

AGENDA

| | |
|--------------|---------------------------------------|
| DATE | Monday 28 June 2010 |
| TIME | 14:00 – 16:00 |
| VENUE | Committee Rooms, Bromley Civic Centre |

| | ITEM | LEAD |
|-----|---|--|
| 1. | Welcome, introductions and apologies for absence Welcome to the new members: Connexions South London Sub Regional Unit, Bromley or Orpington College, Jobcentre Plus, London Probation Trust | Cllr Noad Chairman of the Trust Board |
| 2. | Public questions For the Trust Board to hear and respond to questions raised through the public question's procedure | Cllr Noad Chairman of the Trust Board |
| 3. | Declarations of interest For members of the Trust Board to declare any declarations of interest | Cllr Noad Chairman of the Trust Board |
| 4. | Minutes of meeting (17 May 2010) and matters arising For the Trust Board to agree for the publication of the minutes on the website and note updates on the action points | Cllr Noad Chairman of the Trust Board |
| 5. | Performance Monitoring: 4th Quarter 2009/10 For the Trust Board to consider the information regarding performance against key indicators | Georgina Sanger London Borough of Bromley |
| 6. | Bromley Mytime: creating leisure opportunities for the borough For the Trust Board to receive a presentation from Bromley Mytime to illustrate how they are reaching disadvantaged children and young people within the borough | Christine Whatford Bromley Mytime |
| 7. | Workforce Development and Integrated Working Progress Report For the Trust Board to comment on the findings from the workforce development project | Jill Fuller London Borough of Bromley |
| 8. | Anti-Social Behaviour Strategy 2010-13 For the Trust Board to comment on the draft Anti-Social Behaviour Strategy for 2010-2013 | Colin Newman London Borough of Bromley |
| 9. | Children and Young People's Plan 2009-11: Action Plan progress For the Trust Board to receive the 2009/10 end of year progress report | Laurence Downes London Borough of Bromley |
| 10. | Children and Young People's Plan 2011-2014: outcomes from priority setting workshop [Report to follow] For the Trust Board to consider the outcomes from the priority setting workshop on 21 June 2010 | Terri Walters London Borough of Bromley |

| | | | | | |
|-------------------------|---------------|------|---------------|---------|--|
| CONTACT OFFICER: | Michael Watts | Tel: | 020 8641 7608 | E-mail: | michael.watts@bromley.gov.uk |
|-------------------------|---------------|------|---------------|---------|--|

The Bromley Children and Young People Trust is a partnership of the following organisations:
Bromley Mytime, Bromley Safeguarding Children Board, Children and Families Voluntary Sector Forum, Early Years Development and Childcare Partnership, London Borough of Bromley, Metropolitan Police Service (Bromley), NHS Bromley, Oxleas NHS Foundation Trust, Primary and Special Schools, Secondary Schools, and South London Healthcare NHS Trust

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
TRUST BOARD AGENDA FOR 28 APRIL 2008

| ITEM | LEAD |
|---|--|
| 11. Annual report from the Bromley Safeguarding Children Board For the Trust Board to consider the annual report from the Bromley Safeguarding Children Board | Jenny Dibsall Independent Chairman |
| 12. Forward Rolling Work Programme For information and agreement on additional items | Cllr Noad Chairman of the Trust Board |
| 13. Close | |

| DETAILS OF NEXT MEETING: | | |
|--------------------------|---------------|---------------------------------------|
| Monday 13 September 2010 | 14:00 – 16:00 | Committee Rooms, Bromley Civic Centre |

DRAFT MINUTES OF MEETING

| | |
|--------------|---|
| DATE | Monday 17 May 2010 |
| TIME | 14:00 – 16:00 |
| VENUE | Education Development Centre, Princes Plain, Bromley, BR2 8LD |

PRESENT:

Board Members:

- **Cllr Ernest Noad**, Executive Member for Children and Young People Portfolio, London Borough of Bromley (*Chairman*)
- **Gillian Pearson**, Director of Children and Young People Services, London Borough of Bromley (*Vice-Chairman*)
- **Dave Prebble**, Bromley Police Partnership Manager, Metropolitan Police Service (Bromley) (*Vice-Chairman*)
- **Alison Regester**, Chairman, Early Years Development and Childcare Partnership
- **Brian Lloyd**, Secondary School Head Teachers Group
- **Clive Uren**, Chief Operating Officer, NHS Bromley
- **Janet Ettridge**, Assistant Director of Community Provider Unit, NHS Bromley
- **Stephen Whitmore**, Director of CAMHS and Learning Disability Services, Oxleas NHS Foundation Trust
- **Michael Watts**, Senior Partnerships and Planning Officer, London Borough of Bromley (*Administrator*)

Advisors:

- **Kamini Rambellas**, Interim Assistant Director (Social Care and Safeguarding), London Borough of Bromley
- **Laurence Downes**, Strategic Commissioning Manager, London Borough of Bromley
- **Lulu Pearce**, Chairman, Bromley Ethnic Communities Project
- **Terri Walters**, Assistant Director (Strategy and Performance), London Borough of Bromley

Representatives:

- **Debra Weekes**, Head of Partnerships, Bromley Mytime
(on behalf of Christine Whatford)
- **Lorna Blackwood**, Assistant Director (Commissioning and Partnerships), London Borough of Bromley
(on behalf of Terry Rich)

| | | | | | |
|-------------------------|---------------|---|---------------|---|--|
| CONTACT OFFICER: | Michael Watts | t | 020 8641 7608 | e | michael.watts@bromley.gov.uk |
|-------------------------|---------------|---|---------------|---|--|

The Bromley Children and Young People Trust is a partnership of the following organisations:
Bromley Mytime, Bromley Safeguarding Children Board, Children and Families Voluntary Sector Forum,
Early Years Development and Childcare Partnership, London Borough of Bromley, Metropolitan Police Service (Bromley), NHS Bromley,
Oxleas NHS Foundation Trust, Primary and Special Schools, Secondary Schools, and South London Healthcare NHS Trust

Visit www.childrenstrust.bromleypartnerships.org or e-mail childrens.trust@bromley.gov.uk for more information

- **Robert South**, Head of Bromley Children and Family Project, London Borough of Bromley
(on behalf of Karen Fletcher-Wright)

For specific items:

- **Georgina Sanger**, Research and Statistics Operations Manager, London Borough of Bromley (for Item 6)

APOLOGIES:

Trust Board Members:

- **Christine Whatford**, Trustee, Bromley Mytime
- **Claire O'Brien**, Deputy Nurse Director, South London Healthcare NHS Trust
- **Cllr Brian Humphrys**, Executive Assistant for Children and Young People Portfolio, London Borough of Bromley
- **Denise Mason**, Chairman, Primary and Special School Head Teachers Group
- **Harvey Guntrip**, Non-Executive Director, NHS Bromley
- **Jenny Dibsall**, Independent Chairman, Bromley Safeguarding Children Board
- **Lesley McCall**, Interim Chairman, Children and Families Voluntary Sector Forum
- **Terry Rich**, Director of Adult and Community Services, London Borough of Bromley

Trust Board Advisors:

- **George Searle**, Assistant Director (Learning and Achievement), London Borough of Bromley
- **Karen Fletcher-Wright**, Assistant Director (Access and Inclusion), London Borough of Bromley

1. WELCOME, INTRODUCTIONS AND APOLOGIES

- 1.1 The Chairman welcomed all members to the meeting of the Trust Board, which had been rearranged from 26 April 2010 due to the inspection of services for Safeguarding and Looked After Children by Ofsted in April.
- 1.2 Gillian Pearson provided a brief update on the expected implications of the recent change in central Government, including the creation of the Department for Education.

2. PUBLIC QUESTIONS

(The Procedure for Questions from the Public can be viewed at: <http://bit.ly/PublicQuestions>)

- 2.1 It was noted that no public questions had been submitted by the public.

3. DECLARATIONS OF INTEREST

- 3.1 Alison Regester declared that she is the manager of a private nursery.

4. MINUTES OF MEETING (22 FEBRUARY 2010) AND MATTERS ARISING

(The report can be viewed at: <http://bit.ly/MinsFrom22Feb10>)

4.1 The minutes of the meeting on 22 February 2010 were agreed and will be published on the Trust website.

- **ACTION:** Michael Watts to add to the website.

5. UPDATES FROM OTHER PARTNERSHIPS

5.1 Local Strategic Partnership

5.1.1 Gillian Pearson confirmed that there was no update available as there had not been a meeting of the Local Strategic Partnership since 22 February 2010.

5.2 Bromley Safeguarding Children Board

(The report can be viewed at: <http://bit.ly/dqZ7KV>)

5.2.1 Kamini Rambellas circulated a report providing an update from the Bromley Safeguarding Children Board.

5.2.2 The Trust Board noted the report.

5.3 Economy Partnership

(The report can be viewed at: <http://bit.ly/EconomyPart>)

5.3.1 The Trust Board noted the report.

5.4 Health, Social Care and Housing Partnership Board

(The report can be viewed at: <http://bit.ly/HSCHPart>)

5.4.1 Lorna Blackwood provided a verbal update from the Health, Social Care and Housing Partnership Board.

5.4.2 The Chairman requested that the Transport Review Action Plan is submitted to the Trust Board for consideration.

- **ACTION:** Michael Watts to add to the Work Programme.

5.5 Safer Bromley Partnership

5.5.1 Dave Prebble provided a verbal update to the Trust Board.

5.5.2 The Chairman raised several issues regarding the Bromley Community Engagement Forum Youth Conference held in April 2010. Lorna Blackwood and Lulu Pearce confirmed that they would provide an update on the organisation of the event to the Chairman outside of the meeting.

6. PERFORMANCE MONITORING: 3RD QUARTER 2009/10

(The report can be viewed at: <http://bit.ly/PerfMonQtr3>)

- 6.1 Georgina Sanger outlined the progress towards meeting the targets and priorities for the Trust for the third quarter of 2009/10 (October to December 2009), including the areas where the Trust was performing well, and the areas where performance was disappointing.
- 6.2 The report outlines the actions that had been put in place for the areas where further improvement was necessary.
- 6.3 The following recommendations were agreed by the Trust Board:
- The progress towards meeting the targets and priorities during Quarter 3 was considered and noted.

7. OFSTED INSPECTION OF BROMLEY CHILDREN AND FAMILY CENTRES

(The reports can be viewed at: <http://bit.ly/InspReport> and <http://bit.ly/InspPresentation>)

- 7.1 Robert South provided an overview of the new statutory inspection requirements for the Borough's Children and Family Centres, and an outline of the Borough's preparations for the inspection process.
- 7.2 Gillian Pearson highlighted the benefit that the inspections would have on evidencing the benefit of the Children and Family Centres and for benchmarking with other local authorities.
- 7.3 The following recommendations were agreed by the Trust Board:
- The new statutory inspection requirements were noted.

8. CHILDREN AND YOUNG PEOPLE PLAN 2011-14: PROPOSED PROJECT PLAN

(The report can be viewed at: <http://bit.ly/CYPPProjectPlan>)

- 8.1 Terri Walters outlined the proposed Project Plan to deliver the Children and Young People's Plan 2011-14.
- 8.2 The Trust Board agreed to hold a Priority Setting Workshop on Monday 21 June 2010, to be facilitated by the Commissioning Support Programme. Michael Watts will circulate further details to members of the Trust Board once the venue has been confirmed.
- 8.3 Michael Watts will contact each member of the Trust Board outside of the meeting to identify the appropriate dates for the sign-off of the Children and Young People's Plan 2011-14 by each of the individual partners Executive Bodies.
- 8.4 The following recommendations were agreed by the Trust Board:

- The Action Plan and timetable were noted.
- The proposed Priority Setting Workshop was agreed.

9. A REVIEW OF OUR COMMISSIONING ARRANGEMENTS: STRATEGIC COMMISSIONING CHANGE PLAN

(The report can be viewed at: <http://bit.ly/ComChangePlan>)

9.1 Laurence Downes outlined the proposed Strategic Commissioning Change Plan following the Self Analysis and Planning Exercise undertaken by the Trust Board in February 2010.

9.2 The following recommendations were agreed by the Trust Board:

- The proposed Strategic Commissioning Change Plan was considered and agreed.

10. LONDON BOROUGH OF BROMLEY'S CHILDREN AND YOUNG PEOPLE SERVICES COMMISSIONING INTENTIONS 2011-2012

(The report can be viewed at: <http://bit.ly/LBBComIntenReport> and <http://bit.ly/LBBComIntenAppendix>)

10.1 Laurence Downes outlined the Commissioning Intentions for 2011-2012 from the London Borough of Bromley's Children and Young People Services.

10.2 It was agreed that other statutory commissioning partners should provide similar information outlining their commissioning intentions. This information would then contribute to the development of an annual commissioning intentions report from the Trust partnership, coordinated by the Commissioning Strategy Group.

- **ACTION:** Michael Watts to add to the Work Programme.

10.3 The Chairman requested a breakdown of all contracts to be provided to the Children and Young People Policy Development and Scrutiny Committee and the Trust Board to ensure full transparency in our commissioning.

10.4 The following recommendations were agreed by the Trust Board:

- The Commissioning Intentions for 2011-2012 were considered.
- The Commissioning Strategy Group should develop a similar report annually for the Trust partnership.

11. BROMLEY CHILDREN AND YOUNG PEOPLE TRUST ANNUAL FORUM

(The report can be viewed at: <http://bit.ly/TrustForum>)

11.1 Terri Walters provided an overview of the evaluation of the Trust Forum that was held in March 2010.

- 11.2 The Chairman was concerned about the disappointing reduction in participants this year, particularly from children and young people and partners, and highlighted the need to try and improve attendance next year.
- 11.3 The Trust Board agreed that the 2011 event should be held on 22 March 2011, and Gillian Pearson requested that the outline proposals and plans for the event are considered by the Trust Board early as possible for the 2011 event.
- 11.4 The following recommendations were agreed by the Trust Board:
- The evaluation from the event were considered and noted.
 - The date for the 2011 event was agreed as 22 March 2011.

12. CHILDREN AND YOUNG PEOPLE WORKFORCE DEVELOPMENT AND INTEGRATED WORKING PROGRESS REPORT

(The report can be viewed at: <http://bit.ly/WorkforceReport>)

- 12.1 This item was deferred until the next meeting.

13. FORWARD ROLLING WORK PROGRAMME

(The report can be viewed at: <http://bit.ly/WorkProgramme>)

- 13.1 The Trust Board considered the Work Programme.

The meeting closed at 15:10.

| | |
|---------------------------------|--|
| DETAILS OF NEXT MEETING: | Monday 28 June 2010 |
| | 14:00 – 16:00 |
| | Committee Rooms, Civic Centre, Stockwell Close, Bromley, BR1 3UH |



The Trust Board

| | | | |
|-------------------------|---|------------------------|-----------|
| Date of Meeting: | Monday 28 June 2010 | Agenda Item No. | 05 |
| Title: | Performance Monitoring: 4th Quarter 2009/10 | | |
| Contact Officer: | Georgina Sanger Research and Statistics Operations Manager georgina.anger@bromley.gov.uk | | |
| Lead Partner: | London Borough of Bromley | | |

1. SUMMARY

- 1.1. This report updates the Bromley Children and Young People Trust Board on progress during Quarter 4 (January to March 2010) and for the full 2009/10 year against the key actions and indicators for Children and Young People Services in Bromley.

2. RECOMMENDATIONS

- 2.1. The Trust Board is invited to consider the fourth quarter and full year performance for 2009/10.

3. COMMENTARY

Introduction

- 3.1 This is the fourth quarterly monitoring report for 2009/10 and whilst the fourth quarter covers the period January to March 2010, this report focuses on the full year performance. The purpose of this report is to provide the CYP Portfolio Holder with an overview of the performance of the Children and Young People Portfolio against the agreed key actions and indicators, including those relating to the Local Area Agreement. Awareness of our current level of performance promotes informed decisions and identifies areas where actions need to be developed to improve performance to meet our priorities and targets.
- 3.2 Information relating to the performance indicators supporting the Local Area Agreement are also included in the Council's performance monitoring report 'Are we on track?' which is presented to the Executive and provides an overview of the Council's performance, including Children and Young People Services.
- 3.3 The target-setting process for many of the indicators for children and young people requires adherence to strict criteria. This is especially the case for education attainment measures. As a relatively high performing LA in many areas, the targets we are required to set by national agencies are often aspirational, aiming to place our performance in the top quartile nationally. In many cases, these are challenging to achieve.

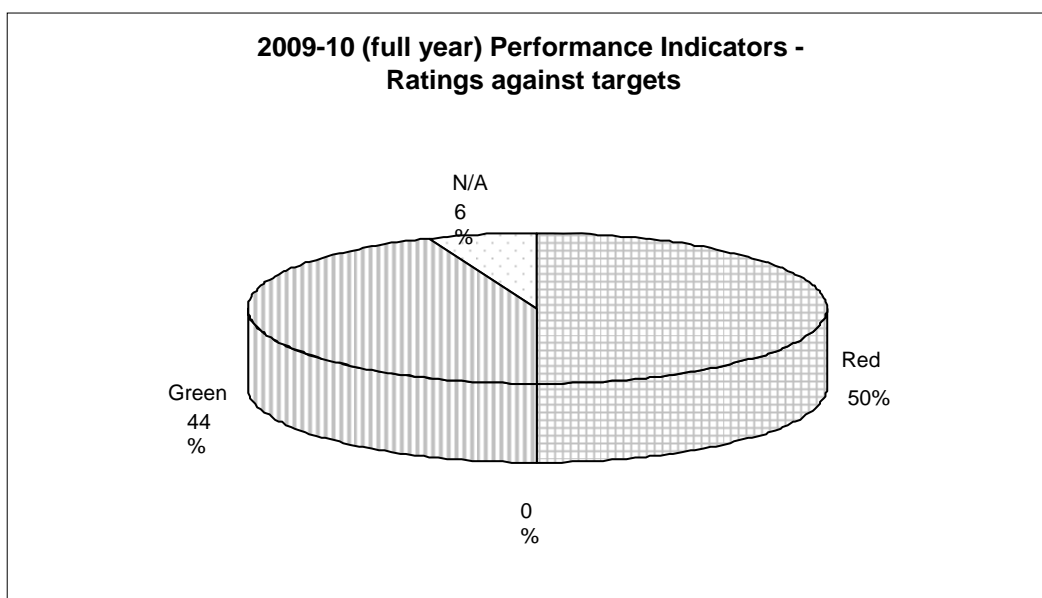
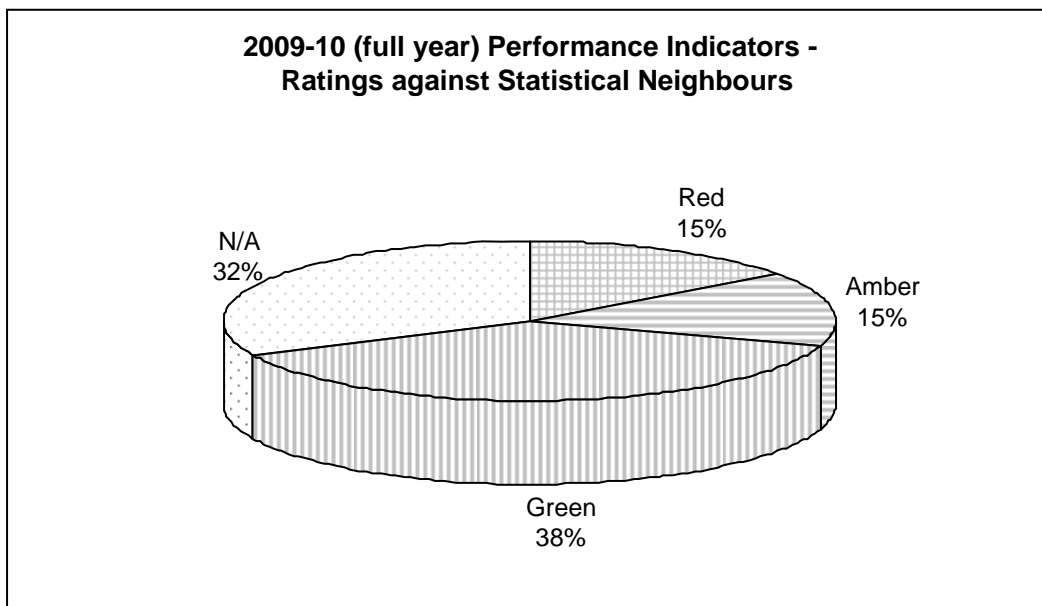
Therefore, to give a more rounded and contextualised view of the performance of Bromley's Children and young people's services, this report includes two "Red Amber Green" ratings. The first gives Members a picture of how Bromley's performance compares with similar authorities and the second is performance against targets.

Performance Overview

- 3.4 This report looks at the full year figures for 34 indicators, and also includes specific data for the quarter 4 period against 16 of these. Where possible, each indicator is measured against similar authorities and its target and is shown as Red, Amber or Green.

An analysis of the CYP indicators for the full year 2009/10 shows that of the 34 indicators, 56% are inline with or above our statistical neighbour performance, whilst only 12% are below (the remaining indicators having no comparator information available). This confirms the position that Bromley has a good performing CYP service, whilst recognising that there are certain areas requiring attention and close monitoring.

The charts below show the breakdown of the indicators by red, amber and green ratings against target and statistical neighbour performance.



3.5 A summary of performance by the five Every Child Matters outcomes can be found in Appendix 1.

3.6 Good Performance

Overall performance for 2009-10 shows that 44% of indicators are green against target. The areas of good performance for which new data is included in this report are:

Adoptions - 8.3% of the current looked after children population have been adopted or granted special guardianships in the past 12 months, against a target of 7%.

Ceasing of Child Protection Plans - Of the 165 child protection plans that have ceased since 01 April 2009, 7 young people were subject to a plan for 2 years or more (5%). This is in line with the target of 5% which was set to bring us in line with our comparator group at 5.7%.

Percentage of children becoming the subject of a Child Protection Plan for a second or subsequent time - There is an expected level of re-referrals in this area. 30 young people who have been subject to a plan at any point since 1 April 2009 have been previously subject to a plan (regardless of how long ago it was). This represents good performance (11.3% against a target of 14%).

Percentage of children whose referral occurred within 12 months of a previous referral – The full year figure is 10.8% against a target of 12.5%, which was set to ensure a good performance level is maintained. This is in line with national guidance that recognises an optimal level for this indicator. Too high a re-referral rate may indicate that there is a lack of understanding of the thresholds being used in the cases of children in need. It can also indicate that cases are being closed before the required outcomes have been achieved. Too low a figure can mean that cases are remaining open for much longer than necessary.

Percentage of children looked after continuously for at least 12 months, of compulsory school age, who missed at least 25 days schooling for any reason during the previous school year - This figure covers the period 1st October to 30th September of each year. The final 2009/10 figure of 11% was reported in quarter 2, against a target of 15%. The target was set to bring us in line with our comparator group. All of the 10 children in the cohort are in the secondary phase.

Care Leavers in education, employment or training (EET) - This figure is based on the rolling year. 28 out of the 42 in the cohort were in education, employment or training by their 19th birthday (67% against a target of 67%). The reasons for the slow increase in the number of care leavers in EET have been identified as being due to the depressed job market, greater competition for college placements and the complexity of the cohort.

Young People not in education, employment or training (NEET) - This is a percentage point below the London average at 4.3% and reflects an evidence based approach to working with vulnerable groups, particularly around key transition points such as end of year 11. Performance in this measure has met the target of 4.3%.

First Time Entrants to the youth justice system - Performance against this National Indicator is on target, with 203 first time entrants in the 2009-10 period. The target is a 2% reduction from 2008-09 giving a target figure of 320 first time entrants. There has been a steady decrease of over the last 12 months.

In addition, areas of good performance for which full year data was reported in previous quarters include:

Childhood obesity - the LAA indicator of halting the year on year rise in child obesity by maintaining the average level of obesity of reception and year 6 children at 2006 levels after 3 years shows a full year figure of 11.5% against a target of 11.9%. Lower performance is better.

Early years attainment - Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal, Social and Emotional Development and Communication, Language and Literacy was at 53.5% against a target of 53%. This is a 7 percentage point increase on the previous year.

Attainment of looked after children at key stage 2 – the targets in both English and maths were met for the tests of the summer 2009.

Key Stage 4 attainment – 62% of children achieved 5 A*-C grades at GCSE, including in English and maths in 2009. This is above the target of 60% and exceeded the national average of 50%. This indicator has increased by 8 percentage points over the last 4 years.

Permanent exclusions – There has been a 42% decrease in permanent exclusions across Primary and Secondary schools for the academic year 08/09 (financial year 09/10) from the previous year.

3.7 Poor Performance

Overall performance for 2009-10 shows that 50% of indicators are red against target. Those indicators for which new data is included in this report where performance is lower than required to meet the targets are under 18 conceptions, stability of placements for Children in Care, Child Protection cases reviewed within timescales, and Young offenders in Education, Training or Employment.

In addition, areas of below expected performance for which full year data was reported previously are the early years foundation results for narrowing the performance gap, key stage 2 attainment, attainment of looked after children at key stage 4, progress between key stage 1 and key stage 2 in English and maths, and absence in primary and secondary schools. However, when looking at the 3 year trends (as presented in the table in Appendix 2), many of these areas have shown continuous improvement, despite not having met target, including narrowing the gap at the early years foundation stage, pupil progress at Key Stage 2 in maths and absence and persistent absence in primary and secondary schools.

Further information is given below on those indicators where performance reported in this quarter is flagged as being behind target, including actions that have already been taken. Many of these areas are regularly featured in this section and all have had reports to both CYP PDS and the CYP Trust Board which have outlined the issues in greater detail. They are continuing to be very closely monitored.

Under 18 conceptions - The rate per 1,000 for the 4th quarter has seen a sharp increase from the previous quarter, from 37.5 to 39.4. The full year figure is 39.2 per 1,000 against a target of 20.8 per 1,000. Targeted work is still being delivered in the identified 'hotspot' areas through schools, youth service settings and voluntary sector. Sexual health and self esteem sessions are being delivered in these areas. Targeted work with LAC, YOT and Young women not engaged at school is being delivered with a dedicated contraception Nurse seeing these groups on an individual basis. A total of 22 young women have been seen so far. A Teenage Pregnancy bulletin has gone out to all services working with young people advising them of the new national media campaign and offering additional support through the Health Improvement Service. Free Emergency Hormonal Contraception to under 25 year olds is now available in 21 pharmacies across the borough and all agencies working with young people have been advised of the participating pharmacies.

Stability of placements for Children in Care - the full year figure is 16% of children in care with 3 or more placements. The target is set at 11% to bring us in line with our comparator group (13%). We currently have 45 children in care who have moved placements 3 times or more in the last year. There are a number of factors that can affect this figure, including when young people leave and then return to their placement after being in custody or recorded as missing. An increase of suitable in-house placements could improve the performance of this indicator, resulting in increased placement stability.

Child Protection cases reviewed within timescales - 94% of child protection cases were reviewed within timescale against a target figure of 100%. This figure decreased particularly in quarter 4 of this year, when 12 child protection reviews were completed out of timescale. This was due to the snow in December and at the beginning of January. Many of these reviews could not be re-scheduled within timescales, due to the intervening Christmas holiday period. 7 of these 12 review conferences were rescheduled less than a week out of timescales.

Young offenders' engagement in suitable education, training and employment - The full year figure of 77% comprises of 34 out of 44 young people of statutory school age not receiving 25 hours provision. This is against a target of 90%. One of the young people has been discounted under the Youth Justice Board counting rules. One young person from the cohort has mental health issues and 3 are on a reduced timetable. One LAC has been placed out of borough, one is home tutored and the remainder have disengaged from alternative providers. 19 out of 29 of the age 16+ cohort (66%) are Not in Education Employment or Training (NEET).

The Youth Offending Service continues to work with providers to support entrenched NEET in the 16+ cohort and through the recent funding changes through colleges and work based learning providers, is able to consider provision on a case by case basis. The Education, Training and Employment (ETE) team presented an analysis of information to the Youth Offending Team (YOT) Operational Board in April 2010, identifying critical factors linked to the relevant cohorts.

3.8 Local Area Agreement (LAA) Indicators

Those indicators included in the LAA are identified in Appendix 2 (column 1 of the table), and include all 12 of the statutory education targets, plus the 4 reward grant indicators. Performance against the 19 non-reward indicators shows 37% to be meeting target (green), 11% on amber and 42% in red (with 11% not rated). When performance is compared to our statistical neighbours only 11% of the indicators are rated red, with 37% green and 21% amber (32% have no comparable data available).

In terms of the reward indicators, 3 of these came to their conclusion in 2009/10, namely the indicators on absence and attainment in the 11 identified primary schools, and the indicator on post-16 average point scores. Neither of these areas met their target and did not qualify for any of the reward money. The fourth reward indicator is on childhood obesity. This is currently ahead of target, and finishes in 2010-11.

3.9 Review of Performance Management Information

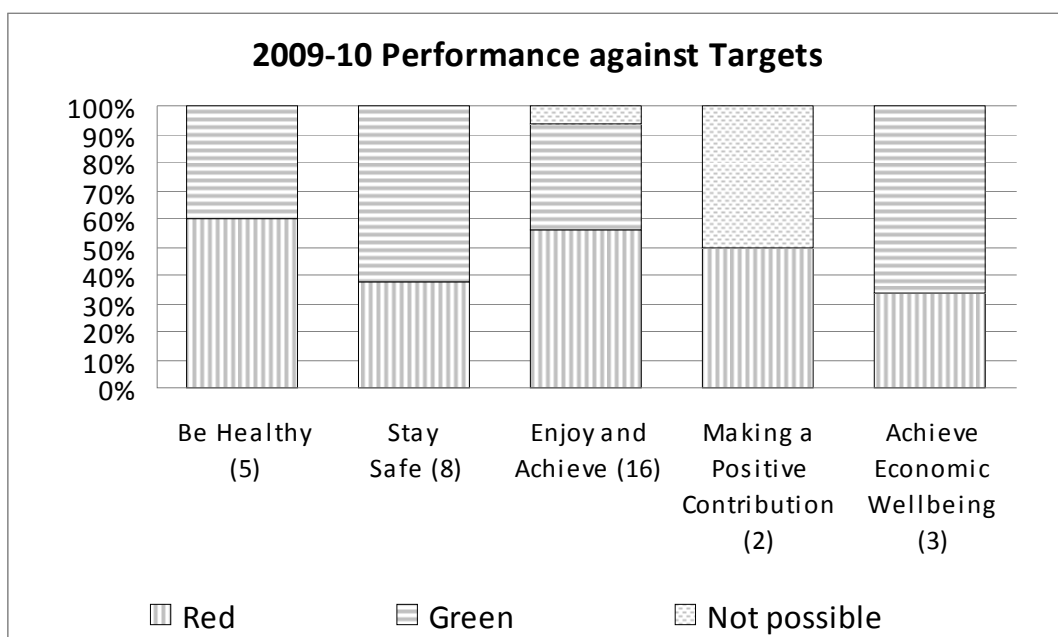
It is good practice under the performance management framework to annually review performance information as part of the business planning cycle. The timing of this is to coincide with the start of the new financial year. The Research and Statistics service are in the process of reviewing key performance information across the Children and Young Peoples service including the information provided to CYP Portfolio Holder and PDS committee and the Bromley CYP Trust Board. This review considers both content and presentation and makes suggestions on how to improve the level of information currently received. It is proposed to bring to the CYP PDS meeting in July an improved performance report in relation to quarter 1 (year 2010-11) for consultation with Members on both content and style.

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

CYP Performance in 2009-10 across the Every Child Matters Outcomes

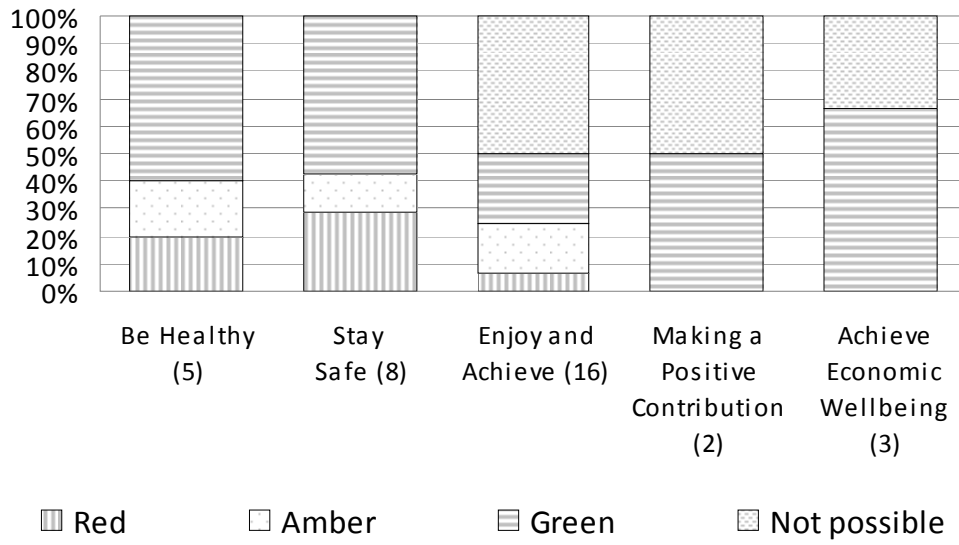
The charts below show a summary of performance for Bromley CYP services across the five Every Child Matters outcomes. They show the percentage of indicators rated green, amber or red (and where ratings are not possible) against targets and the performance of our statistical neighbour authorities. The actual number of indicators measured in each area is given in brackets on the graph.

The charts show for Be Healthy, Enjoy and Achieve and Making a Positive Contribution, Bromley CYP performance is in line or above for more indicators when compared with the performance of our statistical neighbours than against the targets we are required to set. This confirms the situation whereby we are required to set higher targets than are necessarily achievable for a number of indicators. Within the Staying Safe and Achieving Economic Wellbeing, Bromley CYP services perform well against both targets and statistical neighbour performance.



| Performance Ratings against Targets | Every Child Matters Outcomes | | | | |
|-------------------------------------|------------------------------|---------------|------------------------|------------------------------------|--------------------------------|
| | Be Healthy (5) | Stay Safe (8) | Enjoy and Achieve (16) | Making a Positive Contribution (2) | Achieve Economic Wellbeing (3) |
| Green | 40% | 63% | 38% | 0% | 67% |
| Red | 60% | 38% | 56% | 50% | 33% |
| Not possible | 0% | 0% | 6% | 50% | 0% |

2009-10 Performance against Statistical Neighbours



| Performance Ratings against Statistical Neighbours | Every Child Matters Outcomes | | | | |
|--|------------------------------|---------------|------------------------|------------------------------------|--------------------------------|
| | Be Healthy (5) | Stay Safe (8) | Enjoy and Achieve (16) | Making a Positive Contribution (2) | Achieve Economic Wellbeing (3) |
| Green | 60% | 50% | 25% | 50% | 67% |
| Amber | 20% | 13% | 19% | 0% | 0% |
| Red | 20% | 25% | 6% | 0% | 0% |
| Not possible | 0% | 0% | 50% | 50% | 33% |

Children and Young People Services

Quarterly Report to Portfolio Holder, Policy Development and Scrutiny Committee, and Children and Young People Trust Board 2009/10

Red - Below target and outside acceptable level. Amber - Below target but within acceptable level. Green - On target or ahead of target

Figures in () brackets show national performance where available.

Figures in [] brackets show additional information where helpful

| LAA Indicator plus Reward Funding | Line Number | National Indicator Number | Description | Past Performance | | | 2009/10 | | | | | | Future Targets | Traffic Lights (neighbours) | Traffic lights (targets) | Comments | |
|-----------------------------------|-------------|---------------------------|---|---------------------|---------------------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------------|--------------------------|----------------|-----------------------------|--------------------------|---|--|
| | | | | 2006/7 Actual | 2007/8 Actual | 2008/09 Actual | 2009/10 Actual Q1 | 2009/10 Actual Q2 | 2009/10 Actual Q3 | 2009/10 Actual Q4 | 2009/10 Actual Full Year | 2009/10 Target Full year | | | | | |
| | | | Be Healthy | | | | | | | | | | | | | | |
| | 1 | 55 | Obesity in primary school age children in Reception Year | 6.94% | 8.4% (9.9%) | 7.3% (9.6%) | | | 7.3% (9.6%) | | 7.3% (9.6%) | 8 | 8 | Green | Green | The percentage of year R pupils classified as obese has remained the same as last year, although this is still below target and below the national comparison. In year 6, the latest performance is slightly below target, but again below the national average. Our LAA indicator increased by 0.1% over last year, but is still on target. The participation rates for 2008/09 are 94% for Year R and 87% for Year 6. This is a slight decrease in both year groups from 2007/08. A full range of prevention, early intervention and treatment services are in place and regularly monitored and reviewed. A cohort effect appears to be reflecting the national picture, where obesity levels in younger children are falling but the cohort of older children with rising obesity levels is still moving through. Current priorities are: 1. Developing joint obesity strategy with adult and children services (multi agency strategy) 2. Developing prevention/early intervention in under 5s using the HENRY programme (training from April 2010 to end of March 2012). 3. Developing local treatment programme to replace MEND for obese children. 4. Working towards UNICEF baby friendly accreditation (breastfeeding). | |
| | 2 | 56 | Obesity in primary school age children in Year 6 | 12.84% | 15.5% (17.5%) | 15.7% (18.3%) | | | 16.0% (18.3%) | | 16.0% (18.3%) | 15 | 15 | Green | Red | | |
| £451,806 | 3 | Local Indicator | Halting the year on year rise in child obesity by maintaining the average level of obesity of reception and year 6 children at 2006 levels after 3 years. | 9.9% | 11.9% (13.7%) | 11.4% (14.1%) | | | 11.5% (13.9%) | | 11.5% (13.9%) | 11.9 | 11.9 | Green | Green | | |
| LAA | 4 | 112 | Number of under 18 conceptions and the rate per 1000 15-17 year olds | 202 (36.1 per 1000) | 176 (30.9 per 1000) | 194 (34.0 per 1000) | 49 (35.2 per 1000) | 57 (41.2 per 1000) | 52 (37.5 per 1000) | 59 (39.4 per 1000) | 217 (39.2 per 1000) | 20.8 per 1000 | 17.7 per 1000 | Red | Red | The rate per 1000 for the 4th quarter has seen a sharp increase from the previous quarter. Targeted work is still being delivered in the identified 'hotspot' areas through schools, youth service settings and voluntary sector. Sexual health and self esteem sessions are being delivered in these areas. Targeted work with LAC, YOT and Young women not engaged at school is being delivered with a dedicated contraception Nurse seeing these groups on an individual basis. A total of 22 young women have been seen so far. A Teenage Pregnancy bulletin has gone out to all services working with young people advising them of the new national media campaign and offering additional support through the Health Improvement Service. Free Emergency Hormonal Contraception to under 25 yr olds is now available in 21 pharmacies across the borough and all agencies working with young people have been advised of the participating pharmacies. | |

| LAA Indicator plus Reward Funding | Line Number | National Indicator Number | Description | Past Performance | | | 2009/10 | | | | | | Future Targets | Traffic Lights (neighbours) | Traffic lights (targets) | Comments | |
|-----------------------------------|-------------|---------------------------|--|------------------|---------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------------|--------------------------|----------------|-----------------------------|--------------------------|---|--|
| | | | | 2006/7 Actual | 2007/8 Actual | 2008/09 Actual | 2009/10 Actual Q1 | 2009/10 Actual Q2 | 2009/10 Actual Q3 | 2009/10 Actual Q4 | 2009/10 Actual Full Year | 2009/10 Target Full year | | | | | 2010/11 Target |
| | 5 | Local Indicator | The average of the percentages of children looked after who had been looked after continuously for at least 12 months, and who had their teeth checked by a dentist during the previous 12 months and had an annual health assessment during the previous 12 months. | 82.3% (84%) | 88.2% | 95% | 92% | 94% | 85% | 90% | 90% | 95% | 95% | Amber | Red | <p>This data has historically been collected as part of the end of year OC2 return. The DSCF have now amalgamated the OC2 return into the larger Child In Need return. The impact of this is that the period this indicator covers has changed from 1 October – 30 September to 1 April – 31 March. The data for the indicator is therefore submitted twice in 2009/10. The Sept 2009 figure 94% and the March 2010 figure is 90%. Although there has been a slight dip in this area, continuous work has maintained a minimum of 90%.</p> <p>There is a high number of medical assessments completed in Bromley and this is achieved by close working relationships with our health partners and the LAC nurse. Fewer dentals are completed and this lowers our overall average figure for this indicator. The over 16 year olds in the cohort are the challenging group to target for dental health checkups and need to be focused on in the next 3-6 months. There is no LAC nurse equivalent for dental health in CYP. Our comparator group figure is 84%.</p> | |
| Staying Safe | | | | | | | | | | | | | | | | | |
| LAA | 6 | 61 | Timeliness of placements of looked after children for adoption following an agency decision that the child should be placed for adoption | 71% (81%) | 87% | Figure suppressed | | | | | | 71.40% | 80% | 82% | Amber | Red | 10 out of 14 adoptions were completed within 12 months of the decision that the child should be adopted. Age, gender, ethnicity and disability of the child all play important roles in the timeliness of matching children with families. |
| | 7 | 62 | Stability of placements of looked after children: number of placements (Those with 3 or more as a % of all CiC) | 5.40% | 10.51% | 10.2% | 8.4% | 10% | 9.3% | 16% | 16% | 11% | 11% | Red | Red | This figure is based on the rolling year. The target is set at 11% to bring us in line with our comparator group (13%). We currently have 45 children in care who have moved placements 3 times or more in the last year. There are a number of factors that can affect this figure, including when young people leave and then return to their placement after being in custody or recorded as missing. Resourcing of suitable placements could also increase the percentage of this figure. The lower the figure in the area, the better the performance. | |
| | 8 | Local Indicator | Adoptions orders and special guardianships granted for children in care | 8.40% | 7.73% | 8.0% | | | | | | 8.3% | 7.00% | 7.50% | Green | Green | 8.3% of the current looked after children population have been adopted or granted special guardianships in the past 12 months. |
| | 9 | 64 | The percentage of children ceasing to be the subject of a Child Protection Plan who had been the subject of a Child Protection Plans for 2 years or more | 7.40% | 0% | 2.7% | 5% | 8% | 6% | 5% | 5% | 5% | 5% | 5% | Green | Green | Of the 165 child protection plans that have ceased since 01/04/09, 7 young people were subject to a plan for 2 years or more. The target of 5% was set to bring us in line with our comparator group at 5.7%. This is a cumulative figure and there can be fluctuations over the year due to the overall number of CP plans ceasing. |
| | 10 | 65 | Percentage of children becoming the subject of a Child Protection Plan for a second or subsequent time | 16.30% | 11.35% | 11.7% | 14.0% | 13.0% | 14.3% | 11.3% | 11.3% | 14% | 14% | Green | Green | This is a cumulative figure over the year and there is an expected level of re-referrals in this area. 30 young people who have been subject to a plan at any point since 01/04/09 have been previously subject to a plan (regardless of how long ago it was). This represents good performance. | |

| LAA Indicator plus Reward Funding | Line Number | National Indicator Number | Description | Past Performance | | | 2009/10 | | | | | | Future Targets | Traffic Lights (neighbours) | Traffic lights (targets) | Comments |
|-----------------------------------|-------------|---------------------------|--|------------------|---------------|----------------|-------------------|-------------------|-------------------|-------------------|--------------------------|--------------------------|----------------|-----------------------------|--------------------------|--|
| | | | | 2006/7 Actual | 2007/8 Actual | 2008/09 Actual | 2009/10 Actual Q1 | 2009/10 Actual Q2 | 2009/10 Actual Q3 | 2009/10 Actual Q4 | 2009/10 Actual Full Year | 2009/10 Target Full year | | | | |
| | 11 | 67 | Percentage of child protection cases which were reviewed within required timescales | 100% | 100% | 100% | 100% | 100% | 99% | 94% | 94% | 100% | 100% | Red | Red | This is a cumulative figure over the year. 12 CP reviews were completed out of timescale in Q4. This was due to the snow in December and at the beginning of January. Many of these reviews could not be re-scheduled within timescales, due to the intervening Christmas holiday period. 7 of these review conferences were rescheduled less than a week out of timescales. |
| | 12 | Local Indicator | Percentage of children whose referral occurred within 12 months of a previous referral | 12.30% | 11.17% | 10.50% | 12.5% | 11.30% | 10.50% | 10.80% | 10.80% | 12.5% | 12.5% | Green | Green | The 12.5% target has been set to ensure a good performance level is maintained. This is in line with national guidance that recognises an optimal level for this indicator. Too high a re-referral rate may indicate that there is a lack of understanding of the thresholds being used in the cases of children in need. It can also indicate that cases are being closed before the required outcomes have been achieved. Too lower a figure can mean that cases are remaining open for much longer than necessary. |
| | | | Enjoy and Achieve | | | | | | | | | | | | | |
| LAA | 14 | 72 | Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal, Social and Emotional Development and Communication, Language and Literacy | 47% (45%) | 48% (49%) | 46% | | | 53% (52%) | | 53% (52%) | 53.5% | 54% | Green | Green | In 2008, 46% of Bromley children scored 6+ in each of the PSED and CLLD scales with a score of at least 78 points. Our target was 53%. Nationally, 49% of children attained this threshold level. The percentage gap between the average of the lowest 20% and the median score was 35% which was higher than the target of 31.5%. As a result of intensive targeted work by the early years advisory team, the EYFS scores for 2009 have improved considerably on the 2008 disappointing results. With the exception of the median point score which remained the same as that for 2008, all other scores improved. In 2009, 53% of Bromley children scored 6+ in each of the PSED and CLLD scales with a score of at least 78 points; 0.5% points below the target. The percentage gap between the average of the lowest 20% and the median score reduced to 34% but remained higher than the target of 30.3%. |
| LAA | 15 | 92 | Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest | 37.4% (38.3%) | 35% (37.2%) | 34.9% | | | 34% (33.9%) | | 34% (33.9%) | 30.3% | 30.23% | Amber | Red | With the exception of the median point score which remained the same as that for 2008, all other scores improved. In 2009, 53% of Bromley children scored 6+ in each of the PSED and CLLD scales with a score of at least 78 points; 0.5% points below the target. The percentage gap between the average of the lowest 20% and the median score reduced to 34% but remained higher than the target of 30.3%. |
| LAA | 16 | 73 | Achievement at level 4 or above in both English and Maths at Key Stage 2 | 75% | 75% (71%) | 75% | | | 75% (72%) | | 75% (72%) | 82% | 82% | Green | Red | Performance against this indicator decreased by 2 % points (national decreased by 1 % point), from the 2008 results, but has increased at Level 5 (the higher level at Key Stage 2) by 2 % points (the national showed no change from 2008). The target was not met, but Bromley remains above the national average. |
| LAA | 17 | 99 | Looked after children reaching level 4 in English at Key Stage 2 | 48% (43%) | 55% (46%) | 83% (46%) | | | 40% (46%) | | 40% (46%) | 40% | 80% | N/A | Green | The cohort have achieved the target set. Literacy tuition has had an impact on the results and in the 2009-10 academic year Bromley is investing in additional tuition in maths as well. Overall our KS2 pupils are making good progress. |
| LAA | 18 | 100 | Looked after children reaching level 4 in maths at Key Stage 2 | 39% (41%) | 27% (43%) | 67% (44%) | | | 20% (46%) | | 20% (46%) | 20% | 80% | N/A | Green | The cohort have achieved the target set. In the 2009-10 academic year Bromley is investing in additional tuition in maths as well, following on from the successful literacy tuition. Overall our KS2 pupils are making good progress. |
| LAA | 19 | 75 | Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths | 54% (46%) | 55% (47%) | 59% | | | 62% (50%) | | 62% (50%) | 61% | 63% | Green | Green | The summer 2009 results show an increase over the previous 2 years, are above the national average and have exceeded the target. |

