

# Children & Young People Overview and Scrutiny Committee

Date: Tuesday 14 February 2023  
Time: 10.00 am  
Venue: Committee Room 2, Shire Hall

## Membership

Councillor Yousef Dahmash (Chair)  
Councillor Jerry Roodhouse (Vice-Chair)  
Councillor Jo Barker  
Councillor Brett Beetham  
Councillor Barbara Brown  
Councillor Peter Gilbert  
Councillor Brian Hammersley  
Councillor Marian Humphreys  
Councillor Justin Kerridge  
Councillor Jill Simpson-Vince  
Joseph Cannon  
John McRoberts  
Rev. Elaine Scrivens

Items on the agenda: -

### 1. General

#### (1) Apologies

#### (2) Disclosures of Pecuniary and Non-Pecuniary Interests

#### (3) Minutes of the Previous Meeting

5 - 12

### 2. Public Speaking

### 3. Question Time

#### (1) Questions to Cabinet Portfolio Holders

Up to 30 minutes of the meeting are available for members of the Children & Young People Overview and Scrutiny Committee to put questions to the Cabinet Portfolio Holder for Education and Cabinet Portfolio Holder for Children & Families.

## **(2) Updates from Cabinet Portfolio Holders and Assistant Directors**

Cabinet Portfolio Holders and Assistant Directors are invited to provide any updates they have on issues within the remit of the Committee.

### **4. Corporate Parenting Panel Update**

The Portfolio Holder for Children & Families to provide a verbal update on the work of the Corporate Parenting Panel.

To include an update from the Children in Care Council and other forums.

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|---|-----------|
| <b>5. Council Plan 2022-2027 - Quarter 2 Performance Progress Report</b>                      | 13 - 40   |
| <b>6. Post 16 participation in Education, Employment and Training performance report 2022</b> | 41 - 52   |
| <b>7. Children's Change &amp; Transformation Fund Update</b>                                  | 53 - 60   |
| <b>8. Local Area SEND Inspection Update - For Information Only</b>                            | 61 - 110  |
| <b>9. Nuneaton Education Strategy update - For Information Only</b>                           | 111 - 120 |
| <b>10. Work Programme and items on the Forward Plan</b>                                       | 121 - 124 |

Up to date work programme to be presented to the Committee.

Items from the Forward Plan relevant to the remit of the Committee to be noted.

### **11. Any Other Business**

### **12. Date of Next Meeting**

The next meeting will be held on Wednesday 26 April 2023 at 2.00 pm.

This meeting will be held at Shire Hall, Warwick.

**Monica Fogarty**  
Chief Executive  
Warwickshire County Council  
Shire Hall, Warwick

## Disclaimers

### Webcasting and permission to be filmed

Please note that this meeting will be filmed for live broadcast on the internet and can be viewed on line at [warwickshire.public-i.tv](http://warwickshire.public-i.tv). Generally, the public gallery is not filmed, but by entering the meeting room and using the public seating area you are consenting to being filmed. All recording will be undertaken in accordance with the Council's Standing Orders.

### Disclosures of Pecuniary and Non-Pecuniary Interests

Members are required to register their disclosable pecuniary interests within 28 days of their election of appointment to the Council. Any changes to matters registered or new matters that require to be registered must be notified to the Monitoring Officer as soon as practicable after they arise.

A member attending a meeting where a matter arises in which they have a disclosable pecuniary interest must (unless they have a dispensation):

- Declare the interest if they have not already registered it
- Not participate in any discussion or vote
- Leave the meeting room until the matter has been dealt with
- Give written notice of any unregistered interest to the Monitoring Officer within 28 days of the meeting

Non-pecuniary interests relevant to the agenda should be declared at the commencement of the meeting.

The public reports referred to are available on the Warwickshire Web  
<https://democracy.warwickshire.gov.uk/uuCoverPage.aspx?bcr=1>

### Public Speaking

Any member of the public who is resident or working in Warwickshire, or who is in receipt of services from the Council, may speak at the meeting for up to three minutes on any matter within the remit of the Committee. This can be in the form of a statement or a question. If you wish to speak please notify Democratic Services in writing at least two working days before the meeting. You should give your name and address and the subject upon which you wish to speak. Full details of the public speaking scheme are set out in the Council's Standing Orders.

### COVID-19 Pandemic

Any member or officer of the Council or any person attending this meeting must inform Democratic Services if within a week of the meeting they discover they have COVID-19 or have been in close proximity to anyone found to have COVID-19.

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# Children & Young People Overview and Scrutiny Committee

Tuesday 8 November 2022

## Minutes

### Attendance

#### Committee Members

Councillor Yousef Dahmash (Chair)  
Councillor Jerry Roodhouse (Vice-Chair)  
Councillor Barbara Brown  
Councillor Peter Gilbert  
Councillor Brian Hammersley  
Councillor Marian Humphreys  
Councillor Justin Kerridge  
Councillor Jill Simpson-Vince

#### Officers

Chris Baird, Interim AD for Education  
Rachel Barnes, Health and Wellbeing Delivery Manager  
Shinderpaul Bhangal, Delivery Lead, Voice Influence & Change  
Amy Bridgewater-Carnall, Senior Democratic Services Officer  
Alison Cole, Senior Joint Commissioner for Disabilities and Autism  
Sam Craven, SEND Development Officer  
Robert Sabin, Lead Commissioner (Family Wellbeing)  
Sharon Shaw, Service Manager, Corporate Parenting  
Umar Teerab, Family Support Worker

### 1. General

#### (1) Apologies

Apologies for absence were received from Councillors Jo Barker and Brett Beetham.

#### (2) Disclosures of Pecuniary and Non-Pecuniary Interests

There were none.

#### (3) Minutes of the Previous Meeting

The minutes of the meeting held on 27 September 2022 were approved and signed by the Chair as a correct record.

## 2. Public Speaking

No requests were received.

## 3. Participation Annual Update: Youth Council and Children in Care Council

The Committee received a report which provided an update on the Youth Council and Children in Care Council for the period July 2021 to September 2022.

Shinderpaul Bhangal, (Delivery Lead, Voice Influence & Change) introduced the report and highlighted the work undertaken with the Care Leavers Forum, Children in Care Council, SEND and Parent / Carer Voice. He also updated Members on the new way of working that had come into force in April 2022 and advised that newly recruited staff members were settling in well and beginning to understand their roles and responsibilities.

Shinderpaul Bhangal explained the key areas of interest including a recent Cross Ministerial Board Meeting that took place in July 2021, the Ofsted Inspection of Local Area Children's Service in November 2021 and the positive feedback received from both. Further highlights included:

- Brothers and Sisters Event in April 2022
- Children & Families Conference & Watch Your Words – Improving Language in Care July 2022
- Apprenticeship Guide for Care Experienced Apprentices 16+ August 2022
- Refugee Celebration Week June 2022
- 3 Short Films June 2022
- Warwickshire Youth Conference April 2022
- A recently developed Social Inclusion Charter

Shinderpaul Bhangal explained that without young people's involvement, this work would not be shaped the way it was.

The Chair welcomed a number of representatives from the Youth Council and Children in Care Council who were attending the meeting virtually.

Tom Barker on behalf of the Care Leavers Forum;  
Ollie Tessler, Children in Care Council;  
Ian Donnachie, IMPACT forum for young people with SEND;  
Alice Battersby and Ruth Morley Brown (also known as Wren), Youth Council.

Members noted that the representative from Unaccompanied Young People, Eliza Deng, had been unable to attend and Umar Teerab (Family Support Worker) would update the meeting on her behalf.

Tom Barker addressed the meeting on behalf of the Care Leavers Forum and described his involvement helping to organise a recent trip to Wembley. Other activities he had been involved in included Care Experience Week, which had involved a Surf Challenge, interviewing the next generation of staff and attending a recent Police Panel. Areas that he felt needed improving were consistent mental health support which should be regular and include daily check-ins, help regarding isolation and how young people could be helped to be set up for life with support regarding rights and entitlements.

Ollie Tessler, 12, spoke on behalf of the Children in Care Council. He described a recent trip to the Harry Potter Studios and explained that his favourite part had been the coach trip. Ollie stated that he had enjoyed meeting other young people and making friends, some of whom he was still in contact with and had met up with again. Ollie had also attended the relaunch of the Children in Care Council which had circus themed activities as well as an exercise to write down the things that were important to him. He was looking forward to the Christmas party when he could meet up with the friends he had made previously. In April, Ollie went to the Brothers and Sisters Event which had enabled him to spend time with his two brothers that he did not live with and he was hoping to see them again next year. Ollie felt that areas of improvement could include support with self-harm, more family time, LGBT opportunities and understanding the transition to college.

Ian Donnachie addressed the meeting on behalf of Impact and began by describing the recent work on redesigning the logo. Representatives from Impact had attended a face to face event in August and had been involved in interviewing the second generation of workers. A new project he was involved in was the School Inclusion Charter which would enable individual needs to be looked at, bring SEND issues to the attention of others and support young people more with SEND friendly settings. He was hoping that pushing forward with this work would help to get the message out and described how they were using different social media tools to communicate to young people. He described his experiences at school and felt that more training was needed around SEND needs in schools especially with trauma and mental health.

Umar Terrab read out the presentation put together by Eliza Deng of Unaccompanied Young People. She felt that the support she had received was good and her mentor had helped her a lot especially during lockdown. She was very pleased with the events that enabled young people to come together and celebrate with lots of people in attendance and awards for any achievement. Eliza had taken part in interview panels, which had helped her confidence and her English to improve. She explained that she had been involved in the 'UASC' film, covering three things – her arrival in the country, the support she received from WCC and how she had integrated into the UK. The film was going to be used in foster care training and even had interest from the Home Office. Eliza felt that more opportunities were needed for young people to learn the English language, learn about the different cultures in the UK and to get an understanding of the laws.

Umar Terrab went on to describe the impact of trauma on unaccompanied young people, many of whom had risked their lives to get to the UK. He felt that more training was needed to understand that the trauma never went away. Many children had family back home who they wanted to support or make contact with and the Home Office process was difficult and lengthy, often taking four to five years to get a response. He reminded Members that until these young people had the correct documents, they had no life and too many were still waiting to hear.

Alice Battersby spoke on behalf of the Youth Council and provided an overview of the conference held in April 2022. 76 participants had attended, splitting into discussion groups with varying issues discussed. She had also attended a Climate Conference in March at Warwick University allowing the Youth Council to express why the issue mattered to them and why it wanted adults to care. The representatives had also met with the Leader of the Council, Councillor Isobel Seccombe, in June to discuss Levelling Up and how it would apply to young people, with their views being fed back to Council. Further work included an intel video on mental health, how to get support for children and families, a politics interview with Councillor Barker and a future interview scheduled with Councillor Rolfe. Wren went on to outline the five main recommendations from the

Youth Conference including Climate Change, Homelessness, jobs and career advice and support, along with accessible mental health and wellbeing assistance. Wren Morley Brown explained that young people did not want to be patronised and how further work could include understanding respectful relationships with practical advice on contraception.

The Chair thanked all of the young people for taking the time to attend and for talking about their experiences. He felt that their presentations had helped to add flesh to the bones of the report and had breathed life into the issues being discussed.

Councillor Gilbert asked Alice Battersby whether Councillors were able to attend the Youth Council and the timing and location of the meetings. He also asked how the subject matter to be discussed was agreed. In response, Alice Battersby advised that the group only had a small number of members and were trying to encourage recruitment of more representatives, especially from the north of the County. Youth Council meetings were held on the first Tuesday of each month and Councillors could be invited to future meetings. She assured the meeting that the Youth Council had full control over the agenda.

Councillor Roodhouse thanked the young representatives for their presentation and recognised the good work being done. With regard to the recommendations, he queried if there was any work that could be done with the Borough and District Councils, especially in relation to their sports and recreational departments. In relation to recommendation 1.3, Councillor Roodhouse queried if a task and finish group was the appropriate wording and went on to ask if Members could do anything to assist young Unaccompanied Asylum Seekers by lobbying government or the Home Office.

In response, the Committee agreed that an additional recommendation could be added.

Councillor Brown agreed that recommendation 1.3 should be amended as the work relating to mental health support would not stop but would continue for as long as it was needed.

Councillor Kaur noted the complex issue of mental health and how it linked to numerous workstreams across the Council. She queried how this work could be reported back in a collective manner and advised that she would raise this at Corporate Board, with a view to it being looked at holistically.

Councillor Kerridge addressed Ian Donnachie and Alice Battersby following their updates regarding social media communications and asked whether a list of the relevant links could be sent to him. In response, Shinderpaul Bhangal advised that these could be available via a central webpage and Alice Battersby explained that the Youth Council was in the process of improving its social media communications.

Councillor Simpson-Vince asked two questions. The first relating to Impact and where Ian Donnachie saw it progressing and the second related to Young Unaccompanied Asylum Seekers and the impact of their resettlement on their mental health.

In response to the first question, Ian Donnachie outlined his aspirations for Impact and how to get young people with SEND needs involved more and getting schools to spread the message regarding the support required.



Sharon Shaw (Service Manager, Corporate Parenting) responded to the second question and agreed that dealing with mental health issues amongst young asylum seekers was challenging as it was not always discussed in their culture and the language barrier often proved to be a problem. However, a one and a half year course was being progressed by staff members and a nurse had been recruited specifically to help support UASCs. Raising the profile of problems such as poor sleep quality and the importance of relaxation was key to enable this to become a more integrated part of life. In addition, the issue had been raised at the Fostering Conference with mental health and past trauma being spoken about. Sharon assured Members that this was an issue that all staff were keenly aware of.

The Chair queried if mental health difficulties were being experienced across the board and officers confirmed this was a national problem and Warwickshire was not alone. Multi-disciplinary teams were aiming to appoint mental health workers but the county still had ten young people struggling to find somewhere to live.

In response to a question from Councillor Humphreys, it was confirmed that Impact was looking to recruit from the northern part of the County. Sam Craven (SEND Development Officer) reported that the Care Experience Celebration had been very positive with many young people attaining a good education and having felt they had received a good service from WCC.

Councillor Gilbert felt that whilst social media was a positive communication tool it could also have a negative impact. He wanted the young representatives in attendance to have the confidence to communicate if they did not agree with decisions being made and assured them that multiple members could be approached if necessary. He felt that their experience in education should be shared along with more ideas as to how to improve processes in the future.

The Chair thanked everyone for attending and proposed that the recommendations be agreed, subject to an amendment to the wording of 1.3 and an additional recommendation ensuring continuing work with the District and Borough Councils.

## **Resolved**

The Committee resolved that:

- 1) the positive contributions that children and young people (C&YP) have made to support improvements to WCC services be noted;
- 2) the changes to the Participation Team and expansion of responsibilities be noted;
- 3) a Working Group on Mental Health & Wellbeing be established so members of the Youth Council, Forum for C&YP with SEND, Children in Care Council and Care Leaver Forum can meet on a quarterly basis with 2-3 members of the C&YP OSC Subcommittee;
- 4) a rota is agreed where elected members attend bimonthly the Youth Council, Forum for C&YP with SEND, Children in Care Council and Care Leaver Forum; and
- 5) the Youth Council, Forum for C&YP with SEND, Children in Care Council and Care Leaver Forum will be invited to attend the C&YP OSC Subcommittee on an annual basis to present their annual report on the actions/achievements and key messages to Members
- 6) officers continue to work with the Borough and District Councils, especially in relation to exploring opportunities for young people through their sports and recreational departments.

#### 4. SEND Update

The Committee received a verbal update on the SEND Written Statement of Action from Rachel Barnes (Delivery Lead, Change Hub Lead) and Chris Baird (Assistant Director, Education Management) who advised that a full update report would be delivered to the next meeting. Rachel Barnes reported the positive feedback from a recent meeting with Department of Education and NHS England, advising that the Team had been commended for the pace of movement of work, the visible progress against key areas of concern and the shared aspirational vision being displayed. Members were advised they would be sent a link to the full report after the meeting and a press release had been sent out the previous week which include a positive statement from the Department of Education and NHS England on the work carried out so far.

The key areas of progress were summarised and included:

- Improvements in co-production – working with parent carers and young people, leading to deep culture change
- The team were encouraged to continue developing the working relationships with health partners
- Understanding impact of work and articulate what will be different in the future
- All areas of work were 85% on track, with no work in the red and 11 flagged as amber (15%), actions and mitigations in place;
- The wait for an autism referral had reduced considerably to 195 weeks and now on trajectory set;
- Referrals for autism diagnosis was up 70% on those originally forecast with analysis ongoing to understand the reasons;
- Referrals for girls had increased and pre-school children;
- A positive autism conference in April 2022 and a further two events were being arranged
- Published information advice booklet for neuro divergent people – to be shared with communities
- Recommission of community support services for autism progressing well & due to go live in April next year;
- Emotionally based school avoidance project had also started, looking at attendance issues in schools

Area 2 of the report dealt with Young People and parent carers with support of the officers Sam Craven, Elaine Lambe (Chair of Parent Carer Forum), and Shinderpaul Bhangal, who were thanked for their work. Officers had held a series of co-production workshops, with support of CONTACT, a charity for disabled children and families. Another key area had been to deliver restorative practice training for all staff in SEND, with over 75% having received the training to date. This was also being extended to schools and health colleagues.

Social Care and Health had produced a Community Strategy as part of the Integrated Health System work but it was recognised that more was needed to integrate co-production. There had been a significant increase in communication and engagement using newsletters, Facebook page, forums and webinars, the links to which would be shared with Members after the meeting.

A further piece of work focused on disagreement resolution with a target to reduce tribunals by 20%. This target was not being met nationally or locally at the present time with a SEND resolution officer being recruited and letters being revised to make them more reader friendly.

There had been a number of positive quotes regarding 'co-production' in the report. Areas 3 and 4 of the report covered the newly created School Inclusion Charter and workforce development, including training in mental health being rolled out to 36 schools.

Section 5 of the report related to the local offer which had been relaunched last year and was being actively promoted.

The Chair asked for clarification on the figures indicating a 70% uplift in autism figures and was advised that this would be shared with Members after the meeting. Rachel Barnes advised that partners were undertaking the analysis but the situation had been made more complicated following a cyber attack on NHS systems recently.

In relation to the autism training, 80 schools to date had taken up the training in addition to those who had participated last year. The aim was for all schools to take up the training.

In response to a question from Councillor Hammersley, Rachel Barnes advised that the target referral time as provided by NICE was thirteen weeks. It was not yet known if there was a backlog as a result of the Covid lockdown but more analysis would be carried out once the report was delivered in February 2023.

Members noted the importance of robust leadership in schools that worked alongside their governors to manage disruption to other students. The Chair highlighted the rising number of children with SEND and queried why this might be. He asked officers to look into studies in the UK and abroad which may provide theories on this.

Councillor Hammersley queried teaching methods compared to a number of years ago and raised a concern that the situation was snowballing.

Councillor Gilbert gave an explanation of employing individuals with learning difficulties, who provided a valuable contribution to the working world. He felt that small businesses had the ability to support school leavers and mentor them in the working world. He hoped that society was identifying conditions properly and not straining already stretched resources.

Councillor Roodhouse described the changes that had taken place since academisation had come in and Warwickshire had not managed to establish its relationship with schools as yet. He recognised that the autism spectrum was vast and noted the importance of identification and resources. He was mindful that some of this may fall to the Educational Attainment Task and Finish Group to look at but reminded members that the county did not have as much power over schools as in previous years.

Councillor Humphreys provided an example of the successful implementation of coping strategies in relation to a primary school child known to her. She stressed that the management of his condition and the support given to his mother had been vital but had taken one and a half years to put in place. She welcomed the schools charter and hoped this would be put in place swiftly to help children.

The Chair thanked officers for the update, which was noted.

## **5. Work Programme**

Councillor Kaur advised that an update on the Nuneaton Education Strategy should be available for the February meeting and a briefing on the SEND change programme would be provided before it was submitted to the committee.

Councillor Kerridge queried when a rota would be produced for members to attend the panes and was advised that this would be actioned after the meeting.

Councillor Morgan advised that the Council had commissioned an independent report into the Children and Families Centres, the results of which should be received by January. It was hoped this could then be reported to the meeting in February 2023.

In response to a question from Councillor Gilbert, officers agreed to liaise with the representatives of the youth groups who could then circulate dates of meetings and forward the relevant invitations.

## **6. Any Other Business**

Councillor Morgan, Portfolio Holder for Education, provided an update to the meeting. He advised that officers and members were trying to raise the profile of the Corporate Parenting Board and he hoped to provide the committee with a standing update item on their progress at each meeting. The Corporate Parenting Board had received an overview of the celebration event held in June along with the film mentioned by Umar Terrab earlier in the meeting. He was delighted that the Board received regular updates on the success of the football team.

Councillor Morgan summarised the information gathered in the performance data item, advising that Sharon Shaw would be able to provide further information on request. The data showed that the Council currently had the lowest number of children in care since November 2021, with fewer teenagers and special guardianship orders being utilised. With regard to the Local Offer for care leavers, Everyone Active was providing fee gym and swim memberships to all care leavers and children in care. He gave an overview of the progress being made with the children's homes, with one in Leamington, Stratford and Nuneaton in the pipeline. One of the properties was ready, with officers awaiting a visit for Ofsted sign off.

Councillor Morgan encouraged members to attend the Corporate Parenting Board which had suffered from low attendance recently. Councillor Gilbert expressed his preference for in person meetings and it was noted that a regular update would be provided to this Committee.

## **7. Dates of Next Meeting**

The future meeting dates were noted.

The meeting rose at 12:40

## Children & Young People Overview & Scrutiny Committee

14<sup>th</sup> February 2023

### Council Plan 2022-2027 Integrated Performance Report Quarter 2 2022/23

**Period under review: July to September 2022**

#### Recommendations

That the Committee considers and comments on Quarter 2 organisational performance and progress against the Integrated Delivery Plan, management of finances and risk.

#### 1. Executive Summary

- 1.1 The wider national context is a critical frame within which to view the Council's performance. The UK is experiencing the consequences of both significant political, global and macro-economic turbulence, including two recent changes of UK Government, the impact of the Pandemic, and the war in Ukraine. High inflation, rising interest rates and the resulting fiscal challenges are impacting the cost of living, increasing pressure on an already tight labour market, demand for public services and public finances.
- 1.2 Such an unprecedented combination of events at a global and national level leaves the country facing a period of significant uncertainty and a very challenging financial outlook in the short- to medium-term. This volatility is impacting on the Council's resources, both financial and in terms of recruitment and retention, levels of demand, and increased uncertainty about a number of key national policy areas including Adult Social Care reform, devolution, levelling up and climate change.
- 1.3 Inevitably these factors, which were not anticipated at the time the Integrated Delivery Plan and the Performance Management Framework were developed, are impacting on our priorities, focus, capacity and project delivery timescales. The reporting of performance will track and highlight these impacts on delivery and performance, and inform the basis of prioritising activity and resource allocation as we undertake the refresh of the Integrated Delivery Plan.
- 1.4 This report summarises the Council's performance at the end of the second quarter (July - September 2022) against the strategic priorities and Areas of Focus set out in the Council Plan 2022-2027. All information contained within this report has been taken from the Quarter 2 Integrated Performance and Finance reports Cabinet considered on the 10<sup>th</sup> November. Performance is

assessed against the Key Business Measures (KBMs) contained within the agreed Performance Management Framework. This is summarised in Section 2 and more fully presented within Appendix 1.

- 1.5 Progress against the Integrated Delivery Plan is summarised in Section 3 and more fully presented within Appendix 2.
- 1.6 Management of Finance is summarised in Section 4 and the table is presented in Appendix 3.
- 1.7 Management of Risk is summarised in Section 5 and more detailed information is presented in Appendix 4.
- 1.8 The paper sets out a combined picture of the Council’s delivery, performance and risk. Officers are still embedding this new approach and performance framework, and a number of new measures will not be available for reporting until Year End. The format and content of these integrated performance reports will continue to evolve over the course of the current financial year.
- 1.9 Overall, the Council’s performance has seen a marginal decline compared with the Quarter 1 position, reflecting the increasingly volatile, uncertain, and high-risk external environment, which is impacting on resources and the wider economic environment, capacity and uncertainty about a number of key policy areas. For the KBMs in the remit of this Committee performance has remained relatively stable.
- 1.10 There are 22 KBMs in total that are in the remit of this Committee and 12 KBMs are being reported at Quarter 2. For the KBMs available for reporting, the following table indicates an assessment of performance compared to Quarter 1:

Quarter	On Track	Not on Track
1	45% (5)	55% (6)
2	50% (6)	50% (6)

- 1.11 There are some emerging issues within this Integrated Report, including:
  - Increasing demand being reported across services in the People Directorate; and,
  - Capacity issues are being cited as impacting delivery across the organisation. Difficulties in recruiting and retaining staff in a highly constrained national and local labour market are reflected within the commentary on the Integrated Delivery Plan and performance; given significant and growing financial/inflationary pressures, there is no easy solution to these strategic workforce issues, which are being considered by our HR Strategy team.
- 1.12 Notable aspects of positive performance for specific measures include:
  - the percentage of care leavers not in education, employment and training, which compares favourably to national data.

