

Rutland County Council

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Minutes of the **MEETING of the CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE** held via Zoom on Thursday, 30th September, 2021 at 7.00 pm

PRESENT: Councillor P Ainsley (Chair)
Councillor N Begy
Councillor A Brown
Councillor P Browne
Councillor R Coleman
Councillor S Harvey

PORTFOLIO HOLDER PRESENT: Councillor D Wilby Portfolio Holder for Education and Children's Services

OFFICERS PRESENT: Dawn Godfrey Strategic Director of Children & Families
Lydia Bennett Head of Children's Social Care (Interim)
Bernadette Caffrey Head of Early Intervention, SEND & Inclusion

Lizzie Papworth Interim Service Manager, Learning & Skills
Jane Narey Interim Senior Governance Officer

IN ATTENDANCE: Sharon Milner Executive Headteacher, Brooke Hill Academy Trust
Morag Tyler Project Manager, Resilient Rutland
Lucy Lewin Learning and Development Manager, Little Angels Nursey, Uppingham

APOLOGIES: Councillor S Webb Head of Learning and Skills
Gill Curtis

ABSENT: Andreas Menzies Parent Governor
Peter French Parent Governor
Irene Kearney-Rose Parent Governor

1 WELCOME AND APOLOGIES RECEIVED

Councillor Ainsley welcomed everyone to the meeting including Councillor Paul Browne who was a new member of the Committee. Apologies were received from Councillor Sue Webb and Gill Curtis, Head of Learning and Skills

2 RECORD OF MEETING

The minutes of the meeting held the 24 June 2021 were confirmed as an accurate record.

Councillor Ainsley stated that the previous minutes reported that the final draft of the Children's Services Offer would be distributed for consultation at the end of September 2021. However, work was still ongoing with the document as a few minor amendments were required but that it would be ready for distribution in early October.

Councillor Ainsley also stated that the revised quality assurance framework for Children's Services was in place and that if issues regarding quality of partners practice were identified then they were raised with the relevant partner and escalated through the safeguarding partnership procedures

3 DECLARATIONS OF INTEREST

Councillor A Brown reported a non-pecuniary interest in that he was a family magistrate on the Leicestershire and Rutland Magistrates Courts.

Councillor Harvey reported a non-pecuniary interest regarding Report No. 125/2021 as she was a member of the Children's Services Improvement Board.

4 PETITIONS, DEPUTATIONS AND QUESTIONS

None were received

5 QUESTIONS WITH NOTICE FROM MEMBERS

None were received

6 NOTICES OF MOTION FROM MEMBERS

None were received

7 CONSIDERATION OF ANY MATTER REFERRED TO THE COMMITTEE FOR A DECISION IN RELATION TO CALL IN OF A DECISION

None were received

8 APPOINTMENT OF THE VICE CHAIR OF THE COMMITTEE

The Chair reported that, since the last meeting, he had received one nomination for the post of Vice-Chair of the Committee from Councillor S Harvey. The nomination was seconded by Councillor A Brown. There were no other nominations received.

RESOLVED

- a) That Councillor S Harvey was **APPOINTED** as the Vice-Chairman of the Children and Young People Scrutiny Committee.

9 ADDRESSING THE IMPACT OF COVID ON THE EDUCATION OF RUTLAND CHILDREN AND YOUNG PEOPLE

Report No. 127/2021 was received from Dawn Godfrey and Lizzie Papworth with an accompanying presentation (copy attached). During the discussion, the following points were noted:

- The Department for Education (DfE) would not be publishing examination results/education performance data for 2019/2020 and 2020/2021 due to the pandemic.
- Early Years provision was all about the relationships and everyone had pulled together during the pandemic and a lot of support had been provided to parents and children.
- A new level of need has been identified post pandemic with children in the early years setting regarding parental attachment and food issues.
- The film regarding the Summer Camps – Health and Wellbeing Support can be viewed here: <https://www.youtube.com/watch?v=Yy-IoK2dK1o>
- Councillor Wilby thanked all the presenters for an excellent report and presentation. He stated that all the Rutland schools and the Local Authority staff had done a colossal amount of work during the pandemic.

