

# Scrutiny Children & Young People Sub-Committee Agenda



To: Councillors Councillor Richard Chatterjee (Chair), Councillor Maddie Henson (Vice-Chair), Sue Bennett, Gayle Gander, Eunice O'Dame, Helen Redfern, Manju Shahul-Hameed and Catherine Wilson

## Co-optee Members

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

Reserve Members: Adele Benson, Mike Bonello, Stuart Collins, Patsy Cummings, Sean Fitzsimons, Mark Johnson, Holly Ramsey and Luke Shortland

A meeting of the **Scrutiny Children & Young People Sub-Committee** which you are hereby summoned to attend, will be held on **Tuesday, 27 September 2022** at **6.30 pm. The Council Chamber, Town Hall, Katharine Street, Croydon CR0 1NX**

Katherine Kerswell  
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Friday, 16 September 2022

Members of the public are welcome to view the webcast both live and after the meeting has completed at <http://webcasting.croydon.gov.uk>

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If you require any assistance, please contact Tom Downs 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 Meeting** (Pages 5 - 12)

To approve the minutes of the meeting held on 21st June 2022 as an accurate record.

### 3. **Disclosures of Interest**

Members and co-opted Members of the Council are reminded that, in accordance with the Council's Code of Conduct and the statutory provisions of the Localism Act, they are required to consider **in advance of each meeting** whether they have a disclosable pecuniary interest (DPI), another registrable interest (ORI) or a non-registrable interest (NRI) in relation to any matter on the agenda. If advice is needed, Members should contact the Monitoring Officer **in good time before the meeting**.

If any Member or co-opted Member of the Council identifies a DPI or ORI which they have not already registered on the Council's register of interests or which requires updating, they should complete the disclosure form which can be obtained from Democratic Services at any time, copies of which will be available at the meeting for return to the Monitoring Officer.

Members and co-opted Members are required to disclose any DPis and ORIs at the meeting.

- Where the matter relates to a DPI they may not participate in any discussion or vote on the matter and must not stay in the meeting unless granted a dispensation.
- Where the matter relates to an ORI they may not vote on the matter unless granted a dispensation.
- Where a Member or co-opted Member has an NRI which directly relates to their financial interest or wellbeing, or that of a relative or close associate, they must disclose the interest at the meeting, may not take part in any discussion or vote on the matter and must not stay in the meeting unless granted a dispensation. Where a matter affects the NRI of a Member or co-opted Member, section 9 of Appendix B of the Code of Conduct sets out the test which must be applied by the Member to decide whether disclosure is required.

The Chair will invite Members to make their disclosure orally at the commencement of Agenda item 3, to be recorded in the minutes.

**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. Croydon Safeguarding Children Board - Annual Report 2021-22**  
(Pages 13 - 40)

The Children & Young People Sub-Committee is asked to: -

1. Note the Croydon Safeguarding Children Board Annual Report 2021-2022
2. Consider whether there are any considerations or concerns it may wish to submit to the Cabinet during its consideration of the Annual Report.
3. In particular, give consideration as to whether the Annual Report provides sufficient reassurance on the performance and effectiveness of the Croydon Safeguarding Children Board.

**6. Children's Centre Contract - Insourcing of the South Locality Children's Centre Delivery** (Pages 41 - 52)

The Children & Young People Sub-Committee is asked to: -

1. Receive the update on the Children's Centre Contract award for North and Central, and the insourcing of the South Locality Children's Centre Delivery
2. Consider whether there is assurance that there is sufficiency of children's centre provision to meet local need.

**7. Early Help, Children's Social Care and Education Dashboard**  
(Pages 53 - 56)

To receive the Early Help, Children's Social Care and Education Dashboard.

**8. Work Programme 2022/23** (Pages 57 - 62)

To consider any additions, amendments or changes to the agreed work programme for the Committee in 2022/23.

**9. What Difference has this Meeting made to Croydon's Children**

This item is an opportunity for the Children & Young People Sub-Committee, at the conclusion of the meeting, to review the difference made to Croydon's children from the meeting.

**10. 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.”

**PART B**

# Public Document Pack Agenda Item 2

## Scrutiny Children & Young People Sub-Committee

Meeting of held on Tuesday, 21 June 2022 at 6.30 pm in Council Chamber, Town Hall, Katharine Street, Croydon CR0 1NX

### MINUTES

**Present:** Councillors Councillor Richard Chatterjee (Chair), Councillor Maddie Henson (Vice-Chair), Sue Bennett, Gayle Gander, Eunice O'Dame, Helen Redfern, Manju Shahul-Hameed and Catherine Wilson

#### Co-optee Members

Paul O'Donnell (Voting Parent Governor Representative)

#### Also

**Present:** Councillor Maria Gatland, Councillor Rowenna Davis

**Apologies:** Elaine Jones (Voting Diocesan Representative (Catholic Diocese))  
Josephine Copeland (Non-voting Teacher representative)

### PART A

#### 26/22 Apologies for absence

Apologies for absences were received from Elaine Jones (Voting Diocesan Representative (Catholic Diocese)) and Josephine Copeland (Non-voting Teacher representative).

#### 27/22 Minutes of Previous Sub-Committee Meetings

The minutes of the previous meetings held on the 18th January 2022, 9th March 2022 and 22nd March 2022 were approved as an accurate record.

#### 28/22 Disclosures of Interest

Councillor Henson stated that they had previously held the role of Deputy Cabinet Member for Children and Young People.

#### 29/22 Urgent Business (if any)

There was none.

#### 30/22 Children, Young People and Education Directorate Overview

The Sub-Committee considered a report set out on pages 29 to 50 of the agenda along with a supplement, which provided an overview of the Children,

Young People and Education Directorate to inform the development of the Committee's work programme for the coming year. The report was introduced by the Corporate Director Children, Young People & Education by way of a short presentation. The Cabinet Member addressed the Committee and praised the work of the directorate in the context of tough conditions and welcomed questions from the Committee.

The Sub-Committee queried what officers were doing to identify 'hidden harm' and the Corporate Director Children, Young People & Education commented that 'hidden harm' was a term that had been coined early in the pandemic to address issues that had not been identified when face to face contact had been reduced which were only now being discovered. Manifestations of hidden harm could include school refusal, struggling at school and mental health difficulties; there was a wide-ranging Community based offer covering early intervention for mental health and a higher-level offer was being developed for those presenting at A&E departments. There was a focus on the early points of identification such as through health, community service and educational routes and there needed to be better understanding of other external factors such as the cost-of-living crisis and the end of the furlough scheme and how these increased pressures on families.

The Multi Agency Safeguarding hub (MASH) was increasingly being used to interpret data which helped to inform what services would be needed following a referral. A review of the 'Front Door' and of MASH activity was included in the directorate plan.

The Sub-Committee asked whether children in education settings had contact with services and had not stayed at home, and it was confirmed that this was the case with increased monitoring of children in elective home education; it was stated that it was important that families were not choosing elective home education to avoid difficult issues with schools. The Council would not support elective home education for children on Child Protection Plans (CPP).

Responding to questions on vacancies, the Sub-Committee heard that work had been done to reinvigorate the recruitment campaign with a specific recruitment officer for the directorate working on advertising campaigns and the use of social media. A round of recruitment of qualified and experienced social workers from Zimbabwe and South Africa had taken place with 17 offers for posts accepted. This number may be increased to 22 and was supported by transformation funding to cover the additional costs of using a bespoke recruitment agency and sponsorship of VISAs. The assessed and supported year in employment (ASYE) recruitment campaign had been reviewed which had led to seven newly qualified social workers accepting positions and 13 frontline trainees. Additional recruitment for AYSE social workers would take place in June 2022 through partner colleges and universities. The aim was to have three waves of AYSE recruitment each year, supplemented by additional international and domestic recruitment. Welcome and retention payment offers had also been reviewed and reduced to focus on frontline practitioners in the most challenging roles. The Committee heard that the London Pledge from the London Innovation and

Improvement Alliance helped to set agreed payment rates for locum workers and ensured that permanent staff moving to the agency market could not be employed by another London Borough for six months. The AYSE programme was run by the council and funded by the Department for Education.

Members asked whether any additional international recruitment and heard that other countries were being looked at for recruitment, but there were challenges regarding finding countries where qualifications were transferrable to the UK; the Committee heard that ideally candidates would be Croydon area social workers but that international candidates were excellent and had already reinvigorated the service. The Committee asked about the level of domestic violence re-referrals and Sub-Committee heard that unfortunately there would always be some re-referrals and instances where the service could not intervene early enough. A number of factors impacted these cases such as trauma, mental health issues and substance abuse issues; this required a multi-agency response. The importance of intersectionality when looking at these cases was highlighted, and Members heard that work was being done to increase linkage between the Family Justice Centre and Children's Services. There was a vision for all children to be safe at home, and where this was not possible, in another family home to ensure links to their community were maintained.

The Sub-Committee queried the high levels of re-referrals within 12 months and asked if cases were being closed to quickly. Members heard that officers were scrutinising these cases to ensure the correct decision had been taken. Officers looked at whether thresholds had been correctly applied, the quality of the referrals and responses as well as application of the MASH process. The increased level of domestic abuse formed a part of this picture and often the network around children was not as confident in supporting complex need as officers might have originally thought; this was an area of concern for officers. Members queried whether thresholds were too high and were informed that it was likely more the application and interpretation of information that often led to re-referrals and that there needed to be an effort to slow the process down to enable a better quality of responses. The Corporate Director Children, Young People & Education reassured Members that individual performance issues and indicators were monitored as well as the interrelationship between indicators to give a fuller picture on performance.

Members asked about increased levels of elective home education and asked about the factors contributing to this. Officers responded that in most cases this was the parental choice but there was not currently data to map the reasons for this. It was thought that these increases had occurred nationally during the pandemic, particularly with vulnerable children or children with additional needs. Monitoring capacity for this had been increased in the service and the topic was mentioned in the Schools White Paper.

The Sub-Committee asked what training would be provided to international social workers and were informed that a bespoke six-week programme of training was provided in South Africa followed by an induction programme on

arrival in Croydon. Work had been done with currently employed international social workers to determine what additional induction topics the council could cover, and this had been used to supplement training when these members of staff started. Members heard that the experience of more community based social work from the international social workers was often highlighted as something which could supplement the work of the department's more casework-based approach. There was a specific support programme for international candidates which covered the first year of employment; support was also provided for candidates who brought their families with them.

Members asked how benchmarking would be provided going forward with increased staffing levels and the Sub-Committee were informed that with decreased caseloads, as vacancies reduced, the quality of interventions would increase. Measurements would focus on quality and over time the duration of interventions would reduce; social workers at Croydon were generally at around three years' experience and it was hoped that this would be increased through a three-year programme for AYSE staff and other measures. Horizon scanning was important as was investigation of budget underspends to understand when higher levels of intervention may or may not be needed. The Corporate Director Children, Young People & Education explained that workloads and caseloads were regularly monitored to ensure that the budget was correct, taking into account priorities and demand with an additional focus on retention and upskilling.

The Chair invited former Councillor Jerry Fitzpatrick to address the Sub-Committee regarding exclusions. Mr. Fitzpatrick had led the Task and Finish Group in the previous year on exclusions and summarised the final reports on the themes of secondary managed moves, promoting inclusion in schools, primary to secondary transition, autism and inclusion, in-school seclusion units and elective home education. Mr. Fitzpatrick encouraged Members to play an effective role in scrutinising these issues going forward. The Corporate Director Children, Young People & Education responded that this piece of work had taken place over an extended period and had produced 29 recommendations which would be reviewed by the service and reported to Cabinet in July 2022. The Sub-Committee heard that work on exclusions with schools was ongoing and relationships with schools were good.

The Committee asked about planned changes to Pupil Referral Units and heard that the Special Educational Needs and Disabilities (SEND) Green Paper set out proposals for alternative provisions on SEND education but there were currently no plans for changing this in Croydon. Mr Fitzpatrick stated that the SEND Green Paper recommended for isolation rooms to be moved to more intensive offsite provision shared by several schools after which pupils would return to mainstream schools. Members heard that this would be provided by academy trusts for academies, but the council would be responsible for providing this for community schools although no discussions on this had yet begun. Members heard that local authorities would be responding to the recommendations of the Green Paper, and that talks with school were ongoing; it was explained that alternative provision in the borough was currently very strong and that there was confidence that any



future changes could be positively shaped for the children of Croydon. Members also reminded that all our Secondary Schools were academies.

Members asked about the possibility of children from Ukraine arriving in Croydon in the context of the disproportionate number of Unaccompanied Asylum Seeking Children (UASC) in the borough. The Sub-Committee heard that the position on this was moving and changing with a new announcement expected in June 2022. Croydon had traditionally been a point of entry for asylum seekers due to the Home Office location in the Borough; the positions of the Homes for Ukraine and the families scheme were very different and fell under separate schemes. There were no unaccompanied children from Ukraine in the borough currently and the government was still considering what system should be put in place for children waiting to come to the UK from Ukraine and whether they should come separately from families. If children came unaccompanied as asylum seekers, they would be the responsibility of the local authority and the mandatory national transfer scheme would be used. For the Families for Ukraine scheme, a number of sponsors were in place and these arrangements were separate to those for asylum seekers. Several variables needed to be considered including the vulnerability of children, safeguarding risks and exploitation risks. It was expected that Croydon would receive a disproportionate number of families and children from Ukraine and provisions were already in place for families. The Cabinet Member praised the work done by the directorate regarding Ukrainian families and children.

