

# Scrutiny Children & Young People Sub-Committee Agenda



To: Councillor Robert Ward (Chair)  
Councillor Sean Fitzsimons (Vice-Chair)  
Councillors Sue Bennett, Jerry Fitzpatrick, Bernadette Khan, Shafi Khan  
and Louisa Woodley

## Co-optee Members

Josephine Copeland (Non-voting Teacher representative), Mr Leo Morrell (Voting Diocesan Representative), Ms Elaine Jones (Voting Diocesan Representative (Catholic Diocese)) and Paul O'Donnell (Voting Parent Governor Representative)

Reserve Members: Jamie Audsley, Margaret Bird, Alison Butler, Pat Clouder, Mary Croos, Patsy Cummings, Felicity Flynn, Helen Redfern and Andy Stranack

A meeting of the **Scrutiny Children & Young People Sub-Committee** which you are hereby summoned to attend, will be held on **Tuesday, 22 June 2021 at 6.30 pm.**  
**This meeting is being held remotely.**

JACQUELINE HARRIS BAKER  
Council Solicitor and Monitoring Officer  
London Borough of Croydon  
Bernard Weatherill House  
8 Mint Walk, Croydon CR0 1EA

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[www.croydon.gov.uk/meetings](http://www.croydon.gov.uk/meetings)  
Monday, 14 June 2021

**PLEASE NOTE:** Members of the public are welcome to remotely attend this meeting via the following web link - <http://webcasting.croydon.gov.uk/meetings/12492>

If you require any assistance, please contact Stephanie Davis  
02087266000 x84384 as detailed above.

## **AGENDA – PART A**

**1. Apologies for absence**

To receive any apologies for absence from any members of the Committee.

**2. Minutes of the previous sub-committee meeting (Pages 5 - 14)**

To approve the minutes of the meetings held on 2 March 2021 and 20 April 2021 (to follow) as an accurate record.

**3. Disclosures of interest**

In accordance with the Council's Code of Conduct and the statutory provisions of the Localism Act, Members and co-opted Members of the Council are reminded that it is a requirement to register disclosable pecuniary interests (DPIs) and gifts and hospitality to the value of which exceeds £50 or multiple gifts and/or instances of hospitality with a cumulative value of £50 or more when received from a single donor within a rolling twelve month period. In addition, Members and co-opted Members are reminded that unless their disclosable pecuniary interest is registered on the register of interests or is the subject of a pending notification to the Monitoring Officer, they are required to disclose those disclosable pecuniary interests at the meeting. This should be done by completing the Disclosure of Interest form and handing it to the Democratic Services representative at the start of the meeting. The Chair will then invite Members to make their disclosure orally at the commencement of Agenda item 3. Completed disclosure forms will be provided to the Monitoring Officer for inclusion on the Register of Members' Interests.

**4. Urgent Business (if any)**

To receive notice of any business not on the agenda which in the opinion of the Chair, by reason of special circumstances, be considered as a matter of urgency.

**5. Action list update**

Discussion on actions arising from previous meetings.

**6. Covid Response- Emotional Well Being and Children's Mental Health (Pages 15 - 34)**

A presentation on Croydon's Covid response and offer to support emotional wellbeing and mental health of children and young people.

**7. Service Update, Budget Impact and Early Help, Children's Social Care and Education Dashboards (Pages 35 - 52)**

To receive an overview of the staff changes, service impact and response to the budget reductions of the department. .

**8. Refreshed Children's Improvement Plan**

(Report to follow)

**9. Addressing Cost Care and Support for Unaccompanied Asylum Seeking Children**

(Presentation to follow)

**10. What difference has this meeting made to Croydon's children**

To discuss the findings from this meeting and expectations for Croydon's Children.

**11. Exclusion of the Press and Public**

The following motion is to be moved and seconded where it is proposed to exclude the press and public from the remainder of a meeting:

“That, under Section 100A(4) of the Local Government Act, 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information falling within those paragraphs indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended.”

## Scrutiny Children & Young People Sub-Committee

Meeting of held on Tuesday, 2 March 2021 at 6.30 pm. This meeting was held remotely via Microsoft Teams

### MINUTES

**Present:** Councillor Robert Ward (Chair);  
Councillor Sean Fitzsimons (Vice-Chair);  
Councillors Jamie Audsley, Sue Bennett, Jerry Fitzpatrick, Bernadette Khan, Helen Pollard and Louisa Woodley

#### **Co-optee Members**

Josephine Copeland (Non-voting Teacher representative), Mr Leo Morrell (Voting Diocesan Representative), Ms Elaine Jones (Voting Diocesan Representative (Catholic Diocese)) and Paul O'Donnell (Voting Parent Governor Representative)

**Also Present:** Councillor Alisa Flemming, Cabinet Member for Children Families and Education  
Councillor Shafi Khan, Deputy Cabinet Member for Children Families and Education  
Debbie Jones, Executive Director of Children Families and Education  
Kerry Crichlow, Interim Director Improvement and Quality  
Roisin Madden, Interim Director of Early Help and Children's Social Care  
Shelley Davies Interim Director of Education  
Rachel Flowers Director of Public Health  
Shaun Hanks, Head of Quality Assurance and Safeguarding  
Juliette Penney, Head of Public Health Nursing, Croydon NHS Trust  
David Garrett, Associate Director of Operations, Croydon NHS Trust

**Apologies:** None

### PART A

#### **14/21 Apologies for absence**

There were no apologies for absence.

#### **15/21 Minutes of the previous sub-committee meeting**

The Minutes of 19 January 2021 were agreed as an accurate record subject to the following amendment:

*Minute Number 6/21, para 2: Spending was increased in order to drive improvement and standards which resulted in an outstanding Ofsted rating in 2020*

**16/21 Disclosures of interest**

There were none.

**17/21 Urgent Business (if any)**

There were no urgent items of business.

**18/21 Children's Social Care, Early Help and Education dashboards**

The Interim Director of Early Help and Children's Social Care introduced the dashboard and the following was highlighted:

- Overall open cases remain low, this has been in part due to Covid Lockdown
- Caseload of Social Workers were at departmental expected level
- There had been an increase in re referrals was analysis taking place to understand the reasons behind this
- Speed on initial conferences was being monitored
- % of Early Help cases where families disengage was being reviewed and it was expected that Covid context was having an impact on engagement
- Children returned to CP plan was 23
- The number of care leavers not in NEET was below expected figures, this in part was due to current national restrictions

It was commented that caseloads were at an acceptable level but there had been increase in some of the indicators which needed to be addressed and it was asked if the situations were under control. Officers said that performance had dipped in some areas but there was confidence in the robustness of heads of services action plans to address issues. There had been appropriate challenge by the Executive in areas where it had been identified that action plans were not robust enough.

A Member observed that there was a stark difference in issues in LA control and those only partly and as such on presenting information in the dashboard, it would be useful to extricate one from the other for adequate comparisons to be made

It was asked what the LA's aspiration to reduce the number of children in care was as some of the data did not provide a good prognosticate indicator to reduce the number of children in care. For example there was an identifiable increase in cases in early help to be stepped in to children's social care coupled with high number of cases of family disengagement. Officers said that one of the reasons they look at engagement was to push and drive officers to understand influencing factors for families to engage. Indicators provide a basis to understanding the reasons why and allows for escalation of concerns where necessary. When families step up and step down officers need to understand if the early help referral was the right decision at the time in order to prevent not getting the right services to families in ample time. Many families have repeat issues which is not necessarily negative, but needed

partner understanding on preventative measures and for conversations on emerging concerns to take place to ensure that re referrals are minimised. It was vital to listen to children and families on their experience of the service.

It was asked when a child met the threshold for S47, whether keeping children out of care was a legitimate reasons for this action not to be taken. Officers said that if decisions about protecting children were made on the basis of not using financial resource this would be fundamentally wrong as decisions had to be made on a proportionate and reasonable basis. Legal meetings were conducted by senior officer who had significant experience and made decisions on what was best for the child. The role of advocacy in the court system was also significant to each case to ensure that actions were necessary and proportionate.

It was commented that in light of the budget and need to bring down spend to the London average, it was important that the dashboard be revised for financial monitoring and awareness. The sub-committee had a role to ensure that good services were being provided but also budgetary issues were addressed to bring the spending down to a balanced level. Reassurance was sought through provision of data to Members to make it easier for them to judge financial performance and discipline of the department. Officers said that financial information has not previously been produced alongside performance indicators for the sub-committee and further discussions would need to take place with officers on how this could be modelled in the dashboard.

The Interim Director of Education introduced the dashboard and the following was highlighted:

- Many of the indicators were reported on annually and only change on this basis so the dashboards were similar each time presented
- Fixed term and permanent exclusions were lower than the previous autumn, we are in the middle of a pandemic and children have not been in schools so figures were impacted by this.
- Elective Home Education (EHE) remains an area of focus due to many families making the decision to home school as a result of the pandemic, this was reflected across London. There had also been increases in home education of children on Education Health and Care Plan (EHCP)
- There were no national exams last year and non this year. Grades would be based on centre assessments
- KS4 and KS5 remain an area of focus of work
- The department would be working closely with schools on the impact of the pandemic
- The department would continue to work closely with schools on attendance once children return to school.

