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# Rutland County Council

Catmose Oakham Rutland LE15 6HP.

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Minutes of the **MEETING of the PEOPLE (CHILDREN) SCRUTINY PANEL** held in the Council Chamber, Catmose, Oakham, Rutland, LE15 6HP on Thursday, 4th May, 2017 at 7.00 pm

**PRESENT:**

Mr J Dale	Mr N Begy
Mr O Bird	Mr K Bool
Mrs L Stephenson	Miss G Waller
Mr R Foster	Mr D Wilby
Mr A Menzies	Mrs L Youngman

**APOLOGIES:**

Mr E Baines	Mr G Conde
Mrs D MacDuff	Mr M Oxley
Ms S Gullan-Whur	

**OFFICERS**

**PRESENT:**

Dr T O'Neill	Director for People
Ms B Caffrey	Head of Service: Families Support – Early Intervention and Inclusion
Mrs G Curtis	Head of Service: Learning and Skills
Mrs S Ramsay	Corporate Support Officer
Mr R Shore	Adult Learning Manager
Ms R Wilshire	Head of Children Social Care

**IN  
ATTENDANCE:**

Mr R Foster	Portfolio Holder for Children and Young People (Safeguarding)
Mr D Wilby	Portfolio Holder for Lifelong Learning
Miss K Bell	Harrington School
Mr E Hatton-Phillips	Harrington School
Miss L Jackson	Harrington School
Miss E Raine	Harrington School

### 799 RECORD OF MEETING

The minutes of the meeting of the People (Children) Scrutiny Panel held on 23 February 2017, copies of which had been previously circulated, were confirmed as a correct record and signed by the Chair.

### 800 DECLARATIONS OF INTEREST

- (i) Mr Menzies declared a personal interest in that he was a governor at Harrington School
- (ii) Mrs Stephenson declared a personal interest in that she was a teacher at a Rutland school

- (iii) Miss Waller declared a personal interest in that she was a governor at a Rutland School.

**801 PETITIONS, DEPUTATIONS AND QUESTIONS**

No petitions, deputations or questions had been received from members of the public.

**802 QUESTIONS WITH NOTICE FROM MEMBERS**

No questions with notice had been received from Members.

**803 NOTICES OF MOTION FROM MEMBERS**

No notices of motion had been received from Members.

**804 CONSIDERATION OF ANY MATTER REFERRED TO THE PANEL FOR A DECISION IN RELATION TO CALL IN OF A DECISION**

In accordance with Procedure Rule 206, no matter was referred to the Panel for a decision in relation to the call-in of a decision.

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The Chair announced that item 8 on the agenda would be taken first to allow the students from Harrington School to leave the meeting following consideration of the item should they wish to do so.

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**805 RUTLAND STANDING ADVISORY COMMITTEE FOR RELIGIOUS EDUCATION (SACRE) ANNUAL REPORT 2015-17**

Report No. 101/2017 was received from the Chair of SACRE.

Miss Waller advised members that the report had a longer chronology than previous reports, September 2015 to March 2017. This was to allow the inclusion of the most up to date results for GCSE and Post 16 exams, although exams were taken in May / June each year validation of results does not take place until the following January. Subsequent reports would cover April to March.

Miss Waller introduced four students from Harrington School who had been invited to speak at the meeting in regard to their Religious studies at A Level, it was noted that the new curriculum for Philosophy and Ethics (P&E) was very different to that many members remember studying themselves.

Each student spoke in turn about their experience of the A level course so far. Their studies had helped them develop a greater understanding of different cultures and diversity in society; it allowed students to develop debating and social skills, a deeper sense of empathy towards others, self-confidence and listening skills. One student described P&E as “two subjects in one, providing a great level of analysis for scholars which was not seen in any other subject”.

Members congratulated the four students on excellent presentations and thanked them for attending the meeting to share their experience.

