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DATE: 19 February 2018

To: Members of the  
**EDUCATION, CHILDREN AND FAMILIES SELECT COMMITTEE**

Councillor Nicholas Bennett J.P. (Chairman) and Councillor Tom Philpott (ex-officio)  
Councillor Neil Reddin FCCA (Vice-Chairman)  
Councillors Kim Botting FRSA, Alan Collins, Mary Cooke, Nicky Dykes, Ellie Harmer,  
Chris Pierce and Angela Wilkins

Church Representatives with Voting Rights  
Mary Capon and Joan McConnell

Parent Governor Members with Voting Rights  
Emmanuel Arbenser, 2 x Parent Governor Representative (vacancy)

Non-Voting Co-opted Members  
Aaron Regisford, (Young People's Representative)

A meeting of the Education, Children and Families Select Committee will be held at  
Committee Rooms, Bromley Civic Centre on **TUESDAY 27 FEBRUARY 2018 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

**All Committee Members are invited to the Preparation Meeting  
which will take place from 6.30pm in the Committee Rooms  
at the Civic Centre.**

# **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 SELECT COMMITTEE MEETING HELD ON 23 JANUARY 2018 AND MATTERS OUTSTANDING FROM PREVIOUS MEETINGS**  
(Pages 5 - 40)

**4 QUESTIONS TO THE SELECT COMMITTEE 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 21<sup>st</sup> February 2018 and to respond. Questions must relate to the work of the scrutiny committee.

**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 21<sup>st</sup> February 2018 and to respond. Questions must relate to the work of the Portfolio.

**6 PORTFOLIO HOLDER UPDATE**

**7 EDUCATION INFORMATION ITEMS**

**a MINUTES OF THE EDUCATION, CHILDREN AND FAMILIES BUDGET AND PERFORMANCE MONITORING SUB COMMITTEE MEETING HELD ON 17 JANUARY 2018** (Pages 41 - 56)

**8 EDUCATION SELECT COMMITTEE WORK PROGRAMME** (Pages 57 - 64)

**9 ANNUAL SCRUTINY REPORT 2017/18** (*to follow*)

## **SELECT COMMITTEE CONSIDERATION**

**10 SCRUTINY OF THE DEPUTY CHIEF EXECUTIVE AND EXECUTIVE DIRECTOR (ECHS)**

**SHORT ITEM:**

- 11 PREVENTING PERMANENT EXCLUSION FROM SCHOOL (Pages 65 - 72)

**SUBSTANTIVE ITEM: EARLY YEARS, CHILD MINDING AND THE 30 HOUR CHALLENGE**

- 12 WRITTEN EVIDENCE: EARLY YEARS, CHILD MINDING AND THE 30 HOUR CHALLENGE (Pages 73 - 88)

- 13 WITNESS SESSION

(A) CAROL ARNFIELD: HEAD OF SERVICE, EARLY YEARS, SCHOOL STANDARDS AND ADULT EDUCATION, LBB

(B) LIZ HODGMAN: EARLY YEARS STRATEGY MANAGER, LBB

- 14 COMMITTEE CONCLUSIONS AND RECOMMENDATIONS

- 15 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**

- 16 PRE-DECISION SCRUTINY OF PART 2 (EXEMPT) EXECUTIVE REPORTS

- a BTA PUPIL REFERRAL UNITS:  
EXTENSION AND VARIATION TO  
CONTRACT

Information relating to the financial or business affairs of any particular person (including the authority holding that information)

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## **EDUCATION, CHILDREN AND FAMILIES SELECT COMMITTEE**

Minutes of the meeting held at 7.00 pm on 23 January 2018

### **Present:**

Councillor Nicholas Bennett J.P. (Chairman)  
Councillor Neil Reddin FCCA (Vice-Chairman)  
Councillors Kim Botting FRSA, Mary Cooke, Ian Dunn,  
Nicky Dykes, Ellie Harmer and Chris Pierce

### **Also Present:**

Councillor Peter Fortune, Portfolio Holder for Education, Children and Families

## **27 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

Apologies for absence were received from Councillor Angela Wilkins, Mary Capon (Co-opted Member representing the Church of England), Joan McConnell (Co-opted Member for Catholic Schools), Emmanuel Arbenser (Parent Governor Representative), and Councillor Tom Philpott. Councillor Ian Dunn attended as substitute for Councillor Wilkins.

Following the meeting, apologies were received from Councillor Alan Collins and Aaron Regisford.

The Committee extended its congratulations to Councillor Tom Philpott and his wife on the birth of their son.

## **28 DECLARATIONS OF INTEREST**

There were no additional declarations of interest.

## **29 MINUTES OF THE EDUCATION SELECT COMMITTEE MEETING HELD ON 17 OCTOBER 2017 AND MATTERS OUTSTANDING FROM PREVIOUS MEETINGS**

The minutes of the meeting held on 17<sup>th</sup> October 2017, were agreed and signed as a correct record.

The Committee agreed that it would refer responsibility for the monitoring of responses to recommendations made by the Select Committee at previous meetings to the Education, Children, and Families Budget and Performance Monitoring Sub-Committee.

**RESOLVED: That responsibility for monitoring responses to recommendations made by the Select Committee at previous meetings**

**be referred to the Education, Children, and Families Budget and Performance Monitoring Sub-Committee.**

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

No questions had been received.

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

No questions had been received.

**32 PORTFOLIO HOLDER UPDATE**

The Portfolio Holder for Education, Children and Families, Cllr Peter Fortune, addressed the Committee highlighting work undertaken within the Portfolio since the last meeting.

- A number of schools had been visited by Ofsted inspectors with a high number of schools being assessed as either Good or Outstanding.
- Efforts were being made across the Portfolio to ensure that the Local Authority was more visible to schools and that schools were aware of the support that the Local Authority could provide.
- Harris Academy had recently hosted A National Citizen Service (NCS) event which had been attended by the Portfolio Holder and Minister Tracey Crouch MP.
- A review of SEN provision across the Borough continued.
- Provisional results from Key Stage 4 had been good with over  $\frac{3}{4}$  of schools achieving above the national average. 2017 had seen strong academic results across the Borough.
- In terms of building new schools in the borough, challenges continued. The planning application for the Shaw Academy had been rejected by the Development Control Committee, and the application for Bullers Wood School for Boys was due to be reconsidered by the Development Control Committee on Thursday 25<sup>th</sup> January 2018.
- There had been a positive outcome from Ofsted's 5<sup>th</sup> Monitoring Visit of Children's Services. The letter received from Ofsted following the visit recorded that "no inadequate practice had been found and some aspects of Good practice had been identified."
- The Portfolio Holder had met with the Independent Chairman of the Bromley Safeguarding Children's Board.
- The Portfolio Holder had attended a meeting of the Living in Care Council and continued to attend the regular meetings of the Children's Service Improvement Governance Board.
- Members of the Committee were urged to go and see the fantastic work that was going on out in the Community.

- Finally, the Portfolio Holder had extended his congratulation to his Executive Assistant, Councillor Tom Philpott, and his wife on the recent birth of their son.

The Portfolio Holder responded to questions, making the following comments:

- As yet, it was not clear whether Shaw Academy would appeal the decision of the Development Control Committee to refuse the planning application and the best case for the Bullers Wood application would need to be presented to the Development Control Committee on Thursday.
- A comparison of Bromley's exam results with the top 10 authorities in the Country would be circulated to Members following the meeting.
- Over the next few years the Local Authority's relationship with schools in the Borough needed to fundamentally change. The Local Authority needed to ensure that it was visible to schools, would work to overcome issues collectively, and was able to facilitate relationships with the wider Bromley partnership.
- It was expected that in September 2018, there would be no primary schools in the Borough that were not academies; there would be only three schools maintained by the Local Authority (2 Special Schools and 1 Secondary School).
- A date for the School Place Planning Working Group would be set once information had been collated and analysed.

*Action Point 1: That the comparison of Bromley's exams results with the top 10 authorities in the Country to be circulated to the Committee following the meeting.*

The Chairman thanked the Portfolio Holder for his update.

### **33 EDUCATION SELECT COMMITTEE WORK PROGRAMME REPORT CDS18015**

The Committee considered its work programme for the 2017/18 municipal year. The Chairman highlighted that the end of the current term of office for councillors was drawing near, with elections due to take place in May 2018. It was already clear that there would be at least 20 new Members of the Council following the elections.

It would be for the new Committee in the 2018/19 municipal year to determine the Committee's ongoing work programme.

A Members emphasised the importance of attending the site visits that were arranged and set out at Appendix 2 of the report..

**RESOLVED: That the work programme 2017/18 be noted.**

### **34 SCRUTINY OF THE DIRECTOR OF EDUCATION**

The Interim Director of Education, who had been in post for just over two months, outlined her background and responded to questions, making the following comments:

- The current Director would only be in post for a limited time and was working with the Deputy Chief Executive and Executive Director of Education, Care and Health Services to permanently recruit to the post of Director of Education.
- The previous Schools Partnership Board had been superseded by the rejuvenated Bromley Safeguarding Children Board and the Children's Executive Board which was chaired by the Deputy Chief Executive and included representatives from partner organisations such as the Police, Health, Schools, Early Years, and Further Education, amongst others.
- Schools were under no legal obligation to have a relationship with the Local Authority. Therefore it was important for the Council to work in partnership with Schools and highlight its commitment and responsibilities towards schools. Since joining the Council the Director of Education had identified that schools were keen to have a relationship with the Local Authority but they needed greater clarity surrounding lines of responsibility for vulnerable children.
- In terms of developing a relationship with schools the way forward was to demonstrate that the Local Authority and Schools in the Borough had common objectives and could work together. That a collaborative approach to working could bring about improvement.
- The majority of academy trusts had followed non-statutory guidance on the construction of governing bodies and were concentrating on ensuring that people with the right skill set were appointed to governing bodies. In terms of increasing the number of Local Authority Governors across the Borough, the way forward was for the Local Authority to make itself visible and demonstrate that an individual with a local authority background could bring valuable experience to a Governing Body.
- The two biggest challenges for the future Director of Education were firstly, addressing the gap that currently exists between the highest achieving pupils in the Borough and those whose achievement was at risk. In order to do this pathways would need to be mapped to bring clarity to the tiers of support and ensure that children received the right support. Secondly, SEN provision needed to be reconfigured across the Borough, including alternative provision. The alternative provision market would need to be stimulated and a quality assurance mechanism put in place.

The Chairman, on behalf of the Committee, thanked the Director of Education for her update.



### **35 WITNESS SESSION: EARLY INTERVENTION AND TROUBLED FAMILIES**

The Committee had been provided with a range of written evidence in advance of the meeting. This included a report explaining the early intervention offer in Bromley and setting out the background to the Tackling Troubled Families agenda and how this had been integrated within Early Intervention and Family Support Services, the Ofsted Inspection Framework, An executive summary of the review into integration and opportunity in isolated and deprived communities undertaken by Dame Louise Casey DBE CB, and *Breaking the Lock: a new preventative model to improve the lives of vulnerable children and make families stronger*. In addition to this the Select Committee was provided with feedback that had been received from families attending Children's Centres and some relevant Case Studies.

The Chairman was pleased to welcome Rachael Dunley, Head of Early Intervention and Family Support (LBB), Deborah Cole, Team Manager: Children and Family Centre and FSPP (LBB), Barrie Cull, Internal Auditor (LBB), PS Alex Komoroczy (Metropolitan Police), and PCSO Sue Kennedy (Metropolitan Police) to the meeting.

Opening the discussion, the Chairman emphasised that it had always been the case that early intervention was critical and it was noted that recently the Independent Chairman of the Bromley Safeguarding Children Board had described Bromley's Early intervention Service as "the jewel in Bromley's crown".

The Head of Early Intervention and Family Support set out the background to the Bromley Children's Project which was now in its 22<sup>nd</sup> year and had evolved over time and now encompassed a number of family support services. In recent years the service had become much more responsive to the needs of children and their families as well as the schools who provide valuable support to children. The Bromley Children's Project was now able to evidence the changes that were being made to the lives of families across the borough and the ways in which these families were engaging with the services that were offered. In 2016/17 over 20,000 unique individuals had accessed the service. That total had already been exceeded in 2017/18 with two months of the year left to run. The aim of the service was to make a difference to families across the Borough and be able to evidence the difference that was being made. One area that had been identified for improvement was ensuring that school were kept informed. To address this, information events were being held for schools which aimed to highlight the services that were on offer. Enhanced visibility of the service would ensure that families would get support as early as possible.

The Team Manager at Castlecombe Children and Family Centre outlined her role to the Committee and provided an example of early intervention at work, highlighting that with the right support it was possible for families to make sustainable changes that would provide long term benefit.

PC Alex Komoroczy, and PCSO Sue Kennedy, who covered the wards of Mottingham, Chislehurst and Bickley, outlined the involvement of the Police in early intervention work explaining that weekly contact sessions were held at the Children and Family Centre. During these sessions the Police were able to provide advice and help to families. The sessions provided an excellent opportunity not only for the Police to help and support families in a familiar setting but also to gather information that was useful to the Police. Police Officers and PCSOs were able to work closely with the Children and Family Centre to identify families who would benefit from support and signpost them to relevant services. The Police stressed that the Children and Family Centre provided valuable services to vulnerable families and helped to address a number of social issues within communities. It was highlighted that a number of the issues dealt with by the Police stemmed from poor parenting. PCSO Sue Kennedy had previously been a Schools' Officer and therefore had known a number of the families for a very long time. The Committee heard that some of the communities in Mottingham were probably some of the hardest to reach and by working in partnership the Police and the Children and Family Centre were able to provide valuable support and advice to families who were otherwise distrusting of services.

The Internal Auditor explained that Internal Audit provided independent assurance prior to a troubled families claim being submitted to the Department for Communities and Local Government (DCLG). A sample of 10% of claims was reviewed and the evidence to support the claim was considered to ensure that claims submitted to the DCLG met the established criteria and were timely. Audit findings were fed back to the Head of Early Intervention and Family Support and her team as well as to the Council's Audit Sub-Committee. The purpose of Internal Audit was to provide robust challenge and the current system appeared to be working.

The Select Committee explored a number of issues and in response to a question surrounding the ways in which children could be traced from birth the Head of Early Intervention and Family Support explained that a multiagency approach had to be adopted. Responsibility for recording children from birth rested with health services who had their own separate databases to store information. Importantly, all babies when they were born were issued with NHS numbers. It was these numbers that were used to ensure that the different agencies engaging with a child were referring to the same child. The Director of Education explained that once a child was on a school roll there were mechanisms in place that enabled them to be tracked and traced. However, one of the bigger challenges for all local authorities was those children who had never been on a school roll. In circumstances where children were taken off a school roll systems were in place to be able to track the child and this system of tracking continued until they were registered at a new school or registered as being home educated or moving abroad. The Director of Education explained that the Local Authority was aware that since September 2017 just over 600 children had been removed from school rolls. The Department also had a detailed breakdown of the number of children who have moved out of the Borough and registered with another school, those that have moved abroad and those that had opted for elective home education. In

relation to inward migration, the Director of Education explained that in-year admissions were co-ordinated by one officer in the Council and when an application for a school place in Bromley was received the child would be tracked with systems in place to cross reference. However, in relation to children under statutory school age, there was no statutory requirement for a parent to register the child with the Local Authority and therefore it was harder to track these children. However, the Head of Early Intervention and Family Support highlighted that the Health Visitor Service undertook 5 mandatory health checks from birth so it was likely that very young children would be known to health services.

A Member of the Committee noted that a lot of resource appeared to be focused on deprived areas and queried whether sufficient support was available to families considered to be in a higher socio-economic group but nevertheless still requiring help and support in terms of parenting. In response the Head of Early intervention and Family Support highlighted that a great deal of support was offered to all families through other partner agencies such as the Health Visiting Service and GPs, who would provide support with issues such as post-natal depression. In terms of Children and Families Centres, when the provision of the Centres was restructured a number of years ago efforts were made to ensure that over 84% of the population of the Borough was within 2 miles of a Children and Family Centre. The services offered at the Borough's Children and Family Centres were open to any family experiencing issues who required support.

In terms of the growing issues of gangs, in response to a question, the Head of Early intervention and Family Support explained that some families had come forward to seek support but that this was still very much a learning curve for the service. The Bromley Children's Project worked very closely with the Police gangs team and the parenting course "Strengthening Families, Strengthening Communities" sought to address what could be termed 'risky behaviours' in order to help support families.

The Head of Early Intervention and Family Support explained to the Committee that when a family was referred into the Service a holistic assessment of the whole family was undertaken. The aim of the Troubled Families Initiative was to work with the family as whole and for a whole range of issues to be tackled jointly. Therefore practitioners set goals for the whole family and the measure of success was the level of change for the family as a whole.

The Team Manager of Castlecombe Children and Family Centre explained the process that was adopted following referral and set out the timescales involved. Once cases had been considered by Panel referrals were made to practitioners. Practitioners then had 48 hours to make contact with parents. Following this a period of 28 days was allowed for discussions with the family to enable goals to be set. Practitioners then worked with families for, on average, between 16 and 26 weeks. On occasion the time spent with families extended beyond 26 weeks as long as the family was continuing to make progress. This was closely monitored to ensure that there was no drift or

delay and each practitioner received 4 hours of supervision from their manager a week in order to monitor the progress of cases.

The Committee queried whether it had been possible to track the impact of early intervention programmes on families that had been supported by the service when it first started over 20 years ago. The Head of Early Intervention and Family Support confirmed that it had not been possible to do this partly due to lack of resources but also because 20 years ago there was not the same level of reporting and recording. However, some of the families that had been supported through early intervention in the earliest days of the Bromley Children's Project now themselves worked within the service. In response to a question surrounding how the impact of the service could be measured the Internal Auditor emphasised that in order to meet the criteria for payment by reward set down by the DCLG the Local Authority had to evidence sustained significant improvement.

The Committee noted that whilst the Bromley Children's Project worked with a range of partners there was not yet any partnership working with Victim Support but the Head of Early Intervention and Family Support confirmed that she would make contact with the organisation. It was also noted that no contact had been made with local magistrates and the Chairman suggested that this might be an area to work on.

The Head of Early Intervention and Family Support explained in response to a question that when families were resistant to the support that was offered practitioners often had to use tenacity and perseverance to encourage the family to understand the value of this support. Practitioners would review the original referral and see if any encouragement could be offered by the referring organisation and would not give up until every avenue had been exhausted. However, it had to be borne in mind that it was a 'by consent service' so there was no way of forcing families who really did not want to work with practitioners to accept the help offered. In cases where there was suspected abuse or safeguarding concerns and the family was unwilling to engage a referral to the MASH (Multi Agency Safeguarding Hub) Team or the Merlin Team would be initiated and any useful intelligence shared with colleagues in the Police.

In response to a question from the Chairman, the Head of Early Intervention and Family Support explained that aside from the regular returns to DCLG there was no separate, stand alone, inspection of troubled families. The whole service was inspected under the framework of Children's Services and Tackling Troubled Families would form part of this Ofsted Inspection.