The Sub-Committee asked about detail in the School's White Paper regarding the potential for the council to run multi-academy trusts. Members heard that initial discussions on whether this would be right for the children of Croydon were being had with schools. This was a long way from becoming legislation and significant discussions and work would be needed before any decisions were taken; the proposals suggested that the Regional Schools Commissioner would have intervention powers.

Members asked how many children with an education, health and care plan (EHCP) were educated outside of the borough and heard that the number of EHCP was increasing but that the number of these educated in borough was improving. This was being done through enhanced learning and specialist provision. The increase in children with EHCP plans educated in borough had been reflected in the internal passenger transport budget strain; focus was on inclusion not exclusion and a recent SEND inspection had commended the work of Croydon and the overall SEND strategy.

On Antenatal and Health Visiting, the Committee requested a broad update and heard that there were significant shortfalls in the number of health visitors, antenatal and postnatal visits. Members and Officers commented that this was an ongoing issue and would be a focus of the work programme for the coming year.

Members questioned the One Council response to serious youth violence and the importance of an integrated response between Children, Adults,

Community Safety and Education directorates was highlighted. The Sub-Committee heard that this could be challenging given the individual responsibilities of the different teams and the multitude of responses at different levels and times. Many factors contributed to youth violence and these included poverty, organised crime and gangs. A strategic board in the council was being developed with partners to cover the 11-25 age groups to cover children after the statutory age of 18 to support with special educational and other needs. The Sub-Committee asked if the serious violence response would focus on localities or take a whole borough approach and were informed that both aspects would be incorporated as well as the London context. Close collaboration with the Gangs and Anti-Social behaviour teams was ongoing as well as work to ensure girls and disproportionality were not lost in the discussions. Members encouraged the inclusion of Community and Youth Centres as part of this response.

The Sub-Committee stated their aspiration to engage in outreach work with children and young people in Croydon; the Cabinet Member endorsed this approach noting its effectiveness and the plan to introduce a similar approach to Corporate Parenting Panel.

The Committee highlighted the following as elements to include in the Work Programme:

- Antenatal and Health Visiting
- Unaccompanied Asylum Seeking Children, including Ukrainian Children and families and the National Transfer Scheme
- Recruitment and Retention – Staff Caseloads, AYSE Caseload Sharing, a breakdown of vacancies and caseloads by teams, London Councils best practise for recruitment and retention.
- Exclusions and Behavioural Isolation Units
- Police representation and Multi-Agency Working
- Mental Health Services
- Outreach work with children and young people in the borough
- Direct youth engagement through Care Homes and Children’s Centres
- Engagement with the Gangs Team
- Domestic Abuse

It was agreed that a preliminary list of items for the Work Programme would be circulated by the Clerk to the Sub-Committee with a request for submission of any additional items. These would then be finalised by the Chair and Vice-Chair.

The Chair of the Overview and Scrutiny Committee, Councillor Rowenna Davis, addressed the Sub-Committee and praised Members aspirations to engage with young people and asked for impacts to be considered carefully going forward.

**31/22    What Difference has this Meeting made to Croydon's Children**

The Vice-Chair commented that the Sub-Committee's commitment to hearing the voice of Croydon's children would be of benefit to future meetings and to guiding the ongoing work of Members.

The meeting ended at 8.52 pm

**Signed:**

**Date:**

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# Agenda Item 5

<b>REPORT TO:</b>	Children & Young People Scrutiny Sub-committee 27 <sup>th</sup> September 2022
<b>SUBJECT:</b>	<b>Croydon Safeguarding Children Partnership Annual Report 2021-22</b>
<b>LEAD OFFICER:</b>	<b>Debbie Jones</b> Corporate Director Children Young People & Education <b>Elaine Clancy</b> Chief Nurse Croydon CCG/CHS <b>Fiona Martin</b> Detective Superintendent (Met Police)
<b>CABINET MEMBER:</b>	<b>Councillor Maria Gatland</b> Cabinet Member for Children and Young People
<b>PERSON LEADING AT SCRUTINY COMMITTEE MEETING:</b>	<b>Debbie Jones</b> Corporate Director Children Young People & Education <b>Elaine Clancy</b> Chief Nurse Croydon CCG/CHS <b>Fiona Martin</b> Detective Superintendent (Met Police)
<b>PUBLIC/EXEMPT:</b>	Public

<b>ORIGIN OF ITEM:</b>	This item is contained in the Sub-Committee's agreed work programme.
<b>BRIEF FOR THE COMMITTEE:</b>	The Children & Young People Sub-Committee is asked to: <ol style="list-style-type: none"> <li>1. Note the Croydon Safeguarding Children Board Annual Report 2021-2022</li> <li>2. Consider whether there are any considerations or concerns it may wish to submit to the Cabinet during its consideration of the Annual Report.</li> <li>3. In particular, give consideration as to whether the Annual Report provides sufficient reassurance on the performance and effectiveness of the Croydon Safeguarding Children Board.</li> </ol>

## 1. EXECUTIVE SUMMARY

This report fulfils the statutory duty required of Croydon Safeguarding Children Partnership (CSCP) to publish an annual account of the work undertaken by the CSCP to safeguard and promote the welfare of local children.

The version submitted to scrutiny is a draft, as feedback from some areas is still required.

**2. TITLE OF REPORT**

*Croydon Safeguarding Children Partnership Annual Report 2021-22.*

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**CONTACT OFFICER:** Donna Kingsley, Interim CSCP Manager  
07917 527 402

**APPENDICES TO THIS REPORT**

A) Draft Croydon Safeguarding Children Partnership Annual Report 2021-22

**BACKGROUND DOCUMENTS:** None

# CROYDON SAFEGUARDING CHILDREN PARTNERSHIP

## ANNUAL REPORT 2021-22

*Working Together to safeguard & protect children & young people from harm*



*"It's amazing how  
much we can  
achieve when it  
doesn't matter who  
gets the credit"*

Harry S. Trueman



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## Forward From CSCP Executive

The CSCP is tasked with ensuring partnership working delivers an effective safeguarding system which protects children in Croydon from harm. We aim to raise safeguarding standards across all agencies working with children. We do this by supporting professionals to have access to quality learning resources, focussing on specific themes like Vulnerable Adolescents and Mental Health Outcomes, regularly reviewing and being up to date with both local and national safeguarding advice and using data to understand the landscape and challenge performance.

Performance data is important as an indicator of safeguarding activity, but the quality of our work is not necessarily evident by shifts in data. For example, our work to raise awareness of Neglect is important to ensure early identification and is likely to lead to a rise in numbers rather than a reduction. Training and development are key to developing our staff and improving how they work together. Our multi-agency forums are a vibrant and respected space for professionals to collaborate, be challenged and have access to excellent presentations from a wide range of partners supporting better outcomes for children. This intangible benefit is hard to quantify but is always cited by professionals attending CSCP meetings and events as highly valuable.

The CSCP Executive leads by example, meeting monthly to ensure a cohesive understanding of the challenges facing the 3 key agencies charged with safeguarding children in Croydon and a joint approach to agreeing the plans and work required to discharge its duty.

This report provides evidence of that work. In July 2022 we also commissioned an Independent Report into the effectiveness of the CSCP. The preliminary findings echo what is in this Annual Report and will help to shape the work for 2023.

**(Signatures – 3 Execs)**

## Message From The Independent Scrutineer

The role of the Independent Scrutineer is to provide oversight and challenge, and to support the partnership in its work. I do not see myself as independent of Croydon, but independent from any operational or management role in Croydon. Like others involved in the partnership I am passionate about the work we do to improve outcomes for the most vulnerable children and young people in Croydon. This report is a testament to that work.

During the year I have had the opportunity to work with dedicated, committed, and knowledgeable practitioners and managers from across social care, early help, health, police, schools, education and the voluntary sector. It is important to reflect on what has worked well. However, we also learn from the sad and tragic events where children have suffered from harm. This report includes details on both aspects of our work.

As I said last year, Croydon is a vibrant, diverse and complex borough. It is an exciting but challenging environment in which to work. The partnership is committed and strong, and the report reflects that.

***Eleanor Brazil – Independent Scrutineer***

## Introduction

This annual report covers the period April 2021- March 2022. It seeks to address the question of **how effective** this partnership is, in accordance with the requirements of Working Together 2018: Specifically:

**Part 1: The What?** - what have we done as a result of the arrangements, including on child safeguarding practice reviews, and how effective these arrangements have been in practice?

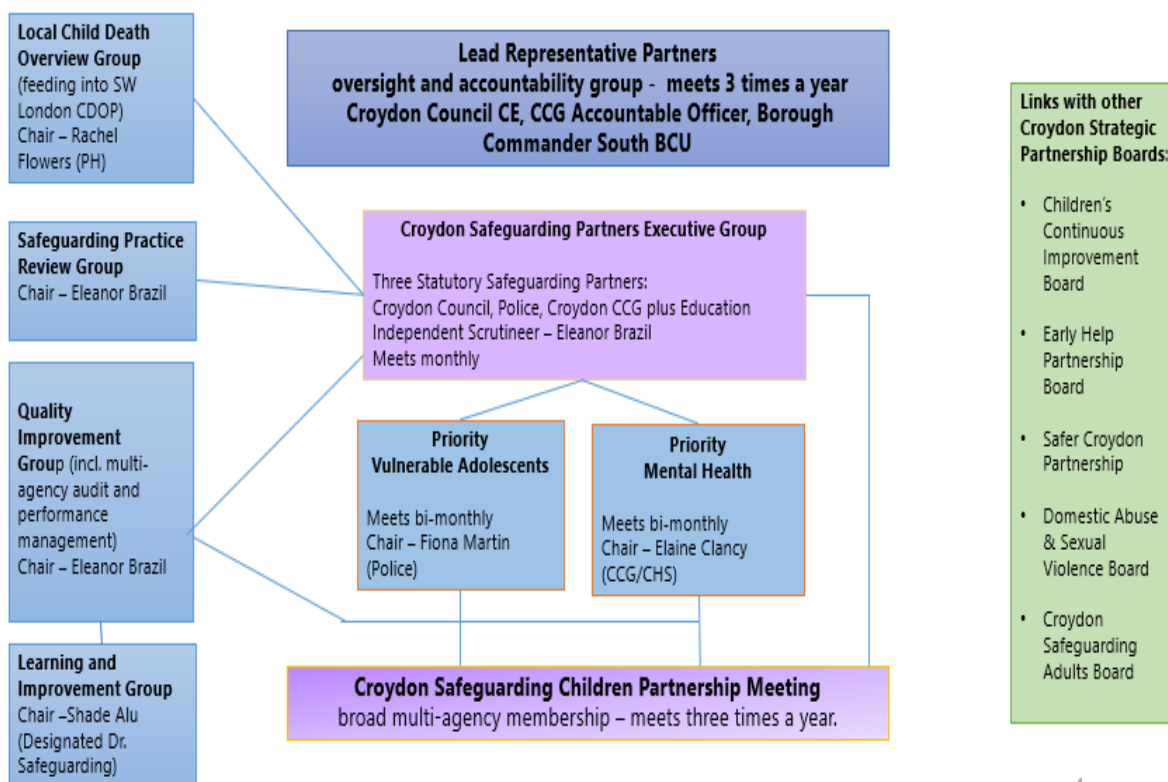
**Part 2: The So What?** - evidence of the impact of the work of the safeguarding partners and relevant agencies, including training, on outcomes for children and families from early help to looked-after children and care leavers.

**Part 3: The Why Not?** - an analysis of any areas where there has been little or no evidence of progress on agreed priorities.

**Part 4: The What Next?** - a record of decisions and actions taken by the partners in the report's period (or planned to be taken) to implement the recommendations of any local and national child safeguarding practice reviews, including any resulting improvements.

**Part 5: What Children & Families Say:** ways in which the partners have sought and utilised feedback from children and families to inform their work and influence service provision.

### Croydon Safeguarding Children Partnership Arrangements 2020/21



## CSCP Budget & Expenditure 2021/22

CSCP Income	
South London & Maudsley NHS Trust	13,540
Met Police	5,000
Croydon CCG	33,850
Croydon Health Service	33,850
National Probation Service	2,000
<b>Total Income</b>	<b>88,240</b>
LB Croydon	215,212
<b>Total Income</b>	<b>303,452</b>

CSCP Spend	
Staffing & related costs	242,457
Serious Case Reviews	41,267
CSCP Training provided	8,471
Services recharge	9,025
Miscellaneous	825
Mailroom, stationery, supplies	407
Website	1,000
<b>Total spend</b>	<b>303,452</b>

## Safeguarding Statistics 2021-22

The CSCP regularly reviews statistics and performance data via a specific dataset group which informs the data taken to the Quality Improvement Group and Executive. Some data is monitored throughout the year, other is periodical or themed. For example, we now have data about the number of young people attending A&E experiencing a deterioration in mental health in addition to those attending due to self-harm. This has given us a greater understanding of the increase in poor mental health generally and has influenced the work within the Mental Health Priority Group.