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Councillor P Browne joined the meeting at 20:05

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- Councillor Begy queried the wording regarding tutoring for Year 10. Lizzie Papworth confirmed that the wording for Catmose College Year 10 tutoring should read 'given' and not 'offered' as stated in the presentation and that the school had seen a good take up by pupils for the English and Maths tutoring.
- Lizzie Papworth also confirmed that the same processes and standards had been undertaken by all three Rutland secondary schools. The schools had worked together and received Ofsted monitoring visits that ensured best practice had been put in place and shared.
- Councillor Begy asked if there had been any reported differences between the state and private schools. Morag Tyler stated Resilient Rutland's offer between the two was slightly different so no comparison of data could be done. However, all they had all experienced increased issues regarding child anxiety.
- Councillor Begy asked if there was any data regarding the number mental health requirements before, during and after the Covid lockdown. Bernadette Caffrey, Head of Early Years, SEND and Inclusion confirmed that there had been an increase in the number of referrals for support, but this had shown a mixed picture for the support required, as it had also done nationally.
- Councillor Begy stated that report item 3.6 stated that two nurseries had been inspected and enquired why it was not stated in the report that one of the nurseries had been classed as inadequate. Dawn Godfrey replied that the report confirmed that two nurseries had been inspected but did not state the inspection result for either service provision. However, the link to the full inspection reports had been included in the report for members to access and view for themselves. Lizzie Papworth confirmed that the Head of Service and officers had met with the managers of the nursery to ensure actions were being carried out and that monitoring visits by the Local Authority had been arranged for September, November and December.
- Councillor Coleman thanked everyone for the presentation and asked if school staff showed any signs of long Covid. Sharon Milner confirmed that yes, she had four staff on a phased return to work due to long covid symptoms and this had resulted in staff shortages.

- Councillor Coleman asked when the Wellbeing for Education Recovery Programme for 2021-2022 (as stated in the report at 4.3.2) would be finalised. Dawn Godfrey confirmed that it would follow on from the Wellbeing for Education Return, which was being done to gather sufficient and clear data that could be evaluated to ensure the continuation of the good work and support into the Autumn term.
- Councillor Harvey stated that the report did not show the differences in support across the education provisions e.g. how many hours each year group did using remote learning in each school. Sharon Milner confirmed that schools had received very clear guidance from the Department for Education (DfE) regarding the number of remote working hours for children and that schools had worked together to ensure pupils received the correct number of hours accessing remote learning.
- Dawn Godfrey emphasised that Rutland schools had remained open to all vulnerable children during the lockdowns and not just those of key workers and that the LA continued to have weekly meetings with the DfE.
- Councillor P Browne suggested that [Resilient Rutland](#) made a presentation to the Scrutiny Committee in the future regarding their sustainability plan for actions after July 2022.

RESOLVED:

- a) That the Committee **NOTED** the content of the report and the actions taken within the education sector to address the impact of COVID on the education of Rutland children and young people.

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Lizzie Papworth, Sharon Milner, Lucy Lewin and Morag Tyler
left the meeting at 20:34

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10 REVIEW OF CHILDREN'S SERVICES OFSTED IMPROVEMENT PLAN

Report No. 125/2021 was received from Dawn Godfrey and Lydia Bennett with an accompanying presentation (copy attached). During the discussion, the following points were noted:

- Councillor Wilby informed attendees that Children's Services was previously not in a good place. There had been plenty of enthusiasm and hard work but systems had lacked process and attention to detail. The service had greatly improved under the direction of Dawn Godfrey and Emma Sweeny, Head of Service for Children's Social Care. Monthly improvement meetings were held and empty posts were filled, with the new staff bringing new ideas and ways of working.
- There was a seamless transition over to Lydia Bennett when Emma Sweeny went on maternity leave in April 2020 and Lydia has continued the great work in Emma's absence.
- The social worker trainees had decided to stay with Rutland County Council after graduating and brought much enthusiasm to the service.
- The service continued to work well with partners particularly so as part of the Children and Young People Partnership Group.
- The Corporate Parenting Board continued to work well and the use of virtual meetings and social media during the pandemic ensured our continued connectivity with young people.