- 1.13 The main performance challenges relate to:
- The numbers of children under Child Protection Plans, No. of children in care excluding unaccompanied asylum seeking children and No. of children with an open Child in Need category including Child Protection Plans and Children in Care, encouragingly however, the last Quarter has seen a reduction in numbers across these measures indicating an improving position; and,
  - % of Children receiving a 6-8 Week Health Check as figures are significantly below target and levels have been reducing over last few reported periods, which is largely due to the challenge of recruitment and retention of qualified health visitors. This is mirrored by the national picture for the profession and these challenges have been exacerbated by the pandemic.
- 1.14 The report sets out services' projected performance trajectory, which recognises a more volatile than usual environment as a result of external factors.
- 1.15 At the end of Quarter 2 72% of activities are on track to achieve their objectives within the set timeframes. 19% of activities are At Risk or Compromised, 3% Completed and a further 3% are yet to start, and it is these actions which are reported on in Appendix 2 on an exception basis.
- 1.16 One of the Councils 18 strategic risks relates to children and young people services directly and currently has a red status (Special Educational Needs and Disabilities resources are insufficient to meet demand), and two other red rated strategic risks relating to inflation and the cost of living, and the economy may impact on service provision and service demand. At service level the ability to deliver the Special Educational Needs and Disabilities Written Statement of Action is a significant risk.

## **2. Performance against the Performance Management Framework**

- 2.1 The three strategic priorities set out in the Council Plan 2022 - 2027 are delivered through seven Areas of Focus. In addition there are three further areas to support the council to be known for as 'a Great Council and Partner'. The full performance summary is contained in Appendix 1.
- 2.2 A set of high-level Warwickshire Outcome Measures, where we can influence improvement in performance but do not solely own, are also contained in the Performance Management Framework. Reporting against these is under development and will inform our ongoing State of Warwickshire reporting.
- 2.3 Comprehensive performance reporting is enabled through the Power BI link [2022/23 Performance Report](#) as part of the revised and adopted Performance Management Framework.
- 2.4 The new approach to performance reporting is evolving, building on the recommendations of the Member Working Group. The number of reportable

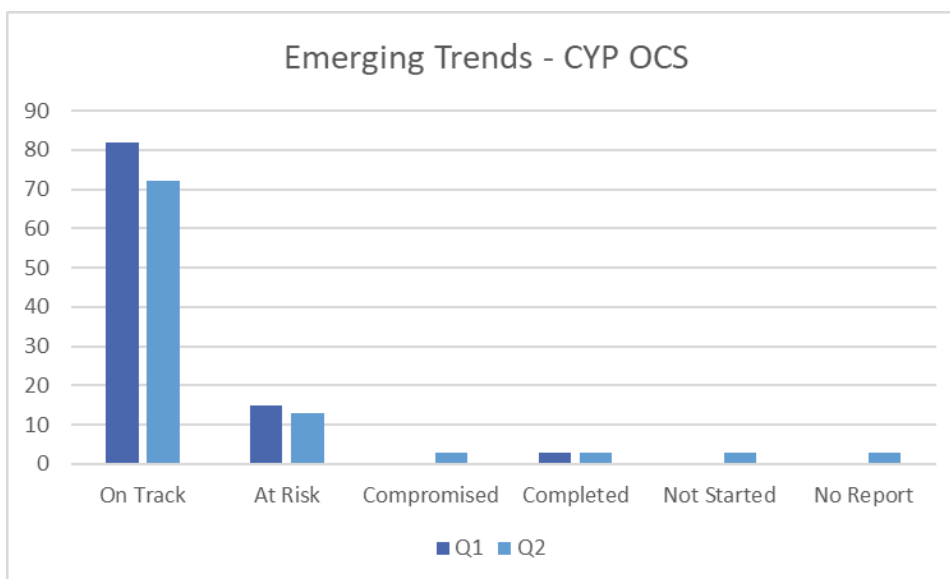
measures will change each quarter as the framework considers the availability of new data.

- 2.5 There are 22 KBMs in total that are in the remit of this Committee. Of the 12 KBMs which are being reported at Quarter 2, 6 (50%) are On Track and 6 (50%) Not on Track.
- 2.6 All 12 measures have a forecast projection from the responsible Service for the forthcoming period. Of the 6 measures that are forecast to be On Track at Quarter 3, 2 are forecast to improve and 4 to remain static over the next Quarter. Of those 6 that are forecast to be Not on Track, 4 are forecast to improve and 2 to remain static at the next reporting period, with none forecast to decline.

### **3. Progress against the Integrated Delivery Plan**

- 3.1 The Integrated Delivery Plan aligns priority activity from across all service areas all Areas of Focus, within the Council Plan 2022-27. The plan shows how activity across services collectively contributes to delivering these priorities.
- 3.2 Detailed information on the performance summary of the Integrated Delivery Plan is included at Appendix 2. A new [Power BI reporting dashboard](#) is now available and will enable Members to track progress by Service, status, Council Plan Area of Focus, Overview and Scrutiny Committee and Portfolio Holder.
- 3.3 Of the remaining 214 actions within the Integrated Delivery Plan, 32 are attributable to the Childrens Social Care OSC. At the end of Quarter 2 72% of activities are on track to achieve their objectives within the set timeframes. 19% of activities are At Risk or Compromised, 3% Completed and a further 3% are yet to start, with any exceptions covered in Appendix 2.
- 3.4 The activity around Child Accident Prevention has been postponed with the agreement of Councillor Bell and is now reporting as not started.
- 3.5 A number of actions that are at risk relate to capital programmes and projects, where current inflation levels and supply chain challenges are creating very significant levels of risk and uncertainty about our capacity to deliver as planned within available resources, a challenge common to all Councils.
- 3.6 This graphic shows the emerging trends in relation to the status of activities.





#### 4. Management of Finance

4.4 The key metrics of financial management are summarised below with further information available in Appendix 3 and in the Finance Monitoring Report presented to Cabinet on 10<sup>th</sup> November 2022.

Metric	Target	Performance at Quarter 2 2022/23
Performance against the latest approved revenue budget as measured by forecast under/overspend	On budget or no more than 2% underspent	0.7% overspent
Performance against the approved savings target as measured by forecast under/overachievement	100%	40.88% under achievement
Performance against the approved capital programme as measured by forecast delays in delivery	No more than 5% delay	No variance

#### 5. Management of Risk

5.4 Risks are monitored in risk registers at a strategic/corporate level and at service level. At a corporate level 18 strategic risks are monitored and currently 1 strategic risk relating to the remit of this Committee is rated currently rated as high risk.

- Special Educational Needs and Disabilities resources are insufficient to meet demand.

5.2 Mitigating actions are in place in respect of this risk for example through the activities of the Special Educational Needs and Disabilities and Inclusion

Strategy and the Education Sufficiency Strategy.

- 5.3 At a service level there are 14 risks recorded against services relating to Children and Families and Education Services. In this report key risks at service level are highlighted where they are red risks (high risk) and where a risk level has been higher than the risk target for 3 quarters or more and is currently still 3 points or more above target. To highlight the key risks a table of both red risks and risks above target is provided at Appendix 4. The risks that are both red and above target are the most significant risks and are highlighted below:
- Being unable to deliver Local Area Special Educational Needs and Disabilities Inspection Written Statement of Action within required timescales
- 5.4 Mitigating actions are in place in respect of this risk including that the Written Statement of Action was assessed as fit for purpose by Office for Standards in Education, Children’s Services, and Skills and the Care Quality Commission, and there is the ability to escalate via the Special Educational Needs and Disabilities and Inclusion Steering Group or Corporate Board if necessary.
- 5.5 Other strategic risks rated red will also impact on children and young people’s services, in particular inflation and the cost of living, and the economy slowing or stalling which may impact on service provision and service demand.

## 6. Environmental Implications

- 6.4 There are none specific to this report.

## Appendices

- Appendix 1 – [Quarterly Performance Report](#)  
 Appendix 2 – [Progress on the Integrated Delivery Plan](#)  
 Appendix 3 – [Management of Financial Risk](#)  
 Appendix 4 – [Management of Risk](#)

## Background Papers

Cabinet Report 10<sup>th</sup> November 2022

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## 1. Children & Young People OSC Quarterly Performance Report Quarter 2

- 1.1 Detailed measure-by-measure performance reporting is accessible through the **2022/23 Performance Portal**.
- 1.2 The three strategic priorities set out in the Council Plan 2022 - 2027 are delivered through seven Areas of Focus. In addition there are three further areas to support the council to be known for as 'a Great Council and Partner'. The full performance summary is contained in Appendix 1.

Area of Focus	No. of KBMs	No. of KBMs available for reporting Quarter 2
Create vibrant places with safe and inclusive communities	8	7
Deliver major infrastructure, digital connectivity and major transport options	7	5
Promote inclusive, sustainable economic growth, successful business, good quality jobs and future skills	9	5
Tackle climate change, promote biodiversity and deliver on our commitment to Net Zero	7	3
Deliver our Child Friendly Warwickshire strategy - Happy, healthy, safe children	10	6
Through education, improve life opportunities for children, young people and those with special educational needs and disabilities	14	8
Support people to live healthy, happy, and independent lives and work with partners to reduce health inequalities	13	10
A Great Council and Partner	No. of KBMs	No. of KBMs available for reporting Quarter 2
Harnessing community power	3	2
Our people and the way we work	8	6
Using our data and digital solutions to improve service delivery	4	3

### 1.3 Key Insights for Quarter 2 2022/23

1.4 There are 22 KBMs in total that are in the remit of this Committee. Chart 1 details the reported status of the 12 KBMs which are being reported at Quarter 2. 6 are On Track and 6 are Not on Track. 1 KBM was expected this Quarter but will be reported next Quarter due to publication delays by the Department for Education. The remaining KBMs are annual measures that are not available for reporting at this Quarter.

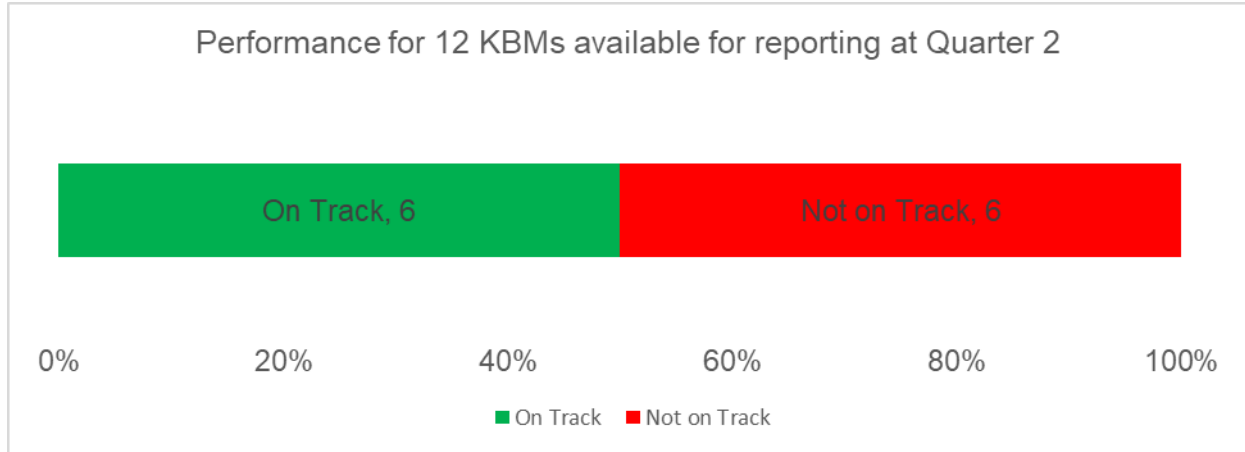


Chart 1

Chart 2 details the projected performance based on the service forecast of the 12 reportable KBMs at the next quarter.

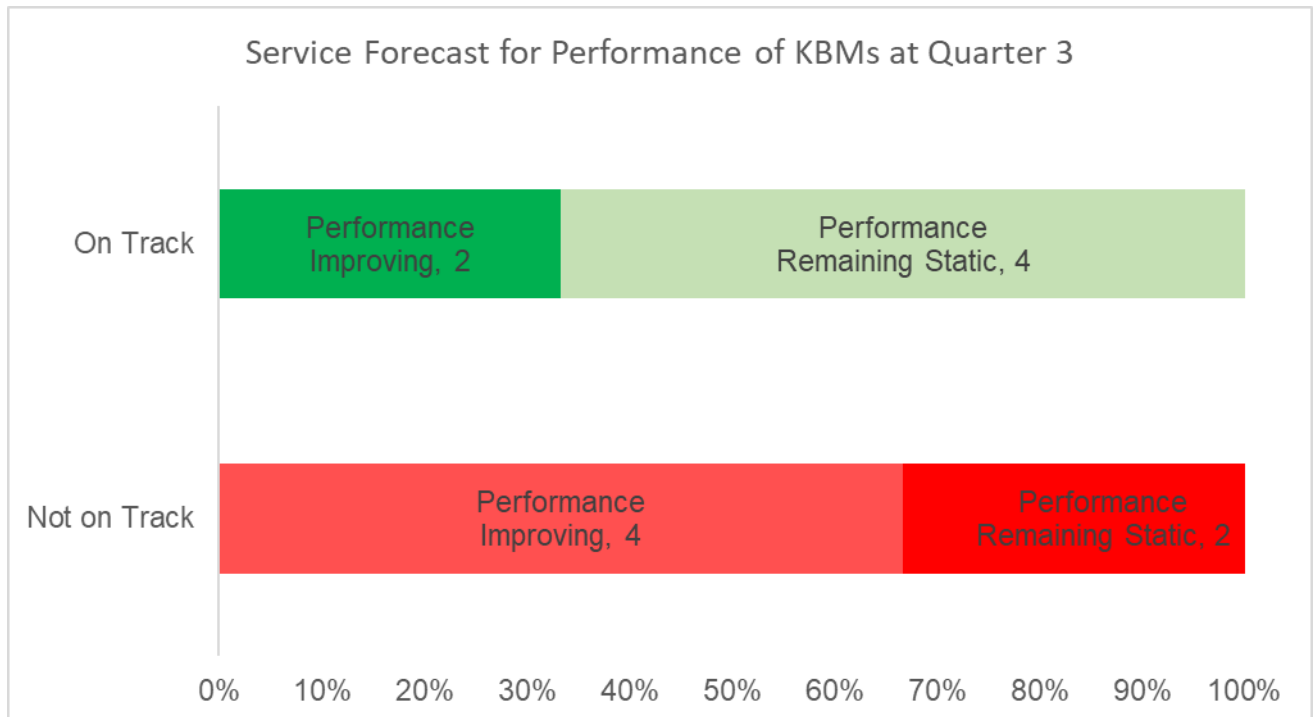


Chart 2

### Explanatory Notes on Summary Tables

The following sections provide an overview of current performance by Area of Focus. The measure summary tables are a representation of the tables in the full Committee report on Power Bi and are interactive. Please note:

- data is being added into the system as it becomes available so new information may be in the reports since the writing of this Quarterly position report;
- measure names in the summary tables and where highlighted are all links to take the reader directly to the measure report page in Power Bi which provides full detail

on the measure including charted data, performance narrative, improvement activity, trends and targets if applicable;

- a measure status is included based on performance either against the target and polarity of measure or where there is no target on improving/ declining performance;
- Services provide a forecast of where performance is heading over the next reporting period, this is informed by local knowledge, improvement activity and trend information;
- where the measure status or projection is Not Applicable, this is due to exceptional circumstances regarding the measure such as it is setting a baseline this year, the Power Bi report will provide the reason by measure;
- the Latest Figure column represents the most current data available including last quarter, previous year or longer if data is lagged, full details are on Power Bi report;
- not all measures have targets and the approach now is to have improving performance and targets where appropriate; and,
- as the framework is more responsive there are annual or termly measures included on the tables with no reported data, this will be added as the relevant data becomes available e.g. attainment data from November.

## 1.4 Deliver our Child Friendly Warwickshire strategy - Happy, healthy, safe children

Measure Name	Latest Figure	Latest Target	Measure Status	Service Forecast for next period
% of Children receiving a 6-8 Week Health Check	50.80	90	Not on Track	Not on Track Performance Remaining Static
No. of children subject to a Child Protection Plan	417	350	Not on Track	Not on Track Performance Improving
No. of children with an open Child in Need category including Child Protection Plans and Children in Care	4,009	3,500	Not on Track	Not on Track Performance Improving
No. of Children in Care excluding unaccompanied asylum seeking children	708	670	Not on Track	Not on Track Performance Improving
% of care leavers (Relevant and Former Relevant 16-21) who are not in education, employment and training (NEET)	30	33	On Track	On Track Performance Improving
% of women who smoke at the time of delivery across Warwickshire (Cov & Warks)	9.00	9.6	On Track	On Track Performance Remaining Static
% Population vaccination coverage – Measles, mumps and rubella (MMR) (5 years old)	89.60	This is an annual lagged measure with new data available March 2023		
No. of hospital admissions for intentional self-harm in children (10-24 year olds)	494.30			
No. of under 18 hospital admissions for alcohol, per 100,000 population	41.10			

Area of good progress due to consistent performance that is favourable compared to national data:

- % of care leavers (Relevant and Former Relevant 16-21) who are not in education, employment and training (NEET)

Improvement activity as figures are significantly below target and levels have been reducing over last few reported periods:

- % of Children receiving a 6-8 Week Health Check



### 1.5 Through education, improve life opportunities for children, young people and those with special educational needs and disabilities

Measure Name	Latest Figure	Latest Target	Measure Status	Service Forecast for next period
% of Early Years providers graded as Good or Outstanding	94	97	Not on Track	Not on Track Performance Improving
% uptake of places for eligible 2 year olds	75	75	On Track	On Track Performance Improving
% of children accessing 3 & 4 year old entitlement	94	96	On Track	On Track Performance Remaining Static
% of Good and Outstanding Maintained Primary Schools	93	N/A	On Track	On Track Performance Remaining Static
% of children and young people with an Education, Health and Care (EHC) plan attending mainstream school	48	48	On Track	On Track Performance Remaining Static
% of top three school place primary & secondary preferences	93	Due for reporting in March		
% of Key Stage 2 children looked after achieving the expected standard for combined reading, writing and maths	31	Provisional data will be available in October, validated data will be available in March		
% of Key Stage 4 children looked after achieving grades 5 or above in English and Maths GCSE	7			
No. of education settings engaged with the support available to them through the Outdoor Education and Learning Strategy	Due for reporting in December			
% of 16-17 years olds participating in education and training	89	Delayed publication from DfE expected in next quarter		
% of 19 year olds qualified to Level 2 including English and Maths	73.40	Due for reporting in June		

Area of Good Progress due to consistently high levels of performance:

- % uptake of places for eligible 2 year olds;
- % of children accessing 3 & 4 year old entitlement; and,
- % of Good and Outstanding Maintained Primary Schools

Improvement activity due to a slight decline in performance:

- % of Early Years providers graded as Good or Outstanding

## 1.6 Support people to live healthy, happy, and independent lives and work with partners to reduce health inequalities

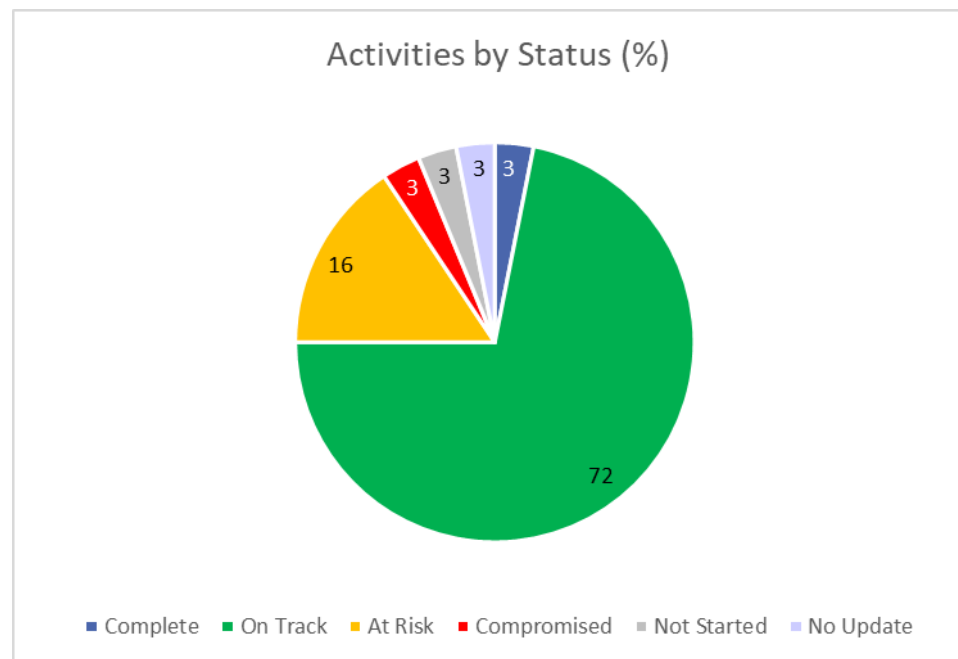
Measure Name	Latest Figure	Target	Measure Status	Service Forecast for next period
No. of suicide rates for those aged 10 & over, directly standardised rate per 100,000 population	11.20	9.2	Not on Track	Not on Track Performance Remaining Static
Under 18 conception rate, crude rate per 1,000 females aged 15-17	30	N/A	N/A	N/A

Improvement activity due to increasing figures and further anticipated pressures:

- No. of suicide rates for those aged 10 & over, directly standardised rate per 100,000 population

## 1. Children & Young People OSC Progress on the Integrated Delivery Plan Quarter 2

### 1.1 Key Insights for Quarter 2 2022/23



Of the remaining 214 actions within the Integrated Delivery Plan, 32 are attributable to the Childrens Social Care OSC. At the end of Quarter 2 72% of activities are on track to achieve their objectives within the set timeframes. 19% of activities are At Risk or Compromised, 3% Completed and a further 3% are yet to start.

#### Completed activity:

The following activity has been completed this Quarter;

- Working alongside Coventry & Warwickshire Partnership Trust and other partner agencies develop a Warwickshire & Coventry Children & Young People's Mental Health Improvement Strategy and action plan: Establish an 18-25 transitional offer for those moving from children/ young people's service into adult mental health service. **The Service is in place with Coventry and Warwickshire MIND across Coventry and Warwickshire. Extension to the current contract with provider agreed. This will be reviewed in March 2023**

- 1.2 Activity within the Integrated Delivery Plan is aligned to the delivery of the priorities within the Council Plan 2022 -27, progress is therefore shown below against the Area of Focus “**Deliver our Child Friendly Warwickshire strategy - Happy, healthy, safe children**” . Commentary is by exception, with detail provided against activity that is at risk, compromised or not started.
- 1.3 **Deliver our Child Friendly Warwickshire strategy - Happy, healthy, safe children**

Activity	Status	Narrative
Open our first Family Hub at the Wheelwright Lane Centre which will specialise in support for children, young people and their families with Special Educational Needs and Disabilities (SEND) and Social Emotional Mental Health (SEMH) issues.	At Risk	Joint options report scheduled for Corporate Board 19th Oct 22 for decision making.
Continue to identify and protect children at risk of abuse and neglect: <b>Evaluate and seek to extend across the county Warwickshire Family Safeguarding being piloted in the north of the county, which integrates professionals specialising in mental health, substance misuse and domestic abuse with children’s services social workers.</b>	At Risk	The evaluation of the pilot implementation of the WFS model in the north of Warwickshire has continued strongly but evaluation is still at an early stage. Meanwhile new seminal documents from central government and influential thinkers have outlined a potential change in approach wherein partnership organisations would be mandated to resource staff to work within a multi-agency setting to address issues such as Domestic Abuse and associated concerns such as alcohol and substance misuse and mental health. This would change the source of funding for future multiagency initiatives that would at least in part reflect the current WFS initiative. Additionally the financial envelope available to resource Children and Family Support is experiencing increasing pressure and as such the potential roll out of WFS across the wider County is under review. A consultation is underway in respect of future restructure, the outcome of which will be clear by the end of November.
Improve stability and outcomes for young offenders, children in care and care experienced young people: <b>Ensure that Youth Justice and Children in Care Teams are sensitive to all aspects of diversity and work to address unfavourable disproportionality in the system.</b>	Compromised	There are considerable concerns regarding the lack of placements and the quality of placements for children in residential care, leading to too many children experiencing instability. We are however placing more children with their connected families, and we have a new marketing campaign for foster carers which has resulted in 6 foster carer applications in one month in September.
Improve stability and outcomes for young offenders,	At Risk	Home 1: Delays continue to be experienced due to delays

children in care and care experienced young people: **Open our first Children's Home and identify properties for three other homes open by December 2023.**

Working alongside Coventry & Warwickshire Partnership Trust and other partner agencies develop a Warwickshire & Coventry Children & Young People's Mental Health Improvement Strategy and action plan: **Continue to develop the eating disorder pathway and services.**

Working alongside Coventry & Warwickshire Partnership Trust and other partner agencies develop a Warwickshire & Coventry Children & Young People's Mental Health Improvement Strategy and action plan: **Strengthen support for vulnerable children and young people including those in crisis, looked after children, those with autism, Learning Disabilities and young offenders.**

At Risk

At Risk

experienced in registration with the regulatory body, Ofsted. Home 2 is on track pending planning and development approvals. This home will provide 4 beds in the main home and potential for 1 or 2 emergency beds in a separate annex. Community engagement for home 2 took place in September 2022. Home 3: A property has been identified and work is ongoing to support and manage current provision occupying the premises. Home 4: Work continues to explore the market and purchase a property.

