

**For General Release**

<b>REPORT TO:</b>	<b>CABINET 16 March 2015</b>
<b>AGENDA ITEM:</b>	<b>13</b>
<b>SUBJECT:</b>	<b>Children and Families' Plan 2015-16</b>
<b>LEAD OFFICER:</b>	<b>Paul Greenhalgh, Executive Director - People</b>
<b>CABINET MEMBER:</b>	<b>Councillor Alisa Flemming, Cabinet Member for Children, Families and Learning</b>
<b>WARDS:</b>	<b>All</b>
<p><b>CORPORATE PRIORITY/POLICY CONTEXT:</b>  <b>Ambitious for Croydon</b>  <b>JOBS &amp; THE ECONOMY: To enable more local people to access a wider range of jobs</b></p> <ul style="list-style-type: none"> <li>• The % of young people who are not in education, employment or training</li> <li>• The % of people aged 18-24 who are claiming Job Seeker's Allowance</li> </ul> <p><b>EDUCATION &amp; LEARNING: To enable people of all ages to reach their potential through access to quality schools and learning</b></p> <ul style="list-style-type: none"> <li>• The % children achieving good outcomes at the early years foundation stage</li> <li>• The % of state-funded schools judged good or outstanding by Ofsted</li> <li>• The % parents offered one of top 3 school choices for their children</li> <li>• Reducing the gap in attainment at Key Stage 2 and Key Stage 4 between the highest and lowest performing wards.</li> <li>• Educational attainment by age 19</li> </ul> <p><b>EARLY INTERVENTION: To help families be healthy and resilient and able to maximise their life chances and independence</b></p> <ul style="list-style-type: none"> <li>• The % of "troubled families" turned around (as measured by achievement of outcome payment criteria)</li> <li>• The % of eligible two, three and four year olds accessing funded early Education</li> </ul> <p><b>HEALTH: To help people from all communities live longer, healthier lives through positive lifestyle choices</b></p> <ul style="list-style-type: none"> <li>• Proportion of children aged 10-11 classified as overweight or obese.</li> </ul> <p><b>SAFEGUARDING: To protect children and vulnerable adults from harm and exploitation</b></p> <ul style="list-style-type: none"> <li>• The % of audits of children's social care case files where the case is rated good or better*</li> <li>• The no. of children looked after and child protection cases per 10,000 children within the borough</li> <li>• % of single assessments (children's) carried out within 45 days</li> <li>• The average time between a child entering care and adoption</li> <li>• The number of children being adopted</li> </ul> <p><b>TACKLING THE COST OF LIVING CRISIS: To help families and individuals be</b></p>	

**more financially resilient and live affordable lives**

- The proportion of children living in poverty (as defined by DWP)

**AMBITIOUS FOR CROYDON & WHY ARE WE DOING THIS:**

The Children and Families Plan is the key way to ensure that all agencies are jointly focused on achieving our high aspirations for the children and young people of Croydon; tackling challenging issues and reducing inequalities.

**FINANCIAL IMPACT**

There are no revenue or capital consequences resulting from accepting the recommendations of this report.

**KEY DECISION REFERENCE NO.:** This is not an executive key decision – this is reserved to the full Council for decision as part of the policy framework.

The Leader of the Council has delegated to the Cabinet the power to make the decisions set out in the recommendations below:

**1. RECOMMENDATIONS**

The Cabinet is asked to recommend that the Council that having considered the Equalities Impact Assessment at Appendix 2 and the Council’s public sector equality duty in relation to the issues detailed in the report agrees:-

- 1.1 The refreshed Croydon Children and Families Plan for 2015-16 at Appendix 1;
- 1.2 The actions identified at para.8.2 to ensure the Council meets it’s public sector equality duty .

**2 EXECUTIVE SUMMARY**

- 2.1 The Children and Families’ Plan is the umbrella document for the work of partner agencies to improve the outcomes of children, young people and families in Croydon over the next year. Whilst the plan is no longer a statutory requirement, Croydon Children and Families Partnership has chosen to continue to hold and develop a Children and Families Plan (previously known as the Children and Young People Plan), as a key way to ensure that all agencies are jointly focused on achieving our high aspirations for the children and young people of Croydon.
- 2.2 The Children and Families Partnership offers a structure to enable best practice partnership working across Croydon. As well as introducing the refresh of the Children and Families Plan 2015-16, this report reflects some of the key successes achieved across the partnership during the course of 2014-15 and which continue to be built upon.
- 2.3 The needs and assets analyses supporting the plan and resulting, selected key areas for action contribute to the Council meeting its statutory equality responsibilities in relation to children and families. This refreshed plan is a draft, subject to agreement by the Children and Families Partnership Board on 16 February 2015.

### 3 DETAIL

3.1 The refreshed 2015-16 plan was developed by the Croydon Children and Families Partnership. Members of the Partnership include Croydon Council, Health agencies, the Police, the Voluntary Sector, the Fire Service, Croydon early years settings, schools and colleges and the Croydon Youth Council.

#### 3.2 **Review of the Children and Families Plan 2014-15**

The starting point for the development of the plan was a review of progress against the 2014-15 priorities delivered by the partnership's sub-groups. This has been built upon by drawing on the full dedicated needs analysis completed for the Partnership in 2013-14, and supplementing this with a range of the very latest needs analyses, completed in 14-15 or currently still in process, for specific areas of need including on children with SEN, children's emotional health and wellbeing, looked after children and safeguarding, child poverty, homelessness; domestic violence; alcohol; and obesity. These will be published on Croydon Observatory at: [http://www.croydonobservatory.org/needs\\_assessment/](http://www.croydonobservatory.org/needs_assessment/).

#### 3.3 **Partnership successes over the last year**

The Council works with multiple agencies in order to improve services to children, young people and their families. These include:

- **Working with schools, health services and other partners, the local authority implemented the requirements of the Children and Families Act for children with Special Educational Needs and Disabilities.** This included publishing a Local Offer to improve the understanding families and practitioners have of what services are available in Croydon. Good progress has also been achieved from partnership working with schools to transition the first phase of children with statements to education, health and care plans. This is a requirement of the act, which places a greater emphasis on improving children's outcomes in partnership.
- **New Early Help Guidance was developed by all partners and endorsed by the Children and Families Partnership and the Croydon Safeguarding Children Board.** The Guidance was launched in June and the Locality Early Help team is providing support, training and advice on its implementation to all those working with children and families. The embedding of the guidance and application of the thresholds is the responsibility of individual agencies and an Early Help Dashboard has been developed to track improvements in the quantity and quality of Early Help Assessments (CAF).
- **The Troubled Families programme was successful in meeting its target of turning around the lives of 285 families.** The local programme, which is delivered by the Family Resilience Service together with local partners, has been confirmed as an early adopter of phase II of the programme. Phase II offers a more flexible approach than previously – this will enable the council and partners to develop new ways of working according to a think family approach.
- **1360 new mainstream school places and an additional 72 Special Educational Needs places were provided in the borough during**

**2014.** Every child in Croydon had the offer of a school place with 92% of those applying to secondary school receiving an offer from one of their top three schools. (Partnership with Schools)

- **A fully integrated Multi Agency Safeguarding Hub (MASH) was established, with representation from all key agencies.** The MASH has been the subject of an independent audit undertaken by Croydon's Local Safeguarding Children's Board (LSCB). The outcome of the audit was generally positive and was considered in full by the LSCB
- **Croydon Clinical Commissioning group has funded the appointment of two specialist asthma nurses to join Croydon Health Services' Children's Hospital at Home team.** Following a period of induction, the nurses will work across the partnership: their role will include training GPs and practice nurses, working with pharmacists, school nurses and schools with the objective of reducing avoidable Accident and Emergency attendance as a result of asthma attacks.
- **The Department for Communities and Local Government (DCLG) awarded Croydon £1.48m to support transformation across the Best Start partnership.** The Cabinet was supportive of the development of this programme, bringing together services for the 0-5 age group into a single seamless and integrated service from September 2015.
- **The Crossfire project educated over 20,000 children and young people, as well as working with families and older people.** Crossfire is a Fire Service project, working across all ages in Croydon. It includes community engagement, training and education leading to a reduction in arson and anti-social behaviour. Crossfire is unique to Croydon. The programme is tailored to the age group and setting. Ranging from 'safe/unsafe' games in pre-school, through developing home fire escape plans to the impact of arson and hoax calling. In secondary schools the fire service coordinates involvement of other agencies according to what the school requests including Ambulance, Battersea dogs home, Trident, Police, Voyage (stop & search) Sexual Health.
- **Twelve young people were trained to be young inspectors.** The young inspectors identified services they wished to inspect; their first was the Drop In Zone run by CAYSH in the Turnaround Centre. For the inspection the young people carried out two mystery shops, one known observation, staff interviews and a young people questionnaire. They collated the results and produced a report with recommendations to CAYSH. A follow up inspection was carried out a few months later at which nine of their thirteen recommendations had been implemented.

- **The Care Leaver NEET and Housing Strategic Partnership worked to improve educational, employment and housing opportunities for young people aged 18-20 known to the Leaving Care service.** The Partnership meets once a month bringing together representatives from different parts of the Council as well as external agencies, such as Bluetouch Consultancy, Catch-22 and BELS. The ongoing contact between these agencies ensures all parties involved can address issues pertinent to the lives of those for whom Croydon provides a service in a consistent and unified manner.
- **In partnership with a local children’s centre, Croydon Adult Learning and Training have begun to pilot a new pathways to employment course specifically tailored to the needs of lone parents.** If it is successful, the programme will be rolled out to other locations in the borough.
- **The cabinet unanimously approved the new Domestic Abuse and Sexual Violence (DASV) strategy with increased funding from 2016 to support the development of new and innovative services.** The Family Justice Centre continues to work with partners to support victims and to drive forward a partnership approach to tackling DASV in Croydon.
- **An Information Sharing leaflet was developed by the Children and Families Partnership to help promote a culture of sharing information across agencies.** It was subsequently endorsed by the Croydon Safeguarding Children’s Board, Croydon Adult’s Safeguarding Board, Health and Wellbeing Board and Croydon Youth Council as local guidance and an enabler of good practice. The leaflet signposts to additional guidance and to training. It is one of the ways in which the Children and Families Partnership supports a committed and open approach to multi-agency working in Croydon.
- **Children, young people and parents have been successfully involved in policy development, service review and staff recruitment across a number of service areas throughout the year.** For example, young parents and their babies were involved in the annual review and recruitment of two new family nurses in the family nurse partnership. Elsewhere, young people were consulted about the review of school nursing and therapies to inform their future commissioning strategy.

### **3.4 Proposed Children and Families Plan priorities 2015-16**

For 2015-16, the Partnership has chosen to continue its focus in on a reduced, core number of priority areas for action. These priorities have been identified based on the needs analyses considered for the plan, the review of progress achieved in 2014-15 and engagement of young people throughout the year. The priorities have also been selected on the basis that they can only be delivered in true, strategic partnership across agencies as they relate to challenging, “wicked” issues which require the input of many partners.

- 3.5 The proposed priorities are listed below:
- Improve the emotional wellbeing and mental health of children and young people
  - Increase the impact of early intervention
  - Improve pathway planning for children and young people with learning difficulties/disabilities
  - Improve the health and education/training outcomes for Looked After Children
  - Increase participation in education, employment and training and improve outcomes at age 19
  - Reduce childhood obesity
  - Reduce child poverty and mitigate the impact of poverty
  - Encourage partners to strengthen the consistency of engagement with children, young people and families
- 3.6 Key areas for action relating to each priority are included in the Plan in section 5, which will be used by priority leads and Partnership sub groups to develop detailed action plans.
- 3.7 In line with the way the priorities are phrased, the focus is very much on delivering against outcomes, and partnership working that will make a difference to the lives of children and young people and their families.
- 3.8 Progress against action plans are reported to the Partnership Executive at its bimonthly meetings. The Executive reports on progress from the sub groups to the Board by exception.
- 3.9 **Agreement of the Children and Families Plan**  
The refreshed Croydon Children and Families' Plan for 2015-16 is appended and should be considered as draft, subject to agreement by the Children and Families Partnership Board when it meets on 16 February 2015.
- 3.10 Other agencies that make up the Children and Families Partnership have been asked to take the plan through the governance arrangements for their agency, to ensure that all agencies have adopted and demonstrated commitment to the plan.

#### **4. CONSULTATION**

- 4.1 Multi-agency sub groups and the Executive of the Children and Families Partnership have been consulted and involved in the development of this plan. The Croydon Youth Council were consulted on the priorities for 2014-15 and their views have informed the final set. Section 4 of the plan shows the summary of priorities for 2015-16, which have been developed taking account of the Youth Council priorities.