| LAA Indicator plus Reward Funding | Line Number | National Indicator Number | Description | Past Performance | | | 2009/10 | | | | | | Future Targets | Traffic Lights (neighbours) | Traffic lights (targets) | Comments |
|-----------------------------------|-------------|---------------------------|---|----------------------------|----------------------------|----------------------------|-------------------|-------------------|----------------------------|-------------------|----------------------------|----------------------------|----------------|-----------------------------|--------------------------|--|
| | | | | 2006/7 Actual | 2007/8 Actual | 2008/09 Actual | 2009/10 Actual Q1 | 2009/10 Actual Q2 | 2009/10 Actual Q3 | 2009/10 Actual Q4 | 2009/10 Actual Full Year | 2009/10 Target Full year | | | | |
| LAA | 20 | 101 | Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths) | | 14% | 4% | | | 10% (10%) | | 10% (10%) | 17% | 35% | N/A | Red | There were 21 young people who had been looked after for more than one year and were eligible to sit GCSEs in summer 2009. Of these, 29% (6) achieved 5 A*-C, 19% (4) achieved 5 A*-C including English (literature or language) and Maths and 10% (2) achieved 5 A*-C including English language and Maths. Target setting for this indicator can be difficult as the target is set against the cohort known at the beginning of the reporting year which often changes by as much as 20% before the exams are sat. |
| LAA | 21 | 93 | Progression by 2 levels in English between Key Stage 1 and Key Stage 2 | 85% (81%) | 85% (83%) | 84% (82%) | | | 84% (82%) | | 84% (82%) | 92% | 92% | N/A | Red | Performance against this indicator has remained stable over the last three years. Although this has not met target, Bromley continues to perform above the national average. |
| LAA | 22 | 94 | Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2 | 78% (74%) | 76% (76%) | 81% (77%) | | | 82% (81%) | | 82% (81%) | 88% | 88% | N/A | Red | The results for this indicator have increased over the last three years. Although the target has not been met, Bromley continues to perform above the national average. |
| LAA | 23 | Local Indicator | Total absences in primary schools | 6.05% | 5.47% | 5.30% | 5.41% (5.61%) | 5.41% (5.28) | 4.33% | | 5.27% | 4.74 | Not set | Red | Red | Absence in quarter 3 relates to the summer term 2009. Overall absence for the year has improved on the previous year and is gradually moving towards the target. The data for quarter 3 demonstrates a considerable improvement on previous years (Q3 2008/09 4.88%). The primary attendance project SPIKE is having a significant effect on schools and the project will continue to roll out across the Authority during the remainder of the academic year 2009/10 |
| LAA | 24 | Local Indicator | Total absences in secondary schools | 8.01% | 8.21% | 7.33% | 7.09% (7.34%) | 7.18% (7.15) | 7.35% | | 7.17% | Not set | Not set | Amber | N/A | Absence in quarter 3 relates to the summer term 2009. Overall absence for the year has improved on the previous year. The focus on addressing persistent absentee pupils has led to an improvement on attendance across the Authority. Increased use of the fast track system and Persistent Absentee calculator tool will continue this positive progress. |
| LAA | 25 | 87 | Secondary school persistent absence rate | 7.0% (7.1%) | 7.0% (6.7%) | 5.6% (5.6%) | 6.7% (7.2%) | 5.4% (5.6%) | | | 5.0%(4.9%) | 6.70% | 5.3% | Amber | Red | Thirteen secondary schools now have the 'Fast Track System' embedded in the attendance procedures and the use of the Bromley developed PA calculator has supported schools' abilities to target resources effectively. Persistent Absentee rates have improved across Bromley Secondary school and continued work on improving the use of diagnostic tools will further support reductions to meet the Target for 2009/10 and beyond. |
| LAA £118,800 | 26 | Local Indicator | Authorised and unauthorised absences in 11 identified primary schools | 6.90% | 6.30% | 6.30% | 6.10% | 6.50% | 5.40% | | 6.20% | 5.40% | Ceased | N/A | Red | Absence has for quarter 3 (relating to summer term 09) has improved when compared to the previous year (Q3 2008/09 5.70%). The attendance programme demonstrated a considerable improvement in numbers of pupils achieving 100% attendance. However, the impact of a stomach virus together with a period of inclement weather prevented the schools reaching the whole year target. However, the target figure was reached in the final reporting term. |
| LAA £541,200 | 27 | Local Indicator | The percentage of 11 year olds achieving level 4 or above in English and maths for 11 identified primary schools - Local Area Agreement Reward Target | English: 81% Maths: 75% | English: 77% Maths: 68% | English: 74% Maths: 72% | | | English: 72% Maths: 71% | | English: 72% Maths: 71% | English: 86% Maths: 84% | Ceased | N/A | Red | |

| LAA Indicator plus Reward Funding | Line Number | National Indicator Number | Description | Past Performance | | | 2009/10 | | | | | | Future Targets | Traffic Lights (neighbours) | Traffic lights (targets) | Comments |
|-----------------------------------|-------------|---------------------------|---|------------------|---------------|----------------|-------------------|-------------------|-------------------|-------------------|--------------------------|--------------------------|----------------|-----------------------------|--------------------------|---|
| | | | | 2006/7 Actual | 2007/8 Actual | 2008/09 Actual | 2009/10 Actual Q1 | 2009/10 Actual Q2 | 2009/10 Actual Q3 | 2009/10 Actual Q4 | 2009/10 Actual Full Year | 2009/10 Target Full year | | | | |
| LAA | 28 | 114 | Permanent exclusions as a percentage of the School population | 0.19 [90] | 0.11 (50) | 0.22 (100) | 0.05 [24] | 0.04 [18] | 0.03 [16] | | 0.13 [58] | 0.18 [80] | 0.17 [75] | Green | Green | Quarter 3 2009/10 relates to exclusions in the Summer Term 2009. As a result of targeted, early intervention work in specific schools, areas and year groups across the LA, permanent exclusions decreased by 50% in Summer Term 2009 when compared to the Summer Term 2008. Overall this represents a 42% decrease in permanent exclusions across Primary and Secondary schools for the academic year 08/09 (financial year 09/10) from the previous year. |
| | 29 | Local Indicator | Percentage of children looked after continuously for at least 12 months, of compulsory school age, who missed at least 25 days schooling for any reason during the previous school year | 16.15% (13.3%) | 15.44% | 12.9% | 10.7% | 11% | 4% | 9.9% | 11% | 15% | 15% | N/A | Green | This is a cumulative figure covering the period 1st October to 30th September of each year. The final 2009/10 figure is reported accordingly in quarter 2. The target was set to bring us in line with our comparator group. All of the 10 children in the cohort are in the secondary phase. |
| | 30 | Local Indicator | Langley Park Boys School development on schedule | | | | See Comments | See Comments | See Comments | See Comments | See Comments | | | | | Tenders were invited in the week commencing 6th July. Tenders were due back on 1st September. At the request of a number of the contractors the return date was extended until the 16 September 2009. From the 6 contractors that were invited 5 tenders were returned. A detailed analysis is now being carried out of the tenders in order to make a recommendation. It is aimed seek approval in December to place an order with a start on site January/February 2010. The main building would be complete to enable occupation by September 2011. Other works (provision of sports hall and layout of sports pitches) would be complete in a period from 2011 to 2013. A report was presented to the Executive on the 9 December 09 recommending the acceptance of the tender submitted by Leadbitter in the sum of £27,318,751.00 for the construction of the new school and the enhanced performance space. The report was agreed at the meeting and call in ends on the 29th December at 4.35. Site set up has started and the detailed designs are being progressed. Start on is anticipated 12 April 2010. |

| LAA Indicator plus Reward Funding | Line Number | National Indicator Number | Description | Past Performance | | | 2009/10 | | | | | | Future Targets | Traffic Lights (neighbours) | Traffic lights (targets) | Comments | |
|-----------------------------------|-------------|---------------------------|--|------------------------------------|------------------------------------|----------------|-------------------|-------------------|-------------------|-------------------|--------------------------|--------------------------|----------------|-----------------------------|--------------------------|----------|---|
| | | | | 2006/7 Actual | 2007/8 Actual | 2008/09 Actual | 2009/10 Actual Q1 | 2009/10 Actual Q2 | 2009/10 Actual Q3 | 2009/10 Actual Q4 | 2009/10 Actual Full Year | 2009/10 Target Full year | | | | | 2010/11 Target |
| | 31 | Local Indicator | Phased review and reconfiguration of SEN provision | | | | See Comments | See Comments | See Comments | | | | | | | | In May 2009 the SEN Member Officer Working Group agreed phase 5 of the strategy which includes the following main aims: Reducing Reliance on Out of Borough Placements - although the numbers of children with SEN have increased, the percentage who go out of borough has not increased. In addition a new unit for autistic children will open at Riverside Beckenham on 11th January 2010. Increasing Parental Confidence and Reducing Tribunals - the Assessment Communication Team has continued to develop its role which achieved a 43% reduction in parental appeals to the SEN Tribunal in the academic year 2008-09. The Bromley Parent Partnership Service has extended its capacity to support parents through the recruitment and training of volunteer Independent Parental Supporters (IPS). Improving SEN Funding Methodologies - the Portfolio Holder agreed to go out to consultation on the changes which ended in November 2009. The outcome of this was that the Portfolio Holder agreed not to implement the new mainstream methodology in its current form. The special school formula is on track for change on 01 April 2010. |
| | | | Making a Positive Contribution | | | | | | | | | | | | | | |
| | 32 | 91 | Participation of 17 year-olds in education or training | 80(76) | 76(77) | 72(78) | | | | | | Not yet available | New | New | | | 2008 Bromley actual available June 2010. The DCSF's 14-19 Implementation Plan has set the long-term ambition to transform participation so that by 2015, 90% of 17 year olds are participating in education work-based learning or employment with accredited training. This is a new measure. The Bromley 14-19 strategy is continuing to develop high quality information, advice and guidance and a broader range of high quality learning opportunities which include an improving balance of both academic, occupational and applied learning so that we can continue to raise their participation in education and training 17+. The DCSF is in the process of recalibrating the calculation of this statistic having found some fault with its previous methodology. It is expected that revised statistics will emerge during the Summer or Autumn of 2010. |
| LAA | 33 | 110 | Young people's participation in positive activities | New indicator - data not collected | New indicator - data not collected | 68.9% (68.2%) | | | | | | 66.4% (65.8%) | TBC | Not set | Green | N/A | There has been a reduction relative to last year's performance, but this is consistent with the national and regional performance as evidenced in the Tellus4 school's survey. Bromley is still higher than the national figure of 65.8% and consistent with the London figure. |
| | | | Achieve Economic Well-being | | | | | | | | | | | | | | |
| LAA | 36 | 148 | Care leavers in education, employment or training | 59.5% | 63.2% | 65% | 65% | 65% | 64% | 66.6% | 66.6% | 67% | 70% | Green | Green | | This figure is based on the rolling year. 28 out of the 42 in the cohort were in education, employment or training by their 19th birthday. The reasons for the slow increase in the number of care leavers in EET have been identified as being due to the depressed job market, greater competition for college placements and the complexity of the cohort. |

| LAA Indicator plus Reward Funding | Line Number | National Indicator Number | Description | Past Performance | | | 2009/10 | | | | | | Future Targets | Traffic Lights (neighbours) | Traffic lights (targets) | Comments |
|-----------------------------------|-------------|---------------------------|--|------------------|----------------|------------------|-------------------|-------------------|-------------------|-------------------|--------------------------|--------------------------|----------------|-----------------------------|--------------------------|---|
| | | | | 2006/7 Actual | 2007/8 Actual | 2008/09 Actual | 2009/10 Actual Q1 | 2009/10 Actual Q2 | 2009/10 Actual Q3 | 2009/10 Actual Q4 | 2009/10 Actual Full Year | 2009/10 Target Full year | | | | |
| LAA | 37 | 117 | 16 to 18 year olds who are not in education, employment or training (NEET) | 5.0% | 4.8% | 4.7% | | | | | 4.30% | 4.30% | 4.00% | Green | Green | This is a percentage point below the London average and reflects an evidence based approach to working with vulnerable groups, particularly around key transition points such as end of year 11. |
| LAA £660,000 | 38 | Local Indicator | To raise the post-16 Level 3 average point score per pupil so that it equals and then rises above the national average. (The measure is the difference between the Bromley and the National figure) - Local Area Agreement Reward Target | -7 [714.5] | -14 [717.4] | -24.6 [715.2] | | | | | -20.5 [718.6] | +2 | Ceased | N/A | Red | <p>This indicator measures Bromley's performance at post 16 (using points scores) against the national, which in this instance is defined as including all maintained schools, FE colleges as well as independent schools. The target, as defined in this way, has not been met. However a fuller picture of achievement at Level 3 (post 16) across Bromley is measured in 3 ways. Firstly, in terms of the percentage of young people who gain a pass at Level 3 (the equivalent of 2 A Levels); secondly, in terms of the progress made from GCSE to Level 3 (Value Added); and thirdly, in terms of an average point score per pupil across all schools and both FE Colleges (excluding independent schools).</p> <p>In 2009 the achievement of a pass at Level 3 in Bromley was above the national average at 54.6% (National 49.8%). Value Added Data for Bromley 2009 using the ALPs system shows performance overall above expectation and in the top 30% of schools nationally.</p> <p>DCSF Contextual Value added data (taking into account socio-economic factors) shows only 4 schools and colleges performing under expectation.</p> <p>The overall average point score per examination taken at 210.4 was above the national for all maintained schools and colleges (national 208.3). The overall average point score per student at 718.6 was just below the national average for all maintained schools at colleges (national 721.1). This is a difference of 2.4 points and a closing of the gap on 2008 where the difference was 6 points.</p> |

| LAA Indicator plus Reward Funding | Line Number | National Indicator Number | Description | Past Performance | | | 2009/10 | | | | | | Future Targets | Traffic Lights (neighbours) | Traffic lights (targets) | Comments |
|-----------------------------------|-------------|---------------------------|---|------------------|---------------|--------------------------|-------------------------|-------------------------|--------------------------|-----------------------|--------------------------|-----------------------------------|-----------------------------------|-----------------------------|--------------------------|---|
| | | | | 2006/7 Actual | 2007/8 Actual | 2008/09 Actual | April to June 2009 | July to September 2009 | October to December 2009 | March to April 2010 | 2009/10 Actual Full Year | 2009/10 Target Full year | | | | |
| | | | | | | | Available August 2009 | Available November 2009 | Available February 2010 | Available May 2010 | | | | | | |
| | 13 | 111 | Number of first time entrants to the Youth Justice System aged 10 – 17 | 533 | 408 | 305 | 72 | 44 | 44 | 43 | 203 | -2% | -2% | N/A | Green | Performance against this National Indicator is on target. The target of a 2% reduction from 2008-09 gives a target of 320 first time entrants. There has been a steady decrease of First Time Entrants over the last 12 months. The release of PNC. |
| | 35 | 45 | Proportion of young offenders' engaged in suitable education, training and employment | 63% | 76% | 81% | 78.9% | 82.1% | 79.5% | 73% | 77% | 90% | 90% | N/A | Red | The Quarter 4 figure comprises of 34/44 young people (77%) of statutory school age not receiving 25 hours provision. One of the young people has been discounted under the Youth Justice Board counting rules. One young person from the cohort has mental health issues and 3 are on a reduced timetable. One LAC has been placed out of borough, one is home tutored and the remainder have disengaged from alternative providers. 19/29 of 16+ cohort (66%) are Not in Education Employment or Training (NEET). The service continues to work with providers to support entrenched NEET in the 16+ cohort and through the recent funding changes through colleges and work based learning providers, is able to consider provision on a case by case basis. The Education, Training and Employment (ETE) team presented an analysis of information to the Youth Offending Team (YOT) Operational Board in April 2010, identifying critical factors linked to the relevant cohorts. |
| | | | | | | | Available November 2009 | Available February 2010 | Available May 2010 | Available August 2010 | | | | | | |
| LAA | 34 | 19 | Rate of proven re-offending by young offenders aged 10-17 (offences per 100 young people) | 18.42 | 37.5 | 142 per 100 young people | 46 | 67 | 81 | | | 108 offences per 100 young people | 110 offences per 100 young people | N/A | Amber | Performance against this National Indicator has improved compared with the same period for 2008/09, albeit the data is based on the Jan -Mar 2009 cohort. Based on the current rate of re-offences there is an expectation that there will be satisfactory progress against the target. The service has devised an action plan in response to the Youth Justice Board's re-offending analysis report for 2008/09. The actions include operational and performance management areas. A revised service performance report format is being devised to include the recommendations. |

**Children and Young People Services
Definitions of Performance Indicators 2009/10**

| Line number | NI number | Indicator | Definition |
|-------------|-----------------|---|--|
| | | Be Healthy | |
| 1a | 55 | Obesity in primary school age children in Reception Year. | The percentage of children in Reception who are obese, as shown by the National Child Measurement Programme. |
| 1b | 56 | Obesity in primary school age children in Year 6. | The percentage of children in Year 6 who are obese, as shown by the National Child Measurement Programme. |
| 2 | Local Indicator | Halting the year on year rise in child obesity by maintaining the average level of obesity of reception and year 6 children at 2006 levels after 3 years. | A combined figure based on the 2 separate obesity indicators for Reception and year 6 pupils. |
| 3 | 112 | Number of under 18 conceptions and the rate per 1,000 15-17 year old girls. | The number and rate of under 18 conceptions per 1000 females aged 15-17. Data on teenage conceptions is available on a calendar year basis and the Office of National Statistics (ONS) publishes this data in February each year, 14 months after the year to which they relate. Therefore the indicator presented in 2009/10 is the data published in February 2010, relating to calendar year 2008. |
| | | Staying Safe | |
| 5 | 61 | Timeliness of placements of looked after children for adoption following an agency decision that the child should be placed for adoption. | The percentage of looked after children adopted during the year who were placed for adoption within 12 months of the decision that they should be placed for adoption, and who remained in that placement on adoption. |
| 6 | 62 | Stability of placements of looked after children: number of placements (those with 3 or more as a % of all CiC). | The percentage of children looked after at 31 March with 3 or more placements during the year. |

| Line number | NI number | Indicator | Definition |
|-------------|-----------------|--|--|
| 7 | Local indicator | Adoption orders and special guardianships granted for children in care. | <p>Numerator</p> <p>The number of children included in the denominator who were placed for adoption within 12 months of the agency deciding that the child should be placed for adoption</p> <p>Denominator</p> <p>The number of children who ceased to be looked after during the year ending 31 March as a result of the granting of an adoption order.</p> <p>Includes only those children who were adopted after having been looked after by the authority immediately prior to adoption. Children placed for adoption or freed for adoption remain looked after until the adoption order is granted.</p> |
| 8 | 64 | Child protection plans lasting 2 years or more | The percentage of children ceasing to be the subject of a Child Protection Plan during the year ending 31 March, who had been the subject of a Child Protection Plan continuously for two years or longer. |
| 9 | 65 | Percentage of children becoming the subject of a Child Protection Plan for a second or subsequent time | The percentage of children who became subject to a Child Protection Plan at any time during the year, who had previously been the subject of a Child Protection Plan, or was on the Child Protection Register of that council, regardless of how long ago it was. |
| 10 | 67 | Percentage of child protection cases which were reviewed within required timescales | <p>The percentage of children with a Child Protection Plan at 31 March who at that date had had a Plan continuously for at least the previous 3 months, whose case was reviewed within the required timescales.</p> <p>This indicator uses reviews as a proxy for the measurement of the effectiveness of the interventions provided to children with a child protection plan or on the register. Guidance, <i>Working Together to Safeguard Children</i>, which came into effect from December 1999, requires that the first child protection review is held within three months of the initial child protection conference and thereafter at intervals of no more than six months. A high figure indicates good performance.</p> |
| 11 | Local indicator | Percentage of children whose referral occurred within 12 months of a previous referral | Re-referral for this purpose is where a case has been closed and a referral occurs within 12 months of a previous referral to the same council. |

| Line number | NI number | Indicator | Definition |
|-------------|-----------|---|--|
| 12 | 111 | First time entrants to the Youth Justice System aged 10-17. | The number of first time entrants to the youth justice system, where first-time entrants are defined as young people (aged 10-17) who receive their first substantive outcome (relating to a reprimand, a final warning with or without an intervention, or a court disposal for those who go directly to court without a reprimand or final warning). |
| | | Enjoy and Achieve | |
| 13 | 72 | Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal, Social and Emotional Development and Communication, Language and Literacy. | The number of children achieving 78 points across all 13 Early Years Foundation Stage Profile scales, with at least 6 points or more in each of the Personal, Social and Emotional Development and Communication, Language and Literacy scales, expressed as a percentage of the total number of children assessed against the Early Years Foundation Stage Profile. |
| 14 | 92 | Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest. | The gap between the median Foundation Stage Profile score of all children locally and the mean score of the lowest achieving 20% of children locally, as a percentage of the median score of all children locally. |
| 15 | 73 | Achievement at level 4 or above in both English and Maths at Key Stage 2. | The number of pupils achieving level 4+ in both English and maths at KS2 as a percentage of the number of pupils at the end of KS2 with valid National Curriculum test results in both English and maths. |
| 16 | 99 | Looked after children reaching level 4 in English at Key Stage 2. | The number of looked after children who have been in care for at least one year who were in year 6 (key stage 2) and who achieved at least level 4 in English, as a percentage of the total number of looked after children who were in care for at least one year who were in year 6 (key stage 2). |
| 17 | 100 | Looked after children reaching level 4 in maths at Key Stage 2. | The number of looked after children who have been in care for at least one year who were in year 6 (key stage 2) and who achieved at least level 4 in maths, as a percentage of the total number of looked after children who were in care for at least one year who were in year 6 (key stage 2). |
| 20 | 75 | Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths. | The number of pupils achieving 5 or more A*-C or equivalent including English and maths at KS4 as a percentage of the number of pupils at the end of KS4. |

| Line number | NI number | Indicator | Definition |
|-------------|-----------------|--|--|
| 21 | 101 | Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and Maths). | The number of looked after children who were in care for at least one year who were in year 11 and achieved the equivalent of at least 5 A*-C GCSEs, including English and maths (or equivalent) as a percentage of the total number of looked after children who were in care for at least one year who were in year 11. |
| 22 | 93 | Progression by 2 levels in English between Key Stage 1 and Key Stage 2. | The number of pupils at the end of KS2 making 2 levels progress in English between KS1 and KS2, as a percentage of the number of pupils at the end of KS2 with valid National Curriculum test results (including absent pupils and pupils unable to access the tests). |
| 23 | 94 | Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2. | The number of pupils at the end of KS2 making 2 levels progress in maths between KS1 and KS2, as a percentage of the number of pupils at the end of KS2 with valid National Curriculum test results (including absent pupils and pupils unable to access the tests). |
| 28 | Local Indicator | Total absences in primary schools. | |
| 29 | Local Indicator | Total absences in secondary schools. | |
| 30 | 87 | Secondary school persistent absence rate. | The number of persistent absentees as a percentage of the total number of local authority maintained secondary school pupil enrolments. A persistent absentee is a pupil who has accumulated the threshold number of half day sessions of absence over the relevant reporting period. The thresholds are: On an annual basis – 64 or more half day sessions of absence (2 and a half terms ending at the May half term). On a two-term basis – 52 or more half day sessions of absence over the combined autumn and spring terms. |
| 33 | 114 | Rate of permanent exclusions from school. | The number of permanent exclusions from school in the academic year expressed as a percentage of the school population, including maintained primary, secondary and special schools. |
| 34 | Local indicator | Percentage of children looked after continuously for at least 12 months, of compulsory school age, who missed at least 25 days schooling for any reason during the previous school year. | Looked after children who have been in care for a year or more and absent from school for 25 days or more. |

| Line number | NI number | Indicator | Definition |
|-------------|-----------------|--|--|
| | | Making a Positive Contribution | |
| 37 | 91 | Participation of 17 year-olds in education or training. | The percentages of young people aged 17 at the start of the academic year who participate in education or Work Based Learning in a Local Authority. Participation is measured as a snapshot at the end of the calendar year from a variety of data sources. |
| 38 | 110 | Young people's participation in positive activities. | The proportion of young people in year 10 responding 'yes' to the question " <i>In the last 4 weeks, have you participated in any group activity led by an adult outside school lessons (such as sports, arts or a youth group)?</i> " as part of the TellUs survey. |
| 39 | 19 | Rate of proven re-offending by young offenders aged 10-17. | The average number of re-offences per 100 young people in the cohort. |
| 40 | 45 | Young offenders' engagement in suitable education, training and employment. | The proportion of young offenders aged 10-17 who are actively engaged in education, training and employment (at least 25 hours, or 16 hours for those above statutory school age). |
| | | Achieve Economic Well-being | |
| 41 | 148 | Care leavers in education, employment or training. | The percentage of former care leavers aged 19 who were looked after on 1 April in their 17 th year, who were in education, employment or training. |
| 42 | 117 | 16 to 18 year olds who are not in education, employment or training (NEET). | The percentage of 16 to 18 year olds who are not in education, employment or training (NEET). This indicator uses an annual result which is based on 3 one month snapshots at the end of November, December and January each year. |
| | | Additional Indicators | |
| 4 | Local indicator | The average of the percentages of children looked after who had been looked after continuously for at least 12 months, and who had their teeth checked by a dentist during the previous 12 months and had an annual health assessment during the previous 12 months. | The number of the children in the denominator who had their teeth checked by a dentist and an annual health assessment during the year ending 30 September. |

| Line number | NI number | Indicator | Definition |
|-------------|-----------------|--|--|
| 31 | Local indicator | Authorised absences in 12 (now 10 due to infant-junior amalgamation of 2 schools) identified primary schools. | <p>This is a specific target for the Reward Element of the Local Area agreement. It relates to absence in the 10 identified primary schools only. It is authorised and unauthorised absences in the 10 primary schools as a percentage of all pupils of statutory school age in the 10 primary schools.</p> <p>Originally 12 schools were identified. Biggin Hill Infant and Junior closed and Biggin Hill Primary opened in January 2008. Oaklands Infant and Junior schools amalgamated and was re-named Oaklands Primary School.</p> <p>The 10 primary schools are: Biggin Hill Primary, Oaklands Primary, Cudham Primary, Downe Primary, St Mary Cray Primary, Leasons Primary, Gray's Farm Primary, Perry Hall Primary, Poverest Primary, St Paul's Cray Primary.</p> |
| 32 | Local indicator | The percentage of 11 year olds achieving level 4 or above in English and maths for 12 identified primary schools - Local Area Agreement Reward Target. | <p>This indicator relates to the LAA Reward grant for attendance and was required to be included so as to ensure that improved attendance for the few is not achieved at the expense of attainment for the many.</p> <p>Originally 12 schools were identified. Biggin Hill Infant and Junior closed and Biggin Hill Primary opened in January 2008. Oaklands Infant and Junior schools amalgamated and was re-named Oaklands Primary School.</p> <p>The 10 primary schools are: Biggin Hill Primary, Oaklands Primary, Cudham Primary, Downe Primary, St Mary Cray Primary, Leasons Primary, Gray's Farm Primary, Perry Hall Primary, Poverest Primary, St Paul's Cray Primary.</p> |
| 35 | Local indicator | Langley Park Boys School development on schedule. | Description of progress against key milestones in the project plan. |
| 36 | Local indicator | Phased review and reconfiguration of SEN provision. | Description of progress against key milestones in the project plan. |

| Line number | NI number | Indicator | Definition |
|-------------|-----------------|--|--|
| 43 | Local indicator | To raise the post-16 Level 3 average point score per pupil so that it equals and then rises above the national average. (The measure is the difference between the Bromley and the National figure for GCE/VC A/AS + Key Skills Average UCAS point per candidate) - Local Area Agreement Reward Target | The average point score per student entered is calculated as the sum of the points awarded to each 16-18 year old student, divided by the number of 16-18 year old students studying in the schools in the area. |



The Trust Board

| | | | |
|-------------------------|---|------------------------|-----------|
| Date of Meeting: | Monday 28 June 2010 | Agenda Item No. | 06 |
| Title: | Bromley Mytime: Creating Leisure Opportunities for the Borough | | |
| Contact Officer: | Debra Weekes Partnerships Manager debra.weekes@mytimeactive.org.uk | | |
| Lead Partner: | Bromley Mytime | | |

1. SUMMARY

- 1.1. This report sets out Bromley Mytime are working to reach disadvantaged children and young people within the borough of Bromley.
- 1.2. For the purpose of this report definition of "disadvantage" includes children and young people from socially deprived areas, from minority ethnic groups, and those with disabilities. Nationally and regionally participation levels in sports and arts are below the national average for each of these groups.

2. RECOMMENDATIONS

- 2.1. The Bromley Children and Young People trust Board is asked to note and comment on the contents of the report.

Bromley Mytime Reaching Disadvantaged* Children & Young People - June 2010

* For the purpose of this report definition of “disadvantage” includes children / young people from socially deprived areas, from minority ethnic groups and those with disabilities. Nationally and regionally participation levels in sports and arts are below the national average for each of these groups.

1. Introduction

The strategic context to this report is evidenced in the Corporate Plan 2010 – 2013 for Bromley Mytime (Mytime) which clearly states the Company aspires to offer “equality of access to services for all, including disadvantaged groups”.

Mytime has a huge commitment to working with children and young people and their families and has as its vision to be recognised locally as the number one leisure time solution for children and families. Mytime recognise that arts and sports activities offer children and young people enormous opportunities to realise their potential and direct their energies and skills in a positive way. Through the work we do we contribute positively to the Borough’s aim of “securing the best possible future for all children and young people in Bromley” (Children & Young People’s Plan 2009/11).

Strong partnerships are the cornerstone of the work that is delivered within Mytime with the aim of increasing opportunities for children and young people to participate in sports, arts and childcare activities both inside and outside of Mytime facilities. Current partners include: Affinity Sutton Housing, LBB Youth Service, School Sport Partnerships, LBB Youth Service, Jus B, Bromley PCT and Voluntary Sports Clubs.

Through the services and facilities we run annual attendances for Mytime reach in the region of 3 million people, over **one million** of whom will be children and young people. This report gives an insight into how we achieve attendances and how we reach disadvantaged children and young people through the following headings:-

1. Generic Services
 - a. Benchmarking
 - b. Buzz & Connect
 - c. Play & Childcare
 - d. Arts Development
 - e. Sports Development
 - f. Schools
 - g. Capital projects
 - h. Training & Development

2. Targeted Programmes
 - a. MyFuture
 - b. ArtsTrain

Much of the work discussed as part of this update is achieved through the Partnerships team, therefore the team staffing structure is included in Appendix 1.

1. Generic Services

a. Benchmarking

We have recently undertaken Sport England's National Benchmarking Service assessment which highlights at the centres assessed (Spa and Walnuts LC) users of both centres are representative of the local population in terms of usage by 11-19 year olds, social groups 6 & 7 and visits by minority ethnic groups.

b. Buzz and Connect

Through the Buzz (0 – 11 years) and Connect (11 – 19 years) activity programmes at Mytime leisure facilities children and young people have the opportunity to take part in a range of activities 52 weeks per year. Over **100 weekly term-time programmes** and over **90 holiday courses** are delivered as part of Buzz and Connect programmes.

In addition, we offer Buzz and Connect memberships through which members gain unlimited access to leisure facilities, i.e. access to pools, Buzz Zones (For Buzz members), gyms (for Connect members) and to casual drop in programmes. Currently we have **2,742 Buzz and Connect members and 17% (458) of these members are benefiting from the concessionary membership price**. The concessionary membership is aimed at those children / young people who live in a low income household or whose parent(s) are unemployed.

We are work in partnership with external agencies (e.g. Bromley Autistic Trust) to meet **exclusive** provision needs where appropriate for children and young people with additional needs. Sessions currently programmed include monthly Buzz Zone soft play sessions at Walnuts LC and Adventure Kingdom and a monthly Family Splash session at West Wickham LC.

In addition we offer weekly swimming lessons for children with disabilities as part of our Swimming academy programme, with lessons subsidised i.e. at a lower ratio of 1:5 adapted to meet additional needs.

As well as exclusive provision we encourage inclusivity and for both Buzz and Connect programmes within facilities and for school and outreach based provision we will assess children and young people with additional needs to ensure we can meet their individual requirements within the instructor to child ratios for the session.

c. Play & Childcare

We provide childcare in the form of breakfast clubs, after schools clubs and holiday provision. In 2010/11 we will be registered by Ofsted to provide **319 childcare places per week** to families for 38 weeks every year across 9 after school clubs and 2 breakfast clubs, generating over **38,000 attendances** per year. After school and breakfast Clubs run at the following schools/facilities – Crofton Infants, Darrick Wood Juniors, Darrick Wood Pool, Red Hill, Mottingham, St Vincents, Unicorn and Royston Primary Schools and the Pavilion LC.

We also offer 156 childcare places per week during school holiday periods at the Spa, Pavilion LC and Darrick Wood Pool.

Marketing work to promote the existence of tax credits for families has been well received particularly in the North of the Borough where there is more evidence of disadvantage.

d. Arts Development

Through the Arts Development team we are part of the South London Arts Partnership (SLAP), a group which includes Arts representatives from 6 South London Boroughs. SLAP work to draw down external funding for arts activities across the region. The last project – the Street Arts Academy targeted young people to engage in free drama and dance activities and perform at Festivals. SLAP are currently working on projects / funding bids to link in with the Cultural Olympiad.

The Arts Team also work closely with the Borough Arts Panel to deliver an annual Arts Festival. In 2010 the festival will be replaced by a Big Dance event in Crystal Palace Park. Children and young people will be targeted to engage in free arts activities pre and post the Big Dance event and will be encouraged to participate on the day of the event.

e. Sports Development

As well as drop in / casual turn up and play activities Mytime has developed a Sports Academy Programme for many of the activities offered within facilities. The fundamental aim with the Academy activities is to provide structured, progressive, high quality coaching from which children and young people can reach their potential and exit into local clubs or County performance squads.

With the Olympics 2012 fast approaching and the wave of media attention on sport and sporting personalities it is anticipated the Sports Academy will provide for those children and young people who are enthused and motivated to take up a sport.

The Swimming Academy alone offers over **6,000** children / young people per week the opportunity to learn to swim and to develop strokes / techniques from which they can confidently (if they wish) join the local swimming club and progress further.

Mytime also recognise young people who are performing at a National level through the Gold Academy card, this offers them free access to leisure centres to support their training.

We organise the Bromley teams for the Balfour Beatty London Youth Games and every year, approximately **1,000** young people ranging in age from 7-17 represent Team Bromley. The events involve 33 London Boroughs and 26 National Governing Bodies. The Games give young Bromley residents the opportunity to achieve sporting potential in a high quality sports environment.

Year on year Team Bromley are consistently placed within the top 5 Boroughs and in 2007 and 2008 finished 1st overall with 3rd place secured in 2009.

Mytime has worked hard over the last few years to ensure underrepresented groups are engaged in the Games and as a result the number of young people competing continues to rise. See appendix 2 for further details.

A number of voluntary sports clubs are financially supported by Mytime through the Club Development Scheme, which is now in its 5th year of grant giving. Through a

simple application process clubs can bid for funding to develop of their club and many awards have supported youth development opportunities. Recent e.g. include:-

- Orpington Ojays Swimming Club – to support spring training camp preparing for London and National Championships, specifically enabling swimmers to take part who otherwise would be precluded due to cost.
- Penge Cycle Club – Go Ride Penge new youth based cycle club to run after school and Saturday cycle sessions at local schools.

f. Schools / Colleges

We work with schools (inc. special schools) to deliver curriculum time / after school sports and arts activities. As a result of this service over **4,000 hours** of sports / arts activity is delivered directly or through partners in over **50 schools** per annum.

In partnership with Orpington College we offer heavily subsidised memberships to their students, which give them unlimited day time access to Walnuts LC.

The cornerstone to all this activity for children and young people is our commitment to safety and quality. We have a named Child Protection Manager responsible for ensuring the Mytime Child Protection Policy is up to date and meeting national and regional standards, for cascading training to staff re Child Protection issues and the policy and for representing Mytime at the Bromley Safeguarding Children Board.

g. Capital Projects

From 2004 to 2009 Mytime in partnership with the Council has **re-invested £5.6m** back into improved centres and services in Bromley. As well as improvements to High Elms and Bromley Golf Courses and updated equipment in gyms the following investments have had an impact on activity levels for children and young people:-

- Buzz Zones established at Walnuts LC and The Spa in Beckenham, achieving over 82,000 attendances per annum.
- Dojo developed at the Walnuts LC, as a result of which we work in partnership with Bromley College to deliver a martial arts academy. The academy has made links with the Judo Performance Centre in Dartford, giving young people the motivation to reach their potential / excel in a bid to join the elite at Dartford.

Future commitments for investment:-

- The partnership between Mytime, the Council, the Priory school and Affinity Sutton to develop The Priory School Football and Community Development Scheme aims to achieve long-lasting community benefits in the immediate area.

A new football centre with links to the MyFuture project and Council funding for youth initiatives in the area could be a significant factor in the renewal of the area and the delivery of much improved levels of community safety.

The proposed Centre has now successfully achieved - full planning permission and a funding award from the Football Foundation of £650k. It is now hoped this will allow the scheme to begin, building on the co-operation between all partners.

- A commitment to upgrade changing facilities at 3 leisure centres to provide suitable access for people with profound and multiple learning disabilities and

their carers. The changing facilities in line with the “Changing Places” agenda will be available for both leisure facility users and non users alike.

h. Training & Development

Mytime also recognise the value of providing a range of work experience and training opportunities for young people. These include:-

A commitment to provide 10 work experience placements (offered to local schools /colleges) at Head Office and across a range of Leisure facilities. Placements provide young people aged 14+ with experience in administration and / or leisure operations.

Partnership working with the Council and Field Studies Centre whereby Central Government has provided funding for 11 unemployed young people to be offered six month work placements to improve their long term employability.

In partnership with the Priory School - support their Academy for 16-18 year olds by offering Employer workshops, e.g. National Pool Lifeguard Qualifications.

Mytime are an active partner on the working group for the new Diploma in Sports & Active Leisure.

2. Targeted work

**“A young person in the criminal justice system costs the taxpayer £200,000 by the age of 16, but one given support to stay out costs less than £50,000”
(Cultural Research Briefing 2008)**

Outreach / estate based work has been concentrated on the development and delivery of two innovative projects - MyFuture and ArtsTrain, both reach many disadvantaged young people and those identified as ‘hard-to-reach’ in Bromley.



To keep a young person on the MyFuture Project costs on average £180 per year.

The Met police helps the MyFuture project highlight and target young people at risk of offending. *“Many of the youths on the MyFuture project have been known to us for being involved, some more directly than others, in antisocial behaviour and minor crime. The project engages them in positive activities and this is key to their development”* (Sergeant Lamb)

The MyFuture project began in April 2008 and focuses on offering quality sports and the arts activities to young people aged 11-16. The project is currently working in Orpington and Mottingham, areas identified by partners as those where young people in the borough are most in need of positive activities.

The core programme for MyFuture is to deliver 8 sports and / or arts sessions per week over 44 weeks of the year. Funding has been secured from a range of partners over the last 2 years, including Jack Petchey, London Development Agency, Affinity Sutton Housing, LBB Youth Service and Mytime. This partnership funding was used

to pay all staffing costs, including a Youth & Community Manager post as well as project revenue funding.

In addition to delivering the core programme the project team have been able to respond and adapt to the needs of young people and partner organisations and draw down additional short term funding for a range of programmes:-

| Activity / Project | Funding source |
|---|-----------------------------------|
| Broomleigh Summer Programme: MyFuture reacted to an identified need for summer activities in the Mottingham and Ramsden area and provided circus skills, basketball and capoeira sessions to 66 young people. | Affinity Sutton |
| Football programme extension for holiday provision. | Help a London Child |
| Dance and basketball programme developed to respond to the Youth Service's demand for providing specialist provision to the Phoenix Youth Centre. | Youth Service |
| Street dance commission at 2 schools, young people then linked to a dance session at a Youth Centre as an exit route. | School Sports Partnership |
| Delivered a bespoke arts programme to support the Community Youth Club at the Priory School. | The Priory School |
| Funding secured to provide new training opportunities for 11-14 year olds, highlighted as an area of need via youth consultation. | Play Sport London |
| Developed two new community football teams and a basketball team who now compete in community tournaments and matches. | Youth Opportunities Funding (YOF) |
| Provided the opportunity for 2 dance groups to record their own dance video. This was delivered based on youth feedback. | YOF |
| To run sports programmes to support transition from primary to secondary and to strengthen community programmes. | Sports Unlimited |
| Developed basketball within the community and established a boys and girls team to represent Bromley at the Youth Games. | Balfour Beatty |

To date MyFuture has delivered over **800 sessions** and has engaged with over **1,400 young people**, 450 of whom regularly attend sessions. Over the last 2 years the project has recorded **9,200 attendances** at sessions ranging from basketball, football and dance to music technology and MCing.

MyFuture has a strong focus on training and development both for young people and the many volunteers, mentors and coaches involved and to this end **550 training opportunities** have been offered and **220 accreditations / qualifications** have been achieved by young people in a range of skills development units with a further **33 volunteers / coaches trained**. Appendix 3 includes a case study for one of the MyFuture Participants.

From 2010/11 the staff cost of the Youth & Community Manager has been secured through Mytime and the priorities for MyFuture will now be on deepening and broadening the impact of the project and to source longer term revenue funding to sustain the project beyond March 2011. To this end a phase one application has been submitted to the National Lotteries Reaching Communities funding stream.



The ArtsTrain project was devised by the Arts Development Team within Mytime in consultation with key Borough partners, including LBB Youth Service and Jus B. Successful funding bids have been made to the Arts Council and with partnership funding from Mytime and the Youth Service the project began in September 2008.

ArtsTrain was devised to bring new creative music and ‘urban arts’ opportunities to young people in Bromley, targeting those who would not otherwise have access. The programme also aims to build capacity within the borough and targets adult music / arts tutors and youth workers, offering continuing professional development.

| <i>Workshops offered:-</i> | <i>Venues used:-</i> |
|--|---|
| Music technology Street & break dance MCing & DJ skills Song writing | Marjorie McClure SEN school, Kingswood PRU Burwood SEBD School The Priory, Hayes, Charles Darwin & Bjshop Justus Schools The Link, The Duke and Jus B Youth Centres |

Workshops are offered as both ‘drop-in’ access opportunities and AQA’s / Open College Network accredited training.

To date ArtsTrain has delivered **510 sessions** to **336 young people**, with 180 young people regularly engaged. Arts Train has also provided **245 training opportunities** with **105 young people achieving accreditations / qualifications** and **24 volunteers and coaches trained**. Young adults have also been offered volunteer placement opportunities as ‘assistant’ tutors.

What feedback is telling us:-

72% of the young people engaged with Arts Train have had their 1st experience of music production through the project.

After numerous youth feedback sessions 100% of the young people involved in ArtsTrain said that they want to carry on with the activity.

“This project has been used in the School specifically to support a tailored curriculum delivered to students who may be at risk of becoming NEET (not engaged in education, employment or training). Some of the students in this vocational pathway have emotional &/or social difficulties and often lack self esteem. A number of students are also from traveller backgrounds. The project helps students form team identities and help them to feel secure as individuals” (E. King, Flexible Learning Coordinator – Jan 2010)

As with the MyFuture project there is a need to draw down further revenue funding to sustain the project beyond 2010. To this end a funding application has been submitted to Youth Music and we are waiting for the outcome.

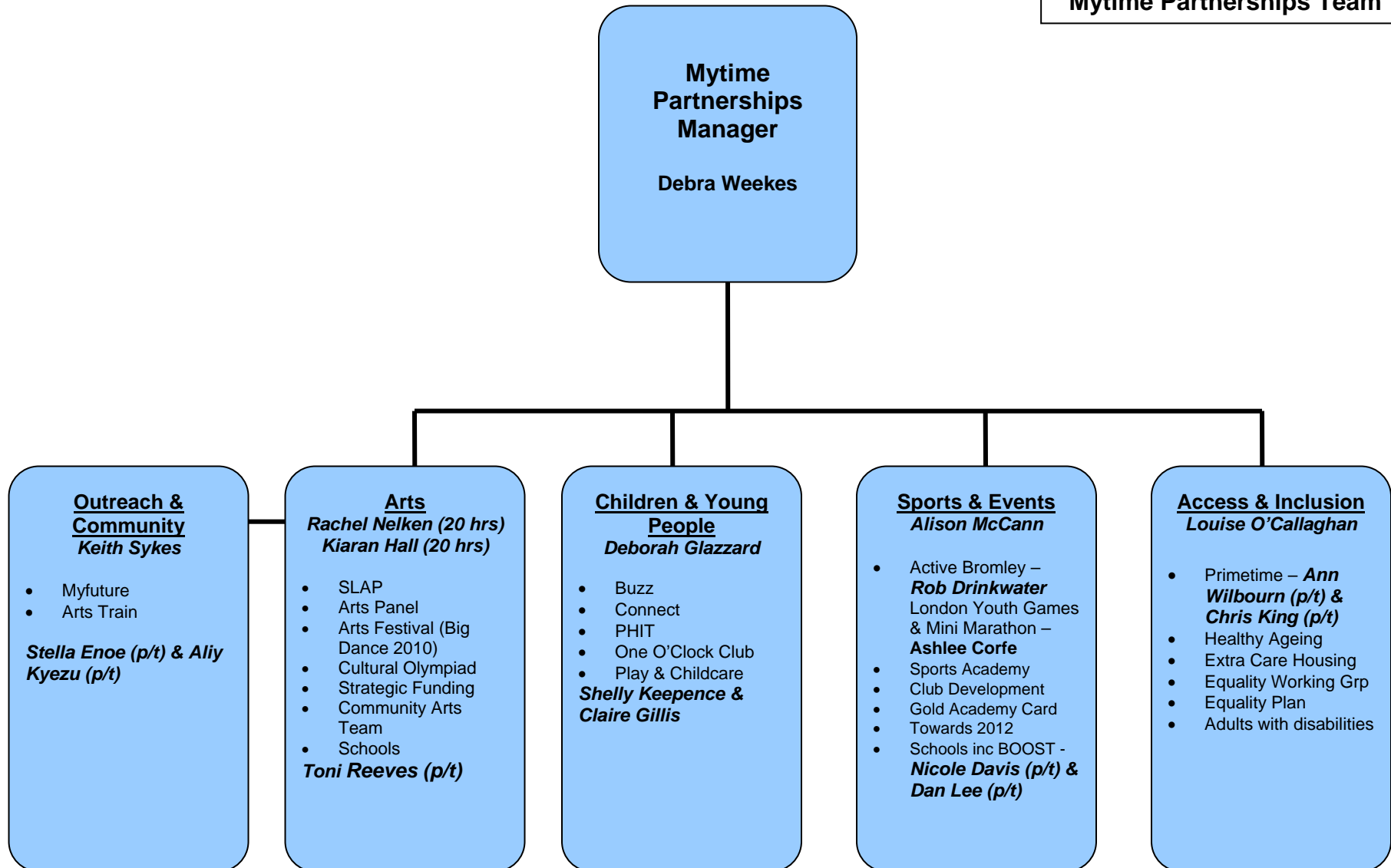
Mytime are taking an active role in the Positive Activities Commissioning group and will be attending the newly developed “Positive Activity Local Area Forums” to

support the Council to fully understand the needs of young people and to review and update on local provision.

Conclusion

Children and young people will continue to be a key target group for Mytime as we strive to increase participation rates in Mytime facilities as well as in outreach settings. Crucial to achieving this aim will be strong partnership working with current and new partners, who we will work with to draw down external funding for the benefit of children and young people across the Borough.

**Appendix 1
Mytime Partnerships Team**



Appendix 2: Reaching out through the London Youth Games

Opportunities for Children and Young People with disabilities

In 2009, 75 children / young people with a disability participated for Team Bromley.
For example:-

- 15 pupils from Glebe School represented the borough in the male and female disability football tournaments.
- 23 pupils from Glebe School and Riverside School took part in the Swimming Gala at The Spa.
- 28 young people from Glebe School and Riverside School were selected for the male and female disability athletics events.
- 9 severely disabled pupils from Riverside took part in the boccia competition.