During member discussion the following points were noted:

- a) Mr Begy queried the attendance figures for members of SACRE, other than Miss Waller and Mrs Stephenson, as the report showed low attendances. Miss Waller explained that many members of SACRE were serving teachers or head teachers and as such their role in school took priority. Where it was due to those representing the different faiths it was noted that a representative from the Baptist faith had recently been recruited and it was hoped a representative from the Quaker faith would soon join the Committee.
- b) Mrs Youngman, the representative from the Church of England advised that of the two recent representatives approached one now worked outside of Rutland and the other had declined the appointment, she was confident that new representatives would be appointed before the next annual report.
- c) The Chair thanked the students for coming along and Miss Waller and Mrs Stephenson for their continued support and contribution to SACRE.

## **AGREED**

That the Panel **NOTED** the report.

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Miss Jackson, Miss Raine, Miss Bell and Mr Hatton-Phillips left the meeting and did not return.

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## **806 RALSS PERFORMANCE REPORT**

Report No. 102/2017 was received from the Director for People.

During discussion the following points were noted:

- a) The report had been written and published by OFSTED in October 2016 but prioritisation of other reports had delayed its consideration by the Panel. Mr Shore advised members that the service had maintained its level 2 grading but was likely to achieve level 1 in the coming year. The service had a 95% retention rate overall and this would be a key driver for the coming years grading score.
- b) The Quality Improvement Plan had been revised recently and all actions were now complete with a small number still awaiting exam results.
- c) The RALSS provision was run in conjunction with Peterborough Regional College (PRC) and Dr O'Neill stated that this was working well and had seen positive improvement.
- d) Other scrutiny panels had highlighted an employment shortage for qualified home carers; did the service offer qualifications in this specific area? Mr Shore confirmed that diplomas at intermediate and advanced levels were available and that providers were looking at the establishment of a care academy in the future.
- e) That some areas of the county either were not aware of the provision or could not access the central base at Oakham Enterprise Park (OEP). Members suggested that this may be due in part to lack of transport, public transport was not regular enough and that those in the south of the county may need to take 2 buses to reach OEP. Not all residents owned their own vehicle and many may be unable to afford public transport to attend classes.

- f) That work was being done with the military bases in the county to allow service personnel and their spouses to gain new qualifications or re-sit GCSE's in order to improve on previous grades. This was being done as an outreach provision and going forward Mr Shore saw no reason why, with sufficient funding, this could not be expanded to include other locations in the county.
- g) That all funding for the service was external, members requested consideration be given to funding to enable the service to build on its success, be it direct funding or looking to assist with advertising the service more widely.

## **AGREED**

That the Panel **NOTED** the report.

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Mr Shore left the meeting and did not return  
----oOo----

## **807 FOSTERING SERVICE: INTERNAL AUDIT**

Ms Wilshire, the Head of Children Social Care provided Members with a verbal update on the Internal Audit of the Fostering Service; the report had been considered by the Audit and Risk Committee on 25 April and all actions arising from this were complete.

During discussion the following points were noted:

- a) A stall at the recent Rutland Independence Day had resulted in five new enquiries, all of which attended an open evening on 3 May. New leaflets and posters were being prepared to raise the profile for local carers. The five enquiries had been progressed to applications.
- b) Personal Development Plans were now in place and the training programme has been re-written with the first course having been provided; this has been revised so that more specialist training can be provided.
- c) Social Worker visits and supervision were now at 100%. Fostering data was now stored electronically on LiquidLogic allowing visit data to be accessed easily. Audits on files not included in the process had now been carried out by staff and all files had now been assessed. Monthly data was collated by score cards and business intelligence and provided to both the Portfolio Holder and Director for People.
- d) Document retention was being addressed by using electronic storage, scanning had been commenced and the action fed back to Internal Audit with evidence of completion.
- e) Audits are being done on a regular basis and expanded to include foster carers in the process.
- f) Mr Foster regularly attends meetings of the Foster Carers Support Group and fed back to members that morale in general was improving and many previous foster carers were returning to the service.
- g) Miss Waller asked if advertising was being done outside of the county, for example Stamford as many Rutland residents chose to shop in supermarkets in the town. Ms Wilshire advised that as part of fostering fortnight stalls were planned for supermarkets in both Stamford and Oakham.