In relation to caseloads, the Chairman queried whether there was a sufficient number of staff to run the service. The Head of Early Intervention and Family Support responded that more staff would be helpful as caseloads within early intervention were challenging. Early Intervention Practitioners worked with families, not just children, and there could sometimes be four or five children in one family. Managers were alert to the pressures faced by staff and action

was being taken to address staff vacancies. It was anticipated that the service would be fully staffed by April 2018.

The Bromley Children's Project undertook a lot of preventative work in relation to young people at risk of becoming NEET (Not in Education, Employment or Training) and practitioners often worked with families to identify employment opportunities. A member of staff from the Bromley Children's Project was currently seconded to HR, working with the lead officer for apprenticeships in the Council.

In terms of cooperation with the wider Bromley Partnership, the Head of Early Intervention and Family Support confirmed that at grass roots level cooperation was good and strong working relationships had been developed. A very valuable relationship now existed with Public Health and it was hoped that in the future more work could be done with GPs in the Borough. The service was constantly aware of the pressures facing partner agencies, for example the Police were undergoing a restructure which could present challenges and this would require flexibility and open lines of communication.

The Head of Early Intervention and Family Support reported that there was also excellent cooperation with other Council services. Where there were areas of weakness these were reviewed to ensure that they could be overcome. When new social workers joined the Council efforts were made to ensure that they were made aware of the Early Intervention model at Bromley as it was a model that was generally not replicated elsewhere.

The Chairman asked that following the meeting a structure chart be provided to the Committee, setting out where the Bromley Children's Project sat within the overall departmental structure.

*Action Point 2: that a structure chart to be provided, setting out where the Bromley Children's Project sat within the overall departmental structure.*

The Chairman thanked all the witnesses for attending the meeting and asked that, if there were any recommendations, whether they be local or national, that witnesses would like the Committee to consider, these be forwarded to the Committee clerk.

### **36 COMMITTEE CONCLUSIONS AND RECOMMENDATIONS**

The Chairman requested that Members forward any proposed recommendations for inclusion in the report to the Committee Clerk. Once the report and recommendations had been drafted the report could be approved by the Committee via email and referred to Full Council.

The Meeting ended at 9.20 pm

Chairman

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**Decision Maker:** **EDUCATION, CHILDREN & FAMILIES SELECT COMMITTEE**

**Date:** **27 February 2018**

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

**Title:** **MATTERS ARISING FROM PREVIOUS MEETINGS**

**Contact Officer:** Philippa Gibbs, Democratic Services Officer  
Tel: 020 8461 7638 E-mail: Philippa.Gibbs@bromley.gov.uk

**Chief Officer:** Director of Corporate Services

**Ward:** N/A

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1. Reason for report

- 1.1 To provide the Education, Children & Families Select Committee with details of matters arising from previous meetings of the Education Select Committee and the Care Services PDS Committee (in relation to its scrutiny of Children's Services).

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2. **RECOMMENDATION**

- 2.1 **The Committee is requested to note matters arising from previous meetings of the Education Select Committee and Care Services PDS Committee.**

### Impact on Vulnerable Adults and Children

1. Summary of Impact: Not Applicable
- 

### Corporate Policy

1. Policy Status: Existing Policy: As part of the Excellent Council workstream within Building a Better Bromley, Policy, Development and Scrutiny Committees should plan and prioritise their workloads to achieve the most effective outcomes.
  2. BBB Priority: Children and Young People Excellent Council Supporting Independence
- 

### Financial

1. Cost of proposal: No Cost
  2. Ongoing costs: Not Applicable
  3. Budget head/performance centre: Democratic Services
  4. Total current budget for this head: £ 343,810
  5. Source of funding: 2017/18 revenue budget
- 

### Personnel

1. Number of staff (current and additional): 8 posts (7.27 fte)
  2. If from existing staff resources, number of staff hours: Maintaining the Committee's work programme takes less than an hour per meeting
- 

### Legal

1. Legal Requirement: None
  2. Call-in: Not Applicable: This report does not involve an executive decision
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### Procurement

1. Summary of Procurement Implications: None.
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### Customer Impact

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

### Ward Councillor Views

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



### 3. COMMENTARY

- 3.1 The matters arising table, attached at **Appendix 1**, updates Members on recommendations from previous meetings of the Care Services PDS Committee which continue to be “live”.
- 3.2 The table attached at **Appendix 2**, tracks the progress against recommendations made by the Education Select Committee in 2016/17.
- 3.3 The table attached at **Appendix 3**, tracks the progress against recommendations made by the Education, Children and Families Select Committee in 2017/18.

|   |  |
|---|--|
| <b>Non-Applicable Sections:</b>                       | Impact on Vulnerable Adults and Children, and Policy, Financial, Legal, Personnel and Procurement Implications |
| Background Documents:<br>(Access via Contact Officer) | None   |

**MATTERS ARISING FROM PREVIOUS MEETINGS REFERRED FROM THE CARE SERVICES PDS COMMITTEE**

| <b>PDS Minute number/title</b>  | <b>Committee Request</b>   | <b>Update</b>   | <b>Completion Date</b> |
|---|--|---|------------------------|
| Minute 65b<br>10 <sup>th</sup> January<br>2017<br><b>Young Carers</b> | The Chairman requested that the online resource being developed to assist teachers to identify young carers be provided to Committee Members for their comments prior to launch. | This information would be provided to Members when available. |                        |

## REPORTS OF THE EDUCATION SELECT COMMITTEE 2016/17

### Response to Recommendations

#### Report 1: The Education Landscape in Bromley

Witnesses: Jane Bailey, Director: Education (LBB)  
 Sam Parrett, Principal and CEO: Bromley College  
 Jo Brinkley, CEO and Executive Head Teacher: Spring Partnership Trust

|   | Recommendation   | Addressee   | Response   |
|---|--|---|--|
| 1 | That the Leader of the Council considers realigning Portfolio Responsibilities to create a Children and Family Portfolio including Youth Offending and Housing.  | Executive<br>14 <sup>th</sup> September 2016  | In April 2017, Portfolio responsibilities were realigned with responsibility for children's Services being brought into the terms of reference of the Portfolio Holder for Education (with the Portfolio subsequently renamed Education, Children & Families).   |
| 2 | That the Council make representations to the Department for Education to strengthen the ' <i>duty to co-operate</i> ' of other parts of the education sector so as to enable the Local Authority fulfil its statutory responsibilities.                                | Education Portfolio Holder and Director: Education<br>15 <sup>th</sup> September 2016 | Education Department has established a Schools Partnership Board (SPB). This allows all schools and academies to work in full cooperation in the best interests of all Bromley's children.   |
| 3 | That the Council make representations to the Department for Education that when an authority reaches a position whereby a substantial majority of schools are academies that a 'critical mass' has been reached and that the remaining schools be required to convert. | Education Portfolio Holder and Director: Education<br>15 <sup>th</sup> September 2016 | This proposal is signalled in the White Paper 'Educational Excellence Everywhere', published March 2016. We await the new Secretary of State's views; in the meantime education officers are working closely with the DfE and RSC colleagues on ensuring that all our schools' academy plans come to fruition. |

|   | Recommendation  | Addressee   | Response  |
|---|---|---|---|
| 4 | That the Portfolio Holder for Education establishes the Government's intentions regarding admission criteria for church schools in order to consider resuming discussions with the Catholic Archdiocese for Southwark with a view to the provision of a secondary school.                         | Education Portfolio Holder and Director: Education<br>15 <sup>th</sup> September 2016 | The Portfolio Holder will seek a meeting with the relevant officials and report back to the Select Committee. However, it must be recognised that all Basic Need funding has been allocated and the only funding stream available to build a new secondary school is via the Free School route.   |
| 5 | That the Council notes the urgent need to plan and provide for between 30 and 35 additional forms of entry for secondary education by 2021 and recommends that the Development Control Committee, through the Local Plan, ensures that there are sufficient sites to ensure this can be achieved. | Renewal and Recreation Portfolio Holder<br>15 <sup>th</sup> September 2016            | I believe the new local plan as drafted includes sufficient sites for identified school needs.  |
|   |   | Development Control Committee<br>6 <sup>th</sup> September 2016                       | <p>The Chairman stated that education sites were identified and put forward through the Local Plan which had yet to be finalised. As a result, he did not feel Members were currently in a position to ensure the provision of education sites could be achieved.</p> <p>Councillor Huntington-Thresher reported that whilst the Draft Local Plan had identified a number of sites across the Borough, further consideration should be postponed until public consultation on the Local Plan was complete.</p> <p>Councillor Dean moved that Members could not support consideration of recommendation 5 for the reasons stated above. This was seconded by Councillor Buttinger.</p> |
|   |   | Executive<br>14 <sup>th</sup> September 2016  | The Deputy Leader suggested that before looking to build a new school(s), the size of existing schools might need to be reviewed for any potential to expand; if necessary, the Deputy Leader would support an existing secondary school being expanded on Green Belt land.   |

|   | Recommendation   | Addressee   | Response  |
|---|--|---|---|
| 6 | That the Development Control Committee be requested to consider how funding from the Council's Community Infrastructure Levy could be used for education purposes.                           | Renewal and Recreation Portfolio Holder<br>15 <sup>th</sup> September 2016            | There are rules about the use of CIL. If the monies can be used for education then this will doubtless be considered alongside other necessities.   |
|   |  | Development Control Committee<br>6 <sup>th</sup> September 2016                       | <p>The Chairman considered it was not within the remit of DCC to determine how CIL funds should be spent. The onus was on specific Council departments to apply through Resources. The CIL would be operated through the Local Plan with funds being allocated to various community services. Therefore the Committee could not comply with the Education Select Committee's request.</p> <p>The Chief Planner explained that the collection of CIL was governed by regulations and the Council was required to justify its need to charge £35 per sq m. A plan would be formalised indicating how CIL funds would be spent; it was possible that infrastructure costs may amount to more than the Council collects. The plan would be reviewed on a yearly basis. The CIL was closely linked to the draft Local Plan and would be implemented shortly after the adoption of the Local Plan in 2017.</p> <p>The Chairman moved that it was premature to consider recommendation 6 until the operational structure of CIL had been formally approved. Councillor Fawthrop seconded the motion.</p> |
| 7 | That the Portfolio Holder for Education considers how the role of the Council as a corporate parent might be strengthened so as to improve the education outcomes for Children Looked After. | Education Portfolio Holder and Director: Education<br>15 <sup>th</sup> September 2016 | This recommendation is intrinsic to the work of The Children's Service Improvement Governance Board; to be found within the Children's Services Improvement Plan.   |

|   | Recommendation  | Addressee   | Response  |
|---|---|---|---|
| 8 | That the Education Department considers whether there is scope for cooperation in the field of SEN provision with Bromley College of Further and Higher Education.      | Education Portfolio Holder and Director: Education<br>15 <sup>th</sup> September 2016 | <p>There is currently a very close working relationship/partnership between Bromley SEND Services and Bromley College. Examples of the partnership in action are as follows:</p> <ul style="list-style-type: none"> <li>- the development of suitable courses for young people with complex needs, ensuring young people with SEND who wish to continue their studies can remain in borough and continue to ensure the preparation for adulthood developing independence and resilience to live and work in the community;</li> <li>- SEND Services and Preparing for Adulthood Team have and continue to provide training and support to the college as the college has expanded to meet more diverse and complex needs;</li> <li>- The SEN Managers have also worked closely with the college led multi-academy trust to support their contracting to deliver the provision for pupils with Social, Emotional and Mental Health Needs in the borough.<br/>Bromley Education Department will continue to seek opportunities for further partnership work with Bromley College of Further Education across the whole of SEND and in particular with preparing for adulthood.</li> </ul> |
| 9 | That the Portfolio Holder and the Director of Education prepare a staffing structure for consideration by the Education Select Committee at its September 2016 meeting. | Education Portfolio Holder and Director: Education<br>15 <sup>th</sup> September 2016 | The Director is reshaping the school improvement service in order to establish and service the schools partnership board and also develop closer oversight of safeguarding in schools.  |

|    | Recommendation   | Addressee   | Response  |
|----|--|---|---|
| 10 | That the Portfolio Holder report back to the Education Select Committee on which services currently sold by the Education Department would be economically viable and sustainable once the future role and structure of the Department is decided. | Education Portfolio Holder and Director: Education<br>15 <sup>th</sup> September 2016 | It is agreed that the Portfolio Holder will report back to the Select Committee once any review has been undertaken. However, in light of recommendation 2.1 and the response in 2.10, we cannot provide a comprehensive answer at this time.   |
| 11 | That the Council explores what further co-operation could be undertaken with the Bromley College of Further and Higher Education in helping people into work and acquiring skills for employment.  | Education Portfolio Holder and Director: Education<br>15 <sup>th</sup> September 2016 | The Department values its relationship with Bromley College and considers it an important partner. The Department is also very keen to focus on ensuring post sixteen education and reducing the gap between high and under-performing students. All of these strands of work, together with helping people into employment, can be better achieved by increasing and maintain cooperation between our organisations. |
| 12 | That the Master Plan for Biggin Hill be expedited to enable an Academy for Aeronautical, Engineering and Motor Vehicles to be established at the Airport by Bromley College of Further and Higher Education.                                       | Renewal and Recreation Portfolio Holder<br>15 <sup>th</sup> September 2016            | We are progressing the academy at Biggin Hill. There are many issues to be resolved including site ownership.   |

A motion to note the response of the Education Select Committee to the responses received concerning the First Select Committee Report on the Education Landscape in Bromley was moved by Councillor Nicholas Bennett, seconded by Councillor Neil Reddin and **CARRIED** at the meeting of Council on 12<sup>th</sup> December 2016.

## Report 2: Alternative Education

Witnesses: Neil Miller, Headteacher: Bromley Beacon Academy and Bromley Trust Academy  
 Jenny MacDonald, Senior Education Welfare Officer (LBB)  
 Debbie Partington, Lead Teacher for Home and Hospital Tuition (LBB)  
 Mr Kevin Grant, Home Tutor, Alternative Education and Welfare (LBB)

|   | Recommendation  | Addressee  | Response   |
|---|---|--|--|
| 1 | The School Partnership Board consider how the progress of pupils who have attended the Bromley Academy Trust can be better monitored so prevent readmittance and to enable evaluation of the outcomes of the Academy. | Director: Education<br>17 <sup>th</sup> January 2017 | <p>It should be noted that the School Partnership Board is school led and cannot be directed by the Local Authority; the potential future governorship arrangements and terms of reference are in development. However, LA officers will raise this with the Schools Partnership Board Chairman for possible inclusion as an item, or standing item, at future meetings.</p> <p>The onus for monitoring the progress of pupils reintegrating mainstream education falls more to LA officers and BTA. In 2017, officers will seek to revise the current contract with BTA for the funding of Alternative Provision places to improve the monitoring and reporting requirements, particularly in relation to leavers and outcomes.</p> <p>In addition, a number of work streams are in progress concerning the strategy for preventing permanent exclusions – part of this will be consideration of additional support for BTA learners transferring back into mainstream education at a Bromley school.</p> |



|   | Recommendation   | Addressee  | Response  |
|---|--|--|---|
| 2 | That the School Partnership Board examine how best practice can be disseminated with regard to the provision of work for pupils unable to attend school through ill health.  | Director: Education<br>17 <sup>th</sup> January 2017 | <p>As above, this will be raised with the Chairman of the Schools Partnership Board for possible inclusion at future meetings.</p> <p>The guidance on provision for pupils who cannot attend school due to health needs sets out a number of expectations of the school and the LA both for supporting learning while away from school and in working together to set up individually tailored reintegration plans for each child.</p> <p>As part of a review of the Home &amp; Hospital service, we will seek to strengthen the monitoring of school engagement with the child's learning while they are out of school and at reintegration and, where there are concerns, we will feed back to schools directly and via the Partnership Board with a clear evidence base.</p> |
| 3 | That the School Partnership Board consider how the work of the Core Panel can be made more widely known to schools and to consider whether standardised information questionnaires regarding pupils in need of support through alternative provision might be helpful. | Director: Education<br>17 <sup>th</sup> January 2017 | As part of the development of the strategy for permanent exclusions, work is currently being undertaken to revise the terms of reference of the Core Panel and to develop a standardised referral form. It is intended to produce a transparent Core Panel guidance book which will be distributed to all schools in Bromley on a regular basis. Awareness raising will also be conducted through the Schools Partnership Board.  |
| 4 | That the School Partnership Board identify best practice for the reintegration of pupils into mainstream education and encourage all schools to adopt it.  | Director: Education<br>17 <sup>th</sup> January 2017 | Officers will be discussing best practice for the reintegration of pupils into mainstream education through a number of routes including as part of its contract relationship with BTA, as part of the Fair Access Protocol and Core Panel arrangements, and we will seek to raise it with the Schools Partnership Board.   |
|   | That if required, further analysis of the reasons for the rise in the number of children with mental health problems be undertaken in the light of the findings of the review by CAMHS.  | Director: Education<br>17 <sup>th</sup> January 2017 | Noted; we will await the completion of the CAMHS Review.  |

|   | Recommendation   | Addressee  | Response   |
|---|--|--|--|
| 6 | That the Executive be requested to examine what resources from other sources including the CGC might be accessed to ensure a seamless service for children in education with serious medical needs.  | Director: Education<br>17 <sup>th</sup> January 2017 | This will be followed up with Health colleagues, while noting that the statutory guidance on school pupils with medical conditions gives clear expectations and responsibilities to schools and alternative provision providers (including the Home & Hospital provision) to ensure arrangements are put in place to accommodate their needs. In particular, the Home and Hospital service will seek to strengthen its arrangements with CAMHS, given the primary needs of the majority of Home & Hospital are mental, emotional and behavioural health needs. |
| 7 | <p>That the Council directly and through the Members of Parliament for the Borough makes representations to the Government for the following changes in the law:</p> <ol style="list-style-type: none"> <li>1) To introduce a registration system for all young people not educated in a formal school.</li> <li>2) To enshrine in law the right of parents to home educate such a right is subsidiary to the right of every child to a proper education so as to be able to find employment and be a full member of the community.</li> <li>3) To ensure that Local Authorities have the power investigate and ensure that children outside the formal education system are safe and well.</li> <li>4) That the recommendations of the Badman Report and the Select Committee on Education Report be taken into account in drafting other legislative proposals.</li> </ol> | Director: Education<br>17 <sup>th</sup> January 2017 | <p>A draft letter concerning these topics, noting that several proposals arising from the Badman Report in 2009 were not taken forward through legislation, and whether it is intended to revisit these proposals will be prepared to go to:</p> <ul style="list-style-type: none"> <li>• The Secretary of State for Education;</li> <li>• Bromley Members of Parliament;</li> <li>• The Regional Schools Commissioner</li> </ul>  |

|  | Recommendation | Addressee                                  | Response   |
|--|----------------|--|--|
|  |                | Executive<br>8 <sup>th</sup> February 2017 | <p>Members recognised that there was a balance between allowing parents to exercise choice about how their children were educated and the child's right to a good education, but Councillor Bennett felt that safeguarding and ensuring a decent education should have the greater importance. Some Members present took a contrary view that parents should have choice and should not have to be dictated to by the education establishment.</p> <p>The Leader confirmed that the local MPs had been contacted about the issue of home education, and they had responded requesting further information.</p> |

A motion to invite the Leader and appropriate Portfolio Holders to consider the recommendations in the report and (a) refer the recommendations to Service Directors where appropriate and (b) provide a written response to the Education Select Committee for consideration at their next meeting on 17<sup>th</sup> January 2017 was moved by Councillor Nicholas Bennett, seconded by Councillor Neil Reddin and **CARRIED** at the meeting of Council on 12<sup>th</sup> December 2016.