The sub-committee had the opportunity to ask questions

A Member commented that EHE was a trend preceding the pandemic and asked what knowledge was held of why these additional children were being

home educated and also there was particular concerns due to vulnerability for children on EHCP that were being electively home educated and what could be done.

Officers said that the reason why EHE was a preference for parents was known with data held detailing reasons for the choice made. Children with ECHP who were home schooled were monitored through annual reviews where conversations took place to discuss appropriateness of the education being received. The LA do not have many statutory powers in this area but where able to, worked with schools to establish routes to getting children back into school. If reasons are due to pandemic, then officers worked with families to build confidence to get children back into school where possible.

It was asked if schools were completing pupil migration forms properly and what difficulties may be prevalent in respect of children with EHCP being home educated. Officers said no analysis on this to date but can collate and report back to the sub-committee. It was vital that each child is to be looked at individually, and be careful that not making assumption with data presented with. Schools do complete migration data as required.

A Member said that the reduction in numbers of permanent exclusion was welcomed and asked what the profile of permanently excluded children was and what happens to them after exclusion especially during the pandemic. Officers said that the detail on exclusions was in the annual standards report, with disproportionality one of the areas of focus. Understanding what was happening and why were all details that were scrutinised extensively at the inclusions and exclusions board. A detailed discussion will take place when the report of the task and finish is received on this topic. In terms of children excluded now, for safeguarding reasons any children on managed move must be put on role of the school. The process would be the same with allocation of a place at a pupil referral unit or special schools which were all open during lockdown. The key was prevention of exclusions and working with schools on this through the fair access panel.

The Chair thanked officers for answers to questions

The Sub-Committee came to the following conclusions

1. It was important that the basis of decision making on cost reductions must be driven by children's need and not a financial requirement to make savings.
2. Better understanding of budget reductions as a percentage of spend was required
3. Better understanding of how Elective Home Education is linked or impacts place planning was needed.
4. Monitoring of arrangements for children being electively home educated will be important and as numbers rise there would be capacity issues for officers in that department.

The Sub-Committee recommended that



1. Decisions continue to be made on the basis on fulfilment of statutory obligations and not compromising on use of financial resource.
2. Financial and benchmarking metrics to be included on future dashboards
3. Feedback to be included in the next education dashboard of monitoring arrangements for electively home educated children with particular attention to those children that were on EHCP plans

## **19/21 Action list update**

The updated action plane was discussed and the following was noted:

- The items currently on the list were not urgent, with several to be completed by the Interim Director of Education.
- The Interim Director of Education confirmed that the link to teaching schools would be circulated in the next week once in the public domain.
- All briefing papers requested will be discussed to establish when would be the most appropriate time to bring them before the sub- committee.
- Contact had been made to arrange a date for the meeting to take place with the Regional Schools Commissioner.

## **20/21 Update on Antenatal and Development Check Visits**

The Chair expressed thanks to officers for the briefing papers circulated to Members on Neglect as requested at the last meeting of the sub-committee. The detailed content of the paper was commended as it addressed concerns.

A Member questioned why there had been a delay in setting out actions as per the Neglect Practice guide and milestones. The strategy commenced in 2019 and it was asked what the monitoring framework would be and who the Greater Care Profile practitioners were. Officers acknowledged that timeframe had not been outlined in the briefing supplied. There had been delay to proceedings due Covid but there was an upcoming meeting to discuss the next steps. It was envisaged that the action plan would be drawn up in April ready to have everything in place by June with the commencement of training and ongoing monitoring using the Greater Care Profile tool. Monitoring would be through the quality monitoring group. The neglect community champions were current practitioners such as social workers, school health nurses.

The Director of Public Health introduced the item on Antenatal and Developmental Check visits. and shared a [Presentation](#). This was followed up by a [Presentation](#) from the Associate Director of Operations, Croydon NHS Trust and Head of Public Health Nursing, Croydon NHS Trust.

Following the presentations, Members had the opportunity to ask questions.

A Member challenged that the presentation stated that there had been 100% new birth visits completed in January 2021, the instruction from NHS was that

visits were not to take place face to face and if this was the case how was the target achieved. It also stated that antenatal visits for risk assessments had been completed and it was difficult to understand how risk assessments could adequately be assessed over the telephone. Officers said that in Croydon, face to face visits were being provided. Face to face contact was being done with the use of correct PPE and the figures supplied were correct with all new birth visits that were due completed within the 10-14 day time frame. As part of processes, health visiting service attended the monthly vulnerable women group and women that were identified as being at risk were discussed and targeted for visits. Midwifery and health visiting team leaders meet monthly to identify most vulnerable women who were then targeted for visits. There is duty line and 'chat help' for practitioners to refer any concerns and mothers that are discharged from maternity unit received daily telephone call and any identified risks were shared with the health visiting service.

The commitment for improvement of the service was commended but it was highlighted that performance had been an issue for a number of year. This was reflected in public health data and a further question was raised on what was being done to contact the cohort of families that did not have the home visits as they should have. Additionally if there was a recovery plan in place to address issues. Officers said that they had been making contact with all families, there was a bookable service in locality hubs across the borough for families to book visits. There was a recovery plan in place but it was stressed that some families also made the choice not to have a health professional in their homes during the pandemic.

The Member went on to say that if a home visits was not carried out then it would be difficult to assess or identify risks. The Director of Public health said they had all been working together extensively to reassure families that all was being done to mitigate risks though use of correct PPE in order to encourage parents to allow visits to take place. There was still ongoing work that was being co-produced with service users to ensure that visits could take place as required.

It was pointed out that If people were being invited in to locality hubs, assessments of the whole home and environment were not taking place and would not measure to the purpose of home visits. Officers agreed that visits did need to take place as mandated but there had been challenges and would ask that the sub-committee give them the opportunity to come back to a future meeting to provide further reassurance.

The Cabinet for Children Young People and Learning agreed with the challenged but stated that there was two pieces of work, in that when families had been offered and not taken up the visits, we needed to identify why not and to work closely with midwives. Additionally families that had not been offered opportunities that we are making changes to ensure that families do not fall though the gap and that we were reviving these cases.

The Chair thanked all officers for their engagement with the sub-committee and stated that there was recognition that the service was not where it needed

to be and that this was being addressed. Additionally data would be beneficial in six months' time to show the trajectory of the service.

### Neglect

#### The Sub-Committee came to the following conclusions

1. The Sub-Committee welcomed the paper and the evidence that improved outcomes would be monitored once the constraints due to the pandemic were relaxed.

### Antenatal and development Visits Update

#### The Sub-Committee came to the following conclusions

1. The presentation given and commitment by the director of public health on this matter was encouraging
2. Issues with visits had been a problem for many years with efforts of improvement stymied by the events of Covid
3. There had been clear interruptions to the service that needed to be recovered quickly and efficiently
4. The Sub-Committee was not reassured by the measures, recovery plan or risk assessment of the cohort of families that had missed or not been provided with a antenatal visits in the first weeks of the child's birth
5. Croydon is a culturally diverse community and it was important that the composition of staff reflects that in order to appropriately serve the needs of the community.

#### The Sub-Committee recommended that

1. Officers to attend a meeting in six months to provide an update on their timeline on delivery of antenatal visits
2. Officers to provide a briefing paper in six months of the measures in place to support the cohort of parents that had not received an antenatal visits in the first few weeks of child's birth in order to provide assurance that these families had not fallen through the gap or had been forgotten about.
3. Data on the composition of diversity of health visiting staff to be included in the briefing

#### **21/21 Staff Changes, Service Impact and Response to Budget Reduction in Early Help and Children's Social Care**

This Item was taken as part of the Cabinet Member Q&A item as many of the items were covered by that report and presentation.

#### **22/21 Cabinet Member Q&A: Cabinet Member for Children Young People and Learning**

The Cabinet Member for Children Families and Education introduced the item and outlined the details in a [Presentation](#)

Following the presentation, Members had the opportunity to ask questions.

A Member raised concerns about the loss leadership staff in the Inclusions department and highlighted the importance and value of the work started to remain an area of focus. Officers said that inclusions was a key element of the work with children and families and the team work was based on inclusions lead model which was about meeting the needs of children and young people through collaboration with schools. Fundamentally governance around SEND which was previously not in place had now been developed.

A Member commented that the presentation showed innovation despite issues in some areas of service. The department operated a social work academy and it was challenged that this was a system that had previously been in place with little results. The Cabinet Member responded that the social work academy linked into work around recruitment and retention of staff. The difference with the model now was the imbedding of support for ASYE and frontline staff, additionally there had been improvements made to consistency of line of sight.

It was asked what specific actions and resources would be put in place for children and young people to be supported with mental health wellbeing and address any safeguarding issues as a result of the past 12 months given the imminent return to school. The Cabinet Member said that trailblazing work was already embedded in schools. There was work taking place at national level to explore additional funding that would be needed to support the further work. Some of the work would be completed under the good partnership and part of that would take place once pupils were back at school and emerging issues came to light. It was difficult to forecast what the support young people would be until specific problems presented themselves but children's social care would work alongside education to provide a responsive service. It was acknowledged that national input was needed due to the financial element that would be needed to support children and their families.

