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DATE: 18 January 2021

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

Councillor Nicky Dykes (Chairman)  
Councillor Judi Ellis (Vice-Chairman)  
Councillors Marina Ahmad, Yvonne Bear, Kevin Brooks, Christine Harris,  
Neil Reddin FCCA and Will Rowlands

Church Representatives with Voting Rights  
Reverend Roger Bristow and Joan McConnell

Parent Governor Members with Voting Rights  
Emmanuel Arbenser, Vacancy and Vacancy x 2

Non-Voting Co-opted Members  
Angela Leeves, Early Years Representative  
Vacant, Young People's Representative

A meeting of the Children, Education and Families PDS Committee will be held  
Committee Rooms, Bromley Civic Centre on **TUESDAY 26 JANUARY 2021 AT 6.30  
PM**

**PLEASE NOTE: This is a 'virtual meeting' and members of the press and public  
can see and hear the Sub-Committee by visiting the following page on the  
Council's website: –**

<https://www.bromley.gov.uk/councilmeetingslive>

**Live streaming will commence shortly before the meeting starts.**

MARK BOWEN  
Director of Corporate Services

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be printed off at <http://cds.bromley.gov.uk>. Any member of the public  
requiring a paper copy of the agenda may request one in advance of the  
meeting by contacting the Clerk to the Committee, giving 24 hours notice  
before the meeting.**

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

# **A G E N D A**

## **PART 1 (PUBLIC) AGENDA**

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

### **STANDARD ITEMS**

**1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

**2 DECLARATIONS OF INTEREST**

**3 MINUTES OF THE EDUCATION, CHILDREN & FAMILIES PDS COMMITTEE MEETING HELD ON 10 NOVEMBER 2020 (Pages 5 - 32)**

**4 QUESTIONS FROM COUNCILLORS AND MEMBERS OF THE PUBLIC ATTENDING THE MEETING**

In accordance with the Council's Constitution, questions that are not specific to reports on the agenda must have been received in writing 10 working days before the date of the meeting.

Questions specifically on reports on the agenda should be received within two working days of the normal publication date of the agenda. Please ensure that questions specifically on reports on the agenda are received by the Democratic Services Team by **5pm on Wednesday 20<sup>th</sup> January 2021.**

**a QUESTIONS FOR THE CHAIRMAN OF THE CHILDREN EDUCATION AND FAMILIES PDS COMMITTEE**

**b QUESTIONS FOR THE CHILDREN, EDUCATION AND FAMILIES PORTFOLIO HOLDER**

**5 MATTERS OUTSTANDING AND WORK PROGRAMME (Pages 33 - 38)**

### **HOLDING THE PORTFOLIO HOLDER TO ACCOUNT**

**6 PORTFOLIO HOLDER UPDATE**

**a PERFORMANCE REPORTING - CHILDREN'S SCRUTINY DATASET (Pages 39 - 48)**

**7 PRE DECISION SCRUTINY OF REPORTS FOR CONSIDERATION BY THE PORTFOLIO HOLDER FOR CHILDREN, EDUCATION AND FAMILIES**

**a AN INTERGENERATIONAL DOMESTIC VIOLENCE AND ABUSE STRATEGY FOR 2021-2024 'MAKING DOMESTIC ABUSE EVERYONE'S BUSINESS' (Pages 49 - 142)**

## **POLICY DEVELOPMENT AND OTHER ITEMS**

### **8 UPDATE FROM EARLY INTERVENTION SERVICE AND BROMLEY CHILDREN PROJECT**

(with the agreement of the Chairman the report is to follow)

### **9 YOUTH OFFENDING SERVICE UPDATE (Pages 143 - 152)**

### **10 ADOPTION ANNUAL REPORT 2019/20 (Pages 153 - 180)**

### **11 PRIVATE FOSTERING ANNUAL REPORT 2019/20 (Pages 181 - 204)**

### **12 VIRTUAL SCHOOL ANNUAL REPORT 2019/20 ANNUAL REPORT (Pages 205 - 228)**

### **13 CONTRACTS REGISTER AND CONTRACTS DATABASE (Pages 229 - 238)**

## **PART 2 (CLOSED) AGENDA**

### **14 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**

### **15 EXEMPT MINUTES OF THE CHILDREN, EDUCATION & FAMILIES PDS COMMITTEE MEETING HELD ON 10 NOVEMBER 2020 (Pages 239 - 240)**

### **16 PART 2 HOLDING THE PORTFOLIO HOLDER TO ACCOUNT**

- |          |   |   |
|----------|---|---|
| <b>a</b> | <b>PART 2 PERFORMANCE REPORTING - CHILDREN'S SCRUTINY DATASET (Pages 241 - 248)</b> | Information relating to any individual. |
|----------|---|---|

**17 PART 2 POLICY DEVELOPMENT AND SCRUTINY**

**a PART 2 CONTRACTS REGISTER AND CONTRACTS DATABASE** (Pages 249 - 258)

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

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

Minutes of the meeting held at 6.30 pm on 10 November 2020

### **Present:**

Councillor Nicky Dykes (Chairman)  
Councillor Judi Ellis (Vice-Chairman)  
Councillors Marina Ahmad, Yvonne Bear, Kevin Brooks,  
Robert Evans, Christine Harris, Neil Reddin FCCA and  
Will Rowlands

Reverend Roger Bristow  
Emmanuel Arbenser  
Angela Leeves

### **Also Present:**

Councillor Peter Fortune, Portfolio Holder for Children, Education &  
Families  
Councillor Kieran Terry, Executive Assistant for Children, Education &  
Families

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

Apologies were received from Joan McConnell and David Hullah.

#### **15 DECLARATIONS OF INTEREST**

There were no additional declarations of interest.

#### **16 MINUTES OF THE EDUCATION, CHILDREN & FAMILIES PDS COMMITTEE MEETING HELD ON 8 SEPTEMBER 2020**

The minutes of the meeting held on 8<sup>th</sup> September 2020, were agreed and signed as a correct record.

#### **17 QUESTIONS FROM COUNCILLORS AND MEMBERS OF THE PUBLIC ATTENDING THE MEETING**

A number of questions had been received and these are attached at Annex A

#### **18 MATTERS OUTSTANDING AND WORK PROGRAMME Report CSD20117**

The report set out the Committee's work programme for 2020/21.

The Chairman invited Councillor Neil Reddin to provide an overview from the recent meeting of the Budget Task and Finish Group.

Councillor Reddin advised Members that, following the budget discussions held earlier in the year, the Group had met to consider elements such as demand, costs and funding.

In relation to placements and safeguarding, it was noted that around 47% of cases received by the Local Authority were deemed to require “no further action”, which officers advised was the expected level. There would always be a need to balance budgetary discipline with the best interests of the children. Referrals were received via several different channels, but this was becoming more manageable than it had been in previous years. With regards to the cost of placements, foster care had always been an issue, however the establishment of the West London Alliance had been of benefit and was working well.

Permanent staffing in the department had increased to 86%. This was extremely positive given that it had previously been at only 42%, and it was highlighted that agency costs could be up to £20k more than the cost of a permanent member of staff. The Local Authority’s caseload promise was a key non-financial factor in respect of both the recruitment and retention of permanent staff. However, the Borough had a flat management structure, which although easier to work under, may not allow as many opportunities for career progression.

Other areas considered had been external funding and the possible role of a contingency fund. A contingency fund was currently been used within the Housing Department, and they would look at how this idea could be progressed. It was noted that the Troubled Families Initiatives was also working very well. It had been suggested that work be undertaken in relation to benchmarking and using the results to inform future decision making.

Councillor Yvonne Bear advised Members that although permanent staffing had increased to 86%, the recruitment drive would continue. It was noted that the benchmarking exercise would allow the Local Authority to crudely see how its costs compared with other boroughs and identify other possible areas for service transformation.

The Task and Finish Group would meet again in January 2021, the date for which was still to be confirmed.

The Committee also noted the need to set a further date for the Youth Engagement Task and Finish Group.

The Chairman confirmed that going forward the Committee would receive interim reports for key areas such as Adoption and Fostering, Private Fostering Arrangements, and the Virtual School.

**RESOLVED: That the report be noted.**

## **19 PORTFOLIO HOLDER UPDATE**

The Portfolio Holder for Children, Education and Families, Cllr Peter Fortune, attended the meeting to respond to questions from the Committee. The Portfolio Holder gave a brief introduction highlighting the following:-

- Children across the Borough had returned to schools and the Council had worked closely with schools to ensure that the return had been smooth. The Committee were reassured that there was a constant flow of information between schools and the Local Authority. The Portfolio Holder expressed his thanks to schools for all the work they had done and were continuing to do to ensure that schools could remain open and provide children with the best possible education.
- In Bromley, supporting and safeguarding the most vulnerable children was a top priority. Ensuring that vulnerable families received appropriate care and support, both directly from Council services and from our partner agencies during term time and school holidays. The Department was proud of its approach to supporting vulnerable families and providing early help, which had been recognised by Ofsted as a 'significant strength'.
- Throughout the Covid-19 pandemic, Bromley Council had prioritised disadvantaged and vulnerable families. From the start of lockdown, almost overnight, a shielding and assistance programme was established to ensure that isolated and vulnerable families had access to support and essentials, including food and medicines.
- Those families known to the Local Authority, continued to be supported via support services and activities including through use of grant funding together with specific Government funding. This support continued throughout the year including holiday periods.
- For any family that is experiencing hardship the LA would use its statutory power under Section 17 of the Children Act to provide financial assistance in terms of goods and services to safeguard and promote a child's welfare, and to prevent children entering the care of the Local Authority. Support was provided as appropriate to each child's needs in relation to essentials which although not exclusive to food could include it.
- Food had also been provided to care leavers as well as funded activities to reduce their isolation whilst being Covid-19 safe. Support had also been provided to foster carers and special guardians to support children in their care with their mental health and wellbeing - to prevent foster placements and special guardianship placements from breaking down during the current pandemic.

- There had been an increase in demand for the in-house therapy service (THRIVE) which had provided extra practical equipment to support the sessions undertaken with children and their carers.
- For many families who had children with complex behavioural needs including complex disabilities, activities and short breaks together with food had been provided. These families had not been able to access the usual respite care provided by Bromley Healthcare due to Covid-19 and the redeployment of health staff and it was clear that the DEFRA funding had made a substantial difference.
- Grant funds had benefitted many families where parents had found themselves unemployed or furloughed. For many families this had made the difference to their resilience, supporting coping strategies and preventing a further increase in either the Council's care population or the numbers of children subject to a child protection plan.
- Those parents in need of extra support were encouraged to call the MASH (Multi Agency Safeguarding Hub) helpline so their call could be screened to ensure they received the correct support. The Portfolio Holder explained that individuals often rung for one thing when actually, in conversation with a qualified social worker, the reason was discovered to be different. For example, someone could ring the number asking for advice but actually trying to report abuse, domestic violence or mental health concerns.
- The Early Intervention and Family Support Service had continued to offer support to families throughout the Covid-19 pandemic. Initially the 6 Children and Families Centres (CFC) closed for 2 weeks but had been open since and offered a broad range of services across the Borough. All work with families was arranged in advance by an appointment booking system. Some of the work offered and undertaken included:
  - Facebook and Instagram further developed and used to keep families in contact with a wide range of services, activities and support options.
  - Learn and Play developed to meet the Covid-19 safety requirements – operating in Covid- 19 safe 'bubbles' of families depending on the size of the space being used.
  - Healthy Early Years London Silver Awards have been achieved across all six CFCs during this period.
  - Introduction of Light Touch Assessment for Children and Family Centre Support Officers to better understand and support families on their caseloads to ensure better outcomes for families.
  - Family Support Parenting Practitioners (FSPP) had undertaken face to face visits with appropriate PPE; in the family home, the CFC, Schools and other community venues both inside and outside in accordance with COVID safe practice guidance. FSPP undertook virtual visits when it was not deemed safe to undertake face to face visits and had developed creative ways to undertake direct work for virtual visits.



- Domestic Violence Abuse Butterfly cards – 10,000 produced and circulated across wider partner workforce for giving to victims/survivors.
- Parenting online developed – advertised by word of mouth and Facebook /Instagram and emails to colleagues and partner agencies.
- Parenting Workshops online for our PRU school site at Midfield Way, Orpington.
- Regular visits and support to Traveller Sites continued. This included ad- hoc door-stop drops of activity sets for children.
- The CAF team continued to host / chair 'Team Around the Child' meetings both virtually and face to face with the use of PPE where schools have put in place Covid- 19 safety measures.
- CAF team continuing to deliver training virtually.
- In addition, Children and Family Centers had Issued Foodbank Vouchers, provided activities, resources and Healthy Start Vitamin door-stop drops;
- The Council's work with vulnerable children and families continued all year round and, whilst the Department was period of what it had already achieved, it was ambitious to improve.
- The recent announcement from the Government concerning the provision of funding for meals during the holiday was welcomed and the Council awaited further details which would be relayed to the Committee when it was available along with plans concerning how the department would use the funding. This would further add to the existing package of support.
- The Portfolio Holder thanked the community and partner agencies for the support that they had provided.

Cllr Fortune then responded to questions making the following comments:-

- It was clear that going forward, there would be a whole set of new challenges for the Department to overcome and there was now a need to look forward and identify innovative ways of addressing these challenges.
- The most important consideration was that vulnerable families were received the support they required and were treated as individual units.
- The funding received from DEFRA had been spent in line with the conditions of the grant.
- The Council had a clear plan on how issues would be managed going forward. Arrangements were in place that would facilitate close partnership working. Vulnerable children and families were the key focus for the Department.
- Throughout the pandemic schools had worked incredibly hard to support children. During the summer holiday staff had worked tirelessly to ensure that buildings were Covid secure. There was clear evidence that appropriate arrangements had been put in place and where there had been local outbreaks of Covid-19 these had been well

managed.

The Committee thanked the Portfolio Holder for the update.

**20 CHILDREN, EDUCATION AND FAMILIES PORTFOLIO PLAN 2018 TO 2022 UPDATE - QUARTER 2 2020/21 Report CEF20027**

The report presented the Quarter 2 updates of the Children, Education and Families Portfolio Plan 2018-22.

In response to a question concerning the action being taken to address the gap in attainment resulting from the closure of schools due to the Covid-19 pandemic, the Director of Education noted that this was an area of concern nationally. Locally, there was a need to ensure that children had not fallen further behind and where there were gaps in attainment the focus of schools was on closing the gap and continuing the good work that had already been taking place before the period of school closure.

The Committee noted that schools in Bromley were doing an excellent job in addressing the gap in attainment. However, it was clear that a one-off intervention was not going to be sufficient and that ongoing intensive work would be required. The Director of Education formally recorded his thanks to Bromley Schools for the excellent work they were doing to already address the gap in attainment and whilst there was still lots more to be done solid progress was already being made.

The Portfolio Holder highlighted that there was a keen awareness of those children who were not reaching their full potential in terms of attainment and efforts to protect children in their education was ongoing.

**RESOLVED: That the report be noted.**

**21 PRE DECISION SCRUTINY OF DECISIONS FOR THE CHILDREN, EDUCATION & FAMILIES PORTFOLIO HOLDER**

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

**A BUDGET MONITORING 2020/21 Report CEF20034**

The report provided the budget monitoring position for 2020/21 based on activity up to the end of September 2020.

**RESOLVED: That the Portfolio Holder be recommended to:**

- 1. Note that the latest projected overspend of £1,792,000 is forecast on the controllable budget, based on information as at September**

**2020;**

- 2. Agree to the release of the carry forward funding as set out in section 5 of the report.**

## **22 PRE DECISION SCRUTINY OF REPORTS FOR CONSIDERATION BY THE LEADER**

The Committee considered the following report where the was recommended to take a decision:

### **A CONTRACT AWARD: BROMLEY COMMUNITY WELLBEING (CAMHS) Report CEF20030A**

The mental health and emotional wellbeing of children was as important as their physical health. Good mental health allowed children and young people (CYP) to develop the resilience to cope with whatever life threw at them and grow into well-rounded, healthy adults. This statutory service had been procured to ensure that Bromley's children and young people were supported with a service that promoted, supported and protected positive mental health and wellbeing.

The current service was delivered by Bromley Y who had held the contract for the service since 2014. The existing contract had reached its maximum number of extensions, with the final extension ending in March 2021, necessitating the procurement of the new service. On 10<sup>th</sup> July 2019 2019, Executive had given approval to proceed to procurement of the community mental health and wellbeing service, to enable continuity of provision via a new contract with revised specification from 1 April 2021 as detailed in Gateway Report ECH19067.

In accordance with the Council's financial and contractual requirements, the report set out the results of the tendering process and sought the Leader's approval to award the contract. The report should be read in conjunction with the accompanying Part 2 Report.

In response to a question concerning what could be done to make the referral process more effective, the Interim CAHMS Commissioner explained that the key starting point was establishing a uniform and universally valid message shared through the professional system (including education, primary care and the voluntary sector) setting out the pathways for accessing services. The new service model included a universally available single point of access which would assess referrals into the system (regardless of how they were made) and develop an indicative management plan. Irrespective of how the referral was managed there would be a support package available to service users upon referral which would provide information and links to other resources available, with the aim of supporting service users in managing and maintaining their own mental health and wellbeing It was envisaged that the

new model would lead to a higher take up of services across all communities across the Borough.

**RESOLVED: That the Leader be recommended to Award the Contract for the provision of the Bromley CYP Mental Health and Wellbeing Service as detailed in the accompanying Part 2 Report. The proposed contract will commence on 1<sup>st</sup> April 2021 for a five-year period with the option to exercise the two possible extension periods not exceeding 4 years (2 years + 2 years).**

**23 BROMLEY SAFEGUARDING CHILDREN PARTNERSHIP ANNUAL REPORT 2019-20  
Report CEF20031**

The annual report of the Bromley Safeguarding Children's Partnership (BSCP) covered the period from April 2019 to March 2020. It was a statutory requirement for safeguarding partnerships to publish this report under Working Together 2018. In line with statutory guidance and best practice, the report would be submitted to the Chief Executive, Leader of the Council, the local police and crime commissioner and the Chair of the Health and Wellbeing Board, the Child Safeguarding Practice Review Panel and the What Works Centre for Children's Social Care.

The Independent Chairman of the Bromley Safeguarding Partnership introduced the report explaining that it had been a year of transition for the Partnership. The Committee noted that the Safeguarding Partnership's response to the Covid-19 pandemic had been a positive, although it has been a difficult period.. The challenges posed by the pandemic had forced partners to use technology in a way that was unimaginable only a year ago. The report in the agenda pack outlined the work and reviews undertaken by the Partnership during the year. As the Partnership neared the end of the reporting year it had recognised that it was going into a crisis scenario in terms of the Covid-19 pandemic and had taken action to test contingencies, meeting with key partners from statutory and non-statutory sectors and focusing on an agenda around the health and wellbeing of the work force and trends around issues emerging from the lack of line of sight created by the pandemic.

The Committee noted that one of the key achievements was the ability of the Partnership to create a 'lessons learnt' paper in the early weeks of the first lockdown which provided an overview of the early and emerging themes. It was recognised that it may have been helpful to have shared this paper more broadly, including with PDS. These lessons learnt had also been used to develop a minimum standards survey around planning by partners for a potential second wave.

The Partnership was now giving consideration to a more collaborative approach to scrutiny of safeguarding arrangements and was looking to chair a bi-annual Scrutiny Board.

The Chairman of the Safeguarding Partnership, in response to a question, noted that within some partner organisations there had been a tremendous turnover of staff which had contributed to uncertainty within the Partnership. Levels of attendance at meetings were now improving, and this was something that was closely monitored and challenged.

Members of the Committee were reminded of the risks that came with the exponential increase in the use of technology and social media arising from the impact of the pandemic. Almost everyone now had a greater online presence and with this came threats to those more vulnerable members of society which should not be ignored. Members of the Committee were encouraged to download the Safer Schools App that had been developed by the Partnership as this provided helpful advice and guidance regarding online safety.

In terms of whether more could be done by elected representatives, the Chairman of the Safeguarding Partnership emphasised that there was always more that could be done. Going forward, more effective collaboration would be useful. The Committee also noted the importance of the direct line of sight from the Council's leadership. The BSCP Independent Chair and the Chairman discussed the value of a PDS Chair attending the new bi-annual Scrutiny Board. The BSCP Independent Chair agreed to send the Chairman details of the first meeting and Terms of Reference.

**RESOLVED: That the report be noted.**

**24 UPDATE ON THE STRATEGIC REVIEW OF ALTERNATIVE  
EDUCATIONAL PROVISION  
Report CEF20019**

The report provided an update on the actions taken to respond to the findings and recommendations from the Strategic Review of Alternative Provision (November 2019).

The Director of Education introduced the report explaining that the review of alternative provision had been undertaken in order to identify what more could be done to support those children that may require alternative provision within the finite funding envelope that was available. Members noted that Bromley schools had been fully engaged throughout the process of the review, recognising it as an area of key priority. The Director of Education highlighted the importance of earlier intervention and outreach support, ensuring that support was provided to children where there was potential placement breakdown which would lead to a risk of school exclusion. Members also noted the importance of the principle of the money following the child. Ensuring the availability of resources to support a child where there was a possibility that they may need an onward journey and a fresh start at a new

school. Finally, the Committee recognised the importance of reintegration, ensuring the availability of effective intervention for children who did require alternative provision so they could be reintroduced, with appropriate support, to mainstream education if appropriate.

In response to a question the Director of Education confirmed that the review was one way the Local Authority was seeking to respond to the high number of secondary permanent exclusions within the Borough however the review aimed to go much further than that. There was a Key Performance Indicator (KPI) around primary and secondary exclusions and the Director of Education confirmed that the expectation was that there would be a reduction in the levels of exclusions across the Borough as a result of the interventions arising from the review. Performance data was reported to the Committee on a quarterly basis and as a result of the commitment demonstrated by secondary school leaders the Director was confident that there would be a reduction in rates of permanent exclusions from secondary schools.

Members noted that the interventions planned for addressing secondary exclusions would build upon the successful work that had been implemented in response to previously unacceptably high levels of primary exclusions including outreach support which could take a number of forms. The Committee noted that a Secondary Outreach Programme had already been commissioned.

**RESOLVED: that the report be noted.**

## **25 PERFORMANCE REPORTING - CHILDREN'S SCRUTINY DATASET Report CEF20026A**

The report presented the regular update on the performance of services for children.

Members expressed concerns around the ongoing pressures around social worker caseloads and it was agreed that following the meeting the Committee would be received a comprehensive update setting out the many initiatives being implemented to address caseloads, details of the current rates of social worker retention, and where available comparative data for other London Boroughs to set the London context.

The Chairman noted that social worker caseloads represented a challenge for a number of local authorities and within the context of London, Bromley's had a high rate of permanent staff (with a number of services within Children's Social Care that had 100% permanent staff) and comparatively low caseloads.

In relation to the indicator of the timeliness of Education, Care and Health Plans (ECHPs), the Committee noted that the performance indicator had moved from red to amber. During the Covid-19 pandemic the Council had legal powers to use exceptions to the Children and Families Act and these had been used very sparingly and only where appropriate (for example when

it had not be possible to receive the professional advice from partners in time to complete the assessment). Performance on the indicator had improve despite the challenges presented in recent months. Further investment had been made and there was now a specific team in place to undertake new assessments and two teams undertook annual reviews for those children that had an ECHP. The Director of Education highlighted the exponential increase in the level of need experienced in terms of ECHPs. The requests for assessments were themselves increasing at an increasing rate with a roughly 14% year-on-year increase in the numbers of ECHPs leading to significant pressures. For some time the DfE SEND Review had been expected and was currently delayed due to Covid-19, however it was hoped that there would be some system changes that would seek to address the challenges faced by every local authority.

**RESOLVED: That the report be noted and that an update around social worker caseloads and staff retention be provided to the Committee following the meeting.**

**26 EXPENDITURE ON CONSULTANTS 2019/20 AND 2020/21**  
**Report CSD20110**

At its meeting on 8<sup>th</sup> October 2020, the Executive, Resources and Contracts PDS Committee considered a report on expenditure on consultants across all Council departments for both revenue and capital budgets. The Committee requested that the report be considered by all PDS Committees.

**RESOLVED: That the report be noted.**

**27 EDUCATION INFORMATION ITEMS**

The Children, Education & Families PDS Information Briefing comprised one item:

- Children's Services Risk Register
- Children, Education and Families Contracts Register and Contracts Database
- PART 2 Children, Education and Families Contracts Register and Contracts Database

**RESOLVED: that the Information Briefing be noted.**

**28 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**

**29 EXEMPT MINUTES OF THE CHILDREN, EDUCATION & FAMILIES  
PDS COMMITTEE MEETING HELD ON 8 SEPTEMBER 2020**

The exempt minutes of the Children, Education and Families PDS Committee meeting held on 8 September 2020, were agreed and signed as a correct record.

**30 PRE DECISION SCRUTINY OF PART 2 (EXEMPT) EXECUTIVE  
REPORTS**

The Committee considered the following Part 2 (exempt) report where the was recommended to take a decision:

**A PART 2 CONTRACT AWARD: BROMLEY COMMUNITY  
WELLBEING (CAMHS)**

The Committee noted the Part 2 information contained within the report.

**31 UPDATE ON THE STRATEGIC REVIEW OF ALTERNATIVE  
EDUCATIONAL PROVISION PART 2 APPENDIX**

The Committee noted the Part 2 information contained within the report.

**32 PART 2 EDUCATION INFORMATION ITEMS**

The Committee noted the Part 2 reports within the information briefing.

**33 PART 2 PERFORMANCE REPORTING - CHILDREN'S SCRUTINY  
DATASET**

The Committee noted the Part 2 information contained within the report.

The Meeting ended at 8.35 pm

Chairman



**Children, Education and Families PDS Committee  
10<sup>th</sup> November 2020**

**Agenda Item 4b– Questions to the Portfolio Holder**

**Questions from Alisa Igoe**

1. Will Bromley Council join the campaign run by Marcus Rashford, FareShareUK and supported by numerous Councils and Local Authorities across the country and Bromley businesses, in providing Free School Meals during the holidays for children attending Bromley schools?
2. Could you please tell us how many school children attending Bromley schools are entitled to Free School Meals and how many of these children claim and eat those meals.

**Reply:**

1. In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited
2. 5,896 at Spring Census 2020. The take up of FSM data is held by individual academies and is understood to be high in Bromley.

**Question from Natasha Crawford**

What specific provisions are going to be put in place for children at risk of food poverty outside of term time while we are in the midst of a global pandemic? Despite confirming that FSM vouchers/ provisions will not be provided in the October 2020 half term break, no further detailed information on specific provisions in lieu of this are detailed on your website. 4,500 children claimed free school meals in 2019 and more than 20% of children in Bromley live in poverty – figures that are likely to increase as a consequence of the pandemic.

**Reply:**

In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited

### **Question from Ric Piper**

Please could you explain - Why are you not supporting Free School Meals during holidays?

#### ***Reply:***

Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families.

We are committed to supporting vulnerable children and their families all year round and are proud of the range of support that we provide. Further details of some of the support on offer can be found on Bromley's website at the following link:

[https://www.bromley.gov.uk/press/article/1691/support\\_for\\_vulnerable\\_children\\_and\\_families\\_all\\_year\\_round](https://www.bromley.gov.uk/press/article/1691/support_for_vulnerable_children_and_families_all_year_round).

In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited.

### **Questions from Sian Stickings**

1. Given the fact that the Covid-19 pandemic has drastically cut the income of many parents, will Bromley Council join the campaign initiated by Marcus Rashford, and supported by numerous charities, and extend the provision of Free School Meals during the holidays for the duration of the pandemic?
2. How many children attending Bromley schools are currently registered to receive Free School Meals in term time, and what is the equivalent pre-pandemic figure?

#### ***Reply:***

1. Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families.

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited.

2. There were 5,896 pupils eligible for a free school meal at the Spring 2020 Census i.e. January 2020 data. Updated data will not be available until the Autumn Census is published.

### **Questions from Verity Susman**

1. How much would it cost Bromley Council to extend free school meals to cover a one week school holiday?
2. Exactly what amount (both the percentage proportion and financial sum) of Bromley Council's allocation from the Government's £63 million local welfare assistance fund has been spent on feeding children in receipt of free school meals during the holidays?

### **Reply:**

1. To provide all eligible children with a voucher at £2.30 per day would cost the Council £68k per week. To provide a voucher of £15 per week would cost £88k per week. The Council has not received sufficient funds from Government to meet the cost of free meals in the October half term.

In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited.

We are committed to supporting vulnerable children and their families all year round and are proud of the range of support that we provide. Details of some of the support on offer can be found on Bromley's website at the following link:  
[https://www.bromley.gov.uk/press/article/1691/support\\_for\\_vulnerable\\_children\\_and\\_families\\_all\\_year\\_round](https://www.bromley.gov.uk/press/article/1691/support_for_vulnerable_children_and_families_all_year_round).

2. Children Social Care received 160K funding from 279K Defra funding which was not specified for free meals which is indicative of the fact that the funding had to be spent **before** half term. Breakdown as follows:

Short Breaks for Children with Disabilities where the overnight and health provision was closed due to C19 – this money was available to increase care packages to support parents i.e. extra carers going into family homes etc.

£100,000

Staffing/Training £30,000

Equipment for children £18,000

Activities for children £7,000

Food/Vouchers for children £5,000

Assistance and Shielding Support - £119,000

### **Questions from Laura Vogel**

1. How is Bromley Council ensuring children in low-wage and disadvantaged households are receiving enough nutritional sustenance during school holidays?
2. Will the Council explain the impact holiday hunger has on children in education settings, both children affected by hunger and other students in the classroom, and does the Council agree that Bromley residents are best served when school children are all fully nourished so schools can focus on learning?

### **Reply:**

Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families.

We are committed to supporting vulnerable children and their families all year round and are proud of the range of support that we provide. Further details of some of the support on offer can be found on Bromley's website at the following link:

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited

### **Questions from Erica Short**

Given the government have voted not to extend free school meals over the school holidays, and that they have indicated that councils have been allocated resources to ensure children are adequately fed over school holidays, could the committee please outline how those resources have been allocated, how those eligible for free school meals have been targeted, and how they plan to address this in the Christmas holiday?

#### ***Reply:***

Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited

### **Questions from Rachel Davis**

Please could the Committee state whether it is their intention to provide meals to school children who receive free school meals during half term and the Christmas holidays?

#### ***Reply:***

Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families.

We are committed to supporting vulnerable children and their families all year round and are proud of the range of support that we provide. Further details of some of the support on offer can be found on Bromley's website at the following link:

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited.

### **Questions from Carol Denyer**

The government have unequivocally told the public that they have allocated local authorities with funds to provide food poverty support for school aged children over the half term. Could you inform the public, the first instance

- (a) were these funds ringfenced?
- (b) how much was LBofB allocated? and
- (c) how was this allocation spent?

### **Reply:**

1. Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families

We are committed to supporting vulnerable children and their families all year round and are proud of the range of support that we provide. Further details of some of the support on offer can be found on Bromley's website at the following link:

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited.

- a) Children's Social Care (CSC) received 160K funding from 279K Defra funding which was not specified for free meals which is indicative of the fact that the funding had to be spent **before** half term.
- b) £279k – 160K to CSC

c) Breakdown as follows:

Short Breaks for Children with Disabilities where the overnight and health provision was closed due to C19 – this money was available to increase care packages to support parents i.e. extra carers going into family homes etc. £100,000  
Staffing/Training £30,000  
Equipment for children £18,000  
Activities for children £7,000  
Food/Vouchers for children £5,000  
Assistance and Shielding Support - £119,000

### Questions from Emma Martin, Chair, Bromley Brighter Beginnings

- 1) Will you extend the Bromley Welfare Fund so that it is not limited to people in the first six weeks in a new home?
- 2) Will you increase the funding available to domestic abuse refuges in the borough?

**Reply:**

We are committed to supporting vulnerable children and their families all year round and are proud of the range of support that we provide. Details of some of the support on offer can be found on Bromley's website at the following link:  
[https://www.bromley.gov.uk/press/article/1691/support\\_for\\_vulnerable\\_children\\_and\\_families\\_all\\_year\\_round](https://www.bromley.gov.uk/press/article/1691/support_for_vulnerable_children_and_families_all_year_round).

- 1) The Bromley Welfare Fund is accessed by Early Intervention and Family Support for white goods / beds etc. We access other grants also if a family require essential items unavailable from such means. CSC will assess the need and provide such items where need is identified.
- 2) Yes. We hold a contract with Bromley, Croydon Women's Aid who provide services for those who are experiencing and fleeing from domestic violence. In response to the Covid Pandemic we worked with BCWA to ensure that they could access any additional support required and that residents could remain in situ for an extended period of time. We have recently extended the contract for a further 12 months in order to ensure that the service provision can be maintained effectively during these very uncertain times. As part of the contract extension BCWA requested a small financial uplift and this was agreed.

### Questions from Sarah Buck

I am asking why you do not support giving poor children in Bromley free meals during the school holidays during this pandemic? So many parents have suddenly found themselves unemployed and unable to feed their families.

**Reply:**

Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families

We are committed to supporting vulnerable children and their families all year round and are proud of the range of support that we provide. Further details of some of the support on offer can be found on Bromley's website at the following link:

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited

**Questions from Zoe Knight**

1. Has the government given specific funding to councils for free school meal funding in the holidays?
2. If not can Bromley council fund the free school meal scheme for Bromley children.

**Reply:**

1. No
2. Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families.

We are committed to supporting vulnerable children and their families all year round and are proud of the range of support that we provide. Further details of some of the support on offer can be found on Bromley's website at the following link:

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited.

### **Questions from Julie Ireland**

1. What would the cost to the council be to provide all children who normally receive free school meals with a voucher for support with food costs during half term?
2. How much money has Bromley Council received from central government to support children in half term who normally receive free school meals and how was this spent?

### **Reply:**

1. To provide all eligible children with a voucher at £2.30 per day would cost the Council £68k per week. To provide a voucher of £15 per week would cost £88k per week. The Council has not received sufficient funds from Government to meet the cost of free school meals in the October half term and Christmas holiday periods.

Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited.

2. No funding received for this specific purpose

### **Questions from Amanda Stone**

1. As Bromley Borough Foodbank was able to help support the council to meet the needs of food and toiletry support to those experiencing financial crisis during this pandemic, what is the long-term council plan for the probable increased and deeper level of need for 2020 - 2021"
2. Using data provided by government, social services and charities, how likely is there to be an accessible financial welfare assistance plan within Bromley to ensure that people can gain access to emergency funds required due to the effects and economic difficulties arising from Covid19?

### **Reply:**

Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited

The long term impact of Covid-19 is not yet known, but we would expect needs to increase. In addition to the Bromley Council services, the DWP who have set up hubs to support and ensure grants available.

Bromley Council will continue to signpost to support available in the community, as we do now.

### **Questions from Sarah Jowett**

1. How many additional children in Bromley have become eligible for FSM since March?

2. How much money have the council spent on feeding Bromley children between March 1st 2020 and October 31st 2020?

**Reply:**

1. Data will not be available until the publication of the Autumn Census 2020.
2. It is not possible to disaggregate this data.

Bromley Council is providing a range of support to children and families in the borough both in and out of term time.

This includes; short breaks for disabled children, including food; issuing of vouchers to families; food and emotional support to care leavers; utilising Section 17 powers to support families in hardship including support for emotional wellbeing for families

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In addition to the support already provided by Bromley services, the Government has announced funding will be provided to the Council for the Covid Winter Grant Scheme to provide further food and support for families over the holiday periods. Details are awaited.

**Question from Cllr Marina Ahmad - relating to Item 8a (Contract Award: Bromley Community Wellbeing (CAMHS))**

What steps are being taken to ensure that BAME young people access and receive the same level of mental health and wellbeing services as other young people in the borough?

**Reply:**

Health inequalities as experienced by BAME and other communities and groups are a priority in the mental health and emotional wellbeing agenda, and it is essential that health systems and individual commissioners across the system and providers delivering services ensure that they do all in their power to advance equalities within physical and mental health service delivery.

Health inequalities have serious impacts on different communities including BAME and these impacts have been exacerbated by Covid 19. This is especially important with mental health services where there are obvious and

pervasive negative societal attitudes to mental health and wellbeing. Whilst the service will be universal in scope, and accessible to all children and young people in Bromley, the service will seek to target those children and young people in Bromley recognised as being at higher risk of having mental health and emotional wellbeing challenges, including CYP from BAME communities.

The specific needs of Bromley communities, including BAME communities are outlined in Section 1 of the specification which sets out the context and imperatives for the work including the Government's Green Paper, NHS Long Term Plan and the ongoing impacts of the current Covid 19 pandemic situation.

The revised specification at the heart of the ongoing procurement process builds upon existing provision with a refocussing of the offer for CYP from communities that may experience particular challenges or need to have their access and communication needs addressed. Some communities may themselves have a highly negative view of mental health issues and be uncomfortable in discussing and addressing mental health and wellbeing issues and accordingly there is a string emphasis in the new service model to explicitly call out stigmatising attitudes, assumptions and behaviours.

As has been reported both nationally and regionally the current Covid 19 situation has had very specific and damaging impacts on BAME communities, visible, most notably, through the disproportionate mortality figures experience by BAME communities. Section 1 of the specification notes: " In June 2020 Professor Kevin Fenton noted in the Public Health England report on the impacts of Covid 19 on Black and Minority Ethnic communities that "It is clear from discussions with stakeholders that COVID-19 in their view did not create health inequalities, but rather the pandemic exposed and exacerbated longstanding inequalities affecting BAME groups in the UK....There is a legal duty and moral responsibility to reduce inequalities."

Accordingly, the service specification addresses the issues raised above in a number of ways:

**1 Service Delivery Model – THRIVE** The core clinical model is derived from the Anna Freud Centre's THRIVE programme has a "needs based" rather than "tiered service offer" approach and recognises at its core that the individual life experiences, contexts, assets and challenges of individuals are a result of the subtle and gross interactions between innate characteristics (including culture, race and economic status, communication and access needs including disability and ESOL requirements) are central for an assets based approach to assessment and care.

These challenges can include issues arising from awareness of and attitude to available services, prior experiences of service offers, confidence in presenting and requesting care, and attitudes of care providers.

The specification is explicit on the need to engage with and support a diverse range of communities including but not limited to Tackling Stigma, Suicide prevention, awareness of service offer, Mental Health & Emotional Wellbeing

(MHEW) for BAME, LGBTQ groups, CYP with SEND, CYP with Neurodiverse needs, CLA, care leavers, fostering and a range of other activities aimed at improving the local population's awareness of and ability to cope with MHEW issues.

**2 Universal Proportionalism** Alongside this the specification is clear on the need to develop an offer in line with Sir Michael Marmot's Institute for Health Equity's "Universally Proportional" delivery ethos to ensure that communities who experience additional barriers to access, engagement and support receive additional targeted support alongside generic service delivery that encourages and supports engagement from as wide a spectrum of communities as possible. This will ensure that CYP from BAME communities are as empowered and supported to access the service offer as other groups and specifically targeted with supportive outreach works.

**3 Values Based Recruitment** to ensure over time that the service workforce "is drawn from individuals who are representative of those communities in line with our shared Equality Duty."

**4 Service Leadership:** the specification is explicit in its requirement for named service leadership responsible for shaping and driving works with priority groups, and ensuring the offer for these groups is strengthened through the identification of service leaders for the following core cohorts/agendas: Safeguarding, CYP with SEND/Neurodiversity requirements, Children Looked After/Care Leavers, CYP from BAME communities

**5 Communication Support:** The service specification is clear on the need to meet the wide potential range of communication and wider access requirements including but not limited to CYP from BAME communities who may have English as a second or Other language, alongside the wide range needs arising from neurodiverse and disability issues.

**6 Engagement, participation and co-production:** Engagement is a central requirement for the ongoing development and effectiveness of the service and is achieved through a number of mechanisms including the co-produced annual Service Iteration Plan and the explicit requirement to ensure that CYP from BAME communities are included in the co-production exercise. The specification states: "It is essential that the co-production mechanism takes into account the different needs and communication and learning requirements of CYP, Parents and carers across a wider range of different needs, including the priority cohorts of vulnerable CYP (linking SEND, neurodiverse, LGHBT, children looked after and care leavers and CYP from BAME communities. Without appropriate planning, engagement tools and specialist insights they will remain "*Seldom Heard and Seldom Seen*". The service must ensure appropriate planning and capacity are available to support works with these groups, in either general engagement and communication works or as targeted cohorts linked to specific areas

**7 Service Iteration Plan:** As mentioned in 5 above, the service must deliver an annual co-produced SIP, with the first one required by May 2022 focussing on

the development of the 0 to 25 extended age group offer that flows from the NHS Long Term Plan. This will have a significant impact on the way in which transitions into adult services are managed. The negative experiences of CYP from BAME communities are well understood.<sup>1</sup> and we have an opportunity to develop a sustainable, high quality and effective transition solution as a core component of the new service age range requirement

**8 Digital Offer:** The communication, language and neurodiversity of CYP must not act as a bar to accessing opportunities to engage with service of development's and especially the co-production of services they will themselves use. A key component widening access to the service will be the expanded digital offer alongside the ability to flex provision between face to face and online modes of engagement given the local circumstances with regards to Covid 19 and Service user needs. This will also be of relevance to Children Looked After, (who nationally have a high proportion of CYP from BAME communities) in Out of Borough placements who may wish to access the "home "support offer for Mental health and wellbeing alongside any provision where they are living.

**9 Outcome Measures and KPIS:** Alongside a range of qualitative and quotative outcome measures and KPIs the specification has several indicators that will ensure that commissioners are well placed to understand the service activities, reach, and impacts. Though the indicator sets are designed to provide universal service activity and outcomes performance data the BAME community specific indicators are listed below.

Indicator	Outcome Measure	Frequency of Reporting
3	Increase access for Black and Minority Ethnic Groups against baseline.  Baseline to be established (by the commissioner) in the first year and reasonable target negotiated	Annual with Quarterly update
4	Increase in access for CLA/CLs against baseline Baseline to be established (by the commissioner) in the first year and reasonable target negotiated	Annual with Quarterly update
<b>Key Performance Indicators</b>		
1	<b>Equalities data set collection</b> – 100% of all CYP referred into the service.	Quarterly

<sup>1</sup> See [http://www.netscc.ac.uk/hsdr/files/project/SDO\\_FR\\_08-1613-117\\_V01.pdf](http://www.netscc.ac.uk/hsdr/files/project/SDO_FR_08-1613-117_V01.pdf) for one example of the BAME CAMHS transition experience mapping.

	<p>Specific subsidiary notes to be provided on:</p> <ul style="list-style-type: none"> <li>• BAME Population, presentations, interventions and outcomes.</li> <li>• Maternity service liaison</li> <li>• Links into Safeguarding/MASH referrals</li> <li>• Quarterly profile of service user protected characteristics.</li> </ul>	
2	<p><b>Equalities Monitoring:</b>  The Equalities Act34 defines nine “protected characteristics”</p> <ol style="list-style-type: none"> <li>1 Age;</li> <li>2 Disability;</li> <li>3 Gender reassignments;</li> <li>4 Marriage and civil partnership;</li> <li>5 Pregnancy and maternity</li> <li>6 Race;</li> <li>7 Religion or belief</li> <li>8 Sex</li> <li>9 Sexual orientation.</li> </ol>	<b>Quarterly</b>

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Report No.  
CSD21015

London Borough of Bromley

PART ONE - PUBLIC

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

**Date:** Tuesday 26<sup>th</sup> January 2021

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

**Title:** **MATTERS OUTSTANDING & WORK PROGRAMME**

**Contact Officer:** Philippa Gibbs, Democratic Services Officer  
Tel: 0208 313 4508 E-mail: Philippa.Gibbs@bromley.gov.uk

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

**Ward:** (All Wards);

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1. Reason for report

This report deals with the Committee's business management including:

- Monitoring progress against actions arising from previous meetings; and
- Developing the 2020/21 Forward Work Programme.

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2. **RECOMMENDATION(S)**

That the PDS Committee reviews and comments on:

1. Progress on matters outstanding from previous meetings; and
2. The 2020/21 work programme, indicating any changes or particular issues that it wishes to scrutinise for the year ahead.

## Impact on Vulnerable Adults and Children

1. Summary of Impact: None
- 

## Corporate Policy

1. Policy Status: Existing Policy
  2. BBB Priority: Excellent Council
- 

## 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: £350,650
  5. Source of funding: 2019/20 Revenue Budget
- 

## Personnel

1. Number of staff (current and additional): 8 posts (6.87fte)
  2. If from existing staff resources, number of staff hours: N/A
- 

## Legal

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

## Procurement

1. Summary of Procurement Implications: N/A
- 

## Customer Impact

1. Estimated number of users/beneficiaries (current and projected): This report is intended primarily for the benefit of Committee Members.
- 

## Ward Councillor Views

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

<b>Non-Applicable Sections:</b>	Impact on Vulnerable People and Children/Policy/Financial/Legal/Personnel/Procurement
Background Documents: (Access via Contact Officer)	Minutes of previous meetings

### 3. COMMENTARY

#### Matters Outstanding from Previous Meetings

- 3.1. **Appendix 1** provides a progress update on requests made by the Committee at previous meetings. This list is checked after each meeting so that any outstanding issues can be addressed at an early stage and timely progress made.

#### Work Programme

- 3.2 Each PDS Committee determines its own work programme, balancing the roles of (i) pre-decision scrutiny and holding the Executive to account, (ii) policy development and review and (iii) external scrutiny. E&R PDS Committee has the additional role of providing a lead on scrutiny issues and co-ordinating PDS work.
- 3.3 PDS Committees need to prioritise their key issues. The work programme also needs to allow room for items that arise through the year, including Member requests, call-ins and referrals from other Committees. Committees need to ensure that their workloads are realistic and balanced, allowing sufficient time for important issues to be properly scrutinised. Members also need to consider the most appropriate means to pursue each issue – the current overview and scrutiny arrangements offer a variety of approaches, whether through a report to a meeting, a time-limited working group review, a presentation, a select committee style meeting focused on a single key issue, or another method.
- 3.4 The Committee may wish to consider establishing Task and Finish Groups for specific focused policy development work.
- 3.5 **Appendix 2** sets out the Education, Children and Families PDS Committee Work Programme for 2020/21. The Committee is invited to comment on the proposed schedule and suggest any changes it considers appropriate.
- 3.6 Other reports will be added to the 2020/21 Work Programme as items arise.

**Appendix 1**

<b>Minute Number/Title/Date</b>	<b>Action/PDS Request</b>	<b>Update</b>	<b>Action by</b>	<b>Expected Completion Date</b>
19 Portfolio Holder Update 10 November 2020	That, when available, details of the provision of funding for meals during the holidays be circulated to the Committee.	The briefing has been circulated to the Committee.	Director of Children's Services	7 <sup>th</sup> December 2020

## Children, Education &amp; Families Work Programme 2020/21

<b>SACRE</b>		<b>3<sup>rd</sup> March 2021</b>
<b>Children, Education &amp; Families PDS Committee</b>		<b>10 March 2021</b>
<b>Item</b>		<b>Status</b>
Annual Scrutiny Report 2020/21	Annual Report	PDS Item
Education Outcomes	Information Report	PDS Item
Capital Programme 2020/21 Q.3		PH Decision
Budget Monitoring 2020/21 Q.3		PH Decision
Scrutiny of the Director of Education		PDS Item
Contracts Activity Report (Part 1 and Part 2)		PDS Item
Expenditure on Consultants 2019/20 and 2020/21	Referred from ERC PDS	PDS Item

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Report No.  
CEF20040 A

London Borough of Bromley

PART ONE – PUBLIC

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**Decision Maker:** Children, Education and Families Policy, Development and Scrutiny Committee

**Date:** 26 January 2021

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

**Title:** Performance Reporting – Children’s Scrutiny Dataset

**Contact Officer:** Georgina Sanger, Head of Service, Strategy and Performance (Children’s)  
Tel: 020 8461 7839 E-mail: georgina.sanger@bromley.gov.uk

**Chief Officer:** Naheed Chaudhry, Assistant Director Strategy, Performance and Corporate Transformation  
Tel: 020 8461 7554 E-mail: naheed.chaudhry@bromley.gov.uk

**Ward:** All

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1. Reason for report

1. To provide the Scrutiny Committee with a regular update on the performance of services for children. The performance index provided in appendix one is as at the end of October 2020.

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2. **RECOMMENDATION(S)**

1. The Committee note and comment on the October 2020 outturns of key performance indicators and associated management commentary.