### Report 3: Supporting Under Performing Pupils

Witnesses: Jaki Moody Primary Education Advisor for English (LBB)  
 Rachel Dunley Bromley Children's Project Manager (LBB)  
 Kieran Osborne, Chairman Schools' Partnership Board  
 Mary Cava, Joint Head of SEN (LBB)  
 Helen Priest, Head Teacher Bromley Virtual School (LBB)

|   | Recommendation   | Addressee             | Response  |
|---|--|-----------------------|---|
| 1 | That further information be provided to the Education Select Committee concerning all the assessments carried out in pre-school settings before the end of the Foundation Stage, including the number of referrals for SEN as this is the group of children identified as not making the progress expected in the earliest stage of education. | Director of Education | <p>The EYFS requires formative (ongoing) assessment as part of the learning and development process. Providers are required under the EYFS to review the progress of children between two and three. This 2 year old check identifies the child's strengths and areas where progress is less than expected. The checks are used to develop targeted plans and involve other professionals when required. Ofsted inspections include the two year old check. The EY Quality team have developed review templates and tracker sheets used to monitor all children's progress. These are used to identify where children are below age related expectations. Training has been delivered to providers on tracking and planning support strategies.</p> <p>Currently there is no data available on number of 2 year old checks that have been completed and the percentage of those identified as needing additional support. No data is available based on the overall tracking of children.</p> <p>The Quality Team have plans in place to undertake visits to a cross section of providers to look at tracking and assessment during the summer 2017. Longer term we are looking to develop a system to collate data from providers around 2 year old checks and tracking of 3 and 4 year olds as this will help to identify areas for future focus and raise quality.</p> |

|   | Recommendation   | Addressee                          | Response  |
|---|--|------------------------------------|---|
| 2 | That more action be taken to facilitate and improve information sharing between pre-school and early years settings in order to smooth the transition process.         | Director of Education              | <p>A transition document has been developed in partnership with providers which includes the child's stage of development and focus for future input/support.</p> <p>The Quality Team are currently working on developing 'hubs' which will include schools, PVIs, childminders and out of school providers within localities. Some already in place, more need to be established. These will meet termly to develop partnership working, information sharing, best practice and developing links with relation to the shared delivery of the 30 hours offer.</p> <p>The hubs will review current transition document and processes and looking to develop local models of good practice.</p> <p>Reception teachers often visit the EY provision prior to transition to gather information and meet the children.</p> |
| 3 | That further work be undertaken to help all parents understand the importance of giving consent for professionals to contact preschool settings.                       | Bromley Children's Project Manager | <p>Awareness was raised last year with all providers to include information sharing and consent within their registration forms.</p> <p>Awareness campaign needs to be directed to parents and this could be linked with the promotion of the 30 hour funding. This requires greater information sharing when children are attending more than one provision in order to access their full entitlement.</p> <p>The 2 year old check provides a good opportunity to discuss information sharing with parents as the check is done in partnership with the Health Visitor.</p>  |
| 4 | That more work should be done to develop a standard protocol and pro forma for information sharing as children and young people progress through the education system. | Director of Education              | <p>The EY's Transition document could be a starting point for information sharing regarding the child's education.</p> <p>More work will need to be done to look into how this could work and how we could get all schools and EY's providers to sign up. Information management and sharing is currently undergoing review in response to the new General Data Protection Regulations due to come in in May 2018. A new protocol will need to take into account the requirements of the new regulations.</p>   |

|   | Recommendation   | Addressee                  | Response  |
|---|--|----------------------------|---|
| 5 | That robust systems be established to support pupils as they transfer from primary to secondary school ensuring that accurate and correct information is shared between the schools in order to provide a seamless transition for pupils and support their progress and achievement. | Schools' Partnership Board | <p>Bromley EBP provides support to this agenda through the Mentoring Initiative. Referrals are taken from social workers, primary schools and other agencies for young people who would benefit from regular volunteer mentor support to help with their transition to secondary school.</p> <p>In many occasions, the Mentor will continue to support the young person during Year 7 to help them settle in.</p> |
| 6 | That the Schools Partnership Board be asked to review support given to improving school standards in order to give all pupils every available opportunity.   | Schools' Partnership Board | The Interim Schools Partnership Board is overseeing a project on Closing the Gap and is organising a conference on this topic for the next academic year.   |

|   | Recommendation  | Addressee             | Response  |
|---|---|-----------------------|---|
| 7 | That signposting to non-university education be expanded in order to ensure that students are aware of the variety of career opportunities available through vocational training and to support parity of esteem between vocational and academic education. | Director of Education | <p>Through the Youth Employment Scheme funding is accessed to provide employability events for sixth form students NOT intending to go onto University education. 7 events have been held in 2016/17 for 13 schools and the college with over 350 young benefitting from employer input on career opportunities available without degree education. A key part of the programme is promoting the benefits of apprenticeships and the range of qualifications available.</p> <p>All young people NOT going onto HE will be contacted after exams to offer further support. Promotional material for YES will be distributed to all schools for results days.</p> <p><b>Heads of Sixth Form</b> – Good relationships have been developed with the schools and dates for Next Steps funded activities offered to all Bromley Ho6 in October 2016. Ho6 continue to refer young people potentially dropping out to YES.</p> <p><b>Apprenticeships</b> – BEBP continues to work with the National Apprenticeship Service/LSEC and to promote the range of opportunities through our work on YES and working with employers to encourage them to consider taking on apprentices.</p> <p><b>Alternative Provision</b> – BEBP has historically coordinated the flexible learning programme which was offered to schools via the 14-19 Network. Currently we facilitate the programme for young learners on ESOL placements. Relationships with other local AP providers has decreased.</p> |

|   | Recommendation  | Addressee   | Response   |
|---|---|---|--|
| 8 | That the Schools Partnership Board be the vehicle for coordinating the provision of careers advice across the Borough.  | Director of Education/Schools' Partnership Board  | <p><b>Careers Education Advice and Guidance</b></p> <p><b>Work Experience</b> – Bromley EBP provides a package of sold services to schools to help them deliver quality, safe and sustainable work placements. During 2016/17 - 8 Bromley schools are in the Network. WEX Coordinators are either Careers professionals or based within Careers Department. BEBP also offers bespoke work placement service particularly aimed at vulnerable young people to help enhance their employability and career management.</p> <p><b>Employability Support</b> – BEBP offers a sold service of employer led events to schools to support their career management programme including mock interviews, career talks and enterprise events for KS4 and 5. Events involving local and national employers are delivered in school and always involve a focus on apprenticeship opportunities.</p> <p>A Sold Service offer will be communicated to schools and available on-line by July 2017</p> |
| 9 | That a review of the progress made in implementing the Committee recommendation in this and other reports published in the municipal year be published in April 2018. | Director of Education/Democratic Services Officer | This will be built into the ECHS forward plan.   |



## Report 4: Children Missing Education

Witnesses: Ms Jenny MacDonald, Senior Education Welfare Officer (LBB)  
 Ms Linda King, Youth Support Programme Manager (Universal) (LBB)  
 Ms Stella Marshall, NEET Support Programme Officer (LBB)  
 Helen Priest, Head Teacher Bromley Virtual School (LBB) (Written Evidence)  
 Bromley Youth Council submitted a paper providing their views on why young people may not be attending school.

|   | Recommendation   | Addressee   | Response  |
|---|--|---|---|
| 1 | That schools across the Borough be encouraged to alert the Senior Education Welfare Officer where a child's sporadic and irregular attendance becomes a cause for concern  | Portfolio Holder for Education, Children & Families/Director of Education | <p>Since September 2017, each school has a single point of contact (SPOC) within the Education Welfare Service (EWS). This mirrors the approach adopted in Children's Social Care. The EWS SPOCs telephoned every school in September to ensure that schools' administrative staff understood reporting arrangements.</p> <p>The EWS is working with 1289 children whose absence is persistent, providing support to effect improvement and taking formal action where necessary. In January 2018, the EWS SPOC will ask schools to identify any other pupils whose attendance falls below 90% with a view to earlier intervention.</p> |
| 2 | That the Chairman of the Education, Children & Families Select Committee write to the Department for Education (DfE) to encourage exercise of its powers through the regular to ensure that all London Authorities comply with the London Protocol and provide notification when families move from one Local Authority area into another. | Chairman of the Education, Children & Families Select Committee           | The Chairman sent a letter to Robert Goodwill MP (Minister of State for Children and Families, Department for Education) on 26 July 2017, outlining the issues identified by the Select Committee.  |

|   | Recommendation  | Addressee  | Response  |
|---|---|--|---|
| 3 | That the Local Authority approach the Department for Education (DfE) to seek a review of the Participation Formula used by the DfE to identify NEET status as the current approach does not take young people's personal circumstances into account and skews the data. | Portfolio Holder for Education, Children & Families/Director of Children's Social Care | This was discussed at the meeting of Directors for Children's services in October 2017 and a representation has been made through the group to the Department of Education.   |
| 4 | That the Council's newly established Housing Panel ensure that young and vulnerable people are always given priority in respect of available support in line with the Local Authority's Corporate Parenting responsibilities.   | Director of Housing/Head of CLA and Care Leavers                                       | The Head of Service for CLA and Care Leavers chairs the Care Leavers' Panel which is also attended by colleagues in Housing. This panel considers holistically all issue with regard to housing and support for our vulnerable young people and care leavers, including their Education Training and Employment status. Our care leavers referral to housing is good and the inclusion of colleagues from Housing on the panel negates any delay for appropriate accommodation and floating support in line with each individual's identified need. |
| 5 | The Committee notes that as Corporate Parents the Council maintains a responsibility to support young care leavers into any suitable education, employment and training.  | Leader of the Council/Deputy Chief Executive   | The Council has set out through the Corporate Parenting Strategy and the Leaving Care Strategy its commitments to children in its care. The document sets out our commitments to care leavers' employment, education and training. The corporate parenting board will scrutinise the delivery of these actions  |

**REPORTS OF THE EDUCATION, CHILDREN AND FAMILIES SELECT COMMITTEE 2017/18**  
**Response to Recommendations**

Report 1: The Children's Services Landscape in Bromley

Witnesses: Ade Adetosoye, Deputy Chief Executive and Executive Director (ECHS), LBB  
 Janet Bailey, Interim Director of Children's Services, LBB  
 Isobel Cattermole, Independent Chairman of the Bromley Children's Service Improvement Governance Board  
 Jim Gamble QPM, Independent Chairman of Bromley Safeguarding Children's Board

|   | Recommendation   | Addressee   | Response  |
|---|--|---|---|
| 1 | That the provision of communications support within the Council be reviewed to ensure sufficient capacity to disseminate key messages and information within the Bromley partnership.  | Chief Executive/Leader of the Council, LBB                                  | A review of departmental communications is being undertaken and a report will be available to the leadership team in Education, Care and Health in April 2018   |
| 2 | That an in-depth analysis of the Children's Joint Strategic Needs Assessment and a comprehensive review of the changing demography of the Borough be undertaken to inform the provision of services over the next 5 to 10 years.   | Deputy Chief Executive and Executive Director ECHS, LBB                     | This will be addressed in part by the JSNA which is about to be published, and in part by a refresh of the Children's JSNA later this year.   |
| 3 | That the Leader and Portfolio Holder for Education, Children and Families make further representations, once the review of the changing demographics of the Borough is completed, to the Government to ensure that adequate funding for the Local Authority and its partners to enable them to meet their increasing obligations to vulnerable children and families in the Borough. | Leader of the Council/Portfolio Holder for Education, Children and Families | The Local authority makes regular representations to central government and this particular issue was raised with Ministers in Dec 2017. We will continue to keep this item on the agenda when we meet with Government officials. |


|   | Recommendation   | Addressee  | Response   |
|---|--|--|--|
| 4 | That work to foster a transparent, honest corporate culture to ensure that Members are provided with accurate information to enable them to provide the necessary support to Officers through respectful challenge.  | Chief Executive/Leader of the Council/Director of HR, LBB                                      | This is being discussed both at an officer level and with the Executive. The Council scheme of delegation approved by Full Council expects officers to provide members with accurate information to enable them make decisions.  |
| 5 | That maintenance of the office environment be kept under review to ensure that the recent improvements that have been made are sustained and that the working environment is conducive to a happy, healthy and productive workforce.   | Director of HR, LBB  | This is an action that we keep under review. The deep cleaning of office accommodation happened in December 2017. The Children`s Social Care department is also considering opening a reception area for its clients in April 2018 which will be user friendly.  |
| 6 | That the Local Authority and Bromley Safeguarding Children Board work with partner organisations to actively encourage attendance at and engagement with multi-agency training events.   | Chief Executive, LBB/Chairman of Bromley Safeguarding Children's Board                         | Attendance of key agencies at training events is being monitored by the Chairman of the Safeguarding Board. Regular reports are being provided to the safeguarding board by the training subcommittee on a regular basis. The Chairman of the board has written to organisations where attendance has been poor. |
| 7 | The Committee supports the need to analyse the impact of early intervention and to develop policies which prevent children from being taking into care or requiring considerable support.  | -  | Early intervention is now one of the 6 priorities of the Children and Young People's Plan 2018. The principles agreed by all partners are to provide early intervention and help to families to prevent children from being taking into care.  |
| 8 | That in the 2018/19 Municipal Year, the Education, Children and Families Select Committee monitor progress made against the issues and recommendations within the reports submitted by the Commissioner for Children's Services in Bromley (in October 2016 and April 2017). | Chairman of the Education, Children and Families Select Committee/Democratic Services Officer. | The recommendations from the Children`s Commissioner for Bromley will be presented to the improvement board on a monthly basis from Jan 2018 to ensure that key actions are delivered upon.  |

## Report 2: Child and Adolescent Mental Health Services

Witnesses: Daniel Taegtmeier, 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)  
 Beverley Mack, Associate Director (Oxleas NHS Foundation Trust)  
 Stephen Whitmore, Director: Children and Young People's Services (Oxleas NHS Foundation Trust)

|   | Recommendation   | Addressee       | Response  |
|---|--|-----------------|---|
| 1 | That health partners undertake an analysis of specialist mental health provision across the Borough, including eating disorder, autism spectrum disorder and self-harm services, and for this to be considered against the number of referrals and waiting list duration to identify if additional specialist provision is required in any particular area of treatment. | Health Partners | <p>A review of the current referral and care pathways, activity and outcomes are under on-going review through the contract review processes (Bromley Y for Wellbeing, South London and Maudsley and Oxleas).</p> <p>All services commissioned by the NHS are required to submit activity and outcomes data to the national mental health services dataset.</p> <p>The CCG also reports activity and outcomes to NHS England. Out Healthier South East London also report against a Mental Health delivery plan on a quarterly basis.</p> <p>The Local Transformation Plan commits the partnership to a full review of Early Intervention Psychosis services.</p> <p>The South London Partnership New Models of Care is also carrying out extensive service and demand reviews for the most vulnerable group of children who are currently the most likely to be admitted to in patient units.</p> <p>Crisis Care services are currently being developed with a local crisis line and new potential models of crisis care being implemented across the SE London. Oxleas has carried out a comprehensive review of their Paediatric Liaison services and as a result of the review the CCG is investing additional resources in the PRUH to ensure that all CYP who present at A&amp;E can expect to receive dedicated CAMHs interventions and assessment until midnight 7/7 days</p> <p>The CCG is leading a full co-production process, to design sustainable services to meet rising acuity of need.</p> |

|   | Recommendation   | Addressee   | Response   |
|---|--|---|--|
| 2 | That a standard format for the collection of health data be developed to support comparison and provide an holistic picture of service users.                            | Bromley CCG,<br>Oxleas NHS<br>Foundation Trust,<br>Bromley Wellbeing<br>Service | <p>NHS Bromley and its partners have developed a local minimum dataset to provide accurate patient level data (anonymised) for the purposes of commissioning.</p> <p>This data is currently analysed by the CCG and the initial findings from the data analysis was included in the Select Committee report (October 2017).</p> <p>Data collection and analysis is subject to further development. The data collection and analysis commenced in 2016/2017 and this means that robust comparator data to review progress against previous years is not possible.</p> <p>Each service which receives funding from the NHS is now required to submit data to the National Minimum Mental Health Services dataset</p> |
| 3 | That health partners work to develop arrangements to share live information on waiting lists across a full range of mental health and emotional wellbeing service areas. | Health Partners   | <p>Arrangements for live reporting on waiting times is being developed, subject to the data having been validated prior to circulation. Progress against this will be reported by end of Q2 (2018/2019).</p> <p>Specialist community CAMHs activity and waiting times are currently reported through the Contract Monitoring Board monthly.</p> <p>Bromley Y for Wellbeing report waiting times through the quarterly contract monitoring process led by LB Bromley.</p>   |

|   | Recommendation  | Addressee                 | Response  |
|---|---|---------------------------|---|
| 4 | That funding a for the provision of child and adolescent mental health services benchmarking exercise be undertaken for comparison with statistical neighbours to identify any disparity in funding levels. | Bromley CCG               | <p>The Bromley investments in emotional wellbeing and mental health are embedded. The attached data reflects both CCG and LBB investments in to local services. The embedded data includes core investments and includes CAMHS Transformation Plan investments separately.</p> <p>Activity and outcomes data from emotional wellbeing and mental health services are set out in the Select Committee report of October 2017</p> <p>It has not been possible to access investment data from neighbouring Boroughs. Investments in emotional wellbeing and mental health across SE London are currently going through a validation process and are not available for the purposes of comparison.</p>  <p>CAMHS Investments<br/>Bromley 2014 2018.x</p> |
| 5 | That an evaluation of the effectiveness of early intervention be undertaken.  | Bromley Wellbeing Service | NHS Bromley CCG is conducting an evaluation with Bromley Y for Wellbeing. The evaluation will be completed by the end of Q2 (2018/2019).  |

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## **EDUCATION, CHILDREN AND FAMILIES BUDGET AND PERFORMANCE MONITORING SUB-COMMITTEE**

Minutes of the meeting held at 7.00 pm on 17 January 2018

### **Present:**

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

Emmanuel Arbenser, Parent Governor Representative

### **Also Present:**

Councillor Tom Philpott, Executive Assistant (ECF Portfolio)

### **31 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Collins and Councillor Fortune.

### **32 DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **33 QUESTIONS FROM MEMBERS OF THE PUBLIC ATTENDING THE MEETING**

No questions had been received from members of the public.