Officers added that the impact of the last 12 months would emerge upon return to school and in the coming months. Services would need to move away from Covid cases, to how families were coping with the aftermath. The education directorate had an acute awareness of what was happening in schools and they also sat within SPOC to provide first hand support as needed. There was funding in place through the Young Londoner initiative which had provided a wellbeing grant for 10 schools in the borough and the department was exploring how to widen the support beyond the 10 schools. Discussions were underway on whether to utilise the grants by having mental health first aiders in all schools and a mapping exercise would take place to determine best use.

The Chair added that children would present in different ways and that open questions as well as rapid recognition of what children were manifesting would be needed. There was concerns that signs would be missed due to complexity of issues that may be presented. Officers agreed that locally and nationally, there were concerns regarding hidden harm and it was a worry for all partners and multiagencies. The main route to identification of issues would be through expertise and skills of staff and there would be a need to appropriately plan for increase in demand for both voluntary and statutory services.

It was asked how staff would be retained and what succession planning would look like going forward. The Cabinet Member responded that the costs for locum staff was a strain on the budget and it was in the best interest of the service to maintain a level of permanent staff due to the detrimental impact a high turnover of staff can have on delivery of service for families. Succession planning for Croydon included work on growing our own scheme, continuity of the overseas initiative all of which has helped to recruit and retain staff. The offer of a systemic model of practice had been beneficial in attracting social workers to the borough. Officer added that the challenge would be to maintain current practice and ensure that staff were in place to deliver in house training.

In response to a further question on what actions were being taken to further reduce the use of agency staff on light of the Council's financial difficulties, officers said that they were working hard to create a safe and supportive practice environment. The current level of 24% of agency staff was in line with neighbouring Local Authorities and was a significant achievement from 80% two years ago. Maintaining good levels of caseload, improving culture, support and routes to progression were all actions that were being taken to produce an attractive recruitment and retention package.

It was asked what areas of the service would be targeted for long term extra savings to be made in relation to the £25million right sized money that was mentioned in the report. Officers that it was important that the service operated within its budget. There had been a history of quarter 3 and 4 overspend in areas such as CWD, UASC and placement costs. Work was being done to right size the budget and ways in which systems needed to be linked together to enable accurate forecasting. The service was working to ensure they were in a position of knowing all of forecast spend and the DFE was assisting on a specific project on this. The focus was on providing best quality core service within the allocated budget.

The Chair thanked the Cabinet Member for attending and engaging with the sub-committee.

The Sub-Committee came to the following conclusions

1. The Sub-Committee welcomed the detailed and comprehensive report and presentation
2. The information regarding the progress that had been made on St Nicholas and Addington Heights school was impressive

3. The processes in place to mitigate the loss of senior staff in inclusions and the inclusions of growth in the budget was reassuring
4. It was important that strategic commissioning explore the means of cost reduction without damaging children
5. An audit of unmet needs due to the limitations of the budget to be considered to identify specialist funding that can be tapped into.
6. Effective financial monitoring and controls need to be a priority if the Council is to deliver the targeted cost savings successfully

The Sub-Committee recommended that

1. A detailed report on the Social care academy on outcomes and measures of success be provided in six months
2. A report be brought to the April meeting around the actual impact and specific intervention/mitigation for all schools in the borough to manage mental health issues identified following return to school on 8 March 2021 that arose as a result of the pandemic
3. Head teachers be invited to the meeting in April 2021 to bring their perspective.
4. The Sub-Committee give consideration to how to capture the voice of the child around experiences of return to school

**23/21 What difference has this meeting made to Croydon's children**

Following discussions, the sub-committee agreed that:

- The impact of the pandemic and lockdowns on children and young people was of great concern due to the range of issues that would be presented in the coming weeks and months.
- The message on savings and the budget was poignant as the need to make saving was essential but equally important was to ensure that quality of provision of service for children remain at high standard.

The meeting ended at 10.48 pm

**Signed:**

**Date:** .....

# CYP Scrutiny June 2021

## Emotional Wellbeing and Mental Health – Covid Response Croydon

# CYP Emotional Wellbeing & Mental Health Summary

- Commissioning for Croydon children and young people across CCG and LA
- Joint funded contracts for VCS and across CYP and Adults and SLaM NHS Trust as CAMHS provider
- Referrals received through the Single Point of Contact (SPOC) since 2020
- Mental Health Investment Standard for CYP - £960k from 2020-2022
- Key transformation areas:
  - Transition from CYP to Adult services
  - Crisis Care
  - Waiting time initiatives
  - BAME community outreach
  - NDT Pathway
  - Tier 2 Locality Support and primary care links
  - Digital development – SLaM and VCS



# Croydon CYP Mental Health Offer

## Commissioned provision in place to increase access and reduce waits;

- Croydon Drop In – VCS Tier 2 support
- Off the Record – VCS Tier 2 support and counselling
- South London & Maudsley Mental Health Trust (SLAM) CAMHS
- National Society for the Prevention of Cruelty to Children (NSPCC) – Emotional wellbeing support for sexual abuse and assault
- Mental Health Support Teams (MHST) in schools: Trailblazers
- Kooth – online support and 1-1 counselling

## Service Support offer for Children & Young People

- Counselling, online access, group work
- Workshops, information and support campaigns.
- Outreach to BAME ‘hard to reach’ young people
- Regular contact maintained through flexible virtual and phone appointment
- 24/7 Crisis Care Helpline and Liaison service for advice and support to parents, carers and young people to access.
- Early Emotional Support for CSA
- Social media campaigns and webinars.
- Increased digital appointments.

# Response to Covid

## Off the Record (OtR)

- Closed buildings to face-to-face support from first lockdown and after a brief pause to re-organise, re-started all services offering remote mental health support through telephone, video or online services
- Expanded capacity in the existing text-based online counselling provision which was able to continue unaffected by lockdown
- Moved all face-to-face counsellors to working remotely from home, maintaining full service capacity
- Started screening calls to all 900 young people registered with our young carers' service
- Maintained telephone contact with all young refugees known to the service
- Created website sign up for counselling. **After initial drop in new referrals for counselling, self-referrals are now higher than pre-lockdown levels particularly in online counselling service.**

- Significant expansion of resources and social media work through extension of staff hours. Created 'Coping with Covid-19' resource hub for YP on OTR website with news, events, competitions, written, video and audio resources including resources in community languages
- Started new Saturday Support service with direct access to counsellors on Saturday mornings
- Re-launched interactive online webinar programme for young people on Covid-related topics (Over 20 webinars delivered in partnership with Croydon Drop In staff)
- Established bi-weekly 'Have Your Say' consultation sessions with YP
- Online workshop programme for parents of Y6 children worried about transition to secondary school. Extended service offer was delivered to support secondary age students across exam results period

## Croydon Drop In

- Since the suspension of face to face services in March all delivery moved overnight to phone/online
- Main Issues: anxiety, low mood, loneliness, family relationships, self-esteem, suicidal ideation, panic, anger and sleeping difficulties
- Outreach & Talkbus – Community workers reaching into Primary and Secondary Schools, Sixth Form and FE Colleges and community settings offering information, advice, guidance and informal health education to over 5,000 local people every year. The training portfolio includes: Sexuality and Gender Identity, Healthy Relationships, Personal Safety, Sexual Health Contraception and STI's, Staying Safe, Alcohol and Substance Misuse, Smoking Awareness, Self-Esteem, Stretched Not Stressed and Choices & Consequences.
- Shpresa and Young Londoners Fund work continued throughout.
- Set up 'Virtual' Talkbus with a daily helpline **07592 037823** Concern for Children Looked After and young refugees being re-traumatised through enforced containment.
- Referrals dipped in first 10 weeks and then showed a rise as the lockdown eases
- Set up **Care For Croydon Collective** – fortnightly webinar for practitioners to share good practice

