

EDUCATION, CHILDREN AND FAMILIES SELECT COMMITTEE

Minutes of the meeting held at 7.00 pm on 17 October 2017

Present:

Councillor Nicholas Bennett J.P. (Chairman)
Councillor Neil Reddin FCCA (Vice-Chairman)
Councillors Kim Botting FRSA, Alan Collins, Mary Cooke,
Nicky Dykes and Angela Wilkins

Mary Capon and Joan McConnell
Emmanuel Arbenser

Also Present:

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

14 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

Apologies for absence were received from Councillor Chris Pierce.

Apologies for lateness were received from Councillor Nicky Dykes.

The Chairman led Members in thanking Jane Bailey, Director: Education who had recently left the Local Authority for her excellent contribution to education in Bromley. The Chairman also welcomed Gillian Palmer, Interim Director: Education to the Local Authority.

15 DECLARATIONS OF INTEREST

There were no additional declarations of interest.

16 MINUTES OF THE EDUCATION SELECT COMMITTEE MEETING HELD ON 28 JUNE 2017

RESOLVED that the minutes of the meeting held on 28th June 2017, be agreed and signed as an accurate record.

A MATTERS OUTSTANDING FROM PREVIOUS MEETINGS

Report CSD17118

The Committee considered a report setting out matters outstanding from previous meetings, as well as matters outstanding from previous meetings of

the Care Services PDS Committee relating to the scrutiny of Children's Services.

The Portfolio Holder confirmed that letters raising concerns identified by the Select Committee on elective home education and the 50% admissions figure for faith schools would be sent to Lord Agnew and the Prime Minister following the meeting. The Portfolio Holder would also follow up outstanding matters relating to requests for Members to receive the minutes of the Children's Service Improvement Governance Board and contribute towards an online resource being developed to assist teachers in identifying young carers. The Deputy Chief Executive and the Interim Director: Education would provide responses to the recommendations developed as part of the first report of the Education, Children and Families Select Committee 2017/18 on the Children's Services landscape in Bromley.

In response to a question from the Chairman, the Deputy Chief Executive reported that the Schools Partnership Board had been replaced by a Schools' Executive Group that included representation by Head Teachers from primary, secondary and special schools and would meet on a termly basis.

RESOLVED that matters outstanding from previous meetings of the Education, Children and Families Select Committee and Care Services PDS Committee relating to the scrutiny of children's services be noted.

17 QUESTIONS TO THE SELECT COMMITTEE CHAIRMAN FROM MEMBERS OF THE PUBLIC AND COUNCILLORS ATTENDING THE MEETING

Six oral questions were received from members of the public and these are attached at Appendix A.

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

Four oral questions and one written question were received from members of the public and these are attached at Appendix B.

19 EDUCATION SELECT COMMITTEE WORK PROGRAMME

Report CSD17133

The Committee considered its work programme for the 2017/18 municipal year.

The Vice-Chairman advised Members that there were places available on the scheduled visit to Harris Girls' Academy Bromley on 19th October 2017.

RESOLVED that:

- 1) The work programme 2017/18 be approved; and,**

- 2) The nomination of Councillor Mary Cooke to the Education, Children and Families Budget and Performance Monitoring Sub-Committee be approved.**

20 PORTFOLIO HOLDER UPDATE

The Portfolio Holder gave an update to Members on work in progress across the Education, Children and Families Portfolio.

Work to deliver the Children's Service Improvement Plan was ongoing, with a continued emphasis on recruitment and retention and the delivery of the 'Caseload Promise'. A highly successful social work practice week had recently been held which provided an opportunity for Members and senior managers to get a first-hand view of issues and practice in social work.

The final report of the Commissioner for Children's Services in Bromley had been published and was very positive about the progress made by the Local Authority and its partners in improving children's services across Bromley. The Portfolio Holder offered his thanks to all Members, Officers and partners for their work in delivering wide-ranging improvements across the service.

There had been a number of Ofsted Inspections of Bromley schools with Chislehurst C.E. Primary School, Trinity C.E. Primary School, St Mary's Catholic Primary School, St Joseph's Catholic Primary School and St Philomena's R.C. Primary school all being rated as 'Good'. Work to increase the number of school places across the Borough was ongoing and planning applications for Langley Park Primary School and Bullers Wood School for Boys had recently been approved. Approved academies looking for sites in the Bromley area included the Science, Health and Wellbeing (SHaW) Futures Academy and Harris Sydenham Academy. The Chairman requested that an updated list of Bromley schools seeking to expand be provided to Members following the meeting.

Work was underway to review A Level and GCSE performance at schools across the Borough for the 2016/17 academic year and this would be provided to Members when available. An issue around performance-based exclusions in relation to AS Level results at St Olave's Grammar School had been reported in the national media, and the Local Authority had written to the new Chairman of the Governing Body raising a number of concerns.

In response to a question from the Chairman, the Portfolio Holder confirmed that a review of special educational needs transport had been completed and the findings of this review would be reported to the Education, Children and Families Select Committee when available. The Chairman requested an update on the Independent Travel programme for children and young people with special educational needs be provided to Members following the meeting.

RESOLVED that the Portfolio Holder update be noted.

**A EDUCATION, CHILDREN AND FAMILIES PORTFOLIO PLAN
2017/18**

Report ED18033

The Committee considered a report setting out the draft Education, Children and Families Portfolio priorities and aims for 2017/18 which reflected the new Portfolio structure agreed in May 2017 and brought Education oversight in line with the financial planning cycle as opposed to the academic year.