### Corporate Policy

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

### Financial

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

### Staff

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

### Legal

1. Legal Requirement: Non-Statutory - Government Guidance
  2. Call-in: Not Applicable
- 

### Customer Impact

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

### Ward Councillor Views

1. Have Ward Councillors been asked for comments? No
2. Summary of Ward Councillors comments:



### 3. COMMENTARY

- 3.1 In January 2018, the Performance and Budget Sub-Committee received a draft of a new performance management framework document in respect of children's services. This document described the roles and responsibilities of elected members and officers in managing the performance of the council's services for children and families. The specific responsibilities of the Education, Children and Families Select Committee and its Budget and Performance Sub-Committee were identified as *'receiving reports on performance, asking challenging questions about areas of underperformance, and making recommendations accordingly to the Executive'*.
- 3.2 The accompanying report recommended that Sub-Committee should, on behalf of the Select Committee, receive a regular update on a suite of performance measures in respect of children's services. This would be over and above more detailed reports on specific areas of practice – eg Corporate Parenting reports; annual School Standards reports – already received by the Sub-Committee. The suite would be selected from the much wider set of data collected and reported both internally and externally in respect of children's services and would act as a regular 'health check' on key areas of service delivery to enable scrutiny and enquiry from elected members.
- 3.3 The Sub-Committee agreed a proposed suite of indicators in March 2018 and agreed to receive four performance reports a year. Where appropriate, Directors have attributed either a target or a range of acceptable performance/outturns alongside trend and benchmarking data, these allow Members to be alerted to issues where they need further exploration only. It was agreed that the quarterly reports would provide management commentary against those indicators that were performing below expectation. Directors would also report on any other indicators not in the index, by exception, should they have particular concerns or if they wished to report particularly good performance.
- 3.4 Directors have provided number and percentage outturns in order to allow the Scrutiny Committee to gain a sense of scale and relativity. It was agreed that the suite of indicators would be reviewed annually and changed only on a periodic basis. It is worth noting that the committee will also be in receipt of the regular Finance, Contracts Register and Risk Register updates, these will provide some reassurance under the broader performance management framework.
- 3.5 Data within this part 1 report may have been suppressed in order to minimise the risk of sensitive personal information being identified and to comply with the General Data Protection Regulation. The publication of data should not result in the identification of a person when it is reviewed with other publicly available data or when combined with information provided through FOI requests. Performance information for these indicators for this reason is presented in the Part 2 report.
- 3.6 **MANAGEMENT COMMENTARY ON EXCEPTION – Index indicators performing below expectation.**

As at the end of October 2020, the following Children's Scrutiny Dataset key performance indicators were performing below expectation.

Please refer to the Part two report for management commentary on indicators 22 and 23 as per the data suppression outlined in the paragraph above.

### **3.6.1 Indicator 21: % of Children Looked After cases which were reviewed within required timescales (AMBER)**

The target for the percentage of children looked after with reviews in held in timescale is set between 95% and 100%, and the Reviewing Officer group is committed to the principle that no review should happen outside of timescales. At the outset of the year in April, 88% were reported as in timescale and whilst this increased over the following months, this has dropped slightly as at the end of October 2020.

Due to constraints within the current case management system, there is an increased chance of elements of the review process being incorrectly recorded, sometimes leading to reviews not being captured correctly, or occurring out of timescale. The Quality Improvement Service keeps a full record of all reviews that are flagged as out of timescale, but due to the nature of the review timescales, if one review is out of timescale, subsequent reviews will also continue to be out of timescale.

Additional factors which may result in reviews out of timescale are late notifications to the QI Service at the point at which a child becomes looked after, resulting in a delay to the scheduling of a first review; rarely Reviewing Officers and Social Workers are unavailable within the timeframe; and on very rare occasions a review has been deferred owing to lack of a required report being available. Reviewing Officers will also use the dispute resolution process to work with individual managers and social workers where delays are apparent to prevent future occurrences.

### **3.6.2 Indicator 26: % of Care leavers who are in Education, Training or Employment (ETE) (RED)**

This cohort for this indicator is those care leavers who have had their 19<sup>th</sup>, 20<sup>th</sup> or 21<sup>st</sup> birthday in the year to date, and their Education, Training or Employment (ETE) status as at their birthday. The target for this indicator is set between 47% and 52%. As at the end of September 2020, 38% of the cohort were in education, training or employment.

There are currently 122 out of 228 young people Not in Education, Training or Employment (NETE) which is in some ways a reflection of the times. Many young people lost jobs in retail/ hospitality during lockdown. An increase in NETE was anticipated as youth unemployment nationally is going to be a huge crisis moving forward. In this anticipation we created an ETE strategy to respond. The job description of the ETE worker in the Leaving Care Teams has been revised to enable work with a wider cohort of the young people who become NETE. The ETE panel has been revamped this year and it is now supported by Bromley Education Business Partnership and Department for Work and Pensions who attend to offer tailored opportunities. A new group work programme was created to support young people and delivered to 8 young people in October who engaged well but their planned work experience was cancelled due to the second lockdown. There is improved tracking of NETE young people and a new pathway of referral into panel for young people to be heard before they have been NETE for 28 days to ensure a prompt response. Work has been undertaken with HR to support young people into apprenticeships across the council and HR also offered one ringfenced opportunity for care leavers in Learning and Development. These measures will hopefully stabilise NETE numbers but with entry level jobs disappearing amongst an economic downturn, colleges refusing January intakes and further education also cutting courses, there are going to be challenges ahead.

### 3.6.2 Indicator 29: Average Caseloads (Children’s Social Care) (AMBER)

Additional information has been provided to Members regarding caseloads within Children’s Social Care.

## 4. IMPACT ON VULNERABLE ADULTS AND CHILDREN

4.1 Examination of performance by elected members holding scrutiny roles is part of a broader performance management framework which supports improvement of services delivered to children, including those vulnerable to poorer outcomes.

## 5. POLICY IMPLICATIONS

5.1 The monitoring of key performance measures is part of the performance management framework developed to ensure that there is strong leadership and management oversight of children’s services in Bromley.

<b>Non-Applicable Sections:</b>	Financial Implications, Legal Implications, Personnel Implications, Procurement Implications
Background Documents: (Access via Contact Officer)	Children’s Scrutiny Dataset, agreement of regular performance monitoring (March 2018) <a href="http://cds.bromley.gov.uk/ieListDocuments.aspx?CId=593&amp;MId=6166&amp;Ver=4">http://cds.bromley.gov.uk/ieListDocuments.aspx?CId=593&amp;MId=6166&amp;Ver=4</a> Children’s Performance Management Framework (January 2018) <a href="http://cds.bromley.gov.uk/ieListDocuments.aspx?CId=593&amp;MId=6069&amp;Ver=4">http://cds.bromley.gov.uk/ieListDocuments.aspx?CId=593&amp;MId=6069&amp;Ver=4</a>

### Appendix One: Children’s Scrutiny Dataset, October 2020

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Children, Education and Families Scrutiny - Performance Index 2020/21

No.	Performance Indicators	Why is this important?	Polarity	Target or Range of acceptable performance 2020/21	Benchmarking and trend																	Year to Date	Notes
					Bromley 2019/20	Bromley 2018/19	Bromley 2017/18	England	London	RAG rating	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21		
<b>Early Help</b>																							
1.1	Number of families supported by the Bromley Children's Project (Early help) (Family referrals)		n/a	This is not a target measure	977	949	874	Local Measure	Local Measure	This is not a target measure	55	79	64	73	63	84	92					510	
1.2	Numbers of Children supported by the Bromley Children's Project (Early help) (under 18yrs)	This is not a target measure. Numbers of CAFs undertaken and/or Children supported by the Children's Project is an indicator of early identification of problems/issues for a child.	n/a	This is not a target measure	1694	1554	1366	Local Measure	Local Measure	This is not a target measure	104	139	130	134	116	139	158					920	
2	Number of Common Assessment Frameworks undertaken (CAFs)		n/a	This is not a target measure	588	709	668	Local Measure	Local Measure	This is not a target measure	25	25	40	37	25	47	45					244	
3	% outcome of School Ofsted inspections good or outstanding (overall effectiveness)	Schools are subject to regulation and inspection from Ofsted. Our ambition is that LB Bromley schools are at least good or better. This measure, to be considered alongside e.g. Key Stage results, progress measures, attendance and exclusion data. Permanent exclusion can severely disrupt a pupil's education and social networks. It can be extremely challenging to find alternative school/alternative education for pupils excluded in the secondary phase because of the nature of the factors leading to the exclusion. However, the LA has mechanisms in place to both minimise time out of education and to identify alternative provision for pupils who are permanently excluded. The LA monitors persistent absence in primary, secondary and special school sectors. Persistent absence harms pupils' outcomes but also triggers powers and duties the LA has to ensure pupils' attendance.	High	95-90%	97%	96%	93%	89%	93%	GREEN			97%			97%							
4	Number of Primary permanent exclusions (Bromley schools) (Number YTD Academic year)		Low	0	Data published July 2021	x (rate: 0.00)	x (rate: 0.01)	Rate: 0.02	Rate: 0.01	GREEN	0	0	0	0		0	0						
5	Number of Secondary permanent exclusions (Bromley schools) (Number YTD Academic year)		Low	22-36 (rate of 0.10-0.16)	Data published July 2021	62 (rate: 0.21)	57 (rate: 0.26)	Rate: 0.20	Rate: 0.19	GREEN	25	25	25	25	Data suppressed, see part 2 report								
6	% of Secondary persistent absenteeism (10% absence) (Academic year)		Low	11-11.9%	Data published March 2021	12%	11%	13.7%	12.0%	Annual measure													
7	% of excess weight in children age 4-5 years (overweight and obesity) (Academic year)		Low	TBC	Available May 2021	20.7%	19.7%	22.6%	21.8%	Annual measure													
8	% of excess weight in children aged 10-11 years (overweight and obesity) (Academic year)	There is concern about the rise of childhood obesity and the implications of such obesity persisting into adulthood. The risk of obesity in adulthood and risk of future obesity-related ill health are greater as children get older	Low	TBC	Available May 2021	30.7%	28.2%	34.3%	37.9%	Annual measure													
<b>Safeguarding and Child Protection</b>																							
9	Number of 'Referrals' to Children's Social Care	Measure of demand for CSC services and an identification of the effectiveness of early help, as well as if thresholds are understood by partners.	n/a	This is not a target measure	3939	3,422	2,372	646,120	100,620	This is not a target measure	224	213	259	361	269	409	416					2151	
10	% of statutory Assessments authorised within 45 days (Year to Date)	Assessments are undertaken in order to identify whether or not statutory thresholds for children's social care have been met and statutory services are required. There is a 45 day statutory timescale for completion - this is a measure of efficiency and effective management oversight. It is also a reflective of manageable caseloads.	High	95 - 83%	86%	81%	88%	83%	82%	GREEN	92%	91%	92%	93%	92%	89%	88%						
11	Child Protection Plans rate per 10,000	This is a prevalence measure which is examined by managers and regulators alongside other rates including CIN and CLA. These provide a proxy for the 'balance' in the child care system. It can also reflect events/issues nationally e.g. media coverage of child abuse enquiries. Rates should be broadly in line with benchmarks, particularly statistical neighbours. Low rates could suggest thresholds that are too high and a failure to recognise child neglect or abuse.	n/a	This is not a target measure	38	33	30	43	39	This is not a target measure	39	39	37	35	35	33	34						
12	Number of children subject of a Child Protection Plan	This is not a performance measure but indicates prevalence of need for intensive social care intervention. Also volume of intensive casework and social worker capacity required to fulfil statutory duties. Links to Child Protection Plans for children subject to a CP plan for the second or subsequent time in respect of decisiveness and impact of child protection interventions.	n/a	This is not a target measure	290	244	222	51,080	7,760	This is not a target measure	297	298	281	267	265	253	256						
13	% of Children subject of a Child Protection Plan with an allocated Social Worker	It is a statutory requirement that all Child Protection Plan casework is allocated to qualified social workers. This is a proxy for high quality interventions undertaken by qualified practitioners who are subject to national professional standards	High	100%	100%	100%	New measure	Local Measure	Local Measure	GREEN	100%	100%	100%	100%	100%	100%	100%					100%	
14	% of quorate attendance at child protection conferences (ICPC and Reviews)	Child protection plans almost invariably require input from a range of professional disciplines and agencies. This is a proxy for appropriate engagement of key agencies e.g. NHS; Police in Child protection planning and delivery.	High	100 - 92%	99% (initial) 100% (review)	98% (initial) 96% (review)	New measure	Local Measure	Local Measure	GREEN			100% (initial) 99% (review)			100% (initial) 100% (review)						100% (initial) 99% (review)	
15	% of reviews completed within timescale for Children with Child Protection Plans	There is a national framework of expectations around interventions with children requiring safeguarding. This measure is a proxy for appropriate management/IRO (Independent Reviewing Officer) oversight of complex casework and decisive social work planning.	High	100 - 95%	99%	99%	97%	92%	96%	GREEN	100%	100%	100%	100%	100%	100%	100%					100%	
16	% of Children that became the subject of a Child Protection Plan for the second or subsequent time	If a second child protection plan is required for similar reasons, this could indicate potential lack of impact of earlier Child protection interventions. It can often demonstrate multiple risks/challenges faced by children and families. It prompts enquiry into whether or not other statutory interventions should be/should have been considered. Was the child removed from the plan too early? Was practice too optimistic?	Low	20- 15%	16%	16%	20%	19%	15%	GREEN	33%	23%	21%	16%	18%	14%	10%						
17	Average number of weeks taken to complete Care proceedings against a national target of 26 weeks (CAFCASS definition)	It is imperative to avoid 'drift' in making permanency plans for CLA. Time taken to undertake care proceedings is a proxy for decisive casework and can be looked at alongside timeliness of achieving adoptions. The measure can be affected by issues beyond professional control e.g. court delays.	Low	26 weeks	42	36	32	32	32	Data Not Published													

No.	Performance Indicators	Why is this important?	Polarity	Target or Range of acceptable performance 2020/21	Benchmarking and trend																	Year to Date	Notes
					Bromley 2019/20	Bromley 2018/19	Bromley 2017/18	England	London	RAG rating	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21		
<b>Children Looked After and Care Leavers</b>																							
18	Children Looked After rate per 10,000	As above this is a prevalence measure to be looked at alongside others including CiN/CP rates and should also be, broadly, in line with London and statistical neighbours. Low rates could suggest thresholds that are too high.	n/a	This is not a target measure	43	47	42	62	52	This is not a target measure	43	43	43	43	43	43							
19	Number of Children Looked After	As above this is compared with appropriate benchmarks and the measure also indicates professional social work capacity and placements/budgets required to fulfil statutory responsibilities.	n/a	This is not a target measure	328	348	310	72,670	9,910	This is not a target measure	328	330	329	330	324	324	325						
20	% of Children Looked After with an allocated Social Worker	It is a statutory requirement that all CLA casework is allocated to qualified social workers. This is a proxy for high quality interventions undertaken by qualified practitioners who are subject to national professional standards.(NB: Care Leaver often request a YPS who are not qualified social workers)	High	100%	100%	100%	New measure	Local Measure	Local Measure	GREEN	100%	100%	100%	100%	100%	100%					100%		
21	% of Children Looked After cases which were reviewed within required timescales	There are statutory requirements for reviewing the care plans for CLA within set timescales. This measure is a proxy for appropriate management/IRO (Independent Reviewing Officer) oversight of complex casework and decisive social work planning.	High	100- 95%	91%	97%	90%	Not available	Not available	AMBER	88%	94%	95%	96%	96%	95%	93%						
22.1	Number of in-house foster carers recruited (households) (YTD)	We have set ambitious targets for increasing the number and range of in-house foster carers. Although placements with foster carers are, almost invariably, the first option to be considered for CLA, a shortage of 'in house' carers i.e. recruited and approved by Bromley can result in placements being commissioned from other areas.	High	This is not a target measure	X	15	x (rate: 0.01)	Local Measure	Local Measure	This is not a target measure	Data suppressed, see part 2 report												
22.2	Number of in-house foster carers recruited (YTD)	The key aim for looked after children who cannot return to their families of origin is to find alternative permanent families. Numbers of adoptions arrangements are, therefore, closely monitored by managers. Central government, from time to time and including the present government, issues policies aimed at increasing the number of children adopted.	High	20	X	27	26	Local Measure	Local Measure	AMBER	Data suppressed, see part 2 report												
23	Number of Children Looked After who were adopted	The key aim for looked after children who cannot return to their families of origin is to find alternative permanent families. Numbers of adoptions arrangements are, therefore, closely monitored by managers. Central government, from time to time and including the present government, issues policies aimed at increasing the number of children adopted.	High	16	x	18	14	Local Measure	Local Measure	AMBER	Data suppressed, see part 2 report												
24	Stability of placements of Children Looked After - number of placements (3 placements or more in the year)	There are two key measures for placement stability – Placement stability is a foundation stone for improving outcomes for CLA as it enables consistent relationships between young people and their carers; consistent school placements; a settled context in which young people can develop social networks etc. While some placement moves are 'positive' – e.g. move to a permanent home; move to withdraw a young person from a risky environment, others occur due to e.g. breakdown of relationships/behaviour issues etc. and should be minimised.	Low	12-0%	10%	10%	12%	10%	10%	GREEN	0%	0%	0%	0%	1%	2%	2%						
25	Stability of placements of Children Looked After - length of placement	There are two key measures for placement stability –The length of placement indicator refers to children under the age of 16 who have been in care for 2 and half years or more and have been in their current placement for 2 years or more. Placement stability is a foundation stone for improving outcomes for CLA as it enables consistent relationships between young people and their carers; consistent school placements; a settled context in which young people can develop social networks etc. While some placement moves are 'positive' – e.g. move to a permanent home; move to withdraw a young person from a risky environment, others occur due to e.g. breakdown of relationships/behaviour issues etc. and should be minimised.	High	70% (In line with national or above)	60%	57%	67%	69%	68%	GREEN	54%	56%	60%	62%	69%	73%	73%						
26	% of Care leavers who are EET (aged 19, 20, 21) (DFE definition)	This indicator provides a guide to the effectiveness of Corporate Parenting in improving life chances for children in care.	High	52-47%	41%	45%	46%	50%	52%	RED				49%			38%						
27	% of Care Leavers in suitable accommodation (aged 19, 20, 21)	This indicator provides a guide to the effectiveness of Corporate Parenting in ensure Care Leavers have an appropriate and safe place to live.	High	84-76%	77%	81%	75%	84%	82%	GREEN				80%			80%						
28	Numbers of Care Leavers provided with starter or other tenancies		n/a	This is not a target measure	21	x	New indicator 18/19	Local Measure	Local Measure	This is not a target measure	0	0	0	Not Available	Not Available	Not Available	Not Available						
<b>Children's Social Care Caseload Promise: Average caseloads</b>																							
29	Average Caseloads	Following the 2016 Ofsted inspection Bromley committed to maintaining safe caseload levels. This is a measure of manageability of Social worker workloads.	n/a	12 - 15	18	16	x	Local Measure	Local Measure	AMBER	16	15	16	17	18	18	18						
<b>Children and Young People with complex needs</b>																							
30	% of CYP (16 - 17 year olds) not in education, employment or training (NEET)	Non-participation in education, employment or training beyond age 16 is a major predictor of long-term unemployment and low income. This indicator should be reviewed alongside the 'Not Known' outturn.	Low	1.7%-1.9%	1.5%	1.8%	1.9%	2.8%	1.9%	GREEN				2.0%			1.3%						
31	% of CYP (16 - 17 year olds) education, employment or training status 'not known'	The EET status of young people can be difficult to ascertain e.g. once pupils leave school. The aim is to have a low number of young people whose EET status is 'not known'. This indicator should be reviewed alongside the NEET outturn.	Low	0.7%-1.1%	0.3%	0.6%	0.7%	2.8%	2.7%	Reset at start of academic year leads to higher Not Known figures				0.5%			8.7%					1.1% is the threshold for Q1 national benchmark performance	
32	Number of First Time Entrants (FTEs) to the Youth Justice System aged 10-17	Offending can be linked to factors such as truancy, low attainment, substance misuse, employability etc. and the challenge to the council, schools and partner agencies in a local area is to prevent young people from entering the youth justice system.	Low	This is not a target measure	38	57	108	15182	3090	This is not a target measure	Data suppressed, see part 2 report												
33	Proportion of offenders that are proven to re-offending in the youth justice system	This indicator measures the re-offending of specific cohorts of young people following an initial pre-court or court disposal.	Low	42% - 35%	26%	28%	35%	42% 2015/16	48% 2015/16	GREEN	18%	18%	18%	19%	19%	20%	21%						
34	Number of children/Young People discussed at MEGA	This indicator provides a guide as to the awareness of CSE and gang risk.	n/a	This is not a target measure	35	28	New indicator 18/19	Local Measure	Local Measure	This is not a target measure	38	33	35	35	31	21	18						

The following indicators are measured on a calendar year:

No.	Performance Indicators	Why is this important?	Polarity	Target or Range of acceptable performance 2020	Benchmarking and trend													Year to Date	Notes					
					Bromley 2019	Bromley 2018	Bromley 2017	England 2019	London 2019	RAG rating	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19 / Q1	Jul-19			Aug-19	Sep-19 / Q2	Oct-19	Nov-19	Dec-19 / Q3
35.1	% of Education, Health and Care plans issued within statutory 20 week timescale <u>(excluding exception cases)</u>	In line with Children and Families Act 2014 Reform requirements, EHC plans replaced SEN Statements. They result from a multi-dimensional assessment of education, health and care needs. They specify outcomes to be achieved for a child and identify provision to meet those outcomes. There is a 20 week statutory timescale for completion, although there is a balance to be found between quality and timeliness.	High	75 - 65%	54%	60%	76%	60%	65%	Indicator not reported this quarter			48%			62%			67%				60%	
35.2	% of Education, Health and Care plans issued within statutory 20 week timescale <u>(including exception cases)</u>	In line with Children and Families Act 2014 Reform requirements, EHC plans replaced SEN Statements. They result from a multi-dimensional assessment of education, health and care needs. They specify outcomes to be achieved for a child and identify provision to meet those outcomes. There is a 20 week statutory timescale for completion, although there is a balance to be found between quality and timeliness.	High	This is not a target measure	49%	52%	67%	59%	60%	This is not a target measure			43%			55%			41%				46%	

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Report No.

London Borough of Bromley

PART 1 - PUBLIC

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**Decision Maker:** PORTFOLIO HOLDER FOR CHILDREN, EDUCATION AND FAMILIES

**Date:** 26 January 2021

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

**Title:** AN INTERGENERATIONAL DOMESTIC VIOLENCE AND ABUSE STRATEGY FOR 2021-2024 'MAKING DOMESTIC ABUSE EVERYONE'S BUSINESS'

**Contact Officer:** Rachel Dunley, Head of Service for Early Intervention and Family Support  
0208 461 7261 [Rachel.dunley@bromley.gov.uk](mailto:Rachel.dunley@bromley.gov.uk)

**Chief Officer:** Janet Bailey, Director of Children's Social Care

**Ward:** All Wards

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## 1. Reason for report

- 1.1 The previous strategy, Violence Against Women and Girls (VAWG) Strategy 2016-19 has expired and a new wider and more comprehensive strategy has now been developed and designed to encompass the full remit of domestic violence and abuse.
- 1.2 Domestic abuse crosses the whole borough, all communities, all ages, and all socio-economic groups. The new strategy has been developed to address this and challenges all partners to work together to tackle this.
- 1.3 The new strategy, An Intergenerational Domestic Violence and Abuse Strategy For 2021-2024 'Making Domestic Abuse Everyone's Business' demonstrates Bromley's commitment to tackling perpetrators and supporting both victims and survivors of domestic abuse in its widest sense and invites partners to join our public demonstration of this commitment.

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## 2. RECOMMENDATION(S)

- 2.1 The PDS is invited to note, endorse and recommend the promotion of the new strategy, 'An Intergenerational Domestic Violence and Abuse Strategy For 2021-2024 'Making Domestic Abuse Everyone's Business'.
- 2.2 The Portfolio Holder is recommended to note and endorse and approve the promotion of the new strategy, 'An Intergenerational Domestic Violence and Abuse Strategy For 2021-2024 'Making Domestic Abuse Everyone's Business'.

## Impact on Vulnerable Adults and Children

### 1. Summary of Impact:

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#### Corporate Policy

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

#### Financial

1. Cost of proposal: N/A.
  2. Ongoing costs: N/A
  3. Budget head/performance centre: 132569
  4. Total current budget for this head: £179K
  5. Source of funding: MOPAC (Mayors Office for Police & Crime)
- 

#### Personnel

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

#### Legal

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

#### Procurement

1. Summary of Procurement Implications:
- 

#### Customer Impact

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

#### Ward Councillor Views

1. Have Ward Councillors been asked for comments? N/A
2. Summary of Ward Councillors comments:

### **3. COMMENTARY**

- 3.1 Responding to domestic violence and abuse is a complex and multi-faceted issue that touches many people's lives in many different ways. Domestic violence is like no other crime insofar as the perpetrator has intimate and constant access to the victim. Domestic violence and abuse are experienced by adults and children from all backgrounds, and many domestic incidents remain unreported and often result in devastating consequences for long term mental and physical health.
- 3.2 Domestic abuse costs society an estimated £15.7bn per year. Domestic abuse has a significant impact on a wide range of services including housing, criminal justice and social service provision. Nationally, violent crime figures show that despite a long downward trend in violent crime, domestic abuse remains a widespread problem which affects more than 8.5% of women and 4.5% of men every year, two women are killed every week in England and Wales by a current or former partner. The Home Office's 'The Economic and Social Costs of Domestic Abuse' Research Report dated January 2019 suggests (p.6) that the total cost of domestic abuse in England and Wales for 2016/17 including economic and social costs, reached a staggering £66bn with a unit cost of £34,015. The report further suggests that whilst the £66bn cost appears large, it is most likely an under-estimate.
- 3.4 The Metropolitan Police recorded a total of 1,316,800 domestic abuse related incidents and crimes in the year ending March 2019. 746,219 of these were recorded as domestic abuse related crimes which is an increase of 24% from the previous year. During the first Covid-19 lockdown, the Metropolitan Police reported that its officers were arresting around 100 people a day for domestic abuse offences. Overall domestic abuse incidents are reported to increase by 3% year by year. Between June 2019 and May 2020 there were 4,776 domestic abuse incidents in Bromley and 3037 domestic abuse offences. There has been an increasing prevalence of incidents in Bromley over the last three years.
- 3.5 Domestic abuse sits within an increasing body of legislation, policy and guidance that is applicable to victims, perpetrators and children. The Crime and Disorder Act 1998 ('CDA') places a statutory duty on local authorities and the police to work together with other agencies to tackle crime at a local level through the provision of a Community Safety Strategy that should include domestic abuse (Bromley Community Safety Partnership Strategy 2020-2023). The CDA also places a statutory requirement on local authorities to monitor the level of domestic abuse in their communities and establish partnerships, in order to reduce the problem as well as work together with other agencies to highlight the issue and coordinate a response. In Bromley we have therefore produced a specific domestic violence and abuse strategy that expands upon the Bromley Community Safety Partnership Strategy 2020-2023 (Priority 2), as well as reintroducing both a multi-agency DVA VAWG Strategic Board and multi-agency DVA VAWG Operational Forum.

### **4. SUMMARY OF THE BUSINESS CASE**

- i. The new strategy, An Intergenerational Domestic Violence and Abuse Strategy For 2021-2024 'Making Domestic Abuse Everyone's Business' has been developed to address domestic abuse in its widest sense across the whole borough, all communities, all ages, and all socio-economic groups.
- ii. The new strategy has been developed in consultation with partners from across the wider workforce from the initial consultation workshops in December 2019 through to commentary on the final draft during November/December 2020.
- iii. Comments have been formally sought via the membership of the multi-agency DVA VAWG Strategic Board, multi-agency DVA VAWG Operational Forum and the multi-agency Safer Bromley Partnership.
- iv. This strategy fulfills the local authority's duty under the Crime and Disorder Act 1998 but equally importantly will raise the profile of this hideous crime and encourage a joint multiagency approach to tackling perpetrators and supporting victims and survivors of domestic violence and abuse.

## **5. STAKEHOLDER ENGAGEMENT**

- 5.1 Due to the nature of this strategy reach across all departments within the Local Authority, the Chief Executive, The Director of Children's Services, The Assistance Director of Children's Services in their capacity as the Chair of the DVA VAWG Strategic Forum, and Children Education and Families Senior Leadership Team have been consulted with as part of drafting this report.
- 5.2 In addition to those mentioned in 5.1, key partners across the wider workforce through the membership of the Safer Bromley Partnership, Bromley Safeguarding Adults Board, Bromley Safeguarding Children's Partnership, DVA VAWG Strategic Board and DVA VAWG Operational Forum were invited to contribute via the initial consultation in December 2019.
- 5.3 The final draft document has been shared with the membership the Safer Bromley Partnership, DVA VAWG Strategic Board and DVA VAWG Operational Forum for comment. All feedback received has been reviewed and used to shape the finished document.
- 5.4 If the Portfolio Holder accepts the recommendation to note, endorse and promote this new strategy, it will be tabled formally at the following:-
- i. The Safer Bromley Partnership
  - ii. Bromley Safeguarding Children Partnership
  - iii. Bromley Safeguarding Adults Board
  - iv. Health and Wellbeing Board
- 5.5 Partner Agencies will be invited to sign up to the 'commitment' on p.58; where this commitment has been made, their signatures already appear. However, it is anticipated that through the wider promotion of this strategy an updated version will be required to capture other agencies prepared to publicly demonstrate their commitment. It is proposed to complete this by April 2021.

## **6. PROJECT TIMESCALES AND GOVERNANCE ARRANGEMENTS**

- 6.1 Responsibility for the provision of this strategy sits with the DVA VAWG Strategy Board and this has been delegated to the DVA VAWG Strategic Lead who sits within Children's Social Care – Early Intervention and Family Support Services.
- 6.2 The new strategy, 'An Intergenerational Domestic Violence and Abuse Strategy For 2021-2024 'Making Domestic Abuse Everyone's Business'', is proposed to cover the period 2021 – 2024.
- 6.3 The ambition is for this to be noted and endorsed in January 2021 to allow this to be tabled across the various Partnership/Board meetings, as listed in 5.4 above, as early as possible during 2021.

## **7. SUSTAINABILITY AND IMPACT ASSESSMENTS**

- 7.1 The new strategy, 'An Intergenerational Domestic Violence and Abuse Strategy For 2021-2024 'Making Domestic Abuse Everyone's Business'', will have a positive and vital impact as it will raise awareness and encourage multiagency partnership working.
- 7.2 The strategy is designed to compass all; communities, ages, genders, and socio-economic groups.

## **8. POLICY CONSIDERATIONS**

- 8.1 This strategy replaces the Violence against Women and Girls Strategy 2016-2019.
- 8.2 The Safer Bromley Partnership Strategic Assessment 2020-2023.

<b>Non-Applicable Sections:</b>	IT AND GDPR CONSIDERATIONS PROCUREMENT RULES FINANCIAL CONSIDERATIONS PERSONNEL CONSIDERATIONS LEGAL CONSIDERATIONS
Background Documents: (Access via Contact Officer)	

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# MAKING DOMESTIC ABUSE EVERYONE'S BUSINESS



In partnership with



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# Contents



<b>4</b> Executive summary	<b>6</b> Foreword	<b>11</b> An introduction to DVA	<b>18</b> A picture of Bromley
<b>19</b> DVA in Bromley	<b>28</b> Current services across the borough	<b>36</b> A partnership approach	<b>48</b> Our vision and priorities
<b>49</b> Our strategic aims	<b>51</b> Priority 1	<b>52</b> Priority 2	<b>53</b> Priority 3
<b>54</b> Priority 4	<b>55</b> Priority 5	<b>58</b> A partnership commitment	<b>62</b> Appendices

Please note:  
All the photos in this document are stock imagery.  
Some percentages will add up to more than 100% due to rounding.



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# Getting help and support

This is a strategy document about how we want to develop and improve our services over the next few years.

If you need support now this can be accessed from:

## Bromley & Croydon Women's Aid

Call 020 8313 9303  
Visit [www.bcwa.org.uk](http://www.bcwa.org.uk)

## National Domestic Violence Helpline

Call 0808 2000 247  
Visit [www.nationaldahelpline.org.uk](http://www.nationaldahelpline.org.uk)

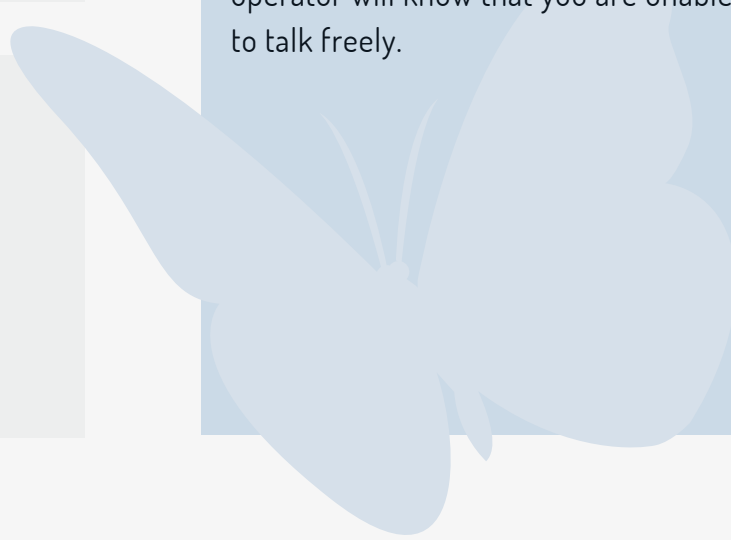
## Respect Men's Advice Line

Call 0808 801 0327  
Visit [www.mensadviceline.org.uk](http://www.mensadviceline.org.uk)

## If you are in immediate danger, call 999

If you are in an emergency situation please do not be afraid to call 999, otherwise you can contact the Police on the non-emergency telephone number 101 or visit your local police station to speak with an officer in confidence.

If you are unable to say which service you require you can press 55 and the operator will know that you are unable to talk freely.



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# Executive summary

We understand that it is everyone's responsibility to challenge and prevent Domestic Violence and Abuse (DVA) and Violence Against Women and Girls (VAWG). No single organisation or group can tackle these hideous crimes alone. The issue of DVA crosses the whole borough – across every community, every age band and every socio-economic group.

Our vision is:

to challenge DVA and VAWG at the earliest opportunity, before it becomes an issue, through the provision of high quality, accessible support services for all our residents which empower victims and survivors to take control of their situation and have the confidence to move forward with their lives

Domestic abuse is often referred to as a hidden crime as it is not always reported to the Police. We have a partial picture of the levels of abuse that people are experiencing which suggests that 5.7% of adults are estimated to have experienced domestic abuse. During the 12 months between June 2019 and May 2020, there were over 8,300 reported domestic abuse and sexual abuse incidents and offences in Bromley.

To better understand the picture of DVA in Bromley, we have held conversations with victims and survivors who have been supported by domestic abuse services in the borough. We believe their voices and experiences are crucial to shaping our future service provision in Bromley.

We understand that both adults and children can be victims of abuse. This abuse can impact both their physical and mental health. It is for this reason that we have chosen to adopt an intergenerational approach to our strategy.

The services we commission in Bromley support victims of all ages, genders, ethnicities, sexualities and backgrounds. We are committed to ensuring that all services are accessible and that they reflect and meet the needs of our diverse community.

A multi-agency partnership approach is essential in the delivery of effective, robust support to victims and survivors of DVA, and effective interventions for perpetrators. All partners have a responsibility to deliver on the actions and priorities outlined in this strategy.

## Through this strategy, we will focus on:



Promoting the message that tackling DVA is everyone's and every agency's responsibility



Commissioning effective services to support victims of DVA and VAWG



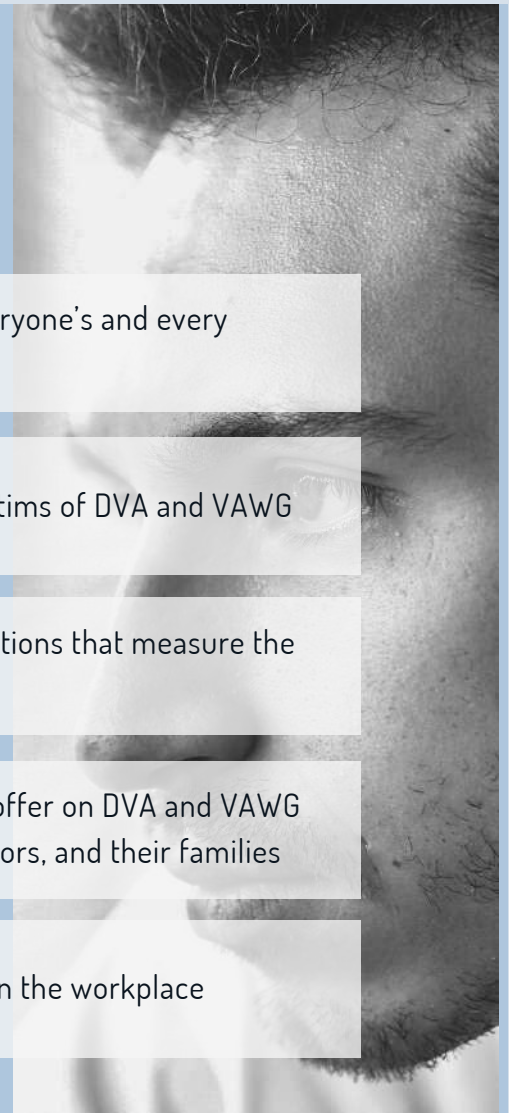
Challenging perpetrators and exploring interventions that measure the change in their behaviour



Increasing and developing our existing training offer on DVA and VAWG to improve local responses to victims and survivors, and their families



Introducing DVA Ambassadors to support staff in the workplace



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# Foreword

## I am pleased to introduce the first Intergenerational Domestic Violence and Abuse Strategy for Bromley.

This strategy is an important publication because it has the potential to touch the lives of large parts of our community. We have adopted an intergenerational approach to make sure that we can holistically tackle Domestic Violence and Abuse (DVA), as we recognise that it can happen at any stage of a person's life. This strategy has the full support of our Children's Safeguarding Partnership and our Adult Safeguarding Board.

In Bromley, we take DVA very seriously. We understand that it is everyone's responsibility to challenge and prevent DVA. No single organisation or group can tackle this hideous crime alone. The issues of DVA cross the whole borough. It incorporates:

- the whole workforce, whether child, adult or family focused
- services and support provided by the public, private and community sectors
- every community and all social economic groups

Our journey to cover all aspects of DVA in an intergenerational context will look at:

- when a woman falls pregnant and the impact that this has on the unborn child and later on in the child's life
- services that support our children and young people
- a child's transition into adulthood and how we educate young people on healthy relationships and promoting self-esteem
- highlighting what support services there are for women and girls to access
- addressing the support needs of boys and men
- support services for the Lesbian, Gay, Bisexual and Transgender (LGBT) community
- increasing awareness about dementia and abuse towards older people

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We need to support victims to change their lives, to free themselves and their children from the emotional and physical damage caused by this often insidious abuse. Equally, we need to support professionals working with families to be curious and explore further so that they can recognise domestic abuse. This will help them to support the victims to access the right help as early as possible and to reduce the impact on the wider family.

We are fully committed to this journey. Some examples of our commitment from 2019 include:

- appointing a Domestic Abuse Strategic Lead who sits within our Early Intervention and Family Support Service
- making tackling DVA one of our key priorities in the strategy of our Community Safety Partnership
- reviewing and refreshing our DVA Violence Against Women and Girls (VAWG) Strategic Board

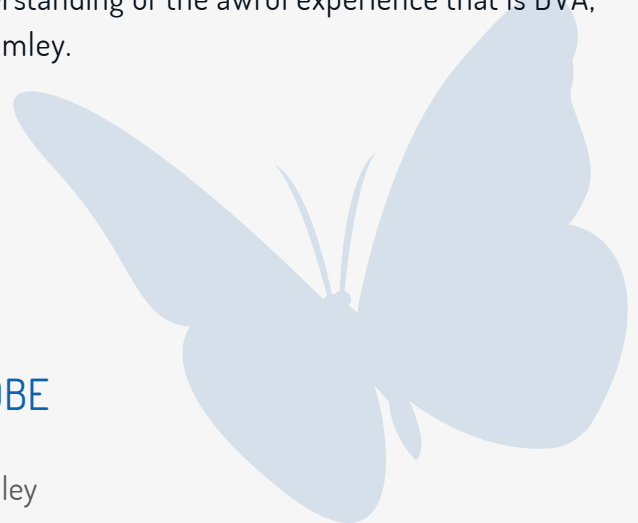
Only by working together can we have a positive impact and reduce DVA. This strategy provides a framework on how we plan to do this.

And finally, I want to close my foreword by bringing the focus back to the victims of this awful crime.

My sincere thanks go to those victims who have allowed us to share their experiences. Reading about their experiences brings to life the words 'domestic violence and abuse'. We cannot tackle something we do not understand. Sharing personal experiences in this way, we hope, will engage you in this journey, help you to have a more person-centred understanding of the awful experience that is DVA, and inspire you to be part of the positive change in Bromley.



**ADE ADETOSOYE OBE**  
Chief Executive  
London Borough of Bromley





Please note the client's name has been changed to Naomi to ensure anonymity. This was a name the survivor chose herself.

# NAOMI

I came to the UK three years ago, after an arranged marriage. He was good at the start, even though there were some problems with my dowry and my family were asked for more money by my husband's family. We lived in a shared house with another couple.

One day he asked me to cook for him but got really angry when I gave the food to him. This was the first time I saw him like this and it scared me. A few weeks later, I found out that he was having a relationship with another woman. He would leave the house for four days at a time each week and told me that he would be working out of London during that time. He would not contact me at all, whilst he was away.

The first winter I spent in the UK, I became sick with a viral infection. I tried to call him as he was away on "business", but he didn't answer his phone. I was scared to put the heater on as he had moaned about large utility bills and the winter clothes I brought with me had been put away in a storeroom, which I could not access. Eventually he contacted me, and I told him I was feeling unwell. He told me not to speak to anyone. I ended up calling his parents as I didn't know what else to do. I wasn't registered with a GP and didn't know how things operated in the UK. His father was angry and said if people back home heard of this, they would kill me.

My husband said I had to get a job and give my wages to him. I didn't have a bank account at that time, so he told me to use his account. It was at this point that he stopped buying food for me. If I asked for basic food items like milk, he told me to go to work to pay for them myself.

There was no intimacy between us and when I asked him why this was, he told me he didn't have sex with slaves. I wanted a baby but when I tried to discuss this with him, he kept avoiding the subject and said it would take some time for this to happen. He said it is difficult to raise a child in the UK and that he would think about it in three years' time. I stopped talking about it after a while as he would get so angry.

The first time he was physically violent towards me was when I asked him why he kept going away. He hit me and pulled my hair and told me I was on his spousal visa so had to do things his way. I was so scared. I wanted to go to the bathroom, but he wouldn't let me. I was crying and screaming, and he told me to be quiet as I wasn't in my home country any more, so I couldn't behave like that. The next day he was really nice to me but asked if he was using domestic violence towards me, which I found strange.

The physical violence stopped for a while, but he continued to withhold things from me and was becoming very controlling. I didn't realise it at the time, but now I am able to see it. He put me down a lot, he told me not to wear shorts as I had bad legs. He said he wouldn't kiss me as I was dark in complexion and had pimple marks. I was told that I was too short for him, even though he knew my height before he married me. He made threats to send me back home to my parents if I did things that he didn't agree with. He said this as he knew it would be frowned upon and even though he was behaving like this, I would be the one blamed for it. It would also impact my parents as there are many cultural factors involved. My mother is currently ill because of the stress this situation has caused her. I am too scared to go back home to see her, even though I am feeling homesick.

I have a degree in biology, but my husband held me back from applying for jobs in this industry and made me apply for jobs in several local bakeries instead, which I did. However, I was told that I was over-qualified for these roles. I had no one to talk to, no one to share things with. I felt very alone. He also began to block my number when he went away, so I couldn't call him.

The emotional abuse became worse over time. He would ask me to make a certain food dish and tell me to stand up rather than sit down when preparing this specific dish. On one occasion I took a small piece of food from a dish I had made; he got angry with me and threw all of the food away as I had touched it. I wasn't ever allowed to question his actions or ask him anything. He was never satisfied with my efforts to clean the house and always criticised what I had done.

Whilst browsing online one day, I came across an organisation called Rights of Women. I thought they were a counselling service, so I sent them an email. My husband saw my browsing history and he became physically violent towards me again. He pulled my hair, slapped me and pushed me to the floor.

A few days later, I contacted the Citizen's Advice Bureau as I didn't know what to do. They put me in touch with Women's Aid who gave me support both over the phone and face to face. I was told my relationship was not healthy and that I should consider leaving my husband. They put me in touch with a solicitor for legal advice and encouraged me to report the assault to the police, but I was worried that this would make things worse. I was assisted with applying for a non-molestation order which was granted. This meant he was not allowed to come to the house. However, I couldn't stay in the property, so I was moved to a refuge for my own safety.

At this point, my confidence was so low. I thought and hoped he might change but knew he was never going to. I was diagnosed with depression. I was totally dependent on him and was scared to come out of the relationship and worried if I would be able to manage on my own.

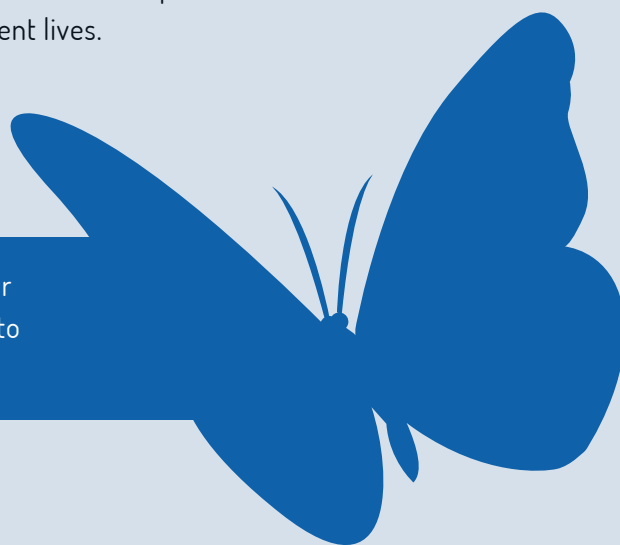
The staff at Bromley and Croydon Women's Aid (BCWA) were amazing. They supported me with applying for indefinite leave to remain which was granted and one of their support workers came with me to see a solicitor. I completed the Freedom Programme via BCWA which really helped me to see what I was going through. When the facilitator went through the characteristics of abusers, I was able to give an example for each one. The time I spent in a refuge allowed me to speak with other women and we were able to share our experiences. Spending time with some of the children in the refuge really helped me get through each day. The support workers were really supportive and were always there to listen to me. I was finally able to buy and choose my own food, when I needed to and not be reliant on my husband. I was able to go to sleep at night without having disturbed, sleepless nights.

The physical abuse hurt at the time but doesn't now. The emotional abuse is like an open wound, it still hurts and has scarred me. I didn't ever think I would have to make these kinds of decisions. It can be very difficult for women to leave in situations like mine due to the cultural influence and impact, but it got to a point where I couldn't take any more. Looking back there were early signs of him being abusive but I didn't take it seriously.

I have attended some free training programmes which have helped distract me from what has happened. I am finally able to be free, with no one restricting me. I also attend a temple for prayers and have taken up belly dancing classes, yoga, cycling and swimming. I meditate, practise self-care and read books on mindfulness as this helps. I am finally doing things that make me happy. I would like to pursue a career in counselling. I find talking to others is healing and you realise some people have experienced things so much worse than I have. I am excited about learning new things as it allows me to forget things for a short time. I know in time as I get stronger, it will get easier.

I would like to thank all the refuge workers who supported me and hope that sharing my story helps others who are scared to come out of abusive relationships, realise their potential and have the confidence to lead happy, independent lives.

We wish to express our sincere thanks to our survivor for writing this account of their experience and allowing us to publish it.





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# An introduction to DVA

## What is domestic abuse?

Domestic abuse is:

“An incident or pattern of incidents of controlling, coercive, threatening, degrading and violent behaviour, including sexual violence, in the majority of cases by a partner or ex-partner but also by a family member or carer. It is very common. In the vast majority of cases it is experienced by women and is perpetrated by men.” <sup>[1]</sup>

Domestic abuse can include, but is not limited to, acts of:

### Physical abuse

Any form of physical contact, such as pain or injury, physical harm, hitting and punching, spitting and biting.

### Sexual abuse

Can be either ‘contact’ or ‘non-contact’ and includes rape and sexual assault, which is often perpetrated using force or by taking advantage of another person.

### Financial or economic abuse

Controlling access to money or resources, including putting someone into debt, preventing them from working or taking their wages.

### Psychological and emotional abuse

It is often difficult to recognise and is often a feature in all other types of abuse, as well as on its own, and it can include name-calling, threats and manipulation.

### Coercive control

Coercive or controlling behaviour, such as intimidation, isolation, humiliation and control with the use of threatening behaviour, to harm, punish or frighten the victim.

### Online and technical abuse

A newer form of abuse, such as sending abusive text messages, demanding access to devices, using secret tracker apps and spyware, and sharing images online without the person's consent.

Source:

[1] Women's Aid - [www.womensaid.org.uk/information-support/what-is-domestic-abuse](http://www.womensaid.org.uk/information-support/what-is-domestic-abuse)

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# What is Violence Against Women and Girls?