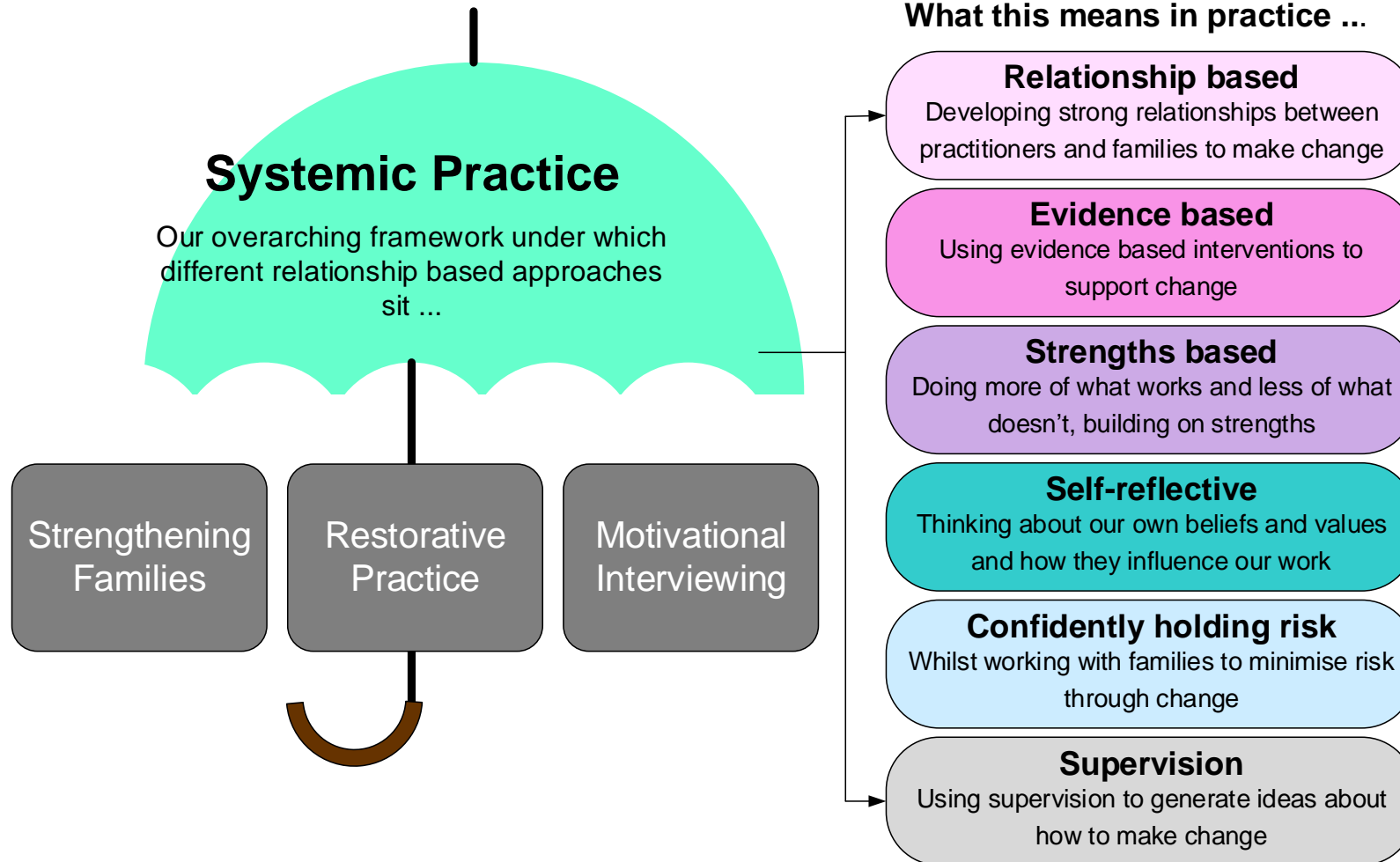
- Completed a community-based art project online 'C-19 Into Tomorrow'
- Established a weekly online Staff Forum which is proving crucial to be able to offer colleagues opportunity to meet and talk.
- Young People's Participation group meet weekly to design 'life story' clay pots, make music and for peer support.
- Croydon Drop In works with Youth Access to deliver Equal Access in Mind (EAIM) as part of a 2 year project. EAIM aims to tackle rising mental health need in young women aged 16-25, particularly from BAME backgrounds experiencing violence and/or in insecure housing. Counselling, outreach, advice and groupwork interventions are delivered.
- EAIM counselling delivery increased, outreach activities continued and group work sessions were able to resume with the new online Sexuality & Gender Identity Group. 50% of young people accessing EAIM were aged between 16-18
- New Sexuality & Gender Identity Zoom Group for young people started. The aim is for this group to be peer led and be a safe space for young people 13 + that wish to support each other, share experiences and talk about all aspects of the alphabet, hence the title 'Sexuality and Gender Identity' as opposed to LGBT+.
- Counselling in Schools experienced an increase in referrals received and sessions offered during quarter 3, with a reduction in DNAs. Anxiety and depression were the highest presenting issues, as well as family, self-esteem, friendships and self-harm being main concerns.

## SLaM CAMHS

- Remote assessment and treatment is primary mode of delivery. This has been accepted by the majority of families and has enabled continued contact with CYP already on caseload / waiting list.
- Remote means telephone, text, chat, video calls, often a mixture of these - whatever the child/young person has been able to engage with.
- Face to face appointments offered again now in office , hospital or home if necessary – for routine and urgent
- Incoming referrals continued to be triaged in the SPOC ( joint single point of referral with social care) which has continued operating remotely. Referrals which were urgent or complex and in need of attention to avoid deterioration were accepted and offered appointments.
- During lockdown, CWPs and EMHPs continued to provide services insofar as possible, including providing materials for schools
- EPEC (Empowering Parents, Empowering Communities) providing materials for parents and professionals, free on social media
- Referrals which were able to be dealt with via signposting to online resources or VCS were signposted rather than adding them to the waiting list.
- Learning taken from Covid, continuing with the remote offer as an option for young people and families

In House Social Care EWMH Offer

# OUR PRACTICE FRAMEWORK



## What the clinical service looks like and who is located where: -

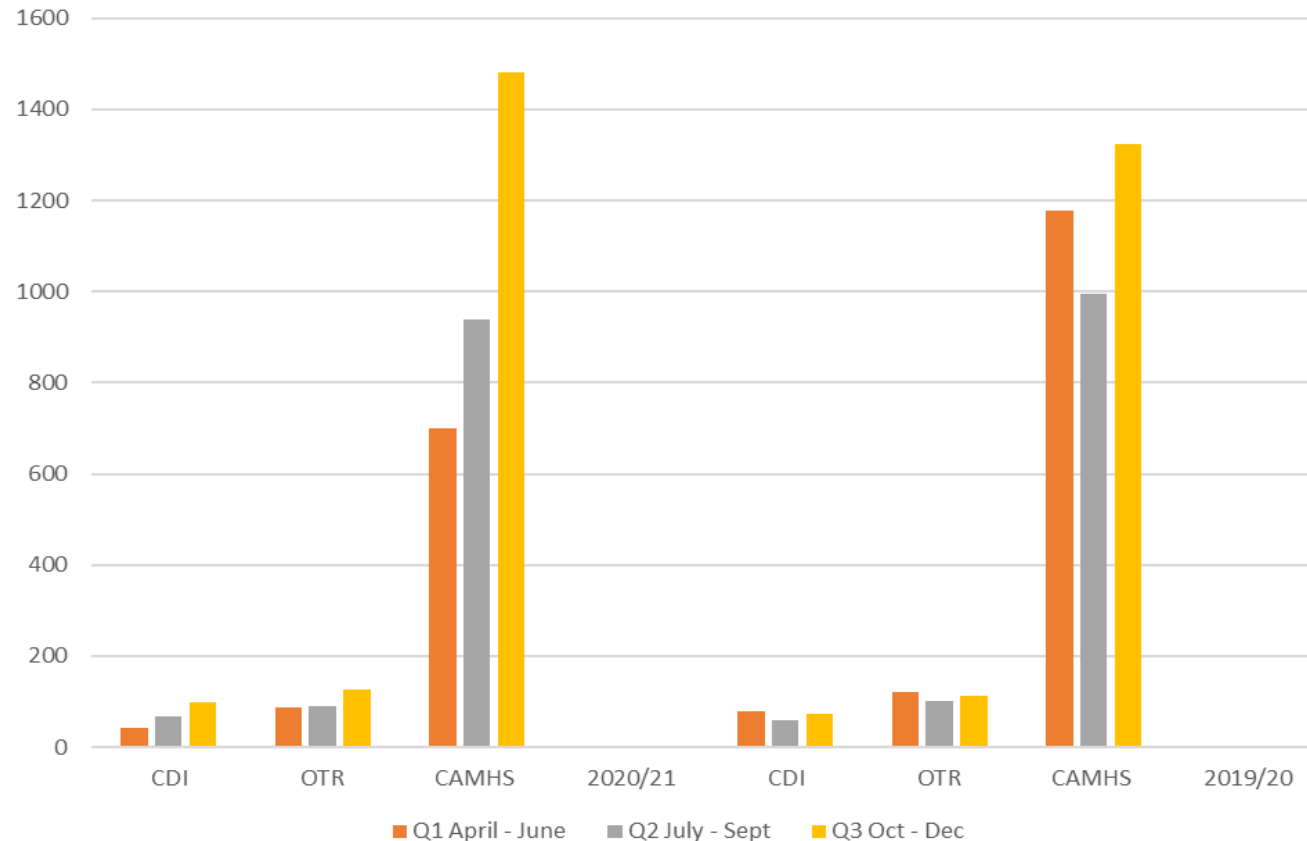
- **Nana Bonsu** - HoS of Systemic + Clinical Practice
- **Hendrix Hammond** - Lead Family Therapist, Course Lead and SWWFs
- **Henri Haizel** - SWWFs
- **Jennifer Lee Yuk Cheung** – EHS
- **Ben Hoskins** - SPOC
- **Kieran Day** - Adolescent and EoC
- **Vikki Taylor** - CLA
- **Prabashny Pillay** - CLA
- **Orla Jordan** - CLA
- **Neesha Honmong** – YOS
- **Lee Avery** - Adult mental health and substance misuse specialist



- Our primary offer is providing consultations to our social care colleagues to support them in their clinical work
- Short term direct work with children, young people and families
- Network support to carers and professionals
- Training to CSC and EH colleagues (e.g. systemic practice, skills workshops, trauma and attachment training, self harm and suicidal ideation)
- Attending and co-facilitating group supervision
- Partnership working alongside other agencies e.g. CAMHS, YOS.

