weiss@bromley.gov.uk

Chief Officer: Director: Safeguarding & Social Care (ECHS)

Ward: Borough-wide

1. Reason for report

- 1.1 This report provides information to the Education PDS Committee on the progress of the Youth Offending Service (YOS) Improvement Plan.
-

2. RECOMMENDATION(S)

- 2.1 Members of the Education PDS Committee are invited to comment on the contents of this report and the progress of the YOS Improvement Plan.

Corporate Policy

1. Policy Status: Existing Policy:
 2. BBB Priority: Children and Young People Excellent Council Safer Bromley Supporting Independence:
-

Financial

1. Cost of proposal: Not Applicable:
 2. Ongoing costs: Not Applicable:
 3. Budget head/performance centre: Bromley Youth Support Programme
 4. Total current budget for this head: £960,560
 5. Source of funding: Youth Justice Board and Mainstream Funding
-

Staff

1. Number of staff (current and additional): 22.3
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement Crime and Disorder Act 1998, Legal Aid, Sentencing and Punishment of Offenders Act 2012
 2. Call-in: Not Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All service users
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: N/A

3. COMMENTARY

3.1 The Bromley Youth Offending Service (YOS) was subject to a Full Joint Inspection by HM Inspectorate of Probation (HMIP) in February 2015. The outcome of the inspection was disappointing with four out of five of six key judgements considered to be poor, 1 unsatisfactory and 1 satisfactory.

3.1.1 In response to the Inspection, the YOS, with the help of the Youth Justice Board (YJB), have developed an Improvement Plan (**Appendix 1**). The draft plan was presented to a Joint Education, Care Services and Public Protection and Safety PDS committee meeting on 22nd July 2015. The Portfolio Holder for Education and Chair of the Education PDS asked for regular reports on the progress of the YOS Improvement Plan to be presented to Education PDS. The Improvement Plan has been updated and subsequently agreed by the YOS Management Board and the HMIP Lead Inspector.

3.1.2 The Improvement Plan is RAG rated for ease of reference. Green shows the action is completed, amber means it is in progress, red shows an action has slipped and white indicates the work is not planned to start.

3.1.3 The first progress report was presented to this meeting on 29 September 2015. This is the second update.

3.1.4 Work has commenced on all planned actions with the exception of 4(g), 3(h), 6(d) and 6(e), where it is anticipated that this will commence in November.

3.2 Leadership and Partnership

3.2.1 The service continues to complete the weekly data cleaning exercise in order to improve the quality of information being recorded by the team. This will support the development and accuracy of the YOS Performance Report which is currently being reviewed and will be updated for the November Management Board.

3.2.2 The Interim Head of the YOS has undertaken a restructure of the team in order to maximise the support and scrutiny staff members can expect from their line managers and to minimise the number of cases any one member of staff holds. This has reduced the number of staff each member of the YOS Management Team directly line manages (**Appendix 2**).

3.2.3 The service has recruited an experienced locum senior practitioner in order to provide operational support to the team until the permanent post is filled.

3.2.4 The team continues to reduce the number of locums it employs in order to facilitate efficiency savings. There are vacancies in three posts - an operational manager, senior practitioner and a qualified practitioner.

3.2.5 The service has developed a draft Continuous Professional Development Plan in partnership with workforce development. This plan will ensure that members of staff have a clear development pathway and are fully supported in their role. This is consistent with the development framework which has been adopted within other teams in the Children's Social Care Directorate.

3.3 Quality, Assessment and Planning

3.3.1 The service completed the statutory National Standards Audit (Reducing First Time Entrants and Work with Victims of Crime) where a total of 29 cases were audited. The audit judged the quality of pre court work in three categories. i) **Preventing offending** - 100% of cases met the

standard with improvements, ii) **Out-of-court disposals** - where 40% of cases met the standard with improvement, 54% cases met the standard and 6% where the standard was not met and iii) **Work with victims of crime** - 80% of cases met the standard. Following the completion of this task the team developed an action plan to address the issues that had been identified by the audit (**Appendix 3**). The majority of these actions have been completed. The YOS Management team will continue to audit Pre-court cases to monitor the quality of work being undertaken with young people.

3.3.2 The service is currently participating in the voluntary national reoffending 'deep dive' audit being co-ordinated by the Youth Justice Board. The audit will be investigating prolific offenders which will be carried out on 4 cases (2 where there has been a successful outcome and 2 where there has not). The timetable for completion of this is the end of November 2015.

3.3.3 The team commenced its audit programme in September 2015 for court and community work. However, due to annual leave commitments and the obligation to complete National Standards Audit the cohort size was small and it was decided to carry out a full benchmarking exercise in October.

3.3.4 The team audited 15 court and community cases in October to quality assure i) Asset/ROSH, ii) Interventions Plans, iii) Risk Management Plans and iv) Vulnerability Management Plans. Cases were dip sampled from two cohorts, young people at the start of their order and young people who had reached the review stage of their order (3 months). The analysis from this exercise is summarised below:

Asset/ROSH – 66% of cases were judged to be inadequate

Intervention Plan – 80% of cases were judged to be inadequate

Risk Management Plan – 60% of cases were judged to be inadequate

Vulnerability Management Plan- 45% of cases were judged to be good and 45% of cases were judged to be inadequate.

The audit programme will continue on a monthly basis and has been expanded to include pre court work. A report will be available in December. YOS managers will feedback to case holders where work has been found to be below standard and the cases will be monitored to ensure improvements take place.

3.3.5 Members of staff continue to attend training sessions to develop the skills and experience necessary to deliver the quality of work required. This has included a two day training session on Critical and Analytical Thinking Skills and a three day training session which covered modules on ASSET and Intervention Planning, Assessing and Managing Risk and Vulnerability and Report Writing. Staff have also attended drop in sessions delivered by the Restorative Justice workers and the CAMHS specialist.

3.3.6 The Health Screening Procedure was re launched in October 2015 to provide clear guidance about how to access specialist advice and assistance. The YOS Management Team are currently reviewing the level and range of support provided by specialist workers who are seconded to the YOS to ensure that young people's needs are being met.

3.3.7 The service is currently reviewing a number of internal processes including the work and effectiveness of existing panels and the remit and number of meetings that YOS Management attend.

3.3.8 One member of staff has been enrolled on the YJB accredited Effective Practice Certificate. This course is designed to consider what it means to work effectively with young people at risk

of (re-)offending and is highly practice-focused. The service would envisage that additional members of staff will complete this course next year.

3.3.9 Three members of the YOS Management Team will be attending the next YJB Annual Convention on 25 and 26 November 2015 which will cover the Journey of the Child covering four main themes – 1) Children and young people before entering the youth justice system, 2) Children and young people in the youth justice system, 3) Custody and rehabilitation and 4) Resettlement or Transition to Adult Estate.

3.4 Children Looked After

3.4.1 The service has recruited a case worker to fulfil the function for a ROLAC (Responsible Officer Looked After Children). The remit of this officer is to ensure that offending and reoffending is reduced amongst the looked after children population of Bromley.

3.4.2 The service monitors the number of CLA on the YOS caseload by offence type and outcomes in the updated monthly Management data. The ROLAC officer will work in partnership with the CLA team in Bromley to ensure there is no further offending.

3.2.3 The Head of the Youth Offending Service is a contributing member of the Corporate Parenting Strategy Group and will be discussing the issue of CLA reoffending at the next meeting.

3.5 The Voice of the Young Person and other service users

3.5.1 Case Managers request all young people complete a Service User Feedback form. The analysis from the first report should be available by mid-November. Recommendations and feedback received will be fully considered by the YOS Management Team.

3.5.2 The service continues to collate feedback from young people using the HMIP survey. The deadline date to finish this task is 14 February 2016.

3.5.3 Following the completion of the National Standards Audit the service identified that parents/carers needed to be more involved in the implementation of plans and interventions and is currently investigating ways to address this.

4. FINANCIAL IMPLICATIONS

4.1 Whilst there are no specific resource implications arising from this report, the inspection raises a number of areas which could involve changed investment or use of resources. Any specific resource implication arising from the Improvement Plan will be presented to the Portfolio Holder as appropriate.

5. LEGAL IMPLICATIONS

5.1 HMIP have a statutory duty to inspect YOS and it is also required to make its report available to the public.

6. PERSONNEL IMPLICATIONS

6.1 Any personal implications arising from the improvement plan to address the issues raised by the inspection will be presented to the Portfolio Holder as appropriate.

Non-Applicable Sections:	Policy Implications
Background Documents: (Access via Contact Officer)	[Title of document and date]

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

APPENDIX 1

RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG	PROGRESS	
(1) LEADERSHIP & PARTNERSHIPS Ensure there is effective governance, partnership and management arrangements are in place. The governance arrangements will ensure that the YOS meets local and national criminal justice targets and objectives, and maintain good quality services.	a	Create a single Strategic YOS Management Board, with Senior agency representation	YOS to be given clear strategic direction.	Acting Chair of the Management Board (Kay Weiss - Assistant Director Safeguarding and Children's Social Care)	Commence: May 2015 Complete: July 2015	GREEN	YOS Board membership has been reviewed and includes senior agency representation. Doug Patterson appointed Chair of Board Borough Commander Chris Hafford (Deputy Chair). Meetings take place once a month. Frequency to be reviewed in December 2015.
	b	Undertake a <u>GAP analysis</u> of the management Board in line with "Modern youth offending partnerships (YJB 2013) and Partners in crime? Findings from inspections on youth offending team partnerships (HM Inspectorate of Probation 2014).	Clear analysis identifying key areas of risk.	Eamon Brennan - Head of Service Acting Chair of the Management Board (Kay Weiss)	Commence: June 2015 Complete: July 2015 Review: June 2016	GREEN	Gap Analysis drafted June 2015. Document presented to YOS Management Board and signed off on 14 July 2015. Review of Gap Analysis to commence June 2016.
	c	Create a training plan in conjunction with the YJB, to enable the new Board to have a collective understanding of their roles and responsibility.	Clarification over YOS Board member's roles and shared responsibilities.	Eamon Brennan - Head of Service Richard Vaughan - Youth Justice Board	Commence: September 2015 Complete: December 2015 Review: Yearly	GREEN	YJB Management Board Training undertaken on Monday 14 September for Board Members and Tuesday 15 September 2015 for Designated Managers from each agency. Annual review of training schedule to be carried out September 2016
	d	Develop a relevant data report in a clear format for the board and YOS Management Team to scrutinise monitor or support performance standards.	Standardisation of data analysis across the YOS to inform decision making and effective challenge.	Eamon Brennan - Head of Service Pratheepan Jeyapragasam - Crime Analyst Tracey Rogers - Business Development Manager	Commence: July 2015 Complete: August 2015 Review: Quarterly	GREEN	Business Development Manager and Crime Analyst met with a high performing London YOS to benchmark 'good practice'. Recommendations discussed at YOS Management Board 11 August 2015. YOS Performance report has been developed to include national and local targets and will be reviewed monthly by the YOS Management Board. All members of staff to attend reviewed Childview training workshops September 2015. LBB data cleaning exercise 'Stat Monday' to commence September 2015.
	e	Explore and initiate joint strategic partnerships to meet local and national criminal justice targets and objectives and provide good outcomes for children and young people in or at the margins of the criminal justice system.	Whole system approach established to meet the Youth Justice agenda.	YOS Management Board	Commence: September 2015 Complete: November 2015 Review: Quarterly	AMBER	Youth Justice to remain a standing item on partner agencies strategic Boards and feedback at YOS Management Board Explore integrated targets and Youth Justice Plan Review and update joint agency protocols to ensure that they are fit for purpose
	f	Review the existing YOS Departmental structure to ensure that it is fit for purpose.	Reviewed structure to ensure all YOS core business is adequately staffed and resourced to meet the needs of the service.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaiife; Geraldine Bolton)/Kay Weiss/ Youth Justice Board/ Antoinette Thorne	Commence: August 2015 Completion: September 2015	AMBER	The Draft structure chart presented to Management Board 14 July 2015 has been put on hold. The team has undergone an internal reorganisation to support supervision and caseloads. Workforce Development Strategy is being developed.