Violence Against Women and Girls (VAWG) is both a cause and a consequence of gender inequality in society. It is referred to as:

“A grave violation of human rights. Its impact ranges from immediate to long-term physical, sexual and mental consequences for women and girls, including death. It negatively affects women’s general well-being and prevents women from fully participating in society.”

VAWG includes the following strands:

## Domestic violence and abuse

This encompasses the forms of abuse listed above.

## Sexual violence

This involves any sexual act or attempt to obtain a sexual act by violence or coercion, to express power and dominance over the victim. It also includes acts to traffic a person or behaviour directed against a person’s sexuality. It disproportionately affects women and girls and is mainly perpetrated by men towards female partners.

## Female Genital Mutilation (FGM)

This is also known as female circumcision or female genital cutting. It comprises procedures that involve partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons. It is illegal for FGM to be performed in the UK or to arrange for a girl to go to another country for it to be carried out there. The Female Genital Mutilation Act 2003 covers both criminal and civil legislation on FGM practices. Due to the hidden nature of this crime the full extent of how many women and girls have experienced FGM is unknown. A mandatory reporting duty for FGM came into effect in October 2015, which requires all regulated health and social care professionals and teachers to report known cases of FGM in anyone under the age of 18 to the Police. An FGM Protection Order can be applied for from the Courts if someone is known to be at risk of FGM.

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## Modern Slavery and Trafficking

This can take many forms including slavery, forced sexual exploitation, forced or compulsory labour and human trafficking. Modern slavery is a complex crime and may involve multiple forms of exploitation. Victims may not be aware that they are being trafficked or exploited, and may have consented to elements of their exploitation, or accepted their situation. Forced labour is the most common form of slavery in the UK. A growing form of slavery is trafficking into crime, where children and young people are groomed into criminal drug gangs. This is known as 'county lines' trafficking.

## Harassment and stalking

This is persistent and unwanted attention that makes you feel harassed and anxious. It involves behaviour that happens more than once, which is directed at or towards a person, which causes them to feel distressed. The behaviour can continue for a long period of time which can make the victim feel very anxious and afraid. Stalking and harassment can also take place online through social media platforms and "cyber-stalking" or online threats can be just as intimidating.

## Prostitution

This is the term used for the exchange of sexual services for financial gain. Prostitution is not currently illegal but there are a number of offences linked to it, such as running a brothel or controlling a prostitute for gain. It is considered to be gender neutral with the majority of perpetrators being men, who incite and control the sellers of sexual services who are mainly women and girls. It is considered an abuse of power. However, there are many boys and men who are forced and coerced into sex working. If the person is under the age of 18, then it should be considered child sexual exploitation (CSE).

## Honour based violence

This consists of a range of violent practices which may be committed to protect or defend the honour of a family or community. Acts of violence are predominantly against women and girls and are committed by family members or other members of the wider community. It can take many forms including murder, forced marriage, rape, forced suicide, acid attacks, forced abortion, mutilation, threats, harassment, abduction and imprisonment.

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## Forced Marriage

This is where one or both parties do not or cannot consent to a marriage and pressure or abuse is used. In the UK, forced marriage is recognised as an abuse of someone's human rights. A forced marriage is different to an arranged marriage as in these circumstances, the families of both spouses will be involved with arranging the marriage, but the couple decide whether or not they wish to proceed with the arrangement.

## Child Sexual Exploitation (CSE)

This is a type of sexual abuse. Children and young people are exploited by being given something such as money, gifts, drugs, accommodation or increased attention and affection, in exchange for sexual activities. They are often tricked into believing that they're in a loving and consensual relationship, which is known as grooming. They may not realise that they are being abused as they trust their abuser and do not recognise the coercive nature of the relationship they are in. Abusers may use violence, coercion and intimidation to frighten or force the child or young person to do something, to make them feel as though they have no choice. CSE can also occur online, through the use of technology, where an abuser will attempt to gain a child's trust, before physically/sexually abusing them. They might be persuaded or forced to send or post sexually explicit images of themselves, film or stream sexual activities and engage in sexual conversations. Children and young people who are being exploited may also be used to coerce others to join associated groups as sexual exploitation can also occur in gangs. Perpetrators are often convicted for associated offences such as sexual activity with a child as there is no specific crime attributed to CSE.

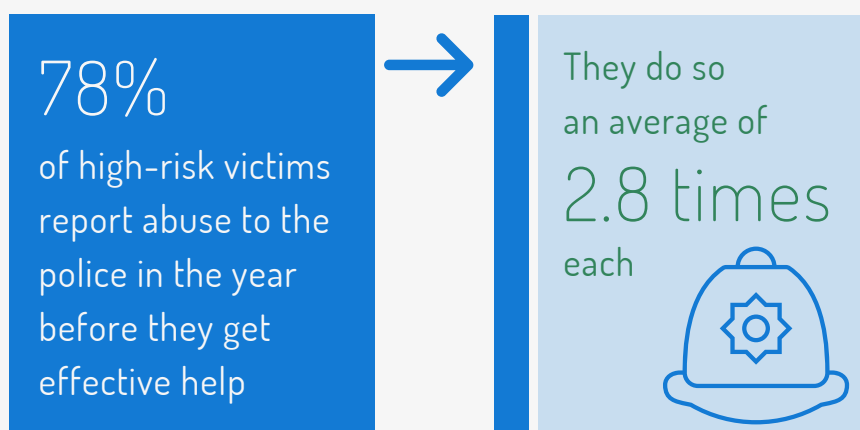
## The Domestic Abuse Bill

The Domestic Abuse Bill was introduced by the Government into the House of Parliament in July 2020 and is scheduled to receive Royal Assent in 2021.

Once it has received Royal Assent, the Act will create for the first time a cross-Government statutory definition of domestic abuse to ensure that domestic abuse is properly understood, considered unacceptable and actively challenged across statutory agencies and in public attitudes.

# How widespread is DVA?

Domestic abuse is often referred to as a hidden crime as it is not always reported to the Police. We have a partial picture of the levels of abuse that people are experiencing. It suggests that:



Sources:  
Office for National Statistics - [www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabuseprevalenceandtrendsendlandandwales/yearendingmarch2019](http://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabuseprevalenceandtrendsendlandandwales/yearendingmarch2019)

Safelives - <https://safelives.org.uk/policy-evidence/about-domestic-abuse/how-long-do-people-live-domestic-abuse-and-when-do-they-get>

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## The estimated economic and social costs of domestic abuse in England and Wales

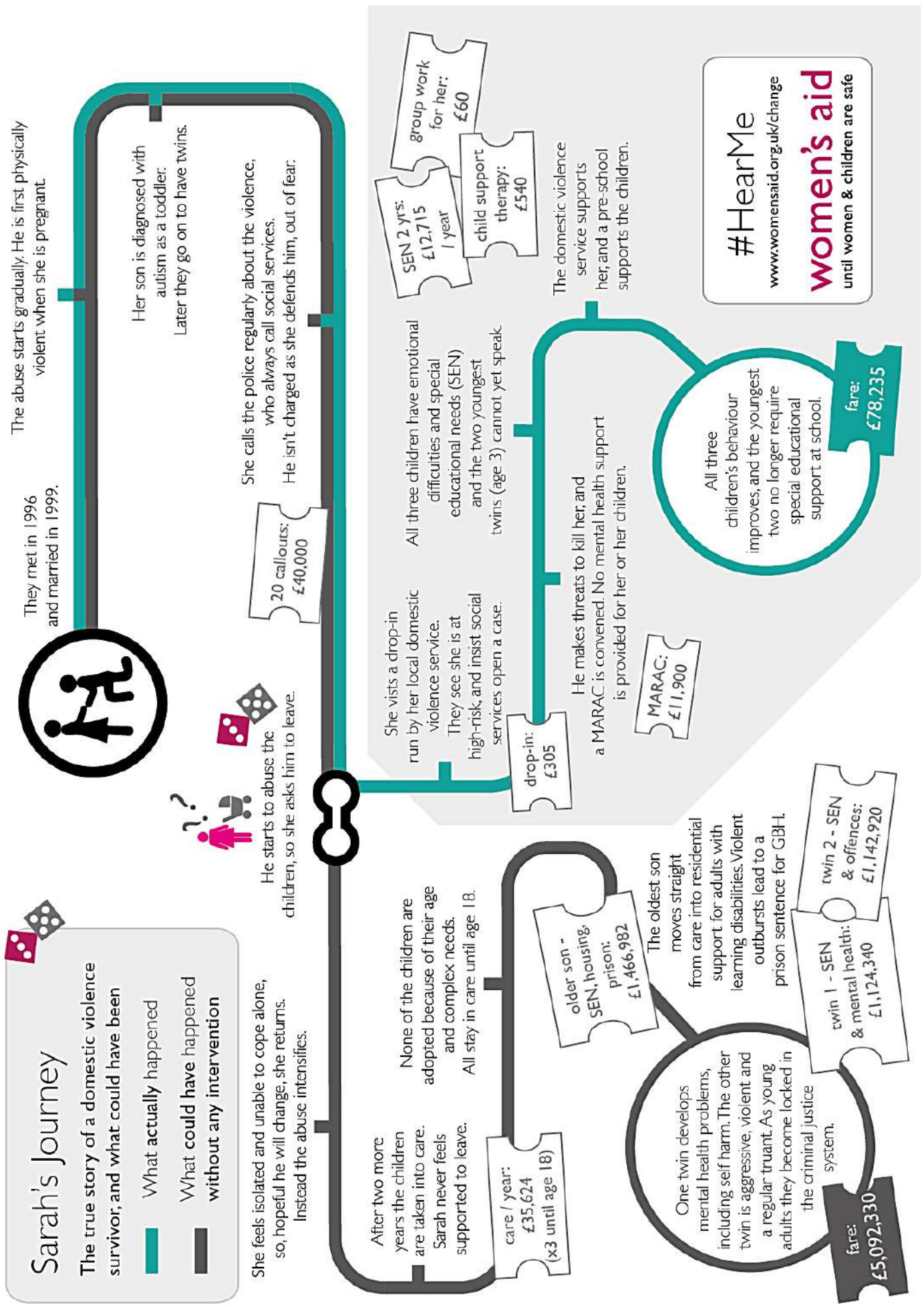
We recognise that all forms of domestic violence and abuse are unacceptable. Abuse from a partner or family member is a prevalent issue and the consequences can have long lasting effects on those who experience it.

The true cost is often difficult to calculate but the estimated economic and social costs of domestic abuse in England and Wales is believed to be around £66 billion.

The largest element is the emotional and physical harm experienced by the victim and survivor with an estimated cost of £47 billion.

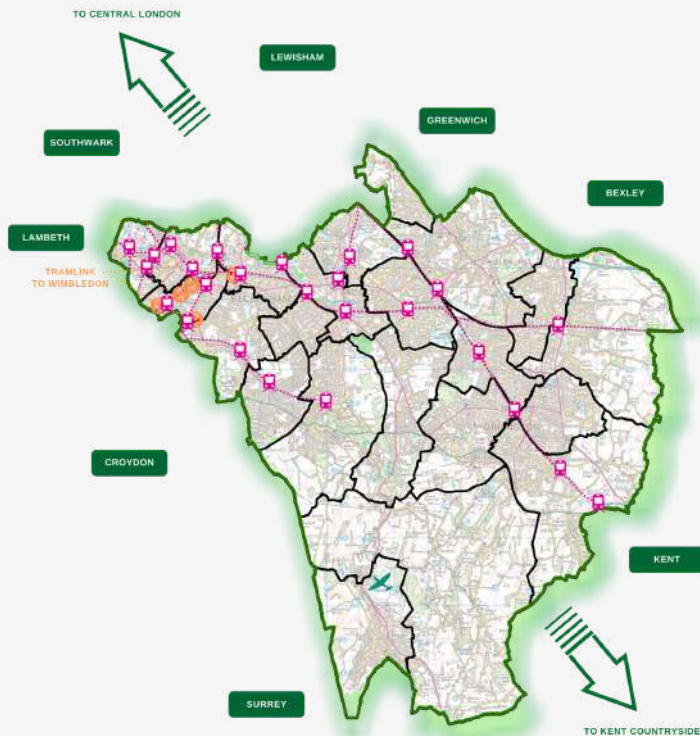
Women's Aid have produced a set of infographics to visually share the journey of a victim and the paths they could have taken. These illustrate the enormous cost, in human and financial terms, of not listening to women and responding to their needs. The image on the next page illustrates 'Sarah's journey'.





Source: Women's Aid - [www.womensaid.org.uk/our-approach-change-that-lasts/sarah-web](http://www.womensaid.org.uk/our-approach-change-that-lasts/sarah-web)

# A picture of Bromley



330,000+ people live in Bromley

- 25% aged under 20
- 58% aged 20 to 65 years
- 18% aged 65 and over

8th most populous London borough

LIFE EXPECTANCY

84.9 years	81.4 years

20% minority ethnic groups

4.6% of adults unemployed

68.2 crime rate per 1000 population

4% of households are overcrowded

Source: Greater London Authority, <https://iao.blob.core.windows.net/publications/reports/f11c199d237c4cb79bca5427bfe8511d/E09000006.html>, accessed 9 October 2020



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# DVA in Bromley

Our strategy has been shaped by a comprehensive analysis which identified what we have in Bromley, what we think is missing from our existing offer, what we are doing well and what we need to improve upon. Doing this analysis helped us to focus on our future aims and priorities and what we need to do, in order to successfully achieve them. Our analysis has identified gaps in a few areas which will be incorporated into our priorities moving forward.



## Hearing the voices of our residents

To better understand the picture of DVA in Bromley, we have held conversations with victims and survivors who have been supported by domestic abuse services in the borough.

Alongside these conversations, we completed a consultation with our stakeholders to understand their experiences and viewpoints.

We believe their voices and experiences are crucial to shaping our service provision for the future in Bromley.

# Prevalence of DVA in Bromley

One of the difficulties in capturing data around DVA is that many incidents are not reported. Most of the data we have is linked to police reporting so it can be quite difficult to gauge an accurate picture of how prevalent the issue is in our communities.

During the 12 months between June 2019 and May 2020, there were:



There were 416 domestic abuse incidents in Bromley in August 2020 which is an increase on the same point the previous year. Using this data, if this pattern was to continue it would create a 4% increase on reported domestic abuse incidents compared to the previous 12 months.



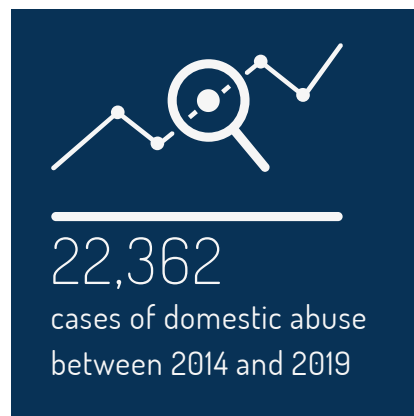
This is of significant concern as the data reported by Safe Lives evidences that on average for every domestic incident reported, the victim is likely to have experienced 49 other incidents before disclosing to the Police. This could equate to over 10,000 additional unreported domestic abuse incidents.

Source:  
MOPAC Domestic and Sexual Violence Dashboard -  
[www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard](http://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard)

There were 22,362 reported cases of domestic abuse between 2014 and 2019. During this five-year period, the wards with the highest reported rates of abuse were Penge and Cator, and Cray Valley West.

The wards of Darwin, Chelsfield and Pratts Bottom, West Wickham, Bickley, Chislehurst, and Petts Wood and Knoll reported the lowest level of harm.

Source:  
Metropolitan Police South Basic Command Units (BCU) – CRIS database



## A profile of victims and survivors

We understand that both adults and children can be victims of abuse. This abuse can impact both their physical and mental health. It is for this reason that we have chosen to adopt an intergenerational approach to our strategy. What our data illustrates is that domestic abuse has no age limit which underpins the need for our intergenerational strategy.



### Average age for victims of domestic abuse

25 to 34  
years old

The average age of victims of domestic abuse in Bromley is 25 to 34 years old (almost 1 in 3 victims), followed by those aged from 35 to 44 years old (almost 1 in 5 victims), which is comparable to the London average.

### Average age for victims of sexual abuse

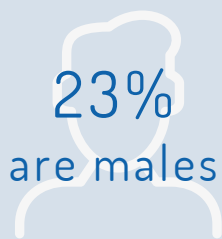
Under 18  
years old

The average age of victims of sexual abuse in Bromley is under 18 years old (1 in 3 victims), followed by those aged from 25 to 34 years old (almost 1 in 5 victims). The proportion of victims aged under 18 is significantly greater (+8%) than the London average.

Source:  
MOPAC Domestic and Sexual Violence Dashboard -  
[www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard](http://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard)

Reports of abuse amongst older people and the abuse of parents by their children is a growing issue and an area where further work is needed in order to bring existing support services and resources together to tackle this problem. A recent report by Age UK states that the Crime Survey for England and Wales does not capture data on adults over the age of 74. Older adults can experience barriers when trying to access support or attempting to leave an abusive relationship. Many older people may also be reliant on their abuser for their care or finances. We want to increase the awareness of domestic abuse in older people in Bromley. In terms of demographics we have an ageing population, so it is important that we do this.

## The gender of the victims and survivors



Almost 1 in 4 victims (23%) of domestic abuse are males. This evidences that men in both heterosexual and homosexual relationships can be subjected to DVA. Data indicates that men are less likely to suffer injury or fatality, but the psychological and emotional impact can lead to mental health problems and issues with substance misuse. Men are also less likely to report abuse.

## The ethnicity of the victims and survivors

We recognise that some ethnic communities could be at higher risk of cultural practices such as FGM and so called 'honour-based' violence. They are also more likely to experience additional barriers to accessing support and may not report abuse, as they are fearful of being isolated from their family and wider communities.

Our data shows that 72% of victims of domestic abuse report being from a white background which is lower than the residential population of approximately 80%. As the ethnicity of more than 1 in 10 victims (12%) is unknown, it is difficult to fully analyse the ethnic background of the victims.



Source:

MOPAC Domestic and Sexual Violence Dashboard -

[www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard](http://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard)

## The sexuality of the victims and survivors

Incidents of DVA are often unreported in the Lesbian, Gay, Bisexual and Transgender (LGBT) community for a number of reasons. LGBT victims may be afraid of revealing their sexual orientation which may prevent them from seeking support or they may not identify as LGBT. Sometimes sexuality can also be used as a way of controlling the victim, by threatening to tell people about their sexuality.

### A profile of perpetrators

Domestic abuse is considered largely a gendered issue, with most perpetrators being male (92% in Bromley), using violence against women and girls.



In line with our intergenerational approach to supporting victims and survivors of DVA, the same approach needs to be taken to tackle perpetrators. Although the average age of perpetrators in Bromley is between 25 to 34 years old (4 in 10 people), perpetrators of domestic abuse can be any age, with no age group being excluded.

73% of perpetrators identify themselves as white (compared to almost 80% of the residential population). 1 in 5 perpetrators (21%) identify themselves as black, which is significantly higher than the residential population (8.5%)



As at September 2020, there were 43 wanted domestic abuse offenders in Bromley. Of these 27 are from this year (2020) with the remaining 16 wanted for historic offences (from 2014 to 2019). Based on this data, it is important for perpetrator programmes and interventions to be directed towards these individuals, in order to reduce levels of domestic abuse.

Source:

MOPAC Domestic and Sexual Violence Dashboard -

[www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard](http://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard)



## FGM

I was born in Kurdistan in the mid 1980s. When I was just 4 months old I went to Iran as war had broken out between Iraq and the Kurdish people.

When I was 4 and a half years old I remember a lady who knew my family asking me to go with her. I was told I would be wearing traditional Kurdish clothes. I was taken to a building which had a salon style room downstairs and a large apartment upstairs. My Mum was there and I was told I was going to be measured for clothes.

I remember my hands being held behind my back and my legs being parted. The lady had some sort of self-made blade which she put between my legs. I can remember crying because what she was doing hurt so much and I must have passed out with the pain.

When I woke up, I saw blood. I was in so much pain and started crying again. My sister, who was five years older than me, was also taken to this place and had the same thing done to her. I was kept at this place for 3 days. I was taken to hospital at some point as I was foaming at the mouth and my eyes were rolling back in my head. I must have been having some kind of seizure due to the pain I was experiencing.

I went to an all-girl school in Iran and didn't really have any contact with boys until I went to University where I studied translation – Kurdish to English. I was very shy around boys. I had my first period at the age of 13 and it was really painful. When my breasts developed, I would try to flatten them by tying scarves and fabric around them, so they wouldn't be noticeable.

Sexual intercourse was very painful. I had an arranged marriage with the father of my two sons. I didn't have any contact with him for a year – only via the phone as he was in the UK and I was in Iran. I then married him and came to the UK. My husband became abusive towards me both physically and psychologically. He was very controlling. We were married for 8 years. He left me with no warning and I was financially dependent on him. I had to move from Croydon, where I lived with my husband, to Bromley after we split up, as he stalked me. I have stayed in various temporary accommodations in Croydon and Bromley since splitting up with my husband.

I had a natural birth with my first son who was born a little early at 34 weeks. My second son was born via C-section. Despite having two children and attending regular cervical smear tests, no one recognised that I had had FGM performed on me.

It was only last month (November 2019) that I realised what had happened to me. I was seeing a counsellor from the IKWRO (Iranian Kurdish Women's Rights Organisation) as I had been suffering from depression, low mood and insomnia and was having flashbacks and nightmares of things that had happened to me in the past. The counsellor was asking me questions about my past and realised that this was related to the torture I had experienced. She referred to it as "FGM". I searched for this term on Google after I left the counsellor that day and realised that this was what had happened to me. Up until that point, I thought the pain and discomfort I had been experiencing was normal and something that other women experienced.

The counsellor made referrals to my GP, the Police and some other agencies.

There are four types of FGM. I am between type 1 and type 2.

The traditional name for what happened to me is "Sunnat". I can remember the lady who did it to me. I can still picture her face. When I hear babies and small children crying loudly or screaming, it takes me back to when it happened as there were other girls and babies there.

My mum now realises that what happened to me and my sister was wrong, but at the time she saw it as being traditional.

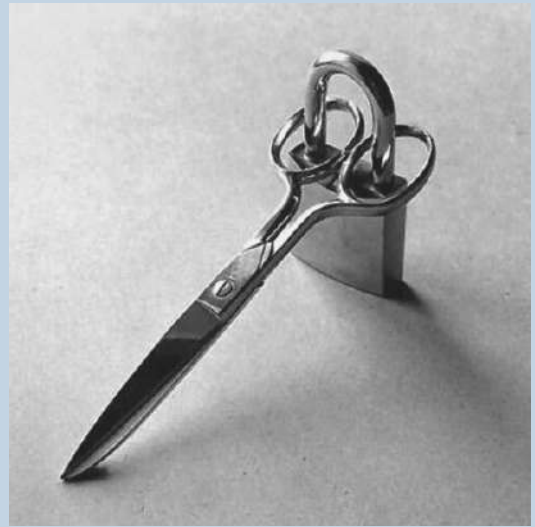
I also had a friend who was asked to perform the procedure on herself. She cut her finger and wiped the blood on a piece of tissue to make it look like she had carried the procedure out.

I didn't want either of my two sons circumcised but, in my culture, boys have to be, so my husband organised this for both of my sons.

I am trying to move on with my life and want to build a better future for me and my two sons. I want to learn to drive and find secure accommodation, which we can call "home". I teach Kurdish children, for two hours at the weekend, on a voluntary basis. I help them learn their language and we sing songs.

I am still seeing the counsellor from IKWRO and have been engaging with a Family Support and Parenting Practitioner from Bromley Children Project who has helped me so much and has made me feel good about things.

My eldest son and I recently completed the Children's Group Programme in Bromley, which helped me understand the impact of domestic abuse on my children.



This image was chosen by the survivor

We wish to express our sincere thanks to our survivor for writing this account of their experience and allowing us to publish it.





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# Current services across the borough

The services we commission in Bromley support victims of all ages, genders, ethnicities, sexualities and backgrounds. We are committed to ensuring that all services are accessible and that they reflect and meet the needs of our diverse community.

## Services for pregnant and perinatal women

Pregnancy can be a trigger for domestic abuse. Quite often, women who are already experiencing domestic abuse find that the abuse escalates during pregnancy or after giving birth.

Domestic abuse during pregnancy is a risk to both the mother and the unborn child and increases the risk of miscarriage, infection, premature birth, foetal injury and death. It can also have a detrimental impact on a woman's mental health and emotional wellbeing, causing her stress and anxiety, which can affect the development of the baby.

All women accessing maternity services in the borough are asked if they are experiencing domestic abuse when they book their pregnancy. A further question is asked again at 28 weeks and 34 weeks of the pregnancy and prior to the woman's discharge from hospital. If a disclosure of abuse is made, face-to-face appointments will be more frequent.

An Independent Domestic Violence Advisor (IDVA) is co-located at the Princess Royal University Hospital who women can access for advice and support.





## Services for children (under 18s) and families

We recognise that preventing DVA and building awareness amongst children and teenagers from an early age is key to our approach of early intervention.

Children are often the unheard victims of DVA. It can have a detrimental impact on their mental, emotional and psychological health as well as on their social and educational development and is considered significant harm.

Evidence also suggests that they could be more likely to experience domestic abuse in adulthood or become perpetrators of abuse themselves.

We have a number of services to support children and young people who have been exposed to domestic abuse.

## Early intervention and safeguarding

We recognise the importance of statutory and non-statutory services working closely together, to ensure smooth transitions in cases that are stepped up to Children's Social Care or stepped down to Early Intervention.

The Bromley Safeguarding Children Partnership is committed to tackling domestic abuse and violence against women and girls and has recently produced a protocol and guidance on FGM.



## Children Overcoming Domestic Abuse (CODA)

We run an evidence-based support programme for children and their primary female carer called CODA.

### The Children's Group

The Children's Group is an evidence-based programme for children aged 4-16 who have witnessed abuse against their mother or primary female carer. The groups are to help the children heal after witnessing or being exposed to violence in the home.

### The Mother's Group

The Mother's Group runs alongside the Children's Group and allows mothers to understand the impact the abuse has had on their children whilst also helping them to gain an insight into what the children are learning in their group.

The groups are organised and facilitated by the staff in our Early Intervention and Family Support service's Bromley Children Project. The groups run three times a year during term-time. Each group consists of 10 weekly sessions. We work closely with our schools who enable the children to attend these sessions without it impacting on their attendance record.



“This group has helped a lot. Sometimes, I thought no one else goes through these things.”  
- A child

“This group has really helped me and my children. I wasn't looking forward to this course but looked forward to coming every week.”  
- A mother

“This group helps with your anger and getting help. You can talk to someone about it!”  
- A child

“Helped me understand what happened to us. Helped me and my children to move forward. Gave me the tools to help myself and my children.”  
- A mother

“We talked about things that made me sad. I am not good at telling people stuff as something I say may make it bad but the group helped me with this.”  
- A child

“I've learnt to trust myself again and that I have the power to protect my children.”  
- A mother

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## Services for adults

A range of specialist refuge provision and community outreach services and support for victims of domestic abuse are commissioned across the borough.

### The One Stop Shop

This is a free service for people to access help or advice in relation to domestic abuse. No appointment is necessary as it operates on a drop-in basis.

A number of agencies attend, such as the locally commissioned domestic abuse service (Bromley and Croydon Women's Aid), housing, and solicitors for family law and immigration.

There is also a dedicated phone number to contact the local police.



### IDVAs and IDSVAs

The borough's support line and services offer non-judgemental advice to victims and survivors of DVA. This includes access to a team of three IDVA and Independent Domestic and Sexual Violence Advisors (IDSVAs) who work with high risk victims to offer them support and ensure their safety.

An IDVA will assess a person's needs and level of risk and develop safety plans with them. We currently commission three IDVAs who are co-located at several key locations. This promotes joint working practices with key partner agencies. Each of the IDVAs spends a couple of days each week in these co-locations. This enables them to develop close working relationship with other services.

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## Support programmes

Support groups are run for survivors of domestic abuse, including the Keys to Freedom Programme. This is intended to help women understand and come to terms with what has happened to them. It allows them to recognise their journey and offers a therapeutic approach by allowing women to talk about their experiences, with a view to positively moving forward with their lives. The programme is run over 12 weekly sessions and currently runs three times per school term or nine groups in total each year.

## Refuge provision

Refuge accommodation provides a safe living environment where women and children who are experiencing domestic abuse can stay free from fear.

We have a number of refuges which offer both shared and self-contained accommodation that are operated by the locally commissioned domestic abuse service. In addition, we have a Safe Bed Scheme, which offers temporary accommodation for women with no recourse to public funds.

## The sanctuary scheme

The sanctuary scheme will be relaunched in the borough at the end of 2020 to support individuals and families who may be at risk of violence or harm to remain safely in their homes.



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## Services through primary healthcare

DVA training and support have been provided to GP practices in the borough since 2015 through the implementation of the Identification and Referral to Improve Safety (IRIS) model.

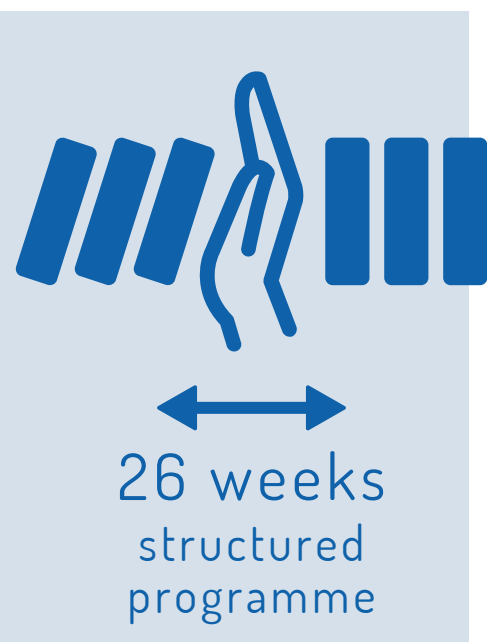
The IRIS model is a national programme for staff working in primary care settings. The model equips them with the knowledge and skills to identify patients who may be experiencing domestic abuse so that they can refer them to the IRIS team for crisis intervention support, if this is appropriate.

The IRIS team consists of Independent Domestic Violence Advocate Educators (IDVA-E) and GP Clinical Leads.

The IDVA-E role supports survivors by providing crisis intervention work, such as assessing risks, safety planning and undertaking multi-agency work with other specialist services.

The IRIS team have maintained a strong link with the IDVA based in the Princess Royal University Hospital as this has been an effective approach in identifying victims who are either not registered with a GP or who cannot access their GP due to perpetrator coercion.

It has been identified that pathways need to be developed between the IRIS project and the locally commissioned domestic abuse service. One GP has recently stated that "IRIS has allowed us to transform how we support patients".



## Services and interventions for perpetrators

We have been successful in a joint bid working with our colleagues in Croydon and Sutton through the Metropolitan Police Service South Basic Command Unit (BCU) to pilot a new perpetrator programme starting in early 2021.

The programme is called DRIVE and works with high harm high risk and serial perpetrators of abuse to prevent and reduce their abusive behaviours and protect victims. DRIVE challenges and supports perpetrators to change and works with partner agencies to disrupt abuse.

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## Training for professionals

Multi-agency training on DVA and VAWG is jointly commissioned by the Bromley Safeguarding Adults Board and the Bromley Safeguarding Children Partnership.

Professionals from all partner agencies can access an e-learning module on domestic abuse and participate in face-to-face group training sessions. These are currently structured into three levels (foundation, intermediate and advanced - see Appendix 7 for more details) depending on the type of work professionals do and the knowledge of domestic abuse related issues required for their individual roles.

We rolled out a new training course in 2019 covering coercive control as a need for additional understanding around this complex abuse was identified. The course covers the legislation around coercive control, tactics and behaviours and the impact this type of abuse has on victims and children.

We plan to review and develop our existing training package, specifically looking at abuse towards male victims, older adults and people from BME and LGBT communities, to increase knowledge and awareness across all partner agencies. In turn this will improve the response to all victims and survivors of domestic violence and abuse in Bromley.







# A partnership approach

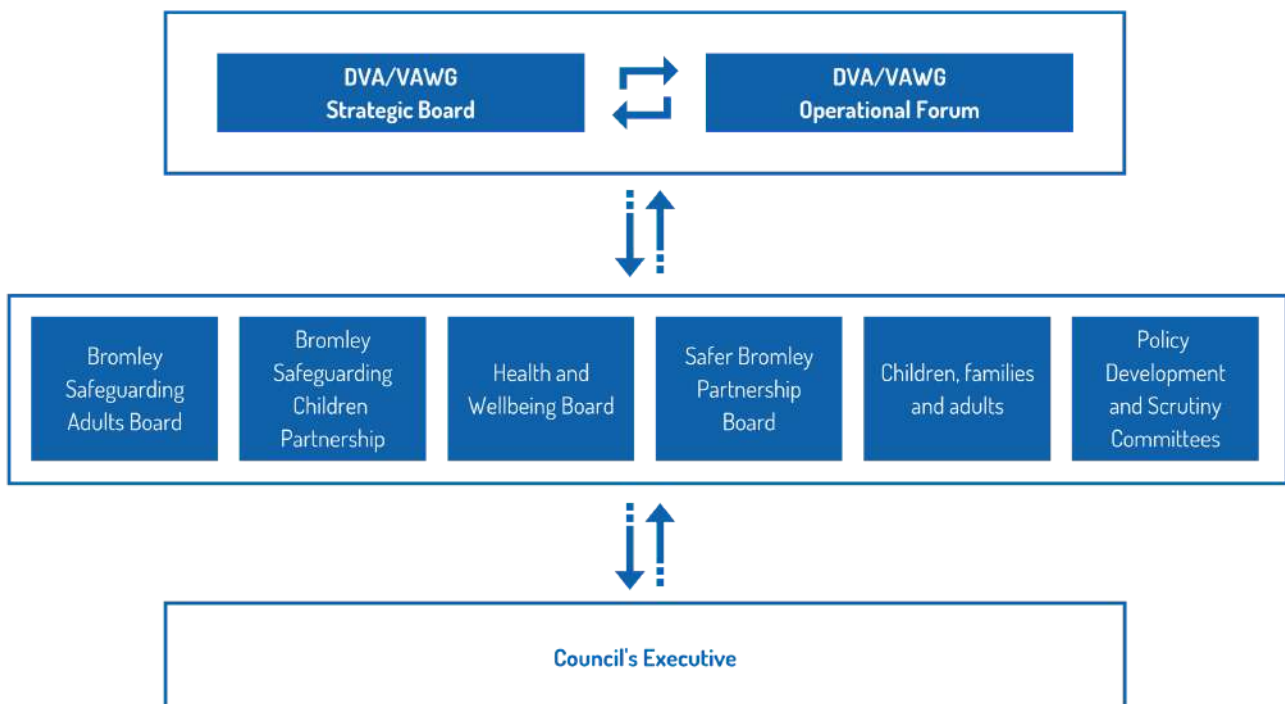
A multi-agency partnership approach is essential in the delivery of effective, robust support to victims and survivors of DVA, and effective interventions for perpetrators.

We recognise the importance of encouraging networking opportunities between agencies to build on our collective strengths and to ensure that a holistic approach is taken, and knowledge, information and resources are shared, where it is appropriate to do so.

## Our governance

All partners have a responsibility to deliver on the actions and priorities outlined in this strategy. Different aspects of the strategy will be delivered through the relevant strategic boards. This will enable processes to be streamlined and effective commissioning strategies to be developed.

Actions and recommendations identified through the strategic board and operational forums will be shared across the strategic boards, with updates given when each board meets, which is usually on a quarterly basis.



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# Strategic and operational partnership groups

We have two forums in the borough which enable conversations and dialogue to take place between agencies which will promote better working relationships.

These forums offer an integrated approach in ensuring that services are meeting the needs of victims and survivors, whilst also tackling and supporting the perpetrators of the abuse.

## DVA/VAWG Strategic Board

The strategic board is responsible for the monitoring, scrutiny and governance of the multi-agency response to DVA.

## DVA/VAWG Operational Forum

The operational forum will enable professionals to share information and examples of best practice where successful outcomes have been achieved. This forum will also facilitate discussion on coordinated pathways of support and new innovative approaches to tackling domestic violence and abuse at a local level. It will allow agencies to build links with the locally commissioned service, who provide specialist support for victims of domestic abuse in the borough.

# Multi-Agency Risk Assessment Conference (MARAC)

The MARAC is attended by representatives of various organisations to discuss high risk victims of DVA, including children's and adult social care, housing, the police, primary health services, specialist health services, probation services and specialist domestic abuse services.

High risk victims are those who are at risk of serious harm or homicide.

Coming together in the MARAC, the representatives can share the information that they know about an individual or a family. This provides a holistic overview and it enables the professionals to jointly identify the actions required to support those affected.

During 2020 we will be undertaking a review of the MARAC to ensure that it remains fit for purpose, adds value and, most importantly, positively impacts on the lives of those experiencing DVA.

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## Strategic partnership boards

Our Domestic Abuse Strategic Lead works with Bromley's strategic partnership boards to make sure the profile of DVA is raised within these partnerships and a collaborative approach to tackling the issue is taken.

### Bromley Safeguarding Children Partnership (BSCP)

The BSCP aims to ensure that all children and young people in Bromley are kept safe from harm. BSCP representatives include schools, early years, health commissioners and providers, children's social care services, the police and members of the community and voluntary sector.

Together they coordinate what is done locally to protect and promote the welfare of children and young people in the borough and to monitor the effectiveness of those arrangements.

The BSCP Pledge commits to better understanding vulnerabilities that can impact on the health and wellbeing of children and young people, including abusive relationships, and to working to mitigate and prevent that harm. This work includes scrutiny of agency audits and quarterly multi-agency data regarding domestic abuse, consideration of the impact of domestic abuse in Safeguarding Practice Reviews and input into Domestic Homicide Reviews where relevant.

The BSCP delivers training sessions for professionals on domestic abuse, in partnership with the Bromley Adult Safeguarding Board. The BSCP also works with other Strategic Partnerships in Bromley on overlapping priorities, such as domestic abuse, via the Inter Chairs Board.

Domestic violence and abuse is one of the priorities highlighted in their Annual Report and shares our focus on monitoring and improving the ongoing effectiveness and impact of the partnership in responding to Domestic Violence.

To learn more about the BSCP, visit: [www.bromleysafeguarding.org](http://www.bromleysafeguarding.org)



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## Bromley Safeguarding Adults Board (BSAB)



The BSAB is focused on making sure vulnerable adults are kept safe from harm and abuse. Board representatives include adult social care services, the police, ambulance service, housing, health and members of the community and voluntary sector.

Domestic abuse is one of the BSAB's priority areas. They are committed to raising awareness of domestic abuse and providing relevant information to professionals via their widely distributed poster campaign, website content and BSAB commissioned training courses.

The BSAB aim to cover domestic abuse in their Safeguarding Awareness Week, that is due to take place in November 2020. Domestic abuse is highlighted in the Board's Annual Report, which references both local and London wide initiatives and they are always open to opportunities to further advance the domestic abuse agenda in Bromley.

To learn more about the BSAB, visit: [www.bromleysafeguardingadults.org](http://www.bromleysafeguardingadults.org)

## Safer Bromley Partnership (SBP)

SBP is committed to improving safety in the borough, with domestic abuse and violence against women and girls being one of the key priorities.



There are key inter-relationships between this priority and the partnership's other priorities which are to keep children and young people safe and stand together against Hate Crime. Board representatives include the police, community safety, fire service, health services, probation services, and members of the community and voluntary sector. The SBP aims to take a joint problem-solving approach to better protect women and girls in the borough by:

- Changing attitudes and preventing violence by raising awareness through campaigns, safeguarding and educating children, early identification, intervention and training
- Supporting women and girls and empowering them to take control of their lives
- Targeting offenders and working towards effective prosecution

The Board will be publishing their new strategy during the early part of the life of this strategy.

To learn more about the SBP, visit: [www.bromley.gov.uk/saferbromley](http://www.bromley.gov.uk/saferbromley)

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## Health and Wellbeing Board (HWB)

The HWB is a collaboration between the Council and various partner agencies whose role is to understand the needs of the local community and encourage commissioners and services to work in a more joined up and integrated manner. Board representatives include public health, primary healthcare services, health commissioners, and members of the community and voluntary sector.

DVA is a very important issue for the Board because of both the direct and indirect effects and consequences. The Board monitors the situation across Bromley through regular reports from both the BSCP and BSAB, and the chairs of both are members of the HWB. In addition, focused reports on DVA are presented to the HWB.

In the recent past the HWB has considered the impact interaction of domestic abuse on policies for loneliness and social isolation, adolescent mental health and dementia care amongst others. It has also considered the effect of other priority concerns, such as alcohol and drug abuse, on domestic violence.

More recently, the HWB has monitored the impact of the COVID-19 pandemic on domestic violence and will continue to do so through our virtual meetings which have taken place as scheduled.



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## A learning approach

We have a learning approach and constantly seek to improve what we do and how we do it. If a person dies due to DVA or if they are known to safeguarding services, a post-death review will be undertaken. These include Domestic Homicide Review (DHR), Serious Case Review (SCR) and Safeguarding Adult Review (SAR).

The reviews and their recommendations support us to understand:

- What lessons are to be learned from the incidents
- How each of the agencies involved will respond to the points raised
- What changes they expect to happen as a result of the review
- How services can work more closely in partnership with one another to try and prevent future incidents
- How services can improve and develop their practice, policies and service provision

It is important to remember that these reviews are not an exercise in apportioning blame but are commissioned so that lessons can be learned and good practice applied in the future.

### Domestic Homicide Review (DHR)

A DHR will be undertaken where the death of a person aged 16 or over has occurred as a result of violence, abuse or neglect by a relative or other household member or someone who had a personal, intimate, relationship with.

A review panel, which is led by an independent chair and consists of representatives from statutory and voluntary sector agencies, is commissioned to undertake the DHR. The panel reviews the involvement of each respective agency in the case (which is usually provided as a chronology) and recommendations are made, with a view to improving responses in the future.

The panel will also consider information from members of the victim's family and other people they may have been close to them, such as friends and work colleagues.

We have undertaken three DHRs since 2018.

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## Serious Case Reviews (SCR) and Safeguarding Adult Reviews (SAR)

SCRs and SARs are held after a child or vulnerable adult dies or is seriously injured in circumstances where abuse or neglect are thought to have occurred.

In Bromley our Safeguarding Children Partnership and Safeguarding Adults Board are responsible for overseeing these and implementing the learning that derives from them.

Sometimes these will run in conjunction with a Domestic Homicide Review.

## Moving forwards together

### Our strategic approach

To tackle DVA across Bromley, we will collaboratively work together by:

- building on our strengths
- promoting positive joint working relationships
- learning from best practice
- undertaking further engagement with victims and survivors

The impact that our services have on victims, perpetrators and their families is essential in measuring successful outcomes.

Awareness of domestic abuse and related issues appear to vary in Bromley. We recognise that in order to achieve a standard level of knowledge and understanding, we need to develop our existing training offer to ensure consistency in how professionals and practitioners respond to domestic abuse. This will enable them to identify, support and signpost victims, children and perpetrators to the appropriate services in the borough.

One of our strategic priorities is to reach out to the wider partnership to ensure that all agencies understand that it is everyone's business to tackle domestic abuse and the responsibility does not lie with one single agency.



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## Intervening early

As part of our commitment to tackling DVA, in 2019 we appointed our new Domestic Abuse Strategic Lead. Prior to this, the post had been vacant for two years. The role sits within our Children's Social Care Early Intervention and Family Support Service. This aids the early intervention approach we want to take in Bromley in addressing DVA. We recognise that a lot of the work undertaken is when victims reach crisis point but in order to provide victims and survivors with the best support we can, early identification of issues and how associated risks can be minimised is crucial to effective service provision.

## Reducing parental conflict and domestic abuse

Parental conflict can involve regular bickering, arguing and frustration with each other about issues such as money, parenting or housework. When a child experiences this conflict frequently and it is unresolved, it could result in children feeling upset, confused or angry and impact their ability to resolve relationship problems throughout their lives.

Often it is clearer to identify where domestic abuse is a concern. However, sometimes it can be more challenging to differentiate between parental conflict and domestic abuse. The For Baby's Sake Trust's Intimate Relationship Spectrum has been adopted by Bromley to assist practitioners in differentiating whether families are experiencing parental conflict or domestic abuse:

# Bromley's Intimate Relationship Spectrum



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In Bromley our behaviour is guided by relational practice and we are committed to helping families make choices and develop their own solutions to the challenges they may face. This involves helping parents where there may be parental conflict. In Bromley we have developed resources to support parents to reduce parental conflict.

Bromley has also embraced the reducing parental conflict training for staff and is in the process of developing a network of champions, the aim of which is to help prevent conflict escalating to domestic abuse.

## Raising the profile of DVA

We are continuously refining and strengthening our communication strategy so that we can continue to raise and promote the profile of DVA services in Bromley.

Some of the steps that we have taken include:

- A visual identity – we have adopted an image of butterflies as they are associated as symbols of resurrection and transformation, endurance, change, hope and life, which victims and survivors of domestic abuse can relate to
- A regular newsletter – we produce a newsletter every 2 to 3 months to share updates and useful information on both a local and national level
- Contact cards – we have produced credit card-sized information cues to share useful contact information for people to access both local and national based support
- Online information – we have expanded the range of information on the Council website aimed at both our residents and professionals covering DVA and Reducing Parental Conflict
- Directory of services – researched, produced and distributed which we will update twice a year





# SURVIVOR TESTIMONIAL

I remember how frightened I was of my partner. I was 16 and he controlled my clothing and makeup choices and wouldn't allow me to take contraception. He assaulted me several times, threatened to kill me and would force me to have sex against my will. When I was in the relationship I felt very alone and scared. I felt trapped.

As I started talking to my support worker at BCWA, about my feelings and how things affected me, I didn't feel so alone. They never judged me, and supported me when I went back to the relationship. My support worker was very supportive throughout my relationship and that was life changing for me, as without her I would probably still be with my boyfriend and in a really bad place, if I didn't have her support.

Now, coming out of the relationship, I have a close circle of friends. I am able to do activities that make me happy and I now feel free. I feel like my own person once again.

BCWA has helped me to realise that I am strong, and that I am not alone. Sometimes it does get lonely and I do have my own struggles and get upset but I know that my support worker is there, if I ever need to talk.

We wish to express our sincere thanks to our survivor for writing this account of their experience and allowing us to publish it.



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# Our vision and priorities

Our vision is:

to challenge DVA and VAWG at the earliest opportunity, before it becomes an issue, through the provision of high quality, accessible support services for all our residents which empower victims and survivors to take control of their situation and have the confidence to move forward with their lives



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## Our strategic aims

DVA is a complex issue, which can impact people's lives in many different ways. We believe that our residents should be able to receive the best services they can. The overarching themes of our strategic aims will help us develop and implement a holistic, multi-agency approach to preventing, identifying and responding to incidents of abuse. We have implemented the 'Four Ps Model':



### PARTNERSHIP

- We will change attitudes and prevent violence by raising awareness of DVA.
- We will take an early intervention approach when people have experienced or are at risk of DVA.



### PROTECTION

- We will establish clear, local priorities in order to develop effective service provisions across the borough.
- We will assist victims and survivors to progress with their lives by providing effective services, advice and support.



### PARTNERSHIP

- We will develop a coordinated, multi-agency approach to tackling DVA by implementing positive change and maximising opportunities for partnership working across the borough.
- We will make sure that our response to tackling DVA is shared by all stakeholders.