# Data and Performance Snapshot

No. of Referrals Received



- Graph shows pattern of referrals across 19/20 and 20/21
- Main referrals for Emotional Wellbeing and Mental Health services were received from GPs, Schools and through the Single Point of Contact (SPOC).

# Children & Young People Mental Health Five Year Forward View Mental Health

## Equivalent standards to physical health:

- Tackle long waits for treatment: ensure that access to service is timely
- Reduce the treatment gap: increase the number of people accessing treatment
- Embed NICE-concordant care in all areas: ensure that services accessed are evidence-based, clinically effective, safe and recovery focussed

**National target for the NHS** of reaching at least 70,000 more children and young people annually from 2020/21 is expected to deliver increased access

## NHS Access

1:10 children & young people may have a significant mental health need and access support or treatment to address a mental health or emotional wellbeing need.

**NHS Access Target** percentage is

35% of Croydon's prevalent estimated total of 8,855 individual children and young people aged 0 – 18 with a diagnostic mental health condition or need.

2020/21 Target is 3,100 – access will be approx. 3,098 based on April-Dec 2020 data

# Performance and Targets

## Local Waiting Times

- 8 weeks average waiting time from assessment to first contact for CYP to access services.
- 11 weeks waiting time to second contact.
- Average wait for CAMHS first assessment is **16.68** weeks
- Waiting time for a Neurodevelopmental assessment is currently up to 81 weeks.

## Children and Young People Access

**2338** CYP accessed services from SLAM, Croydon Drop In and Off the Record from April to Dec 2020. Compared to **2375** over the same period in the previous year 19/20. Anxiety and depression were the highest presenting issues, as well as family relationships, self-esteem, friendships and self-harm being main concerns.

**Children and young people experiencing a mental health crisis will be able to access the support they need:**  
Through NHS 111, all CYP experiencing crisis will be able to access crisis care 24 hours a day, 7 days a week



## CAMHS service standards and progress

- Monthly and quarterly performance and data report submissions by providers to commissioners.
- Quarterly performance monitoring meetings, also review quality and safeguarding.
- Key performance indicators and target reviews.
- Engagement through events, webinars, annual general meetings, feedback, updates, consultations, information mailings, etc .

# 4 Week National Waiting Time Pilots for Mental Health Support Teams (MHSTs).

## Waiting Time Initiatives (CDI)

- Increased counselling capacity for CYP under 18. In response to steadily increasing referrals and impacting waiting times from the pandemic.
- Young People's weekly participation group
- Digital development
- Online support for Parent/carer group
- 'I'm Fine' information booklet guide for parents.
- Reach to Teach **30 free support packages** offered to 30 Croydon Primary Schools for teachers to work with pupils with challenging behaviour, putting them at risk of exclusion. These resources are for staff who would like to enrich their approach in enabling pupils to settle to learn, and to be able to share the impact of the work they are doing.

## Waiting Time Initiatives: Staffing Resources (SLaM)

- 1 x specialist NDT post to increased neuro-development assessments
- CAMHS Crisis care - Mainstreaming of a part time Consultant Psychiatrist & 1 x new staff member, delivering consistent consultant psychiatric cover & increased capacity to meet increasing demand in ED and community
- SPOC – Band 7 practitioner and Band 4 Administrator posts to lead and support the EWMH referral process within the Single Point of Contact (SPOC).
- 1 x Transitions Worker (employed by SLaM to work across the Voluntary Sector and CAMHS) to support exit planning, or transition to adult services
- Part-funded SLaM CAMHS Transformation Manager

## Waiting Time Initiatives (OTR)

### Digital development Counselling services

- online and face to face counselling service offering text-based real-time or message-based counselling with qualified online counsellors to meet increased demand during Covid19.

### BAME Service capacity

- Offers innovative mental health outreach work to BAME CYP through a Community Development Worker and service to increase capacity.

### Additional data and reporting capacity

- Increase capacity from 2 to 3 days pw for monthly data submissions to NHS Digital.

### Young Carers mental health post.

- Funding of a 4 day Young Carers Mental Health Worker post, currently by BBC Children in Need for the last 9 years.

### Other Croydon EWMH Developments

- Single Point of Contact
- In-house Emotional Wellbeing and Mental Health Clinical Service T2
- ASD and Challenging Behaviour Support
- Transitions Pathway
- Communications Strategy
- ASD/ADHD Diagnostic Review

# Trailblazer Programme and Schools

Working as a partnership to expand the current Trailblazer programme in line with Local Transformation Plan and Spending review requirements and opportunities to advance mental health inequalities.

- **Existing LTP requirement:**
- In selected areas, continue to deliver Mental Health Support Team (MHSTs), offering evidence-based interventions and building to at least 20% - 25% coverage of school population across the country by April 2022.
- **Spending review requirement:**  
Increase the number of new teams established in 2021/22 to 112 from 104 with funding targeted to specific sites. This brings forward the LTP ambition achieving 20-25% coverage by April 2022 and exceeds the existing trajectory to ~35% coverage by April 2024.
- **Opportunities to advance mental health inequalities**
- Sites delivering MHSTs will need to provide a summary of how they have addressed and promoted health inequalities as part of their roll out plans
- Ongoing reporting and monitoring will focus on activity, experience and outcomes of patients with protected characteristics (including age, ethnicity and sexual orientation)
- The early intervention/ immersive model of MHSTs is a unique opportunity to support groups more at risk of poor mental health (LGBTQIA+ , BAME, Children in care etc) and encourage people to come forward early for mental health support

Croydon has 211 schools - 116 primary, 51 secondary and 44 post 16 to 18 schools/colleges.

- Croydon’s Mental Health Support Team (MHST) Trailblazer currently has 30 schools in the programme broken down as follows;
  - Wave 1 cluster 1 – 15 schools (5 secondary, 9 primary and 1 special school).
  - Wave 2 cluster 2 - 14 schools (3 secondary, 10 primary and 1 special school).
  - Wave 2 cluster 3 – Croydon College is one the Further Education colleges in the South West London 6 borough wide collaboration.
- Funding for a third team to extend coverage to sites not in the current trail blazer programme is being considered. The focus will be on the impact Covid19 has had on CYPs emotional wellbeing and mental health and address the mental health inequalities that have arisen.

## ASD/ADHD CYP Diagnostic Review

- Undertaken a diagnostic and assessment review in 2020
- Reviewed national best practice, guidance, models for delivery, value for money
- Current provision across CHS (Under 5's) and SLaM CAMHS (5 to 18's)
- Identify short term improvement plans (reduce waiting times) and long term re-modelling
- Address the long waiting times for Neurodevelopmental assessment currently standing at 62 weeks, through a review of the current pathway and model change.
- Remodel to ensure flow through the system – correct level of intervention and assessment at the right time
- Next Steps: Finalise multiagency model across the partnership, undertake demand/capacity calculations, and complete business case for funding



## CAMHS Re-modelling

- Undertaking a remodelling of CAMHS in line with demand and transformation
- Elements informed by the new ASD/ADHD pathway
- Developing the digital offer with a focus to reduce waiting times
- Funding bids submitted around CYP Community and Crisis offer with a focus on eating disorders, crisis pathway and transition
- Demand and Capacity work needed to set realistic sustainable levels
- Continued development work with LA around SPOC EWMH access and support
- Looking at the wider offer for CYP in Croydon in line with CAMHS i.e Tier 2 and above offer and workforce development

## Challenges and Opportunities

- Budget not meeting demand – MHIS opportunities for improvement but needs to be sustainable
- Funding bids for Spending Review submitted £900k – CAMHS Remodelling, Eating Disorders, Tier 2 expansion, ASD/ADHD, crisis care, self harm outreach, ED discharge
- Workforce challenges
- Crisis care – ED and social care delays
- Covid 19 – virtual sessions and assessments, face to face appointments taking longer
- Digital development – opportunity for virtual working, online assessments
- Long waiting times for CAMHS, especially within NDT pathway/ASD and ADHD
- Nationally set standards for Access may change
- CAMHS outcome data not ‘telling a story’ for a child’s journey and experience

**For general release**

<b>REPORT TO:</b>	<b>Children and Young People Scrutiny Sub-Committee</b> <b>22 June 2021</b>
<b>SUBJECT:</b>	<b>Update on Children’s Social Care, Families and Education Services</b>
<b>LEAD OFFICER:</b>	<b>Debbie Jones, Executive Director, Children, Families &amp; Education</b>
<b>CABINET MEMBER:</b>	<b>Councillor Alisa Flemming, Cabinet Member for Children, Families and Learning</b>
<b>PERSON LEADING AT SCRUTINY COMMITTEE MEETING:</b>	<b>Councillor Alisa Flemming, Cabinet Member for Children, Families and Learning</b>

<p><b>CORPORATE PRIORITY/POLICY CONTEXT/AMBITIOUS FOR CROYDON:</b></p> <p><a href="#">Corporate Plan for Croydon 2018-2022</a></p> <p>The plans and recommendations in this report focus on ensuring that all Croydon’s children live a happy, healthy life, free from harm and that they have every opportunity to thrive and become fulfilled adults.</p>
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<b>ORIGIN OF ITEM:</b>	This item forms part of the sub-committee’s work programme.
<b>BRIEF FOR THE COMMITTEE:</b>	<p>An overview of</p> <ul style="list-style-type: none"> <li>• The impact of Covid-19 on children and young people’s mental health</li> <li>• Service updates from Education, Early Help, CSC &amp; Dashboard performance</li> <li>• Budget updates</li> </ul>

## 1. EXECUTIVE SUMMARY

This report, along with the accompanying attachments sets out the impact of Covid-19 on children and young people's mental health. It also provides service updates from Children, Families and Education – and performance and budget updates.