Improving performance in relation to urgent and routine referral times into the eating disorder service remains a focus. Workforce issues have been addressed with more practitioners recruited to the service over the summer. Issues around step down from the service have been identified and this has an impact on the number of new referrals which can be seen by the team. Work has begun with National Health Service England providing support to look at this issue and in particular how GPs and their support can help with step up and step down to the service. Additional investment into the service from System Development Fund monies is helping to expand the current provision and also provide an intensive home support service to prevent children and young people needing to access Tier 4 provision.

Multi-agency meetings continue to take place to look at support for Children and Young People in crisis. There is currently a survey out to providers of support services to children and young people, asking them to complete with young people they work with. The survey aims to find out what Children and Young People of the ages of 14 – 18 think is needed to keep themselves and others well in the community and, if crisis support is needed, what this support could look like. The deadline for the survey is 28th October. Once feedback is gathered this will be considered by the Crisis Bronze Group and actions formulated from the results.

Meetings are currently taking place with Public Health, Warwickshire County Council, Integrated Care Board and other partners regarding

		<p>the mental wellbeing of children and young people who are refugees and asylum seekers and their access to the system / RISE for support.</p> <p>Commissioners from Children and Young People mental health and Autism/ Learning Disability continue to work with partner agencies to support the implementation of the Autism Strategy; and there is dedicated Children and Young People mental health provision linked to the Youth Justice Team.</p>
<p>Improve the health of children and young people in Warwickshire: <b>Deliver the Child Accident Prevention work programme in partnership with key stakeholders.</b></p>	<p>Not Started</p>	<p>It was agreed with Cllr Bell that this activity would be postponed due to capacity within the public health team. *Next step of this work was to complete an audit in partnership with George Eliot A&amp;E department but agreed due to pressures on A&amp;E at present, it was not practical to complete at this time.</p>
<p>Improve the health of children and young people in Warwickshire: <b>Coordinate a targeted project focused on piloting a community-based Health Champions programme across 3 priorities (childhood obesity, child poverty, Black and Asian and under- represented ethnic communities).</b></p>		<p>No update from Service Q2</p>

**2 The following activities are On Track**

<b>Activity</b>
<p>Establish and implement a Children’s Services Sustainability and Improvement plan, that maintains “good” graded services (Ofsted Inspection published February 2022) addressing areas for improvement and maintain the new ways of working implemented by the £12m Children’s Change Fund received 2020-2023 from the Council and the Department for Education (DfE).</p>
<p>Increase access to Early Help and Targeted Youth Work: <b>Open the new Youth Centre in Bedworth.</b></p>
<p>Increase access to Early Help and Targeted Youth Work: <b>Increase youth outreach work on the streets through the Youth Service bus being out and about out in all communities.</b></p>
<p>Increase access to Early Help and Targeted Youth Work: <b>Provide free youth services led support in schools.</b></p>

Increase access to Early Help and Targeted Youth Work: **Establish capital programme to improve and extend capacity at Youth & Community Centres and Children & Family Centres.**

Increase access to Early Help and Targeted Youth Work: **Continue to provide free parenting courses and advice, including exploration of new parenting approaches.**

Increase access to Early Help and Targeted Youth Work: **Further increase timely access to brokerage and family support workers.**

Increase access to Early Help and Targeted Youth Work: **Provide a warm welcome and support to navigate services for refugees from Ukraine and other countries moving to Warwickshire.**

Continue to implement and evaluate Warwickshire Family Values (Council & DfE funded until 2023): **Sustain and develop the Caring Dads offer to improve our engagement with fathers to improve the lives of children.**

Continue to implement and evaluate Warwickshire Family Values (Council & DfE funded until 2023): **Extend our use of Family Group Conferences (FGC) by guaranteeing access to an FGC for all children on the edge of care and subject to a child protection plan.**

Continue to implement and evaluate Warwickshire Family Values (Council & DfE funded until 2023): **Continue to train Children's Services and other professionals in Restorative Practice.**

Continue to identify and protect children at risk of abuse and neglect: **Provide advanced training to council and key partner agencies in County Lines and Child Exploitation.**

Continue to identify and protect children at risk of abuse and neglect: **Evaluate and seek to sustain Family Drug & Alcohol Court (funded by DfE until March 2023).**

Continue to identify and protect children at risk of abuse and neglect: **Improve the timeliness of Children and Family Assessments.**

Continue to identify and protect children at risk of abuse and neglect: **Improve the timeliness of work undertaken pre-proceedings & continue to use this mechanism to divert from care proceedings.**

Continue to identify and protect children at risk of abuse and neglect: **Review and implement new integrated Adolescent Support Team, to reduce homelessness, missing episodes and divert adolescents from entering care.**

Improve stability and outcomes for young offenders, children in care and care experienced young people: **Increase the number of Warwickshire foster carers by 10% by 2027.**

Improve stability and outcomes for young offenders, children in care and care experienced young people: **Implement new placement hub to identify the best homes for children in care and increase wrap around support for foster carers and children in care.**

Improve stability and outcomes for young offenders, children in care and care experienced young people: **Review and improve the quality of supported accommodation for 16 –24-year-olds in line with new legislation.**

Working alongside Coventry & Warwickshire Partnership Trust and other partner agencies develop a Warwickshire & Coventry Children & Young People's Mental Health Improvement Strategy and action plan: **Further explore and establish action plan for alternative methods to identify, assess, diagnose and support autistic children, to reduce assessment waiting times.**

Working alongside Coventry & Warwickshire Partnership Trust and other partner agencies to develop a Warwickshire & Coventry Children & Young People's Mental Health Improvement Strategy and action plan: **Further develop the mental health in schools trailblazers programme.**

Implement the Tackling Social Inequalities Strategy action plan: **Increase the number of children accessing Holiday and Food (HAF) scheme.**

Implement the Tackling Social Inequalities Strategy action plan: **Continue to provide support to families experiencing negative impact of increased cost of living through advice and support to maximise income and other measures to address fuel, food and digital inequality.**

Establish and implement a Children's Services Sustainability and Improvement plan, that maintains "good" graded services (Ofsted Inspection published February 2022) addressing areas for improvement and maintain the new ways of working implemented by the £12m Children's Change Fund received 2020-2023 from the Council and the Department for Education (DfE).

Increase access to Early Help and Targeted Youth Work: **Open the new Youth Centre in Bedworth.**

Increase access to Early Help and Targeted Youth Work: **Increase youth outreach work on the streets through the Youth Service bus being out and about out in all communities.**

Increase access to Early Help and Targeted Youth Work: **Provide free youth services led support in schools.**

Increase access to Early Help and Targeted Youth Work: **Establish capital programme to improve and extend capacity at Youth & Community Centres and Children & Family Centres.**

Increase access to Early Help and Targeted Youth Work: **Continue to provide free parenting courses and advice, including**



exploration of new parenting approaches.

Increase access to Early Help and Targeted Youth Work: **Further increase timely access to brokerage and family support workers.**

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**Appendix 3 Management of Financial Risk**

1.1 Performance against the latest approved revenue budget as measured by forecast under/overspend

Service Area	Approved Budget	Service Forecast	(Under) /Overspend	% Change from Budget	Represented by:			
					Investment Funds	Impact on Earmarked Reserves	Covid Impact	Remaining Service Variance
	£m	£m	£m	%	£m	£m	£m	£m
Children & Families	83.311	83.859	0.548	0.7%	0.043	(0.068)	0.279	0.294

## 1.2 Performance against the approved savings target as measured by forecast under/overachievement

Saving Proposal	Target £m	Actual £m	Forecast £m	Shortfall/ (Overachievement) £m	Reason for financial variation and any associated management action
<b>Savings on third party spend</b> - Review of services purchased from third parties to ensure value for money.	0.107	0	0	107	Savings are not forecast to be achieved this year due to inflationary pressures, alternative plans are to be agreed for how this saving will be delivered.
<b>Maximise income and contributions to care packages</b> - Efficient collection of health contributions to children in care placements and income from safeguarding training.	0.300	0.150	0.250	0.050	Education Safeguarding training income not achieved
<b>New ways of working</b> - Reductions in staff travel, room hire, client travel and expenses from new ways of working post-Covid.	0.056	0	0	0.056	Current forecasts predict an overspend in this area of £0.090m.
<b>Rightsize Children's and Families budgets</b> - Remove contingency budget for Early Help and replace boarding school budget with existing budget in Children's Services.	0.010	0.010	0.010	0	Reduction in budget applied with forecast balanced.
<b>Adoption</b> - Education contribution to the Authority's share of the Adoption Central England costs.	0.048	0.048	0.048	0	Reduction in budget applied with forecast balanced.
<b>Total</b>	<b>0.521</b>	<b>0.208</b>	<b>0.308</b>	<b>0.213</b>	

1.3 Performance against the approved capital programme as measured by forecast delays in delivery

Service	Approved 2022-23 Capital Programme	New Projects in Year	Net Over / Under Spend	Total Capital Prog.	Budget Reprofile	Delays	Forecast In Year Capital Spend	% of Delays
	£m	£m	£m	£m	£m	£m	£m	
Children & Families	1.912	0	0	1.912	0	0	1.912	0.0%

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Appendix 4 CYP OSC Management of Risk Quarter 2

**Key Service Risks Summary**

**Children and Young People’s Services**

Key Service Risks	Net risk is currently green or amber	Net risk is currently red
<p>Risk level has not exceeded the target for 3 quarters in a row</p>	<ul style="list-style-type: none"> <li>10 other risks</li> </ul>	<ul style="list-style-type: none"> <li><b>(Education)</b> SEND and mainstream transport pressures (fuel costs, driver shortages, etc)</li> <li><b>(Education)</b> Delivering the Council’s requirements around educational visits</li> </ul>
<p>Risk level has exceeded target for 3 quarters in a row and is currently more than 3 points above target</p>	<ul style="list-style-type: none"> <li>(Children and Young People) <b>Children and young people and vulnerable adults suffer avoidable injury or death</b></li> </ul>	<ul style="list-style-type: none"> <li><b>(Education)</b> Being unable to deliver Local Area SEND Inspection Written Statement of Action within required timescales</li> </ul>

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## Children & Young People Overview and Scrutiny Committee

14 February 2023

### Post 16 participation in Education, Employment and Training performance report 2022

#### Recommendation

That the Children & Young People Overview and Scrutiny committee considers and comments upon the latest Department for Education data, showing the proportions of 16-and 17-year-olds in Warwickshire who are in education, employment or training and those that are not in education, employment or training (NEET).

#### 1. Executive Summary

- 1.1 The purpose of this report is to provide the Scrutiny Committee with an overview of the participation of young people in post 16 education and training and those who are not in education, employment and training (NEET) across Warwickshire.
- 1.2 In 2022 the proportion of young people in Warwickshire who were not in education, employment or training (NEET) remained lower (better) than England, the West Midlands and statistical neighbours. Warwickshire (3.4%) remains below (better than) England (4.7%) and the West Midlands (5%).
- 1.3 In 2022 the proportion of young people in Warwickshire participating in education and training remained higher than that of England, the West Midlands and statistical neighbour average. This is an increase (for Warwickshire) of 0.2 percentage points since 2021. This marks a trend in which Warwickshire has been excelling in recent years and the county is now placed amongst the highest performing areas of England, based on comparable local authority areas (size/population etc).
- 1.4 Warwickshire is in the second quintile for combined figures (NEET and Not Known), first quintile for those that are NEET and the third quintile for those that are Not Known. Each quintile represents 1/5 or 20% of the range of values for the indicator. The first quintile represents the lowest 1/5 of values from 0-20% of the range. The best performing with the lowest NEET/highest participation fall into the first quintile, whereas local authorities with the highest NEET/lowest participation fall into the fifth quintile.

## 2. Background

- 2.1 Local authorities have a critical role to play in supporting young people to access education and training and therefore understanding the characteristics and current activity of the young people in their area.
- 2.2 Local authorities (LA) have statutory duties to encourage, enable and assist young people to participate in education or training:
- To secure sufficient suitable education and training provision for all young people in their area who are over compulsory school age but under 19 or aged 19 to 25 and for whom an Education, Health and Care (EHC) plan is maintained.
  - To make available to all young people aged 13-19 and to those between 20 and 25 with special educational needs and disabilities (SEND), support that will encourage, enable or assist them to participate in education or training.
  - To collect information about young people so that those who are not participating, or are NEET, can be identified and given support to re-engage.
- 2.3 In addition, the Education and Skills Act 2008, placed two Raising participation age (RPA) related duties on local authorities with regard to 16- and 17-year-olds:
- Local authorities must promote the effective participation in education and training of 16- and 17-year-olds in their area with a view to ensuring that those persons fulfil the duty to participate in education or training.
  - Local authorities must make arrangements – i.e., maintain a tracking system - to identify 16- and 17-year-olds who are not participating in education or training.
- 2.4 On a monthly basis local authorities are required to collect and report to the Department for Education (DfE) the following information about a young person's post 16 activity up until the end of the academic year they turn 18 (up to 25 for those with an Education Health and Care Plan).
- basic information about young people in their area (name and address)
  - their needs and characteristics (gender, ethnic group, disability, care leaver)
  - their post 16 plans (intended destination, September Guarantee offers)
  - their current activity and when it was last confirmed (i.e., education, apprenticeship, employment combined with study, training).
- 2.5 Warwickshire County Council commissions 'Prospects' (part of Shaw Trust) to deliver the above functions on its behalf.

### ***Participation in Education, Employment or Training (EET) 2022***

- 2.6 The table below shows the proportion of 16- and 17-year-olds meeting the duty to participate in Education, employment or training.

**Chart 1:** percentage of 16- and 17-year-olds in Warwickshire meeting the duty to participate 2020, 2021, 2022

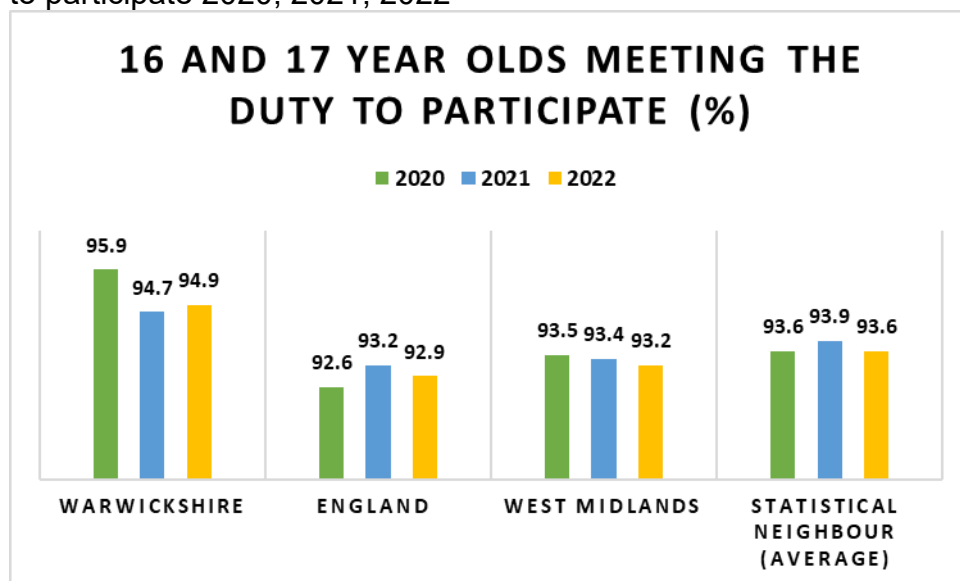


Chart 1: percentage of 16 and 17 year olds meeting the duty to participate 2020, 2021, 2022 bar chart  
 Source: <https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures>

2.7 Warwickshire’s proportion of young people participating in education and training is higher than that of England, the West Midlands and statistical neighbour average. This is an increase (for Warwickshire) of 0.2 percentage points since 2021. This marks a trend in which Warwickshire has been excelling in recent years and the county is now placed amongst the highest performing areas of England, based on comparable local authority areas (size/population etc).

**Chart 2:** Participation of 16- and 17-year-olds in Warwickshire by type of activity, 2022

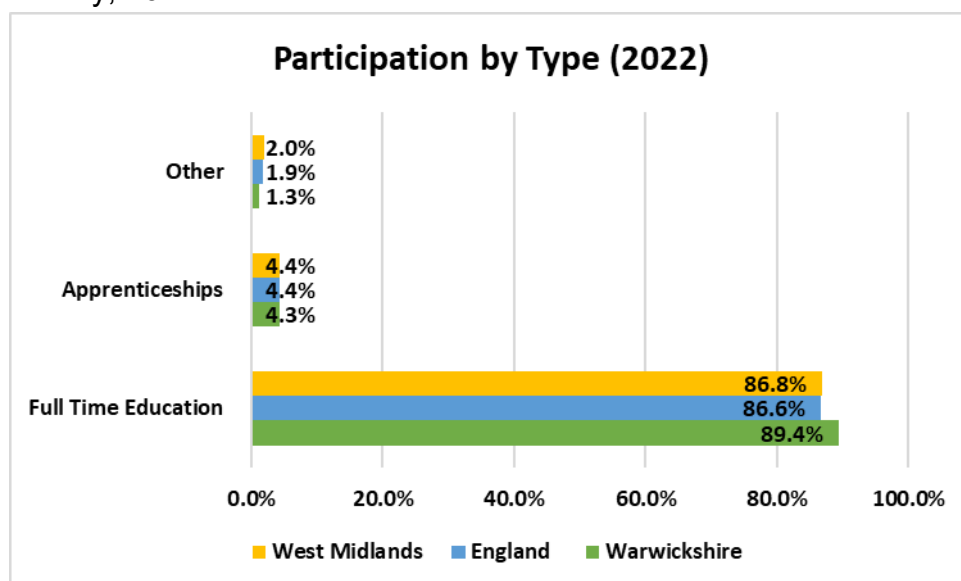


Chart 2: Percentage participation of 16 and 17 year olds in Warwickshire by type of activity, 2022 bar chart  
 Source: <https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures>. The category “Other” includes part-time education, work-based learning and employment with study towards a regulated qualification

- 2.8 Participation in Warwickshire is comprised of: 89.4% in full time education; 4.3% in an apprenticeship and 1.3% in other post-16 activity (for example, a job with part- time training).
- 2.9 Warwickshire have a higher percentage of 16–17-year-olds recorded as participating in education or training with Education and Health Care Plan compared to England, West Midlands and statistical neighbour average (Warwickshire, 89.7%; England 88.7%; West Midlands, 88.7%; Statistical neighbour, 88.9%.
- 2.10 There has been a slight decrease (-0.1%) in participation in apprenticeships. Local intelligence suggests this is related to the number of apprenticeship vacancies across Warwickshire and nationally. Work is ongoing with key stakeholders, including Coventry and Warwickshire Chamber of Commerce to promote all apprenticeship vacancies.

### ***September Guarantee (2021)***

- 2.11 The September Guarantee helps local authorities fulfil their duty to provide education and training to young people and find them a suitable place in post 16 education or training.
- 2.12 The offer should be appropriate to the young person’s needs and can include:
- Full-time education in school sixth-forms or colleges;
  - An apprenticeship or traineeship; and
  - Employment combined with part-time education or training.
- 2.13 Warwickshire’s percentage of young people offered a place in education or training in 2021 (98.7%) is better than England (95.5%), the West Midlands (96.3%) and statistical neighbour average (95.7%)<sup>1</sup>. This is an increase for Warwickshire of 0.4 percentage points when compared to September 2020.

### ***Proportion of Young People Not in Education, Employment or Training (NEET) 2022***

- 2.14 The DfE definition of NEET includes 16- and 17-year-olds who have left school and are not engaged in any form of further education, employment or training, it includes those who are actively seeking help via other agencies and those young people whose activity is not known. Activity not known refers to young people who are believed to be resident in the area but whose current post 16 education, employment or training activity is not known, this can be due to the following:
- The young person cannot be contacted (e.g., may have moved out of area or abroad);
  - The young person refuses to disclose; and

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<sup>1</sup> <https://www.gov.uk/government/publications/september-guarantee-offers-of-education-or-training-for-16-to-17-year-olds#full-publication-update-history>

- Young people whose activity has not been confirmed within a set time period are also recorded as 'activity not known'.

2.15 The NEET group is made up of young people who are not participating in Education, Employment or Training but who are available to the labour market and also those young people who are not currently available to the labour market (for example because of illness, caring responsibilities, pregnancy or parenting responsibilities). The cohort size is based on residency rather than the place of education or training.

2.16 The DfE published NEET figure is an average of the number of young people who are NEET at the end of December, January and February. Three-month averages are less prone to statistical blips and provide a more robust assessment of year-on-year performance.

**Table 1:** The proportion of 16- & 17-year-olds in Warwickshire who are NEET, Not Known and the combined figure over the last 3 years (note smaller is better).

Annual NEET or Not Known rates (3-month average Dec, Jan, Feb)	2020 (% 16–17-year-olds)			2021 (% 16–17-year-olds)			2022 (% 16–17-year-olds)		
	Combined figure	NEET	Not Known	Combined figure	NEET	Not Known	Combined figure	NEET	Not Known
Warwickshire	3.4	1.9	1.5	3.8	2.0	1.8	3.4	1.7	1.7
England	5.5	2.7	2.8	5.5	2.8	2.7	4.7	2.6	2.2
Statistical Neighbours	5.5	2.5	2.0	4.5	2.7	1.8	3.8	2.3	1.5
West Midlands	5.3	2.3	3.0	5.7	2.6	3.1	5.0	2.2	2.7

Table 1: proportion of 16 and 17 year olds in Warwickshire who are NEET, Not known and the combined figure over the last 3 years

Source: <https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures> (please note - this source does not publish statistical neighbour average; this is calculated manually using published figures)

2.17 Warwickshire (3.4%) remains below (better than) England (4.7%), the West Midlands (5%) and statistical neighbours (3.8%).

### District Level Data

**Table 2:** The proportion and number of young people who were NEET by district in Warwickshire, based on 3-month average figures; Dec 2021, Jan 2022, Feb 2022.

District Level Data (Based on 3-month average figures Dec21, Jan 22, Feb 22)	16- and 17-year-olds who are in Education, Employment or Training (EET)	16- and 17-year-olds who are NEET (numbers of young people)	16- and 17-year-olds who are Not Known (numbers of young people)	Full Cohort Total	Combined NEET & Not Known %
North Warwickshire	96.0%	1.5% (21)	2.5% (34)	1369	4.0%
Nuneaton & Bedworth	95.2%	2.1% (62)	2.6% (76)	2876	4.8%
Rugby	96.8%	2.0% (46)	1.2% (29)	2340	3.2%
Stratford-on-Avon	97.8%	1.3% (32)	1.0% (24)	2520	2.2%
Warwick	97.5%	1.2% (32)	1.3% (35)	2682	2.5%
<b>Warwickshire Total</b>	<b>96.7%</b>	<b>1.6% (191)</b>	<b>1.7% (197)</b>	<b>11786</b>	<b>3.3%</b>

Table 2: proportion and number of young people who were NEET by district in Warwickshire, based on 3 month average figures; December 2021, January 2022 and February 2022

Source: CCIS. Please note that the overall (County) figures are the national reportable figures, when the data is split into districts the rounding of the percentages can make the overall figures differ. The district figures should only be used to report at district level, due to this rounding affect. It can also affect different years in different ways so it may be the same or 0.1% higher or lower than the real (county) figure.