#### **5 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS**

- 5.1 There are no direct revenue or capital consequences resulting from accepting the recommendations of this report.

Approved by: Lisa Taylor – Head of Finance and Deputy S151 Officer

## **6. COMMENTS OF THE COUNCIL SOLICITOR AND MONITORING OFFICER**

- 6.1 The Solicitor to the Council comments that there are no additional legal issues arising from this report.

Approved by J Harris Baker, head of social care and education law on behalf of the director of democratic and legal services.

## **7. HUMAN RESOURCES IMPACT**

- 7.1 There are no direct human resources implications arising from this report.

Approved by Deborah Calliste, HR business partner, on behalf of the Director of Human Resources.

## **8. EQUALITIES IMPACT**

- 8.1 An equality impact assessment for the development and oversight of the plan has been appended to this report. The needs and assets analyses supporting the plan and key areas for action contribute to the Council meeting its statutory equality responsibilities in relation to children and families.

- 8.2 As a result of the equalities impact assessment the following actions have been identified:

- In further development of Partnership performance management and reporting, make sure there is a focus on equality impact.
- Continue to make sure Partnership forward agendas address equality issues and differential outcomes whenever these arise.

## **9. ENVIRONMENTAL IMPACT**

- 9.1 This plan has no direct impact on the environment.

## **10. CRIME AND DISORDER REDUCTION IMPACT**

- 10.1 This plan has no direct impact on crime and disorder reduction.

## **11. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION**

- 11.1 The plan is no longer a statutory requirement. Croydon Children and Families Partnership has chosen to continue to have a Children and Families Plan (previously known as the Children and Young People Plan) as a way of ensuring that all agencies are jointly focused on achieving our high aspirations for the children and young people of Croydon.

## **12. OPTIONS CONSIDERED AND REJECTED**

- 12.1 Not applicable

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**CONTACT OFFICER: Sam Taylor, Joint Head of Partnerships and Children's Integrated Commissioning**

Appendix 1: Children and Families' Plan – 2015-16 refresh

Appendix 2: Equality Impact Assessment

**BACKGROUND PAPERS - LOCAL GOVERNMENT ACT 1972**

Previous Children and Families Plan 2014-15 – published on the Council's website.





# **Croydon Children and Families Plan 2015-2016**

**Excellent Outcomes for Children and Young People**

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## Executive Summary

The Children and Families' Plan is the umbrella document for the work of partner agencies to improve the outcomes of children, young people and families in Croydon over the next year. Whilst the plan is no longer a statutory requirement, Croydon Children and Families Partnership has chosen to continue to hold and develop a Children and Families Plan (previously known as the Children and Young People Plan), as a key way to ensure that all agencies are jointly focused on achieving our high aspirations for the children and young people of Croydon.

### Vision of the Children and Families Partnership

The Children and Families Partnership's vision is that:

“Our children and young people will be safe, healthy, enjoy learning and achieve highly, enabling them to positively shape their own lives and to make a positive contribution.

Our children and families will experience us as walking alongside them with compassion and understanding, to help them grow in resilience and independence.”

### Underpinning principles

The following set of principles underpin this vision and are signed up to by the agencies of the Partnership:

- **Ambitious for all** – committed to supporting all children, young people and families who live, work and play in the borough.
- **Integrated working** – constantly improving the way in which partners work together, share information and deliver services, including through integrated pathways of support. .
- **Making best use of resources** – working in a multi-agency way in order to provide the most effective and efficient service to our children, young people and families.
- **Intervening early** – committed to implementing and applying the early help and safeguarding pathway.
- **Supporting families to build resilience and independence** – working in ways that take account of the needs of whole families.

### Children and Families Partnership priorities 2015-16

For 2015-16, the Partnership has chosen to continue its focus in on a reduced, core number of priority outcomes. These priorities have been identified based on the needs analyses considered for the plan, the review of progress achieved in 2014-15 and engagement of young people throughout the year. The priorities have also been selected on the basis that they can only be delivered in true, strategic partnership across agencies as they relate to challenging, “wicked” issues which require the input of many partners. They are listed below:

1. Improve emotional wellbeing and mental health of children and young people including reducing bullying
2. Increase impact of early intervention
3. Improve integration of services for children and young people with learning difficulties/disabilities
4. Improve health and education/training outcomes for Looked After Children
5. Increase life chances by increasing participation in education, employment and training at age 19
6. Reduce childhood obesity
7. Reduce child poverty and mitigate the impact of poverty
8. Encourage partners to strengthen the consistency of engagement of children, young people and families across partnership

The Children and Families Partnership is committed to focusing the delivery of its work programme on improved outcomes. Proxy indicators have been selected for each priority outcome to enable the impact of action plans to be better tracked and evaluated. Further information on this is held in section 5 and in the action plans associated to each priority outcome area.

# Children and Families Plan 2015-16

## 1. Introduction

1.1 The Children and Families Partnership brings together all those working in organisations responsible for services for children, young people and families. The Croydon Children and Families Partnership Board and its Executive include representatives and senior officers from those organisations to provide high level governance arrangements for our Partnership.

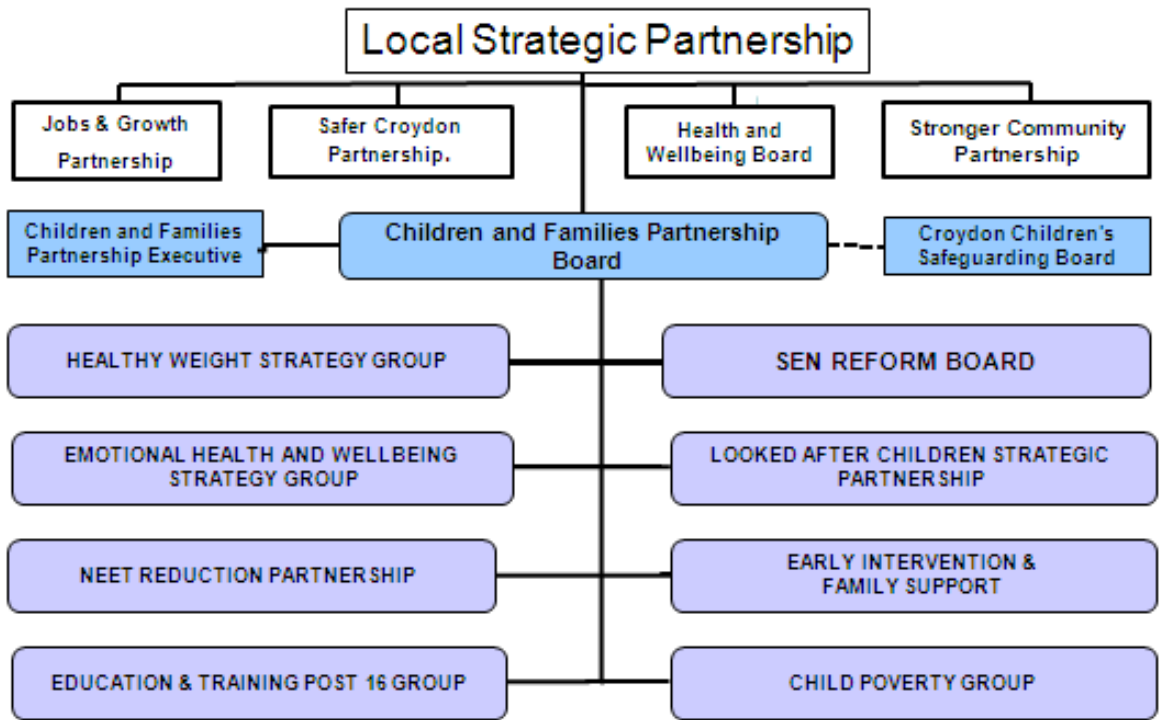
1.2 The Board and its Executive, supported by its sub-groups, are responsible for the delivery of actions and improved outcomes against our priorities. Further information about the Partnership is available at [www.croydon.gov.uk/healthsocial/families/ccfpartnership](http://www.croydon.gov.uk/healthsocial/families/ccfpartnership)

1.3 This refreshed Croydon Children and Families Plan is the strategic overarching plan for the Children and Families Partnership. The Partnership is one of a family of four Partnerships within the Local Strategic Partnership (LSP). We work closely with our colleagues across the LSP, particularly the Safer Croydon Partnership and the Health and Well Being Board, to ensure that we all contribute to shared priorities.

1.4 Croydon Youth Council brings together a range of groups of young people who want to ensure that young people are involved in decision making and setting the strategic direction for Croydon. The Partnership works closely with the Youth Council and Youth Parliament members to ensure that our decisions and actions are informed by the views of children and young people. Further information about the Youth Council is available at <http://www.croydonyps.org.uk/croydon-youth-council>.

1.5 The Croydon Safeguarding Children Board (CSCB) is responsible for scrutinising safeguarding arrangements across the borough. The CSCB is an independent body and challenges and holds to account the organisations working with children and young people in Croydon. The Children and Families Partnership and the CSCB work together to ensure that children and young people in Croydon are safe. Further information about the CSCB is available at <http://www.croydon.gov.uk/healthsocial/families/childproctsafe/>.

1.6 The structure of the Partnership is shown in the diagram below.



(As at January 2015)

## Strategic Principles

1.7 **Ambitious for all** - Croydon is committed to supporting all children, young people and families who live, work and play in the borough so that they are able to enjoy equality of opportunity and realise their full potential. In order to achieve this, all practitioners supporting children, young people and their families must work together effectively.

1.8 **Integrated working** - All agencies in Croydon are committed to developing integrated working and local practitioners are constantly improving the way in which they work together, share information and deliver services including through integrated pathways of support. Working with children, young people and families, and identifying their needs, requires a shared awareness and understanding of different levels of need as well as the most appropriate support and services.

1.9 **Making best use of resources** - All agencies across the Partnership are working with reduced resources. Efficient and effective multi-agency working is all the more important; this not only ensures that we provide a better service to our children, young people and families but also enables us to maximise our resources.

1.10 **Intervening early** - The whole Partnership is committed to identifying needs, and providing support at an early stage before problems escalate and to providing appropriate intensive or specialist support when it is needed. Our early help and safeguarding pathway (printed overleaf) provides the framework for all agencies to work on this basis. It outlines the stages of intervention and clarifies the pathways for partnership support for children, young people and families in Croydon. More information is given in our Early Help Pathways guidance.

1.11 **Supporting families to build resilience and independence** – Partner agencies will work in ways that take account of the needs of whole families, organise support around them in a seamless way, and empower families and communities to build resilience, independence and maximise their quality of life.