### **34 MINUTES OF THE MEETING HELD ON 26 SEPTEMBER 2017 AND MATTERS OUTSTANDING**

**RESOLVED** that the minutes of the meeting held on 26 September 2017, be agreed.

### **35 PRE DECISION SCRUTINY OF PORTFOLIO HOLDER DECISIONS**

The Sub-Committee considered the following reports where the Education, Children and Families Portfolio Holder was recommended to take a decision.

**a GATEWAY 1 MEMBERS REPORT: HIGH NEEDS STRATEGIC PLANNING FUND REVIEW: SPECIAL EDUCATIONAL NEEDS AND DISABILITY - PROCUREMENT OF SHORT TERM CONTRACT**  
**Report ED18044**

The Sub-Committee considered a report outlining the context of the SEND review and how this had been approached. The report also provided an update on phase one of the High Needs SEND review and set out the proposal to deliver phase two of the review. To this end the report sought approval to award a further contract via exemption to competitive tendering to SEND4change for delivery of phase 2 of the review.

Following the DfE announcement in March 2017 of the High Needs Strategic Planning Fund (HNSPF) grant, Bromley was in the process of carrying out a strategic review of its high needs provision. Through the use of this grant, the Local Authority was working with education settings, providers, partners and with parents and young people.

A contract was awarded, following a competitive tender, to SEND4change to support phase one of the strategic review. The contract commenced in June 2017 and came to an end on 31 December 2017. The contract value was £80k, funded through the HNSPF grant.

A Member suggested that it may be beneficial to liaise with neighbouring boroughs to identify if there was any additional demand. In response the SEND Operations Manager confirmed that reviews of other London boroughs (not specifically neighbouring boroughs) were being undertaken, but that a good relationship existed between Bromley and its neighbouring boroughs so the opportunities that this would afford in terms of place planning was being taken into consideration.

In response to a question the SEND Operations Manager confirmed that Officers had been happy with the work undertaken by SEND4change to date.

**RESOLVED: That the Portfolio Holder for Education, Children and Families be recommended to:**

- 1. Note the plans for phase two of the strategic review of high needs provision;**
- 2. Approve the award of contract for delivery of phase two of the strategic review to SEND4change via an exemption to competitive tender for a contract period of 1 February 2018 to 30 April 2018 at a value of £32k.**

**b BUDGET MONITORING 2017/18**  
**Report ED18038**

The Sub-Committee considered a report which provided the budget monitoring position for 2017/18 based on activity up to the end of September 2017.

The Schools' Budget was predicted to underspend by £124k during 2017/18, and this would be added to the £1.6m carried forward in 2016/17. The Non-Schools' budget was projected to overspend by £648k.

The Education division was predicted to overspend by £245k. There were pressures in in-house nurseries of £172k, and other strategic functions were overspending by £163k, partially due to additional costs of business rates together with a £128k of a £300k efficiency target given to the Education division that had not materialised. SEN and Inclusion was underspending by £54k, mainly due to the transport service contract payments being less than budgeted. In response to a question surrounding whether the efficiency target had been a realistic expectation, the Head of ECHS Finance confirmed that the efficiency target would not be included in the 2018/19 budget.

The Children's Social Care division was currently projected to overspend by £403k. Placements for children continued to be a pressure area and the number of placements had increased above budgeted levels. Leaving care also continued to be an ongoing pressure for both the 16-17 age group and the 18+ for whom housing benefit contributed to the costs. Current staffing pressures amounted to £650k, although there was a drive to permanently recruit with the ambition to have only 10% of staff being locums by the end of the year. To help alleviate the overspend pressures, management had introduced a freeze on some areas of the budget in children's social care. It was anticipated that this would achieve savings of £350k.

The Head of ECHS Finance reported that the review of in-house nursery provision would continue and Members stressed the need to ensure that the benefits of early years provision was maintained and developed.

A Member suggested that it would be helpful to identify in the report where increased expenditure was the result of increased demand.

The Sub-Committee considered and discussed issues surrounding cover for social worker absence. The Director of Children's Social Care confirmed that whilst a 2 week absence could be adequately managed it become more challenging to manage an absence of 4 weeks. There was a need to ensure that communication with families was maintained and that in the event of staff absence children and families were provided with alternative contact details.

**RESOLVED: That**

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- 1. The latest projected overspend of £648,000 forecast on the controllable budget, based on information as at September 2017, be noted;**
- 2. The full year effect cost pressures of £718,000 as set out in the report be noted;**
- 3. The comments of the Department set out in the report be noted; and**
- 4. The Portfolio Holder be recommended to note that the latest projected overspend of £648,000 forecast on the controllable budget, based on information as at September 2017.**

**c      2018/19 DEDICATED SCHOOLS GRANT  
Report ED18039**

The Sub-Committee considered a report which provided information on the 2018/19 Dedicated Schools' Grant and how it would be allocated. The Department for Education had confirmed the Dedicated Schools Grant (DSG) Allocation for 2018/19 as follows:

| High Needs Block | Early Years Block | Schools Block | Central School Services Block | Total        |
|------------------|-------------------|---------------|-------------------------------|--------------|
| £40,021,736      | £21,149,813       | £204,351,587  | £1,964,910                    | £267,488,046 |

The Local Authority (LA) had reviewed each of the four blocks individually to identify any financial pressures. The Early Years block was shown to be self-funding, whilst there were some areas deemed to be overspent these were being supported by underspends within the same block. The High Needs Block was projecting an overspend of £2million. Following the decision of the Schools' Forum at its meeting in November 2017, the LA submitted an application to the Secretary of State to formally request a disapplication of the regulations which would allow £1million funding to be moved from the Schools' Block to the High Needs Block without the support of the Forum. The Head of ECHS Finance reported that the Local Authority had been notified that the Secretary of State had approved the application. It was therefore proposed that the remaining £1million overspend would be funded by a contribution of £1million from the Revenue Support Grant, which had been approved by Executive on 10 January 2018. SEND4change would continue to carry out a full review of current SEND spend and any savings identified would be invested in the transition period as the LA moved towards a more cost effective and more sustainable High Needs Block position.

As a result of the decision from the Secretary of State £202.4million would be allocated to schools. The LA had the option to either move to the National Funding Formula (NFF) for 2018/19 (and 2019/20) prior to the planned introduction of the NFF in 2020/21, or to remain with the Bromley Funding Formula (BFF).

In the Central School Services Block there was a projected overspend of £173,000. Expenditure in this Block had been reviewed and no immediate short-term savings had been identified. It was therefore proposed that the projected overspend in this Block would be met from any commensurate underspend of DSG in 2017/18.

Prior to the meeting the draft minutes from the Schools' Forum meeting on 11<sup>th</sup> January 2018 had been circulated to Members of the Sub-Committee for information. In relation to the funding formula, the Head of ECHS Finance informed the Sub-Committee that at the Schools' Forum meeting views between Primary Representatives and Secondary Representatives had been polarised. The issue had come down to a vote which had supported recommendation of Option 1a (NFF), this was the formula which was supported by secondary representatives on the Forum. However, Primary Representatives had highlighted that there were two Primary Representatives vacancies on the Forum which would have had an unfair impact on the vote.

In response to a question from the Chairman concerning the recommendation of Officers, the Head of ECHS Finance highlighted that with the NFF there was a gain of 0.3% across the board in terms of pupil numbers and the view of Officers was that a move to the NFF would prevent Primary Schools facing a 'cliff edge' drop in funding and would facilitate a more seamless transition.

The Chairman also noted that Secondary representatives had made the point that there was an imbalance in funding that they wanted redressed.

Following discussions, the Sub-Committee agreed to recommend that the DSG be distributed in line with the National Funding Formula.

**RESOLVED: That**

- 1. the DSG allocation for 2018/19 be noted; and**
- 2. the Portfolio Holder for Education, Children and Families be recommended to approved the Dedicated Schools Grant allocation and distribution via the National Funding Formula.**

**d      SCHOOLS FORUM CONSTITUTION**  
**Report ED18040**

The Sub-Committee considered a report which provided an overview of representation on the Schools' Forum. The Head of ECHS Finance explained

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that representation on the Schools element of the Forum was derived in the main from pupil numbers. There were thirteen members made up of Heads and Governors. Whilst current pupil numbers had not changed significantly there had been further movement towards Academy conversion in the Special and PRU areas resulting in small amounts of pupils in these areas being in both Academy and Maintained settings. Advice from the DfE was that there needed to be a representative for Maintained and Academy in Special and PRU settings if there were settings within the Borough. This meant that there needed to be an increase in the schools element membership of the Schools' Forum by two members from thirteen to fifteen, a Special Academy representative and a PRU Academy representative. All other representation would remain the same. The overall membership of the Schools' Forum would increase from eighteen to twenty:

#### **CONSTITUTION**

|  | <b>OLD</b> | <b>NEW</b> | <b>VACANT</b> |
|--|------------|------------|---------------|
| <b>SCHOOLS</b>   |            |            |               |
| Special Maintained school representative governor/head | 1          | 1          | 1             |
| Special Academy school representative governor/head    | 0          | 1          | 0             |
| PRU Maintained representative head/governor            | 1          | 1          | 1             |
| PRU Academy representative head/governor               | 0          | 1          | 0             |
| Primary Academy head representative                    | 2          | 2          | 1             |
| Primary Academy governor representative                | 3          | 3          | 2             |
| Primary Maintained head representative                 | 1          | 1          | 0             |
| Secondary Maintained head/governor representative      | 1          | 1          | 0             |
| Secondary Academy head representative                  | 2          | 2          | 0             |
| Secondary Academy governor representative              | 2          | 2          | 0             |
|  | <b>13</b>  | <b>15</b>  | <b>5</b>      |

#### **NON SCHOOLS**

|                           |          |          |          |
|---------------------------|----------|----------|----------|
| Early year provider (PVI) | 1        | 1        | 0        |
| 14-19 partnership**       | 1        | 1        | 0        |
| Diocese CofE**            | 1        | 1        | 0        |
| Diocese Catholic**        | 1        | 1        | 1        |
| Joint Teacher Liaison**   | 1        | 1        | 1        |
|                           | <b>5</b> | <b>5</b> | <b>2</b> |

#### **OTHER NON- VOTING ATTENDEES**

|   |          |          |
|---|----------|----------|
| Portfolio Holder/Portfolio Holder Assistant | 1        | 1        |
| Director of Education/Schools               | 1        | 1        |
| Head of Finance                             | 1        | 1        |
| Head of Schools Finance Support             | 1        | 1        |
| Clerk of the Forum                          | 1        | 1        |
|   | <b>5</b> | <b>5</b> |

The Sub-Committee noted that members of the Schools' Forum had asked the Head of ECHS Finance to further review the Head Teacher/Governor split in terms of representation as it was felt that Head Teachers were more likely to volunteer to sit on the Schools' Forum.

The Head of ECHS Finance had also been asked to undertake a more comprehensive review of the Schools' Forum constitution in order to enable a better understanding of the implications of Multi Academy Trusts on the membership of the Schools' Forum. The Head of ECHS Finance highlighted that the intention had always been to ensure cross representation across different types of schools.

The Schools' Forum had recommended that, subject to some minor amendments to address the comments that had been made concerning the Head Teacher/Governor split, the amendments to the Schools' Forum Constitution should be put to the Education, Children and Families Budget and Performance Sub-Committee meeting on 17th January 2018 with a full review of the Constitution to be taken within the year.

**RESOLVED: That the Portfolio Holder for Education, Children and Families be recommended to approve the constitution of the Schools' Forum.**

**e CAPITAL PROGRAMME MONITORING - 2ND QUARTER  
2017/18  
Report FSD18005**

The report set out changes agreed by the Executive in respect of the Capital Programme for the Education, Children and Families Portfolio. The revised programme for the Portfolio was set out in Appendix A to the report, and detailed comments on scheme progress as at the end of the 2<sup>nd</sup> quarter of 2017/18 were shown in Appendix B.

In relation to unallocated Section 106 money, the Vice-Chairman highlighted that there was often time constraints attached to the use of the funds and emphasised the need to ensure that time did not elapse meaning the funding was lost.

A Member queried whether the proposed college at Biggin Hill would be eligible under Section 106 criteria. The Head of ECHS Finance agreed to provide a response following the meeting.

*Action Point 1: that following the meeting the Head of ECHS Finance confirm whether the proposed college at Biggin Hill would be eligible under Section 106 criteria.*

**RESOLVED: That the Portfolio Holder be recommended to confirm the changes agreed by the Executive on 6<sup>th</sup> December 2017.**

**36 EDUCATION, CHILDRENS AND FAMILIES SERVICES PORTFOLIO  
DRAFT BUDGET 2018/19  
Report ED18037**

The Sub-Committee considered a report setting out the Portfolio Holder's draft

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2018/19 Budget which incorporated future cost pressures and initial draft budget saving options which had been reported to Executive on 10<sup>th</sup> January 2018. Executive were requesting that each PDS Committee consider the proposed initial draft budget saving and cost pressures for their Portfolio and report back to the next meeting of the Executive, prior to recommendations being made to Council on 2018/19 Council Tax Levels.

The Sub-Committee noted that significant changes had been seen in the universal offer in children's services with the redesign of the youth service giving a much greater focus on statutory provision. Key challenges remained in reducing children social care caseloads and improving practice to ensure that children and young people were safeguarded. A range of actions were to be undertaken to address these challenges. The ongoing risk to the Children's Service area was the complexity of children requiring a statutory service, the increase and identification of children subject to Child Sexual Exploitation, Missing and Gangs; and some late entrants to care with very complex histories that required specialist placements.

Members noted that the Social Work Act would have a financial and resource impact both in terms of the fact that Care Leavers would be supported by the Local Authority up to the age of 25, and also because any child living within Bromley who had been adopted could expect to be supported by the Virtual School.

**RESOLVED: That the Education, Children and Families Portfolio Draft Budget 2018/19 be noted.**

### **37            BROMLEY   SAFEGUARDING   CHILDREN'S   BOARD   REPORT 2016/17**

The Sub-Committee considered the Bromley Safeguarding Children Board Annual report 2016-17. The Independent Chairman of the Bromley Safeguarding Children Board (BSCB), Mr Jim Gamble QPM, attended the meeting and presented the Bromley Safeguarding Children Board Annual report to the Sub-Committee. Mr Gamble highlighted that the report covered 2016-2017 and therefore reflected the position at that time rather than the current position. It was good for audit purposes that the Board and the Council reflected on previous years but it was also important to acknowledge the progress that had been made in the intervening period. In May 2016 the Ofsted Inspection had found that there had been a poor ratio of supervision and management oversight, high caseloads for Social Workers and a lack of investment in the Service. Since that time the Service had moved on and the Service was now on a trajectory of real improvement. Positive investment had been made by the Council's Executive and there were clear results in relation to the investment in leadership that the Council had made. Spans of management oversight were now more manageable than they had been, staff reported that they now felt better managed and supported, and with the introduction of the Caseload Promise, caseloads were reducing.

The Independent Chairman of the BSCB highlighted in particular the strength of



Early Help in Bromley, putting on record his admiration for the Head of Early Intervention and Family Support who had delivered an effective system of early help across the Borough. The Early Intervention programme was described as “the jewel in Bromley’s crown”.

In terms of changes to BSCB since the Ofsted inspection in May 2016, Mr Gamble explained that there had been a restructure of the Board and partnerships had been improved. There was now a better infrastructure in place which enabled the Board to work in a more streamlined and efficient manner. The Community Engagement work of the BSCB, which had been started under the previous Independent Chairman Mrs Annie Callanan, had been positive. The number of LADO referrals had increased which was a sign of a healthy safeguarding partnership.

In terms of partnership working, Mr Gamble highlighted that more work needed to be done with the Police who, whilst willing to engage in the partnership, had not been able to adequately engage. The Police had not been present at any of the multi-agency training events that had taken place. As a result of the implementation of ‘One Met’, the Police appeared to be withdrawing on a number of commitments that had previously been made. The Chairman of BSCB was clear that there would be robust challenge and that there was a clear expectation the Police remained an engaged partner.

Finally, Mr Gamble highlighted the impact of both the Wood Review and the Children’s Social Work Bill which brought a level of ambiguity to the work of BSCB. Mr Gamble provided assurances that that in spite of the ambiguity he would keep pushing for commitment from all partners.

In conclusion, Mr Gamble emphasised that there was now a real sense of optimism following the positive changes that had been made within the Service. There were excellent staff in Bromley who were working hard to implement changes and deliver high quality services to children and young people. The Bromley Safeguarding Children’s Board Annual Report for 2017/18 would be published in May 2018 in order to allow for timely consideration of the report in future.

In response to a question from the Chairman of the Sub-Committee, surrounding whether the issues Bromley was experiencing with the Police in relation to partnership working was endemic of the wider culture of the Police or something specific to the Metropolitan Police Service, Mr Gamble stated that in his opinion it was both. It was recognised that the Police had been required to make £600m savings and this had required significant changes to be made. However, BSCB approached its work through the context of children’s lives. The new Police contact for Bromley and representative on the BSCB therefore had to be committed to engaging with the Board and the Local Authority. The BSCB could not allow any short comings with the Police to inhibit the work of the Board and this would therefore represent a journey of challenge. The next annual report of BSCB would reflect the current position and this was ultimately a leadership issue for the Police.

The Sub-Committee noted that the implications and impact of the One Met model may be something that could not be resolved at a borough level and would therefore require escalation to the GLA and Government Ministers if necessary.

In response to a question concerning attendance of partners at BSCB meetings, Mr Gamble highlighted that it was not simply attendance at meetings that was important but also the effectiveness of representatives at feeding back information to their organisations. Mr Gamble further reported that one partner had taken the decision to withdraw funding to the Board but following challenge the decision had subsequently been withdrawn. In terms of consistency of attendance, Mr Gamble explained that this was high on the agenda and when he had first become Chairman of BSCB he had stipulated that Members of the Board could not send an alternate without a written explanation.

In response to a question concerning funding, Mr Gamble confirmed discussions had been taking place in relation to realigning some resources. There was a contingency fund however the Board would need to pay for a significant number of Serious Case Reviews. Mr Gamble emphasised that the additional support that had been provided by the Council would need to be an ongoing commitment.

The Chairman thanked Mr Gamble for attending the meeting and Members of the Sub-Committee noted that the next Annual Report would be published in May 2018.