The following statistics help describe the landscape for children in Croydon during the year 2021-22:

Number of children in Croydon aged under 18: 95, 309 - almost 25% of the Croydon Population

A very small percentage are children where there are very serious child protection concerns.

Rate of open cases, per 10,000 of the under 18 population was 362.1.

This is lower than 2020-21 (398.3)

For comparison in 2020-21 London was: 338.9 and our statistical neighbour was 352.8

The rate of children who were subject to a Child Protection Plan per 10,000 of the under 18 population was 46.2. This is significantly higher than 2020/21 where it was 28.6. (London 2020-21 was 36.3 and our statistical neighbour was 38.1)

Number of contacts to CSC where reason was referral: 9455 (18,947 SPOC forms)

Number of referrals into Early Help 2021-22: 1980

There were 2067 missing episodes recorded in the year across 89 children.

1384 of those episodes related to children who were looked after.

18 Children were reviewed at The Child Death Overview Panel (CDOP).

The CDCP Annual Report can be accessed here ([LINK](#))

As of 31<sup>st</sup> March 2022, there were:

figure as of 31<sup>st</sup> March 2021:

232 family cases open to Early Help (477 children)	337 (703 children)
3451 open referrals – (excluding cases allocated to children with disability)	3786
603 children subject to Children In Need Plans (CIN)	657
440 children subject to Child Protection Plan (CP)	280
445 local children looked after (CLA)	481
114 unaccompanied asylum-seeking children (UASC)	210

DRAFT

## Part 1: The What?

*What have we done as a result of the arrangements, including on child safeguarding practice reviews, and how effective these arrangements have been in practice?*

Despite the ongoing significant challenges due to Covid-19 we continued to see good multi-agency attendance at all meetings. We have worked hard to ensure available technology has assisted our work. Almost all meetings occurred on MS Teams. We also started to make use of break out rooms, survey software and other technical innovation to enable us to have more engagement with our partner agencies. This has continued into 2022-23 with the use of Menti-Meter which enables live feedback to be captured during learning events and meetings.

We have continued with our published arrangements where the 3 Safeguarding Partners form the Executive, alongside the Director for Education and the Independent Scrutineer.

### Safeguarding Practice Reviews (SPRs)

During the year we completed 7 Rapid Reviews (where a child is seriously harmed or died; and neglect or abuse was known or suspected).

3 of these were taken forward to a Thematic Safeguarding Practice Review, looking at young people involved in serious youth violence where another child has been killed. This is likely to be concluded in November 2022.

We completed 5 Safeguarding Practice Review Reports which were started during the previous year.

- [Ben](#) was published in March 2022 following the conclusion of the criminal case.
- [Carl & Max](#) was also published in March 2022.
- We agreed not to publish one case to protect the anonymity and wellbeing of surviving subjects and family members.
- We are unable to publish 2 more pending the outcome of coroner or criminal proceedings.

This is a significant work rate for the year (in 2020-21 we had 3 Rapid Reviews and published/completed 1 case). This is testament to the expertise and commitment of the Safeguarding Practice Review Group members who are largely longstanding members, who are frequently commended for their compassion and commitment by Independent Reviewers.

Despite the restrictions on publishing (and to mitigate the amount of time it takes to conclude a SPR) alongside the process we have been conducting briefings and learning events to share the learning and gather feedback/evidence of good practice from professionals working with similar cases.

We have also used National Learning, such as the "[Myth of Invisible Men](#)" report on children under one injured by their male carers; as well as asked partner agencies to provide briefing materials specific to their experience to enhance the materials on offer to support professionals. For example, the Police produced a [briefing on Claire's Law](#) which has been widely circulated and has led to increased confidence for professionals to either make an application themselves, or to empower potential victims of domestic abuse to make one.

The themes identified in our SPRs have influenced the priorities of partner agencies.

## Key Themes for 2021/22:

- Importance of Fathers/Male Carers
- Professional Curiosity
- Information Sharing
- Safeguarding Supervision
- Extra-Familial Harm

For example:

- Children's Social Care has "work with fathers" and "professional curiosity" as Practice Improvement Areas.
- Health colleagues at Croydon University Hospital are promoting the use of "was not brought" instead of "did not attend" to keep the focus on it being the parent's responsibility to ensure their child comes to medical appointments – and not bringing them is potentially a sign of neglect.
- Early Help Solutions Service share the briefings amongst their teams and use them as the basis for reflective discussions around practice, challenges and approaches. They have promoted the use of the Child Wellbeing Tool via the Locality Meetings (multi-agency).
- Education Services regularly use our material and have also contributed to the content on the website. They have promoted the use of the Child Wellbeing Tool and the use of the Graded Care Profile 2 Tool (GCP2), leading to the first Education based professionals to be licenced to use the GCP2 Tool.

Not all cases progress to SPRs. Rapid Review Learning has also influenced the work of the Partnership, particularly around suicide. These cases are influencing the Suicide & Self harm Strategy refresh as well as providing case study examples for a Learning Event planned for September 2022. This should lead to a better partnership/professional understanding of the triggers for suicide or self-harm and therefore improve the ability to reduce the incidence.

## The Mental Health Priority Group

The CSCP Executive identified this priority in recognition of the increasing pressures and poor outcomes for children and young people who had poor mental health. The first meeting took place in June 2021. The Group was chaired by Elaine Clancy, joint Chief Nurse Croydon CCG/CHS and has always been a well-attended, vibrant multi-agency meeting.

Its aims were to:

- *Identify opportunities and resources to generate change activity and outcomes which positively impact front line practice, making a difference to mental health outcomes for all children under 18 (including those with a disability 0-24).*
- *Identify risks and obstacles and work collaboratively to mitigate or address these.*
- *Contribute to the Safeguarding Children Partnership practice learning and improvement program.*

This work could not cover every aspect of Mental Health, the 3 agreed areas were:

### **1) Commissioning & Accountability**

- Young people's mental health needs are met because there are systems and procedures in place to hold commissioners and providers of relevant services to account.

#### **Outcomes:**

- a) We have assurance from commissioners that Mental Health is very much on the current agenda. The Commissioning Team will be developing the THRIVE model which is also linked to the ICS (Integrated Care System) which is bringing together and replacing CCGs and provider organisations.
- b) Suggested questions to be considered at every audit to evidence outcomes for mental health has been developed and circulated for partnership use.
- c) Influenced and co-produced the Local Self-Harm & Suicide Prevention Strategy & Action Plan

### **2) Holding The Risk**

- Professionals know where to access resources to support young people and their families.
- There is a clear pathway for professionals and families to access and escalate concerns

#### **Outcomes:**

- a) Co-production of the Early Help Directory
- b) Joint Working Protocol refresh
- c) Presentations have helped professionals understand where and how services are accessed
- d) Influenced the need for the new Risk & Vulnerabilities panel which will consider 11-25s where professionals are concerned their needs are not being met.
- e) Staff wellbeing/service delivery pressures. Raised to Exec (Aug 2022)

### **3) Learning & Development**

- Professionals have access to quality training to recognise and respond to MH concerns when working with young people.

#### **Outcomes:**

- a) Trauma Awareness online course is live on CSCP website
- b) Co-production of the Trauma awareness training offer
- c) Developed and commissioned the delivery of LGBGTQ+ & Self-Harm Suicide
- d) Improved take up/visibility of other training on offer across the partnership

## Vulnerable Adolescent Priority Group

The CSCP Vulnerable Adolescent Priority Group (VAPG) commenced in April 2019 and has met bi-monthly since. It has been chaired by senior police colleagues. In 2021-22 by Executive member, Detective Superintendent Fiona Martin.

The TORs describe the group aims as:

- To provide oversight of the recommendations of the Vulnerable Adolescent Review
- To identify and report on the prevalence of vulnerable adolescents in Croydon
- To contribute to the Local Strategic Partnership Youth Plan
- To drive wider partnership understanding of vulnerability in adolescents and how it translates into need for service
- To provide strategic advice and oversight in the effective delivery of services for vulnerable adolescents
- To promote and drive wider understanding of community-based resources available to Croydon children.

As of July 2022, these aims were achieved, some were embedded better than others. However, this group has had significant impact on increasing professionals' knowledge and understanding of the specific risks to vulnerable adolescents.

There have been several presentations and learning events that have raised awareness of this cohort, which has led to a change in how agencies deliver services to protect them. For example using the National Panel report [\*It Was Hard to Escape: Safeguarding children at risk from criminal exploitation\*](#)

The VAPG carried out an insightful piece of work to examine the questions raised in the report which evidenced Croydon knows its cohort and the challenges facing both young people and the workforce trying to support them.

This work continued by reflecting on Critical Reachable Moments - this report was used in multiple briefings across the partnership as well as within the Mental Health Priority group.

Members identified the achievements of the VAPG in the last year as:

- Worked hard to identify, discuss & consider responses to emerging need of vulnerable CYP
- Extra-Familial Harm – raised awareness, address & respond to vulnerabilities (via Missing Protocol/RHIs etc)
- Helped partners review strategic responses/services
- Good partnership understanding of this cohort
- First steps addressing disproportionality
- Data Accelerator bid – useful although not successful
- Highlighted the need for early intervention



In relation to the question: *What are you doing differently (in your organisation) as a result of the VAR60 or the work you have heard about in the VAPG?* Responses included:

- Collaboration – joint work/planning around TAS
- Early Help Offer – interface with Youth Engagement/Young Croydon
- Supported early help keyworkers to feel confident to deliver
- Will inform Family Hubs work too
- All Staff Trauma Trained/Culture Competent/Extra Familial Harm (YOS)
- Integrated Offender Management Panel (co-ordinated with Police)
- Disproportionality Dashboard (YOS) – shared as best practice. YOS embed into their work culture
- Emphasis on Contextual Safeguarding training
- Signs of Safety/Action Plans more robust
- Achieving Health Equity Core 20 Plus (SWL CCG)
- Has informed the PCREF (Patient & Carer Race Equality Framework)
- Service Design (chill zone in Paediatric Hub)

## Community Safety Partnership

Croydon adopted a public health approach to reducing violence in June 2019 and has since started work to create a violence reduction network to implement it. The following themes and principles were developed:

### **Theme One - Using Data to drive our approach**

Building a strong evidence base and a common screening tool that can be used across organisations to predict who, where and why individuals and families are more likely to be involved in violent or aggressive behaviours and identifying the interventions that will have the maximum impact.

### **Theme Two - Preventing Violence before It Occurs**

Looks at the periods and key influences in a person's life journey, from pre-birth to adulthood which can increase the risks of becoming involved in violent behaviour and the opportunities when interventions can be most effective.

### **Theme Three - Community Based Support**

Recognises the strength of the Community and Voluntary Sector in Croydon and places them at the heart of Croydon's public health approach to violence reduction. It promotes combining skills and enabling voluntary and community organisations to support people and families collaboratively.

### **Theme Four - Targeted Interventions**

It uses the principles of a family centred approach aimed at addressing violence, by looking at the wider family and connected family dynamics, based on clear safeguarding, case management approaches.

## **Theme Five – Intensive Interventions and Enforcement**

Sets out an intention to offer personalised support for those who are motivated to step away from a life of violence, whilst using the full range of enforcement across all agencies, against those whose behaviour places themselves, those around them, or the wider community at risk of harm.

The CSCP has supported work to inform the new Community Safety Strategy and the CSCP benefits from regular membership and engagement from the Violence Reduction Network including ongoing performance data to evidence the impact of partnership work to reduce crime.

### **Ofsted Focused Visit– The Front Door (July 2021)**

A focused visit took place in July 2021 where HMICs Inspectors found that despite the challenges of Covid-19, the significant changes to the permanent senior leadership and the considerable and ongoing financial challenges – staff at the “front door” were making safe and appropriate decisions on most referrals.

*“Contacts and referrals for children in need or at risk of harm are managed effectively in the single point of contact (SPOC). Social workers routinely seek information from partner agencies and take account of family history when making decisions about levels of risk. SPOC managers are taking appropriate action to improve the consistency and quality of multi-agency information-sharing”.*

The CSCP has been routinely engaged with MASH meetings to ensure information sharing – especially where fathers are concerned is being given due consideration and this continues to be a feature of CSCP Briefings from lessons learned from Safeguarding Practice reviews.

### **Local Area SEND – October 2021**

Ofsted and the CQC conducted a joint inspection to judge the effectiveness of Croydon in implementing SEND reforms as set out in the C&F Act 2014.