- 2.18 Stratford-on-Avon has the lowest proportion of young people that are NEET and Nuneaton and Bedworth has the highest proportion of young people that are NEET.

### Gender

**Table 3:** The proportion of 16-, 16-17- and 17-year-olds in Warwickshire who are combined NEET/Not known by gender.

NEET/Not known proportion for 16, 16-17, 17 figures by gender (2022)	16-year-old		17-year-old		16-17-year-old	
	Female	Male	Female	Male	Female	Male
Warwickshire	2.0%	2.5%	2.9%	4.7%	2.6%	3.9%
England	2.8%	3.5%	5.5%	7.1%	4.1%	5.3%
West Midlands	3.1%	3.1%	5.8%	8.4%	4.5%	6.2%

Table 3: NEET/Not Known proportion for 16, 16-17 and 17 year olds by gender (2022)

Source: <https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures>

### Vulnerable Groups

- 2.19 The DfE definition of a young person in a vulnerable group is if they have any of the following characteristics: Looked after/In care (referred to as Children in Care CiC in Warwickshire); Refugee/Asylum seeker; Carer-not own child; Disclosed substance misuse; Care leaver; Supervised by Youth Offending Team (YOT); Parent-not caring for own child; Alternative provision; Mental health.

**Chart 3:** The proportion of combined NEET/not known 16–17-year-olds in Warwickshire, that are defined as being in a vulnerable group, with SEN support or an EHCP.

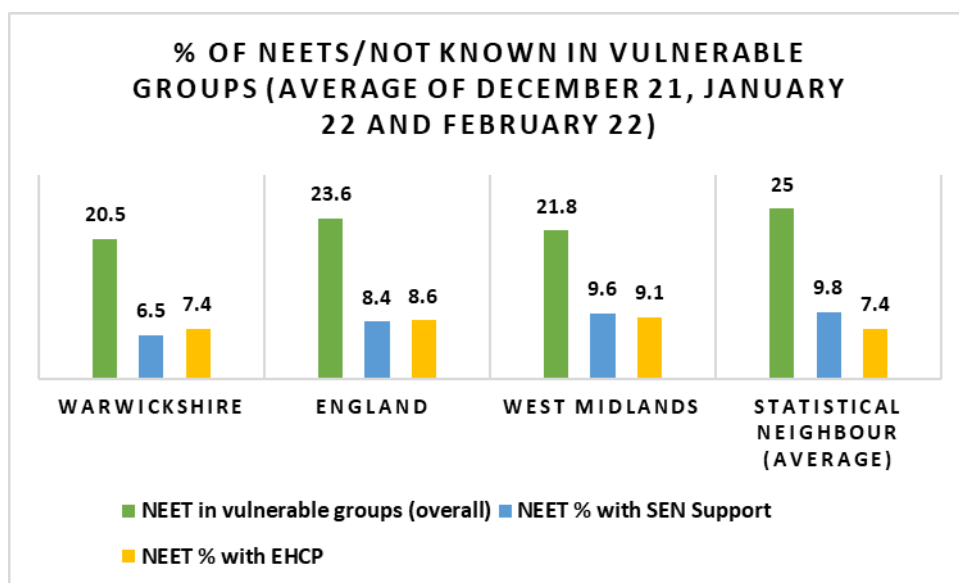


Chart 3: Percentage of NEETs/Not Known in vulnerable groups (average of December 21, January 22 and February 22) bar chart

Source: <https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures> (please note - this source does not publish statistical neighbour average; this is calculated manually using published figures)

- 2.20 Warwickshire have a lower proportion of young people within a vulnerable group that are NEET/Not known compared to England and the West Midlands and of statistical neighbour average (Warwickshire 20.5%, West Midlands 21.8%, England 23.6%; Statistical Neighbours 25%).
- 2.21 Warwickshire have a lower proportion of young people with SEN support that are NEET/not known compared to England and the West Midlands and of statistical neighbour average (Warwickshire 6.5%, West Midlands 9.6%, England 8.4%; Statistical Neighbours 9.8%).
- 2.22 Warwickshire have a lower proportion of young people with EHCP's that are NEET/not known compared to England and the West Midlands and have the same proportion as that of statistical neighbour average (Warwickshire 7.4%, West Midlands 9.1%, England 8.6%; Statistical Neighbours 7.4%).
- 2.23 The DfE do not publish a breakdown of all of the vulnerable groups data. Data gathered when writing this report included categories with less than 5 young

people in them. WCC will continue to work with Prospects (part of Shaw Trust) to understand why some groups are underrepresented in the data.

**Table 4:** The proportion of 16-, 16-17- and 17-year-olds in Warwickshire who are combined NEET/Not known in a looked after/In care category (referred to in Warwickshire as Children in Care; CiC).

Data (Based on 3-month average figures Dec21, Jan 22, Feb 22)	16- and 17-year-olds who are in Education, Employment or Training (EET)	16- and 17-year-olds who are NEET (numbers of young people)	16- and 17-year-olds who are Not Known (numbers of young people)	Full Cohort Total	Combined NEET & Not Known %
Children in Care (CiC)	81.6%	16.5% (52)	1.9% (6)	316	18.4%

Table 4: proportion of 16, 16-17 and 17 year olds in Warwickshire who are combined NEET/Not known in a looked after/in care category (referred to in Warwickshire as Children in Care; CiC)

Source: The DfE do not publish a breakdown of vulnerable group categories at Local Authority (LA) level. As such there is no comparative data sets. The data has been provided by Prospects (part of Shaw Trust). The data includes those that are looked after to WCC and living in Warwickshire. It also includes young people that are in care to other authorities and are living in Warwickshire.

### ***Strategies to Increase the Effective Participation in Education and Training***

- 2.24 Across Warwickshire there are targeted careers information and advice services delivered out of ten outreach locations.
- 2.25 Young people in years 12, 13 and 14 (up to 25 with an Education Health and Care Plan, EHCP) who are not engaged in provision at any time are referred to a dedicated NEET advisor.
- 2.26 Warwickshire's NEETs Planning & Co-ordination Group meets six times a year. Group membership is formed of key stakeholders working with young people who are NEET or at risk of NEET (WCC officers, Department for Work & Pensions, Coventry & Warwickshire Local Enterprise Partnership, European Social Fund providers, training providers, Princes Trust, National Careers Service, and Prospects etc). The key objective of this group is to work collaboratively in identifying any gaps in provision, co-ordinate activity to maximise impact and minimise potential duplication. The impact of this has included timely referrals to NEETs providers, meaning that young people are supported from the earliest point when becoming NEET and provides a greater understanding of what support is available throughout Warwickshire.
- 2.27 WCC meets on a half termly basis with the principals of the three FE colleges and one sixth form college located in the county (North Warwickshire & South Leicestershire College, King Edward VI college; Warwickshire College Group; Stratford Upon Avon College (part of Solihull University & College Centre). These meetings allow for discussion on the changing landscape of Post 16



education and encourages collaborative planning of support for these changes.

- 2.28 WCC host half-termly Careers Leader (for careers staff working in secondary, secondary special schools and colleges) meetings. Activities include sharing careers guidance, peer to peer best practice, discussing newly emerging needs and inviting guest speakers (including; Fire and Rescue, WASPs training programme, Supported Internships, T-Levels). The careers leader meetings continue to evolve, with a range of activities such as Careers Leader Training, funding to achieve the Careers Quality Standard, the investment in barrier breaking technology, employer careers events and more recently provided an emergency COVID fund to support Careers leaders taking their offer onto digital platforms to allow their programmes to be remotely accessible and engaging.
- 2.29 The Virtual School work very closely with social workers for those young people that are in care. The Virtual school meet on at least a monthly basis to discuss the young people that are NEET. The virtual school ensure that referrals are made to Prospects for information, advice and guidance and that they are made aware of any new to care that are NEET. The virtual school have purchased attendance monitoring software for those that are Post 16. This will allow the team to identify earlier those that start to disengage from education and ensure there is support in place to maintain their placements. Where a young person is NEET, the virtual school will lead on termly Personal Education Plan (PEP) reviews, ensuring there is a clear plan of support in place, with the focus on re-engaging them with EET. The virtual school are working with local Further Education (FE) colleges to deliver training to staff to promote understanding of the barriers typically faced by Children in Care (CiC)/Care leavers, with the aim of improving retention.
- 2.30 For young people leaving care Post 18, Children & Families Social Care have a dedicated team which includes 3 careers and guidance officers working with care experienced young people (if the young person has an EHCP then they can continue to be supported by Prospects).
- 2.31 WCC continue to work closely with partners improving the existing services that are available to young people, aligning the support and provision alongside the local labour market needs and identifying new opportunities for the future.

### **3. Financial Implications**

None

### **4. Environmental Implications**

None

## 5. Supporting Information

<https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures>

### Appendices

Appendix 1 – Glossary of terms

	<b>Name</b>	<b>Contact Information</b>
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The report was circulated to the following members prior to publication:

Local Member(s):

Other members:

#### Appendix 1: Glossary of terms

<b>CCIS</b>	Client Caseload Information System
<b>CiC</b>	Children in Care
<b>DFE</b>	Department for Education

<b>Education Health &amp; Care Plan (EHCP)</b>	A plan for children/young people who have identified special education needs and/or disabilities
<b>EET</b>	Education, Employment or training
<b>JCP</b>	Job Centre Plus
<b>NCCIS</b>	National Client Caseload Information System
<b>NCS</b>	National Careers Service
<b>NEET</b>	Not in education, employment or training
<b>Quintile</b>	<p>When the values for an indicator are divided into five equal groups, each grouping is known as a quintile. Each quintile represents 1/5 or 20% of the range of values for the indicator. The first quintile represents the lowest 1/5 of values from 0-20% of the range. Each quintile will contain approximately the same number of local authorities.</p> <p>Each area's performance is compared with that of other local authorities in England. The best performing with the lowest NEET/highest participation fall into the green quintile (the first quintile), whereas local authorities with the highest NEET/lowest participation fall into the red quintile (the fifth quintile). Comparisons between local authorities are made using data that has not been rounded.</p> <p>The average England percentage may not necessarily fall in the middle of quintile 3 because the average is calculated by averaging all the values; for example if some of the values are particularly large compared with the other values, the average will be larger than the middle ranked LA and may fall outside the middle quintile.</p> <p>The purpose of the quintiles is to compare the relative position of local authority NEET/Not known rates to other local authorities, rather than to make any judgement on national or regional rates</p>
<b>SEND</b>	Special Educational Needs and Disabilities
<b>September Guarantee</b>	<p>The September Guarantee helps local authorities fulfil their duty to provide education and training to young people and find them a suitable place. It also helps them to work with their partners, particularly schools and colleges, and to agree how the process will work in their area.</p> <p>The offer should be appropriate to the young person's needs and can include:</p> <ul style="list-style-type: none"> <li>full-time education in school sixth-forms or colleges</li> <li>an apprenticeship or traineeship</li> <li>employment combined with part-time education or training</li> </ul>

<b>Vulnerable Group</b>	A young person is said to be in a vulnerable group if they have any of the following characteristics <ul style="list-style-type: none"><li>• Looked after/In care</li><li>• Refugee/Asylum seeker</li><li>• Carer-not own child</li><li>• Disclosed substance misuse</li><li>• Care leaver</li><li>• Supervised by YOT (Youth Offending Team)</li><li>• Parent-not caring for own child</li><li>• Alternative provision</li><li>• Mental health flag</li></ul>
<b>WCC</b>	Warwickshire County Council

**Children and Young People's Overview and Scrutiny Committee****Cultural Change in Children's Social Care – performance and sustainability plan**

14 February 2023

**1. Recommendation(s)**

The committee are asked to consider the impact of the Children and Families change programme and plans to sustain these new ways of working.

**2. Executive Summary**

2.1 At the start of 2020 the Children and Families service embarked on ambitious change programme journey. The change programme was funded by £12m one-off investment from the Department for Education (DfE) and the Council's Children Transformation Fund.

2.2 The change programme encompassed of evidence-based initiatives to improve outcomes for children and families. The changes included, new services, the expansion and improvement of services and additional training and resources to practitioners and partners.

2.3 All elements of the programme were successfully implemented with positive outcomes being achieved for children and families. The programme has led to a reduction in social care need with earlier intervention and families being supported to end plans safely

2.4 The one-off funding ends in March 2023. Following the successful outcomes realised from the initiatives, the Children and Families started to plan how these new ways of working can be maintained post March 2023. These plans were finalised and implemented at the start of January 2023. These plans included a re-structure which saw the service increase its overall workforce to continue to support families at the right time with the right support at every level of need.

2.5 This report details key outcomes achieved and plans moving forward.

**3. Children and Families change programme**

3.1 The change programme supported the development of child-centred, family focused and relational approaches across the whole service, this included creating new services and strengthening existing services.

3.2 In detail, the below highlights some of the changes that were introduced to support children and families

- expanded early help support across communities to ensure the right support is provided at the right time. This included recruiting head teacher coaches to work with countywide head teachers and designated

safeguarding leads to support with confidence in providing early help to the young people in their schools.

- enhanced community approach to early help to enable children, young people, and families to be supported with increased opportunities and access to youth workers, including within schools and detached work.
- created a new service (Support Team for Adolescent Young People) to work with young people at risk of coming into care at the very earliest possible time to improve the relationships between parent(s) and young people and reduce the need for escalation and intervention.
- to support relationships within families and support plans to end safely the domestic abuse service was expanded
- created a new programme (Caring Dads) to work with fathers in order to change controlling, abusive and neglectful behaviours and to improve their relationships with their children.
- expanded the Family Group Conferencing (FGC) team and offer to support more families to develop their own solutions.
- strengthened support to Special Guardians to support children to remain with families.
- embedded substance misuse, domestic abuse and adult mental health practitioners within Children and Families teams to deliver a multi-disciplinary service to strengthen support to whole families to achieve sustained change for parents and their children.
- enhanced support to foster carers with an extended family model (Treehouse Network) supporting them to improve their confidence and provide additional support to the family.
- expanded the Different Futures (DF) service to provide extensive support to parents to address the difficulties in their lives, reducing their risks as a parent and working on their needs as an individual with the aim of breaking the cycle of recurrent care proceedings.
- increased support to care experienced young people and unaccompanied asylum-seeking children with additional Care Advisers to support them to enrol onto education, complete training or find employment.
- invested in relational practices to strengthen relationships and improve approaches to engaging with children, young people and families with the creation of a dedicated Restorative Practice team.
- developed a strong learning and wellbeing offer to the workforce, including dedicated structured support to newly qualified social workers

- to support wider child focused practices across Warwickshire introduced the Child Friendly Warwickshire (CFW) initiative. Through prioritising relationships and building on partnership working, CFW brings the county together in a collective effort to ensure the best outcomes for our children and young people.

3.3 The benefits to change, especially cultural change is never immediate. During 2020/21 there were increases in need largely as a result of the pandemic. During the pandemic the picture in Warwickshire reflected the national picture, there was an increase in children and young people mental health needs, and an increase in referrals when the restrictions were lifted. In December 21 following the national reporting of the tragic deaths of Arthur Labinjo-Hughes and Star Hobson there was an increase in the number of child protection plans. During 2022/23 there has been a reduction in social care need with earlier intervention and families being supported to end plans safely as outlined in the table below:

	March 20	March 21	March 22	June 22	Sept 22	Dec 22
12 month average of children entering care (excluding UASC)	22.58	26.08	21.00	19.33	17.92	18.67
No. and rate of children in care excluding UASC	681 (57.8)	776 (65.9)	730 (61.3)	730 (61.3)	708 (59.4)	693 (58.2)
No. of Children in Need	4073	4165	4140	4198	4009	3745
No. of Child Protection Plans	295	349	400	423	417	346

3.4 Further key achievements and outcomes are detailed below

- Successful partnership Early Help Summit took place in January 2023, bringing together over 150 professionals across Warwickshire to celebrate key achievements and explore future developments.
- Supporting more children earlier and as they step down from social care support. During 2022, Early Help worked with 5375 children compared to 3,539 children during the 2020 calendar year. This is a 51.9% increase. The number of children open to a Targeted Support Officer (TSO) has seen a particular increase between the 2020 and 2022 calendar year, increasing by 161%. Between 1 April 2020 to 31 December 2022, 86.2% of children open to Early Help have their needs met and they do not require specialist help.

- In 2022, 81% (222) of young people after working with a youth worker reported that their youth worker had helped them make positive changes in their life, and 96% (263) of young people reported that their youth worker changed their behaviour in a good way. Between December 21 – December 22, young people's average issue scores increased from assessment to closure
  - emotion management 3.0 to 3.8
  - empathy 3.1 to 3.7
  - initiative 3.1 to 3.6
  - problem Solving 3.0 to 3.5
  - responsibility 3.3 to 3.7
  - team work 3.1 to 3.6

In addition, at their initial assessment, 94% of young people said they would not consider carrying a bladed article, this increased to 97% after their final assessment.

- Implemented a Therapeutic Intervention fund within our Different Futures service to support clients beyond the 2-year initial support package. As at December 2022 10 clients are in therapy and two are waiting to start.
- Between September 21 to December 22, the Support Team for Adolescent Young People team prevented 97 (86.61%) young people going into care.
- The additional domestic abuse support and improved processes have helped to support families sooner and reduce waiting lists. Between November 21 to November 22 the average number of days between receiving a referral and assigning it to a worker (opened to assigned) stood at 15 days, this has reduced from 31 days between January 21 to October 21.
- To date 61 dads have completed the Caring Dads programme, and this positively impacted 158 children and young people.
- Between December 21 and December 22, 145 families met 91.4% of their outcomes identified as part of their Family Group Conference plans. Of these 145 families, 46 families were supported to prevent children or young people becoming children in care (84 children).
- Robust and effective support to families has led to less families starting and entering court processes. Pre-proceedings numbers are low (30, December 22) and pre-proceeding work continues to divert a large proportion of families from care proceedings (approx. 55% are diverted). No. of care proceedings continue to fall from 105 in November 21 to 58 in December 22. No. of children issued in the Family Court continues to fall for the past 5 financial years, and the trend appears to continue into 2022/23 with only 50 families issued this year so far (December 22), compared to 93 families in 2021/22 and 124 in 2020/21.



- Supporting more children to live with families, with an increase in Special Guardianship Orders (SGOs) from 31 in 2019/20 to 46 in 2021/22 and child arrangement orders from 10 in 2019/20 to 16 in 2021/22. In 2021/22 24% of children in care lived with family, friends or parents, this increased slightly from 21% in 2019/20.
- A reduction in need and more staff in post has led to a reduction in average workloads from 18.6 children in July 22 to 15.6 children in December 2022.
- Positive feedback from children and families, in Quarter 3 2022/23 children, young people and family scores (out of 5) were 4.6 for clear explanation; 4.5 for involvement in planning; 4.5 in feeling listened to; and 4.5 for satisfaction.
- Since launching the programme in Oct 2021, 130 businesses, organisations, charities and community groups in Warwickshire have committed to putting children and young people at the heart of what they do and aspire to increase and develop their Child Friendly activity and art part of our 'Network of Friends'. From becoming a Fostering Friendly organisation, to donating presents to our Children in Care Christmas party there are many ways that the Friends are contributing to CFW.
- The first CFW Youth Conference was hosted on Thursday 21 April 2021 and organised by young people, for young people. The 'Future Ready' Conference, brought together local organisations with young people to create a safe space to talk about important issues facing young people today. The conference aimed to give young people a voice. Young people chose the five topics for the day, which were: - climate change - mental health - careers - respectful relationships, and - youth homelessness. 76 young people attended, ranging from ages 11 to 17.
- Positive staff survey results, in July 22 staff agreed that
  - they feel proud to work here – 85%
  - they feel committed to the organisation – 88%
  - they feel a strong sense of belong here – 71%
  - working here makes them want to do the best work I can – 85%
  - feel inspired to do my best work here – 78%
  - they know where to access support for their wellbeing – 84%
  - their manager cares about their wellbeing – 87%
  - they feel included within their team – 86%
- Positive Ofsted inspection outcome in 2021, rated "Good" in all areas.

3.5 The What Works Centre are working on behalf of the Department of Education to evaluate the impact of the programme in Warwickshire and other local authority areas. A confirmed completion and publication date of the evaluation is to be confirmed.

## **4. Sustainability Plans**

- 4.1 In total the County Council has agreed a permanent additional allocation of £3,346m which funds the new staff structure. The service establishment was 758.13 FTE, with an additional 78.71 FTE funded by the DfE and WCC transformation fund, giving a total of 836.84 FTE. The new structure and permanent funding permanently increases the establishment to 851.41 FTE posts.
- 4.2 In December 22 the service completed a re-structure designed to sustain and maintain these new ways of working and be in a healthy position to implement the forthcoming changes outlined in the National Care review. Key changes included:
- an increase in the overall workforce to enable us to manage need;
  - a focus on early family support and multidisciplinary working to 'step down' children to lower levels of intervention;
  - integrated teams to enable more efficient support to families;
  - increased support to a wider cohort of children on the edge of care and children who are experiencing exploitation, at risk of homelessness and who have mental health difficulties.

## **5. Next steps**

- 5.1 Moving forward the service's key priorities following the re-structure are to continue to embed these new ways of working and support staff with changes.
- 5.2 The service is already working on a Continuous Improvement Plan for 2023-2025 to continue this improvement journey. Whilst the service is considering the detail of these next steps, the intention is to mature relational approaches to a place of continuous improvement where the service can realise its ambitions to provide outstanding services to the children, young people and families within a Child Friendly Warwickshire.

## **6. Financial Implications**

- 6.1 In total the County Council agreed a permanent additional allocation of £3,346m which has funded the new staff structure.

## **7. Environmental Implications**

- 7.1 None

## **Appendices**

None

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The report was circulated to the following members prior to publication:

Local members: none

Other members: none.

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## Children and Young People Overview and Scrutiny Committee

14 February 2023

### Local Area SEND Inspection Update

#### Recommendation

That the Children and Young People Overview and Scrutiny Committee endorse the progress made to date to deliver the Written Statement of Action following the Ofsted and CQC local area SEND inspection in 2021.

#### 1. Executive Summary

- 1.1 In July 2021, Ofsted and the Care Quality Commission (CQC) conducted a joint inspection in Warwickshire to judge the effectiveness of the local area in implementing the SEND reforms as outlined in the Children and Families Act 2014. The 'local area' includes Warwickshire County Council, the Integrated Care Board (ICB), Public Health, NHS providers, early years settings, schools and further education providers. The inspectors also gathered views of parent carers, children and young people.
- 1.2 The [inspection report](#), published in September 2021, noted the commitment of leadership to improving outcomes for children and young people and that:
- educational outcomes and attendance rates for children and young people with SEND were generally positive;
  - a high proportion of young people remained in education, training and employment; and
  - fixed term exclusions were below national averages.
- 1.3 However, the report also identified five areas for the local area to address:
- waiting times for autism assessments, and weaknesses in the support for children and young people awaiting assessment and following diagnosis;
  - fractured relationships with parents and carers and lack of clear communication and co-production at a strategic level;
  - incorrect placement of some children and young people with EHC plans in specialist settings, and mainstream school leaders' understanding of why this needs to be addressed;
  - lack of uptake of staff training for mainstream primary and secondary school staff to help them understand and meet the needs of children and young people with SEND; and
  - the quality of the online local offer.
- 1.4 In response to the findings, the local area was required to co-produce an action plan called a 'Written Statement of Action' (WSOA) with partners and parent carers outlining how improvements would be made. The [WSOA](#) was published in January 2022, following approval by Ofsted and CQC. Delivery is

now well underway up to June 2023 before the local area is reinspected under a [new inspection framework](#) by Ofsted and CQC (date to be confirmed).