The draft 2017/18 Education, Children and Families Portfolio Plan comprised two priority outcomes to secure the health, wellbeing and achievements of vulnerable children and provide the best possible service to deliver appropriate support to all children and young people. These priorities were underpinned by four Outcome Statements and 35 Aims which defined the supporting Education, Social Care, Health and Housing action plans and measures.

In considering the Portfolio Plan, a Member queried why targets in certain areas appeared to be less ambitious than for 2016/17, and underlined the importance of ensuring there were clear measures in place to monitor performance. The Portfolio Holder requested that Members provide details of any performance measures to be reviewed and would clarify targets within the plan following the meeting

RESOLVED that the Portfolio Holder be recommended to agree the 2017/18 draft Education, Children and Families Portfolio Plan.

**21 MINUTES OF THE EDUCATION, CHILDREN AND FAMILIES
BUDGET AND PERFORMANCE MONITORING SUB-COMMITTEE
MEETINGS HELD ON 18 JULY 2017 AND 26 SEPTEMBER 2017**

The Committee noted the minutes of the Education, Children and Families Budget and Performance Monitoring Sub-Committee meetings held on 18th July 2017 and 26th September 2017.

**22 FIRST REPORT OF THE EDUCATION, CHILDREN AND FAMILIES
SELECT COMMITTEE 2017/18**

The Chairman advised the Committee that the first report of the Education, Children and Families Select Committee 2017/18 had been considered at the meeting of Council on 25th September 2017 where a motion to approve the recommendations had been carried.

RESOLVED that the first report of the Education, Children and Families Select Committee be noted.

23 LIVING IN CARE COUNCIL PRESENTATION

The Committee received a presentation from seven representatives of the Living in Care Council about being in care, which included a short film created by children looked after that expressed their feelings and experiences about being in care and was used to support other young people on their journey into care. The presentation also gave details of the work of the Living in Care Council, which was open to children looked after aged 11-21 years to consider issues impacting children looked after and work with Officers and Members to improve the care experience.

Members were advised of the success of the Corporate Parent Fun Day on 30th July 2017 which had been organised by the Living in Care Council in partnership with Officers and Members. Over 200 people had attended the event which enabled children looked after to meet their Corporate Parents and Senior Officers. Work was underway to plan a similar event for Summer 2018, and Councillors Peter Fortune, Kim Botting FRSA and Angela Wilkins would represent the Education, Children and Families Select Committee at a forthcoming planning meeting. Members were also notified about a forthcoming initiative where Corporate Parents would live as a Child Looked After for a day and Councillor Mary Cooke agreed to participate.

In response to a question from a Member, the Vice-Chairman of the Living in Care Council advised that the key aim of the Living in Care Council was to continue to improve the care experience for all children looked after. Members were invited to contact the Living in Care Council with any issues they wished to explore or to attend meetings of the Living in Care Council.

The Chairman informed the Living in Care Council that the support of children looked after was a key area within the future work programme of the Education, Children and Families Select Committee and that the Living in Care Council would be invited to contribute towards this review. The Chairman was pleased to note an update on the progress of previous Chairs of the Living in Care Council who had moved on to higher education, training and employment and requested that similar information be provided for the wider membership of the Living in Care Council as it was important for Corporate Parents to be aware of the outcomes for young people as they moved towards independence.

The Chairman led Members in thanking Tia, David, Lola, Millie, Scott and Callum for their excellent presentation and the work of the Living in Care Council.

RESOLVED that the presentation be noted.

24 YOUTH OFFENDING SERVICE UPDATE

The Committee received an update on the performance of the Bromley Youth Offending Service (YOS) and progress made since the recent inspection and as a result of other operational and strategic developments.

There were approximately 110 cases within the Youth Offending Service at the present time, 22% of which involved conditional cautions or triage. The work within the Youth Offending Service was delivered by a team of senior officers and caseworkers, and was further supported by specialist colleagues including a part-time school nurse and those working in the areas of substance misuse, wellbeing and parenting consultation. The current focus of the Youth Offending Service was on securing positive outcomes for young people that reduced levels of offending, the need for custody and the numbers entering the criminal justice system. Bromley's quarterly performance data for the October 2014 to September 2015 cohort showed a reduction of 7.6% in the rate of reoffending on the previous year, although the actual number of young people accessing the service had increased by five.

With regard to future service provision, the reviewed and updated Youth Offending Service Operational Improvement Plan was based around seven key priority areas comprising reducing reoffending, protecting the public, protecting the child or young person, ensuring that the sentence is served, governance and partnership arrangements and the effectiveness of YOS interventions and had been approved by the Youth Offending Service Governance Board on 11th October 2017. Bromley Youth Offending Service had also been successful in a recent bid to NHS England to develop a Forensic Service Pilot Scheme in recognition of the high proportion of young people entering the youth justice system identified as having complex needs that required significant levels of specialist intervention and support. The scheme would enable these young people to access specialist child and adolescent mental health services (CAMHS) as well as other wellbeing support services from across a range of agencies, and support would also be provided to their families and carers where appropriate. The Forensic Service Pilot Scheme would initially be funded for one year, but an application could be made for further funding if the scheme was successful.