For the 2010 Games Mytime has secured £5,000 from Balfour Beatty to increase the number of young disabled people participating for Team Bromley and to support the development of basketball squads.

In 2010 Team Bromley will include 90 young people who are registered with a disability.

- The disability athletics team – 39 participants from 2 special schools and 7 pupils from 2 mainstream schools will compete. The 2010 athletics team is the largest disability squad Bromley has entered.
- The Disability Football teams – pupils from Glebe schools will defend their previous champion's title.
- The disability swim team - includes 8 participants from 4 mainstream schools and 16 pupils from 3 special schools. Participants from mainstream include pupils with visual impairments, hearing impairments and moderate learning difficulties including behavioural and mental health issues.

Free weekly swimming lessons for children and young people with a disability have been running at The Spa Leisure Centre since the beginning of March.
Feedback relating to the free lessons:-

PE teacher Mr Wadey from Kelsey Park Sports College said "The swimming lessons are a huge jump in a positive direction for main stream schools which currently lack provision in this area. The lessons have opened doorways which will literally change young pupil's lives".

Mrs Rixon's son Calum aged 12 years attends Glebe School said "It's so nice to see Calum mixing with other children, he usually sits in his bedroom without talking to anyone, he's so shy. The swimming lessons have really helped him improve socially - I don't know who's more excited every week, me or calum!"

Nikka, age 12 from Kelsey Park Sports College has a learning difficulty and has been attending free swimming lessons. Nikka said "this is the first time I've taken part in sport outside of school. I've only ever been swimming while I've been on holiday and I'm really nervous but excited about representing Bromley in the London Youth Games swimming competition

Basketball – coaching and competitive opportunities

Free weekly open access basketball sessions have been running for girls and boys targeting children and young people from across the borough. **50 young people** attended trials at the Walnuts LC to find the most talented and committed players to represent Bromley in Europe's largest event for young people - London Youth Games.

The talented players that made the teams then had the opportunity to improve their basketball skills and learn some impressive moves from 3 professional coaches.

After 10 weeks of training both teams travelled to East London to kick start the 2010 London Youth Games. For the majority of the Bromley participants in both the boys and girls teams they had never played basketball within a competitive environment prior to this opportunity. They did extremely well to keep their nerve as they faced some of the toughest youth basketball teams in London. Although the teams didn't make it through to the final stage of the competition they are looking forward to continuing the sport and competing again next year.



Appendix 3 : MyFuture Case Study



Quoc-Anh (or Q as he prefers to be known) is a 15 year old young man, who lives with his family of 5 near the Ramsden estate. Q attends the Priory School, where he is well known and respected for his ability and passion for dance.

Q came to the very first MyFuture street dance session in May 2008, which was lead by tutor Shawn Aimey. Q has shown himself to be a very committed young person. In June 2009 Q was introduced to his 'most influential' figure within dance, project tutor Aaron Augustus. *"Aaron made me improve more in the summer holidays than I ever have"*

Under Aaron's watchful eye Q was taken into Aaron's dance academy Inspire Youth Dance, where he trains and inspires to one day *'get into Unity Youth'*. Q also attends Jason's breakdance class through the project. Q has so far attended over 150 hours of dance sessions and has performed at a variety of venues and shows.

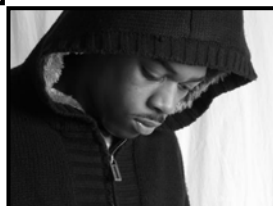
Q's Views: *"Umm, my area has a really bad reputation and a lot of the people in the area live up to that reputation. This area makes some young people not think positively about school or their education." "The area doesn't affect me in any way, I know like what is right and what's wrong. It may affect me in other ways like money and what is possible for me to achieve. This is a good place for the MyFuture project to be held, there are a lot of people that come. I don't know for a fact but I don't think there are many other clubs in this area. So a lot of kids wouldn't get these opportunities"*
"My dance is going amazing at the moment. Yeh thanks to this project I have met a lot of contacts for people that will help me pursue a career in dance... and they have been helping me to do that at the moment. Ever since I started going to this project it has literally started me off on a career in dance."

Q's Tutors:-



"My name is Aaron Augustus, I am 21 years old. I opened my own dance company that was funded and filmed by Channel 4. I have my own dance group called UNITY who compete in the World Championships. I work as a dance/drama tutor, working with various organisations, teaching in schools, pupil referral units, community centres."

"My name is dancing for hop and have dance in schools a Hip-hop dance



Shawn, I'm 24 yrs old and from South East London. I've been around 11 yrs. I started at theatre school but found love in hip- been focusing on that for the last 7-8 yrs. I currently teach and as part of the community project work. I also choreograph troupe by the name of Illusion."



"My name is Jason Williams, I dance in Vortex Dance crew and have won titles such as Hip Hop Pop and UDO Championship. I teach street and break dance in schools and community projects and have experience in tutoring, choreographing and performing"

| | | | |
|-------------------------|---|----------------------------|-----------|
| Date of Meeting: | Monday 28 June 2010 | Agenda Item No. | 07 |
| Title: | Workforce Development and Integrated - Progress Report | | |
| Contact Officer: | Jill Fuller Workforce Development and Business Support Manager jill.fuller@bromley.gov.uk | | |
| Lead Partner: | London Borough of Bromley | | |

1. SUMMARY

- 1.1. This report provides a summary of the outcomes of consultation with key stakeholders from a range of partner agencies regarding the development of an integrated children's workforce, and updates on initiatives that are being developed and delivered to support the children's workforce across Bromley.

2. RECOMMENDATIONS

- 2.1. The Trust Board is asked to:
- 2.1.a) Note the results of consultation to date with the children's workforce using the 'One Children's Workforce Framework' tool
- 2.1.b) Comment on the variety of workforce development initiatives in place and under development
- 2.1.c) Ensure managers across the Trust partnership who have responsibility for developing learning and development opportunities review their training programmes so that they make reference to the 'common core of skills and knowledge' and where possible are offered to a multi-agency audience
- 2.1.d) Comment on the proposed action plan for further developments relating to the children's workforce

3. INTRODUCTION

- 3.1. There are approximately 11,410 people working or volunteering with or for children and young people in Bromley; we spend in the region of 80% of our budget on our workforce.
- 3.2. Section 10 of the Children's Act 2004 places a duty on the local authority to develop integrated working amongst Children's Trust partners. Bromley has welcomed the opportunity to consult with the workforce to confront the barriers to integrated working, and to look at ways to work more efficiently, effectively and creatively, in order to deliver improved outcomes for children and young people. In February 2009 a report was presented to the Trust Board seeking endorsement to consult with the workforce using the One Children's Workforce Framework. As requested by the Board, this report outlines the results of year 1.
- 3.3. The Apprenticeships, Skills, Children and Learning Act 2009 states that the Children's Trust Board should include in the Children and Young People's Plan, its local strategy for developing the CYP local workforce.
- 3.4. The CYP Workforce Strategy Group published a Local Workforce Strategy for Bromley in 2006 and following the changes outlined above, this document is currently being updated. The Local Workforce Strategy will be aligned with the Children and Young People's Plan, and will be informed by the findings of the One Children's Workforce Framework, thereby ensuring it is responsive to local need. By ensuring ongoing consultation with stakeholders and service users, this will be a shared strategy for workforce reform and delivery.
- 3.5. The Local Workforce Strategy will: -
- address specific workforce issues for each sector, (including the PVI sector), in particular around recruitment and retention hotspots;
 - highlight how we intend to strengthen integrated working practises in Bromley such as the Common Core of Skills and Knowledge, the Common Assessment Framework and Information Sharing;
 - include a training needs analysis and learning and development plan;
 - outline opportunities for continuous development to share and embed good practice;
 - promote stronger leadership, management and supervision.
- 3.6. The draft Local Workforce Strategy will be presented to the Trust Board for consideration in September 2010.

4. YEAR 1 ACHIEVEMENTS

4.1. Year 1 Assessment of Integrated Working in Bromley

4.1.a) In 2008 the Children's Workforce Development Council (CWDC) developed the One Children's Workforce Framework, a 3 year programme which helps Children's Trusts assess their levels of integrated working.

4.1.b) The Framework is comprised of a toolkit which categorises seven different areas which influence integrated working, with each category fitting into an arc (**see Appendix 1**).

4.1.c) Over the last 18 months, the Children and Young People Workforce Development Team has facilitated over 30 focus groups across Trust partners. The areas for development consistently identified by the workforce included: -

- improving communication between divisions and partners
- better promoting the children and young people's plan
- establishing the confident use of CAF
- establishing clear guidance on information sharing
- developing standards and systems to encourage integrated working
- deliver more training in a multi – agency setting

4.1.d) Please see **Appendices 1a-1b** for a full report of the year 1 findings.

4.1.e) A CYP Workforce Development Action Plan has been produced following the findings and can be found in **Appendix 1c**. Whilst this is an operational plan, much of the detail will be used to inform and steer the Local Workforce Strategy.

4.2. Vision for Working Together

4.2.a) The Trust Board endorsed the Bromley CYP Vision for Working Together in March 2009. This is now being widely promoted through the Children and Young People's Plan, voluntary sector publications, CYP Bulletin and the Bromley Partnerships website, etc.

4.3. Working Together Induction

4.3.a) Over the last year the team have developed an on line Working Together Induction module which brings together the 5 elements of integrated working, including both national and local initiatives. The training has been designed so that each element has its own module which can be

downloaded separately depending on the training needs of each individual. This also allows each module to be accessed at a time convenient to the learner.

4.3.b) This is currently a “stand alone” training resource. However, in the future it will be incorporated into other training available, for example, CYP Induction and individual team / organisation and partner induction packages.

4.3.c) Signposting to other training available will be a key element of the induction programme.

4.4. **Bromley Partnerships Website**

4.4.a) A Children’s Workforce Development section has recently been created which sits in the Children’s Trust element of the Bromley Partnerships site (go to <http://bit.ly/bromleyworkforce>). This new communication tool will support the future development of integrated working across the children’s trust.

4.4.b) Sections within the site include: -

- a central training repository;
- a resource library;
- a terminology glossary;
- links to national guidance such as Information Sharing;
- links to other related sites and updates about meetings and local workforce development projects.

4.4.c) Currently under development for the site is a “multi-agency training brochure” which will bring together all multi agency training currently delivered in Bromley. This will include any relevant training delivered by partners, such as the Health Improvement Service and the voluntary sector. Having such a resource in one place, will encourage the workforce to attend multi-agency training. Such a resource will also reduce duplication of training and thereby ensure maximum attendance on courses.

4.5. **Safer Recruitment Training**

4.5.a) Safer Recruitment training was originally developed by the National College for Leadership of Schools and Children’s Services, for head teachers and senior managers in schools.

4.5.b) Bromley moved more swiftly than the national agenda to provide this training in a multi-agency setting. All sectors of the children’s workforce involved in recruiting staff have the opportunity to attend a Safer

Recruitment training session. This includes independent schools, early years providers and the third sector.

- 4.5.c) The training has been extremely well received and evaluated. Since 2007, 185 delegates have taken part in 10 workshops in Bromley plus an additional 107 completed the NCSL on line training. Over 50 participants are already booked onto workshops for this term. To ensure coverage and accessibility to the entire workforce, Saturday and school holiday sessions have also been arranged.

4.6. **Workforce Reforms in the Integrated Youth Support Service**

- 4.6.a) The Bromley Integrated Youth Support Service (IYSS) and the Workforce Development Team arranged the Aiming High Conference in May 2009. The aim of the conference was to ensure the workforce was aware of emerging workforce reforms and local workforce development initiatives.
- 4.6.b) The conference enabled people in various youth support service roles to come together and network; a “marketplace” of the various service providers was also available.
- 4.6.c) 200 people attended and feedback from the evaluation was very positive. Initiatives that have been developed as a result of feedback include:
- the delivery of bespoke CAF training for the youth service;
 - development of a NEET (Not in employment, Training or Education) Managers Forum (multi agency);
 - development of a booklet targeted at Practitioner working with NEETs to inform them about relevant services for this target group.

5. **YEAR 2 TARGETS**

5.1. **Common Core of Skills and Knowledge**

- 5.1.a) The Common Core of Skills and Knowledge describes the skills and knowledge that everyone who works with children and young people is expected to have. The six areas of expertise in the Common Core offer a single framework to underpin multi-agency and integrated working, professional standards, training and qualifications across the children and young people’s workforce.
- 5.1.b) The six areas are:
- effective communication and engagement with children, young people and families;
 - child and young person development;

- safeguarding and promoting the welfare of the child or young person;
- supporting transitions;
- multi-agency and integrated working;
- information sharing.

5.1.c) Two multi-agency briefing sessions for managers across the Trust have been held and Bromley CYP has begun to embed the Common Core across the workforce by ensuring it is reflected in recruitment and selection and in performance management. The Common Core is also now clearly identified in training delivered by the Local Authority. All partners have also been asked to reflect the Common Core in training they provide.

5.2. **Recruitment and Retention**

5.2.a) The Council is currently facing difficulties with regard to the recruitment and retention of children's social workers. A report was presented at a Special Meeting of the CYP Portfolio Holder in January 2010 which identified potential options to address this issue. Significant additional resources have been identified to support the recruitment of social workers.

5.2.b) Within the schools workforce, there are potential concerns regarding the replacement of retiring head teachers and their deputies/assistants. However Bromley is working closely with National College for Leadership of Schools and Children's Services, to ensure an effective package of succession planning measures are in place, to tackle this issue.

5.2.c) Partners represented on the CYP Workforce Strategy Group have confirmed they are not currently experiencing any other recruitment or retention issues within their workforce.

5.3. **Common Assessment Framework (CAF)**

5.3.a) The CAF team continue to roll out training to the children and young people's workforce across the Trust. A recent addition to the training includes refresher sessions for those that have had initial training some time ago. This is in response to requests raised through the OCWF focus groups. The CYP Workforce Development team will continue to work with the CAF team to ensure messages from the workforce are fed back.

5.4. **Cultural Change Programme Phase 3**

5.4.a) Following the success of phases 1 and 2 of the cultural change programme in 2006/2007, aimed at senior managers across the Partnership, it was agreed that phase 3 should be delivered within the six Community Areas. This phase would specifically target operational staff,

and would commence with a pilot in two Community Areas. The programme aimed to reinforce the development of existing networks/joint working between partners, and to help establish new ones.

- 5.4.b) Feedback from participants indicated that the opportunity to meet with other local professionals to learn about other service areas and perspectives was valued. This programme and the OCWF are clearly aligned and it is therefore proposed that elements of the two projects are merged. A multi-agency event is to be piloted in Community Area 1 (Penge and Anerley) where there are many well established and successful examples of partnership working, to showcase the variety of local, regional and national programmes which promote and support integrated working.

5.5. **Commissioning and Workforce Development**

- 5.5.a) Workforce development is one of the key commissioning mechanisms to drive up standards of services. As such the Workforce Development and Commissioning teams are working closely together to maximise the key role the workforce play in delivering high quality services for children and young people.
- 5.5.b) Service Level Agreements are currently being updated to ensure that the providers of commissioned services are responsible for the delivery and monitoring of the professional development of their staff. In order to support commissioned services with this, specific training programmes managed by the authority are being opened up to our partners, via the Bromley Partnerships website (<http://bit.ly/bromleyworkforce>). This maximises resources by avoiding duplication, and also increases the level of multi-agency training available.

5.6. **Year 2 Assessment of Integrated Working in Bromley**

- 5.6.a) The assessment of integrated working will continue, with an emphasis during year 2 on schools, (who to date have not been targeted), and children, young people and their families.
- 5.6.b) In addition, information will be sought through other available sources and avenues such as the Commissioning Review Self Analysis and the Training Needs Analysis.

Year 1 Findings of Integrated Working in Bromley

In 2008 the Children's Workforce Development Council (CWDC) developed the One Children's Workforce Framework (now to be referred to and known as the Framework or OCWF), a 3 year programme which helps Trusts assess their levels of integrated working.

The consultation on the Framework is comprised of a toolkit which categorises 7 different areas which influence integrated working such as "common language", "integrated working practices", etc, with each category fitting into an arc (see below). It then assesses existing levels of integrated working by looking at the potential barriers to delivering excellent services, and helps Trusts subsequently identify/action areas for improvement in providing the most efficient and integrated service possible.

Shared identity, purpose and vision

A shared identity and vision across all of the children's workforce - focused on ECM outcomes and improving the lives of children.

Common values and language

Shared values focused on Every Child Matters outcomes and improving the lives of children - and everyone using plain English so that language doesn't get in the way.

Behaviours focused on positive outcomes for children and young people

Everyone in the workforce behaving in ways that help outcomes improve quickly.

Integrated working practices

Having the tools, processes and culture to let integrated working happen.

High quality, appropriately training workforce

Having the right people with the right skills feeling confident, prepared and working well together.

Complementary roles focused around children and young people

People understanding what each other does, trusting and respecting each other and collaborating effectively.

Capacity to deliver

Having the right people in the right place at the right time.



...the **children's workforce**
framework

Year 1 Findings

From April through October 2009, the CYP Workforce Development team facilitated over 30 focus groups (attended by in excess of 200 people) with representatives from professionals across the department as well as our statutory and voluntary partners (for a full breakdown please see **Appendix 1a**). In addition an online questionnaire was distributed to over 100 participants, with a return rate of 25%.

The Framework has enabled the team to work more closely with the third sector, and with sections of the workforce who are harder to reach. The multi-agency make up of the focus groups enabled participants to share good practice and discuss practical solutions to better integrated working.

The results and feedback from year 1 are collated and used in two different formats. The statistical benchmarking data provides a snapshot of integrated working in Bromley. The commentary collected from focus groups was found to be far more informative, with many “quick win” solutions being presented by the participants.

In June 2009, the Workforce Development team facilitated a workshop to analyse the results received so far. The workshop included representatives from all partners of the Children’s Trust, managers, practitioners and volunteers. The aim of the session was to analyse the feedback to date and agree where Bromley currently scored on the framework for each arc (the results of this session can be found in **Appendix 1b**). It was agreed that another session would be run in year 2 (2010/2011) to agree and prioritise some of the longer term, strategic recommendations that had come out of the focus groups.

These results have been collated for each arc; the rainbow diagram below shows the over-all results in Bromley. It is important to note that some areas of the workforce have not yet been consulted including schools and some private sector organisations.

These results show Bromley has a strong foundation, with an average score of 4 (out of 8). This is a promising picture of multi-agency and integrated working in Bromley and we now have give a good indication of Bromley’s strengths and areas for development.

In comparison to other London Boroughs, Bromley’s results are favourable as they do not highlight any significant areas of weakness. However a recurring theme across all sectors of the workforce, (paid or unpaid; working in supporting roles or front facing), was that despite a willingness and commitment to work together more closely, there was no clear vision about *how* to do this. There were good models of integrated working such as the Early Support Panel, Bromley Children Project, some teams using the CAF effectively, etc, however there is still a need to showcase these models and share good practice.



Fragmented



Integrated and Reformed

50.0% **Shared identity, purpose and vision** (results from both focus groups and on line questionnaire)

50.0% **Common values and language** (results from both focus groups and on line questionnaire)

75.0% **Behaviours focused on positive outcomes for children and young people** (results from on line questionnaire only)

37.5% **Integrated working practices** (results from both focus groups and on line questionnaire)

50.0% **High quality, appropriately trained workforce** (results from both focus groups and on line questionnaire)

37.5% **Complementary roles focused around children and young people** (results from on line questionnaire only)

37.5% **Capacity to deliver and keep children safe** (results from on line questionnaire only)

37.5% **Outcomes focus** (results from on line questionnaire only)

The areas for development as identified consistently throughout the toolkit include:

| |
|---|
| Improving communication between divisions and partners |
| Better promoting the Children and Young People's Plan |
| Establishing the confident use of CAF |
| Establishing clear guidance on Information sharing |
| Developing standard protocols to encourage integrated working |
| Deliver more training in a multi – agency setting |

Improving communication between divisions and partners - The results received indicated that poor communication often led to lack of knowledge within the CYP Trust about the role of partner organisations. Many groups felt they worked in isolation – there was little knowledge shared across some teams / divisions which potentially reduced the ability to deliver an integrated service. Many of the groups felt their role and remit was underestimated or misunderstood by the partners they work with (internally at LBB or externally). This often led to a lack of respect for colleagues and the generation of inappropriate referrals, which potentially created tensions and ultimately could reflect a poorer outcome for the client.

Better promoting the Children and Young People's Plan - Awareness of the CYP Plan and its purposes varied across the participants, and those who identified the CYP Plan did not consider the Plan an influence on the outcomes of their role.

Establishing confident use of CAF - General awareness of the CAF and its purposes varied across the range of focus groups facilitated. The CAF was raised as a frequent example of an 'integrated working process' and the training well received. However some who had undertaken the training were still not confident in its use and felt that the volume of work required in completing the form was not reflected in outcomes for children and young people. There were also concerns regarding how it fitted with other referral routes and processes.

Information Sharing - Information sharing was a re-occurring theme across all workshops as the participants expressed lack of confidence when sharing information. General consensus suggested that the workforce tended to err on the side of caution, even though this may have a potential adverse impact on timeliness and quality of information shared.

Multi-agency working - The benefits of bringing together a group of professionals from across the workforce was appreciated and participants expressed the desire for more opportunities to meet professionals from areas they do encounter daily. This would provide greater understanding of the variety of services delivered across the Children's Trust.

Integrated working - All participants agreed with the idea of integrated working in principle, but advised this was not a priority focus in their workplace. Participants felt historical patterns of working could not be changed easily and there was a need for a cultural shift across the Trust.

Children's Centres - Children's Centres were highlighted as examples of multi-agency working. Generally, awareness of the Children's Centres and their remit was low across the focus groups facilitated.

Year 1 Recommendations

CYP Managers whose teams have been involved in focus groups have received feedback from the focus groups and questionnaires relevant to their teams. The year 1 recommendations are incorporated into the "CYP Workforce Development Action Plan" (**Appendix 1c**), and have been split into 2 categories to demonstrate the short term 'practical actions' and long term 'further developments'.

Year 2 Objectives

The CYP Workforce Development team will continue collating qualitative data, and consulting with the wider workforce within Bromley Children's Trust.

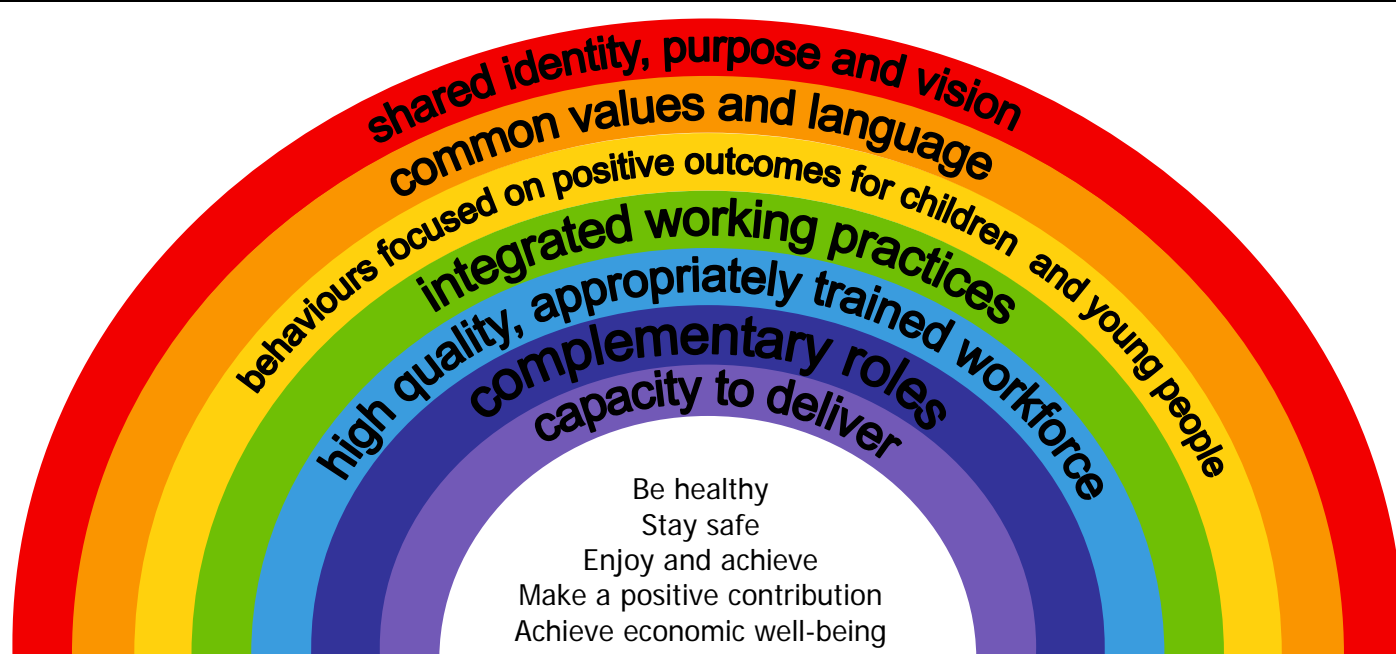
On behalf of the Workforce Development Team, Bromley Children Project hosted workshops with parents/carers during *Bromley Parents Week 2009*, to gain their feedback / perceptions / experience about how well integrated services are. These results will be incorporated into the year 2 data.

Conclusion

As discussed above, a CYP Workforce Development Action Plan has been produced (see **Appendix 1c**) to take forward the recommendations from the year 1 assessment. This supports the development of the Local Workforce Strategy, which will be aligned against the Children and Young People's Plan, to ensure the workforce is supporting the delivery of our current priorities. This will include mapping workforce development against the variety of inspection frameworks children's services are measured against.

Focus Groups and Arc Used

| Audience | Arc / theme |
|---|---|
| IYSS Management team | Shared vision, purpose and identity |
| Learning and Development Forum (multi-agency e.g. voluntary sector, EYD&CP, Bromley PCT, CYP social care, learning and achievement, IYSS, Learning and Development consultancy, etc) | high quality, appropriately trained workforce |
| Learning and Achievement AGM | Integrated working practices, high quality, appropriately trained workforce |
| IYSS conference (12 separate multi-agency focus groups completed. Over 100 attendees in total including education welfare, the police, youth service, targeted support, CAF team, youth offending, etc) | Integrated working practices |
| CYP Strategy and Performance division | Integrated working practices and complementary roles focused on children and young people |
| YOT team - Operations | Integrated working and complementary roles |
| YOT team - Court and community team | Integrated working and complementary roles |
| YOT team - Specialist team | Integrated working and complementary roles |
| YOT team - East | Integrated working and complementary roles |
| CYP Voluntary Sector Forum (multi-agency) | Integrated working practices and complementary roles focused on children and young people |
| Bromley Baptist Church | Shared vision, purpose and identity |
| Parent Forums x 8 sessions (to be analysed as part of the year 2 data) | Complementary roles focused on children and young people |
| Analysis Workshop (multi agency) | All arcs |
| Community Links AGM (multi-agency) | Shared vision, purpose and identity |
| Multi agency group | All arcs |



...the **children's workforce** framework

Analysis Workshop

The analysis workshop provided a group of representatives from across the Trust to take stock of Bromley's current position, highlighting good practice and areas for development.

The following areas of good practice were identified:

| |
|---|
| Some teams have been practising effective integrated working for many year, notably the Early Support Programme; Bromley Children Project; streetwise and the Connexions service |
| Children Centres in Bromley are proving a fantastic tool for integrated working i.e. between health and education. |
| A Vision for Integrated Working is now in place and is promoted through the CYP Plan, through voluntary sector newsletters and presentations |
| An externally run Management Development Programme to commence in September 2009 for managers of front line staff in youth support services will help develop managers skills and equip them for the development of new integrated youth support services. |
| The CYP Trust are committed to consulting with children and young people and their families to ensure that services are needs led. |
| Bromley's Active Involvement Strategy monitors all types of consultation and ensures they are recorded on an on-line CYP Consultation Registration so that all members of the workforce can access and share the data. |
| An Active Involvement Toolkit has been developed so that the workforce know how to engage children and young people effectively in this process. The most recent Service Needs Analysis took place in March 2009 and has been used to inform the recent CYP Plan. |
| Bromley's commitment to listening to the views and opinions of parents and carers is further endorsed through its recent Parenting Strategy. Amongst other things this strategy outlines the standards and skills required within the workforce responsible for delivery training to parents. |
| In 2009, Bromley recruited its first CYP Strategic Commissioning Manager. The role includes being the 'bridge ' between operational managers (who retain responsibility for commissioning) and strategic developments/good practice. This will include 'market development' which in turn includes workforce development. |
| Those attracted to working with C&YP have a strong sense of behaviours already. |
| The new CYP Service is a great opportunity to think creatively. The CYP Plan is proving an effective tool to help share the borough's priorities among the workforce, and there is robust consultation on it. |
| Core Panel is a well-established multi agency group. |

Areas for development

It was agreed that by nature of the Trust different organisations there will often be different sets of values, identities, behaviours, etc, and therefore would never be fully integrated. That said, the discussion was strongly in favour of improving service delivery through more effective and integrated working.

The group discussed a number of actions which would enhance integrated working, these included:

| |
|--|
| Introduce the Budget Holding Lead Professional (whereby a variety of agencies put money into a central pot which is then managed by the Lead Professional) is proving successful in those local authorities who are currently piloting it. Bromley would welcome developing this programme locally. |
| Update CAF and safeguarding training so that the courses can be run in the evenings and weekends for the wider workforce. |
| The introduction of a new Workforce Development Officer post dedicated to the private, voluntary and independent (PVI) sector will help build capacity in this sector so that PVIs are accessing and maximising on training and other workforce development initiatives. |
| More management training targeted at Managers who need support to deal with the new challenges and ways of working that ECM has created. |
| Leaders and managers commit to spending more time meeting with other strategic partners. |
| Promote the Family Information Service – a great resource which needs to be promoted across all services. |
| Host cluster meetings in neighbourhood areas to improve the effectiveness of co-located services such as children centres and support agencies to work together. |
| Embed the Vision for the CYP Service and for Integrated Working to ensure our partners shared our vision, in particular in the early years sector who currently do not see themselves as being part of a one children's workforce. |
| Continue to support the Future Leaders programme. |
| Promote models of good integrated working and effectiveness. |
| Develop more tools, processes and opportunities to increase our ability to communicate, share information and network. (Often there is no time to get to know other agencies and how they work - more regular events like the recent IYSS Aiming High Conference would support increased networking, sharing resources, fact finding etc.) |
| Develop a needs-led training programme accessible to all the CYP workforce |
| Host the Working Together Induction to raise awareness and further support integrated working with PVI partners. |
| Deliver Common Core of Skills and Knowledge training to the workforce to support learning and development of the workforce, establish a greater shared language and understanding across different parts of the workforce. |

| |
|--|
| Develop a comprehensive, up to date CYP Workforce Strategy to ensure that the vision, values and mission and the priorities for the workforce between now and 2020 are clear. |
| Ensure that the workforce are aware of the guidance and training resources around Information Sharing produced by the DCSF are distributed to the workforce. |
| Ensure that the London Borough of Bromley develops its own Information Sharing Framework and that Protocols and Policies are available and accessible so that the whole CYP workforce are clear about the processes, and there are consistent messages and procedures. |
| Better use of One Bromley to share information/run joint projects. |
| Update job descriptions and person specs to give a multi-disciplinary focus and therefore ensure integrated working is written into Performance Management. |
| Utilise Family and Children centres as a central work space for multi agencies and extend their opening hours. |
| Ensure 'back funding' is available to free up staff time to attend training. |
| Develop an online repository for all training brochures (to be launched later in 2009) aimed at the children and young people's workforce to encourage sharing of training between agencies and forge future working relationships. |
| Encourage the pooling of budgets. |
| Utilise the mentoring system and encourage mentors from different backgrounds. |
| Put a Common Induction in place. |
| Produce an updated skills profile and training needs analysis of CYP. |

CYP Workforce Development Action Plan

This plan has been generated following consultation with the children's workforce across Bromley during 2009 using the One Children's Workforce Framework (OCWF). Therefore all actions and developments are topical, needs-led and respond to local issues.

| | | | |
|---|--|---------------------------------------|--------------------|
| 1. Shared Identity, Purpose and Vision - A shared identity and vision across all the children's workforce focused on ECM outcomes and improving the lives of children. | | | |
| What would success look like? A child's perspective – I am certain that everybody I deal with will understand enough about me to see what's best for me. | | | |
| What would success look like? A team/service perspective – People identify themselves as part of a one children's workforce and share a common vision of success and purpose. | | | |
| What would success look like? A Children's Trust perspective – Organisational changes are led and managed with a strong sense of purpose. Shared strategy for workforce reform and delivery in response to local need. | | | |
| Practical actions | Activity | Ownership | Time frame |
| | 1.1 Continue to disseminate the Vision for Integrated Working across the Children's Trust and the workforce in Bromley, for example through the Bromley Partnerships website, CYP Plan, the CYP E-Bulletin, the CYP Workforce Strategy, other relevant Strategies, CYP Voluntary Sector Forum newsletter, Community Links E-Bulletin, CYP Workforce Development website, Community Provider Unit (CPU) Newsletter. | Workforce Development Team (WfDT) | Ongoing |
| | 1.2 Continue to update the Bromley Partnerships website. | WfDT | Ongoing |
| | 1.3 Promote the CYP plan as part of integrated working in particular with partners. | WfDT / Planning and Partnerships team | Ongoing |
| | 1.4 Continue to highlight the benefits of integrated working in the annual reviews of the CYP plan. | WfDT / Planning and Partnerships team | Ongoing |
| Future developments | 1.5 Integrated Youth Support Service Vision, Mission and Values (developed during a focus group using the OCWF in 2009). Get ratification and begin to promote through the creation of posters and "prayer cards" which will be distributed to all staff working in the Integrated Youth Support Service. | IYSS / WfDT | TBC |
| | 1.6 Continue to work with Community Links on Workforce Strategy Partners Programme. | Community Links / WfDT | Ongoing |
| | 1.7 Work with schools to use the OCWF to gather their feedback and ideas re integrated working. Particularly focus on the workforce that have a multi-agency role such as SENCOs and Family Workers. | WfDT | April 2010 onwards |
| | 1.8 Continue to work with parents, carers, children and young people on the OCWF to gather their perceptions and understandings and ensure the feedback received from them during the 2009 Parents Week is acknowledged and recognised. | WfDT / Bromley Children Project | Ongoing |
| | 1.9 Develop a lesson plan to be used with year 6 pupils as part of the PSHE curriculum to gain their views and learn what they want from the workforce. | WfDT | TBC |

| | | | |
|--|---|------------------|-------------------|
| 2. Common values and language – Shared values focused on Every Child Matters outcomes and improving the lives of children - and everyone using plain English so that language doesn't get in the way. Shared values and leadership across all services for children consistently using accessible language. | | | |
| What would success look like? A child's perspective – I understand what people are talking about and how they are working for me. | | | |
| What would success look like? A team perspective – People demonstrate shared values and common language. | | | |
| What would success look like? A service perspective – Actions are based on a set of values that are aligned between organisations, expressed in a common language. | | | |
| What would success look like? A Children's Trust perspective – Share communication procedures and protocols are adhered to. | | | |
| Practical actions | Activity | Ownership | Time frame |
| | 2.1 Post a Glossary of Terms on the Bromley Partnerships website and the onebromley team site. | WfDT | January 2010 |
| | 2.2 Support all teams within the Trust to explain all abbreviations and jargon in written communications such as minutes, etc and to encourage teams to circulate acronym meanings during meetings. | WfDT | TBC |
| Future developments | 2.3 As part of the Local Workforce Strategy, devise a shared written values statement and set of expected values linked to REAL competencies that the whole workforce can sign up to and use. Eventually link into person specs, induction, performance management. | WfDT | TBC |

| | | | |
|---|---|--|-------------------|
| 3. Integrated working practices - Having the tools, processes and culture to let integrated working happen. New ways of working and new roles encouraging integrated working practices. Professional expertise valued and drawn in appropriately. | | | |
| What would success look like? A child's perspective – I know that someone will bring together all the people I need to support me and my family/carers. They make sure that we are getting this support. | | | |
| What would success look like? A team perspective – Professional expertise is valued and the appropriate team is well led in meeting the needs of child. | | | |
| What would success look like? A service perspective – Redesigned, remodelled, reshaped services and roles. Redesign and remodelling informed by the opinions of children, young people and their families. Good understanding of how organisations complement one another. | | | |
| What would success look like? A Children's Trust perspective – All Children's Trusts to have effective relationships for early identification and work with all services playing their part. | | | |
| Practical actions | Activity | Ownership | Time frame |
| | 3.1 Support the Localised Services agenda by developing an Integrated Working Community event in Penge/Anerley in order to showcase existing good practise of integrated working and to publicise the tools and processes available to support integrated working. This will support the neighbourhood areas/clusters in building local networks and improve the effectiveness of co-located services such as children centres. | WfDT / Community Services | 2010 |
| | 3.2 Scope out and develop the Local Workforce Strategy to ensure that the vision for the workforce is promoted. | WfDT / CYP Workforce Strategy Group | 2010 |
| | 3.3 Continue to collate information from each team with CYP re their training budgets to ensure a complete picture can be identified. | WfDT / CYP Workforce Strategy Group | Ongoing |
| Future developments | 3.4 Discuss with Community Services, feedback from the OCWF that Children Centres should be: - - open in the evenings - further promoted to the workforce - used further as multi agency work spaces. | Community Services | TBC |
| | 3.5 Work with HR department to look at how to best introduce integrated working targets into job descriptions and performance appraisal. | WfDT / HR | TBC |
| Information Sharing | | | |
| Practical actions | Activity | Ownership | Time frame |
| | 3.6 Establish a Bromley CYP lead on Information Sharing. | CYP Workforce Strategy Group | TBC |
| | 3.7 Widely distribute the Department of Children, Schools and Families Information Sharing suite or products including through 'Working Together induction'. | WfDT | Ongoing |
| Further developments | 3.8 Bromley CYP to continue working towards local information sharing protocols between teams and partners. | CYP Information Sharing Strategy Group | TBC |

| Common Assessment Framework (CAF) | | | |
|--|--|------------------|-------------------|
| Practical actions | Activity | Ownership | Time frame |
| | 3.9 Continue to promote the CAF and CAF training via the Bromley Partnerships site. | WfDT / CAF team | Ongoing |
| | 3.10 Discuss feedback from focus groups with CAF team re holding training at weekends/evenings, refresher sessions, of Budget Holding Lead Professional role, etc. | WfDT | January 2010 |
| Promote Integrated Working | | | |
| | Activity | Ownership | Time frame |
| | 3.11 Continue to promote integrated working through: <ul style="list-style-type: none"> - CYP e-bulletin - Community Links e-bulletin - Children and Family Voluntary Sector Forum - Etc. | WfDT | Ongoing |
| | 3.12 Promote OCWF and integrated working with Trust partners through focus groups and presentations at team/organisational events. | WfDT | Ongoing |
| | 3.13 Enhance the volume of information regarding sector specific integrated working (i.e. youth / special education needs etc). | WfDT | Ongoing |
| | 3.14 On the Bromley Partnerships website: - <ul style="list-style-type: none"> - Promote positive integrated working case studies (local and national) - Enhance the existing pages for voluntary sector - Promote existing multi-agency and integrated working services (CAF; Family Information Service; Bromley Children Project, Early Support Programme) - Populate workforce development website with relevant integrated working materials as provided by CWDC / DCSF / TDA | WfDT | Ongoing |
| | 3.15 Update all training brochures to reflect integrated working and context of Common Core of Skills and Knowledge. | WfDT | Spring 2010 |
| | 3.16 Design and distribute Integrated working materials (A3 poster). | WfDT | Spring 2010 |
| Further developments | 3.17 Workforce Development team to attend CYP DMT's to promote integrated working vision and actions of the toolkit. | WfDT | Ongoing |
| | 3.18 Workforce Development team liaise with Bromley CYP Cultural Change Programme to promote integrated working and share learning. | WfDT | Spring 2010 |
| | 3.19 Develop a comprehensive, up to date Children's Workforce Strategy to ensure that the vision, values and mission are the priorities for the workforce between now and 2020 are clear. | WfDT | Late 2010 |

| Improving communications | | | |
|-----------------------------|--|----------------------------------|------------|
| Practical actions | Activity | Ownership | Time frame |
| | 3.20 Encourage CYP teams to populate their onebromley team pages and share access e.g. ToR, I,E & E plans and available documents. | WfDT | Ongoing |
| | 3.21 All CYP forums to develop team sites on onebromley and populate with Terms of Reference and relevant information (where possible). | WfDT | Ongoing |
| | 3.22 Further develop communication links with the voluntary sector. | WfDT | Ongoing |
| | 3.23 Support the development of the new NEET Management Forum, a virtual multi-agency group responsible for developing a Local NEET Strategy and the Booklet for young people. | WfDT / NEET Steering Group | Ongoing |
| | 3.24 Work with Commissioning team to ensure good communication channels and integrated working practises with our commissioned partners. | WfDT / CYP Commissioning Manager | April 2010 |
| | 3.25 Produce a regular Integrated Working newsletter, possibly as part of the CYP e-bulletin. | WfDT | TBC |
| Further developments | 3.26 Promote existing good practise such as the learning sets run by the Early Support Programme (2 hour lunchtime sessions run monthly) which includes presentations from relevant services and networking opportunities. | WfDT | Ongoing |
| | 3.27 Investigate further the possibility of developing a regular "market place" event for services to promote their work, such as is done in the LB of Islington as part of their induction. | WfDT / Community Service / L&D | TBC |
| | 3.28 Support any existing or new networking events aimed at the workforce. | WfDT | Ongoing |

| | | | |
|--|---|---------------------------------------|-------------------|
| 4. High quality, appropriately trained workforce - Having the right people with the right skills feeling confident, prepared and working well together. Positive leadership, clear direction. Professional, high quality, appropriately trained workforce. Team training a common feature. Team members recognise the unique contribution of each profession and individual. Staff feel prepared. | | | |
| What would success look like? A child's perspective – I am confident that the workers I meet have the right skills to help me solve my problems. | | | |
| What would success look like? A team perspective – Training in key areas is team based, all staff learn new processes and skills together. | | | |
| What would success look like? A service perspective – Workforce skilled, experienced and knowledgeable, developed to deliver positive outcomes. | | | |
| What would success look like? A Children's Trust perspective – Sufficient numbers and mix of staff at each level appropriately deployed to meet children's needs. Skills gap identified and commissioned across all partners. | | | |
| Practical actions | Activity | Ownership | Time frame |
| | 4.1 Continue to update the on line central repository for training brochures so that any training for the CYP workforce can be accessed easily in one shared place. Anyone delivering training from any part of the CYP workforce can promote their training on this site. This will also encourage further multi agency training across Bromley. | WfDT | Ongoing |
| | 4.2 Organise filming of DCS for introduction of the Working Together Induction and finalise resource. | WfDT | TBC |
| | 4.3 Promote Working Together Induction and ensure its availability in different mediums e.g. DVD, on Bromley Partnerships website, onebromley, etc. | WfDT | Ongoing |
| | 4.4 Support management training by introducing an integrated working element to support managers with new ways of working and the challenges of managing multi-disciplinary teams. | WfDT | TBC |
| | 4.5 Support IYSS in embedding their induction. | WfDT | TBC |
| | 4.6 Support Safeguarding and Social Care team with the workforce developments. | WfDT | Ongoing |
| Multi – agency training | | | |
| Practical actions | Activity | Ownership | Time frame |
| | 4.7 Identify existing multi-agency training courses delivered within the Children's Trust and produce a multi-agency training brochure. | WfDT | Ongoing |
| | 4.8 Work with L&D team to investigate e-learning courses around CAF, Information Sharing, etc. | WfDT/L&D team | TBC |
| | 4.9 All training courses to be cross referenced with the Common Core of Skills and Knowledge. | WfDT | Ongoing |
| | 4.10 Promote online training repository amongst partners. | WfDT / Partnerships and Planning team | Ongoing |

| | | | |
|--|---|---|-------------------|
| | 4.11 Review content and delivery of CYP induction and look at how the Working Together Induction could be incorporated. | L&D team/ WfDT | TBC |
| | 4.12 Support use of CWDC Induction Standards | WfDT | Ongoing |
| | 4.13 Deliver Working Together induction in Community Areas. | WfDT | Ongoing |
| | 4.14 Continue to roll out the new model of multi-agency Safer Recruitment training to all sectors of the workforce responsible for recruiting staff. | Denise Partridge / Jill Fuller / Angela Huggett | Ongoing |
| | 4.15 Continue to be part of the working group supporting Training Schools (Kemnal Technology College and Langley Park School for Boys) to ensure that the programme is linking in and integrated with other learning and development projects across the Trust. | WfDT | Ongoing |
| | 4.16 Engage Children's Trust partners in identifying potential multi-agency training opportunities (PCT, Voluntary Sector, Police) | L&D team/ WfDT | Ongoing |
| Further developments | 4.17 Review CYP induction and investigate feasibility of delivering induction to a multi-agency audience. | L&D team/ WfDT | TBC |
| | 4.18 Review potential to combine duplicate training delivered by trust partners. | WfDT | Ongoing |
| | 4.19 Work with CYP Commissioning Manager to update Service Level Agreements to support integrated working. | WfDT / CYP Commissioning Manager | April 2010 |
| | 4.20 Look at the what training should be mandatory for certain sections of the workforce e.g. Relationships and Sex training delivery by Health Improvement Service, for youth workers, etc. | WfDT / Health Improvement Service, etc | TBC |
| | 4.21 Work with the Corporate HR team to undertake a skills audit and develop a training needs analysis for CYP (excluding the schools and the early years workforce), which is used to inform the Local Workforce Strategy. | WfDT / Corporate HR | Summer 2010 |
| Common Core of Skills and Knowledge | | | |
| Practical actions | Activity | Ownership | Time frame |
| | 4.21 Roll out Common Core training across the workforce including partners. | WfDT | TBC |
| | 4.22 Begin to embed the common core of skills and knowledge in LBB training, job descriptions and performance management framework. | WfDT / HR | TBC |
| | 4.23 All training courses advertised by the London Borough of Bromley, for staff working with children and young people, to highlight which elements of the Common Core are covered. | WfDT / Workforce Strategy Group | Ongoing |
| | 4.24 Ensure that when commissioning services, Service Level Agreements for children and young people's services, relevant elements of the Common Core are included as a required standard for their workforce. | WfDT / CYP Commissioning Manager | Ongoing |
| Leaders and Managers | | | |
| Future developments | Activity | Ownership | Time frame |
| | 4.26 Work with CWDC to develop a set of national standards in line with the Common Core targeted at leaders and managers of multi-agency teams. | WfDT / CWDC | TBC |

| | | | |
|--|--|------------------------|------------------|
| 5. Complementary roles focused around children and young people – Appreciation of complementary roles focused around children. All team members recognise the collaborative advantage of working together to improve outcomes for children. | | | |
| What would success look like? A child's perspective – I only tell my story once and may chose to add to it. When I meet a new worker they know about me and know what I am trying to sort out. | | | |
| What would success look like? A team perspective – Common assessments, clear protocols on sharing information, briefing and handing over clients. | | | |
| What would success look like? A service perspective – Jobs done by the person with the most appropriate skills. Understanding of other people's roles and skills leads to positive, appropriate engagement. | | | |
| What would success look like? A Children's Trust perspective – Workforce deployed in response to local need. | | | |
| Practical actions | Activity | Ownership | Timeframe |
| | 5.1 Produce a bi annual newsletter for those working in youth support services to update the workforce with information about other services and organisations. It will include interviews and regular features from across the workforce including the private, voluntary and independent sectors. The need for this was established at the recent Aiming High Conference; many delegates were feeding back that they did not have the capacity to find out what other teams and organisations did which led to confusion about roles and inappropriate referrals. | IYSS team | TBC |
| | 5.2 Continue to develop a comprehensive workforce profile of those working with children and young people across Bromley. This includes the local authority workforce as well as Bromley Police, Bromley PCT and other partners in the private, voluntary and independent sectors. | WfDT | Ongoing |
| | 5.3 Continue to work with Bromley's HR team to develop a Recruitment and Retention Strategy for the following teams which have been identified as hotspots for Bromley:- 1) Schools workforce 2) Children's Social Care workforce | WfDT / HR | Ongoing |
| | 5.4 Recruit a CYP Workforce Development Officer for the Private, Voluntary and Independent (PVI sector. The post holder will be managed by Community Links but will work closely with the London Borough of Bromley's CYP Workforce Development team. For instance, they will work closely with the PVI sector:- - complete a training needs analysis - aware of any relevant training available e.g. Working Together - deliver bespoke training - attend meetings and meet with partners regularly to ensure that any initiatives or programmes are highlighted to the PVI sector. | WfDT / Community Links | TBC |

| 6. Miscellaneous | | | |
|-------------------|--|-----------|-----------|
| Practical actions | Activity | Ownership | Timeframe |
| | 6.1 Consult with the schools workforce using OCWF in particular SENCOs and Family Workers, who have large multi-agency functions. Area SENCO meetings would be an ideal platform to consult with this part of the schools workforce. Also twilight sessions for head teachers. | WfDT | TBC |
| | 6.2 Attend other school related events including Area SENCO meetings, Governors briefings, etc. | WfDT | Ongoing |

| | | | |
|-------------------------|--|------------------------|-----------|
| Date of Meeting: | Monday 28 June 2010 | Agenda Item No. | 08 |
| Title: | Draft Anti-Social Behaviour Strategy 2010-13 | | |
| Contact Officer: | Colin Newman Head of Community Safety colin.newman@bromley.gov.uk | | |
| Lead Partner: | London Borough of Bromley | | |

1. SUMMARY

- 1.1. This paper notes the referral of the Draft *Anti-Social Behaviour Strategy* to the Bromley Children and Young People's Trust Board from the Safer Bromley Partnership.
- 1.2. The draft Strategy builds on the previous consideration given by the Safer Bromley Partnership and the London Borough of Bromley's Public Protection and Safety Policy Development and Scrutiny Committee to the issue of tackling Anti- Social Behaviour.
- 1.3. Consideration by the Trust Board is sought as part of a wide ranging consultation prior to the finalisation of the Strategy.