- Cllr Wilby stated that he was pleased with the progress made by the service, was very proud of the team and was confident that Children's Services would successfully meet the next Ofsted challenge.
- Lydia Bennett briefed attendees using the presentation and showed the video 'A Day in the Life of Social Worker' – link detailed below:

https://rutlandcountycouncil-my.sharepoint.com/personal/lbennett_rutland_gov_uk/_layouts/15/onedrive.aspx?id=%2Fpersonal%2Flbennett%5Frutland%5Fgov%5Fuk%2FDocuments%2FVideo%2F%27A%20day%20in%20the%20life%27%2Emp4&parent=%2Fpersonal%2Flbennett%5Frutland%5Fgov%5Fuk%2FDocuments%2FVideo&originalPath=aHR0cHM6Ly9ydXRsYW5KY291bnR5Y291bmNpbC1teS5zaGFyZXBaW50LmNvbS86diovZy9wZXJzb25hbC9sYmVubmV0dF9ydXRsYW5kX2dvdI91ay9FYkM1M2FHdVIHRkptT25aZkQzazBHUUJzMncwZWlnMk11cDd0bHhxYmJsWHFnP3J0aW1IPUdPWk9QZ3VCMIVn

- Lydia Bennett confirmed that, apart from one vacancy, the service had a permanent workforce.
- Councillor A Brown thanked Lydia Bennett for the presentation and requested clarification regarding the Through Care Team. Lydia Bennett stated that the Through Care Team was a newly restructured team within the service to support care leavers and prepare them for adulthood from an early age.
- Councillors confirmed that they felt happy and confident that the service had improved and would continue to improve.
- Councillor Coleman queried the results from the staff exit interviews and Lydia Bennett confirmed that conversations had been held with leavers to discover what the service could have done or done better to ensure team stability.

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Councillor Ainsley proposed the meeting was extended and this was unanimously agreed at 21:27

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- Councillor Ainsley thanked Dawn Godfrey and Lydia Bennett and their staff for all their hard work and the progress made by the teams. He asked if the improvement plan would be updated. Dawn Godfrey confirmed that the service was currently updating their self-assessment data for sharing with Ofsted in the annual engagement meeting in October and that a new development plan would be available in November.

RESOLVED:

- a) That the Committee **NOTED** the progress of the Children's Services Improvement Plan in response to the areas for improvement identified by Ofsted and offered comment on any areas where they felt progress was slower than expected.

11 CHILDREN'S SERVICES PERFORMANCE AS AT END OF QUARTER ONE 2021-22

Report No. 126/2021 was received from Dawn Godfrey and Jon Weller. During the discussion, the following points were noted:

- Dawn Godfrey confirmed that the item was for information and not an agenda item for discussion.

- She stated that she would circulate future performance reports as and when they were issued rather than present them at the next scrutiny meeting.

RESOLVED:

- a) That the Committee **NOTED** the performance information as at the end of quarter one (April – June) 2021-22.

12 REVIEW OF FORWARD PLAN AND ANNUAL WORK PLAN

There were no amendments

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Lydia Bennett left the meeting at 21:34

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13 ANY OTHER URGENT BUSINESS

None

14 DATE AND PREVIEW OF NEXT MEETING

Thursday, 16 December 2021 at 7 pm.

It will be agreed nearer the date if the meeting will be held via Zoom or in person.

Proposed Agenda Items:

1. Review of Commissioned Services and Youth Offending
(Report from Head of Early Help SEND and Inclusion, Head of Children's Social Care and Head of Commissioning)
2. SEND Recovery Plan: Projects Update
(Report from Head of Early Help, SEND and Inclusion)

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The Chairman declared the meeting closed at 9.35 pm.

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Addressing the impact of covid on the education of Rutland children and young people

This report will consider the questions:

- What steps are being taken to address academic recovery?
- What steps are being taken to provide mental-health support for our young people?