In response to a question from the Chairman, the Head of Youth Support and Youth Offending Services confirmed that there was no CAMHS worker seconded to the team; however a Bromley Y worker was based in the team for two days a week and the Youth Offending Service was also able to refer young people directly to CAMHS where a need was identified. The part-time school nurse worked one day a week and a bid was being developed to provide additional capacity. The Head of Youth Support and Youth Offending Services provided a case study example of a young person within the Youth Offending Service who required a range of support relating to their mental wellbeing, and noted that undiagnosed mental health or wellbeing issues could be a cause of challenging behaviour in some young people.

A Member queried how the Youth Offending Service delivered a key performance indicator to reduce the number of first time entrants to the youth justice system. The Head of Youth Support and Youth Offending Services explained that young people who had committed low level offences could be referred to the Youth Offending Service for triage through which short term interventions were delivered in partnership with the police to divert young people away from offending and that the majority of young people referred to

the Youth Offending Service for triage did not go on to reoffend. The Chairman requested that further information on the number of young people referred for triage, including statistics in relation to whether they reoffended, be provided to Members following the meeting.

RESOLVED that the update be noted.

25 CHILD AND ADOLESCENT MENTAL HEALTH SERVICES (CAMHS) WITNESS SESSION

The Committee had been provided with a range of written evidence in advance of the meeting. This included a report outlining the tiered approach to Child and Adolescent Mental Health services (CAMHS) in the Borough, overviews of the support services provided by Bromley Y and Oxleas NHS Foundation Trust, a submission from Impact Multi Academy Trust, and an article from *The Times* newspaper dated 18th September 2017.

The Chairman was pleased to welcome Daniel Taegtmeyer, Head of Integrated Commissioning and Transformation (Bromley Clinical Commissioning Group), Dr Jenny Selway, Consultant in Public Health Medicine (LBB), Claire Ely, Director (Bromley Y), Ernest Noad, Chairman (Bromley Wellbeing Service), and Beverley Mack, Associate Director and Stephen Whitmore, Director: Children and Young People's Services (Oxleas NHS Foundation Trust) to the meeting.

Daniel Taegtmeyer, Head of Integrated Commissioning and Transformation (Bromley Clinical Commissioning Group)

The Head of Integrated Commissioning and Transformation advised Members that the Bromley Clinical Commissioning Group worked in partnership with the Local Authority and a range of strategic and voluntary partners to support the delivery of the referral and treatment pathway for child and adolescent mental health services (CAMHS). There had been an increasing demand for emotional wellbeing and mental health needs services over recent years. It had been projected at a national level that approximately 10% of the 0 to 18 years population had diagnosable emotional wellbeing and mental health needs which equated to a potential cohort of 7500 children and young people in Bromley. The key challenge was to identify how children and young people could be supported to keep mentally well and to ensure that the pathway to access services enabled the right care to be provided in the right place at the right time to those requiring support.

The children and young people's emotional wellbeing and mental health referral and care pathway in Bromley had undergone a significant redesign in 2014/15. Previously based on a structured model of tiers, the single point of access model established a clear treatment pathway to meet the needs of children and young people with emotional wellbeing and mental health needs, strengthening service pathways across a range of partners and providing additional capacity. The early intervention emotional wellbeing service delivered by Bromley Y was launched in December 2014 and worked to triage

referrals, providing interventions where appropriate and referring service users to other specialist services such as CAMHS, Bromley Children's Project or substance misuse services. The CAMHS Transformation Plan had been developed to invest additional resources in the local system to increase capacity and help address key issues including waiting times as well as improving access to a range of specialist services including those for eating disorders and autism spectrum disorder.

In considering a range of information provided regarding the social and complexity factors identified in children and young people accessing the wellbeing service and specialist Oxleas CAMHS services, the Head of Integrated Commissioning and Transformation confirmed that this information was collected and collated by separate organisations. The Chairman underlined the potential to collect comparative information across different organisations to develop an holistic picture of why children and young people were experiencing issues with their emotional wellbeing and mental health needs. The Vice-Chairman suggested that there was also a need to drill down further with regard to data collected on children and young people accessing the specialist Oxleas CAMHS services, for example to identify exactly which home or school issues were a factor in their emotional wellbeing and mental health needs, as well as to provide the total number of service users to inform percentage figures. The Head of Integrated Commissioning and Transformation highlighted that new information gathered by NHS England would be released in 2018 which would include details of the prevalence of mental health needs.

A Co-opted Member was concerned at the average wait time of 32 weeks for specialist mental health services in 2015/16. The Head of Integrated Commissioning and Transformation agreed that any wait time for significant interventions was unacceptable. The Bromley Clinical Commissioning Group had gained increased access to data on the referral and treatment pathway process and this would help identify areas where additional resources might be required. It was important to build flexibility into the system to respond to high levels of demand in particular service areas and work would continue across all key partners to ensure the service was responsive to need. The Co-opted Member also underlined an issue around out-of-borough inpatient care. The Head of Integrated Commissioning and Transformation reported that NHS England had previously commissioned inpatient care at a national level and that he understood that the majority of inpatient admissions were generally within an hour's distance of London. The Head of Integrated Commissioning and Transformation noted that Oxleas NHS Foundation Trust had the most accurate records on where patients were placed. Responsibility for commissioning inpatient care in South London had now been delegated to the South London Partnership which comprised Oxleas NHS Foundation Trust, South London and Maudsley NHS Foundation Trust and South West London and St George's Mental Health NHS Trust and this would support children and young people to remain within their own communities when receiving inpatient care.