The findings were largely very positive including:

*“Current leaders understand the context of the area well and, especially since 2018, have used their knowledge to develop a coherent and ambitious SEND strategy. This has improved the pace of improvement and means that leaders are tackling the right things in the right order. Leaders in Croydon evaluate the effectiveness of their response to the 2014 reforms accurately. They know what is serving children and young people with SEND well and where there is still more to do.”*

Similar to findings from the CSCP, Inspectors found that developmental checks on two-year-olds are not happening often enough. This is a historical underfunding issue, alongside challenges with recruitment and retention of staff. The CSCP continue to track and challenge all the mandated checks for babies and infants and have ensured this risk is being tackled by Health Visiting Services and the agencies which commission them.

## Community Based Support

We continued to see our community-based organisations providing significant support for families, especially during Covid. The BME Forum worked collaboratively with several schools and the council, backed by the Young Londoner's Fund, to offer targeted support at the transitional phases between primary and secondary school and school/college.

This saw 81 young people take up places, 121 young people complete between 7-14 mentoring sessions and a further 38 complete diversionary activities. This work had a direct impact to safeguard some of the children most at risk of harm and at risk of exclusion from school.

## Independent Scrutineer Conversations

Our Independent Scrutineer introduced conversations with front line practitioners' sessions, as a means to gathering feedback about the effectiveness of the partnership. The first one was with staff from Children's Social Care and Early Help and took place in March 2022 as part of the Practice Week Themes on Neglect. The second session was later in the year with a group of front-line Health practitioners. Key points included:

- Most staff positive about working relationships with external partners
- Importance of good relationships with schools
- Covid had made working with families more challenging, but staff had kept face to face working throughout
- Reflective supervision valued
- Changes in social workers can be difficult, continuity is really important
- Information on partnership website and training offered really valued

## Reflections From the Partnership

Fiona Martin: Detective Superintendent (CSCP Executive)

*"The last year has been a challenge coming out of Covid, but lessons learned from 2020-21 have been embedded and improved liaison with partners and our service to children. Some of these have been in the way we work, and some have been about maintaining better practices.*

*One example of this is the "Every Child Every Time" (ECET) programme which continues in the custody suite at Croydon. This has been running since June 2020, to improve awareness of officers who are dealing with children in custody as a reminder that we need to understand their vulnerabilities as children and to encourage "the voice of the child". Performance of this programme is monitored at the weekly ECET meetings. The meeting also reviews incidents where children have been placed in police protection ensuring that safeguarding and multi-agency working has been effective. This has improved our use of police protection and involved the children more in the process. We hope that we can welcome social care into this meeting in the near future to help us share concerns and identify learning.*

*The "one front door" team was set up in February 2021 in response to the increased demand for multi-agency meetings regarding contextual safeguarding issues that affect children who*

may be drawn into criminality, risk of exploitation, gangs, missing episodes and living with domestic violence within their home setting. Working with our partners we have now implemented a booking process that allows social care to directly book appointments with the relevant teams. The CAIT team, who have expertise in child safeguarding referrals, manage the booking process and continue to triage the requests from social care and then allocate to the best placed police team to take part in the strategy discussions. The implementation of the booking process is improving police attendance at these meetings. Additional strategy discussion training is being delivered to Police teams and supervisors across Croydon. A weekly escalation meeting is in place with social care and health to review any issues and to share learning.

The Child Criminal Exploitation and Child Sexual Exploitation team continues to hold regular operations with the British Transport Police and Safer Neighbourhood team, other agencies, and surrounding forces particularly around transport hubs. These multi-agency operations will continue regularly in the coming year. They engage closely with children, understanding the risks they face and helping them to escape from that pathway. As a result we have diverted a number of children from high risk activities and ensured their safety.

The Child Abuse Investigation Team continues to investigate familial offences against children. Despite dealing with the highest number of offences in London the team have focused on improving the outcomes for victims, whether that is through taking offenders to court or working with our partners on child protection plans. Whilst they mainly investigate current offences, the team also work with non-recent cases bringing predatory sexual offenders to justice by obtaining significant custodial sentences. These include a case where a member of the public contacted police after seeing a newspaper article about a male being convicted for sexual offences. She had been a victim of his when she was a little girl. The team worked with the victim to gather evidence and present a case. Despite initially pleading not guilty, the evidence against him was so strong that he changed his plea and was sentenced to 10 years in prison.

I have chaired The Vulnerable Adolescent Group for the past year. The meeting has been really effective in bringing colleagues together from across the statutory and voluntary sector. It has carried out significant activity to enrich, influence and inform partnership work around vulnerable adolescents. It knows the size and scope of the challenges in Croydon and can evidence traction against the original recommendations from the Vulnerable Adolescent Review carried out in 2019, however it is difficult to quantify this against outcomes for children.

Recognising the need to constantly learn, the police have an active role in Safeguarding Practice Reviews. We have all taken learning from the cases that have been reviewed and shared in joint learning events. We have also been pleased to welcome some Croydon Social workers to a CAIT training day so we could exchange learning. It was a great success and started some great working relationships.”

Elaine Clancy: Joint Chief Nurse Croydon CCG/CHS (CSCP Executive Officer)  
(awaits)

Debbie Jones: Corporate Director Children Families & Education (Croydon Council)  
(awaits)

Shelley Davies: Director of Education (Croydon Council)  
(awaits)

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*Education*

*We collated data and provided schools with support/training following Child Death in December 2021*

CSC QA

In response to audit findings, we are providing workshops to support:

- Chronologies/Genograms
- Direct Work
- Contextual Safeguarding

Ment4

We worked with Education and PRU colleagues to design a simple language brochure for parents to help them understand why their children might be at risk from exclusion

MASH Audits

Audits to test the quality of referrals has led to training for referrers and process change for MASH

Children's Social Care

We introduced a manager coaching programme – to improve managers supervision skills and oversight of work with children, young people and families

BME Forum:

Secured a Tesco grant to deliver culture relevant food for 40 families

Early Help

We prioritised ensuring Managers worked with practitioners & families to amplify the "child's voice"

Education

In response to Hackney child Q (Adultification) flowchart developed for schools

Education

We provided support to schools in response to the Everyone's Invited Campaign including a handbook, tools & a review

BME Forum:

We facilitated over 20 zoom meetings to provide families with info to help them help themselves. (Covid)

## Part 2: The So What?

*Evidence of the impact of the work of the safeguarding partners and relevant agencies, including training, on outcomes for children and families from early help to looked-after children and care leavers*

### Impact of Our Briefing Materials

Much of our work is to provide the conduit for safeguarding professionals to access the relevant briefing materials around safeguarding learning in Croydon. The safeguarding leads then take the learning and resources back to their own agencies and share in reflective sessions or update policy as required.

Examples include:

- CAMHS holds regular “Time to Talk Sessions” and as a result of our recommendation, are planning to introduce specific safeguarding supervision for 2022/23. We have also refreshed our Safeguarding Supervision Guidance for multiagency professionals to support this.
- Croydon College used the Sexual Violence Resources to deliver all staff training in January 2022 and have implemented a whole college approach to Sexual Violence & Abuse.
- Croydon College/Police worked together to deliver student awareness sessions on healthy relationships & consent.
- Junior Doctors had 2 sessions delivered to them to promote the need for appropriate multi-agency discussion around head injuries for non-mobile children and unexplained injuries in children in general.
- During Covid-19 we promoted a “[working in peoples homes](#)” resource as part of a campaign to support trades working in people’s homes during covid. This was widely published – including sending to all builder’s merchants in the borough.

**Does your job involve visiting people in their homes?**

During Covid, many children and vulnerable adults have been very isolated. For those who have been abused, neglected or financially exploited it may be even harder for them to tell someone or seek help. As lockdown eases, people like you can make the difference and help.

Be curious, pay attention to how people look and behave.  
Do not enquire or investigate - report your concerns to either your safeguarding lead or direct:

**Concerned about a child?**  
[www.croydon.gov.uk/children-young-people-and-families/child-protection-and-safeguarding/report-concern-about-child](http://www.croydon.gov.uk/children-young-people-and-families/child-protection-and-safeguarding/report-concern-about-child)  
ChildReferrals@croydon.gov.uk  
Call: 020 8255 2888

**Contact the NSPCC**  
0800 800 5000  
help@nspcc.org.uk  
IN EMERGENCY: 999

**Concerned about an adult?**  
[www.croydon.gov.uk/adult-health-and-social-care/report-abuse-adult](http://www.croydon.gov.uk/adult-health-and-social-care/report-abuse-adult)  
CroydonAdultSupport@croydon.gov.uk  
Call: 020 8726 6500

**If you see something – say something!**

**CSCP**  
Croydon Safeguarding Children Partnership  
[www.croydoniscp.org.uk](http://www.croydoniscp.org.uk)

**CSAB**  
Croydon Multi-Agency SAFEGUARDING ADULTS BOARD  
[www.croydonsab.co.uk](http://www.croydonsab.co.uk)

Click image to follow link for **FREE** safeguarding training



We hold regular briefing sessions for any multi-agency professional working in Croydon. These sessions are usually themed and have good multi-agency representation.

### Impact from Data Examination

We hold a quarterly meeting to review multi-agency data ahead of the Quality Improvement Group (QIG). We have continued to press the need for more intelligent data, especially around ethnicity. A survey conducted to test the impact of our drive for correct data capture revealed that 56% of agencies believed they were *confident in most cases* that their ethnicity data accurately reflects the ethnicity of persons using their service, and 33% believing that it *mostly reflected it, but could do better*. This is an improvement on last year when most agencies were unable to comment as the quality of data was too poor in this area.

When asked what improvements had been made as a result of the CSCP drive, respondents said:

Our quarterly report now has a section on ethnicity. We've had discussions with staff about disproportionality and how it impacts on work & what can we do differently. Staff team are researching information on contextual safeguarding and ethnicity

We now split out the quarterly data so that it is more meaningful in terms of ways to change to impact on young people. It led to us doing an initial SALT screening assessment for all young people as a matter of course.

55% of respondents said their agency includes the Unconscious Bias Training as mandatory training. The CSCP provide this free on the website for anyone working or living in Croydon courtesy of Crystal Palace Football Club who continue to fund this course as well as use our training resources for their staff.

The number of young people on a CP Plan and the number on a plan for more than 18 months has been scrutinised by both QIG and The CSCP Executive. This has led to more frequent dip sampling to test thresholds, which were found to be appropriate and led to the creation of a 9 month plus and PLO cases panels which offer greater scrutiny and learning from repeat CP plans. As a result, children are now on a CP plan for shorter period, and lower statutory neighbours.

Contributing to the dataset has helped partner agencies to be more proactive about their own data as well as scrutinising multi-agency data. Early Help colleagues have commented on how the challenge about the data has required them to draw inferences about step up activity and whether threshold application may need further exploration. This happens because our dataset requires some commentary to support the data request, and this encourages each partner to be more curious about the why and not just list the numbers.

### Impact of our Activity

CSCP members are seen as experts in Safeguarding and the value of the ad-hoc conversations, across the partnership to influence workstreams, provide assurance about the appropriateness of escalations or just make arrangements to attend team meetings to provide safeguarding expertise cannot be underestimated.



CSCP members have been on working groups to influence commissioning such as the Best Start Children's Centre (Aug 2021) and Family Hubs Bid Work (Feb 2022).

In addition to the outcomes detailed in Part 1, the following can also be attributed to our work in the past year.

- Young People's Mental Health – we have raised the profile and are keeping it visible by using what has been learnt to influence partnership work across the borough.
- Culture of partnership working around Mental Health has improved which will impact on confidence and the ability of professionals.
- SEND Board – provided SEND specific briefings and CSCP membership at SEND Board/Forums
- New Training:
  - Expanding Cultural Competencies for Safeguarding Professionals working with LGBTQ+ Young People
  - Challenging Disproportionality – Assessing the Extra-Familial Risk for Black Male Children & their Families
  - Trauma Informed Approach - e-learning module and additional face to face/MS Teams courses

## Training

We continued to deliver online training via MS Teams and have re-introduced some face-to-face training more recently. Our e-learning training offer continues to be popular with over 9000 courses completed across child and adult safeguarding content, however this was significantly lower than the previous year. This is somewhat due to the effect of covid on staff availability to commit to training, but is also due to the vacant L&D post for most of the year.

## Part 3: The Why Not?

*An analysis of any areas where there has been little or no evidence of progress on agreed priorities*

### Partnership Working

Whilst Working Together 2018 requires the 3 Lead Agencies to be equally responsible for discharging their duty, there continues to be an imbalance in both the level of funding applied and the proactivity of each of the partners. This is largely due to historical expectations and is in keeping with other LSCPs.

There are key (and often longstanding), experienced members of the Police and CCG/Health actively engaged at relevant CSCP meetings. However, the drive and direction of the core work more often comes from the Local Authority. This doesn't specifically impact on the effectiveness of the partnership as when directed, other agencies are responsive, but it does limit the scope and reach of the partnership. The Independent Review of the CSCP (likely to be published in September 2022) also recognises this. One of the purposes of the review is to make recommendations about how this might be challenged for 2023. An identified risk is that if those key members were to leave the partnership, it could significantly impact on the effectiveness of the partnership.