Early Years – Lucy Lewin



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IMPACT OF COVID ON CHILDREN, FAMILIES AND STAFF

30TH SEPTEMBER 2021

Challenges and successes of the last 2 academic years

Some of these challenges continue as we begin the new school year.

1



Covid, impact on children, staff and families...



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- Disruption to schooling
 - Social
 - Emotional
 - Academic
- Staff
 - Shortages
 - Different approach to teaching/developing new skills
 - Balancing working in school and home learning
 - Leadership changes
- Uncertainty for families, coping with loss and illness, financial pressures
- Curriculum review needed and opportunity to review class groupings
- Lack of sport, trips, extra-curricular and play opportunities for children
- Risk Assessments highlighting new, changing priorities
- Remote learning

Positive Outcomes

- We responded to each challenge to **remain open** and all children accessed good quality teaching and learning
- Resilience and teamwork
- Review and updates of risk assessments
- Safeguarding
- Continued support for SEND and Pupil Premium
- PSHE adapted across the year to the needs of the children
- Provision of equipment and improved IT skills for many
- Supportive communication with local authorities
- Improved hygiene – less every day bugs



Returning to school

- Learning gaps not as significant following 2nd lockdown
- Focus on mental health and well-being including ELSA upon return
- Focus on key skills in lessons on return to school
- Appointment of two head teachers
- Attendance
- 90% uptake of virtual lessons
- Additional sports sessions/coaches and visitors
- Recovery curriculum



Key Priorities for 2021 / 2022

- Mental health and well-being for all
- Curriculum coverage and gap filling
- Continued review of risk assessment
- Continued analysis of vulnerable groups (gaps)
- Pride and respect in school
- Continued use of IT
- Behaviours for learning / Behaviour management
- Readiness for outbreaks
- At least good progress for all groups across the school
- Consistency of practice across EYFS
- Attendance monitoring and interventions
- Community Cohesion and team spirit



Secondary Sector – Lizzie Papworth on behalf of Stuart William (Catmose College)

Academic recovery

- Staff training – focus on good teaching practices and the recovery curriculum
- Students who needed further intervention were identified – this is shown on a tracker system for each student
- **Year 7 and 8 English** – Year 7 - Assessments completed in first 5 weeks – targeted support through Accelerated Reader Programme (In curriculum time) Year 8 – 35 minutes 1-1 to address gaps
- **Year 9 English** – Reading intervention programme. Pupil premium students – 15 hours of tutoring through the National Tutoring Programme
- **Year 10 English** – English team identified students who need further intervention. Tutoring offered for one hour per week by specialist subject teaching assistants.

Year 7 Maths – Assessments given to identify students needing intervention. Additional intervention given for 70 minutes per week.

Year 8 and 9 maths – Students requiring intervention have been identified and accessing 70 minutes intervention per week.

Year 10 maths – Tutoring will be offered for one hour each week who require intervention.

Science – Students identified through assessments and tutoring given if necessary.

Year 11

- Robust interventions including mornings, afternoon and elective sessions
- Re distribution of support staff
- Quality first teaching

Mental-health support

- Staff training (Inset day) – mental health and well being support
- Focus on mental health and wellbeing in tutor time and electives time
- Client services team have identified students who need support with anxiety, mental health concerns, behavioural needs and other barriers
- The college has increased access to relate counselling and a NHS worker is based within college for 1 day per week
- CPD (Continuing Professional Development) has been completed by staff to ensure that mental wellbeing is further supported across the college
- The college is working with external partners to implement well being projects e.g. drop-in pottery sessions
- Student voice has strongly emphasised a desire to return to extra- curricular activities, trips and visits so these will be introduced
- Students who have had to isolate receive one-to-one mentoring for curriculum and well being support

Resilient Rutland actions 2021/22

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**RESILIENT
RUTLAND**

Project ends July 2022.