In response to a question from the Chairman, the Head of Integrated Commissioning and Transformation confirmed that over the past three years, funding levels for child and adolescent mental health services had been sustained with additional funding of £700k per annum invested in local mental health and emotional wellbeing services through the CAMHS Transformation Plan. The Chairman requested that the Head of Integrated Commissioning and Transformation provide more detailed information regarding service budgets and demand from 2014/15 to the present time following the meeting. A Co-opted Member noted that despite being a London Borough, Bromley appeared to be underfunded and there was a need to advocate for sufficient resources to meet local need. In seeking additional funding, a Member underlined the importance of emphasising how investment in early intervention services reduced the demand for more costly specialist services in the longer term.

Another Member queried the transition arrangements for children moving into adult services and how this was being managed. The Head of Integrated Commissioning and Transformation informed Members that there was universal recognition across partners that transition arrangements required improvement and work was underway to address this including looking at how best to align the emotional health pathway with the special educational needs and disability pathway to make it available up to the age of 25 years. Services would have to engage better with young people, and think more widely about the needs of young people and their requirements when designing services.

The Chairman requested that the Bromley Clinical Commissioning Group provide a response to the letter from the Impact Multi Academy Trust which raised a number of issues in the area of child and adolescent mental health services.

Dr Jenny Selway, Consultant in Public Health Medicine (LBB)

The Consultant in Public Health Medicine advised Members that the Public Health service had funded Bromley teachers to become Mindfulness trainers within their schools. The Chairman requested that further information be provided on how the programme operated, including details of the course content.

In response to a question from a Member, the Consultant in Public Health Medicine confirmed that the increased level of referrals to specialist eating disorder services was due to a wide range of factors. The majority of young people referred to eating disorder services were female, and the Chairman noted that young people referred to eating disorder services were often high achievers.

Claire Ely, Director (Bromley Y) and Ernest Noad, Chairman (Bromley Wellbeing Service)

The Director advised Members that Bromley Y hosted the Bromley Wellbeing Service which was a single point of access service developed to support the emotional and mental wellbeing of children and young people aged 0 to 25 years in the Borough. Commissioned by the Local Authority, the Bromley Wellbeing Service enabled children and young people to be referred or self-referred to the service which offered a triage and assessment process, after which a decision was made on their support needs which could include therapeutic support by Bromley Y or signposting to a more appropriate local or specialist service. There were 41 part-time staff within Bromley Y, including six administrators who supported the referral pathway. Approximately 2600 children and young people had been referred to the service during 2016/17 which was higher than anticipated; however the cost implications of this had been offset by Bromley Y's charity status which enabled it to apply to other funding streams. The timescales of the Bromley Wellbeing Service was for triage to be completed within 72 hours of initial referral, face-to-face assessment to be completed within four weeks (or two days for urgent cases) and for the service user to access intervention services within a maximum of 10-12 weeks. It was hoped to reduce this wait time through additional funding from the Bromley Clinical Commissioning Group.

The Bromley Clinical Commissioning Group commissioned a range of services from Bromley Y including an annual contract to provide support to service users up to Tier 2.5 in the tiered model of CAMHS services which reflected the increasing proportion of children and young people presenting with higher range mental health needs. Bromley Clinical Commissioning Group also funded a Child Wellbeing Practitioners Programme which provided low intensity Cognitive Behaviour Therapy in schools. In addition to being able to refer pupils directly to the Bromley Wellbeing Service, a number of Bromley schools commissioned Bromley Y to provide a counselling service including all primary schools and 12 secondary schools, with a number of the remaining secondary schools having their own in-house provision. A pilot scheme had recently been trialled in schools in which key school staff were provided with consultation on mental health issues. Bromley Y delivered a free mentoring service to young people in addition to anti-bullying groups, and was commissioned to provide support to Bromley Youth Offending Service.

The Director confirmed that Bromley Y worked closely with Bromley Children Project on initiatives such as the Tackling Troubled Families Programme and as complex issues within families such as unemployment or substance abuse could have a significant effect on a child's mental health and emotional wellbeing, it was important to address family issues in an holistic way and work to strengthen parenting where appropriate.

In considering the update, the Vice-Chairman noted that referrals from Bromley Y to specialist CAMHS had decreased and that individuals that were accepted had to wait an 'unreasonable' time for confirmation and further assessment. The Director outlined a number of reasons that may have

caused the decrease in referrals, not least because Bromley Clinical Commissioning Group commissioned Bromley Y to provide support up to Tier 2.5 in the tiered model of CAMHS services, but also as a result of the increased skillset of Bromley Y staff which enabled them deal with more complex issues. Bromley Y also had better understanding about the thresholds for specialist care which meant that fewer inappropriate referrals were being made. A Member was concerned that service users were unable to continue to access support from Bromley Y once they had been referred to a specialist service such as CAMHS, and the Director explained that Bromley Y could not work with a child who had been referred to another service due to the boundaries between different treatments which could be an issue when there were long waiting times for specialist services.

In response to a question from the Vice-Chairman, the Director confirmed that the drivers increasing demand for mental health and emotional wellbeing services were as a result of increased awareness of mental health issues and in mental health needs which reflected the growing number of pressures on children and young people. There were 'spikes' in demand throughout the year, including the start of the academic year and Christmas, but also in relation to national events, such as terrorist incidents.

