

Somerset Children's Trust – Children & Young People's Plan (CYPP) Executive Summary

Progress as at: end March 2019

Overall

At the end of Quarter 4 of Year 4 (January to March 2019) the Somerset Children's Trust (SCT) is providing a progress update on the 7 Improvement Programmes.

Of the 7 Improvement Programmes two (Programmes 2 and 6) are rated as GREEN as completed at the final year of the 3-year plan. This is revised position from quarter 3 when four of the seven programmes rated themselves as green. Four of the programmes (Programmes 1, 4, 5 and 7) end the year as amber but with an upward trend. In all cases, they have stated the reason for finalising at an amber rating is due to 1 or 2 key actions or issues not being able to complete. Programme 3 did not give a final rating but stated that targets in commissioned services had changed and were achieving below set targets.

Analysis of Quarter 4 highlight reports show that the previous themes following from Quarter 3 are still relevant and evidence that activities are concluding positively as the year ends.

Information & Advice and Support for Parents and Communities

Achievements:

P1 Working better in local communities i.e. joint funding with Mendip District Council for Frome Town Council to recruit a community project officer

P1 Regular engagement with the Voluntary, Community and Social Enterprise (VCSE) Forum to align local needs with the Early Help (EH) Strategy refresh

P1 Local Offer work plan developed to include funding, responsibilities and timescales, in preparation for forthcoming joint inspection

P2 Perinatal mental health service launched

P5 Decision to retain getset Level 2 until March 2020

P5 Transfer of Public Health Nursing into SCC

P5 Launch of behaviour pathway project owned by education, health and early help.

P5 Early Help Assessment (EHA) revised to better support Special Educational Need Coordinators (SENCO) and Special Educational Needs and Disabilities (SEND) EH needs

Slippage:

P1 Decision not to continue with action for an Inclusive Communities Charter mark; Special Educational Needs and Disabilities (SEND)

developing recognition of Inclusive Schools to include local communities

P1 Pilot in West Somerset to promote advocacy for parents has not widened to include the whole of Somerset

P2 Develop and implement a behavioural management / neurodevelopmental pathway

Risks:

P2 The capacity of the system to effectively support parents of children with challenging behaviour

Current Issues:

P2 The need for a multiagency triage system to ensure specialist services, such as community paediatrics, are not overwhelmed with referrals for social needs

Support for Schools and Preparation for Adulthood

Achievements:

P2 Personal, Social, Health and Economics (PSHE) Continuing Personal Development (CPD) offer for 2019 launched and recruited to

P2 A speech and language action plan is in place to improve the identification and support for children to improve development in this area

P4 Improved outcomes at end of Early Years Foundation Stage (EYFS) and Key Stage (KS)1 at end of academic year 2017/18; however, outcomes at end of KS2 and KS4 were in general below national and regional averages.

P4 The majority of all schools in Somerset remain judged as Good or Outstanding by OFSTED; however, the proportion of secondary schools judged Good or Better has slipped slightly, whilst primary schools remain in line with previous reporting

P4 The proportion of early years settings judged as Good or better has increased from the last quarter

P4 Work has continued to develop transition panels for all vulnerable students to support transition to Further Education (FE) or into employment

P4 New Talent Academies have been developed

Slippage:

P4 Gaps in performance between some disadvantaged pupils and their peers has widened, in line with the national picture.

Workforce Development, Quality & Capacity

Achievements:

P1 35 Team Around the School (TAS) contract review meetings held to challenge TAS outcomes.

P4 Commenced formal contract review meetings with Team Around the School coordinators to begin to assess effectiveness of work against agreed Key Performance Indicators (KPIs) which formalises performance management processes and will inform future funding arrangements.

P5 Think Family approach reflected in revised Somerset Safeguarding Children's Board (SSCB) thresholds guidance and revised early help assessment (EHA)

P6 Partnership conference about child exploitation run by SSCB was held to develop understanding and partnership working in this area

P6 Revised audit framework focussing on family experience and encompassing council early help services will roll out in May 2019

P6 Multi-agency child exploitation audit undertaken via the SSCB

P7 Work with social care service to create opportunities for digital content which enables us to keep our website current and attractive to candidates

P7 Development of a contract with Community Care to design a recruitment campaign including host role at fayres, articles in the magazine and linked recruitment opportunities.

P7 Extension of the Workforce Board beyond Children's Social Care to encompass wider SCC Children's Services and create links and shared learning

P7 Further multi-agency roadshows lined up to keep the momentum behind shared focus on families receiving support. Each set of sessions has built on issues and concerns raised during the previous round with the aim of creating confident and collaborative multi-agency professionals.