- 1.5 A communications plan is in place to ensure appropriate engagement in delivering the WSoA, including a [SEND newsletter](#), [regular webinars](#) and a SEND Local Offer [Facebook page](#) (with nearly 1000 followers).
- 1.6 Effective governance arrangements are established with working groups reporting to a joint SEND Steering Group; a SEND Member Panel; and regular monitoring meetings with DfE/NHSE up to June 2023. In addition, a [Self Evaluation Framework](#) document is being updated every six months. The local area will be reinspected to assess if sufficient progress has been made as part of the inspection under the [new inspection framework](#).
- 1.7 The first three monitoring meetings were held in January, May and October 2022, attended by senior leaders from across Education, Social Care and Health, Warwickshire Parent Carer Voice and advisers from DfE and NHSE. The final review meetings are due in February and June 2023.
- 1.8 DfE and NHSE have noted the pace of improvements to date and *'visible progress against all of the key concerns'*, underpinned by a *'shared aspirational vision for children and young people with SEND'* together with *'a strong and continually improving relationship with the Parent Carer Forum'*. They also noted that: *'Improvements in coproduction are leading to deep and sustainable culture change within the Local Authority and there is recognition that further improvements are needed within health to ensure this is consistent across the partnership. Collaboration between all partners involved in the work is evident and the local area is playing to its strengths to maintain pace and ensure ongoing improvement'*.
- 1.9 The next steps for the local area include ensuring the improvements are sustained and capturing the impact of the work on children, young people and parent carers. This evidence base will go beyond the completion of activities and start to articulate what is different for families in Warwickshire as a result of the work through the Written Statement of Action.
- 1.10 A summary of progress to date is below, with a full update in the appendix:

#### **Area 1: Autism waiting times and support for families**

- Increased capacity in the neurodevelopmental diagnostic service and pre and post diagnostic support, delivering more assessments than planned and reducing the longest wait from 242 weeks (January 2022) to an estimated 118 weeks (December 2022), against a milestone target of 167 weeks.
- Testing new models of assessment to reduce waiting times and improve client experience in a pilot from April 2022. Evaluation is underway, with positive feedback to date from families and professionals regarding speed and efficiency of resources.
- Improving information for families including a comprehensive [e-booklet](#) for neurodivergent people and their families, a second autism conference held

in Nuneaton in November 2022 (300 people attended) and ongoing delivery of a range of free workshops. Positive feedback received: *'Help and support seems more available'*.

- Recommissioning the community support service for neurodivergent people to provide improved pre and post diagnostic support is on track, with the new service due to start on time in April 2023.
- Capacity building in speech and language, occupational health, mental health and emotional wellbeing services so holistic support can be provided by a wide range of professionals.

### **Area 2: Relationships with Parent Carers and Coproduction**

- Coproduction with Warwickshire Parent Carer Voice (parent carer forum) and young people (IMPACT), including the Coproduction and Engagement Hub, and involvement in strategic boards and workstreams, recruitment and commissioning activity.
- Continuing to promote the SEND [Local Offer Facebook page](#), [SEND newsletter](#) and a programme of events including parent carer webinars.
- Publishing 'You Said We Did' reports and recordings of events: <https://www.warwickshire.gov.uk/get-involved-say>
- Training over 90% of staff in SEND in restorative approaches to create and maintain respectful and trusting relationships with families and schools.

### **Area 3 and 4: Inclusion and Workforce Development in Schools**

- The Inclusion Framework for Schools project with 17 schools in Rugby is testing a new model of support, to enable early intervention and improve outcomes. It has included SEND audits, staff training and peer to peer support. Evaluation of the project is now underway.
- A workforce development working group including Head Teachers, parent carers and representatives from education, health, social care has delivered improvements, including appointing Change Champions within School Consortia and Area Networks; coproducing an [Inclusion Charter](#) to help embed inclusive practice in schools; and reviewing and [promoting training](#). All [SEND training](#) has been collated into one place to make it easier for schools to access. The uptake of training has now increased, notably autism training which has quadrupled.
- Targeted support and training has also been provided to schools including a pilot on [Collaborative and Proactive Solutions](#) with Dr Ross Greene from USA to help schools with behavioural challenges which can often lead to exclusions. Parental and school confidence in the implementation of this pilot has been positive to date.

### **Area 5: Local Offer webpages**

- The [SEND local offer webpages](#) have continued to be promoted and improved, including presentations to schools, parent carers and GPs, circulating [leaflets](#) and a [local offer video](#). Visits to the webpages have increased by over 50%. Ongoing coproduction is now in place to ensure continuous improvement of the SEND Local Offer.

## 2. Financial Implications

- 2.1 Funding for the County Council's SEND and Inclusion Change Programme is in place, which includes the SEND Local Offer, launch of Warwickshire Parent Carer Voice, Inclusion Framework for Schools and Disagreement Resolution projects. £98,750 of one-off funding has also been provided to support delivery of the WSoA.
- 2.2 In 2022, the ICB provided significant additional investment to increase capacity in the neurodevelopmental diagnostic service and pre and post diagnostic support (£2.56m recurring and £5.4m non-recurring over two years). In 2023, in light of a significant increase in referrals, partners are considering the overall, long-term investment needed for autism to support the ambition to create a sustainable model that continues to deliver over the coming years.

## 3. Environmental Implications

- 3.1 There are no direct environmental implications arising from this report.

## 4. Timescales associated with the decision and next steps

- 4.1 Work will continue with partners to deliver the WSoA and address the significant areas of weakness before the reinspection by Ofsted and CQC in 2023. The SEND and Inclusion Steering Group will hold the accountability for delivering the improvements.
- 4.2 Equality Impact Assessments are being undertaken for specific projects and workstreams.

## Appendices

1. Appendix 1: Written Statement of Action Update

## Background Papers

1. None

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The report was circulated to the following members prior to publication:  
 Children and Young People Overview and Scrutiny Committee Chair and Party  
 Spokespersons:  
 Councillors Dahmash, Roodhouse and Brown

Adult Social Care and Health Overview and Scrutiny Committee Chair and Party  
 Spokespersons:  
 Councillors Golby, Holland, Rolfe and Drew

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# Warwickshire

## Local Area Written Statement of Action (WSoA) for Special Educational Needs and/or Disabilities (SEND)

### Update – February 2023



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# Section 1 - Purpose of this Statement

Between 12 to 16 July 2021, Ofsted and the Care Quality Commission (CQC) conducted a joint inspection of the Warwickshire local area to judge its effectiveness in implementing the special educational needs and disability (SEND) reforms set out in the Children and Families Act 2014. On 23 September 2021 the inspection report for Warwickshire was published and as a result of the findings of this inspection, Her Majesty's Chief Inspector (HMCI) has determined that a Written Statement of Action (WSOA) is required to address five significant areas of weakness in the local area's practice.

Warwickshire County Council (WCC) and Coventry and Warwickshire Integrated Care Board (ICB) are jointly responsible for submitting the WSOA which has been produced in conjunction with the Parent Carer Forum, Warwickshire Parent Carer Voice (WPCV).

The local area is committed to improving support, services and provision for children,

young people, parents and carers in Warwickshire. We are committed to working in partnership, increasing co-production, and building on the expertise within the system. Since the inspection, senior leaders in WCC and ICB have been working with services and stakeholders to understand the actions we need to take to make improvements. These include parents and carers, staff, the SEND and Inclusion Partnership, and schools and settings.

This is our statement of action. It sets out our vision and priorities, the arrangements for working together to oversee this work, key themes from the inspection, the actions we will take to address the concerns identified by the inspectors and the framework we will use to measure performance.

## Section 2 - Vision and Priorities

Warwickshire County Council, the Integrated Care Board (ICB) and Warwickshire Parent Carer Voice have committed to a common SEND vision of ensuring:

**'all children and young people have the right to lead a fulfilling life and be part of their community'**

The local area is ambitious to do better for all our children, young people and young adults. We want children with SEND to thrive as members of their communities. All partners give priority to the views and aspirations of children, young people, young adults and their parent carers to enable a culture of mutual support, ownership, continuous growth and development. WCC, the ICB and WPCV have formed a SEND and Inclusion Steering Group to provide governance by continuously challenging, supporting and improving the quality of our work and our outcomes. This group also has representatives from mainstream schools, special schools, health providers and the community voluntary sector (CVS). The Schools Forum within Warwickshire also provides robust challenge to WCC in relation to its efficient use of resources.

Although there are many strengths, senior leaders recognise there are areas for further improvement across the system and welcome the feedback from the inspection to provide further focus to deliver our change plans.

[Warwickshire's SEND and Inclusion Strategy](#) sets out the agreed priorities for Children and Young People (CYP) with SEND. [The SEND and Inclusion Change Programme](#) builds on those priorities with four areas of focus:

- Improving outcomes for our CYP
- Clear, transparent decision making
- Ensuring systems are sustainable
- Securing education, employment and training for young people with SEND aged 16-25

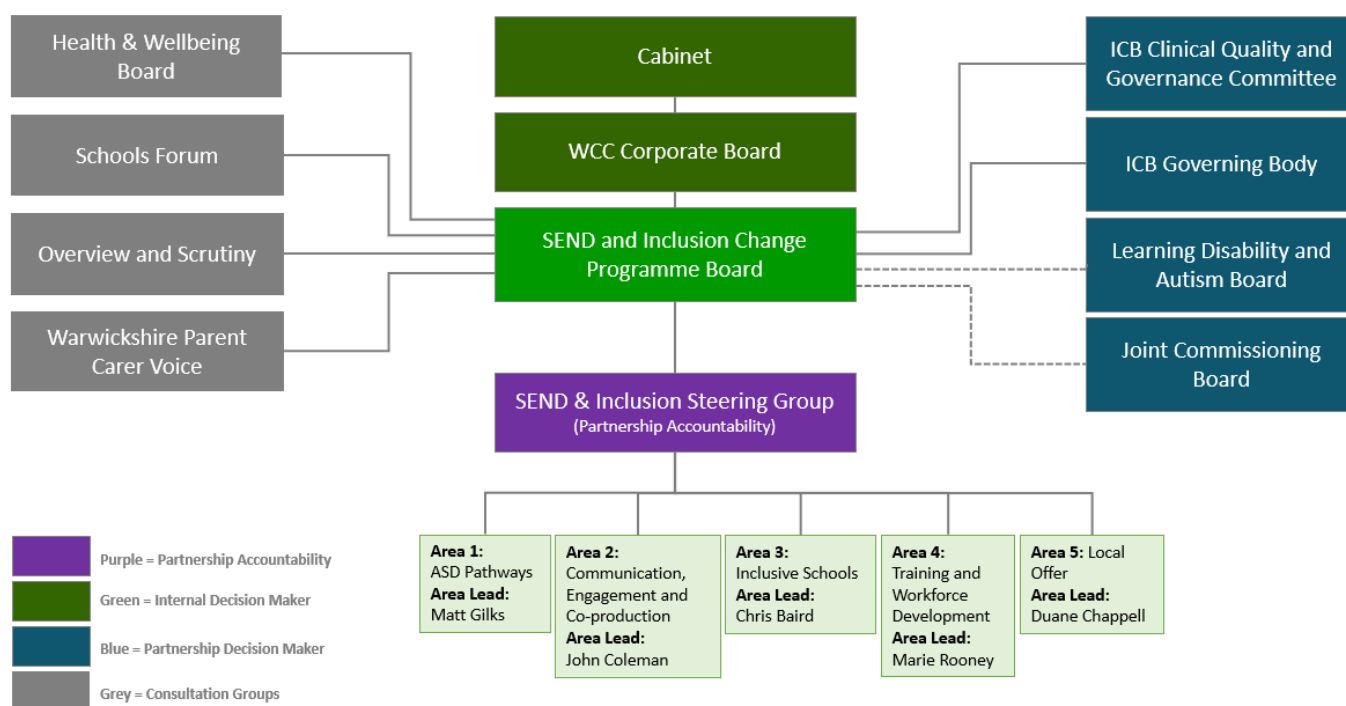
*For clarity, it should also be noted that the term 'CYP' refers to children, young people and young adults. CYP with SEND refers to children and young people with Special Educational Needs and/or Disabilities who are supported at either SEN Support or who have an Education Health Care Plan (EHCP). Further terms are included in the glossary.*



# Section 3 - Arrangements for Working Together

We will make sure the right people are involved in this written statement of action and our improvement plans. This includes senior leaders, councillors, partners, schools, staff, parents and carers, children, young people and young adults. Improvements will be delivered through a set of workstreams overseen by a joint SEND and Inclusion Steering Group with

partnership accountability for delivering the WSoA. The workstreams will report to the SEND and Inclusion Change Programme Board. Progress will also be overseen by WCC Corporate Board and Cabinet, and the ICB Governing Body and Clinical Quality and Governance Committee. The structure below shows how communication, delivery and accountability will work.



In addition to this, we will ensure that the voices of CYP are heard and acted upon. We will work with Warwickshire Parent Carer Voice to co-produce frameworks,

and we will listen to feedback to judge the effectiveness of our work. We will also monitor our progress in our joint data dashboard and review regularly our Self Evaluation Framework.

# Section 4 - Significant Areas of Weakness

The significant areas of weakness identified by Ofsted and CQC are:

1. The waiting times for autism assessments, and weaknesses in the support for CYP awaiting assessment and following diagnosis of ASD.
2. The fractured relationships with parents and carers and lack of clear communication and co-production at a strategic level.
3. The incorrect placement of some CYP with EHC plans in specialist settings, and mainstream school leaders' understanding of why this needs to be addressed.
4. The lack of uptake of staff training for mainstream primary and secondary school staff to help them understand and meet the needs of CYP with SEND.
5. The quality of the online local offer.

**Note on Terminology:** There are many terms used to describe autism. In this document we will use the word **autism** and identity-first terminology '**autistic individuals**' rather than 'individuals with ASD' or 'individuals with autism') when referring to autistic individuals. This approach is based on research (Autism Journal, 2015) which looked at the preferences of UK autistic community members around language used to describe autism, and is reflected in the national strategy for England ([National strategy for autistic children, young people and adults \(2021-26\)](#)). Unless otherwise stated, reference to "an autistic individual or individuals" includes children, young people and adults of all ages, across the autism spectrum at all levels of intellectual ability.

This statement of action describes how the local area will address and improve the above areas.

**RAG Ratings:** In the following action plans, we will use the following to rate our progress:

**Blue: Completed and embedded**

**Green: On track, no concerns**

**Amber: On track, some concerns**

**Red: No progress, major concerns**

**Grey: Not due yet**





# Section 5 – Quantitative Summary

<b>Overall we have:</b>  <b>10 actions</b> <b>19 sub actions</b> <b>72 measures</b>	Status	Quantity	Percentage
	Completed	38 (20)	53% (28%)
	On track, no concerns	22 (38)	31% (53%)
	On track, some concerns	9 (5)	13% (7%)
	No progress, major concerns	0	0
	Not due yet	3 (9)	4% (13%)

<b>Area 1:</b>  2 actions 7 sub actions 15 measures	Status	Quantity
	Completed	4 (0)
	On track, no concerns	9 (10)
	On track, some concerns	1 (3)
	No progress, major concerns	0 (0)
	Not due yet	1 (2)

<b>Area 2:</b>  3 actions 5 sub actions 21 measures	Status	Quantity
	Completed	12 (7)
	On track, no concerns	3 (13)
	On track, some concerns	6 (1)
	No progress, major concerns	0 (0)
	Not due yet	0 (0)

<b>Area 3:</b>  2 actions 2 sub actions 14 measures	Status	Quantity
	Completed	7 (5)
	On track, no concerns	6 (4)
	On track, some concerns	0 (0)
	No progress, major concerns	0 (0)
	Not due yet	1 (5)

<b>Area 4:</b>  2 actions 2 sub actions 10 measures	Status	Quantity
	Completed	5 (2)
	On track, no concerns	4 (6)
	On track, some concerns	0 (0)
	No progress, major concerns	0 (0)
	Not due yet	1 (2)

<b>Area 5:</b>  1 actions 3 sub actions 12 measures	Status	Quantity
	Completed	10 (6)
	On track, no concerns	0 (5)
	On track, some concerns	2 (1)
	No progress, major concerns	0 (0)
	Not due yet	0 (0)

Numbers in brackets show previous reporting period figures

# Section 6 - BRAG on a page

	Action Ref	Action Description	Measures	Progress	Impact
AREA 1: Autism waiting times	1.1.1	Increase capacity for autism diagnostic assessments	1		
	1.1.2	Pilot a differentiated model of assessment	1		
	1.2.1	Improve the self-help offer	2		
			1		
	1.2.2	Recommission the all-age community support service for neurodivergent individuals	2		
			3		
			1		
	1.2.3	Develop and education lead stepped approach to multiagency support	2		
1					
1.2.4	Map demand and capacity of speech and language therapy and occupation therapy services	1			
1.2.5	Ensure an appropriate and accessible offer in Emotional Wellbeing and Specialist Mental Health Provision	2			
		3			
		4			
		1			
AREA 2: Co-production	2.1.1	Co-produce a framework to strengthen relationships with parents and carers	2		
			3		
			4		
			5		
			6		
			7		
			1		
	2.2.1	Co-produce a communications framework between WCC, ICB and WPCV	2		
			3		
			4		
			5		
			6		
			1		
2.3.1	Develop a co-production strategy with key stakeholders and WPCV	2			
		3			
		4			
		1			
2.3.2	Develop an agreement for recruitment activities to include WPCV/CYP	2			
		1			
2.3.3	Develop an agreement for scoring commissioned services to include WPCV/CYP	2			
		1			
AREA 3: Specialist Schools	3.1.1	Set up an inclusive schools consortia working group to co-produce an inclusion action plan in schools	3		
			4		
			5		
			6		
			7		
			8		
			1		
			2		
	3.2.1	Implement a sustainable inclusion model to ensure the correct placement of children with EHCP's	3		
			4		
AREA 4: Workforce Development	4.1.1	Co-produce the workforce development action plan with schools	4		
			5		
			6		
			1		
			2		
			3		
4.2.1	Enable a framework of ongoing challenge and support across mainstream schools	4			
		1			
		2			
		3			
AREA 5: Local Offer	5.1.1	Redesign and update the local offer	3		
			4		
	5.1.2	Launch and promote the online local offer	4		
			5		
			6		
			7		
			1		
5.1.3	Develop and maintain the local offer webpages	2			
		3			
		1			

# Section 7 - Local Area Response to Concerns

## Area 1: The waiting times for Autism assessments, and weaknesses in the support for children and young people awaiting assessment and following diagnosis of Autism

**Senior Responsible Officer** – Matt Gilks (Director of Joint Commissioning, CWICB)

**Outcomes we will strive for:**

- The waiting times for an autism diagnostic assessment are reduced.
- Children, young people, young adults and their families awaiting a diagnostic assessment can access a clear and coordinated pathway of support that meets their needs.
- Children, young people, young adults and their families following diagnosis of autism can access a clear and coordinated pathway of support that meets their needs.

Actions we will take	Lead & Resources	Evidence of success [what will change]	Impact measures [KPIs / targets]	Completion date	Progress Narrative [BRAG]
<b>1.1 Reduce waiting times for autism diagnostic assessments</b>					
<i>I statement: "I can access specialist support to help me to understand my autism and support me with my social, communication, sensory and emotional wellbeing."</i>					
1.1.1 Increase capacity for diagnostic assessment and post diagnostic support in the neurodevelopmental service to meet demand.	Helen Stephenson  Existing resources	The neurodevelopmental service has the capacity to meet ongoing demand for referrals. There is additional capacity commissioned to clear the backlog of individuals awaiting an assessment in line with an agreed trajectory, including post diagnostic interventions where required.	Longest wait for a diagnostic assessment reduced from 242 weeks to 13 weeks or lower  Monitored by provider analysis of service data	Sept 2022: 177 weeks  June 2023: 125 weeks  March 2024: 13 weeks	Children, young people and families are now facing less of a wait to access an autism diagnostic assessment, with longest wait for a diagnostic autism assessment halved from 242 weeks in January 2022 to an estimated 118 weeks in December 2022. This has been achieved by commissioning additional capacity from external providers to carry out assessments and increasing capacity in the local specialist service.  The system continues to over-perform in the number of assessments it is carrying out, with assessments being delivered by CWPT and a range of commissioned external partners. In November 2022, 287 assessments were planned, yet 505 were delivered = an additional 218. Overall, between January and December, 2,563

					assessments were planned however 2,982 were delivered = an additional 419.  Capacity in the local neurodevelopmental service has been increased on a recurrent basis. Papers have been produced for executives on future funding needs and options regarding securing ongoing capacity to deliver assessments.
1.1.2 Pilot and evaluate a differentiated model of assessment to enable 'straightforward' presentations to be diagnosed outside of the specialist neurodevelopmental service.	Bie Grobet  Existing resources	Local area has evidence of effectiveness of different models.	Referrals from mental health service, paediatrics and educational psychology to the specialist neurodevelopmental service for a diagnostic assessment reduce by 10%, allowing autistic CYP to be assessed by a wider range of professionals  Monitored by provider analysis of service data	December 2022	<p><i>Workstream 1 - Speech and language therapy (SLT), South Warwickshire University Foundation Trust, (SWFT) and Rise across Warks and Coventry.</i></p> <p>Project is now in evaluation phase (from December 2022) with results due in Jan 2023. Currently reviewing measures of success. Continuing to use this clinical model with a wider age range than initially planned for in the project.</p> <p>Continued to develop and apply 'filters' for pre-school services in Warwickshire. Positive feedback from families/professionals – speed/efficiency of resources. Challenges: Change in working practices, lack of shared IT systems. Rise &amp; Paediatrics are yet to apply filters for this project but consultation model is being used</p> <p><i>Workstream 2 - Educational Psychology (EP) Warks, Specialist Teaching Service (STS), Complex Communications Specialist Practitioner (CCSP) Cov EP/STS Coventry/Warwickshire – small cohort of approx. 15 children identified – all on current W/L. Consultation process has been established and assessment/diagnosis ongoing – now being evaluated, results due in January 2023. Positive feedback from families/professionals – speed/efficiency of resources.</i></p>
		Autistic individuals are diagnosed by professionals outside of the specialist service, including mental health service, paediatrics and educational psychology.	Feedback from autistic CYP and professionals involved show if pre-assessment and post diagnostic support has improved.		
<b>1.2 Develop a pathway of support for children, young people and adults awaiting a diagnostic assessment and/or post autism diagnosis</b>					
<b><i>I statement "I don't have to wait until I have a diagnosis or am in crisis to get the help I need."</i></b>					
1.2.1 Improve the self-help offer through improving awareness of	Michelle Cresswell	An online information portal is published and	Increase in number of families and	December 2022	The self-help offer in relation to autism diagnosis and support has been improved through raising awareness of