The Chairman requested that Bromley Y provide a response to the letter from the Impact Multi Academy Trust which raised a number of issues in the area of child and adolescent mental health services.

Beverley Mack, Associate Director and Stephen Whitmore, Director: Children and Young People's Services (Oxleas NHS Foundation Trust) to the meeting.

The Associate Director advised Members that there were a number of drivers for the increased demand for mental health and emotional wellbeing issues in recent years. This included the socio-economic implications of austerity and a reduction in stigma related to mental health issues which encouraged more people to seek help. It was key to ensure children and young people received the treatment they needed at an early stage to allow them to follow a healthy developmental path into adulthood.

Between 2014/15 and 2017/18, the number of children and young people referred to child and adolescent mental health services in Bromley had fluctuated; however children and young people being referred were more likely to have higher range mental health needs and require access to more specialist services, which was similar to the experience of other London boroughs.

In considering the increase in the number of children and young people presenting to Accident and Emergency Departments with higher range mental health needs, the Associate Director underlined the need for additional specialist provision to be established within the Borough. Approximately 50% of children and young people treated in Accident and Emergency Departments by CAMHS had not been previously known to child and adolescent mental health services, including young people who had

attempted suicide. Accident and Emergency Departments could also be an unhelpful environment for those with mental health needs and the South London Partnership was working with the Bromley Clinical Commissioning Group to develop a model of care to divert children and young people with mental health needs towards more appropriate services, including a day care plan to manage the immediate situation and a crisis line staffed by trained CAMHS professionals which was available out of working hours. Oxleas NHS Foundation Trust was also working with the Bromley Clinical Commissioning Group and the South London Partnership to develop a liaison service model which was expected to provide an out-of-hours service within Accident and Emergency Departments staffed by medical professionals with CAMHS expertise to reduce avoidable or inappropriate admissions of children and young people with mental health needs.

In response to a question from a Member, the Director: Children and Young People's Services advised that children and young people experiencing gender dysphoria would originally be referred to the Bromley Wellbeing Service where the triage and assessment process would support the identification of their longer term support needs.

The Chairman requested that Oxleas NHS Foundation Trust provide information on the CAMHS budget for the last three years. A Member also requested that data on children and young people with higher range mental health needs be mapped via ward to enable consideration to be given to any possible socio-economic factors.

The Chairman requested that Oxleas NHS Foundation Trust provide a response to the letter from the Impact Multi Academy Trust which raised a number of issues in the area of child and adolescent mental health services.

26 COMMITTEE CONCLUSIONS AND RECOMMENDATIONS

The Committee agreed that a further meeting of the Select Committee be arranged once the provisional report had been drafted to enable Members to contribute to the report before it was presented to the next meeting of Council.

The Meeting ended at 10.01 pm

Chairman

EDUCATION, CHILDREN & FAMILIES SELECT COMMITTEE 17th October 2017

ORAL QUESTIONS TO THE CHAIRMAN OF EDUCATION, CHILDREN AND FAMILIES SELECT COMMITTEE

Oral Questions to the Chairman of Education, Children and Families Select Committee received from Mr Julian Grainger

- 1) 'Noting that St Olave's has a new Chairman of Governors, and given the increasing number and seriousness of concerns about the top management of St Olave's, including:
 - i) Disregard for laws and regulations around students and governance
 - ii) Reports of threats and intimidation towards staff, students and parents
 - iii) Interference with Governing Body elections by the Head
 - iv) Governor Terms of Office extended contrary to Regulations
 - v) Interference by the Head in the structure and management of the independent, charitable Parents Association contrary to its Constitution,

and noting that Oxford County Council appeared to have both investigated and proposed an Interim Executive Board on less concrete evidence than is available for St Olave's, would the Chairman support calls for an investigation (perhaps by a Working Party) into St Olave's using powers under:

- a) The Education Act 2005, section 51 (*where a local education authority require information about any matter ...*);
- b) The Education and Inspections Act 2006, section 60(1)(e), section 63-66 (*intervention for breakdown in governance and/or management or safety of staff, students*)

or

- c) any other powers at the Council's disposal,

in order to assist the new Chairman of Governors in establishing an atmosphere of transparency and accountability in which all stakeholders (students, parents and staff) can have confidence?'

Reply:

The Local Authority has written to the new Chairman of the Governing Body about a number of issues that have been raised in respect of St. Olave's. As there will be further developments, it would not be right for me to elaborate further on these matters at this time.

Supplementary question:

The achievements of students and teachers should make St. Olave's the jewel in the crown but given the disregard for several Regulations, intimidation of

staff and students, lack of proper Governance and interference with Governing Body elections of which a Select Committee Member has direct, personal knowledge, will the Portfolio Holder / Education Chairman undertake:

Firstly, to review the following laws which appear to give the Council the powers to investigate, namely Education Act 2005 Section 51 which states quite plainly at clauses 1 (a) and (b) that an Education Authority “may cause an inspection of the school to be made” by one or more of their officers for the purpose of obtaining the information if it “requires information about any matter”, and Education Inspections Act 2006 section 60(2) which allows an Education Authority to give a warning notice if 2 (b) “there has been a serious breakdown in the way the school is managed or governed”, or 2 (c) “that the safety of pupils or staff of the school is threatened”, and be aware of sections 63 to 66 which give an Education Authority many different powers but including at section 64 the power to appoint additional Local Authority Governors.