Three areas of focus:

- Delivery of remaining workstreams
- Evaluation of project impact
- Implement sustainability plan



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Learning

- Coproduction is key
- Build strong trusted relationships with other organisations
- Be flexible
- Don't reinvent the wheel - learn best practice from others
- Share information and ideas
- Always remember what you are trying to achieve

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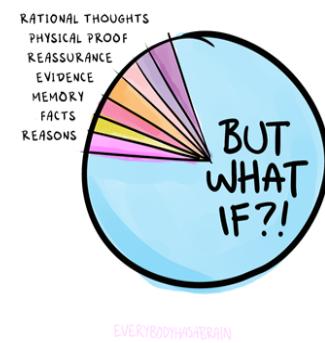
²⁰**Young People's Services**

Bernadette Caffrey on behalf of Steph Logue
- Young People's Services Lead Officer

Mental Health and Wellbeing Support - Mentoring and IAPT

Improving Access to Psychological Therapies (IAPT)

- Provides evidence based Cognitive Behavioural Therapy mental health interventions for children and young people aged 8-18 years
- Low-moderate needs relating to common mental health concerns including low mood and symptoms of anxiety
- IAPT provides support on a 1:1 basis while also promoting opportunities for self-directed support and practice activities
- IAPT is designed for children who require early intervention for mental health concerns, it is not suitable for children already open to CAMHS
- Support typically lasts for 6-8 weeks but can be extended depending on need
- IAPT interventions support the Inclusion service offer



Case study

- Referral received February 2021
- Previously identified as struggling with anxiety
- Attendance beginning to decline (44%)
- Lockdown exacerbated feelings
- During lockdown young person did not join any live lessons or complete any work

'My main problem is my low mood and anxious feelings

This is triggered by school and falling behind during the first lockdown in March 2020

I react to this by becoming subdued and I experience racing heart, sweaty palms, dry mouth and shaking and this results in me spending hours crying

This is a problem in my life because I need an education, but I am too scared to go in to school'

Treatment overview

- Normalising feelings, emotions and physical responses
- Thought challenging
- Problem solving
- Strategies tested and implemented
- Collaborative working with the school

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Outcome

- Young person understands triggers that impact on mental health
- Strategies to manage and improve mental health
- Re-engaged with education 100% attendance (September 2021)
- Young person's reports increased confidence

'I would like the opportunity to support other YP in school who are struggling with their mental health'

Mentoring

- Assists young people to build a trusting relationship with an adult who can support them towards their aims and goals
- Provides young people aged 11+ with opportunities to talk, share experiences and seek advice
- Can offer support relating to specific topics such as 'healthy relationships'
- Support is free and confidential
- Skilled Youth Workers
- Support typically lasts for 6-12 weeks but can be extended depending on need



Mentoring Case study

- Referral received March 2021
- Young person overwhelmed in year 11
- Worried about the future
- Impact on emotional health with episodes of self harm

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'school stresses me because I am worried that I will not achieve the grades needed for college'

Support and outcome

- Effective goal setting
- Encouraging and outcome focused
- Relationship of trust
- Supported to identify triggers and coping strategies
- Tools to support revision

Contact:

Steph Logue: Email: Young People's Services Lead Officer
Slogue@Rutland.gov.uk

Earlyhelp@rutland.gov.uk

Tel: 01572 758493

[Rutland's health and wellbeing offer](#)



Summer Camps - Health and Wellbeing support

Recommendations and Questions

Children's Services Ofsted Improvements

Thursday 30th September 2021

— Highlights

- Performance
- Quality of Practice
- Compliments & Complaints
- ⌚ Key priority areas
- 'A day in the life of a social worker' video diary

Children Social Care Improvements: Performance

FRONT DOOR:

- ✓ Timeliness of intervention and responding to referrals within 24 hours has been an improving picture.
 - ✓ Persistently in the high 90% for approximately 8 months.
 - ✓ In July 2021 and August 2021 we achieved %100 timeliness on outcomes from the initial contact.
- ✓ % of re-referrals within 3, 6, 12 months is reducing and has remained low since April 2021.
- ✓ Holistic, joint decision making between Early Help Service and Social Care is better evidenced and becoming embedded.