Slippage:

P5 Full evaluation of the impact of EH in meeting families' needs has not been undertaken due to the work on implementing Family Support Services; however, a scoping exercise has been undertaken to develop the data required to carry out this evaluation

P6 Partnership conference in relation to Safe uncertainty model has been postponed to June 2019, due to a number of partnership conferences being run across the county in the Spring of 2019

P7 The relentless focus on Children's Social Care recruitment and retention has impacted the ability to move towards a multi agency workforce board and provide equal focus in all elements of SCC Children's Services

Risks:

P1 No risk identified; at end of current quarter we were unable to state that we had completed the programme due to capacity and resources; however, can give assurance to the Children's Trust (SCT) that mitigating actions have been carried forward into the new Plan 2019 – 2022.

P4 No risk identified; at end of current period we were unable to state that we had completed the programme due to capacity and resources; however, can give assurance to the Children's Trust (SCT) that mitigating actions have been carried forward into the new Plan 2019 – 2022.

P5 No risk identified; at end of current risk we were unable to state that we had completed the programme due to capacity and resources; however, can give assurance to the Children's Trust (SCT) that mitigating actions have been carried forward into the new Plan 2019 – 2022.

P6 Renewed difficulty in recruiting social workers, as either permanent or locum staff, could increase caseloads for remaining staff, leading to early burn out and deterioration in the reputation of the service amongst the national workforce. This would lead to both poorer outcomes for children and difficulty maintaining a safe and effective service.

P7 Managing a balanced approach to the whole of Children's Services without losing sight of Children's Social Worker recruitment

P7 Keeping the momentum behind the multi-agency roadshows and ensuring that the learning opportunities are accessible and relevant to all.

Current Issues:

P1 Capacity and resource

P4 Capacity and resource

P5 Capacity and resource

P6 Placement instability for a significant number of children looked after due to variable quality of practice and poor sufficiency of placements able to provide a therapeutic approach particularly in relation to attachment and loss

P7 Pace

P7 Relationships with some partner agencies

P7 Turnover of staff in social work qualified roles

Systems, Process & Finance**Achievements:**

P4 Bids for additional grant funding to develop further transition work have passed first assessment stage

P4 Restructure of SEND casework team has increased capacity and allowed for revised processes

P6 Early help hub/First Response has renewed multi-agency buy-in with commitment to broadening the remit of the early help triage to a multi-agency model

Slippage:

P5 PHN not integrated into getset due to financial imperative

P7 The Community Care contract has experienced difficulties as a result of changes to sign off procedures. This is now back on track.

Risks:

P7 Being able to switch from CYPP 1 to CYPP 2 and be clear in the areas of focus.

Emerging work for next quarter:

P1 Refresh the EH Strategy

P1 Produce action plan from strategy to evidence progress against Our Plan outcomes

P1 Early help community event being held on 25 April 2019 in Wellington to develop neighbourhood action plan

P1 Planned event in June 2019 to collaborate with VCSE and system leaders to improve collaboration.

P1 Information, advice and guidance (IAG) workshop being held in late April 2019 to understand the vision for providing IAG

P1 Key trusted local providers to be included in TAS meetings

P1 Refining getset level 2 parenting offer to families in the greatest need

P2 Launch new children's delivery board, scope priorities and initiate priority work

P3 Revised reporting for 2019/20

P4 Revise the Education Strategy and develop action plan and governance around new strategy, in line with the priorities of the new Plan for Children, Young People and Families

P5 Continue with EH evaluation

P5 Use findings of evaluation to refresh EH Strategy

P5 Produce action plan from EH strategy to evidence progress against Our Plan outcomes

P6 See 19/20 plan areas above

P7 Moving to new CYPP 2019 – 2022


Decisions Required:



- That the Somerset Children's Trust Executive considers and comments on the completion of all Improvement Programmes at the end of Year 4, Quarter 3 (final quarter of the current CYPP).




Governance Arrangements:

This is the fourth quarter of reporting against the third year of the plan and covers the period January to March 2019. The third annual report of the progress and impact of Year 3 of the CYPP can now be compiled for future endorsement by the Health and Wellbeing Board. Plans for the merger of the current Somerset Safeguarding Children's Board with the Somerset Children's Trust will now commence in preparation for publication in June 2019. The new Plan for Children, Young People and Families 2019 – 2022 is now in final draft – ready for launch in April 2019. Relevant reporting for the next Plan is being discussed with identified leads in order to assure the Children's Trust Board of robust reporting arrangements going forward.