2. RECOMMENDATIONS

- 2.1. The Bromley Children and Young People's Trust Board is asked to:
 - 2.1.a) Comment on the draft Anti-Social Behaviour Strategy and provide suggestions for additions and areas for amendment.
 - 2.1.b) Note the proposed consultation measures and propose further groups that should be included.
 - 2.1.c) Note that the final draft be submitted to the Safer Bromley Partnership and the Public Protection and Safety PDS Committee for agreement in the Autumn of 2010.

3. BACKGROUND INFORMATION

- 3.1. At the meeting of the Safer Bromley Partnership in October 2009, the Partnership considered a report that set out an outline of some of the issues faced by the borough in relation to Anti-Social Behaviour and endorsed the Partnership's Protocol for publicising Anti-Social Behaviour Orders. In March 2010, the Partnership further considered the requirement to develop and submit a set of agreed Minimum Standards outlining how complaints of Anti-Social Behaviour will be addressed. This paper represents the latest stage in formalising the Partnership's Strategy to tackle and reduce Anti-Social Behaviour and its impact for the borough's residents.
- 3.2. The Draft Strategy that is presented to the Partnership has been designed to reflect the national strategic principles in tackling Anti-Social Behaviour but efforts have also been made to ensure that the document reflects local need. The Strategy sets out the definition of Anti-Social Behaviour, provides a national and local context and also includes details of the perceptions of Bromley residents in relation to Anti-Social Behaviour. It then provides an outline of the vision, principles and themes agreed by the Safer Bromley Partnership in October 2009. The Strategy continues by addressing issues of how the strategy will be delivered and how progress will be measured. Members of the Partnership are invited to provide comments on the current draft and to outline any additional items that should be included within the document. It should be noted that the appended protocol for publicising details of Anti-Social Behaviour Orders has already been subject to broad consultation and was adopted formally by the Safer Bromley Partnership in 2009.
- 3.3. The most significant area for further work and development during the consultation period will be the measuring success section and it is acknowledged that additional measures need to be developed and agreed across the partnership in order to secure an holistic approach to problem solving. The current draft has been compiled following discussions with lead officers from a number of Departments within the Council and with key partners. The draft has been included on the agenda for the Council's Public Protection and Safety Committee for consideration at its meeting on 1 June 2010. However, any additional consultation has, thus far, been limited.
- 3.4. Having received comments from the Partnership and from the Public Protection and Safety PDS Committee, it is proposed that a further period of detailed consultation be commenced. In light of the cross-cutting nature of Anti-Social Behaviour, it is proposed that the formal consultation process should incorporate the relevant Policy Development and Scrutiny Committees within the Council and also the lead thematic partnerships under the Local Strategic Partnership. In addition to the Children and Young People Trust

Board, this should include the Children and Young People PDS Committee, the Environment PDS Committee and the Health, Social Care and Housing Board. It is also proposed that the views of the Federation of Bromley Residents, the Federation of Registered Social Landlords, and the broader voluntary sector represented by Community links Bromley are sought. Members of the Children and Young People's Trust Board are invited to identify any further forums that should be invited to participate in the consultation process.

- 3.5. In addition to generating feedback from all stakeholders and allowing partner agencies to adopt the Strategy, the consultation period will enable further development of the measurement tools for gauging the success of the Partnership's action to reduce Anti-Social Behaviour. The consultation period will also enable the completion of an Equality Impact Assessment that will ensure that delivery of the Strategy does not adversely affect the differing elements that make up the borough's communities. It is proposed that in order to allow for the draft to be presented at the necessary forums, a period of at least three months is allocated for consultation. As such, it is proposed that the final Strategy be submitted in the Autumn of 2010.



ANTI-
SOCIAL
BEHAVIOUR
STRATEGY

DRAFT

saferbromley
partnership

ANTI-SOCIAL BEHAVIOUR STRATEGY

Index

Foreword

1 Introduction

2 Defining Anti-Social Behaviour

3 National Context

4 Anti- Social Behaviour in Bromley

5 Bromley Residents – Perceptions of ASB

6 The Strategy:

Vision

Principles

Themes

7 Delivering the Strategy

8 Measuring Progress

9 Glossary

Appendices:

A Protocol for Publicising Anti-Social Behaviour Orders

B Minimum Standards

C Associated Strategies and Policy Documents

Foreword

The borough of Bromley is one of the safest in London, enjoying lower levels of property related offences and crimes against property than the vast majority of other boroughs in the capital. The Safer Bromley Partnership has made considerable progress in the past five years in reducing levels of crime and disorder within Bromley and providing reassurance that Bromley is getting even safer.

The Safer Bromley Partnership recognises that anti-social behaviour can represent a significant concern for some communities here in Bromley. Indeed, the Partnership acknowledges that some sections of the community are more likely to be adversely affected by the consequences of Anti-Social Behaviour. We are fully committed to working with communities to deal with anti-social behaviour and the issues that cause it. In particular, research has demonstrated the success achieved through the use of early intervention measures to combat the causes of anti-social behaviour.

We are committed to using all available Anti-Social Behaviour tools and powers to deter people from committing Anti-Social Behaviour, punish perpetrators, and empower local communities to improve the quality of their lives and re-gain ownership of their localities. We will show no tolerance of the minority of individuals who engage in Anti-Social Behaviour, demonstrating disregard for local communities, vulnerable individuals and challenge the accepted standards of behaviour. We have made significant progress in making Bromley an even safer place to live, work, learn and enjoy recreation. However, we cannot afford to be complacent: there is much work still to be undertaken, meeting new challenges and affecting lasting change. By working together we are confident of meeting the challenges ahead.

Councillor
Portfolio Holder, Public Protection & Safety
Chairman, Safer Bromley Partnership

1 Introduction

Anti-social behaviour is a key priority for the Safer Bromley Partnership. This document sets out the Bromley Anti-Social Behaviour Strategy for 2010 - 2013.

This strategy will identify, coordinate and lead on the various aspects of our developing work on tackling anti-social behaviour. It is informed by and committed to the principles of partnership working as the most effective way of reducing the impact of Anti-Social Behaviour within the borough. The Partnership is made up of a number of key stakeholders within Bromley¹ but is also firmly committed to joint working with other thematic Partnerships such as the Children and Young People Trust Board, The Health, Social Care and Housing Board and the Economic Partnership. This document is also linked to a number of other current Bromley strategies, plans and corporate priorities and these are listed at Appendix C.

This strategy has been designed to reflect the national strategic principles around tackling Anti-Social Behaviour but is also firmly rooted in the need to provide tailored services that best meet the needs of the borough of Bromley. As such, the Strategy will provide a focus on the following themes, Prevention, Engagement Reassurance and Enforcement. Wherever possible we will adopt an approach that puts at its heart the priority of victim and witness support. The aim of the strategy is to promote effective and coordinated action against anti-social behaviour.

Anti-Social Behaviour has been adopted as one of the priorities for action by the Safer Bromley Partnership, has been acknowledged as a key area of activity by the Children and Young People's Trust Board and has been adopted as a major target focus by the Council's Public Protection and Safety Portfolio.

This document will set out the definition of Anti-Social Behaviour that is adopted by the Partnership and provide examples of the types of behaviour that are a cause of concern for the borough's residents. This Strategy will then provide details of the national context before going on to outline in more detail the picture in Bromley and the perceptions of our residents. The document will then set out the vision, principles and themes at the heart of the Strategy and then outline how the strategy will be delivered and evaluated. These principles and themes are the basis of a comprehensive programme of action, to which all members of the Safer Bromley Partnership are committed. This Strategy will be a framework for action in Bromley, building on our successful Partnership and making further advances to reduce crime and anti-social behaviour and ensuring that Bromley becomes an even safer place.

¹ The Members of the Safer Bromley Partnership include London Borough of Bromley, Metropolitan Police, Bromley PCT, Offender Management Service (Probation), London Fire Brigade, London Ambulance Service, UK Border Agency, Community Links Bromley, The Glades, Bromley Magistrates Court and the Metropolitan Police Authority

2 Defining Anti-Social Behaviour

The term “Anti-Social Behaviour” includes a variety of behaviour covering a whole complex of selfish and unacceptable activity that can cause distress to members of the public and make a negative impact on the quality of life within communities. A legal definition of behaving in an anti-social manner is found in the Crime and Disorder Act 1998² and it defines Anti-Social Behaviour as:

“Behaviour causing damage, disturbance, distress, harm, or fear which has a significant impact on peoples’ lifestyles, routines or their environment. Persistence, intensity and the number of incidents involved are relevant factors. The behaviour need not be a breach of criminal law.”

Within the borough of Bromley, Anti-Social Behaviour and low level offences of disorder consistently feature in reports of people’s concerns about behaviour in their local areas. Examples of the types of behaviour that are experienced in Bromley are listed below:

- Misuse of public space
- Disregard for community and personal well-being
- Nuisance neighbours
- Yobbish behaviour and intimidating groups taking over public spaces
- Vandalism, graffiti and fly-posting
- Noise nuisance
- People dealing, buying and using drugs in public places
- Discarded drug use paraphernalia
- Disregard for impact of behaviour of pets, particularly dogs
- Inappropriate sexual conduct
- People dumping rubbish and abandoned cars
- Begging and anti-social drinking
- The misuse of fireworks
- Reckless driving of mini-motorbikes.

It is also the case that the problematic use of drugs and alcohol can have a significant impact on these behaviours and the effect they have on members of the public. Such behaviour is believed to have an important impact on general perceptions of crime and disorder and can have a disproportionate impact on feelings of safety.

Our approach to tackling Anti-Social behaviour must be based on a pragmatic approach to the concerns raised by individuals, communities and agencies within the borough. Anti-social behaviour can be regarded as virtually any intimidating or threatening activity that frightens individuals or damages their quality of life. What is important is recognising that Anti-social behaviour doesn't just make life unpleasant. It is something that, if left unchecked, will hold back regeneration and progress and provide fertile ground for an environment where more serious crime can take hold. In short, Anti-Social Behaviour has a negative effect on many people’s lives, impacts on communities and facilitates a culture that shows disregard for the principles of helping one another. It is the fundamental premise of this Strategy that the Safer Bromley Partnership is committed to tackling it and engendering positive change.

² http://www.opsi.gov.uk/acts/acts1998/ukpga_19980037_en_1

3 National Context

The Government's Respect Action Plan³ was launched in January 2006. It set out a framework in which national and local government, statutory agencies, the voluntary sector and individual communities could work together to tackle Anti-Social Behaviour in a co-ordinated manner. Since that time, there has been a shift in emphasis at a national level from enforcement to more supportive measures to tackle Anti-Social Behaviour.

According to the National Audit Report, "Tackling Anti-Social Behaviour"⁴, December 2006, the cost to Government agencies of responding to Anti-Social Behaviour in England and Wales was approximately £3.4billion per year. In a sample of cases analysed by the National Audit Office, the majority of people who received an Anti-Social Behaviour intervention did not re-engage in Anti-Social Behaviour. Furthermore, in 94% of local authorities high perceptions of Anti-Social Behaviour dropped between 2003 and 2006. This suggests that a twin track approach will work in reducing the levels of Anti-Social Behaviour but also the perceptions of such activity.

The Home Office statistical bulletin "Perceptions of anti-social behaviour: Findings from the 2007/08 British Crime Survey"⁵ provides an outline of findings relating to Anti-Social Behaviour at a National level. One of the key findings was that perceptions of Anti-Social Behaviour varied by a range of background and area characteristics. A summary of key findings is set out below:

- The likelihood of perceiving problems increased with rising levels of deprivation. Half of those living in the ten per cent most deprived areas perceived problems with people using or dealing drugs (51%) compared with 15 per cent of those living in the ten per cent least deprived areas.
- People living in areas with "low" community cohesion were more likely to perceive Anti-Social Behaviour problems than those living in areas of "high" community cohesion, as illustrated by the fact that 34 per cent of those who thought people in the neighbourhood would not help their neighbours had a high level of perceived Anti-Social Behaviour compared with 13 percent of those who thought they would.
- In general, younger people were more likely to perceive Anti-Social Behaviour problems than those in older age groups. For example, men and women aged 16 to 24 were more likely to perceive problems with drunk or rowdy behaviour (34% and 41% respectively) compared with eight per cent of both men and women aged 75 years or more.
- Being a victim of crime was related to an increased likelihood of people perceiving problems with Anti-Social Behaviour. For example, those who had been victimised in the last 12 months were twice as likely to perceive problems with vandalism or graffiti than those who had not been (44% compared with 22%).

³ <http://www.homeoffice.gov.uk/documents/respect-action-plan.html>

⁴ http://www.nao.org.uk/publications/0607/tackling_anti-social_behaviour.aspx

⁵ <http://www.homeoffice.gov.uk/rds/pdfs08/hosb1508.pdf>

There was a strong link between people's perceptions and experience of Anti-Social Behaviour, but the strength of this relationship varied by type of Anti-Social Behaviour:

- Ninety-six per cent of people who perceived problems with teenagers hanging around and 87 per cent who perceived problems with people being drunk or rowdy had personally seen or heard such problems in their area in the previous 12 months.
- In contrast, only half of those (48%) who perceived problems with people using or dealing drugs had personally seen evidence of this in their local area. The majority of Anti-Social Behaviour incidents went unreported to any agency or individual.

However, the likelihood of Anti-Social Behaviour incidents being reported varied by type of Anti-Social Behaviour:

- People who had experienced problems with noisy or nuisance neighbours were the most likely to complain (49% had done so) compared with 23 per cent of those who had experienced drug use or dealing and 14 per cent of those who had experienced people being drunk or rowdy.

These issues will be relevant to how services and interventions are designed and implemented in Bromley. The work undertaken in developing this Anti-Social Behaviour Strategy has incorporated relevant areas of research and the position of national Anti-Social behaviour policies and priorities whilst maintaining a proper reflection of local need and priorities.

As noted, one of the key national policy documents relating to Anti-Social Behaviour and action to reduce its impact within communities is the Respect Action Plan. The Plan highlights activity in the following key areas:

Supporting Families

The document notes the critical role played by parents in helping their children develop good values and behaviour, asserting that poor parenting increases the risk of involvement in Anti-Social Behaviour.

Most Challenging Families

The Action Plan highlights the introduction of a new approach to tackle the behaviour of 'problem families' by challenging them to accept support to change their behaviour, backed up by enforcement measures.

Improving Behaviour and Attendance in Schools

Tackling poor attendance and behaviour in schools is particularly important since truancy and exclusion have been proven to lead to Anti-Social Behaviour. The document made a commitment to introduce legislation to ensure parents take responsibility for their children's behaviour in the classroom and when they are excluded from school.

Activities for Children and Young People

Many parents and young people state that they believe young people commit crime because there is not enough for them to do. A commitment is made in the Respect Action Plan to expand the role of sport, constructive activities and volunteering as positive routes to develop a culture of respect amongst young people.

Strengthening Communities

Strong communities are identified as an essential part of building respect. The Action Plan sets out the commitment to making Local Authorities, the Police and partner agencies more accountable to local people. This has formed the background to some of the performance measures discussed under chapter 8 of this Strategy/

Effective Enforcement and Community Justice

The Respect Action Plan makes a commitment for effective, swift and proportionate responses and sanctions by extending the use of tools and powers available to deal with low level anti-social behaviour.

In all of this, there is a clear understanding that action to tackle Anti-Social Behaviour cannot be delivered by Government, Local Authorities or other local organisations alone. Strong local leadership is required and a consistent approach taken to tackle Anti-Social Behaviour in all areas.

Legislative Framework

It is also important to acknowledge that there are a large number of pieces of legislation that inform and facilitate the action we are able to take to tackle Anti-Social Behaviour. An example of these pieces of legislation is provided below:

- Crime and Disorder Act 1998
http://www.opsi.gov.uk/acts/acts1998/ukpga_19980037_en_1
- Police Reform Act 2002
http://www.opsi.gov.uk/Acts/acts2002/ukpga_20020030_en_1
- Licensing Act 2003
http://www.opsi.gov.uk/acts/acts2003/ukpga_20030017_en_1
- Anti-Social Behaviour Act 2003
http://www.opsi.gov.uk/acts/acts2003/ukpga_20030038_en_1
- Children's Act 2004
http://www.opsi.gov.uk/acts/acts2004/ukpga_20040031_en_1
- Housing Act 2004
http://www.opsi.gov.uk/acts/acts2004/ukpga_20040034_en_1
- Drugs Act 2005
http://www.opsi.gov.uk/acts/acts2005/ukpga_20050017_en_1
- Clean Neighbourhood and Environment Act 2005
http://www.opsi.gov.uk/acts/acts2005/ukpga_20050016_en_1
- Violent Crime Reduction Act 2006
http://www.opsi.gov.uk/acts/acts2006/ukpga_20060038_en_1
- Criminal Justice and Immigration Act 2008
http://www.opsi.gov.uk/acts/acts2008/ukpga_20080004_en_1

Performance Framework

As part of the Comprehensive Spending Review in 2007, the Government announced a new local performance framework with the aim of reforming the way in which public services are delivered. It was heralded as part of a programme of focusing on priorities in a co-ordinated and devolving power to local authorities and their partners. The new local performance framework was focussed on outcomes and delivery through better partnership working, helping local areas to respond to local priorities and provide better public services and improve the quality of life of local communities.

The performance framework introduced a clear set of national outcomes and a single set of national indicators by which to measure them. The National Indicator (NI) set was published in April 2008⁶ and included a number of indicators that address the issue of Anti-Social Behaviour in detail, largely based on levels of perception and understanding of Anti- Social Behaviour and satisfaction with services. A summary of the most relevant indicators is provided below.

NI 5 - Overall/general satisfaction with local area

NI 17 - Perceptions of Anti-Social behaviour

NI 21 - Dealing with local concerns about anti-social behaviour and crime issues by the local council and police

NI 22 - Perceptions of parents taking responsibility for the behaviour of their children in the area

NI 27 - Understanding of local concerns about anti-social behaviour and crime issues by the local council and police

NI.41 - Perceptions of drunk or rowdy behaviour as a problem

NI 42 - Perceptions of drug use or drug dealing as a problem

⁶ <http://www.communities.gov.uk/documents/localgovernment/doc/809119.doc>

National Minimum Standards

In 2009 the Home Secretary announced the Government's intention to require each Crime and Disorder Reduction Partnership (CDRP) to develop and deliver services that comply with a core set of minimum standards. These standards, setting out what each CDRP (in Bromley, the Safer Bromley Partnership) is expected to do, are summarised below:

- Reducing perceptions of ASB year on year
- Provide regular updates for every community on what is being done to tackle antisocial behaviour – including an expectation to publicise ASBOs to the local community
- Provide residents with a right of complaint to CDRPs/CSPs if effective action is not taken by local agencies through existing channels
- Provide support and help for victims of ASB
- Taking reports of ASB seriously by recording and investigating all cases and committing to keeping victims informed of action taken
- Ensure better links between neighbourhood policing and other local partners to deal swiftly with problems

The Home Secretary also announced that 62 areas where more than 25 per cent of the public feel Anti-Social Behaviour is a big problem will be given additional challenge and support to improve. Bromley is not identified as one of the boroughs that will receive this additional assistance. However, work has commenced on developing a submission that will outline Bromley's service. Each area will be offered a visit from an ASB Delivery Expert in the next three months to help identify problems and, where needed, deploy the ASB Action Squad to help drive up performance.

4 Anti-Social Behaviour in Bromley

Bromley is London's largest borough and, given its size, it is not surprising that the nature of the communities we serve differs substantially across the area. In the northwest, the borough resembles and faces many issues and problems similar to those found in bordering inner London boroughs. In the south of the borough, however, it is more akin to rural Kent. The borough is a relatively prosperous community, which is reflected in the high level of home ownership (75%) and the highest level of car ownership in London (77% of households own one or more cars). The population of Bromley is currently just under 300,000. Over the last 10 years there have been distinct rises in the number of people aged 75 or above and children aged 15 or below.

Our residents tell us that a low level of crime is the most important factor that determines Bromley as a pleasant place to live. We want it to remain that way and believe that, through effective partnership working, we can make a real difference. Anti-Social Behaviour and low level offences of disorder consistently feature in reports of people's concerns about behaviour in their local areas. Such behaviour is believed to have an important impact on general perceptions of crime and disorder and can have a disproportionate impact on feelings of safety.

However, defining Anti-Social Behaviour is inherently difficult as expectations and standards of behaviour vary between and within communities. In some areas, this is exacerbated by the borough's demographic profile. Of all the London boroughs, Bromley has one of the highest proportions of older people within its population; particularly those aged over 85 years. The population of pensionable age stands at 57,300 people and is the highest in London. This age group forms 19.3% of the total population. However, Bromley also has a higher than average number of children compared to its neighbouring boroughs and with a total of 66,680, is placed second behind Croydon with 80,685. Such high numbers of young people reinforces the crucial responsibility for carefully planned services and the need for effective joint working practices.

In some areas of the Borough there is a tendency towards a high expectation, low tolerance culture amongst many adults which shows itself in issues around ball games in the street, youths gathering etc. that are not automatically linked to anti-social behaviour. Tackling Anti-Social Behaviour has been adopted by the Safer Bromley Partnership as one of its key Control Strategy priorities. Analysis of levels of Anti-Social Behaviour reveals concerns in Bromley reported on a range of issues:

- Nuisance neighbours
- Yobbish behaviour and intimidating groups taking over public spaces
- Vandalism, graffiti and fly-posting
- People dealing and buying drugs on the street
- People dumping rubbish and abandoned cars
- Begging and anti-social drinking
- The misuse of fireworks
- Reckless driving of mini-motorbikes.

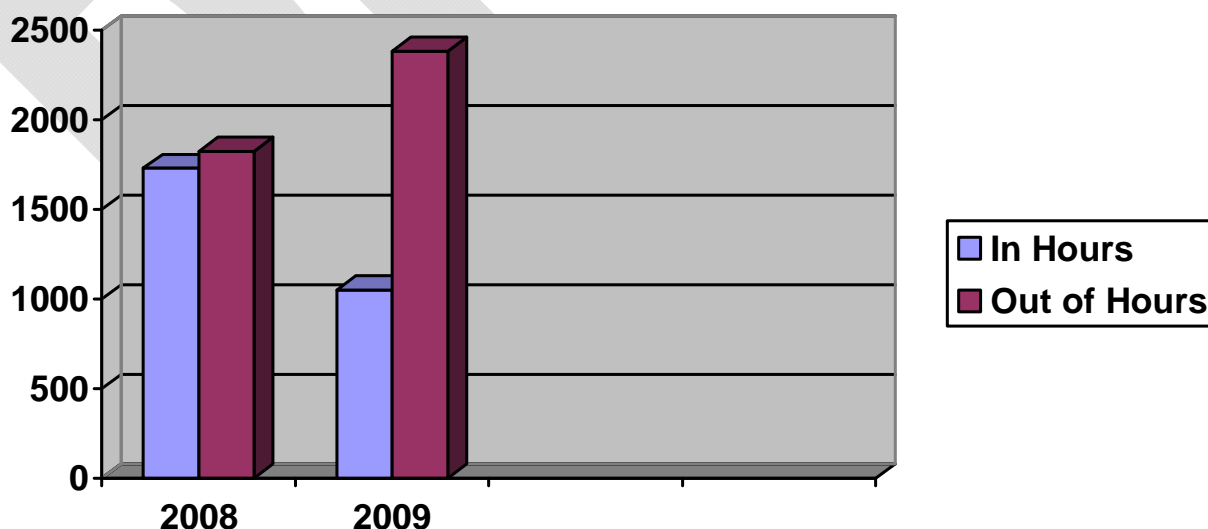
Figures provided by the Council's Anti-Social Behaviour Team (for 2007/08 and 2008/09) indicate a significant spread of nuisance and Anti-Social Behaviour reports and these are summarised below:

| Type | FY 2007-8 | FY 2008-9 | % Difference | FY 2009-10 | % Difference |
|-------------------------|-------------|-------------|--------------|-------------|--------------|
| Domestic Noise | 1953 | 2055 | 5.2 | 2363 | 14.9 |
| Licensed Premises | 75 | 69 | -8.0 | 99 | 43.4 |
| Animal Noise | 293 | 318 | 8.5 | 382 | 20.1 |
| Fly Tipping | 387 | 172 | -55.5 | 216 | 25.5 |
| ASB Enquiries | 325 | 467 | 43.7 | 487 | 4.23 |
| Commercial Noise | 452 | 523 | 15.7 | 383 | -26.7 |
| Motor Nuisance | 72 | 170 | 136.0 | 155 | -8.8 |
| Domestic Rubbish | 390 | 245 | -37.1 | 196 | -20.0 |
| Commercial Rubbish | 128 | 109 | -14.8 | 78 | -28.4 |
| Total | 4075 | 4128 | | 4359 | |
| <i>% Domestic Noise</i> | <i>47.9</i> | <i>49.7</i> | | <i>54.2</i> | |

Between 2007 and 2009 there was a notable increase in calls related to **Motor Nuisance (136%)** and **ASB enquiries (43.7%)**. The number of calls relating to **Licensed Premises** has also increased (**43.4%**) in the last year as too the number of flytipping incidents. The number of calls classed as 'Domestic Noise' which predominantly relates to complaints concerning amplified music remains a significant proportion of all calls. This equates to over fifty percent of calls and appears to be on the increase.

This increase is also reflected in the demand for the emergency out of hours noise service which saw a 36.5% increase in the number of complaints received in 2009 (Figure 1)

Figure 1. No of calls received during and out of office hours



The table below (Figure 2) provides a graph outlining the differing levels of complaint types over the past three years up to December 2009.

Figure 2. Number of complaints received

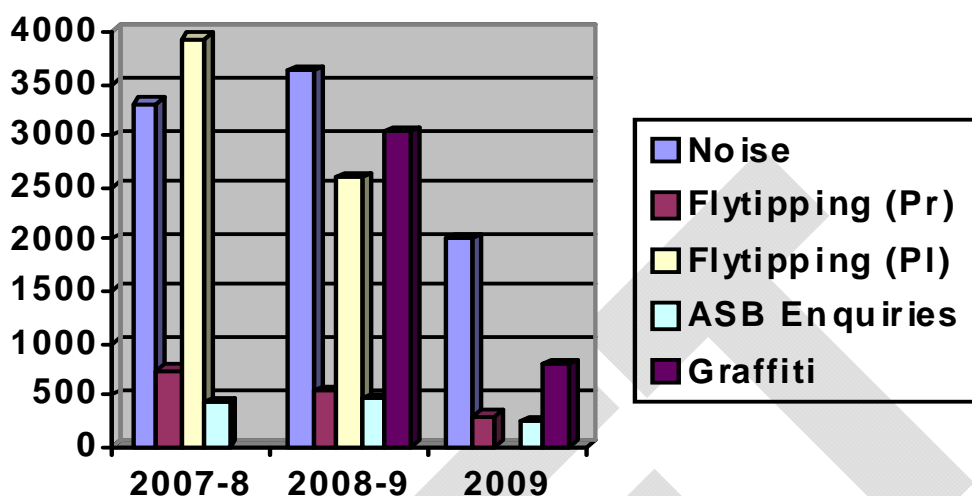
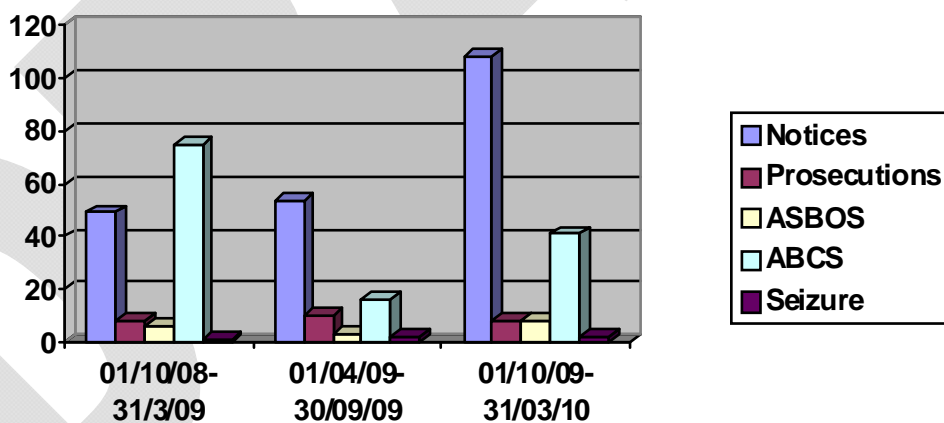


Figure 3 below illustrates the range of enforcement powers available and the appropriate action taken to deal with anti social behaviour. There is a range of legislation, introduced to try and control anti social behaviour that has led to several different interventions that are available for the Council to use against individuals.

Figure 3. Enforcement activity taken to deal with ASB



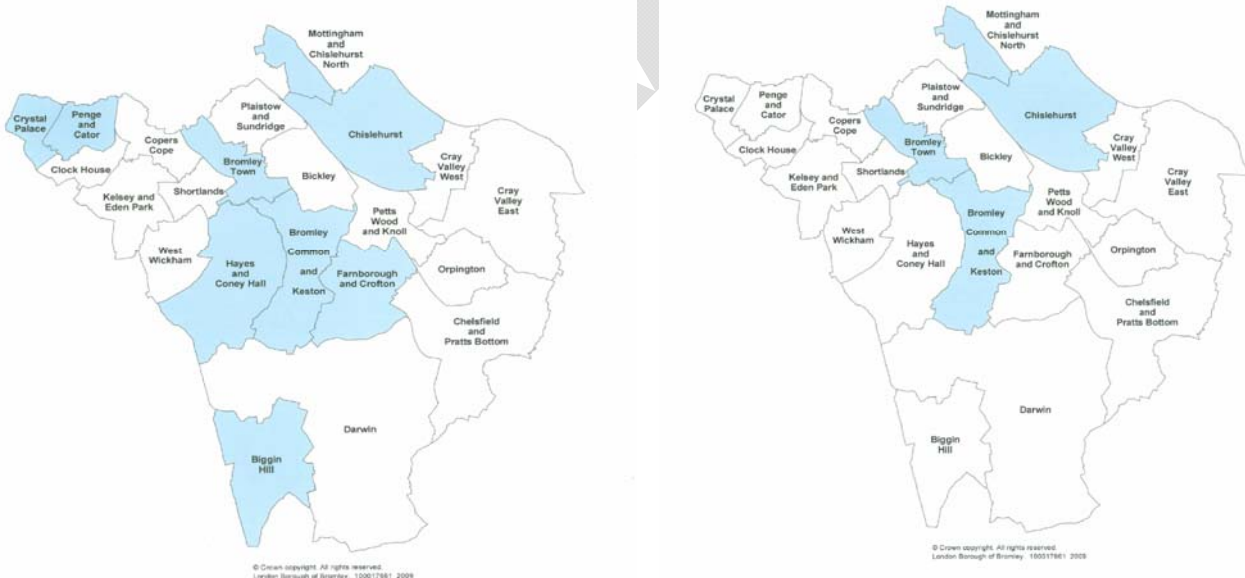
Enforcement tools are also available to tackle geographic “hot-spot” areas including the use of mobile CCTV and designating Dispersal Zones to restrict youths congregating and causing disorder. Figure 4 below details the number of mobile covert CCTV deployments during the last two years.

Figure 4. CCTV deployments

| Year Ending | No. of Covert Mobile Deployments |
|-------------|----------------------------------|
| 08/09 | 58 |
| 09/10 | 69 |

The use of Dispersal Orders was introduced under the Anti Social Behaviour Act. The legislation allows the Police to designate an area for a fixed period of time and congregations of youths are prohibited. It also allows for youths under the age of sixteen to be conducted home to their parents by the Police if they are causing disorder problems. Figure 5 illustrates the number of Dispersal Zones designated in 2008 and 2009. The number of dispersal orders submitted by the police in 2009 has significantly reduced as they must now identify and deliver alternative interventions that could disrupt the activities of those seeking to commit anti-social behaviour and nuisance.

Figure 5. Dispersal Zones declared in the Borough in 2008 and 2009



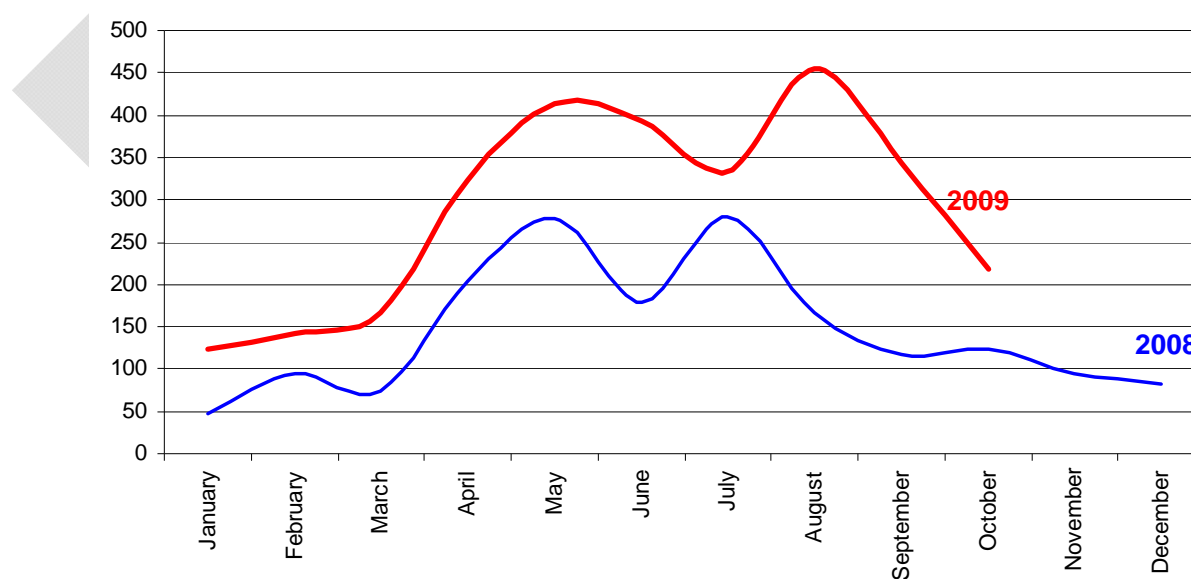
Anti-Social Behaviour in Parks and Open Spaces

The Council contracts with Ward Security to provide a security and patrol facility within the borough's parks and open spaces. In addition to a peripatetic service covering all the borough's parks and open spaces, there is dedicated patrol provided for the parks within Bromley Town Centre's parks. Monthly incident data is provided as part of the performance management framework and the table below outlines a comparison between October 2008 and the equivalent period in 2009. It should be noted that the larger number of reports in relation to Bromley Town Centre are, in part, a feature of the presence of a dedicated patrol team in that area.

| Site October 2009 | Number | Site October 2008 | Number |
|----------------------|--------|----------------------|--------|
| Church House Gardens | 61 | Church House Gardens | 37 |
| Martins Hill Rec | 19 | Priory Gardens | 10 |
| Norman Park | 17 | Betts Park | 10 |
| Croydon Rd Rec | 12 | Kelsey Park | 9 |
| Priory Gardens | 11 | Martins Hill Rec | 8 |
| Queensmead Rec | 9 | Croydon Rd Rec | 8 |
| Hayes Common | 8 | Norman Park | 8 |
| Biggin Hill Rec | 8 | St Mary Cray Rec | 7 |
| Betts Park | 8 | Harvington Rec | 5 |

A graph outlining the comparison between recorded incidents across the borough in 2008 and 2009 is provided below:

Comparison of ward security incidents for 2008 and 2009

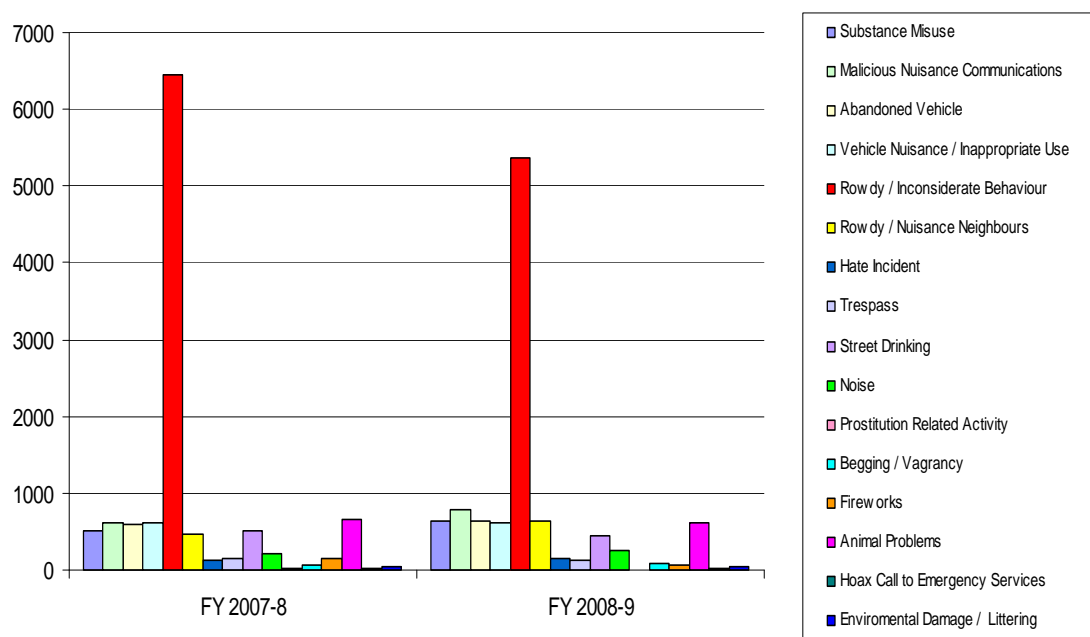


Enviro crime

Police Figures

Calls received by the Police in relation to Anti-Social Behaviour are dominated by reports of Rowdy/Inconsiderate Behaviour. A summary chart is provided below:

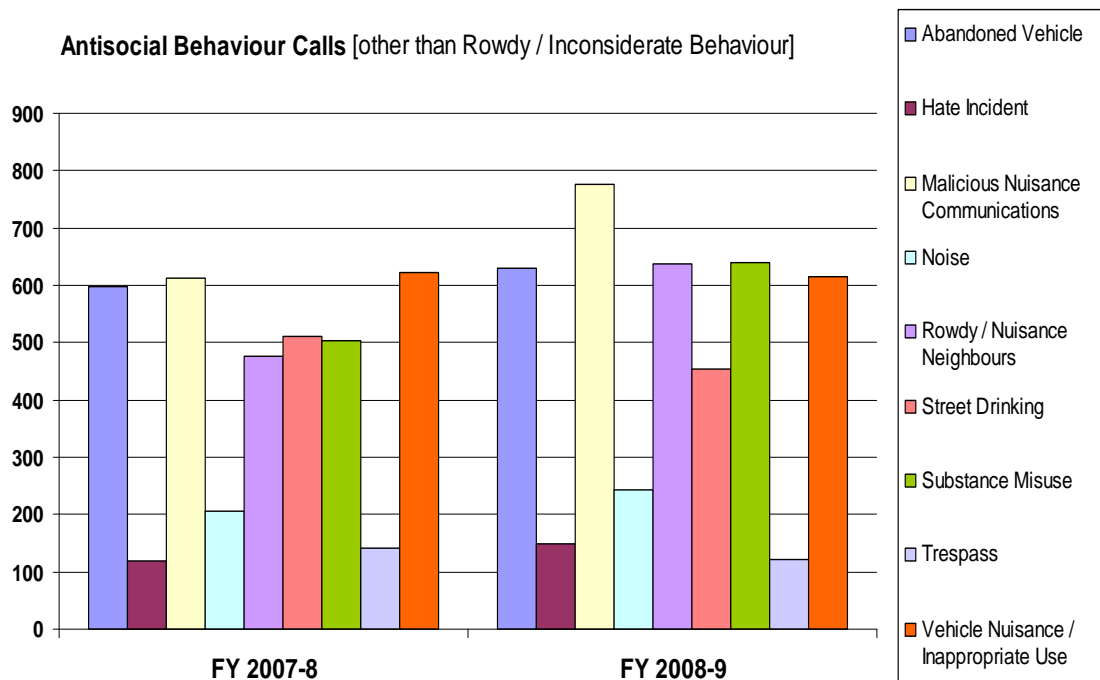
Calls regarding Antisocial Behaviour in Bromley in the FYs 2007 to 2009



Looking at the number of incidents, the following table summarises these reports:

| Call Descriptions | FY 2007-8 | FY 2008-9 | Diff | % Diff |
|-----------------------------------|--------------|--------------|-------------|--------------|
| Rowdy / Nuisance Neighbours | 476 | 636 | 160 | 33.6% |
| Substance Misuse | 503 | 639 | 136 | 27.0% |
| Malicious Nuisance Communications | 612 | 775 | 163 | 26.6% |
| Begging / Vagrancy | 65 | 82 | 17 | 26.2% |
| Hate Incident | 118 | 148 | 30 | 25.4% |
| Hoax Call to Emergency Services | 23 | 28 | 5 | 21.7% |
| Noise | 205 | 244 | 39 | 19.0% |
| Abandoned Vehicle | 598 | 630 | 32 | 5.4% |
| Rowdy / Inconsiderate Behaviour | 6441 | 5364 | -1077 | -16.7% |
| Total number of all calls | 11197 | 10461 | -736 | -6.6% |

If the Rowdy/Inconsiderate behaviour category is taken out of the analysis, then a clearer picture emerges of the comparison of other reports Anti-Social Behaviour. This is summarised in the chart overleaf:



As can be seen from the table above, calls to the Police indicate an increase in the numbers of Malicious and Nuisance Calls and in Rowdy/Nuisance and Substance Misuse. Of note is the reduction in reports of street drinking and vehicle nuisance.

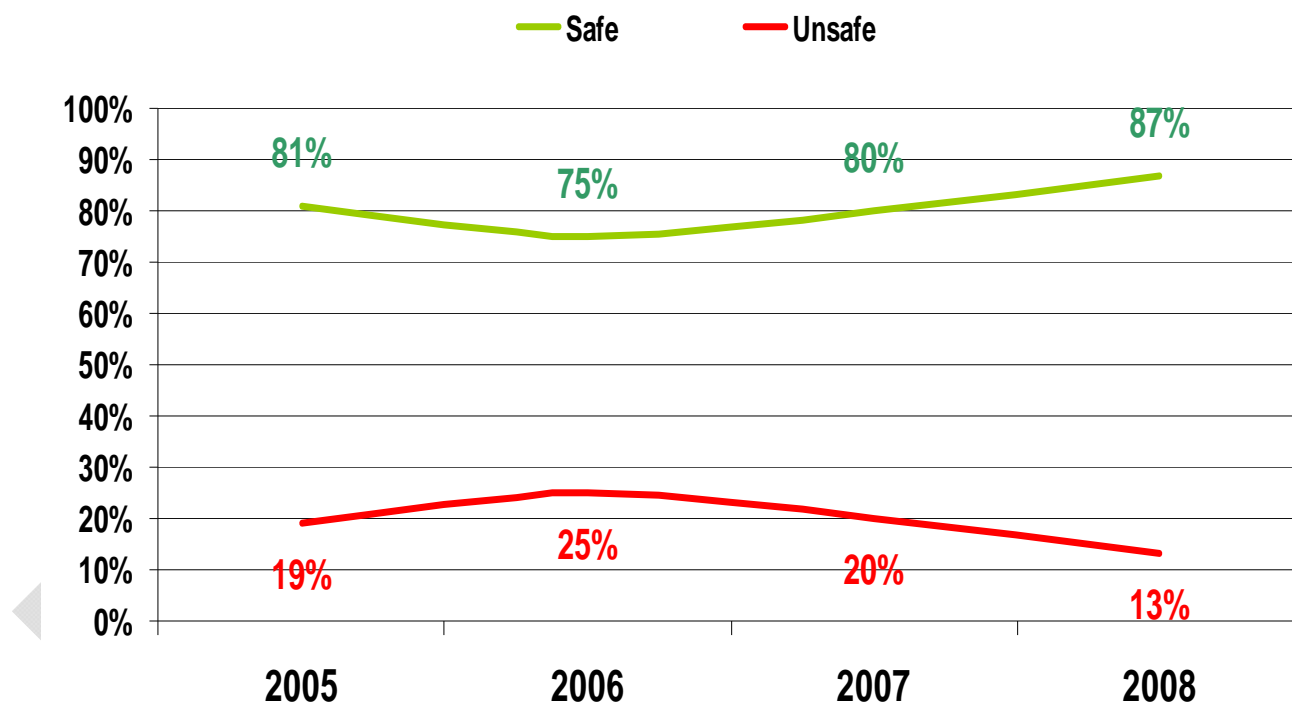
The information provided in this section has given an outline of the types of Anti-Social Behaviour that is recorded by the Council and its partners and has also provided some level of comparison in relation to trends over time and across different locations within the borough. Further work and analysis is possible to gain a better understanding of the challenges that are faced. However, the Partnership is committed to promoting an approach that shows no tolerance of crime, large or small, and demonstrates a resolute but proportional commitment that those breaking the law will be brought to justice.

5 Bromley Residents – Perceptions of ASB

Having looked at the recorded levels of Anti-Social Behaviour, it is important to also consider the data collected in relation public perception of the issue. This main source of data for this area is the Place Survey, a survey of a representative sample of the borough’s residents that is undertaken by MORI IPSOS on a two-yearly (?) basis. This survey forms the main indicator for performance against the National Indicator set. However, it is important to note that other Partnership agencies, notably the Metropolitan Police also undertake opinion polling in relation to Anti-Social Behaviour.