## 2. The impact of Covid-19 on children and young people's mental health

- 2.1 Over the past year services have acted swiftly and decisively to continue to support children, families and schools throughout the pandemic. Covid-19 has had a considerable impact on children and young people's mental health and the council has worked closely with local partners to support them.

## 3. Update on Early Help and Children's Social Care

### Supporting children and families through the Covid-19 pandemic

- 3.1 In line with the national easing of the lockdown the proportion of face to face visiting has increased and from 21<sup>st</sup> June virtual visiting will cease for statutory visits. The benefits of virtual communication will be retained in all departments for contact with children and families in between statutory visits
- 3.2 Staff are returning to Bernard Weatherill House in a systematic fashion co-ordinated to ensure Covid safe levels of office occupancy are maintained while also enabling person to person interaction by service area as a much needed aspect of good relationships and staff care. We are focused on ensuring our front door services can return to office base working effectively to restore the 'live' multi agency working that is a key element of good child protection practice.

### Children's social care - Ofsted Visit

- 3.3 Ofsted notified the DCS on Tuesday 2<sup>nd</sup> June of a two day Focused Visit on 15<sup>th</sup> & 16<sup>th</sup> June 2021 looking at our practice in Front Door services. The purpose of such a visit is intended to be constructive, challenging and supportive. The Inspectors will be judging what they observe through talking to staff and examining records; inspectors will be holding the mirror up to the service which should reflect what is reported through our various monitoring mechanisms, namely Children's Continuous Improvement Board (CCIB), Scrutiny, Corporate performance infrastructure, Corporate Parenting Panel (CPP) as well as the internal monitoring processes that have been established.
- 3.4 The Front Door is the service that receives contacts and referrals where decisions are made about:
- Child protection enquiries
  - Emergency action and liaison with police to use their powers of protection
  - Child in need assessments
  - Decisions to accommodate children (i.e. bring them into the Children Looked After system)
  - Step up and Step down from our Early Help services
  - The decision to take no further action and to signpost to other services
- 3.5 In doing the above inspectors will evaluate the effectiveness of:

- Performance management -
- Management oversight
- Supervision
- Quality assurance
- Continuous professional development of the workforce

3.6 The lead inspector is Brenda McLaughlin who has been involved in inspections in Croydon in the past, Louise Hocking, (who similarly has been part of Croydon's improvement journey) and Christine Kennet who is a new HMI.

## Performance

3.7 Performance is reported and monitored at service and team level to ensure compliance, with support provided to managers as necessary where this has dipped. The CYP Scrutiny scorecard is included as an appendix to this report.

## **4. Updates from Education**

4.1 The services delivered by the Education Directorate have remained stable at present and have generally not been impacted by the budget savings. The savings within the Directorate are in relation to Children's Centres, Croydon Music and Arts and some additional staffing savings.

4.2 The impact in relation to the Children's Centres savings are not yet measurable as we are consulting on the proposed new commissioning model.

4.3 Children's Centre Consultation: The proposals in relation to the new Children's Centre model are in process. Once the consultation has closed (midnight 13<sup>th</sup> June 2021) we will review and take into consideration the responses and will seek approval for the model of delivery moving forward that will be commissioned within the new agreed budget.

An update will be provided to CYP Scrutiny once this has been confirmed.

4.4 Children's Croydon Music and Arts:  
This is now a fully funded service and there has been no impact to date on the provision of this service. CMA is maximising the use of Grant funding to ensure that our vulnerable Children & Young People have access to the service.

4.5 SEND:  
Inclusion Funding Model, SEN a new approach - We are already seeing impact, both for the families and in the budget, as a result of our new approach to funding schools to provide early intervention and support for pupils with special educational needs and disabilities.

4.6 Performance:  
Performance on SEND is reported and monitored at the SEND Strategic Board every month, and overall education performance is regularly monitored at Education Senior Leadership Team. The education CYP Scrutiny scorecard is included as an appendix to this report.

## 5. Budget update

### 5.1 Dedicated School Grant (DSG) Deficit Management

The 2020/21 annual accounts closed with a DSG deficit, to be carried forward to the 2021/22 financial year, of £19.8m. This includes the cumulative overspend on the High Needs Block element of the DSG of £24.2m as at 31<sup>st</sup> March 2021. LAs with DSG deficit are required to have in place a DSG Management Plan.

DSG Block	2019/20 Balance	2020/21 Movement	2020/21 Final Balance
	(£,000's)	(£,000's)	(£,000's)
Schools Block	-2,932	1,509	-1,423
Early Years Block	-988	-1,972	-2,960
High Needs Block	18,478	5,744	24,221
<b>Total</b>	<b>14,558</b>	<b>5,281</b>	<b>19,839</b>

In line with the SEND strategy and the latest Department for Education (DfE) guidance, Croydon has revised its existing DSG Recovery Plan and is planning to bring the High Needs Block expenditure within the High Needs Block funding allocation by Year 3 (2023/24) with recovery of the cumulative deficit to follow in future years.

The DSG Management Plan was agreed by School Forum in April 2021, signed off by the Executive Director (CFE) and the Chief Finance Officer and submitted to the DfE in May. The LA continues to engage and receive support from the DfE in the management of the deficit and regular monitoring reports will be presented to both GPAC and the School Forum throughout the financial year.

### 5.2 2021/22 Budget

The department developed a delivery plan to meet the financial challenge as part of the Council's Medium Term Financial Strategy (MTFS) over 2021-24, which includes growth in the first year alongside significant savings over the MTFS. The key deliverables for this plan are:

- Re-base placement budgets to address demographic and historic pressures in 2020-21, with no further growth required;
- Reduce the numbers of local children in care to a target of 430 from 484 on the 31<sup>st</sup> January 2021 and improve value for money to reduce spend to the London average or below by 2024;
- Increase the number of children with special educational needs and disabilities (SEND) educated in the borough; 1608 in borough and 544 out of borough;
- 5% budget savings each year on placement and care package costs for children with disabilities over 2021-24, challenged against benchmarking to London or national average;
- Improve the efficiency of the practice system whilst sustaining the effectiveness.

5.3 The Council's 2021/22 budget was approved in March 2021 and, as such, the Croydon has exited the Section 114 notice that was first declared during 2020/21. As a consequence, monthly budget monitoring will now be reported to Cabinet to ensure there is transparency in our financial position, enables scrutiny

by both members and the public, and hopefully offers reassurance as regards the tight financial management we have in place.

5. 4 April 2021 is the first time to report to Cabinet and Croydon is one of the very few LAs that is providing an update at Month One. Most LAs do not normally produce a forecast so early in the financial year due to the paucity of transactions and finance staff are fully engaged in account closing. As a consequence, a month one forecast is very high level.
5. 5 For Children, Families and Education, as at 30th April 2021, it is assumed that net expenditure for the department will be within the £115.669m budget approved by Council for 2021/22. This includes an assumption that the current negotiations with central government, seeking additional funding for Asylum Seekers, will either be successful or the Council will move to reduce the number of unaccompanied asylum seeking children entering into our care. There are a number of general and specific risks already emerging across the department to this assumption, all of which are outlined below and where those risks can be quantified that is also included.
5. 6 Savings Programme: the final reorganisation outcomes in many areas have not resulted in the full extent of the savings initially proposed and agreed by Council in February 2021. The majority of this under delivery will be as a result of timing differences, where staff have not left the service as at 1 April 2021 and whilst the full year effect of such savings will be felt in 2022/23, one-off substitute savings will need to be identified in year. In addition, as a consequence of pre-election restrictions, necessary public consultations required before some final saving proposals are implemented have been delayed resulting in further risks for non-delivery in 2021/22. Critical to the successful delivery of those savings projects that are due to mobilise in the current quarter is the urgent approval of transformation bids submitted in mid- April.

<b>MTFS Savings Ref</b>	<b>MTFS Savings Description</b>	<b>Savings at risk</b>
		<b>(£,000's)</b>
<b>CFE Sav 03</b>	Reconfiguration of Adolescent Services	200
<b>CFE Sav 07</b>	Improve Practice System Efficiency	177
<b>CFE Sav 09</b>	Review Children's Centres Delivery Model	223
<b>CFE Sav 10</b>	Additional Education Savings	16
<b>CFE Sav 14</b>	Reduce Family Group Conference Service	60
<b>CFE Total</b>		<b>676</b>

5. 7 The impact of 2020/21 Service reductions: since April 2020 there has been a significant reduction in the capacity across Children Social Care to deliver the savings to operate within budget and to normalise the service following the significant injection of transformation funding with a significant deficit in qualified social work capacity in the key services which respond to risk & need for Croydon children managing the demand for services from the department with subsequent financial implications.