# Early Help Pathways



	Stage 1 Universal	Stage 2 Vulnerable	Stage 3 Complex	Stage 4 Acute	
	<b>Early Help</b>			<b>Safeguarding</b>	
<b>Level of Need</b>	<p><b>Children with no additional needs</b> Children whose developmental needs are met by (personalising) universal services</p>	<p><b>These children have low level additional needs that are likely to be short-term and that maybe known but are not being met</b></p> <p>It is your professional judgement as to whether a single agency referral or coordinated multi-agency support is appropriate - if in doubt contact Locality Early Help for advice</p>	<p><b>Child's needs are not clear, not known or not being met</b></p> <p><b>Child with additional needs – requiring multi-agency intervention</b></p>	<p><b>Children with high level complex needs likely to require longer term intervention from statutory and/or specialist services</b></p> <p><b>Child In Need:</b> These children may be eligible for a child in need service from children's social care and are at risk of moving to a high level of risk if they do not receive early intervention</p>	<p><b>Children with complex additional unmet needs and/or experiencing significant harm that require statutory intervention such as child protection or legal intervention. These children may need to be accommodated by the local authority either on a voluntary basis or by way of Court Order</b></p>
<b>How do you assess need?</b>	Your setting will have their own method for assessing need		Early Help Assessment (CAF) or Special Educational Needs assessment	Early Help Assessment (CAF) or the SEN Service will undertake an Education Health and Care Plan	Children's Social Care will undertake the assessment
<b>How do you access this stage of intervention?</b>	At this level services are 'open access' or 'universal' meaning that they are generally available to all children and young people. Universal services are those such as schools, leisure centres, GP surgeries, youth centres, etc, and are accessible without either a referral or an assessment. Most universal services have websites containing their contact information – try searching online or <a href="http://www.practitionerspacecroydon.co.uk">www.practitionerspacecroydon.co.uk</a>	<ol style="list-style-type: none"> <li>1. obtain consent to information sharing</li> <li>2. complete the appropriate referral form and submit as directed on the form</li> </ol>	<ol style="list-style-type: none"> <li>1. obtain consent to information sharing</li> <li>2. complete an Early Help Assessment (CAF) or SEN assessment with appropriate consent</li> <li>3. bring together a Team Around the Family (TAF) to identify a lead professional and agree a support plan with clear objectives, outcomes, timescales and understanding of who is responsible for doing what</li> </ol>	<b>The lead professional will contact the Locality Early Help at <a href="mailto:earlyhelp@croydon.gov.uk">earlyhelp@croydon.gov.uk</a> when there are concerns that the support provided by the Team around the Family is not enabling progress. Locality Early Help will work with the lead professional to identify the most appropriate and proportionate next steps</b>	<b>Contact MASH on 0208 726 6400 or in an emergency phone 999</b>
<b>Who is responsible for providing support at this stage?</b>	<b>Universal services</b> such as schools, leisure centres, GP surgeries, youth centres, etc	<b>Universal services</b> working with one other service	<b>Universal services</b> working together to form a Team Around the Family. The lead professional will be identified from the Team Around the Family	<b>Universal services working together with a range of services forming a Team Around the Family including Stage 3 services. The lead professional will be from the Stage 3 service</b>	Universal services working together with a range of services forming a Team Around the Family. The lead professional role is likely to be a practitioner from one of the following services: Children's Social Care Youth Offending Service
<b>Where do I get advice?</b>	<a href="http://www.practitionerspacecroydon.co.uk">www.practitionerspacecroydon.co.uk</a>	Locality Early Help at <a href="mailto:earlyhelp@croydon.gov.uk">earlyhelp@croydon.gov.uk</a>	Locality Early Help at <a href="mailto:earlyhelp@croydon.gov.uk">earlyhelp@croydon.gov.uk</a>	Locality Early Help at <a href="mailto:earlyhelp@croydon.gov.uk">earlyhelp@croydon.gov.uk</a>	<b>MASH Consultation Line 020 8726 6464</b>



## Partnership successes in 2014-15

1.12 The agencies of the Children and Families Partnership worked together and achieved success in a number of areas over the last year in order to improve services to children, young people and their families. These include:

1.13 **Working with schools, health services and other partners, the local authority implemented the requirements of the Children and Families Act for children with Special Educational Needs and Disabilities.** This included publishing a Local Offer to improve the understanding families and practitioners have of what services are available in Croydon. Good progress has also been achieved from partnership working with schools to transition the first phase of children with statements to education, health and care plans. This is a requirement of the act, which places a greater emphasis on improving children's outcomes in partnership.

1.14 **New Early Help Guidance was developed by all partners and endorsed by the Children and Families Partnership and the Croydon Safeguarding Children Board.** It was launched in June and support, training and advice provided for all agencies by the Locality Early Help team. The embedding of the guidance and application of the thresholds is the responsibility of individual agencies and an Early Help Dashboard has been developed to track improvements in the quantity and quality of Early Help Assessments (CAF).

1.15 **The Troubled Families programme was successful in meeting its target of turning around the lives of 285 families.** The local programme, which is delivered by the Family Resilience Service together with local partners, has been confirmed as an early adopter of phase II of the programme. Phase II offers a more flexible approach than previously – this will enable the council and partners to develop new ways of working according to a think family approach.

1.16 **1360 new mainstream school places and an additional 72 Special Educational Needs places were provided in the borough during 2014.** Every child in Croydon had the offer of a school place with 92% of those applying to secondary school receiving an offer from one of their top three schools. (Partnership with Schools)

1.17 **A fully integrated Multi Agency Safeguarding Hub (MASH) was established, with representation from all key agencies.** The MASH has been the subject of an independent audit undertaken by Croydon's Local Safeguarding Children's Board (LSCB). The outcome of the audit was generally positive and was considered in full by the LSCB

1.18 **Croydon Clinical Commissioning group has funded the appointment of two specialist asthma nurses to join Croydon Health Services' Children's Hospital at Home team.** Following a period of induction, the nurses will work across the partnership: their role will include training GPs and practice nurses, working with pharmacists, school nurses and schools with the objective of reducing avoidable Accident and Emergency attendance as a result of asthma attacks.

1.19 **The Department for Communities and Local Government (DCLG) awarded Croydon £1.48m to support transformation across the Best Start partnership.** The Cabinet was supportive of the development of this programme, bringing together services for the 0-5 age group into a single seamless and integrated service from September 2015.

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across all ages in Croydon. It includes community engagement, training and education leading to a reduction in arson and anti-social behaviour. Crossfire is unique to Croydon. The programme is tailored to the age group and setting. Ranging from 'safe/unsafe' games in pre-school, through developing home fire escape plans to the impact of arson and hoax calling. In secondary schools the fire service coordinates involvement of other agencies according to what the school requests including Ambulance, Battersea dogs home, Trident, Police, Voyage (stop & search) Sexual Health.

**1.21 Twelve young people were trained to be young inspectors.** The young inspectors identified services they wished to inspect; their first was the Drop In Zone run by CAYSH in the Turnaround Centre. For the inspection the young people carried out two mystery shops, one known observation, staff interviews and a young people questionnaire. They collated the results and produced a report with recommendations to CAYSH. A follow up inspection was carried out a few months later at which nine of their thirteen recommendations had been implemented.

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**1.23 In partnership with a local children's centre, Croydon Adult Learning and Training have begun to pilot a new pathways to employment course specifically tailored to the needs of lone parents.** If it is successful, the programme will be rolled out to other locations in the borough.

**1.24 Croydon Council's Cabinet unanimously approved the new Domestic Abuse and Sexual Violence (DASV) strategy with increased funding from 2016 to support the development of new and innovative services.** The Family Justice Centre continues to work with partners to support victims and to drive forward a partnership approach to tackling DASV in Croydon.

**1.25 An Information Sharing leaflet was developed by the Children and Families Partnership to help promote a culture of sharing information across agencies.** It was subsequently endorsed by the Croydon Safeguarding Children's Board, Croydon Adult's Safeguarding Board, Health and Wellbeing Board and Croydon Youth Council as local guidance and an enabler of good practice. The leaflet signposts to additional guidance and to training. It is one of the ways in which the Children and Families Partnership supports a committed and open approach to multi-agency working in Croydon.

**1.26 Children, young people and parents have been successfully involved in policy development, service review and staff recruitment across a number of service areas throughout the year.** For example, young parents and their babies were involved in the annual review and recruitment of two new family nurses in the family nurse partnership. Elsewhere, young people were consulted about reviews of special school nursing and therapies to inform their future commissioning strategies.

## Role and purpose of the Children and Families Partnership

1.27 During 2014-15, the role and purpose of the Children and Families Partnership was reviewed to ensure that the work of the Board remains well focused and continues to add value.

1.28 The work of the Partnership is steered by the Children and Families Partnership Board which includes representation from statutory, voluntary and community groups that work with children and families in Croydon. As part of the review of its role and purpose, it was agreed by partners that the role of the Board has four key themes:

- **Agreeing the vision and strategy** of the partnership
- **Providing high level stakeholder input** to inform strategic planning across agencies and the Partnership work programme
- **Representing and engaging children and families** across the borough, as well as children's services professionals working across the Partnership
- **Sharing community intelligence** across local agencies to inform the development of practice

1.29 The Board is supported by an Executive, which supports and drives the work of the Partnership and is composed of senior officers, including each of the sub-group leads. The Executive oversees the:

- **Work programme:** providing oversight and performance management of the partnership work programme, including challenge and support.
- **Resolution of issues:** seeking solutions to enable key issues to be resolved, blockages to be overcome and priorities to be achieved through sub-groups and partners.

1.30 In order to ensure the work programme of the partnership is unique and adds value, partners have agreed that strategic priorities and associated work programmes for the Children and Families Partnership will be:

- **Truly partnership-based:** work that improves outcomes for children and families and which can only be delivered in strategic partnership across agencies
- **Unique:** work that does not duplicate existing programmes, and cannot be classified as business as usual or which would not take place any way - in the absence of the partnership
- **Compelling:** work which is compelling, attractive and useful to a broad set of partners

1.31 These principles have been reflected in the development of the vision, priorities and work programme of the Children and Families Partnership.

## 2. Vision

### Children and Families Partnership

2.1 Our vision for the Partnership is:

“Our children and young people will be safe, healthy, enjoy learning and achieve highly, enabling them to positively shape their own lives and to make a positive contribution.

Our children and families will experience us as walking alongside them with compassion and understanding, to help them grow in resilience and independence.”

### Community Strategy 2013-18

2.2 The Children and Families Partnership has a key role to play in contributing to achieving the vision for Croydon for 2040 set out in Croydon’s Community Strategy 2013-18 which is as:

- **An Enterprising City** – a place renowned for its enterprise and innovation with a highly adaptable and skilled workforce and diverse and responsive economy
- **A Caring City** – a place noted for its safety, openness and community spirit where all people are welcome to live and work and where individuals and communities feel empowered to deliver solutions for themselves.
- **A Learning City** – a place that unleashes and nurtures local talent, is recognised for its culture of lifelong learning and ambitions for children and young people
- **A Creative City** – a place noted for its culture and creativity – one of the best incubators of new artistic and sporting talent in the country
- **A Connected City** – a place defined by its connectivity and permeability; with one of the best digital, communications and transport networks in the country
- **A Sustainable City** – a place that sets the pace amongst London boroughs on promoting environmental sustainability and where the natural environment forms the arteries and veins of the city

2.3 Croydon’s Community Strategy is available at <http://www.croydon.gov.uk/community/advice/cstrategy/cs1318>

## 3. Our Borough

### Our Children and Families

3.3 Based on data from the 2011 census, Croydon has the highest population of all London Boroughs at 363,400, with 10% population growth in the borough between 2001 and 2011. Children and young people aged 0-19 years make up 26.9% of the population (97,800). GLA population projections estimate that Croydon's population will increase to 383,152 residents by 2015 which represents a 5.4% increase on the 2011 baseline. Population is significantly denser in wards in the north of the borough, with a fifth of all Croydon residents living in just four northern wards.

3.4 The age profile of Croydon's residents has also changed over the past ten years. Croydon's largest area of population growth is amongst children. Croydon has the largest population of 0-18 year olds in London at 93,757 residents, which makes up 25.8% of the total population of Croydon. The number of residents aged 0-18 years will increase by 9,538 residents by 2021

3.5 The October 2014 School Census showed there were a total of 55,483 pupils attending state funded schools in Croydon. This is an increase of 972 pupils or just under 2% compared to October 2013.

3.6 Population data shows that 43% of Croydon residents are from black and minority ethnic (BME) communities but in some northern wards that percentage is over 70%. Over 100 languages are spoken. Around 57% per cent of children and young people are from BME groups. Ethnicity projections published by the GLA show that Croydon will become more ethnically diverse over time, by 2015 the overall percentage of residents from BME communities is projected to increase to 49.5% and by 2021 this will increase to 54.3%. Projections show that for the 0-19yr age group the overall percentage of residents from BME communities will increase to over 60% by 2021.

3.7 In common with many other London boroughs there are significant numbers of children that live in Croydon and go to school in other boroughs and similarly children that live in other boroughs that attend a Croydon school. This presents an additional complexity to identifying children and parents and coordinating support. Analysis of data on the length of residency in the UK highlights issues around the transiency of the population in specific areas.

3.8 In 2014, 56.3% (unvalidated) of pupils at Croydon schools achieved five good (A\*-C grade) GCSEs including English and maths (62.4% in 2013). Provisional data for Summer 2014 shows that 74% of pupils achieved level 4+ in reading, writing & maths at the end of Key Stage 2 which is a slight increase on 2013 (73%).

3.9 The proportion of children resident in Croydon with statements of special educational need has been increasing at a much faster rate than the increase in the population, however, Croydon still has fewer statements than London and National averages. In 2009 there were 1,670 children with statements and in 2014 this had risen to 2,045. For autism, speech, language and communication needs and for profound and multiple learning difficulty the increases have been significant.