In the past, the Partnership has faced particular challenges in relation to the related category of fear of crime. For a number of years, whilst levels of recorded crime were low in comparison to other London boroughs, people reporting feeling unsafe was disproportionately high. Significant investment on this issue by the Partnership has seen a dramatic change in these levels of people reporting feeling safe and this is summarised in the chart below:

Percentage of Residents Who State, When Surveyed, That They Feel the Borough is Safe



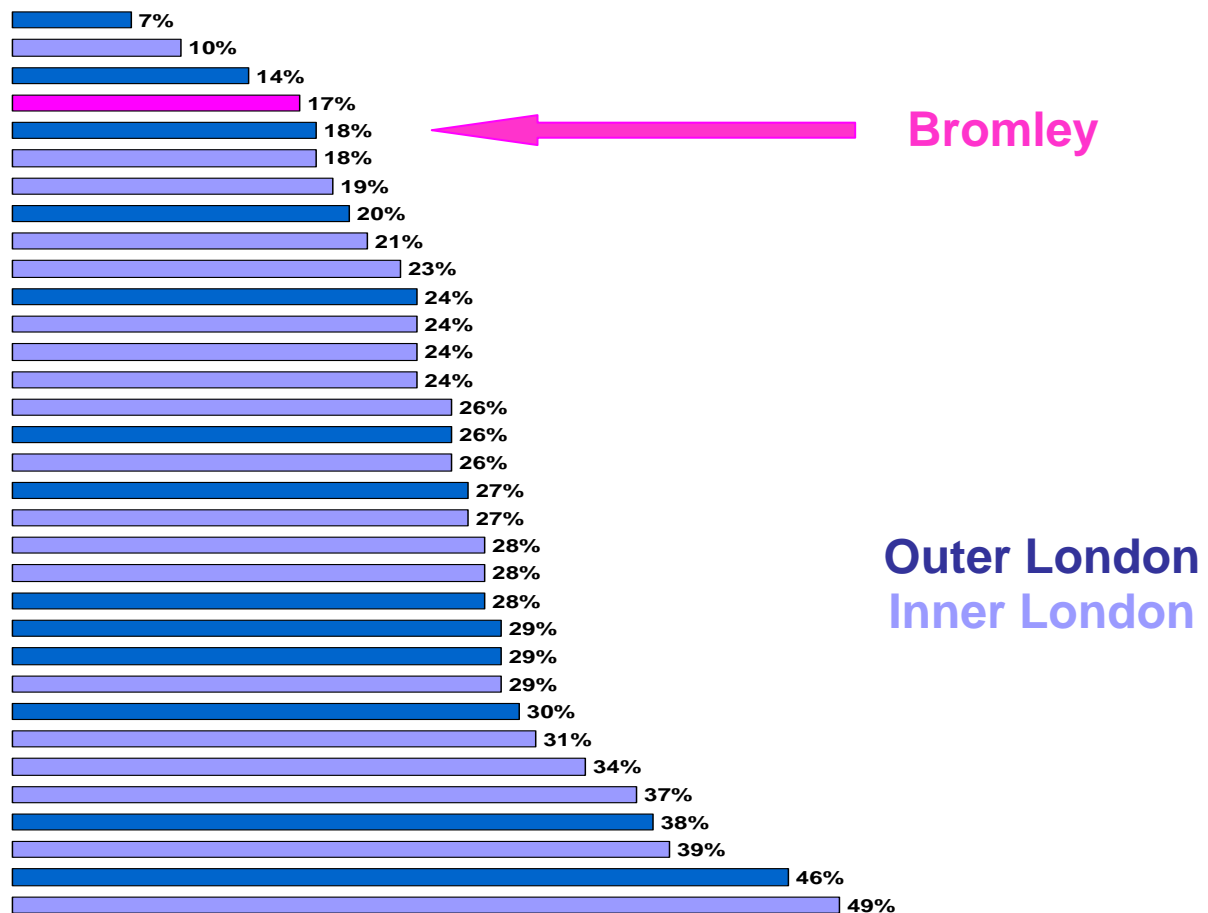
Source: Ipsos MORI – Base : All valid responses / Place Survey responses

In the three years since 2006, a significant improvement has been evident in the number of people who state (when surveyed) that they believe the borough is safe place. In 2008, 87% of respondents stated that they felt the borough was a safe place, one of the highest levels out of all London boroughs.

More specifically in relation to the National Indicators relating to Anti-Social Behaviour, the following bar chart provides the 2008 position of Bromley in comparison to all other London Boroughs for indicator NI 17, the number of respondents who state that Anti-Social Behaviour is a “fairly big problem” or a “very big problem in their area. As can be seen, Bromley is the **fourth**

best borough in comparison to the rest of London with only 17% of respondents stating that they felt Anti-Social Behaviour is a problem in their local area.:

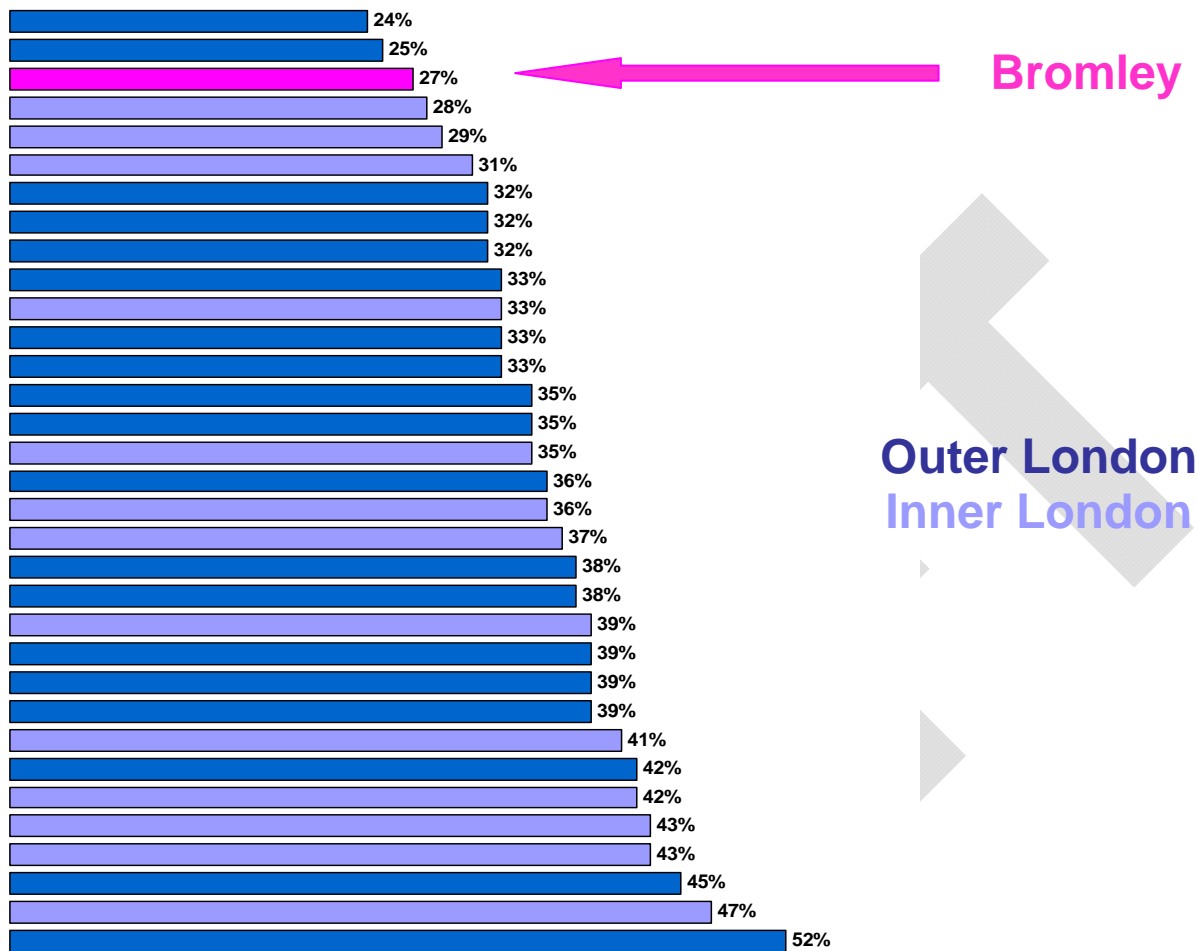
National Indicator 17 – Perceptions of Anti-Social Behaviour



Source: Ipsos MORI – Base : All valid responses / Place Survey responses

A similar picture is given in answers relating to residents' perception of whether drunk or rowdy behaviour is a problem within their local area. Bromley is the **third** best borough for the lowest percentage of residents who perceive this as a problem. It is also worthy of note that this area is one where significant improvement can be observed in comparison to previous performance. The borough moved from a position of twentieth in 2006 to third best in comparison with the rest of London. The chart is shown overleaf:

NI.41 – Perceptions of Drunk or Rowdy Behaviour as a Problem



Source: Ipsos MORI – Base : All valid responses / Place Survey responses

The significant improvements made in relation to perceptions of drunk or rowdy behaviour are also reflected in other elements of the Place Survey. For example, in relation the perception of residents feeling that individuals using or dealing drugs in their area (National Indicator 42), Bromley improved its position from 36% identifying it as a problem in 2006/2007 to 23% doing so in 2008/2009. Again, when questioned about whether the issue of “young people hanging around” was a problem, Bromley moved from 69% stating that it was a problem in 2006/2007 to 44% in 2008/2009.

Looking at the data outlined above and the range of responses that are recorded under the Place Survey, it would appear that, when surveyed, residents of Bromley are less likely than in other London boroughs to identify the problem of Anti-Social behaviour as a significant problem within their local areas. However, the interesting challenge for those responsible for tackling Anti-Social behaviour in the borough is that it would appear that residents do not identify it as a major problem, it is clearly still one of the top priorities for action. Anecdotal reports from Safer Neighbourhood Panels, and feedback from local Member of Parliament and Councillor surgeries all indicate that action to tackle Anti-Social Behaviour remains one of the key areas where residents expect to see firm action.

6 The Strategy

VISION

The vision for the Partnership's Anti-Social Behaviour Strategy is as follows:

To create neighbourhoods that are increasingly safer places to be, where people feel respected and where local agencies and communities come together to tackle anti social behaviour by working in partnership and building confidence in communities.

PRINCIPLES

IN delivering the Strategic vision, it has been agreed that the following principles of service delivery and action to tackle Anti-Social Behaviour are paramount:

- Effective action on ASB demands a balance between rigorous enforcement and prevention.
- Victims of Anti-Social Behaviour should be supported and responded to effectively.
- Whilst committed to taking tough action, interventions should be based on the approach of minimal intrusion and should be commensurate with the seriousness of the offences.
- A formal problem-solving approach in tackling Anti-Social Behaviour will be supported.
- Remedies for ASB must promote long-term social inclusion and community cohesion.
- Measures to tackle ASB must be consistent with relevant legislation.
- The borough's approach to Anti-Social Behaviour should be supported by a clear commitment to reliable and transparent communications.
- Communities and individual members of the public should be engaged to play an active and valued role in making Bromley safer.

THEMES

The Strategy will adhere to the principles already set out within the Portfolio Plan for Public Protection and Safety 2009/2010. As such, activity to reduce Anti-Social Behaviour and its impact on the borough's communities will be set out to address the following themes:

Prevention – Resources will be utilised to the best effect to prevent problems arising in the first place and to ensure appropriate steps are taken to deter the minority from adversely affecting the quality of life and well-being of the majority. The implementation of social and environmental measures to improve conditions in neighbourhoods where Anti-Social Behaviour is likely to occur is crucial in preventing problems arising. Included within the preventative strand should be the promotion of positive behaviour amongst young people.

Enforcement – We will utilise all available powers such as noise abatement notices, prosecutions, ASBOs, injunctions and evictions. These measures are very much part of a package of measures where other avenues have been explored but exhausted. Action will include targeting enforcement to tackle prolific individuals and geographic “hot-spot” areas. The aim will be to use all of the statutory powers available in a proportionate way in order to protect the community and punish those who choose to put the safety and well being of our communities at risk.

Engagement – Fundamental to ensuring that Bromley is a safe place is engagement with all elements of our community, including the business and voluntary sectors so that the community’s concerns and aspirations are fully understood. It is the aim of this Strategy to ensure that work will keep victims and communities fully informed of the steps taken in order to maintain a safe and, so far as is possible, risk free environment.

Reassurance - Fear of being a victim of crime or anti-social behaviour can have a very serious affect on quality of life. As such, it is one of the aims of this Strategy to ensure people can go about their day to day lives free from concerns about their safety.

We will deliver our Strategy to combat Anti-Social Behaviour by strengthening our communities and increasing the reporting of Anti-Social Behaviour by the public. We will be creative and innovative about how we analyse agency and community intelligence to identify hotspots and how we target and pool resources with all our partners. In doing so we will maximise our engagement with local community forums, in particular the Partnership’s Safer Neighbourhood Panels.

7 Delivering the Strategy

Overall purpose of the strategy is to Prevent, deter and reduce Anti-Social Behaviour. It is essential that we effectively tackle the causes of Anti-Social Behaviour and deal with the consequences of such activity. We will take appropriate action against perpetrators and support victims and witnesses. To do this, we will work towards establishing a programme of work that delivers a set of minimum standards for dealing with such behaviour. These Minimum Standards are set out in more detail in Appendix B of this document. In summary, we are committed to the following:

- Reducing perceptions of Anti-Social Behaviour year on year.
- Identifying areas subject to Anti-Social Behaviour and those responsible and implementing and monitoring appropriate intervention measures to tackle anti-social behaviour.
- Providing a non-emergency point of contact available to all those living, working or visiting Bromley.
- Providing regular updates for every community on what is being done to tackle antisocial behaviour – including an expectation to publicise ASBOs to the local community.
- Through community based forums and panels such as Safer Neighbourhood Panels and the Bromley Community Engagement Forum, involving local communities in identifying priorities and solutions to anti-social behaviour in their area.
- Providing residents with a right of complaint to the Safer Bromley Partnership if effective action is not taken by local agencies through existing channels.
- Providing support and help for victims of Anti-Social Behaviour.
- Taking reports of Anti-Social Behaviour seriously by recording and investigating all cases and committing to keeping victims informed of action taken

We are committed to pursuing a single agreed approach to tackling Anti-Social Behaviour which takes account of all partners' priorities and in line with local and national targets. Setting out our activity in line with the themes for delivery, the Safer Bromley Partnership will deliver:

Prevention

We recognise that a long term and sustainable reduction of Anti-Social Behaviour is only achievable if we work in partnership with all stakeholders to tackle the root causes of such behaviour. Whether it is rewarding positive behaviour, undertaking physical adaptations to locations, providing diversionary activities or targeting those most at risk of committing offences, prevention must be at the core of all our activity. Our work will include:

Promote positive behaviour with young people

- Delivery of cross departmental positive behaviour strategy.
- Provision of Parenting Orders and support work
- Family Intervention Project work.

Encourage greater awareness of individual responsibility and active citizenship

- Delivery of Junior Citizens Education Programme
- Provision of Volunteer Police Cadet Units
- Youth Advisors in collaboration with Bromley Community Engagement Forum

Effective engagement with people at risk of involvement in anti-social behaviour through a range of preventative actions

- Provision Targeted Youth Support services
- Coordinated Outreach Services
- Triage Service Within Police Custody Suite
- Access to opportunities such as Army Cadet Force and other diversion schemes.

Promote and design cleaner, greener and safer environments

- Introduce Alcohol Control Zones where appropriate.
- Range of noise management options with licensed premises.
- Overt CCTV deployment.

Enforcement

The integrity of action to tackle Anti-Social Behaviour is vital in securing an holistic approach to making our borough safer. Whilst enforcement action represents only a small part of the overall work to reduce anti-social behaviour its selective use will send a very clear message to those acting in this way. It will also demonstrate to victims, witnesses and communities that the law will protect them. Current enforcement options include:

Deliver an efficient and robust framework for carrying out early resolution, including restorative justice

- Delivery of restorative justice projects
- Prevent and deter panel

Use proportionate and effective action to stop anti-social behaviour

- Assess and agree Acceptable Behaviour Commitments with perpetrators.
- Operate Dispersal Zones in a proportionate and targeted manner.
- Use of appropriate tools with regard tenancies – conditional tenancies

Effective use of anti-social behaviour tools and legislative powers to tackle offending

- Investigate, build cases and recommend to Court.
- Exercise powers in relation to premises e.g. Closure Orders, NOSPs, Crack House Closures etc.
- Issue of Fixed Penalty Notices for fly-tipping, Seizure Notices for sound equipment and robust enforcement of license conditions for pubs and clubs etc.

Improve the partnership response to anti-social behaviour incidents

- Manage Partnership Tasking Meetings that include all stakeholders.

- Ensure that local Safer Neighbourhood Panels are encouraged to adopt formal problem solving approaches to Anti-Social behaviour within localities.

Engagement

We all have a role to play in reduce the levels of Anti-Social Behaviour, whether it is in providing positive parenting, taking responsibility for your local area or contributing to the agreement of priorities for action across the borough. It is our aim to maximise the involvement of the borough's residents in making Bromley a safer place fro all. In particular we will strive to work with those groups who are often most affected by Anti-Social Behaviour but are not engaged in the decision making process:

Community Empowerment and Participation

- Empower local communities to take effective action and to make communities safer
- Increase public confidence and accessibility to reporting anti-social behaviour
- Where appropriate ensure adequate consultation with local communities in relation to action to reduce Anti-Social Behaviour e.g. Alcohol Control Zones.
- Enhance community involvement in "community clean ups".

Increase Volunteering

- Continue to support and engage the borough's Youth Council
- Increase the number of Neighbourhood Watch groups
- Provide support to local Friends of Parks groups
- Encourage and promote the Street Friends scheme

Reassurance

Reassurance is a crucial issue for Bromley and this document has already indicated the previous divergence between levels of actual crime and feelings of safety. The fear of crime and Anti-Social Behaviour can have a significant impact on quality of life fro our residents and we are determined that our strategy will be delivered in order to maximise reassurance. We are also committed to ensuring that we maintain high standards of care for victims and witnesses in cases of Anti-Social Behaviour:

Communications

- Reduce fear of crime and perceptions about anti-social behaviour
- Ensure timely advice and guidance for residents and businesses
- Publish and comply with a set of Minimum Standards for tackling Anti-Social Behaviour

Keeping You Informed

- Publicise the action taken to reduce Anti-Social behaviour
- Operate a protocol for the publicising of Anti- Social Behaviour Orders
- Ensure that up to date information is available view the internet in relation to initiatives such as dispersal zones, crack house closures etc.

Victim and witness support

- Improve coordination with agencies that provide support for victims and witnesses
- Increase victim satisfaction
- Encourage victim led solutions to tackling anti-social behaviour issues

DRAFT

8 Measuring Progress

| PREVENTION | | | | | |
|------------|---|---|-----------------------|----------------|----------------|
| Actions | Action Summary | Measure of success / What will be different? | Resource Implications | By Whom & When | Current Status |
| 1.1 | To work with licensing officers and landlords to reduce noise from licensed premises and to actively support the use of automatic Noise Limiters within licensed premises to automatically control entertainment noise. | Increased use of noise limiter devices within borough's licensed premises. | | | |
| 1.2 | Delivery of Prison, Me, no Way within targeted schools in the borough utilising experiential learning to provide a deterrence to criminal and anti-social behaviour. | Delivery of ?? sessions within borough schools | | | |
| 1.3 | Use of Youth Service Outreach teams to provide interventions in areas associated with crime and anti-social behaviour by young people. | Measured reduction in levels of Anti-Social Behaviour in areas where Outreach team is deployed. | | | |
| 1.4 | Provision of vocational training for young people at risk of continued Anti-Social Behaviour. | Delivery of ?? courses in association with Field Studies Centre | | | |
| | | | | | |
| | | | | | |

| ENFORCEMENT | | | | | |
|--------------------|--|--|------------------------------|---------------------------|-----------------------|
| Actions | Action Summary | Measure of success / What will be different? | Resource Implications | By Whom & When | Current Status |
| 2.1 | Work with the Police and other partners to obtain ASBOs for those individuals committing high levels of offences in the borough and ABCs for those who are involved in lower level Anti-Social and nuisance behaviour. | | | | |
| 2.2 | Ensure compliance with all orders and take formal action for all breaches of orders. | Rate of breach? | | | |
| 2.3 | Respond to all complaints of Anti-Social behaviour and take formal action to enforce compliance. | Minimum Standards?? | | | |
| 2.4 | To serve formal notices to control noise and other nuisances in all cases where informal negotiation has been successful. | Number of notices served, number of complaints reduced | | | |
| 2.5 | To further develop the procedure for serving Fixed Penalty Notices (FPNs) including the issue of FPNs for noise nuisance, fly tipping and other enviro-crime infringements across the borough. | Payment rate of FPNs? | | | |
| 2.6 | Carry out multi agency operations with Police and other partners to detect vehicles and drivers involved in fly tipping, the illegal carriage of waste and other associated infringements. | Number of operations | | | |
| 2.7 | Continue to provide effective security provision within the borough's parks and open spaces. | | | | |
| 2.8 | | | | | |
| 2.9 | | | | | |

| ENGAGEMENT | | | | | |
|-------------------|--|--|------------------------------|---------------------------|-----------------------|
| Actions | Action Summary | Measure of success / What will be different? | Resource Implications | By Whom & When | Current Status |
| 3.1 | To promote the reduction of noise from industrial, commercial and domestic sources by supporting the activities in National Noise Action Week. | Delivery of programme of events during Noise Action Week, engaging communities | | | |
| 3.2 | To promote the involvement of residents and partner agencies in the Safer Neighbourhood Panels and to attend and provide information and advice at Safer Neighbourhood Panel meetings. | Safer Neighbourhood Panels to have agreed objectives reflecting local priorities | | | |
| 3.3 | Increase engagement of members of the public in protecting boroughs parks and open spaces, influencing interventions and developments. | Increase in number of Friends of Parks groups | | | |
| 3.4 | Continue to support the provision of successful Youth Council as a way to access representative views of young people in relation to ASB interventions | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

| REASSURANCE | | | | | |
|--------------------|--|---|------------------------------|---------------------------|-----------------------|
| Actions | Action Summary | Measure of success / What will be different? | Resource Implications | By Whom & When | Current Status |
| 4.1 | Further increase the number of deployments of the mobile CCTV cameras and develop the use of a second CCTV vehicle. | | | | |
| 4.2 | Ensure that the CCTV operations room is set up to provide the minimum 375 pieces of evidential footage required for Safer Bromley Partnership agencies. | | | | |
| 4.3 | Invest in expansion and deployment of volunteer Street Pastors on partnership with local faith groups. | | | | |
| 4.4 | Continue to provide appropriate publicity and advice and information for the public when ASBOs are granted by the Courts. | | | | |
| 4.5 | Celebrate contribution made by young people and undertake targeted publicity and promotion work to challenge assumption that young people are a problem. | | | | |
| 4.6 | | | | | |
| | | | | | |
| | | | | | |

DRAFT

FURTHER INFORMATION AND CONTACTS

Further copies of this Strategy can be obtained on request to the Community Safety Team within the Local Authority. If you would like the information in this document translated into a different language, provided in large print or in Braille or spoken word recording, please contact the Community Safety Team.

Telephone: 020 8313 4830

Fax: 020 8313 4450

E-mail: community.safety@bromley.gov.uk

Web: www.bromley.gov.uk/saferbromley

Post: Community Safety Team
London Borough of Bromley
Civic Centre
Stockwell Close
Bromley
BR1 3UH

The Partnership is committed to ongoing improvement in the services that we deliver. We would welcome any feedback, suggestions or proposals from individuals or organisations.

For practical advice in relation to community safety and crime prevention, please visit the website:

www.crimereduction.gov.uk

Call CrimeStoppers anonymously on 0800 555 111 to give information on crime.

For advice and support in relation to drug and alcohol problems, visit Frank at

www.talktofrank.com

Alternatively, talk to Frank on 0800 776600

Appendix A – Publicity Protocols

A Partnership Protocol and Good Practice Guidance

Publicising Anti-Social Behaviour Orders

February 2009

1 Introduction

- 1.1 This guidance relates to Anti-Social Behaviour Orders (ASBOs) as introduced by the Crime and Disorder Act 1998⁷ and amended by the Police Reform Act 2007⁸ and the Anti-Social Behaviour Act 2003⁹. ASBOs are civil orders which protect the community from behaviour that has caused or is likely to cause harassment, alarm or distress to one or more persons not known to the household as the perpetrator. ASBOs are preventative orders, designed to curb anti-social behaviour. They impose strict restrictions on the behaviour of individuals who have behaved in an anti-social way and protect communities from what can be longstanding and intimidating activity.
- 1.2 This good practice guidance has been devised in order to provide advice and guidance in relation to the issue of publicising the details of those are made subject to ASBOs. It seeks to provide an agreed Partnership response that, if adhered to, will be acceptable to all agencies and maintain an appropriate balance between different partner's agendas. In more detail, the guidance has been drawn together to:
- To inform those individuals making a decision whether or not to publicise the personal information of those who are the subject of an ASBO, how to do it, what medium to consider and what should be taken into account.
 - The decision to publish should not be onerous or bureaucratic but should be easy, timely and taken with due consideration for the necessary safeguards.
 - It is necessary to balance the human rights of those individuals subject to an ASBO against those of the community as a whole when considering publicising ASBOs.
 - To inform individuals who might find themselves subject to an ASBO what they can expect in the way of publicity.
- 1.3 This protocol and good practice guidance was agreed and formally adopted by the Safer Bromley Partnership on 5 March 2009 and has been endorsed by the Bromley Safeguarding Children Board on xxxx guidance should be considered as a "live" document and will be influenced by the ongoing development of case law. As such, the document should be subject to review as dictated by such judgements but should also be subjected to a formal review

The Legal Context – Adults

- 1.4 The law imposes no restrictions on the reporting of civil or criminal court proceedings:
- where an application is made for an anti-social behaviour order on an adult aged 18 years or over, whether the application is for an interim order or a full order;
 - where an ASBO is made, as part of civil proceedings or on conviction;

⁷ http://www.opsi.gov.uk/acts/acts1998/ukpga_19980037_en_1

⁸ http://www.opsi.gov.uk/si/si2007/uksi_20073202_en_1

⁹ http://www.opsi.gov.uk/acts/acts2003/ukpga_20030038_en_1

- where proceedings are taken for breach of an ASBO.

1.5 The law imposes no explicit restrictions on subsequent publicity in the case of adult perpetrators, for example in the form of leaflets or posters which provide personal details about perpetrators. However, the European Convention on Human Rights¹⁰, which has legal force as a result of the Human Rights Act 1998¹¹, requires that any interference with the rights set out in the Convention which is necessary for the prevention of disorder or crime must be ‘justified and proportionate’. These rights include:

- Article 6 - The right to a fair trial (an absolute right)
- Article 8 - The right to respect for private and family life (a qualified right)
- Article 10 - The right to freedom of expression (a qualified right)
- Article 11 - The right to freedom of assembly and association (qualified right)

Qualified rights may be interfered with or subject to restrictions and conditions in accordance with the law and under prescribed circumstances such as when necessary for the prevention of crime and disorder or crime and protection of the rights and freedoms of others.

1.6 A landmark High Court hearing in October 2004, in a case involving adults and young people subject to ASBOs brought by Liberty against Brent Council and the Metropolitan Police¹², ruled that the respondents were not acting unlawfully in publicising the names, partial addresses and photographs of the claimants and details of the orders against them in leaflets, a newsletter and on a website. Lord Justice Kennedy said: “It is clear to me that, whether publicity is intended to inform, to reassure, to assist in enforcing the existing orders by policing, to inhibit the behaviour of those against whom the orders have been made or to deter others, it is unlikely to be effective unless it includes photographs, names and at least partial addresses.”

The Legal Context – Young People Under 18 Years of Age

1.7 An application for an ASBO on an under 18 year old made in the Magistrates’ Court acting as a Civil Court can be reported and the perpetrator identified **unless** the court makes an order under s.39 of the Children and Young Persons Act 1933 – and “the court would have to have good reason, aside from age alone, to impose reporting restrictions”¹³. In particular, if the effectiveness of the order will largely depend on the wider community knowing the details of it and the enforcement of the order is necessary to protect the community, the court is unlikely to impose restrictions on reporting (a list of possible factors that may affect a decision to publicise is listed at Appendix B). The Magistrates dealing with a child or young person in ASBO proceedings “may be called upon to balance the interests of the community with that of the young person against whom the order has been made”¹⁴. In *R v St Albans Crown Court*, the judge said that s.39 restrictions will often be inappropriate – “this is not simply publicity to satisfy a prurient public: the local community has a proper interest in knowing who has been seriously and persistently damaging its fabric”.

¹⁰ <http://conventions.coe.int/Treaty/Commun/QueVoulezVous.asp?NT=005&CL=ENG>

¹¹ http://www.opsi.gov.uk/ACTS/acts1998/ukpga_19980042_en_1

¹² <http://www.guardian.co.uk/uk/2004/oct/08/humanrights.ukcrime>

¹³ See para 3.6 at http://www.jsboard.co.uk/publications/rmmc/mf_03.htm

¹⁴ Judicial Studies Board: “Reporting Restrictions in the Magistrates’ Court”
http://www.jsboard.co.uk/publications/rmmc/mf_03.htm

- 1.8 If an ASBO is made on an under-18 year old on conviction, this can be reported and the perpetrator identified as in para 1.7 – **but** the details of the *criminal offence* itself, insofar as they identify the offender, remain subject to the automatic reporting restrictions contained in s.49 of the C & YP Act 1933. These restrictions can only be lifted at the explicit direction of the court, in the interests of justice and having regard to the welfare of the young person¹⁵.
- 1.9 Since 1st July 2005, as a result of section 141 of the Serious and Organised Crime and Police Act 2005¹⁶, an under-18 year old subject to ASBO breach proceedings can be identified in the media and elsewhere, unless the court uses its powers to prevent identification under section 39. In effect section 141 reverses the presumption in relation reporting restrictions in the Youth Court in cases for breach of ASBOs. The law imposes no explicit restrictions on publicity *after* the court hearing in relation to under-18 year olds. However, there are implications of para 1.2 of the European Convention on Human Rights. Article 40 of the UN Convention on the Rights of the Child¹⁷ refers to the right of children to have their privacy fully respected at all stages of legal proceedings – but this applies to criminal, not civil proceedings, so is not of relevance with regard to applications for ASBOs.
- 1.10 If publicity can be shown to reduce the likelihood that named perpetrators can be reintegrated into the mainstream of society, and/or to work contrary to their welfare or well-being, then sections 10 and 11 of the Children Act 2004¹⁸ will be of some relevance:
- Section 10 - Requires each children’s services authority and its partners (including all the ‘responsible authorities’) to co-operate “with a view to improving the well-being of children relating to physical & mental health and emotional well-being; protection from harm & neglect; education, training & recreation; the contribution made by them to society; and social and economic well-being”. This duty applies to all young people, including those subject to ASBOs and those with criminal convictions.
 - Section 11, subsection 2 - Each person and body to whom this section applies must make arrangements for ensuring that their functions are discharged having regard to the need to safeguard and promote the welfare of children in accordance with the Children Act 1989.

The National Policy Context

- 1.11 The Government guidelines on publicising Anti-Social Behaviour Orders states that “publicity is essential if local communities are to support agencies tackling anti-social behaviour...A case by case approach should be adopted and each individual case should be judged on its merits as to whether or not to publicise the details of an individual subject to an ASBO – [but]

¹⁵ http://www.jsboard.co.uk/publications/rrmc/mf_02.htm

¹⁶ http://www.opsi.gov.uk/acts/acts2005/ukpga_20050015_en_1

¹⁷ See <http://www.unhchr.ch/html/menu3/b/k2crc.htm>

¹⁸ http://www.opsi.gov.uk/Acts/acts2004/ukpga_20040031_en_1

publicity should be expected in most cases". The following objectives and benefits of publicity are identified:

- **Enforcement** – local people can identify and report breaches.
- **Public reassurance about safety** – both for victims and witnesses, who know that action has been taken to protect them and their human rights, and for other local people who have experienced anti-social behaviour in the past or live in fear of it.
- **Public confidence in local services** – local people are reassured that action is taken when anti-social behaviour is reported.
- **Deterrent to the subject of the order** – the perpetrator knows that breaches are more likely to be reported.
- **Deterrent to other perpetrators** – publicity spreads the message that ASBOs are being used and is a warning to others causing a nuisance.

- 1.12 The guidance stresses that disclosure of information should be “necessary and proportionate” to the aim of preventing crime and disorder¹⁹: “publicity is not intended to punish the individual”.
- 1.13 In respect of under-18 year olds, the guidance states that “the age of the person against whom the order was obtained should be a consideration when deciding whether or how to inform people about the order”, especially if the individual is particularly vulnerable. But “the fact that someone is under the age of 18 does not mean that their anti-social behaviour is any less distressing or frightening than that of an adult”.
- 1.14 With regard to members of the perpetrator’s family, the guidance suggests that “normally the consideration of the effect of publicity on family members should not deter decision makers on the stated aim of publicising the ASBO. However consideration of the impact of publicity on vulnerable family members should be made and recorded”. The case of Chief Constable of Surrey v JH-G in 2002 should be noted where the Chief Constable challenged the initial ruling that publicity should be restricted under S39 due to the possible effect of publicity to the individual’s family. The Appeal ruling found in favour of the Chief Constable and stated that the ASBO had been made in the interest of the public and publicising it would improve the effectiveness of the order. It was ruled that the interests of the community having knowledge of the ASBO outweighed considerations of the anonymity of the individual and his family.

2 Policy Guidelines for the Safer Bromley Partnership

- 2.1 National policy guidance provides the basis upon which policy guidelines appropriate to the London Borough of Bromley should be devised. Whilst these national guidelines are

¹⁹ Section 17 of the Crime and Disorder Act 1998: “It shall be the duty of each authority---to exercise its various functions with due regard to...the need to do all that is reasonably can to prevent crime and disorder in its area.”
http://www.opsi.gov.uk/acts/acts1998/ukpga_19980037_en_1

important it must also be noted that local factors will also have a bearing on the use of publicity in supporting the effectiveness of ASBOs, including:

- the prevalence of antisocial behaviour across the borough as a whole and in particular neighbourhoods within it;
- the number of anti-social behaviour orders made;
- the differential impact of publicity on communities and perpetrators in more rural and less populated areas when compared to other areas of the borough;
- broader partnership and policy considerations relating to children and young people which will need to be borne in mind in considering the role of publicity e.g. seeking to promote positive images of children and young people.

2.2 For the purposes of these policy guidelines, ‘publicity’ should be seen as referring to

“the publication of personalised information which identifies the recipients of ASBOs and/or their associates through the media, websites and/or the distribution or public display of leaflets, newsletters and/or posters.”

2.3 Nothing in these guidelines should be seen as inhibiting or discouraging the proper and prompt communication of detailed information about the imposition and progress of ASBOs to victims and witnesses, or the dissemination of generalised information about the use and impact of ASBOs to the general public and to local communities. Neither do these guidelines preclude the proper sharing of personalised information amongst members of the Safer Bromley Partnership as covered by the Partnership’s agreed Information Sharing Protocol²⁰.

2.4 In addressing this issue, it is a fundamental principle that the needs and interests of victims and witnesses are paramount. The general public needs information, and thus reassurance, about the full range of measures being used to tackle anti-social behaviour including ASBOs, and about their effectiveness.

General Principles

2.5 Decisions about the role of publicity in supporting the reduction of anti-social behaviour in Bromley through the use of ASBOs will be taken on a case by case basis. The consideration of whether an ASBO should be publicised should be part of the consideration throughout the development of each case. To be clear, consideration of future publicity should be past of the case that is presented at Court at the time an ASBO is requested (expanded on in the following sections relating to Court Reporting). In all cases where an ASBO is being considered, a request for information is sent to London Borough of Bromley Children’s Services (the ASBO2 form – Appendix C). As a matter of course this request for

²⁰ Safer Bromely PArtnership Information Sharing Agreement

information will include a section asking whether there are any representations to be made with regard to the subsequent publicity of the ASBO. The form will have as an appendix the list of possible reasons in favour and against publicity. The information contained within the ASBO2 will be considered as part of the decision whether to challenge the presumption in favour of publicity. In any case, the information contained within the ASBO2 will form part of the paperwork submitted to the Court for consideration.

- 2.6 In cases where the Court has chosen not to impose reporting restrictions, or in Criminal Cases involving those under the age of 18 years the final decision in relation to whether publicity should be issued will rest, ultimately, with the Borough Commander for Bromley Police. In arriving at the decision in relation to publicity, the Borough Commander will consider a checklist that requires consideration of all factors that are set out within Appendix B.
- 2.7 In every case involving under-18 year olds, the views of relevant Divisions within the London Borough of Bromley's Children and Young People's Department (to include Bromley YOT) should be sought. As noted in 2.5, this consultation should take place from the outset of case development and should, in all possible cases, be used to inform the decision of the Court with regard to the granting or otherwise of permission to publicise. In each case the ASBO Publicity Risk Assessment (Appendix D) will be completed by the ASB Case Officer prior to the application to the Court. This will be used to inform the decision whether to request reporting instructions at Court and a copy of the completed risk assessment will be retained on file
- 2.8 Publicity will only be actively sought where it will contribute to more effective enforcement; and/or where it will act as an effective deterrent to the subject of the order and/or others; and/or where identifying the perpetrator will increase public reassurance. **It will NEVER be the purpose of publicity to increase the punitive impact of the order, or to expose the perpetrator to shame, humiliation, stigmatisation or ridicule.**

Court Reporting – Adults

- 2.9 With regard to adults over 18, there can be no restrictions on the media reporting of court hearings relating to **applications for ASBOs, the imposition of post-conviction ASBOs and proceedings for breach of ASBOs**. The extent to which the media are actively encouraged to be present at ASBO-related court hearings will depend on the seriousness of the behaviour in question and the role that high-profile publicity will play in aiding enforcement or reassuring the public.
- 2.10 The media are entitled to make use of their own photographs in support of an ASBO-related case, or can request a photograph from Bromley Police. The release of such photographs is subject to a Bromley Police procedure which sets out the process and criteria to be used in deciding whether such photographs should be released. Ultimately, the decision will rest with the Borough Commander.

Court Reporting – Under 18 Year Olds

- 2.11 When an application for an ASBO on an under-18 year old is made in a Magistrates Court acting as a Civil Court or when an ASBO is made **post-conviction**, the perpetrator can be identified by the media unless the Court makes an order under

section 39 of the Children and Young Persons Act 1933 – and “the court would have to have good reason [*for this*] aside from age alone”.

- 2.12 However, in the case of a post-conviction ASBO, the details of the criminal offence itself, insofar as they identify the offender, cannot be published unless the Court has lifted reporting restrictions under section 49 of the Children & Young Persons Act 1933. Since 1st July 2005, as a result of section 141 of the Serious and Organised Crime and Police Act 2005, an under-18 year old subject to **ASBO breach proceedings** can be identified in the media and elsewhere, unless the court uses its powers to prevent identification under section 39.
- 2.13 When the decision has been made to apply for an ASBO on an under-18 year old or it is anticipated that an ASBO may be made post-conviction, consideration should be given to the advice that might be given to the Court about the use of section 39 to restrict the identification of the perpetrator, taking account of the factors set out on in Appendix B and consideration identified as a result of communication with all consultees. The application of sections 39 and 49 in ASBO-related proceedings should be the subject of regular discussion between the Magistracy, Court administrators, the CPS and agencies with an interest in the imposition and implementation of ASBOs so that decisions about the imposition or removal of reporting restrictions are consistent and based on sound principles.

Proactive Publicity – Leaflets, Posters, Newsletters, Websites etc

- 2.14 In making a decision to publicise the imposition of an ASBO, the Borough Commander will indicate what forms of publicity are felt to be proportionate (e.g. full details within local paper, targeted distribution of publicity leaflets, sharing of information to only identified groups or individuals etc.). In most cases, the Borough Commander will also make a decision in relation to the release of photographs of the individual. Where all relevant agencies have agreed to the use of publicity, such publicity should be undertaken under the auspices of the Safer Bromley Partnership and appropriate logos used on leaflets, posters etc.
- 2.15 Wherever possible, provisional decisions about the use of publicity should be made in the course of review groups/multi-agency meetings prior to the relevant Court proceedings, whether this is an application for a civil ASBO or a criminal hearing at which the imposition of an ASBO has been anticipated. When an ASBO is made post-conviction and this has not been anticipated, those agencies which will be involved in monitoring the ASBO and supporting its effective implementation should communicate with each other as soon as possible to agree an approach to the use of publicity. If it is to serve a legitimate purpose, publicity needs to be in place as soon as possible after the ASBO is made.
- 2.16 The overriding test for the use of publicity in each case is this: “Is the proposed level and type of publicity necessary and proportionate to the aim of reducing crime, anti-social behaviour and the fear of crime, and has proper weight been given to the potential conflict between individual and community rights?” Particular factors which should be borne in mind in deciding whether proactive publicity is appropriate in a particular case are set out in Appendix B. When making the decision to agree publicity, the Borough Commander should record the key points raised in

consideration about the use of publicity to support an ASBO, in particular the grounds for reaching a decision in favour of or against publicity.

- 2.17 In discussion with the Anti-Social Behaviour Team, the agreed methods of publicity should also be recorded – print, radio and television media; leaflets; posters; newsletters; websites – as should the extent of the publicity: whether it incorporates immediate neighbours; the street; the housing estate or village (whole or in part); a wider area; households; businesses etc. In these respects too, the tests of ‘necessity’ and ‘proportionality’ must be satisfied – who needs to know and for what purpose?
- 2.18 The language used in publicity should reflect its practical purposes – factual, informative and non-alarmist, having regard to the fact that its purpose is not to denigrate and shame the perpetrator, and taking account of the need to avoid increasing the public’s worries about crime or causing disproportionate damage to the reputation of the neighbourhood.
- 2.19 Where practicable, the perpetrator and his/her family should be informed in advance about the use to be made of publicity, if any.
- 2.20 In most cases, publicity materials are likely to include:
- The date of publication
 - The name and age of the individual
 - A brief description of the individual and/or a recent photograph
 - A summary of the individual’s anti-social behaviour
 - A summary of the terms of the ASBO
 - The identification of any relevant exclusion zone, supported by a map
 - The expiry date of the order
 - The names of the agencies responsible for obtaining the ASBO
 - The ways in which the public can report breaches, including the possibility of anonymous reporting if available
 - Contact numbers for e.g. victim support, the community beat officer.

In some cases, additional information might be included, e.g:

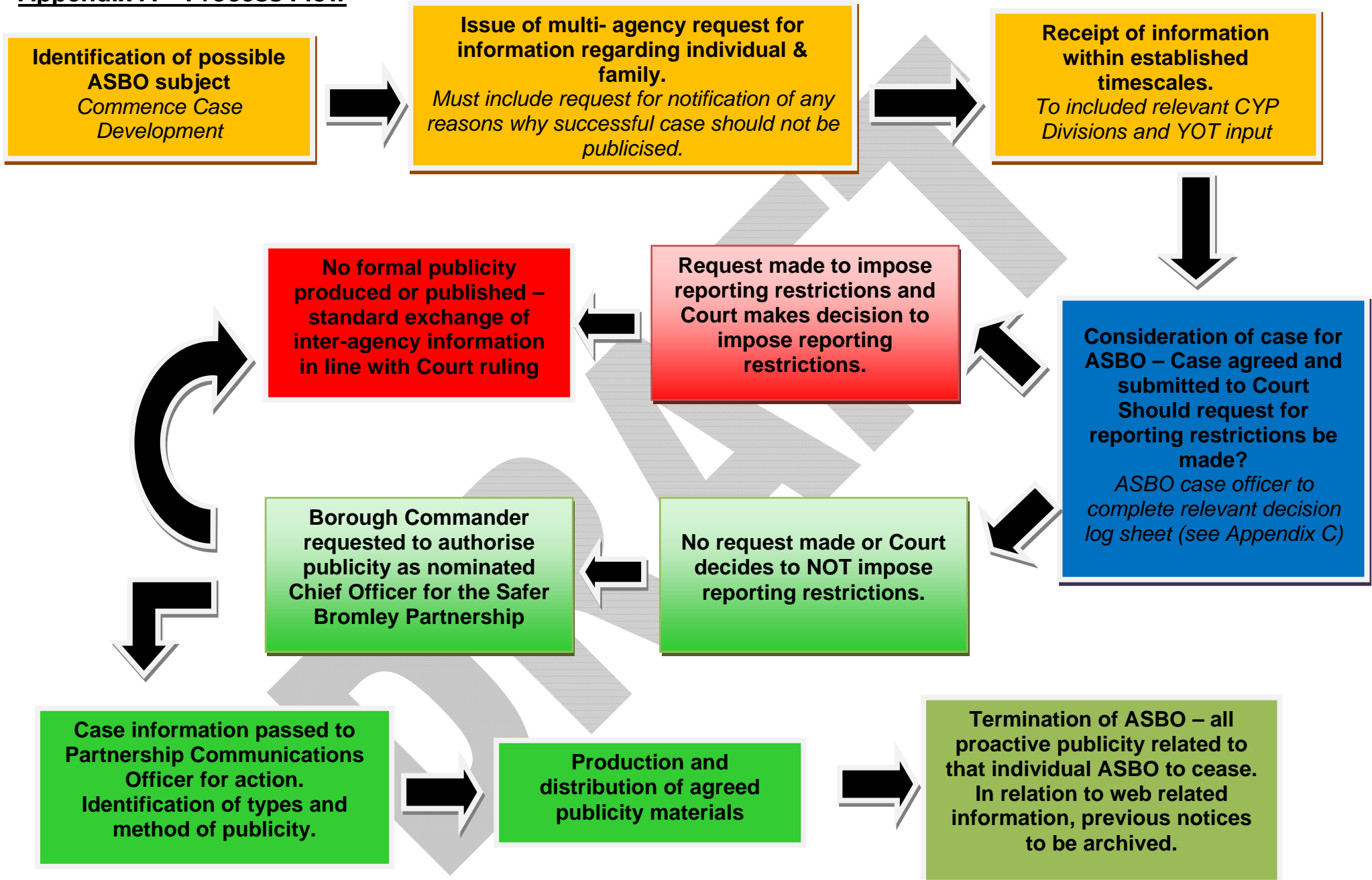
- The address of the individual (although care should be taken to avoid any risk of vigilante action or reprisals, or of harm to members of the perpetrator’s family)
- The names and other details of those with whom the perpetrator is prohibited from associating

- Extracts from the findings or the comments of the magistrates or judge.

Reference Home Office Guidance and Wiltshire Procedures and Guidance

DRAFT

Appendix A – Process Flow



APPENDIX B – Factors Affecting Decision to Publicise

Factors Tending to Support ASBO Publicity (All Ages)

- Is publicity in the case likely to contribute to a reduction in the level of anti-social behaviour and crime in the relevant locality?
- Will publicity make it more likely that breaches of one or more of the ASBO prohibitions will be identified and reported to the relevant authorities?
- Will the perpetrator be less likely to behave anti-socially because s/he knows that his/her identity has been the subject of publicity?
- Will publicity have a deterrent effect on other people in the locality who are behaving anti-socially or who have the potential to do so?
- Will publicising the identity of the perpetrator increase the confidence of those affected by the anti-social behaviour that appropriate enforcement action has been taken, and that they are better protected than before against a repetition of the behaviour?
- Will the human rights of residents and local communities be better served by the use of publicity, in particular the right to freedom of assembly and the right to respect for private & family life and home?