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

APPENDIX 1

RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG	PROGRESS
(2) QUALITY Increase the likelihood of successful outcomes by undertaking good quality assessment and planning, deliver appropriate interventions and demonstrate both positive leadership and effective management.	a	Develop and implement robust Performance Management Framework to improve quality of assessments and planning across the service. Reintroduce the locally agreed quality assurance audit informed by "infopath" to facilitate improvement.	Quality reports and interventions in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/ Youth Justice Board	Commence: January 2016 Complete: February 2016 Review: Quarterly	AMBER YJB training of QA tools delivered to YOS Management Team on 21 August 2015. Audits of Court and Community work commenced Sept 2015, benchmarking carried out in October 2015.
	b	Case files to be (dip sampled) scrutinised by the management team and supervisors during supervision in line with the policy and that this analysis is robust. Managers should record this on CVYJ as a file check.	Quality reports and interventions in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: July 2015 Complete: Ongoing Review: Monthly	AMBER Supervision Policy has been updated and disseminated to staff.
	c	Draft and develop comprehensive Workforce Development Policy to support staff in the delivery of their role.	Fully trained workforce competent in their roles and able to address pertinent youth justice issues.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/ Youth Justice Board	Commence: July 2015 Complete: Ongoing Review: Quarterly	AMBER PAD's undertaken by management and disseminated to staff. Reviewed Supervision Policy has been updated and disseminated to staff. Workforce Development Strategy has been drafted in conjunction with Corporate Workforce Development Team. Individual training issues to be identified through QA exercise. Refresher training/training to be offered on the child's journey.
	d	Develop and embed, QA sessions of Assets and Intervention plans undertaken. Staff will attend and convey learning and reasons for interventions to facilitate active participation in the QA process.	Quality reports and interventions in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/ Youth Justice Board	Commence: July 2015 Complete: Ongoing Review: Quarterly	GREEN QA Audit tool reviewed and updated by YJB. Training with YOS Management undertaken 21 August 2015. QA audits commenced September 2015. Feedback discussed at Improvement Board and Management Board's
						AMBER Completion rate of audits to be recorded in Performance Digest
	e	Managers to meet and train prior to implementation to ensure a consistent approach.	Consistently of QA across the management team.	Youth Justice Board	Commence: September 2015 Complete: September 2015 Review: Six monthly	AMBER YJB to deliver training on planning and assessment tools. Staff undertaken Assessment Training 25 June 2015 Managers to QA Asset/review with YJB to ensure consistency
f	Children's Social Care Quality Assurance Team to undertake an audit of YOS files to check that appropriate referrals are being made.	Appropriate referrals made to Social Care	Anita Gibbons – Head of Quality Assurance and Principal Social Worker/Teresa Doherty - Group Manager Quality Assurance Child Protection	Commence: May 2015 Complete: Ongoing Review: Six monthly	GREEN Audit of cases undertaken by Children's Social Care Quality Assurance Unit August 2015. CP Surgeries being held at the YOS once a month. Diarised meetings organised and shared with staff.	

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

APPENDIX 1

RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG	PROGRESS	
	g	All Case Managers to ensure young people undertake screening by specialist worker so that appropriate referrals are being made.	Young people receive appropriate interventions based on need.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/CSC	Commence: August 2015 Complete: Ongoing Review: Quarterly	AMBER	Health Screening Procedure relaunched at YOS Team meeting September 2015. Meeting with YOS management and secondees re referrals to specialist services Pre-sentence planning meetings being undertaken by all workers.
	h	Early help services target those children and young people who are already offending and work with the YOS to prevent offending behaviour becoming entrenched.	Young people will Step down into BYSP service provision and support. Young people will have a range of activities to pursue constructive use of leisure time. Young people will have an understanding of the criminal justice system. BYSP staff trained in restorative justice approaches.	Eamon Brennan - Head of Service Linda King – Group Manager Youth Support Services	Commence: August 2015 Ongoing	AMBER	Meet with TYS to make “Step down” referrals from YOS to BYSP. Support for those reported to YOS but not meeting YOS threshold. Organise a regular meeting with BYSP. Joint training with BYSP around issues affecting young people. Increase the scope of the Impact roadshow to include BYSP provisions. Create a clear pathway to ensure targeted interventions by BYSP. Increased production of CAF’s to inform partners information. Train BYSP staff in RJ approach.
	i	Mock inspection and report by YJB	YOS service to receive robust challenge to improvements that have been put in place.	Youth Justice Board	Commence: January 2016		
(3) ASSESSMENTS AND PLANNING Good quality assessments and planning with the delivery of appropriate interventions, and positive leadership, effective management and partnership	a	Evidence of involvement of Social care/ Police/ Probation/Health/ Education/Housing as appropriate to inform assessment and ensure a relevant plan is in place to identify appropriate anticipated outcomes.	All partners’ information and intelligence is included and used to inform assessments.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/ Youth Justice Board	Commence: September 2015 Complete: Ongoing Review: Monthly	GREEN	QA Audit tool reviewed and updated by YJB. YOS Management Team undertaken 21 August 2015. QA audits commenced September 2015.
	b	Refresher training in RoH and vulnerability. Staff to evidence learning and feedback in supervision sessions.	All staff will understand risk of harm and vulnerability issues that relate to young people who offend.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/ Youth Justice Board	Commence: December 2015 Complete: December 2015 Review: Yearly	AMBER	Staff undertook training Oct 2015 delivered by Wardell Associates i) ASSET and Intervention Planning, ii) Assessing and Managing Risk and Vulnerability and iii) Report Writing. Review RoH and VMP panel arrangements.

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

APPENDIX 1

RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG	PROGRESS	
work which reduces the risk of harm to others.	c	The management team will observe the supervision sessions with young people, in order to inform overall practice and feedback (recorded) is given to staff at the next supervision session, as reflective practice.	To ensure consistent approaches to interventions to young people.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: September 2015 Complete: Ongoing Review: Quarterly	AMBER	Supervision Policy has been reviewed and updated. YOS Management to timetable observation periods throughout the year and to be reflected in supervision notes. Supervision audits to be completed.
	d	Safeguarding refresher; and signs of safety training CSC threshold and referrals which is outcomes focussed and enables staff to understand the processes adopted by CSC.	All staff understand safeguarding issues relating to young people.	Anita Gibbons - Head of Quality Assurance and Principal Social Worker / Eamon Brennan - Head of Service	Commence: September 2015 Complete: December 2015 Review: Ongoing	AMBER	Making Research Count training attended by staff 10 September 2015 Signs of Safety training is being rolled out across Children's Social Care and YOS officers have been invited to attend.
	e	Establish a focus group to discuss thresholds with YOS and CSC staff to create an understanding of relevant legislation.	YOS and CSC staff will have a clear understanding of thresholds and actions.	Eamon Brennan - Head of Service Anita Gibbons - Head of Quality Assurance and Principal Social Worker	Commence: January 2016 Complete: Ongoing Review: Six monthly		Topics sourced in liaison with CSC Heads of Services Open forums (issue specific e.g. AIM2), staff forums possible presentations. Links to Corporate Parenting Meeting.
	f	Joint induction between YOS and CSC	Improve communication links between teams. Streamline partnership working arrangements with CSC.	Eamon Brennan Anita Gibbons - Head of Quality Assurance and Principal Social Worker	Ongoing	AMBER	Arrangements have been put in place so that YOS new starters receive induction with CSC Officers and CSC new starters contact Business Support to arrange induction with YOS.
	g	Arrange for Tackling Troubled Families to attend YOS team meeting.	Improve communication links between teams. Streamline partnership working arrangements with CSC.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Ongoing Review: June 2015	GREEN	Member of TTF attended YOS Team meeting. BCP Surgeries established June 2015 and continue to be held every two weeks.
	h	Review the variety, quality and quantity of ETE provision for all young people on the YOS caseload.	Increased variety of ETE provision for young people on the YOS caseload.	Chair of the Management Board Eamon Brennan - Head of Service Linda King - Youth Services	Commence: October 2015 Complete: March 2016	RED	The YOS needs to identify which young people eligible to receive ETE provision post and pre 16 year old. Investigate the current provision of ETE opportunities available to young people. Identify the gap in provision through a gap analysis and market testing. Make recommendations upon the findings.

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

APPENDIX 1

RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG	PROGRESS	
(4) Good quality assessment and planning with the delivery of appropriate interventions, planning and positive leadership, effective management and partnership which reduces the risk of harm; vulnerability and effective contribution to multi - agency child protection arrangements.	a	All practitioners to participate in training/refresher training on assessment; production and review of risk management plans. Staff will convey learning and feedback (recorded) at the next supervision.	Quality plans are completed.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton) /Youth Justice Board	Commence: September 2015 Complete: December 2015 Review: Yearly	GREEN	Induction Checklist – all new Case Managers are fully supported and trained in their role. Staff attendance at i) ASSET and Intervention Planning, ii) Assessing and Managing Risk and Vulnerability and iii) Report Writing training sessions delivered by Wardell Associates – October 2015.
	b	All practitioners to participate in training/refresher training on assessment; production and review of vulnerability plans. Staff will convey learning and feedback (recorded) at the next supervision session.	Quality plans are completed.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton) /Youth Justice Board	Commence: September 2015 Completion: December 2015 Review: Yearly	GREEN	
	c	Review and produce clear materials /guidelines for ensuring victim safety is a key priority in all assessments, planning and in service delivery.	The community is protected from harm through quality interventions.	Eamon Brennan - Head of Service	Commence: October 2015 Completion: November 2015 Review: October 2016	AMBER	Review/create/implement protocol for victims informed by guidance and legislation. Staff undertook training Oct 2015 delivered by Wardell Associates i) ASSET and Intervention Planning, ii) Assessing and Managing Risk and Vulnerability and iii) Report Writing.
	d	Ensure all partner information is recorded on CVYJ and that appropriate actions are taken based upon the information.	Accurate information in place to produce person centred interventions.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: September 2015 Completion: Ongoing Review: Quarterly	AMBER	QA audits commenced September. Benchmark analysis available following October case audit. BSCB escalation procedure disseminated to team. Protocol for of all partner agencies to be reviewed and updated.
	e	Ensure that there is 100% compliance in connectivity by reducing the number of “missing” docs2 notification to zero.	Information is sent to the secure estate for all young people receiving a remand or custodial sentence.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/ Pratheepan Jeyapragasam	Commence: July 2015 Completion: Ongoing	AMBER	Ensuring the local IT system is functioning to aid smooth transition Through team meetings ensure staff are aware of the importance of the documents being sent and managers are informed immediately of any difficulties. Training/refresher training to be offered to staff in September 2015.
	f	Ensure that assessments are informed by data sourced from a range of agencies.	Quality reports in place.	Eamon Brennan - Head of Service	Commence: September 2015 Completion: Ongoing Review: Quarterly	AMBER	QA audits commenced September. Benchmark analysis available following October case audit.
	g	Review and implement a SLA with CSC and deliver mixed briefings or information disseminated to staff re: content and implications for each team.	Joint work will be undertaken by both agencies to reduce the likelihood of re-offending.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: September 2015 Completion: September 2015 Review: September 2016	RED	Review/create/implement a communication strategy across the YOS and partner agencies

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

APPENDIX 1

RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG	PROGRESS	
5) REDUCING REOFFENDING Ensure that the work with children and young people reduces reoffending and contain a broad range of evaluated interventions. These interventions will account for individual needs and abilities, be SMART and take into consideration partner interventions, these interventions will be monitored to ensure effectiveness.	a	Ensure all young people are screened to ensure that interventions take account of their individual learning styles. The outcome needs to be that high quality interventions address risk of re-offending, tailored to the need of each young person, are delivered in all cases.	Good quality person centred interventions are delivered.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: August 2015 Completion: Ongoing Review: Quarterly	AMBER	Health Screening Procedure re launched October 2015 and discussed in full team meeting. Review/create/implement a learning styles questionnaire Create an intervention database.
	b	All cases that are QA'ed will have interventions appropriate to the ASSET assessment. Learning from audits to be feedback to staff.	Quality assets and intervention plans in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: September 2015 Completion: Ongoing Review: Quarterly	AMBER	QA audit tool for Court and Community work reviewed and updated Aug 2015. QAs dip sampled from all young people at the start of their order and when being reviewed (at three months), commenced September 2015. Benchmarking exercise carried out October 2015. Completion rate of audits to be reported in Performance Digest
	c	Explore and initiate joint operational partnerships to meet local and national criminal justice targets and objectives and provide good outcomes for children and young people in or at the margins of the criminal justice system.	Whole system approach established to meet the Youth Justice agenda.	Eamon Brennan - Head of Service	Commence: November 2015 Completion: January 2016 Review: Quarterly		Youth Justice a standing item on partner strategic Boards Diarised meeting dates Explore integrated targets Establish Satellite reporting hubs in Penge & Orpington
	d	Use QA process to evidence that members of staff can access and use a variety of resources to create SMART plans.	Good quality plans are in place.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: September 2015 Completion: Ongoing Review: Quarterly	AMBER	QA of Court and Community casework commenced September 2015. Benchmarking exercise of SMART plans carried out October 2015. Staff undertook training Oct 2015 delivered by Wardell Associates i) ASSET and Intervention Planning, ii) Assessing and Managing Risk and Vulnerability and iii) Report Writing.
	e	Staff to be trained in the usage of "ASSETplus" and good intervention plans.	All staff will understand and complete good quality end to end assessments.	Henry Onojaife / Youth Justice Board	Commence: January 2016 Completion: Ongoing		Training date to be arranged with JYB Training to be undertaken by YOS Team
	f	Undertake a review of the interventions being delivered by the service by establishing a multi-agency task and finish group to review interventions for all young people on the re-offending cohort.	Identify effectiveness of current support being provided and make recommendations where improvements can be made. Reduce the number of children and young people who reoffend.	Eamon Brennan/YOS Staff/ TTF/CSC/Education/MPS/ YPS	Commence: November 2015 Completion: Ongoing Review: Quarterly		Establish ToR Design reporting form and master copy Invite attendees Meetings to be scheduled