### Audits

Ordinarily we would hope to carry out 3 multi-agency audits a year to assess the competency of multi-agency professionals as well as evidence the impact of previous learning or briefings.

Whilst we have not carried out as many as usual, the way we worked instead has led to better co-ordination and drawing on the Partnerships own QA Activities.

This year we have utilised the learning from single agency audits where possible. We have also linked up with CSC Practice Week and bi-monthly Windows into Practice events, to open it to multi-agency staff and share the findings via CSCP meetings such as the Learning & Improvement Group. This has led to more front-line professionals accessing briefings and materials usually only open to CSC staff and single agency learning which may have ordinarily stayed within one agency, being shared more widely.

**Neglect** – this multi-agency audit took place in 2021-22 and was supplemented by the Neglect Thematic Practice Week in March 2022. Activities included Windows into Practice audits, multi-agency appreciative inquiry events, practice observations and multi-agency learning events, including raising the profile of the Graded Care Profile Tool (GCP2 Tool). A strength included *“Professionals are contributing to decision making and oversight of progress. Schools were particularly identified as key players and contributors to planning and progress monitoring”* An area for improvement concluded *“Interventions tend to focus too much on the adult, particularly where adults have significant vulnerabilities, and less on experiences of children.”*

**Domestic Violence** – CSC and the Police have both undertaken audit work in this area. CSC involved partnership agencies and the Independent Scrutineer in Appreciative Enquiry sessions, the CSCP delivered sessions on themes from safeguarding practice reviews as part

of the lunch and learn sessions co-ordinated by CSC Practice Consultants. Partnership working was found to be a strength with *“effective communication & partnership working among agencies are promoting good assessments and support to children and families”*. CSC have shared their findings in detail with the wider partnership via Quality Improvement Group Meetings. The Police have been asked to adopt a similar approach for 2022/23.

In addition, we had the opportunity to be assured of, and challenge the safeguarding arrangements of key agencies, which was very useful for the wider partnership to appreciate the scope and activity of partner agencies which is largely hidden in day-to-day multi-agency work.

- Police Safeguarding Standards
- Health Safeguarding Standards
- Education Safeguarding Standards

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## Part 4: The What Next?

*A record of decisions and actions taken by the partners in the reports period (or planned to be taken) to implement the recommendations of any local and national child safeguarding practice reviews, including any resulting improvements*

### Safeguarding Practice Review (SPR) Learning

Given the number of Croydon SPRs we have introduced a spreadsheet which tracks the most re-occurring themes for Babies & Toddlers, Children and Adolescents.

These themes are used in bi-monthly briefings to both senior leaders and the wider multi-agency workforce. This has helped us to be more SMART when deciding how to implement recommendations across several reviews and has ensured we have more pace to not only complete the recommendations, but share the learning at an earlier stage. Our single page briefings have been commended by professionals as a really helpful way to distil the learning in a more accessible format, especially when they are already stretched for time.

Here is an example of the one-page briefing from the BEN SPR:

#### Croydon Safeguarding Children Partnership SPR/Learning Review – Ben



## Safeguarding Asylum Seekers

Government policy is changing and we are ensuring we are sighted on the multi-agency work within the Asylum Seekers/Homes For Ukraine space as well as offering training support for those public and professional people supporting asylum seekers. Croydon has over 1000 asylum seekers placed in hotels as well as Ukrainian refugees. Some of these are families the CSCP will need assurance of the multi-agency safeguarding arrangements for these potentially vulnerable people.

## Early Help Transformation

The wider partnership are sighted on, and involved in, the Early Help Transformation work. This is an area where CSCP safeguarding leads and other multi-agency professionals can work closer and smarter to ensure less overlap whilst retaining maximum impact and impetus on the themes already identified:

- Greater professional curiosity
- Understanding who the significant adults are in children's lives
- Better information sharing

## Domestic Abuse

Now children are recognised as victims in their own right, the CSCP will consider how it can best ensure that the incidence and impact of Domestic Abuse where children are present is fully understood and that professionals are using all the tools and skills available to them to mitigate the impact of Domestic Abuse and protect children from becoming victims.

Our own SPRs and the National Report relating to Star & Arthur feature domestic abuse. The voice of the child and the extended family were poorly articulated and this feature will also be an area of examination for next year.

## Sexual Abuse

The CSCP recognises that its data and understanding of who the victims of Child Sexual Abuse (CSA) are and how we are working together to reduce it is poor. Whilst the Violence Against Women & Girls Strategy is being refreshed, it will not actively address this risk. More work is required in this area including intra and extra familial abuse and supporting professionals to have constructive conversations in this tricky domain.

## Independent Review

The CSCP Executives have commissioned an Independent Review of the Partnership to assess the effectiveness of the Partnership. The findings of this work will influence the 2023 work plan.

## Part 5: What Children & Families Say:

*Ways in which the partners have sought and utilised feedback from children and families to inform their work and influence service provision*

**Mental Health Priority Group:** – we influenced some of the questions to be included in the school surveys which will be sent out in the next two years and used to gather feedback about what young people think about their mental health and whether they know where to go for support, as well as being used to inform commissioning decisions.

**YOS:** - improved their data capture and recognised the disproportionality of young black males and those with a learning disability or SEND. As a result, they have introduced a Disproportionality Dashboard which has been recognised and circulated as a good example of how to make service improvements.

**CAMHS:** - a clinician working with a family needed to refer them to SPOC. The family was very anxious about this, however the way CAMHS/CSC worked together was very supportive and continued alongside the assessment. The family said they felt very supported and their fears about being blamed were unfounded. The outcome for the family was positive.

As a parent you only ever want the best for your children, and it was so comforting to know that Early Help had exactly the same view. Micela and Early Help made sure that my daughter and myself were fully supported on this journey, by displaying patience empathy and understanding  
**(Parent feedback re. keyworker Sept 2021)**

When my son and I first met Vivian the risk was extremely high. However, with the help of Vivian's plans that were acted upon, this risk was massively reduced. Everything that Vivian has promised us, she has not failed to follow through. My son is now living a happy and stable life, he is due to start his mentoring at Palace for Life next week, this again is Vivian's doing.  
**(Parent feedback re. EH Social Worker August 2021).**

*She has helped my daughter to become more confident by getting her the support she needs and in return has also given her a voice about the things that have happened to her which will eventually come in useful as she grows older so she will be able to stand up for what is right for herself making her a more confident young lady. **(Parent feedback re. keyworker June 2021).***

The CSCP publish this report to summarise its work in 2021/22. You can find more information on our website <https://croydonlcsb.org.uk/> as well as details of how to contact us.

## Glossary

<b>BME</b>	Black Minority Ethnic
<b>BCU</b>	Basic Command Unit
<b>BME Forum</b>	Black Minority Ethnic Forum – A Community Partner
<b>CAMHS</b>	Child & Adolescent Mental Health Service
<b>CAP</b>	Complex Adolescent Panel
<b>CCE</b>	Child Criminal Exploitation
<b>CCG</b>	Clinical Commissioning Group
<b>CDOP</b>	Child Death Overview Panel
<b>CDR</b>	Child Death Review
<b>CHat</b>	Child Health at home
<b>CHIST</b>	Croydon Health Integrated Safeguarding Team
<b>CHS</b>	Croydon Health Service
<b>CIN</b>	Child in Need
<b>CLA</b>	Children Looked After
<b>CLIP</b>	Croydon Local Intelligence Programme
<b>CP</b>	Child Protection
<b>CPFC</b>	Crystal Palace Football Club
<b>CQC</b>	Care Quality Commission
<b>CSC</b>	Children’s Social Care
<b>CSE</b>	Child Sexual Exploitation
<b>CWD</b>	Children with Disabilities
<b>CYP</b>	Children & young people
<b>DA/DASV</b>	Domestic Abuse/ Domestic Abuse & Sexual Violence
<b>ETE</b>	Education, Training & Employment
<b>FGM</b>	Female Genital Mutilation
<b>GCP2</b>	Grade Care Profile version 2
<b>HV</b>	Health Visitor
<b>ICPC</b>	Initial Child Protection Conference
<b>JSNA</b>	Joint Strategic Needs Analysis
<b>KPI</b>	Key Performance Indicator
<b>LADO</b>	Local Authority Designated Officer
<b>LCSPR</b>	Local Child Safeguarding Practice Review
<b>LeDeR</b>	Learning Disabilities Mortality Review
<b>M/A</b>	Multiagency
<b>MACE</b>	Multiagency Child Exploitation Panel
<b>MH</b>	Mental Health
<b>PH/PHN</b>	Public Health/Public Health Nursing
<b>QA</b>	Quality Assurance

<b>RISE</b>	Refuge, Information, Support and Education Charity
<b>S &amp; L/ SALT</b>	Speech & Language/ Speech & Language Therapy
<b>SCR</b>	Serious Case Review
<b>SEND</b>	Special Educational Needs & Disabilities
<b>SLAM</b>	South London & Maudsley NHS Trust
<b>SPOC</b>	Single Point of Contact
<b>SYV</b>	Serious Youth Violence
<b>TAS</b>	Team Around the School
<b>VAR</b>	Vulnerable Adolescent Review
<b>VOC</b>	Voice of the Child
<b>WT</b>	Working Together 2018
<b>YAG</b>	Youth Advisory Group
<b>YOS</b>	Youth Offending Service

DRAFT



# Agenda Item 6

<b>REPORT TO:</b>	Children & Young People Scrutiny Sub-committee 27th September 2022
<b>SUBJECT:</b>	<b>Insourcing of South Locality Children’s Centre Delivery</b>
<b>LEAD OFFICER:</b>	<b>Debby MacCormack, Early Help Service Manager Early Years, Children’s Centres and Parenting</b>
<b>CABINET MEMBER:</b>	<b>Councillor Maria Gatland Cabinet Member for Children and Young People</b>
<b>PERSON LEADING AT SCRUTINY COMMITTEE MEETING:</b>	<b>Shelley Davies Director of Education</b>
<b>PUBLIC/EXEMPT:</b>	Public

<b>ORIGIN OF ITEM:</b>	This item is contained in the Sub-Committee’s agreed work programme.
<b>BRIEF FOR THE COMMITTEE:</b>	The Children & Young People Sub-Committee is asked to: -  1. Receive the update on the Children’s Centre Contract award for North and Central, and the insourcing of the South Locality Children’s Centre Delivery  2. Consider whether there is assurance that there is sufficiency of children’s centre provision to meet local need.

## 1. EXECUTIVE SUMMARY

- 1.1 Croydon Best Start is a holistic approach to early intervention and prevention to ensure babies, children, mothers, fathers, and carers receive the support they need, as early as possible in a child’s life, or as concerns emerge, ensuring onward referral or signposting to the services required.
- 1.2 Established on the principles of co-design and partnership working, the shared Best Start outcomes remain central to our ways of working across an early year’s partnership to improve outcomes and reduce inequalities.
- 1.3 This paper outlines the circumstances relating to insourcing the South Locality Children’s Centre service delivery, through the Hub and Spoke model which was consulted on and agreed at Cabinet on 26 July 2021.
- 1.4 There is a need to avoid a gap in Child Development and School Readiness services delivered in the South of the borough. This issue has arisen due to the

failure to attract suitable bidders following two procurement cycles for the South Locality Children's Centre Hub and Spokes.

1.5 These are statutory services to improve outcomes and reduce inequalities for very young children and therefore could result in a judicial review if services are not provided.

## **2. Children's Centre procurement strategy**

2.1. The tender opportunity for the Children's Centre Hub and Spokes Locality model opened on 31<sup>st</sup> August 2021 and ran for 40 days closing on 10<sup>th</sup> October 2021.

2.2. The procurement ended with a successful bidder for North and Central, however no bidder was identified for the South Locality. After careful consideration, the decision was taken to re-tender for these services and current arrangements were further extended with the existing South Children's Centres.

2.3. The second procurement opportunity opened on 7<sup>th</sup> February 2022 and ran for 30 days closing 6<sup>th</sup> March 2022. A market warming event was held on the 4<sup>th</sup> February 2022 and attracted 10 suppliers. Only 1 submission was received which failed to meet the minimum threshold score of 2.

2.4. Upon making Upon making enquires why they had not responded to the tender opportunity their feedback concluded:

- 'Lack of clarity around building costs, and access to sites during holiday periods',
- 'TUPE and related liabilities within a very tight budget envelope'
- 'I offer training in early years language and communication but wasn't sure how best to apply',
- 'Internal capacity prevented us from putting together a competitive bid in the required timeframe'

2.5 There were two consistent themes which emerged from both procurement opportunities:

- Lack of clarity around building costs, and access to sites during holiday periods',
- 'TUPE and related liabilities within a very tight budget envelope'

2.6 To mitigate future risks of failing to attract a suitable supplier to deliver Child Development and School Readiness services in the South of the borough (particularly those living in areas of high deprivation) and increasing the inequalities for very young children and their families, it was recommended and approved by the Executive Mayor to insource the provision and deliver services in-house.