Report No. 99/2017 was received from the Director for People.

Dr O'Neill advised members that he would be giving a presentation alongside the report that had been previously circulated. The presentation would be two dimensional, Dr O'Neill would cover the Action Plan and how it would fit with the National Curriculum and Ms Wilshire would update members on progress in terms of evidence. He advised members that questions during the presentation would be welcome.

During discussion the following points were noted:

- a) The presentation noted a Change of QA on the second slide, Ms Waller queried this and Dr O'Neill advised that the person carrying out the Quality Assurance (QA) role for the inspection changed during the inspection with the original (QA) being redeployed to the Leicestershire inspection team.
- b) The inspection reviewed around 150 cases, Dr O'Neill advised members that this was the majority of the caseload in Rutland, many inspections in bigger authorities would look at 10% of the caseloads, it was thought that looking at the majority was better overall.
- c) That good feedback had been received on the council's investment in Early Help Services, as this is not a statutory service investment was waning elsewhere. Rutland's decision to keep investing in this was welcomed by the inspectors.
- d) Workshops would be held to enable social workers to go back to the basics of recording and capturing what had been done and where a child's journey was currently at. Social Workers knew their families well but this wasn't always successfully recorded in the right way.
- e) Dr O'Neill advised that staff involved in the inspection did a fantastic job throughout an enormously stressful process, this gave confidence that the team would do better moving forward.

---oOo---

Ms Curtis left the meeting and did not return.

---oOo---

Ms Wilshire introduced the Action Plan and advised members that all actions were on track (amber) or achieved (green). She noted that actions had been implemented alongside development of the plan; the team had seen a positive move from mainly interim to permanent members of staff.

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Mrs Youngman left the meeting and did not return.

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During discussion the following points were noted:

- f) There had been changes to team names within Children Social Care. Teams were no longer numbered and each team had been allocated names, Ms Wilshire advised members that a revised structure chart would be circulated.
- g) Group supervision had been introduced within the team, members asked for some evaluation and feedback from this process at a future meeting, a period of six months was suggested. Ms Wilshire advised that initial feedback on the

- process was good, officers felt risk was more shared and there was clearer guidance around practice.
- h) A new Personal Education Plans (PEP) process had been introduced. Ms Wilshire advised that schools were well engaged in the new process but there was still work to be done on developing and refining the process. Mrs Stephenson noted that feedback from schools needed to be honest on the ability to deliver the PEP. There was also a need for a level of understanding between social workers and teachers around the stresses of being in a classroom with responsibility for more than one child.
  - i) Miss Waller asked if schools would receive training around what did or did not constitute neglect. Miss Caffrey advised that specific training was planned for schools, it was suggested that data on take up for this be feedback.
  - j) That the Chair of the Fostering Panel was independent and commissioned.
  - k) That the Agency Decision Maker (ADM) for Rutland was Ms Wilshire.
  - l) That the Corporate Parenting Strategy and Terms of Reference was due to be updated, Ms Wilshire advised that members would be able to suggest recommendations for inclusion.
  - m) That Corporate Parenting Board (CPB) training was delivered to Mr Foster as a Cabinet member and the intention was to deliver to all members, Miss Waller noted that the action plan did not make this clear, it was agreed that this be amended within the plan.
  - n) Miss Waller noted that Mr Foster attended all meetings of the Adoption Panel. Mr Foster advised that this was not the case, Ms Wilshire agreed to look into this, someone from Rutland should attend four meetings per year and this should be an officer.

## **AGREED**

That members **NOTED** the action plan and comments be taken on board by Officers.

### **809 POVERTY IN RUTLAND - GREEN PAPER**

The Chair advised members that, following production of the agenda for this meeting the Scrutiny Commission had agreed to extend the consultation period for the Poverty in Rutland White paper, this was due to the announcement and timing of the General Election.