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

APPENDIX 1

RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG	PROGRESS	
(6) CHILDREN LOOKED AFTER Offending and reoffending is reduced amongst the looked after children population of Bromley.	a	Establish a YOS SPOC (manager and practitioner) to co-ordinate services to reduce offending by looked after children (ROLAC).	A clear strategy is developed to reduce offending and divert CLA young people from the youth justice system.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/Anita Gibbons/ Teresa Doherty/Wendy Kimberley – Group Manager Quality Assurance Looked After Children	Commence: October 2015 Completion: October 2015 Review: October 2016	GREEN	CSC Social Worker “seconded” commenced employment with service August 2015 and appointed to role October 2015.
	b	Monitor the number of CLA, LBB & other on the YOS caseload by offence type and outcomes. Benchmark against comparator areas.	A clear strategy is developed to reduce offending and divert CLA young people from the youth justice system.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: August 2015 Completion: Ongoing Review: Quarterly	AMBER	All members of staff to attend reviewed Childview training workshops September 2015. LBB data cleaning exercise ‘Stat Monday’ to commence September 2015. Amended YOS Performance report in development to be presented to the YOS Management Board. Present information to Management Board, as part of the targets for the service. Form part of the data booklet.
	c	Ensuring CSC are notified when a CLA is appearing in court and are accompanied by their allocated social worker. Where this is not possible; the court worker will have access to the young person’s history; care plans; placement information and support packages to comply with any subsequent order.	All information is available to courts to aid sentencing.	Eamon Brennan - Head of Service Anita Gibbons - Head of Quality Assurance and Principal Social Worker Ian Leadbetter – Head of Care and Resources	Commence: June 2015 Completion: Ongoing	AMBER	Looked After Children and Young People in contact with the Youth Justice system Presentation to SMT/DMT/SW Teams. Workshops Court staff (YOS) are notifying CSC.
	d	Offer restorative training to private children residential care homes and LBB’s Foster carers on restorative justice principles to respond to minor infractions and offending.	A reduction of CLA young people entering or re-entering the criminal justice system.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton) /Anita Gibbons/ Ian Leadbetter	Commence: October 2015 Completion: Review:	RED	Review and update Protocol with CSC Training to be arranged and delivered to partners.
	e	Review and update the protocol between LBB; NPS; YOS and children’s’ residential home providers. Meet with the partners to clearly set out what are the expectations of dealing with in-house incidents and when it is appropriate to call the Police.	A reduction of CLA young people entering or re-entering the criminal justice system	Eamon Brennan - Head of Service/ Youth Justice Board /CPS/MPS/Courts/CSC	Commence: October 2015 Completion: October 2015 Review: October 2016	RED	
	f	Ensure that there are effective mechanisms in place for consulting with and involving the Living in care council about CLA offending and what would make a difference.	The voice of the child is reflected in YOS business.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/Anita Gibbons/ Ian Leadbetter – Head of Care and Resources/ Susan Philips – Head of Safeguarding and Care Planning / Melissa Bob-Amara – Active Involvement Officer	Commence: October 2015 Completion: November 2015 Review: October 2016	AMBER	Review and update joint protocol with CSC Head of Service briefing to Corporate Parenting Meeting November 2015. Initial meeting between CSC and YOS arranged 25 Nov 2015.

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

APPENDIX 1

RECOMMENDATIONS	ACTIONS	OUTCOME OF ACTIONS	LEAD	TIMESCALE	RAG	PROGRESS
	g Attendance by YOS and CSC staff at meetings i.e. Child Protection Conferences/Strategy Meetings/Professional Meetings/Children in Need Meetings/Child Care Reviews/Remand Reviews/Initial Sentence Planning Meetings/Risk Management Panel Meetings/Safeguarding Meetings.	All information is sourced to provide quality person centred intervention.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/CSC	Commence: July 2015 Completion: Ongoing Review: Ongoing	AMBER	Review and update joint protocol with CSC Speak to Head of Safeguarding to write to IRO's and Conference chairs Discuss at SMT/DMT to ensure the message is disseminated
	h Ensure CLA placed beyond LBB's borders receive the same level of support and services as other young people and this is embedded in practice.	Consistent approach to CLA young people is administered.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: October 2015 Completion: Ongoing Review: October 2016	AMBER	ROLAC established and attending CLA reviews. Joint protocol with CSC to be reviewed and updated.
(7) THE VOICE OF THE YOUNG PERSON Ensure that the Voice of the young person is recorded and listened to in line with the UN Convention on the rights of the child and the Children's Acts which require LBB to ascertain the "wishes and feelings" of children.	a Undertake a review of service user engagement currently being received into the YOS.	Children and young people, parents/carers should have the opportunity to describe things from their point of view and be continually involved in decision making.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: September 2015 Completion: March 2016 Review: Ongoing	AMBER	YOS Service User Feedback is requested from young people. First feedback report due mid November. The service is collating HMIP surveys 27 questionnaires to be completed by 14 Feb 2016. Develop a parenting Working Together Agreement to ensure that the parents/carers are fully engaged whilst the young person is working with the YOS.
	b Improve the level of engagement from service users (children and young people, parents and carers) with the service to inform decision making.	The voice of the child is heard and there is evidence that feedback received has influenced the decisions that YOS practitioners have made.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: July 2015 Completion: Ongoing Review: Ongoing	AMBER	Staff reminded the importance of receiving feedback from HOS briefing (July). Staff attended YJB training to demonstrate a "Good" plan. QA of case files to evidence areas of good practice. Monitor the number and range of referrals being sent. APIS training to be organised. Monthly feedback from young people is being collated using Service User Feedback forms.
	c Where appropriate recordings and reports indicate "Voice of the child/young person" . This will include demeanour; non-verbal communication; or responses to parent/carers.	The voice of the child is heard and reflected in interventions.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)	Commence: July 2015 Completion: Ongoing Review: Ongoing	AMBER	Staff have been informed through the HOS briefing (July) Staff attended YJB training to demonstrate a "Good" plan. APIS training to be organised. QA of case files to evidence areas of good practice. Monitor the number and range of referrals being sent.
	d Create a service user forum for current and former young people to enable the service to consult effectively.	The voice of the child is heard and can be reflected in interventions being delivered.	YOS Management Team (Eamon Brennan; Mirelle Lloyd-Taylor; Henry Onojaife; Geraldine Bolton)/ YJB	Commence: January 2016 Completion: Quarterly Review: January 2017		Children and young people will be invited to attend group feedback sessions to inform effectiveness of interventions being offered and consult where improvements can be made on the delivery of support offered.

IMPROVEMENT PLAN BROMLEY YOS 2015

(November 2015)