Secondly, to review the application by Oxford County Council for an Interim Executive Board, which appears to be based on less solid evidence of poor governance and wrongdoing than that at St Olave’s, and having done so, if still minded not to investigate, be kind enough to write to the Questioners explaining why not?

Reply:

I refer to my answer to Mr Grainger's first question.

2) Mental Health consequences of pushing students too hard

Noting that the Select Committee will be considering an item on Mental Health, what does the Chairman believe to be the potential impacts on young people from experiencing some or all :

- i) being excluded permanently from school at the end of year 12 for one D grade while getting an A and B in other subjects?
- ii) having to spend 2 or 3 weeks at the end of August trying to find another school or college
- iii) being barred from taking an exam because a mock was a C grade
- iv) being forced to leave after GCSE because one grade out of 9 was a C meaning that 8 subjects must be A*
- v) in the case of both Y11 and Year 12 exclusions apparently no help to find a new school or college
- vi) being told every week by senior teachers of the absolute necessity to achieve in all subjects

and will the Select Committee consider scrutinising St Olaves to understand the motives for such harsh policies and practices - and who actually benefits?

Reply:

I refer to my answer to Mr Grainger's first question.

Supplementary question:

Noting the old Head was “incandescent” at learning how his legacy of academic excellence combined with pastoral care had been trashed, and that making teachers act as “bad cop” on a weekly basis risks mental breakdowns amongst staff and students, does the Chairman agree that the Select Committee, when reviewing both permanent exclusions and mental health of young people, could review the practices at St Olave’s and other schools?

Does the Chairman also agree that the Education Act 2005, section 51 could be used to make relevant enquiries and that the Education Inspections Act 2006 to instigate a School and/or Governance Review could also be used and, if warranted, that any of several powers granted to the Local Authority under sections 63 to 66 - including appointing additional Local Authority Governors – could be used?

Reply:

I refer to my answer to Mr Grainger's first question.

Oral Question to the Chairman of Education, Children and Families Select Committee received from Ms Sarah McAleer

- 1) Regarding St Olave’s Barring Of Nominee for Local Authority Governor and noting that Minutes of St Olave’s Governing Body from 7 June 2017¹ record that only the Headmaster “*expressed reservations regarding promises made by Cllr Wells but which had not been delivered*”, please could the Chairman investigate under the Education Act 2005 section 51 (or other available powers) and comment on:
 - i) whether the alleged “promises” have anything to do with the skills required by Regulation for Governor nominees;
 - ii) the fact that the only “reservations” were expressed by the Headmaster – and what might this say about who is running the GB;
 - iii) what these alleged “promises” were and, if there is any foundation to this remark, why they “had not been delivered”;
 - iv) what skills St Olave’s has said that it requires of Governors;
 - v) when the document setting out the required skills was first seen and approved by the GB and, since that date, which new Governors have been required to meet the stated skills, how they were assessed and by whom;

and comment on whether the responses to some or all of these questions support calls for an investigation into governance at St Olave’s under the Education Inspections Act 2006 s60, ss63-65 or other available powers.

Nomination of Cllr Stephen Wells

The Chairman introduced the previously circulated CV for Cllr Stephen Wells who had been nominated to the governing body by the London Borough of Bromley.

The Headmaster explained that he had met Cllr wells on a number of occasions in his capacity as the education portfolio holder for Bromley. He expressed some reservations regarding promises that had been made by Cllr Wells but which had not been delivered.

After some discussion, governors agreed that Cllr Wells did not appear to have the qualities required for appointment to the governing body and declined to accept his nomination.

Reply:

I refer to my answer to Mr Grainger's first question.

The Local Authority will be nominating a person as a Local Authority Governor to St Olave's and this is in the gift of the Portfolio Holder.

Supplementary question:

Given that St Olave's is the only locally maintained secondary school in the Borough, and given that there is lots of supporting legislation (as already mentioned), would the Chairman not agree that this presents an admirable opportunity for the Local Authority to intervene on behalf of the 1100-odd students and staff whose mental health is jeopardised daily by the machinations of one headmaster?

Reply:

I refer to my answer to Mr Grainger's first question.

Oral Questions to the Chairman of Education, Children and Families Select Committee received from Mr Tony Wright-Jones

1) With :

- Clear evidence of the Head master's interference with the Election of a New Chair (correspondence that has been shared with Bromley previously 2015)
- The continual rejection (By the Head master) of an LEA Governor (Two years).
- Interference of the PA by the Head Master and the Extension of Terms of office of existing Governors contrary to regulations.
- The recent revelation that companies have been set up without LEA permission or notification.

Will the Committee recommend a Full enquiry and an IEB, using the powers available below or any other powers available to the council:

Education Act 2005 s.51

Education Inspections Act 2006, s60, s63-66

Reply:

I refer to my answer to Mr Grainger's first question.

Supplementary question:

Having known of serious issues at the school for years, why has the Local Authority not acted?

Reply:

I refer to my answer to Mr Grainger's first question.