5. 8 Asylum Seekers: the location of the Home Office Asylum Intake Unit (AIU) at Lunar House effectively makes Croydon a national point of entry for unaccompanied asylum seeking children (UASC). Given the council's serious financial position this expectation cannot continue, and negotiations are advanced with the Home Office, Department for Education and MHCLG to reach a fair solution for the borough. Current modelling of the net cost of Asylum Seekers to Croydon in 2021/22 indicates a cost to the Council of approx. £4.6m, taking into account both a reduction of the current number of unaccompanied asylum seeking children in our care and additional financial support offered by the Home Office.
5. 9 Traded Services: the continuing impact of school disruption due to COVID is being felt in the schools' traded services in the first quarter of 2021/22 with a possibility of further coverage by MHCLG for a proportion of the total loss of income.
5. 10 Children's Centres: the need to extend the current Children's Centre contracts for 3 to 4 months due to the delay in launching consultation as a consequence of pre-election restrictions has a direct impact on the funding envelope available to provide the revised delivery model for the remainder of the financial year (although this results in a timing delay of the savings and the full year effect will be realised in the next financial year).

## **6. Responding to the Council's financial challenge**

- 6.1 Whilst some of the additional investment has been removed, children's services are still higher cost compared to other good council children's services. We must now review how we deliver children's social care and education in Croydon to reduce the cost of services and work within the council's available resources. This will help the council achieve the overall spending reduction required and put children's services in Croydon on a sustainable financial footing in the future.
- 6.2 The overall objective is to reduce Croydon's expenditure to the London average or below for children's social care services by March 2024. At the same time we must continue to fulfil our statutory responsibilities and sustain the improvements made in the quality and impact of services on outcomes for children and families. The plan aligns to the following Croydon Renewal Plan priorities:
- We will live within our means, balance the books and provide value for money for our residents.
  - We will focus on providing the best quality core service we can afford. First and foremost, providing social care services that keep our most vulnerable residents safe and healthy.
- 6.3 The children's continuous improvement board was re-established in November 2020 when the scale of the financial challenge for the council became clear. Chaired independently and attended by the council's partners as well as representatives from the DfE and Ofsted, the board meets monthly to, amongst other service delivery priorities, support the implementation of the MTFs and oversee the development of new, more cost effective, ways to ensure effective help and protection is provided for vulnerable children and families, for children in Croydon's care and for care leavers.



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**CONTACT OFFICER:** Debbie Jones, Executive Director, Children  
Families and Education.

**APPENDICES:** Appendix 1: Early Help and Children's Social Care  
Dashboard, May 2021  
Appendix 2: Education Dashboard, May 2021

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# Children and Young People's Scrutiny Committee

## Early Help & Children's Social Care Performance Analysis

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June 2021

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# Overview of performance across EH & CSC KPIs

## GOING WELL OR BETTER

- The overall number of open CP and CLA cases continues to reduce, except CIN cases which are gradually increasing (Covid lockdown has seen national reduction in referrals)
- Percentage of children subject to Child Protection Plan and Children Looked After for whom a visit has taken place within timescales
- Local CLA numbers have reduced to 456 and CLA in care 12+ months having same social worker for the last 6 months is continuing to be above target.
- Percentage of ICPC's within 15 days of the strategy meeting

## THINGS TO WATCH

- Percentage of assessments completed in 45 days fluctuating but improving
- Percentage of CIN with an up to date plan
- Caseloads remain largely within range

## THINGS TO DO BETTER

- Percentage of EH cases closed due to family disengaging remains 25%, above target
- Percentage of Early Help stepped up to CSC is high at 31%
- Referral number have increased significantly, and the year-to-date re-referrals rate ended at 33%
- Percentage of children with CIN Plans for whom a visit has taken place with the last 4 weeks was low at 84%
- Number of CP on a plan for a 2<sup>nd</sup> time or more was currently 26%
- Supervision frequency is below target

# Overview of performance across EH & CSC KPIs

Indicator Number	Indicator Title	Polarity	2020/21												2021/2			Comparative Data						
			Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	RO	2021-22 Target	RAG	RAG-Based on (YTD/LATES)	2021-22 YTD or latest	DfE Published Croydon 2019-20	Stats Nbr Average 2019-2020	London 2019-20	England 2019-20
AMT 2	Percentage of C&F assessments completed within 45 working days	BIB	65%	85%	90%	83%	79%	64%	65%	75%	84%	77%	79%	83%	81%	IL	85%	Amber	YTD	81%	76%	87%	85%	84%
CIN 3	Rates of CIN* per 10,000 of Under 18 Population		69.1	66.8	70.7	71.4	73.4	71.5	70.7	69.0	73.9	70.5	66.8	69.2	66.0	RB	NA	Grey	NA	66.0	63.6			
CIN 4	Percentage of CIN* for whom a visit has taken place within last 4 weeks (includes CWD Teams)	BIB	94%	93%	93%	94%	96%	88%	83%	82%	84%	91%	95%	81%	84%	RB	95%	Red	LATEST	84%	73%			
CIN 8	Percentage of CIN with an up-to-date child's plan <b>New*</b>	BIB	85%	87%	88%	84%	85%	86%	84%	90%	86%	89%	92%	90%	90%	RB	95%	Amber	LATEST	90%	85%			
CP 5	Percentage of children for whom ICPC was held in the month within 15 working days of the Strategy discussions	BIB	91%	92%	77%	72%	44%	48%	73%	56%	76%	48%	68%	89%	81%	DW	77%	Green	YTD	81%	75	74	76	78
CP 11	Percentage of Child Protection Children subject to a plan for a second or	SIB	15%	16%	16%	16%	17%	18%	20%	19%	22%	23%	24%	27%	26%	DW	18%	Red	LATEST	26%	15.3	17.6	18.0	21.9
CP 13	Percentage of children subject to Child Protection Plan for whom a visit has taken place within last 4 weeks (20 Working Days)	BIB	91%	85%	98%	99%	99%	98%	94%	96%	96%	98%	96%	99%	98%	RB	95%	Green	LATEST	98%	94%			
MC 1c	Repeat Missing Children - Overall number of children with 3 or more missing		25	24	31	24	30	25	27	23	20	15	20	20	15	HD	NA	Grey	NA	15				
MC 8	Number of missing episodes started in month - <b>LAC missing from placement</b>	SIB	134	177	191	195	198	169	166	124	101	115	138	146	121	HD	NA	Grey	NA	121	2,687	582		81,090
CLA 3	Number of CLA at the end of the month who are Local CLA (Non-UASC)		518	521	517	511	510	515	502	505	502	485	486	481	456	HD	NA	Grey	NA	456	528			
CLA 4	Number of CLA at the end of the month who are UASC		269	267	260	256	255	249	245	236	228	214	211	210	205	HD	NA	Grey	NA	205	279	270	53	5000
CLA 10	Percentage of CLA for whom a visit has taken place within statutory timescales (6 weekly Visits)	BIB	96%	93%	93%	88%	98%	93%	94%	94%	94%	95%	96%	95%	95%	HD	95%	Green	LATEST	95%	94%			