## **3. Insourcing of South Locality Children's Centre Delivery**

- 3.1. Croydon Best Start is a holistic approach to early intervention and prevention to ensure babies, children, mothers, fathers and carers receive the support they need, as early as possible in a child's life, or as concerns emerge, ensuring onward referral or signposting to the services required.
- 3.2. The service model for delivery is a Hub and Spoke model which was consulted on and agreed by Cabinet on 26 July 2021 with a reduced budget and procurement commenced for new providers in August 2021.
- 3.3. The delivery model has been implemented in the North and Central Localities from 1 January 2022 by a commissioned provider after successful award of the contract. No provider was awarded for the South Locality delivery, and after consideration the decision was made to re tender for the services in February 2022 and existing delivery arrangements were further extended for south children's centre services.
- 3.4. To mitigate future risks of increasing the inequalities for very young children and their families living in the South of the borough (particularly those living in areas of high deprivation) it was recommended the delivery of Child Development and School Readiness services delivered through a South Locality Children's Centre Hub and Spokes model are insourced and delivered in-house. The children's centre programme is subject to financial savings, it has not been possible to continue to extend contracts within the revised funding. The schools commissioned to deliver the services were not able to tender to deliver services for families in the south of the borough.
- 3.5. Woodlands Children's Centre will be the hub, services will be delivered from the centre Monday to Friday and include delivery from partner agencies, including Health, Parenting, Speech and Language, support for new parents and transition support.
- 3.6. The spoke centres, Byron, Fairchildes and Purley Oaks will be open one or two days a week delivering services that are needed by local families. There is a limit on the number of days services can be delivered at the centres due to the cost to the service and availability.

#### **4. Current Position**

- 4.1. The Children's Centre Staff Teams are currently based within the schools below
  - Oasis Academy Bryon (Oasis Trust): Byron Children's Centre
  - Fairchildes Academy: Fairchildes Children's Centre
  - Purley Oaks Primary School: Purley Oaks Children's Centre
  - Gilbert Scott Primary School: Woodlands Children's Centre
- 4.2. TUPE consultation commenced with the teams on 30 June 2022 apart from Purley Oaks, as two members of staff have left, and one has moved to a new role.
- 4.3. The teams will move into the Council from 1 September 2022.

- 4.4. Arrangements have been negotiated with the current schools so services can be maintained in spoke sites for the first half of the term, September – October 2022. This will allow stability for families and the staff team whilst the service is realigned to be fit for purpose to deliver services through the hub and spoke model. The staff structure will need to fit within the available funding envelope available which is £317, 683 p.a.
- 4.5. Currently there is a pressure on this budget of £97k due to the extensions of contacts to 31 August 2022 and potential redundancy costs.
- 4.6. The current staff team are delivering services on one day a week at Purley Oaks Children's Centre, this is being met within existing staffing resources. This is also being supported by other areas of the service through temporary deployment of a team member and administrator to enable safe delivery of services. A realignment of staffing is required for services to be delivered with a consistent staff group.
- 4.7. A programme of services for the south is published and attached for information
- 4.8. Over this half term, team members will be talking with families about future service delivery in the spoke sites
- 4.9. Services have been maintained through the summer holidays including a full range of Chatterbox groups (Speech and Language support)

## **5. Partnership Working**

- 5.1. Throughout the pandemic, Health Visiting and Midwifery services were not able to deliver services within children's centres. Health services are now planning for services to be resumed within centres, child development appointments are offered routinely at centres and the services will be planned to enable this to continue and develop so babies and young children can be introduced to and benefit from early childhood services
- 5.2. Chatterbox speech and language sessions are run across the locality in partnership with the speech and language team and will continue.
- 5.3. Commissioned Best Start Partners will be running sessions within the centres.
- 5.4. We are exploring the opportunity to work in partnership with libraries to be able to provide early years support and activities in and around libraries.

## **6. Family Hubs**

- 6.1. Croydon has been identified as one of 75 Local Authorities eligible for funding to develop a family hubs programme due to the level of deprivation within the borough, this includes being eligible to bid for Family Hubs funding to deliver key components of the Start for Life offer, delivered through Family Hubs by March

2024. The council is in the process of signing up and early delivery is expected by March 2023.

6.2. The Best Start for Life policy paper outlines the Government's vision for local authorities, working with local partners to publish their Start for Life offer providing universal and universal+, health and care services delivered through Family Hubs and that meet the needs of specific community groups.

6.3. The development and implementation of Family Hubs in Croydon will integrate services for families throughout the first 1001 critical days and will impact how Maternity, Health Visiting and Children's Centre provision is delivered in the future. The Family Hub transformation offer opportunities for improved integration and joint delivery of child development and school readiness service, maximising the available workforce to have a greater impact on children's outcomes.

6.4. The Start for Life strands identified as part of the development of the Family Hubs offer will be funded to support the development of sustainable activities from 2022-2024. Final funding will be confirmed in the Autumn, the funded strands have been identified as;

- Family Hubs Capital
- Family Hubs Programme
- Parenting Support
- Home Learning environment
- Parent-Infant Relationships and Perinatal Mental Health
- Infant Feeding Support

## **7. Croydon's Early Years Strategy**

7.1. An Early Years Strategy is being co-produced with residents and partners across Early Years, Croydon Council, South West London Integrated System (Croydon Place), and voluntary and community sector. Parents and carers are central to its development with over 400 responding to an initial parent and carer survey to understand what is important for families during the early years. The Early Years Strategy will guide the development of Family Hubs and Start for Life offer in Croydon, children's centre services are central to these developments.

7.2. Priorities for children have been identified in the Health and Care Plan (Better Start in Life and Maternity) and by the Director of Education for children in the Early Years to:

- Reduce the attainment gap between the average and the lowest achieving pupils in language and literacy
- Further narrow the gap between children eligible for free school meals and those not eligible
- Ensure the Integrated 2-Year-Old Review is fully embedded across the Borough

- Improve the health of children under 5 years by reducing the number of children at age 5 classed as 'overweight' or obese'

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**CONTACT OFFICER:** Debby MacCormack, Early Help Service Manager Early Years, Children's Centres and Parenting

**APPENDICES TO THIS REPORT**

Appendix 1 - Example Summer programme

Appendix 2 - Autumn Programme

Appendix 3 - [Best Start for Life Policy Paper](#)

**BACKGROUND DOCUMENTS:** None

# Appendix 1

Woodlands: Gilbert Scott Primary School,  
Farnborough Avenue, CR2 8HD

Byron: St David's, Coulsdon, CR5 2XE

New Addington – Fairchildes, Fairchildes  
Avenue, New Addington, CR0 0AH



## The South Locality Timetable Summer Holiday Schedule

### Monday 25th July – Wednesday 31st August 2022

Woodlands, Bryon, Purley Oaks & New Addington Children's Centres



**WEEK 1** Monday 25th – Friday 29th July 2022





Day / Centres	Monday 25th July	Tuesday 26th July	Wednesday 27th July	Thursday 28th July	Friday 29th July
<b>Woodlands</b> 0208 916 0543 (B) = Booking Required	9:30-10:30 (B) <b>Mud Kitchen</b> an exciting, messy, and creative area to play. <i>Please call to book</i>	9:30-11.00 <b>Stay &amp; Play</b> ~ 1.00 - 2.30 <b>Chatterbox</b>	9:30-11.00 <b>Stay &amp; Play</b> <b>Messy Activities</b>	<i>See other centres for available services today</i>	<i>See other centres for available services today</i>
<b>Byron</b> 0208 763 6285 (B) = Booking Required	10.00 – 11.30 (B) <b>Tiny Trekkers</b> A 5 week forest school course 3-5 years ~ 1.00 – 2.00 <b>Baby Buddies</b> Non walking babies	10.00 - 11.30 <b>Pond Dipping</b> @Bradmore Pond <i>Meet at the pond 10am</i> <i>Wear appropriate clothing (wellies etc.)</i>	9.30 - 11.00 <b>Chatterbox</b> Designed to promote, encourage and support speech, language and communication development	Midwife Appointments ~ 9.30 - 11.00 <b>Childminders Stay &amp; Play</b> 9.30 - 10.30 (B) <b>Baby Massage</b> A 5 week Baby massage Course <b>Week 1</b>	10.00 - 11.00 (B) <b>Bookstart Corner</b> A 4 week course Starting 29th July <i>Please call to book</i> <b>No BBB This Week!</b>
<b>Fairchildes</b> 01689 664 570 (B) = Booking Required	<i>See other centres for available services today</i>	<i>See other centres for available services today</i>	10.00 - 11.30 <b>Stay &amp; Play</b> 10.00- 12.00 <b>Mum2Mum</b> Breast Feeding Support Group ~ 1.00 - 2.30 <b>Stay &amp; Play</b>	1.00 - 2.30 <b>Stay &amp; Play</b>	<i>See other centres for available services today</i>
Castle Hill is closed during the summer holidays and we are unable to deliver at Purley Oaks over the same period due to building and maintenance work at the school - <i>Please see other centres for available services</i>					









Woodlands CC: [admin@woodlandsc.info](mailto:admin@woodlandsc.info)

Byron CC: [byronchildrenscentre@oasis.org](mailto:byronchildrenscentre@oasis.org)

New Addington CC: [fairchildeschildrenscentre@fairchildes.croydon.sch.uk](mailto:fairchildeschildrenscentre@fairchildes.croydon.sch.uk)

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Day / Centres	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Woodlands</b> 0208 916 0543	9.15 - 11am Stay & Play with Bookstart — Drop in ~ 1 -2.30pm Watch Me Grow (Under1's)	9.15 - 11am Now I'm 2 & Next Steps (Stay & Play) 9.30- 11.30am Family Support 9.30 -11.30 Chill & Chat Special (Special Needs Group) 10 - 11am Baby Massage <b>B</b> ~ 1 -2.30pm Chatterbox Speech & Language session	9.30- 10.45 Stay & Play 9.30 - 11am Cooking Cubs <b>B</b> (£10 contribution to be paid in advance) Child Development Checks (Booking via HV) ~ 12.00 - 1.30 Toddler Time	9.15 - 11am Stay & Play 10—11am Baby Sing & Sign <b>B</b> Child Development Check (Booking via HV) ~ 1 -2pm Talking Tots	9.30 - 11am Baby Group (Non walking babies) ~ Midwife Clinic
Please check start dates / requirements / fees for courses with each Centre or look on our Centre Blurbs page for details of sessions. Thank you.				Midwife Appointments 9.30 - 11am Baby Buddies (Non walking babies) 11.30 - 12.30 Baby Massage <b>B</b> ~ 1- 2.30 Messy Mucky Meyhem (Let us know in advance if your baby has any allergies)	
<b>Byron</b> 0208 763 6285	9.30 - 11am Childminders Play and Learn 9.30 - 11am Tiny Tasters <b>B</b> ~ 12.30 - 2.30 Sensory Room <b>B</b>	9.30 - 10.30 Terrific Toddlers ~ 1.30 - 2.30 Baby Massage <b>B</b>	9.30 - 11am Chatterbox Speech & Language session ~ 12.30 - 2.30 Sensory Room <b>B</b>		10 - 11am Invited Book Start Corner <b>B</b> ~ 12 - 2pm Breastfeeding Buddies
<b>Purley Oaks</b> 0208 916 0543	See other centres for available services today	10.15 - 11.30 Baby Group ~ 1 - 2.15 Stay & Play	See other centres for available services today	See other centres for available services today	See other centres for available services today
<b>New Addington</b>	9.45 - 10.45 Jumping Beans 10 - 11am School Readiness <b>B</b>	9.30 - 11am Messy Play ~ 1 -2.15 Baby Group <b>B</b> (Under1's)	9.30 - 12pm Mum2Mum Breastfeeding Support 10 -11am Baby Massage <b>B</b>	9.30 - 11am Stay & Play Child Development Checks (Booking via HV) ~ 1 -2.30pm Chatterbox	See other centres for available service's today
<b>Castle Hill</b>					
<b>Fairchildes</b> 01689 664 570	1 - 2.15 Stay & Play 1.15 -2.15 Baby Massage <b>B</b>	9.45 - 11.15 Stay & Play with Bookstart ~ 1 - 2.15pm Toddlers	Child Development Checks (Booking via HV) ~ 1 -2.15pm Storytime Activities	10 - 11.15 Baby Group <b>B</b> (Under1's) ~ 1 - 2.15pm Messy Play	Child Development Checks (Booking via HV) ~ Comfort Corner <b>B</b> Bookable Family Support

Sessions marked (B) are bookable in advance Please contact the relevant Centre. Drop in sessions may be limited and will be first come first served.



For Family Support Call or email your local or nearest Children's Centre.



## OUR BOOKABLE COURSES



### Baby Signing:

@Woodlands CC (0-1 years) 6 week Course Starts 15th September.

### Baby Group:

@Castle Hill (0- independent walking) 5 week Course Starts 13th September.

@Fairchildes (0- independent walking) 5 week Course Starts 15th September.