**RESOLVED: That the Bromley Safeguarding Children Board Annual Report 2016/17 be noted.**

## **38 INDEPENDENT REVIEWING OFFICERS ANNUAL REPORT 2016/17**

The Sub-Committee considered the annual report of the Independent Reviewing Officer (IRO) Service for Bromley's Children Looked After. The report contained a summary of the work completed by Bromley Independent Reviewing Officers between 1 April 2016 and 31 March 2017. The Interim Head of Quality Improvement introduced the report explaining that production of the annual report was a statutory requirement.

IROs ensured that Care Plans for Children Looked After in the Borough fully reflected the needs of each child. The IRO would listen to the wishes and feelings of the child and look at how the Local Authority could best support the child. If required, an IRO would challenge a Social Worker or intervene in the event of tensions within caring families. Every child had an IRO who brought vigour and challenge to care planning and monitored the Local Authority as a corporate parent. During 2016/17 the IRO Service had been responsible for monitoring between 264 and 301 children looked after which had involved 938 reviews. 95% of these reviews had been undertaken within the statutory timescales. The Service continued to make steady improvement and there had been consistency of social workers which had made a big difference to the children.

The Interim Head of Quality Improvement reported that the IRO Annual Report for 2017/18 would be published in the Spring, around May 2018.

In response to a question from the Chairman concerning how the quality of reviews was assessed, the Interim Head of Quality Improvement reported that audits and spot inspections were regularly undertaken by Group Managers. If necessary concerns were escalated to Heads of Service and the Director of Children's Social Care for resolution.

The Chairman noted that there had been a rise in the number of IRO escalations and the Interim Head of Quality Improvement suggested that that demonstrated that there was rigor in the process and that IROs were driving performance and ensuring that the needs of the children were met. The Chairman also noted that the IRO Handbook suggested that in most cases when a child who was the subject of a child protection plan became looked after it would be no longer be necessary to maintain the child protection plan, the logic behind this was queried. In response the Interim Head of Quality Improvement explained that it was the responsibility of the Local Authority to make children safe. It was generally considered that once a safe placement had been found for a child there was no longer a need for a child protection plan.

Members thanked the Interim Head of Quality Improvement for the insightful and detailed report noting that the report reflected the human side of the Services provided by the Council.

**RESOLVED: That the Independent Reviewing Officers Annual Report 2016/17 be noted.**

### **39 VIRTUAL SCHOOL ANNUAL REPORT 2016/17**

The Sub-Committee considered the Bromley Virtual School Annual Report 2016/17 which outlined the activity and impact of Bromley Virtual School during the academic year. The report included full details of the educational outcomes of Bromley Children Looked After and identified areas of future development to achieve improved outcomes for Bromley Children Looked After.

The Bromley Virtual School Head Teacher introduced the report and highlighted that in future years the Annual Report would be presented to the Sub-Committee in November with the caveat that data was subject to change as it would not have not been formally ratified by the Department for Education (DfE).

The Virtual School Head Teacher emphasised the difficulties in planning the Service resulting from the fluctuation in year group numbers which grew significantly during the year. The Sub-Committee also heard that it was difficult to quantify the impact of the Social Work Act on the Virtual School but that it was clear that the new legislation would undoubtedly have an impact. Virtual School Head Teachers were working to standardise the approach of Virtual Schools across London in order to provide greater consistency when children moved to

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different boroughs. In addition to this a pan-London position statement had been issued which would be effective until such time as guidance on the new legislation was issued.

Bromley Virtual School was proud that it rested in the top 5-10% in terms of GCSE results but recognised that the Service could not stand still and that there was still more that could be done to support children looked after to have greater success at 16+. The Virtual School was also reviewing the quality of Personal Education Plans (PEPs) and working with Social Workers to deliver improvements in quality. The Virtual School Head Teacher also noted that the Virtual School was having to deal with increasingly complex issues as well as provide support to a much wider age range (from 2 years to 25 years).

The Head of CLA and Care Leavers emphasised that the impact of the Virtual School in planning and placement moves could not be under estimated. The Virtual School was now being drawn into every aspect of care planning.

Members of the Sub-Committee congratulated Bromley Virtual School on the number of children in their care that went on to complete A-Levels, apprenticeships, and university degrees. The Head Teacher of the Virtual School highlighted that staff supported children to look at the subjects and make appropriate choices. A great deal of work was being done with the current Year 8 cohort as in Bromley children were expected to make their GCSE choices in Year 8. As this posed a significant challenge for this cohort of children, the Virtual School had developed a programme in partnership with Greenwich University which was specifically targeted at these Year 8 children to help influence GCSE choices. The programme aimed to widen the horizons of the children, and expose them to life experiences that, due to their circumstances, they may not otherwise have. These experiences included amongst other things trips to the theatre and museums. It would not be possible to assess the impact of the programme for a number of years but it was hoped that the experiences would have a positive effect on the children's future prospects.

In response to a question the Virtual School Head Teacher confirmed that mental health issues were managed on a case by case basis. There was a need to constantly monitor any issues that arose and ensure that appropriate support was provided where necessary. In a lot of cases there was often a need to rethink the way in which education was provided to the young person as they were not able to function within recognised norms. This inevitably had an impact on resources.

In response to a question from the Chairman surrounding whether there had been any indication from the Government that additional funding would be provided to support implementation of the Social Work Act, the Virtual School Head Teacher confirmed that the notes within the legislation acknowledged that there would be an implication for resources but as yet there was no indication that any further assistance would be forthcoming.

Members of the Sub-Committee stressed the need to ensure that the positive impact of the work of the Virtual School formed a key part of the Member Induction

Programme following the Local Elections in May 2018, suggesting that all Members of the Council, as Corporate Parents, needed to maintain and awareness of the role and purpose of the Virtual School.

**RESOLVED: That the Bromley Virtual School Annual Report 2016/17 be noted.**

**40            PERFORMANCE MANAGEMENT FRAMEWORK - CHILDREN'S SERVICES**  
**Report ED18043**

The Sub-Committee considered a report setting out the proposed reporting regime for key performance measures to be reported to the Sub-Committee at future meetings. Key findings of the Ofsted inspection in May 2016 included that senior leaders, including elected members, and managers lacked a comprehensive understanding of the strength and weaknesses of the services provided and that performance management information was not being used effectively to improve practice and service delivery.

As a result of this, part of the improvement plan had been the development of a more robust approach to performance management at all levels of the organisation. The Performance Management Framework before the Sub-Committee had been designed to articulate key roles and responsibilities in respect of performance management for staff, managers, elected members and partners in the arrangements for appropriate oversight of performance going forward.

The Assistant Director for Strategy and Performance introduced the report setting out the context of the Performance Framework which had been developed following the key criticism from Ofsted Inspectors that management oversight at all levels of the Council had been ineffective. The proposed Performance Framework before the Sub-Committee emphasised key roles and responsibilities ensuring that there was the necessary oversight.

The Assistant Director introduced Paul Ballatt to the Sub-Committee. Mr Ballatt had been working on the development of the Performance Management Framework. Mr Ballatt explained that the Departmental Management Team were proposing that the Sub-Committee received a regular performance update which reflected a basket of key performance indicators requiring consideration by the Sub-Committee. There was a need to ensure that information was received by the Sub-Committee in a timely manner in order to enable Members to undertake their scrutiny role.

The Chairman emphasised that the development of the Performance Framework fitted well with the Sub-Committee's own journey to performance monitoring. In particular the Chairman welcomed the inclusion of datasets of quantitative, qualitative and outcome performance indicators which would form the core of the Sub-Committee's work. Members noted that outcome measures were a crucial evaluation tool and highlighted that it was also important to include a measure of

whether value for money was being achieved. It was also suggested that consideration be given to benchmarking against neighbouring Local Authorities as well as including relevant case studies in order to enhance Members understanding of issues.

The Sub-Committee welcomed the development of the Performance Framework and encouraged further corporate roll out.

**RESOLVED: That:**

- 1. The Performance Management Framework be noted;**
- 2. The Sub-Committee receive a report at its next meeting in March 2018 providing options and rationales for key performance indicators to be reported to the Sub-Committee; and**
- 3. Thereafter, the Sub-Committee receive a quarterly report on the agreed performance indicator set commencing with quarter one 2018/19 data.**

**41 INFORMATION ITEMS**

**a CONTRACTS ACTIVITY REPORT EDUCATION, CHILDREN AND FAMILIES PORTFOLIO**  
**Report ED18041-1**

The Sub-Committee considered an extract from November 2017's Contract Register. The report was based on information produced on 21 November 2017.

A Member highlighted the need to ensure that there was consistency between the contract title inputted onto the Contracts Database and the title of reports presented to committee to enable Members to identify contracts and understand what they were being asked to approved.

**RESOLVED: That the Contracts Register be noted.**

**b ECHS RISK REGISTER**  
**Briefing ED18036**

The Sub-Committee reviewed the ECHS Departmental Risk Register – the output of a 'check and challenge' process undertaken by Zurich, the Local Authority's insurers.

**RESOLVED: That the ECHS Departmental Risk Register be noted.**

**42 ANY OTHER BUSINESS**

There was no other business.

**43 DATE OF NEXT MEETING**

The next meeting would be held on 27<sup>th</sup> March 2018.

**44 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.

The following summaries  
refer to matters involving exempt information

**45 EXEMPT MINUTES OF THE MEETING HELD ON 26 SEPTEMBER 2017**

**RESOLVED** that the Exempt (Part 2) minutes of the Education, Children and Families Budget and Performance Monitoring Sub-Committee meeting held on 26<sup>th</sup> September 2017 be agreed, subject to an amendment on page 22/1.

**46 PRE-DECISION SCRUTINY OF EXEMPT PORTFOLIO HOLDER DECISIONS**

The Sub-Committee considered the following Part 2 (exempt) reports where the Education, Children and Families Portfolio Holder was recommended to take a decision.

**a CONTRACT EXTENSION: SHORT BREAKS FOR DISABLED CHILDREN**  
**Report ED18042**

The Sub-Committee considered a report seeking authorisation for an extension to the contract to provide short breaks for disabled children.

**47 EXEMPT INFORMATION ITEMS**

**a EXEMPT CONTRACTS ACTIVITY REPORT EDUCATION, CHILDREN AND FAMILIES PORTFOLIO**  
**Report ED180041-2**

The Committee noted the exempt contract register.

The Meeting ended at 9.22 pm

Chairman

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Report No.  
CSD18052

## London Borough of Bromley

### PART ONE - PUBLIC

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**Decision Maker:** Education, Children & Families Select Committee

**Date:** 27 February 2018

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

**Title:** **EDUCATION CHILDREN AND FAMILIES SELECT COMMITTEE  
WORK PROGRAMME**

**Contact Officer:** Philippa Gibbs, Democratic Services Officer  
Tel: 020 8461 7638 E-mail: philippa.gibbs@bromley.gov.uk

**Chief Officer:** Mark Bowen, Director of Corporate Services

**Ward:** Borough-wide

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1. Reason for report

- 1.1 This report sets out the Committee's work programme for 2017/18.

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2. **RECOMMENDATION(S)**

- 2.1 That the Education, Children & Families Select Committee endorse the recommended work plan set out in the report.

### 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: Democratic Services
  4. Total current budget for this head: £343,810
  5. Source of funding: Council's Base Budget
- 

### Staff

1. Number of staff (current and additional): 8 posts (7.27fte)
  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 At its meeting on 9 May 2017, the Education Select Committee recommended the following items to be included on the Work Programme for the Education, Children and Families Select Committee.
- 3.2 It was recommended that each meeting the Portfolio Holder for Education and Children's Services to be scrutinised along with one of the following:
- The Deputy Chief Executive and Executive Director for ECHS (bi annually)
  - The Director for Education (annually)
  - The Director for Children's Social Care (annually)
- 3.3 Quarterly Monitoring Report and Monitoring Visits by Ofsted to be standing items on every agenda.
- 3.4 The following issues were recommended as Substantive Items for scrutiny:
- SEND Strategy – short breaks, SEN transport
  - Child and Adolescent Mental Health Services (CAMHS)
  - Troubled Families/Early Intervention/Child Poverty
  - Early Years, Child minding and the 30 hour challenge
- 3.5 The following issues to form Short Items for scrutiny:
- Permanent Exclusions: Prevention Strategy
  - Adult Education: Follow up to Ofsted (in June 2017)
  - YOS/Youth Service Developments (in October 2017)
- 3.6 It was recommended that the following items to be delegated to the Education, Children and Families Budget and Performance Monitoring Sub-Committee:
- Annual Adoption Agency Report
  - Annual Corporate Parenting Report
  - Annual Complaints Report
  - Sufficiency and commissioning of Children's Services Placements
  - Private Fostering Annual report
  - Annual assurance report of the Statutory Director of Children's Services
  - Audit report
  - Budget monitoring
  - Contracts
  - Business plan and portfolio plan monitoring
  - Risk management
  - Business continuity
- 3.7 In addition to this, Pupil Place Planning would be dealt with by the Pupil Place Planning Executive Working Group if required.
- 3.8 Finally, it was recommended that the General Purposes and Licensing committee to be asked to undertake an annual review of Licensing – participation issues relating to children.

- 3.9 Appendix 1, sets out the meetings of the Education, Children & Families Select Committee, Education, Children & Families Budget and Performance Monitoring Sub-Committee, SACRE, and Schools' Forum which have been scheduled for the 2017/18 Municipal Year.
- 3.10 The purpose of the work programme is to reference future work and enable it to be amended in the light of future developments and circumstances.
- 3.11 Members and Co-opted Members of the Education Select may wish to consider any additional items for consideration and scrutiny during the 2017/18 Municipal Year.

### **Schedule of Visits**

- 3.12 The programme of remaining visits for the Spring Term is attached at Appendix 2.

|   |   |
|---|---|
| <b>Non-Applicable Sections:</b>                       | Policy, Financial, Legal and Personnel Implications |
| Background Documents:<br>(Access via Contact Officer) |   |

## Education, Children &amp; Families Work Programme 2017/18

|   |                                   |
|---|-----------------------------------|
| <b>Education Select Committee</b>   | <b>9 May 2017</b>                 |
| Children Missing Education – (to include consideration of written evidence submitted by Bromley Youth Council)  | Review and Recommendation Session |
| Work Plan for 2017/18   |                                   |
| <b>Education, Children &amp; Families Select Committee</b>  | <b>28 June 2017</b>               |
| Progress in Implementing Children's Service Action Plan   | Standing Item                     |
| Adult Education Update  | Short Item                        |
| Children's Services Landscape in Bromley:<br>All Councillors to be invited in their capacity as Corporate Parents Witnesses:<br>Chairman of the Bromley Safeguarding Children's Board<br>Chairman of the Bromley Children's Service Improvement Governance Board<br>Deputy Chief Executive and Executive Director (ECHS)<br>Interim Director: Children's Services | Substantive Item                  |
| Schools' Performance Update   | Information Item                  |
| Changes to Legislation Relating to Children and Impact on the Local Authority   | Information Item                  |
| <b>SACRE</b>  | <b>12 July 2017</b>               |
| <b>Education, Children &amp; Families Budget &amp; Performance Monitoring Sub-Committee</b>   | <b>18 July 2017</b>               |
| <b>Item</b>   | <b>Status</b>                     |
| Child Sexual Exploitation Recovery Service Contract   |                                   |
| Local Authority Designated Officer (LADO) Report  |                                   |
| Education Safeguarding Officer - Terms of Reference and Verbal Update   |                                   |
| Verbal Update: How Quality Assurance Works in Bromley - Quality Assurance Overview  |                                   |
| Budget Closedown 2016/17  |                                   |
| Budget Monitoring 2017/18   |                                   |
| <b>Schools' Forum</b>   | <b>21 September 2017</b>          |
| <b>Education, Children &amp; Families Budget &amp; Performance Monitoring Sub-Committee</b>   | <b>26 September 2017</b>          |
| Adoption Annual Report  |                                   |
| Private Fostering Annual Report   |                                   |
| Capital Programme – 1 <sup>st</sup> Quarter to include Outturn  |                                   |
| Budget Monitoring 2017/18   |                                   |
| Local Authority Designated Officer Report 2016/17   |                                   |
| Strategy on Placement Breakdowns for Adolescents Looked After (Including Contributions from LINCC)  |                                   |
| Primary Inclusion Outreach Service  |                                   |
| Recruitment and Retention Fund Update   |                                   |
| <b>Education, Children &amp; Families Select Committee</b>  | <b>17 October 2017</b>            |
| <b>Item</b>   | <b>Status</b>                     |
| References from the Education, Children & Families Budget & Performance Monitoring Sub-Committee  | Standing Item                     |

|  |                         |
|--|-------------------------|
| Scrutiny of the Director of Education  |                         |
| Progress in Implementing Children's Service Action Plan  | Standing Item           |
| YOS Update   | Short Item              |
| Living in Care Council Presentation  | Short Item              |
| Child and Adolescent Mental Health Services (CAMHS)  | Substantive Item        |
| Update on Leaving Care Initiatives - including Leaving Care project and panels, and the accommodation review | Information Item        |
| <b>Schools' Forum</b>  | <b>23 November 2017</b> |
| <b>SACRE</b>   | <b>6 December 2017</b>  |
| <b>Schools' Forum</b>  | <b>11 January 2018</b>  |
| <b>Education, Children &amp; Families Budget &amp; Performance Monitoring Sub-Committee</b>                  | <b>17 January 2018</b>  |
| Capital Programme – 2 <sup>nd</sup> Quarter  |                         |
| Budget Monitoring 2017/18  |                         |
| Bromley Safeguarding Children's Board Annual Report 2016/17  |                         |
| Virtual School Annual Report 2017/18   |                         |
| ECF Draft Portfolio Budget 2018/19   |                         |
| 2018/19 Dedicated Schools Grant  |                         |
| Performance Management Framework – Children's Services   |                         |
| Contracts Activity Report (Part 1 and Part 2)  |                         |
| Risk Register  |                         |
| Gateway Report: High Needs Strategic Planning fund Review - SEND   |                         |
| Short Breaks for Disabled People – Contract Extension  |                         |
| <b>Education, Children &amp; Families Select Committee</b>   | <b>23 January 2018</b>  |
| <b>Item</b>  | <b>Status</b>           |
| Scrutiny of the Interim Director of Children's Social Care   |                         |
| Progress in Implementing Children's Service Action Plan  | Standing Item           |
| Troubled Families/Early Intervention/Child Poverty   | Substantive Item        |
| <b>Education, Children &amp; Families Select Committee</b>   | <b>27 February 2018</b> |
| <b>Item</b>  | <b>Status</b>           |
| Annual Scrutiny Report 2017/18   |                         |
| Scrutiny of the Deputy Chief Executive & Executive Director (ECHS)   |                         |
| Permanent Exclusions: Prevention Strategy  | Short Item              |
| Early Years/Child Minding and the 30 hour challenge  | Substantive Item        |
| <b>Education, Children &amp; Families Budget &amp; Performance Monitoring Sub-Committee</b>                  | <b>28 March 2018</b>    |
| Capital Programme - 3 <sup>rd</sup> Quarter  |                         |
| Budget Monitoring 2017/18  |                         |
| Education Outcomes, NEET and Follow Up on Under Performing Pupils  |                         |

**Schedule of Member Visits**  
**SPRING TERM 2018**

| Establishment Name  | Date                               | Time               |
|---|------------------------------------|--------------------|
| <b>Midfield Primary School (Academy)</b><br>Grovelands Road, Orpington, BR5 3EG<br><br>Requested by Gillian Palmer<br>Director: Children's Services (Interim) | <b>09.03.18</b><br><b>FRIDAY</b>   | <b>09:30-11:00</b> |
| <b>Sunnyfields Day Nursery</b><br>19 Bromley Grove, Shortlands, Bromley, BR2 0LP  | <b>15.03.18</b><br><b>THURSDAY</b> | <b>14:00-15:00</b> |

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Report No.  
ED18049

London Borough of Bromley

## PART ONE - PUBLIC

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**Decision Maker:** EDUCATION, CHILDREN AND FAMILIES SELECT COMMITTEE

**Date:** 27<sup>th</sup> February 2018

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

**Title:** PREVENTING PERMANENT EXCLUSION FROM SCHOOL

**Contact Officer:** Pip Hesketh, Head of Service, Access and Inclusion  
Tel: 020 8313 4012 E-mail [pip.hesketh@bromley.gov.uk](mailto:pip.hesketh@bromley.gov.uk)

**Chief Officer:** Ade Adetosoye, Deputy Chief Executive and Executive Director ECHS

**Ward:** Borough-wide

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1. Reason for report

- 1.1 This report provides an update to the Education, Children and Families Select Committee on the level of exclusions from Bromley schools, the steps being taken to help schools reduce the use of permanent exclusion as a sanction and the destinations for children who have been excluded permanently from school.
- 

2. RECOMMENDATION

- 2.1 The Select Committee is asked to consider the information in this report.