As a result the Report was not considered at the meeting and the Chair reminded members that they could still feed in to the consultation.

### **810 REVIEW OF FORWARD PLAN 2016/17**

Members requested the following report listed on the forward plan be brought to the scrutiny panel:

- Future Planning for the Educational Psychology Service

### **811 ANY OTHER URGENT BUSINESS**

There was no other urgent business.

### **812 DATE AND PREVIEW OF NEXT MEETING**

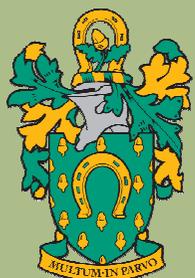
Date to be agreed at Annual Council.

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**The Chairman declared the meeting closed at 9.44 pm.**

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# **Ofsted Inspection of Rutland services for children in need of help and protection, children looked after and care leavers**

**Scrutiny Panel 4<sup>th</sup> May 2017**





## Inspections...

- 2011 – Adequate
  - Inspectors reviewed **37 cases** - 3 Inspectors
  - Notice of Inspection given
  - Focused on Safeguarding – 10 day inspection
- 2013 – Adequate
  - This inspection considered key aspects of a child's journey through the child protection system...
  - Small number of cases considered within this framework
  - 3 inspectors on site – 10 day inspection, unannounced
- 2016 – Requires Improvement
  - Reviewed around **150 cases** across all domains
  - 9 inspectors – 6 of which were on site at any one time
  - New framework – inspection over 4 week period, unannounced
  - Change of QA



## Infrastructure

- Built a new infrastructure
- ⇒ • Implemented a new Quality Assurance Framework
- Implemented a new recording system
- Policies and procedures were further developed – Tri X
- Competency framework



## What Ofsted found:

⇒

*'Children in Rutland are not yet receiving a consistently good service. Senior managers and leaders have taken action to address workforce stability and competence. They have made considerable progress in developing the infrastructure and putting in place the systems and processes necessary for Rutland to be able to deliver against its full range of statutory responsibilities, but there is still some way to go'.*



## Strengths (1)

- No children found to be at immediate risk of harm
- Child protection enquires are timely and effective
- Staff act quickly to keep children safe when people tell them that they are worried about a child
- 'Front door' is safe, working effectively and thresholds are consistently applied (recommendation from 2013)
- Early Help Services are providing good levels of support to children and families and services provided are effective



## Strengths (2)

- Outcomes for children in Rutland are considered 'Good'
- Risks around Child Sexual Exploitation are well recognised and effective steps are taken to safeguard children
- Decisions for children to become looked after are appropriate
- When children can no longer live at home, social workers work hard to find the right families
- Children Looked After (CLA) live in stable homes where their educational and health needs are well met
- Support and work with Care Leavers is judged as 'Good'



## Strengths (3)

- Early Help and Social Care work well together
- Children's Social Care and Adults' Social Care work well together
- We have improved our commissioning services
- Our Local Safeguarding Children Board (LSCB) is judged as 'Good', thus evidencing good joint working arrangements across the partnership
- Governance arrangements between the Children's Trust Board, the Health and Wellbeing Board and the Local Safeguarding Children Board (LSCB) are well developed and effective.



## Strengths(4)

- Portfolio Holders are visible and actively involved
- Social workers, teachers, police officers, foster carers and others work well together to keep children safe if they are at risk of sexual exploitation
- Managers and leaders have a clear vision and are committed to further improving services
- Improvement in data performance and analysis is in progress following the appointment of a Business Intelligence Manager



## Areas for improvement (1)

- Overall practice observed was considered too variable, therefore improvement is needed to get to 'Good'
- Whilst improvement was seen in many areas since the last inspection, the improvements in Children's Social Care were fairly recent and therefore not yet fully embedded
- There was some evidence where more timely intervention was required (albeit no child was left at risk) – it was considered that some children could have come into care sooner
- We need to improve the quality of assessments and plans across the service by ensuring that they are informed by children's wishes and feelings