1. Supporting children, families and communities to become more resilient

Current Status:	AMBER	Status Trend:	
Reason for current status:	The current status for this programme in Quarter 4 is AMBER. Two actions not completed sufficiently to rate the programme as completed		

2. Promoting healthy outcomes and giving children the best start in life			
Current Status:	GREEN	Status Trend:	
Reason for current status:	Overall significant progress has been made and outcomes for children improved. Some objectives have not been as fully achieved as others, as detailed in the full plan report		
3. Improving emotional health and wellbeing			
Current Status:	No rating given	Status Trend:	
Reason for current status:	This programme holds the status of None given in Quarter 4. Revised end of year CAMHS Access target due to changes in commissioned services. Expected to be 21% but well below national target of 32%.		
4. Building skills for life			
Current Status:	AMBER	Status Trend:	
Reason for current status:	Programme 4 reports a status in Q4 of AMBER. We have made progress against the identified actions for 2016- 2019; however; outcomes at Key Stage 2 and 4 and, in particular in relation to the performance gap between disadvantaged pupils and their peers, have not improved as we would have hoped.		
5. Providing help early and effectively			

Current Status:	AMBER	Status Trend:	
Reason for current status:	The reported status for this programme in Quarter 4 is AMBER. Two actions not completed sufficiently to rate the programme as completed		
6. Achieving effective multi-agency support for more vulnerable children and young people and developing an excellent children's social work service			
Current Status:	GREEN	Status Trend:	
Reason for current status:	Programme 6 reports a status in Q4 of GREEN There has been progress in all areas of programme 6, improving staff capacity to improve outcomes for children. This is evidenced in the 2017 Ofsted Inspection of Requires Improvement. Continued improvement towards Good and beyond can be seen in the outcome of the Ofsted monitoring visit for Early help and assessment in January 2019.		
7. Embedding a think family approach across the workforce			
Current Status:	AMBER	Status Trend:	
Reason for current status:	Slow but cumulative shift in mindsets and behaviours		

CLOSING STATEMENT OF THE CHILDREN AND YOUNG PEOPLE'S PLAN 2016 – 2019

Somerset Children and Young People's Plan 2016 - 2019 was a focused improvement plan. It identified seven improvement areas to drive change further and faster. And we are immensely proud of some of the huge improvements that have been made over the course of the Plan, including our improved OFSTED judgement. We have consulted with practitioners and families, children and young people to evaluate the success of the plan. Main themes arising are better community working, better partnership work and clearer direction and leadership. In a survey of practitioners, we learned that 73% of multi-agency staff surveyed felt that partnership working has 'improved a lot'.

SUCSESSES 2016- 2019 include:

SUPPORT FOR PARENTS AND COMMUNITIES:

Early intervention has been a key focus of this plan, and our improved community and partnership engagement has supported and developed services to understand the need for early identification of needs and how to manage them, without referring on inappropriately. Successes that evidence this include:

- Partners at strategic and operational level are better informed of thresholds for help, the processes and tools to do the job.
- Advocacy for parents has become stronger due to the nature of the partnership with parent forums and groups including Somerset Parent Carer Forum.
- Stronger relationship with the voluntary sector has achieved an improved partnership approach and better joint working.
- Phase 1 and 2 of the Family Support Service have been completed and the transfer of Public Health Nursing into Somerset County Council took place on the 1 April 2019. The public consultation led to a decision to retain getset Level 2 for 1 further year.
- Think Family Strategy which was co-produced by a multi-agency group and sparked the multiagency roadshows that are now in their third round

EDUCATION:

Reporting on education over the past 3 years has demonstrated that greater links have been made with the community and health colleagues. Successes include:

- The development of the Team Around the School model has achieved a greater understanding amongst partners of threshold arrangements and individual agencies roles and responsibilities and pressures. Individual case studies have demonstrated the impact of early identification and joint problem solving. Parent and Family Support Advisers (PFSAs) are now contract monitored, more integrated in their communities and offering a more diverse offer including relationship support, Forest School and conflict resolution.
- Post 16 work including development of transition panels and talent academy has seen better working arrangements with schools, colleges and employers thus supporting the ambition for our young people to be better prepared for adulthood.
- The Somerset School Well-being framework has been developed and launched and 54 schools have fully adopted this whole school approach to health and well-being.
- 8256 students and 388 parents have received schools, health and resilience education (SHARE).
- 82% of Secondary and Primary schools are rated as Good or Outstanding.
- 40 new or refurbished schools in Somerset.
- 94% of Somerset children achieved first choice Secondary School places.