<p>local services and support via an online portal for information and advice, a promotional campaign and conferences to bring together young people, families and support services.</p>	<p>Existing resources  Council for Disabled Children (CDC) support</p>	<p>promoted widely.  A conference is delivered for 300 families (to repeat the successful Together with Autism conference in January 2020).</p>	<p>professionals reporting they have accessed useful information and advice in relation to autism diagnosis and support.</p> <p>Monitored via range of mechanisms including conference feedback and volume of traffic to online portal</p>	<p>local services and support.  A system communications plan in progress that supports the Autism Strategy. Autism strategy priority 1 meeting reviewed the timeframes for the 2022- 2024 actions and agreed including dates for phase 2 of the improved information and advice offer.  A comprehensive e-booklet of advice and information for neurodivergent people and their families has been coproduced; an on-line portal for information and advice; a promotional campaign and conferences to bring together young people, families and support services.  Continued promotion of the e-booklet is ongoing, including in person at the Together with Autism conferences in Nuneaton (19/11/2022) and Coventry on 21/1/2023. Feedback on the conferences was presented at a CWPT workshop on 24/11/2022. 300 people signed up to attend with some examples of the feedback comments shared below regarding the benefits of the event:  <i>"They're trying to improve everything"</i> <i>"Gaining SO much knowledge, Networking"</i> <i>"Help and support seems more available"</i>  Phase 2 delivery continues, the comprehensive project plan has been updated to ensure delivery of an initial online portal offer via Dimensions by the end of December 2022 and refreshed e-booklet (following feedback on the first edition), a jargon buster resources.  A working group is developing an evaluation framework to measure the impact of this offer.</p>
			<p>Increase in knowledge and understanding of the self-help offer from conference attendees, monitored</p>	

			through conference feedback		
<p>1.2.2 Recommission the all-age community support service for neurodivergent individuals to:</p> <ul style="list-style-type: none"> <li>- Introduce a single front door for referrals for neurodiversity support and diagnosis to provide enhanced triage and ensure individuals are supported while awaiting a diagnostic assessment</li> <li>- provide an advice and navigation function for individuals seeking an assessment, those diagnosed with autism and their families</li> <li>- provide low and medium level support pre and post diagnosis for young people and families</li> </ul>	<p>Michelle Cresswell</p> <p>Existing resources</p> <p>Council for Disabled Children (CDC) support</p>	<p>New single pathway for support and diagnosis is in place.</p> <p>Families and professionals know how to access pre and post assessment and diagnostic support and be supported to do so by professionals and services and are also aware of the new local offer webpages.</p>	<p>Increase in parents, carers and autistic individuals reporting improved pre and post assessment and diagnostic support, identified via a range of feedback mechanisms.</p>	<p>October 2022</p> <p>Evaluation by June 2023</p>	<p>Continue to be on track for the procurement timeline with a contract start date of 1<sup>st</sup> April 2023. The contract has been awarded and Team is now in mobilisation phase. This will introduce a single front door for referrals for neurodiversity support and diagnosis to provide enhanced triage and ensure individuals are supported while awaiting an assessment, provide advice and navigation for those seeking an assessment, those diagnosed with autism and their families; and provide low and medium-level support pre and post diagnosis for young people and families.</p> <p>The current provider has agreed to continue delivering the current service until 31<sup>st</sup> March 2023 to ensure there is no gap in service. The task and finish group overseeing this procurement activity have developed an implementation plan and finalised the performance monitoring and reporting framework.</p> <p>The task and finish group will focus on a comms plan and evaluation framework during the upcoming monthly meetings.</p>
			<p>Increase in % of individuals surveyed who accessed support while awaiting an assessment from a baseline of 52.9% to 70%.</p>	<p>December 2022</p>	
			<p>Decrease in % of professionals surveyed who are not aware of an autism pathway from 27% to 15%. Monitored via staff surveys.</p>	<p>December 2022</p>	
<p>1.2.3 Develop and implement an education-led stepped approach to access multi-agency support for neurodivergent children and young people to enable access to adjustments and support in education pre assessment and post diagnosis.</p>	<p>Duane Chappell, Eve Godwin</p> <p>Existing resources i.e., Specialist Teaching Service, Educational Psychology.</p>	<p>An agreed and published stepped approach is in place with health, social care and education input for autistic children, young people and adults</p>	<p>Reduction in the number of families and professionals who state that a diagnosis is required to access adjustments in education from a baseline of 85% (survey to be repeated December 2022), with the result that CYP in education can more easily have adjustments made in</p>	<p>September 2022</p>	<p>Coproduction on education stepped-approach and Emotionally Based School Avoidance project underway. An initial draft version of the stepped approach has been shared with Warwickshire Parent Carer Voice and head teachers, and discussed at the Coproduction and Engagement Hub on 13<sup>th</sup> January 2023. The final draft is due to be completed in February 2023.</p> <p>The e-booklet also sets out the graduated offer from the system for children and young people with autism. This has been widely promoted.</p>

			education settings		
			Feedback from CYP, parents and professionals on how the education-led stepped approach has improved their outcomes. Monitored via range of mechanisms including staff surveys and service user feedback	March 2023	<i>Not due yet</i>
1.2.4 Map demand and capacity of Speech and Language Therapy and Occupational Therapy Services to address any gaps in support in the neurodevelopmental pathway.	Natasha Lloyd-Lucas  Existing resources  Council for Disabled Children (CDC) support	Gaps in specialist support for communication and sensory needs are understood to inform joint commissioning intentions and resource allocation.  Proposals are co-produced for speech and language therapy and OT services.	Individuals awaiting an assessment or following a diagnosis report that they have accessed support with communication and sensory needs (via survey December 2022).	August 2022	Mapping demand and capacity of Speech and Language Therapy and Occupational Therapy Services to highlight and raise awareness of any gaps in support in the neurodevelopmental pathway has been completed and solutions and recommendations are being considered.  Recommendations presented to the Warwickshire Joint Commissioning Board.  Recruitment for Senior Transformation role for Children has taken place.
1.2.5 Ensure there is an appropriate and accessible offer within Emotional Wellbeing and Specialist Mental Health (MH) provision for autistic children, young people and young adults through a combination of staff training and increased joint working between emotional wellbeing, specialist mental health and autism services.	Michelle Rudd  Existing resources	Skills audit, competency framework and training plan developed.	Staff in emotional wellbeing and specialist MH services are better skilled and able to identify and support autistic individuals, with the result that more autistic CYP are identified and receive support.  (Demonstrated by repeating skills audits in February 2022 and March 2023 to measure uptake of	March 2022	Mental Health and Emotional Wellbeing staff have been trained with the support of managers. Ensuring an appropriate and accessible offer within Emotional Wellbeing and Specialist Mental Health (MH) provision for autistic children, young people and young adults through a combination of staff training and increased joint working between emotional wellbeing, specialist mental health and autism services.  The skills audit for CYP is complete and the report has been reviewed. There was 61% clinician return which is a positive completion. The skills audit for CYP has considered training (both in house and formal) and the confidence of the clinician to deliver the skill.  The 4 key areas that are specific to the WSoA and support Neurodiversity are: 1. Assessment, 2.

		autism training and confidence in supporting autistic people.)		Neurodiverse history taking, 3. Screening for potential neurodiverse considerations during a MH contact, and 4. MH interventions adapted to a neurodiverse need.
	Training plan delivered to 80% staff including internal and external training, supported by detail from the skills audit and an agreed snapshot from the Neurodevelopment team to consider staff experiences.	Autistic CYP and adults who experience poor mental health and wellbeing can access support that is adjusted to meet their needs to prevent their needs escalating. To	March 2023	Training is now underway.
	Neurodevelopmental liaison roles are in place and working with MH practitioners to identify and support autistic people.	To be measured through the CORC accredited Routine Outcome Model used in the RISE service to monitor impact of change and service delivery (ORS and SRS). Specific case studies will be developed to demonstrate the experience of autistic CYP within the CORC model.	September 2022	<ul style="list-style-type: none"> <li>Rise CYP mental health continue to work alongside Neuro service.</li> <li>Active MDT – presenting needs – actions progress with referral, joint ax, reasonable adjustments. We have reviewed evidence impact 219 consultations Jan July 22 (6 month activity to demonstrate the impact).</li> <li>New referral consultations = 139; Autism Assessment consultations = 38 (15 of which have been concluded); Advice consultations = 47.</li> <li>Further differentiation between 'straightforward &amp; complex'; MDT agreement on diagnosis; Professionals report the process is helpful &amp; efficient.</li> </ul>
	Autistic individuals and those with lived experience of autism are employed as peer mentors within CWPT.	To audit the impact of access to services at an Early Help level aided by the Dimensions tool.	September 2022	<ul style="list-style-type: none"> <li>1 employed within Adult service under NHSE neuro liaison projects</li> <li>No current plans for CYP to replicate; Experts by Experience (EBE) are being modeled into the CYP workforce</li> </ul>
	To explore increasing the Expert by Experience module that currently is accessible on ESR to promote culture change and increase staff			Request made to LD&A PMO for any detail in the number of RISE staff that have accessed the ESR modules. The current 8 modules as part of the ESR Programme will continue to be encouraged for RISE clinicians. Further discussion required to explore bespoke to CYP MH mirroring, the approach for the adult wards.



	awareness. To be include access barriers.				This will need capacity from the Neuro service to support as the founder of the ESR modules. Priority areas – ED and psychology where formulation is more – these will be our target areas.
	Review staff groups and evaluate training programmes.				Skills audit has been completed as a benchmark. The senior leadership team are analysing the detail.
	To evaluate the usage of the dimensions tool to promote accessibility to MH services at Early help level (PMHT and MHST).				Report provided from the Dimensions shows ongoing use of CWPT staff using the dimensions tool.

## Area 2: The fractured relationships with parents and carers and lack of clear communication and co-production at a strategic level

**Senior Responsible Officer** – John Coleman (Assistant Director, Children and Families, WCC)

### Outcomes we will strive for:

- Strengthened relationships with parents and carers to build trust and confidence in the SEND system.
- Effective approach to communication in place with children, young people and their families.
- Whole system approach to co-production at a strategic level with children, young people and their families across Education, Health and Social Care.

Actions we will take	Lead & Resources	Evidence of success [What will change]	Impact measures [KPIs/targets]	Completion date	Progress (BRAG)
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### 2.1 Strengthen relationships with parents and carers

#### *Statement for Parent Carers "I feel understood, involved, valued and respected"*

2.1.1 Co-produce a framework to strengthen relationships with parents and carers.	Sam Craven, Jo Hunt	Restorative Framework and staff training in place, with a focus on 'high support and high challenge' to enable productive relationships that lead to positive change.	100% of SEND and Inclusion Service staff (c.250 staff) attend Restorative Practice training, with further ambition to train health sector staff.	Phased approach by June 2023 (with interim quarterly milestones)	173 (90%) SEND staff have attended Restorative Practice training to date. SEND leadership team attended two-day Leading Restoratively training in March 2022. Masterclasses for Team Leaders to embed the Restorative Approach - two-day immersive cohorts in July, August and October 2022. Training also offered to schools and health professionals; 112 schools and settings have received training to date. Relational Communication Training delivered with SENDAR as two half day sessions by the Restorative Practice Team – 30 <sup>th</sup> November and 7 <sup>th</sup> December 2022.
	Existing resources  Council for Disabled Children (CDC) support  Contact (charity supporting families with disabled children)		100% of CYP and their families surveyed have a more positive experience working with WCC officers.		

					<ul style="list-style-type: none"> <li>• WPCV have highlighted a concern that the impact of changes is not translating to the everyday experience of families.</li> <li>• The Live Feedback Form highlights that timely communication and carrying out the statutory duties are the most frequent themes and frustrations of those that gave feedback. This also reflects the feedback from families shared with WPCV. This continues to inform the focus on delivering Relational Communication with PlanCos and PlanCo Assistants.</li> <li>• One young person reported 'We are getting there and making progress. Young people are getting more relaxed, growing in confidence and getting more involved'.</li> <li>• In September 2022, Young People involved with IMPACT are positive about engagement. 100% of young people surveyed reported they felt engaged and listened to.</li> <li>• In November 2022 a panel of Young People, including two with SEND needs, interviewed the candidates for the Director of Education role. The Young People found this a positive experience, including one who said, 'it was fantastic to be part of the panel'. Young People and WPCV felt their views were heard as their preferred candidate was appointed, which they were 'very happy' about.</li> </ul>	
Sam Craven	Existing resources	SEND & Inclusion Change Programme Phase 2	Plan to strengthen disagreement resolution is implemented, including establishing a baseline.	20% reduction in the number of tribunals registered.	September 2022 (baseline in March 2022)	<p><b>Baseline for 2021:</b> 123 appeals and 231 mediations (Jan-Dec).  <b>Jan to Dec 2022:</b> 123 appeals and 138 mediations. The total number of appeals to the tribunal in Warwickshire has remained the same in 2021 and 2022 despite a 32% increase in EHC needs assessment requests, and a 29% increase in appeals to the SENDIST tribunal nationally.</p> <p>The Disagreements Resolution Project continues to progress with planned work. Survey designs have been completed, reviewed and are planned to be released in the new year to support the re-design. Historical data has been captured in a single source to allow trend analysis to support identifying areas to address. As Is Mapping has been drafted and is planned to be reviewed in partnership with stakeholders (SENDAR, WPCV &amp; SENDIAS) to develop the future To Be process.</p> <p>Work to improve the response to complaints and strengthen communications includes revising SENDAR letters (coproduced with</p>

					<p>WPCV, SENDIAS and WCC); introducing a SEND Resolution Officer (June 2022); telephoning families to discuss the outcome of High Needs Panels; and holding listening conversations with families. These measures should help influence the number of tribunals, because issues are highlighted early e.g., missing or lack of information and proposed plans being revised where previous information or intentions are not achievable. Evidence to date shows improvements to families' experience through dialogue. Listening Conversations offered to parent carers with Voice, Influence &amp; Change, with 13 conversations in December 2022 – offered to learn from their experiences. Many conversations also held with families at the Together with Autism Conference 19<sup>th</sup> November 2022.</p> <p>A project underway on Annual Reviews should also have a positive impact on the number of appeals.</p>
			Families report they are more understood, involved, valued and respected.	December 2022 (interim milestone in July 2022)	<p>Feedback from families is being captured via the live feedback form (launched April 2022) and promoted via social media, local offer, mini-animation and team meetings. WPCV Big Survey (March 2022) also provided baseline information, with an overall satisfaction level of 46%.</p> <p>Evidence from the live feedback form shows improvements to date:</p> <ul style="list-style-type: none"> <li>• <i>Heard and understood</i>: increase of those who agree from 6% to 22%</li> <li>• <i>Valued and respected</i>: increase of those who agree from 6% to 25%</li> <li>• <i>Involved</i>: increase in those who agree from 20% to 37%</li> <li>• <i>Desired outcomes</i>: increase in those who agree from 9% to 37%</li> </ul>
	Sam Craven Existing resources	Mechanism in place to capture the learning from engagement with the Community and Voluntary Sector (CVS).	80% of SEND staff report an increased understanding of what life is like for families with SEND (via focus groups). 'You said, we did' in response to learning from feedback.	December 2022 (interim milestone in July 2022)	<p>96% of staff report an increased understanding of what life is like for families with SEND (at SEND CPD day in December 2022).</p> <p>Closer links have been established with community groups to capture learning. Relationships have been established with 21 organisations as part of setting a <a href="#">Community Voluntary Sector Forum</a> (commenced on 28<sup>th</sup> September 2022). This will enable a greater range of voices to be heard, by linking with support organisations that families are in touch with.</p> <p><b>'You said, we did' feedback.</b></p>
	Sam Craven	Process to capture	20% reduction in	December	<b>Baseline:</b> 100 complaints received in 2021 (Jan-Dec).

	Existing resources	learning from complaints and feedback is in place.	complaints.	2022 (interim milestone in July 2022)	<p><b>December 2022:</b> 115 complaints received (January to December 2022).</p> <p>Workshops on complaints have been held including WPCV and SENDIAS, to review processes and identify areas for improvement. Learning from complaints has identified 'communications' has a key theme. Activities delivered to help improve the response to complaints and strengthen communication include: revising SENDAR letters, conversations with families to improve relationships and using dialogue to help avoid escalation to complaints, relational communication training with SENDAR teams and the appointment of a new SEND Resolution Officer. Themes and patterns are being identified as learning from the discussions with families.</p> <p>Evidence with families shows examples of conversations to improve relationships and using dialogue to help avoid escalation to complaints, as well as drawing these and patterns as learning from the discussions.</p> <p>Information on complaints from Health Services is also being collated and learning captured. Governance processes around complaints moving forward are to be agreed.</p>
			'You said, we listened' & 'You said, we did' in response to learning from feedback.	February 2022 (milestones in July 2022, Dec 2022)	'You said, we listened' and 'You said, we did' reports published on local offer webpages. <a href="#">Updated You Said We Did</a> published on the Local Offer (Sept 2022). Feedback is considered by the Area 2 working group, Round Table meetings and Coproduction and Engagement Hub. December 2022 'You Said We Did' update being finalised.

## 2.2 Develop an effective approach to communication with parents and carers

### *I statement for Parent Carers "I am given the information I need, when I need it in a format that I can understand"*

2.2.1 Co-produce a Corporate Framework and agreed communications approach between WCC, ICB and WPCV.	Lisa Mowe, Sam Craven	Communication Strategy and Action Plan are in place.	100% of key stakeholders aware of Communication Strategy/Action Plan.	January 2022 (plus milestones in July 2022, Dec 2022)	<p><b>Complete.</b> Communication Strategy and Action Plan signed off by key stakeholders on the SEND Steering Group (March 2022, updated Sept 2022 and January 2023). External communication is discussed at the SEND Steering Group and Change Hub (both attended by WPCV). Communication methods are outlined in a Themed Planner e.g., newsletter articles, local offer, webinars, events.</p> <p><b>Complete.</b> Significant increase in comms and engagement including:</p> <ol style="list-style-type: none"> <li>1. Launch of a monthly SEND Newsletter in November 2021.</li> <li>2. Monthly parent carer webinars.</li> </ol>
		Communications approach in place, to include surveys, engagement programme.	100% increase in communication and engagement activities achieved with CYP and their	February 2022	

			families (measured through webinars, social media etc.).		<p>3. New Local Offer Facebook page so we can communicate more effectively with parent carers/young people. 920 followers to date.</p> <p>4. Updates to schools in Heads Up newsletter (c. 2000 views per week).</p> <p>5. Briefings to SENCOs at regular network meetings.</p> <p>6. Regular news releases e.g., <a href="https://www.warwickshire.gov.uk/news/article/2860/new-pilot-set-to-improve-outcomes-for-children-with-special-educational-needs-in-warwickshire">https://www.warwickshire.gov.uk/news/article/2860/new-pilot-set-to-improve-outcomes-for-children-with-special-educational-needs-in-warwickshire</a></p> <p>Survey in December 2021 to better understand the communication needs of families provided a baseline and identified areas for improvement.</p>	
			100% of CYP and their families surveyed report communication is good or better	April 2022	<b>Complete:</b> Positive feedback from increased communication including: "Thank-you, very helpful". "As a SENCO, this has been a very useful webinar to help me disseminate information to my staff and parents and to signpost them to appropriate areas. It seems more user friendly." "It's really helpful to hear and see what is happening to try to change things for the better".	
			Communication in place with schools around SEND.	A minimum of 80% of mainstream schools understand the range of services and how to support families.	May 2022	<b>Complete:</b> Communication in place with schools on SEND, including meetings with SENCOs, Heads Up articles, briefings and focus groups with Head Teachers and surveys. Feedback in April 2022 indicated there was a wide variation in the understanding of the range of services and how to support families, with an average level of 6 out of 10. More work has been done with schools to raise awareness and understanding. In Sept 2022, a poll of school head teachers showed 97% (68) were aware of the local offer, where to find it and the information included.
			80% of parent carers are confident that schools understand the range of services and support for families.	September 2022	<p>Average confidence level of parent carers was 64% in the Rugby Inclusion Framework for Schools trial (April 2022). Confidence levels to be resurveyed in early 2023 as part of the project.</p> <p>Feedback via the live feedback form up to September 2022 shows parent carers' confidence about schools' awareness of resources and support has increased from 7% to 17% (strongly agree/agree). Local Offer briefings are being provided as part of Area 5, and further communications are being provided to strengthen awareness.</p>	

		System for capturing live feedback in place.	100% families consider they are heard and services are better informed by feedback.	September 2022	Live feedback form is capturing feedback from families. By September 2022, more families reported they feel heard and understood (up from 6% to 30%), acknowledge a greater influence (up from 9% to 19.5% for parent carers and 4% to 10% for young people) and have greater optimism for the future (up from 13% to 27%).
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### 2.3 Develop a whole system approach to co-production

*I statement for Parent Carers and CYP "I know we are included in the design, development and evaluation of policies and services"*

2.3.1 Develop a Co-production Strategy with key stakeholders and WPCV.	Shinderpaul Bhangal, Sam Craven  Council for Disabled Children  Contact	Co-production and Engagement Hub in place to enable engagement with parents, carers, CYP, senior leaders and officers.	100% of WPCV and WCC reps surveyed report that the Co-production and Engagement Hub has increased strategic coproduction with parents.	April 2022 (milestones to review in July 2022, December 2022)	<p><b>Complete.</b> Coproduction and Engagement Hub with parent carers in place (since December 2021). Meets fortnightly and receives updates on projects and proposed changes. A parent panel is also in place, involving 32 parent carers. WPCV reported to the Pilot Ofsted Inspection in July 2022 that they are 'cautiously optimistic' that services are working towards making changes that are moving in the right direction, and 100% of those surveyed agreed that C&amp;E Hub has increased strategic coproduction. Feedback includes:</p> <ul style="list-style-type: none"> <li>• "Very interesting to see, after a long hiatus, that the term co-production which came across as confusing and a burden to many professionals in the early days meetings I attended 18 months ago is now understood, accepted, invited and engaging to all those taking part. Absolutely so positive to see the difference that has been made in a relatively short space of time!"</li> <li>• "Participating in the Coproduction and Engagement hub has been extremely informative and useful. It is a great way for parent carers to feel informed and to be involved in new and ongoing developments from their very early stages. Parent carers are always treated with the utmost respect and courtesy by officers who work really hard to keep us informed and involved. We also see how the views of parent carers are taken seriously and acted upon. It is a fabulous opportunity."</li> <li>• "It's really helpful to have a designated slot in diaries rather than having to constantly be juggling diaries to try and find parent carers to meet with officers. The idea has also been shared with other forums who are looking to try and implement similar."</li> <li>• "I think it has been a great place to start in terms of keeping us informed of what is going on but it's too early to say how much impact it's having. I still feel it is a lot of "this is what we are doing what do you think" rather than parent carers being involved from</li> </ul>
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					<p><i>the beginning which would be a much better model of coproduction."</i></p> <ul style="list-style-type: none"> <li><i>"Being involved in coproduction helps me as a parent feel like my views count for a change. Even if things don't change a huge amount, at least they are listening to what I have to say. Otherwise, I feel like my views are irrelevant to the process."</i></li> <li><i>"It's really helpful to hear and see what is happening to try to change things for the better. Everyone has been professional and prepared to answer questions we have had".</i></li> </ul>
	Increased level of oversight, co-production and influence of WPCV and CYP in decision making.	100% of WPCV and CYP surveyed report increased levels of participation and influence in the development and implementation of projects.	April 2022	<p><b>Complete:</b> WPCV have developed a meeting feedback form to help illustrate influence on projects. A log of influence is being maintained and feedback captured. 100% of those surveyed agreed that coproduction has increased. WPCV have been involved in areas including:</p> <ul style="list-style-type: none"> <li>Monthly meeting with SEND Change Programme to improve communication and create a forum for WPCV to have a greater influence in projects and decision making about methodology of engagement with Parent Carers.</li> <li>WPCV met with Inspectors as part of the Pilot SEND inspection.</li> <li>C&amp;E Hub provides a space for parent carers to have a voice together with other parent carer reps.</li> <li>Service Reviews.</li> <li>Emotionally Based School Avoidance.</li> <li>Transitions Guidance.</li> <li>Transport Project.</li> <li>Each area of the WSoA.</li> <li>Resolving Disagreements Project.</li> <li>Recommissioning of SENDIAS.</li> <li>Involved in developing the plans for training on complaints.</li> <li>Planning and delivering coproduction sessions with Contact and a consistent approach to Coproduction through the introduction of the Four Cornerstones, and developing the School Inclusion Charter.</li> <li>Early Years Coproduction Pilot.</li> <li>Rewriting the SENDAR letters.</li> <li>Work to update the Partnership Agreement.</li> <li>Local Offer Event as a parallel session to the YP – MR attended as a Senior Leader and joined the parent carers in this session. Meeting with the Web Team to explore scope for</li> </ul>	



					<ul style="list-style-type: none"> <li>influencing change on the Local Offer Webpages.</li> <li>Parent Carers involved in 6 recruitment processes.</li> <li>School Exclusions Film with Warwick University.</li> <li>Parent Carer Webinars.</li> <li>Production of neurodevelopment e-booklet.</li> <li>SALT Needs Assessment and engagement.</li> <li>Early conversations on EOTAS and developing an EOTAS Policy.</li> </ul> <p>Young People have been involved to date with:</p> <ul style="list-style-type: none"> <li>Core Group of YP have coproduced the YP Forum for SEND, including name (IMPACT), logo and shared agreement.</li> <li>3 recruitment activities.</li> <li>A session on the Green Paper.</li> <li>Transitions Project.</li> <li>Transport Project and contributed to workshops with parent carers.</li> <li>YP Forum informed the decision on structuring the Preparation for Adulthood (PfA) document. 2 young people involved in the PfA workstream and coproduced the headings and definitions to be used as part of the PFA guidance document.</li> <li>Local Offer Event on 30 August, including informing planning for the event, and giving feedback to Senior Leaders and Web Team.</li> <li>4 YP evaluated the Autism Experience Bus to inform plans on training staff about sensory processing. YP felt that IMPACT, with Act for Autism, could develop a better training package that would enable whole school training.</li> <li>YP feedback on the Service Reviews on 15<sup>th</sup> September 2022.</li> <li>Attending the Act for Autism Conference to promote IMPACT.</li> </ul>
	A platform to capture the voice of children and young people is in place.	100% of CYP surveyed report they are engaged and listened to.	May 2022	<p><b>Complete.</b> Children and Young people’s forum for SEND established in May 2022 to ensure that young people have influence. Membership is increasing. The forum meets monthly to agree a set of shared priorities and respond to the LA’s areas of work. Warwickshire Youth Conference held in April with 75 young people including CYP with SEND. Feedback captured and a ‘You Said, We Did’ log is being maintained. <a href="#">‘You said, we did’ feedback.</a></p> <p>Feedback includes: “During the inspection there were all these meetings for inspectors to speak to parents, but the opportunities for young people were non-existent. We have come a long way already; it’s a lot better.” Also: ‘We are getting there and making progress.</p>	