## Areas for Improvement (2)

- We need to improve social work practice by ensuring that social workers visit children regularly in line with their plan or statutory guidance
- We need to ensure our PEP process is robust and includes thorough assessment of need and set targets for improvement
- We need to develop staff supervision to ensure this is good quality with the appropriate balance of critical challenge, case direction and reflection
- We need to increase the effectiveness of our IRO to ensure and enable appropriate challenge



## Areas for improvement (3)

- The Fostering and Adoption team was considered to be not robust enough and we need to make changes within this service
- Support to foster carers requires improvement as well as the need to recruit more foster carers
- We need to ensure senior leaders have access to consistent, comprehensive, high quality performance management information in order to understand frontline practice
- We need to increase the effectiveness of management oversight across the children's service, ensuring that the rationale for decisions and actions set is clear



## Areas for improvement (4)

- We need to further develop the involvement of Children Looked After (CLA) and Care Leavers with the Corporate Parenting Board so that they can provide feedback and help develop services



## Current inspection regime

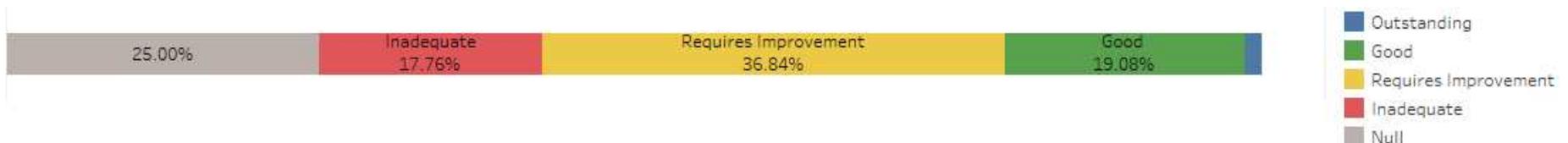
Inspection of services for children in need of help and protection, children looked after and Care Leavers and Review of the effectiveness of the Local Safeguarding Children Board

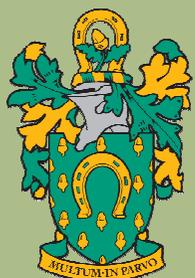
### National

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- Judgements made on a 4 point scale:

Judgement	Number of LAs	Percentage of all LAs	Percentage of LAs inspected
Outstanding	2	1%	2%
Good	29	19%	25%
Requires Improvement	56	37%	49%
Inadequate	27	18%	24%
No inspection/report	38	25%	-





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# Accelerating Impact

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## Impact so far post Ofsted

- **Staffing at the time of Ofsted:**

- HOS in post for 2 months
- All team managers were interims
- All of the duty team were interim with a number in the long term team

- **Post Ofsted**

- Permanent Service Manager in Post
- All team managers (except one) are permanent and the last post we are interviewing for is on the 8<sup>th</sup> May
- The duty team (except one) are now all permanent. Interviews are set to recruit to the remaining social worker vacancies



## Further impact so far

- Audits are evidencing significant improvement around quality of practice - **All** audits since January have been graded good or above, overall
- An improved scorecard has been developed which enables timely oversight of all measures within children social care and this supports retaining good practice and embedding change
- All court cases are currently within 26 weeks, evidencing timely permanence (*Peterborough has 7 cases over the 26 weeks/Cambridgeshire has 24 over the 26 weeks, joint Local Family Justice Board*)
- We have developed regular Social Work workshops to further improve practice, knowledge and confidence as well as accountability