# Overview of performance across EH & CSC KPIs

		2020/21														2021/2			Comparative Data					
Indicator Number	Indicator Title	Polarity	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	RO	2021-22 Target	RAG	RAG-Based on (YTD/LATES)	2021-22 YTD or latest	DfE Published Croydon 2019-20	Stats Nbr Average 2019-2020	London 2019-20	England 2019-20
CLA 19	Percentage of CLA that have been in care for 12+ months, that have had same social worker for last 6 months	BIB	69%	71%	72%	68%	71%	72%	68%	62%	67%	71%	66%	72%	73%	HD	65%	Green	LATEST	73%	59%			
CL 1	Number of Care Leavers in employment, education, or training (EET) on their 17th to 21st Birthday		377	384	367	358	347	405	347	339	335	336	339	352	352	MM	NA	Grey	NA	352				
CL 1a	Percentage in employment, education, or training (EET) on their 17th to 21st Birthday	BIB	63%	63%	61%	60%	58%	62%	59%	57%	58%	58%	58%	57%	58%	MM	85%	Red	LATEST	58%				
Page 46	Average Caseload per Worker	SIB	14.3	14.1	15.2	15.3	15.0	14.8	14.2	13.8	14.6	15.1	15.1	16.7	16.7	NP	17	Green	LATEST	16.7				
	Average Caseload per Worker - Croydon Supporting Families	SIB	13.0	11.9	15.0	15.6	16.9	14.5	14.3	13.6	14.6	14.4	15.8	20.4	20.8	NP	20	Amber	LATEST	20.8				
	Average Caseload per Worker - Social Work With Families	SIB	14.1	14.4	16.1	16.8	15.6	15.3	14.6	14.2	13.8	14.5	14.1	13.8	14.5	NP	16	Green	LATEST	14.5				
	Average Caseload per Worker - Children In Care	SIB	13.2	12.8	13.4	13.3	14.2	14.0	13.8	14.2	16.2	14.6	14.9	17.3	17.1	NP	16	Amber	LATEST	17.1				
W1 d	Average Caseload per Worker - CWD (Excluding Transition team)	SIB	19.1	17.8	12.5	18.6	17.4	19.1	13.5	13.0	12.1	17.8	14.4	15.5	16.1	NP	20	Green	LATEST	16.1				
W1 e	Average Caseload per Newly Qualified Social Worker (ASYE)	SIB	10.4	10.5	7.6	8.1	10.7	12.0	10.9	11.9	12.0	12.7	11.3	11.8	12.7	NP	14	Green	LATEST	12.7				
W1 f	Average Caseload per Worker - Leaving Care	SIB	23.2	23.3	23.0	23.1	22.1	22.9	21.2	23.1	20.2	21.5	22.2	21.9	20.4	NP	25	Green	LATEST	20.4				
W1 g	Average Caseload Per Worker - Adolescent Teams	SIB	13.3	11.6	10.8	10.6	12.6	12.8	14.0	13.3	13.0	11.0	9.2	11.2	9.1	NP	16	Green	LATEST	9.1				
QA 1	Percentage of children who had their supervision and was within the timescales	BIB	93%	93%	91%	91%	87%	90%	88%	92%	83%	90%	89%	83%	79%	SH	90%	Red	YTD	79%				
QA 2	Number of Cases Audited		0	0	New Report in Development				50	BM	BM	BM	BM	35	BM	SH	NA	Grey	NA	0				
QA 3	Percentage of Cases Audited that are Good or Outstanding	BIB	NA	NA	New Report in Development				72%	BM	BM	BM	BM	71%	BM	SH	80%	Grey	NA	BM				
QA 4	Percentage of Cases Audited that are RI	SIB	NA	NA	New Report in Development				24%	BM	BM	BM	BM	23%	BM	SH	20%	Grey	NA	BM				
QA 5	Percentage of Cases Audited that are Inadequate	SIB	NA	NA	New Report in Development				4%	BM	BM	BM	BM	6%	BM	SH	0%	Grey	NA	BM				

# Overview of performance across Education KPIs

## GOING WELL OR BETTER

- In 2019/20 and 2018/19, the percentage of 19 year olds qualified to level 3 increased by 2.1% points to 63.3%. This is higher than both England (60.2%) and our statistical neighbors' average (63.0%).
- In Autumn 2019/20 (latest published data), the overall absence rate for special school pupils is 9.7% which is lower than England (10.5) and our statistical neighbours' average (10.1).
- In Autumn 2019/20 (latest published data), the rate of persistent absentees for special schools is 26.9 % which is lower than England (30.0) and our statistical neighbours' average (30.6).

## ONES TO WATCH

- There were 5 permanent exclusions in May, the joint highest monthly figure in this academic year.
- Between 2019/20 and 2018/19, the percentage of 19 year olds qualified to level 2 decreased by 1.4% points to 82.7% and continues the downward trend since 2014/15. This is slightly above our statistical neighbors' average (82.5%) but slightly lower than England (82.8%).
- In Autumn 2019/20 (latest published data), the rate of persistent absentees for primary, secondary and special schools is 12.7 which is lower than England (13.1) but higher than our statistical neighbours' average (11.6).
- In 2019/20, 44.9% of pupils entered the English Baccalaureate, which is 5.1 percentage points higher than England. However, this is 1.8 percentage points lower than last year and 6.8 percentage points lower than our statistical neighbours'.

## THINGS TO DO BETTER

- There were 193 fixed term exclusions in May which is the highest monthly figure in this academic year.
- In May 2021, 27% of children with an EHCP are educated outside of Croydon.
- In 2019/20, the Average Attainment 8 score per pupil\* in Croydon was 48.9, which is lower than both England (50.2) and our statistical neighbours (50.8).
- In 2019/20, 48.9% of pupils achieved grades 9-5 in English and Maths\* in Croydon, which is lower than both England (49.9%) and our statistical neighbours (51.0%).

\* Due to the COVID-19 pandemic, the summer exam series was cancelled in 2020. Grades awarded were based on either a centre assessment grade or their calculated grade using a model developed by Ofqual - whichever was the higher of the two. As a result the 2019/20 data should not be directly compared to attainment data from previous years for the purposes of measuring changes in student performance.



# Education Performance Dashboard

May 2021

Produced by:  
Performance Intelligence and Data Quality Team







Indicator Number	Indicator Title	Polarity	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Source		
<b>Quality</b>																										
	Number of schools requiring special measures	Low	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	<a href="https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics">https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics</a>	
	Percentage of schools requiring special measures	Low	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	Ofsted	
	Percentage of primary schools rated 'good' or 'outstanding'	High	87	88	88	90	91	91	91	91	91	91	91	91	91	90	90	90	90	90	90	90	90	90	<a href="https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics">https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics</a>	
	Percent of pupils in a 'good' or 'outstanding' primary school	High	86	90	90	90	90	90	90	90	90	90	90	90	90	91	91	91	91	91	91	91	91	91	Watchstead	
	Percentage of secondary schools rated 'good' or 'outstanding'	High	83	83	83	83	83	83	83	83	83	83	83	83	86	86	86	86	86	86	86	86	86	83	<a href="https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics">https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics</a>	
	Percent of pupils in a 'good' or 'outstanding' secondary school	High	89	89	89	89	89	89	89	89	89	89	89	89	90	90	90	90	90	90	90	90	90	90	Watchstead	
	Percentage of special schools rated 'good' or 'outstanding'	High	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	<a href="https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics">https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics</a>	
	Percentage of PRU schools rated 'good' or 'outstanding'	High	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	<a href="https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics">https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics</a>	
<b>Elective home education</b>																										
	Number of elective home educated pupils		348			379			353			554			604			Reported termly	Elective home education monitoring returns							
	Number of elective home educated pupils with an EHCP		20			21			23			31			33				Elective home education monitoring returns							
<b>Children missing education</b>																										
	Number of children who are missing education	Low	190	109	121	75	177	92	103	29	18	51	51	21	156	150	93	58	46	43	111	68	65	Capita One		
	Number of children with an EHCP who are missing education	Low	1	4	1	1	2	3	1	0	0	0	0	0	2	4	1	0	2	2	0	2	2			
	Percentage of schools and colleges that submitted attendance returns to DfE (does not include nursery schools)	Low													80.3	87.6	91.2	90.3	Figures are not available due to national lockdown as schools and colleges remained open to vulnerable children and the children of critical workers only. All other children were learning remotely.			94.8	88.8	83.6	<a href="https://viewyourdata.education.gov.uk/">https://viewyourdata.education.gov.uk/</a>	
	Overall attendance rate from schools and colleges that submitted returns to DfE (does not include nursery schools)	High													84.8	90.4	87.2	82.1				88.0	91.7	88.5	<a href="https://viewyourdata.education.gov.uk/">https://viewyourdata.education.gov.uk/</a>	
	Percentage of primary schools that submitted attendance returns to DfE	Low													91.9	91.9	90.7	91.9	94.4	91.5	87.3	<a href="https://viewyourdata.education.gov.uk/">https://viewyourdata.education.gov.uk/</a>				
	Overall attendance rate from primary schools that submitted returns to DfE	High													87.3	92.4	90.2	86.8	94.2	95.6	92.4	<a href="https://viewyourdata.education.gov.uk/">https://viewyourdata.education.gov.uk/</a>				
	Percentage of secondary schools that submitted attendance returns to DfE	Low													73.9	69.6	82.6	82.6	95.5	77.3	72.7	<a href="https://viewyourdata.education.gov.uk/">https://viewyourdata.education.gov.uk/</a>				
	Overall attendance rate from secondary schools that submitted returns to DfE	High													83.9	87.5	84.1	74.3	77.4	87.8	85.3	<a href="https://viewyourdata.education.gov.uk/">https://viewyourdata.education.gov.uk/</a>				
<b>Exclusions</b>																										
	Number of fixed term exclusions	Low	115	168	193	217	274	173	141	0	0	0	0	0	111	147	179	93	4	12	132	71	193	Capita One		
	Number of permanent exclusions	Low	5	3	1	7	8	10	2	0	0	0	0	0	2	4	2	4	0	1	5	0	5	Capita One		
<b>Education, Health and Care Plans (EHCP)</b>																										
	Number of requests for assessments made	Low	40	37	56	58	60	55	55	47	63	50	71	14	45	29	36	50	30	59	60	55	60	Capita One		
	Number of children and young people with an EHCP	Low													3365	3387	3419	3459	3477	3487	3502	3515	3520	Capita One		
	Percentage of pupils with an EHCP in state-funded mainstream schools																					37.9	38.2	Capita One		
	Percentage of pupils with an EHCP in state-funded special schools																							Capita One		
	Percentage of pupils with an EHCP in post 16 institutions (excludes special and independent)																							16.6	16.5	Capita One
	Percentage of pupils with an EHCP in an independent setting																							4.6	4.7	Capita One
	Percentage of pupils with an EHCP in other provision																							6.8	6.8	Capita One
	Percentage of pupils with an EHCP educated outside of Croydon	Low																						26.9	27.0	Capita One



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