Factors Tending To Oppose ASBO Publicity

- Will publicity make the perpetrator's reintegration into the mainstream of community life less likely to be achieved (work, housing, education etc)?
- In the case of vulnerable perpetrators (e.g. those with a dependency on drink or drugs, or with mental health problems or those who have suffered significant childhood abuse or neglect) will publicity damage their prospects for rehabilitation and recovery and/or increase the risk of self-harm?
- Will publicity increase the risk of retaliation or vigilante behaviour directed towards the perpetrator?
- Will publicity damage the well-being of members of the perpetrator's family?
- Will publicising the ASBO be interpreted by the perpetrator and/or his associates as a 'badge of honour' and thus a source of status?
- Will the human rights of the subject of the ASBO be undermined by publicity, in particular the rights to a fair trial, to freedom of expression, to freedom of assembly & association, and to respect for private & family life and home?
- Will publicity exaggerate the prevalence of anti-social behaviour locally, thus increasing a disproportionate fear of crime, or reinforce the negative reputation of a neighbourhood as a crime hotspot?

In The Case Of People With Whom The Perpetrator Is Not Allowed To Associate

- Are the "non-associates" themselves subject to ASBOs?
- Will publicising the names of the non-associates make it more likely that breaches of a 'non-associating' prohibition will be identified and reported?
- Will publicity disproportionately damage the well-being and welfare of the non-associates and/or members of their families?
- Will publicising the names of the non-associates make it more likely that breaches of a 'non-associating' prohibition will be identified and reported?



APPENDIX C – ASBO2 CHILDREN’S SERVICES REQUEST FOR INFORMATION



LONDON BOROUGH OF BROMLEY
Antisocial Behaviour Unit

ASBO / Application and Case Paper
(Please delete as applicable)

EHTS/REF:

TO: Children’s Social Care

FROM:

ASBO Officer, Antisocial Behaviour Unit,
Environmental Health & Trading Standards,
Civic Centre, Stockwell Close, Bromley, BR1 3UH

We have received a request for an ABC in relation to the following person:

Name:
Address:

D.O.B.:

The brief facts of the case:
Committing acts of Anti-Social Behaviour in the Borough.

NEGATIVE RESULTS OF THESE CHECKS ARE REQUIRED PLEASE.

If an application is made to the Court and an ASBO is granted, the Court can, in certain cases agree to the restriction on publicising the case (note: this should not be on the basis of the age of individual alone). Having considered the possible reasons for and against publicity (overleaf), please provide your professional opinion below:

I Support / Object to Publicity in this case on the following grounds:

Please forward any information you have in relation to the above mentioned person to ASB Unit, Environmental Health & Trading Standards. Tel. 020 8461 7781. Fax: 020 8313 4450 Email: AntiSocial.BehaviourUnit@bromley.gov.uk

Signed.....Manager

Date.....



The Partnership Protocol and Good Practice Guidance provides comprehensive advice and guidance relating to the issue of publicising ASBOs. Government guidance states that *“publicity is essential if local communities are to support agencies tackling anti-social behaviour...A case by case approach should be adopted and each individual case should be judged on its merits as to whether or not to publicise the details of an individual subject to an ASBO – [but] **publicity should be expected in most cases**”*.

In Bromley, the consideration of whether an ASBO should be publicised should be part of the consideration throughout the case. It is for this reason you have been asked for your assessment. Listed below are a number of issues that may influence your assessment (please remember, an individual's age should not be sufficient reason in itself to object to publicity):

Factors Tending to Support ASBO Publicity

- Is publicity in the case likely to contribute to a reduction in the level of anti-social behaviour and crime in the relevant locality?
- Will publicity make it more likely that breaches of one or more of the ASBO prohibitions will be identified and reported to the relevant authorities?
- Will the perpetrator be less likely to behave anti-socially because s/he knows that his/her identity has been the subject of publicity?
- Will publicity have a deterrent effect on other people in the locality who are behaving anti-socially or who have the potential to do so?
- Will publicising the identity of the perpetrator increase the confidence of those affected by the anti-social behaviour that appropriate enforcement action has been taken, and that they are better protected than before against a repetition of the behaviour?
- Will the human rights of residents and local communities be better served by the use of publicity, in particular the right to freedom of assembly and the right to respect for private & family life and home?

Factors Tending To Oppose ASBO Publicity

- Will publicity make the perpetrator's reintegration into the mainstream of community life less likely to be achieved (work, housing, education etc)?
- In the case of vulnerable perpetrators (e.g. those with a dependency on drink or drugs, those with mental health problems or those who have suffered significant childhood abuse or neglect) will publicity damage their prospects for rehabilitation and recovery and/or increase the risk of self-harm?
- Will publicity increase the risk of retaliation or vigilante behaviour directed towards the perpetrator?
- Will publicity damage the well-being of members of the perpetrator's family?
- Will publicising the ASBO be interpreted by the perpetrator and/or his associates as a 'badge of honour' and thus a source of status?
- Will the human rights of the subject of the ASBO be undermined by publicity, in particular the rights to a fair trial, to freedom of expression, to freedom of assembly & association, and to respect for private & family life and home?
- Will publicity exaggerate the prevalence of anti-social behaviour locally, thus increasing a disproportionate fear of crime, or reinforce the negative reputation of a neighbourhood as a crime hotspot?



APPENDIX D – ASBO Publicity Risk Assessment

The following risk assessment will be completed in every individual case in respect of individuals under the age of 18 prior to publicity being authorised to ensure compliance with the legal issues set out in the Safer Bromley Partnership ASB Publicity Protocol.

The London Borough of Bromley ASB Unit will retain copies of the completed risk assessments for each individual case.

| | | | | | |
|--------------------------|--|-----------------------|----------------------------|-------------|--------------------|
| Surname: | | First name (s) | | | |
| Address: | | | | | |
| Date of Birth | | Age: | | Sex: | Male/Female |
| Ethnicity: | | | | | |
| Date ASBO issued: | | | Duration of ASBO: | | |
| ASB Case Officer: | | | Requesting Officer: | | |

1. Is the individual under 18 years of age?

Yes

No

2. Is the young person assessed as vulnerable and liable to be at risk of increased vulnerability if the ASBO is publicised?

Yes

No

If yes, please state the nature of the vulnerability and how this may be relevant in respect of the proposed publicity.



| |
|--|
| |
|--|

Name(s) of the Children's/ Adult Social Care representative(s) consulted:

| Name: | | Position: | | Do they agree to publicity? | |
|-------|--|-----------|--|-----------------------------|--|
| Name: | | | | | |
| Name: | | | | | |

3. Are there any individuals in the same household/close family to the individual who have been identified as vulnerable by Social Services and who would be affected by publicity relating to the ASBO?

Yes

No

If yes please state the nature of the vulnerabilities and how this may be relevant in respect of the proposed publicity.

| |
|--|
| |
|--|

Name(s) of Children's/ Adult Social Care representative(s) consulted:

| Name: | | Position: | | Do they agree to publicity | |
|-------|--|-----------|--|----------------------------|--|
| Name: | | Position: | | | |
| Name: | | Position: | | | |



4. Has consideration been made of the requirements of the Human Rights issues related to the case? Are you satisfied that any interference in the rights set out in the European Convention on Human Rights is necessary for the prevention of disorder or crime and is justified and proportionate?

Yes

No

5. Having considered the Partnership Guidance and Good Practice Guidance and the views of those consulted in relation to this case, will the Court be asked to impose restrictions on publicity?

Yes

No

If yes, please state reasons for requesting a restriction on publicity.

Ensure that the subject has been informed of the fact that publicity is likely to accompany the imposition of an ASBO unless the Court directs otherwise.

TO BE COMPLETED AFTER COURT HEARING:

6. Were reporting restrictions imposed?

Yes

Do not proceed with publicity

No

If reporting restrictions were not imposed, please indicate what form of publicity would, in your assessment be appropriate in this case:

Once complete, in cases where no restrictions have been imposed by the Court, ensure all sections are complete and forward a copy of this for to the Borough Police Commander. In line with the Good Practice Guidance the final decision in relation to publicity will rest with the Borough Commander (including permission for use of photographs etc.)



Appendix B – Minimum Standards



The Safer Bromley Partnership will continue to work together to reduce instances of anti-social behaviour by diversion, early intervention and effective enforcement. The partnership's aim is to make our residents feel that their neighbourhood is a safer and better place to live and visit.

The minimum standard of response is designed to complement the Policing Pledge and not to replace or dilute any of the sections.

The SAFER BROMLEY PARTNERSHIP Agreement to the community is to offer a service which will ensure that:-

1. All victims and witnesses are treated fairly with dignity and respect, with all instances of anti-social behaviour taken seriously, applying a multi agency problem solving solution where appropriate.
2. Victims and sufferers who report ant-social behaviour via the ASB reporting line and who do not require an immediate response will be contacted within 3 working days to determine the level of support required.
3. Reports of anti-social behaviour (taken by another agency), requiring an immediate response will be forwarded to the Police without delay if it is inappropriate for that agency to deal with the incident.
4. Victims and witnesses who suffer an identified series of anti-social behaviour incidents are fully supported and kept informed of agencies progress and their actions if the victim requires it. All appropriate services and support will be made known to the victim.
5. All agencies share relevant anti-social behaviour information and intelligence to identify location hotspots, known perpetrators and affected parties and respond purposefully and speedily to such intelligence.
6. Partner Agencies are aware of their own and others personal roles and responsibilities when dealing with anti-social behaviour and to ensure that they carry out their responsibilities cohesively for the good of the communities and the victims of ant-social behaviour.



7. Communities are encouraged to
 - take ownership of their neighbourhoods,
 - attend the Safer Neighbourhood Panel meetings
 - identify their priorities and be part of the problem solving solution
8. Communities are made aware who represents which agency within their neighbourhood and how to contact them.
9. Communities will be kept informed what is happening within their neighbourhood through **monthly meetings (SNT's)**, local media and leaflet distribution (when appropriate).
10. **Victims have the right of complaint to the partnership through their elected members when agencies have failed to act to curb an ongoing series of anti-social behaviour directed towards an individual or individuals and the matter cannot be resolved through the individual agencies normal complaints procedure.**

As a partnership we want to deliver the best service we can for you. If we fail to meet the standards we have set we will always explain why it wasn't possible to do so on that occasion.

What the Council will do:

- Contact all victims of Anti Social Behaviour within 3 working days about the incident.
- Contact all witnesses of Anti Social Behaviour within 3 working days about the incident.
- Work with residents and other agencies to reduce anti-social behavior and target problem areas.
- Agree appropriate actions with residents they are working with. This could include legal action and / or support from another agency e.g. Police, Housing etc...
- Respond to those residents within 2 to 10 working days of the complaint being received, with response being dependent on the seriousness of the complaint.
- Protect the identity of any persons who wish to remain anonymous.



- Keep victims and witnesses informed of any developments they are taking by arranging a meeting, or contacting them by telephone or letter.
- Inform residents of actions taken in the community to reduce anti-social behavior, when legally able to do so. This could include leafleting areas, newsletters, or personal contact.
- Visit local schools on request or, as a result of incidents, to promote respect and acceptable behaviour.

Who is responsible for tackling Anti-Social Behaviour in Bromley and how can I report it?

To report anti-social behaviour, when it is not an emergency you can call:

Bromley Police Station

0300 123 1212 (Opening Hours: 24 hours a day)

London Borough of Bromley Anti Social Behaviour Team

020 8461 7907

Email:

Antisocial.Behaviourunit@bromley.gov.uk

If you are a tenant of a registered social landlord or housing association, you can contact your landlord as they have powers to tackle anti-social behavior too.

Affinity Sutton

020 8313 3310

FURTHER INFORMATION AND CONTACTS

Bromley Victim Support

020 8776 7071

0845 3030900

Email:

vs.bromley@vslondon.org

Website:

<http://www.victimsupport.org.uk/>

Community Safety & Safer Bromley Partnership Information



<http://www.bromley.gov.uk/saferbromley>
Email: community.safety@bromley.gov.uk

Bromley Borough Police Homepage
<http://cms.met.police.uk/met/boroughs/bromley/index>

Crimestoppers (for practical advice in relation to community safety & crime prevention)
www.crimereduction.gov.uk

DRAFT



APPENDIX C –

DRAFT





The Trust Board

| | | | |
|------------------|--|-----------------|----|
| Date of Meeting: | Monday 28 June 2010 | Agenda Item No. | 09 |
| Title: | Children and Young People's Plan 2009 – 2011: Action Plan Annual Review | | |
| Contact Officer: | Laurence Downes Strategic Commissioning Manager laurence.downes@bromley.gov.uk | | |
| Lead Partner: | London Borough of Bromley | | |

1. SUMMARY

- 1.1. This report presents the annual review of progress against the summary action plan within the Children and Young People's Plan 2009-2011.

2. RECOMMENDATIONS

- 2.1. That the Trust Board notes and comments on the progress made as at April 2010 in addressing the priorities included in the Children and Young People's Plan 2009-2011.

3. COMMENTARY

- 3.1. The Children and Young People’s Plan (CYPP) sets out the vision and priorities of the Council and its partners within the Children and Young People Trust, to secure improved outcomes for children and families in the borough. It is a key contributor to the aspirations within the local ‘Community Plan, “Building a Better Bromley: 2020 vision”. Based on locally identified priorities and the views of stakeholders, it forms a challenging and ambitious agenda, designed to “secure the best possible future for all children and young people in Bromley”.
- 3.2. The CYPP for 2009-2011 was approved by the CYP Portfolio Holder on 28 September 2009, the Council’s Executive on 4 November 2009 and by full Council on 15 December 2009. The Plan was the subject of wide consultation with stakeholders including partner agencies and children, young people, parents and carers and took account of comments made at the CYP Policy Development and Scrutiny Committee on 30 June 2009.
- 3.3. The attached summary action plan provides an update of progress (to 30 April 2010) towards delivering the 32 key areas of focus within the CYPP, which comprise some 119 separate tasks and milestones. The table below shows progress against a rating of Green - Task completed or good progress being made and on track to meet deadline; Amber - Actions initiated - progress adequate but under review and Red - Not yet initiated or progress is severely delayed: -

| Rating | Overall Areas of Focus | Tasks and Milestones |
|--------------|------------------------|----------------------|
| Green | 30 | 100 |
| Amber | 2 | 16 |
| Red | 0 | 3 |
| TOTAL | 32 | 119 |

- 3.4. Significant progress has been made in a number of key areas, including:
- (Action Plan reference)
- (2) improving access to **Child and Adolescent Mental Health Services** – including a reduction in waiting times for assessment and treatment with initial assessments now being completed within two to six weeks of referral;

- (3) addressing the health needs of, and ensuring sufficient support for, children and young people with **learning difficulties and disabilities** – including the development of additional services for speech and language therapy and the opening of the Autistic Spectrum Disorder unit at Riverside School;
- (10) reducing **absence from school** and **improving attendance** – including the reduction in Persistent Absentee rates from 6.7% to 5.1% in the borough's secondary schools;
- (23) reducing **school exclusions**, particularly for children from vulnerable groups – including a 42% reduction in Permanent Exclusions.

3.5. Areas where further progress is required (currently rated red) include:

(Action Plan reference)

- (1) improving **children and young people's health** (including low birth weight; teenage pregnancy; and obesity) – some of the strategies identified in the plan are currently at draft stage but will be finalised within the next few months;
- (24) working with relevant services to increase the availability of suitable and affordable **housing for vulnerable groups**, including through FOYER schemes for young people – planning permission for the planned Foyer Project was refused and an appropriate alternative site has yet to be identified;
- (29.5) **Market Sector Development Strategy** to be developed - the work on this has yet to commence as resources have been redirected to developing other areas of Strategic Commissioning.

Children and Young People Plan Summary Action Plan (2009-11)

2010 Annual Review of Progress

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|---|-------------------|---|---|-----------------|-------|-------|
| BEING HEALTHY | | | | | | |
| AREA OF FOCUS 1: Improve children and young people's health (including low birth weight; teenage pregnancy; and obesity) | | | | | Amber | |
| 1.1 Develop a Maternity Strategy in conjunction with Bromley Hospitals NHS Trust. | 31 August 2009 | Consultant in Public Health, Bromley Primary Care Trust | <ul style="list-style-type: none"> Draft Maternity Strategy developed with Bromley Hospitals NHS Trust. Broader strategy now under development across sector following formation of South London Healthcare Trust in April 2009. | | Amber | |
| 1.2 Complete a Maternity Needs Assessment. | 31 August 2009 | Consultant in Public Health, Bromley Primary Care Trust | <ul style="list-style-type: none"> Completed in April 2009. | | | Green |
| 1.3 Implement the Baby Friendly Initiative for breastfeeding across the Borough. | 31 August 2009 | Consultant in Public Health, Bromley Primary Care Trust | <ul style="list-style-type: none"> A Steering Group was put in place in April 2009, with Planning Visits conducted in September 2009. The next stage is the Certificate of Commitment (the first step towards full accreditation of the Baby Friendly Initiative) by August 2010 with the whole process expected to take 3 to 4 years for completion. | | Amber | |
| 1.4 Develop the strategy for tackling Childhood Obesity in the Borough. | 30 September 2009 | Consultant in Public Health, Bromley Primary Care Trust | <ul style="list-style-type: none"> Draft Childhood Obesity Strategy completed by September 2009. Mapping of childhood obesity services completed in September 2009. | | Amber | |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|---------------|--|--|-----------------|-------|-------|
| 1.5 Front line staff to be trained in the Health Exercise Nutrition for the Really Young (HENRY) obesity prevention programme. | 30 April 2010 | Consultant in Public Health, Bromley Primary Care Trust | <ul style="list-style-type: none"> Completed. HENRY programme underway with training in place. Several front-line staff trained with several more training programmes for staff planned over the next year. | | | Green |
| 1.6 Implement the approved Teenage Pregnancy Strategy. | 30 April 2010 | Consultant in Public Health, Bromley Primary Care Trust | <ul style="list-style-type: none"> Completed. A revised action plan for 2010-2011 has been approved by the Teenage Pregnancy Executive Board with commissioning intentions identified. | | | Green |
| 1.7 Develop an action plan to take forward the national Child Health Strategy. | 31 July 2009 | Consultant in Public Health, Bromley Primary Care Trust | <ul style="list-style-type: none"> Progress has been made against all 24 of the identified outcomes within the 'Healthy Lives, Brighter Futures' national strategy, through joint working between Primary Care Trust and London Borough of Bromley service teams and via the Children's Trust. A formal action plan has not been implemented but this will be progressed via the development of formal joint commissioning arrangements via the Trust. | | Amber | |
| AREA OF FOCUS 2: Improve access to Child and Adolescent Mental Health Services (CAMHS) | | | | | | Green |
| 2.1 Improve access to Child and Adolescent Mental Health Services (CAMHS) for children and young people with learning difficulties/disabilities, through CAMHS Learning Difficulties and Disabilities (LDD) pathway. | 30 April 2011 | <p>Assistant Director, Access and Inclusion, Children and Young People Service, London Borough of Bromley</p> <p>Consultant Clinical Psychologist, Oxleas NHS Foundation Trust</p> | <ul style="list-style-type: none"> Additional Clinical Psychologist for Attention Deficit Hyperactivity Disorder (ADHD) in post. The target of completing initial assessments within two to six weeks of referral into Tier 2 has been met. Clinical Psychologist Tier 3 and Bromley Autistic Trust (BAT) to offer group programmes, on a needs basis, for children and young people with Asperger's/ASD on specific issues such as anger and anxiety. Commissioning of Tier 1 CAMHS support by Children and Family Centres and Extended Services, delivered through the private and voluntary sector. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|---------------|--|---|-----------------|
| 2.2 Use targeted funding to improve access to support in schools. | 30 April 2011 | Assistant Director, Access and Inclusion, Children and Young People Service, London Borough of Bromley Consultant Clinical Psychologist, Oxleas NHS Foundation Trust | <ul style="list-style-type: none"> ADHD training offered to Parish Primary School in March 2010. Recruitment for Mental Health workers is under way with existing post holders already in some schools. Use of TaMHS (targeted mental health in schools) 2 year funding for pilot including four levels of support; individual CYP, group CYP, training and support for staff and signposting to parenting for parents/carers. | Green |
| 2.3 Improve communication with referrers, parents and young people. | 30 April 2011 | Assistant Director, Access and Inclusion, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Information Officer and Parent Participation Officer in post. Continued partnership working between Tier 2 and Riverside Special School, offering input on an individual and group basis to children and families. | Green |
| AREA OF FOCUS 3: Address the health needs of children and young people with learning difficulties and disabilities | | | | Green |
| 3.1 Implement the Joint Children's Disability care pathway between health, social care and education services. | 31 May 2009 | Assistant Director, Access and Inclusion, Children and Young People Service, London Borough of Bromley Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Pilot implemented successfully via Specialist Support and Disability Panel. | Green |

**BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW**

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|---------------|--|---|-----------------|
| 3.2 Implement joint commissioning for short breaks, equipment and palliative care, using health and social care budgets. | 31 July 2009 | Assistant Director, Access and Inclusion, Children and Young People Service, London Borough of Bromley Lead Commissioner for Community and Children's Services, Bromley Primary Care Trust | <ul style="list-style-type: none"> Completed. Interim Joint Commissioner appointed, approved by Steering Group. Short Breaks Implementation Plan for 2009/10 and 2010/2011 approved by Steering Group. | Green |
| 3.3 Appoint a Joint Commissioning post between Bromley Primary Care Trust and London Borough of Bromley. | 31 July 2009 | Assistant Director, Access and Inclusion, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed - Interim Joint Commissioner appointed in October 2010. | Green |
| 3.4 Ensure access to necessary therapies, equipment, community and school nursing services. | 30 April 2011 | Head of Additional Needs, Community Provider Unit, Bromley Primary Care Trust Head of Specialist Support and Disability Services Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Pathway piloted for identifying and meeting the needs of children with medical needs and moderate physical needs, without recourse to a statement. New Communication Assistive Technology and Training Service Level Agreement between London Borough of Bromley and Bromley Primary Care Trust provide specialist Occupational Therapy and Speech & Language Therapy and Teaching teams to support access for children requiring communication aids. Multi-agency processes and commissioning being piloted through new Specialist Support & Disability Panel. Model for staff trained in managing complex health needs and supporting learning needs is being piloted in pre-school and school settings. | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|---------------|---|--|-----------------|
| 3.5 Address health and therapy need of children and young people with disabilities in a multi-agency context, ensuring effective commissioning achieves access to services and support. | 30 April 2010 | <p>Head of Additional Needs, Community Provider Unit, Bromley Primary Care Trust</p> <p>Head of Specialist Support and Disability Services Children and Young People Service, London Borough of Bromley</p> | <ul style="list-style-type: none"> Completed. Service Level Agreements in place between London Borough of Bromley and Bromley Primary Care Trust to provide Occupational Therapy and Speech & Language Therapy in new Riverside Autistic Spectrum Disorder provision from January 2010 with Speech & Language Therapy in new secondary speech and language provision at Hayes Secondary school from April 2010. All children's community nursing, therapy staff and paediatricians have agreed, with parental permission, to refer children to the Early Support Pre-School Panel of children with medical/physical needs, where these may impact on their ability to access pre-school and school settings. Primary Care Trust and London Borough of Bromley commissioners fund individualised packages of care for children with complex nursing needs due to life limiting and life threatening conditions, via the complex case panel, without recourse to a statement at preschool level. | Green |
| AREA OF FOCUS 4: Address the rising level of alcohol misuse amongst young people | | | | Green |
| 4.1 Continue to commission a specialist treatment service for young people which also supports the delivery of drug education within schools. | 30 April 2011 | Drug Action Team Manager, Adult & Community Services, London Borough of Bromley | <ul style="list-style-type: none"> The Drug Action Team (DAT) commissions BYPASS, a YP treatment service, to deliver a wide range of Tier 2 and Tier 3 interventions across the Borough. This includes delivery of drug education within schools in partnership with CYP. BYPASS has also set up close links with the Sexual Health and Teenage pregnancy teams to promote cross partnership working and maximise opportunities for training. The BYPASS contract comes to a natural end on 31 March 2011 and the DAT is currently consulting with various stakeholders including CYP to prepare the specification in line with the finding of the Needs Assessment 2010. | Green |

**BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW**

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|---------------|---|---|-----------------|
| 4.2 Continue to provide training to all staff working with young people, to identify alcohol problems through the Drug Use Screening tool. | 30 April 2011 | Drug Action Team Manager, Adult & Community Services, London Borough of Bromley | <ul style="list-style-type: none"> • BYPASS provided training to a wide range of partners, including Family Intervention Project workers, and will intensify and maximise training opportunities over the course of 2010/11 under the joint leadership of CYP and DAT. • Arrangements in place for Family Intervention Project workers to be trained in Drug Use Screening Tool (DUST) and to undertake joint visits with BYPASS Family Worker. | Green |
| 4.3 Continue to work with the Teenage Pregnancy and Sexual Health Boards to target prevention and early intervention at young people at risk of alcohol-related teenage pregnancy or sexually transmitted infections. | 30 April 2011 | Drug Action Team Manager, Adult & Community Services, London Borough of Bromley | <ul style="list-style-type: none"> • Close links have been forged between the DAT, Sexual Health, Teenage Pregnancy and the Chlamydia team with cross representation at operational and strategic level. • The DAT, Sexual Health and Teenage Pregnancy are forging a new partnership, with cross agency satellite delivery of Sexual Health and Substance Misuse services. Pathways are being developed and roll out is to begin from June 2010 with BYPASS working in the Sexual Health centre in Biggin Hill. Substance misuse training for the Chlamydia team and cross agency satellite provision at BYPASS and PCT sites will begin from Summer 2010. | Green |
| 4.4 Implement an alcohol task group which undertakes a targeted programme of activity covering under age sales, anti-social behaviour and enforcement. | 31 July 2009 | Drug Action Team Manager, Adult & Community Services, London Borough of Bromley | <ul style="list-style-type: none"> • The task group is in place working towards the recommendations contained in the Alcohol Needs Assessment currently developed by the Primary Care Trust. | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|--------------|---|---|-----------------|
| <p>4.5 Develop a robust data set in collaboration with CYP Services that captures:</p> <ul style="list-style-type: none"> • the numbers of young people screened and referred for treatment; • the numbers of parents who have substance misuse problems and are referred for treatment. | 31 July 2009 | Drug Action Team Manager, Adult & Community Services, London Borough of Bromley | <ul style="list-style-type: none"> • The data set has been agreed and is in place. This is closely monitored by the Young People's Joint Commissioning Group and recommendations for improvement have been included in the DAT's Treatment Plan for 2010/11. • The data set has identified a low level of referrals from the Looked After Children (LAC) service into BYPASS and an audit of LAC caseload is scheduled to take place in Spring/Summer 2010. Recommendations are likely to include that a BYPASS worker attends caseload meetings and a training schedule for all LAC staff on the Drug Use Screening Tool (DUST). | Amber |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|---------------|---|--|-----------------|
| STAY SAFE | | | | |
| AREA OF FOCUS 5: Ensure proper vetting of people who work with children and young people. | | | | Green |
| 5.1 Continue to implement the Safer Recruitment Training to maintained schools and other relevant staff. | 31 March 2011 | Human Resources Manager, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. The Safer Recruitment Training is now firmly embedded into a rolling programme with 100% of schools that have undertaken this. The training has been extended to cover voluntary organisations and other partners. | Green |
| 5.2 Continue to issue sponsorship certificates for migrant workers on behalf of Community and Voluntary Controlled Schools (where the Council is the employer). | 31 March 2011 | Human Resources Manager, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. HR Business Services continues to undertake this function issuing sponsorship certificates for those prospective employees who meet the eligibility criteria. | Green |
| 5.3 Undertake 3 yearly CRB re-checks for staff and volunteers. | 31 March 2011 | Human Resources Manager, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. CYP Departmental policy is that 3 yearly rechecks are undertaken for staff. There is an established rolling programme of rechecks in place. | Green |
| 5.4 Continue to implement the phased approach of the new vetting and barring scheme through the Independent Safeguarding Authority. | 31 March 2011 | Human Resources Manager, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> The Council has established a Vetting and Barring Project Group and briefing sessions have already been delivered to raise awareness of the scheme. Work streams have been identified and prioritised to ensure that the phased implementation of the scheme is achieved in accordance with the prescribed timescales. | Green |
| AREA OF FOCUS 6: Ensure that there is sufficient support for children with disabilities. | | | | Green |
| 6.1 Reduce reliance, on and monitor out of borough placements for, disabled children and young people | 30 April 2010 | Assistant Director, Access and Inclusion, Children and Young People Service, London | <ul style="list-style-type: none"> Analysis of out of borough placements conducted, identifying costs and trends within the statement process. An enhanced SEN audit was completed in December | Amber |

**BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW**

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|---------------|--|--|-----------------|
| with Autistic Spectrum Disorder (ASD) and Special Educational Needs (SEN), in liaison with the Children in Care Education Service. | | Borough of Bromley Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley | 2009, with 186 placements in LDD unit provision audited, informing unit configuration and planning for 2010/2011. <ul style="list-style-type: none"> The ASD unit at Riverside in Beckenham successfully opened on schedule with 24 pupils on roll by January 2010. The Mottingham unit development is on hold with planned temporary closure from September 2010 until the school is out of OFSTED category of concern. Measures to reduce out of borough placements for disabled children have been implemented successfully but continued rise in numbers has meant that placements have not reduced. | |
| 6.2 Ensure that the 'Aiming High for Disabled Children' (AHDC) Short Breaks Transformation Programme is implemented in partnership with Bromley Primary Care Trust (PCT) and that new monies achieve quality enhanced and innovative support and services. | 31 March 2011 | Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley Lead for Social Work and Short Breaks Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Commissioning Strategy for Short Breaks 2009/10 approved. Data collection system in place with future funding for 2010/11 secured. Total number of disabled children receiving short breaks increased from 318 in 2008/09 to 534 in 2009/10. | Green |
| 6.3 Increase parent/carer participation, information, engagement and active involvement in decisions on the development of services for disabled children and young people, including tendering and implementing 'Aiming High for Disabled Children' Parent Participation Grants. | 31 July 2009 | Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley Lead for Social Work and Short Breaks Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. The Information Officer and Parent Participation Officer are now in post. Active Involvement Sub Group has parental representation. Bexley & Bromley Advocacy Service commissioned to promote active involvement of disabled children and young people in service planning. Parent Voice Forum established with elected Steering Group and membership of approx 140 January 2010. | Green |

**BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW**

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|---------------|---|---|-----------------|
| 6.4 Ensure support for disabled children and young people to access mainstream services, inclusive leisure, extended school and mainstream Children's Centres and settings. | 30 April 2010 | Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • Consultation facilitated by Youth Service at Family Fun Day in October 2009. • Training programme in place from February 2010 across all universal and specialist services. • 'Inclusion toolkit' designed and introduced to help mainstream settings develop their own practice. • Alignment of funding to provide an 'Inclusion Fund' to cover additional costs incurred by settings as a consequence of including children with disabilities/additional needs in mainstream settings. | Green |
| 6.5 Develop the workforce to achieve a common core of skills and knowledge, to maximise the ability of professionals to meet the needs of disabled children and young people, together with their parents and carers. | 30 April 2010 | Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> • Links developed with the Workforce Strategy Group to cascade information to workforce leads on multi-agency joint intervention for disabled children. • Parent Participation training organised and delivered via Parent Voice with three Bromley parents graduating from the National Partners in Policymaking course. • Multi-agency training programmes put in place for professionals working with disabled children. • Multi-agency safeguarding conference to be held in October 2010 with a focus on disabled children. | Green |
| 6.6 Ensure effective co-ordinated services for disabled children and young people, offering proactive rather than reactive family-centred support. | 30 April 2010 | Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • Early Support 'team around child and family' model successfully developed for vulnerable disabled school age children referred to Specialist Support and Disability Panel. • Assessment Communication Team has successfully worked with parents to reduce the number of cases referred to SENDIST (SEN and Disability Tribunal). • The Bromley Children Project Disability & SEN Coordinator supported 66 families in academic yr 2008/9 with 167 issues. | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|---------------|---|---|-----------------|
| AREA OF FOCUS 7: Ensure the effectiveness of preventative services (children with learning difficulties/disabilities, children in need and young carers) | | | | Green |
| 7.1 Establish referral pathways, panel processes, thresholds, eligibility criteria and access points which achieve responsive joint services and timely support, particularly at key life stages. | 30 April 2010 | Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> • Referral pathway mapping completed and pilot Specialist Support and Disability panel operational from September 2009. • New referral pathways for short breaks developed and approved in December 2009, with commencement of a pilot implemented in April 2010. • Use of the Common Assessment Framework (CAF) implemented in the newly configured Social Work and Short Break Team from January 2010. | Green |
| 7.2 Consider the need for a key worker or lead professional for children and young people with disabilities across all age phases. | 30 April 2010 | Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • The Bromley Early Support Key worker Co-ordinator has trained staff at Riverside School in the Key worker role, including involvement in multi-agency meetings and Family Service Plans. | Green |
| 7.3 Improve data on disabled children and young people in a multi-agency context. | 30 April 2010 | <p>Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley</p> <p>Lead for Social Work and Short Breaks Services, Children and Young People Service, London Borough of Bromley</p> | <ul style="list-style-type: none"> • Completed. • The Specialist Support and Disability panel administrator has received, and continues to receive, ongoing training in the relevant management information systems, improving report writing and strategic planning capacity. • A new database has been developed for the Specialist Support and Disability team, with successful data collection and submission to Together for Disabled Children via the Local Area Implementation and Monitoring Plan. | Green |

**BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW**

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|---------------|--|---|-----------------|
| 7.4 Ensure the active involvement of disabled children and young people in service planning. | 30 April 2010 | Assistant Director, Access and Inclusion, Children and Young People Service, London Borough of Bromley Lead for Social Work and Short Breaks Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. The Specialist Disability Support Service has commissioned Bexley & Bromley Advocacy to promote the active involvement of disabled children and young people in the planning and reviewing of their services, with planning involvement of disabled children and young people in the commissioning of this service. A reference group for disabled children and young people is in the process of being established as the mechanism for ongoing engagement with disabled children and young people in the commissioning of short breaks services. | Green |
| 7.5 Develop preventative services for children with learning difficulties and disabilities, building onto the success of the Early Support 'Team around the Child and Family' model. | 30 April 2010 | Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. The Disabled Children's Social Work Team in CYP is successfully working in partnership with the Transition Team from Adult & Community Services (ACS) with protocols and procedures for joint working and the transfer process developed. | Green |
| 7.6 Ensure that Bromley Children and Family Project continue to work with schools and that the full core offer of Extended Services is available to children and Families. | 31 March 2010 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> The Bromley Children and Families Project continues to work with schools on an ongoing basis on the delivery of Extended Services, with all schools, bar one, in the borough delivering the full core offer for Extended Services. Accuracy of ongoing reporting improved via the introduction of a regular audit documents completed by schools on the status of their Extended Services against the core offer. Work has begun on extended services within special schools. Funding and transport issues to be resolved in mainstream settings. | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|-------------------|---|--|-----------------|--|-------|
| 7.7 Deliver services within 16 operational Children and Family Centres in 6 Community Areas that provide services in line with local needs analysis and evidence impact through the establishment of an 'outcomes based accountability' management information system. | 30 September 2009 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> All operational Children and Family Centres are designated and the Full Core offer is available in all centres with the exception of The Griffin which is due in September 2010. All centres run activities and sessions that are based on needs analysis of the local area and the core offer for Children and Family Centres. Centres are also supporting a range of additional services such as Contact sessions for Social care. MIS System has been procured and will be operational in June 2010 in all Phase 1 Children and Family centres and rolled out to all Children and Family Centres by September 2010. | | | Green |
| AREA OF FOCUS 8: Develop more locally available and affordable childcare provision | | | | | | Green |
| 8.1 Ensure sufficient childcare support for disabled children and young people and consider the Disabled Children's Access to Childcare project (DCATCH). | 30 April 2010 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Childminding Network service, for families with children with disabilities, re-commissioned for 2010/2011 with increased capacity to meet demand. Childcare Sufficiency Audit preparations under way with service to be commissioned for 2010/2011. The Childcare Sufficiency Audit covers all available childcare for children aged 0-19 including children with disabilities. A Steering Group to plan the use of DCATCH funding is in development supported by a multi-agency working group to agree detailed priorities and work plan for DCATCH and other funding to support childcare for disabled children. | | | Amber |

**BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW**

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|---|-------------------|---|--|-----------------|--|-------|
| 8.2 Implement the government's free entitlement to nursery education funding for 3 and 4 year olds from 12.5 hours to 15 hours for 25% of children in most deprived areas. | 30 September 2009 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> A pilot for the free entitlement has been successfully implemented with the universal offer planned to be in place from September 2010. A pilot is in place, due to end in March 2011, for provision of funded places for 1 – 2 year olds, delivered in partnership with the Pre-School Learning Alliance. The entitlement includes funding for outreach and family support. This has been introduced in twelve nursery education settings with over 70 children currently accessing the scheme. | | | Green |
| 8.3 Implement the government's free entitlement to nursery education funding for 3 and 4 year olds across the Borough. | 30 September 2010 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> The implementation of the free entitlement, involving an extension from 12.5 hours to 15 hours per week, is on track with a series of information sessions for providers held, accessed by over 50% of relevant providers. | | | Green |
| 8.4 Develop sign-posting in schools for parents to after-school clubs in their local area; promote working tax credit in after school clubs so that parents are more able to afford after-school provision. | 30 September 2009 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. All Schools are supported through the Childcare Development Officer (out of schools) to either have on site provision for after-school clubs, or signposting to provision in the local area. Information on Working tax credit is available at all Children and Family Centres. The Childcare Development Officer (out of schools) also ensures that Out of School provision has up to date information to support families. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|---|------------------|---|--|-----------------|-------|-------|
| 8.5 Develop affordable wrap-around child care (in conjunction with schools). | 31 December 2010 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Funding resource to support a universal offer is currently limited and therefore support is currently given on an individual basis via the Childcare Development and Childcare Business Support officers. The Accredited Childminding Network is on track to achieve full accredited status, with an approved network also in the planning stages. The Childcare Sufficiency Audit is in progress, planned to be completed during the 2010/2011 year. All Schools are supported through the Childcare Development Officer (out of schools) to either have on site provision for after-school clubs or signposting to provision in the local area. | | | Green |
| AREA OF FOCUS 9: Develop the use of the Common Assessment Framework (CAF) process | | | | | | Green |
| 9.1 Produce a comprehensive, multi-agency Common Assessment Framework (CAF) policy, procedures and protocol and incorporate draft Pan-London procedure for inter-borough referrals once agreed. | 31 May 2009 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> The policy is currently in draft and will be finalised in 2010/2011. | | Amber | |
| 9.2 Develop Common Assessment Framework (CAF) Training Programme to support all schools, pre-school settings, service teams and other key partners with the implementation of the framework and procedures. | 31 March 2009 | Head of Bromley Children and Family Project, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Resources have been allocated to support agencies to engage with CAF across the 0-5 age range. The Training Programme is well established and ongoing. To date 53 training days have been undertaken with a total of 883 participants. The CAF Team have also facilitated a number of 1 hour briefing sessions and /or Training Sessions on request to individual agencies/teams and have developed "CAF Refresher Training" (55 participants to date) and "How to Chair Effective Team Around the Child Meetings" (65 participants to date). | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|-------------------|---|---|-----------------|
| ENJOY AND ACHIEVE | | | | |
| AREA OF FOCUS 10: Reduce absence from school and improve attendance | | | | Green |
| 10.1 Improve use of persistent absentee calculator in both primary and secondary settings, to enhance targeting of schools' pastoral resources. | 30 September 2010 | Head of Access & Admissions, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> An increased proportion of schools have now implemented the use of the Persistent Absentee (PA) calculator to target resources appropriately. Current data demonstrates an improvement in 15/17 Secondary schools PA numbers with the Authority data moving from 6.7% in Autumn 2008 to a provisional figure of 5.1% in Autumn 2009. | Green |
| 10.2 Continue the roll-out of SPIKE attendance project to all primary schools in the Borough. | 31 December 2010 | Head of Access & Admissions, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> The SPIKE project continues to grow and all but a few schools are actively engaged in the initiative. Reducing further absence in primary schools remains a significant challenge. Primary absence has dropped from 5.41% in Autumn 2008 to 5.27% in the overall 2008/09 academic year; against the target of 4.74%. | Amber |
| 10.3 Implement procedures contained within the revised Department for Children, Schools and Families guidance, to "ensure all children receive the education to which they are entitled", including children missing from education processes. | 31 March 2011 | Head of Access & Admissions, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> The process for monitoring children missing from education has been revised and enhanced. Additional training on the Department for Education's pupil data transfer system (S2S) supports this work. | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|------------------|---|---|-----------------|
| AREA OF FOCUS 11: Ensure that young people from vulnerable groups access educational opportunities | | | | Green |
| 11.1 Review the first year of the Targeted Youth Service team and ensure continued compliance with national guidance on key elements of the integrated youth support service. | 31 August 2009 | Head of Integrated Youth Services, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Department of Children, Schools and Families (DCSF) self assessment completed demonstrating continued compliance with National Guidance. | Green |
| 11.2 Expand the Youth Service schools offer into Cator Park, Kelsey, and Priory Schools. | 31 December 2009 | Head of Integrated Youth Services, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Youth Service Offer developed in Darwin, Kelsey and Priory with plans in place to implement after school Mobile drop in service at Cator. | Green |
| 11.3 Continue to fund the Moving onto Secondary School project, to deliver the year round Challenger Programme to year 6/7 pupils in transition. | 30 April 2010 | Head of Integrated Youth Services, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. 2 year London Development Agency Grant applied to deliver final year of Challenger programme into Kelsey and Cator schools. 40 young people have completed the programme. | Green |
| 11.4 Hold regular panel meetings to identify students who are a combination of missing from education, in care, and known to the Youth Offending Team, and coordinate integrated plans for each young person. | 31 August 2009 | Head of Integrated Youth Services, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Not in Education, Employment or Training (NEET) Manager's Forum established to bring together managers of teams working on prevention and reduction to share case management information and good practice. Panel function is developing and should be fully operational by September 2010. | Amber |
| AREA OF FOCUS 12: Provide support for children with special educational needs (SEN) without formal 'statementing' | | | | Green |
| 12.1 Ensure increased and improved in-borough capacity and quality | 30 April 2010 | Head of Specialist Support and Disability Services, Children and | <ul style="list-style-type: none"> 2009 SEN Autumn Audit arrangements developed to include more qualitative focus and opportunity for identification of needs of most vulnerable pupils. 185 | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|----------|--|--|-----------------|
| <p>provision and review the SEN Audit and data collection. (For schools with units in categories of concern, link to 'London Challenge' and prioritise enhanced support through the development of the Complex Needs Team.)</p> | | <p>Young People Service, London Borough of Bromley</p> | <p>school aged children (across 13 units) in specialist provisions attached to mainstream schools were audited.</p> <ul style="list-style-type: none"> • Co-ordination of SEN audit outcomes and Specialist Support & Disability (SS&D) panel referrals to inform planning for pupils with complex health needs. • Complex Needs Team providing targeted support and training to specialist provisions identified in categories of concern. • SEN unit audit in Autumn 2009 helped to inform Complex Needs team of priorities for support (both pupil and whole unit support needs across LDD units). • Riverside and Marjorie McClure Special School Heads now both involved in Complex Needs team outreach development work. | |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|----------------------|--|---|-----------------------------|
| <p>12.2 Narrow the attainment gap for disabled children and young people and ensure that staff have the necessary skills and competencies to work with disabled children, including those working widely outside of age related expectations and those with Autistic Spectrum Disorder/Aspergers' challenging behaviour.</p> | <p>30 April 2010</p> | <p>Head of Specialist Support and Disability Services, Children and Young People Service, London Borough of Bromley</p> <p>Head of Inclusion Support Service, Children and Young People Service, London Borough of Bromley</p> | <ul style="list-style-type: none"> Completed. All primary units attached to mainstream Schools have received CD-Rom copies of the thematic curriculum framework produced by the Curriculum Development Team. The majority of the primary special provisions are using the framework or adapting it to suit their setting. Advisory Teacher support for one day a week in place until March 2010 as part of Complex Needs team to embed specialist curriculum framework in specialist unit provisions. Bespoke training within pre-school settings given by 'Big Talk' team of Area SENCOs, as part of settings' Inclusion Development planning. Training in progress indicators for children widely outside of age related expectations planned for Unit heads as part of Complex Needs team outreach from Riverside school (March 2010). Complex Needs Team action plans to support teaching and learning experiences for vulnerable pupils in specialist provisions where schools are seeking additional support to sustain improvement or in provisions identified in categories of concern by London Challenge. | <p align="center">Green</p> |

**BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW**

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|---------------|--|---|-----------------|
| 12.3 Develop and achieve new in-borough provision for children and young people with more complex Autistic Spectrum Disorder through new proposed provision at Riverside School (Beckenham Centre), additional provision at Langley Park School for Boys' (Sunil Centre) and enhanced provision at Glebe School. | 30 April 2010 | Assistant Director Access & Inclusion, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Riverside Beckenham Centre for ASD pupils opened on schedule in January 2010 with 24 pupils on roll (phase 1) and capital building programme and funding arrangements/ staffing for new centre in place | Green |
| 12.4 Enhance in-borough Speech & Language unit provision at secondary level. | 30 April 2011 | Assistant Director Access & Inclusion, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Multi-agency Steering group established with ICAN commissioned to provide support and training. Service Level Agreement in place with PCT Community Provider Unit to provide Speech & Language Therapy from April 2010. | Green |
| 12.5 Open a new base for Sensory Support Service at Darrick Wood Schools and consider Secondary provision for deaf children and young people. | 30 April 2011 | Assistant Director Access & Inclusion, Children & Young People, London Borough of Bromley Head of Inclusion Support Service, Children and Young People Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. 'Griffins' Sensory Support Centre and specialist provision for deaf children opened in June 2009. Services for Sensory Impaired children and families developed for 0-5 year olds. | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|----------------------|--|---|-----------------|--|--------------|
| <p>12.6 Meet Statutory Assessment timelines and reduce Tribunal activity, promoting family friendly in-borough support and parental confidence in the system, through the further development of the successful Assessment Communication Team (ACT) Pilot.</p> | <p>30 April 2011</p> | <p>Assistant Director Access & Inclusion, Children & Young People, London Borough of Bromley</p> | <ul style="list-style-type: none"> Tribunal activity reduced. Significant reduction in SEN and Disability Tribunal (SENDIST) activity for 'Refusal to Assess'. | | | <p>Green</p> |
| <p>12.7 Implement the SEN Funding Review so that funds for children with lower levels of need are distributed through a formula and without the need for a statement.</p> | <p>30 April 2011</p> | <p>Assistant Director Access & Inclusion, Children & Young People, London Borough of Bromley</p> | <ul style="list-style-type: none"> Completed. Consultation meetings were held in the Autumn term with schools and parent partnerships. The majority of feedback did not support the suggestion that Special Educational Needs and Additional Educational Needs funding should be allocated on a different funding methodology. In addition, the majority of responses did not support the suggestion that matrix level 5 was an appropriate cut of level above which statements should continue to be issued. It was agreed to look at alternative approaches to reduce reliance on statementing. Given the results of the consultation, this task will not be taken forward. | | | <p>Green</p> |
| <p>12.8 Through the Capital building programme, invest in necessary work to support school units and settings to promote access for more complex learning needs and disabilities.</p> | <p>30 April 2010</p> | <p>Assistant Director Access & Inclusion, Children & Young People, London Borough of Bromley</p> | <ul style="list-style-type: none"> Completed. Priorities agreed for major unit Capital building programme at Alexandra and Crofton Units 2010/2011. Mottingham unit received initial building work to unit class in August 2009 - but temporary closure of unit class now planned from September 2010 until school comes out of category of concern. Priorities for Unit Capital Building recommendations determined through audit monitoring in Autumn 2009 and planned as part of annual SEN audit. The development of a Phase 3 Children and Family | | | <p>Green</p> |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|---------------|---|--|-----------------|-------|-------|
| | | | centre at Hawes Down, in conjunction with the Joint Disability service, has taken place. This resource will be in place to support disabled children in relation to respite provision. | | | |
| AREA OF FOCUS 13: Improve access to community leisure and recreation for young people | | | | | | Green |
| 13.1 Publish a summer activities brochure for young people. | 31 July 2009 | Head of Integrated Youth Services, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • Summer activities brochure is now an annually produced publication. | | | Green |
| 13.2 Implement the Playbuilder Programme, to deliver 11 additional play spaces across the borough. | 30 April 2010 | Head of Integrated Youth Services, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> • Permission secured from CYP and Environmental Service (ES) Portfolio Holder (PH) to implement both years of the Playbuilder Programme with 22 play spaces refurbished or developed. 11 spaces will be completed by end of June 2010. | | Amber | |
| 13.3 Further implement the delivery of the Playbuilder Programme to deliver a further 11 play spaces across the borough. | 30 April 2011 | Head of Integrated Youth Services, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> • Permission secured from CYP and ES PH to implement both years of the Playbuilder Programme with 22 play spaces refurbished or developed. 11 spaces to be completed by the end of March 2011. | | | Green |
| 13.4 Co-ordinate the work of the Youth Service Mobile Play team to a) deliver new, and b) facilitate access to existing community leisure and recreation services. | 31 March 2011 | Head of Integrated Youth Services, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • Youth Service Mobile Play Team now deliver positive and play activity programmes in a number of park spaces during holiday periods. 3,500 children and young people participated in year to March 2010. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|-------------------|---|--|-----------------|
| AREA OF FOCUS 14: Improve educational attainment of all children, particularly at Key Stages 1 and 2 | | | | Green |
| 14.1 Re-focus literacy/numeracy support to those schools with greatest need. | 30 September 2009 | Head of Standards and Attainment, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. All schools have been categorised according to need and literacy and numeracy support has been targeted accordingly. There has been recognition in Ofsted reports of the effective support received by literacy and numeracy teams. | Green |
| 14.2 Implement an updated and refocused primary school improvement strategy; including support/intervention for those schools causing concern. | 30 September 2009 | Head of Standards and Attainment, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Completed. World Class Primary Plan detailing the LBB school improvement strategy and the individual action plans for schools causing concern, submitted to the DCSF as required by 31 March 2010. | Green |
| AREA OF FOCUS 15: Improve school buildings so that they provide the right environment for learning | | | | Green |
| 15.1 Complete construction of new Langley Park School for Boys building. | 30 September 2011 | Assistant Director Learning & Achievement, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> The contractor began site preparation and phase 1 of construction in April 2010. The completion of phase 1 remains on schedule for completion/occupation by Sept 2011. Demolition and construction on the existing site begins in Autumn 2011. Full completion expected summer 2012. | Green |
| 15.2 Complete the top priority schemes in the Primary Capital Programme. | 31 March 2011 | Head of Standards and Attainment, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Schemes currently progressing to tender through Executive. | Green |

**BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW**

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|-------------------|---|---|-----------------|
| 15.3 Establish project and management arrangements for Project 1 in the Authority's "Building Schools for the Future" Programme. | 30 September 2009 | Assistant Director Learning & Achievement, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> The new Government (May 2010) has announced a review of all capital programmes, including Building Schools for the Future. The LA's strategy for capital investment in secondary schools will be reviewed in the late autumn taking account of the Government's announcement on capital programmes for schools. | Amber |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|-------------------|--|--|-----------------|--|-------|
| MAKE A POSITIVE CONTRIBUTION | | | | | | |
| AREA OF FOCUS 16: Maintain improvements in the Youth Offending Service and reduce levels of re-offending | | | | | | Green |
| 16.1 Expand the restorative justice programme across community and corporate initiatives, and work directly with victims of crime to inform pre-sentence reports. | 30 September 2009 | Head of Youth Offending Team, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> • Good progress achieved - a number of reparation schemes identified across community and corporate arrangements. Combined with an Education Training and Employment (ETE) mentoring scheme this has been recognised as an area of good practice by Youth Justice Board. • Improvement on information for pre-sentence reports– this continues to be an area of focus with a focus on increasing letters of apology to victims in post court area of service. | | | Green |
| 16.2 Review the existing group work programme to meet the requirements of the Scaled Approach and implementation of the Youth Rehabilitation Order in Autumn 2009. | 31 August 2009 | Head of Youth Offending Team, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • All group work programmes reviewed and revised information booklet has been produced. Training delivered in April 2010 by Group Work Co-ordinator to community panel members. • Arrangements in hand for Youth Magistrates to have a copy of the booklet. | | | Green |
| 16.3 Support young people to access appropriate education, employment or training provision to maximise life chances and sustain economic well-being. | 31 March 2011 | Head of Youth Offending Team, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> • Overall performance against NI 45 for 2009/10 was 78% against a target of 90%. Presentation given to YOT Operational Management Board on 23.4.09 highlighting challenges in both pre and post 16 cohort. There is a notable increase in the nos. of young people who are entrenched NEET (Not in Employment Education or Training) in 16+. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|---|---------------|--|--|-----------------|--|-------|
| 16.4 The Youth Offending Team (YOT) Education, Employment and Training team to work in partnership with a range of providers to identify gaps in provision. | 31 March 2011 | Head of Youth Offending Team, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> The YOT Education Employment and Training Team is aware of in borough provision for pre and post 16. The Commissioning Education and Training for 16-19 year olds in the Youth Justice System from 2011/12 strategy will be supporting the challenges in the 16+ NEET, e.g. access to the Young People's Learning Academy (Colleges and Work Based Learning providers). | | | Green |
| 16.5 Ensure that the workforce is appropriately trained in risk management, assessment, intervention planning, supervision and safeguarding. | 31 March 2011 | Head of Youth Offending Team, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Risk management, APIS (Assessment, Planning, Intervention and Supervision) was delivered in early 2009 and Safeguarding training is accessed through Local Safeguarding Children Board and Learning and Development (L&D) for new staff. Management team attended refresher safeguarding training in 2010. Further Risk Management and APIS training will be accessed during 2010. Safeguarding training dates not available until post July 2010 either through LSCB or L&D. | | | Green |
| AREA OF FOCUS 17: Improve services for adolescents | | | | | | Green |
| 17.1 Undertake a customer satisfaction survey of the Youth Service. | December 2009 | Head of Integrated Youth Support Services, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Customer satisfaction survey undertaken with findings now informing delivery of centre based and detached provision in particular opening times and content of activity offer. | | | Green |
| 17.2 Continue to implement recommendations under the Select Committee Review of youth provision (2006). | April 2010 | Head of Integrated Youth Support Services, London Borough of Bromley | <ul style="list-style-type: none"> Most areas of the Select Committee Review of Youth Provision Action Plan have been implemented to Green progress score. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|---------------|---|---|-----------------|--|-------|
| 17.3 Strengthen the strategic link between the Children and Young People Services, Environment Services, and Renewal and Recreation departments, to inform the commissioning of positive activities. | December 2010 | Head of Integrated Youth Support Services, London Borough of Bromley | <ul style="list-style-type: none"> Cross-Portfolio and Multi-Agency Positive Activities Commissioning Group now established and will deliver a Local Authority Positive Activities Commissioning Plan by September 2010. | | | Green |
| AREA OF FOCUS 18: Improve transition planning for young people with learning difficulties and disabilities | | | | | | Green |
| 18.1 Improve transition arrangements for young people with learning difficulties and disabilities, in partnership with adult and community services and service users. | April 2011 | Assistant Director Access & Inclusion, Children & Young People, London Borough of Bromley | <ul style="list-style-type: none"> Disabled Children's Social Work Team (CYP) working in partnership with Transition Team (ACS) have reviewed and developed protocols and procedures for joint working and transfer processes. Termly multi-agency meetings are held at which the cohort of children with a Statement of SEN from Year 9 onwards is discussed. These meetings also ensure early identification to ensure appropriate commissioning. Increased partnership working between the Targeted Youth Support Manager, Group Manager Disabled Children's Social Work team and Specialist Connexions advisers. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|------------|---|---|-----------------|
| AREA OF FOCUS 19: Ensure that young people leaving care successfully transfer to independent living | | | | Green |
| 19.1 Support Young People to access appropriate education, employment or training, to maximise life chances and sustain economic wellbeing. | March 2011 | Group Manager Leaving Care 16+, London Borough of Bromley | <ul style="list-style-type: none"> Ofsted Safeguarding and LAC Inspection in April 2010 commented positively on Leaving Care services. Year 11 pupils are identified early and monitored at a regular meeting involving the Virtual School Head, The Leaving Care Team (LCT) Manager, The LCT Connexions Adviser and The Targeted Youth Support Manager. Information and support is offered to Social Workers in the LAC Team and carers regarding the availability of college courses and the application process by the LCT Connexions Adviser. This group also monitors the young people as they reach age 19, for those that are struggling or are not participating in employment, education or training all available options are considered and an appropriate response/plan put in place. The LCT provides a package of support to those entering higher education, which includes financial assistance. We currently have 22 people engaged in higher education courses. | Green |
| 19.2 Ensure the names of all Young People who qualify for Leaving Care Services are placed on the housing register at age 16, and that they are supported to access permanent accommodation when they reach 18 and are assessed as ready. | March 2011 | Group Manager Leaving Care 16+, London Borough of Bromley | <ul style="list-style-type: none"> Care Leavers are recognised as a priority group for permanent housing and are able to bid for properties through the choice based lettings scheme when they are assessed as ready to manage in their own tenancy. Care Leavers access between 20-25 permanent tenancies a year. | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|---------------|--|--|-----------------|-------|-------|
| AREA OF FOCUS 20: Tackle the fear of crime among young people | | | | | | Green |
| 20.1 Undertake a review of the Positive Behaviour Strategy to ensure that it, and the supporting Action Plan, adequately focus on reducing the fear of crime among young people. | December 2009 | Head of Integrated Youth Support Services, London Borough of Bromley | <ul style="list-style-type: none"> Review of the Positive Behaviour Strategy completed and reported to Members and the Children and Young People Trust Board in November 2008. Leadership for the Positive Behaviour Strategy transferred to Integrated Youth Support Service in April 2010 with objective of refocusing work undertaken to date. | | Amber | |
| 20.2 Contribute to the delivery of the Youth Crime Conference delivered by the Bromley Community Engagement Forum. | April 2010 | Head of Integrated Youth Support Services, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Bromley Community Engagement Forum held the second Youth Conference on 30 April 2010. The theme was Road Safety, Cyber Bullying and Respect and outcomes from the event will be published in due course. | | | Green |
| AREA OF FOCUS 21: Put in place borough-wide strategy for reducing bullying | | | | | | Green |
| 21.1 Put in place a borough-wide strategy for developing E-safety among agencies and to raise E-safety awareness. | March 2010 | Head of Access and Admissions, London Borough of Bromley | <ul style="list-style-type: none"> Completed. The Bromley E-Safety Strategy is closely aligned with the support and advice provided by the London Grid for Learning. All Bromley Schools have an identified E-Safety officer in place and have developed an active Acceptable User policies for their School Communities. Schools are also supported through the combined efforts of the ICT in Schools Co-ordinator in conjunction with the PSHE Adviser, the ICT Secondary Advisor and the Bromley Local Safeguarding Board. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|--------------|---|---|-----------------|--|-------|
| 21.2 Support the implementation of the Bullying Strategy across the Borough. | March 2011 | Head of Access and Admissions, London Borough of Bromley | <ul style="list-style-type: none"> Responsibility passed over to Behaviour Service (BS) from Jan '10 from Learning & Achievement. Schools are continuing to meet the statutory guidance for Anti-Bullying. The BS is working with National Strategies Area Lead to audit the LA Primary and Secondary schools which will form the targets and priorities for resources. | | | Green |
| AREA OF FOCUS 22: Ensure that young people are able to be involved in the democratic process and in service design, development and delivery | | | | | | Green |
| 22.1 Support all partners to implement "Get Involved!", the active involvement strategy, through a programme of professional support and development. | March 2011 | Assistant Director, Strategy and Performance, London Borough of Bromley | <ul style="list-style-type: none"> Adviser (PSHE and Citizenship) continuing to 'roll out' training programme to partners with regular reports provided to the Active Involvement Strategy Group. Summary of key messages from consultation and engagement activities produced for 2009/10 and will help shape the Children and Young People's Plan 2011/14. Briefings have been given to CYP Services Management Forum and training sessions to teams across the Trust, including: Education Business Partnership, 14-19 Services, Phoenix Resource Centre, and Health Improvement Service. | | | Green |
| 22.2 Hold annual elections for the Youth Council, ensuring that it fully represents the voice of local youth and promotes young people's engagement in democratic processes. | January 2010 | Head of Integrated Youth Support Service, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Youth Council elections held (in February 2010) by the Youth Service, in cooperation with schools and the Council's Electoral Services, with more than 7,000 young people taking part. Youth Manifesto event held by the Youth Council in March 2010 to develop priorities for 2010/11. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|----------------|--|--|-----------------|--|-------|
| 22.3 Provide support to School Councils to enable their role within schools to be strengthened, completing a programme of in-service training within the curriculum for Personal, Social and Health Education. | July 2010 | Head of Integrated Youth Support Service,, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Youth Participation Worker and members of Bromley Youth Council have supported school councils to hold elections. There is now a much stronger relationship between school councils and Bromley Youth Council. | | | Green |
| AREA OF FOCUS 23: Reduce school exclusions, particularly for children from vulnerable groups | | | | | | Green |
| 23.1 Develop consistency across the Borough in the decision-making process for full-time and part-exclusions. | July 2009 | Head of Inclusion and Respite, London Borough of Bromley | <ul style="list-style-type: none"> Completed. An excellent level of consistency in the decision making process has been achieved which has helped lead to a 42% reduction in Permanent Exclusions in the last academic year. | | | Green |
| 23.2 Establish exclusion protocols across the key stages. | September 2009 | Head of Inclusion and Respite, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Clear and precise procedures are in place that ensure the statutory legislation relating to the exclusion process is met, particularly education provision from day 6 of an exclusion. | | | Green |
| 23.3 Improve and refine the exclusion process, ensuring that each young person's case is scrutinised. | July 2009 | Head of Inclusion and Respite, London Borough of Bromley | <ul style="list-style-type: none"> Completed. The Head of the Behaviour Service is contacted by the Head Teacher in the decision making process of a Permanent Exclusion and provides clear guidance and support on exclusions over 5 days in length. During this process each young person's case is scrutinised and their case history as well as other agency involvement and mitigating circumstances. | | | Green |
| 23.4 Improve monitoring and reporting systems to inform schools of trends, enabling them to be proactive in targeting | September 2009 | Head of Inclusion and Respite, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Complete transparency with data is now enjoyed with Half termly reports shared with schools at Head Teacher forums. Data is analysed by year group, | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|----------|-------------------------|---|-----------------|
| groups of students at risk of an exclusion. | | | gender, ethnicity, postcode and offence type. Resources are deployed proportionately as a result. | |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|--|--|--|-----------------|
| ACHIEVE ECONOMIC WELLBEING | | | | |
| AREA OF FOCUS 24: Work with relevant services to increase the availability of suitable and affordable housing for vulnerable groups, including through FOYER schemes for young people | | | | Amber |
| 24.1 Identify site for the Foyer Project and obtain planning permission, subject to outcomes of appeal. | July 2009 | Assistant Director (Housing & Residential Services), London Borough of Bromley | <ul style="list-style-type: none"> Site identified but planning permission refused. No alternative site has become available mainly due to recession and also due to limited site availability within the preferred area. | Red |
| 24.2 Obtain capital funding for the Foyer Project. <ul style="list-style-type: none"> commence development; complete development. | September 2009 November 2009 Summer 2011 | Assistant Director (Housing & Residential Services), London Borough of Bromley | <ul style="list-style-type: none"> Consequently no bid ever made for funding as grant funding process requires a deliverable scheme to base the bid on (Ref. 24.1). | Red |
| 24.3 10% of affordable housing to be to wheelchair standard in suitable developments of 10 units or more. | March 2011 | Assistant Director (Housing & Residential Services), London Borough of Bromley | <ul style="list-style-type: none"> Achieved – particularly so in terms of schemes in the physical development pipeline as it takes time to turn aims/policy in to physical units due to time lag in planning permission and building process. | Green |
| 24.4 10% of market housing on sites of 20 units or more to be wheelchair accessible. | March 2011 | Assistant Director (Housing & Residential Services), London Borough of Bromley | <ul style="list-style-type: none"> Same as above comment – albeit always harder to get many developers of private units to understand reason – let alone need – for this and to approach it willingly. | Green |
| 24.5 Maintain zero 16 and 17 years olds in Bed and Breakfast temporary accommodation - except in an emergency and then for no more than ten days. | March 2011 | Assistant Director (Housing & Residential Services), London Borough of Bromley | <ul style="list-style-type: none"> Zero 16 and 17 year olds in B&B achieved by March 2010. A joint protocol and one-stop-shop service have been introduced between Adult and Community Services and Children and Young People Services to support homeless 16-17 year olds. | Green |
| AREA OF FOCUS 25: Ensure support by housing services to parents of disabled children to enable the necessary adaptations to their houses | | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|------------|--|---|-----------------|--|-------|
| 25.1 Maximise use of disabled facilities grants budget to carry out adaptation to existing stock, with an aim to achieve at least six family home adaptations annually. | March 2011 | Head of Residential Services, London Borough of Bromley | <ul style="list-style-type: none"> 11 family home adaptations carried out. Spend of full grant achieved plus additional sums from HRA budget. All main Housing Association partners signed up to scheme to carry out own minor adaptations which speeds up process and enables main DFG budget to be concentrated on more complex cases. | | | Green |
| 25.2 Approve all applications for disabled facilities grants within six months of receipt. | March 2011 | Head of Residential Services, London Borough of Bromley | <ul style="list-style-type: none"> This target is consistently being met. | | | Green |
| AREA OF FOCUS 26: Increase the proportion in education, employment or training of young people over 16 with learning difficulties/disabilities, and those in care | | | | | | Green |
| 26.1 Review the specialist advisory service provided to young people with learning difficulties and disabilities, and ensure that assessments are completed to time and to the standards released in April 2008. | April 2010 | Assistant Director (Learning and Achievement), London Borough of Bromley | <ul style="list-style-type: none"> Completed. Learners with Learning Difficulties and Disabilities (LLDD) Commissioning Strategy Group in place including Adult Services, all LLDD providers (including Nash College), and cross CYP officers. Specialist advisory services under review (139a Assessments) reporting June 2010. Additional staffing resource identified from LSC staffing funding to be in place September 2010. | | | Green |
| 26.2 Improve transition by establishing collaboration between specialist providers on the Foundation Learning Tier (FL). | July 2009 | Assistant Director (Learning and Achievement), London Borough of Bromley | <ul style="list-style-type: none"> Completed. Specialist providers identified. Post-16 Further Education and Work Based Learning already delivering FL. All centres have undergone FL health check. FL Implementation plan drafted for June 2010 14-19 Board approval. KS4 Pilot centres identified for September 2010. LA strategy fully compliant with DCSF requirements. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|--|-----------|--|--|-----------------|
| 26.3 Improve motivation to progress Post-16 by establishing wider range of 'alternative provision' in Special Schools via new Progression Courses and School Engagement Programme. | July 2009 | Assistant Director (Learning and Achievement), London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • Wide range of alternative provision in place and courses under conversion to Foundation Learning. • School Engagement Programme (now ceased) converted to FL pilots for September 2010. | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating |
|---|----------------|--|---|-----------------|
| SERVICE MANAGEMENT | | | | |
| AREA OF FOCUS 27: Improve the support and challenge given to primary schools, enabling targeted schools to sustain improvement | | | | Green |
| 27.1 Categorise schools according to need and deploy resources appropriately to ensure bespoke support/challenge. | September 2009 | Head of Learning, London Borough of Bromley | <ul style="list-style-type: none"> Completed. All schools categorised according to need and resources targeted appropriately (Ref: World Class Primary Plan for Bromley LA) | Green |
| 27.2 Evaluate the effectiveness of the support provided to schools causing concern through detailed plans for improvement and ensure accountability rests with school stakeholders. | March 2010 | Head of Learning, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Accountability meetings (School SLT / Governor/ SIP/LA personnel) set up for each school causing concern – now operational. Purpose is to monitor and evaluate progress against the school action plan. | Green |
| AREA OF FOCUS 28: Further improve the way we track performance and monitor progress in our services | | | | Green |
| 28.1 Produce an action plan following a review of the systems for collecting data, to ensure their security and accuracy. | March 2010 | Information Systems Strategic Adviser, London Borough of Bromley | <ul style="list-style-type: none"> Following a review of the mechanisms used for collecting data, it was identified that a new solution would be required to collect data from schools with effect from July 2010. After considering the options available, a decision was made to purchase a new system called Fronter, which is a secure Web Portal which enables secure sharing of information between schools and the LA. This system is currently being implemented and key staff are currently being trained. It is planned to have this rolled out to all schools by July 2010. | Green |
| 28.2 Develop the needs analysis, to ensure that it is comprehensive and integrated, and contributes effectively to service | October 2010 | Head of Research and Statistics, London Borough of Bromley | <ul style="list-style-type: none"> Collation of a range of information and analysis is underway to form an updated needs analysis for CYP. It is intended for this to be electronically available and updatable by the LA and partners. It will be used for | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|------------|--|--|-----------------|--|-------|
| planning. | | | <p>the 2011 CYP Plan and in a wider context as a source for commissioning and strategy across CYP services.</p> <ul style="list-style-type: none"> • A Needs Analysis Steering Group was established in February 2010 comprising key professionals across the LA and all partners. • All Community Areas have detailed business plans. These plans detail the needs analysis taken place in local areas and how this informs service provision within each Community Area. | | | |
| 28.3 Ensure that population/pupil projections are effectively utilised to inform service planning. | March 2010 | Head of Research and Statistics, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • The annual set of pupil projections (which incorporate population projections, provided to the LA from the Greater London Authority, continue to be used in school place planning. There has been some additional analysis of the trend and accuracy of the population projections which is being incorporated into the needs analysis. | | | Green |
| AREA OF FOCUS 29: Develop the Commissioning Strategy | | | | | | Green |
| 29.1 Embed the Commissioning Operational Group, as the key operational support group for service managers across the Council and Bromley Primary Care Trust. | March 2010 | Strategic Commissioning Manager, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • The Commissioning Operational Group was established in 2009/10 with four meetings taking place across the year, well attended by teams across CYP. | | | Green |
| 29.2 Develop and implement an operational business cycle for the Commissioning Framework. | March 2010 | Strategic Commissioning Manager, London Borough of Bromley | <ul style="list-style-type: none"> • Completed. • A business cycle for commissioning was agreed by CYP SMT in 2009/10 and communicated across all CYP departments. • Formal processes for Portfolio Holder approval and PDS scrutiny of Commissioning Intentions for CYP was introduced in 2009. | | | Green |
| 29.3 Maintain and develop the Contracts Database for the Children and Young People Services | March 2010 | Strategic Commissioning Manager, London | <ul style="list-style-type: none"> • Completed. • The Contracts Database was fully populated in 2009/10 with analysis conducted, identifying areas of potential | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|--|------------|---|---|-----------------|-------|-------|
| department, to inform commissioning strategy. | | Borough of Bromley | duplication or alignment of commissioning. A work plan was produced based on information collected via the Database, identifying key commissioning and procurement actions and timescales for all contracts for all teams. The database analysis and the work plan was communicated across all CYP departments. | | | |
| 29.4 Third Sector Development Strategy to be developed and agreed by the Trust Board. | March 2010 | Strategic Commissioning Manager, London Borough of Bromley | <ul style="list-style-type: none"> The Contracts Database analysis identified key areas of Voluntary Sector involvement in CYP commissioning, identifying that the Voluntary Sector was the main provider sector in all areas where this was possible. The voluntary sector has been briefed on the contracts database analysis and the commissioning arrangements in CYP via the Bromley Children & Families Voluntary Sector Forum briefings and a special briefing held with the Voluntary Sector Forum and Community Links. However, the drafting of a specific development strategy has yet to commence. | | Amber | |
| 29.5 Market Sector Development Strategy to be developed and agreed by the Trust Board. | March 2010 | Strategic Commissioning Manager, London Borough of Bromley | <ul style="list-style-type: none"> This work has yet to commence. | Red | | |
| AREA OF FOCUS 30: Fully recognise the diverse needs of the Borough's community, to ensure improved outcomes for all children and young people | | | | | | Green |
| 30.1 Complete Equalities Impact Assessments for all strategies and plans that are developed and/or reviewed. | March 2011 | Workforce Development and Business Support Manager, London Borough of Bromley | <ul style="list-style-type: none"> A rolling programme of Equalities Impact Assessments is in place for existing CYP strategies when they are reviewed and for new strategies under development. There is an annual corporate target of 3 EIA's per service department. CYP exceed this target each year. | | | Green |
| 30.2 Continue to monitor the reporting of racist incidents. | March 2010 | Workforce Development and Business Support Manager, London Borough of Bromley | <ul style="list-style-type: none"> Completed. A web based system for the monitoring and reporting of racists' incidents in schools has been in place since January 2009 to address concerns of under reporting of racist incidents. The introduction of an easy to access and simpler system for the recording of incidents has led to a significant increase in both the number of incidents reported and the number of schools reporting incidents. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|---|----------------|---|---|-----------------|--|-------|
| | | | <ul style="list-style-type: none"> Trend data is monitored by the CYP Equalities forum and an annual report is presented to CYP SMT and Head Teachers. | | | |
| 30.3 Contribute to the Borough's community-led Diversity Day, by publicising services that are available to the wider community. | October 2009 | Workforce Development and Business Support Manager, London Borough of Bromley | <ul style="list-style-type: none"> Completed. CYP was well represented by services within the Department at the October 2009 diversity day community event. Services represented on the day included, The Bromley Families Information Service, Bromley Children and Families Project, Children's Social Care Fostering and Adoption Team, CYP Workforce Development Team and The Youth Service. Representation on the day provided an opportunity to showcase and promote a variety of services available for CYP to our diverse communities. | | | Green |
| AREA OF FOCUS 31: Ensure the recruitment and retention of sufficiently trained social care staff | | | | | | Green |
| 31.1 Explore further the use of new media for staff recruitment, to ensure appropriate targeting of advertisements and the widest pool of applicants. | September 2009 | Head of HR Organisational Development, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Re-branding of social care advertising agreed; focus on on-line advertising including social networking sites. | | | Green |
| 31.2 Revise the recruitment and retention strategy for Children's Social Care, ensuring that salary and benefit levels remain competitive. | March 2010 | Head of HR Organisational Development, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Executive agreed a revised recruitment and retention strategy on 3 February 2010. | | | Green |
| 31.3 Strengthen professional development and support arrangements for staff in post, to ensure retention and effective use of staffing resources. | March 2010 | Head of HR Organisational Development, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Grow our own scheme agreed as part of recruitment and retention strategy providing up to 8 places. Delivery of newly qualified social work training and development of a new supervision training programme sourced from the Tavistock Institute. | | | Green |

BROMLEY CHILDREN AND YOUNG PEOPLE TRUST BOARD
CHILDREN AND YOUNG PEOPLE ACTION PLAN 2009 – 2011: ACTION PLAN ANNUAL REVIEW

| Summary of Tasks/Milestones | Deadline | Lead Officer and Agency | Summary of Progress (April 2010) | Progress Rating | | |
|---|----------------|---|---|-----------------|-------|-------|
| AREA OF FOCUS 32: Implement a workforce development strategy which promotes effective integrated working | | | | | | Green |
| 32.1 Embed the common induction module for practitioners. | September 2009 | Workforce Development and Business Support Manager, London Borough of Bromley | <ul style="list-style-type: none"> A CYP induction module has been produced and is ready for piloting across CYP Trust partners. | | Amber | |
| 32.2 Establish a repository of learning opportunities available to staff. | September 2009 | Workforce Development and Business Support Manager, London Borough of Bromley | <ul style="list-style-type: none"> Completed. A Children's Workforce section is available on the Bromley Partnerships website. It includes a central training repository, a resource library, a terminology glossary, updates on workforce development and links to other relevant guidance, i.e. information sharing, common core etc. | | | Green |
| 32.3 Disseminate the self-assessment tool for integrated working throughout partner organisations. | March 2010 | Workforce Development and Business Support Manager, London Borough of Bromley | <ul style="list-style-type: none"> Completed. Over 30 focus groups have been facilitated across the CYP Trust and feedback from groups has been fed back to managers. Common areas across the workforce have been identified for future development, for example improving communications between services and partners, establish confident use of Common Assessment Framework and delivering more multi-agency training. An action plan has been developed. | | | Green |



The Trust Board

| | | | |
|-------------------------|--|------------------------|-----------|
| Date of Meeting: | Monday 28 June 2010 | Agenda Item No. | 11 |
| Title: | Annual Report from the Bromley Safeguarding Children Board | | |
| Contact Officer: | Jenny Dibsall Independent Chairman jenny.dibsall@bromley.gov.uk | | |
| Lead Partner: | Bromley Safeguarding Children Board | | |

1. SUMMARY

- 1.1. This report provides the Annual Report for the Bromley Safeguarding Children Board (Appendix A) for 2009-10.

2. RECOMMENDATIONS

- 2.1. The Bromley Children and Young People Trust Board is asked to note the content of the annual report.



2009- 2010 Annual Report

Bromley Safeguarding Children Board

June 2010

DRAFT 3

Bromley Safeguarding Children Board

Room B40A, St Blaise Building, Civic Centre, Stockwell Close, Bromley, Kent, BR1 3UH

bscb@bromley.gov.uk

www.bromleysafeguarding.org

020 8461 7816

CONTENTS

| | |
|--|----|
| Foreword..... | 1 |
| 1. Summary..... | 2 |
| 2. Governance and Accountability | 4 |
| 3. Quality Assurance and Performance Monitoring..... | 9 |
| 4. Achievement and Progress..... | 18 |
| 5. Future Priorities and Developments..... | 22 |
| 6. Priorities 2010-2011 | 22 |
| 7. Accounts | 24 |
| 8. BSCB Main Board Membership | 25 |
| 9. Appendix 1 | 26 |
| 10. Appendix 2 BSCB Committee Structure 2009 -2010 | 27 |



**Jenny Dibsall, Chairman,
Bromley Safeguarding Children Board (BSCB)**

Foreword

The Bromley Safeguarding Children Board (BSCB) is pleased to publish its third annual report which demonstrates not only the achievements of the past year but also highlight the complex issues in ensuring the safety and protection of children in the Borough. 2009-2010 has been a year in which Central Government has continued to provide a spotlight upon safeguarding with increased demands and expectations on local safeguarding boards and their constituent agencies. Expectations have been made explicit in a revised edition of "Working Together" which gives significantly greater and more than its predecessor. It also sets out examples of good practice in relation to a wide range of vulnerable children. Meeting the expectations of these regulations and guidance will present a challenge to any Board.

Bromley is a Borough with a low number of child deaths and where most children feel safe, but the population is changing. There is an increasing birth rate and a rise in the proportion of children from BME communities. Health outcomes are variable across the Borough with pockets of child poverty in specific areas. Vulnerable groups have been identified including young runaways, children from gypsy and traveller communities, disabled children, young people excluded from education and young offenders. There is a comprehensive prevention framework that is well developed to intervene early to help children but despite this there has been an unprecedented rise in referrals to children's social care services and a 45% rise in children requiring child protection plans from 2009 to 2010, a trend which continues leading to a consequent increase in the number of looked after children. This increase in work poses considerable challenges to all agencies delivering services to vulnerable children.

This year the Board has reviewed its structures and processes to ensure the good collaboration that exists between agencies in Bromley is strengthened further. The Board has improved independence and accountability with the appointment of an independent chair, direct links to the Children's Trust and the Local Strategic Partnership and opening up meetings of the Board to the public.

In April 2010 OfSTED carried out an inspection of children's safeguarding services in Bromley. The overall judgement was that services were safe and satisfactory with some good features. In their view the Bromley Safeguarding Children Board provides good leadership on safeguarding matters and members of the Board are at the right level of seniority to ensure prompt decision making. The effectiveness of partnership working and multi-agency audit was particularly mentioned. However the Board is not complacent and whilst we consider that the report demonstrates good collaboration between all Bromley agencies in ensuring children are safe, the Board has identified priorities for action for 2010 and beyond and these inform our work plan.

We hope that above all, this report shows the complexity of issues around keeping children safe and how everyone, professional and public alike, must be vigilant and proactive if children are to be protected and their well-being secured.

A handwritten signature in black ink that reads "Jenny Dibsall". The signature is written in a cursive, flowing style.

Jenny Dibsall, Chairman, Bromley Safeguarding Children Board



1. Summary

National Context

The difficult economic situation serves to remind us of the additional pressures facing already vulnerable families. The government introduced significant changes to children's safeguarding in the past year, following the death of Baby Peter. It introduced the new National Safeguarding Delivery Unit, within the Department for Children, Schools and Families (DCSF). The unit aims to develop a coherent approach to the government's safeguarding work. Thus far its focus is the development of practice guidance. The National Safeguarding Unit for the Third Sector which launched in April 2009 now provides advice and guidance to the voluntary and community sector. The purpose of these new structures is to support and underpin standards and practices locally through national guidance and benchmarking.

In 2009, Lord Laming, published his report *Protecting Children in England: A Progress Report*. It provides a further source of practice guidance to those working in child protection. In the report he highlights the lessons to be learnt from the death of Baby Peter and the progress on child protection since his review following the death of Victoria Climbié in 2000. As a result of this review, the government revised the national guidance 'Working Together to Safeguarding Children' which was published in March 2010. In order to address government concerns about serious case reviews and their processes, Working Together Chapter 8, which deals specifically with this issue, was published earlier in December 2009.

Following the tragic death of Baby Peter, a National Social Work Task Force was established and has reported to government. It identified important new guidance for those working with children and young people.

The Department of Health and the Care Quality Commission has reviewed safeguarding practice in local health agencies, with comprehensive audits of which including health agencies involvement in the BSCB and the effectiveness of their multi agency safeguarding practice.

Safeguarding Arrangements in Bromley

This year the BSCB became more transparent and accountable to the local community. The BSCB is now independently chaired, following the appointment of Jenny Dibsdall. She commenced her duties in this role in November 2009 and one of her first tasks was to address the issue of the pressure on child protection services and to look at how the governance of the Board could be restructured to make it an even more effective force in safeguarding children locally. A Councillor member of the Bromley's Children and Young People Committee is to be co-opted as a Board member. In a further move towards greater accountability, the Board agreed the terms of reference for two lay members of the Board to be appointed.

The BSCB continues to monitor local safeguarding arrangements and, as reflected in the national picture, child protection referrals in Bromley increased substantially, with more interim care orders and children with a child protection plan. Recruitment and retention of staff remain difficult processes in London. Bromley also continues to face this challenge. Significant plans are in place to relieve the pressure on the child



protection front line in children's social care. Along with other measures, six new posts have been created to support this work

Unfortunately a serious case review had to be instigated this year following harm caused to a baby. Bromley's agencies continue to work together to learn lessons from the reviews and to share them with all who work with children and young people in Bromley.

There was considerable learning to be gleaned for adult's and children's service providers working together and improving communication. The clarity around commissioning of voluntary sector services was also a learning point for local agencies.

Strategic Vision

As set out in the Children Act 2004, the safeguarding and promotion of the welfare of children requires effective co-ordination in each local area. Local safeguarding children boards are the *'key statutory mechanism for agreeing how the relevant organisations in each local area will co-operate...'*

Members of the BSCB agreed to a three year Work Plan in order to meet the BSCB's core objectives, which are set out in Working Together to Safeguard Children and Young People as:

- (a) co-ordinate what is done for the purposes of safeguarding and promoting the welfare of children in the area of the authority;
- (b) ensure the effectiveness of what is done for those purposes.

Members reviewed the 2007- 2010 plan establishing how its priorities had been addressed and the challenges to safeguarding that arose during the period.

BSCB priorities for the year 2009-2010 included:

- Domestic Violence
- Parental Mental Health
- Children Missing from Home and Care
- Safeguarding in Independent Schools
- Safer Workforce
- Parental Substance Misuse



Other key areas for action included:

- a review of BSCB governance arrangements in particular the appointment of an independent chairperson, the co-option of a Council member to the BSCB and restructuring of the Board to meet local and national priorities.



2. Governance and Accountability

Independence

In keeping with national guidance, Bromley has established a clear distinction between the roles and responsibilities of the Children's Trust Board and the local safeguarding children board. The Trust provides and co-ordinates the day to day services for children and young people. The BSCB ensures the Trust keeps the safeguarding of children and young people at the forefront of its agenda. The BSCB reports to the Trust on safeguarding issues and is required to hold the Trust to account in ensuring those issues are addressed. Whilst the BSCB reports regularly to the Children's Trust, it is independent of the trust. In 2009, the BSCB reported to the Trust on three occasions setting out what safeguarding arrangements were in place, and how checks were being conducted. It has for each of the last two years provided its annual report to the Trust.

An Independent person, Jenny Dibsdall, was appointed by a multi-agency panel including representatives from health, police and social care, to chair the Board. A working agreement between the chair and the Board exists to ensure that there is clarity regarding the role, its responsibilities and expectations. The Director of Children and Young People Services is the Vice Chair of the Main Board and Executive Committee.

A clear relationship with the Local Strategic Partnership (LSP) now exists. The BSCB Chair is a member of the Children's Trust and the Director of Children's Services provide a direct link to the LSP Executive and reports on safeguarding issues at regular agreed intervals.

Committee Structure

Over previous years the responsibilities assigned to local safeguarding children Board has significantly increased. The Business of the BSCB expanded to accommodate these areas and new committees and a range of working groups have been established to take the work forward. These groups have added tremendous value to the achievement of the BSCB's priorities. However, the structure was unsustainable and BSCB partners reviewed the role and function of the Board and considered various restructuring plans to meet priorities. The BSCB Executive agreed a new Board structure in March 2010 which takes effect from September 2010.

The Appendices sets out the BSCB structure with its sub-committees in 2009-10 and the agreed structure for 2010 is presented at the end of this section of the report. Appendix 2 sets out the membership of the Main Board, Executive and each sub-committee.

Main Committee

The BSCB Main Committee met three times last year to discuss a range of issues including learning lessons from two serious case review investigations; to consider the safeguarding issues and needs identified by partner agencies such as F.E. colleges, public health, children's social care and community safety drug action team. It also heard from a young carer about the particular issues facing this group of young people.



BSCB membership remains diverse and currently stands at 44, reflecting a range of sectors including voluntary sector, health trusts, adult and community services, criminal justice system and education. Importantly this year the Board was observed by a member of the Council's Safeguarding Task group.

The Main Board is now open to the public and guidance to support those who wish to ask questions is now available to download from the BSCB website.
[http://www.bromleysafeguarding.org/about-us/procedure for questions from the public](http://www.bromleysafeguarding.org/about-us/procedure-for-questions-from-the-public).

Executive Committee

The Executive Committee makes the strategic decisions and monitors the business of the BSCB. Representation is at Director and Assistant Director Level and designated professionals. It met 7 times last year. It focuses on the strategic issues in future leaving the detailed business monitoring role to the new Quality Assurance and Performance Monitoring Committee. The Executive also sits as the Serious Case Review Sub-Committee when required. This committee met four times in 2009.

The Committee's achievements in 2009-2010 were to:

- set priorities for the BSCB;
- review the Business Plan and establish the 2010-13 work plan;
- monitor and set the BSCB budget;
- commission and consider Serious Case Reviews and Individual Management Reports;
- review safeguarding procedures and protocols.



Significant restructuring of health services occurred within Bromley this year. Hospitals in Bromley joined others from neighbouring authorities under the auspices of the South London Healthcare Trust. The Primary Care Trust separated its Community Provider work from Commissioning. In order to ensure that safeguarding remains a high priority during these changes there were meetings between the Chair of the BSCB and those leading on the restructuring. The Executive now has representation from the Commissioning Unit to ensure that safeguarding is a top priority in any arrangements it makes with providers.

Quality Standards Standing Committee

The Quality Standards Committee reviewed and strengthened its work plan and terms of reference to enhance the scrutiny activity of the BSCB. It manages and has oversight of the audit programme for the Board and importantly reviews agency progress on the actions related to Serious Case Reviews. It will become the Quality Assurance and Performance Monitoring Committee in 2010-2011.



In 2009-2010 the Committee's key achievements were to:

- conduct three multi-agency audits;
- manage the review of the Bromley safeguarding dataset and the collation of information for the revised dataset;
- review referred cases.

Policy, Procedures and Communication Sub-Committee

The BSCB Policy, Procedures and Communication Sub Committee met once last year. This committee was responsible for reviewing and advising on the development of safeguarding procedures and for improving communication between partner agencies. However the detailed knowledge required for approving policy meant that its role was superseded by time limited task groups and approval at the Executive Committee.

Training Sub-Committee

The BSCB Training Sub-Committee met three times in 2009-2010. It evaluated BSCB training and established the training programme for the year. In identifying the increased demand for training it agreed plans to increase specialist training delivered 'in-house' within the capacity of partner agencies. This enabled more resource to be obtained from external training providers for the main programme. Its main challenge this year was securing sufficient training within a limited budget to address increasing demand.

In 2009-2010 the Committee achieved the following:

- Reviewed and revised the BSCB Training Strategy
- Evaluated the 2009-2010 training programme
- Developed the 2010-2011 Training Programme addressing some of the issues of increasing demand for training.
- Reviewed the funding arrangements of the BSCB training programme
- Organised training beyond the set programme in order to meet the requirements of serious case reviews.

Child Death Overview Panel

The Child Death Overview Panel met five times last year to discuss the circumstances of all child deaths in Bromley. The panel which comprises health, social care and police representatives identify any issues or trends. They have provided an annual report to the BSCB Executive Committee and contribute information to the serious cases committee where appropriate.



Safeguarding Health Standing Committee

The Health Safeguarding Standing Committee provides a forum for a range of agencies involved in healthcare to discuss safeguarding children issues. It met three times last year. It organised the review of the Department of Health National Service Framework 5, to ensure that agencies were fulfilling their safeguarding duties. This year health trusts also had to report to the Care Quality Commission on their safeguarding arrangements and their partnership with the BSCB to secure the safety of children and young people.

Safeguarding Education Standing Committee

Meeting three times a year, this group comprises representation from a wide variety of education settings. It continues to monitor allegations against education professionals, and keeps under scrutiny safer recruitment training. This year it steered the expansion of the training to multi-agency professionals.

Members of the group developed and approved a safeguarding checklist for schools. It continues to provide information, support and advice on general safeguarding issues that impact education settings.

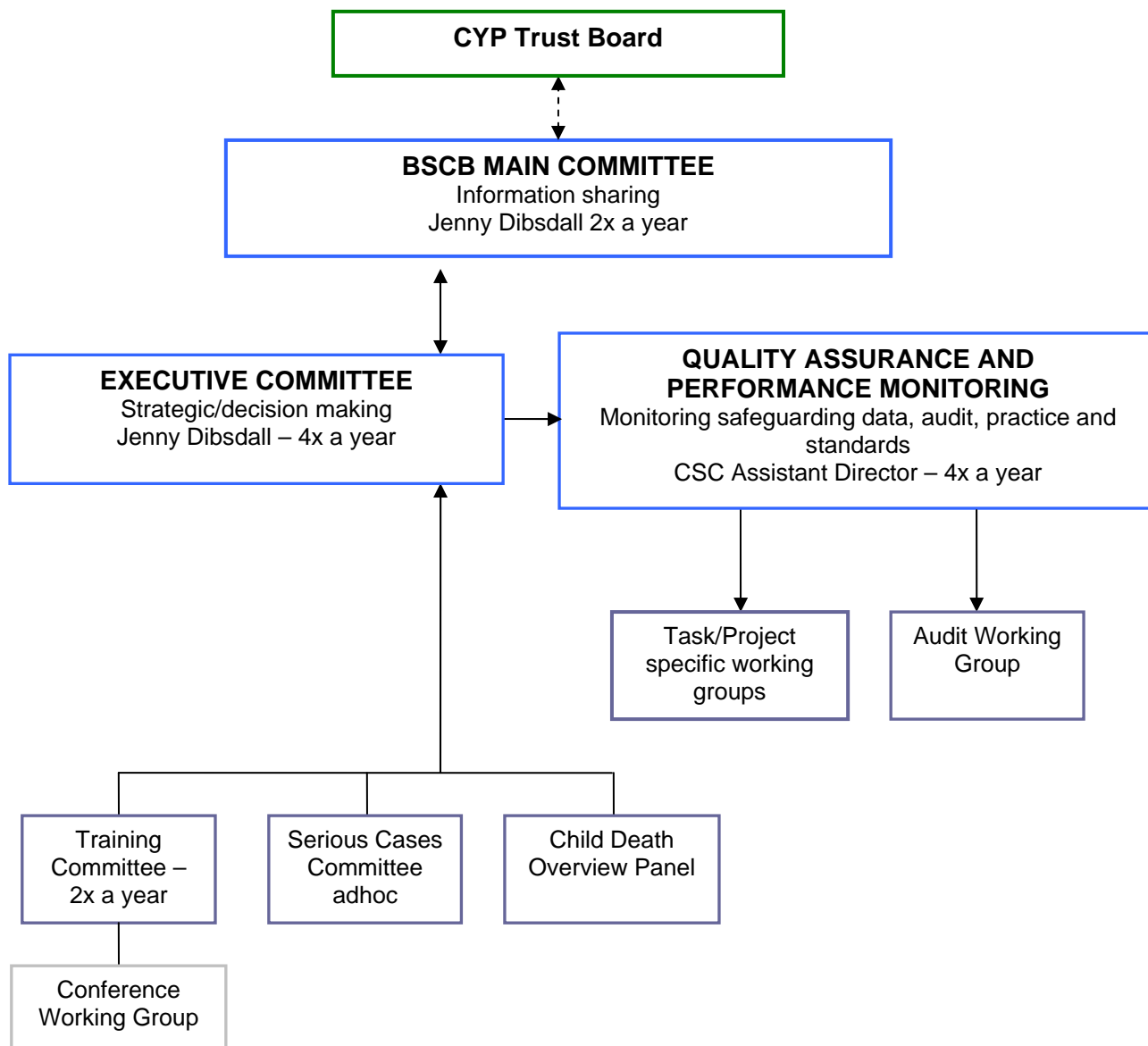
Serious Case Review Committee

This is now chaired by the independent chair. It met three times this year to consider two serious cases and to review and approve the final report of one of those reviews.

The ad hoc serious case review panel is also chaired by the independent chair.



BROMLEY SAFEGUARDING CHILDREN BOARD 2010 ONWARD



BSCB represented on Sector Safeguarding Reference Groups

Health Safeguarding Group & Education Safeguarding Group

BSCB is represented on Strategic Partnership

| | |
|----------------------------------|-------------------|
| Children Trust Board | DV Steering Group |
| Local Strategic Partnership | MARAC |
| Safer Bromley Partnership | MAPPA |
| Bromley Adult Safeguarding Board | |

BSCB Main Committee is for the dissemination of information and discussion of safeguarding needs and issues across agencies.

Executive Committee – the strategic committee, where decisions are made regarding safeguarding priorities and direction.

Quality Assurance and Performance Monitoring Committee – responsible for delivering the Board’s work plan, through monitoring performance of agencies, auditing services and key indicators and reviewing effectiveness or developing policy and procedures to support standards.



3. Quality Assurance and Performance Monitoring

The BSCB is responsible for ensuring the effectiveness of local inter-agency safeguarding arrangements. Therefore, the BSCB conducts multi-agency audits, surveys and reviews cases on a regular basis. It considers performance against a locally agreed safeguarding dataset and draws on wider lessons to be drawn from serious case reviews.

An Enhanced Audit Framework for 2010-2013

The BSCB developed an audit framework for three years (2010- 2013). It incorporates key areas for evaluation linked to the BSCB's priorities.

In addition to developing a new framework, the BSCB revised its auditing process and procedures, adopting the Government Office for London framework, which had wide consultation and was piloted in several boroughs. The Quality Standards Committee agreed to the proposal, immediately adopting the tools as an improvement on the BSCB's existing management process, tools and reporting documentation.