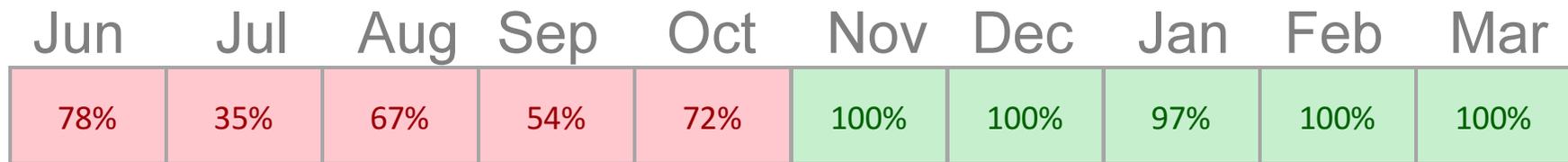
## Further impact so far

- We are about to restructure the service to further strengthen the team and quality of case work to improve outcomes and timeliness further
- We have introduced group supervision which we continue to embed and this allows for professional curiosity, challenge and reflection
- New Personal Educational Plans (PEP) process has been launched and is being embedded



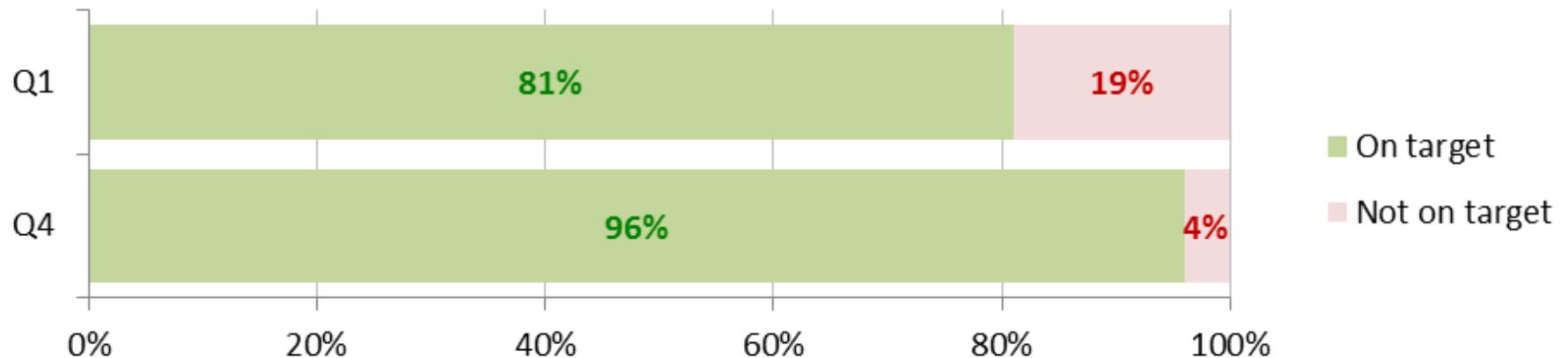
## Assessments & Investigations

Single Assessments completed within timescales (45 days).



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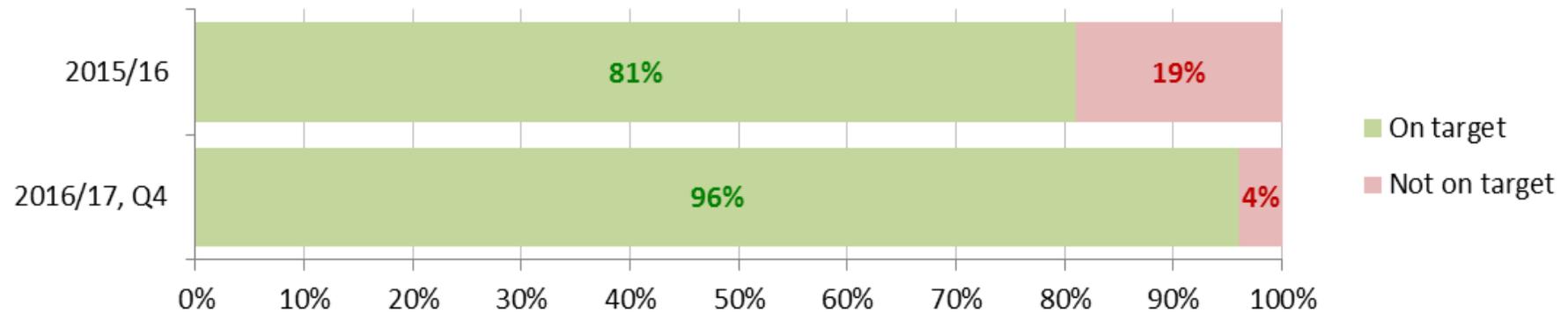
Strategy Discussions written up within 24 hours:





## Children Seen

- % of children seen as part of an assessment:



- Also recording: % children seen **alone**; and % children's bedroom seen as part of assessment - both 100% for March 2017



## Child Protection (CP)

Indicator	Target/ Baseline figure	Annual Performance	Current Month
Children with Child Protection (CP) Plan for longer than 12 months	3%	7%	0%
CP Plans lasting 2 years or more	2%	0%	0%
Children with CP Plan for a second or subsequent time	3%	22%	0%
Children subject to CP Plan seen in timescale	100%	98%	100%
Number of Initial Child Protection Conferences (ICPCs)	1	1	1
ICPCs convened within 15 days	90%	75%	100%
ICPC reports circulated at least 2 working days in advance	100%	75%	100%
Review ICPC reports circulated at least 3 working days in advance	100%	27%	100%
CP reviews on time	100%	99%	100%



## Child Protection Plans

Children subject to CPP for longer than 12 months

Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
7%	6%	12%	8%	21%	16%	0%	0%	0%	0%

29

Children subject to a Child Protection Plan for a second or subsequent time:

**Q1 = 26%**

**Q4 = 17%**



## Children Looked After (CLA)

Indicator	Target/ Baseline figure	Annual Performance	Current Month	Change from previous month
CLA placement moves during the period	2	1	2	↑ 2
CLA with 3 or more placements	4%	1%	0%	→ 0%
CLA in same placement after 2 years or more	80%	69%	71%	↑ 12%
CLA seen in timescale	100%	92%	100%	↑ 23%
CLA reviews on time	100%	99%	100%	→ 0%
Initial Health Assessments completed in timescales		20%	100%	→ 100%
Review Health Assessments completed in timescales		63%	100%	↑ 100%



## Examples of Impact on families

- Since December we have returned 10 children to the care of their parents(s) or wider family – evidencing oversight and challenge to rehabilitate children home where safe to do so and in a timely manner

This is due to timely intervention, robust planning and clear court reports to aid decision making as well as safety plans

- A 7 year old, based on some direct work undertaken with her and her parents, is able to talk to her social worker each visit about her 'worries'. At the last visit she stated "*I have no worries today and am very happy.*" This is a family where we were considering removal. However, open, honest and transparent working with clear intervention has made significant changes in the home and to the family's life.



## Example of impact on foster carers

- Fostering Open Evening on the 3<sup>rd</sup> May. This was very positive and supported the recruitment of carers to support and build on an ethos of 'Local Carers for Local Children'

We had a fostering stall at Rutland Independence Day, where we raised awareness and created some interest

We have foster care fortnight coming up and we are planning further stalls within the local community

- Foster Carers report being better heard and listened to and have a regular voice at the CPB
- Long standing foster carer complaints are now resolved



## Feedback

- To ensure we are delivering the service we intend to, we are now gathering monthly feedback from families and carers on cases audited (as a starting point). Jan 17 – Mar 17
  - 7 out of 10 felt their views were taken in to account
  - 9 out of 10 felt the worker helped them and their family
  - 10 out of 10 felt the worker was clear about what the 'worry was' and 'what needed to change'



## Family feedback

- *"The social worker really helped me and my family and changed our lives for the better"*
- *"Let people know that SC can have a positive impact and not always a negative experience"*
- *"Support felt really very helpful, supportive and reassuring!"*
- "Worker went above and beyond – developed good relations with other LA which was needed due to the nature of the work involved."
- "SW good with the children – rapport. Made them comfortable."



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**Any Questions?**

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