### Impact on Vulnerable Adults and Children

1. Summary of Impact: Preventing permanent exclusion from school and having clear destinations for pupils who have been excluded supports vulnerable children and their families and carers.
- 

### Corporate Policy

1. Policy Status: Not Applicable
  2. BBB Priority: Children and Young People
- 

### Financial

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

### Personnel

1. Number of staff (current and additional): Not Applicable
  2. If from existing staff resources, number of staff hours: Not Applicable
- 

### Legal

1. Legal Requirement: Statutory Requirement: Exclusion from maintained schools, academies and pupil referral units in England (September 2017) – See Commentary
  2. Call-in: Not Applicable: No Executive Decision
- 

### Procurement

1. Summary of Procurement Implications: Not Applicable
- 

### Customer Impact

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

### Ward Councillor Views

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

### 3. COMMENTARY

#### Exclusions from schools

*“Good discipline in schools is essential to ensure that all pupils can benefit from the opportunities provided by education. The Government supports headteachers in using exclusion as a sanction where it is warranted. However, permanent exclusion should only be used as a last resort, in response to a serious breach or persistent breaches of the school’s behaviour policy; and where allowing the pupil to remain in school would seriously harm the welfare of the pupil or others in the school.”*

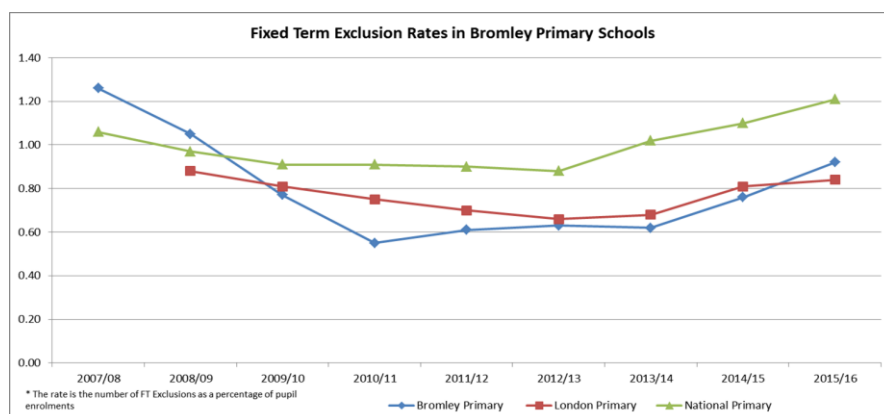
Statutory Guidance - Exclusion from maintained schools, academies and pupil referral units in England September 2017

- 3.1 The process for excluding a child from school is set out in statutory guidance (Exclusion from maintained schools, academies and pupil referral units in England September 2017). The decision to exclude a child permanently from school can be made only by the headteacher and must be ratified by the governing body. Schools must consider circumstances such as the child’s special educational needs and protected characteristics in making their decision. There is an expectation that exclusion is a last resort and that schools will have taken steps to intervene early by identifying and addressing the causes of disruptive behaviour.
- 3.2 When a child is excluded permanently, the funding for the school place is clawed back by the Local Authority to contribute to the alternative provision which must be made.

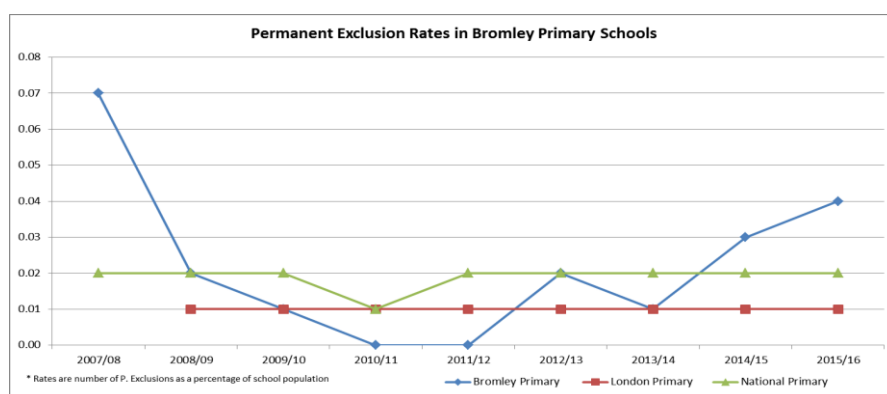
#### 3.3 Bromley primary schools

- 3.3.1 The number of permanent exclusions from primary schools in Bromley has been high and is, rightly, a concern for Members. Having decreased significantly by 2011, the use of exclusion, fixed term and permanent, had begun to increase and by 2015/16, the performance of Bromley schools compared unfavourably with the average performance of schools in London and England (see Tables 1 and 2). To add depth to our understanding of the performance of Bromley schools and to raise our ambitions for Bromley children, comparative data is provided for the ten highest attaining authorities at Key Stage 2, where Bromley is ranked = 2<sup>nd</sup>. Only one of these authorities had a higher rate of permanent exclusion from primary schools. (NB. Nationally published data are available to 2015/16 only.)

**Table 1: Fixed term exclusions from primary schools – Bromley and national**



**Table 2: Permanent exclusions from primary schools – Bromley and national**



**Table 3: Permanent exclusions from primary schools – data for 10 highest attaining authorities**

| National ranking<br>% pupils attaining expected standard<br>in reading, writing and mathematics<br>2016/17 | Permanent exclusion<br>rate<br>2015/16 |
|--|--|
| 1  | X                                      |
| =2   | 0.05                                   |
| <b>Bromley =2</b>  | <b>0.04</b>                            |
| =3   | X                                      |
| =3   | X                                      |
| 4  | X                                      |
| =5   | X                                      |
| =5   | 0                                      |
| =5   | 0.02                                   |
| =5   | X                                      |

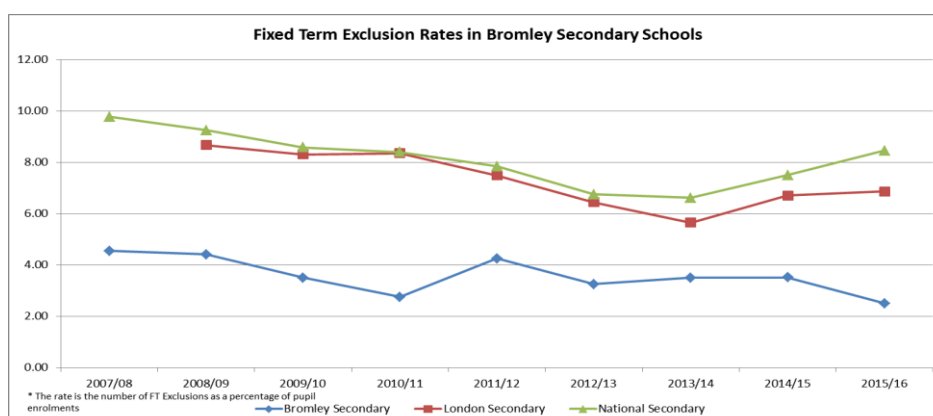
X In national tables, very low numbers are suppressed

3.3.2 During the 2016/17 academic year, 17 children were excluded permanently from Bromley primary schools. (NB. For one of these children, the governors' hearing was in September 2017 so the exclusion will be counted in 2017/18 data). In 2017/18 to date, just one child has been excluded permanently.

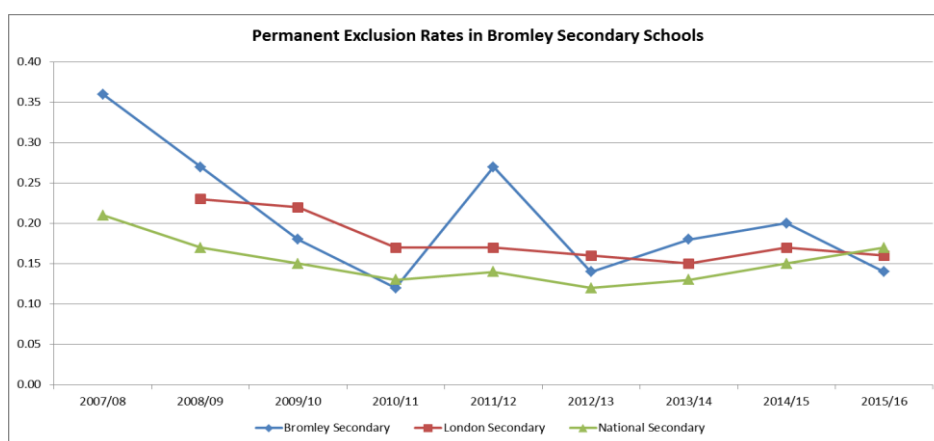
### 3.4 Secondary schools

3.4.1 Permanent exclusions from Bromley secondary schools have been high but have been reducing and are now not out of kilter with schools in London and nationally (see Table 5) or the highest performing authorities, where Bromley is just outside the top ten, ranking 16<sup>th</sup> (see Table 6). The use of fixed term exclusion in secondary schools is low compared with London and nationally (see Table 4).

**Table 4: Fixed term exclusions from secondary schools – Bromley and national**



**Table 5: Permanent exclusions from secondary schools – Bromley and national**



**Table 6: Permanent exclusions from secondary schools – data for 10 highest attaining authorities and Bromley**

| National ranking<br>Average Attainment 8 per pupil<br>2016/17 | Permanent exclusion rate<br>2015/16 |
|---|-------------------------------------|
| 1   | 0.08                                |
| =2  | 0.27                                |
| =2  | 0.03                                |
| =3  | 0.21                                |
| =3  | 0.12                                |
| 4   | 0.24                                |
| =5  | 0.09                                |
| =5  | 0.16                                |
| 6   | 0.29                                |
| 7   | 0.05                                |
| Bromley 16  | 0.14                                |

3.4.2 During the current education year, 22 children have been excluded permanently from Bromley secondary schools compared with 68 for the whole of the 2016/17 education year.

### 3.5 Groups who are vulnerable to exclusion

*“The decision to exclude a pupil must be lawful, reasonable and fair. Schools have a statutory duty not to discriminate against pupils on the basis of protected characteristics, such as disability or race. Schools should give particular consideration to the fair treatment of pupils from groups who are vulnerable to exclusion.”*

Statutory Guidance - Exclusion from maintained schools, academies and pupil referral units in England September 2017

3.5.1 Of the pupils permanently excluded from Bromley schools, 40% have a Black and Minority Ethnic (BAME) heritage, higher than the 31% of BAME children living in Bromley. Anecdotally, the number of children with Traveller family heritage, amongst the white children within this cohort, is high but this is not possible to evidence exactly as some Traveller families prefer not to declare their Traveller heritage. Boys make up 64% of the permanently excluded children are boys and those with additional learning needs form 28% are known to have some additional learning needs.

## 4. Preventing the use of permanent exclusion

*“Disruptive behaviour can be an indication of unmet needs. Where a school has concerns*

*about a pupil's behaviour, it should try to identify whether there are any causal factors and intervene early to reduce the need for a subsequent exclusion. In this situation, schools should consider whether a multi-agency assessment that goes beyond the pupil's education needs is required."*

**Statutory Guidance - Exclusion from maintained schools, academies and pupil referral units in England September 2017**

- 4.1 Supporting schools in reducing the need to use permanent exclusion as a sanction is a key focus for the Access and Inclusion Service, to ensure every Bromley child in Bromley can benefit fully from the high quality education offered by Bromley schools. This year, for three children, the decisions to exclude permanently were rescinded because of the child's additional needs, underlining the importance of schools identifying and meeting children's needs.

**Inclusion Support Advisory Team (ISAT)**

- 4.2 Inclusion Support Advisory Team (ISAT) works through school special educational needs coordinators (SENCo) to increase capacity and confidence, across the education system, to provide for children with special educational needs (through regular SENCo Forums and briefings on current issues). The team has specialist skills in mental health and Autistic Spectrum Disorder. At school level ISAT helps schools develop policies and systems and will work with individual staff or groups of staff to advise on strategies to support individual children. ISAT does not work directly with children.
- 4.3 In the autumn term 2017, schools have made 78 referrals to ISAT for advice about individual children, most of whom presented behaviour which was challenging for the school. In most cases, schools have supported the child successfully, sustaining a placement in school, and only three cases have ultimately resulted in a permanent exclusion.
- 4.4 In many cases, ISAT has helped schools identify and address unmet special educational or other needs. These unmet needs can trigger challenging behaviour, particularly in younger children whose feelings and experiences may be expressed less easily. The team works closely with other services to provide multi-agency early intervention, including CAMHS and family support through Early Help and Children's Social Care. Where appropriate, ISAT will also help the school identify the need to request additional resources (through the Pupil Resource Allocation) to support the child in school or to request statutory assessment for an Education Health and Care Plan.

**Primary Outreach**

- 4.5 While ISAT provides advice and support, schools do also need access to direct support for some children. Primary Outreach is a new service, to be commissioned from Bromley Trust Academy (Bromley's Pupil Referral Unit provider), from the Spring Term 2018. The Local Authority will pump prime the start up by funding the service for two years with a view to the service being funded by primary schools thereafter. Oversight of the service will be provided by an Advisory Board, led by headteachers.
- 4.6 Primary Outreach will have capacity for direct work with up to 30 children, provided through a structured programme designed to meet agreed goals and change behaviour. With the service provided by Bromley Trust Academy (BTA), the programme for a child may include short periods of respite at BTA Midfield but the expectation is that most children will not require this escalation and, if they do, a return to mainstream should be the standard pathway.

- 4.7 The significant reduction in the use of permanent exclusion from primary schools may be credited, at least in part, to the Local Authority and schools working together to develop this targeted provision.

### Alternative Provision

- 4.8 The Access and Inclusion Service is developing an improved and more diverse offer of alternative provision (AP). Typically, AP is offered for KS4 pupils who have disengaged from education for some time. They and their families often have a range of complex challenges and may be also be receiving services from YOS, Targeted Youth Support and Early Help. For some pupils, AP may be offered *before* a child has been excluded as part of a programme of targeted intervention, rather than a sanction following permanent exclusion.
- 4.9 AP is tailored to pupils' post 16 aspirations and interests and all pupils continue to study numeracy and literacy. Placements are generally vocational, currently Animal Care, Plumbing, Motorbike Mechanics, Hair and Beauty, but also more conventional academic pathways
- 4.10 There are 18 young people benefiting from these placements. Because provision is carefully targeted, it is proving successful in re-engaging young people who frequently attend full time having previously attended school erratically. The young people report being motivated by these new opportunities, with one saying: 'I feel I have got my life back'. All placements are quality assured and pupils' attendance is monitored rigorously.
- 4.11 This provision is in addition to the BTA Pupil Referral Unit, which has limited capacity for early intervention in the secondary phase, and Nightingale, which provides for children with significant mental health needs.

### Child and Adolescent Mental Health Services (CAMHS)

- 4.12 Senior Leaders from Oxleas CAMHS and from the Council have begun a dialogue with schools to develop universal and targeted programmes of mental health support that will build skills for schools and resilience for children. The aim is to create, together, a model of support to enable children to remain part of the mainstream school environment, which will be informed by the green paper, *Transforming children and young people's mental health provision*, published in December 2017.

## 5. Destinations for children who have been excluded permanently

- 5.1 Table 7 sets out the destinations of the 24 children excluded permanently in the autumn term 2017. A place in a mainstream school was secured for just two children. The majority are being educated in a Pupil Referral Unit (PRU) and, although the PRU will seek to re-integrate children in a mainstream school after a programme of intervention, this is seldom achieved for Key stage 4 pupils.

**Table 7: Destinations for children excluded permanently during autumn term 2017**

| Destination                      | No. | Year groups |   |   |   |   |   |           |   |   |   |    |    |
|----------------------------------|-----|-------------|---|---|---|---|---|-----------|---|---|---|----|----|
|                                  |     | Primary     |   |   |   |   |   | Secondary |   |   |   |    |    |
|                                  |     | R           | 1 | 2 | 3 | 4 | 5 | 6         | 7 | 8 | 9 | 10 | 11 |
| Bromley mainstream school        | 1   |             |   |   |   |   |   |           |   |   |   | 1  |    |
| Out-of-borough mainstream school | 1   |             |   |   |   |   |   | 1*        |   |   |   |    |    |
| Special school **                | 0   |             |   |   |   |   |   |           |   |   |   |    |    |
| PRU KS1-2: BTA Midfield          | 1   |             |   |   | 1 |   |   |           |   |   |   |    |    |
| PRU KS3-4: BTA Hayes             | 10  |             |   |   |   |   |   |           | 1 | 2 | 3 | 3  | 1  |
| Out-of-borough PRU               | 6   |             |   |   |   |   |   |           |   |   | 1 | 5  |    |
| Elective Home Education (EHE)    | 1   |             |   |   |   |   |   |           |   |   |   | 1  |    |
| Awaiting admission***            | 4   |             |   |   |   |   |   |           |   |   | 1 | 2  | 1  |

\* Pupil was permanently excluded in July 2017 but decision upheld in September 2017

\*\* No students had an EHCP. 7 pupils (29.16%) were listed as SEN Support

\*\*\* Referred to PRU but not admitted yet (3 x BTA; 1 out of borough PRU)

## Elective Home Education

- 5.2 There are currently 238 children whose parents have elected to educate them at home. This is broadly in line with other authorities. In Bromley, contact is made with the family usually within 2 weeks of notification. A face-to-face visit is always requested and take up rate is 85%. The next visit will be scheduled for 6 months unless there is concern about the provision in which case a follow up visit is arranged within 3-6 weeks. Persistent non-attendance at scheduled meetings is always followed up and referrals are made to Children's Social Care if there is any concern of risk of harm to the child.
- 5.3 Information about this cohort of children is analysed carefully with, for example, investigation into the reasons for any Key Stage 4 child becoming home educated. When families report that their child's school has encouraged them to opt for home education, schools are challenged and reminded that any coercion is regarded, in law, as an unlawful exclusion.