3.10 Local data for Children in Need referrals to social care shows that the number of referrals completed in Croydon in 2011 was 4,030 which increased in 2012 to 4,177 (3.6%) and then decreased in 2013 to 4,135 (-1%). Croydon has seen a year on year decrease in-line with London and England. Year on year the number of children who had an Initial Child Protection Conference in Croydon has increased, in 2011 the number was 301, this increased by 15% to 346 children in 2012 and then increased again by 22.5% to 424 children in 2013. Between 2011 and 2013 there was been an overall fall in the number of children who were the subject of a Child Protection Plan. However, in 2014 the number s have risen and in October 2014 there were 423 children subject to a child protection plan (376 in March 2013)

3.11 There were a total of 809 looked after children in Croydon in October 2014 of whom 403 were indigenous and 406 were Unaccompanied Asylum Seeking Children (UASC). Over the last year the number of UASC has been rising but there has been a reduction of 40 indigenous LAC against an increasing national trend.

3.12 Footfall at the Family Justice Centre remains consistent and the two most significant referral routes to the service through the Police and Self referrals. 81% of clients seen at the Family Justice Centre are Croydon residents. The majority of clients are provided with general advice including safety planning, emotional support and signposting to appropriate agencies; followed by housing and legal advice. Between April and October 2014 there were 169 referral to the multi-agency risk assessment conference (MARAC) which is similar to the same period in the previous year.

## Our Place

### NORTH OF THE BOROUGH

- Higher proportion of households and dependent children from BME communities
- Greater concentration of younger one-person households
- Higher proportions of single and divorced residents

### CENTRAL CROYDON

- Concentration of 1 and 2-bedroom properties near transport links
- Highest percentage of households with no dependant children

### EAST CROYDON

- Higher proportion of households with younger dependant children and single-parent families
- Greater concentration of purpose-built 3 bedroom properties

### SOUTH OF THE BOROUGH

- Higher proportion of married and cohabiting residents
- Greater concentration of single people over 65
- Relatively less diverse communities
- Larger homes

Source: ONS Census 2011 Release 3

3.13 Croydon has comparatively high levels of home ownership, with 58.8% of people either owning their home outright or mortgage holders (London 48.3% and England 63.3%), though the number of people with mortgages has reduced over the last ten years. There has been a large rise in the number of people that are privately renting their homes locally. Compared with the 2001 census, nearly 70% more people are privately renting property in Croydon now. This increase in private tenants and demand for this type of property has resulted in increasing rent costs.

3.14 The police use total notifiable offences (TNOs) as a measure for overall crime, analysis of TNOs data per 1,000 population shows that the local rate for December 2013 is 6.11 offences per 1,000 population which is lower than the rate for November 2013 at 6.45 per 1,000 population and below the average for London (MPS) at 6.81 per 1,000 population. Locally crime is most prominent in Fairfield ward, this has been a consistent theme for a number of years, and is unlikely to change given the numbers of people who pass through the town centre on a daily basis and the vibrant night-time economy. Fairfield is closely followed by Broad Green, Selhurst, West Thornton and South Norwood as persistent secondary hot wards for crime.

3.15 The police use total notifiable offences (TNOs) as a measure for overall crime, analysis of TNOs data per 1,000 population shows that the local rate for December 2014 is 6.04 offences per 1,000 population which is below the average for London (MPS) at 7.20 per 1,000 population.

3.16 Locally crime is most prominent in Fairfield ward, this has been a consistent theme for a number of years, and is unlikely to change given the numbers of people who pass through the town centre on a daily basis and the vibrant night-time economy. In December 2014 Fairfield(20.55) was followed by Broad Green (15.12), West Thornton (7.50), South Norwood(7.49) and Selhurst(7.32).

3.17 Children and young people are often portrayed negatively by the media in relation to crime, but most young people do not offend and those who do tend to stop offending as they get older. A high volume of all crime is committed by offenders aged 16 - 24 however providing appropriate monitoring and supervision and working with offenders has been proved to help them break the cycle of re-offending. This work can include helping them to tackle drug and alcohol abuse, improve basic skills, face up to offending behaviour and improve their chances of getting a job.

### **Poverty and Prosperity**

3.18 The index of multiple deprivation (IMD) 2010 data ranks Croydon as the 19th most deprived London borough out of 32 London boroughs, and 107th most deprived local authority in England - out of 326 local authorities. IMD data shows that Croydon has become more deprived between 2004 and 2010, relative to all local authorities Croydon has become 12.4% more deprived, based on average rankings. The north of borough is generally more deprived than the south, sharing more of the characteristics of inner London than the south of the borough. Fieldway and New Addington wards in the east of Croydon also have high levels of deprivation, with Fieldway being the most deprived ward in Croydon. The most deprived LSOA in Croydon is in New Addington.

3.19 For each year between 2009 and 2012 the proportion of children under 16 living in poverty has fallen both nationally and locally. In 2012 22.2% of children in Croydon were living in poverty compared to 23.5% in London and 18.6% in England. Average earnings of employees remain below levels in London but above the England average. However there are significant differences across the borough. In 2011-12 the median income in Croydon was £33,388 per annum but in Fieldway was below £20,000.

3.20 Data for the quarter ending 31st December 2013 shows that the number of homeless applications for assistance was 586. This is a reduction compared to the previous 12 months when the number was 810. In Croydon, at any one time, there are in excess of 2,000 households placed in some form of temporary accommodation. At the end of March 2014 there was a total of 2,415 households living in temporary accommodation, comprising of 3,583 children. This represents an increase of 3.1% and 13.4% respectively on the previous year.

3.21 The number of local residents claiming key out of work benefits has been on a downward trend over the last two years, with the latest rate (August 2013) at 11% (26,690 claimants). The claimant rate for residents with 2,3,4 or more dependents has remained relatively unchanged, showing that parents in families with larger numbers of children are less likely to access employment opportunities, reducing their potential for social mobility.



3.22 Data for the last two years shows that the local key out of work benefit<sup>1</sup> claimant rate peaked in February 2012 at 14.7% (35,530 claimants). National, regional and local claimant rates have been on a downward trend, with the current local claimant rate (May 2014) now at 12.4% (30,260 claimants) which is above rates for London (11.6%) but below Great Britain (12.9%).

3.23 Job Seekers Allowance (JSA) is one of the key out of work benefits and Croydon's current claimant rate is 2.1% (November 2014) of the working age population which equates to approximately 5,052 people. This is a fall from 4.2% in November, 2012 and 3.1% in November, 2013. The JSA claimant rate is highest for residents aged between 18-24yrs (3.6%).

3.24 More detailed information about Croydon and our children and families is in the available on the Croydon Observatory website <http://www.croydonobservatory.org/> . In 2012-2013 we undertook a detailed Children's Services Needs Analysis. In addition there are needs analyses for specific areas of need including on children with SEN and Disability, children's emotional health and wellbeing, looked after children and safeguarding, child poverty, homelessness; domestic violence; alcohol; and obesity.

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<sup>1</sup> Key out-of-work benefits includes the groups: job seekers, ESA and incapacity benefits, lone parents and others on income related benefits.

## **4. Children and Families Partnership Priorities**

### **Review of progress against 2014-15 Priorities**

#### **4.1 Reducing childhood obesity**

- The proportion of child overweight and obese in Croydon show a decreased rate of child overweight and obesity in Reception Year from 24.2% in 2011-12 to 23.7% in 2012-13. In Year 6, the results from the National Child Measurement Programme show a slight reduction in obesity from 22.9% in 2011-12 to 22.3% in 2012-13.
- Croydon has been awarded as a Food Flagship borough and the additional funding (GLA partnership) will amplify the work of the Healthy Schools programme and incorporate a stronger focus on Food in Schools through implementing a Croydon School Food plan.
- Four food businesses are signed up for the 'Eat Well Award'. This project targets takeaways in wards with high levels of child obesity to offer healthy alternatives.
- The child healthy weight service retendering has been completed.

#### **4.2 Improve emotional wellbeing and mental health of children and young people**

- The Emotional Wellbeing and Mental Health Partnership Plan was agreed and launched in April 2014; an Emotional Wellbeing & Mental Health Partnership Board was established and launched in July terms of reference agreed.
- A detailed mapping of all emotional wellbeing services in the borough was undertaken, leading to the identification of opportunities for recommissioning and improving the flow of referrals into services.
- Tier 2 voluntary sector contracts were reviewed and extended while an aligned model for tier 2 and tier 3 services is considered through the single point of access working group.
- A workstream reviewing support to children with autism and the diagnostic pathway has been initiated through the review of community paediatricians.
- Aligned commissioning of the Adult MH SLaM contract has been established through joint contract monitoring and the annual contract negotiation by the Integrated Commissioning Unit on behalf of the Clinical Commissioning Group.
- Work is ongoing to improve performance reporting across the whole system of emotional wellbeing support.

#### **4.3 Reduce bullying**

- The general pupil survey and a survey focussed on bullying amongst vulnerable groups identified that e-safety was a particular issue. Two e-safety courses have been commissioned and in the first three months 77 people successfully completed 'E-safety – risks to children' and 68 have completed e-safety for parents and carers.

#### **4.4 Close gaps in education achievement and improve key stage 2 attainment overall**

- There has been a significant increase in the percentage of Children at the end of reception year judged to be at a good level of development (56.6% in 2014 compared to 46% in 2013).

- At Key Stage 2 tests at age 11 Croydon results in the expected level of achievement (Level 4+) in reading, writing and mathematics combined was maintained at 74%. This is set in the context of a 5% national increase.
- At 56.3% the percentage of students attaining 5+ A\*-C including English and mathematics grades shows a decline of 8 percentage points on 2013 against a background of a 6 percentage points decline in results nationally.
- At KS2 the gap between the achievement of pupils eligible for Free School Meals (FSM) and those not eligible is 17 percentage points (14ppt in 2013). The performance of those eligible for FSM was 3 percentage points below FSM nationally.
- At GCSE the gap between the achievement of pupils eligible for Free School Meals (FSM) and those not eligible has narrowed from 23.6 percentage points in 2012 to 17 percentage points in 2013 and 15 percentage points in 2014 (compared to a national gap of 25 percentage points in 2013). Croydon continues to outperform the national figure on this measure.
- We have our highest proportion ever of Croydon schools judged by Ofsted at good or better. In November 2014 this figure was 82%, an improvement from 64% in summer 2012.
- Absence rates at primary schools reduced significantly by 0.7%. Absence rates at secondary schools reduced by 0.4% and is 0.3% better than the national average.
- Croydon's rate of exclusion from school has reduced significantly in the last year, moving Croydon to the top quartile in performance on exclusion rates when compared with other authorities.

#### **4.5 Increase participation in education, employment and training and improve outcomes at age 19**

- Croydon's 16-18 NEET rate of 3.1% (Nov-14) is low compared to both our statistical neighbours (3.6%) and the national average (4.6%), and in line with London average (3.2%).
- Concerted effort to improve tracking of all our young people aged 16-18 to ascertain their participation status in education, employment or training has resulted in reducing our not knowns to 17.4% (Dec-14) compared to 28.1% (Dec-13). This is enabling us to more effectively identify NEET young people and refer to appropriate support. We recognise that our not known rates are still high and we are working with partners to contact these young people.
- Achievement of a level 2 qualification by Croydon residents aged 19 in 2013 was 87%, which is the same as the London average and better than the national average (85%)
- Achievement of a level 3 qualification by Croydon residents aged 19 in 2013 was 64%, better than both the London (62%) and national (57%) averages.
- The Croydon post-16 prospectus is distributed to all year 11 pupils in Croydon schools in the Autumn term annually. This prospectus provides details of the broad sixth form age offer available locally. We are currently exploring ways to convert this to an on-line resource.

#### **4.6 Improve integration of services for children and young people with learning difficulties/disabilities**

- Statutory deadline of 1 September 2014 was met as Education Health and Care Plans and options for personal budgets were introduced. A Local Offer of services for children and young people with SEND was published.

- Conference for parents of children with SEND was held – organised by SEND Information Advice Service
- Training on reforms provided to staff across education, health and care services as well as voluntary sector. Also training for parents highlighting the key elements of reform. Autism awareness training provided for staff and partner agencies.
- Integrated Commissioning Unit working across services, helped to re-commission therapies to ensure contracts are more flexible in line with SEN reform
- New project began to support young people aged 16 and over into education and employment pathways, working with North Yorkshire Pathfinder
- In Croydon 15.1% of children with a statement of special educational needs achieved 5+ A\*-C grades in 2014 in comparison with 13.9% for London and 11.3% for England.