### PROTECTION

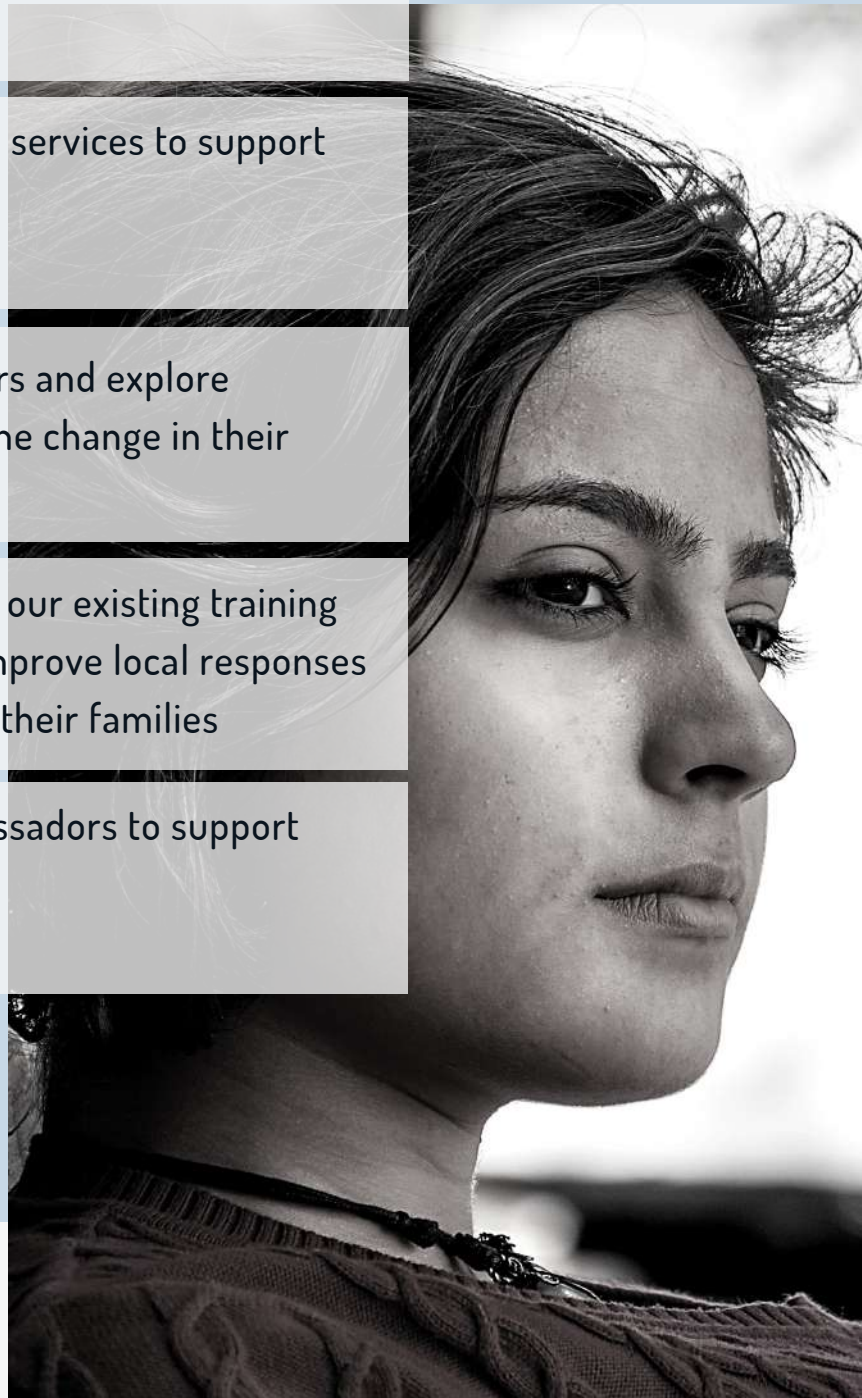
- We will provide tailored support services in Bromley which meet the needs of victims and survivors, their families and perpetrators.
- We will provide accessible, holistic support to people who have experienced or who are at risk of DVA and provide effective perpetrator interventions.

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# Our priorities

To achieve our vision, we will work to implement the following five priorities which underpin Priority 2 of the Safe Bromley Partnership Strategy 2020-2023:

- 1** We will promote the message that tackling DVA is everyone's and every agency's responsibility
- 2** We will commission effective services to support victims of DVA
- 3** We will challenge perpetrators and explore interventions that measure the change in their behaviour
- 4** We will increase and develop our existing training offer on DVA and VAWG to improve local responses to victims and survivors, and their families
- 5** We will introduce DVA Ambassadors to support staff in the workplace










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## Priority 1

# We will promote the message that tackling DVA is everyone's and every agency's responsibility

We will do this by:

-  Increasing awareness of DVA through coordinated publicity campaigns in order to better support and safeguard our children and vulnerable adults from domestic abuse and the wider impact of this on families
-  Building on our successes and developing our approach in tackling DVA by utilising our local and national knowledge
-  Engaging better with groups and communities that we often struggle to hear from
-  Communicating the pathway and referral routes to access all DVA services across the borough
-  Encouraging organisations to adopt a DVA champion model to –
  - Be the experts in their organisation for DVA
  - Develop and share their own knowledge and understanding of the DVA agenda both locally and nationally
  - Actively promote all local and national DVA services
  - Attend the DVA/VAWG Operational Forum

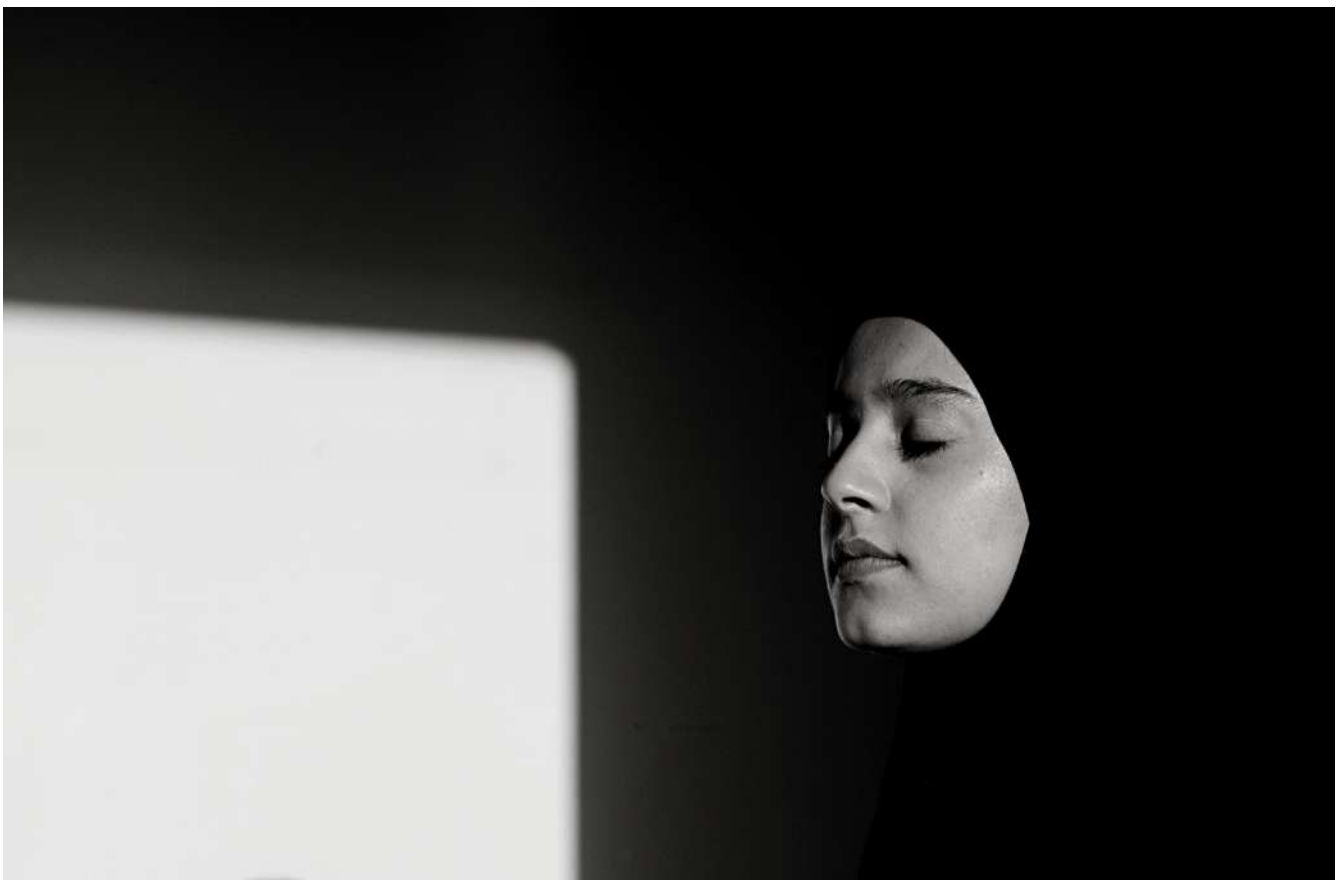
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## Priority 2

# We will commission effective services to support victims of DVA

We will do this by:

- ✓ Hearing and learning from the voice of victims and survivors to influence our service provision
- ✓ Seeking funding from partner agencies and external funders to continue to provide specialist support
- ✓ Reviewing our information sharing protocols to support the early identification of abuse and to ensure that wraparound support is provided



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### Priority 3

## We will challenge perpetrators and explore interventions that measure the change in their behaviour

We will do this by:

- ✓ Researching successful interventions that other communities and local authorities have adopted
- ✓ Developing specific training focused on supporting perpetrators
- ✓ Building relationships with agencies who may be working with perpetrators
- ✓ Implementing a whole family approach by including the support being provided to perpetrators in assessments that are completed for other family members



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## Priority 4

We will increase and develop our existing training offer on DVA and VAWG to improve local responses to victims and survivors, and their families

We will do this by:

- ✓ Commissioning and rolling out specific training in relation to MARAC
- ✓ Identifying training which specifically looks at the needs of –
  - hard to reach and minority groups
  - those who may face barriers to reporting abuse
- ✓ Promoting the training and resources available on reducing parental conflict to help professionals understand the difference between this and domestic abuse



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## Priority 5

# We will introduce DVA Ambassadors to support staff in the workplace

We will do this by:

- ✓ Embedding policies in the workplace for their managers on how to support employees who have been impacted by DVA/VAWG
- ✓ Training staff as DVA Ambassadors so that they can effectively support colleagues who may be experiencing or are affected by DVA
- ✓ Signposting to available support and sharing resources to support staff who may be experiencing DVA
- ✓ Developing a communication strategy to raise staff awareness of the range of DVA support available





# IDVA SUPPORT VIA BCWA

(BROMLEY AND  
CROYDON WOMEN'S AID)

A client called the BCWA support line and was referred to the IDVA service. An IDVA was allocated and a risk assessment completed. She scored 14 on the Dash Risk Assessment and was deemed as high risk. The client stated that she had to flee her family home. The tenancy was in her name and she was pregnant at the time. Her partner had told her to terminate the pregnancy, which she did not want to do. During the relationship, her partner had numerous affairs but the client had always forgiven him for the sake of the children. There had been physical, emotional, sexual and financial abuse with threats to kill.

Her partner had substance misuse issues. He was very controlling and demanded that she showed him her time sheets. He would then calculate how long it took her to reach home and would ask why it took so long. He threatened to kill her if she tried to leave him and told her that she would never see her children again. She felt that he would harm her and the unborn baby, if he found out that she had not terminated the pregnancy, so she fled her home without her children, and booked herself in to an Airbnb.

She called BCWA the same day, seeking help. She was very upset and in tears when the IDVA spoke with her. The IDVA gave her continued emotional support to ensure she was ok, as she was alone, very low in mood and was missing her children. A referral to MARAC was completed by the IDVA, who made contact with social care to explain why the client had left home without her children. The IDVA also put the client in touch with a solicitor, who sent a warning letter to the partner, asking him to leave.

The letter was served on the partner who then left the property. The client then moved back to the property with her children. The case was heard at MARAC and special schemes were put in place on the address. The IDVA continued to provide emotional support to the client until all safety measures were put in place at her address and she no longer had any contact from her partner.

Feedback from the client, sent to the IDVA's Manager:

Dear Manager

I've been going through a tough patch in my life and could not see any hope out of it. I called your organisation and received a call from the IDVA the same day. The day she called me, I didn't have the energy to even eat or bath. She introduced herself to me, so freely, as someone I have known for years. I felt so encouraged and saw a reason to go on, every time I spoke to her. She has motivated me so much that any time I feel low, I remember her words: "You are a good mum, and all that is happening is not your fault, you deserve better". I have never received such words from a professional person.

She talks to me in a very calm, kind and loving voice and has lots of empathy. I would like to thank her so much for being there for me, when I needed a shoulder to cry on. I have been so tearful but now feel so strong and see myself in a different way.

It is a shame that she cannot be cloned, as the world would be a much better place to live with people like her. Thank you so much. She has a way of building a rapport and this makes people, like me open up about issues in life.

Words have failed me, thank you so much.

We wish to express our sincere thanks to our survivor for writing this account of their experience and allowing us to publish it.

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# A partnership commitment

As we continue to strengthen our awareness of DVA in Bromley, we hope there will be opportunities for us to work with a range of organisations, services and community groups, to promote the message that tackling DVA is everyone's responsibility.

## The commitment

We have asked all key partner agencies to sign the following commitment to deliver the priorities set out in this strategy:

We commit to training our staff to identify potential domestic abuse situations and to take a pro-active approach through listening and communicating, giving information and signposting to relevant local and national services who specialise in supporting victims and survivors of domestic abuse and, where appropriate, report it.

In addition, we will invite all organisations who work with Bromley residents to sign this commitment.



**Ade Adetosoye OBE**

Chief Executive  
London Borough of Bromley



**Dan O'Sullivan**

TDCI - South Area - Public Protection  
Metropolitan Police Service







# REFUGE SUPPORT VIA BCWA

(BROMLEY AND  
CROYDON WOMEN'S AID)

I met my ex-partner several years ago. No words are good enough to describe this man. The closest one is monster, who used and abused me in every possible way. I became his punch bag, his maid, his slave and his toy.

Life became a never ending cycle of poison and medicine. Whenever he was abusive, I felt like I was being given a dose of poison and whenever he would calm down, then that was my medicine. Whenever I wanted to leave, he pulled the chains and controlled me; escape wasn't possible. I was a prisoner but the chains were invisible.

One day, after an attack, I grabbed my 4 year old son on my hip and ran into the nearby pub to hide. I faced homelessness. I was told by a housing officer in another borough to find shelter in a mosque as we are Muslims. They advised me to go back to where I had fled from as there was not any actual threat of domestic violence.

I wanted to throw myself in front of a bus as I couldn't bear any more pressure. But when I looked at my son, I pushed these horrible thoughts away. We stayed in a B&B for 9 days and then we finally came to Bromley. Our refuge was the best! The refuge playroom was our sanctuary, a place where all our worries disappeared for both my son and I. My son spent his first birthday in the refuge but had his first birthday party there and was given a birthday cake. It was also the first time I had spent Eid on my own, far away from family and friends but the refuge was filled with laughter and happiness. I wasn't lonely; I was happy and had discovered my new family.

Whilst domestic violence leaves us with scars and stressful memories, the outings and activities organised by BCWA gave us the opportunity to discover new places, learn to travel independently, release stress and build new memories. They provided my son and I with a roof over our head and I am ever so grateful for that. From the time of the referral being made to when we actually moved in, from child support services to resettlement support, I felt safe, protected and supported during every step of my journey. There was a mountain on my shoulders, but it wasn't heavy. The staff took away my burden. My support workers were inspirational and empowering. Their input was very important as without them I would not be where I am today.

Life is beautiful and worth living. I left the refuge a year ago and despite suffering from anxiety and depression, I am now enjoying a peaceful life with my son, in my new home, with access to a private garden. We will create new memories. We will be happy and we will have a good life.



We wish to express our sincere thanks to our survivor for writing this account of their experience and allowing us to publish it.

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# Appendices

## **Appendix 1**

Data from the Mayor's Office for Police and Crime (MOPAC) for Bromley, Croydon and Sutton

## **Appendix 2**

A profile of DVA across Bromley wards

## **Appendix 3**

Profiles of victims and survivors

## **Appendix 4**

Profile of the perpetrators

## **Appendix 5**

Type of offences committed

## **Appendix 6**

Proceedings

## **Appendix 7**

Training course levels

## **Appendix 8**

Directory of services across Bromley

## **Appendix 9**

Our strategic plan

## Data from the Mayor's Office for Police and Crime (MOPAC) for Bromley, Croydon and Sutton

### Incidents and offences for Bromley, Croydon and Sutton

(June 2019 to May 2020)

BOROUGH	DOMESTIC ABUSE INCIDENTS	DOMESTIC ABUSE OFFENCES	SEXUAL OFFENCES	TOTALS
BROMLEY	4,776	3,037	506	8,319
CROYDON	7,980	4,812	985	13,777
SUTTON	2,860	1,830	269	4,959
TOTALS	15,616	9,679	1,760	27,055

- Domestic abuse incidents - where a crime has not been committed but is recorded for intelligence purposes, such as a verbal argument
- Domestic abuse offences - where a crime has been committed and recorded
- Sexual offences - which includes a range of non-consensual crimes such as rape or sexual assault and exploiting others for a sexual purpose, either in person or online

### The total domestic abuse flagged count for Bromley, Croydon and Sutton

(2015 to 2020)

	BROMLEY	CROYDON	SUTTON
TOTAL DOMESTIC ABUSE	22,362	37,044	14,291

Source:

MOPAC Domestic and Sexual Violence Dashboard -  
[www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard](http://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard)

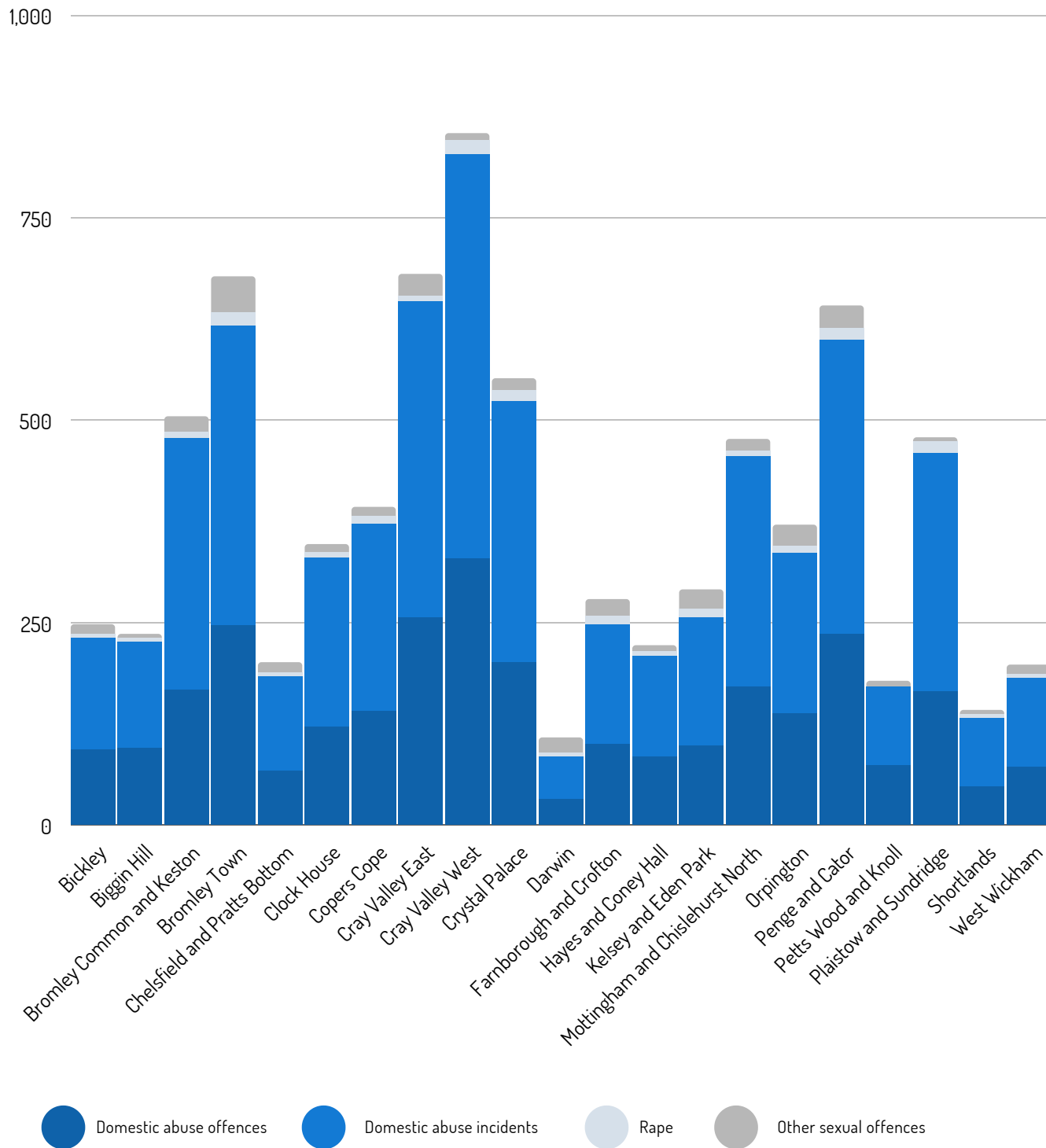
**M O P A C**

**MAYOR OF LONDON**  
OFFICE FOR POLICING AND CRIME

# A profile of DVA across Bromley wards

## Domestic abuse and sexual offences by ward

June 2019 – May 2020



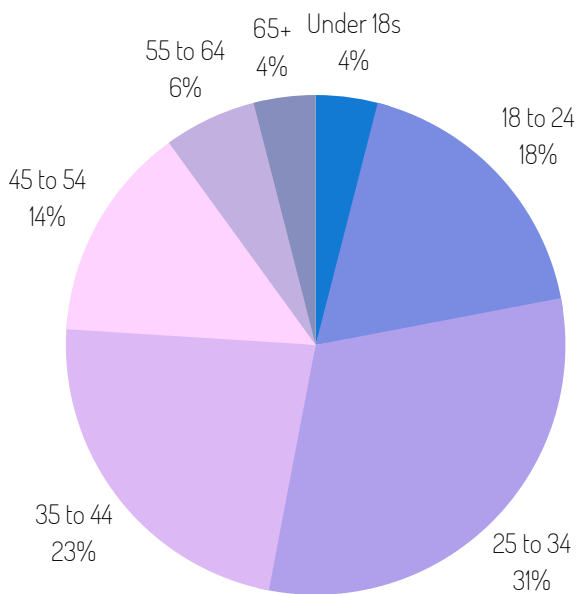
ANY DATA UNDER 5 HAS BEEN ROUNDED UP TO 5 TO PROTECT INDIVIDUAL IDENTITIES.

WARD	DOMESTIC ABUSE OFFENCES	DOMESTIC ABUSE INCIDENTS	RAPE	OTHER SEXUAL OFFENCES
BICKLEY	92	138	<5	12
BIGGIN HILL	94	131	<5	<5
BROMLEY COMMON AND KESTON	166	311	8	19
BROMLEY TOWN	246	370	16	45
CHELSFIELD AND PRATTS BOTTOM	66	116	<5	13
CLOCK HOUSE	121	208	7	10
COPERS COPE	140	231	10	11
CRAY VALLEY EAST	256	390	7	27
CRAY VALLEY WEST	329	499	17	9
CRYSTAL PALACE	200	323	13	15
DARWIN	31	52	<5	19
FARNBOROUGH AND CROFTON	99	148	10	21
HAYES AND CONEY HALL	84	124	<5	8
KELSEY AND EDEN PARK	97	158	11	24
MOTTINGHAM AND CHISLEHURST NORTH	170	284	7	15
ORPINGTON	137	198	9	26
PENGE AND CATOR	235	363	15	28
PETTS WOOD AND KNOLL	73	97	0	7
PLAISTOW AND SUNDRIDGE	164	294	15	5
SHORTLANDS	47	84	<5	<5
WEST WICKHAM	71	109	5	12

ANY DATA UNDER 5 HAS BEEN MARKED AS >5 TO PROTECT INDIVIDUAL IDENTITIES.

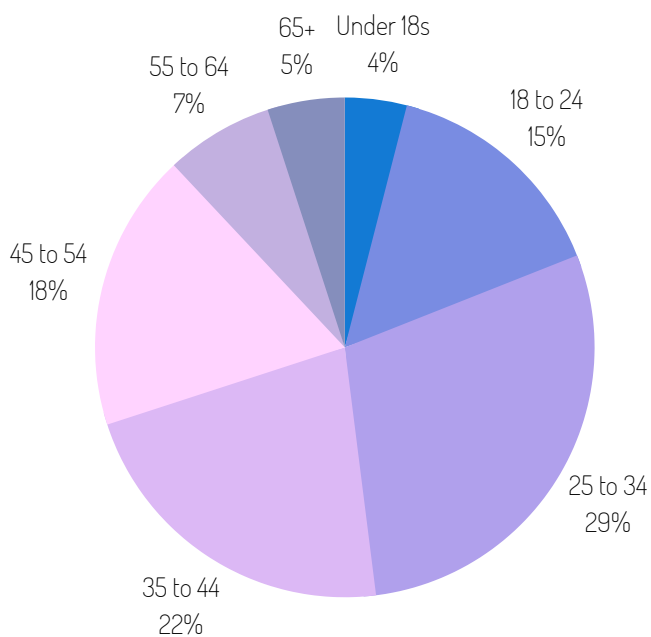
# Profiles of victims and survivors

## Victims of Domestic Abuse in London by age 2018/2019



Under 18s	= 4%
18 to 24	= 18%
25 to 34	= 31%
35 to 44	= 23%
45 to 54	= 14%
55 to 64	= 6%
65 and over	= 4%

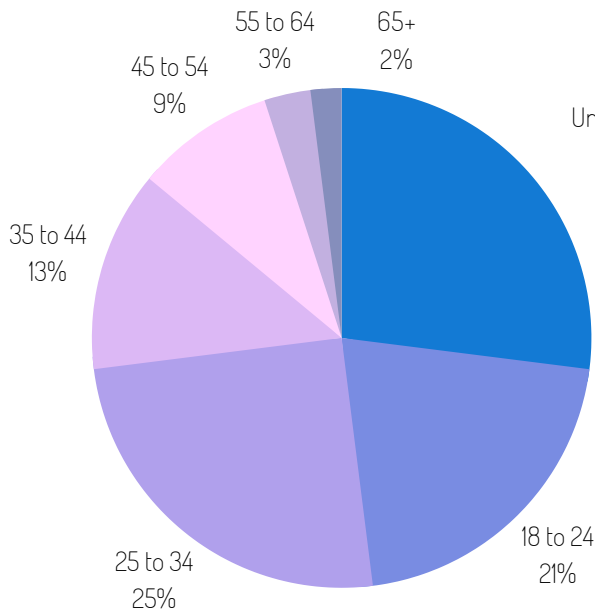
## Victims of Domestic Abuse in Bromley by age 2018/2019



Under 18s	= 4%
18 to 24	= 15%
25 to 34	= 29%
35 to 44	= 22%
45 to 54	= 18%
55 to 64	= 7%
65 and over	= 5%

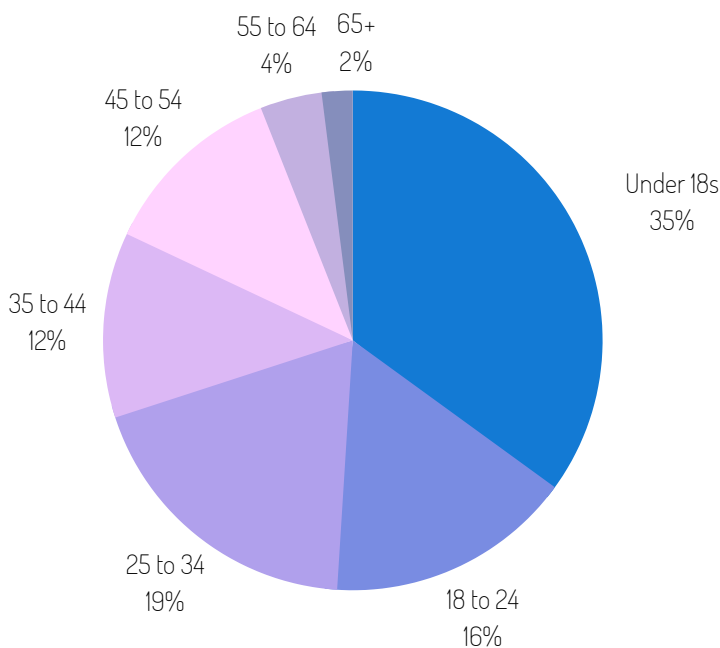


## Victims of sexual offences in London by age 2018/2019



Under 18s	= 27%
18 to 24	= 21%
25 to 34	= 25%
35 to 44	= 13%
45 to 54	= 9%
55 to 64	= 3%
65 and over	= 2%

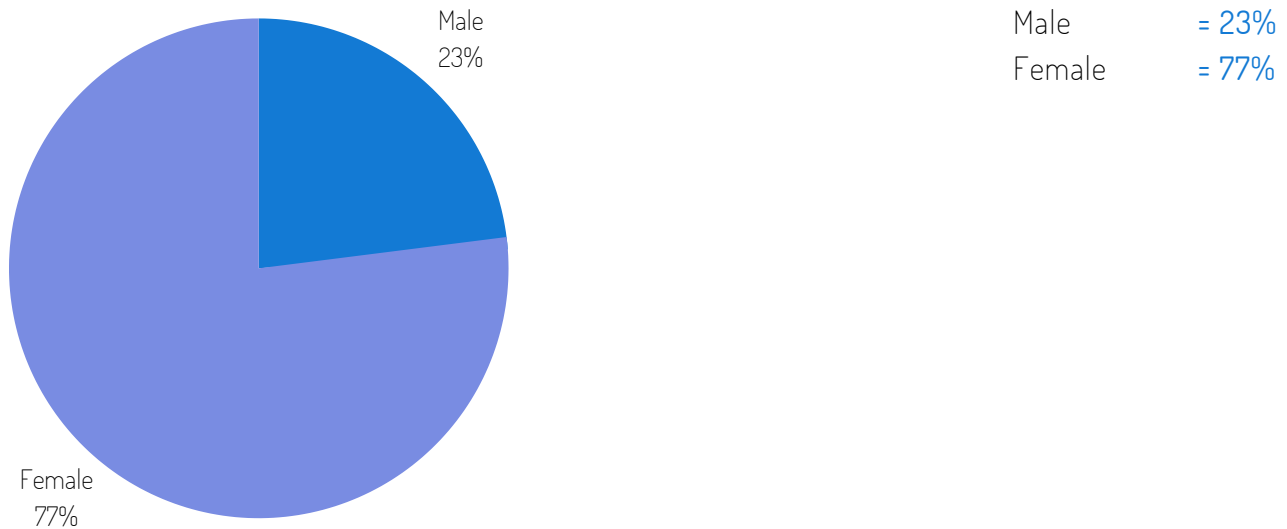
## Victims of sexual offences in Bromley by age 2018/2019



Under 18s	= 35%
18 to 24	= 16%
25 to 34	= 19%
35 to 44	= 12%
45 to 54	= 12%
55 to 64	= 4%
65 and over	= 2%

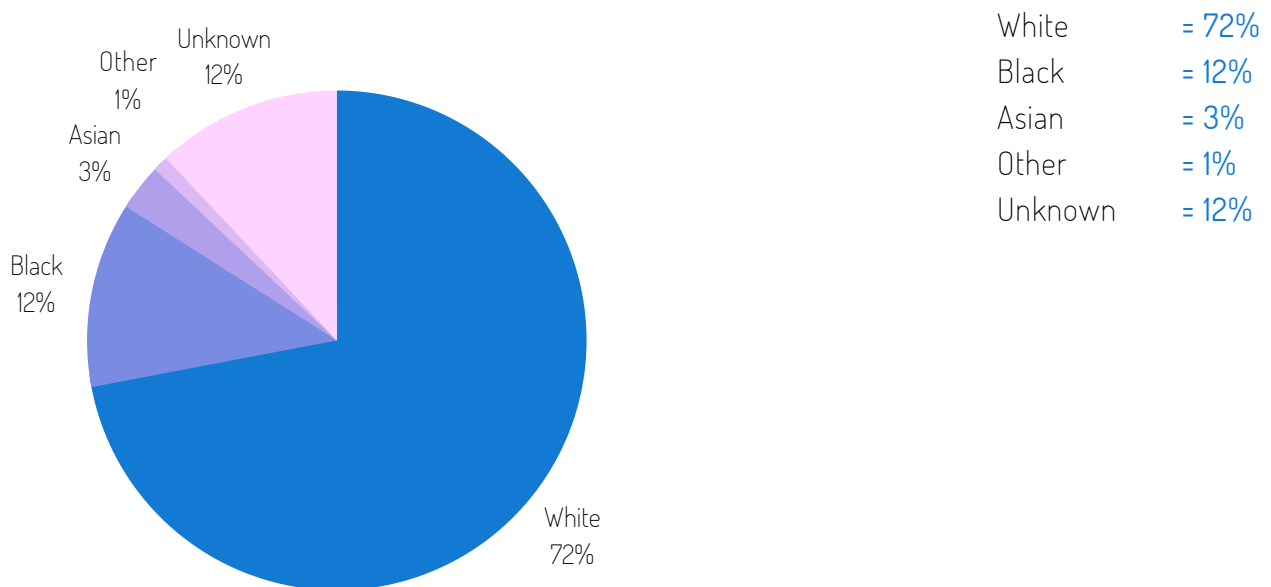
## Victims of Domestic Abuse in Bromley by gender

2018/2019



## Victims of Domestic Abuse in Bromley by ethnicity

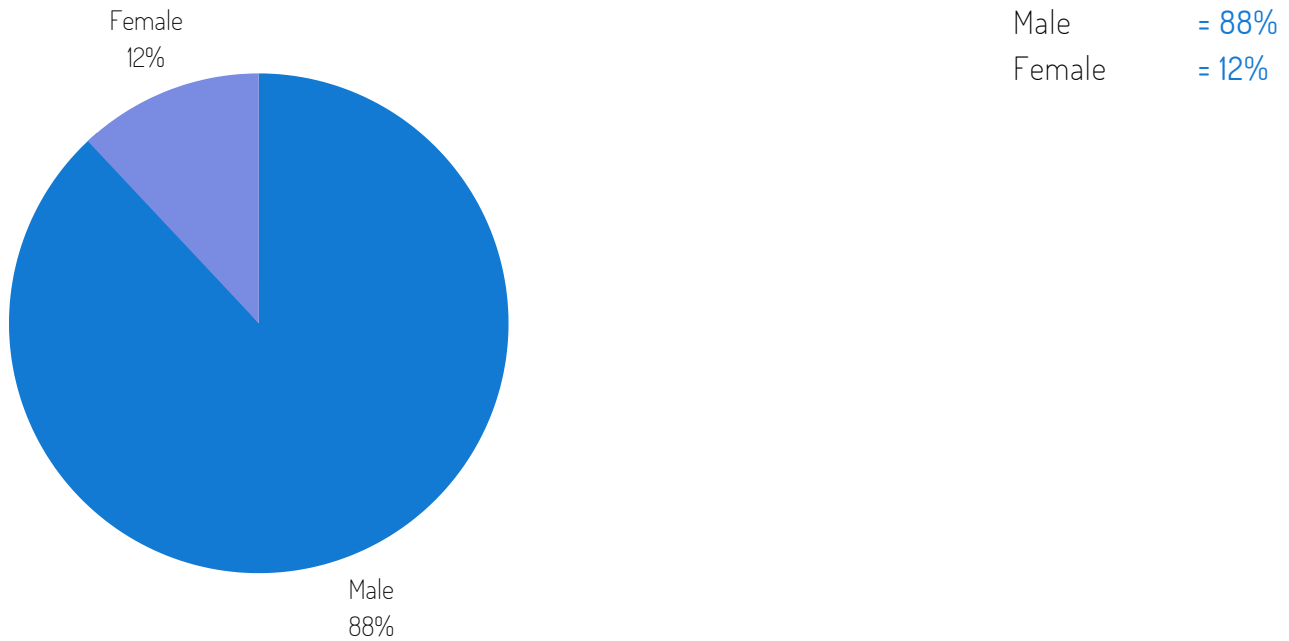
2018/2019



## Profile of the perpetrators

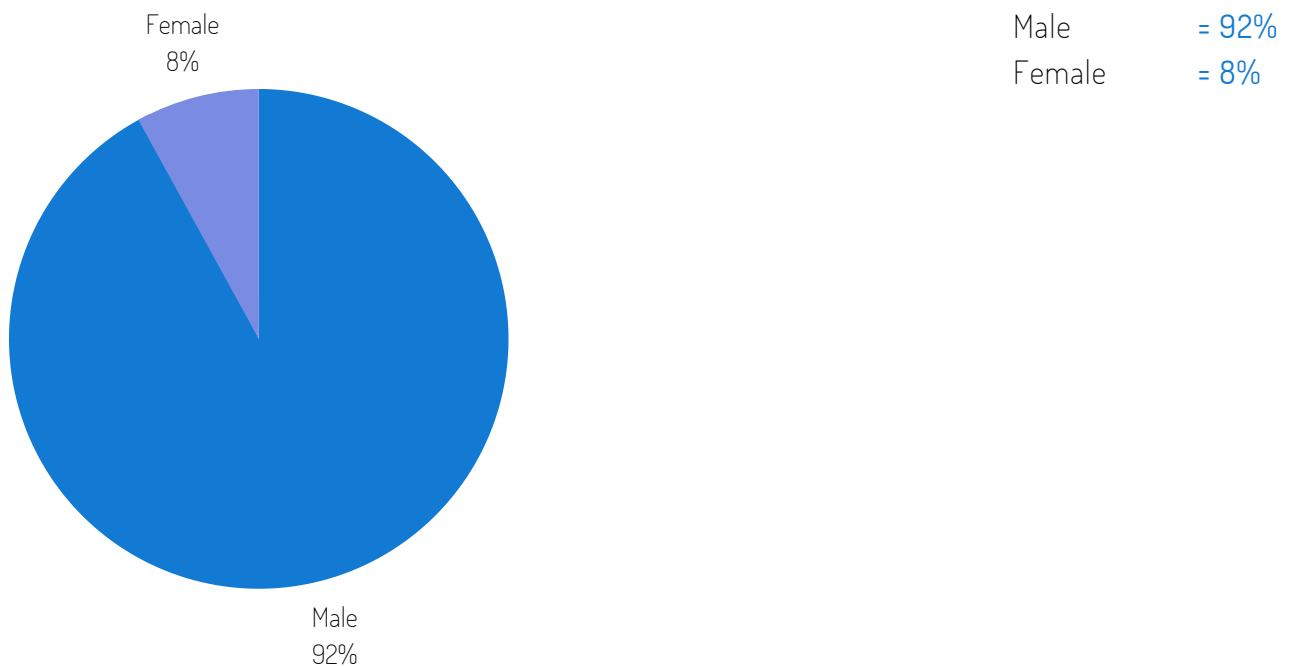
### Perpetrators of domestic abuse in Bromley by gender

2018/2019

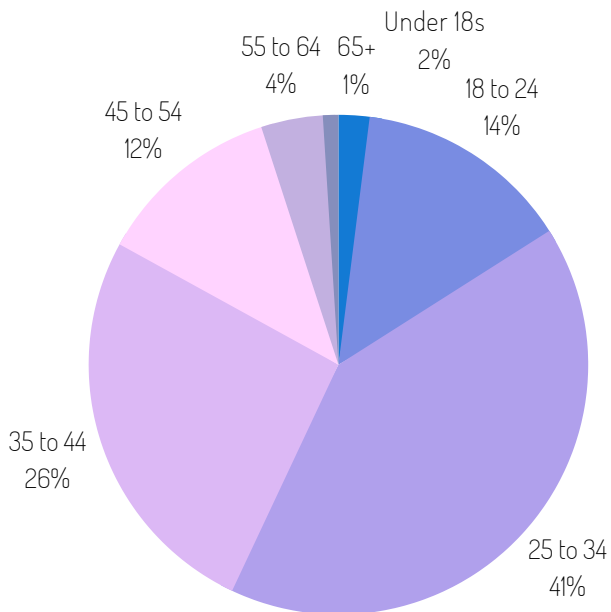


### Perpetrators of sexual offences in Bromley by gender

2018/2019

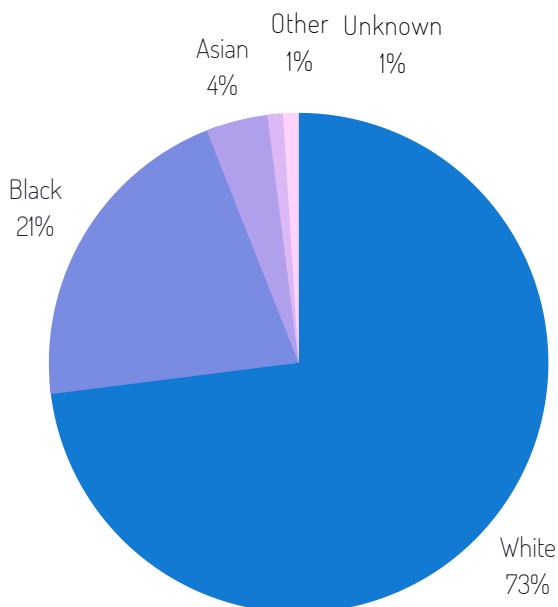


## Domestic Abuse Perpetrators in Bromley by age 2018/2019



Under 18s	= 2%
18 to 24	= 14%
25 to 34	= 41%
35 to 44	= 26%
45 to 54	= 12%
55 to 64	= 4%
65 and over	= 1%

## Domestic Abuse Perpetrators in Bromley by ethnicity 2018/2019

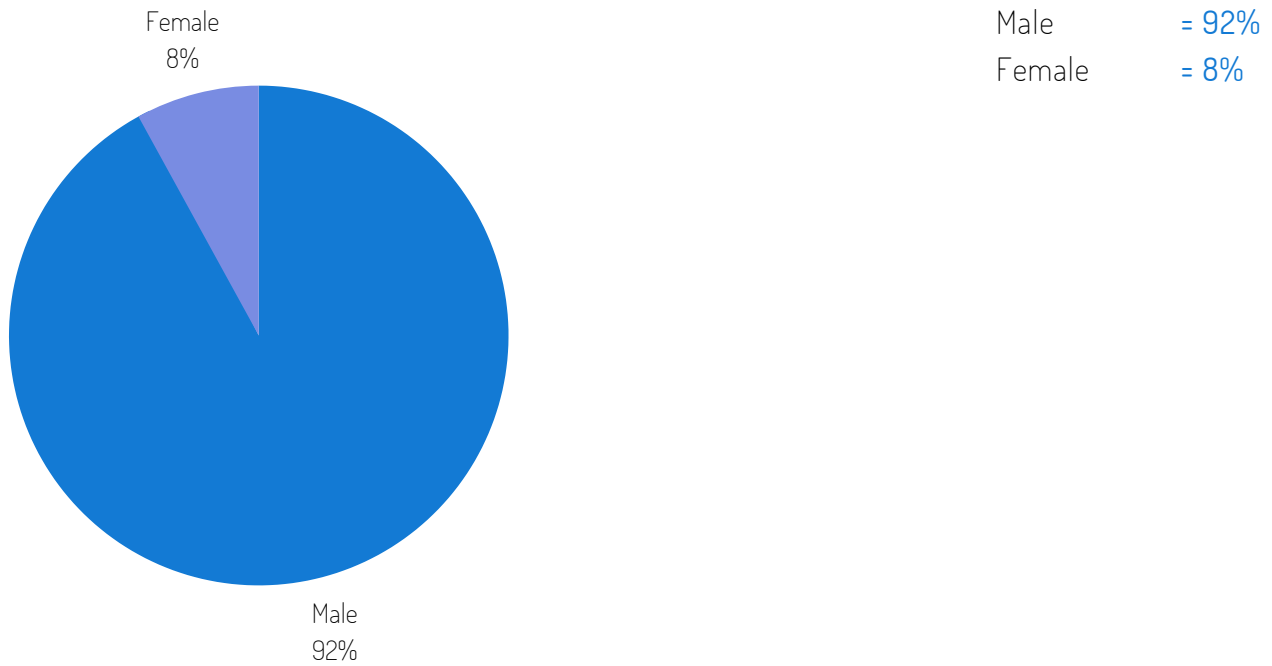


White	= 73%
Black	= 21%
Asian	= 4%
Other	= 1%
Unknown	= 1%

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## Sexual Abuse Perpetrators in Bromley by gender

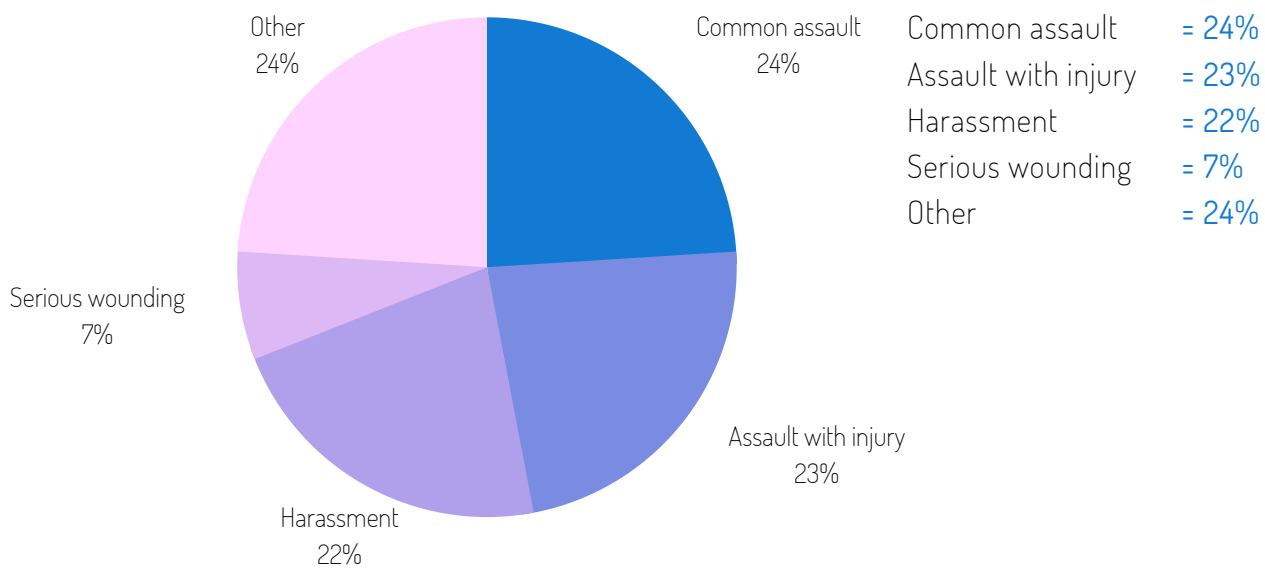
2018/2019



## Type of offences committed

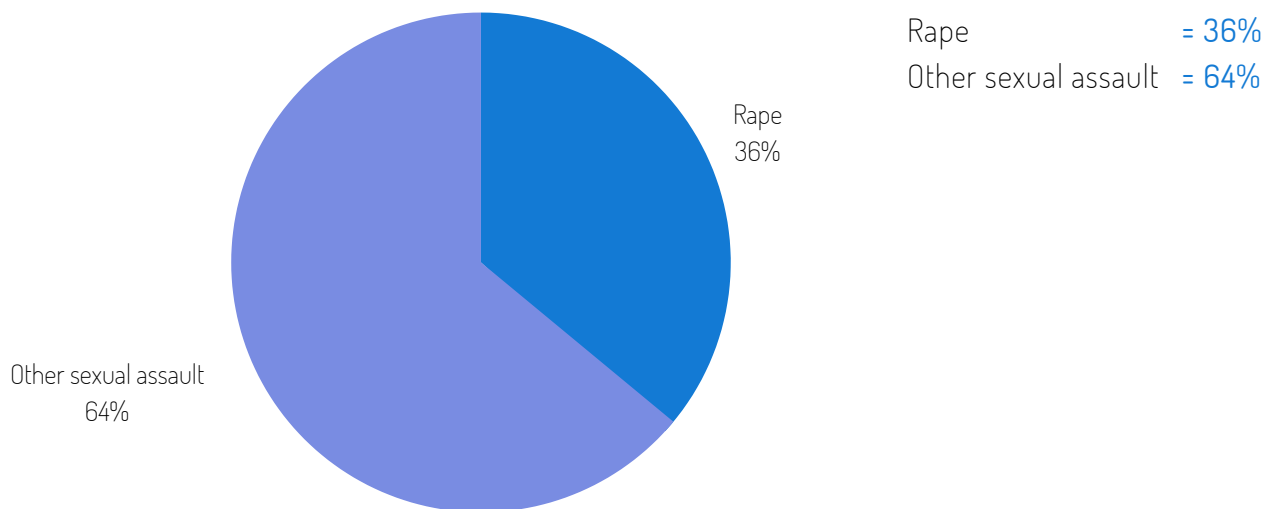
### Offences committed against victims in Bromley