## 6. Conclusion

- 6.1 Significant steps are being taken to improve the Local Authority's capacity to analyse information to identify risk to children's education and to intervene earlier to meet their needs appropriately. At strategic and operational levels, services are becoming better coordinated so that children's diverse need can be met through a well-targeted continuum of provision which supports children's education in a mainstream setting. A new model of pathways for vulnerable children is being developed so that schools have a clearer picture of the continuum of provision (universal, targeted and specialist) and how to access it.
- 6.2 The use of permanent exclusion from school is reducing and children's needs are being identified and met earlier to enable placement in a mainstream school to be sustained. Where children are educated in alternative provision, a more diverse offer is being developed, making it easier to tailor intervention and support transition back into mainstream education. There is more to do in building a comprehensive offer to support children whose education is at risk, particularly to enhance the mainstream offer and targeted intervention to build confidence within schools and safeguard the education of all Bromley children.

|   |  |
|---|--|
| <b>Non-Applicable Sections:</b>                       | Impact on Vulnerable Adults and Children, and Policy, Financial, Personnel, Legal and Procurement Implications |
| Background Documents:<br>(Access via Contact Officer) | Not Applicable   |



Report No.  
ED18050

## London Borough of Bromley

### PART ONE - PUBLIC

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**Decision Maker:**      **Education, Children and Families Select Committee**

**Date:**                      **27<sup>th</sup> February 2018**

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

**Title:**                      **EARLY YEARS, CHILDMINDING AND THE 30 HOUR CHALLENGE**

**Contact Officer:**      Carol Arnfield      Head of Service, Early Years, School Standards and Adult Education  
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**Ward:**                      All wards

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1.      Reason for report

1.1      The Education, Children and Families Select Committee indicated they wished to undertake this review.

1.2      This report sets out the key information to help the Committee undertake the scrutiny review

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2.      **RECOMMENDATION(S)**

The Education, Children and Families Select Committee are asked to consider and discuss the information in this report.

### 3. CONTEXT

- 3.1 The Borough has duties pursuant to section 2 of the Childcare Act 2016 and sections 6, 7, 7A, 9A, 12 and 13 of the Childcare Act 2006. These are set out in the Early Education and Childcare, Statutory Guidance for Local Authorities.
- 3.2 The main duties are:
- To ensure there is sufficient high quality childcare to meet the needs of working parents
  - To secure funded childcare provision including the 30 hours extended entitlement, 3 and 4 year old 15 hours universal provision and 15 places
  - To provide information, advice and assistance to parents and prospective parents
  - To provide information, advice and training to childcare providers
  - To meet the requirements under the Equality Act 2010
- 3.3 Appendix 1 provides a summary of the different types of funding and eligibility criteria.
- 3.4 The local authority has a strategic role in the provision of childcare locally as market facilitator rather than provider (with the exception of the two maintained nurseries at Blenheim and Community Vision) and local authorities are expected to support providers across the sector to meet the needs of working parents and carers so far as is reasonably practical.
- 3.5 The quality of provision is regulated and assessed by Ofsted. However local authorities have the responsibility to improve quality. Bromley's early years Quality Improvement Team (3.6 FTE staff) undertake individual support and deliver training and support events and activities. The current staff structure chart is attached as Appendix 2

### 4 EARLY YEARS PROVISION

#### 4.1 Non-Domestic

Bromley has a higher number of childcare settings on non-domestic premises (i.e. premises that are not somebody's home) than any other London borough. Between them they provide 8,299 childcare places (Ofsted Early Years and Childcare data as at 31<sup>st</sup> August 2017).

- 4.2 These settings are a mix of pre-schools (116) day nurseries (61) maintained Nurseries (11) and other providers on non-domestic premises (15). 74.3% of all Ofsted registered early years places within the borough are provided by these settings.

**Table 1**

| Bromley | Total London | London Mean Average |
|---------|--------------|---------------------|
| 203     | 3964         | 120                 |

- 4.3 The different providers offer a range of flexible childcare packages. Pre-schools generally offer morning or afternoon sessions whilst day nurseries often open at 7:30am and close at 6:30pm to accommodate the working pattern of parents. Pre-schools are typically only open during term time and day nurseries offer all year-round care.
- 4.4 The cost of childcare varies widely across the borough depending on locality and demand. Hourly rates can vary from £6 to £8 per hour. Babies require higher child to staff ratios (3 babies to 1 adult) so care for babies is usually charged at a higher rate. Table 2 shows the average fee charged per ward as of spring 2017 and reflects the different rates charged across the borough. Current data for 2018 is being developed as part of the updated sufficiency assessment work.

**Table 2**

| Ward                             | Childminders | Pre-Schools  | Day Nurseries |
|----------------------------------|--------------|--------------|---------------|
| Bickley                          | £8.00        | £7.50        | £6.70         |
| Biggin Hill                      | £6.00        | £5.00        | £6.50         |
| Bromley Common and Keston        | £6.50        | £5.80        | £5.50         |
| Bromley Town                     | £6.00        | £5.50        | £5.40         |
| Chelsfield and Pratts Bottom     | £6.00        | £6.50        | £5.50         |
| Chislehurst                      | £6.00        | £6.50        | £6.00         |
| Clock House                      | £6.00        | £5.80        | £5.80         |
| Copers Cope                      | £6.00        | £7.10        | £5.60         |
| Cray Valley East                 | £6.00        | £4.70        | £4.60         |
| Cray Valley West                 | £5.80        | £5.00        | £6.00         |
| Crystal Palace                   | £6.00        | £5.60        | £5.00         |
| Darwin                           | £6.00        | £4.50        | n/a           |
| Farnborough and Crofton          | £7.00        | £5.40        | £6.50         |
| Hayes and Coney Hall             | £6.50        | £5.60        | £5.50         |
| Kelsey and Eden Park             | £6.50        | £5.50        | £6.00         |
| Mottingham and Chislehurst North | £6.00        | £5.50        | £5.50         |
| Orpington                        | £6.50        | £5.00        | £5.00         |
| Penge and Cator                  | £6.00        | £6.70        | £5.50         |
| Petts Wood and Knoll             | £6.00        | £5.60        | £5.50         |
| Plaistow and Sundridge           | £7.00        | £5.40        | £7.00         |
| Shortlands                       | £6.50        | £5.00        | £5.00         |
| West Wickham                     | £6.80        | £6.50        | £6.50         |
| <b>Borough Average</b>           | <b>£6.32</b> | <b>£5.71</b> | <b>£5.48</b>  |

#### 4.5 **Childminders**

Bromley has a significantly higher number of childminders than any other London borough (see Table 3) and between them they provide 2,877 childcare places. 25.7% of all Ofsted registered early years places within the borough are provided by childminders.

**Table 3**

| Bromley | Total London | London Mean Average |
|---------|--------------|---------------------|
| 512     | 7,129        | 216                 |

4.6 Childminders can often provide greater flexibility for parents, such as wrap around care; i.e. caring for children before and after pre-school for example. Ratios are normally lower and some parents prefer a home environment for their child, particularly babies. They are often able to offer places to older siblings during school holidays.

4.7 Childminder rates vary across the borough depending on demand and locality. They are usually comparable to non-domestic childcare rates.

## 5 **QUALITY OF PROVISION**

5.1 Where providers have been inspected, Bromley has a higher percentage of Ofsted graded Outstanding childcare than the London average.

- 5.2 Across Bromley, for both childcare settings on non-domestic premises (see Table 4) and childminders (Table 5) the percentage of Outstanding providers, as well as the combined Good and Outstanding profile, are higher than the London average.

**Table 4: Quality - non-domestic childcare settings**

|         | Total | Inspected   | Outstanding | Good        | Requires Improvement | Inadequate |
|---------|-------|-------------|-------------|-------------|----------------------|------------|
| Bromley | 203   | 164<br>80%  | 43<br>26%   | 114<br>70%  | 5<br>3%              | 2<br>1%    |
| London  | 3961  | 3000<br>76% | 558<br>19%  | 2259<br>75% | 133<br>4%            | 50<br>2%   |

**Table 5: Quality - childminders**

|         | Total | Inspected   | Outstanding | Good        | Requires Improvement | Inadequate |
|---------|-------|-------------|-------------|-------------|----------------------|------------|
| Bromley | 512   | 380<br>74%  | 79<br>21%   | 283<br>74%  | 16<br>4%             | 2<br>1%    |
| London  | 7,129 | 5344<br>75% | 707<br>13%  | 4039<br>76% | 813<br>10%           | 85<br>2%   |

- 5.3 Early years providers, including childminders, that are graded below Good are supported to improve by the Bromley Quality Improvement Team. They undertake regular visits to these providers offering support, challenge and guidance.
- 5.4 There are currently 13 proposed childminders awaiting registration with Ofsted (data as at 15/12/2017). They are supported by the Quality Improvement Team to ensure that they fully comply with the Ofsted standards. The team continue to provide one to one support post registration until they have their first full inspection grading (within 2 years).
- 5.5 In addition, the Quality Improvement Team provides training on a regular basis to all childcare providers. In the 2016/17 academic year this included (figures in brackets denote total number of practitioners who participated):
- Child Protection for Childminders and Child Protection Designated Lead (270)
  - General Child Protection training for practitioners (201)
  - Workshop raising awareness of Prevent (263)
- A workshop on preparing for your Ofsted Inspection is currently being developed by the team.
- 5.6 Regular Early Years Foundation Stage (EYFS) information sessions are held at different locations around the borough to provide updates on national and local issues and to encourage the sharing of best practice. In the 2016/17 academic year 30 sessions were held and were attended by 584 local practitioners.
- ## 6 UPTAKE OF PROVISION
- 6.1 Six hundred and forty two children, 71% of all those eligible, are claiming their entitlement to lam2 funding. This pays for 15 hours of funded childcare for 38 weeks per year. See Appendix 1 for further information.
- 6.2 As shown in Table 6 below, Bromley has a high uptake of children accessing their universal entitlement (15 hours for all 3 and 4 year olds, see Appendix 1), and the joint third highest percentage of take up of 3 & 4 year old universal funding in London (Table 7).

**Table 6**

|                     | 3 year olds | 4 year olds | 3&4 year olds |
|---------------------|-------------|-------------|---------------|
| <b>Bromley</b>      | 91%         | 93%         | 92%           |
| <b>Inner London</b> | 80%         | 83%         | 81%           |
| <b>Outer London</b> | 83%         | 89%         | 86%           |
| <b>All London</b>   | 82%         | 87%         | 84%           |

**Table 7**

|                             |     |
|-----------------------------|-----|
| <b>Richmond Upon Thames</b> | 96% |
| <b>Havering</b>             | 95% |
| <b>Bexley</b>               | 92% |
| <b>Bromley</b>              | 92% |
| <b>Redbridge</b>            | 92% |

6.3 Early years providers claimed Early Years Pupil Premium (EYPP) for 420 children during the autumn term. This is additional funding for early years settings to improve the education they provide for disadvantaged 3 & 4 year olds.

6.4 Thirty seven 3 & 4 year old children benefitted from the Disability Access Fund (DAF). This funding (£615 per annum) is to support settings who are caring for children for whom disability living allowances (DLA) are being claimed by parents/carers.

## 7 THE 30 HOURS CHALLENGE

7.1 The 30 hours, extended entitlement was launched in September 2017. 1,295 children 3 & 4 years of age accessed this additional entitlement through Bromley providers and childminders in the autumn term. The average number of hours booked was 21.

7.2 Bromley had the highest number of children in a 30-hour place across all the London boroughs. The outer London average was 784 children, the inner London average was 577 children. Bromley also had the fourth highest number of eligibility codes issued by HMRC of all the London boroughs with 1,221. Table 8 below shows the data for the top four performing London Boroughs

**Table 8**

| LA       | Eligibility Codes Issued | Codes validated (number) | Codes validated % | Children in a 30 hour place | Children in a 30 hour place as a % of codes issued |
|----------|--------------------------|--------------------------|-------------------|-----------------------------|--|
| Croydon  | 1407                     | 1222                     | 87                | 1190                        | 85   |
| Barnet   | 1343                     | 1190                     | 89                | 832                         | 62   |
| Lewisham | 1227                     | 1072                     | 87                | 1268                        | 103  |
| Bromley  | 1221                     | 1140                     | 93                | 1295                        | 106  |

7.3 The 106% of children in a 30 hour place as a % of codes issued reflects the number of children who are not resident in the borough but access childcare within it. Many of these children have parents who are working in the borough and elect to use childcare local to work rather than their home. Eligibility codes are issued based on where the child resides. Table 9 shows the Bromley postcode areas where local children accessing the 30 hour entitlement are living.

**Table 9**

|     |     |                |     |
|-----|-----|----------------|-----|
| BR1 | 188 | BR7            | 58  |
| BR2 | 207 | SE9            | 36  |
| BR3 | 203 | SE19           | 22  |
| BR4 | 82  | SE20           | 110 |
| BR5 | 198 | SE26           | 16  |
| BR6 | 150 | Out of Borough | 193 |

- 7.4 97% of day nurseries and 70% of pre-schools in Bromley currently provide 30 hour funded places and many of the remainder will be supporting the scheme by working in partnerships with other providers. 140 childminders (27%) have signed up to offer funded childcare and 106 children accessed their extended entitlement with a childminder during the autumn term 2017 (data as of 31 December 2017).

### **Training**

- 7.5 The Early Years Funding Team (see Appendix 2) provide training sessions for all local providers who apply to offer funded places. The training helps them understand the funding, how it can fit into their business and how to comply with the various processes and systems.

### **IT systems**

- 7.6 Funding claims from providers have become more complex and, with a greater volume of claims, this has put pressure on Local Authority's capacity. A temporary officer is providing additional capacity for a 3 month period while a new IT system is introduced. The IT system currently in use for processing funding claims is over reliant on manual inputting and multiple data entry. Bromley Council has received funding from the DfE to develop a bespoke system. This new portal will provide an improved experience for providers and parents, reduce the data entry workload and provide better information. Work is underway with a predicted delivery date of September 2018.
- 7.7 Some parents have struggled with the online eligibility system provided by HMRC and have subsequently experienced confusion and delays in obtaining their eligibility codes. This has been a nationwide issue and well documented in the national press.

### **Special Educational Needs and Disability (SEND)**

- 7.8 Capacity for childminders to provide for children with Special Educational Needs and Disability (SEND) is sometimes limited by a lack of knowledge and/or skills and over-reliance on individual support for children. This has been highlighted through the SEND review currently underway in the Borough. Some support is available through the Supporting Inclusion in Pre-schools Service (SIPS) although this is targeted to children whose needs are likely to require an Education Health and Care Plan. A new DfE grant, Early Years Inclusion Fund, can be used to support children with low level and emerging needs and will be available from April 2018.

### **Future Capacity**

- 7.9 Bromley uses a sufficiency tool developed by Sheffield Council (an early innovator for the programme) to predict the demand for 30 hour places at both lower super output area (LSOA) and ward level and compared the data to the known childcare capacity within the borough. Appendix 4 shows the predicted demand for the extended 30 hours entitlement across the

borough. The demand for 30 hour places will increase over the spring and summer terms as more children become 3 years of age and meet the eligibility criteria and if parents choose to work longer hours now that they can claim additional childcare funding.

7.10 There are four wards where demand is likely to outstrip capacity in the summer term:

- Cray Valley West
- Darwin
- Orpington
- Shortlands

A further six wards have low capacity levels :

- Biggin Hill
- Bromley Common and Keston
- Kelsey and Eden Park
- Mottingham and Chislehurst
- Petts Wood and Knoll
- West Wickham

7.11 Within the Cray Valley and Orpington areas the local authority is working with a prospective provider to find suitable premises for a full day childcare service. Current school expansion works at Leeson's Primary School include provision for a 28 place nursery which is anticipated will come into operation from September 2018. This will help improve capacity in the Cray Valley areas. Some of the existing settings in Biggin Hill are in the process of being purchased by other providers. It is anticipated that this will help to increase capacity. A childminder recruitment and training programme is planned for summer term, focussed on the Mottingham and Orpington areas (target for 30 new childminders).

7.12 Support available to local providers to help them introduce new business models, develop stretched funding offers, expand provision or developing new provision is limited. New providers sometimes struggle to establish their business as they are unable to obtain Class D1 Permission. To help address this the local authority may wish to consider developing a similar approach towards early years policy and planning as that used for the schools expansion programme

7.13 A further challenge is presented by the shortage in qualified early years practitioners, both locally and nationally, which prevents providers from expanding their places as they are unable to employ sufficient staff. For example, one local nursery has a room that will accommodate 20 children but due to staffing levels only 12 places are currently being provided. Bromley is investigating the potential to develop the two LA maintained nurseries as 'training hubs' for students and apprentices, working with the Council's adult education service, other local training providers and the Children and Family Centres.

7.14 The predicted increase in demand in the spring and summer terms may have a detrimental impact on the number of places available for 2-year-old funded children. Providers can achieve a higher rate of funding for 3 & 4 year olds if they are entitled to deprivation funding and Early Years Pupil Premium (EYPP). In addition, the lower staffing cost for the older children (child to staff ratios) makes it financially more beneficial to a provider to offer 3 & 4 year old places. The balance of provision will be monitored carefully.

7.15 As a consequence of the extended provision there may be an increase in the number of children who remain within their early years childcare setting rather than taking up a place in a reception class. This will require providers to complete the Early Years Profile and some are likely to need training to support them with the assessment and moderation process. Early

years officers are working with the Head of School Standards to ensure that the local authority fulfils its statutory duty with regard to this area.

- 7.16 The early years sector in Bromley is predominantly made up of private, voluntary and independent (PVI) providers. This is a very different profile to other London boroughs who have a high number of maintained nursery classes. This PVI landscape can be a challenging environment for information sharing and managing transitions.
- 7.17 A bid to the DfE 30 Hours Delivery Support Fund for 9 projects totalling £69k (attached as Appendix 3), if successful, will help tackle these challenges and increase capacity within the sector. The outcome of the bid will be known during February 2018 with funding distributed in March, to be spent by 31<sup>st</sup> August 2018.