					<p>Young people are getting more relaxed, growing in confidence and getting more involved’.</p> <p>Young people spoke to the inspectors as part of the pilot inspection in July 2022, and have been involved in projects on Transport, Transitions and Preparation for Adulthood. Young people met with senior leaders as part of a Local Offer event in August and their feedback on training has influenced the decision to consider alternative options.</p> <p>Young people involved are positive about engagement. 100% of young people surveyed reported they felt engaged and listened to (Sept. 2022).</p>
		Co-production strategy developed and training in place.	100% of SEND and Inclusion Staff attend co-production training (c.250). 100% of attendees report increased awareness, understanding and application of Co-production Strategy and approaches.	September 2022 (interim milestone July 2022)	<p>Coproduction training sessions delivered at 2 SEND staff conferences with nearly 200 staff attending; positive feedback received from attendees.</p> <p>Contact were commissioned to deliver Co-production training in July-October 2022, based on the Four Cornerstones model. They delivered a senior leaders workshop in July followed up by Masterclasses in September and October 2022 for those responsible for embedding in teams. Feedback from attendees is being evaluated as part of the training.</p> <p>Coproduction strategy/charter is being developed based on the Four Cornerstones approach – draft produced and engagement with partners/stakeholders underway.</p>
2.3.2 Develop an agreement for recruitment activities to include a member of WPCV and/or young person for operational and strategic SEND roles in WCC and	Shinderpaul Bhangal  Existing resources	Agreement and plan in place for recruitment for operational and strategic SEND roles to include a member of WPCV and/or CYP.	100% of recruitment activities have involved CYP or parent carers (where appropriate).	December 2022 (interim milestone July 2022)	<p><b>Complete:</b> WPCV and CYP have supported 13 recruitment exercises (and 2 more planned) and been involved in decision making for the following roles to date: AD for Education, Area Business Leads, Senior Plan Coordinator, Post 16 Plan Coordinators, Disability Commissioners, Plan Coordinator Assistants, Tribunal Officer, Inclusive Mentor Apprentices, Post 16 PlanCo’s, Team Leader Children with Disabilities Team. A proposal for remuneration of parent carers was approved in July 2022.</p>

CWICB.			100% of CYP and parent carers surveyed report they felt listened to, involved in decision making and satisfied with the process.		<p><b>Complete:</b> Feedback on WPCV and Young Person involvement in recruitment activities will be collated ongoing and includes the following to date:</p> <ul style="list-style-type: none"> <li>• WPCV: "I felt that I was an integral part of the interview panel".</li> <li>• Young Person: "It was really enjoyable. Duane was so understanding and stopped to explain things for me. She showed really good insight. I felt so included and it was very good that they had an understanding of my needs."</li> </ul>
2.3.3 Develop an agreement to include a member of WPCV and/or young person in scoring SEND commissioned services, and also develop a parent and young person inspectors process to form part of our quality assurance functions.	Shinderpaul Bhangal  Existing resources	Agreement and plan of activity in place.	100% of commissioning activities have involved CYP or parent carers (where appropriate).	December 2022 (interim milestone July 2022)	<p><b>Complete.</b> A referral process is in place for Commissioning to alert WPCV and/or young people for when SEND commissioned services are being prepared for re-tender. Parent carers have assisted in the Commissioning Co-production &amp; Engagement tender process, re-commissioning of the Key Worker Project and are preparing to be involved in the re-tender process of SENDIASS.</p>
			100% of CYP and parent carers surveyed report they were listened to, involved in decision making and satisfied with the process.		<p>Feedback collated to date:</p> <ol style="list-style-type: none"> <li>1. Key Worker Pilot Project commissioning - there was a lot of paperwork, which meant a lot of time needed to complete it. Next time the documents need to be provided in paper form because it was much harder trying to do it on screen.</li> <li>2. Co-Production &amp; Engagement Framework - there was a lot less information and feedback was provided on one question.</li> <li>3. Community Autism Support Service - WPCV Rep agreed that it made sense to split the questions between them and the EbE, but the process for this needs clarifying.</li> </ol> <p>There is still more work to be done on the processes of how parent carers and young people are involved in commissioning.</p>

## Area 3: Incorrect placement of some CYP with EHC plans in specialist settings, and mainstream school leaders' understanding of why this needs to be addressed

**Senior Responsible Officer – Chris Baird** (Interim Assistant Director, Education, WCC)

### Outcomes we will strive for:

- Mainstream school leaders' understanding of why the placement of some children needs to be addressed.
- The correct placement of children and young people with EHC plans.

Actions we will take	Lead & Resources	Evidence of success [what will change]	Impact measures [KPIs/targets]	Completion date	Progress/Impact [BRAG]
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### 3.1 Improve mainstream school leaders' understanding of why the placement of some children needs to be addressed

*I statement for children and young people "People know my needs and I know I am in the right school for me"*

3.1.1 Set up an Inclusive Schools Consortia Working Group to co-produce an Inclusion Action plan in primary and secondary schools (in collaboration with Area 4).  <i>Notes:</i> Any reference to 'Consortia' includes Primary and Secondary area networks.  'Inclusion Framework' refers to the new model of inclusion being developed in the Rugby trial.  'Inclusion Charter' refers to an agreement with schools outlining the vision and principles for inclusion.	Marie Rooney, Darren Barrow  Existing resources	Terms of Reference for Inclusive Schools Consortia Working Group in place and roles and responsibilities of Change Agents/ Champions agreed.	100% consortia/ network chairs sign off on Terms of Reference to support inclusion in mainstream schools for CYP with SEND.	March 2022	<b>Complete.</b> 100% of all school consortia signed up and roles and responsibilities of Change Agents and Champions agreed. Terms of Reference amended to include maintained nurseries and onsite PVI's. Change Agents wanted to also include Hubs of good inclusive practice to draw on in different regions.
	Tracey Underwood, SEND & Inclusion Change Programme	Inclusion Framework for schools trial started in the Rugby area.	100% of schools in the trial signed up and needs identified through peer-to-peer audits.	March 2022	<b>Complete.</b> 17 schools in the Rugby trial signed up. Whole School SEND Audits have been completed in a peer-to-peer model to identify needs. Staff and parent survey data captured from 100% of schools is being used to identify needs and inform training plans.
	Debbie Hibberd  SEND & Inclusion Change Programme	Whole school SEND audit carried out.	100% of participating schools have a baseline report from SEND Audit.	July 2022 (baseline) March 2023 (final review)	Schools in the Inclusion Framework trial have a baseline SEND audit report. Final review due in March 2023.
	SEND & Inclusion Change Programme		Increase in participating schools recording 80% improvement against judgement on previous year.	March 2023	<i>Not due yet.</i>  Quality of Education section includes reference to SEND. Reported as 'Good' for all participating schools to date. Categorisation process to be further strengthened regarding SEND.

Page 93	Marie Rooney Existing resources SEND & Inclusion Change Programme	Engagement of CYP and their families (including baselining) to ascertain their level of confidence in mainstream schools to meet the needs of CYP with SEND.	80% of CYP and their families engaged are confident in mainstream schools' ability to meet the needs of CYP with SEND (surveys and focus groups).	March 2022 (baseline). October 2022 and March 2023 (follow up engagement)	In March 2022, parental confidence level was 63% in the Inclusion Framework trial (on average). Surveys sent out in January 2023 to re-measure confidence levels, and also qualitative feedback is being captured via focus groups and in case studies.
	Darren Barrow, Debbie Hibberd, Existing resources	Change Agents identified with delegated responsibility to appoint Change Champions (in collaboration with Area 4).	SEND Change Agents in place in schools. Communication with 100% of schools with named SEND Change Champions.	March 2022	<b>Complete.</b> 100% of school consortia are signed up and Change Agents and Change Champions are in place. Meetings have been held with Change Agents and Change Champions and Terms of Reference agreed (next meeting on 3 <sup>rd</sup> February 2023)
	Debbie Hibberd School Improvement Team	Development and promotion of an Inclusion Charter to Warwickshire's Family of schools via events and briefings (in collaboration with Area 4).	100% of schools receive the Inclusion Charter.	May 2022	<b>Complete:</b> The <a href="#">charter</a> was completed in November 2022. It was coproduced with schools, parent carers and young people, based on the Four Cornerstones approach. Workshop were held on 1 <sup>st</sup> July 2022 and 23 <sup>rd</sup> September with change agents and champions, Contact and Warwickshire Parent Carer Voice. The charter was presented at the HT conference on 18 <sup>th</sup> October 2022 and updated with feedback from schools, parent carers and young people. A survey to all schools asking for feedback and approval received 88 responses (equating to 38% of primary and secondary schools) with approval from all schools bar one (but offered some positive improvements) .  Copies of the charter (hard copy and by email) were sent to all schools in November 2022 alongside a <a href="#">news release</a> . <a href="#">Positive feedback</a> has been received from schools and parent carers, with <a href="#">schools pledging their commitment</a> .
	Tracey Underwood SEND & Inclusion Change Programme	Implementation plan for rollout of Inclusion Framework across Warwickshire following the Rugby trial agreed with Change Agents/ Champions	100% of Change Agents/Champions agree with the implementation plan for the Inclusion Framework.	April 2023	The rollout of the Inclusion Framework approach across Warwickshire is being developed following evaluation of the project. The trial has received positive feedback from schools and parent carers to date, and evaluation is now underway.

### 3.2 Ensure an ongoing sustainable model for inclusive practice to ensure the correct placement of children and young people with EHC plans

#### *I statement for children and young people "I feel safe and included in my school"*

3.2.1 Implement a sustainable Inclusion model to ensure the correct placement of children with EHCP plans (in collaboration with Area 4).	Debbie Hibberd  Existing resources plus Organisational Development support	Change Agents and Change Champions work alongside identified schools within consortia to strengthen and embed practice, using assessment criteria.	100% of schools have an identified Change Agent and Champion.	December 2022	<b>Complete:</b> 100% of school consortia signed up. Change Agents and Change Champions are in place.
		Re-survey of CYP and their families carried out.	80% improvement in satisfaction of CYP and their families.	March 2023	Evaluation underway as part of the Rugby pilot.
		Succession planning is embedded so Change Agents, Change Champions and SEND SLEs are in place in all mainstream schools.	100% of consortia chairs report that change agents/champions have had a positive impact.	January 2023 (with interim milestone in December 2022)	Positive feedback regarding the champions involved in the Inclusion Framework for Schools trial in Rugby.  Wider feedback to be sought from all Consortia chairs in January 2023. To be discussed at change agents/champions meeting on 3 <sup>rd</sup> February. A question on change champions to be included in the categorisation process.
	Margot Brown, Debbie Hibberd  School Improvement Team	Categorisation process with a section on inclusive provision in place in schools.	Trial categorisation process with 50% of Rugby trial schools carried out.	July 2022	<b>Complete.</b> Categorisation proforma has been amended to include specific reference to SEND and SEND audits. SEND audits from the Inclusion Framework trial will be used to inform the SEN section in action plans, and the approach shared with school champions not involved in the trial to share learning. 75% of schools in Rugby trial have completed SEND audits to feed into the categorisation process.  Categorisation process to be strengthened moving forward with a separate section on SEND.
			Evaluation of categorisation process with 100% of trial schools.	December 2022	Categorisation process has been evaluated (January 2023). It has been recognised that the categorisation format needs to be more explicit regarding SEND and is being strengthened with a separate section.
			100% Consortia chairs are in agreement with the categorisation allocated to schools to support inclusion	May 2023	Changes to the categorisation process to be agreed with consortia chairs.

			in schools for CYP with SEND.		
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## Area 4: The lack of uptake of staff training for mainstream primary and secondary school staff to help them understand and meet the needs of CYP with SEND

**Senior Responsible Officer:** Marie Rooney, Head of SEND and Inclusion and Educational Entitlement, WCC

### Outcomes we will strive for:

- School staff are knowledgeable about, and confident in, meeting the needs of CYP with SEND in primary schools.
- School staff are knowledgeable about, and confident in, meeting the needs of CYP with SEND in secondary schools.

Actions we will we take	Lead & Resources	Evidence of success	Impact measures [KPIs/targets]	Completion date	Progress (BRAG)
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### 4.1 Increase knowledge and confidence of primary and secondary school staff in meeting the needs of CYP with SEND

*I statement for children and young people "I know that if I need support that the staff in my school know how to help me"*

4.1.1 Set up a local workforce development task group to co-produce the workforce development action plan in primary and secondary schools (in collaboration with Area 3).	Marie Rooney  SEND & Inclusion Change Programme	Terms of reference for group and action plan with aligned accountability framework agreed and in place.	100% of consortia/network chairs sign off terms of reference and accountability framework to support inclusion in schools for CYP with SEND.	March 2022	<b>Complete.</b> Memorandum of Understanding signed by schools in the Inclusion Framework for Schools trial (Rugby).  Terms of Reference agreed for the Multi-agency Working Group for WSoA Areas 3 and 4.
	Marie Rooney  SEND & Inclusion Change Programme	Surveys (including baselining) of school staff to measure uptake in training and confidence levels in meeting needs of CYP with SEND.	80% of staff surveyed report they are more confident, knowledgeable, and have increased level of understanding in meeting the needs of CYP with SEND.	March 2022 (baseline) and follow up surveys in Oct 2022 & March 2023	<b>March 2022:</b> Confidence levels of staff baselined: Feedback from SENCOs showed average confidence level of 6 out of 10. Rugby trial with 17 schools indicated an average confidence level of 67%. Survey to all schools in April 2022 (111 responses, 48% of schools) to assess level of understanding of range of services and how to support families indicated an average score of 6.6 out of 10.  <b>October 2022 update:</b> 100% of respondents in Rugby trial would recommend the training to a colleague and rated the training as 4.58 out of 5 (5 being very useful). Feedback includes: 'Useful information with examples which really helped. It would be useful for all staff.' 'Some excellent ideas and strategies.' 'Very useful, will be putting some of these tips into practice'.  Surveys to re-measure levels of confidence, knowledge and



Page 97					understanding issued in January 2022, together with focus groups and case studies. Qualitative feedback to date is positive. Further evaluation to be carried out by March 2023.
	Marie Rooney  SEND & Inclusion Change Programme	Engagement with CYP and their families (including baselining) to ascertain their level of confidence in mainstream schools.	80% parent carers/ CYP engaged report that school staff are more confident and knowledgeable in meeting the needs of CYP with SEND.	March 2022 (baseline) and follow up surveys in Oct 2022 & March 2023	<p><b>March 2022:</b> Baseline of confidence levels from participating schools in the Rugby trial - 64% of parent carers reported that school staff are confident and knowledgeable in meeting needs (March 2022).</p> <p><b>October 2022:</b> Drop-in sessions, parent sessions and coffee mornings held with parent carers in the Rugby trial. Sessions were reported as successful.</p> <p>Surveys to re-measure confidence levels issued in January 2022, together with focus groups and case studies. Qualitative feedback to date is very positive. Further evaluation to be carried out by March 2023.</p>
	Marie Rooney  SEND & Inclusion Change Programme	Programme of targeted support delivered to schools to improve their understanding of how to meet the needs of CYP with SEND.	100% of identified schools within the trial take up relevant training to improve understanding of meeting needs of CYP with SEND.	From April 2022	<p><b>Complete.</b></p> <p><b>Inclusion Framework for School trial</b> in Rugby – 100% of the schools in the trial have taken up training including webinars, SEND Snacks and coaching. Areas include: SEND Inclusion Guidance; Differentiation and Scaffolding; Maximising the effective use of Teaching Assistants; and Assess, Plan, Do, Review with particular emphasis on target setting. A library of webinars giving practical advice for a range of SEND needs has also been delivered including literacy, ASD in girls, demand avoidance, ADHD, SEMH, Sensory Needs and links to SALT webinars. <a href="#">Library of Webinars Flyer</a>.</p> <p>In addition, free training on mental health, autism (Autism Education Trust – AET) and restorative practice has been promoted to all schools and take up has increased:</p> <p><b>AET training</b> - 20 schools completed the training last term 54 schools are wanting to access the training.</p> <p><b>Youth Mental Health First Aid training</b> – half day MHFA training 106 wanting to access the training (another 400 spots to fill), 137 signed up for mental health lead meeting, 2 day training- 85 staff last school year- 58 staff wanting to access the training this school year (meaning we are 7 staff off the full</p>

					<p>target of this school year). WCC will be offering a place to all primary and secondary mainstream provisions by September 2024.</p> <p><b>Youth Mental Health Awareness Training</b> – offer of 2 free places per education setting (including AP’s, colleges and ISP’s) to be rolled out until September 2024. 90 places have currently been assigned. Mental health leads network meetings are occurring every half term, over 130 settings have signed up to attend.</p> <p><b>Lost at Schools</b> (Collaborative and Proactive Solutions) trial with Dr Ross Greene commenced May 2022. 36 schools have signed up; 24 schools have been involved in the initial phases and positive feedback has been received to date.</p> <ul style="list-style-type: none"> <li>• Phase 1- completed or nearing completing - 5 schools</li> <li>• Phase 2 - 9 schools nearing completion</li> <li>• Phase 3 - 10 schools at the start of their journey or mid-way through</li> <li>• Phase 4 - 13 schools waiting on start date</li> </ul> <p>Meetings are being set up with schools to see how we can support them through and after the project.</p> <p>All current SEND training has been reviewed and workshops held with practitioners and parent carers to agree priority training which has been collated in an <a href="#">interactive slide deck</a> and is being developed into a <a href="#">training portal online</a>. This provides a ‘one stop shop’ of SEND training for schools.</p>
			<p>80% of delegates attending training report that it gave them a good or better understanding of how to meet the needs of CYP with SEND.</p>	<p>April 2022 with milestone in March 2023</p>	<p>Feedback from training to date includes the following:</p> <p><b>Inclusion Framework for School trial:</b> Training webinars rated 4.54 out of 5 in terms of how useful it will be in future practice, and 100% of attendees would recommend it to a colleague.</p> <p><b>AET Training:</b> Positive feedback, rated as 4 or 5 out of 5 by attendees. Comments include: <i>‘Really good training which open my eyes on different techniques I can use in my work.’</i> <i>‘Very informative training, it has helped my practice enormously.’</i></p>

					<p><b>Mental Health First Aid training:</b> Knowledge and confidence levels increased from 5 to 9/10. "The instructors were outstanding. They were relatable, knowledgeable and approachable. They had on the ground experience they could relate content to and used real life examples, it wasn't just theory based like some courses.", "They worked brilliantly together, were very welcoming and presented the course in a very empathetic manner. It was interesting to hear about their experiences and we all appreciated their anecdotes."</p> <p><b>Lost at Schools training:</b> Positive feedback from 100% schools to date including: 'we have found it has had a profound impact on the children.' 'It has opened our eyes about developing children's skills and we are learning more every session'.</p>
	Marie Rooney  SEND & Inclusion Change Programme	SEND training delivered to WCC maintained school Governors.	100% of Governors at trial schools attend training. 90% of attendees agree they are more confident in their role around improving outcomes for CYP with SEND.	October 2022	<p><b>Complete:</b> Initial session delivered to Governors on 12<sup>th</sup> May 2022 (18 governors signed up) – positive feedback received. Further session delivered on 14<sup>th</sup> December 2022 (32 Governors signed up – 100% from the trial). 100% of respondents reported their knowledge had improved after the session and they felt more confident in their role around improving outcomes for children and young people with SEND. Governors focus group set up to capture feedback on training needs to help shape future training.</p> <p>Steering group of Governors set up to reassess WCC SEND training to governors. First meeting held in November 2022 and the second meeting scheduled for end of January 2023. Working is being done to provide clear and easily accessible training and guidance to governors on how to monitor SEND in settings.</p> <p>SEND briefing with governors delivered with record attendance. Good discussion and input from governors about challenges and positives of current practice in Warwickshire.</p>

#### 4.2 Utilise the role of the Area Analysis Group (AAG) and Education Challenge Board to enable a framework of ongoing challenge and support across Warwickshire mainstream schools

*I statement for Parent carers, children and young people "I know that schools will try hard and will have to show what they are doing"*

4.2.1 Develop the role of the Area Analysis Group (AAG) and Education Challenge Board, with an agenda focus on	Marie Rooney  Existing	Categorisation process in place to detail the % CYP with EHCP in schools/ academies.	Trial categorisation process with 50% of Rugby trial schools to support inclusion in	July 2022	<b>Complete:</b> Categorisation process now includes a section on SEND. 75% of schools in the Rugby trial have completed their SEND audits to feed into the categorisation process.
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improvements for CYP with SEND (in collaboration with Area 3).	resources		mainstream schools for CYP with SEND.		
			Evaluation of categorisation process with 100% of trial schools.	December 2022	Categorisation process has been evaluated (January 2023). It has been recognised that the categorisation format needs to be more explicit regarding SEND and is being strengthened with a separate section.
			% increase in CYP with EHCP in schools/academies to be in line or above statistical neighbours.	May 2023	<i>Not due yet. At January 2022: 32.9% Warwickshire 33.2% West Midlands, 41.1% national average, 41.4% statistical neighbours.</i>
	Marie Rooney Existing resources	Action plan agreed with schools outlining how they will continue to upskill their workforce to respond to the needs of CYP with SEND.	All schools have an action plan outlining how they will continue to upskill their workforce to meet the needs of CYP with SEND.	May 2023 (interim milestones in July 2022, December 2022)	<p><a href="#">Interactive slide deck</a> produced where schools can access and view all training on offer from WCC. This is now being developed into a <a href="#">training portal online</a>. Schools expressed it was difficult to find training that is on offer and how to access it. Positive feedback regarding the slide deck and having training in one place to make planning for staff CPD easier.</p> <p>A question on producing an action plan to upskill the workforce to be included in the categorisation process. To be discussed with SENCOs and consortia chairs.</p>

## Area 5: The quality of the online local offer

**Senior Responsible Officer** - Duane Chappell, Strategy and Commissioning Manager, SEND and Inclusion, WCC

### Outcomes we will strive for:

- The quality of the online local offer is fit for purpose.