2018/2019



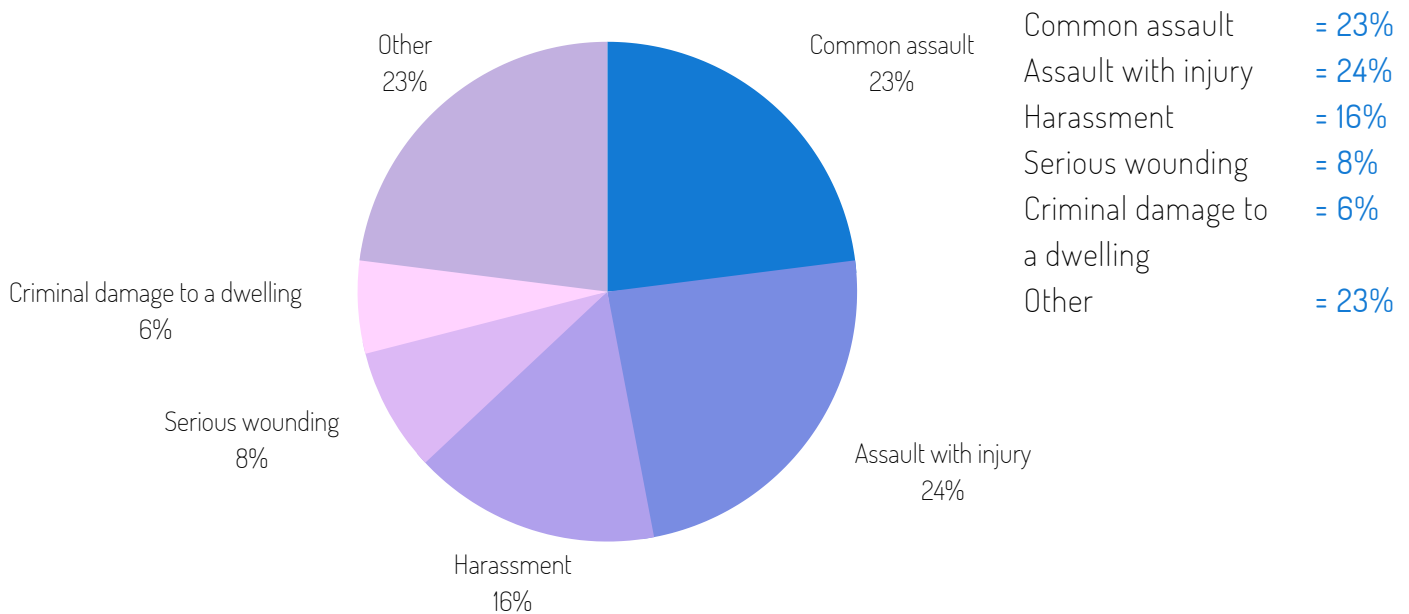
### Sexual offences committed against victims in Bromley

2018/2019



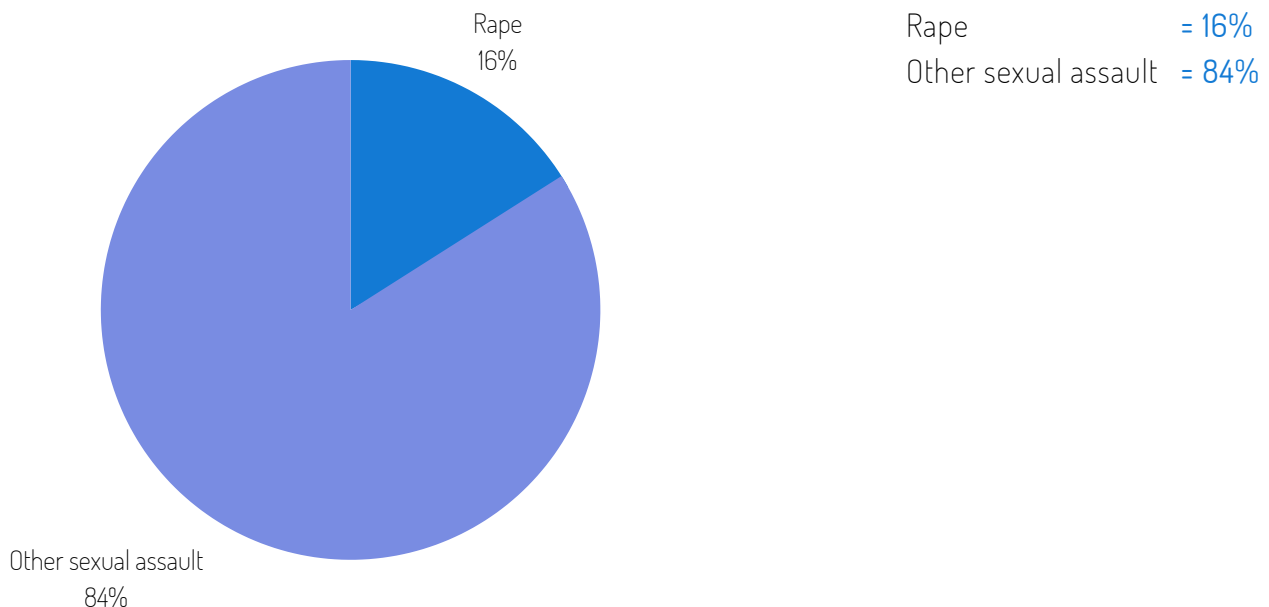
## Domestic abuse perpetrators by offence type in Bromley

2018/2019



## Sexual offences committed by perpetrators in Bromley

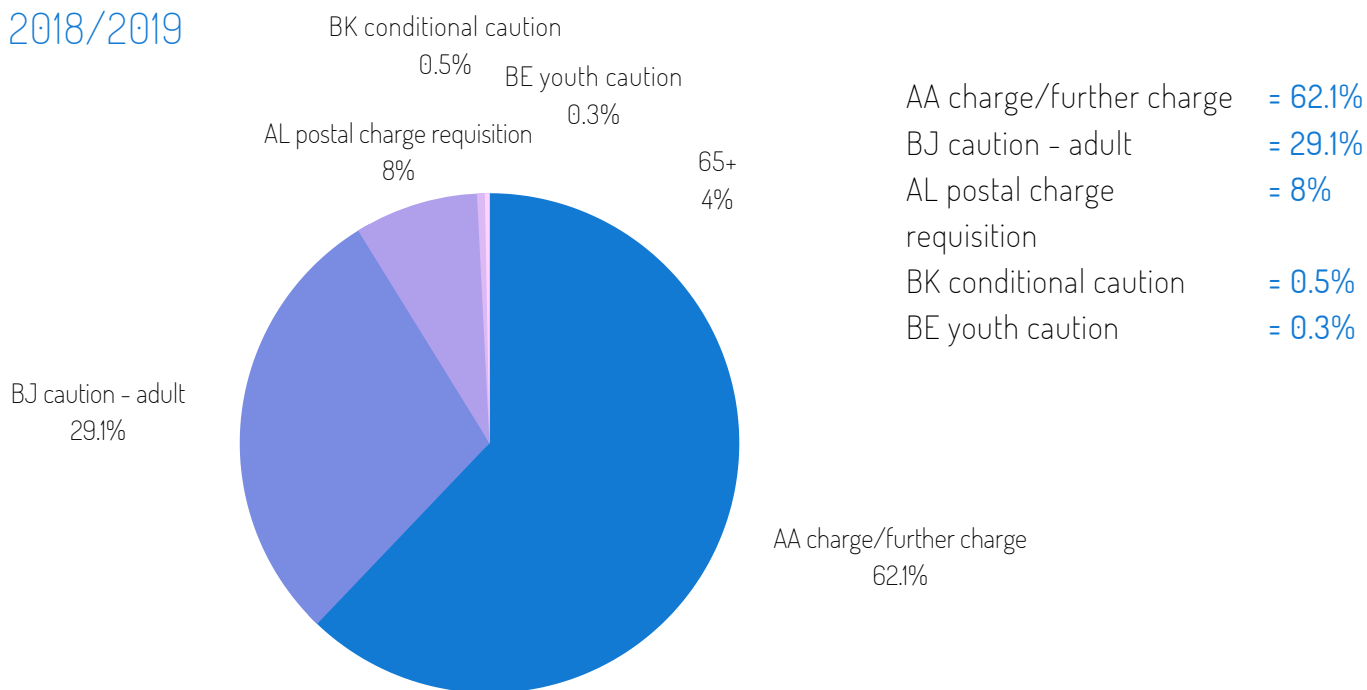
2018/2019



# Proceedings

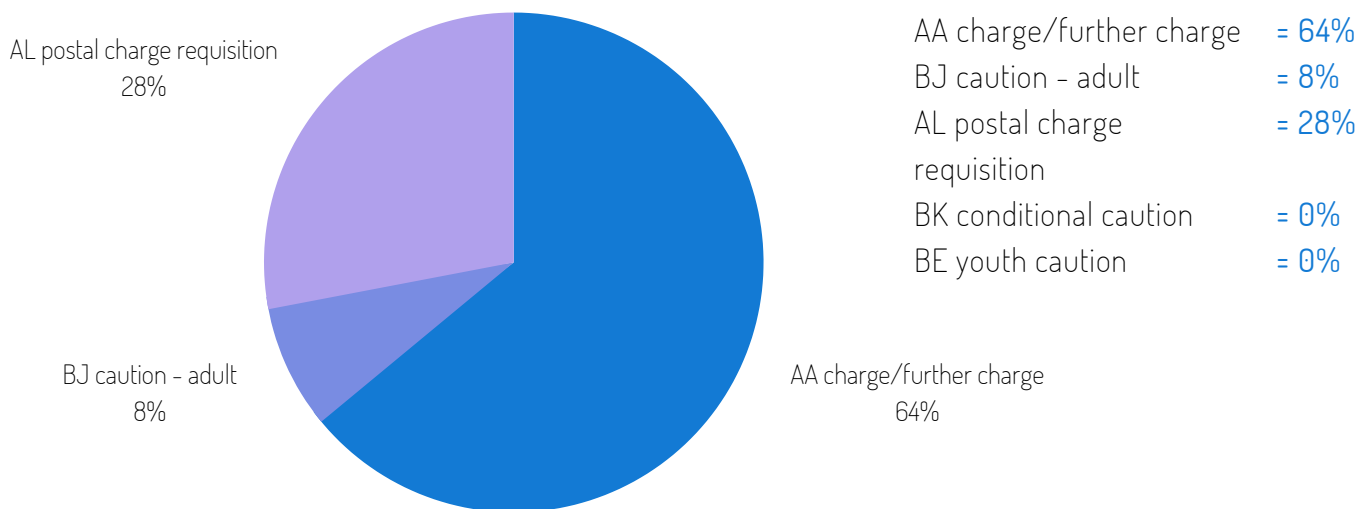
## Proceedings involving domestic abuse perpetrators in Bromley

2018/2019



## Proceedings involving sexual abuse perpetrators in Bromley

2018/2019





## Training course levels

### LEVEL 1

#### Domestic Abuse Foundation

This is multi-agency awareness training, for all staff who work with families who have experienced domestic abuse or who need a general understanding of the subject. The course aims to enable professionals to understand their role, in effectively working with families where domestic abuse is present. The Safe Lives Risk Assessment Tool is introduced to attendees on the course, to help them identify levels of risk. The course also looks at the MARAC process and how to refer to MARAC in Bromley. It is currently run as a half-day course and there are four sessions each year.

### LEVEL 2

#### Domestic Abuse Intermediate

This course is for all frontline staff, working for the London Borough of Bromley and all partner agencies, who regularly work with families who have experienced domestic abuse. It is aimed at professionals who have already completed the foundation course and have some awareness and understanding of domestic abuse. The course aims to build on the knowledge of those attending the course, to enable them to support victims/survivors and their families. Attendees are asked to look at a case study and thought-provoking questions are asked in an attempt to get them to think about the situation at hand. The course also looks at record keeping in relation to domestic abuse cases, information sharing, the toxic trio, coping strategies, additional barriers to reporting and civil and criminal proceedings – including non-molestation orders and occupation orders. It is currently run as a one day course and there are two sessions each year.

### LEVEL 3

#### Domestic Abuse Advanced

This course is aimed at practitioners who work within key agencies to provide support to victims/survivors of domestic abuse and their families. The course aims to provide professionals with an understanding of the roles, responsibilities and agency responses in tackling domestic abuse in the borough, with a view of promoting positive working relationships and effective multi-agency working. The course also looks at the impact of domestic abuse on children, trigger trauma and how complex this can be and perpetrator programmes and interventions that are available to them.

# Services available across Bromley

## Bromley and Croydon Women's Aid



020 8313 9303



info@bcwa.org.uk

open from Monday to Friday 9am to 4.30pm  
or visit [www.bcwa.org.uk](http://www.bcwa.org.uk)

## Victim Support (Bromley)



020 7277 1433



info@bcwa.org.uk

open from 8am to 8pm Monday to Friday, 9am to 7pm weekends, and 9am to 5pm  
bank holidays or visit [www.victimsupport.org.uk](http://www.victimsupport.org.uk)

## Bromley Council - Adult Social Care



020 8461 7777



adult.early.intervention@bromley.gov.uk

open from Monday to Friday 9am to 5pm  
or visit [www.bromley.gov.uk](http://www.bromley.gov.uk)

### Out of hours



0300 303 8671

## Bromley Council – Children's Social Care



020 8461 7373  
020 8461 7379  
020 8461 7026



mash@bromley.gov.uk

open from Monday to Friday 9am to 5pm  
or visit [www.bromley.gov.uk](http://www.bromley.gov.uk)

### Out of hours



0300 303 8671

## Bromley Children's Project



020 8461 7259



bcpadmin@bromley.gov.uk

open from Monday to Friday 9am to 5pm  
or visit [www.bromley.gov.uk](http://www.bromley.gov.uk)

## Relate (Bromley)



0300 003 3225

open from Monday to Saturday 8am to 8pm  
or visit [www.relate.org.uk](http://www.relate.org.uk)

## Bromley, Lewisham & Greenwich Mind



01689 811222



bromley@blgmind.org.uk

open from Monday to Friday 9am to 5pm  
or visit [www.blgmind.org.uk](http://www.blgmind.org.uk)

## Clarion Housing Group



0300 500 8000

open Monday to Friday 8.30am to 5pm, and Wednesday 10am to 5pm,  
or visit [www.myclarionhousing.com](http://www.myclarionhousing.com)

## Bromley Drug and Alcohol Services



020 8289 1999

open various hours during the week  
or visit [www.changegrowlive.org](http://www.changegrowlive.org)

## Women and Girls Network



0808 801 0660



advice@wgn.org.uk

open from Monday to Friday 10am to 4pm, and Wednesday 6pm to 9pm,  
or visit [www.wgn.org.uk](http://www.wgn.org.uk)

# Services available in neighbouring areas

## Bexley Council

### Adult Social Care



020 8303 7777



[screeners@bexley.gov.uk](mailto:screeners@bexley.gov.uk)

### Children's Social Care



020 3045 5440



[childrensocialcare.admin@bexley.gov.uk](mailto:childrensocialcare.admin@bexley.gov.uk)

open from Monday to Friday 9am to 5pm or visit [www.bexley.gov.uk](http://www.bexley.gov.uk)

### Out of hours



020 8303 7777



## Croydon Council

### Adult Social Care



020 8726 6500



[croydonadultsupport@croydon.gov.uk](mailto:croydonadultsupport@croydon.gov.uk)

### Children's Social Care



020 8726 6400



[childreferrals@croydon.gov.uk](mailto:childreferrals@croydon.gov.uk)

open from Monday to Friday 9am to 5pm or visit [www.croydon.gov.uk](http://www.croydon.gov.uk)

### Out of hours



020 8726 6500

## Greenwich Council

### Adult Social Care



020 8921 2304



[aops.contact.officers@royalgreenwich.gov.uk](mailto:aops.contact.officers@royalgreenwich.gov.uk)

### Children's Social Care



020 8921 3172



[mash-referrals@royalgreenwich.gov.uk](mailto:mash-referrals@royalgreenwich.gov.uk)

open from Monday to Friday 9am to 5pm or visit [www.greenwich.gov.uk](http://www.greenwich.gov.uk)

### Out of hours



020 8854 8888

## Kent County Council

### Adult Social Care



03000 41 61 61



social.services@kent.gov.uk

### Children's Social Care



03000 41 11 11



social.services@kent.gov.uk

open from Monday to Friday 9am to 5pm or visit [www.kent.gov.uk](http://www.kent.gov.uk)

### Out of hours



03000 41 91 91

## Lambeth Council

### Adult Social Care



020 7926 5555



adultsocialcare@lambeth.gov.uk

### Children's Social Care



020 7926 5555



helpandprotection@lambeth.gov.uk

open from Monday to Friday 9am to 5pm or visit [www.croydon.gov.uk](http://www.croydon.gov.uk)

### Out of hours



020 7926 5555

## Home Start (Lambeth)



020 7924 9292



[info@homestartlambeth.co.uk](mailto:info@homestartlambeth.co.uk)

## Not Alone In Sutton



0808 168 9291



[transformsutton@cranstoun.org.uk](mailto:transformsutton@cranstoun.org.uk)

## Refuge

Lambeth - The Gaia Centre



020 7733 8724



[lambethvawg@refuge.org.uk](mailto:lambethvawg@refuge.org.uk)

Lewisham - Athena



0800 112 4052



[lewishamvawg@refuge.org.uk](mailto:lewishamvawg@refuge.org.uk)





# Services available nationally

## Refuge



0808 2000 247

Freephone 24 Hours or visit [www.refuge.org.uk](http://www.refuge.org.uk)

## Men's Advice Line



0808 801 0327



[info@mensadviceline.org.uk](mailto:info@mensadviceline.org.uk)

Monday and Wednesday 9am to 8pm. Tuesday, Thursday, Friday 9am to 5pm.  
Visit [www.mensadviceline.org.uk](http://www.mensadviceline.org.uk)

## LGBT Domestic Abuse Partnership



020 7359 5767

Weekly drop-in held on Fridays between 2pm – 3:30pm at London Friend.  
Visit [www.lgbtdap.org.uk](http://www.lgbtdap.org.uk)

## Karma Nirvana



0800 5999 247



info@karmanirvana.org.uk

Monday to Friday 9am to 5pm  
Visit [www.karmanirvana.org.uk](http://www.karmanirvana.org.uk)

## National Centre for Domestic Violence



0800 970 2070



office@ncdv.org.uk

Visit [www.ncdv.org.uk](http://www.ncdv.org.uk)

## Respect UK



0808 802 4040

Monday to Friday 9am to 8pm.  
Visit [www.respect.uk.net](http://www.respect.uk.net)

## Hestia



020 7378 3100



info@hestia.org

Visit [www.hestia.org](http://www.hestia.org)



## Mankind



01823 334244

Monday to Friday 10am to 4pm

Visit [www.mankind.org.uk](http://www.mankind.org.uk)

## Galop LGBT + Anti-Violence



0800 999 5428



[help@galop.org.uk](mailto:help@galop.org.uk)

Visit [www.galop.org.uk](http://www.galop.org.uk)

## National FGM Centre



020 8498 7137



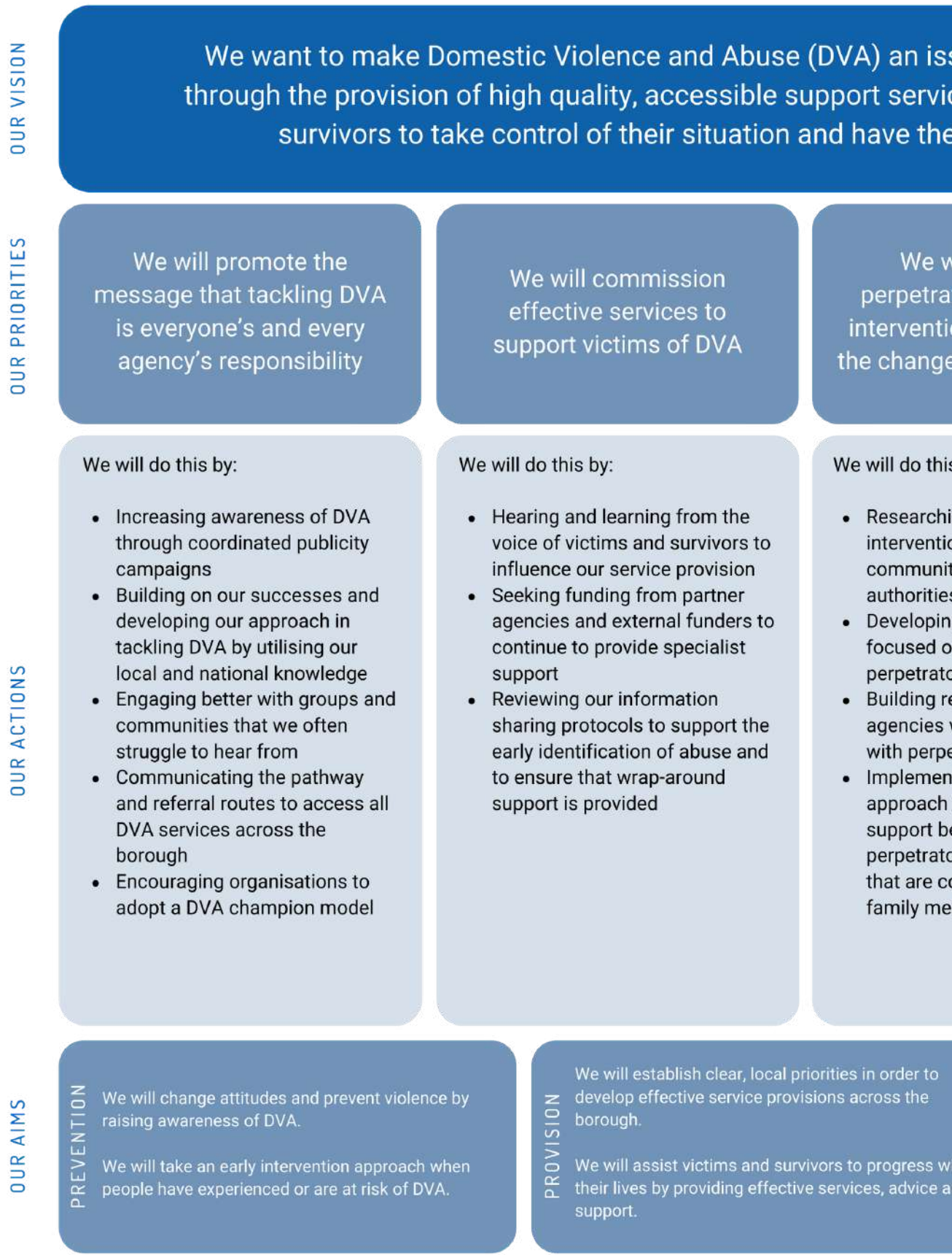
[info@nationalfgmcentre.org.uk](mailto:info@nationalfgmcentre.org.uk)

Visit [www.nationalfgmcentre.org.uk](http://www.nationalfgmcentre.org.uk)



# AN INTERGENERATIONAL DOMESTIC VIOLENCE AND ABUSE STRATEGY FOR 2020 TO 2023

## MAKING DOMESTIC ABUSE EVERYONE'S



# BUSINESS



...sue that is challenged, before it becomes an issue,  
...ces for all our residents which empower victims and  
...e confidence to move forward with their lives

...will challenge  
...ators and explore  
...ions that measure  
...e in their behaviour

We will increase and develop our existing training offer on DVA and VAWG to improve local responses to victims and survivors, and their families

We will introduce DVA Ambassadors to support staff in the workplace

...s by:  
...ing successful  
...ons that other  
...ities and local  
...s have adopted  
...ng specific training  
...on supporting  
...ors  
...relationships with  
...who may be working  
...etrators  
...nting a whole family  
...by including the  
...eing provided to  
...ors in assessments  
...ompleted for other  
...embers

We will do this by:

- Commissioning and rolling out specific training in relation to MARAC
- Identifying training which specifically looks at the needs of hard to reach and minority groups and those who may face barriers to reporting abuse
- Promoting the training and resources available on reducing parental conflict to help professionals understand the difference between this and domestic abuse

We will do this by:

- Embedding policies in the workplace for their managers on how to support employees who have been impacted by DVA/VAWG
- Training staff as DVA Ambassadors so that they can effectively support colleagues who may be experiencing or are affected by DVA
- Signposting to available support and sharing resources to support staff who may be experiencing DVA
- Developing a communication strategy to raise staff awareness of the range of DVA support available

...with  
...and

**PARTNERSHIP**

We will develop a coordinated, multi-agency approach to tackling DVA by implementing positive change and maximising opportunities for partnership working across the borough.

We will make sure that our response to tackling DVA is shared by all stakeholders.

**PROTECTION**

We will provide tailored support services in Bromley which meet the needs of victims and survivors, their families and perpetrators.

We will provide accessible, holistic support to people who have experienced or who are at risk of DVA and provide effective perpetrator interventions.



Produced by:  
Children's Services  
London Borough of Bromley  
Civic Centre, Stockwell Close  
Bromley BR1 3UH



Report No.  
CEF20035

London Borough of Bromley

PART ONE - PUBLIC

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**Decision Maker:** PORTFOLIO HOLDER FOR CHILDREN EDUCATION AND FAMILIES

**Date:** 26<sup>th</sup> January 2021

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

**Title:** BROMLEY YOUTH OFFENDING SERVICE UPDATE

**Contact Officer:** Betty McDonald Head of Youth Offending and Youth Services:  
Email: [Betty.McDonald@Bromley.gov.uk](mailto:Betty.McDonald@Bromley.gov.uk)

**Chief Officer:** Janet Bailey, Director of Children's Social Care:  
Email: [Janet.Bailey@Bromley.gov.uk](mailto:Janet.Bailey@Bromley.gov.uk)

**Ward:** All Wards

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1. Reason for report

- 1.1 This report provides an update on the work of Bromley Youth Offending Service since January 2020, to include managing the service during the pandemic as well as the performance and other work of the service.

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2. RECOMMENDATION(S)

2.1 The Education, Children and Families PDS is asked to:

- The contents are received, noted and provide any comments on the work of Bromley Youth Offending Service.

2.2 The Portfolio Holder for Education, Children and Families is asked to endorse the annual report.

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### Corporate Policy

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

### Financial

1. Cost of proposal: None
  2. Ongoing costs: N/A
  3. Budget head/performance centre: YOS Budget
  4. Total current budget for this head: £1,682,315m
  5. Source of funding: LBB. Statutory Partners and the Youth Justice Board
- 

### Staff

1. Number of staff (current and additional): 30.5FTE
  2. If from existing staff resources, number of staff hours: N/A
- 

### Legal

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

### Procurement

1. Summary of Procurement Implications: None
- 

### Customer Impact

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

### Ward Councillor Views

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



### **3. COMMENTARY**

3.1 The YOS is multi-disciplinary, multi-agency service that works with children and young people aged 10-18 years and their families to deliver statutory responsibilities in relation to a wide range of provision to addressed as needs. The work of the YOS includes out of court disposal, statutory supervision for those sentenced by the courts this include those sentenced to detention, on licence in the community, court work and those remanded on bail under supervision.

#### **3.2 Managing during Covid-19**

3.3 The YOS has continued to undertake core responsibilities and tasks during the pandemic and maintained contact throughout adhering to guidance from the government and locally, including briefings from Chief Executive.

3.4 In response to the pandemic the YOS service delivery from its main office base in Masons Hill ceased. However, the delivery of interventions to children and young people have been undertaken virtually, although our front-line delivery office remained open throughout to ensure that we were available for our most vulnerable children many of whom attend the office without appointments.

3.5 The numbers of children and young people has decreased as a result of the pandemic. This is partially due to the prioritisation of adult criminal justice work that has seen many children's cases being delayed that would normally have progressed through the system.

3.6 The changes to how we contacted and worked with children has been significant. The Youth Offending Service has continued through the pandemic to operate a service to children, families and victims. Regular contact has been maintained with vulnerable and high-risk children as well as others in contact with the justice system using digital engagement. This has included home visits and setting tasks for children to complete in relation to their offending. There has been issues regarding isolation as a direct result of restrictions in place caused by the lock down, but staff have tried to increase contact with young people via telephone and other media in response to this.

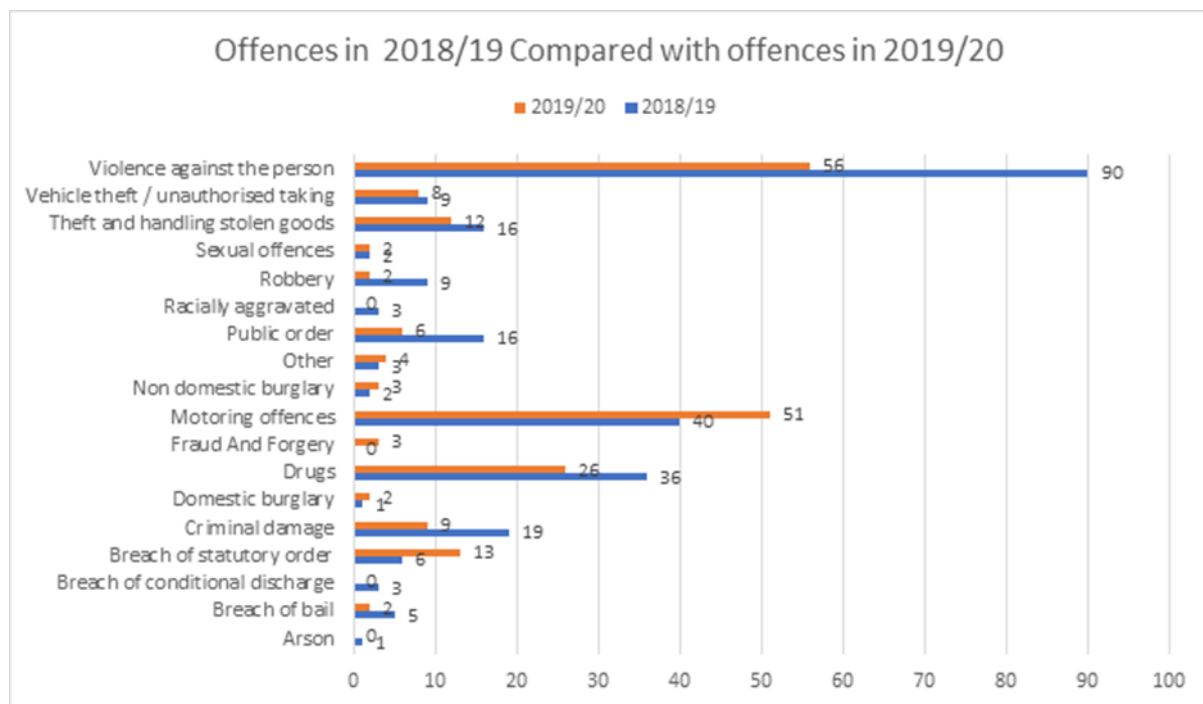
3.7 The decision to use digital media as opposed to telephone calls was to provide a more robust supervision and management of risk and to seek compliance from the children and young people. This has particularly been important especially in relation to those children vulnerable to exploitation. This period of delivering interventions appears to have been effective with staff reporting good engagement with parents as well a more consistent approach with young people appearing to be willing to be open and discuss issues over digital platforms. It was anticipated that there might be an increase in non-compliance but that has not been the case, there has been two breaches instigated during this period and generally high levels of engagement from children. The YOS is however seeing as many young people face to face wherever possible and in line with government advice.

#### **3.8 Key Performance indicators**

3.9 The YOS has three national performance indicators set by central government: First time entrants, reoffending and the use of custody and these indicators are used by the Youth Justice Board (YJB) to measure our performance. There has been a delay on the part of the Ministry of Justice in publishing the latest data, so we are reliant on the previous data outturn. In this period, we saw first time entrants rate reduce by 29% (74) with 54 new entrants into the justice

system compared with the previous year. Bromley has continued to reduce its rate from 243 per 100,000 (Oct 2017 to Sept 2018) to 174 (October 2018 to Sept 2019) per 100,000. In reviewing trends in relation to first time entrants it is evident that Bromley has had some of the lowest rates and there has been periods over the last few years where first-time entrants rated plateaued, however, there has been a slight increase. It is expected that when the data is published this could see more children coming through the system. The rate of reoffending in Bromley is 37.4% this is 5% lower than the rate for London and 4% higher than our statistical neighbours. Bromley has the 7<sup>th</sup> lowest reoffending rate in London and ranks 74<sup>th</sup> out of 154 YOS in the country. The trends from our data shows that the cohort of children has reduced over the last four years from highs of 221 children to 182 representing a 18% reduction (39 children) over the four years.

### 3.10 The types of offences committed by children in Bromley



3.11 The cohort of children in Bromley has reduced from 261 in 2018/19 to 199 in 2019/20 a 24% reduction on those involved in offending. In both years the top three offences continue to be violence against the person, motoring offences and drugs.

3.12 The use of custody in Bromley is low and therefore statistical conclusions need caution in terms of actual numbers that impact on percentage outturn. During July 2019 to June 2020, 3 young people sentenced to custody twice for separate offences. In terms of this measure this represents 5 custodial sentences up by one child on same period the previous year, thus representing a 9% increase per 1000 of custodial sentences. However, the Bromley custody rate is 14% below London and 2% below the national average. There are several challenges for the service in maintaining performance in this area and work to address desistance from offending, use of illegal substances and addressing violent offending are key priority areas for the YOS and its partners agencies. It is notable that our rates for BAME children in custody reflect national over representation of this group despite lower proportions of BAME children in our local population. In examining all those children their offending was very serious giving the court no options than to impose a custodial sentence.

3.13 The Youth Custody Service (YCS) introduced restricted access to the secure estate. This included suspension of all social and professional visits and in place increased access to telephone contact so that children could maintain contact with family members and

professionals during this period. There has been increased activities both in room (cells)s and with earlier easing of lock down this changed to more out of room activities and increased access to education.

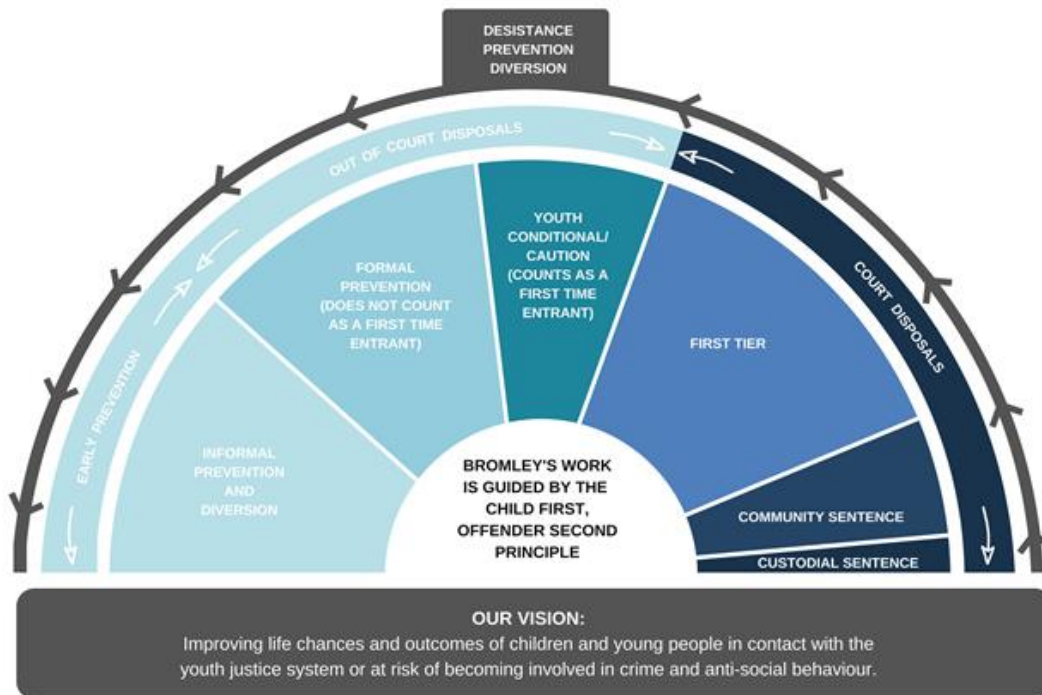
- 3.14 Bromley YOS acknowledges the additional pressures that the Covid-19 restrictions may have had on families and children and in terms of managing during this period both emotionally and financially. We have therefore increased contact levels with children and sought assistance and advice from the YOS seconded Clinical Psychologist in working and managing well-being. Some families have required referrals and assistance to food banks and vouchers to help them through this period. The youth workers have maintained outreach contact with some children and young people particularly engaging with those to sustain education, employment and training especially for post 16 statutory school age young people. There has been a small group of families where they have no access to the internet or IT equipment to assist with schoolwork and through the Dfe allocation of laptops we were able to secure these for YOS young people.
- 3.15 The YOS has a recovery plan that outlines how the service has operated during the pandemic as well as highlighting areas of good practice that will be enhanced and retained during the lock down. This includes staff being involved in auditing case work and delivering virtual training sessions.

### **3.16 National standards self-assessment**

- 3.17 The Ministry of Justice and the Youth Justice Board (YJB) published a new set of standards for youth justice which came into effect in April 2019. These standards place greater emphasis on achieving suitable outcomes for children and are less prescriptive than previous iterations. The YJB required all YOS's to assess their compliance with the standards with an audit of cases to create a baseline of initial performance and to identify areas for development. In terms of Bromley there were high levels of compliance and fewer areas for development which is being addressed through our improvement plan.

### **3.18 Youth Justice Strategy**

- 3.19 In the last year we have published our Youth Justice Strategy 2020/23 that sets out our ambitions for our children by improving their life chance and outcomes. Our work as a YOS Partnership is guided by *the Child First, Offender Second* principle. Our priorities are:
- Reduce the number of first-time entrants into the youth justice system
  - Reduce reoffending by children
  - Improve the safety and wellbeing of children in the youth justice system
  - Address ethnic disproportionality and over representation of other protected characteristics and vulnerable groups
  - Protecting the public and victims
  - Strengthening our Partnership Board and workforce.
- 3.20 We are focused on desistance, prevention and diversion from offending and have developed a safeguarding rainbow well-being model, so we have built on this idea to reflect on our YOS cohort.



Our aim is to tackle issues that children face with our partners to build a trusting relationship with them whilst challenging and supporting change in their lives away from offending.

### 3.21 Focus on Practice

3.22 The YOS has been on an improvement journey to improve the quality of practice and management oversight of the work. There were examples of inconsistency in practice and drive to ensure that cases were progressing, and work being undertaken to address desistance. A practice consultant has helped in contributing to the service through regular intensive programme of practice audits. The improvements demonstrated during this time has led to:

- The voices of young people are now more visible in their case records, and there is clearer evidence that they are informing practice
- There are fewer delays between referral and first contact with families has reduced.
- Supervision is being held promptly after allocation, and then more regularly and at sufficiently frequent intervals; it is being recorded with greater clarity and depth, with more frequent evidence of reflective discussions.
- There is clearer evidence of challenge and of supervision helping to drive cases forward.
- The type of assessment undertaken with families is more proportionate to the level of risk and need.
- Young people are more often seen and spoken to alone during their assessments and this is an area to continually focus on that this is happening.
- Specific risk assessment tools (gangs, Child Sexual Exploitation etc.) are used more regularly to inform risk analysis.

- The quality of assessments is improving – with evidence of greater professional curiosity and explicit hypothesising occurring.

3.23 Our work with SEND has strengthened over the last year with greater emphasis on understanding the cohort of children with SEND in the criminal justice system. In order to efficiently ensure no children are overlooked or missed, the SEN/YOS meet monthly with a focus on open cases across both services, ensuring the children/young people are in an appropriate provision, have scheduled annual reviews and are getting suitable support or education, training and employment. Information sharing and exchange has enabled us to ensure that children are supported well by both services.

3.24 There has been a detailed action plan in place to chart and track progress from various audits and reviews of case files. We have reviewed all policies and procedures over the last six months. This is overseen via a YOS Improvement Board chaired by the Assistant Director and a Challenge Board chaired by the Director of Children's Service (DCS). The overall work and accountability for the YOS Partnership is governed by the YOS Partnership Board chaired by the Chief Executive and meets quarterly. The Board has exercised its role and function of scrutinising and seeking assurance that the service is able to discharge its role of managing and work with children involved in offending.

3.25 The Board set up a task and finish group to focus on one of the priorities from the strategy to address ethnic disproportionality. This is chaired by the DCS and a number of partners are also contributing to examining the evidence in relation to disproportionality in their areas. The Task and finish group will be reporting to the YOS Governance Board in December 2020 and further direction and information will be shared in future updates.

### **3.26 Safeguarding**

3.27 In terms of safeguarding children, the YOS continues to carry out its responsibilities under section 11 of the Children's Act (2004) which places several duties to ensure that day to day operations considers the need to safeguard and promote the welfare of children. One of our key priorities is keeping children safe from harm. The main offences that children in the borough are involved in is violence against the person, criminal damage and theft.

3.28 Young people tell us that they don't always feel safe on the streets and for a small number they carry weapons for self-protection. The fear of crime can add to the emotional wellbeing of our children and cause anxiety and stress. We work with children to help them to develop strategies to manage their anxiety through our work with Bromley Child and Adolescent Mental Health Service (CAMHS) and Well-being service.

3.29 CAMHS provides a range of interventions to the YOS roughly equating to 2.5 days per week this includes:

- Group and individual case consultation
- Reflective case discussion
- Specialist training (e.g. Conduct Disorder, Complex Trauma)
- Liaison
- Multi-agency panel attendance (MEGA, Risk & Safety)

3.30 Certain adjustments were made to this service provision in response to the COVID-19 pandemic, and following government guidance, in order to ensure that the YOS was able to continue to access specialist mental health expertise when required. One of the main themes picked up during case consultation was mental health and ensuring that we are able to respond and support children in need of specialist services.

3.31 Risk in the YOS is managed within the service via the YOS Risk and Safeguarding (RASP) Panel and a wider tracking of high-risk children involved in missing, exploitation (sexual and criminal) are tracked via the Missing, Exploitation and Gang Affiliation (MEGA) panel. There is currently 13 YOS children on MEGA representing around 20% of YOS caseload and 25% managed under RASP.

### **3.32 Workforce**

3.33 We continue to have a stable workforce and have over the years reduced our reliance on agency workers. We currently have 3 agency staff and are currently looking to recruit permanently to these posts. Exit interviews with all staff has highlighted one leaving to pursue a new career in the business world and another has secured a position on a social work course. We continue to support staff through professional development provided by the local authority learning and development team, this includes induction session, specialist training on assessment, serious youth violence, sexually harmful behaviours, court training, comprehensive safeguarding training offer, management development and other workshops.

3.34 We have developed an integrated health offer in the YOS comprising of a Nurse, Speech and Language worker, CAMHS Psychologist and substance misuse worker. We also continue to have staff seconded from the National Probation Service, Police, Education welfare and youth service in the YOS working with our children. We have specialist workers delivering restorative justice work, reparation activity and diversion from criminal justice system.

3.35 The team has really developed over the last year and has been able to demonstrate that they have the capacity to produce high quality work and in turn good outcomes for our children.

## **4. IMPACT ON VULNERABLE ADULTS AND CHILDREN**

4.1 The YOS works with some of our most vulnerable children and young people, many of whom have unmet needs and through the multi-agency working and set up there are a range of specialists staff and services to work directly with children and to facilitate their engagement and access to services. Children in the justice system often experience and exposed to risks in terms of their well-being, safety, at home and in the community and these can be detrimental to them and their future.

## **5. POLICY IMPLICATIONS**

None

## **6. FINANCIAL IMPLICATIONS**

6.1 The YOS budget is a pooled budget with partnership contributions from the London Borough of Bromley, Police, probation and Health. The annual YOS Plan outlines the financial resourcing of the YOS, with the main contributors being the local authority and a grant from the Youth

Justice Board. Other partner contributions are in kind which covers staffing costs. The annual cost for 2020/21 for the YOS is £1,682,315.

## 7. PERSONNEL IMPLICATIONS

- 7.1 The Crime and Disorder Act 1998 also stipulates the statutory requirements for staffing composition of the YOS. The YOS is staffed with personnel directly employed by London Borough of Bromley Council as well as employees of partner agencies who have been seconded into the service and who remain employed by the partner agency.

## 8. LEGAL IMPLICATION

- 8.1 Under section 40 of the Crime and Disorder Act 1989 local authorities are required to form a local Youth Offending Team under the auspice Act. This requires every local authority in England and wales to set up and deliver youth justice services in line with the statutory framework that outlines the duties and responsibilities in relation to youth offending. To implement an annual youth justice plan outlining how services will be delivered and to submit the plan to the Youth Justice Board annually and this will be published.
- 8.2 National Standards for youth justice define the minimum standards of service provision and these standards are set by the Secretary of State for Justice on the advice of the Youth Justice Board. The standards cover a range of practice areas related to safeguarding children and young people, public protection and ensure the effective delivery of services.

## 9. PROCUREMENT IMPLICATIONS

N/A

<b>Non-Applicable Sections:</b>	
Background Documents: (Access via Contact Officer)	

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Report No.  
CEF20036

London Borough of Bromley

PART ONE - PUBLIC

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**Decision Maker:** Portfolio Holder for Education, Children and Families

**Date:** For Pre-Decision Scrutiny by Children, Education and Families PDS  
Committee meeting; 26 January 2021

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

**Title:** ADOPTION ANNUAL REPORT 2019/20

**Contact Officer:** Vicky West, Head of Adoption, Fostering and Resources, and Children with Disabilities.  
E-mail: Vicky.West@bromley.gov.uk

Elena Muller, Group Manager, CORAM Ambitious for Adoption RAA  
E-mail: Elena.Muller@bromley.gov.uk

**Chief Officer:** Director: Children's Social Care (ECHS)

**Ward:** All Wards

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1. Reason for report

- 1.1 To provide Members of the Education, Children and Families Budget and Performance Monitoring Sub-Committee with an overview of the work of the Adoption service in compliance with legislation.
- 

2. RECOMMENDATIONS

2.1 The Education, Children and Families Budget and Performance Monitoring Sub-Committee is asked to:

- i) Consider and comment upon the annual report of the Adoption Agency;
- ii) Recommend that the annual report be endorsed by the Portfolio Holder for Education, Children and Families

2.2 The Portfolio Holder for Education, Children and Families is asked to endorse the annual report

### Corporate Policy

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

### Financial

1. Cost of proposal: No Cost
  2. Ongoing costs: Not Applicable
  3. Budget head/performance centre: 833110
  4. Total current budget for this head: £1,395,006
  5. Source of funding: Revenue Support Grant
- 

### Staff

1. Number of staff (current and additional): 5
  2. If from existing staff resources, number of staff hours:
- 

### Legal

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

### Customer Impact

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

### Ward Councillor Views

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

### 3. COMMENTARY

- 3.1 Bromley is a registered Adoption Agency. Adoption agencies are subject to the Adoption Agencies Regulations (AAR) 2005 (updated 2011) and the Adoption Agencies (Panel and Consequential Amendments) Regulations 2012; Adoption Agencies (Miscellaneous Amendments) Regulations 2013 and are subject to the National Minimum Standards (2014) which accompany the Regulations. Standard 25.6 of the National Minimum Standards requires the Adoption Agency to produce a report to be received by the agency Executive.
- 3.2 The activities of the adoption service reflect the ongoing agenda of Central Government which is to ensure that children looked after achieve permanence in a timely manner and that adoptive families receive the support they need.

#### 3.3 Key Themes:

- Bromley's Adoption Service has now moved forward with the implementation of the Regional Adoption Agency (RAA). The RAA being '*Ambitious for Adoption CORAM Capital*'. This RAA model was approved by the Department for Education on the 1<sup>st</sup> November 2018 and became live in July 2019. This RAA is made up of the following local authorities: Harrow, Redbridge, Hillingdon, Slough, Waltham Forest, Bromley, City, Chelsea and Westminster and CORAM
- Bromley is proud to be the first London borough to be awarded the '*Working towards Quality Mark*' in Early Permanence and have been benefiting from focal work on consolidating the Early Permanence service.
- There were 12 Bromley looked after children placed with prospective adopters during the year 19/20.
- 8 children were made subject to Adoption orders in 2019/20
- The Adoption Scorecard shows that timescales for children being adopted in Bromley are also improving
- In 2019/20, 5 prospective adopters, who were assessed and approved at Bromley Adoption Panel have transferred to Coram RAA and 2 Bromley residents were approved for adoption at RAA panel.
- No placements disrupted during 2019/20.

3.4 The annual report is attached as Appendix 1.

### 4. LEGAL IMPLICATIONS

4.1 Please see paragraph 3.1

<b>pNon-Applicable Sections:</b>	Policy implications Financial implications Personnel implications
Background Documents: (Access via Contact Officer)	

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# Annual Report on Adoption Activity

## Coram Ambitious for Adoption

### 2019-2020

#### ***Mission Statements:***

***Bromley Council's Adoption Service believes that every child has the right to a permanent, secure and loving family which embraces their individual needs and differences, including their culture and identity where this is possible.***

***Coram's mission is to develop, deliver and promote best practice in the support of vulnerable children and young people. Our vision is that every child has the best possible chance to lead a fulfilling life.***

## **CONTENTS:**

- 1. Introduction**
- 2. Early Permanence**
- 3. Children with an Adoption Plan**
- 4. Children Placed for Adoption in 2019/2020**
- 5. Children Made Subject to Adoption Orders**
- 6. Adoption scorecards**
- 7. Panel**
- 8. Recruitment and Approval of Adopters**
- 9. Adoption and Post Adoption Support Services**
- 10. Disruptions, Complaints & Allegations and Compliments**
- 11. Future developments and priorities**
- 12. Coram Ambitious for Adoption RAA aims and objectives for the future**

## **1. Introduction**

This report details the work of Bromley Adoption Service from 1<sup>st</sup> April 2019 to end of March 2020. The main purpose of this document is to report on the activity of Bromley Adoption Service, update on the new developments and set out the ambitions and plans for the future.

The most significant development which took place last year was the completion of the regionalisation process in July 2019 when Bromley Adoption Service joined Coram Ambitious for Adoption, the first London Regional Adoption Agency.