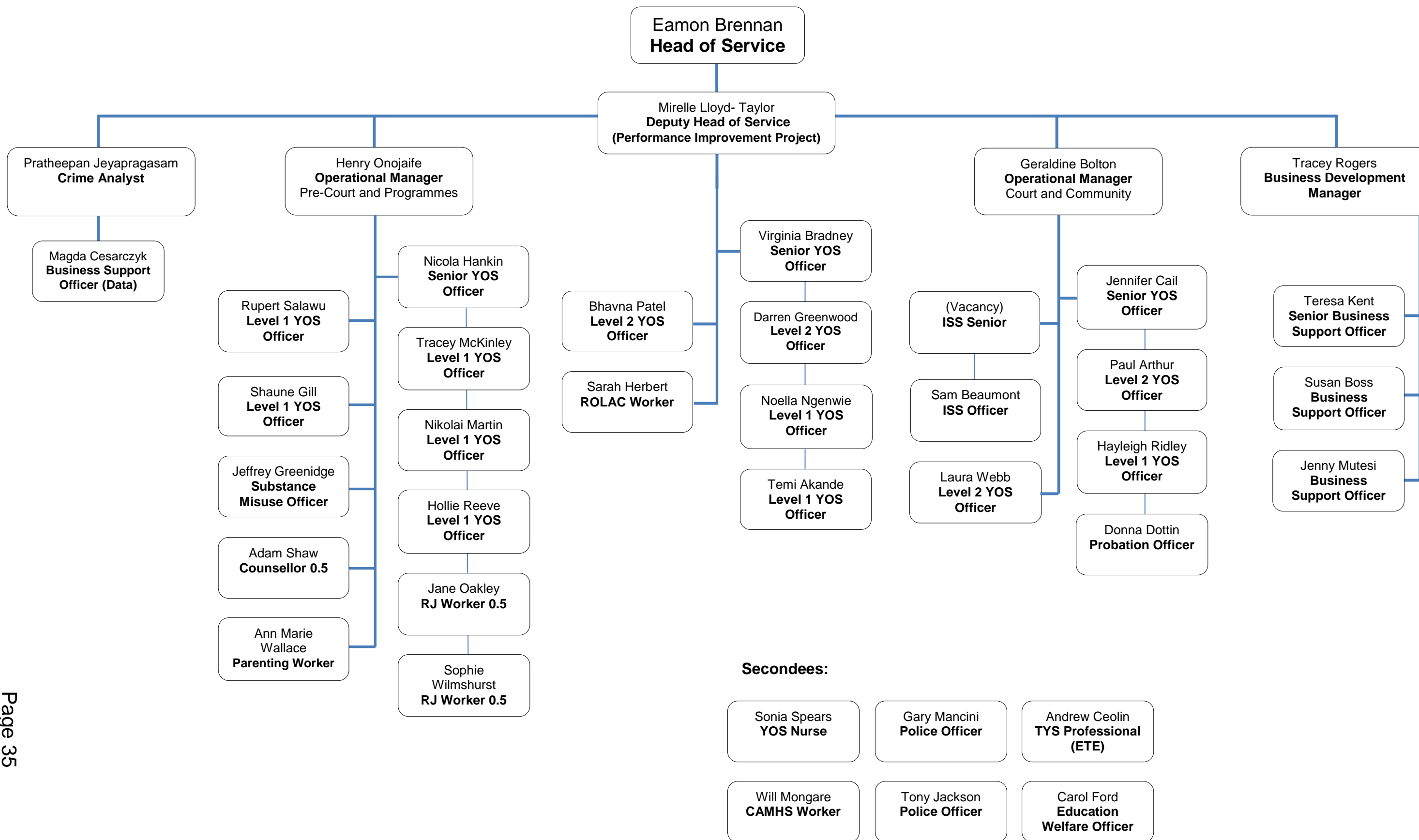
Glossary of Terms

ASSET	The ASSET is a structured assessment tool used by Youth Offending Teams (Yots) in England and Wales on all young offenders who come into contact with the criminal justice system ¹ .
ASSETplus	ASSETplus is the new assessment and planning framework for the youth justice system, it will be replacing the existing ASSET system.
CLA - Children Looked After	A child is looked after by a local authority if he or she has been provided with accommodation for a continuous period of more than 24 hours, in the circumstances set out in sections 20 and 21 of the Children Act 1989, or is placed in the care of a local authority by virtue of an order made under part IV of the Act.
CSC - Children's Social Care	The Children's Social Care Division works to safeguard and promote the welfare of children and young people within the borough as well as providing support and help to children in care to help them have the best possible start in life.
CVYJ - Child View Youth Justice	Child View is the recording system used to support the team.
ETE - Education, Training, Employment	Is support offered to young people to ensure they can access appropriate education, training or employment provision.
FTE - First Time Entrants	An offender who has received their first caution or conviction 1 for an offence recorded by a police force in England or Wales or by the British Transport Police.
HMIP - HM Inspectorate of Probation	Is the independent Inspectorate funded by the Ministry of Justice responsible for assessing the work undertaken by the YOS.
infopath	Is the Microsoft software application which is used to support a YJB recommended audit tool.
Intervention level	This refers to the level of involvement provided by the YOS to the young person. The three levels start with 'standard', then 'enhanced' and the highest level of intervention is 'Intensive'.
Intervention Plan	This is the plan which should be completed with the young person identifying key objectives and tasks that must be completed in order to address the factors identified following the completion of the ASSET.
NPS – National Probation Service	This is a statutory criminal justice service that supervises high-risk offenders released into the community.
OOCD - Out of Court Disposals	This will be considered when a young person has committed a less serious, or possible first time offence rather than receiving a prosecution in court.
RoH - Risk of Harm	This is an area within the
ROLAC - Responsible Officer Looked After Children	Named officer responsible for co-ordinating all communication for Children Looked After.
SLA - Service Level Agreement	The agreement between the YOS and partner agencies which sets out roles and responsibilities.
SPOC - Single Point of Contact	Named officer responsible for co-ordinating all communication for a cohort of young people.
YOS - Youth Offending Service	The Youth Offending Service is a statutory service created by the Crime and Disorder Act 1998. The service's main responsibility is to help young offenders face the consequences of their offending, help them to develop a sense of personal responsibility, and work with young people to tackle the particular factors (e.g. personal, family, educational, or health) that put them at risk of offending.
YJB - Youth Justice Board	Is the organisation within England and Wales that is responsible for: <ul style="list-style-type: none"> • overseeing youth justice services • the placing of children and young people remanded or sentenced to custody • advising the Secretary of State for Justice on the operation of, and standards for, the youth justice system • providing a 'secure estate' for children and young people, with young offender institutions, secure training centres and secure children's homes • making grants to local authorities or other bodies for the development of plans that support our targets • commissioning and publishing research on preventing youth offending

¹ yjbpublications.justice.gov.uk/en-gb/Resources/Downloads/Asset.pdf

This page is left intentionally blank

Departmental Structure Bromley Youth Offending Service (YOS)



This page is left intentionally blank

National Standards Audit Action Plan - August/September 2015

Audit Observations/Findings:		Action:	Responsible Officer:	RAG	Timescale/ Update:
1.	WDYT? (What do you think?) Assessment to be routinely completed by case managers.	<ul style="list-style-type: none"> Place on agenda at next Pre Court Team meeting. Remind all pre court case managers at their next Supervision. 	Henry Onojaife/ Nicola Robbins	GREEN	Immediate.
2.	Home visits to be undertaken (where appropriate) as part of the pre court assessment process in line with National Standards.	<ul style="list-style-type: none"> Case Managers to increase the number of home visits undertaken as part of the part of the assessment process. 	Henry Onojaife/ Nicola Robbins	GREEN	December 2015
3.	The Intervention Plans within the sample were not SMART (Specific, Measurable, Achievable, Realistic & Timely).	<ul style="list-style-type: none"> Case Managers to undertake YJB assessment training 	Henry Onojaife Nicola Robbins YJB (?)	GREEN	December 2015
		<ul style="list-style-type: none"> Case Managers to attend training devised and delivered by Operational Manager and Senior Practitioner on SMART Interventions. 	Henry Onojaife/ Nicola Robbins	GREEN	December 2015
4.	Justification for scoring in ASSET not appropriately evidenced	<ul style="list-style-type: none"> This will be addressed as part of the Critical & Analytical Thinking Skills (CATS) training. Monitor as part of the QA Schedule. 	Henry Onojaife Nicola Robbins	GREEN	By 30 th September 2015 December 2015
5.	Diversity is not routinely addressed as part of every Intervention Plan	<ul style="list-style-type: none"> Monitor as part of the Audit Schedule (identified theme). All staff to attend Diversity Training. 	Henry Onojaife Nicola Robbins YJB(?)		December 2015
6.	Victim/Reparation does not routinely form part of pre court Intervention Plan.	<ul style="list-style-type: none"> Monitor as part of the QA Schedule (identified theme). Improve processes in conjunction with the Police – Henry & Nicola to arrange a meeting with YOS Police. Raise as agenda item at Pre Court Team Meeting Recruitment of 2 x permanent Level 1 YOS Officers with responsibility for Reparation Activities & Programmes. This should increase reparation opportunities for young people. 	Henry Onojaife Nicola Robbins	GREEN	December 2015

Audit Observations/Findings:		Action:	Responsible Officer:	RAG	Timescale/ Update:
7.	Offence focussed work not evidenced in Child view	<ul style="list-style-type: none"> Case Managers to attend Child View training to improve on recording skills & ensure recording is being made in appropriate places on CVYJ. 	Pratheepan Jeyapragasam	GREEN	October 2105
		<ul style="list-style-type: none"> Monitor as part of the Audit Schedule that the YOS has Devise a standard recording template for case managers to use for recording contact sessions. 	Henry Onojaife Nicola Robbins	GREEN	December 2015
8.	Little/no evidence of involvement of parent/carers in the implementation of the intervention.	<ul style="list-style-type: none"> Develop and implement 'Working Together Parent Agreement' between YOS and parent/carer 	Eamon Brenan Henry Onojaife Tracey Rogers		December 2015
9.	Effective management oversight not evidenced on all cases.	<ul style="list-style-type: none"> To be recorded following supervision 	Henry Onojaife Nicola Robbins		December 2015
10.	Views and opinions of the young person not always obtained at the end of the order.	<ul style="list-style-type: none"> Review, update and implement Service User Feedback form. Monitor feedback received on a quarterly, analyse feedback (annually) and use to improve Service User experience. 	Henry Onojaife Tracey Rogers	GREEN	October 2015
11.	Referral path ways/ sign posting to partner agencies for ongoing issues at the end of the order need to be clearer	<ul style="list-style-type: none"> Review and update joint protocols with partner agencies Step down pathways for individual cases to be discussed as a standing agenda item in supervision. 	Eamon Brennan Henry Onojaife Tracey Rogers		December 2015
12.	Intervention Plan not linked to the assessment (golden thread).	<ul style="list-style-type: none"> All Case Managers to attend APIS training Monitor via QA process Monitor as part of regular Supervision 	Eamon Brennan Henry Onojaife Nicola Robbins	GREEN	

Report No.
ED15126

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: PORTFOLIO HOLDER FOR EDUCATION

Date: For Pre-Decision Scrutiny by the Education Policy Development and Scrutiny Committee on Tuesday 24 November 2015

Decision Type: Non-Urgent Executive Non-Key

Title: BASIC NEED PROGRAMME UPDATE 11

Contact Officer: Jane Bailey, Director: Education
Tel: 020 8313 4146 E-mail: jane.bailey@bromley.gov.uk

Robert Bollen, Head of Strategic Place Planning
Tel: 020 8313 4697 E-mail: robert.bollen@bromley.gov.uk

Chief Officer: Director: Education (ECHS)

Ward: (All Wards);

1. Reason for report

- 1.1 To update Member on progress in delivering the Council's Basic Need Programme and the forward programme for the period 2015-18.
-

2. **RECOMMENDATION(S)**

- 2.1 That the Education PDS Committee note the update list of schemes as outlined at section Appendix 1

2.2 **That the Portfolio Holder for Education:**

- i) Approves the updated list of schemes as outlined at section Appendix 1;
- ii) Agrees the procurement of individual schemes within the Basic Need Programme through traditional procurement, the Lewisham Modular Buildings Framework or through the devolution of Basic Need Capital Grant to schools and to delegate authority to the Director of Education in consultation with the Portfolio Holder for Education for the award of contracts up to a value of £500,000 for individual schemes procured through these routes; and,
- iii) Authorises the Director of Education to seek planning permission for schemes at the appropriate time when required.

Corporate Policy

1. Policy Status: Existing Policy
 2. BBB Priority: Children and Young People
-

Financial

1. Cost of proposal: Estimated Cost
 2. Ongoing costs: Non-Recurring Cost
 3. Budget head/performance centre: Education Capital Programme
 4. Total current budget for this head: £72,783,031
 5. Source of funding: DfE Basic Need Capital Grant, DfE Capital Maintenance Grant, DfE 2 Year Olds Capital Funding, S106, DSG
-

Staff

1. Number of staff (current and additional):
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement
 2. Call-in: Applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

- 3.1 This report provides an update on the delivery and future planning of the Council's Basic Need Capital Programme that supports the provision of sufficient pupil places through improvements to and expansion of Bromley Schools.
- 3.2 The Council receives Basic Need Capital Grant from the DfE to support the delivery of sufficient school places, with a total of £70.9m so far allocated for 2011-2018.

2011-12 allocation	£4,496,771
Autumn 2011 exceptional in-year allocation	£1,277,936
2012-13 allocation	£2,404,519
Spring 2012 exceptional in-year allocation	£1,590,436
2013-15 allocation	£9,968,079
2015-16 allocation	£20,635,153
2016-17 allocation	£21,666,911
2017-18 allocation	£8,837,573
Contribution from DfE Capital Maintenance Grant underspend	£1,200,000
Transfer from Reconfiguration of Special Schools Scheme	£113,000
Total allocation to date:	£72,190,378

- 3.3 The Basic Need capital programme also includes capital contributions from a range of other capital funding programmes including Seed Challenge, Access Initiative and Suitability along with Section 106 contributions. The detail of S106 contributions were included within Approval of Procurement Strategy for Basic Need Projects and the Glebe School Expansion and Allocation of Section 106 Funding to education agreed by the Executive on 2 April 2014. A further report on new S106 allocation for education will be tabled to the Executive in December 2015.
- 3.4 Appendix 1 includes details of the Basic Need Programme, those schemes complete, in delivery and planned. There are currently schemes to the value of £82.2m either Completed or Projects in Delivery (Funded). These have been allocated £71.4m from the Basic Need Capital Scheme and £10.8m from other sources. There is currently insufficient funding provided by the DfE and other sources to deliver all the schemes within the Basic Need Programme. A new category of scheme in development (unfunded) has been added for schemes where schemes are being entered into the main delivery programme with construction subject to funds becoming available. Design development of schemes not in the delivery phase (funded or unfunded) of the programme will continue, but schemes will not be brought forward for delivery until funding is available. For 'schemes in development' to be brought forward into the pool of 'schemes in delivery' there will need to be clear evidence that these are priority schemes.
- 3.5 Appendix 1 includes analysis of changes in the estimated cost of schemes to enable members to more easily analyse where changes have occurred in estimated project costs since the last Basic Need Report 10 in July 2015.