It had clear benefits including:

- the engagement of a small, specialised and independent multi agency team to conduct the audit;
- clarity regarding responsibility for the process and its co-ordination;
- implementation of a thorough process in looking at cases and reviewing them in a consistent way.
- the benefits of a standard format for reporting learning and for issuing recommendations.

Overall performance monitoring activity involved:

- Three multi-agency audits
- Managing the review of the Bromley safeguarding dataset
- Review of referred cases.

Themed Audits

Audit of Safeguarding Arrangements

A key achievement was to audit its partner agencies in the summer of 2009 on their existing safeguarding arrangements, to assure itself that the Bromley position was satisfactory. The outcomes were reported to the Quality Standards and Executive Committees to identify further courses of action. Issues emerging from the report prompted the revision of the BSCB Professional Disputes Protocol into an Escalation Procedure – a multi-agency arbitration process, which encourages agencies to raise concerns regarding multi-agency working in child protection cases. Furthermore, the audit informed the update to the Local Strategic Partnership on local safeguarding arrangements.



Domestic Violence

Domestic Violence was a priority area for the Board in 2009. It became an audit focus area in the context of the launch of London procedures on this area of safeguarding, local information from the police about high incidence of notifications in this area and unfortunately a serious case review where domestic violence was a feature. The BSCB commissioned training in this area and raised awareness through the BSCB annual conference.

The audit focused on cases of domestic violence notified by the police where a child was unborn or under-one. It yielded important information about the information sharing process. Some 27 cases were reviewed by a team involving health, social care and the police.

The audit's findings were focused on a number of key areas including the awareness and use of the London Domestic Violence Procedures.

Recommendations from the audit proposed improved identification of training needs among agencies managers, the importance of enhancing the knowledge of the procedures and opportunities for skill development among front line staff and the need for managers to keep under review assessment quality. A review of supervision policy in social care was also recommended to ensure fitness for purpose.

The findings were taken to the Executive where members debated whether resource and service demands were impacting on meeting the requirements of *Working Together to Safeguarding children and young people*.

Child Protection Conference Audit

The auditing of Child Protection conferences is seen by the BSCB as a core part of its work to understand and evaluate the quality of working together locally. Ten cases were reviewed as part of this audit. The audit team included representatives from health, police, education and social care.

In general there was appropriate attendance of agencies at the majority of case conferences. Areas for improvement were identified as follows:

- The importance of recording the views of parents in the plan.
- When older children are in the family they should be included in the plan
- Recording children's views and encouraging them to attend conferences.
- Ensuring that all relevant reports are obtained and available for the meeting.





There were some cases which demonstrated areas of good practice including the clear engagement of parents in the conference and planning and examples of good assessment with historical information used appropriately.

| Audit | Date | Reported to | Outcome |
|---------------------------|-------------------------|---|-----------------------------------|
| Safeguarding Arrangements | May - August 2009 | QS Committee Executive LSP | Letter on referrals |
| Partnership Working | January 2010 | QS Committee | Feedback Inspection |
| CP Conferences | September 2009 | QS Committee | Agency feedback |
| Case Audits | | QS Committee Agencies | Agency Feedback. |
| Domestic Violence | October - November 2009 | QS Committee Executive Main Board | Training Procedure Practice |

Case Audits

A number of case audits were undertaken this year. Issues raised in the audit included:

- the critical importance of remaining child focused;
- reminding professionals of the resolving professional disputes protocols and of the need for professionals and strategy meetings to address concerns for children and foster multi-agency working;
- the quality of family and case history in assessment;
- cross borough and county issues with mobile families and how agencies can enhance liaison;
- where a child has been subject to a serious case review and s/he has a sibling, case records should note this.

It also raised the profile of the need for improved multi agency working when children have special needs such as a disability.

Evaluations

Safeguarding training is evaluated on a quarterly basis and has provided a rich source of information regarding not only course quality but feedback on the safeguarding issues locally that concern delegates.

Course attendance data is fed back to agency training leads and the evaluation is reported three times a year to the BSCB Training Sub Committee. Using this information decisions are made regarding any changes to courses offered, their content or structure. It highlights if providers need to improve the quality of their courses and has clearly shown that we have excellent external and internal sourced trainers delivering in the borough.



Serious Case Reviews

In 2009-2010 the BSCB commissioned one serious case review, which considered the harm caused to a baby as a result of a serious injury.

At the time of writing, the BSCB awaits the Ofsted evaluation of the case. However, lessons to be learned have been captured in an action plan which is kept under review by the BSCB's Quality Standards Committee. Many of the actions have been completed, such as the development and issue of an escalation procedure to arbitrate on cases quickly where there are concerns about a child and professionals disagree. Furthermore the BSCB funded the training of a small number of professionals in order for them to deliver the Barnardos' domestic violence training in Bromley. It is now a regular part of the BSCB's training programme. Wider lessons were captured in the review and the BSCB has asked the London Safeguarding Children Board, in revising the procedures to set out further expectations of the Metropolitan Police Service when sharing information in cases of domestic abuse where children are involved.

Two Serious Case Reviews commissioned by LSCBs in Greenwich and Sutton and to which Bromley agencies contributed Individual Management Review or background information were published this year. Actions have been completed on both as the reviews occurred some year earlier.

As a result of these reviews the BSCB has altered some areas of practice in how it conducts serious case reviews in particular developing a detailed pre- review briefing for those who write the reports for each agency. In addition, guidance has been developed to support agencies when they speak with individuals involved in the review.

Performance Data

An understanding of safeguarding performance in Bromley must be understood within the context of the demographic profile for the area. The BSCB draws on the information and analysis collated by the Children's Trust partnership to inform its strategic vision and its decision making. It provides a detailed breakdown of achievements under the headings of the 5 areas set out in Every Child Matters.

<http://www.bromley.gov.uk/ChildrenandYoungPeoplePlan20092011.pdf>.

Demography

Children aged 5 to 14 comprise 12% of the Bromley population, numbering around 37 thousand. This is the same as the London average. The birth rate in Bromley is rising; however a fall in the number of children is anticipated over the next twenty years. At the same time a rise in the proportion of ethnic minority population is expected, particularly in the Black African group. The Gypsy/ Traveller community in Bromley is well established and is an important group with particular health problems related to smoking, poor diet and difficulty accessing services.

There are pockets of very low income in Bromley. A number of Bromley wards are represented in the top 10% of the most disadvantaged nationally based on indices of multi deprivation. In terms of child poverty in August 2006 Bromley was ranked 206 out of 408 local authorities in Great Britain for child poverty with 15.5% of children living in families with a relatively low income. Its figures are close to those of its statistical neighbours.



Infant mortality in Bromley is lower than nationally with wards such as Penge and Cator, Cray Valley West, Cray Valley East, Mottingham and Chislehurst North experiencing higher rates. One in four children is overweight and one in eight obese with rates apparently increasing.

A factor associated with safeguarding issues is late booking with midwives in pregnancy. Late bookers tend to be young.

Educational attainment remains above the national average for Bromley pupils, however there is wide variation in results at primary schools. Strategies are in place to improve the attainment levels of children in care and pupils with special educational needs.

BSCB safeguarding dataset

Having joined the London dataset pilot in 2007, in anticipation that it would help the BSCB to produce consistent safeguarding data, the BSCB decided to withdraw from the pilot this year. It became clear that whilst there was much to be gained from the London-wide tool, which addressed the wide remit of LSCBs, data collection was problematic and the information not always relevant to local priorities. Members of the BSCB wished to focus on the main safeguarding issues and monitor those closely. A revised dataset was discussed and agreed together with a tighter plan to report quarterly on the areas identified.

The data indicated that there were some areas of information not being collated locally that members felt sufficiently strongly about as to require agencies to establish systems to support its collection.

Analysis

A rise in referrals

Within Bromley the number of referrals to Children’s Social Care has increased significantly over the past three years from 2006 – 2009. The increased referrals rates and work pressures in Children’s social care in Bromley reflects a national trend. Initial contacts to social care increased by 22% in that time, Initial assessments and Core assessments by 52% over that period. However, pressure continues to grow alongside the referral rates.

| Year | Referral Numbers | Initial Assessments |
|--------------------|------------------|---------------------|
| 2007-08 | 3,425 | 1,167 |
| 2008-09 (November) | 6,109 | 1,416 |
| Proj 2009-10 | 7,430 | 2,196 |

Children Subject to a Child Protection Plan

More children and young people in Bromley are being safeguarded from harm and the borough has seen its highest rate of children subject to a child protection plan 242 (as at 31.03.2010) and the number of care proceedings has consequently increased.



Staffing

There is a national shortfall of suitably qualified and experienced social workers wanting to work in the area of children’s social care. Bromley has been proactive in recruiting from overseas when necessary to fill vacant posts but there remain difficulties.

The BSCB asked social care and health to report on vacancies this year. A priority area for the BSCB was vacancies in the front line services of health visiting, midwifery and social care. Issues related to specific teams are identified and activities undertaken by individual agencies to address the concerns are monitored. This information is part of the safeguarding dataset reviewed quarterly by the BSCB.

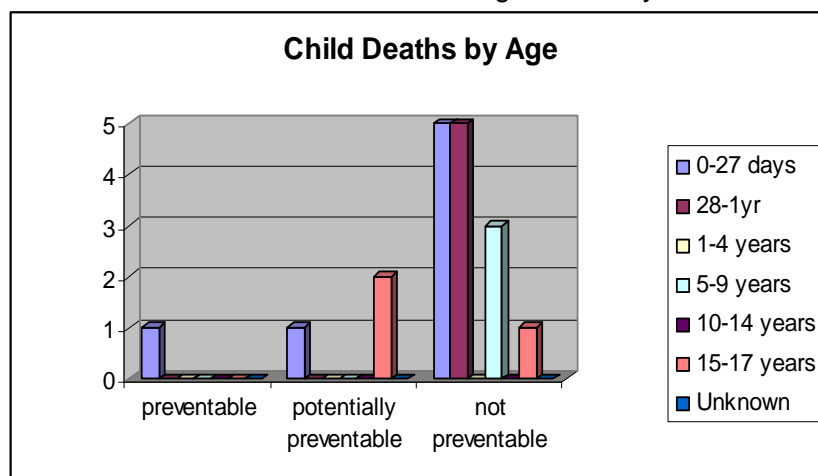
In view of this service pressure the BSCB took the decision to ask agencies to support social care through improving the quality of referrals, by intervening earlier and using the Common Assessment Framework process and referral form to instigate effective early intervention.

Child Deaths

In 2009-2010, there were 23 child deaths in Bromley of which 15 were unexpected. The number of child deaths in Bromley each year remains stable - in 2008-09 there were 22 deaths of which 13 were unexpected. The Child Death Overview Panel has completed a review of all of the deaths in 08-09 and 8 of the deaths in 2009- 2010. Of those reviews completed, the child death overview panel deemed only one of those deaths to have been preventable, although a few were potentially preventable.

The most common cause of death by far was congenital conditions, and although most common in the first year of life, deaths related to congenital conditions were seen throughout childhood. A few deaths due to "Cot Death" have been seen in the last two years and this information has been shared with professionals looking after families during pregnancy and in the early months and years of life.

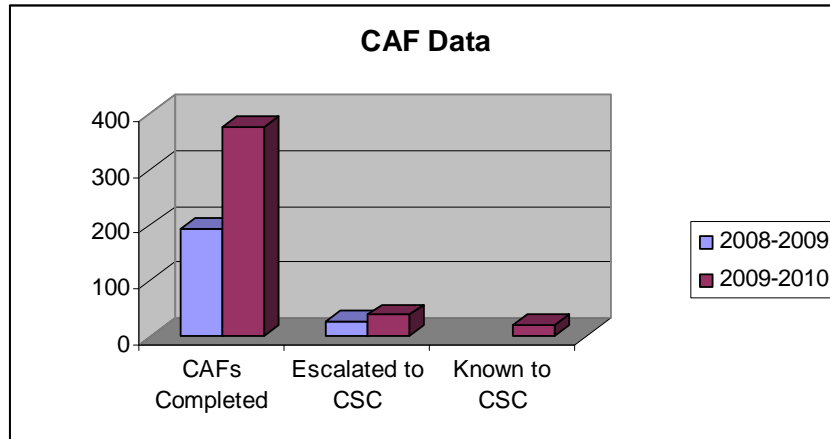
In addition to this, as a result of the review processes: guidelines regarding hospital discharge have been revised; some midwifery guidelines updated and midwives trained; and a request for London-wide awareness of the housing needs of families with disabled children was raised with the Directors of Housing in Bromley and Lambeth.





Common Assessment Framework

The common assessment framework (CAF) form alerts other agencies and services to the needs of a child. The system was rolled out fully in 2009, following a pilot period in the previous year. This year the number of completed CAFs has also most doubled rising from 197 to 377 this year. Of these 20 were already known to social care.



Police Child Abuse Data

The Metropolitan Police provide monthly reports on offences of child abuse which are provided to local safeguarding children boards. The information relates to intra-familial abuse which means within the family and extended family including aunts, uncles, cousins, siblings and grandparents. It also includes fostered families, half and step relations. Child abuse also relates to professional abuse by those working in child-focussed environments, who abuse their paid position or other caring capacity such as workers in voluntary groups, babysitters or family friends. Offences reported by adults who were child victims of abuse at the time of the offence are also included. The information relates to the individual borough where the child resided when the offence occurred.

In 2009-2010 a total of 453 offences against children were reported. Bromley borough ranks 23rd for recorded child abuses offences out of 33 London Boroughs. The borough with the lowest recorded offences was Kensington and Chelsea with 178 offences and the highest was Haringey with 1166. There has been an increase from 2008 -2009 to the period 2009-2010. Despite the increase, the police response to child abuse and holding offenders to account has remained consistent and has achieved the set targets. Of the 453 offences a majority of the reported crime was physical abuse which includes all levels of assault, abduction, harassment and neglect. 82 sexual offences which include rape were recorded for the borough. Bromley ranks 6th highest in recorded offences across the 8 south London boroughs with only Bexley and Sutton recording less offences.

The Child Abuse Investigation Command is committed to supporting the Commissioner’s strategic vision encapsulated in the 5 Ps to ensure that presence, performance, productivity, professionalism and pride underpins its work.



Missing Children

Numbers of children who have runaway from home or from local authority care remains low this year. Few disappear for longer than 24 hours. However, risks to a child's safety increase depending on their age, their health and state of mind, alongside other factors.

The Police and Social Care are the lead agencies for missing children and report to the Board. Last year the police recorded 650 incidents of children (under 18s) running away from home or care. Of these approximately 330 were missing for a period of 24 hours or more.

The information gathered by the police has enabled targeted prevention work focussing where appropriate on specific children, children's residential homes and foster care homes. Working in tandem with other agencies, the aim has been to secure improved outcomes for children and to ensure their safety.

Privately Fostered Children

The number of privately fostered children in the Borough at end of March 2010 was two. Over the period of the year up to 5 children had been privately fostered for a period of time.

In previous years the BSCB invested in advertising and leaflet to help raise awareness about responsibilities in private fostering, but with no ostensible impact on numbers notified.

However schools and youth providers including colleges have now included in their student information a question on whether a child is privately fostered.



Allegations Against Professionals

This year 58 child protection allegations against professionals from any agency were investigated by the London Borough of Bromley's Quality Assurance Unit. Of these 20 were substantiated and actions taken by relevant agencies. It remains the case that the highest proportion of allegations was made against staff from educational institutions, reflecting the high level of contact with children in this sector.

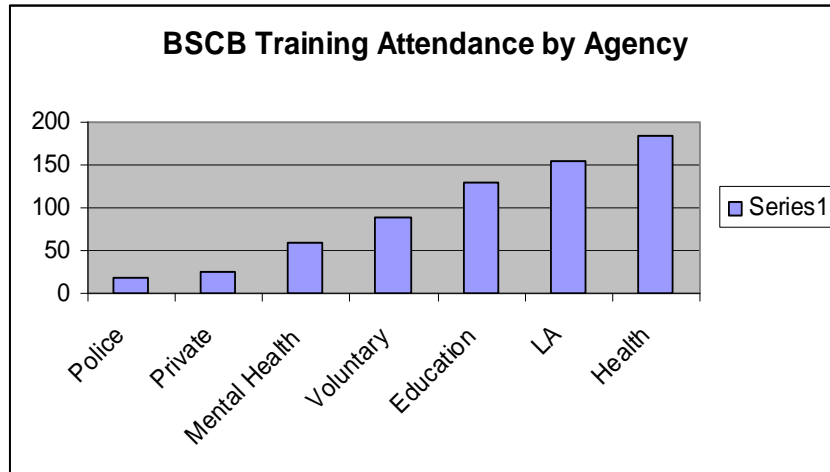
Safeguarding Training

The BSCB ran an enhanced programme of multi-agency safeguarding training this year. It commissioned 40 courses and delivered to 660 delegates – 484 in 2008-2009. This figure also includes training on the Common Assessment Framework which the BSCB administered since January 2010.

The BSCB provided additional training to address concerns raised in serious case reviews running a multi-agency briefing, attended by over 80 delegates in September 2009.



It is notable that the number of voluntary sector delegates attending the overall BSCB training programme increased by 61% from the period 2008-2009. There has been a concerted effort to raise awareness and provide support to the voluntary sector over the past year.



Children’s Views

Ofsted’s national survey of children and young people’s views, Tell Us, is published regularly to provide a snapshot of a very small number of young people’s views (973 in primary and 959 in secondary schools) on a range of issues in a number of local authorities. This year’s survey indicates that the majority of children and young people feel safe in the areas they live and going to and from school. Fifty percent use public transport and whilst a significant minority 31% feel unsafe, the vast majority feel safe when travelling.

Some young people 20% worry about being bullied, which is slightly lower than the national average. A large proportion of young people feel able to talk to their parents if they have concerns, however 33% of young people (30% nationally) feel unable to talk to an adult other than their parents when they have concerns.

The BSCB will continue to monitor how relevant agencies achieve anti- bullying and positive behaviour strategies as part of its forward programme.





4. Achievement and Progress

A significant development for the BSCB was the appointment of an independent Chairperson to the BSCB, bringing with it clear accountability and independence. As a result, the relationship with the Children's Trust and other local strategic groups is more transparent.

The main business of the BSCB continues to focus on holding agencies to account for their safeguarding practice and enhancing outcomes for children and young people through encouraging effective by multi-agency working.

BSCB priorities 2009-2010 year included:

- Domestic Violence
- Parental Mental Health
- Children Missing from Home and Care
- Parental Substance Misuse
- Safeguarding in independent schools



Safeguarding Policy and Priorities in the CYP Plan

The Children and Young People Plan 2009-2011 highlights the importance of safeguarding in the development of the plan and as a key element of its work. The BSCB is involved in several local strategic developments for example, the Workforce Development Strategy. The BSCB's role is to ensure that safeguarding elements are appropriately highlighted. The BSCB is represented on the Parenting Support Strategy group ensuring that the group remains aware of development in this area.

Strategic Links

The relationship between the BSCB and the *voluntary and community sector* strengthened further this year. At the instigation of the BSCB Executive, the voluntary sector, for the first time, have a social care lead to who they can address any concerns about safeguarding policy and practice and obtain advice. There is now regular attendance at meetings organised by the Children and Families Voluntary Sector Forum.

The BSCB continue to support all agencies in developing their Child Protection policies and this year particular support has been given to a number of black and minority ethnic community groups as well as to churches.

Bromley Youth Council became a significant contributor to the BSCB this year ensuring that children and young people had an opportunity to shape areas of safeguarding strategy and policy. The BSCB agreed to attend Youth Cabinet meetings where safeguarding issues were considered. The youth participation team joined the annual conference planning group and ensure that young people's views were heard on the issue of domestic violence. They produce publicity material, a report on the issues and a video which was shown at the conference in June.



Bromley Safeguarding Adults Board (BSAB) worked with the BSCB on the annual conference to ensure that adults were aware of their duties related to safeguarding children. It also provided an opportunity for adults and children's workforces to network. The chair of the BSAB addressed the conference.

As a direct result of the conference delegates expressed greater awareness about the Barnardos Risk Assessment Matrix and agencies have used it in their decision-making when considering making a referral.

Multi Agency Risk Assessment Conference (MARAC)

Bromley MARAC reviews and co-ordinates service provision in high risk domestic violence cases. Regular multi agency meetings, lead by the police, bring agencies together to review cases and identify strategies to keep families and children safe from harm.

Multi Agency Public Protection Arrangements (MAPPA)

The role of MAPPA is to manage Registered Sex Offenders and Potentially Dangerous Persons. The Police, Prison Service and Probation are the three authorities responsible for managing MAPPA with other agencies required to co-operate. MAPPA meetings enable agencies to share information about people who are managed by or brought to the attention of the authorities; such as when a sex or violent offender is released from prison. Where children may be at risk of harm, agencies establish plans to safeguard them at the meetings. The MARAC meeting provides for regular monitoring of multi-agency progress. Meetings take place monthly and there is a regular update on MAPPA to the BSCB Executive.

Leisure Services

Bromley Mytime is a charitable leisure trust that provides leisure services across the borough in partnership with Bromley Council. It is a partner of the BSCB. Mytime Active fostered existing partnerships with the Common Assessment Framework (CAF) team, early years and the BSCB this year. Mytime's childcare staff worked with children's social care to provide out of school care and day camps for children as required.

During the year Mytime referred two cases to the local authority and had to deal with one incident involving child protection in its soft play facility that resulted in the police being contacted.

Young people aged 0-18 used Bromley Mytime services nearly 850,000 times during 2009. Mytime delivered safeguarding training to 84 staff this year and the human resources and children's services managers attended training on the Independent Safeguarding Authority.

Safer Workforce

Establishing an integrated children's workforce has been a significant priority of the Children's Trust Board. The BSCB seized the opportunity to review the elements related to safeguarding and to share information about the multi-agency training we provide. Whilst it is too early to determine the impact on children, clearly any extension of safeguarding awareness and training should create a more vigilant, knowledgeable and confident workforce who know what to do when there are concerns. A representative of the workforce group sits on the BSCB Training Committee.



The number of Safer Recruitment Courses (originally National College for School Leadership (NCSL) now Children's Workforce Development Council (CWDC)) has increased from 3 per annum to 6. The good practice content is appropriate to all agencies and the course is now multi-agency. To support small and voluntary agencies one course was held on a Saturday and another during a school holiday. The courses are well attended and a further 6 are planned for the new academic year.

Safeguarding in Schools

A Safeguarding Checklist was introduced to schools and has proved useful. A spin off from the Checklist has been requests from schools for Safeguarding Audits – to date 8 have been done.

As safeguarding is high on everyone's agenda there continues to be a high demand for single agency safeguarding training. Governors' safeguarding awareness is also increasing as are requests for their training in schools.

Two meetings have been held with head teachers/designated safeguarding officers from independent schools. These have been well attended and have instigated a closer working relationship with the BSCB including requests for training and safeguarding audits.

Regular meetings with secondary designated safeguarding officers continue. Ways to support primary schools in a similar manner are being explored. Safeguarding Circulars to schools/early years/colleges updating on national, regional and local developments continue.

Children Living with Parental Mental Health Problems

Following the ratification of a revised procedure on safeguarding children living with parental mental health problems, the BSCB ran a series of implementation workshops. Rolled out in the autumn of 2009, targeted groups of professionals attended the multi-agency workshops. They were targeted at adult and children mental health workers, health visitors and midwives and social care staff. The workshops encouraged professionals to apply the procedure, explore any communication and cultural differences between agencies and find ways to resolve them whilst remaining child focused. It provided an important opportunity for teams to get to know each other and feel confident about difficult conversations.

Safeguarding Children Living with Domestic Violence

As a key priority for the BSCB over the past two years, domestic violence was the theme of this year's BSCB Annual Conference. Domestic Violence had been a feature in a Serious Case Review undertaken in 2008.

BSCB invested in training by the national charity Barnardos to support the implementation of the London procedures. Alongside training and mentoring for staff there were meetings with managers and publicity about the procedures and risk assessment tools via the Annual Conference. However, it was clear that high rates of staff turnover meant that the majority of social care staff that had been trained no longer worked for the authority. In addition an audit conducted in November 2009 showed that the awareness and use of the procedure in social care remained low.

A further evaluation by Barnardos undertaken by the assessment author Martin Calder indicated that more effective buy-in to the procedure and tool was necessary to improve outcomes locally. In addition, clearly staffing had played a major role in low awareness.



A BSCB audit indicated that children were at risk due to failures to follow procedure and poor information sharing. A multi –agency operational group met to improve information sharing and has been highly valued by staff in agencies involved albeit resource intensive. Today, in Bromley, any unborn child or child under one who lives in a household where domestic violence occurs and the police attend will have their details notified to midwifery and health visiting services as well as social care.

Disabled Children

The BSCB set up a task group on safeguarding children with disabilities in 2009 following the publication of the DCSF national guidance. The aim of the group was to identify ways to raise awareness about the guidance and to establish an effective training course for delivery in the 2010- 2011 BSCB programme.

As a consequence the theme of the BSCB Annual Conference for 2010-2011 will be Safeguarding Disabled Children and a new project to establish a safeguarding strategy for disabled children is planned for 2010- 2011.

Runaways

Over the year the DCSF asked Local safeguarding Children Boards to lead on reporting on the National Indicator related to Runaways. The self–assessment tool asks authorities to rate themselves in terms of the procedures, information and services in place to respond to children at risk of running or who have run. The self assessment highlighted that whilst information was collected and acted upon, it was not clear that this was systematically analysed and shared regularly with social care.

The BSCB co-ordinated the development of a multi agency action plan resulting in the collation of detailed information about incidents of running away and establishing a systematic process for sharing the information. The data is analysed quarterly at a multi agency meeting. The agreed action plan continues to support progress, which is reported to the Quality Standards Committee.

E-Safety

The BSCB developed an E-Safety Policy template to be adapted for use by any agency to ensure that arrangements are in place to safeguard children.

To support BSCB partner agencies to manage e-safety issues, the BSCB funded members of the E-safety Strategy Project Group to undertake training run by (Child Exploitation On-line Protection (CEOP) and the Think U Know group which are nationally recognised and supported to provide training.

The BSCB funded the development of Bookmarks to publicise the importance of both e-safety and promote the message of anti-bullying. In recognition of the potential traumatic nature of the experience for some young people, the bookmarks carry the Childline helpline number.

Equalities

The health inequality of the gypsy and traveller community is well documented in Bromley. The Health Safeguarding Committee this year identified and pursued the importance of a health visiting and midwifery service with direct links to this community. In March 2010 professionals were appointed to specified roles to work with this community.



5. Future Priorities and Developments

The programme for safeguarding children in Bromley is influenced primarily by analyses of local needs and by recent national policy developments and guidance. This refers in particular to the DCSF revised Working Together to Safeguard Children, March 2010.

In addition the action plans that are being developed in response to the Ofsted inspection of safeguarding services and to address the impact of increased workload, staff recruitment and retention in children's social care front line services will help shape BSCB priorities.

Priorities 2010-2011

The BSCB's priority areas for 2010-2011 retain a focus on the area of responsive and targeted safeguarding to ensure that in these difficult times agencies remain attentive to the core safeguarding agenda of protection.

The BSCB Workplan for 2010- 2013 <http://www.bromleysafeguarding.org/aboutus.asp> sets out several main priority areas for the coming year, of which the following three area key focuses:

- Continue to implement the agreed action plan for Missing Children.
- Maintain monitoring and audit activity on domestic violence ensuring that recommendations are addressed.
- Disabled Children are effectively safeguarded being mindful of their particular vulnerability. This will be the focus of the BSCB Annual Conference in autumn 2010.

Performance Monitoring and Quality Assurance

To improve the outcomes for children and young people, performance data and multi-agency auditing function will underpin the BSCB's work. The BSCB Safeguarding dataset will be kept under review and safeguarding data from other agencies will be reviewed by the BSCB on a quarterly basis. As a result the BSCB will:

- be more effective in monitoring safeguarding practice, performance and outcomes for children
- make clear to partners its role in safeguarding
- be able to recognise and provide challenge on the safeguarding needs of particular groups of children in Bromley.

Strategic Vision

It remains a challenge to incorporate all new safeguarding policy, practice guidance and development areas, but in order for the BSCB to remain effective it will work with partners to ensure that recent guidance and policy informs its decision-making. Consequently the BSCB will continue to provide effective leadership on safeguarding locally and to remain a robust force in monitoring safeguarding arrangements, practice and procedures



Governance and Accountability

The revised governance arrangements aim to ensure that there are effective links to other partnerships and strategic groups. The new structure supports the strategic role and function of the Executive and helps to maintain the strategic vision of the BSCB. The BSCB will also be more transparent and accountable with new Lay and Elected member representation. Two lay members will be appointed to the BSCB Main Committee in 2010.

The BSCB:

- sets the strategic vision for safeguarding in Bromley;
- is accountable for its activities;
- holds agencies to account for their safeguarding arrangements and practice.

Working Together

To enhance the quality of networks and develop further the culture of working together locally, Bromley Police have streamlined their steering of the arrangements for MAPPA, MARAC and Public Protection into a new Offender Management Steering Group.

The police will be providing new training on MAPPA and MARAC arrangements in a bid to engage multi-agency partners fully in the process and encourage a shared understanding of the importance of this work and the impact on outcomes for children.

Safeguarding in education settings remains a key area of the BSCB's work. Bromley has the highest number of Independent schools of the London Boroughs and work is continuing to engage Independent School on safeguarding. Regular meetings have been organised where procedures can be shared and practice issues discussed.

Significant developments are being established to recruit and retain key front line social work staff in an ever more challenging context of rising referrals and a diminishing pool of qualified professionals nationally. It is recognised by Ofsted that Bromley has an outstanding and ambitious but achievable plan for addressing these areas. The BSCB is committed to supporting agencies in their endeavours to continually improve safeguarding standards and support their plans for progress.





6. Accounts

A summary of the accounts of the BSCB for 2009- 2010

BSCB

Income

| | |
|---|------------------|
| Voluntary Contributions (from partner agencies) | 73,008.00 |
| Other Income | 4825.00 |
| TOTAL INCOME | 77,833.00 |

Expenditure

| | |
|--|-----------|
| Administration (inc. salary costs, office, publications, meetings, and other consultant) | 43,157.32 |
| Training | 31,260.50 |
| Annual Conference (remainder) | 3,731.17 |
| Serious Case Reviews | 8,197.00 |
| Publications/Guidance/Resources | 1387.44 |
| Total | |

BALANCE **(87,733.43)**



7. BSCB Main Board Membership

| | |
|--|--|
| Independent Chair | Bromley Primary Care Trust |
| Consultant Community Paediatrician | Bromley College of F&H Education |
| Director of Student Progression | Bromley Primary Care Trust |
| Director Public Health | Bromley Primary Care Trust |
| Consultant in Public Health Medicine | Bromley Primary Care Trust |
| Designated Nurse | Bromley Primary Care Trust |
| Assistant Director, Clinical Services & Care Environment | Bromley Primary Care Trust |
| Named General Practitioner | Bromley Primary Care Trust |
| Buzz Manager | Bromley MyTime |
| Quality Improvement Service Manager | CAFCASS |
| Church Worker | CFVSF |
| School Governor | Governor Services |
| Assistant Chief Officer | National Probation Service |
| Student Services Manager | Orpington College |
| Safeguarding Lead National and Specialist CAMHS | Slam |
| Acting Nurse Director | South London Hospitals NHS Trust |
| Borough Crown Prosecutor | South London Prosecution Service |
| Assistant Director | London Borough of Bromley |
| Councillor | London Borough of Bromley |
| Asst Director Legal & Support Services | London Borough of Bromley |
| Head of Children's Safeguarding & Quality Assurance | London Borough of Bromley |
| Head of Housing Needs | London Borough of Bromley |
| Head of Integrated Youth Support Service | London Borough of Bromley |
| Head of Service Children's Social Care Referral & Assessment | London Borough of Bromley |
| Head of Bromley Youth Offending Team | London Borough of Bromley |
| Drug Action Team Co-ordinator | London Borough of Bromley |
| Early Years and Childcare Manager | London Borough of Bromley |
| Child Protection Lead for Education | London Borough of Bromley |
| Programme Manager Black and Minority Ethnic Communities | London Borough of Bromley |
| Director, Children and Young People's Services | London Borough of Bromley |
| Head of Service CSC Safeguarding & Care Planning | London Borough of Bromley |
| Drug Action Team Manager | London Borough of Bromley |
| Assistant Director, Children's Social Care | London Borough of Bromley |
| Group Manager, Quality Assurance | London Borough of Bromley |
| Assistant Director, Adult & Community Services | London Borough of Bromley |
| Head of Service, Bromley Children & Family Project | London Borough of Bromley |
| Head Teacher | Manor Oak Primary School |
| Detective Inspector | Metropolitan Police Service, Child Abuse Investigation Command |
| Detective Chief Inspector | Metropolitan Police Service |
| Manager of Child and Adolescent Mental Health Services | Oxleas NHS Trust |
| Bromley Service Director | Oxleas NHS Trust |



8. Appendix 1

London Borough of Bromley

The latest detailed analysis of the London Borough of Bromley its demographic and economic profile as well as a description of the composition of children and young people in the Borough can be found in Bromley's Children and Young People Plan 2009–2011. A comprehensive needs analysis is conducted in order to build a complete profile of Bromley, which then forms the foundation for changes to services. Bromley is the largest, geographically, of the 32 London Boroughs. It covers more than 58 square miles, encompassing both highly urbanised and rural areas.

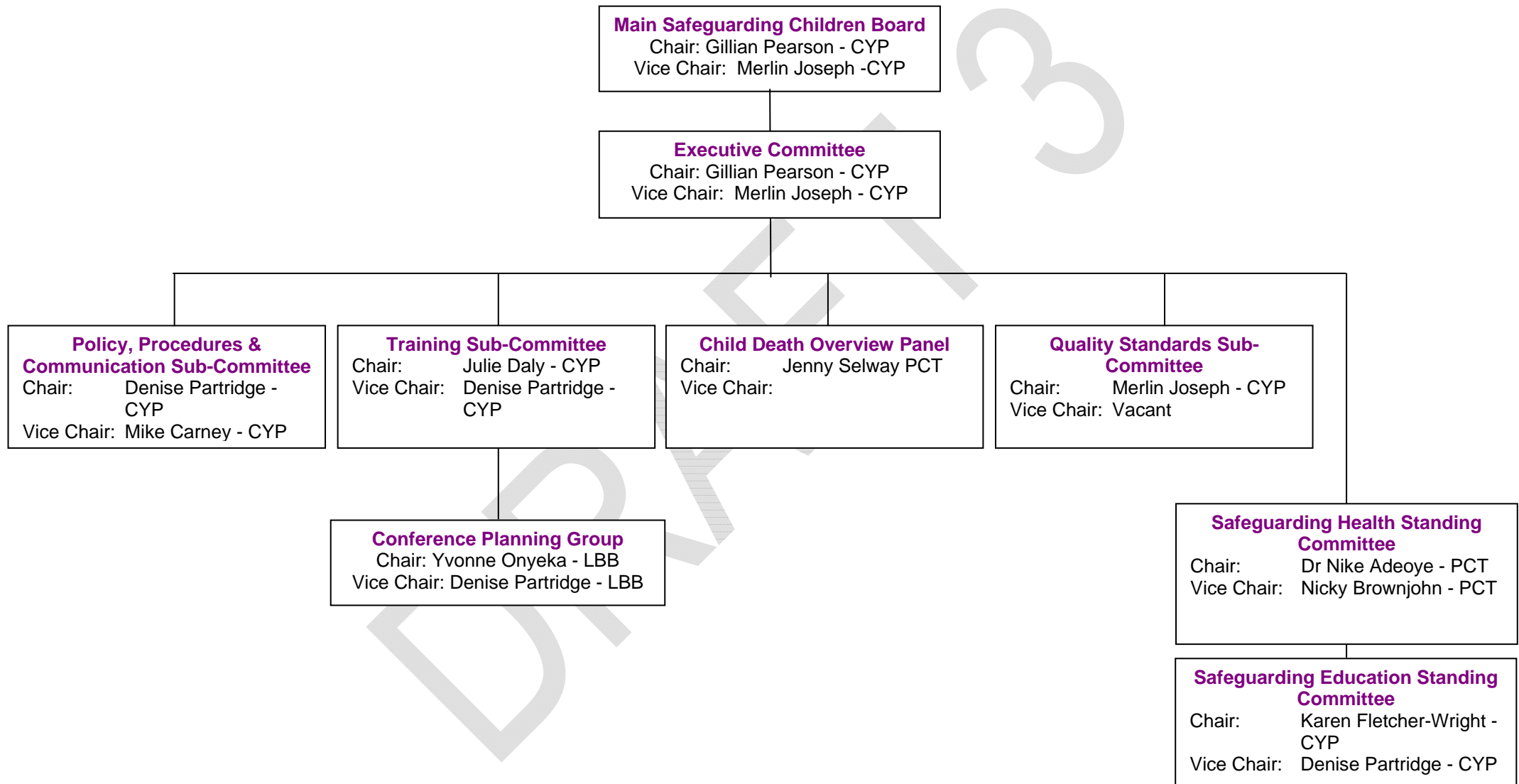
Its population is changing, with increases in new births and children and in the older population. Over the five year period from 2001- 2006 the number of white population has reduced matched by an increase in the black and minority ethnic population. The highest proportion is from white other than English background and Black African background. This is reflected in the school population where 24% of children in Bromley schools are from BME backgrounds.

The economic diversity of the Borough is notable, with levels of deprivation varying widely between wards. Borough overall is a relatively prosperous community, with some of its 22 wards ranked amongst the wealthiest in the country, whilst five are ranked amongst the 10% of most deprived areas. These areas are found in the North West, North and Central areas of the Borough. Risk factors emanating from inequalities in health, poverty and social conditions are also linked to increased likelihood of poor mental health. From 2008 – 2009 these areas so the largest rise in unemployment among wards.

Other Indicators

Teenage conception rates among 15-17 year olds remain low. Of the London Boroughs Bromley has relatively few new entrants to the youth justice system. The demands for special education needs services in the borough has risen, with the largest increase among the 5-10 year olds group, creating more demand on services.

9. Appendix 2 - BSCB Committee Structure 2009 -2010





The Trust Board

| | | | |
|------------------|---|-----------------|----|
| Date of Meeting: | Monday 28 June 2010 | Agenda Item No. | 12 |
| Title: | Work Programme 2010/11 | | |
| Contact Officer: | Michael Watts Senior Partnerships and Planning Officer michael.watts@bromley.gov.uk | | |
| Lead Partner: | London Borough of Bromley | | |

1. SUMMARY

- 1.1. This report provides the Work Programme for the Bromley Children and Young People Trust Board for 2010/11 (*Appendix A*).
- 1.2. It covers the Trust Board meetings during 2010/11, plus additional items to be considered that have not been programmed (*Appendix B*).
- 1.3. The report also details the deadlines for the reports (*Appendix C*).

2. RECOMMENDATIONS

- 2.1. The Trust Board are asked to:
 - 2.1.a) Agree the items on the work programme
 - 2.1.b) Consider additional items to be programmed in

Work Programme 2010/11

| Meeting of the Trust Board: Monday 13 September 2010 | | |
|--|----------------------------------|---|
| Item | Comments | Lead Officer |
| 1. Welcome and introduction | Standing item | Cllr Noad Chairman of Trust Board |
| 2. Public questions | Standing item | Cllr Noad Chairman of Trust Board |
| 3. Declarations of interest | Standing item | Cllr Noad Chairman of Trust Board |
| 4. Minutes of last meeting, and matters arising | Standing item | Cllr Noad Chairman of Trust Board |
| 5. Updates from other partnerships: | Standing item | |
| • Local Strategic Partnership | Written report and verbal update | Cllr Noad Chairman of Trust Board |
| • Bromley Safeguarding Children Board | Written report and verbal update | Jenny Dibsdall Independent Chairman |
| • Economy Partnership | Written report | Mary Manuel London Borough of Bromley |
| • Health, Social Care and Housing Partnership Board | Written report and verbal update | Terry Rich London Borough of Bromley |
| • Safer Bromley Partnership | Written report and verbal update | Dave Prebble Metropolitan Police Service |
| 6. Updates from Trust Board Strategy Groups | | Terri Walters London Borough of Bromley |
| 7. Children and Young People's Plan 2011-2014: draft approval for consultation | | Terri Walters London Borough of Bromley |
| 8. | | |
| 9. | | |
| 10. | | |
| 11. Work programme | Standing item | Cllr Noad Chairman of Trust Board |

Deadlines:

| Reports to be... | | |
|---|----------------------------------|---------------------------|
| ...sent to Michael Watts | ...considered by Chairman | ...circulated |
| Thursday 19 August 2010 | Monday 30 August 2010 | Thursday 2 September 2010 |
| PDS Committee meeting: Tuesday 7 September 2010 | | |

Meeting of the Trust Board: Monday 13 December 2010

| Item | Comments | Lead Officer |
|--|----------------------------------|---|
| 1. Welcome and introduction | Standing item | Cllr Noad Chairman of Trust Board |
| 2. Public questions | Standing item | Cllr Noad Chairman of Trust Board |
| 3. Declarations of interest | Standing item | Cllr Noad Chairman of Trust Board |
| 4. Minutes of last meeting, and matters arising | Standing item | Cllr Noad Chairman of Trust Board |
| 5. Updates from other partnerships: | Standing item | |
| • Local Strategic Partnership | Written report and verbal update | Cllr Noad Chairman of Trust Board |
| • Bromley Safeguarding Children Board | Written report and verbal update | Jenny Dibsall Independent Chairman |
| • Economy Partnership | Written report | Mary Manuel London Borough of Bromley |
| • Health, Social Care and Housing Partnership Board | Written report and verbal update | Terry Rich London Borough of Bromley |
| • Safer Bromley Partnership | Written report and verbal update | Dave Prebble Metropolitan Police Service |
| 6. Children and Young People's Plan 2011-2014: final version | | Terri Walters London Borough of Bromley |
| 7. Child Poverty Strategy: draft | | Robert South London Borough of Bromley |
| 8. | | |
| 9. | | |
| 10. | | |
| 11. | | |
| 12. Work programme | Standing item | Cllr Noad Chairman of Trust Board |

Deadlines:

| Reports to be... | | |
|---|---------------------------|---------------------------|
| ...sent to Michael Watts | ...considered by Chairman | ...circulated |
| Thursday 11 November 2010 | Monday 22 November 2010 | Thursday 25 November 2010 |
| PDS Committee meeting: Tuesday 30 November 2010 | | |

Meeting of the Trust Board: Monday 28 February 2011

| Item | Comments | Lead Officer |
|---|--|---|
| 1. Welcome and introduction | Standing item | Cllr Noad Chairman of Trust Board |
| 2. Public questions | Standing item | Cllr Noad Chairman of Trust Board |
| 3. Declarations of interest | Standing item | Cllr Noad Chairman of Trust Board |
| 4. Minutes of last meeting, and matters arising | Standing item | Cllr Noad Chairman of Trust Board |
| 5. Updates from other partnerships: | Standing item | |
| • Local Strategic Partnership | Written report and verbal update | Cllr Noad Chairman of Trust Board |
| • Bromley Safeguarding Children Board | Written report and verbal update | Jenny Dibsdall Independent Chairman |
| • Economy Partnership | Written report | Mary Manuel London Borough of Bromley |
| • Health, Social Care and Housing Partnership Board | Written report and verbal update | Terry Rich London Borough of Bromley |
| • Safer Bromley Partnership | Written report and verbal update | Dave Prebble Metropolitan Police Service |
| 6. Children and Young People's Plan 2011-2014 and Action Plan: final sign off | | Terri Walters London Borough of Bromley |
| 7. Multi-Agency Safeguarding Audit Outcomes: Summary Report | E-mail from Yvonne Onyeka (25/05/2010) | Jenny Dibsdall Bromley Safeguarding Children Board |
| 8. | | |
| 9. | | |
| 10. | | |
| 11. | | |
| 12. Work programme | Standing item | Cllr Noad Chairman of Trust Board |

Deadlines:

| Reports to be... | | |
|---|---------------------------|---------------------------|
| ...sent to Michael Watts | ...considered by Chairman | ...circulated |
| Thursday 11 November 2010 | Monday 22 November 2010 | Thursday 25 November 2010 |
| PDS Committee meeting: Tuesday 22 February 2011 | | |

Meeting of the Trust Board: Monday 9 May 2011

| Item | Comments | Lead Officer |
|---|----------------------------------|---|
| 1. Welcome and introduction | Standing item | Cllr Noad Chairman of Trust Board |
| 2. Public questions | Standing item | Cllr Noad Chairman of Trust Board |
| 3. Declarations of interest | Standing item | Cllr Noad Chairman of Trust Board |
| 4. Minutes of last meeting, and matters arising | Standing item | Cllr Noad Chairman of Trust Board |
| 5. Updates from other partnerships: | Standing item | |
| • Local Strategic Partnership | Written report and verbal update | Cllr Noad Chairman of Trust Board |
| • Bromley Safeguarding Children Board | Written report and verbal update | Jenny Dibsall Independent Chairman |
| • Economy Partnership | Written report | Mary Manuel London Borough of Bromley |
| • Health, Social Care and Housing Partnership Board | Written report and verbal update | Terry Rich London Borough of Bromley |
| • Safer Bromley Partnership | Written report and verbal update | Dave Prebble Metropolitan Police Service |
| 6. Updates from Trust Board Strategy Groups | | Terri Walters London Borough of Bromley |
| 7. | | |
| 8. | | |
| 9. | | |
| 10. | | |
| 11. | | |
| 12. Work programme | Standing item | Cllr Noad Chairman of Trust Board |

Deadlines:

| Reports to be... | | |
|---|---------------------------|---------------------------|
| ...sent to Michael Watts | ...considered by Chairman | ...circulated |
| Thursday 11 November 2010 | Monday 22 November 2010 | Thursday 25 November 2010 |
| PDS Committee meeting: Tuesday 3 May 2011 | | |

Appendix B

Additional Items to be Programmed

| Item | Comments | Lead Officer |
|---|---|--|
| Inequalities in Health | From Trust Board on 24/09/07 (item 4) | Jenny Selway Bromley Primary Care Trust |
| NHS Bromley: sexual health position paper: further update | From Trust Board 22/06/09 (item 11.3) | Dr Angela Bahn Bromley Primary Care Trust |
| Review of Trust Governance Arrangements | During 2011 - as per Terms of Reference | Terri Walters London Borough of Bromley |
| Promoting Positive Behaviour Strategy and Action Plan | From Trust Board on 20/04/09 (item 6.4) | Karen Fletcher-Wright London Borough of Bromley |
| Parenting Charter – a promise to parents | From Trust Board 22/02/09 (item 7) | Robert South London Borough of Bromley |

Report Deadlines 2010/11

| Trust Board Meeting date | Children and Young People Services Policy Development and Scrutiny Committee | Received by Strategic Planning and Commissioning Team | Clearance by the Director of Children and Young People Services | Clearance by the Chairman of the Trust Board | Agenda and papers circulated |
|---------------------------------|---|--|--|---|-------------------------------------|
| Monday 13 September 2010 | Tuesday 7 September 2010 | Thursday 19 August 2010 | Wednesday 25 August 2010 | Monday 30 August 2010 | Thursday 2 September 2010 |
| Monday 13 December 2010 | Tuesday 30 November 2010 | Thursday 11 November 2010 | Wednesday 14 November 2010 | Monday 22 November 2010 | Thursday 25 November 2010 |
| Monday 28 February 2011 | Tuesday 22 February 2011 | Thursday 3 February 2011 | Wednesday 9 February 2011 | Monday 14 February 2011 | Thursday 17 February 2011 |
| Monday 9 May 2011 | Tuesday 3 May 2011 | Thursday 14 April 2011 | Wednesday 20 April 2011 | Monday 25 April 2011 | Thursday 28 April 2011 |