#### **4.7 Improve health and education/training outcomes for Looked After Children**

- Croydon's fostering service has been selected as one of 5 across London to pilot the full London Fostering Achievement Project in partnership with the fostering network and Achievement for All. Working closely with our Virtual School, the programme will primarily focus on promoting the important role of foster carers as 'first educators' for children in care and encourage partnership working to enable these children to succeed. The programme will also develop the confidence and skills of foster carers.
- Adoption performance is strong with the possibility for between 35 and 40 adoptions this year. 26 adoption orders have been made to date. This builds on the significant improvement of 24 adoptions in 2012/13, which was sustained in 2013/14 when national performance decreased. There have been 34 Special Guardianship Orders made to date with the possibility of 41 this year.
- As at July 2014 we had 572 care leavers aged 18-21 years and of these 378 are engaged in education, employment and training; an average of 66%. This is an increase from 62% from 2011/12.
- Immunisations show a low rate of completion for our looked after children at 64.2% in comparison with the peer population at 86.5% (for MMR) and 94.1% (for the 5 in 1 vaccination). A process is in place to bring 90% of immunisations within timescale by 31 March 2015.
- The Looked After Children Child and Adolescent Mental Health Service is commissioned to provide a fast track service to looked after children and appointments are usually made within five weeks, considerably less than the 12-15 weeks of their peer group. However, it is recognised that for the size of Croydon's LAC population the referral rate is low. The rate of completion of SDQs has significantly improved to 91% in 2014, following a redesign of processes.

#### **4.8 Increase impact of early intervention**

- The MASH has now been in place for a year and is fully staffed from partners and the council. An audit of MASH is taking place, early indications are positive
- The Early Intervention and youth service re-organisation was completed at the end of 2014 and the service has now been in place for 12 months. New service areas have developed well and it is a fully 0-19 service.
- The ABCD programme has been developed and the successes will be built on through further funding applications. Family Navigator programme has struggled with referrals, but where engaged there is positive feedback. A bid for a further 12 months is being developed.

- The Family Engagement Partnerships (FEPs) are well established. There has been a reduction in the rate of referrals as partners are working together more effectively earlier on in the identification of a family's problem. The FEPs will be the basis of Best Start which will bring together under 5 services into an integrated service delivery model.
- The new Early Help Module has been purchased which is an electronic early help assessment system that is part of the wider social care electronic case management system. It is intended that this will be available for partners agencies to enable greater engagement in the multi-agency assessment and team around the family process. The number of Early Help Assessments (CAFs), Jan to October 2014 saw more than 200 assessments.
- The Family Resilience Service has reached its 'attachment' target of 258 families and is close to achieving 100% of families being 'turned around'. It is now an early adopter for phase II of the programme which has a wider set of criteria but a more demanding tracking and data analysis requirement.
- The pathway was launched in June and has continued to be rolled out to partners. The new Early Help Advisory team have been in place for 12 months and have received just under 1,000 referrals and requests for support in relation to the early help pathways.

#### **4.9 Reduce child poverty and mitigate impact of poverty**

- Official statistics show that the proportion of children in low income families<sup>[1]</sup> in Croydon is continuing to fall – by 3.9 percentage points between 2006 and 2012 (26.1% → 22.2%).
- Although the official figures show that there is a smaller proportion<sup>[2]</sup> of children living in workless households in Croydon, the indications are that for some, the move into employment has been into low paid jobs<sup>[3]</sup>.
- Approximately ¾ of Croydon children living in poverty are in lone parent households. A survey of lone parents was undertaken to highlight the local barriers to employment, and the results of this have been fed into the local child poverty action plan (Croydon council, Children's centres, Jobcentre Plus, Homestart)
- A new pathway to employment course aimed at lone parents is being piloted (CALAT, Children's centres).
- A project plan and resources to support the development of a young person's led 2016-18 child poverty strategy have been put in place.

#### **4.10 Strengthen the consistency of engagement of children, young people and families**

- Young Inspectors – the Young Inspectors programme has continued with a follow-up on their inspection of Croydon Association for Young Single Homeless (CAYSH) and

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<sup>[1]</sup> Definition: the proportion of children living in families in receipt of out of work benefits or in families in receipt of tax credits whose reported income is less than 60% of median income.

<sup>[2]</sup> Proportion of children living in workless households: 2006 – 19%; 2012 – 12%.

<sup>[3]</sup> The proportion of children in low income working households (i.e. receiving Child Tax Credit / Working Tax Credit) increased by 5.1 percentage points between 2006/7 and 2010/11.

an inspection of Croydon Libraries. The inspection of CAYSH had 13 recommendations of which 9 have been implemented.

- UKYP Elections – Elections are underway there are 24 candidates
- Croydon Youth Council – new youth council is being recruited and will begin training in February and start meeting in March.
- Recruitment – Young people been involved in the recruitment of Head of Childrens Integrated Commissioning and Children and Families Partnership. A Brilliant Basics guide on how to involve young people in recruitment has been developed.
- Families living in temporary accommodation were invited to share their views and experiences so that service delivery could better meet the needs of these families. The children/young people in these families were spoken to so that that their views and experiences would be included in service development.
- Parent and young people have been consulted to inform the recommissioning of services including for Parent Partnership and Therapies.

### **Outcomes of engagement with young people and families**

4.11 In July 2014 The Executive agreed the Partnership Participation Strategy. Its key aims are: to support the council and partners to develop an understanding of participation and its benefits; and to set out the partnerships commitment to engaging with children and young people, its priorities and how it will put these in to action.

The three priorities of the strategy are

1. Involve children and young people in decision making in a planned and coordinated way
2. Create simple and effective processes for children and young people to participate in decision making including quick and simple feedback mechanisms
3. Make sure those who are seldom heard have the opportunities and are supported in their participation

4.11 A survey of pupils in Croydon schools was undertaken between March and May 2014. There were separate surveys for primary pupils (years 4 and 6) and secondary pupils (years 8 and 10). The questionnaires covered a range of health and wellbeing areas. A summary of the findings is in the Appendix. The outcomes of the survey will be used by the sub groups to develop the action plans to deliver on the Partnership priorities.

## **Our Priorities for 2015-16**

4.13. For 2015-16, the Partnership has chosen to continue its focus on a reduced, core number of priority areas for action. These priorities have been identified based on the needs analyses considered for the plan, the review of progress achieved in 2014-15 and engagement of young people throughout the year. The priorities have also been selected on the basis that they can only be delivered in true, strategic partnership across agencies as they relate to challenging, “wicked” issues which require the input of many partners.

### **Croydon Children and Families Partnership priorities for 2015-16**

- **Improve emotional wellbeing and mental health of children and young people including reducing bullying**
- **Increase impact of early intervention**
- **Improve integration of services for children and young people with learning difficulties/disabilities**
- **Improve health and education/training outcomes for Looked After Children**
- **Increase life chances by increasing participation in education, employment and training at age 19**
- **Reduce childhood obesity**
- **Reduce child poverty and mitigate the impact of poverty**
- **Encourage partners to strengthen the consistency of engagement of children, young people and families across partnership**

4.14. In line with the way the priorities are phrased, the focus is very much on delivering against outcomes, and partnership working that will make a difference to the lives of children and young people and their families.

4.15. Progress against action plans are reported to the Partnership Executive at its bimonthly meetings. The Executive reports on progress from the sub groups to the Board by exception.

4.16. In section 5, we set out the key areas for action which will inform the detailed action plans we will put in place to achieve these priorities. First we note below the contributions to work with children and young people made by other partnerships and the key dependencies/interrelationships with these groups.

## Children and families priorities for other local strategic partnerships

4.17. In addition to the priorities which this partnership will be focusing on in 2015-16, there are a number of priorities in relation to children and families in Croydon where the strategic lead lies with other local strategic partnerships. The Children and Families Partnership will need to work closely with members of these partnerships to contribute expertise, influence action planning and challenge on progress.

The priorities of the **Croydon Safeguarding Children Board (CSCB)** for 2014-15<sup>2</sup> are:

- To keep under review agencies' responses to a growing, and more deprived, population and greater demand, in the context of public finance restraint, and to ensure any required mitigating actions are in place
- Embed growing strengths in quality assurance and ensure it drives further improvement in safeguarding practice.
- Embed growing strengths in learning, training and development and the lessons from SCRs
- Further strengthen partnerships and a whole system approach in early help
- Further embed improvements in missing children and children who have been sexual exploited
- Review the partnership's approach to safeguarding under the age of one
- Develop a strategy for female genital mutilation.
- Further strengthen 'think family' approach, particularly in relation to children who have mental health problems, domestic violence and substance misuse issues
- Strengthen engagement with local communities and develop the use of feedback from children and parents.
- Strengthen effective safeguarding communication between the Board and Strategic partners

The priorities for the **Safer Croydon Partnership** for 2015-16 are:

- Reduce overall crime, focus on violent crime and domestic violence
- Improve safety of children and young people
- Tackle ASB and environmental crime
- Improve public confidence and community engagement

Information about the Safer Croydon Partnership is available at <http://www.croydon.gov.uk/community/safercroydon/safer-croydon>.

The priority outcomes for **the Health and Wellbeing Board** are:

- increased healthy life expectancy and reduced differences in life expectancy between communities
- increased resilience and independence
- a positive experience of care

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<sup>2</sup> Croydon Safeguarding Children's Board will agree its priorities for 2015-16 in April 2015



## Commissioning priorities for children's services 2014-15

The Council and Clinical Commissioning Group priorities that are being taken forward through the Integrated Commissioning Unit.

Commissioning Objectives	Outcomes to be Achieved	2015-16 Actions Required & Timeline
<p><b>Strengthen emotional wellbeing and mental health</b> by continuing to implement the Partnership strategy, strengthening support at tier 1 and recommissioning tier 2 and 3 support as required – in line with the YP Mental Health Taskforce</p>	<ul style="list-style-type: none"> <li>Improved access to mental health support</li> </ul>	<ul style="list-style-type: none"> <li>Implement new tier 3 specification including new performance framework through CCG block contract – Apr 15</li> <li>Implement tier 2 reconfiguration (phase 1) – Oct 15</li> <li>Implement tier 2 reconfiguration (phase 2) – Apr 16</li> </ul>
<p><b>Improve health outcomes for LAC</b> by strengthening service performance against an agreed outcomes framework.</p>	<ul style="list-style-type: none"> <li>Improved LAC health outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Implement and monitor improved health assessment process clarifying health service role and performance expectations - Oct 15</li> <li>Work with provider to strengthen service performance and with the provider and other partners to develop an outcomes framework and appropriate pathways for LAC health services – Mar 16</li> </ul>
<p><b>Strengthen early intervention</b> by assuring the smooth transfer of 0-5 public health services to local authority commissioning and ensuring they are optimised within the Best Start model</p>	<ul style="list-style-type: none"> <li>Successful service transfer. Improved early intervention, child development and parental support outcomes</li> <li>Reduce avoidable A&amp;E attendance for aged 0-5 years</li> </ul>	<ul style="list-style-type: none"> <li>Continue to input into national baselining and funding allocation processes - ongoing</li> <li>Deliver commissioning review of services, drawing on data collection through Integrated Governance Framework – Jun 15</li> <li>Enable service changes to coincide with initial transfer in line with phase 1 of Best Start – Oct 15</li> <li>Implement updated specification for April 2016 (TBC)</li> </ul>
<p><b>Strengthen early intervention</b> by implementing commissioning strategy for school nursing and taking steps to increase integration with other 5-19 health improvement services</p>	<ul style="list-style-type: none"> <li>Improved early intervention and risky behaviours outcomes through greater integration of 5-19 services</li> </ul>	<ul style="list-style-type: none"> <li>Implement commissioning strategy for school aged nursing (agreed by the end of Mar 2015) within context of wider 5-19 health improvement services – Sep 15</li> <li>Identify and implement route map towards a 5-19 integrated service and closer integration with adult public health services – Mar 16</li> <li>Review weight management services at end of contract term and identify opportunities for greater integration with school nursing – Sep 15</li> </ul>