2) St Olave's extending Terms of Office (T of O) of Governors contrary to Regulation

Noting:

- i) that Statutory Guidance dated March 2015 states at para. 30:
- ii) "Governors remaining within the new structure in their current category will continue to serve out their term of office."
- iii) that in early 2015 a number of Governors had T of O expiring in early 2017
- iv) that some current Governors appear to have stayed on the GB beyond those reported expiry dates,

Please can the Chairman arrange an investigation into;

- a) in respect of Parent Governors, when elections were held
- b) in respect of other Governors, notification of extension
- c) whether a "skills audit" for new Governors has been done and if so what criteria were used, when and by whom
- d) in respect of T of O generally, whether any Regulations on aggregate Term limits apply

And if any breaches of Regulations have been found consider further investigation under;

Education Act 2005 s.51

Education Inspections Act 2006, s60, s63-66

or any other powers available to the Council

Reply:

I refer to my answer to Mr Grainger's first question.

Supplementary question:

What is to stop St Olave's from continuing to reject the Local Authority's nominees for Local Authority Governor if the Local Authority won't take action?

Reply:

St Olave's has been requested to provide the reasons, on proper legal grounds, why the Local Authority Governor nominee has been rejected. No answer has been provided as yet, and the Local Authority is proposing to make a further nomination for Local Authority Governor to St Olave's.

Oral Question to the Chairman of Education, Children and Families Select Committee received from Ms Rhonda Galpeer

- 1) What does the Chairman consider about the practises used by the senior leadership team to deal with more challenging student issues and what impact do you consider it might have?
 - i) SLT not investigating the mitigating circumstances when students don't achieve the grades they are capable of, or show an interest as to why those were the grades of the student.
 - ii) Not providing specialist help form students with SENDS requirements.
 - iii) Immediately suspending students when a serious mental health struggle comes to light, and offering no support.
 - iv) Using negative messaging with students who get grades below a B it might be even just be one C, told they are failing, they are in the lowest cohort, they should feel fortunate to be at the school.

Reply:

I refer to my answer to Mr Grainger's first question.

Supplementary question:

Bearing in mind the exceptionally high entry requirements to St Olave's, when will the Local Authority consider it appropriate to intervene?

Reply:

Admissions requirements are a matter for the school and not the Local Authority.

EDUCATION, CHILDREN & FAMILIES SELECT COMMITTEE 17th October 2017

ORAL QUESTIONS TO THE EDUCATION, CHILDREN & FAMILIES PORTFOLIO HOLDER

Oral Question to the Education, Children & Families Portfolio Holder received from Ms Sarah McAleer

- 1) Regarding Education Health and Care Plan naming St James' RC Primary School:

Please could the Chairman investigate the circumstances which have led to a patently unsuitable and unsustainable situation in which a child who has special needs has received an EHC from Bromley placing him in a mainstream primary school, which:-

- i) does not have the staff or amenities to help him, nor the resources to fund the care specifically required by the EHC;
- ii) is unable to address the child's mental well-being;
- iii) is no longer able to meet the child's educational needs;
- iv) is risking the health and safety of its other children and staff by continuing to accommodate this child;

noting that the school needs an urgent review of the EHC and the child's placement before the situation deteriorates any further?

Reply:

It is noted that the individual child's name has not been provided and it would of course not be appropriate for a response to refer to an individual circumstance within a public setting.

The Local Authority would welcome additional information from Ms Sarah McAleer to be provided to the Interim Director: Children's Social Care outside of this arena so that it can investigate the individual circumstance outlined and respond accordingly.

Supplementary question:

Reading through the guidance on the avenue of appeal for parents of children with special educational needs, there appears to be no provision for a school to appeal against a decision. Is the Local Authority prepared to contact the school in question?

Reply:

When additional information has been provided to the Interim Director: Children's Social Care regarding this specific case, the Local Authority will be able to investigate the individual circumstance outlined and respond accordingly.

Oral Questions to the Education, Children & Families Portfolio Holder received from Ms Julie Ireland

- 1) How many social workers employed by Bromley Council Children's Services are employed on a temporary basis as at 1/10/17, and since 1 Jan 2017 how many offers of permanent employment in children's services have been made to social workers and how many refused the offer?

Reply:

As at 1st October 2017 there were 215.44 Full Time Equivalent (FTE) qualified Children Social Worker posts on the establishment. Of this, 82 were employed on a temporary basis via a recruitment agency. As at 1st October 2017 there were 26 permanent Social Worker appointments in the 'pipeline' due to commence employment between October to December 2017 and taking this into account, the percentage of permanent staff in post is 74%.

80 offers of permanent employment have been made to Social Workers since 1st January 2017. Of these offers, a total of 8 have been withdrawn.

Supplementary question:

Given that the number of temporary/non-permanent children's social workers was raised as part of the Ofsted inspection, do you have a target for the acceptable level of permanent social work staff?

Reply:

The desirable level of temporary/non-permanent staff is zero. In recruiting staff, the Deputy Chief Executive and Executive Director: Education, Care and Health Services is aiming to recruit as many high quality permanent staff as possible and is mindful that this will be a key area considered as part of the forthcoming Ofsted Inspection.

- 2) What steps are the council taking to reduce the 12 week waiting time for adolescent mental health services?

Reply:

A) Waiting times for access to treatment for both the Bromley Single Point of Access Service (Bromley Y Wellbeing) and specialist community CAMHs are reviewed as part of the regular joint LBB and Bromley CCG contract and performance review arrangements. The commissioners review performance of services once a quarter with Bromley Wellbeing and

monthly with specialist Community CAMHs. Waiting times are reported against by both providers.