3.6 Progress in delivery of Basic Need Programme

- 3.6.1 The works to Beacon House (line B1, Appendix 1) are underway in order for the new facility to open as a vocational KS4 & KS5 facility for Burwood School in September 2016. The enabling works will complete on 16th November 2015 with the main contractor starting site setup on 11 November 2015. Based on an amended tender estimate the budget for Beacon House was increased on agreement by the Executive to £3,577k, with a Basic Need contribution of £577k, and £3m revenue contribution from Dedicated Schools Grant.
- 3.6.2 Bishop Justus School have temporarily accommodated the bulge class admitted in September 2015 within the existing school. It is proposed that a 4 classroom block is provided at the school during summer 2016, subject to planning consent, to accommodate the 2015 bulge class, provide additional capacity for future bulge classes and act as a first step towards the a 2FE expansion at the school.
- 3.6.3 The works at Trinity CE Primary School (formerly Princes Plain Primary) have been re-phased (lines B24 and C5, Appendix 1) due to La Fontaine Academy remaining on site until Summer 2017. Works to improve access to the school, the creation of a new multi use games area and temporary accommodation will be carried out during summer 2016 subject to planning approval. Other works will be rephased to post Summer 2017 and have been moved to the 'schemes in delivery' (unfunded) category.
- 3.6.4 The works to re-organise Bromley Road into a 1FE primary school are nearing completion. Bromley Road Primary School dates from the nineteenth century. During the delivery of the main construction contract unforeseen works were uncovered, in part due to the historic construction on site and the lack of maintenance of certain aspects of the building. This in turn extended the programme of works and created logistical difficulties due to the school being on a very small footprint, and work needing to take place in a building where there was no decant space. This increased the cost of the scheme by an estimated £119k which is reflected in Appendix 1 (line B3). There is also a potential small increase (£45k) in the cost of the scheme at Churchfields Primary School. These additional costs can be contained within the Basic Need Programme contingency.
- 3.6.5 A number of other schemes are nearing completion including the rebuilding at Clare House and major expansions at Worsley Bridge, Parish, Midfield and St Paul's Cray CE primary schools.
- 3.6.6 The main contracts for expansion schemes at Edgebury, Farnborough, Leasons, Scott Park, St Georges and Stewart Fleming schools will be brought to Executive for Award of Main Construction Contract. On a number of these schemes there have been changes in cost through detailed design development and these changes are reflected in Appendix 1. These changes will need to be agreed by the Executive and a programme update report is due to be considered in December.
- 3.6.7 Over the next 6 months planning applications will be considered for schemes at Bishop Justus and Trinity, Farnborough, Leasons, Marian Vian, Oaklands, Poverest and Scotts Park.
- 3.6.8 Three schemes formerly in the projects in development pool are being added to the projects in delivery (unfunded) pool. These are works at Burwood to improve the facilities and to enable the school to admit KS2 and girls, the expansion of Castlecombe by 1FE in KS2 to ensure that there is a place available for all children transferring from Dorset Road Infants at the end of Year 2 and the redevelopment of Oaklands School to ensure it has sufficient accommodation to admit 3 forms of entry across each year group.
- 3.6.9 Funding from the suitability budget will be made available to support the re-organisation of Bromley Road School.

4. POLICY IMPLICATIONS

- 4.1 Bromley Council has an established policy for the review and strategic planning of school places and related school organisation. The need to ensure sufficient school places, the quality of those places and their efficient organisation is a priority within the Council's strategy 'Building a Better Bromley' and contributes to the strategy to achieve the status of An Excellent Council. This policy also contributes to key targets within the Education Portfolio Plan.

5. FINANCIAL IMPLICATIONS

- 5.1 The Council has been allocated £70.9m in 100% capital grant for the financial years 2011-18 to meet the basic need provision in schools. The programme also includes various transfers from other schemes to support the delivery of the Council's Basic Need Programme. Allocations have also been made from Basic Need to support other school expansion schemes, resulting a total current budget of £71.7m as shown in the table below.

	£'000
2011-12 allocation	4,497
Autumn 2011 exceptional in-year allocation	1,278
2012-13 allocation	2,405
Spring 2012 exceptional in-year allocation	1,590
2013-15 allocation	9,968
2015-16 allocation	20,635
2016-17 allocation	21,667
2017-18 allocation	8,838
Total Basic Need Grant Allocation	70,878
Transfer to Highway Primary Rebuild Scheme	-650 approved Exec 07/03/12
Contribution from DfE Capital Maintenance Grant	1,200 approved Exec 20/11/13
s106 allocations to projects in programme to date	705 approved Exec 02/04/14
Transfer from Reconfiguration of Special Schools Scheme	113 approved Exec 11/02/15
Transfer to Beacon House Refurbishment Scheme	-577 increase subject to approval Exec 02/12/15
Total Virements to/from Basic Need	791
Total Basic Need Scheme Budget	71,669 Approved capital programme budget
Highway Primary Rebuild Scheme	650
Beacon House Refurbishment Scheme	577
s106 funding	-705
Adjusted Basic Need	72,191 See para 5.2 below

- 5.2 For the purposes of monitoring total Basic Need related expenditure, and to ensure that any underspends are returned to Basic Need, the £650k and £577k transfers to the Highway Primary Rebuild and Beacon House Refurbishment Schemes respectively have been added back in to the list of projects, and the Section 106 funding removed and shown as other funding,
- 5.3 As detailed in Appendix 1, the updated Basic Need Programme for the period 2011-18 has an estimated total expenditure of £140.1m. £12.4m funding towards this has been identified from other sources, leaving £127.7m to be funded from Basic Need.
- 5.4 To date, a total of £82.3m expenditure has been committed (completed schemes plus schemes in delivery), of which £71.4m is funded from the Basic Need Capital Scheme

5.5 Only available funds will be committed to schemes and it should be noted that not all schemes in development will proceed. This report has also added a section for schemes in delivery (phased), where the local authority is seeking to maximise the impact of investment through phasing certain schemes. In addition, the local authority is awaiting a DfE announcement on further funding for 2018-19.

6. LEGAL IMPLICATIONS

6.1 The distribution and application of monies received from Central Government is subject to guidance and advice from the Department for Education. Under Section 14 Education Act 1996 the Council has a statutory duty to ensure that there are enough primary and secondary school places are available to meet the needs of pupils in its area.

6.2 Section 106 monies must be spent in accordance with the Education contribution clauses

Non-Applicable Sections:	Personnel Implications
Background Documents: (Access via Contact Officer)	Basic Need Report, report to the Executive 20 May 2015 Basic Need Update 10, report to the Education PDS, 8 July 2015

BASIC NEED PROGRAMME 2011-18 June 2015

	School	Description of Works	Type	Year (s)	Status	Project cost (£000s)	Funding sources			Budget Changes		
							Basic Need	Other	Source of funding	Cost (July 2015)	Change	Explanation
A) Completed Projects												
A1	Balgowan Primary School	Conversion of existing space to form single bulge class	Temporary 'Bulge'	2014	Complete	10	10			10	0	
A2	Bickley Primary School	Kitchen and servery works to complete expansion to full 2FE	Permanent Expansion	2011	Complete	103	103			103	0	
A3	Bromley Road	First phase of works to support re-organisation - asbestos strip out	Change of age range	2014	Awaiting final invoices	113	113			113	0	
A4	Burnt Ash Primary School	Internal SEN unit modifications to address OfSTED recommendations	School rebuild	2012	Complete	50	50			50	0	
A5	Churchfields Primary School	Modifications to existing building to support 4 years of expansion	Permanent Expansion	2011-2014	Complete	357	357			357	0	
A6	Churchfields Primary School	New nursery block, small extension and internal modifications	Permanent Expansion	2015	Final Account	1,055	1,055			1,010	-45	
A7	Clare House Primary School	Internal modifications and 3 X temporary accommodation	Temporary 'Bulge'	2012-14	Complete	578	449	129	DSG	578	0	
A8	Crofton Primary School	New build class and facilities for additional 'Busy Bees' class	SEN	2014	Awaiting Final invoices	475	450	25	Access Initiative	475	0	
A9	Darrick Wood School	AccessWorks - acoustic partitions and associated ICT/M&E works	SEN	2012	Complete	45	45			45	0	
A10	Darrick Wood Infant School	Review of space at school	Site sufficiency	2014	Space planning	4	4			4	0	
A11	Darrick Wood Junior School	Review of space at school	Site sufficiency	2014	Space planning	4	4			4	0	
A12	Harris Primary Academy Crystal Palace	Minor refurbishment and temporary toilet unit to facilitate an extra form of entry in 2011 & 2012.	Permanent Expansion	2011-14	Complete	125	104	21	DSG	125	0	

A13	Harris Primary Academy Crystal Palace	Internal refurbishment and external works to support permanent expansion of school	Permanent Expansion	2014-2015	Final Account	1,009	1,009			1,009	0	
A14	Harris Primary Academy Kent House	Modular accommodation to provide an additional form of entry in 2011.	Temporary 'Bulge'	2011	Complete	263	263			263	0	
A15	Hawes Down Infants School	Conversion of existing space to for single bulge class	Temporary 'Bulge'	2012	Complete	115	115			115	0	
A16	Hawes Down Junior School	Additional class to admit 'bulge' class currently in junior school plus potential additional unit class	Bulge' class	2015	Final Account	861	861			861	0	Detailed cost of SEN unit expansion now known
A17	Hillside Primary School	Contribution from Basic Need to delivery of SEN facilities at school	SEN	2011	Complete	100	57	43	PCP	100	0	
A18	James Dixon Primary School	Temporary reception block with potential for additional class in 2015	Temporary 'Bulge'	2014	Awaiting Final invoices	193	117	76	DSG	193	0	
A19	Langley Park School for Boys	Internal works and FF&E For Bulge class in advance of new facilities being brought forward.	Bulge' class	Summer 2015	Awaiting Final invoices	50	50			50	0	Bulge Class
A20	Leesons Primary School	Conversion of existing space to for single bulge class	Temporary 'Bulge'	2014	Awaiting Final invoices	20	20			20	0	
A21	Midfield Primary School	Refurbishment of existing accommodation and new nursery block	Temporary 'Bulge'	2012-14	Complete	503	485	18	S106	503	0	
A22	Mottingham	Works to allow admission of 3rd KS2 class	Temporary 'Bulge'	2014	Awaiting Final invoices	50	50			50	0	
A23	Parish CE Primary School	3 New recption classrooms	Temporary 'Bulge'	2011-14	Awaiting Final invoices	608	608			608	0	
A24	Poverest Primary School	Conversion of existing space to form single bulge class	Temporary 'Bulge'	2014	Awaiting Final invoices	80	80			80	0	
A25	Princes Plain Primary School	Refurbishment of classes in ED C accommodation	Temporary 'Bulge'	2012-14	Complete	467	327	140		467	0	
A26	Red Hill Primary School	Improvement of toilet facilities to support increase in pupil numbers	Temporary 'Bulge'	2012	Complete	57	57			57	0	
A27	Riverside School	New school hall and ASD specific entrance	SEN	2013-14	Awaiting Final invoices	1,350	829	521	S106 and other capital	1,350	0	
A28	Scotts Park Primary School	Refurbishment of early years area temporary accommodation block	Temporary 'Bulge'	2012-14	Complete	498	463	35	S106	498	0	

A29	St George's CE Primary School	Conversion of existing space to form single bulge class	Temporary 'Bulge'	2014	Awaiting Final invoices	10	10			10	0	
A30	St Mark's CE Primary School	Refurbishment of reception classrooms	Temporary 'Bulge'	2013	Complete	135	135			135	0	
A31	St Mary's Cray Primary School	Minor works to support admission of additional pupils	Temporary 'Bulge'	2012	Complete	11	11			11	0	
A32	Stewart Fleming (Pioneer Academy)	Conversion of existing space to form single bulge class, including creation of external storage area	Temporary 'Bulge'	2014	Awaiting Final invoices	53	53			53	0	
A33	Unicorn Primary School	Temporary classroom block to decant breakfast and after school club, fencing and temporary 'grasscrete' parking	Temporary 'Bulge'	2014	Awaiting Final invoices	353	325	28		411	58	Updated Final Cost
A34	Valley Primary School	Modular accommodation to facilitate an extra form of entry in 2011 & 2012.	Temporary 'Bulge'	2011 & 2012	Complete	353	353			353	0	
A35	Widmore Centre	Review of accommodation	Options appraisal	2014	Space planning	7	7					
A36	Worsley Bridge Primary School	Temporary modular classrooms to additional 2 classes in 2013	Temporary 'Bulge'	2013 & 2014	Complete	545	451	94	DSG	545	0	
A37	The Highway Primary School	Contingency to cover over-spend on project	School rebuild	2011	Complete	650	650			650	0	
Cost of completed schemes						11,260	10,130	1,130				

	School	Description of Works	Type	Year (s)	Status	Project cost (£000s)	Funding sources			Budget Changes		
							Basic Need	Other		Cost (July 2015)	Change	Explanation
B) Projects in Delivery (Funded)												
B1	Beacon House (Burwood School)	Refurbishment of site to provide vocational offer and extend services to KS2 and girls.	Expansion of age range	2015-16	Construction	3,577	577	3000	DSG	3267	-310	Uplift in tender estimate.
B2	Bishop Justus	Phase 1 expansion + Summer 2015	Bulge' class	September 2015	FF&E and enabling works	739	739			0	-739	FF&E + New Scheme
B3	Bromley Road Infants	Internal remodelling/ refurbishment to provide accommodation for the re-organised school	Change of age range/ option for 'bulge' class	2015	Construction	980	980	0		861	-119	Phasing works and unforeseen works due to age and condition of building
B4	Clare House Primary School	New 2FE school replacing existing 1FE accommodation and temporary classrooms	Permanent Expansion	2015	Construction	6,385	6385			6,385	0	
B5	Edgebury	New build to support expansion from 1 FE to 2 FE	Permanent Expansion	2016	Tender	4,714	4714			3,785	-929	Increase in cost through inflation plus addition requirement for temporary accommodation
B6	Farnborough Primary School	Internal works and FF&E For Bulge class in advance of new facilities being brought forward	Bulge' class	2015	Construction	50	50			50	0	Bulge Class
B7	Farnborough Primary School	Expansion and internal refurbishment + temporary accommodation	Permanent Expansion	2015	Planning	5,084	5084			5,084	0	New Scheme
B8	Glebe School	New classroom block to support 2FE ASD secondary expansion	SEN	2015	Construction	4,880	0	4,880	DSG	4,800	-80	£80k contribution from Glebe School