## **8 EARLY EDUCATION OUTCOMES**

- 8.1 The Early Years Foundation Stage (EYFS) results for the 2016 to 2017 academic year comparing Bromley to England (attached as Appendix 5). Bromley continues to perform higher than the England average. The average total point score, the % achieving at least expected level and good level of development, have continued to rise year on year. Girls continue to do better than boys and the gender gap has slightly increased in all three key measures.
- 8.2 Bromley's good level of development at 77.4% is above both the Inner London Average (72.8%) and the Outer London Average (73.2%). Bromley is the second highest performer for the outer London boroughs, just below Richmond upon Thames (78.4%) and only two inner London Boroughs have higher levels, Lewisham (78.9%) and Greenwich (77.5%).

## **9 CONCLUSION**

- 9.1 In conclusion, as well as ensuring that the local authority fulfils its statutory duty, the work of the Early Years team contributes significantly towards the Council's commitments as set out in Building a Better Bromley.
- 9.2 A good early years education helps to build a strong foundation for a child's emotional, social, physical and mental development. It helps to give them confidence and prepare them for school. Studies have shown that children who participate in early education between the ages of 2 and 4 years of age progress better in school.
- 9.3 In addition, many families will have benefited from the extended entitlement 30 hours offer. Research from the early implementers of the funding have reported that there has been financial improvements for many family budgets; parents are able to work more hours as they are paying less for their childcare. For some families it has significantly improved their family life with parents no longer having to work opposite shifts to reduce the cost of paying for childcare.



## APPENDIX 1

### **Two year old funding (Iam2)**

This DfE funded scheme allows eligible children to access free early education from the term after their 2<sup>nd</sup> birthday up to the term after their 3<sup>rd</sup> birthday. Children who are confirmed as eligible will be offered 15 hours of free early years education for 38 weeks, a total of 570 hours.

A child is eligible for two year old funding if the family meets the following criteria:

- A family on benefits
- A household income of £16,190 or less pa
- The child has an Education, Health and Care (ECH) Plan
- The child receives disability Living Allowance (DLA)

Parents in Bromley are asked to complete an online application form, available at [www.bromley.gov.uk/Iam2](http://www.bromley.gov.uk/Iam2)

### **Universal Funding for 3 & 4 year olds**

All children aged 3 and 4 years old can access a free entitlement (FE) place from the term after their 3<sup>rd</sup> birthday and can continue until the child reaches compulsory school age. This universal offer is for 15 hours per week for 38 weeks each year (570 hours).

### **The extended entitlement (30 hours)**

On top of the universal entitlement, working parents of 3 & 4 year olds who are eligible will be able to apply for up to another 15 hours of early years education and childcare per week. This is known as the extended entitlement.

In total this will provide 1,140 of funded hours of childcare, which can be stretched over more than 38 weeks. This can be used to provide cover over school holiday periods. For example, a parent who wanted to “stretch” their entitlement over 51 weeks would receive 22 hours of funded childcare each week instead of the 30 hours across a 38 week period.

Eligibility criteria for the extended entitlement:

- The parent of the child is in paid work (if two parent family both must be in work )
- The parent needs to be earning the equivalent or more of 16 hours at the national minimum or living wage. This equates to £120 per week £6,000 per annum for each parent over 25 years old or £112.80 a week for each parent between 21 and 24 years old. If one parents wage exceeds £100,000 then they will lose eligibility.
- Parents can be employed, self-employed or on zero hours contracts
- Parents on maternity, paternity, adoption leave or statutory sick leave are treated as though in paid work.
- If one parent meets criteria and the other is unable to work due to a disability or caring responsibilities
- Parents in the ‘start up’ period of establishing a business (newly self-employed) will not need to demonstrate that they meet the funding criteria
- If one or both parents is a non-EEA national the parent applying must have recourse to public funds.

Parents are asked to use the [www.childcarechoices.gov.uk](http://www.childcarechoices.gov.uk) website to register and check eligibility with the HMRC. The local authority has no control over the eligibility of parents. If they are eligible they will receive an 11 digit eligibility code which they will need to give to their chosen provider

### **The Early Years Pupil Premium (EYPP).**

The Early Years Pupil Premium (EYPP) is additional funding for early years settings to improve the provision that disadvantaged 3- and 4-year-olds receive. This means that for children accessing the Free Early Education Entitlement (FEEE) from low income families, providers are entitled to receive additional funding of up to £300 per year.

The funding can be used in a variety of ways including:

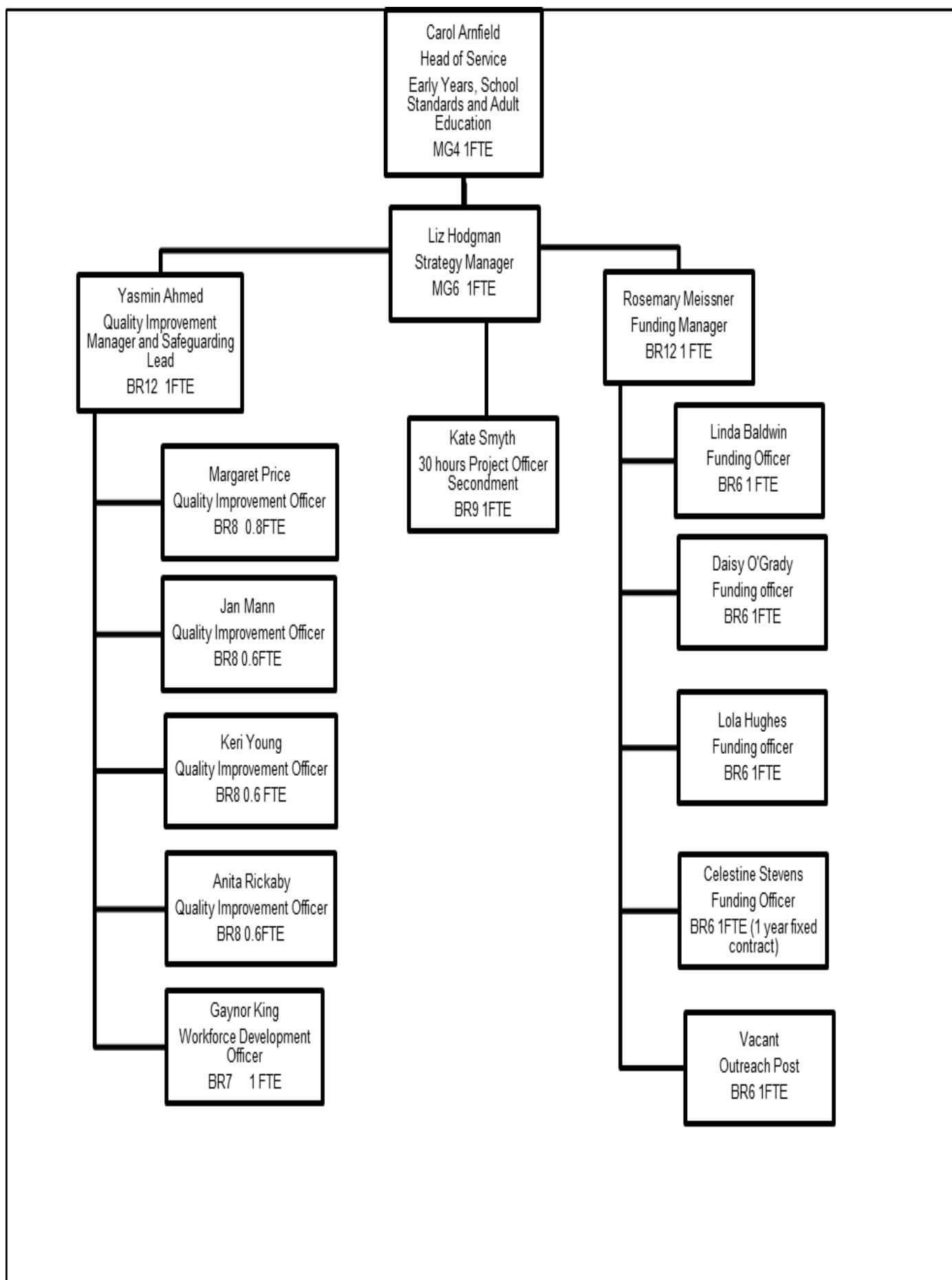
- Training including cover staff
- Increasing adult ratios
- Specific intervention programmes such as small group activities
- High quality activities such as developing language
- Supporting additional needs or English as an Additional Language (EAL)
- Targeted resources
- Summer schemes.

Childcare providers will have to demonstrate to Ofsted how funds have been used to improve the child's education.

### **Disability Access Fund (DAF)**

The DAF provides funding, currently £615 per child aged 3 or 4 years of age, per year direct to the childcare provider. This is available for children who are in receipt of the Disability Living Allowance. It is provided to help the provision meet the child's needs and to become more inclusive.

# Bromley Early Years Staff structure



### APPENDIX 3

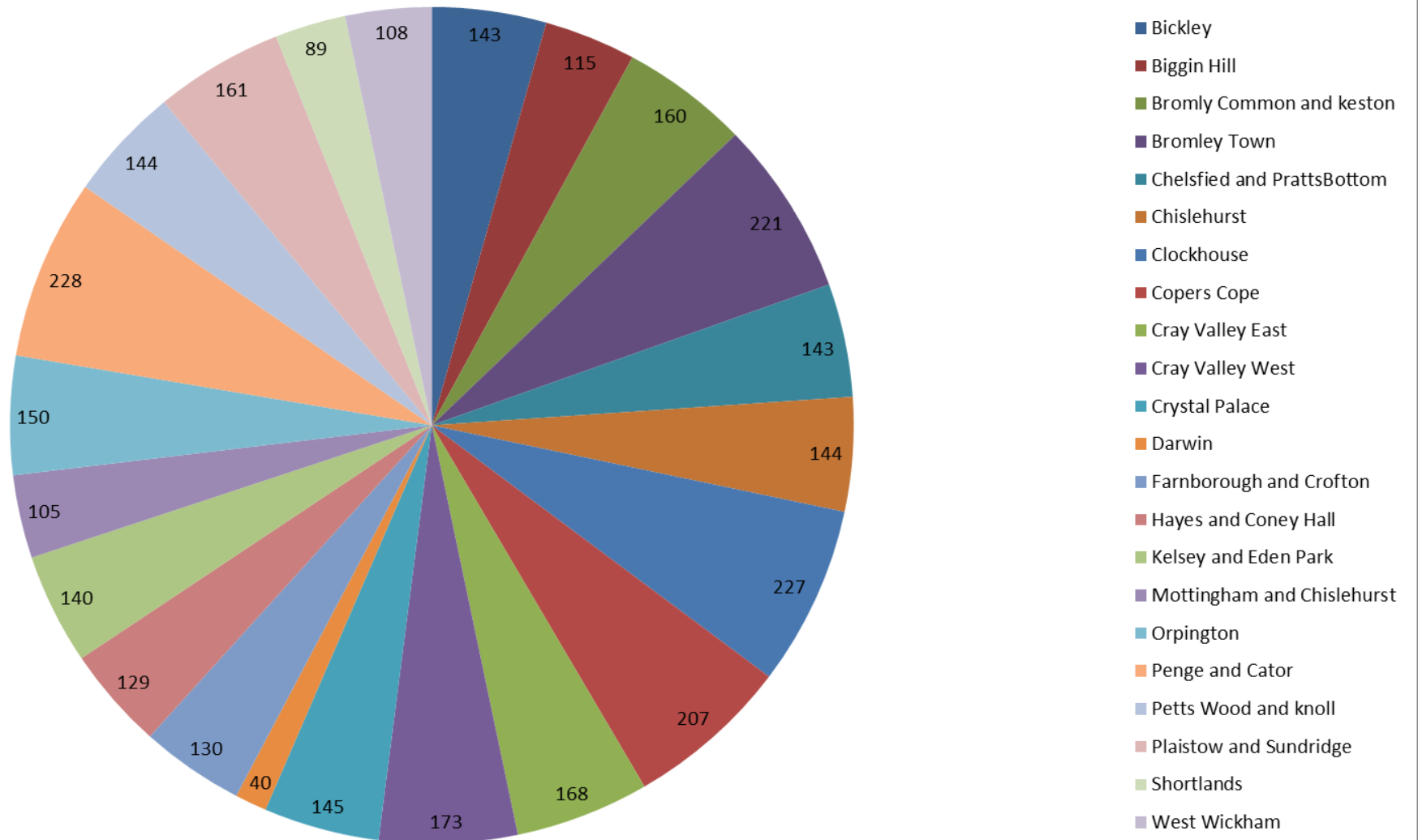
#### Summary of bid submitted to DfE 30 Hours Delivery Support Fund

| Activity                | Description   | Cost    |
|-------------------------|---|---------|
| Supporting Childminders | <p>1. Recruitment of new childminders in two target areas (Orpington/Crays and Mottingham). Working in partnership with the Bromley Children's Project through the children and family centres, recruit, train and support 30 new childminders to offer funded places. Funding includes Ofsted registration fees, PL Insurance, First Aid training and DBS clearances. <b>Outcome:</b> 30 new childminders offering 90 funded places.</p> <p>2. Establish a Childminder FE Champion programme to work with childminders and parents through toddler and community groups. They will dispel myths around funded childcare and support the uptake of places by parents and increase the number of childminders offering funded places. <b>Outcome:</b> increase childminder funded places available by 200.</p> | £17,000 |
| Supporting inclusion    | <p>3. Deliver a Childminder SEND conference to 150 childminders to increase their confidence and skills in caring for children with SEND. <b>Outcome:</b> increase in childminders offering funded places to children with SEND.</p> <p>4. Develop the online SEND resources into a printed Childminder SEND toolkit. This will be in a ring binder so it can be updated easily. <b>Outcome:</b> increase in childminders offering funded places to children with SEND.</p> <p>5. SEND Workshops for all providers to support them to offer funded hours to children with SEND without 1 to 1 support. <b>Outcome:</b> increase in support for children with SEND by all providers and reduction of 1 to 1 support required.</p>  | £17,000 |
| Hubs                    | <p>6. Develop and resource 7 partnership hubs These will be on the Action4Children model and support partnership working between providers, childminders and schools. This will improve transitions, raise quality and increase information sharing.<br/> <a href="https://www.foundationyears.org.uk/hubs/">https://www.foundationyears.org.uk/hubs/</a><br/> <b>Outcome:</b> enhanced partnerships between providers and improved communication with parents.</p>   | £8,600  |

|                         |  |         |
|-------------------------|--|---------|
| Parent Champions        | <p>7. Using the Family and Childcare Trust model we will establish and deliver in partnership with Bromley Children Project a parent champion programme. This will improve parental awareness and take up of 30 hours.</p> <p><a href="https://www.familyandchildcaretrust.org/">https://www.familyandchildcaretrust.org/</a></p> <p><b>Outcome:</b> Increased demand for funded places especially for the 'hard to reach' families.</p> | £10,000 |
| Business Sustainability | <p>8. We will work with local organisations to deliver workshops and consultancy support for providers to develop sustainable business models, increase places and 'stretched offers'.</p> <p><b>Outcome:</b> Increase in places and providers more sustainable.</p>   | £7,500  |
| Workforce recruitment   | <p>9. Work in partnership with the Bromley Educational Business Partnership to increase the workforce locally. This will include holding recruitment and apprenticeship events and developing a toolkit and support package for the childcare providers.</p> <p><a href="http://www.bromleyebp.org.uk/">http://www.bromleyebp.org.uk/</a></p> <p><b>Outcome:</b> Increased number of people entering the workforce.</p>                  | £9,000  |

## APPENDIX 4

Chart shows the predicated demand for the extended 30 hours entitlement across the different wards. This has been calculated based on uptake of the universal entitlement (January 2017 Census), population and HMRC data on working families.



## Appendix 5 - Key Measures 2017

|         |      | Number of children |         |         | Average total point score |       |      |     | % achieving at least expected level across all ELGs |       |      |      | % achieving a good level of development |       |      |      |
|---------|------|--------------------|---------|---------|---------------------------|-------|------|-----|---|-------|------|------|---|-------|------|------|
|         | Year | All                | Girls   | Boys    | All                       | Girls | Boys | Gap | All   | Girls | Boys | Gap  | All                                     | Girls | Boys | Gap  |
| ENGLAND | 2013 | 643,552            | 314,225 | 329,327 | 32.8                      | 34.1  | 31.6 | 2.5 | 48.9  | 57.6  | 40.6 | 17.1 | 51.7                                    | 59.9  | 43.9 | 16.0 |
| ENGLAND | 2014 | 641,508            | 313,061 | 328,447 | 33.8                      | 35.1  | 32.6 | 2.5 | 58.0  | 66.8  | 49.6 | 17.3 | 60.4                                    | 68.7  | 52.4 | 16.3 |
| ENGLAND | 2015 | 655,016            | 319,286 | 335,730 | 34.3                      | 35.7  | 33.1 | 2.6 | 64.1  | 72.6  | 56.0 | 16.6 | 66.3                                    | 74.3  | 58.6 | 15.6 |
| ENGLAND | 2016 | 669,151            | 326,156 | 342,995 | 34.5                      | 35.7  | 33.2 | 2.5 | 67.3  | 75.4  | 59.7 | 15.7 | 69.3                                    | 76.8  | 62.1 | 14.7 |
| ENGLAND | 2017 | 669,919            | 326,859 | 343,060 | 34.5                      | 35.7  | 33.3 | 2.4 | 69.0  | 76.5  | 61.8 | 14.7 | 70.7                                    | 77.7  | 64.0 | 13.7 |
| Bromley | 2013 | 4,013              | 1,979   | 2,034   | 33.4                      | 34.7  | 32.3 | 2.4 | 59.6  | 69.2  | 50.2 | 19.0 | 61.0                                    | 70.3  | 51.8 | 18.5 |
| Bromley | 2014 | 3,931              | 1,936   | 1,995   | 34.4                      | 35.5  | 33.2 | 2.3 | 66.1  | 74.1  | 58.4 | 15.6 | 67.2                                    | 75.1  | 59.5 | 15.6 |
| Bromley | 2015 | 4,208              | 2,019   | 2,189   | 35.2                      | 36.5  | 34.0 | 2.5 | 72.4  | 80.1  | 65.3 | 14.9 | 73.7                                    | 81.0  | 66.9 | 14.2 |
| Bromley | 2016 | 4,184              | 2,040   | 2,144   | 35.4                      | 36.3  | 34.6 | 1.7 | 74.9  | 80.9  | 69.1 | 11.8 | 75.4                                    | 81.2  | 70.0 | 11.2 |
| Bromley | 2017 | 4,130              | 2,050   | 2,080   | 35.5                      | 36.6  | 34.4 | 2.2 | 76.8  | 83.3  | 70.3 | 12.9 | 77.4                                    | 83.6  | 71.2 | 12.4 |

### Definition: Good level of development :

Children achieving a good level of development are those achieving at least the expected level within the following areas of learning: communication and language; physical development; personal, social and emotional development; literacy; and mathematics.  
ELGs Early Learning Goals (17)

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