HEALTH:

During 2016 – 2019 we have seen more multi-agency working on health in partnership with education and care; and more closely aligned to other strategic ambitions; for example Programme 2 reports that an active health, care and education group has been established focused on improving the health and well-being of children and young people.

- The health and well-being of children is more prominent within the health and care strategy 'Fit for Our Future' than in previous plans.
- Health colleagues have worked more effectively with the community; for example, the Somerset infant feeding and nutrition strategy has resulted in 51% of babies are breastfed at least up to 6-8 weeks (up from 49% in 2015/16). This equates to an

additional 110 babies per year being breastfed. The community support model alongside health services, has resulted in a statistically significant increase in breastfeeding rates amongst the most deprived communities in Somerset

- During the CYPP an additional 1000 babies have been born smoke free. The smoking at the time of delivery prevalence is now 11.7% from 14.4% at the start of the plan.
- 80% of 5 year old children free from dental decay

Health colleagues have support schools to identify and intervene in emotional health and wellbeing issues; for example, the Somerset School Well-being framework has been developed and launched and 54 schools have fully adopted this whole school approach to health and well-being

- A full Personal, Health, Social and Economic (PSHE) Continuous Professional Development (CPD) programme has been developed and launched annually, this is ahead of the legal requirement for schools to deliver relationship and sex education (RSE) by September 2019
- 248 teachers trained in emotion coaching

Mental Health services have seen the newly commissioned 2016 services embedded and working well; however, with the implementation of the Sustainability and Transformation Plan (STP), the dataset for these services needs refining. Successes include:

- We have a perinatal mental health service resourced and in place. It is already supporting women and their babies in Somerset
- Improved operational delivery of Child and Adolescent Mental Services (CAMHS) Tier 3 teams and rapid improvement in CAMHS East as a result of the Care Quality Commission (CQC) inspection
- CAMHS Referral to Treatment (RTT) performance is one of the best among Mental Health Trusts in England consistently over 85%; however still falling short of 95% Clinical Commissioning Group (CCG) commissioners target
- Reduction to zero of children and young people in Tier 4 beds outside Somerset through intensive community support which includes success of Community Eating Disorder Service
- Investment in Acute Psychiatric Liaison Service
- Further development of Enhanced Outreach Service



- One-off investment in expanding and promoting Kooth Online Counselling
- Referral to treatment times for CAMHS emergency referrals seen within 24 hours at 100%
- Referral to treatment times for CAMHS urgent referrals starting treatment within 7 days at 100%

OFSTED IMPROVEMENT:

During the course of this plan we have moved from an Inadequate judgement to Requires Improvement and our Children's Social Care activity has developed a multiagency improvement plan (Programme 6) to support our journey to Good. Successes in 2016 - 2019 include:

- Permanent leadership capacity has improved, seeing an achievement of 93% permanent Social Work managers in post. This has enabled the service to make consistent and continuous improvement, embedding a learning culture so that children's needs are better understood and prioritised.
- In order to support better social work staff recruitment and retention there is agreement with Gloucester University and Yeovil College to offer a Somerset based Social Work degree programme to develop 'home-grown' social work workforce. Additionally, the appointment of a Recruitment and Engagement Officer focused on Children's Social Care (CSC) recruitment.
- To support retention and recruitment strong links have been developed by the Recruitment and Engagement Officer with new starters, and leavers in order to establish what needs to change in order to make SCC CSC a great place to work.
- An adolescent 'edge of care' service has been developed and embedded which has resulted in 92% of cases not needing to be referred to Children's Social Care, including the use of Family Group conferencing to sustain family change.
- 94 fewer children per year subject to a child protection plan.

AREAS WE HAVE NOT MADE SUFFICIENT PROGRESS in 2016 – 2019

There are a number of shared themes between agencies that explain lack of progress in some areas. Evaluation of these past 3 years has shown that the same themes have been consistently reported throughout. Capacity and resource, shared systems and



information, national issues such as changes to education curriculum, service investment; sufficiency; national skills shortages i.e. teachers, paediatricians, child psychologist and social workers have been the most recurring themes.