B9	James Dixon	Second Bulge Class and nurse	Bulge' class	2015	Construction	520	520			520	0	Cost of bulge class and relocating contact centre
B10	Keston CE Primary School	Internal and external works to provide permanent facilities for 2012 class.	Bulge' class	2015	Construction	700	700			960	260	Final cost likely to be c.£600k
B11	Keston CE Primary School	Multi Use games Area to replace area lost by expansion works	Bulge' class	2015	Tender	300	300			500	200	Cost not known in July 2015
B12	Leesons Primary School	Refurbishment of area seprated from former day care centre and feasibility on options to expand the school	Permanent Expansion	Summer 2015	Planning Consultation	3,835	3,510	325	Achieving 2 Year Olds Capital Funding, Access initiative and Seed Challenge	3,347	-488	Increase in estimated cost
B13	Marian Vian Primary School	Internal works and FF&E For Bulge class in advance of new facilities being brought forward	Bulge' class		Construction	50	50			0	-50	Bulge Class
B14	Midfield	Internal refurbishment and expansion to support permanent expansion	Permanent Expansion	2015-16	Construction	1,295	1295			1,295	0	
B15	Mottingham	Works associated with admting an addition KS2 class and kitchen upgrade	Bulge' class	2015	Construction	980	980			980	0	KS2 Bulge Classes
B16	Ravensbourne Secondary	Move Gym to provode new classroom	Bulge' class	2015	Construction	945	945			945	0	Bulge Class
B17	Parish CE Primary School	New teaching block and secondary path	Permanent Expansion	2015	Construction	3,334	3334			3,334	0	
B18	Poverest Primary School	Summer 2015 bulge works and permanent expansion	Permanent Expansion	2014	Planning Consultation	3,347	3,122	225	Achieving 2 Year Olds Capital Funding	3,297	-50	

B19	Secondary Review	Funding to support feasibilities and development of proposals for first Phase of Secondary Expansion	Potential Expansions	Ongoing	Feasibility	150	150			150	0	
B20	Scotts Park School	Expansion above existing school to complete expansion	Permanent Expansion	2016	Awaiting Planning Decision	2,970	2970			2,970	0	
B21	St Georges CE Primary School	Refurbishment and expansion 1.5 FE to 2 FE	Permanent Expansion	2015-17	Tender	1,586	1586			1,586	0	
B22	St Paul's Cray CE Primary	Mixed refurbishment and new build to allow expansion from 1 to 2 FE	Permanent Expansion	2015	Construction	2,589	2589			2,589	0	
B23	The Pioneer Academy (Stewart Fleming)	Summer 2015 bulge works and permanent expansion	Permanent Expansion	Summer 2015	Tender	8,732	8732			7,170	-1562	Complexities of building project due to site constraints
B24	Trinity (Princes Plain)	Trinity (Princes Plain) Phase 1	Permanent Expansion	Summer 2016	Planning Consultation	1,524	1,215	309	EFA			
B25	Unicorn Primary School	New build expansion to ensure sufficient hall space, new classroom accommodation for 'bulge' class and hygiene facilities	Temporary 'Bulge' and suitability	2014-15	Construction	1,065	0	1,065	Seed Challenge & Access Initiative, £106	1,065	0	Main contract price higher than tender estimate
B26	Worsley Bridge Primary School	Mixed refurbishment and new build to allow expansion from 2 to 3FE	Permanent Expansion	2015	Construction	4,243	4243			4,243	0	
Unplanned Demand Contingency						0	0					
Cost of schemes in delivery						64,574	54,770	9,804				
Programme Contingency (5%)						3,229	3,229					
Services and Abnormals Contingency (2.5%)						1,614	1,614					
IT Contingency (2.5%)						1,614	1,614					
In Delivery Schemes Total						71,031	61,227	9,804				
Completed Projects Plus Schemes in Delivery (Funded)						82,291	71,357	10,934				
Current Basic Need Scheme Budget							72,191					
Remaining							834					
Changes to programme in delivery											-3,867	

	School	Description of Works	Type	Year (s)	Status	Project cost (£000s)	Funding sources			Budget Changes		
							Basic Need	Other		Cost (July 2015)	Change	Explanation
C) Projects in Delivery (Unfunded)												
C1	Bishop Justus	Phase 2 & 3 Expansion - Hall Extension, Classrooms to Full 2 FE Expansion		Post Summer 2016	Planning - Phased dellivery	4,304	4,304					
C2	Burwood	Expansion of provision to KS2 and KS2 & KS£ to admit girls		2016-17	Feasibility	3,125	3,125					
C3	Castlecombe	1 FE expansion in KS2 if link between Dorset Road and Castlecombe agreed		2016-18	Design Development	2,938	2,938					
C4	Oaklands	Ensuring accommodation is sufficient to admit 3FE and address issue remaining from amalgamation of infant and junior school	Site sufficiency	TBC	Design Development	7,334	7,334					
C5	Trinity (Princes Plain)	Phase 2 - Link block, new 4 classroom block and kitchen, refurbishment and landscaping	Permanent Expansion	Post Summer 2017	Planning - Phased dellivery	4,444	4,194	250	S106	4,684	240	
						22,145	21,895	250				

	School	Description of Works	Type	Year (s)	Status	Project cost (£000s)	Funding sources		Notes
							Basic Need	Other	
D) Projects in development									
D1	Bleheim Primary School	Feasibility on options to expand the school	Potential Expansion	Ongoing	Feasibility	2,972	2,972		
D2	Chislehurst St Nicholas CE Primary School	Relocation and expansion of school to 2FE primary	Potential Relocation and Expansion	Ongoing	Design Development	7,220	6,220	1,000	Estimated Capital receipt
D3	Dorset Road	Works to allow school to admit 30 in each class	Feasibility						
D4	Green Street Green	Feasibility on options to expand the school from 2FE to 3FE	Potential Expansion	Ongoing	Feasibility	2,972	2,972		
D5	James Dixon	New teaching block and replacement of temporary modular classrooms	Permanent Expansion	Ongoing	Feasibility	3,102	2,877	225	Achieving 2 Year Olds Capital Funding
D6	Marian Vian Primary School	Feasibility on options to expand the school	Potential Expansion	Ongoing	Feasibility	2,972	2,972		
D7	St Mary' Cray Primary School	Feasibility on options to expand the school	Potential Expansion	Ongoing	Feasibility	2,970	2,970		
D8	Tubbenden Primary School	Feasibility on options to amalgamate the infant and junior SEN classes and expand SEN provision at the school	Potential SEN expansion	2015	Feasibility				
D9	KS2 Expansion Planning Area 6	Development of proposal to address deficit of KS2 places in Planning Area 6	Potential Expansion and re-organisation	2014-16		3,500	3,500		
D10	Secondary Places	Phase 1 of Secondary Expansion		2015	No decision until 2016	10,000	10,000		
Cost of schemes in development						35,708	34,483	1,225	
Total Programme Cost						140,144	127,735	12,409	
Current Basic Need Scheme Budget							72,191		
Contribution to Basic Need Programme From Other Resources								12,409	
Potential Funding Gap							55,544		

Report No.
ED15132

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: EDUCATION POLICY DEVELOPMENT AND SCRUTINY COMMITTEE

Date: 24th November 2015

Decision Type: Non-Urgent Non-Executive Non-Key

Title: SCHOOLS PERFORMANCE UPDATE

Contact Officer: Jane Bailey, Assistant Director: Education
Tel: 020 8313 4146 E-mail: jane.bailey@bromley.gov.uk

Chief Officer: Assistant Director: Education (ECHS)

Ward: (All Wards);

1. Reason for report

- 1.1 Members of the PDS Committee require regular updates with regard to school performance and the implementation of the local policy of Academy conversion
-

2. **RECOMMENDATION(S)**

- 2.1 Members of the Education Policy Development and Scrutiny Committee are requested to note and comment on the contents of this report.

Corporate Policy

1. Policy Status: Existing Policy
 2. BBB Priority: Children and Young People: his report relates to schools and their role in supporting Bromley's children to attain and achieve to their potential.
-

Financial

1. Cost of proposal: Not Applicable:
 2. Ongoing costs: Recurring Cost:
 3. Budget head/performance centre: Education
 4. Total current budget for this head: £
 5. Source of funding: DSG/RSG
-

Staff

1. Number of staff (current and additional):
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: Statutory Requirement: The London Borough of Bromley has a statutory duty under sections 13, 13A and 14 of the Education Act 1996 which require local authorities to: ensure that their education functions are exercised with a view to promoting high standards ensuring fair access to opportunity for education and learning, and promote the fulfilment of learning potential (DfE (2014) *Clarification of local authority statutory duties relating to services relevant to the Education Services Grant*)
 2. Call-in: Not Applicable:
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

3. COMMENTARY

3.1 Improving school standards - Ofsted Outcomes

3.1.1 Of our 95 primary, secondary and special schools, both maintained and Academies (excluding Free schools [3] and PRUs [2]) 81% are good (58%) or outstanding (23%).

3.1.2 More detail is provided next.

Table 1 - Primary Schools n=74

Primary phase schools Judgements (as at 30 October 2015)	Maintained Schools	% of M schools	Academy Schools pre-conversion	Academy Schools post-conversion	% of A schools
Outstanding	0	0%	14	0	26%
Good	15	71%	22	5	51%
Requires Improvement	6	29%	5	4	17%
Special Measures	0	0%	2	1	6%
Total number of schools	21	100%	53		100%

Table 2 - Secondary Schools

Good n=11	Outstanding n=6 (includes the only maintained secondary)
------------------	---------------------------------------------------------------------

Table 3 - Special Schools – all maintained

Outstanding x 2	Good x 1	RI x 1
------------------------	-----------------	---------------

Table 4 - Recent Ofsted Outcomes (2015)

School	Outcome	Change since previous inspection
Bromley Road Primary	Good	↑
St George's CofE Primary	Good	↑
The Highway Primary	Good	→
Burwood Special School	RI	→
Red Hill Primary	RI	↓
Biggin Hill Primary	RI	↑
Grays Farm Primary	Inadequate	↓
Green St. Green Primary	RI	↓
Harris Primary Crystal Palace	Good	↑
Langley Park Boys School	Outstanding	→
Raglan Primary School	RI	↓
Ravens Wood School	Good	↑

3.2 Academy Conversions

3.2.1 Bromley remains on track with a conversion schedule of all maintained schools becoming Academies. The next set of tables shows the number of converted schools and plans for the remainder.

Table 5- Academy Status Summary

School Type	Converted		Maintained - Conversion in Progress		Maintained - Exploring Conversion		Maintained – Not Actively Exploring Conversion		Total	
Secondary	16	94%	0	0%	1	6%	0	0%	17	100%
Primary	53	72%	8	8%	4	8%	9	12%	74	100%
Special	0	0%	1	25%	0	0%	3	75%	4	100%
PRU	1	100%	0	0%	0	0%	0	0%	1	100%
Total	70	73%	9	9%	5	4%	12	13%	96	100%

Table 6 - Planned Academy conversion timetable

No.	School	Arrangements	Date
1.	Burnt Ash Primary	Entering into Umbrella Trust with Darrick Wood Infant, Pickhurst Junior and Southwark Free School (Zenith Education Trust).	1 st December 2015
2.	Worsley Bridge	Applying for academy sponsorship with Farnborough Primary School	1 st January 2016
3.	Clare House	Intending to be part of Langley MAT	1 st April 16 tentative
4.	The Highway Primary	Converting at same time as part of the South London Orpington Learning Alliance with Green St Green and Tubbenden.	1 st April 2016
5.	Pratts Bottom Primary		
6.	Chelsfield Primary		
7.	Darrick Wood Junior		
8.	Burwood School	part of the MAT Bromley Educational College Trust	1 st Dec 2015

Table 7 – Maintained Schools with conversion plans and dates to be agreed

School	
1. Bickley Primary	9. Marjorie McClure
2. Blenheim Primary	10. Poverest Primary
3. Bromley Road Primary	11. Red Hill Primary
4. Churchfields Primary	12. Riverside
5. Dorset Road Infant	13. Southborough Primary
6. Downe Primary	14. St Anthony's RC Primary
7. Edgebury Primary	15. St George's CE Primary
8. Glebe	16. St Olave's
9. James Dixon Primary	17. St. Paul's Cray

3.3 Support and challenge for schools of concern

3.3.1 School improvement challenge and support is provided to all LA schools in RI. The number of schools requiring support is reducing and we are supporting 5 RI Primary Phase schools out of 6. These are St. Anthony's, St. Paul's Cray, Churchfields, Redhill and Southborough. For

Worsley Bridge the LA has agreed with the school for it to resource its on support through the Trust it will join post conversion on January 1st 2016.