<p><b>Improve outcomes for expectant and young mothers</b> by delivering improved local maternity services in line with the SWL 5 year strategy</p>	<ul style="list-style-type: none"> <li>• Ensure strategy aligned to Croydon priorities effectively.</li> <li>• Successful implementation of the strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Put in place new outcomes-focused contract – Apr 15</li> <li>• Implement Commissioning Overview Plan to ensure local realisation of 5 Year Strategy – from Apr 15</li> <li>• Ensure interfaces with Best Start model are well managed and retained – ongoing</li> </ul>
<p><b>Strengthen the contribution of commissioned health services to the local Autism Spectrum Disorder pathway</b> in line with best practice guidelines</p>	<ul style="list-style-type: none"> <li>• Improved outcomes for children with ASD</li> <li>• Increased integration including between children's and adults' service</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen the evidence base to better understand the rate of ASD diagnoses and needs in the borough</li> <li>• Identify opportunities for increased integration between children's and adults' ASD services</li> <li>• Contribute to redesigning the ASD pathway in partnership with wider stakeholders – Sep 15</li> <li>• Contribute to implementing new ASD pathway – Mar 16</li> <li>• Implement improvement plan for community paediatric service in relation to ASD - Mar 16.</li> </ul>
<p><b>Implement service development priorities for services supporting children with SEN and Disability</b> (special school nursing, paediatric OT and physiotherapy services) including preparation for child development centre and a service review for audiology</p>	<ul style="list-style-type: none"> <li>• Improved life outcomes for YP with SEND and improvement in service user satisfaction.</li> </ul>	<ul style="list-style-type: none"> <li>• Support implementation of service development objectives – Sep 15</li> <li>• Review development progress and consider whether commissioning strategy is effective - Sep 15</li> <li>• Identify further opportunities for greater integration between children and adults' services – Sep 15</li> <li>• Refresh service specification for audiology – Mar 16</li> </ul>
<p><b>Reduce avoidable A&amp;E attendance for children by realising benefits of new asthma service</b></p>	<ul style="list-style-type: none"> <li>• Reduced avoidable A&amp;E attendance relating to paediatric asthma</li> </ul>	<ul style="list-style-type: none"> <li>• Transition new asthma service to business as usual as part of a wider review of Children's Hospital at Home service – Sep 15</li> <li>• Review new service and identify opportunities for extending service model to other long term conditions which impact on A&amp;E attendances – Mar 16</li> </ul>

### Local Authority Think Family Integration:

- Aligned, holistic emotional wellbeing support across children, adults and health
- Early Years, Children's Centres, Family Support and Public Health services integrated around 0-5s
- Coordinated 5-19 Health Improvement provision
- Critical component for all age disability
- Whole system review of Continuing Health Care (adults and children)

### Croydon Clinical Commissioning Group key priority from the Forward View planning guidance:

- Supporting children and young people to achieve their full potential:
  - Reducing low birth weight
  - Reducing infant mortality

The CCG's Operating Plan guides the commissioning of local health services and is available at the following address: <http://www.croydonccg.nhs.uk/about-us/our-plans/Pages/default.aspx>

**South West London Collaborative Commissioning Group key priority:**

**Children's work stream with a key focus on building community resilience and capacity**

**South West London and Croydon Clinical Commissioning Group shared key priority:**

- Reduce unnecessary A&E admissions

London wide priority:

Work stream around children and young people

## 5. Key Areas for Action

5.1 Below are the key areas for action in relation to each of the priorities of the Children and Families Partnership for 2015-16. The next step will be the development of targets and detailed action plans with leads and completion dates. Progress against these action plans will be overseen by the Partnership Executive who will escalate issues with progress against actions to the Partnership Board.

5.2 Priority outcome: **Encourage partners to strengthen the consistency of engagement of children, young people and families across partnership – *Children and Families Partnership Executive Group***

Proxy indicator:

- Increased satisfaction of Youth Council members with participation opportunities through the Children and Families Partnership
- Attendance at Big Youth Council meetings

Areas for action:

- The programme of the Children and Families Partnership Board and Executive meetings appropriately incorporates engagement and the findings of engagement activities
- All sub groups are responsible for ensuring that the views of children, young people and families inform all areas of their work.

5.3 Priority outcome: **Reduce childhood obesity – *Healthy Weight Strategy Group***

Proxy indicator:

- Percentage of children in Reception with height and weight recorded who are obese
- Percentage of children in Year 6 with height and weight recorded who are obese

Areas for action:

- Strengthen the Healthy Schools programme to improve the quality of food in schools through the Food Flagship programme and improve opportunities for physical activity
- Review the performance of healthy weight services to identify opportunities for integration with school nursing.

5.4 Priority outcome: **Improve emotional wellbeing and mental health of children and young people including reducing bullying - *Emotional Health and Wellbeing Strategy Group***

Proxy indicator:

- Waiting times from referral to assessment at tier 3 (specialist) services
- Number of referrals received and accepted at tier 3 (specialist) services

Areas for action:

- Develop a workforce development plan across tiers 1 and 2
- Recommission voluntary sector tier 2 counselling services

- Develop a business case for a single point of access to support the management of referrals across tiers 2 and 3
- Review the diagnostic pathway for ASD and recommend improvements through the review of community paediatricians

#### 5.5 Priority: **Increase impact of early intervention - *Early Intervention and Family Support***

Proxy indicator:

- Number of early help assessments completed (total and by partner agency)
- Increase resilience in vulnerable families by increasing the number and percentage of closed early help assessments where outcomes are met

Areas for action:

- Implement integrated service for 0-5s through Best Start programme
- Implement and monitor against the use of the Early Help pathways
- Recommission family support services to fit with Best Start, Youth Offer and other priorities

#### 5.6 Priority: **Increase life chances by increasing participation in education, employment and training at age 19 – *NEET Reduction Partnership and Education & Training Post 16 Group***

Priority indicator:

- Achievement of level 2 or 3 qualification at age of 19 and associated inequality gap
- Percentage of 16-18 year olds not in education, employment or training

Areas for action:

- Improve tracking all young people aged 16-19 to ensure they are participating in education, employment or training, reducing the quantity of 'not known' destinations
- Improve identification of and support for those most vulnerable young people, who are NEET or at risk of becoming NEET, into appropriate participation
- Improve the availability and quality of careers information (IAG) for all young people through the development and delivery of partnership activities, including; events (Youth/careers fairs) centralised resources (website and post-16 prospectus), sharing of good practice and information to improve the quality of advice
- Improve the quality of the local 14-19 offer by encouraging greater collaboration amongst local providers in curriculum development and delivery.

#### 5.7 Priority: **Reduce child poverty and mitigate the impact of poverty - *Child Poverty Group***

Proxy indicator:

- Evidence of increased flexible working opportunities in the borough
- Reduce the achievement gap between pupils receiving Free School Meals and those who do not

Areas for action:

- Identify and increase borough-wide opportunities for flexible working and support lone parents into employment. Lone parents reported in the engagement work carried out in 2014-15 that barriers to them working were the lack of jobs which would enable them to balance work and other responsibilities and the lack of flexible child care.
- Deliver a young person's led 2016-18 child poverty strategy which addresses issues that would make a difference from the perspective of children and families. The child poverty sub group are supporting a group of young people to develop a strategy which will reflect the priorities of children and families in Croydon, in particular those are particularly vulnerable.

#### 5.8 Priority: **Improve integration of services for children and young people with learning difficulties/disabilities – SEN Reform Board**

Proxy indicator:

- Transfer Statements of SEN to Education Health and Care Plans to the deadline of March 2018
- Satisfaction of parents with the integrated, holistic Education, Health and Care Plan process

Areas for action:

- Strengthen commissioning of services supporting children with SEN&D (therapies and special school nursing) to improve outcomes, quality

#### 5.9 Priority: **Improve health and education/training outcomes for Looked After Children - *Looked After Children Strategic Partnership***

Proxy indicator:

- Close the educational attainment gap between Looked After Children and their peers
- Number of health plans for Looked After Children that are completed and meet their outcomes

Areas for action:

- Redesign the Looked After Children Health referral pathway in order to improve access and reduce waiting times
- Implement the role of the virtual school with regard to Looked After Children

## Outcomes of pupil survey

4.12 A survey of pupils in Croydon schools was undertaken between March and May 2014. There were separate surveys for primary pupils (years 4 and 6) and secondary pupils (years 8 and 10). The questionnaires covered a range of health and wellbeing areas.

4.13 Almost 6,500 pupils from 67 schools participated; these included primary and secondary community, voluntary aided, special and independent schools and Academies.

### Surveys completed:

		Boys	Girls	TOTAL
Primary	Y4	1091	1147	2238
	Y6	938	992	1930
Secondary	Y8	537	651	1188
	Y10	464	665	1129
<b>TOTAL</b>		<b>3030</b>	<b>3455</b>	<b>6485</b>

### Survey of primary school pupils

#### *Demographics*

- 33% described themselves as white British and 97% said they lived with one or both parents.
- 6% said they had SEN or a learning disability (14% did not know). 20% responded that they were young carers (15% did not know)

#### *Reduce childhood obesity*

- 26% of girls and 20% of boys said that they would like to lose weight. 3% had had nothing to eat or drink before school on the day of the survey and a further 4% had only had a drink. 24% had eaten at least 5 portions of fruit and vegetables on the day before the survey whilst 10% had had none.
- 60% had done something active after school on 'most' or 'all' days in the week prior to the survey. 2% of boys and 3% of girls responded that they don't enjoy physical activity at all. 61% walked or cycled to school whilst 44% travelled to school by car.

#### *Improve emotional health and wellbeing of children and young people.*

- Self-esteem was measured by responses to ten statements and an overall score assigned; 31% of pupils had a high self-esteem score whilst 6% had a low self-esteem score.
- Pupils were asked to identify the issues that they worried about 'quite often' or 'very often'. 'SATs' (girls 22%, boys 17%) followed by 'your safety' (girls 12%, boys 10%) were the greatest sources of concern
- For all problems pupils were most likely to talk to their parents/carers but 39% said they usually feel uncomfortable talking to their parents/carers about worries.

### *Reduce bullying*

- 35% of pupils said they were afraid of going to school at least ‘sometimes’ because of bullying
- Pupils were asked if they had experiences any of a range of negative behaviours in the previous month. 71% had experienced at least one of the negative behaviours at least a few times in the month before the survey while 31% said it happened ‘very often’ or ‘every day’.
- Pupils were asked how well their school deals with bullying and distribution of responses were as follows

Don't know	Bullying is not a problem in my school	Badly	Not very well	Quite well	Very well
19%	10%	6%	11%	25%	29%

- 13% of pupils responded that they had chatted to people online that they had never met and 14% had met someone in ‘real life’ whom they has first met online.

### *Strengthen engagement of children, young people and families across partnership*

- 60% responded that they had voted in their classroom in the year before the survey. 26% had voted in their school council/parliament.

### *Close gaps in education achievement and improve key stage 2 attainment overall.*

- 87% of pupils responded that they are ‘quite’ or ‘very’ happy at school; 13% were ‘quite’ or ‘very’ unhappy.

### *Reduce child poverty and mitigate impact of poverty*

- 16% of respondents currently have school meals and a further 3% said they could have them if they wanted. 22% did not know
- 9% said that there house was not warm enough in winter and 8% had moved home more than three times in the past year

### Survey of secondary school pupils

#### *Demographics*

- 35% described themselves as white British and 98% said they lived with one or both parents. 45% responded that they practice a religion.
- 4% said they were disabled or had a long standing illness (5% were ‘not sure’) and 6% said they had SEN or a learning disability (7% were ‘not sure’). 4% were young carers (6% not sure)

### *Reduce childhood obesity*

- 36% (48% of girls) said that they would like to lose weight. 11% regularly do not have any lunch at school (3-4 times per week). 18% had had nothing to eat or drink before school on the day of the survey and a further 12% had only had a drink
- 5% of boys and 9% of girls responded that they don't enjoy physical activity at all. 10% had not participated in physical activity for an hour or more in the week before the survey



*Improve emotional health and wellbeing of children and young people.*

- 60% were ‘a lot’ or ‘quite a lot’ satisfied with their life at the moment; 5% of pupils were ‘not at all’ satisfied with their life at the moment
- Pupils were asked to identify the issues that they worried ‘quite a lot’ or a lot’ about. ‘Exams and tests’ (girls 61%, boys 39%) followed by ‘the future’ (girls 50%, boys 34%) were the greatest sources of concern

*Reduce bullying*

- 23% of pupils said they were afraid of going to school at least ‘sometimes’ because of bullying
- 17% had been bullied in or near school in the last 12 months (11% did not know). 7% had bullied someone else at school in the same period.
- Pupils were asked how well their school deals with bullying and distribution of responses were as follows

Don't know	Bullying is not a problem in my school	Badly	Not very well	Quite well	Very well
26%	5%	14%	21%	25%	8%

- 17% of pupils responded that they had chatted to people they don't know online

*Strengthen engagement of children, young people and families across partnership*

- 44% said that they are asked for their ideas and opinions about how they learn in school and 37% said that their opinions make a difference. About half would like to be asked more often for their ideas and opinions

*Close gaps in education achievement and improve key stage 2 attainment overall.*

- 37% of pupils responded that they enjoy ‘most’ or ‘all’ lessons at school.

*Increase participation in education, employment and training and improve outcomes at age 19*

- 49% of pupils said they wanted to stay in full time education when they finish school. 22% wanted to start a family.