Great opportunities to meet other parents and share your experiences. Age appropriate activities along with singing, instruments, nappy painting and hand & foot prints.

### Baby Massage:

@Woodlands (0-6 months approx.) 5 week Course Starts 13th September.

@Byron 5 week Course Starts 12th & 14th September.

@Castle Hill 5 week Course Starts 12th & 14th September.

### Tiny Tasters:

@Byron (2+ years) 3 week Course Starts 12th September.

A fun cooking activity.

### Cooking Cubs:

@Woodlands (2-5 years) 5 week Course Starts 14th September.

A fun cooking session.

### School Readiness:

@Castle Hill (2+ years) Termly Course Starts 12th September.

A structured session with support and guidance on getting your child ready for nursery, building confidence, independence and offering advice and help for toilet training, routines, behaviour, speech and language and any other issues you may be experiencing. We provide home learning opportunities with this session.

### Chill & Chat Special:

@Woodlands Starts 14th September, Crèche places to be booked in advance. An informal support group for Parents/Carers with children with special needs.

### BookStart:

@Fairchildes 4 week Course Starts 13th September.

Songs, rhymes and a story with props. Each child will receive a book at the end of the course.

**Please contact the relevant centre to book.  
Check our timetable for days and times. Thank you.**

## The South Locality Timetable Woodlands, Byron, Purley Oaks & New Addington Children's Centre's 5th September - 21st October 2022



### Centre Locations

**Woodlands:** Quest Primary Academy  
(Formally Gilbert Scott Primary School),  
Farnborough Ave, South Croydon, CR2 8HD  
0208 916 0543

Email: [admin@woodlandscscc.info](mailto:admin@woodlandscscc.info)

**Byron:** St. David's, Coulsdon, Surrey, CR5 2XE  
0208 763 6285

Email: [byronchildrenscentre@oasisuk.org](mailto:byronchildrenscentre@oasisuk.org)

**Purley Oaks:** Bynes Road, South Croydon  
Email: [purleyoakscscc@purleyoasks.croydon.sch.uk](mailto:purleyoakscscc@purleyoasks.croydon.sch.uk)

### **New Addington:**

**Fairchildes** - Fairchildes Avenue, CR0 0AH ~ 01689 664570

Email: [childrenscentre@fairchildes.croydon.sch.uk](mailto:childrenscentre@fairchildes.croydon.sch.uk)

**Castle Hill** - Castle Hill Academy, Dunley Drive, CR0 ORJ

[Junction of Dunley Drive & Fieldway]



# The South Locality Children's Centres Activity Info



(B) Means Booking Required— call the appropriate Children's Centre to book (AP) Means Appointments Only.

You need to book through your Health Visitor Team on 0208 274 6006, Option 1.



## Stay & Play 0-5

A play and learn session for children aged 0-5 years. This is a fun interactive session where children and parents can socialise and children can learn through their play.

## Cooking Cubs (B)

A fun cooking session 2-5 years with parent/carer. A (£10 contribution to be paid in advance).

## Talking Tots Stay & Play

Activities to help promote children's development 0-5 years.

## Baby Massage (B) (Non Mobile Babies)

A 5 week baby massage course Booking required. Please call if you wish to attend. Check with your local Centre for start date.

## Terrific Toddlers (B)

A session for toddling children up to 5 years.

## Messy Play

A session for children aged 0-4 years.

## Toddles

From 8 months—2 years.

A fun group which supports little ones development with age appropriate activities.

## Bookstart

Songs, rhymes and a story with props.

## Family Support

If you have something on your mind or would like some support then you can come along to talk to our family support worker or call to make an appointment.

## Childminders

A play & learn session for registered childminders.

## School Readiness (B) 2+ years

A structured session designed to help your child prepare for nursery or school.

## Baby Group (B) (Non walkers)

Make memories with age appropriate activities along with singing, instruments and nursery rhymes, Nappy painting and Hand & Foot prints.

## Now I'm 2 & Next Steps

A structured Stay & Play in preparation for nursery/School readiness. Aged 1-4 years

## Mum2Mum & Breastfeeding Buddies (Breastfeeding Support)

A friendly and supportive breastfeeding group run by trained peer support volunteers.

## Baby Signing (B)

Suitable for 0-1 years  
6 Week Singing & Signing Course.

## Baby Buddies

A session for non walking babies.

## Sensory Play

A session for children aged 0-4 years.

## Tiny Tasters (B)

A 3 week cooking course for over 2 years of age.

## Chatterbox 2+

A communication focused session to support and encourage speech and language development.

## Storytime Activities 2+

This session helps promote curiosity, imagination and communication. Fun story themed activities  
All ages welcome.

## Watch Me Grow Messy Play

Messy and sensory activities for babies under 1 years of age. Includes access to sensory room.

## Chill & Chat

An informal support group for parents/ carers with children with special needs Crèche places to be booked in advance.

## Messy Mucky Mayhem

A messy baby group for babies that have started weaning. No booking required but please let us know in advance if your baby has any allergies.

## Child Development Checks (AP)

2 year and 3 year old development checks carried out by the Health Visitor Team.

## Jumping Beans 0-4

A physical play session to encourage movement, balance and coordination.



## Woodlands CC

Quest Primary Academy (Formally - Gilbert Scott Primary School), Farnborough Avenue,  
South Croydon, CR2 8HD  
Telephone: 0208 916 0543  
Email: admin@woodlandsc.info

## Byron CC

St. David's, Coulsdon, Surrey, CR5 2XE  
Telephone: 0208 763 6285  
Email: byronchildrenscentre@oasisuk.org

## Purley Oaks CC

Bynes Road, South Croydon, CR2 0PR  
Telephone: 0208 916 0543  
Email: admin@woodlandssc.info

## CASTLE HILL CC

Castle Hill Academy, Dunley Drive, New Addington,  
CR0 0RJ

## FAIRCHILDES CC

Fairchildes Avenue, New Addington, CR0 0AH  
Telephone: 01689 664 570

Please make sure you check the sessions location and time on our Timetable. If you would like further details about a session please call us. Many Thanks.

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# Agenda Item 7

<b>REPORT TO:</b>	<b>Children &amp; Young People Sub-Committee 27th September 2022</b>
<b>SUBJECT:</b>	<b>Early Help, Children Social Care &amp; Education Performance Dashboard</b>
<b>LEAD OFFICER:</b>	<b>Debbie Jones Corporate Director Children Young People &amp; Education</b>
<b>CABINET MEMBER:</b>	<b>Councillor Maria Gatland Cabinet Member for Children and Young People</b>
<b>PUBLIC/EXEMPT:</b>	Public

<b>ORIGIN OF ITEM:</b>	Performance dashboards are provided for the Children & Young People Sub-Committee as a standing item on the work programme.
<b>BRIEF FOR THE COMMITTEE:</b>	The Children & Young People Sub-Committee is asked to review the performance dashboard provided for Early Help, Children Social Care and Education and consider whether there are any areas of concern that may need to be scheduled for further scrutiny at a future meeting.

## **1. EARLY HELP, CHILDREN SOCIAL CARE & EDUCATION PERFORMANCE DASHBOARDS**

- 1.1. In order for the Children & Young People Sub-Committee maintain an overview of the performance of the Early Help, Children Social Care and Education services, performance data is provided in dashboard form at most meetings.
- 1.2. The performance dashboard is appended to this cover report.
- 1.3. If in reviewing the data provided the Sub-Committee identifies any area of concern that it feels may require further investigation this will be reported to the Scrutiny Work Programming Group by the Chair for further consideration.

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**REPORT AUTHOR:** Tom Downs – Democratic Services & Governance Officer

### **APPENDICES:**

Appendix 1 – Early Help, Children Social Care & Education Performance Dashboard

**BACKGROUND DOCUMENTS:** None

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## Corporate Performance Report Overview - CYP&E

### Red - Performance has not met target / performance differs from comparators by more than 10%

- Percentage of re-referrals within 12 months of the previous referral is above target
- Number of Unaccompanied Asylum Seeking Children (UASC) CLA is above target
- Percentage of the under 18 years population who are UASC is above target
- Juvenile first time entrants to the criminal justice system per 100,000 of 10-17 year olds
- Percentage of Education Health & Care Plans issued within 20 weeks (excluding exceptions) is below target

### Amber - Performance has not met target but is within 10% / performance differs from comparators by 10% or less

- Percentage of C&F assessments completed within 45 working days is below target
- Percentage of children for whom Initial Child Protection Conferences (ICPC) was held in the month within 15 working days of the Strategy discussions is below target
- Average Caseload per allocated Social Worker in Children's Social Care is above target
- Average Caseload per Special Educational Needs caseworker is above target

### Green - Performance has met or exceed target / performance has matched one or more comparators

- Number of local CLA
- Rate of local CLA per 10,000 under 18 years population
- Percentage of children with an EHCP educated in-borough mainstream schools