The regionalisation reforms as set out in Regionalising Adoption paper (2015) intended to reduce the large number of agencies providing adoption services by creating 25-30 regional agencies. The expectation was that larger organisations should be able to pool resources and share best practice resulting in targeted and efficient recruitment of adopters; speedier matching with a larger more diverse pool of adopters; and an improved range of adoption support services.

This partnership is intended to help to simplify and speed up the adoption process in Bromley. Coram Ambitious for Adoption is a partnership between Coram, the UK's oldest children's charity, and several local authorities in London, bringing together their expertise to match children more quickly with their new adoptive families.

Coram Ambitious for Adoption is the first port of call for adoption enquiries on behalf of Bromley Council and provides access to adoption support for all its adoptive families. Coram is judged Outstanding by Ofsted and has more than 40 years' experience in finding vulnerable children permanent loving families.

In addition to Bromley Council, Coram Ambitious for Adoption also provides adoption services for Hillingdon, Waltham Forest, Harrow, Redbridge, Bi-Borough and The City of London.

The services provide through the Regional Adoption Agency include the recruitment and assessment of prospective adopters and the management of adoption panels, which take place in the 'hub' at Coram main office in **Brunswick Square**, and the family finding for children, and adoption and post adoption support are provided by Coram staff in the 'spokes' situated in each of the local authorities.

The transfer of the adoption service into the new Regional Adoption Agency took place over a few months, which included recruiting of new staff, had no negative impact on the way services were delivered and more importantly, the family finding activity for the children who needed adoptive placements.

Adoption concerns only a small proportion of Bromley children who are unable to safely return to their families, but they are some of the most vulnerable children in society. Adoption usually offers the benefits of family life throughout childhood and beyond into adulthood. It provides the opportunity for secure relationships to develop and the chance of developmental recovery for adopted children; the majority of whom have been maltreated and/or suffered significant trauma (Selwyn. et al., 20158).

There were 11 looked after children placed for adoption in the year 2019/2020, and 8 Adoption Orders made.

Coram 'Ambitious for Adoption' is responsible for recruitment, assessment, approval and support of adopter's pre- and post-order, family finding for looked after children with an adoption plan and post-adoption support services. The team provides a duty service for adopters and offers consultancy on adoption matters to social workers from the Referral & Assessment, Safeguarding, Children in Care and Court Teams. The team also provides post placement and post adoption support and a range of services for adopted adults and descendants. The function of assessment of intercountry adoption applicants is subcontracted to 'the Intercountry-Adoption centre'.



## 2. Early Permanence

Early permanence for children has continued to be the main focus and a viable option for young children in Bromley who are likely to need adoptive families.

Coram family finder tracks all the cases that might need EP carers and works closely with the social work team to identify the most suitable placement for the baby.

Cases needing an early permanence placement are discussed and scrutinised at different stages of the Bromley Children Service's involvement. A bi-weekly Legal Gateway Panel provides management oversight and scrutiny of all cases where a Legal Planning Meeting has been requested by Children Social Care and to ensure effective early case planning, timely interventions and pre-proceedings assessments. This panel is chaired by the Head of Safeguarding Service.

Similarly, for the Legal Gateway panel another layer of scrutiny is added by the Permanence Planning Meetings. This Panel meets fortnightly and focuses on children and young people entering care in Bromley, analyses care plans and ensures that all aspects of care arrangements, permanency and contingency plans are in place. All children and young people coming into care are presented between 6-8 weeks after accommodation. The panel is chaired by the Head of Adoption and Fostering and Connected Persons Service.

Coram family finder also uses the weekly performance data to monitor the progress of all the potential early permanence cases and any new referrals are discussed with the Early permanence team responsible for recruiting, assessing and approving early permanence carers in Coram Adoption and Permanent Families Service based in Central London.

Coram family finder is also part of the London Wide Early Permanence Steering group, a forum which meets bi-monthly to share expertise, ideas, good practice and family find for children who need early permanence carers.

Bromley are was the first London borough to be awarded the '*Working towards Quality Mark*' in Early Permanence and are now benefiting from focal work on consolidating the Early Permanence service.

Fostering for adoption is an established early permanence practice in Bromley; 4 out of the 8 children who were made subject to adoption orders last year, were placed in early permanence carers who later adopted them.

### **3. Children with an Adoption Plan**

There were 13 children with an Agency decision for adoption in 2019/20, of which 4 were male and 7 were female. Of this cohort, there was one sibling group of 2 whose plan was to be placed together.

The ages of this cohort of children when an adoption decision was made were as follows:

<b>Age</b>	<b>Number</b>
Under 12 months	8
1	0
2	2
3	0
4	2
5	0
6	1
<b>Total:</b>	<b>13</b>

The number of ADM adoption decisions granted had stayed the same, three years in a row, with 13 in the year 2018-19 and 13 ADM decisions made in 2017/18.

There is also no change in the number of sibling groups requiring a placement together in 2019/20, comparing to previous year 2018/19 and an increase in the number of children under the age of one. Bromley undertakes a comprehensive Together or Apart assessment in circumstances where separation of siblings may be required to determine the best permanence option.

Of the cohort of 13 children who had adoption plans agreed in the year 2019/20,

- 4 placed and subsequently adopted within the same year 2019/20
- 1 matched at Adoption Panel but not placed due to the global pandemic and restrictions which were put in place
- 6 were still waiting to be placed for adoption at 31<sup>st</sup> March 2020 and had already been linked to prospective adopters.
- 2 children had the adoption decision reverted (1 went to live with a family member and 1 had the care plan changed to SGO).
- 2 children whose adoption plan was agreed in the year 2018/2019 had the adoption decision reverted

#### **4. Children Placed for Adoption in 2019/2020**

Adoption performance has improved in the year 2019/20, both in terms of timescales and number of children placed for adoption.

Following an Adoption diagnostic of our performance, a Family Finding Lead role was created in September 2017. This is a senior practitioner with dedicated role in family finding for children with adoption plans from early stages of the child's care planning. This role was transferred into the new Regional Adoption Agency.

The Family Finding Lead undertakes the family finding in house (Coram RAA) and nationally for all cases where adoption is the plan, or likely to be the plan/ early family finding, working closely with practitioners from other teams, services or partner agencies.

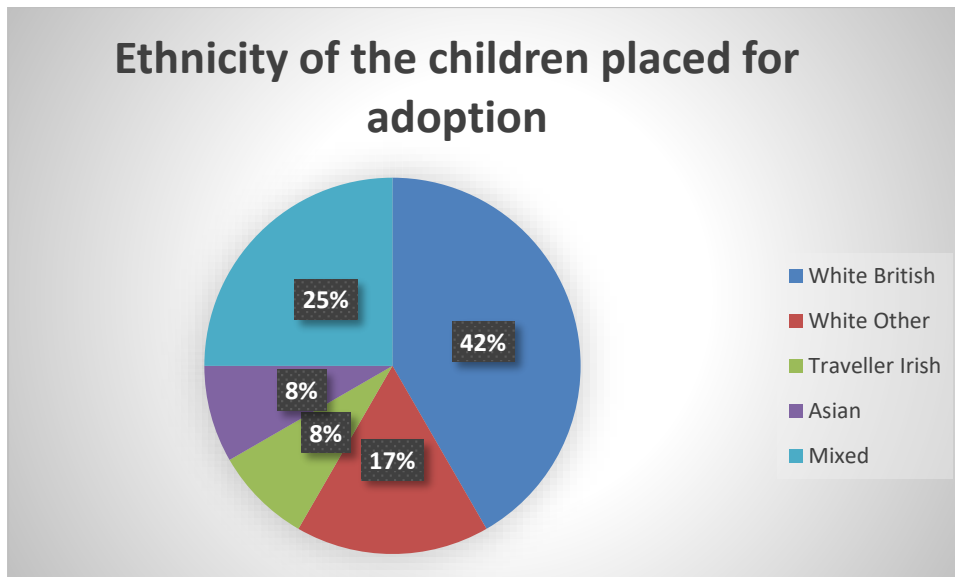
There were 12 Bromley looked after children placed with prospective adopters during the year, compared to 9 in 2018/19.

In this cohort there were 1 sibling group of 2 and 10 individual children.

In terms of gender, there were 5 male and 7 female children, with the eldest being 6-year-old and the youngest 4 months at the time of adoption placement.

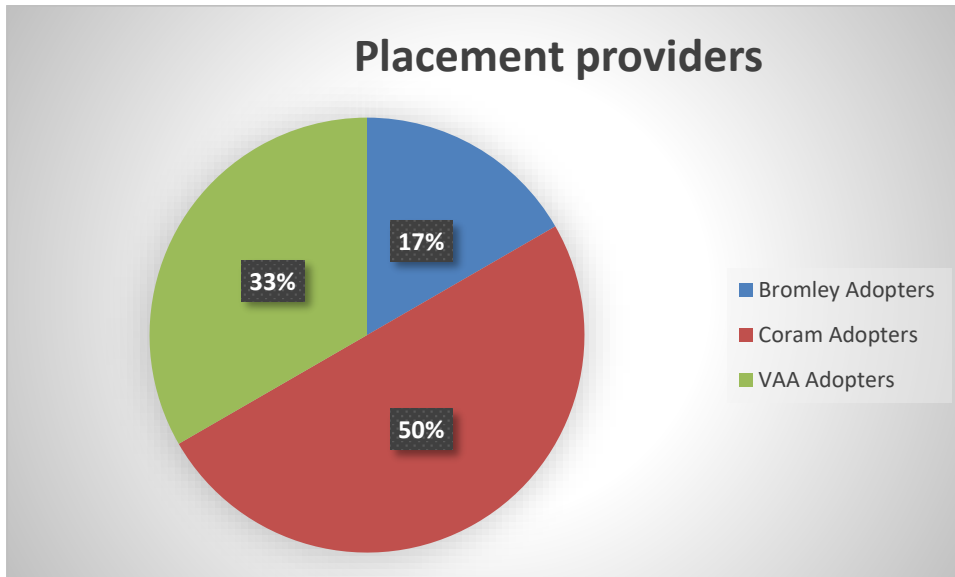
In terms of ethnicity out of the 12 children placed:

- 5 were of White British heritage
- 2 were of White European heritage
- 1 were of Traveller Irish Heritage
- 1 of Asian heritage
- 3 of mixed White and Black British/African heritage



Of the cohort of 12 children placed for adoption, 2 had been initially been placed with their carer as fostering for adoption placement, both just after their first birthday (13 and 12 months respectively).

In terms of placement provider, of the cohort of 12 children, 2 were placed with Bromley adopters (*before Bromley joined the RAA*), 6 were placed with Coram adopters and 4 were placed with adopters from voluntary adoption agencies under inter-agency arrangements.



**4.1. Family finding status at 31st March 2020 for the 7 children waiting for adoption placement was:**

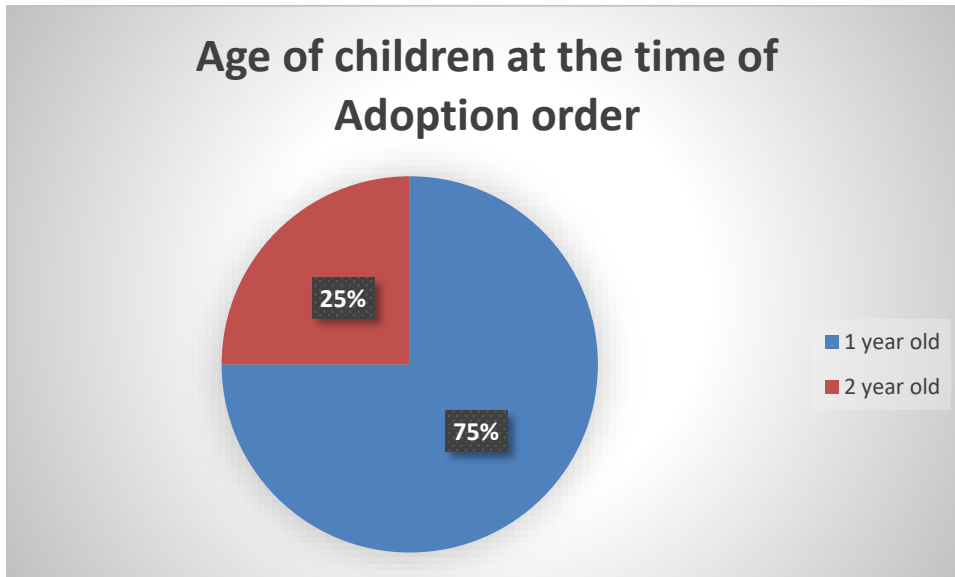
- One child was already matched at Matching Panel, but the introductions were postponed due to global pandemic
- All the other children had links and were either booked at Matching Panel or awaiting the conclusion of Care Proceedings and the making of the Placement Order.

**5. Children Made Subject to Adoption Orders**

8 children were made subject to Adoption Orders in 2019/2020.

Out of the 8 children subject to an Adoption order:

- 6 children were 1 year old
- 2 children were aged 2-year-old



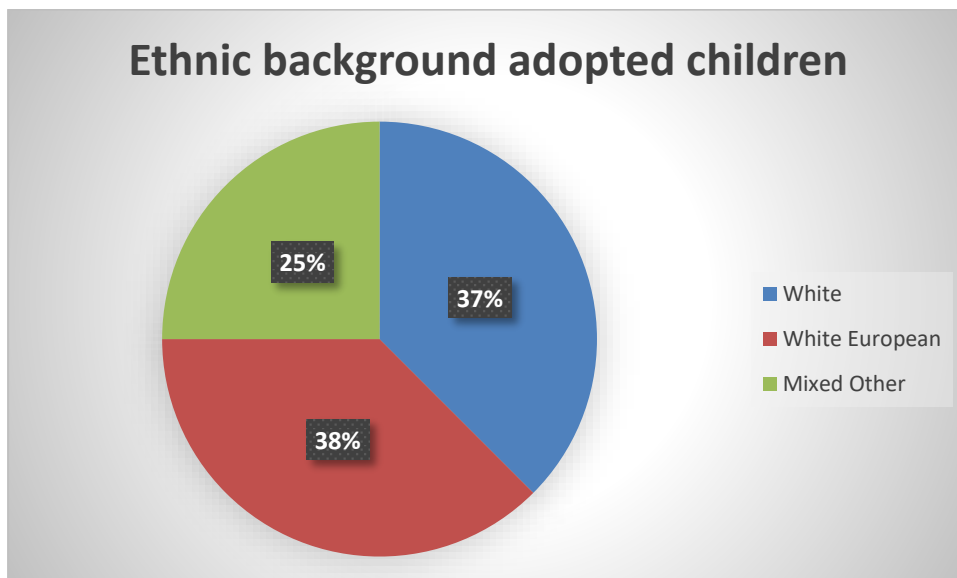
Out of the 8 children, the eldest child was aged 29 months at the time the Adoption order was granted, and the youngest child was aged 17 months.

Of the 8 children cohort:

- All children were placed in separate adoptive placement
- 6 children were placed in new adoptive families
- 2 children joined their older siblings who were adopted previously
- 6 of the children were female and 2 were male
- 4 children had been placed for adoption within the year 2019/20

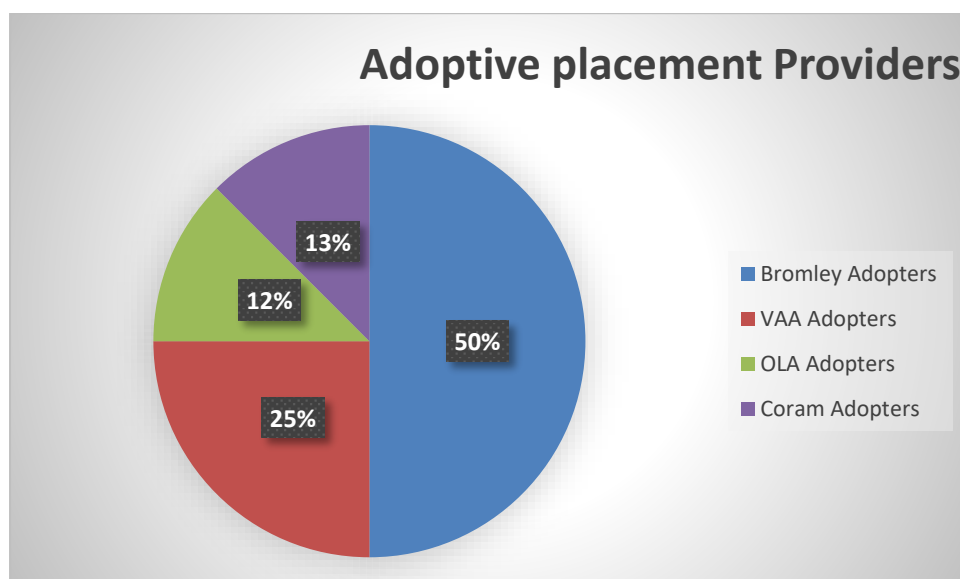
In terms of children's ethnic background, out of the 8 children:

- 3 were of White British heritage
- 3 of White European heritage
- 2 of Mixed – White/ Black Caribbean heritage



In terms of placement provider, of the 8 children adopted in the year 2019/20,

- 4 of the children were adopted by Bromley adopters
- 1 was adopted by adopters from other local authorities
- 2 were adopted by adopters from voluntary adoption agencies
- 1 was adopted by Coram adopters





## **6. Adoption scorecards**

The timeliness has been improved for adoptions completed in 2019/20 with sustained improved performance being predicted for the year 2019/20.

The average number of days between a child entering care and moving in with an adoptive family in 2017/20 (3 years average) was 427. This is 1 day longer than the National target of 426 days. The average number of days between a child entering care and moving with an adoptive family in 2019/20(single year) is 374 which means that Bromley children wait an average 52 days less to be with their new family in comparison to other UK children.

The average number of days between Bromley receiving court authority to place a child for adoption and matching the child with an adoptive family is 147 days in 2019/20. This is 26 days longer than the National target of 121 days. The 3 year average for 2017/20 is also above this at 172 days.

The scorecards were higher this year in comparison to other years due to a combination of factors such as adoptive placements need siblings group, BAME children and an adoption placement that broke down in 2018 (child needed to wait 9 months until he was ready to move with another family )



## **7. Panel**

A new Joint overarching Bromley Adoption and Fostering Panel was created in January 2018 to ensure that decisions relating to children, prospective adopters and foster carers are not delayed as the joint panel was to meet fortnightly.

With the newly formed Regional Adoption Agency, the approval function of the Panel was transferred to Coram Ambitious for Adoption Regional Adoption Agency, including matching recommendations, process completed in November 2019.

During 2019 -2020, 22 panels were conducted at Coram Ambitious for Adoption.

50 adopters were presented for approval and 17 matches were brought to Panel, 3 of which were for Bromley children. The rest of the children (8) were matched at Bromley Adoption Panel.

New RAA Panel dates have been added to meet demand and now occur three times a month with the exceptions of December, January and August.

### **7.1. Overview of the service**

The Adoption and Permanency Panel for the region is constituted in accordance with legislation, regulations and guidance. The panel members, chair and vice chairs, are drawn from an approved central list of panellists. The work of the panel is supported by a Panel Adviser and Panel Administrator.

Members of the Adoption and Permanency Panel include individuals with personal experience of adoption, adopters and adopted adults and other independent members with experience of fostering and looked after children. Panels are balanced as far as possible in terms of gender, age, ethnicity and experience.

There are 3 Panel Chairs appointed that rotate to ensure timely panels in response to the needs of the service. In addition, there are 3 Panel Vice Chairs appointed to the Panel. The central list of panel members comprises of 27 members (6 from the original Coram panel and 21 new panel members from partner agencies).

### **7.2. The purpose of the Panel**

The panel considers all applications from prospective adopters and foster carers (for early permanence) and makes recommendations of approval. The recommendation is made to the Agency Decision Marker for Ambitious for Adoption

The panel considers all applications for the approval of a match between a child/ren and suitable adopters. This recommendation goes to Bromley Agency Decision Maker.

The panel also considers placements for adoption where the birth parent(s) request their child be adopted. The recommendation of the match goes to Bromley ADM.

The Panel considers 'brief reports' on adoption and fostering applications during stage 2 of the assessment on whether the assessment to approve adopters should continue if the agency is considering terminating the assessment.

The Panel may consider reports on proposed or actual placements for the purpose of information and advice.

The Panel considers reports on the progress of placements from time to time and gives advice.

The Panel considers reports on disrupted placements and reports of any cases referred to the IRM and advises on lessons to be learned.

The Panel performs a quality assurance function, commenting on the standard of reports received and the quality of assessments. This may relate to a particularly complex case, or the required six monthly or annual report

An annual quality report is received from the panel and submitted to senior managers and Trustees, the findings of which are incorporated in progress reporting for the regional agency.

Panel training is offered regularly to ensure child centred and informed delivery incorporating case law and panel outcomes.

The Panel can also give advice about the numbers and ages of children in relation to prospective adopters; about post adoption contact; delegated parental responsibility and adoption support plans.

The Panel makes recommendations based on written reports prepared in advance by the relevant social worker, and the social worker and/or team manager attend at Panel to discuss and clarify any matters relevant to the application. When considering the approval of prospective adopters or a match between prospective adopters and a child, prospective adoptive and adopters have the option of attending the panel in person. Applicants who decide not to attend in person are not disadvantaged in any way and no judgement is made from their decision not to do so although every effort will be made to assist their attendance.

The recommendations and advice of the Panel are referred, along with the final minutes of the meeting, to the relevant Agency Decision Maker, for a decision to be made and conveyed to all parties within the time scales laid down in the Adoption & Children Act 2002.

## **8. Recruitment and Approval of Adopters**

In 2019/20, 5 prospective adopters, who were assessed and approved at Bromley Adoption Panel have transferred to Coram RAA.

Between June 2019 and March 2020, 2 Bromley residents were approved for adoption at panel.

In terms of enquiries, Coram RAA had 76 from Bromley residents in 2019/20, the monthly number increased towards the end of the year.

In relation to preparation training delivered to prospective adopters, Coram RAA had delivered during the year:

- 22 information events;
- 9 preparation courses at Stage 1;
- 7 preparation courses at Stage 2.

### **8.1 Recruitment/promotion activities**

Coram Ambitious for Adoption RAA are continuously running activities aimed at promoting adoption and attracting prospective adopters. A dedicated team continually run Google Ads, press and social media activity promoting the RAA. In addition, they run small digital campaigns around key adoption calendar events, for example LGBT Fostering & Adoption Week including integrated marketing activity across a digital and offline channel, campaigns for 1919 - 2020 such as National Adoption Week.

### **8.2. Assessment**

The assessments are undertaken by the Adoption Recruitment and Assessments Teams based at the Coram office.

The teams are guided by the statutory timescales for the adoption approval process and adopters are asked to ensure that they can meet these at the start of the assessment. This is a child focused process, and adopters need to understand our commitment is to the welfare of children needing permanence through adoption.

Once an adopter's approval by the ADM is confirmed the allocated social worker will work with the adopter to identify a child who will benefit from the skills and experience of the prospective adopters. This will include working with colleagues in Ambitious for Adoption, and referring children to other agencies and to Link Maker.

### **8.3. Information evenings and preparation courses**

Information Meetings have taken place at Coram head office on a bi-monthly basis for most of 2019/20. Some Information Meetings have taken place in RAA locations including in Waltham Forest and Bromley. These events are very well attended and give adopters the opportunity to ask questions to social workers from the Recruitment and Assessment team. Feedback forms are gathered at the end of the event where prospective adopters can request to be contacted about progressing further into the adoption process.

### **8.4. Intercountry Adoption**

The Adoption Team is responsible for providing a service to people living within the borough that wish to consider inter-country adoption. Through membership of the Inter-country Adoption Centre (IAC) additional information on inter-country adoption; preparation groups for first- and second-time adopters and training is provided.

The service is also responsible for providing support to applicants waiting for a match, which last year included children being matched and adopted from Bangladesh and India.

## **9. Adoption and Post Adoption Support Services**

**DATA:**

<b>Activity</b>	<b>2019-2020</b>
Requests for assessments for post-adoption support did you receive from families	39
How many assessments resulted in the provision of support	35
How many assessments were still being carried out at 31 March 2020?	3

Number of families in receipt of pre-adoption support (not one off advice) for support that was provided on any date between	6
Total ASF (pre and post order)	55 applications
Number of cases where Bromley had contributed financially in addition to ASF funding / cost	2
Number of families in receipt of adult adoptee adoption support (not one off advice) for support that was provided	27
Number of children with an active letterbox – some with more than one exchange	At 31st March 2020, the adoption team were managing <b>563</b> letterbox contact exchanges for <b>228</b> children.
Number of children with direct contact arrangements	13

### 9.1. Overview of the service

Statutory adoption support is a key service to the regional agency and these services operate from local authority settings and managed by Coram RAA.

Adoption support services are prescribed by Adoption Support Regulations Services 2005 and listed as:

- Financial support
- Services to enable groups of adoptive children, adoptive parents and natural parents or former guardians of an adoptive child to discuss matters relating to adoption;
- Assistance, including mediation services, in relation to arrangements for contact between an adoptive child and a natural parent, natural sibling, former guardian or a related person of the adoptive child;
- Services in relation to the therapeutic needs of an adoptive child;

- Assistance for the purpose of ensuring the continuance of the relationship between an adoptive child and his adoptive parent, including—
- Training for adoptive parents for the purpose of meeting any special needs of the child; and
- Assistance where disruption of an adoptive placement, or of an adoption arrangement following the making of an adoption order, has occurred or is in danger of occurring, including—
- Making arrangements for the provision of mediation services; and
- Organising and running meetings to discuss disruptions in such placements or arrangements.

If there is a high level of crisis, safeguarding concerns or high risk of adoption breakdown/disruption it may require a different type of intervention and a referral will be sent to MASH to access safeguarding and family support services and work together with these professionals to ensure the family have the right kind of support.

Children's presenting with emotional difficulties who are posing risk to themselves or others are referred to CAMHS and Bromley Adoption Service have a great working relationship with the CLA Team.

The post order team also works closely with the virtual school in providing advice and support to schools, parents and individual children with regards to education matters.

There has been a long-standing tradition for Bromley Post Adoption Service to organise a yearly adoption picnic for adopters and their adopted children. This event has been a success year after year, and the 2019 annual picnic event was very well attended. Feedback from the event was extremely positive with adoptive parents having an opportunity to network and children engaging and participating with other adopted children.

## **9.2. Adoption Support Process**

### **9.2.1. Pre-Adoption Order**

Child's allocated social worker completes the Adoption Support Plan as part of the Adoption Placement Report (APR) and the support plan is discussed with and signed by adopters and any ongoing financial support will be agreed at this stage. Decision re: financial support lays with Head of Service for Bromley Permanence Service.

Signed contact arrangements: indirect (letterbox) and direct contact will be agreed and signed by birth family and adopters pre-Adoption Order.

The life story book and later life letter will be completed by child's social worker and given to the adopters before the case can be transferred to post adoption, 10 days after the Celebration Hearing.

### **9.2.2. Post Adoption Order**

Once the adoption order has been granted, the case will be transferred to Post Adoption Team and one of the following pathways will be followed:

- There is no need for immediate support - Case to close and adoptive parents to be informed how they can refer themselves for support.
- Case to remain open for letterbox exchange only. Adopters will be advised how they can refer themselves for support
- Case to remain open with an allocated social worker due to ongoing support plan. ongoing support plans will be reviewed at 3 or 6 monthly intervals until case closes.

We receive referrals directly from adoptive parents and professionals via phone call or email.

All cases which are open to post adoption support require an assessment of need and adoption support plan completed by the Post Adoption Team social workers, this will be then be reviewed once a year or any time the plan needs to significantly change.

### **9.3. Adoption Support Fund (ASF) Applications**

The introduction and availability of the Adoption Support Fund in England has stimulated the provision of support services in an unprecedented way. Much of the focus of Bromley Post Adoption Service has been on ensuring a speedy application to the Fund to enable therapeutic services to be commissioned with minimal delay. This is usually based on a comprehensive assessment of need to ensure that services are responsibly and effectively commissioned in a joined-up and child-and-family centred way.

The therapeutic interventions offered via the Adoption Support Fund are mainly in-depth attachment /trauma models and they are often long-term interventions. The adoption support social worker works closely with other teams in Bromley Social Care,

Thrive, independent therapists and CAMHS Teams to provide the relevant support to the adoptive families.

It is the responsibility of the Post Adoption Team to assess the need of the family, identify relevant services and make the application to the fund.

A total of 55 applications were made to Adoption Support Fund in 2019/20 and funding of £151,082.83 secured which enabled us to purchase various resources for our adoptive families. This included Family therapy, specialist assessments, sensory integration programme, therapeutic parenting courses, family mediation provisions, play therapy, creative therapy.

#### **9.4. Work with Birth Families**

It is the responsibility of local authority adoption agencies to ensure that birth families affected by adoption have access to independent advice, information and support when the plan for the child becomes adoption. This is now provided in Bromley through referral to the therapeutic support team; THRIVE'. A team of therapeutically trained social workers in this service offer a counselling service to birth parents affected by adoption to help assist them with loss and separation. As part of this work Bromley Therapeutic Support Service offer advice with letter writing and at the end of the continuum, preparation and support for '*Wishing Well Contact* or with direct contact should there be a plan for this to occur post-adoption. Due to the transition to the Regional Adoption Agency, there was less take-up for this service and only one birth family receiving Birth parent counselling in 2019/20.

#### **9.5. Other adoption support services offered**

##### **9.5.1. Education Support**

Educational support to adopters is provided by Bromley's Head Teacher of Virtual School for Children Looked After. The Virtual Head supports adoption via consultations with adoption service to support adopters in accessing the right educational provision for Children Looked After.

Additionally, the Adoption Support Fund has been used to provide play therapy resources in schools and this has reduced the need to access Pupil Premium Plus fund being used.

##### **9.5.2. Post Adoption Contact**

The letterbox arrangements are managed as part of the post adoption support duty system. At 31st March 2020, the adoption team were managing **563** letterbox contact exchanges for **228** children.



The duty social worker with logistical support from an administrator provides the initial point of contact for information, advice and support to all those involved in indirect contact between adopted child and their birth families. If counselling or intensive support is required a designated social worker will be allocated for further work.

There were 13 adopted children with direct contact arrangements in place with birth family's members in 2019/20. The contact was mostly with siblings, but there is an increase in the number of direct contact arrangements involving both birth parents and grandparents. Each child will have one, two or more direct contacts annually with one or more parties.

Contact arrangements require a great deal of time and sensitivity from the service. The post adoption social worker prepares adoptive family members and birth family members to ensure the best possible outcomes from these contacts. The contacts are emotional and require sensitivity and empathy on the part of the adoption social worker. Direct contacts are an important piece of work for the child as it assists identity formation, reinforces important attachments made to significant people and promotes the cultural identity. Direct contacts continue until the child is 18 or until either party requests a review to either increase or changing contacts arrangements to better meet the needs of the child.

This service is in the process of being transferred over into the RAA and is currently held within the permanency service.

### **9.5.3. Adoption Allowances**

This function of the Adoption Service was not transferred to the Regional Adoption agency, so a Bromley Finance officer has been undertaking all Adoption allowance reviews, overseen by the Head of Service for Permanence Service

49 adoption allowances were reviewed in 2019/20. This was primarily to pay regular adoption allowance payments in relation to adopted children. There were in addition to one-off payments made towards the costs of introductions and settling in allowance.

This payment is reviewed annually and is means tested.

## **10. Disruptions, Complaints & Allegations and Compliments**

There were no placement or adoption disruptions during 2019/20, compared to 2 in

the previous year.

There was one complaint in 2019/20 which was partially upheld.

A log of compliments was maintained in the last year. Various compliments were recorded from adopters, foster carers, birth parents, Judges or other professionals.

There were no allegations in 2019/20.

## **11. Future developments and priorities**

As part of our drive for improving further on service delivery the action plan for the year ahead is to continue to:

- Aim for an 'outstanding' adoption service, by continuing to engage in the development of the Coram Ambitious for Adoption RAA, developing closer working relationships with the other Local Authorities which are part of the RAA in order to form a collective identity
- Continue to work in partnership with the Regional Adoption Agencies to look at best practice and service delivery, share ideas and expertise.
- To continue to further reduce the timescales for children with an adoption plan and to improve our Adoption scorecard by ensuring most of the children are matched with adopters within 4 months of the adoption order being made.
- Bromley and Coram Ambitious for Adoption RAA to work in partnership in placing children with adopters who can meet their needs avoiding delays. Alongside this, we will work with other RAAs partners and VAAs to deliver efficient and cost-effective services for our children needing permanent families;
- Improve on the quality of CPRs and support plans for children with an adoption plan. This will be achieved by getting more involved in working in partnership with the relevant teams at the pre-order stage and upskilling the workforce and training the is writing good CPRs.
- Continue to develop the post-adoption assessment tools in order to support the process of making decisions on the right intervention for the adoptive families;
- Continue to apply to the Adoption Support Fund in a timely manner;

- Continue to expand the therapeutic independent provider list in order to have a wider choice when commissioning these services;
- Continue to develop our post order support services as well as the pathways of working together with other Bromley CS teams to ensure that adoptive families receive the relevant type of support;
- Ensure that post adoption support services are offered on the basis of clear, transparent and individualised support plans, which are reviewed regularly, with financial support provided based on the child's individual needs;

**12. Coram Ambitious for Adoption RAA aims and objectives for the future include:**

- To work closely with participating authorities to identify children who are looked after where adoption is the plan and, in their interest, seek to place a child with permanent families as expediently as possible;
- To secure for each child a loving family to 'belong' to on a permanent basis and to form secure attachments and reach their potential and developmental milestones;
- Through the location of adoption services within each local authority children with a proposed plan for adoption will be identified and matched early to avoid delay in the child's journey to permanency;
- Actively recruit, prepare, assess and support prospective adopters and carers from a diverse range of backgrounds who have the ability to meet the needs of children coming forward for adoption within the regional agency and beyond.
- Coram adopters will be supported to consider matching options for children identified with a plan for adoption within the RAA
- To recruit and support carers who are willing and able to be dually approved as foster carers and as prospective adopters to undertake early permanence placements for children aged 0-2 where the final care plan remains uncertain.
- To provide post placement support to newly created and existing adoptive families;
- To provide access to information, counselling and support as appropriate to adults whose lives have been affected by adoption, including adopted adults and their birth relatives

- To promote best practice in permanence planning for children by undertaking research and disseminating information to the professional network; This includes providing information through the Coram Centre for Early Permanence which hosts the early permanence subscription scheme.
- To work with each local authority within the RAA to enable best outcomes for children where adoption is the plan by:
  1. Investing in our workforce to ensure staff have the right skills and capacity for reflective and inspired practice to deliver excellent services;
  2. Actively listening to complaints and feedback from users of the service learning and developing to inform the cycle of provision;
  3. Engaging with young people and adopters by experience by coproduction approaches that inform the work of the regional agency;
  4. Safely commissioning the delivery of services for adopters and children through the network of specialist adoption support services;
  5. Delivering sufficiency in the commissioned regional adoption agency to enable best chances for children requiring adoption in timely placement and quality in line the scope of the service specification for the RAA and the scale and quality of the delivery system.

**Elena Muller**  
**Group Manager**  
**CORAM**

**Vicky West**  
**Head of Adoption, Fostering and Resources, and Children with Disabilities.**

Report No.  
CEF20039

London Borough of Bromley

PART ONE - PUBLIC

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**Decision Maker:** **PORTFOLIO HOLDER FOR CHILDREN, EDUCATION AND FAMILIES**

**Date:** **For Pre-Decision Scrutiny by Children, Education and Families PDS Committee meeting; 26 January 2021**

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

**Title:** **PRIVATE FOSTERING ANNUAL REPORT 2019/20**

**Contact Officer:** Vicky West, Head of Adoption, Fostering and Resources, and Children with Disabilities.  
  
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**Chief Officer:** Director: Children's Social Care (ECHS)

**Ward:** All Wards

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1. Reason for report

1.1 The Fostering National Minimum Standards 2011 requires the Fostering Agency to produce a report on fostering activity (including private fostering) to the Agency Executive and an updated Statement of Purpose on an annual basis.

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2. **RECOMMENDATIONS**

2.1 **The Education, Children and Families Sub-Committee is asked to:**

- i) **Consider the content and comment upon the annual report of the Private Fostering Agency;**
- ii) **Recommend that the annual report be endorsed by the Portfolio Holder for Care Services**

2.2 **The Portfolio Holder for Education, Children and Families is asked to endorse the annual report**

### Corporate Policy

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

### Financial

1. Cost of proposal: No Cost
  2. Ongoing costs: Not Applicable
  3. Budget head/performance centre: 833120
  4. Total current budget for this head: £4,947,160 (within the Fostering Budget)
  5. Source of funding: Revenue Support Grant
- 

### Staff

1. Number of staff (current and additional): 3
  2. If from existing staff resources, number of staff hours:
- 

### Legal

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

### Customer Impact

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

### Ward Councillor Views

1. Have Ward Councillors been asked for comments? No
2. Summary of Ward Councillors comments: N/A

### 3. COMMENTARY

3.1 Standard 25.7 of the National Minimum Standards 2011 requires the Fostering Agency to produce a report on fostering activity (including private fostering) to the Agency Executive, to:

- Receive written reports on the management, outcomes and financial state of the agency;
- Monitor the management and outcomes of the service in order to satisfy themselves that the agency is effective and is achieving good outcomes for children;
- Satisfy itself that the agency is complying with the conditions of registration.

### 3.2 KEY THEMES

- In this financial year we have continued to promote the Bromley Private Fostering APP and we have achieved 12000 downloads within this financial year.
- In this financial year we have received 29 notifications compared to 25 in the previous year and from a more diverse source of notifications for example housing, hospital and faith group. In 2019-2020 we had, 27 children in private fostering arrangements, 14 were on-going arrangements from the previous year and 13 were new arrangements.
- In this financial year we run training sessions (4) in April 2019, July 2019, September 2019, November 2019, January 2020 with a total of 75 attendees.
- The lead officer has increased the number of Training Sessions, providing in-depth training and advice to the children's workforce practitioners supporting Bromley's new social work academy.

3.3 The annual activity report of the Fostering Agency is attached as Appendix 1.

### 4. LEGAL IMPLICATIONS

4.1 The production of an annual report and updated statement of purpose is a statutory requirement in the Fostering Services (England) Regulations 2011

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

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# **ANNUAL ACTIVITY REPORT PRIVATE FOSTERING**

## **2019-2020**

*"By working together with partner agencies, we will ensure that every child in Bromley has the right help at the right time to keep them safe and to meet their needs, so that they achieve, thrive and reach their full potential."*  
*Transforming Bromley to Deliver Better Outcomes for Children and Families (2020)*

## Contents

- 1. Introduction**
- 2. Planning on Private Fostering**
- 3. Notification Arrangements**
- 4. Safeguarding and promoting welfare**
- 5. Practice Development**
- 6. Notifications and Referrals 2019-2020**
- 7. Data on privately fostered arrangements 2019-2020**
- 8. Advice and Support**
- 9. Views of privately fostered children their carers and parents**
- 10. Monitoring compliance with Duties and Functions**

### 1. Introduction

1.1. The Private Fostering Regulations apply when children or young people, under the age of 16 years (18 if they have a disability) live with a person who is not a close relative for 28 days or more. The Local Authority where the arrangement takes place needs to assess the suitability of this arrangement and review it under the Private Fostering Regulations to ensure the placement can safeguard and promote the child's welfare.

Arrangements for Private Fostering were updated in the Children Act 2004 and the Children (Private Arrangement for Fostering) Regulations 2005, which set out the duties of local authorities in their arrangements for Private Fostering. The National Minimum Standards (NMS) for Local Authorities were published in 2005 alongside this.

1.2. This annual report gives an overview of activities in relation to privately fostered children in the London Borough of Bromley from 01.04. 2019 to 31.03. 2020 and how the council has discharged its duties and in relation to Private Fostering.

This Annual Report should therefore be read in conjunction with the Statement of Purpose for 2019/2020.

1.3. This report also outlines the activities, which have been undertaken to promote awareness of the notification requirements regarding children who are living in Private Fostering arrangements.

1.4. The London Borough of Bromley has, over the past year, continued to promote local understanding and awareness of Private Fostering and sought to improve how we meet the needs of the children and young people concerned. This includes using audits to review our own performance and to identify where improvements need to be made. Bromley gives consideration of all examples of good practice regarding Private Fostering and demonstrates where possible innovative practice and aims to also exceed the National Minimum Standards.

Bromley continues to:

- Consider its Private Fostering responsibilities with the upmost importance and senior managers continue to communicate the importance of ensuring that privately fostered children are safeguarded and seen within Statutory Timescales.
- Be proactive in identifying Private Fostering Arrangements and ensure that its assessments and visits are performed in line with legislation and good practice.
- Safeguard children and escalate cases to Safeguarding and Care Planning Services where necessary.
- Promote equality, diversity and treating others with respect in line with Bromley's Transformation Programme (REAL); Respect, Empowerment, Ambition and Learning.
- Undertake regular Private Fostering Awareness Campaigns, which help to highlight Private Fostering Arrangements, draw attention to the legal definition and outline the call to action when a Private Fostering Arrangement is identified. Bromley will continue to develop good working relationships with its wider community and partner agencies in order to create and develop a

comprehensive and systemic approach to identifying children and young people in Private Fostering arrangements.

- Maintain internal and external communication regarding Private Fostering arrangements using a wide range of publicity including digital innovation.
- Continue to take a leadership role amongst local authorities, in Southeast England in best practice development.

## **2. Planning on Private Fostering**

2.1. Standard 1 of the National Minimum Standards requires that the Local Authority has a written statement or plan, which sets out its duties and functions in relation to Private Fostering and the ways in which they will be carried out. Bromley has developed a formal 'Statement of Purpose', which is attached as Appendix 1. The Bromley Safeguarding Children Partnership plays a vital role in supporting the Private Fostering service to protect children who are privately fostered, exercising leadership and raising awareness of the requirements and issues around Private Fostering.

2.2. Bromley's Statement of Purpose for Private Fostering is reviewed annually alongside this annual report, in line with requirements under the National Minimum Standard (NMS) for Private Fostering and is published on the council's website.

## **3. Notification Arrangements**

3.1. The number of notifications has risen considerably in Bromley over the last 12 months, due to proactive work in raising awareness amongst partners. This financial year 2019-2020, we have received notifications from Housing, Bromley School Admissions, Bromley School Welfare Inclusion, Language and international schools, Hospital, Faith group and Social Care. It is encouraging that we received notifications from our housing department, a Faith group and Princess Royal University hospital soon after our raising awareness presentation. This evidences that it is through efficient and strategic consistent awareness raising campaigns that we can reach our target audience effectively. Thereby safeguarding and promoting the welfare of privately fostered children in Bromley.

3.2. This is the second year since we streamlined and fully implemented the proposed changes for Private fostering processes; from Referral and Assessment Service to the Permanency service which

was launched as at 01 April 2018. We are pleased to report that since this implementation all Private fostering assessments/Regulation 4, initial visits regulation 7 and Regulation 8 statutory visits have been completed within statutory timescales. We have worked collaboratively with our MASH Service to record all notifications and referrals and this is working well. The Private Fostering social workers have continued to support the children and their family within private fostering arrangements if there are no safeguarding concerns identified. Private fostering arrangements with safeguarding concerns were transferred to the Safeguarding and Care Planning Team to action a safeguarding plan for the child. This financial year we have transferred three cases where we continued to work collaboratively with our colleagues from Safeguarding and Connected Persons and Special Guardianship Teams until two children achieved permanence via the making of Special Guardianship Orders. We have also worked collaboratively with the Staying Together Service to prevent a child being accommodated.

3.3. Our staff work with families systemically in line with the Bromley Relationship Model (BRM), enabling the social workers to develop a relationship with the child and their family. This is particularly important when assessing Private Fostering arrangements for children at risk of Trafficking and Exploitation.

#### **4. Safeguarding and Promoting Welfare**

4.1. We are proud to report that Bromley Private Fostering service has continued to effectively determine the suitability of all aspects of the private fostering arrangement in accordance with the regulations. This has been evidenced through a positive 'Practice Assurance Stocktake' in September 2019.

4.2. Within the regulation 4 assessments consideration is given and necessary steps taken to decide the care of the child's health, education and wellbeing, decisions regarding the child's day to day care are also assessed. Alongside this, contact arrangements for the child will be agreed to promote contact with their birth family. The Private Fostering Social workers ensures that all children within Private Fostering arrangements are registered with a GP practice and necessary steps taken to decide for the child's education.

4.3. When we have had concerns that the child may not be achieving a satisfactory level of health or development without the provision of services, the Private Fostering social workers have undertaken assessments under section 17 of the Children Act 1989, in accordance with the Framework for the Assessment of Children in Need and their Families (2000). Notably, also two private fostering children have achieved permanence via the making of Special Guardianship Orders and we are currently working together to achieve permanence for another child.

## **5. Practice Development**

5.1. Since CORAMBAAF ended its involvement in supporting the Private fostering interest group in 2018, Bromley took the lead on organising and coordinating a Networking Interest group.

This has continued to grow and develop. This financial year we worked collaboratively with lead practitioners from 15 local authorities including Cambridge, Norwich, Kent and Essex in developing effective safeguarding systems which are homogeneous across local authorities.

5.2. The Private Fostering social workers have continued to work closely with our partner agencies, Health, Education, Law Enforcement, Environment, Housing, Faith and Religious groups in raising awareness about Private Fostering in our local area and in ensuring the safety and wellbeing of privately fostered children. It is encouraging that this year we received a notification from a local religious group, and we are now in the process of supporting the carer with gaining parental responsibility for the child.

5.3. We also continued to work closely with language schools, international colleges, GP Surgeries, Schools, NHS Bromley Clinical Commissioning Group (CCG) etc. Information in the form of electronic posters, banners and leaflets regarding Private Fostering are regularly distributed to schools, libraries, GP surgeries, residents associations and faith groups (Churches, Synagogues, Mosques and Temples) in Bromley, outlining the definition of Private Fostering and the legal duties to notify the Local Authority, of any known Private Fostering arrangements with the London borough of Bromley.

5.4. We remain resolute in raising Private Fostering Awareness using different mediums, including articles about Private Fostering featured in newsletters and school circulars and public places, keeping our message visible for Bromley residents.

In January 2020 the Private Fostering social workers attended and presented Private Fostering at the Bromley Clinical Commissioning Groups (CCG) Safeguarding Health Forum where representatives from different service areas within the NHS attended including GPs. Networking with lead professionals from the different service areas helped to increase awareness within the professionals' service area.

5.5. The Private Fostering social workers provided training in April 2019, July 2019, September 2019, November 2019 and January 2020. In addition, the Private Fostering social workers have worked collaboratively with colleagues from the Connected Persons and Special Guardianship Team to provide training for social work students and new social worker entrants into Bromley Children Social Care. The feedback has been very positive and what is evident is, it has provided clarity to colleagues and professionals across Children Services in the differences between Private Fostering arrangements and Connected persons placements.

5.6. We have also been raising awareness by sending messages via twitter via Bromley Communications department. We have recently updated the Bromley Private Fostering website and the Private Fostering information as well as our APP (Bromley Private Fostering APP) and awareness campaigns can be accessed online. We aim to continue with our drive towards digital innovation, especially given our new normal of working following COVID 19 pandemic. We are aware that this has and will increasingly become the most effective and efficient way to capture our target audience.

## **6. Notifications and Referrals 2019-2020**

6.1. During 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020 we received 29 Notifications for Private Fostering arrangements which resulted in 13 new cases. Out of these, 7 Notifications were from Bromley School Admissions, 7 from social workers within Children services, 4 notifications came from an international school for international students mainly from Asia and the Middle-East, 3 from the general public, 3 from Bromley Housing, 1 from School inclusion, 1 from a GP surgery, 1 from hospital and 1 from other professionals.