*Reduce child poverty and mitigate impact of poverty*

- 16% of respondents currently have school meals and a further 2% said they could have them if they wanted. 6% did not know

# Equality Analysis Form

An Equality analysis enables us to target our services, and our budgets, more effectively and understand how they affect all our communities. It also helps us comply with the Equalities Act 2010.

For more information about when you should carry out an equality analysis, who should do this and the support available, go to the equality analysis intranet page.

This form has four sections

- 1: decide whether a full equality analysis is needed. If not, you do not complete sections 2-4.
- 2: gathering evidence
- 3: determining actions
- 4: decision and next steps

Appendix One – Decision-making process

Appendix Two - data broken down by Protected Characteristics

Name of document		Children and Families' Plan 2015-16		
Version	Date reviewed	Date of next review	Reviewed by	Changes made
1	Jan 2015	Spring 2016	Maria Nawrocka	

## 1. Decide whether a full equality analysis is needed

### 1.1 What are you analysing?

Question	Guidance	Answer
<b>What is the name of your change or review?</b>	<p>The change or review may involve:</p> <ul style="list-style-type: none"> <li>o policies, strategies and frameworks</li> <li>o budgets</li> <li>o plans, projects and programmes</li> <li>o staff structures (including outsourcing)</li> <li>o the use of buildings</li> <li>o commissioning (including re-commissioning and de-commissioning)</li> <li>o services (for example, how and where they are delivered )</li> <li>o processes (for example thresholds, eligibility, entitlements, and access criteria)</li> </ul>	<p>Refresh of the Children and Families' Plan 2015-16.</p> <p>This plan was developed by the Croydon Children and Families Partnership. Members of the Partnership include Croydon Council, Health agencies, the Police, the Voluntary Sector, the Fire Service, Croydon early years settings, schools and colleges.</p> <p>The Croydon Children and Families' Plan (CFP) is the strategic over-arching plan for all services affecting children and young people in Croydon. Whilst the plan is no longer a statutory requirement, Croydon Children and Families Partnership has chosen to continue to have a Plan as a way of ensuring that all agencies are jointly focused on achieving our high aspirations for the children and young people of Croydon.</p>
<b>Why are you doing this?</b>	<p>For example, we are considering cutting a service.</p>	<p>The Plan is being refreshed to determine current needs and priorities for 2015-16.</p> <p>The Plan which had been informed by a review of progress against the priorities that were agreed in 2014-15 and a comprehensive needs analysis carried out in 2013 and subsequent needs analyses completed for specific groups or needs.</p>

		<p>For 2015-16 the Partnership is focusing on a reduced number of priorities which had proved particularly challenging to progress in 2014-15 or those for which responsibilities are diffuse across partner agencies.</p> <p>These priorities have been identified based on a review of progress achieved in 2014-15, engagement of young people throughout the year and the needs analyses considered for the plan: the detailed Children’s Services Needs Analysis 2012-13 and the needs analyses for specific areas of need including on children with SEN and Disability, children’s emotional health and wellbeing, looked after children and safeguarding, child poverty, homelessness; domestic violence; alcohol; and obesity.</p> <p>Looked After Children (LAC), children and young people with special educational needs and disabilities and those entitled to free school meals are at particular risk of under achievement across a range of outcomes including health, educational attainment, school attendance and engagement in education, employment or training post-16.</p>
<p><b>What is likely to be different when you have finished?</b></p>		<p>For 2015-16, the Partnership has chosen to continue its focus on a reduced, core number of priority areas for action.</p>
<p><b>What will be the main outcomes or benefits from making this change?</b></p>		<p>The work of the Children and Families Partnership will be more focussed on priorities that can only be delivered in true, strategic partnership across agencies as they relate to challenging, “wicked” issues which require the input of many partners.</p> <p>Partnership priorities for 2015/16 are:</p> <ul style="list-style-type: none"> <li>• Improve the emotional wellbeing and mental health of children and young people</li> <li>• Increase the impact of early intervention</li> <li>• Improve pathway planning for children and young people</li> </ul>

		<ul style="list-style-type: none"> <li>with learning difficulties/disabilities</li> <li>• Improve the health and education/training outcomes for Looked After Children</li> <li>• Increase participation in education, employment and training and improve outcomes at age 19</li> <li>• Reduce childhood obesity</li> <li>• Reduce child poverty and mitigate the impact of poverty</li> <li>• Encourage partners to strengthen the consistency of engagement with children, young people and families</li> </ul>
<b>What stage is your change at now?</b>	See appendix one for the main stages at which equality analyses need to be started or updated. In many instances, an equality assessment will be started when a report is being written for a committee. If that report recommends that a project or programme takes place, the same equality assessment can be updated to track equality impacts as it progresses.	First draft of refreshed plan with Board and Executive members for comment.

**An equality analysis must be completed before any decisions are made.  
If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.**

### 1.2 Who could be affected and how?

Question	Guidance	Answer
<b>Who are your internal stakeholders?</b>	For example, groups of council staff, members	<ul style="list-style-type: none"> <li>• All council employees working with children, young people and families</li> <li>• Elected members</li> </ul>
<b>Who are your external stakeholders?</b>	For example, groups of service users, service providers, trade unions, community groups and the wider community?	<ul style="list-style-type: none"> <li>• Partner agencies working with children, young people and families</li> <li>• Children's workforce</li> <li>• Children, young people and families</li> </ul>

<p><b>Does your proposed change relate to a service area where there are known or potential equalities issues?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. If you don't know, you may be able to find out on the Croydon Observatory  <a href="http://www.croydonobservatory.org/">(http://www.croydonobservatory.org/)</a></p>	<p>Yes</p> <p>Looked After Children (LAC), children and young people with special educational needs and disabilities and those entitled to free school meals are at particular risk of under achievement across a range of outcomes</p> <p>Looked after children:</p> <ul style="list-style-type: none"> <li>• Are at greater risk of poor health outcomes including mental ill-health and teenage pregnancy.</li> <li>• Performance of Looked After Children has been rising over the last few years but is significantly lower than their peers.</li> <li>• Are at risk of not entering education, employment or training.</li> </ul> <p>Children with Learning Difficulties and / or Disabilities</p> <ul style="list-style-type: none"> <li>• Are at risk of poorer health outcomes including emotional health and well being</li> <li>• There are smaller attainment gaps between children with special needs and their peers than are reported nationally, however, they have not improved over the last five years.</li> <li>• Pupils with SEN have attendance levels below the average</li> <li>• Are at higher risk of not being in education, employment or training.</li> </ul> <p>Children living in poverty (entitled to free school meals) are also more at risk of poor outcomes, including:</p> <ul style="list-style-type: none"> <li>• Lower achievement levels</li> <li>• Higher persistent absence</li> <li>• Poor health outcomes</li> </ul>
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<p><b>Does your proposed change relate to a service area where there are already local or national equality indicators?</b></p>	<p>You can find out from the Equality Strategy (<a href="http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf">http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf</a> ). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes</p> <p><b>To improve outcomes for children by providing a better start in life</b></p> <ul style="list-style-type: none"> <li>• Childhood obesity gap between boys and girls and those from Black and Minority Ethnic backgrounds</li> <li>• Child poverty</li> </ul> <p><b>To achieve better learning outcomes for children and young people by narrowing the attainment gap for those who are vulnerable</b></p> <ul style="list-style-type: none"> <li>• Attainment gap between vulnerable groups achieving 5 A –C GCSE at key stage (KS) 2 and the wider population of the borough</li> <li>• Attainment gap for children with special educational needs as compared with the wider population of the borough</li> <li>• Looked after children achieving 5 A-C GCSEs at key stage 4</li> <li>• Attainment gap for children in receipt of free school meals (KS2)</li> <li>• Monitor the exclusion (fixed and permanent) of all vulnerable groups</li> <li>• Percentage gap at the foundation stage of local children</li> <li>• Children in care achieving level 4 in KS2 English and Maths</li> <li>• Children in care achieving five A*-C GCSEs including English and Maths</li> <li>• The percentage point gap between pupils eligible for free schools meals (FSM) achieving at least Level 4 in English and Maths at Key Stage (KS) 2 and pupils ineligible for FSM</li> <li>• The percentage point gap between pupils eligible for free school meals (FSM) achieving 5A*-C grades at GCSE (and equivalent), including GCSE English and Maths, at KS4 and pupils who do not receive FSM</li> </ul>
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		<ul style="list-style-type: none"> <li>• Satisfaction with services of children and families</li> </ul> <p><b>To improve economic outcomes for young people and adults by increasing opportunities to be in education, employment or training</b></p> <ul style="list-style-type: none"> <li>• Young people not in education, employment or training especially among those aged 16 - 24, young parents, disabled people, children looked after in care, and those with Special Educational needs and Disabilities (SEND)</li> <li>• Young people engaged in apprenticeships</li> <li>• Inequality gap in the achievement of a level 2 qualification by the age of 19</li> <li>• Inequality gap in the achievement of a level 3 qualification by the age of 19</li> </ul> <p><b>To achieve better outcomes for children and young people by increasing the proportion that say they are listened to and able to influence</b></p> <ul style="list-style-type: none"> <li>• Incidence of bullying and harassment in schools reported by young people from Black and Minority Ethnic backgrounds, those who have a disability or are LGBT or questioning;</li> <li>• Young people who feel they are listened to including carers and young people who are looked after in care</li> </ul> <p><b>To improve support for vulnerable people by making it easier for them to have more choice and control over their lives</b></p> <ul style="list-style-type: none"> <li>• Looked after children who are adopted</li> <li>• Satisfaction with the quality of special educational needs services</li> </ul>
<p><b>Would your proposed change affect any protected groups more significantly</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix Two.</p>	<p>Yes</p> <p>Where outcomes are different for protected groups action will be taken to narrow the gaps</p>



<p>than non-protected groups?</p>		
<p><b>Would your proposed change help or hinder the council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the protected groups?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes. The proposed change will help the council in eliminating unlawful discrimination, harassment and victimisation in relation to the protected groups</p>
<p><b>Would your proposed change help or hinder the council in advancing equality of opportunity between people who belong to any protected groups and those who do not?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes, the proposed change will help the council in advancing equality of opportunity between people who belong to any protected groups and those who do not.</p> <p>Where differences in outcomes arise from inequality of opportunity between people who belong to protected groups and others the Partnership focus will help to eliminate this.</p>
<p><b>Would your proposed change help or hinder the council in fostering good relations between people who belong to any protected groups and those who do not?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Don't know.</p> <p>Narrowing the outcome gaps between people who belong to any protected groups and those who do not will help to foster good relations between people who belong to any protected groups and those who do not.</p>

<b>1.3 Decision</b>		
<p>If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different/significant impact on protected groups (compared to non-protected groups) or because you don't know whether it will (and it might).</p>		
<b>Decision</b>	<b>Guidance</b>	<b>Response</b>
<b>No, further equality analysis is not required</b>	Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available', could leave the council vulnerable to legal challenge. <b>You must include this statement in any report used in decision making, such as a Cabinet report</b>	
<b>Yes, further equality analysis is required</b>	Please state why and outline the information that you used to make this decision. Also indicate - when you expect to start your full equality analysis - the deadline by which it needs to be completed (for example, the date of submission to Cabinet). - where and when you expect to publish this analysis (for example, on the council website). <b>You must include this statement in any report used in decision making, such as a Cabinet report.</b>	Yes.  Due to the differences in outcomes of particular groups, including those with protected characteristics, the priorities for the Children and Families Partnership will have a positive impact on reducing inequalities.  Submission for Informal Cabinet: 23.2.15 For Informal Cabinet 2.3.15 Submission for Cabinet: 5.3.15 For Cabinet 16.3.15
<b>Officers that must approve this decision</b>	Name and position	Date
<b>Report author</b>	Maria Nawrocka, Children and Families Partnership Manager	2.2.15
<b>Director</b>	Jane Doyle, Director CSS	

Please email this completed form to [data.equalities@croydon.gov.uk](mailto:data.equalities@croydon.gov.uk), together with an email trail showing that the your director has approved it.

#### 1.4 Feedback from the corporate equalities team

<b>Name of equalities officer</b>		
<b>Date received by equalities officer</b>	Please send an acknowledgement	
<b>Should a full equality analysis be carried out?</b>	Note the reasons for your decision	

Please send this document to  
 - the person responsible for making the decision  
 - democratic services, the corporate programme office or procurement as appropriate in time for the relevant decision making meeting

## 2. Evidence Considered

List the documents and information that have been considered as part of this review to enable reasonable judgments to be made on the assessment of impact.