CROYDON CORPORATE PERFORMANCE FRAMEWORK											CROYDON www.croydon.gov.uk					
REF.	INDICATOR	Bigger or Smaller is better	Frequency	Timeframe	Target	Croydon position	Change from previous	RAG	PREVIOUS DATA		BENCHMARKING				COMMENTS ON CURRENT PERFORMANCE	
									Timeframe	Croydon position	Timeframe	Statistical Neighbours	London	England		
CYPE 01	Percentage of re-referrals within 12 months of the previous referral	Smaller is better	Monthly	Financial year to July 22	20%	25%	↔	Red	Financial year to June 22	25%	2020/21	18%	19%	23%	Practice improvement work is in place to support development in the quality of assessments and plans is being offered through training and the learning through workshops and enhancing the management oversight and the quality of reflective supervision. It will take time to embed practice improvements alongside the transformation of the SPOC. We aim to be meeting our target by September 2022 if the demand profile remains the same as the past six – twelve months.	
CYPE 02	Percentage of C&F assessments completed within 45 working days	Bigger is better	Monthly	Financial year to July 22	85%	82%	↑	Amber	Financial year to June 22	81%	2020/21	92%	89%	88%	Practice improvement work continues in the re-designed Family Assessment Service where the majority of assessments are undertaken. The proportion of assessments taking longer than 45 days to complete has been impacted by locum staff leaving at short notice. Permanent recruitment is in train with 9 permanent staff joining in August and September. The changes to systems and practice will lead to overall improvement by September end month reporting. Managers continue to review all delayed assessments to ensure that services are in place where families require them.	
CYPE 03	% of children for whom Initial Child Protection Conferences (ICPC) was held in the month within 15 working days of the Strategy discussions	Bigger is better	Monthly	Financial year to July 22	77%	69%	↔	Amber	Financial year to June 22	69%	2020/21	74%	78%	83%	The operational teams and Quality Assurance team continue to work closely tracking the progress of Section 47 investigations to ensure timely scheduling of ICPC's ensuring all key partners and the family can participate. Improvement to reach target will be incremental as systems and practice improvements take effect.	
CYPE 04	Total net current expenditure on CSC				TBC										Finance to populate	
CYPE 05	Net current expenditure per child on local Children Looked After (CLA)	Smaller is better	Monthly		£52,000							No comparable data available	No comparable data available	No comparable data available	Finance to populate	
CYPE 06	Net current expenditure on Unaccompanied Asylum Seeking Children (UASC) CLA				TBC										Finance to populate	
CYPE 07	Number of local CLA	Smaller is better	Monthly	Jul-22	450	443	↔	Green	Jun-22	443	2020/21	4,640	8,340	76,780		
CYPE 08	Rate of local CLA per 10,000 under 18 years population	Smaller is better	Monthly	Jul-22	47.2	46.5	↔	Green	Jun-22	46.5	2020/21	51.3	40.8	63.5		
CYPE 09	Number of Unaccompanied Asylum Seeking Children (UASC) CLA	Smaller is better	Monthly	Jul-22	66	95	↑	Red	Jun-22	96	2020/21	36	1330	4070	Croydon continues to accept Unaccompanied Asylum Seeking Children (UASC) outside of the National Transfer Scheme (NTS) i.e. those who present disputing the age assessment undertaken, particularly those who have been placed in Hotels by the Home Office. A reduction in the number of UASC Croydon is responsible for occurs gradually as children turn 18, and as the NTS redirects responsibility for children who present at Luna House. 0.07% is the national threshold (66 children)	
CYPE 10	Percentage of the under 18 years population who are UASC	Smaller is better	Monthly	Jul-22	0.07%	0.10%	↔	Amber	Jun-22	0.10%	2020/21	0.00%	0.06%	0.03%	London position for LAs in the pan London rota. See above for commentary for CYPE09	
CYPE 11	Average Caseload per allocated Social Worker in Children's Social Care	Smaller is better	Monthly	Jul-22	17.0	17.2	↓	Amber	Jun-22	17.0		No comparable data available	No comparable data available	No comparable data available	Caseloads in our Family Assessment Service have risen due to the combined effect of staff turnover, sickness absence, increased volume and complexity of needs requiring social work assessment. Our focus on reducing re-referrals is extending the duration of assessments to ensure quality evaluation of needs. Transformation work in our SPOC and FAS is responding to system and process support for demand and throughput improvements. Recruitment drives continue to maintain permanent staffing & reduce turnover and planned average worker caseloads ought to return to normal levels by November 2022.	
CYPE 12	Juvenile first time entrants to the criminal justice system per 100,000 of 10-17 year olds	Smaller is better	Monthly	12 months rolling July 22	262	291	↓	Red	12 months rolling June 22	230	2020	264	216	175	Historically having a large youth population and a borough land size being second largest in London has meant Croydon's throughput of first time entrants to the criminal justice system has been higher than the London average. The Youth Offending team has assisted in the implementation of Community Resolutions (an alternative to arrest for small cannabis amount which was a leading offence type) since October 2021 and have already begun to see a significant number of young people being diverted away from the system. This together with a decline in first time entrants following the lifting of COVID restriction means we could see the Croydon rate be in line the London average for the first time by December 2022.	
CYPE 13	Percentage of schools rated 'good' or 'outstanding'	Bigger is better	3 times per year	Dec-21	87%	87%	↓	Green	Aug-21	89%	Dec-21	92%	93%	87%		
CYPE 14	Overall absence rate from State-funded primary, secondary and special schools	Smaller is better	Termly	2020/21 Academic Year	4.62%	4.65%	↓	Amber	2018/19 Academic Year	4.57%	2020/21 Academic Year	4.74%	4.44%	4.62%	Due to the disruption faced during the Spring 2020/21 term, caution should be taken when comparing data across to previous years.	
CYPE 15	Persistent absence rate from State-funded primary, secondary and special schools	Smaller is better	Termly	2020/21 Academic Year	12.08%	12.20%	↓	Amber	2018/19 Academic Year	10.75%	2020/21 Academic Year	12.64%	11.32%	12.08%	Due to the disruption faced during the Spring 2020/21 term, caution should be taken when comparing data across to previous years.	
CYPE 16	Permanent exclusions from schools as a percentage of the school population	Smaller is better	Annual	2020/21 Academic Year	0.06	0.03	↑	Green	2019/20 Academic Year	0.05	2020/21 Academic Year	0.03	0.03	0.05	Like the previous year, the 2020/21 academic year was affected by the COVID-19 pandemic. Schools were open to all pupils in the Autumn term, however during the Spring term schools were only open to key worker and vulnerable children from January for the first half term, before all pupils returned during the second half term. During this period online tuition was provided for pupils. Schools were then open to all pupils during the Summer term. As with 2019/20, while suspensions and permanent exclusions were possible throughout the academic year, these restrictions will have had an impact on the numbers presented and caution should be taken when comparing across years.	
CYPE 17	Suspensions (fixed period exclusions) from schools as a percentage of pupils	Smaller is better	Annual	2020/21 Academic Year	3.76	3.46	↓	Green	2019/20 Academic Year	3.39	2020/21 Academic Year	2.78	2.79	4.25	See above commentary for CYPE 16.	
CYPE 18	EYFS (Early Years Foundation Stage) - Percentage of children achieving a good level of development	Bigger is better	Annual	2018/19 Academic Year	71.8%	74.6%	↑	Green	2017/18 Academic Year	73.8%	2018/19 Academic Year	73.3%	74.1%	71.8%	The EYFS profile results in England: 2019 to 2020 publication were cancelled due to coronavirus (COVID-19). In 2020 to 2021, EYFS profile was not mandatory, therefore the data collection was cancelled and it's subsequent statistical release in 2021.	
CYPE 19	KS2 - Percentage of pupils achieving expected standard at KS2 in Reading, Writing and Mathematics	Bigger is better	Annual	2018/19 Academic Year	65%	67%	↔	Green	2017/18 Academic Year	67%	2018/19 Academic Year	69%	71%	65%	In response to the COVID-19 pandemic, the Department for Education cancelled the 2019/20 national curriculum assessments and associated data collections	
CYPE 20	KS4 - Average Progress 8 score per pupil	Bigger is better	Annual	2018/19 Academic Year	-0.03	0.07	↔	Green	2017/18 Academic Year	0.07	2018/19 Academic Year	0.17	0.23	-0.03	Progress 8 measures were not being published in 2020/21 due to the changes to the way GCSE, A/AS and VTQ grades have been awarded over the last two years mean. Therefore 2020/21 pupil attainment data should not be directly compared to pupil attainment data from previous years for the purposes of measuring year on year changes in pupil performance.	
CYPE 21	KS4 - Average Attainment 8 score per pupil	Bigger is better	Annual	2020/21 Academic Year	50.9	50.0	N/A	Amber	2019/20 Academic Year	48.9	2020/21 Academic Year	51.6	54.2	50.9	The changes to the way GCSE, A/AS and VTQ grades have been awarded over the last two years mean 2020/21 pupil attainment data should not be directly compared to pupil attainment data from previous years for the purposes of measuring year on year changes in pupil performance.	
CYPE 22	KS4 - Percentage of pupils achieving grades 9-5 in English and Maths	Bigger is better	Annual	2020/21 Academic Year	51.9%	50.7%	N/A	Amber	2019/20 Academic Year	48.9%	2020/21 Academic Year	52.5%	57.4%	51.9%	The changes to the way GCSE, A/AS and VTQ grades have been awarded over the last two years mean 2020/21 pupil attainment data should not be directly compared to pupil attainment data from previous years for the purposes of measuring year on year changes in pupil performance.	
CYPE 23	Proportion of 16 and 17 year olds who were not in education, employment or training (NEET)	Smaller is better	Annual	Average of Dec 20, Jan 21 and Feb 21	2.8%	1.8%	↑	Green	Average of Dec 19, Jan 20, Feb 20	2.3%	Average of Dec 20, Jan 21 and Feb 21	1.7%	1.8%	2.8%		
CYPE 24	Proportion of 16 and 17 year olds not known if in education, employment or training (NEET)	Smaller is better	Annual	Average of Dec 20, Jan 21 and Feb 21	2.7%	3.6%	↓	Red	Average of Dec 19, Jan 20, Feb 20	2.9%	Average of Dec 20, Jan 21 and Feb 21	3.2%	2.2%	2.7%		
CYPE 25	Number of children with an EHCP educated in-borough mainstream schools	Bigger is better	Monthly	Jun-22	N/A	1,170	↑	N/A	May-22	1,137		No comparable data available	No comparable data available	No comparable data available		
CYPE 26	Percentage of children with an EHCP educated in-borough mainstream schools	Bigger is better	Monthly	Jun-22	To increase	31%	↑	Green	May-22	30%		No comparable data available	No comparable data available	No comparable data available		
CYPE 27	Average Caseload per Special Educational Needs caseworker	Smaller is better	Monthly	Jul-22	180	185	↑	Amber	Jun-22	200		No comparable data available	No comparable data available	No comparable data available		
CYPE 28	Number of Education Health & Care Plans issued (excluding exceptions)	N/A	Monthly	Rolling Year to July 22	N/A	469	N/A	N/A	Rolling Year to June 22	403	2021	2538	5464	34249		
CYPE 29	Percentage of Education Health & Care Plans issued within 20 weeks (excluding exceptions)	Bigger is better	Monthly	Rolling Year Av. to July 22	62%	25%	↓	Red	Rolling Year Av. to June 22	27%	2021	61%	64%	60%	We have now taken action and allocated the EHCPs across the whole team. We have internally reorganised the service so that we are working as one with no age divide. This has brought more officer resource to addressing the issue and is having a positive impact as can be seen by the significant rise in number of plans addressed and reported to DfE. We anticipate continued performance improvement and stabilisation of service delivery with all backlogs cleared by December – by which point the service will have been reorganised into all age locality based teams with a dedicated assessment service at the centre.	



# Agenda Item 8

<b>REPORT TO:</b>	<b>CHILDREN AND YOUNG PEOPLE SCRUTINY SUB- COMMITTEE 27th September 2022</b>
<b>SUBJECT:</b>	<b>WORK PROGRAMME 2022-23</b>
<b>LEAD OFFICER:</b>	<b>Tom Downs, Democratic Service and Governance Officer- Scrutiny</b>
<b>ORIGIN OF ITEM:</b>	The Work Programme is scheduled for consideration at every ordinary meeting of the Children and Young People Scrutiny Sub - Committee.
<b>BRIEF FOR THE COMMITTEE:</b>	To consider any additions, amendments or changes to the agreed work programme for the Committee in 2022/23.

## 1. EXECUTIVE SUMMARY

- 1.1 This agenda item details the Committee's work programme for the 2022/23 municipal year.
- 1.2 The Sub-Committee has the opportunity to discuss any amendments or additions that it wishes to make to the work programme.

## 2. WORK PROGRAMME

### 2.1 The work programme

The proposed work programme is attached at **Appendix 1**.

Members are asked to note that the lines of enquiry for some items have yet to be confirmed and that there are opportunities to add further items to the work programme.

### 2.2 Additional Scrutiny Topics

Members of the Sub-Committee are invited to suggest any other items that they consider appropriate for the Work Programme. However, due to the time limitations at Committee meetings, it is suggested that no proposed agenda contain more than two items of substantive business in order to allow effective scrutiny of items already listed.

### 2.3 **Participation in Scrutiny**

Members of the Sub-Committee are also requested to give consideration to any persons that it wishes to attend future meetings to assist in the consideration of agenda items. This may include Cabinet Members, Council or other public agency officers or representatives of relevant communities.

## **3 RECOMMENDATIONS**

3.1 The Sub-Committee is recommended to agree the Scrutiny Work Programme 2022/23 with any agreed amendments.

3.2 The Sub-Committee is recommended to agree that topic reports be produced for relevant substantive agenda items in the future.

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**CONTACT OFFICER:**

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**BACKGROUND DOCUMENTS:**

None

**APPENDIX 1:**

Work Programme 2022/23 for the  
Children and Young People Scrutiny  
Sub-Committee.

### Children & Young People Sub-Committee

The below table sets out the working version of the Children & Young People Sub-Committee work programme. The items have been scheduled following discussion with officers and may be subject to change depending on any new emerging priorities taking precedent.

Meeting Date	Item	Scope
13/09/22	Croydon Safeguarding Children Board - Annual Report 2021-22	To consider whether there are any recommendations or concerns it may wish to submit to the Cabinet during its consideration of the Annual Report.  Give consideration as to whether the Annual Report provides sufficient reassurance on the performance and effectiveness of the Croydon Safeguarding Children Board.
	Children's Centre Contract	To review and conduct the post-decision scrutiny of the Children's Centre Contract.
01/11/22	Police representation and Multi-Agency Working	To review the Youth Safety Strategy and Police Partnership working alongside the and use of stop and search.
	Antenatal and Health Visiting	To review shortfalls in the number of health visitors, antenatal and postnatal visits.
17/01/23	Budget Deep Dive	To review in-depth high risk budget areas as part of the scrutiny of the 2023-24 budget setting process.

	Education Estates Strategy	To consider whether there are any considerations or concerns it may wish to submit to the Cabinet during its consideration of the Strategy.
28/02/23	Child and Adolescent Mental Health Services	To look at targets for waiting times for Child and Adolescent Mental Health Services alongside the monitoring framework.
	Exclusions (Provisional)	To look at the use of Behavioural Isolation Units, Pupil Referral Units and Off-siting.  To look at progress made against adopting the recommendations made by the Task and Finish Group.
18/04/23	Elective Home Education	To look at Elective Home Education in the borough and to review the number of children who have not returned to schools following the pandemic.  To review how many families follow the curriculum and framework, the number of children completing exams and other data.
	Unaccompanied Asylum-Seeking Children (Provisional)	To review the number of UASC in the borough alongside central government funding and the performance of the National Transfer Scheme.  To look at the impact of the war in Ukraine on additional numbers of UASC.

**Standing Items:**

**Early Help, Children Social Care & Education Performance Dashboards** - review and consider whether there are any areas of concern that may need to be scheduled for further scrutiny at a future meeting.

## Items of Interest

The following items haven't been scheduled into the work programme but are highlighted as potential items of interest to be scheduled during the year ahead.

Unallocated Items	Notes
Recruitment and Retention (S&O Committee to review People Strategy in September 2022)	<p>To review Staff Caseloads, AYSE Caseload Sharing and the number of supervisions carried out.</p> <p>To receive a breakdown of vacancies and caseloads by individual teams and to look at London Councils best practise for recruitment and retention.</p> <p>To undertake direct engagement with social workers</p> <p>To look at how feedback from exit interviews can be incorporated into retention strategies</p>
Apprenticeships & Youth Unemployment	To look at the offer of available apprenticeships in the borough and data on youth unemployment.
OFSTED Reports	To review any OFSTED reports as and when they are available.
Delivery of Early Years Strategy	To review the delivery and implementation plan of the Early Years Strategy
SEND Strategy	To review the renewal of the SEND Strategy
Surplus Schools Places	To review the Surplus Schools Places report
Education Quality and Standards	To receive the summarised performance of children and young people in Croydon schools for the academic year 21/22.

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