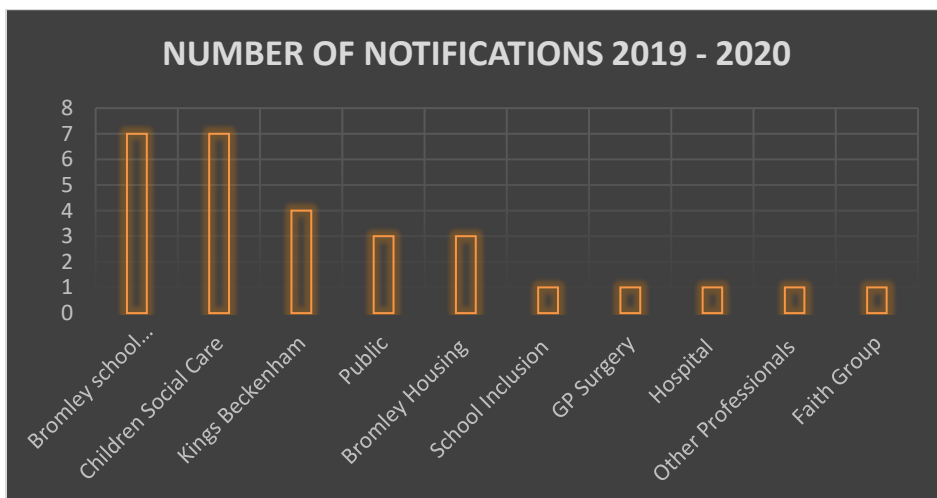
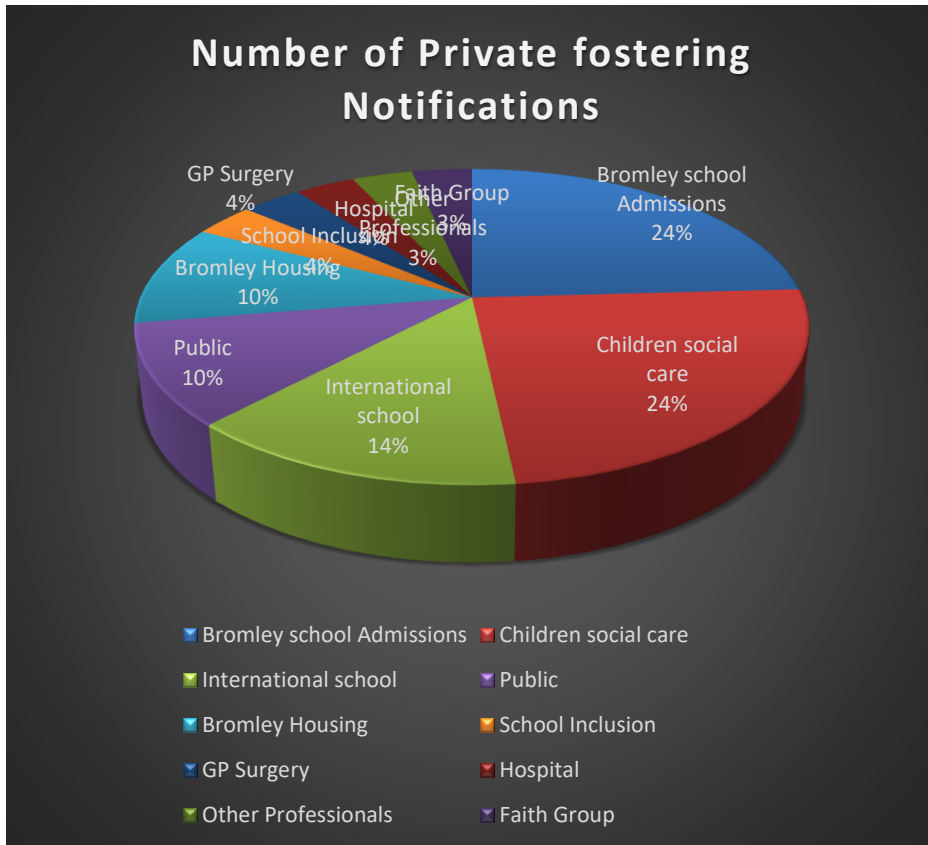
### **Referrals and Notification 2019-2020**

<b>TOTAL NOTIFICATIONS 2019-2020</b>	<b>29</b>
--------------------------------------	-----------

SOURCE OF NOTIFICATIONS	NUMBER OF NOTIFICATIONS
Bromley school Admissions	7
Children social care	7
International school	4
Public	3
Bromley Housing	3
School Inclusion	1
GP Surgery	1
Hospital	1
Other Professionals	1
Faith Group	1
<b>Total Notifications for the Year</b>	<b>29</b>

In this financial year we have received 29 notifications compared to 25 in the previous year. Although this is a slight percentage increase in notifications, what is most encouraging for us is the increase in the diverse sources of notifications, for example housing, hospital and faith groups. Visibly a more proactive role from social workers across children services. The impact of making Private Fostering Training part of Safeguarding mandatory training for social workers and other children safeguarding officers in Bromley appears to be gaining momentum, as we have received more enquiries and notifications regarding private fostering from across children services, particularly from new social worker entrants into Bromley. The 16 notifications that did not progress to Private fostering arrangements were mainly from our safeguarding teams, these were either over the age of 16 years or they were being cared for by a close relative i.e. grandparents, aunties and uncles. This was also true for the notification that we received from the public, hospital, and international schools.



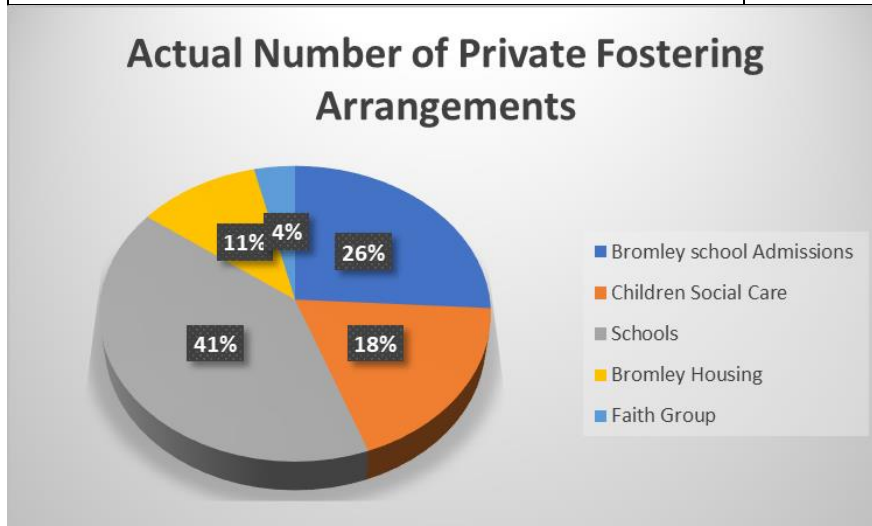


6.2. The data and pie chart below illustrate the source of notifications and, the total number of private fostering arrangements as at 31/03/2020. In 2019-2020 we had, 27 children in private fostering arrangements, and 10 open arrangements at 31st March 2020. Albeit the dip in open arrangements however we had considerably shorter Private fostering arrangements compared to last year, 2 children were accommodated by the local authority and as mentioned earlier we have also achieved

permanence for 3 children via the making of Special Guardianship Orders. From the 27 private fostering arrangements, 14 were on-going arrangements from the previous year and 13 were new arrangements.

We have continued to organize workshops with our health partners to increase awareness. As a Private Fostering Networking group, we have agreed to put all our efforts into raising awareness with our health partners a priority as part of a coordinated response to this challenge. We agreed that this will be our Theme for the 2020 National Private Fostering Awareness week.

SOURCE OF NOTIFICATIONS FOR 2019-2020 PFAs	Actual Number of Private Fostering Arrangements
Bromley school Admissions	7
Children Social Care	5
Schools	11
Bromley Housing	3
Faith Group	1
<b>Total Private Fostering Arrangements for 2019 2020</b>	<b>27</b>



6.3. Bromley has this year undertaken the following strategies to raise awareness:

- The Private Fostering Social Workers have increased the number of training sessions, providing in-depth training and advice to the children's workforce. We have seen an increased number of social work students and students in Assessed and Supported Year in Employment (ASYE)

which increased demand for Training. In this financial year we ran training sessions in April 2019, July 2019, September 2019, November 2019, January 2020 with a total of 75 attendees. The session in March 2020 was cancelled due to the Covid 19 pandemic.

- We have continued to develop our database of organisations in the borough including Churches, Mosques, Community centres, Housing Associations, Cultural Organisations, schools, GP surgeries, Children Centres and Public Libraries. Letters, circulars, posters, leaflets and booklets have been disseminated manually and electronically, highlighting the duty to notify the Local authority of any Private Fostering arrangements they may be aware of. We have also delivered workshops to our partner agencies in (Health) at the Children Commissioning Group (CCG) safeguarding forum, as well as at Princess Royal University Hospital, (Education) at the (DSL) Designated Safeguarding Leads Forum.
- The Private Fostering Social Workers have continued to liaise with educational establishments in Bromley including Pupil Referral Units/ Bromley Trust Academy, Bromley Children Project, Early Year's provisions and Intervention, consistently updating and replenishing awareness raising material, i.e. leaflets, posters, bookmarkers, postcards, information resource booklets for professionals, children, carers and parents, especially in all the family centres, around the civic centre, GP surgeries and schools. We have ensured that Private Fostering articles are in the School Circular from the local authority's education department emphasising the need for schools to notify the local authority about any Private Fostering arrangements as well as providing training dates.
- The Private Fostering Social Workers have continued to raise awareness through the internal newsletters; Permanence service newsletter, In Touch, Spotlight, School Circulars and the BSCB newsletter. These publications and newsletters have been useful in disseminating messages and reaching a wider audience.
- In June 2019, the Private Fostering Social Workers attended the School Transition forum where Primary and Secondary schools meet to discuss about the children's transition from Primary to Secondary school. This forum is attended by most schools in Bromley therefore it is an opportunity to raise awareness with school safeguarding officers, SENCOs and head teachers.

We have also promoted Private Fostering awareness by attending various meetings with different organisations and partner agencies.

6.5. Private Fostering Website has been updated in line with the Bromley Corporate Website changes and it can be accessed via this link

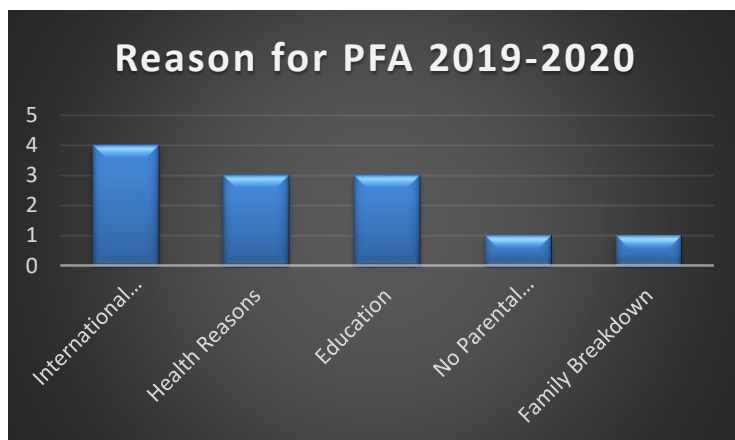
[https://www.bromley.gov.uk/info/159/fostering/990/private\\_fostering](https://www.bromley.gov.uk/info/159/fostering/990/private_fostering)

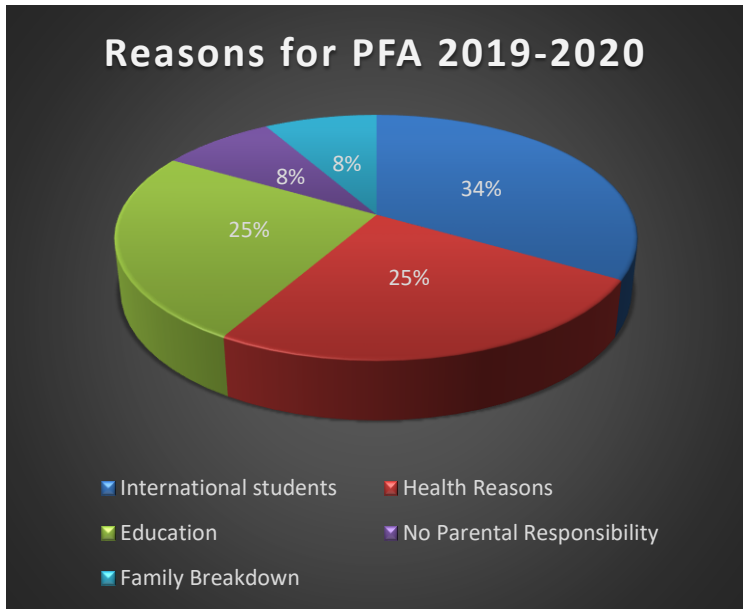
We have continued to promote the Bromley Private Fostering APP and we have achieved 12000 downloads within this financial year.

## 7. Data on privately fostered arrangements (PFA) 2019-2020

### 7.1. Reasons for privately fostered arrangements

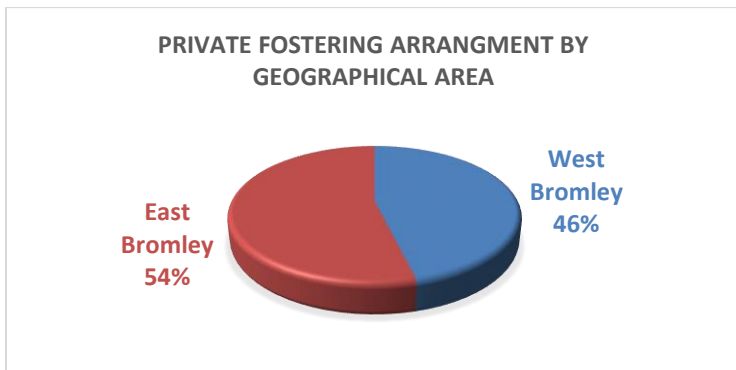
The diagrams below represent Bromley demographic trends and the reasons for Private Fostering Arrangements (PFA) referrals in the last financial year. We have seen a significant decrease in Children in private fostering arrangements due to family relationship breakdown, this is down from 50 percent in the last reporting year to 8 percent this year, compared to 34 percent for international students from Asia, Africa and the middle east.





### 7.2. Demographic trends

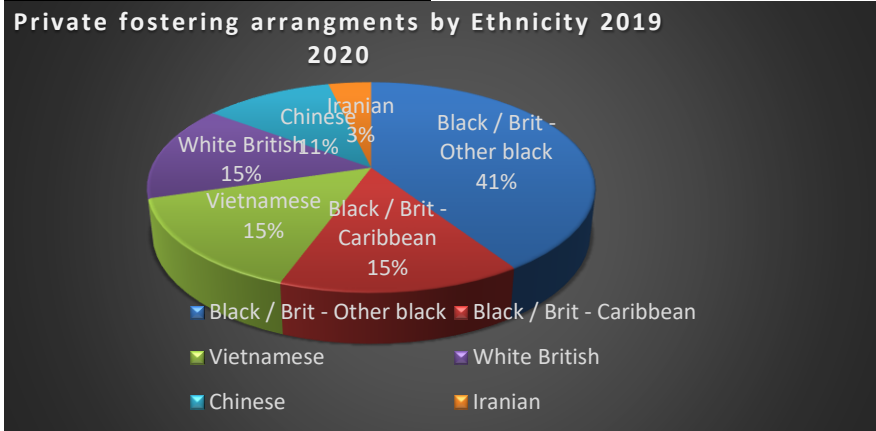
The trends indicate that 54 percent of the Private Fostering Arrangements were from the East side and 46 percent from the West side of the borough.



### 7.3. PFA by Ethnicity and Gender

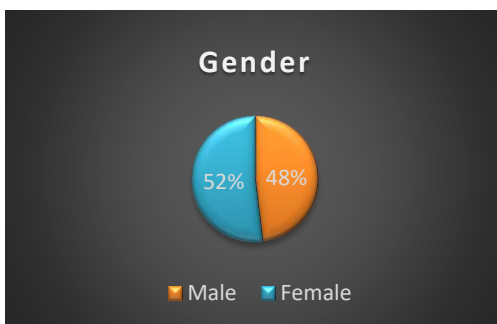
PFA by Ethnicity	
Black / Brit - Other black	11
Black / Brit - Caribbean	4
Vietnamese	4

White British	4
Chinese	3
Iranian	1

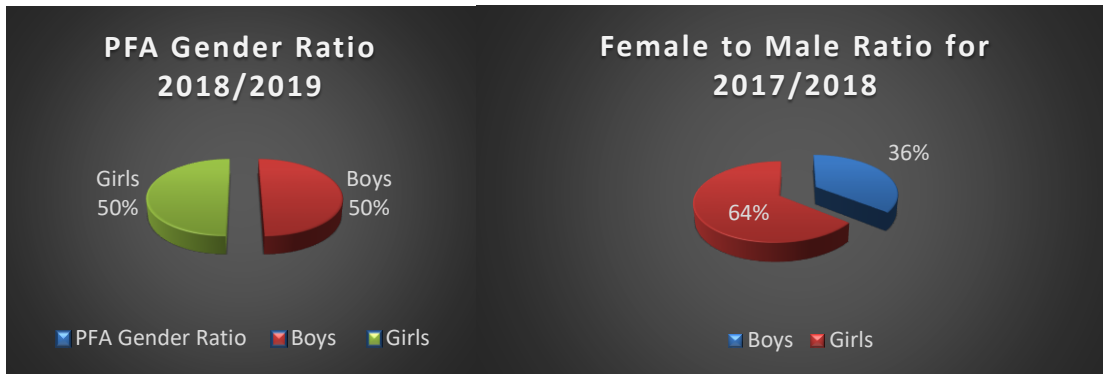


7.4. The pie chart above illustrate that from the 27 private fostering arrangements in this financial year, 41 percent of the children were classified as Black/British- African, 15 percent Black/British- African Caribbean, 15 per cent White British, 15 per cent Vietnamese, 11 per cent Chinese, and 3 per cent Iranian. We have noticed a significant drop in international students from the European Union compared to the preceding years.

#### **Privately Fostered Children by Gender – in the Period 1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020**



PFA by Gender	2019-2020
Male	13
Female	14

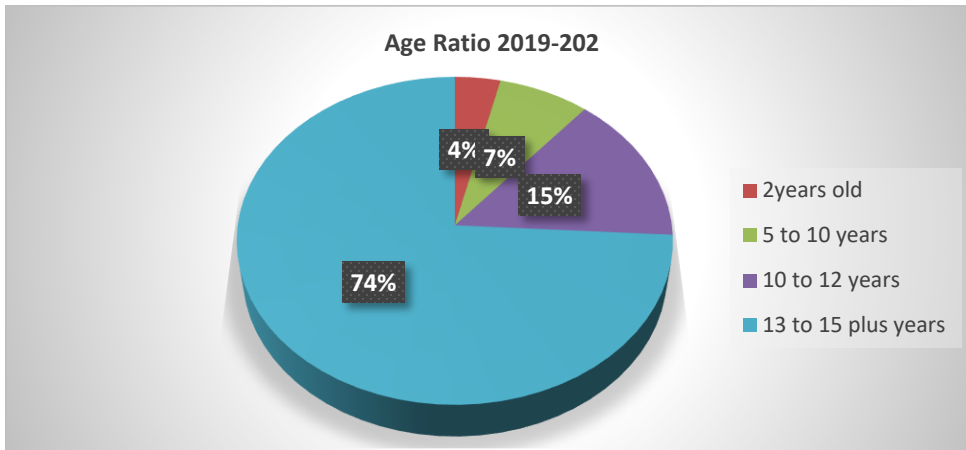


7.5. There has not been any significant shift in the gender ratio and we have not recorded any child or young person who classified themselves as transgender.

7.6. Age range of Privately Fostered children in Bromley as at 1<sup>st</sup> April 2019-2020

<b>0 to 2 years old</b>	<b>1</b>
<b>5 to 10 years</b>	<b>2</b>
<b>10 to 12 years</b>	<b>4</b>
<b>13 to 15 plus years</b>	<b>20</b>

7.7. During last year we had a 2-year-old within a private fostering arrangement. This was due to a housing crisis, which was resolved expediently, and we ensured that the level of contact between the child and the parent was at a high level. We worked collaboratively with our colleagues in the Housing Department and Croydon Children Social Care and suitable housing was allocated to the family. As a result, this arrangement ended within a short period of time and the child was reunited with his mother within 6 weeks. The 74 percent of the 13 to 15 plus years, generally reflects the national averages for private fostering arrangements given that it is within this age group that we have international students.



## 8. Advice and Support

8.1. The Private Fostering Social Workers have continued to ensure that private foster carers, parents and their children receive appropriate advice and support in all areas including advice on Welfare benefits, housing, education, health, access to training, respite, leisure and other activities.

8.2. Where possible, the Private Fostering social workers will continue to offer support to private foster carers in matters of permanence, delegated authority or signpost them to appropriate Legal Services available, in relation to the children or young people subject to Private Fostering regulations.

8.3. Private foster carers are offered support and receive appropriate information if they wish to seek a Special Guardianship or Child Arrangement Order. We recognise that in some instances, families may make their own arrangements for the care of a child or young person, however the best way to achieve permanence for some of our children and young people, which will allow them the opportunity to be brought up within their own families, we will encourage and enable them to do this in a way that is appropriate, focusing on achieving the best outcomes for children and young people in these arrangements.

8.4. The Private Fostering Social Workers have continually liaised with MASH and sought advice and support from the Safeguarding service and has escalated cases to child in need where thresholds were met.

## 9. The views of privately fostered children, their parents and carers



The Private Fostering service recognise and acknowledge that service improvement, development and innovation come through listening to the voice of children, young people, carers, parents and the wider family. We are also aware that to achieve these we need to build positive relationships with our clients which involve the lead officer developing and sustaining supportive professional relationships in unique, complex and challenging situations. This is in line with the Bromley Relationship Based Model which recognises that each social work encounter is unique.

Relationship Based Practice is at the heart of our Child/ Service User centred approach and gaining feedback from privately fostered children, their parents and carers continue to be at the heart of our practice. The service has consistently encouraged privately fostered children, their carers and parents to give their feedback. We continue to be encouraged with the feedback that we received from children, carers and parents which demonstrates client satisfaction with our service delivery.

The following are examples of feedback from children, young people parents and carers;

*"I am happy that my social worker was always in contact with me to make sure that I am safe and that I speak to my dad"*

*"My social worker kept in contact with us via emails, phone and home visits and we have developed a strong professional relationship with them"*

*"The social worker has been very professional, they have provided us with all the information, that we needed, this has helped us to understand about gaining parental responsibility by way of special guardianship"*

*"I feel listened to because the social worker understands what I say and takes time to listen to me and focus on me and even give me ideas on how to do some things like being safe and education. I am happy with the work the social worker has done with me."*

*"Yes, the social worker encourages me to express my feelings by asking me questions and using their own experience to advise housing related issues."*

*"The social worker encourages us to express ourselves by not taking sides. She come across as a very neutral and keen to promote the better relationship of all of us. Perfect mediation"*

*“The social worker has helped us. Her visits overtures have been a factor to the improvement of our sons behaviour. She seems to have a very good ability to feel welcoming and it doesn’t feel like speaking to a stranger.”*

*“The social worker has been very helpful, gave us all the information that we needed. Great experience”.*

## 10. Monitoring Compliance with Duties and Functions

The reporting period performance assessed against previous return figures

Indicators	2017-2018	2018-2019	2019-2020
Number of notifications of new Private Fostering arrangement received during the year	14	27	29
Number of cases where action was taken in accordance with the requirements of Regulation 4 (1) and 7 (1) for carrying out visits	15	18	14
Of these the number of cases where this action was taken within 7 working days of receipt of notification of the Private Fostering arrangement	15	18	14
Number of new arrangements that began during the year	14	15	13
The number of Private Fostering arrangements that began <b>On</b> or <b>After</b> 1 April 2019 where visits were made at intervals of not more than 6 weeks	11	28	15
The Number of Private Fostering arrangements that began <b>BEFORE</b> 1st April 2018 that were continuing on 1st April 2019	8	6	13

The number of Private Fostering arrangements that began before 1 April 2019 that were continuing on 1 April 2019 where scheduled visits were completed in the requested timescale	2	18	15
Number of Private Fostering arrangements that ended during the year	9	19	18
Number of children under Private Fostering arrangements as of 31 <sup>st</sup> March 2019	18	15	18

#### Areas of development for next financial year:

- Review our private fostering processes to ensure good practice in the field is embedded in our service to privately fostered children and their carers
- Continue to lead on the Networking Interest Group and contribute to developments in private fostering in the region and nationally
- Work on a smooth transition to our new IT system

Date: **20.10.2020**

**Ana Parr**

**Group Manager Fostering**

**Vicky West**

**Head of Adoption, Fostering and Resources, and Children with Disabilities.**

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Report No.  
CEF20037

## London Borough of Bromley

### PART ONE - PUBLIC

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

**Date:** Tuesday 26<sup>th</sup> January 2021

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

**Title:** Bromley Virtual School Annual Report 2019/20  
'A Trauma-informed Approach to Teaching Children in Care'

**Contact Officer:** Sally Kelly, Headteacher of the Bromley Virtual School  
Tel: 07966 774 298    E-mail: [Sally.Kelly@bromley.gov.uk](mailto:Sally.Kelly@bromley.gov.uk)

**Chief Officer:** Janet Bailey  
Director of Children's Services

**Ward:** All

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1. Reason for report

- 1.1. To provide the Scrutiny Committee with a regular update on the performance of the Virtual School for children in care and children previously in care currently adopted or cared for under a Special Guardianship Order.

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2. **RECOMMENDATION(S)**

- 2.1. The Committee note and comment on progress made towards the actions identified in the Corporate Parenting Strategy as laid out in the outcomes and evaluation section of this report.

## Impact on Vulnerable Adults and Children

- 2.2. Summary of Impact: The academic year 2019/20 was a year of high challenge and significant successes for the Virtual School. The long standing Headteacher retired in April 2020 and a new Headteacher started in August 2020. Other staff changes have taken place and a new way of working has been introduced which supports better oversight of all children.
- 2.3. COVID19 was the major event of the academic year, with most of our young people learning from home for a period. The Virtual School staff focussed their efforts on regular contact with homes to ensure that children were all able to continue with their studies, as well as ensuring that Personal Education Plans (PEPs) continued to take place.
- 2.4. Provisional reporting shows that the number of children achieving GCSE results at grade 4 and above *and* grade 5 are likely to be at least in line with National Outcomes for children looked after, although it is difficult to predict as outcomes are reportedly up this year, following the cancellation of exams and the use of Centre Assessed Grades. However, progress measures show that a high proportion of our children are making good progress at school, are in the best schools, and have a good plan to support them.
- 2.5. We continue to play a significant role in planning and delivering the Corporate Parenting Strategy through membership of the Corporate Parenting Board, the achievement and participation sub-group, as well as attending the health sub-group. The actions identified in the Corporate Parenting Strategy are at the core of our service improvement plan and all the actions and success criteria are addressed in the outcomes and evaluation sections of this report. Despite COVID19, we have made good progress with all actions and towards the goals outlined.
- 2.6. The Post 16 Transition Project was extended through summer 2020 for our most vulnerable young people and was successful in ensuring more of our young people started in a school or college place in September 2020.
- 2.7. Progress continues to be made has been made with the quality and effectiveness of PEPs. It demonstrates increased professional curiosity about the school lives of children and ambition for their future. These plans provide a starting point for the provision of intervention and challenge by the Virtual School.
- 2.8. The Virtual School is developing the work brought about by the demands of increased statutory duty imposed by the Children and Social Work Act 2017.

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## Corporate Policy

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

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## Financial

1. Cost of proposal: No Cost
2. Ongoing costs: Not Applicable
3. Budget head/performance centre: N/A
4. Total current budget for this head: £ N/A

5. Source of funding: N/A

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Personnel

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

Legal

1. Legal Requirement: Statutory Requirement
  2. Call-in: Not Applicable
- 

Procurement

1. Summary of Procurement Implications: N/A
- 

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All Bromley children in care.
- 

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 Purpose of the Virtual School

- 3.1.1 The role of the Virtual School is to promote the best educational outcomes and raise attainment of all children looked after (CLA) by Bromley, and those that have been placed in our schools by other authorities. The children we look after are being educated across many different schools and local authorities. The Virtual School therefore has a powerful role in tracking their progress as if they were in a single school: combining expert school leadership with being the best of parents. Our key question every day is “Would it be good enough for your child?”
- 3.1.2 Bromley Virtual School works on the following four core, crucial, statutory areas of responsibility:
- To make sure that there is a system to track and monitor the attainment and progress of all children we look after.
  - To ensure that all CLA have a robust and effective PEP and monitor the use of the Pupil Premium grant where a child is eligible.
  - To champion the educational needs of CLA and care leavers across the authority and those placed out-of-authority.
  - To champion the educational needs of those children who were previously CLA and are now adopted, or in a Special Guardianship arrangement, or on a Child Arrangement order.
- 3.1.3 This report outlines the activity and impact of Bromley Virtual School during the academic year 2019/20 and provides full details of the educational outcomes of Bromley CLA. It reflects on the impact of our activities and identifies areas of future development to achieve improved outcomes for our children.
- 3.1.4 Data contained in this report is for children who were in the care of the LB Bromley for the academic year 2019/20 and includes internal data for all children as well as outcomes\*\* for all children who have been in care for a year or more as at 31<sup>st</sup> March 2020.  
*\*\* N.B. This data is not validated until the publication of the Statistical First Release, expected between December 2020 and March 2021*
- 3.1.5 Due to the impact of COVID19 much of the data usually available will not be available or comparable with previous academic years. We have measured impact in other ways wherever possible and given an overview as to how the impact of COVID19 on our children’s education has been mitigated.
- 3.1.6 Staffing changes this year have been significant. The previous Headteacher of the Virtual School has retired after 12 years in post in April 2020. The new Headteacher took up her post at the end of August 2020. A new Business Support Officer started just before the Headteacher retired, and a new Education Support Worker started, supporting attendance across the school, and working in the Post 16 Team to support PEPs.
- 3.1.7 COVID19 Response:



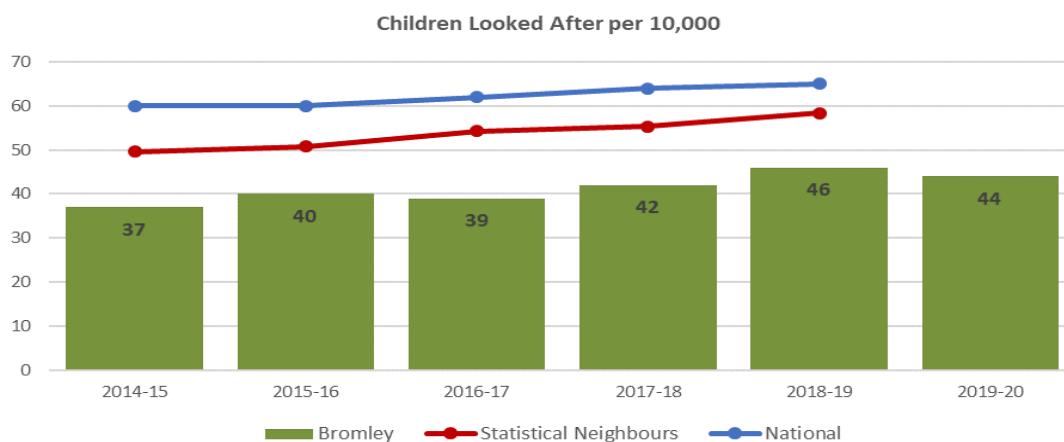
During the lockdown the team continued to attend PEPs, although these were all online. They were able to challenge schools on provision for our young people, ensuring schools were aware of potential unconscious bias when calculating Centre Assessed Grades for GCSE students. We were able to attend more PEPs than usual, due to the reduced travel. Every child and family was called weekly, to ensure that children were being supported by their schools with appropriate work. Staff were able to advise carers regarding strategies to support home learning; ensuring that children and young people had the books, resources, and IT equipment such as printers and laptops to complete their work. Over the summer; year 11s were offered the opportunity to continue on the Fresh Start Transition Project. Continuing in 2020/21 we had to ensure admissions were quickly processed and we are carefully monitoring all COVID19 related absences.

### 3.2. Our Children

#### 3.2.1 Children Looked After: numbers as at 31<sup>st</sup> March 2020

There has been a reduction in the number of CLA in Bromley from last year (2018/19). The numbers per 10,000 in Bromley remain much lower than those in statistical neighbours and significantly lower than the National picture.

#### 3.2.2 CLA rates per 10,000, including statistical neighbours and national statistics:



3.2.3 Around 330 CLA and care leavers aged 18 were in the Virtual School at any point in the academic year 2019/20. The features of the cohort are representative of all Bromley children in terms of gender and ethnicity and, as might be expected, secondary aged children are slightly over-represented.

#### 3.2.4 Numbers of CLA with historical context:



need to find ways to ensure this is more consistent. The Virtual School staff work hard to minimize possible gaps in education. Education Advisers work closely with admissions, SEN staff, schools, and other Virtual School teams to secure appropriate school places as quickly as possible.

### 3.3. Educational Outcomes

#### 3.3.1 Progress measures for all children:

Progress measures are collected twice per term for each pupil. There is a data drop once per term at the end of the term, collected by Welfare Call. Progress data is also collected once per term when the PEP is reviewed. The latest data we have is from the spring term in 2020. Due to the lockdown schools were unable to properly assess pupils. The next data drop we will have will be the end of autumn 2020.

#### 3.3.2 The table below shows numbers of CLA making expected progress or better in school. This includes all CLA at the spring data drop, irrespective of how long they have been looked after.

	Making expected progress - English	Making expected progress - Maths
KS1	77%	77%
KS2	91%	91%
KS3	83%	81%
KS4	75%	76%
In borough	85%	85%
Out borough	79%	79%
Those with EHCP	84%	86%
Those with SEN (not EHCP)	97%	97%
Those with no SEN	75%	74%
All Pupils	82%	82%

#### 3.3.3 Key Stage 1 Summer 2020 (7 year olds)

Key Stage 1 SATS were cancelled due to the lockdown. However, 77% of children in Key Stage 1 were making expected progress during the spring term. This is a small cohort of children so represents a couple of children not making expected progress. One is a very complex little boy. He is being well supported in school through a range of strategies paid for by the Pupil Premium Plus.

#### 3.3.4 Key Stage 2 Summer 2020 (11 year olds)

Key Stage 2 SATS were cancelled due to the lockdown. However, 91% of Key Stage 2 pupils were making at least expected progress during the spring term. This was the only cohort to have a dedicated member of staff in the Virtual School overseeing the entire cohort. She attends all first PEPs for new children in care and all Early Years PEPs.

### 3.4. Key Stage 4 Outcomes 2020

#### 3.4.1 42 children in care ended year 11 in August 2020. Of these, **28** had been continuously looked after on roll in year 11 for at least 12 months (to 31<sup>st</sup> March 2020) and these pupils form the **reporting cohort**.

#### 3.4.2 The lockdown meant that GCSE exams were cancelled. Grades were instead assessed by teachers based on the evidence they had collected through mock exams and other assessments that had been done throughout the year. Teachers then gave their best prediction of how the young person would have performed in the exam. Our children were assessed fairly and all achieved the grades they, and we, were expecting.

3.4.3 21% of the reporting cohort achieved 5 GCSEs at grade 4 and above including English and Maths. 25% achieved 5 GCSEs at grade 4 or above. 71% of pupils achieved at least one GCSE. 2 pupils gained Maths and English level 4+ only. For these two pupils that is a significant achievement.

3.4.4 The table below shows GCSE outcomes in 2020 with historical context.

*N.B. it should be noted that national reporting is based on the number of CLA actually on roll in year 11.*

	2020 Reporting cohort of 28 pupils	2019 Reporting cohort of 31 pupils	2018 Reporting Cohort of 20 pupils	2017 Reporting Cohort of 19 pupils
5 at grade 4 and above incl. English and Maths	21% (6 pupils)	29% (9 pupils)	15% (3 pupils)	26% (5 pupils)
5 at grade 4 and above	25% (7 pupils)	29% (9 pupils)	20% (4 pupils)	26% (5 pupils)
5 GCSEs	46% 13 pupils	45% 18 pupils	65% (13 pupils)	47% (9 pupils)
1 GCSE	71% (20 pupils)	58% (18 pupils)	80% (16 pupils)	84% (16 pupils)

3.4.5 Despite the GCSE results for this cohort, many did not make good progress against earlier attainment individually or against national benchmarking. This may be the result of later entry into care, multiple changes in placement, or school disruption, amongst many other factors.

3.4.6 The table below shows Key Stage 4 pupil level data with number of years in care and SEN status.

Ref.	DOB	Time CLA	Placed In/Out	SEN	No. of GCSEs	Math 4+	Eng 4+	5@ 4-9 inc. E & M	5@4-9
1	2004	1-2 y	In		2	•		•	
2	2004	7-8 y	In	K	10	•	•	•	•
3	2003	4-5 y	Out	EHCP	7				•
4	2003	2-3 y	Out	EHCP	0				
5	2003	10-11 y	In		9	•	•	•	•
6	2004	1-2 y	In		8				
7	2003	4-5 y	Out	EHCP	0				
8	2004	4-5 y	In		8	•	•	•	•
9	2004	3-4 y	Out	EHCP	0				
10	2004	6-7 y	Out	EHCP	8				
11	2003	11-12 y	Out	EHCP	1				
12	2004	1-2 y	In		5				
13	2004	11-12 y	Out		7	•	•	•	•
14	2004	6-7 y	Out	EHCP	2				
15	2004	9-10 y	In	EHCP	3				
16	2004	10-11 y	In	EHCP	4				
17	2004	3-4 y	Out	EHCP	0				
18	2004	2-3 y	Out		3	•			
19	2003	1-2 y	Out		0				
20	2004	2-3 y	In	Under Ass	0				
21	2004	6-7 y	Out	EHCP	4				
22	2003	3-4 y	Out		9	•	•	•	•
23	2004	1-2 y	Out	K	0				
24	2003	8-9 y	Out	EHCP	0				
25	2004	11-12 y	In	K	6				

26	2004	10-11 y	In	K	9		•		
27	2003	12-13 y	In	K	8	•	•		
28	2003	3-4 y	In		8	•	•	•	•

3.4.7 12 young people in the reporting cohort have an EHC plan. This equates to 43% against a national figure of 2.8% (all children). A further 5 were receiving additional support in school without recourse to an EHC plan, and one was under assessment making a total of 64% with identified special or additional needs. Children with special educational needs are more likely to be placed in schools outside Bromley even if they live in the borough and those children who do well would do so whether inside or outside the borough. Those children are also more likely to be in longer-term, stable, foster placements.

3.4.8 Within this cohort, young people accessed their education in a variety of settings:

- Mainstream: 17 (61%), 10 in Bromley, 7 out of borough.
- Special Schools: 2 (7%), 1 in Bromley and 1 out of borough.
- Alternative Provision: 6 (18%), on roll at a registered AP or a mainstream school whilst attending AP. 3 in Bromley, 3 out.
- 3 Have no recorded school, having one to one tuition provided on site by the Virtual School. 1 in Bromley. 4 out of borough

### 3.5. Post-16 Young People

3.5.1 Our vision is that all young people over 16 who are looked after or care leavers will be engaged in education, employment, or training (EET) commensurate with their ability and aspirations, and be making significant progress towards recognised career ambitions.

3.5.2 The academic year 2019/20 has seen a continued focus on transition at 16+ years old and improving the quality of post-16 PEPs. PEP meetings are now being used much more effectively to monitor progress and provide an opportunity to consider EET pathways for this group of young people. The Virtual School is part of the EET Strategy Group and sits on the recently developed panel, where those 16-18 as well as post 18 care leavers are discussed. The employment of an education support worker has increased capacity to attend PEPs and support the work done by the post 16 education adviser.

3.5.3 Once again we used our successful partners “Fresh Start in Education” during the spring and summer terms and provided intensive independent careers advice and guidance support to year 11 students making choices about post-16 progression. 90% of CLA started year 12 with a secure place in a sixth form or college in September 2020. This is up on 2018 at 82% which was an 11% increase on 2017. Of the 22 (most likely to be NEET) who engaged with “Fresh Start” over the summer, 15 are still in their college place as of November 2020.

3.5.4 In the Ofsted Report of January 2019, inspectors said; “The proportion of care leavers who are in education, employment, or training (EET) is improving and compares positively with statistical neighbours and the national average. This is a result of concerted efforts by a specialist worker and others in the Leaving Care Service to provide tailored and creative support with a focus on helping care leavers into suitable opportunities. Staff are ambitious for care leavers, and those care leavers who are not in EET are considered at the fortnightly EET panel.”

3.5.5 In total in 2019/20 we had 22 care leavers enrolled in higher education L4+ courses. We have 8 care leavers who have started an undergraduate course in 2020. They are all older than 18, and we are exceptionally proud of them for continuing with their studies. Last year we had two

care leavers who successfully completed apprenticeships with the Council – in IT and the Registry Office. We have 1 ringfenced care leaver apprenticeship post and 5 other apprenticeship opportunities within the Council where care leavers are guaranteed an interview.

3.5.6 Despite successfully securing Social Impact Bond funding for the I-Aspire programme (formerly Your Chance) in partnership with Lewisham, Greenwich, and De Paul, the project took some time to launch successfully in Bromley. As of the end of October 2020 there were 62 young people signed up with I-Aspire and another 3 in the process of signing up for a total of 65. There have been some issues with the organisational delivery. There have been repeated changes in terms of staff members and so a resulting lack of consistency but there is some evidence of more stable coaches working directly with the young people so we are hopeful that this project will have a positive impact on our young people.

3.5.7 **KS5 Outcomes Table**  
The table at 3.5.9. shows what a complex range of learning abilities and stages are associated with our older cohorts. 43% of this cohort were unaccompanied asylum-seeking children. These children arrive with differing levels of English language speaking skills and differing previous educational experiences in their home country.

3.5.8 The table does not represent the final tally of level 1, 2, or level 3 qualifications that will be achieved by these young people. A number of the young people who appear not to have achieved any qualifications are part way through apprenticeships and many who have achieved ESOL or level 1 qualifications have now gone on to further courses and have trajectories that could eventually take them to level 3 qualifications or beyond.

3.5.9 The table below shows qualifications gained at the end of 2019/20 by our reporting cohort of year 13 students.

					Highest Qualification Achieved			
Young Person	Time in Care	UASC (Y/N)	SEN Status	ETE Status at End of Year	ESOL / Entry Level	Level 1 Qualification	Level 2 Qualification	Level 3 Qualification
1	2y	Y		EET	x			
2	2y	Y		EET	x			
3	2 y	Y		EET	x			
4	5y			EET				x
5	6y 8m		EHCP	NEET			x	
6	2y 1m			NEET		x		
7	1y 5m		EHCP	NEET				
8	3y		K	NEET	x			
9	1y 5m		K	EET			x	
10	14y		EHCP	NEET		x		
11	3y 2m		EHCP	NEET				
12	11y		EHCP	EET		x		
13	12y		K	EET			x	
14	1y10m			NEET			x	
15	1y 3m	Y		EET	x			
16	1y 5m	Y		EET	x			
17	1y10m	Y		EET	x			
18	1y 5m	Y		EET	x			
19	14y		K	EET			x	
20	1y 4m	Y		EET	x			
21	1y 4m	Y		EET	x			

22	1y 4m	Y		EET	x			
23	2y 6m			NEET				x
24	3y 7m			NEET				
25	2y 11m	Y		EET	x			
26	10y		EHCP	EET		x		
27	2y 10m			EET			x	
28	1y 7m	Y		EET			x	
Data table: outcomes for year 13 young people for those in care for at least 12 months on March 31st								
Achieved qualification prior to 2020								

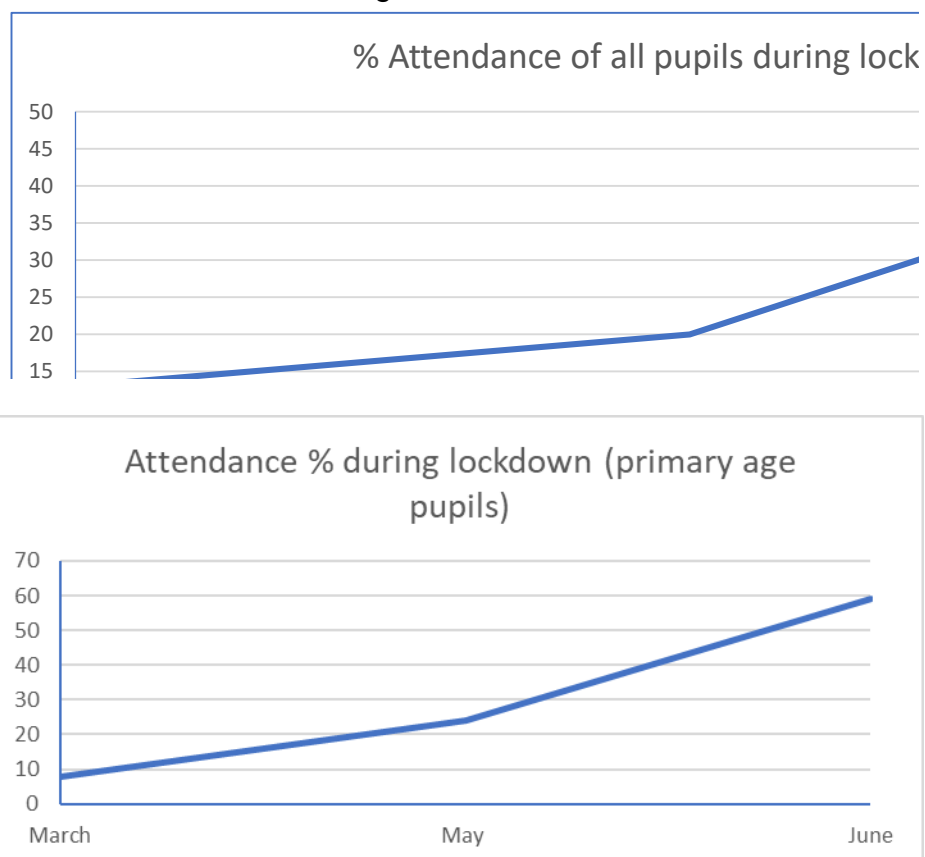
### 3.6. Regular Attendance at School

- 3.6.1 Regular attendance at school is vital to help children achieve and get the best possible start in life. Good attendance is a protective factor for CLA and academic achievement is the key to a successful and productive adult life and breaking the cycle of neglect and life in care.
- 3.6.2 The Virtual School utilises a service provided by “Welfare Call” to monitor attendance at school and alternative provisions daily by an individual phone call to check every child is at school. The carer is contacted if there is an unauthorised absence and the allocated Social Worker is notified. Attendance reports are reviewed at weekly Virtual School team meetings, identifying children at risk, and appropriate strategies discussed with the network. Due to COVID19 and lockdown we are not able to benchmark attendance or compare in the same way to previous years.
- 3.6.3 The table below shows attendance from September 2019 to the start of lockdown in 2020, compared with a similar time period the previous year.

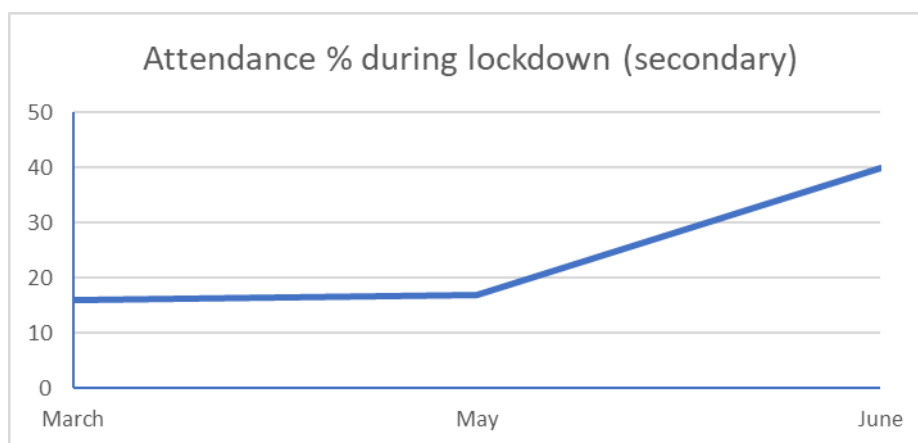
<i>Attendance</i>	<i>Sep – Mar 2018/19</i>	<i>Sep – Mar 2019/20</i>
<b>Number of CYP (5-16)</b>	196	196
<b>All CYP (5-16)</b>	93.2%	91.9%
<b>Primary</b>	96.4%	96.9%
<b>Secondary</b>	91.8%	89.3%
<b>KS1</b>	96.9%	93.5%
<b>KS2</b>	96.4%	97.6%
<b>KS3</b>	94.5%	94.5%
<b>KS4</b>	89.1%	84.5%
<b>School in Borough</b>	93.9%	91.3%
<b>School out of Borough</b>	92.6%	92.7%
<b>SEND without an EHCP</b>	n/a	93.1%
<b>EHCP</b>	n/a	93.4%
<b>Unauthorised Absence</b>	3.0%	3.5%
<b>Persistent Absence</b>	21.9%	20.4%

- 3.6.4 Overall attendance for younger children is excellent, with primary age children average attendance at 96.9%. Persistent absence had reduced but remains far too high among Bromley CLA. Most of those who fall into this category are secondary age pupils, many late entrants into care. Some of these have EHC plans, however overall attendance for those pupils (93.4%) is higher than the average for all our children (91.9%).