This section needs to include consultation data and desktop research (local and national data).

Quantitative Data	Qualitative Data
<p>The following evidence has been considered in refresh of the CFP</p> <ul style="list-style-type: none"> <li>• Pupils Survey completed by 6500 children and young people</li> <li>• 2012-2013 Children's Services Needs Analysis.</li> <li>• Needs analyses for specific areas of need including on children with SEN and Disability, children's emotional health and wellbeing, looked after children and safeguarding, child poverty, homelessness; domestic violence; alcohol; and obesity.</li> </ul> <p>A survey of over 6500 pupils was undertaken in 2013. When fully analysed this will inform the development of action plans to deliver the Children and Families Plan.</p> <p>The youth council priorities are identified through wide consultation across secondary schools in Croydon. These inform the priorities of the Partnership and the Partnership supports the youth council in taking forward their priorities.</p> <p>In addition there are specific engagement activities underway:</p> <ul style="list-style-type: none"> <li>• Developing and reviewing the Local Offer for children with Special Educational Needs and Disabilities (SEND)</li> </ul>	

- Co-designing the Best Start programme with parents

Involving children, young people and parents in review of School nursing, therapies and Family Nurse Partnership to inform re-commissioning decisions..

In 2013, Children and Families Partnership undertook a detailed Children's Services Needs Analysis which sits alongside the Joint Strategic Needs Assessment for the borough. A summary of the CSNA was included in the 2013-14 CYPP and the full CSNA is at <http://www.croydon.gov.uk/healthsocial/families/ccfpartnership/ccfpartnership>. In addition we have taken account of needs analyses, completed or in process, for specific areas of need including on children with SEN, children's emotional health and wellbeing, looked after children and safeguarding, child poverty, homelessness; domestic violence; alcohol; and obesity. These will be published on Croydon Observatory at: [http://www.croydonobservatory.org/needs\\_assessment/](http://www.croydonobservatory.org/needs_assessment/).

The CSNA is an analysis of needs that inherently looks at differences in outcomes across particular groups; it includes both quantitative and qualitative information including the views of children, young people and families. Through the CSNA the Partnership identified the areas where there is most need for improvement but also, where information is available, the disproportional impact on particular groups. For the 2015-16 refresh, the Partnership Board agreed that there should be high level review of outcomes across services for children's services as an update to the 2013 CSNA.

The following findings from the 2013 CSNA are still applicable and action plans to address 2015-16 priorities are expected to address where additional action needs to be taken in respect of specific vulnerable groups, including those with protected characteristics.

About 57% of children and young people are from BME backgrounds which is a higher proportion than within the population as a whole. GLA ethnicity projections show that Croydon will become more ethnically diverse over time.

Looked After Children (LAC), children and young people with special educational needs and disabilities and those entitled to free school meals are at particular risk of under achievement across a range of outcomes. The ethnic profile of LAC has remained fairly constant over the past few years, with a larger proportion recorded as 'White or White British' and 'Mixed or Dual Background' compared to the general population. The ethnic profile of unaccompanied asylum seeking children (UASC) of UASC has changed over the past few years. In 2014 38.3% of UASC were recorded as 'any other ethnic group' reflected the increase in UASC from Albania (152 children and young people): Looked after children:

- Are at greater risk of poor health outcomes including mental ill-health and teenage pregnancy.
- Performance of Looked After Children has been rising over the last few years but is significantly lower than their peers.
- Are at risk of not entering education, employment or training.

Children with Learning Difficulties and / or Disabilities

- Are at risk of poorer health outcomes including emotional health and well being
- There are smaller attainment gaps between children with special needs and their peers than are reported nationally, however,

they have not improved over the last five years.

- Pupils with SEN have attendance levels below the average
- Are at higher risk of not being in education, employment or training.

Children living in poverty (entitled to free school meals) are also more at risk of poor outcomes, including:

- Lower achievement levels
- Higher persistent absence
- Poor health outcomes

Addressing the differential outcomes of these three vulnerable groups is taken forward by cross cutting sub groups. The detailed action plans of these sub groups address improving outcomes for these groups; the Children and Families Plan includes high level actions.

At school there are differences in outcomes for different groups. The most vulnerable groups of pupils, include white working class boys and girls, those with English as an Additional Language, traveller children and asylum seekers / those newly arrived to the country:

- The evidence shows that whilst there is still an attainment gap between white working class children, children of Caribbean heritage and white / Caribbean dual heritage children and their peers the gap is narrowing and narrower than that seen nationally.
- Children Looked After by the Local Authority performed better than their peers nationally but continue to underperform compared to their peers
- Boys account for 65% of fixed term exclusions from school.
- Black Caribbean pupils make up 7% of permanent exclusions and 23% of fixed term exclusions but only 11% of the school population.

There are significant differences in outcomes across the borough. For example, there are higher levels of poverty in the North and East of the Borough and this is also mirrored in obesity levels.

## 2.1 Analysing Impact

Use the table below plot and identify where there is a potential impact on any of the staff and customers/service users by protected characteristic arising from the change.

The cells of the matrix should be filled in as below:

### Key

<b>O</b>	Indicates where the impact is unknown on Service Users/Staff, This is due to evidence not being available to indicate otherwise (neither positive nor negative impact).
<b>P</b>	Indicates the change may have a potential Positive Impact on Service Users/Staff
<b>N</b>	Indicates the change may have a potential Negative Impact on Service Users/Staff
<b>P/N</b>	Indicates the change may have both Positive and Negative Impacts on Service Users/Staff

An example of the chart filled in below:

Services			Protected Characteristics								
			Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership
Service Provision	Service Design	Capacity	O	O	O	O	O	O	O	O	O
		Availability	O	O	O	O	O	O	O	O	O
		Continuity	O	O	O	O	O	O	O	O	O
		Security	O	O	O	O	O	O	O	O	O
		Supplier Management	O	O	O	O	O	O	O	O	O
		Service Level Availability	P	P	O	O	P	O	P	P	O
		Service Catalogue Management	O	O	O	O	O	O	O	O	O

**Description of Impact - Service User Related**

<b>Service Area</b>	<b>Protected Group</b>	<b>Description of Potential Positive Impact</b>	<b>Description of Potential Negative Impact</b>	<b>Evidence Source</b>
Service level availability	Age	The objective of the Children and Families Plan is to improve outcomes for all children and young people in Croydon. The key areas for action are at Section 5.		
Service level availability	Disability	Support for Children and young people with a learning difficulty and or disability is the responsibility of a sub group of the Partnership. A needs analysis is currently underway to inform commissioning priorities for this group.  The priorities for this area are included in the Children and Families at section 4 and key areas for action in section 5.		
Service level availability	Sex	Where there is underperformance, or a particular need, for example performance of boys at school, the sub groups target support for this group.		
Service level availability	Race	Where there is underperformance, or a particular need, among children and young people from a particular ethnic group in relation to a priority the sub groups target support for this group.		
Service level availability	Sexual orientation	Addressing prejudice based bullying is a key focus for improving emotional		

		wellbeing		
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Description of Impact – Employment Related				
Service Area	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
Service level availability	Disability, race, gender	Reducing the number of young people not in employment, education or training is a priority of the Partnership. Where there is underperformance, or a particular need, among a particular group of young people in relation to this priority the sub group target support for this group.		

**2.2 Is there any evidence missing? If so, how will you gather this missing evidence?**

If you do not have all the evidence you need to make an informed decision, talk to your departmental equality lead about practical ways to gather it. For example, if you do not have time to conduct a survey, is there a way can increase your understanding before undertaking more robust research at a later date? Perhaps by meeting with stakeholders. The depth and degree of any consultation or research will be determined by the relevance of the change or review to different groups. Those who are likely to be directly affected should be consulted. Read the corporate public consultation guidelines before you begin ([http://intranet.croydon.net/finance/customerservices/public\\_consultation/default.asp](http://intranet.croydon.net/finance/customerservices/public_consultation/default.asp)).

If you really cannot gather any useful information in time, then note its absence as a potential negative impact and describe the action you will take to gather it in section 3. Insert new rows as required.



**Do not continue onto stage 3 until your departmental equality lead is satisfied that you have gathered all the evidence you need.**

Protected Group	Evidence missing	Description of potential negative impact

### 3. Determining Actions

The overall potential impact is the likelihood of the impact multiplied by the strength of that impact. The higher the score, the more significant the impact. The tables below identify actions to be taken to minimise negative impacts or maximise positive impacts within the programme.

#### Key

##### Likelihood score

5	Most certain	In more than 80% of the circumstances
4	Most likely	In 51-80% of circumstances
3	Possible	In 21-50% of circumstances
2	Unlikely	In 6-20% of circumstances
1	Rare	In 5% of circumstances or less

Strength score	Degree of impact	Proportion of protected groups affected
5	Very great impact	Several protected groups in more than one category (e.g. religion and gender) would be differently affected (compared to non-protected groups).
4	Great impact	Several protected groups in one category (e.g. religion) would be differently affected (compared to non-protected groups)
3	Some impact	All of one protected group would be differently affected (compared to non-protected groups)
2	Little impact	The majority of one protected group would be differently affected (compared to non-protected groups)
1	Minimal impact	A minority of one protected group would be differently affected (compared to non-protected groups).

### 3.1 Minimising Potential Negative Impacts

Ref	Protected Group	Potential Negative Impact	Likelihood Score	Strength Score	Overall Impact Score	Action	Action Owner	Date Action will be completed

### 3.1 Maximising Positive Impacts

Ref	Protected Group	Potential Positive Impact	Likelihood Score	Strength Score	Overall Impact Score	Action	Action Owner	Date Action will be completed
	Age, disability, sex, race, sexual orientation	Enable Partnership Executive and Board members to provide robust challenge to sub groups on equality impact.	4	5	20	In further development of Partnership performance management and reporting, make sure there is a focus on equality impact.	Maria Nawrocka	April 2015
	Age, disability, sex, race, sexual orientation	Enable Partnership Executive and Board members to provide robust challenge to sub groups on equality impact.	4	5	20	Continue to make sure Partnership forward agendas address equality issues and differential outcomes whenever these arise	Maria Nawrocka	April 2015
	Age, disability, sex, race, sexual	Maximise the impact of sub group action plans in terms of	4	5	20	Achieve agreement for forward plan.	Sam Taylor	April 2015

	orientation	reducing inequality and promoting equality.				Provide challenge to sub group action plans		
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## 4. Decisions

### 4.1 Based on the information in sections 1-3, what are you going to do?

Decision	Definition	Yes/no
<b>We will not make any major change to our project because it already includes all appropriate actions</b>	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our project already includes all appropriate actions to advance equality and foster good relations between groups.	N
<b>We will adjust our project</b>	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through our project. We are going to take action to change our project to make sure these opportunities are realised.	Y
<b>We will continue our project as planned because it will be within the law</b>	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through your project. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned.	N
<b>We will stop our project</b>	Our project would have adverse effects on one or more protected groups that are not justified and cannot be lessened. It would lead to unlawful discrimination and must not go ahead.	N

### 4.2 Next steps

**You may find it useful to consult Appendix One before completing this section.**

<b>Does this analysis have to be considered at a scheduled</b>	If so, please give the name and date of the meeting.	Cabinet 16.3.15
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meeting?		
<b>When and where will this equality analysis be published?</b>	An equality analysis should be published alongside the policy or decision it is part of. As well as this, the equality assessment could be made available externally at various points of policy development. This will often mean publishing your analysis before the policy is finalised, thereby enabling people to engage with you on your findings.	Cabinet 16.3.15
<b>When will you update this analysis?</b>	Please state at what stage of your project you will do this and when you expect this update to take place. If you are not planning to update this analysis, say why not.	March 2016
<b>4.3 I confirm that the information in sections 1 - 4 is accurate, comprehensive and up-to-date</b>		
<b>Officers that must approve this decision</b>	<b>Name and position</b>	<b>Date</b>
<b>Report author</b>	<b>Maria Nawrocka</b>	
<b>Director of Corporate Services</b>		
<i>Email this completed form to <a href="mailto:data.equalities@croydon.gov.uk">data.equalities@croydon.gov.uk</a>, together with an email trail showing that the director is satisfied with it.</i>		
<b>4.4 Feedback from the corporate equalities team</b>		
<b>Name of equalities officer</b>		
<b>Date received by equalities team</b>	Please send an acknowledgement	
<b>Feedback on decision</b>		
<i>Please send this to the report author and democratic services, corporate programme office and procurement team as appropriate</i>		