- B) Waiting times are measured through a number of lenses:*
- Referral to Assessment*
 - Referral to Treatment*
- The CCG and LBB now have access to patient level datasets that allow commissioners to see the detail behind each patient journey.*
- C) All patients entering the emotional wellbeing and mental health referral pathway will have their needs triaged within 72hrs by the Bromley Wellbeing Service (* all referrals are through the Single Point of Access except presentations to A&E and the Eating Disorder Service)*
- D) All patients who enter the pathway via A&E will have an assessment and follow up appointment within 7 days of first presentation to A&E*
- E) 70% of urgent referrals to the Eating Disorder service will have an assessment completed within the nationally set targets of 2 weeks from first referral.*
- F) Waiting times (Referral to Treatment) will depend on the clinical presentation. That is to say, where the patient presents with high risk or in crisis waiting times for assessment and/or treatment will be shorter. Where a client or patient is clinically stable, the waiting times can be longer*

The Partnership, through its Transformation Plan investments, has had a focus on both reducing waiting times across the spectrum of need whilst also reducing the waiting lists. This has been particularly effective in ASD diagnosis and at the Single Point of Access service (Bromley Wellbeing). The CCG has additionally committed to investing additional resources in Bromley Wellbeing service to address specific waiting times issues that are emerging in the system currently.

Generally, waiting times can be volatile in that they reflect both the capacity of services to meet the increased volume of referrals as well as increasing acuity of need amongst those who present to the care pathways at any given time point.

Supplementary question:

Having monitored progress over the last 12 months, waiting times seem to vary between 12-16 weeks. I would appreciate a comment on why CAMHs is not seeking to improve this.

Reply:

Representatives of CAMHs will be participating in a witness session on Child and Adolescent Mental Health Services later in the meeting when this issue can be explored.

- 3) Why has the Council allowed the reduction in services caused by the transfer to Oxleas trust of the Health Visitor service? What efforts did the council make to ensure that users of this service were consulted and kept informed?

Reply:

There has been no reduction in service following the new procurement of the Health Visiting service. We have used the national specification for Health Visiting which includes best evidence and best practice, such as mandated checks. There is a clear monitoring process with the new provider which will aim to ensure the high service quality.

We have consulted users of the service through Healthwatch Bromley and took their views into account. Service users expressed a strong desire for the clinics to be facilitated in various locations across the borough enabling them to have their babies weighed and have the opportunity for face-to-face interaction with the Health Visiting service. The users are being kept informed about the new provider through various mechanisms such as posters on display in health clinics, hospitals and Children and Family Centres. Also detailed information of the new service can be found on Bromley Maternity Voices, Bromley Mylife and Oxleas websites. The Health Visiting Service staff are continuing to contact families directly and invite them to participate in health reviews for all Bromley children under the age of five.

For details of the service and the clinic timetable please follow this link <http://oxleas.nhs.uk/services/service/0-4-years-health-visiting-and-/>.

Service users are being asked to contact the service if they have questions or want to contact their local health visiting team. The service can be contacted through Oxleas Central Administration Team on 020 8836 8621, or email them at: oxl-tr.bromleycat@nhs.net.

Supplementary question:

How many service users were not aware of the changes to the Health Visitor service, for example when service provision ceased at Beckenham Beacon?

Reply:

Consultation was undertaken with service users to inform the way the new Health Visiting service was developed. If there are concerns about individual cases, please inform the Local Authority to enable appropriate action to be taken.

EDUCATION, CHILDREN & FAMILIES SELECT COMMITTEE
17th October 2017

**WRITTEN QUESTIONS TO THE EDUCATION, CHILDREN & FAMILIES
PORTFOLIO HOLDER**

**Written Question to the Education, Children & Families Portfolio Holder
received from Ms Rhian Kanat**

- 1) Does the Portfolio Holder know why the Governing Body of St Olaves is blocking the Council nominated representative to the Board of Governors, who is that nominee and what steps are being taken to resolve this?

Reply:

The Local Authority put forward a nomination of one of its elected members to the Governing Body of the School. The Board of Governors are responsible for appointing Governors. Unfortunately, the LA was informed on 21st September 2017 that its nomination was not accepted by the board for reasons unknown to the LA. We asked the Governing Body to explain why the LA's nomination was refused and a response to this was received on 12th October 2017 from the Chief Executive and Clerk to The Governors setting out the qualities, skills and experience required from a LA Governor as set out below:

The qualities which the GB requires are:

- 1. An interest in secondary education and St Olave's School in particular*
- 2. The time to commit to meetings (Governing Body and committee), visits to the school (including Link Governor visits) and to contribute to and read papers for meetings*
- 3. A willingness to take on specific governor responsibilities to support other governors (eg to act as governor overseeing governor training)*
- 4. A commitment to collective responsibility for decisions taken by the Board and to act in the best interests of the school at all times*
- 5. A recognition of the Christian ethos of the school and its Church of England Voluntary Aided status*

The skills and experience which would be particularly useful:

- 1. An understanding and experience of the local and national policy framework for secondary education*
- 2. The GB is seeking to expand its financial skills base*

The Governing Body would always welcome nominations from a wider diversity of background.

The Local Authority is considering its response and will either re-nominate Cllr Wells or put forward another nomination to the school. The newly appointed Chairman of the Governing Body is very keen to have an elected member on its Governing body as soon as possible.

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