- 3.6.5 Once again there is a correlation between those who are late into care, and have experienced multiple placement and school changes. For some of those children there was too long a delay in securing a suitable new school. This related to the placement planning issues referred to. Where children are out of school tuition will be organised on site. For many in the cohort persistent absence is a result of refusal to engage with education and/or periods missing from care.
- 3.6.6 Alternative provision, usually in the form of 1:1 tuition is now put in place more rapidly that has previously been the case when a child is moved in an emergency. The Virtual School has managed to substantially increase the number of tuition providers on its dynamic purchasing system. Work needs to be done improving the quality of this tuition.
- 3.6.7 Attendance at school during lockdown: Lockdown began on 23<sup>rd</sup> March 2020. However, many schools had sent their children home the previous week. After the Easter holiday the DfE asked schools to provide “care” for vulnerable children and those with EHC plans. Some schools were unable to open at all for a period due to cases of COVID19 amongst staff.
- 3.6.8 The Virtual School made phone calls to each home at least weekly to discuss whether the child and family needed support with home learning, or to get a child back to school. We were able to provide laptops, printers, other equipment, and books as well as advice and guidance to carers.
- 3.6.9 The below graphs show attendance during COVID19.







3.6.10 As can be seen in the first month very few children were in school. The learning provision in most schools was restricted as the government had indicated to schools that they were to offer “care”. Most pupils at this point were safer and learning more in their foster homes. As the “risk register” work continued, the Virtual School worked with social workers, foster carers, and schools to decide when and if children would be better off in school. The attendance increased through May and by June the government had asked schools to partially re-open. Year 11 students had one of the lowest attendance rates, due to public exams being cancelled.

3.6.11 To support year 11 students, we liaised with schools to ensure they were aware of possible unconscious bias when calculating Centre Assessed Grades. All year 11 students achieved the grades that we were expecting them to. There was a long period of time from the announcement of the cancellation of exams to September 2020. For the year 11 students most likely to become NEET, we engaged 22 of them in a summer project with “Fresh Start”. Of these, 15 started in a post 16 provision in September 2020.

### 3.7. Exclusions

**There have been NO permanent exclusions of any looked-after children in 2019-20.** Due to COVID19 it is difficult to make any of the usual analysis of fixed-term exclusion figures. However, as with attendance, we have looked at the September 2019 to March 2020 window.

	2018-19 total	2018-19 In borough schools	2018-19 Out borough schools	2019-20* total	2019-20* In borough schools	2019-20* Out borough schools
No of children with FTE	17	8	9	18	11	7
No of days FTE	118	55.5	62.5	70	49	21

*\*All data September – March 31<sup>st</sup>*

In 2018/19 there were 17 young people who had a fixed term exclusion from school. This totalled a number of 118 lost days of school. In 2019/20 18 young people had a fixed term exclusion and this represented a total of 70 lost days from school. This is a huge improvement and correlates with having another education advisor and an education support officer who monitors attendance and exclusions. When we are notified early of behaviour issues, we can negotiate with a school to ensure that exclusions are minimised and where possible alternatives can be suggested. The pupil premium can be used to put in interventions to support the young person to develop their emotional regulation. We are also able to support going forward to ensure that there are less likely to be repeat exclusions. There is no significant difference between those schools in borough and those out of borough.

### 3.8. Personal Education Plans (PEPs)

3.8.1 The local authority has a statutory duty to maintain PEPs for every school age CLA up to the end of the school year in which they turn 18 (i.e. the end of year 13). The PEP must be reviewed at least termly, or at any time of significant changes to placement and/or education provision. Social Workers are jointly responsible along with school Designated Teachers for writing, reviewing, and taking actions written into the PEPs.

3.8.2 The table below shows number of PEPs against eligible CLA through the academic year.

<i>Personal Education Plans (PEPs)</i>		<i>2018/19</i>	<i>2019/20</i>
<b>Autumn Term</b>	<b>Cohort</b>	205	188
	<b>Completed</b>	94%	89%
	<b>Authorised</b>	80%	77%
<b>Spring Term</b>	<b>Cohort</b>	216	207
	<b>Completed</b>	78%	85%
	<b>Authorised</b>	31%	93%
<b>Summer Term</b>	<b>Cohort</b>	210	223
	<b>Completed</b>	96%	55%
	<b>Authorised</b>	90%	88%

*Autumn 2018/19 data from Virtual School dataset and cohort is of all statutory school aged children spring 2018/19 onwards CLA PEP report from CareFirst and those statutory school aged children looked after for 28+ days.*

3.8.3 The table below shows multiple PEPs against number of eligible CLA through the academic year.

<i>2019/20</i>	<i>2 PEPs</i>	<i>3 PEPs</i>
<b>Personal Education Plans</b>	99% (151 of 153)	93% (142 of 153)

*Cohort is of statutory school aged children continuously looked after for 12+ months as at 1<sup>st</sup> March 2020 and those still looked after at the end of July 2020.*

3.8.4 PEP compliance has been improving over the last couple of years and records show that, though there are still a small number of PEP meetings that do not get recorded each term, almost all CLA in ear groups R-13 had 2 or more PEPs completed on the system and authorised during the academic year. 93% of young people had their PEPs reviewed 3 times.

3.8.5 There has been a significant improvement in the quality of PEPs through the year, especially post-16 PEPs, as a result of the provision of training and the modelling of good PEP assessments by the Virtual School education adviser responsible for transition and KS5. The quality assurance officer checks all PEPs for completion and then a manager approves the PEP. The QA officer provides real time feedback and/or training to Social Workers and schools.

3.8.6 Target setting in PEPs continues to improve and at the end of last year we were beginning to encourage more references to the EHC plan for children with special needs. This is still in the early stages and needs further development. The retirement of the Virtual School Headteacher has meant that some of the key developments in 2019/20 need a re-launch.

- 3.8.7 Attainment and progress reporting, which is recorded well in our PEPs, together with an outcome of the targets from the previous PEP inform a wider record of progress held by the Virtual School and updated each time a PEP is authorised.
- 3.8.8 Training sessions on PEPs were offered and delivered to Social Workers; both new staff and those who needed a refresh. Bespoke team training was also delivered.
- 3.8.9 Transition PEPs are a key feature. Both year 6 to year 7 and year 11 to 12 were a key focus last year. We ensure that an education advisor attends the year 6 autumn term PEP to ensure that a suitable secondary school is identified. We then attend the first PEP in year 7. In year 11 the spring term PEP is attended by a “Fresh Start” CIAG (Careers Independent Advice and Guidance) professional. This ensures that each child has a plan A and plan B, and follow up support if needed.
- 3.8.10 Case study to show good multiagency work:

Child C attended a local mainstream secondary school. The Virtual School staff have already forged a very strong relationship with the Designated Teacher and Headteacher who support our CLA very well. This child was experiencing extreme difficulties in school and would have been very likely to be permanently excluded if weren't for their CLA status. Even as a CLA they were at high risk of PEX; there was violent behaviour towards other students. We agreed a part-time timetable and used Pupil Premium to put tuition in at home to reduce the stresses on the child that were causing the outbursts. There was then some close liaison with our SEN Service to ensure the right provision was identified straight away. Bromley Inclusion team, the SEN team school, and the Virtual School worked together to identify an assessment placement at an SEMH school. Whilst they were being assessed it became clear that the child would benefit from a residential therapeutic placement which was commissioned after the Virtual School visited.

### **3.9. Pupil Premium Plus Funding for CLA Financial Year 2019/20**

- 3.9.1 The Purpose of Pupil Premium Plus  
Children who have been in local authority care for 1 day or more attracted £2,300 of Pupil Premium funding in the financial year 2019/20. This funding does not go directly to the schools but is managed by the Virtual School in the local authority that looks after the child. The Conditions of Grant require the Virtual School Headteacher to distribute funding. Funding should support children to meet their targets in the PEP.
- 3.9.2 As for last year, the initial allocation to schools was £1,600 for each child for whom a monitoring form was completed and returned, with the Virtual School withholding £700 in the first instance. Further funding was accessible through the year where there was demonstrable need and clear links to the needs and targets identified in the PEP. A number of initial payments of the full allocation of £2,300 or more were made where the Virtual School team was aware that schools were already funding expensive resources for children.
- 3.9.3 All allocations were made as a full year payment except where there was a natural transition (e.g. secondary transfer). In these cases, the primary school was given a third of the funds, and the receiving secondary school the remaining allocation when the child enrolled, and a monitoring form was completed in the autumn term. In some cases, both the primary school and the receiving secondary school received larger allocations where it was known that additional support or resources were required.
- 3.9.4 Pupil Premium Plus allocations for children making in-year transfers have been dealt with on a case by case basis but the Virtual School rarely asks for allocations to be refunded. Receiving

schools were offered a payment pro-rata to the full allocation unless a larger integration support package was needed.

### 3.9.5 Centrally Held Funding

The principle of withholding an element of each child's funding is based on our knowledge that not every child needs the same thing at the same time. This is supported by the huge variation of responses received from schools, some of which, every year, tell us that they do not require additional funding or resources for a child, while others request sums to the value of tens of thousands of pounds. For some children – those who are living with the effects of trauma and neglect, have had a fractured education history, or who have experienced multiple placement moves – a significant amount will be needed to fund the cost of the support they need. Withheld funds allow us to make resources available to targeted individuals and groups as well as occasional universal offers of activities to the wider group.

### 3.9.6 In the financial year 2019/20, withheld funding was used for the following:

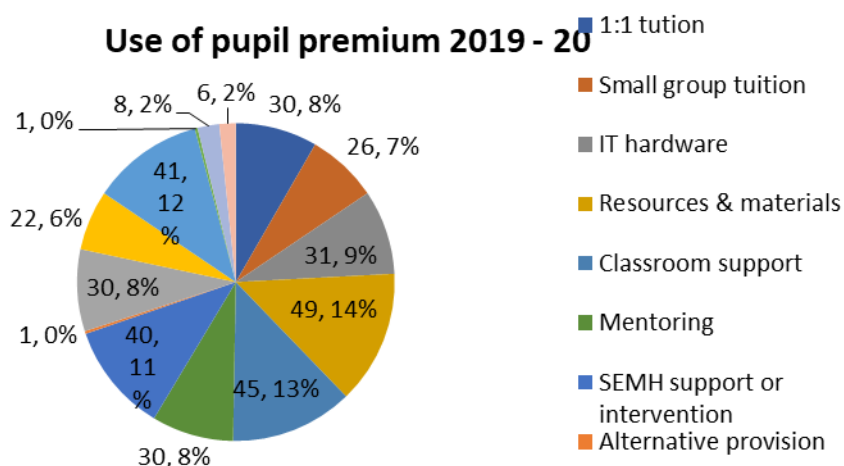
- A 0.2 FTE Education Psychologist who has provided access to rapid assessments for CLA, with priority being given to those placed at a distance from Bromley.
- A 0.4 FTE PEP quality officer who reviews all PEPs to ensure that personal education planning is robust, offering support and training to Social Workers and Designated Teachers.
- Classroom support for individual learners.
- 1:1 tuition or e-learning resources for targeted year groups.
- Integration support for our CLA changing schools. This will usually be the guarantee of a full year's allocation even if the previous school has had funding, as well as further resources if required.
- Short-term funding of alternative provision for our CLA not able to access a conventional education setting.
- Year 11 Transition Project with "Fresh Start".
- Laptops, tablets, and software for our CLA.
- Support and intervention for schools when they are having difficulties with individual pupils, including 'Creating Connections' from Kate Cairns Associates.
- Whole school training on attachment awareness and emotion coaching for schools that wish to participate.
- Training for Designated Teachers, Headteachers, and Governors through the accredited online training packages as well as the Designated Teacher Forum and other training events.
- Additional educational, cultural, or social activities for CLA, including educational visits, music programmes, etc. to promote aspiration in CLA cohorts and their foster carers. These included continuations of the Aspiration Project, as well as the promotion of local and national STEM and Arts activities and the provision of theatre tickets.

### 3.9.7 Use of allocated Pupil Premium Plus Funding by Schools

The main purpose of Pupil Premium funding is to close the gap and accelerate progress for CLA. The Virtual School recognizes that children's needs may vary over time and therefore a personalised approach is needed. Schools can request funding for a wide range of resources and activities, however, through the PEP they can consult with carers, Social Workers, colleagues from the Virtual School and, most significantly, the individual child to ensure it is used to help the child meet their targets. Although there is research on how interventions can support vulnerable children, there is a lack of research into the most effective use of Pupil Premium for CLA.

### 3.9.8 Schools have used Pupil Premium funding in broadly similar ways to last year.

3.9.9 The chart below shows use of Pupil Premium Plus funding delegated to schools.



### 3.9.10 Pupil Premium Case Study Example: centrally held funds

Child B had to move placements in year 11. This is a child with an EHC plan which means that it is very challenging to find suitable provision, especially in year 11. Tuition was put in place whilst education provisions were considered and searched for.

After consideration, a referral was sent to Catch22, after we asked the local authority to consult with them. A place was offered on a 14-16 programme but there were then issues with the local authority as Child B was in year 11. We had to challenge hard to allow them to continue in the provision, but in the end, they could continue.

Child B then had to move placement again, and lockdown happened.

They were supported to complete their Catch22 work online and via post. Child B successfully gained their Functional Skills and BTEC results from Catch22. To help their progress to the next stage, we also included them in the Fresh Start intervention project, which gave them the support to successfully apply to post-16 college. Child B attended 100% of these sessions and made applications to post-16 colleges.

#### *Outcome*

The young person gained in self-confidence whilst attending Catch22 and Fresh Start. Even though they struggled during lockdown they had the support they needed to continue with their tuition and online learning materials from Catch22. Child B gained Level 2 qualifications and has successfully started at post-16 college studying catering.

### 3.10. Children Previously Looked After

3.10.1 The Children and Social Work Act 2017 placed significant new statutory duties on the role of the Virtual School Headteacher, extending it to include promoting the interests of children who have been adopted or who are in long term care permanent arrangements (under an adoption, Special Guardianship, or a Child Arrangements Order). These responsibilities came into force in September 2018.

3.10.2 Identifying and profiling the cohort of 'post-CLA' children in the borough is not a simple task as it is dependent on self-disclosure enquiries. The DfE state 202 post-CLA children identified as recipients of Pupil Premium Plus across 61 (mostly primary) schools in the borough. We expect this number to be more like 400+.

3.10.3 We have used the new duties grant to put in a post which has 2 days a week dedicated to it. Responding to schools and adoptive or Special Guardian parents is disproportionately time consuming, working with anxious parents and schools that have often been compassionate and supportive but which have ultimately reached the end of their resources. In addition,

enquiries from admissions and SEND regarding these children are also adding to the resources needed. We will have to evaluate the role and look at whether we need to put in more resources.

3.10.4 The benefits are that more schools are seeing the link between trauma, attachment and learning and are requesting training for their whole staff.

### **3.11. A Summary of Virtual School Achievement in Academic Year 2019/20**

3.11.1 The Virtual School saw several challenges and successes through the academic year. Successes include:

- We were able to make the successful Deputy Head role substantive which has increased leadership capacity in the team. With their specialist knowledge of SEND this has enabled a start on improving the monitoring and support for young people with SEND, supporting those under statutory assessment.
- The Virtual School continued its Aspiration Project with a youth programme called Breakthrough delivered by “Drive Forward Foundation”, a leading charity in the social care sector. The Breakthrough project is about developing potential through mentoring, career coaching, and social events designed to support children in care through the GCSE years and on to further education. Over the duration of the 3 year programme each participant will be supported by a life coach who has personal experience of care and adoption, and a career coach who they will work with, weekly or fortnightly. The project started in September 2019 with 9 Year 9 children. Last year the children participated in Link-ups (personal development workshops in London youth clubs) and days out including a trip to Go Ape. In March the coaching switched to a digital platform and will be adapted dynamically to meet with any changes in Government guidelines. Young people have enjoyed the sessions and are developing increased confidence as they travel around London independently.
- Successful work during COVID19, speaking to families and children weekly and providing much needed support, advice, and equipment.
- The COVID19 work also includes the summer “Fresh Start” project which successfully kept engaged 22 young people, 15 of whom went on to start a post-16 provision.
- We continue to offer several training courses to professionals, carers, and adopters including Preparation for School, Managing Transition, and Trauma and Neglect in the Classroom.
- Recruitment of a graduate intern at the end of the academic year with remit around effective use of Pupil Premium and raising aspiration.
- Our annual Celebration of Achievement for our children took place on 20<sup>th</sup> February 2020. Approximately 130 of our children and young people were nominated by their Social Workers or foster carers. They received awards for a wide range of achievements, including educational, sporting, arts, and life skills achievement. This year’s ceremony was attended by Janet Bailey the Director for Children Services, Cllr Peter Fortune the Deputy Leader, and Mayor Cllr Nicholas Bennett. Every year we do an activity that highlights the importance of achieving together, this year it was all about singing. Musicians worked with us in groups and we all learnt to sing, ‘Don’t Give Up on Me’ by Andy Grammer.

3.11.2 Addressing the challenges

At the end of the 2018/19 academic year we identified four key challenges for the Virtual School. They have remained a focus throughout the year. Work done to address these challenges includes:

3.11.3 Challenge 2019/20 1: Reducing Persistent Absence

Persistent absence rates in the most recently published figures (2018) for Bromley CLA are too high at 19% and above the national average for CLA. In addition to monitoring attendance carefully and acting on concerns this year we have:

- Recruited to an education support worker role to create additional capacity for monitoring, and responding to, absence.
- Improved speed at school finding.
- Aspiration raising trips.
- Increased challenge to schools and offer alternatives to zero tolerance for CLA.
- Increased access to aspiration raising activities across Key Stages 3 and 4.
- Any CLA who is not in education to be provided with 1:1 tuition in the placement as an alternative to school within 1 working week and on a school roll within 20 days wherever possible.

#### 3.11.4 Challenge 2019/20 2: Poorer than expected academic progress between key stages for Bromley CLA

Progress from KS1 to KS2 is higher than national for all children. Progress from KS2 to KS4 is below what we would like. However much of this is a reflection of the number of later entrants to care who are already disengaged with education. Work has been taking place this year to review the data management systems. Going forward, termly pupil progress meetings will link progress and the PEP targets to the Pupil Premium. A review of the 1:1 tuition process and practice will improve things further by ensuring Pupil Premium is spent wisely to help children meet their PEP targets.

#### 3.11.5 Challenge 2019/20 3: Improving outcomes for those with SEND

Last year children with EHC plans had better attendance overall than for the whole cohort. The spring progress data showed that more of them were making progress towards their expected outcomes than the rest of cohort. More of those on SEND support were making expected progress than any other group. However, there is still more to do.

3.11.6 The status of SEN children is reviewed and matched with Bromley SEND occasionally but this still needs to be more consistent. Training has taken place with Social Workers to help them understand what a good parent needs to do to support children with SEND, and particularly those with an EHC plan. Work has been done to ensure that the PEP accurately captures special education needs. The Deputy Head of the Virtual School has a specialism in SEND and has been working with the SEND Service to bring better joined up work, and speedier processes through SEND with EHC plan processes which are sometimes too slow. She has also provided training for the education advisers to ensure that they understand key SEND processes and practice. However, there is still some work to do with SEN to ensure good join up and that processes are speeded up for our children.

#### 3.11.7 A child with an EHC Plan Case Study Example:

Child C had been struggling in their mainstream school with low impulse control, CSE, and spiralling combative behaviours towards teachers. Managing their escalating behaviour presented a challenge to the school and they were on the brink of exclusion. The pressure on the placement meant it was at risk of breakdown. Child C also presented with attachment needs and oppositional defiance behaviours. Conversely, they were very clingy towards the school SENCO and carer. A professionals meeting was held and the search for a new school commenced. As professionals, school, CSC, CAMHS, and the Virtual School came together to explore the impact of changing school on Child C's SEMH and we decided to trial a move to the specialist provision on the school site that focused on speech, language and communication difficulties. Although this was not their primary need, we felt that it would still offer our child continuity, especially as they struggled with attachment. The provision was headed by the SENCO that they had engaged well with. Discussions were had with the local

authority as this was atypical of the admission criteria; it was agreed to trail a very carefully planned transition and monitor closely. This included core subjects in the specialist provision and some subjects still in the mainstream school, so they did not feel 'different from her peers'. We collectively decided to trial their transition into the new provision, (Elliot Centre), during the lockdown as this would give them a chance to familiarise themselves with the new environment and acclimatise to the change whilst the staff to child ratio remained high. It also meant that their placement could be stabilised as they would be at school three days a week during the lockdown.

The transition was difficult in the first few weeks as Child C was very concerned about what her peers would think when they returned to school. We all met weekly to debrief and plan for the following week. Child C engaged with art, helping to decorate the area, using the computers and familiarising with staff based at the provision with just one other child. This proved effective.

The change in this child has been immense. Placement is secure, they are doing very well in small classes and outbursts have reduced significantly,

- Having a substantive Deputy Head of the Virtual School role has enabled better information sharing about imminent placement changes and she has instituted regular emails to Social Workers across the service reminding them that they have a statutory duty to inform the Virtual School of impending changes of circumstance that might affect education.
- We have increased monitoring activity using the daily, weekly, and monthly data from 'Welfare Call'. This has resulted in improved communications with Social Workers about absence from school which is supporting Social Workers to understand the implications of absence and exclusions and their role as corporate parent in reducing these.

### **3.12. Addressing Key Challenges Going Forward in 2020/21**

#### **3.12.1 Challenge 1: Improve persistent absence for statutory age children**

- Reduce persistent absence by half to no more than 10%.
- Improving placement planning so children are not out of school if placements break down, or when initially coming into care.
- Better oversight for those out of school through Placement Panel.
- Improved oversight by education advisors and welfare officers through monthly meetings and daily extranet.
- Ensuring continuous monitoring and support for COVID19 related absence.

#### **3.12.2 Challenge 2: Improving outcomes for children with SEND**

- Join up meetings with SEND to take place monthly to forward plan and proactively plan for placement changes, school changes, and for COVID19 related issues.
- Better tracking and faster outcomes for those requesting assessment or needing plans finalised.
- Join up of EHC plan review and PEP review.
- Develop a programme of training for social care professionals, SEND, and school staff.
- Develop a regular consultation programme with Educational Psychology staff.

#### **3.12.3 Challenge 3: Improving outcomes through supporting the transition into care, to new placements, and out of care to adulthood**

- Develop "new in care" policy for the Virtual School; including pen portraits and first PEPs.
- Track referrals for new placements and ensure CSC and the Virtual School join up.



- Ensure all year 6 children in care and those post-CLA have secondary school choices and priority.
- Embed post-16 PEPs until education is complete.
- Complete a review of Pathway Plans to look at education element.
- Use of graduate intern to develop “aspiration” project.
- Over 90% of children in Ofsted rated Good or Outstanding school provisions.
- To develop the role of the post-CLA advisor.

3.12.4 Challenge 4: Improve quality of PEPs, particularly better target setting, use of SDQ’s and more accountability for Pupil Premium

- Introduce SDQ questionnaires once per year, collating before the spring term PEP.
- Include the SDQ scored in the monitoring sheets completed by schools and the PEP forms encouraging discussion of how the child might be supported with the Pupil Premium as a result.
- Introduce half termly leadership PEP audits and an annual multiagency PEP audit, measuring quality of target setting, capturing young person’s voice, and the use of Pupil Premium.
- Develop a programme of training for Social Workers, school staff, and other professionals as necessary.
- Use of graduate intern to improve quality of 1:1 tuition.
- Recruit to secondary post to increase capacity to have oversight on all children.
- Manage the transition to Liquidlogic data management system.
- Ensure COVID19 issues are picked up through PEP authorisation.
- Embed new structure and oversight role for education advisors.
- Improve the quality and oversight of 1:1 tuition.

**4 IMPACT ON VULNERABLE ADULTS AND CHILDREN**

See Section 2.

**5 POLICY IMPLICATIONS**

There are no specific policy implications arising from this report.

**6 FINANCIAL IMPLICATIONS**

There are no specific financial implications arising from this report.

**7 PERSONNEL IMPLICATIONS**

There are no specific personnel implications arising from this report.

**8 LEGAL IMPLICATIONS**

There are no specific legal implications arising from this report.

**9 PROCUREMENT IMPLICATIONS**

There are no specific procurement implications arising from this report.

<b>Non-Applicable Sections:</b>	[List non-applicable sections here]
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Background Documents: (Access via Contact Officer)	[Title of document and date]
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## Annual Report 2019/20 – Appendix 1

### COVID19 Update Autumn Term 2020.

This annual report covers the impact of COVID19 on our children from the lockdown until the end of the summer break. It outlines the Virtual School measures taken to reduce the impact. Weekly risk registers were completed and advice guidance and ensuring all children have laptops, internet, printers, books, etc. so that they could continue their learning. Those who needed to be in school were supported to attend and the attendance figures are included in this report. During the summer the support continued and the “fresh start” programme was offered to our post-16 young people to try to keep them engaged.

Since coming back in September, with all schools open, we have been carefully monitoring attendance daily. If a child is marked as “x” which means a “COVID19 related absence” we will phone the foster carer to find out more, and ensure they have the support needed – especially where pupils are off school for an extended period – for example any of those who have their “bubble” closed for up to 14 days.

Current school attendance is 91.81% which is about where we would expect it to be at this time of year. However, this does not include COVID19 absence as the “x” code is not to be included in school absence figures. Attendance figures including the COVID19 absence is 90.05% which compares favourably with the national attendance figure of 82.9% as of 19<sup>th</sup> November.

#### COVID19 absence since September for statutory age pupils.

Reason for COVID absence	Number of pupils	% of cohort
Self-isolating	33	16%
Part time table*	9	4%
Symptoms	2	1.8%%
School /year group closure	25	12.3%
Total	69	33.8%
COVID absence for more than a school week**	12	5.9%
Children at home due to COVID19 as of November 24 <sup>th</sup> snapshot.	20	9.8%

*\*this was mainly in September as many schools had a slow reintegration back to full time.*

*\*\* the majority of pupils have only had one to three days off school whilst awaiting a test result for themselves or someone in their bubble*

#### Post-16

Due to the support with the year 11 transition project and the summer “Fresh Start” project we had positive numbers start year 12 in September. 90% of the year 12 cohort were EET at the beginning of September which is hugely improved from the 2017 figure of 71%. However, since that point, 5 of these young people have now left their courses meaning year 12 now has 75% of the cohort EET.

Year 13 EET figures were 82% in September and are currently 77%. We don’t know the full extent of how COVID19 and lockdown has affected young people leaving their courses. We know that many young people are reporting low mood, and this is affecting their attendance. In post-16 colleges young people will be withdrawn from their course if their attendance is unacceptable. We continue to prioritise working with

those who are NEET to support them to participate in suitable education, employment or training.

CEF20042A

London Borough of Bromley

## PART ONE – PUBLIC

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

**Date:** 26<sup>th</sup> January 2021

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

**Title:** Contracts Register and Contracts Database Report

**Contact Officer:** Colin Lusted, Head of Complex & Long-Term Commissioning – Education, Care & Health Services. Email: [Colin.lusted@bromley.gov.uk](mailto:Colin.lusted@bromley.gov.uk)

**Chief Officer:** Janet Bailey, Interim Director of Children’s Services.

**Ward:** All Wards

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1. Reason for report

- 1.1 This report presents an extract from November 2020’s Contracts Register for detailed scrutiny by PDS Committee – all PDS committees will receive a similar report each contract reporting cycle, based on data as at 28<sup>th</sup> October 2020 and presented to E & RC PDS on 18<sup>th</sup> November 2020.
- 1.2 The Contracts Register appended to the ‘Part 2’ report includes a commentary on each contract to inform Members of any issues or developments.

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2. **RECOMMENDATIONS**

**That the Children, Education and Families PDS Committee:**

- 2.1 Reviews and comments on the Contracts Register as at 28<sup>th</sup> October 2020.
- 2.2 Notes that in Part 2 of this agenda the Contracts Register contains additional, potentially commercially sensitive, information in its commentary.

### Impact on Vulnerable Adults and Children

1. Summary of Impact: The appended Contracts Register covers services which may be universal or targeted. Addressing the impact of service provision on vulnerable adults and children is a matter for the relevant procurement strategies, contracts award and monitoring reports, and service delivery rather than this report.
- 

### Corporate Policy

1. Policy Status: Existing Policy
  2. BBB Priority: Excellent Council
- 

### Financial

1. Cost of proposal: - N/A
  2. Ongoing costs: - N/A
  3. Budget head/performance centre: Children, Education and Families
  4. Total current budget for this head: Controllable Budget £42.207M
  5. Source of funding: Existing Relevant Budget 2020/21
- 

### Personnel

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

### Legal

1. Legal Requirement: Statutory Requirement
  2. Call-in: Not Applicable
- 

### Procurement

1. Summary of Procurement Implications: Improves the Council's approach to contract management
- 

### Customer Impact

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

### Ward Councillor Views

1. Have Ward Councillors been asked for comments? N/A
2. Summary of Ward Councillors comments: N/A

### 3. COMMENTARY

#### Contracts Register Background

- 3.1 The Contracts Database is fully utilised by all Contract Managers across the Council as part of their Contract Management responsibilities, which includes updating the information recorded on the database. The Register is generated from the Contracts Database which is administered by the Commissioning & Procurement Directorate and populated by the relevant service managers (Contract Owners) and approved by their managers (Contract Approvers).
- 3.2 As a Commissioning Council, this information is vital to facilitate a full understanding of the Council's procurement activity and the Contracts Register is a key tool used by Contract Managers as part of their daily contract responsibilities. The Contracts Register is reviewed by the Procurement Board, Chief Officers, Corporate Leadership Team, and E & RC PDS Committee as appropriate.
- 3.3 The Contracts Register is produced four times a year for members– though the CDB itself is always 'live'.
- 3.4 Each PDS committee is expected to undertake detailed scrutiny of its contracts – including scrutinising suppliers – and hold the Portfolio Holder to account on service quality and procurement arrangements.

#### Contract Register Summary

- 3.5 The Council has 222 active contracts covering all portfolios as of 28<sup>th</sup> October 2020 for the November 2020 reporting cycle as set out in Appendix 1.

#### 3.6 Children, Education and Families

Item	Category	May 2020	September 2020	November 2020
<b>Total Contracts</b>	<b>£50k+</b>	<b>36</b>	<b>36</b>	<b>39</b>
<b>Concern Flag</b>	<b>Concern Flag</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Risk Index</b>				
	Red	2	1	1
	Amber	4	6	7
	Yellow	16	16	18
	Green	14	13	13
<b>Total</b>		<b>36</b>	<b>36</b>	<b>39</b>
<b>Procurement Status</b>				
	Red	13	10	10
	Amber	4	7	4
	Yellow	3	5	6
	Green	15	13	18
<b>Total</b>		<b>35</b>	<b>35</b>	<b>38</b>

- 3.7 No contracts have been flagged as a concern.

#### 4. IMPACT ON VULNERABLE ADULTS & CHILDREN

4.1 The Corporate Contracts Register covers all Council services: both those used universally by residents and those specifically directed towards vulnerable adults and children. Addressing the impact of service provision on the vulnerable is a matter for the relevant procurement strategies, contracts, and delivery of specific services rather than this summary register.

#### 5. POLICY IMPLICATIONS

5.1 The Council's renewed ambition is set out in the 2016-18 update to [Building a Better Bromley](#) and the Contracts Database (and Contract Registers) help in delivering the aims (especially in delivering the 'Excellent Council' aim). For an 'Excellent Council', this activity specifically helps by 'ensuring good contract management to ensure value-for-money and quality services'.

#### 6. PROCUREMENT IMPLICATIONS

6.1 Most of the Council's (£50k plus) procurement spend is now captured by the Contracts Database. The database will help in ensuring that procurement activity is undertaken in a timely manner, that Contract Procedure Rules are followed and that Members are able to scrutinise procurement activity in a regular and systematic manner.

#### 7. FINANCIAL IMPLICATIONS

7.1 The Contracts Database and Contract Registers are not primarily financial tools – the Council has other systems and reports for this purpose such as the Budget Monitoring reports. However, the CDB and Registers do contain financial information both in terms of contract dates and values and also budgets and spend for the current year.

#### 8. PERSONNEL IMPLICATIONS

8.1 There are no direct personnel implications but the Contracts Database is useful in identifying those officers directly involved in managing the Council's contracts.

#### 9. LEGAL IMPLICATIONS

9.1 There are no direct legal implications but the Contracts Database does identify those contracts which have a statutory basis and also those laws which should be complied with in delivering the contracted services.

9.2 A list of the Council's active contracts may be found on [Bromley.gov.uk](http://Bromley.gov.uk) to aid transparency (this data is updated after each Contracts Sub-Committee meeting).

<b>Non-Applicable Sections:</b>	None
Background Documents: (Access via Contact Officer)	<ul style="list-style-type: none"><li>• Appendix 1 – Key Data (All Portfolios)</li><li>• Appendix 2 - Contracts Database Background information</li><li>• Appendix 3 – Contracts Database Extract PART 1</li></ul>




## Appendix 1 Key Data (All Portfolios)

Item	Category	May 2020	September 2020	November 2020
Contracts (>£50k TCV)	All Portfolios	212	213	220
Flagged as a concern	All Portfolios	0	2	0
Capital Contracts	All Portfolios	1	4	3
Portfolio	Executive, Resources and Contracts	57	57	56
	Adult Care and Health	72	73	73
	Environment and Community Services	16	14	16
	Children, Education and Families	36	36	39
	Renewal and Recreation and Housing	25	27	30
	Public Protection and Enforcement	6	6	6
Total		212	213	220
Risk Index	Red	12	14	17
	Amber	69	70	75
	Yellow	84	84	83
	Green	47	45	45
Total		212	213	220
Procurement Status	Red	78	84	77
	Amber	17	22	21
	Yellow	24	20	20
	Green	93	87	102
	Imminent	1	3	2
Total		213	216	222

## Appendix 2 - Contracts Register Key and Background Information

### Contract Register Key

1.1 A key to understanding the Corporate Contracts Register is set out in the table below.

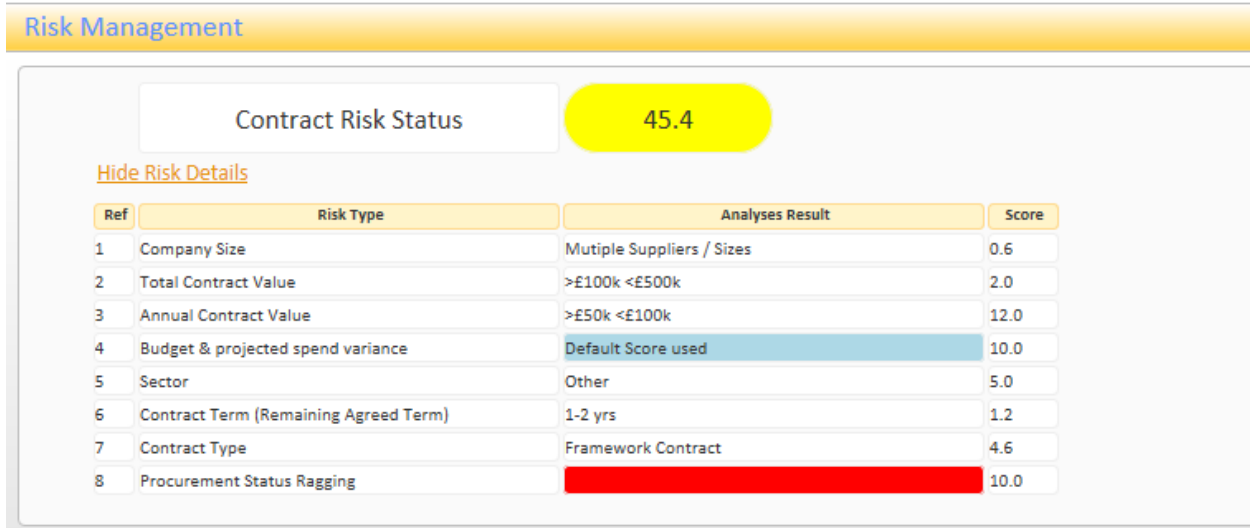
Register Category	Explanation
<b>Risk Index</b>	Colour-ranking system reflecting eight automatically scored and weighted criteria providing a score (out of 100) / colour reflecting the contract's intrinsic risk
<b>Contract ID</b>	Unique reference used in contract authorisations
<b>Owner</b>	Manager/commissioner with day-to-day budgetary / service provision responsibility
<b>Approver</b>	Contract Owner's manager, responsible for approving data quality
<b>Contract Title</b>	Commonly used or formal title of service / contract
<b>Supplier</b>	Main contractor or supplier responsible for service provision
<b>Portfolio</b>	Relevant Portfolio for receiving procurement strategy, contract award, contract monitoring and budget monitoring reports
<b>Total Contract Value</b>	The contract's value from commencement to expiry of formally approved period (excludes any extensions yet to be formally approved)
<b>Original Annual Value</b>	Value of the contract its first year (which may be difference from the annual value in subsequent years, due to start-up costs etc.)
<b>Budget</b>	Approved budget for the current financial year. May be blank due to: finances being reported against another contract; costs being grant-funded, complexity in the finance records e.g. capital (also applies to Projection)
<b>Projection</b>	Expected contract spend by the end of the current financial year
<b>Procurement Status</b>	Automatic ranking system based on contract value and proximity to expiry. This is designed to alert Contract Owners to take procurement action in a timely manner. Red ragging simply means the contract is nearing expiry and is not an implied criticism (indeed, all contracts will ultimately be ragged 'red').
<b>Start &amp; End Dates</b>	Approved contract start date and end date (excluding any extension which has yet to be authorised)
<b>Months duration</b>	Contract term in months
<b>Attention </b>	Red flag indicates that there are potential issues, or that the timescales are tight and it requires close monitoring. (also see C&P Commentary in Part 2)
<b>Commentary</b>	Contract Owners provide a comment – especially where the Risk Index or Procurement Status is ragged red or amber. Commissioning & Procurement Directorate may add an additional comment for Members' consideration <i>The Commentary only appears in the 'Part 2' Contracts Register</i>
<b>Capital</b>	Most of the Council's contracts are revenue-funded. Capital-funded contracts are separately identified (and listed at the foot of the Contracts Register) because different reporting / accounting rules apply

### Contract Register Order

1.2 The Contracts Register is output in Risk Index order. It is then ordered by Procurement Status, Portfolio, and finally Contract Value. Capital contracts appear at the foot of the Register and 'contracts of concern' (to Commissioning & Procurement Directorate) are flagged at the top.

## Risk Index

- 1.3 The Risk Index is designed to focus attention on contracts presenting the most significant risks to the Council. Risk needs to be controlled to an acceptable level (our risk appetite) rather than entirely eliminated and so the issue is how best to assess and mitigate contract risk. Contract risk is assessed (in the CDB) according to eight separate factors and scored and weighted to produce a Risk Index figure (out of 100). These scores are ragged to provide a visual reference.



## Procurement Status

- 1.4 A contract's Procurement Status is a combination of the Total Contract Value (X axis) and number of months to expiry (Y axis). The table below is used to assign a ragging colour. Contracts ragged red, amber or yellow require action – which should be set out in the Commentary. Red ragging simply means the contract is nearing expiry and it is not an implied criticism (indeed, all contracts will ultimately be ragged 'red').

		Procurement / Commissioning Status					
Period	3 months						<div style="display: flex; align-items: center; gap: 10px;"> <div style="width: 20px; height: 20px; background-color: red; margin-right: 5px;"></div> Requires an agreed plan  <div style="width: 20px; height: 20px; background-color: orange; margin-right: 5px;"></div> Develop / test options  <div style="width: 20px; height: 20px; background-color: yellow; margin-right: 5px;"></div> Consider options  <div style="width: 20px; height: 20px; background-color: green; margin-right: 5px;"></div> No action required                 </div>
	6 months						
	9 months						
	12 months						
	18 months						
		£5k - £50k	£50k - £100k	£100k - £173k	£173k - £500k	>£500k	
		Total Contract Value					

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Contract Register Report - £50k Portfolio Filtered - Children, Education and Families

November 2020

Risk Index	Contract ID	Owner	Approver	Contract Title	Supplier Name	Portfolio	Total Value	Original Annual Value	Budget	Projection	Proc. Status	Start Date	End Date	Months Duration	Attention	Capital
●	270	Naheed Chaudhry	Janet Bailey	<a href="#">Software Licence - Social Care Information System (Care First)</a>	OLM Systems Ltd	Children, Education and Families	3,313,863	169,033			■	06/05/2006	31/03/2022	191		
●	1464	Kelly Sylvester	Janet Bailey	<a href="#">Health - Community Wellbeing Service For Children And Young People</a>	Bromley Y	Children, Education and Families	2,854,328	448,661			■	01/12/2014	31/03/2021	76		
●	4888	Shakeela Shourie	Charles Obazuaye	<a href="#">Step Up To Social Work Cohort 6 (Provision of PG Diploma in Social Work to Royal Holloway University)</a>	Royal Holloway, University of London	Children, Education and Families	291,975	78,000			■	10/06/2019	09/04/2021	22		
●	4947	Joanne Cozens	Rachel Dunley	<a href="#">Domestic Violence Against Women and Girls Service - VAWG</a>	Bromley & Croydon Women's Aid	Children, Education and Families	179,000	179,000			■	01/04/2020	31/03/2021	11		
●	4909	Stephanie Withers	Jared Nehra	<a href="#">SENI Inclusion Funding in Pre-Schools (SENI) to Multiple Pre-School and Nursery Settings</a>		Children, Education and Families	963,720	321,240			■	01/04/2019	31/03/2022	36		
●	3690	Kelly Sylvester	Debi Christie	<a href="#">Travel Training Contract</a>	Bexley Accessible Transport Scheme (BATS)	Children, Education and Families	402,676	105,000			■	01/09/2017	31/08/2021	48		
●	4844	Mark Smith	David Dare	<a href="#">Provision of Individual Support for Short Breaks For Disabled Children and YP and their families</a>	Bromley Mencap	Children, Education and Families	195,212	62,920			■	01/10/2018	30/09/2021	36		
●	312	Aneesa Kaprie	Janet Bailey	<a href="#">Children's - Independent Visitor Service for Children Looked After</a>	Asphaleia Ltd	Children, Education and Families	132,175	26,435			■	01/08/2016	31/07/2021	60		
●	3792	Carol Whiting	Janet Bailey	<a href="#">Family Drug And Alcohol Court</a>	Tavistock and Portman NHS Trust	Children, Education and Families	458,835	159,255			■	03/01/2018	31/12/2021	48		
●	4854	Carol Whiting	Janet Bailey	<a href="#">Family Group Conferencing Service</a>	Daybreak Family Group Conferences	Children, Education and Families	374,000	90,000			■	01/04/2019	31/03/2022	36		
●	315	Debi Christie	Jared Nehra	<a href="#">Education - Family Support Services for CYP with Social and Communication Needs</a>	Bromley Mencap	Children, Education and Families	153,210	26,477			■	18/07/2016	30/09/2021	62		
●	3826	Beverley Brown	Aneesa Kaprie	<a href="#">CSE Support Service</a>	Asphaleia Ltd	Children, Education and Families	155,000	55,000			■	01/12/2018	30/11/2021	36		
●	4849	Mary Nash	Kerry Davies	<a href="#">Bromley Safeguarding Children's Board (BSCB) Multi Agency Training Programme 2018-2021</a>	Various	Children, Education and Families	120,000	30,000			■	01/10/2018	31/03/2022	42		
●	4905	Rachel Dunley	Janet Bailey	<a href="#">Cleaning Services to Children and Family Centres and Nurseries</a>	Chequers	Children, Education and Families	250,179	83,394			■	01/08/2019	31/07/2022	36		
●	3701	Mark Smith	David Dare	<a href="#">The Provision of Holiday and Saturday Group Based Short Break Service For Disabled Children and Young People</a>	Riverside School	Children, Education and Families	968,753	192,213			■	01/04/2018	31/03/2023	60		
●	179	Doreen Pendergast	Jared Nehra	<a href="#">Education - Co-ordination of admissions between 32 London boroughs</a>	London Grid For Learning Trust	Children, Education and Families	174,086	14,000			■	01/04/2004	31/08/2022	221		
●	3810	Yasmin Ahmed	Carol Arnfield	<a href="#">Provision of Nursery meals</a>	Zebedee's Lunch Box Ltd	Children, Education and Families	88,500	29,500			■	01/09/2018	31/08/2021	36		
●	5000	Emma Pearce	Naheed Chaudhry	<a href="#">** Now Live ** Social Care Case Management Software Licence (1)</a>	LiquidLogic Limited	Children, Education and Families	666,000	222,000			Imminent	01/06/2022	30/06/2025	37		
●	4945	Vicky West	Janet Bailey	<a href="#">Provision of the supply of adoption services</a>		Children, Education and Families	2,316,000	386,000			■	01/06/2019	30/05/2025	72		
●	5018	Maya Vadgama	Jared Nehra	<a href="#">** Now Live ** Passenger Transport Services Framework Contracts</a>	Multiple Suppliers	Children, Education and Families	49,000,000	7,000,000			■	19/09/2020	31/08/2025	59		
●	4946	Philip White	David Dare	<a href="#">Participation in West London Alliance for Children's Care and Support Services</a>	West London Alliance	Children, Education and Families	484,500	117,000			■	01/11/2019	30/04/2024	54		
●	4957	Paul Mitchell	Jared Nehra	<a href="#">ICT - Capita ONE Integrated Management Information System</a>	Capita Business Services Ltd	Children, Education and Families	450,000	90,000			■	01/04/2020	31/03/2025	60		
●	4971	Stephanie Withers	Jared Nehra	<a href="#">Support Child specific Health needs to Multiple Mainstream School Settings</a>	Multiple Mainstream Schools and Academies	Children, Education and Families	214,950	71,530			■	01/04/2020	31/03/2023	36		
●	1540	Betty McDonald	Janet Bailey	<a href="#">Education - Appropriate Adult Service at Police Stations</a>	Appropriate Adults Service Ltd	Children, Education and Families	94,875	11,625			■	01/04/2017	31/03/2022	60		
●	1465	Stephanie Withers	Jared Nehra	<a href="#">IT Network - IT Support and Supplies to Specialist Support and Disability Service</a>	Structured Network Solutions UK Ltd	Children, Education and Families	92,027	22,009			■	01/02/2017	31/01/2022	60		
●	3732	Mary Nash	Antoinette Thorne	<a href="#">ASYE Support Programme</a>	Daisy Bogg Consultancy Ltd	Children, Education and Families	81,500	23,100			■	10/04/2017	31/03/2022	59		
●	3712	Linda King	Betty McDonald	<a href="#">Post 16 Learner Tracker</a>	Royal Borough of Kingston upon Thames	Children, Education and Families	210,000	42,000			■	01/04/2018	31/03/2023	60		
●	4911	Rosemary Meissner	Carol Arnfield	<a href="#">Digital Solution for the Early Years Funding Process</a>	Sentinel Partners Limited	Children, Education and Families	92,580	30,860			■	31/07/2019	30/07/2022	36		
●	3722	Helen Priest	Janet Bailey	<a href="#">Bromley Children Looked After (CLA) school attendance and data collection</a>	Welfare Call (LAC) Ltd	Children, Education and Families	81,680	20,420			■	01/04/2018	31/03/2022	48		
●	4993	Debi Christie	Jared Nehra	<a href="#">SEND Parent Participation</a>	Your Voice in Health and Social Care	Children, Education and Families	80,000	20,000			■	01/06/2020	31/05/2024	48		
●	3823	Mary Nash	Antoinette Thorne	<a href="#">Hiring of external facilities for various venues</a>	Various Suppliers	Children, Education and Families	80,000	36,000			■	01/04/2018	31/03/2024	72		
●	3793	Sally Jolliffe	Jared Nehra	<a href="#">Habilitation Services For Children and Young People With Vision Impairment</a>	Guide Dogs For the Blind Association	Children, Education and Families	77,220	15,444			■	01/05/2018	30/04/2023	60		
●	1433	Rachel Dunley	Janet Bailey	<a href="#">Children's - Mosaic Customer Segmentation Tool</a>	Experian	Children, Education and Families	76,242	25,414			■	01/10/2016	30/09/2022	72		
●	5026	Robert Bollen	Jared Nehra	<a href="#">Contract for SEN modelling services</a>	Mastodon C Limited	Children, Education and Families	74,400	24,800			■	25/06/2020	24/06/2023	36		
●	4912	Rachel Dunley	Janet Bailey	<a href="#">ICT - Management Information system for Children and Family Centres</a>	Servelec Group plc	Children, Education and Families	74,366	12,798			■	01/04/2020	31/03/2025	60		
●	3786	Elena Diaconescu	Carol Arnfield	<a href="#">Adult Education MIS</a>	West March Systems Ltd	Children, Education and Families	58,270	21,490			■	05/11/2018	04/11/2021	36		
●	5017	Robert Bollen	Jared Nehra	<a href="#">Phase 2 Works at Stewart Fleming Primary School</a>	Walker Construction LTD	Children, Education and Families	4,916,619	4,916,619			■	01/10/2019	31/10/2021	25		Capital
●	4998	Emma Pearce	Naheed Chaudhry	<a href="#">Social Care Case Management Software System (1)</a>	LiquidLogic Limited	Children, Education and Families	1,202,000	1,202,000			■	10/06/2020	31/03/2022	21		Capital
●	4997	Emma Pearce	Naheed Chaudhry	<a href="#">Bloom Procurement Ltd</a>	Bloom Procurement Services Ltd	Children, Education and Families	866,000	866,000			■	15/06/2020	31/03/2022	21		Capital

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