LONG TERM TEAMS: CIN, CP, CLA, ThroughCare

- ✓ % of child + family assessments timelines continues to improve. Since April 2021 we have sustained 100% timeliness.
- ✓ All child protection conference are convened within timescales.
- ✓ Placement stability has been an area of strength
 - ✓ 13 children and young people have left care in the last 6 months
 - ✓ 2 children have been adopted
 - ✓ 3 have been awarded Special Guardianship Orders
 - ✓ 3 children have turned 18
 - ✓ 4 young people aged 18 have remained with their carers under Staying Put arrangement

Children Social Care Improvements: Quality of Practice

QUALITY ASSURANCE FRAMEWORK:

- A new Thematic Framework has been implemented which is supporting to identify areas of improvement at an early stage.
 - Practice Reviews.
 - Service user feedback.
 - Practitioner feedback.
 - Practice Observations.
 - Supervision Observations.
 - Director's 'Step in my Shoes'
- Regular support, challenge and coaching from an increasing, stable, management team.
- Monthly tracking of progress through Improvement Board, considering both the completion of actions and impact on performance.

KEY FINDINGS FROM RECENT AUDITS

- Direct work with children has become a significant strength. Many tools are used to elicit children's wishes and feelings.
- Thresholds are applied appropriately; cases are managed at the right level.
- The quality of permanency planning is good with clear and detailed discussions about the permanency options.
- Good multi-agency working and recording of agency views.
- The strategic priority to provide support and intervention as part of the assessment process is becoming embedded in practice.

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Compliments & Complaints

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- ✓ A review of Q4 2020-2021 and Q1 2021-22 data shows the number of complaints has continued to decrease.
- ✓ Positively there is a direct correlation with improved quality of practice and growing positive feedback from service users with appreciation of good practice.
- ✓ These are captured in our compliments report, which is separate from the QA activity, and further indicates improved outcomes for children and young people.

	2020/21			2021/22			Diff (-/ +)
	Q4			Q1			
	Received	Exceed 10 Day Target	% Answered within timescales *	Received	Exceed 30 Day Target	% Answered within timescales*	
Children's Social Care	3	0	100%	1	0	100%	-2
Early Intervention SEND and Inclusion	1	0	100%	3	0	100%	2
Learning & Skills	0	0	N/A	0	0	N/A	0
Total	4	0	100%	4	0	100%	0

“Don’t think [worker] could’ve done any better.”

“You have restored my faith in social services and social workers. You have been that rainbow after the storm. We have really enjoyed your visits and the little ones have adored you”

*“When **N** and **E** came onboard everything seems to be getting done and will talk to her about any concerns and feel more able to engage now than what I was previously”.*

Feedback from carers:

“It’s made us do better choices in sticky situations...thank you for making this house a better and more positive house”.

“Yes it has really helped.”

“G is very very good, she is all round brilliant. G had done absolutely everything possible and made all the help available”

“B was “very child focused” and his relationship with L was “fantastic”. Mr T had no concerns about the social worker and believe he is doing his absolute best for L”

“My social workers visit me often enough and I feel kept informed – I feel like they know me well. I know how to get in touch with my social worker and they do respond quickly when I contact them.”

Feedback from children/ young people:

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“I just think that the SW can listen to my views a bit more”.

“There isn’t anything you could do better.”

“I would like the opportunity to support other YP in school who are struggling with their mental health.”

“I’m not worried about anything.”

“The whole process around getting back in school and helping me to become more confident and sociable... I know my worker and how to contact her. She replies quickly and supports me with my problems.”

— Key priorities areas

- To continue to improve the quality and consistency in assessments.
- Management oversight and supervision to become embedded and ‘threaded’ through case work providing clear and purposeful guidance to social workers.
- Plans to be reviewed with rigour through a range of multi-agency review activities.
- To continue to develop a framework for practitioners working with contextual safeguarding issues. Including wider safety planning and identification of other vulnerable children.
- The service to remain ambitious in increasing the role of children and young people in co-chairing their reviews.
- To reduce the changes in social workers for our children.
- To improve the uptake of independent advocacy for children at child protection conferences.
- We will celebrate the achievements of our young people and hold annual celebrations of success events.

A day in the life of a social worker

[Video - OneDrive \(sharepoint.com\)](#)

Thank you