3.3.2 Individual school action plans are drawn up and agreed with the school. St. Anthony's, St. Paul's Cray and Churchfields Primary are expecting an Ofsted Inspection this term so there is a strong focus on working with the schools to evidence a minimum Good standard across all areas.

3.3.3 A Schools Action Group meets every 6 weeks to identify issues of concern in schools, formulate actions to respond to these and to monitor and track schools progress. Intelligence will be drawn in from a range of sources. An Academy Transfer Operations Group maintains oversight of schools undergoing Academy conversions and to track schools intentions for conversion, and is now supported by a temporary Education Project Officer.

3.4 Indicative key Stages 4 and 5 2015 results

3.4.1 Indicative headline results for GCSEs and A levels are shown below.

3.4.2 Provisional Key Stage 4 results in Bromley 2015

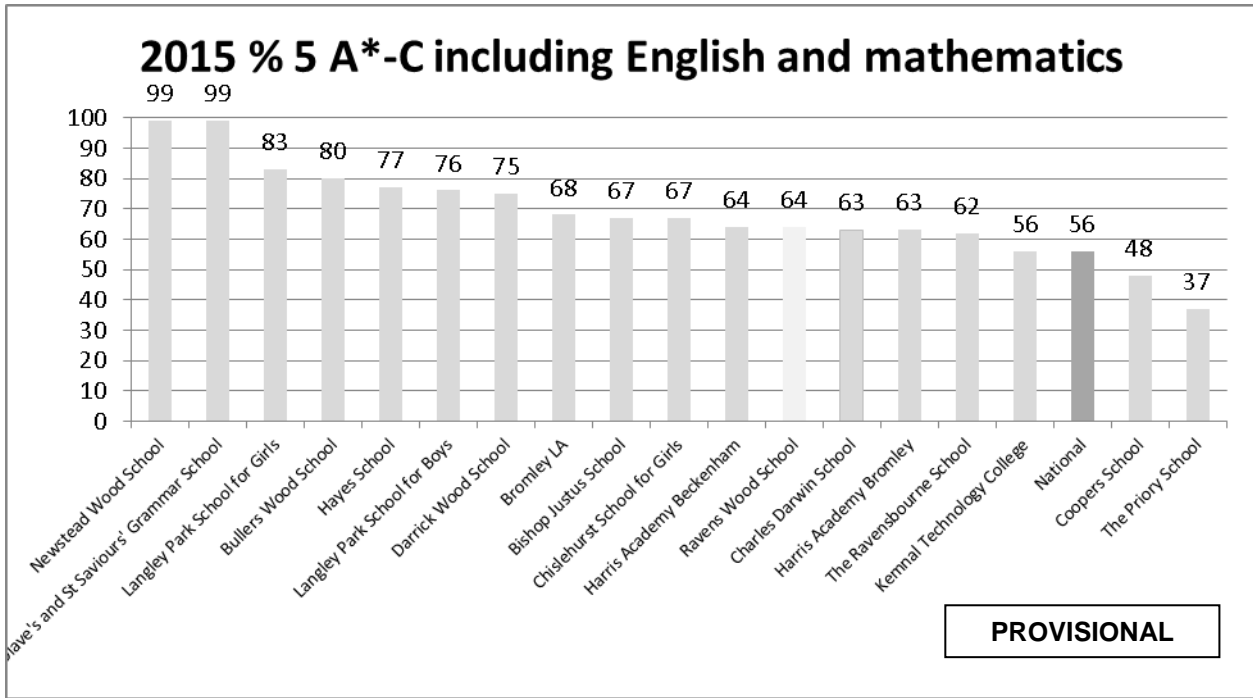
3.4.3 Two major reforms had an impact on the 2013/14 GCSE and equivalent results and means that any comparison between these results and previous years' cannot be considered as comparing like-for-like data and should be treated with caution. The recommendations adopted from Professor Alison Wolf's review of vocational education took effect in the calculation of the data underpinning the performance tables. For example, where a BTEC may have previously counted as four GCSEs it is now equivalent to a single GCSE in its contribution to performance measures

3.4.4 Introduction of early entry policy is the other key policy reform. In the past, school performance measures were calculated using the best result that a pupil achieved in a subject, regardless of the multiple number of times they may have been entered for it. In September 2013, to address the significant increase in early and multiple entries, the Department for Education announced that only the first result a pupil achieved would count in performance measures from 2013/14. This new rule came into effect immediately and applied to all key stage 4 performance measures, including the percentage of pupils achieving at least 5 A* to C GCSEs including English and mathematics and the English Baccalaureate (EBacc) subjects. This policy has been expanded to apply to all subjects in 2014/15. This only affects a school's performance measure calculations; pupils are still accredited with every grade they have achieved, regardless of the number of entries.

3.4.5 The 2015 results are provisional until they have been checked by schools for the Performance Tables release in January 2016. For example previous years have shown that the national figures can see an increase of up to 1% from the Provisional to the Final figures. There may be similar changes to the Local Authority and School figures.

3.4.6 Overall in Bromley, **there has been a rise in the percentage of pupils achieving 5 or more A*-C grades**, including English and mathematics GCSE, from 66% in 2014 to 68% in 2015. This compares to the national figures of 57% in 2014 (final result) and 56% in 2015 (the provisional 2014 figure for comparison was 56%). Bromley remains well above the national average, and is 7th nationally for this measure. So in taking account of the reform changes Bromley's performance direction appears to be positive.

3.4.7 Across LA maintained and Academy schools in Bromley, the results vary from 37% to 99%. Graph 1 shows the provisional 2015 results for Bromley schools.

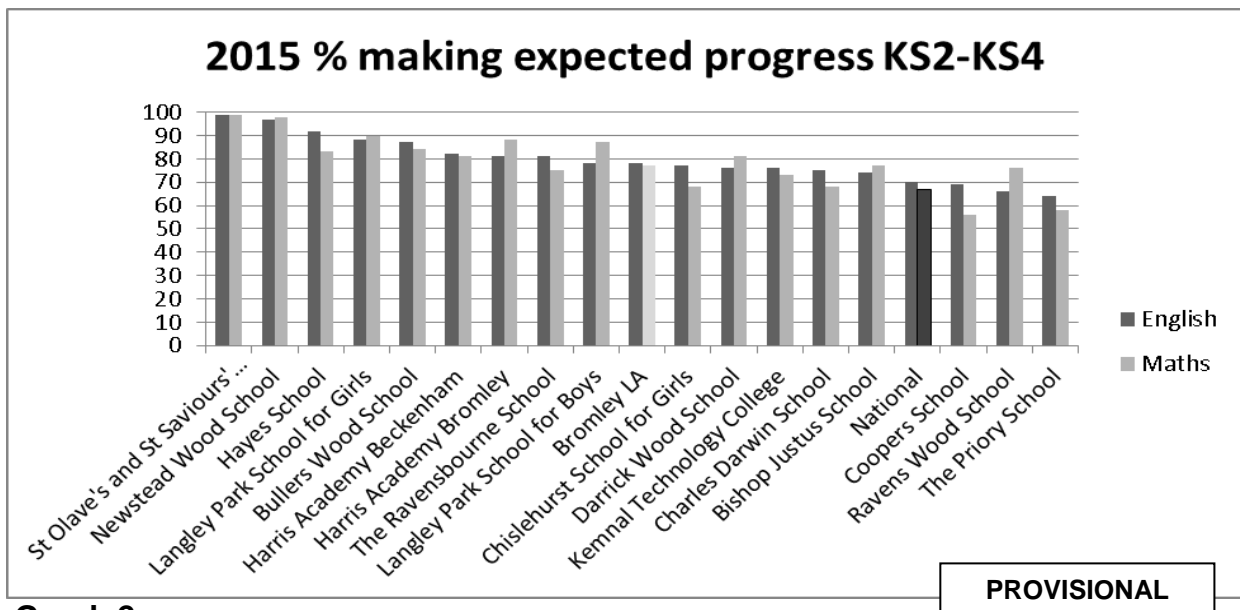


Graph 1

3.4.8 The provisional percentage of pupils achieving the English Baccalaureate dipped slightly from 35% in 2014 to 34% in 2015. Again, this may well increase when the final results are published. Schools are not required to enter pupils for all subjects in the English Baccalaureate and the proportion of pupils achieving this measure varies between schools in Bromley from 6% to 94%. Nationally, 24% of pupils achieved the English Baccalaureate in 2015.

3.4.9 At the end of Key Stage 4 schools must show how much progress pupils have made from the end of Key Stage 2 for English and mathematics. Expected progress for a pupil achieving a Level 4 at the end of Key Stage 2 would be a C grade at the end of Key Stage 4. In Bromley schools, 78% of pupils made expected progress in English and 77% made expected progress in maths. The national comparators are 70% for English and 67% for maths. Bromley is placed 9th nationally for expected progress in English and 8th for expected progress in maths.

3.4.10 Graph 2 next shows the provisional 2015 results for Bromley schools.



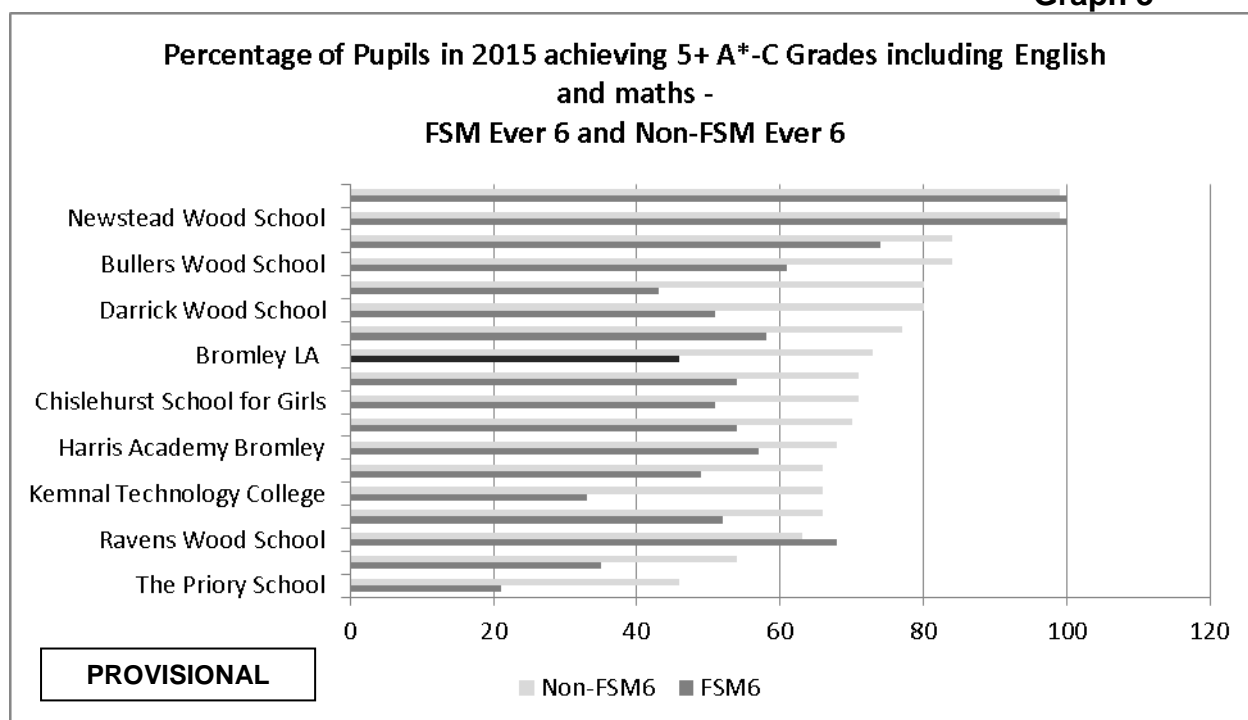
Graph 2

3.4.11 Free School Meals

3.4.12 The current main identifier used by Department for Education and Ofsted to indicate disadvantaged pupils are those pupils who have been eligible for Free School Meals at some point during the last 6 years (known as FSM6). In Bromley schools in 2015 at the end of Key Stage 4, 20% of pupils were identified as FSM6, although this varies widely between schools (3% to 44%).