Programme leads report the following areas for less than expected progress:

EARLY HELP:

- The Local Offer, although implemented, is not as robust as required.
- There is a national crisis in children's emotional health. The local partnership has not yet established an agreed and sufficiently robust shared system for assessing and responding to these needs early. This work is ongoing at a strategic level.
- Multi-agency early help hubs have been delayed Special Educational needs and Disabilities (SEND) percentage of Education, Health and Care (EHC) assessments completed within 20 weeks continues to be an area of concern.
- The system continues to struggle to have a multiagency pathway in place to support parents with children who are exhibiting challenging behaviour. Professionals need to be more confident to challenge parents, that there is nothing medically wrong with their child and to give them self-help tips to manage their children rather than to refer onto services, who do not have the capacity or skills to support these parents.

EDUCATION:

- The attainment gap between disadvantaged learners and their peers has widened at key stage 2 and 4.
- The Current Key Stage (KS) 4 curriculum with its focus on Progress and Attainment 8 is considered to be a block for some pupils achieving to their potential. This national issue may have led to increased elective home education (EHE), persistent absence and exclusions.
- Lack of Tier 2 targeted services and school and youth counselling.

HEALTH:



- Due to staff redundancy, less progress has been made around improving the identification and support for children with speech and language development delay. However, the new lead has picked this up quickly, an action plan is in place and additional resources have been secured by both PHN and early years teams.
- National CAMHS Access target significantly underperformed in Somerset and is one of poorest in South west mainly due to investments awaiting maturity.
- Public Health Nursing was not integrated with getset due to SCC's financial imperative.
- 44% increase in hospital admissions for self-harm (10-24 years old).

CHILDREN'S SOCIAL CARE & MARKET DEVELOPMENT:

- 56% permanent social work workforce in 2017/18 failed to meet the 75% target.
- Too many children looked after (CLA) are placed more than 20 miles from their home address due to a lack of access to appropriate fostering and residential placements in Somerset. The in-house fostering service and the commissioning service continue to work with council foster carers, local providers and the Peninsular consortium to address this issue sustainably.
- There is evidence over recent months of improved placement stability for children in care with the county figure for children in placement for over 2 years, now (March 19) standing at 63% compared to 56% at the same point in 2018. However, this is still significantly below the national average of 70%.
- Lack of development of a multi-agency Workforce Board due to that encompasses all agencies has not been possible as SCC's internal focus has required maximum effort on social care issues.
- Linking multi agency colleagues has been very challenging as the systems and processes including the political landscape makes open communication and shared learning difficult.

ACTIONS ROLLING OVER TO THE NEW PLAN 2019 – 2022

The new Plan sets out 4 priorities to enable our children and young people to be happy, healthy and well prepared for adulthood. In evaluating the current plan we can identify how actions rolling over will align with the new priorities:

HEALTHY LIVES	GREAT EDUCATION	SUPPORTED FAMILIES	POSITIVE ACTIVITES
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Recruitment and retention of key staff across multi-agency Children's Services			
Training and development for professional practitioners to meet multi-agency need			
Strengthen links with multi agency partners and development of market			
Sharing of good practice examples in order to develop multi-agency best practice			
Rapid Improvement Proposals Big Tent			
Rapid Improvement Proposals Enhanced Outreach			
Set out new transformation Programme for CYP Emotional Wellbeing and Mental Health			
	Further development of Team Around the School including bespoke score card to evidence impact and inform training needs		
		Further development of the Local Offer	
		New Early Help (EH) Strategy and evaluation of the impact of early help in meeting family needs	
Align to STP	Education for life: championing access to appropriate education as a consistent element of social care assessment, support and partnerships	The 'Think Family approach' has started to embed and will be reflected in actions in the new plan including a revised early help assessment and updated thresholds guidance	
	Further development of partnership working to improve educational outcomes for all pupils	Engaging with families: Role of the absent parent in children's lives Understanding and addressing over-optimism in domestic abuse assessment Celebrating success with families	
	Continue to work with schools on	Revised Behaviour Pathway project	

	narrowing the disadvantaged pupils' achievement gap; whilst improving overall outcomes	jointly owned by health, education and early help to maintain school attendance	
	Continued development of Team Around the School model	Focus on crisis and emergency pathways for CYP in emotional and mental distress	
	Revise the Education Strategy and develop action plan and governance around new strategy, in line with the priorities of the new Plan	A refined Level 2 getset offer to parents in areas of greatest need including raising further awareness of online Parent Carer Toolkit	
		The importance of family connection: skills in supporting teenagers at home keeping children in care and care leavers connected with their families/ planning to go home	
		Contextual safeguarding: working with families and partner agencies to identify and reduce risks in communities	