3.4.13 The percentage of FSM6 pupils achieving 5+ A*-C grades including English and maths in 2015 was 46%, compared with 73% of non-FSM6 pupils, showing a gap of 27 percentage points. The gap in 2014 was 29 percentage points, with 42% of FSM6 pupils gaining 5+ A*-C grades including English and maths, compared with 71% of non-FSM6 pupils. Variations in the 'gap' within schools range from +5 percentage points (where more FSM6 pupils gain the grades compared with non-FSM6 pupils, although this tends to be in schools with very small numbers of FSM6 pupils) to -37 percentage points

Graph 3



3.4.14 Provisional Key Stage 5 results in Bromley 2015

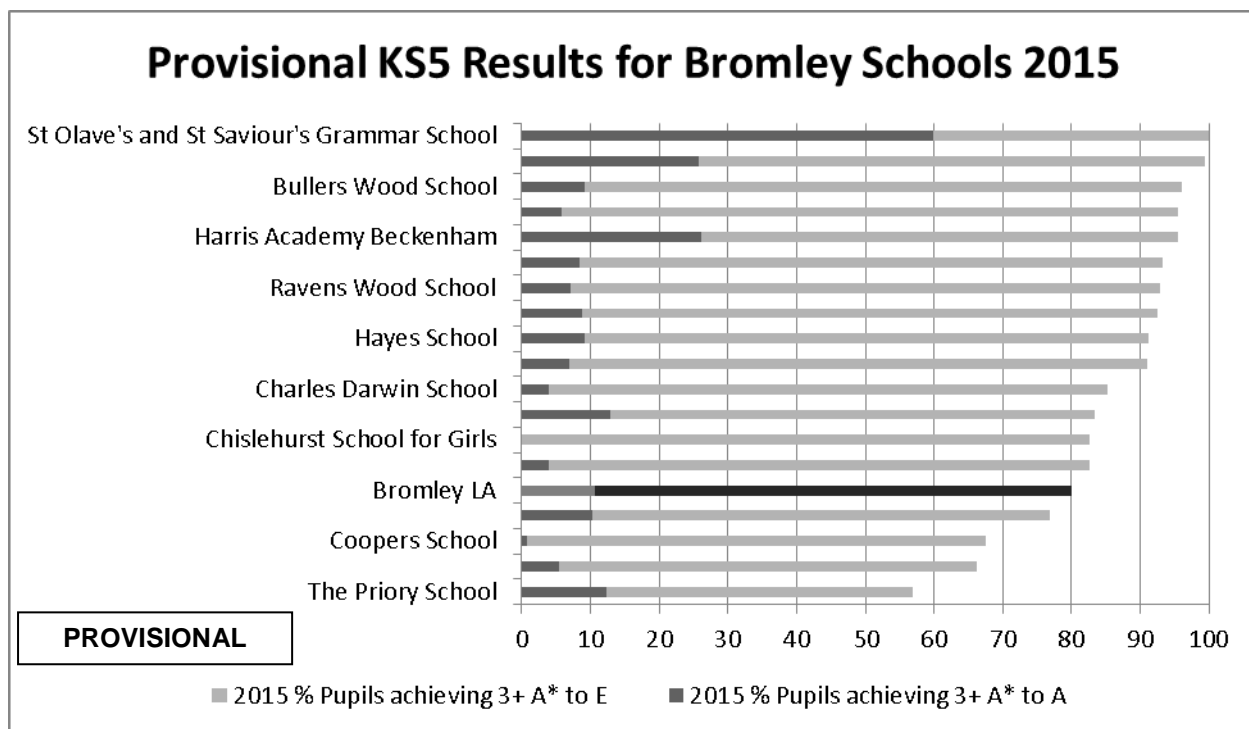
3.4.15 The 2015 Key Stage 5 results are also provisional, until they have been checked by schools for the Performance Tables release in January 2016. As with GCSE results the national figures can see an increase of 1% from the Provisional to the Final figures. There may be similar changes to the Local Authority and School figures.

3.4.16 The results at Level 3 (Key Stage 5) are based upon students completing the Key Stage 5 course of study, through A Levels, other advanced academic qualifications or vocational qualifications. The range of qualifications included covers all level 3 qualifications approved under Section 96 of the Learning and Skills Act (2000) (See http://www.education.gov.uk/schools/performance/16to18_14/c14-2.html for more information).

3.4.17 The percentage of pupils achieving 3 A*-E grades or equivalent has dropped to 80% from 86% in 2014, however the percentage gaining 3 A*-A grades has increased slightly from 10.4% in 2014 to 10.6% in 2015. Consequently, the average points per entry have increased from 215.2 in 2014 to 216.7 in 2015. The average grade remains at C+.

3.4.18 Nationally, 77% of pupils achieved 3+ A*-E grades, a drop from 79% in 2014. 10.2% achieved 3+ A*-A grades, a slight drop from 10.3% in 2014. The average points per entry in 2015 were 211.9, and the average grade was a C.

3.4.19As in previous years, Bromley is above the national averages in all these main measures.



Graph 4

4. POLICY IMPLICATIONS

4.1 This work contributes to the LBB policy aim to promote educational opportunity in the borough, ensuring all families have a choice of good and outstanding schools.

Non-Applicable Sections:	Financial Implications Personnel implications
	Legal Implications

Report No.
ED15130

London Borough of Bromley

PART ONE - PUBLIC

Decision Maker: Education Policy Development and Scrutiny Committee

Date: 24th November 2015

Decision Type: Non-Urgent Non-Executive Non-Key

Title: EDUCATION PROGRAMME 2015/16

Contact Officer: Angela Buchanan, ECHS Planning & Development Manager
Tel: 020 8313 4199 E-mail: angela.buchanan@bromley.gov.uk

Chief Officer: Mark Bowen, Legal & Democratic Services

Ward: Borough-wide

1. Reason for report

- 1.1 This report provides a programme of scheduled reports for the year ahead, based on items scheduled for decision by the Education Portfolio Holder and items for consideration by the Education Policy Development and Scrutiny Committee.
-

2. **RECOMMENDATION(S)**

- 2.1 **Members of the Education PDS Committee are invited to comment on the Education Programme at Appendix 1; and, note the most recent school visits scheduled to take place appendix 2.**
- 2.2 **The Education Portfolio Holder is invited to comment on the Education PDS Programme at Appendix 1 and note its content.**

Corporate Policy

1. Policy Status: Existing Policy: As part of the Excellent Council stream within Building a Better Bromley, PDS Committees should plan and prioritise their workload to achieve the most effective outcomes.
 2. BBB Priority: Children and Young People: To secure the best possible future for all children and young people in the Borough, including a clear focus on supporting the most vulnerable children and young people in our community.
-

Financial

1. Cost of proposal: No Cost
 2. Ongoing costs: Not Applicable
 3. Budget head/performance centre: No specific budget head
 4. Total current budget for this head: £N/A
 5. Source of funding: Council's Base Budget
-

Staff

1. Number of staff (current and additional): N/A
 2. If from existing staff resources, number of staff hours: N/A
-

Legal

1. Legal Requirement: No statutory requirement or Government guidance:
 2. Call-in: Not Applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): This report is intended primarily for members of this Committee to use in controlling and reviewing their ongoing work.
-

Ward Councillor Views

1. Have Ward Councillors been asked for comments? No
2. Summary of Ward Councillors comments: Not Applicable

3. COMMENTARY

Work Programme

- 3.1 The Programme at **Appendix 1** provides information on items scheduled for decision by the Education Portfolio Holder, items for consideration by the Education Policy Development and Scrutiny Committee and proposed information briefings for Members on which no decision is required.
- 3.2 The Programme provides a reference on future work and enables it to be amended in the light of future developments and circumstances. The programme also lists the meetings of the Executive and PDS Working Groups with dates (where already scheduled).
- 3.3 The focus of Education PDS Committee work should be on (i) holding the Education Portfolio Holder to account, (ii) pre-decision scrutiny and (iii) policy development.

Council Member Visits

- 3.4 All four arranged visits have been undertaken this term please see **Appendix 2** for details of the visits and who attended). All Elected Council Members and Co-opted Members are invited to attend Council Member Visits and are asked to make known their interest by responding to the emails from cheryl.adams@bromley.gov.uk
- 3.5 We are currently putting together the programme of visits for 2016 an email will follow shortly outlining the planned visits for members of the PDS committee to send back their preferences.
- 3.6 At the request of PDS members a new feedback form will be introduced for spring term visits. This will enable members to feedback both positive and negative observations which will be shared with the Education Division management team and schools/ educational establishments. We have included feedback from two autumn term visits in the table contained within appendix 2.

Non-Applicable Sections:	Policy, Financial, Legal and Personnel Implications
Background Documents: (Access via Contact Officer)	

This page is left intentionally blank

Education Programme 2015/16

Education Budget Sub Committee	5th January 2016
Education PDS	19th January 2016
Item	Status
Ofsted Regional Commissioner, will be attending meeting	
YOT Improvement Plan - progress update	
Bromley Adult Education College Update	
Education Portfolio Plan Sept 2015 – Aug 2016 - Update	
Update on Under Performing Schools and Bromley Academy Programme & Free School Update	Standing Item
Basic Needs Update	
ED Draft Budget	
Elective Home Education, including Child Safeguarding Issues	
Secondary & Primary Development Plans	
Education Programmes for LBB Children in Care	
Update on School Nurses Initiative	
Minutes from Budget Sub Committee	Standing Item
Update from Executive Working Party for SEN	Standing Item
Contract Activity Report	Standing Item
ED PDS Work Programme & Members Visits	Standing Item
Education Budget Sub Committee	16th February 2016
Education PDS	1st March 2016
Item	Status
Update on Under Performing Schools and Bromley Academy Programme & Free School Update	Standing Item
Annual Admissions Report 2015/16	
YOT Improvement Plan - progress update	
Young People Not in Education, Employment or Training (NEET) - Update	
Minutes from Budget Sub Committee	Standing Item
Update from Executive Working Party for SEN	Standing Item
Contract Activity Report	Standing Item
ED PDS Work Programme & Members Visits	Standing Item
SACRE	9th March 2016

This page is left intentionally blank

COUNCIL MEMBERS' VISITS

Autumn Term 2015

Establishment Name	Date	Members Attending	Status
Tubbenden Primary School (Academy)	10.09.15	Cllr Christopher Pierce Cllr Peter Fookes Cllr Judith Ellis Cllr Steven Wells Cllr Neil Reddin Rosalind Luff (Ms) – Co-Opted Member	Complete
The Priory School (Academy)	24.09.15	Cllr Mary Cooke Cllr Steven Wells Cllr Neil Reddin Cllr Terence Nathan Cllr Peter Fookes Tony Wright Jones – Co-Opted Member Rosalind Luff (Co-Opted Member) Cllr Robert Evans <i>Thank you and your team for a very engaging and informative visit. The positive atmosphere around the school, as well as the dedication of the staff and leadership team certainly came through.</i>	Complete
St Mary Cray Primary School (Academy)	09.10.15	Cllr Steven Wells Cllr Keith Onslow Cllr Terence Nathan Cllr Mary Cooke Cllr Teresa Ball Cllr Peter Fookes Joan McConnell (Co-Opted Member) <i>Nice to put the other part of the story together, following the visit to Hayes Academy last year. Clearly, the school management have a very clear and positive vision that is showing excellent results. Thanks to all school personnel for making us welcome.</i>	Complete
Ravensbourne School (The)	23.10.15	Cllr Judith Ellis Cllr Steven Wells Cllr Michael Turner Cllr Neil Reddin Rosalind Luff (Ms) – Co-Opted Member Tony Wright Jones – Co-Opted Member	Complete

This page is left intentionally blank

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

Document is Restricted

This page is left intentionally blank

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

Document is Restricted

This page is left intentionally blank