Actions we will take	Lead & Resources	Evidence of success	Impact measures [KPIs/targets]	Completion date	Progress (BRAG)
<b>5.1 Ensure the quality of the online local offer is fit for purpose</b>					
<i>I statement for Parent Carers "I can find the information I need, and it is easy for me to understand"</i>					
5.1.1 Re-design and update the online local offer working with children and young people, parents, carers and professionals.	Jo Rolls SEND & Inclusion Change Programme	New local offer pages are developed with CYP, parent carers and professionals.	50% increase in webpage hits to show improved engagement with the local offer webpages.	October 2021 (launch)	<b>Complete.</b> New local offer webpages developed with parent carers, young people and professionals and launched on 13 <sup>th</sup> October 2021. 51% increase in visitors to local offer webpages post launch - 2654 visits (November 2021) compared with 1753 visits pre-launch (September 2021).
			Decrease in % of visitors who leave the landing page without progressing further	February 2022	<b>Complete.</b> 37% of visitors left the landing page without progressing further at March 2022 (compared with 41% in 2021).
5.1.2 Launch and promote the new online local offer so it is clear to everyone what is available in the local area.	Jo Rolls & Linda Saw SEND & Inclusion Change Programme	New online local offer is live.	50% increase in number of visits to local offer webpages.	November 2021 (plus milestones in July 2022 and December 2022)	<b>Complete.</b> 51% increase in visitors to local offer webpages in November 2021 following the launch. 60% increase in the number of visits by the end of July 2022, 85% increase in November/December 2022. Promotion of new local offer webpages including social media, WCC newsletters, email signatures, media releases, WCC news stories, communications shared with partners, promotion via SENDIAS and WPCV, Heads Up newsletter to schools, head teachers conference and presentations to schools. Flyers distributed to GPs, schools, Children and Family Centres and other community venues.
			Landing page is improved including an explanation of the local offer and promotion of SENDIAS.	80% of the feedback on the landing page is rated good or better.	October 2021 (plus milestones in July and December 2022)

				<p>Further improvements made to the landing page at a meeting with WPCV, ICT and Family Information Service in December 2022, with regular monthly review meetings scheduled moving forward.</p> <p>Positive comments on the website include the inclusion of the SEND Search facility, the Reachdeck accessibility tool and interest in the inspection and the positive work being promoted. A support worker rated the website a score of 3 (excellent) with a comment about parent and school support: <i>"great information and helped my understanding"</i>.</p>
	Local offer is promoted via a range of platforms e.g., social media, news releases, newsletters, briefings with Head Teachers, SENCOs, WPCV, SENDIAS and professionals.	CYP, parent carers and professionals use the local offer regularly, with increased visits to webpages and feedback captured.	December 2021 (plus milestones in July and December 2022)	<p><b>Complete.</b> Presentations on the local offer have been provided to various stakeholder groups including SENCOs, schools and GPs. Further training for professionals and <a href="#">parent carer webinar</a> held in April 2022, and flyers and posters circulated to schools, GPs, children and family centres and other community venues.</p> <p>Warwickshire SEND local offer Facebook site launched on 17<sup>th</sup> February 2022 includes promotion of the local offer webpages. There are 822 followers to the site to date.</p> <p>Parent carer webinar feedback: <i>"It was extremely useful to get this understanding of the background and how to use the local offer."</i> All webinar recordings and resources are listed in the <a href="#">'Get involved – have your say'</a> section of the local offer.</p> <p>60% increase in the number of visits to the local offer by the end of July 2022 and 85% increase November to December 2022. Feedback from children, young people, parent carers and professionals on using the local offer is captured and acted upon, including an event with young people and families held on 30<sup>th</sup> August 2022.</p>
	Videos of 'What is the local offer?' and 'How to use the local offer' produced and uploaded to webpages.	50% increase in number of visitors to the webpages.	April 2022	<b>Complete:</b> 60% increase in the number of visits to the local offer by the end of July 2022 and 85% for Nov/Dec 2022.
		Increased understanding of local offer by CYP, parent carers and professionals (through focus groups).	June 2022	<b>Complete.</b> <a href="#">Parent carer webinar</a> in April on the local offer received positive feedback (as above). Successful focus group event held on 30 <sup>th</sup> August to capture feedback from children, young people and families, to inform the next phase of development for the local offer landing page (improved navigation) and young people's information. Professional

					briefings provided by Family Information Service team on the Local Offer. We will ensure there is ongoing coproduction in place with young people, parent carers and professionals so people feel listened to, involved in decision making and satisfied with the process.
		Posters and leaflets are produced and distributed throughout Warwickshire with QR codes e.g., to schools, Children & Family Centres, GPs.	95% of schools, Children & Family Centres, GPs displaying posters/QR codes.	April 2022	<b>Complete.</b> Leaflets circulated to display at schools, Children and Family Centres, GPs and other community venues via the Family Information Service outreach team.
			50% of families and professionals contacting the helpline report they accessed useful information from flyers.		It has not been possible to collect feedback on this measure to date. We are investigating alternative methods for capturing feedback on the posters and leaflets.
5.1.3 Develop and maintain the local offer webpages to ensure information is fit for purpose and kept up to date.	Linda Saw SEND & Inclusion Change Programme	Feedback form included on the local offer pages and service users regularly provide feedback.	70% of users can find what they are looking for (shown by the feedback form on the local offer webpages).	December 2021 (plus milestones in July and December 2022)	48% to date (based on 32 responses). Feedback enables continued improvement of the local offer in line with user needs and includes: "There is comprehensive information – user friendly". "Great information and helped my understanding."  Regular meetings with parent carers are in place to discuss development of the local offer. Focus groups on 30 <sup>th</sup> August created valuable discussion and feedback to enable us to create a co-production plan moving forward. Monthly meetings now in place with WPCV, ICT and Family Information Service to coproduce improvements moving forward. Improvements have been made to the landing page to improve navigation, and WPCV representative is now more confident that a process is in place to get changes.
		A contact point in each service is in place to ensure the local offer is kept up to date	Local offer is up to date and marketed so that CYP, parent carers and professionals continue to use it and find it helpful.	May 2022	<b>Complete.</b> Resource in place to maintain webpages. Contact points established in each service to link with and ensure the local offer is kept up to date.
		Ongoing co-production groups for young people, parent carers and professionals in	100% of young people, parent carers and professionals surveyed feel listened to,	May 2022, December 2022	<b>Complete.</b> Focus Group event held on 30 <sup>th</sup> August 2022 to capture feedback from children, young people and families. Forum for young people with SEND ('IMPACT') in place to ensure ongoing engagement, and monthly meetings set up

		place.	involved in decision making and satisfied with the process.		with parent carers, WCC SEND staff and ICT team to ensure continuous improvement on the SEND Local Offer. Positive feedback from WPCV representative includes: <i>'I feel more confident we have a process to get <u>changes</u>'.</i>
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# Section 8 - Local Area

## Monitoring Arrangements

with baselines established open implementation of WSoA and targets agreed by Action Leads as identified within the plan

### Monthly

<b>KPI's</b>	Discussions and challenge held at Education & SEND Senior Management Team and ICB SMT meetings
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### 6-weekly

<b>WSoA interim reports on Progress</b>	Targeted WSoA updates to SEND and Inclusion Steering Group (exception reporting of issues)
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### Quarterly

<b>WSoA formal reports on progress of actions within plan</b>	Full WSoA update to SEND and Inclusion Board, SEND Member Panel, NHSE and DfE
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### 6-monthly

<b>Political oversight of WSoA</b>	Full WSoA update to Children and Young People's Overview and Scrutiny Committee
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Warwickshire Parent Carer Voice are strategic partners of the SEND and Inclusion Steering Group and Change Programme Board, bringing the voice of our children and young people and their families into our monitoring. We will also,

through workstreams and projects, engage our parents and carers in evaluating the progress that we are making on targeted areas, in line with our Written Statement of Action commitments.

# Appendix 1 - SEND and Inclusion Steering Group Members

Role	Name	Agency
Strategic Director People	Nigel Minns	WCC
Director of Joint Commissioning	Matt Gilks	CWICB
Head of Transformation	Heather Kelly	CWICB
Warwickshire Parent Carer Voice, Chair	Elaine Lambe	WPCV
Director of Nursing	Fiona Burton/Sarah Moppett	SWFT
Assistant Director Education	Chris Baird	WCC
Strategy and Commissioning Manager, SEND and Inclusion	Duane Chappell	WCC
Assistant Director People, Strategy and Commissioning	Becky Hale	WCC
Assistant Director Children & Families	John Coleman	WCC
Assistant Director People, Adult Social Care (Delivery)	Pete Sidgwick	WCC
Chief Operating Officer	Sonya Gardiner	CWPT
Head Teacher Representative	Matt Bown	WCC (secondment)
Change Delivery Lead	Rachel Barnes	WCC
Programme Manager	Ruth Bell	WCC



# Appendix 2 – Area Working Group Members

Role	Name	Agency
<b>Area 1: The waiting times for Autism assessments, and weaknesses in the support for children and young people awaiting assessment and following diagnosis of Autism</b>		
Director of Commissioning	Matt Gilks	CWICB
Associate Director for LD and Autism	Helen Stephenson	CWPT
Warwickshire Parent Carer Voice	Cathy Wassell	WPCV
Senior Joint Commissioner for Learning Disabilities and Autism	Michelle Cresswell	WCC & CWICB
Head of Transformation	Heather Kelly	CWICB
Specialist Teacher and Lead for Autistic Spectrum	Eve Godwin	WCC
Senior Transformation Manager	Natasha Lloyd-Lucas	CWICB
Designated Clinical Officer (DCO) and Consultant Paediatric Community Nurse	David Widdas	SWFT
Lead Commissioner (Family Wellbeing)	Rob Sabin	WCC
RISE Head of Service	Michelle Rudd	CWPT
<b>Area 2: The fractured relationships with parents and carers and lack of clear communication and co-production at a strategic level</b>		
Assistant Director, Children & Families	John Coleman	WCC
Development Team Manager, Children & Families	Jo Hunt	WCC
Voice, Influence and Change Development Officer	Sam Craven	WCC
Head of SENDAR and Strategy Commissioning Lead	Ross Caws	WCC
Delivery Lead - Marketing and Communications	Lisa Mowe	WCC
Warwickshire Parent Carer Voice	Elaine Lambe	WPCV
Head of Transformation (Children and Young People)	Heather Kelly	CWICB
C&F Social Work Operational Team Leader	Shinderpaul Bhangal	WCC
Warwickshire SENDIAS Coordinator	Elaine Harvey	SENDIAS
<b>Area 3: Incorrect placement of some CYP with EHC plans in specialist settings, and mainstream school leaders' understanding of why this needs to be addressed.</b>		
Head of SEND and Inclusion and Educational Entitlement	Marie Rooney	WCC
School Improvement Commissioning Lead	Margot Brown	WCC
Warwickshire Parent Carer Voice	Tricia Elliot	WPCV
Principal Educational Psychologist	Tracey Underwood	WCC
Project Manager	Mohammed Abrar	WCC

<b>Area 4: The lack of uptake staff training for mainstream primary and secondary school staff to help them understand and meet the needs of CYP with SEND</b>		
Head of SEND and Inclusion and Educational Entitlement	Marie Rooney	WCC
Interim Head of Education	Chris Baird	WCC
Service Manager for Early Help and Targeted Support Services	Marina Kitchen	WCC
SEND Business Change Lead (Written Statement of Action)	Kirsty Anderson	WCC
Head Teacher rep, SEND and Inclusion Change Programme	Matthew Bown	WCC
School Improvement Lead Commissioner, Education	Debbie Hibberd	WCC
School Improvement Lead Commissioner	Margot Brown	WCC
Senior Educational Psychologist	Tracey Underwood	WCC
Senior Joint Commissioner for Learning Disabilities and Autism	Michelle Cresswell	WCC & CWICB
Delivery Lead - Marketing and Communications	Lisa Mowe	WCC
Head Teachers/School Representatives	Julie Miles, Gill Bowser, Jen James, Sam Godfrey, Nick Evans	Warwickshire schools
Associate Director of Workforce and OD	Mark Ratley	CWPT
Warwickshire Parent Carer Voice	Tricia Elliot	WPCV
Whole School SEND	Alison Parr, Dawn Cranshaw, Conrad Bourne	
<b>Area 5: The quality of the online local offer</b>		
Family Information Service (FIS) Operations Manager	Jo Rolls	WCC
Family Information Service (FIS) Officer	Linda Saw	WCC
Project Manager	Max Beesley	WCC
Manager EMTAS and SEND & Inclusion Change Programme Integrated Services Lead	Tammy Mason	WCC
Warwickshire Parent Carer Voice	Melissa Odling	WPCV

# Appendix 3 - Glossary

Abbreviation	Definition	Abbreviation	Definition
<b>AAG</b>	Area Analysis Group (schools)	<b>DMO</b>	Designated Medical Officer
<b>AATI</b>	Attachment and Trauma Informed	<b>DSG</b>	Dedicated Schools Grant
<b>ABP</b>	Area Behaviour Partnership	<b>DSL</b>	Designated Safeguarding Lead
<b>ACEs</b>	Adverse Childhood Experiences	<b>DSW</b>	Designated Social Worker
<b>ADHD</b>	Attention Deficit and Hyperactivity Disorder	<b>EDT</b>	Emergency Duty Team
<b>AEP</b>	Alternative Education Provision	<b>EET</b>	Education Entitlement Team
<b>ALDAAR</b>	Autism & Learning Disability Admission Avoidance Register	<b>EET</b>	Education Employment Team
<b>ALT</b>	Acute Liaison Team	<b>EHCP</b>	Education, Health and Care Plan
<b>AP</b>	Alternative Provision	<b>EHCna</b>	Education Health and Care needs assessment
<b>ASC</b>	Autistic Spectrum Condition	<b>EHE</b>	Elective Home Education
<b>ASD</b>	Autistic Spectrum Disorder	<b>EMTAS</b>	Ethnic Minorities and Traveler Achievement Service
<b>AQA</b>	Assessment and Qualification Alliance	<b>ENAS</b>	Extended Non-Attendance at School
<b>BSL</b>	British Sign Language	<b>EP</b>	Educational Psychologist
<b>CAMHS</b>	Child and Adolescent Mental Health Service	<b>EPS</b>	Educational Psychology Service
<b>CCN</b>	Community Children's Nursing	<b>EY</b>	Early Years
<b>CETRs</b>	Care Education Treatment Reviews	<b>EYFS</b>	Early Years Foundation Stage
<b>CHC</b>	Continuing Health Care	<b>FAP</b>	Fair Access Protocol
<b>CHSWG</b>	Children's Hearing Service Working Group	<b>FE</b>	Further Education
<b>CIN</b>	Child in Need	<b>FIS</b>	Family Information Service
<b>CiN</b>	Communication and Interaction Needs	<b>FLT</b>	Flex Learning Team
<b>CLA</b>	Child(ren) Looked After	<b>FTE</b>	Full-Time Equivalent
<b>CLDT</b>	Community Learning Disability Team	<b>GCSE</b>	General Certificate of Secondary Education
<b>CORC</b>	Child Outcomes Research Consortium	<b>GLD</b>	Good Level of Development
<b>COVID</b>	Coronavirus Disease	<b>GP</b>	General Practitioner
<b>CQC</b>	Care Quality Commission	<b>GRT</b>	Gypsy Roma Traveller
<b>CVS</b>	Community Voluntary Sector	<b>HCP</b>	Healthy Child Programme
<b>CWICB</b>	Coventry & Warwickshire Integrated Care Board	<b>HELAC</b>	Health Looked After Children
<b>CWD</b>	Children with Disabilities	<b>HI</b>	Hearing Impairment
<b>CWDT</b>	Children with Disabilities Team	<b>HV</b>	Health Visitor
<b>CWPT</b>	Coventry and Warwickshire Partnership Trust	<b>ICB</b>	Integrated Care Board
<b>CYP</b>	Children and Young People	<b>IDACI</b>	Income Deprivation Affecting Children Index
<b>DCO</b>	Designated Clinical Officer	<b>IDS</b>	Integrated Disability Service
<b>DfE</b>	Department for Education	<b>IEP</b>	Individual Education Plan

<b>IHCP</b>	Health Care Plan	<b>QoL</b>	Quality of Life
<b>ILACS</b>	Inspection of Local Authority Children's Services	<b>RWM</b>	Reading, Writing and Maths
<b>ILEAP</b>	Inclusive Leisure Education Activity Project	<b>SDQ</b>	Strengths and Difficulties Questionnaire
<b>IPBS</b>	Intensive Positive Behaviour Support	<b>SEF</b>	Self-Evaluation Framework
<b>ISP</b>	Independent Specialist Provision	<b>SEMH</b>	Social, Emotional and Mental Health
<b>IST</b>	Intensive Support Team	<b>SEN</b>	Special Educational Needs
<b>JSNA</b>	Joint Strategic Needs Assessment	<b>SEND</b>	Special Educational Needs and Disabilities
<b>KPI</b>	Key Performance Indicator(s)	<b>SENDAR</b>	SEND Assessment and Review Service
<b>KS</b>	Key Stage	<b>SENCO</b>	Special Educational Needs & Disabilities Coordinator
<b>LA</b>	Local Authority	<b>SENDIAS</b>	SEND Information and Advice Service
<b>LD</b>	Learning Disability	<b>SENS</b>	SEND Support
<b>LGA</b>	Local Government Association	<b>SICP</b>	SEND and Inclusion Change Programme
<b>LTP</b>	Local Transformation Plan	<b>SN</b>	School Nurse
<b>MASH</b>	Multi-Agency Safeguarding Hub	<b>SPA</b>	Single Point of Access
<b>MEG</b>	Multi-Agency Panel (Health)	<b>SRS</b>	Session Rating Scale
<b>NDTI</b>	National Development Team for Inclusion	<b>STS</b>	Specialist Teaching Service
<b>NEET</b>	Not in Education, Employment or Training	<b>SWFT</b>	South Warwickshire Foundation Trust
<b>NHS</b>	National Health Service	<b>TCP</b>	Transforming Care Partnership
<b>ORS</b>	Outcome Rating Scale	<b>VCS</b>	Voluntary Community Services
<b>OT</b>	Occupational Therapy	<b>WCC</b>	Warwickshire County Council
<b>PACT</b>	Paediatric Autism Communication Therapy	<b>WinCKs</b>	Warwickshire Inclusion Kitemarking Scheme
<b>PCF</b>	Parent Carer Forum	<b>WYJS</b>	Warwickshire Youth Justice Service
<b>PEP</b>	Personal Education Plan	<b>YP</b>	Young Person
<b>PVI</b>	Private, Voluntary, and Independent		

**Children & Young People Overview & Scrutiny Committee****Nuneaton Education Strategy Update**

14 February 2023

**1.0 Background**

1.1 The Nuneaton Education Strategy (NES), which was endorsed by cabinet 19<sup>th</sup> March 2020 was set up with the aims of :

- Raising educational aspirations in the town and community
- Recruiting and retaining the best teachers
- Supporting parents to make a positive contribution to their children's educational outcomes and get them ready for work and life
- Helping schools and teachers to raise standards
- Work with businesses to give young people valuable work experience to increase employability

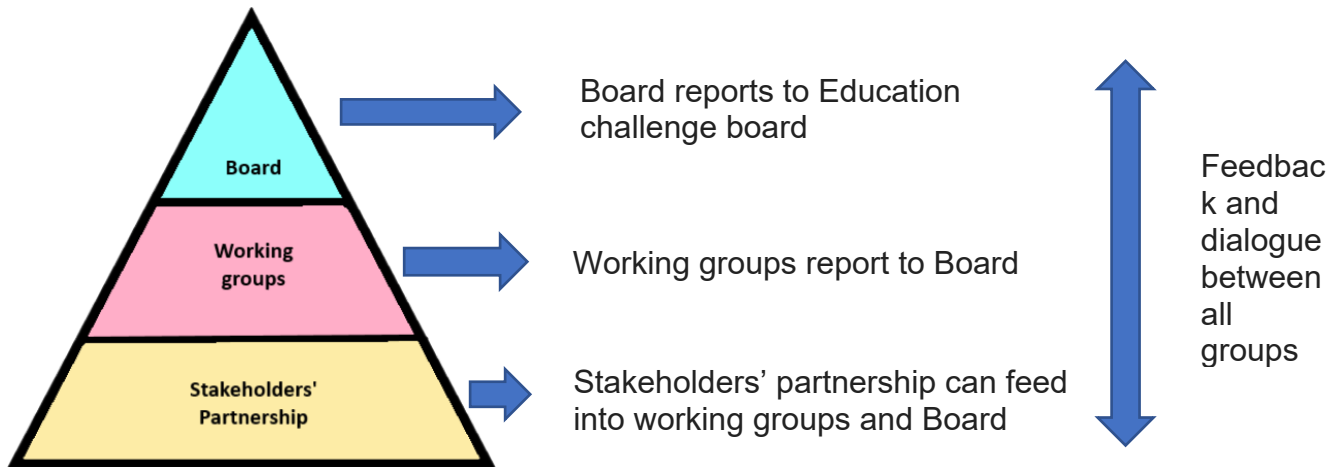
1.2 The work is organised into three strands, focusing on three phases of education (early years, schools, preparation for work).

**2.0 New structure 2022**

2.1 A new governance structure was established to streamline oversight and delivery. This was in response to the half-termly NES Steering Group meetings becoming increasingly popular, with 67 members including county and borough council officers and elected members; school and multi academy trust leaders; representatives from early years setting and post 16 settings and representatives from community groups with a link to education.

2.2 Following feedback from members and other partners a new structure was implemented as follows:

## New structure



- 2.3 The new NES Board, which has had its inaugural meeting and continues to meet termly, includes around 10 members, including all the strand leads and the NES coordinator. The Board has oversight of the NES budget and provides the strategic steer, scrutiny and challenge. Membership includes volunteer representatives from Nuneaton education settings (all phases). See appendix 1 for the list of members of the group.
- 2.4 The Strand Working groups will meet as required to deliver the work required. Membership includes those with interest in the strand as well as those able to facilitate the aims of the strand.
- 2.5 The Stakeholder's Partnership is made up of anyone with an interest in the work of the NES and provide a 'sounding board' of the NES work we well as a communication channel to the wider Nuneaton community.

### 3.1 Strand 1: Best Possible Start

- 3.1.1 The focus for the group is the '50 things to do before you are five' programme which is being developed based on a model from Bradford. An app has been created and launched, including local Warwickshire activities to support the development, learning and school readiness of 0–5-year-olds.
- Since launching, there have been over 3000 downloads of the app in Warwickshire, with the Nuneaton postcode CV10 having the most downloads.



- The programme was launched at an event in June 2022 at Stockingford Early Years centre and Library. This was a partnership between the NES, Stockingford Nursery, WCC Library Services and Adult and Community Learning (ACL). Each child attending the nursery (around 120 across the day) was given a goody bag with 50 Things app information. Throughout the day there were preschool library sessions taking place, as well as the ACL team encouraging parents to sign up for their courses as well as engage with the app. Each activity related back to content on the app so that parents could get used to using the app and could see its benefits.
- There will be a new lead for the strand, with Sharon Kindred (Lead Commissioner for School and Early Years Improvement) taking on the planning and activities for the strand from Feb 2023.

3.1.2 The Early Years and Childcare, Sufficiency and Business Team are reviewing partnership working and supporting marketing in Nuneaton to raise awareness of the free early years' entitlement for 2,3 and 4 year olds. The take up of the two-year-old benefits related funding for those eligible families in the summer term for the last three years is detailed below:

Term	Take up of two-year-old funding of children eligible according to the Department for Education
Summer term 2020 (June)	64% <sup>1</sup>
Summer term 2021	73%
Summer term 2022	64%

Covid and the cost of living crisis is continuing to change the economic circumstances of families and we are seeing an increase in applications for funded two year old places, which are dependent on receipt of benefits.

## 3.2 Strand 2 Empowering Schools

3.2.1 Headteacher members of the subgroup have remained proactive despite the demands schools currently face in the post Covid landscape. This has enabled the work of this strand to continue to move at pace.

3.2.2 The Nuneaton Education Alliance (NEA) is well established and continues to offer professional development opportunities, school to school support and recruitment and retention initiatives. The organisation of the NEA is owned by the school leaders that form the steering group.

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<sup>1</sup> 2020 data covers the whole of Nuneaton and Bedworth, the subsequent data (2021/22) is for Nuneaton only.

3.2.3 The NEA continue to spearhead the training and use of the Thrive approach<sup>2</sup> in schools. In 2020 when the approach was introduced in schools there were 3 Nuneaton schools who took part. The NEA have now managed to ensure that the 18 Nuneaton schools listed below use the Thrive approach:

1. Glendale Infant School	11. George Eliot School
2. Middlemarch Junior School	12. Values Academy
3. Stockingford Academy	13. The Hartshill School
4. Chilvers Coton Infant School	14. St Pauls Primary School
5. Milby Primary School	15. Queens Junior School
6. Arley Primary School	16. Abbey Infant School
7. Michael Drayton Junior School	17. Oakwood Primary School
8. Galley Common Infant School	18. Park Lane School
9. Nathaniel Newton Infant School	19. St Nicholas Cof E Academy
10. The Nuneaton Academy	

3.2.4 In addition to the schools above, Nuneaton Significant Adults (SAP) have received Thrive Licensed Practitioner training via consortium funding. This supports schools without Thrive subscription/licensed practitioners increasing impact/numbers. SAPs are able to profile those they are supporting, develop action plans and evaluate impact using the system.

3.2.5 Through feedback from the NEA and the consortium, it was identified in 2022 that schools would benefit from specific Autism staff wide training. The NEA worked with an Autism Specialist Teacher and Trainer to provide a series of online training sessions for school staff and these took place February 2022. Each session had around 50 live attendees with a further 50 benefiting from a recording of the training afterwards. The sessions were as follows:

Autism and challenging behaviours	Understanding Autism and attachment disorder
Understanding and supporting girls on the Autism spectrum	Social stories training
Autism and sensory processing differences	Using comic strips.

The feedback from the training was very positive, with teachers commenting that it helped them improve their support for their pupils living with ASC. The training proved so popular that it is currently being repeated in Feb 2023 with around 40 members of staff signed up for each session,

<sup>2</sup> The Thrive Approach is away of supporting children with their emotional health; wellbeing and social skills; all of which are needed to facilitate effective learning taking place.

- 3.2.6 As a follow up to the Autism training, a small informal parent support network has been established for parents with children on the Autism Spectrum. Advertised through school SENCos parents were invited to 6 weeks of workshops with the same trainer offering support, information and advice, taking place at Nuneaton Library in November 2022. Each session was oversubscribed with parents able to share their experiences and receive advice from the autism expert. At least 10 parents attended each session, and as of February 2023 the group have kept in touch and are informally meeting to support each other. The feed back from the sessions was overwhelmingly positive with one parent saying:  
*'This was an absolutely fantastic course. Louise who took the course was superb. The fact that she is highly trained in this area, and also has personal experience of a child with autism is of the utmost help. I am truly grateful that our paths crossed and to have had the opportunity to access all the information and resources that Louise provided.'*
- 3.2.7 To continue the idea that the NEA encourages partnership working between schools, a series of Continued Professional Development has been put together for secondary teachers to lead sessions for primary colleagues on their specialist subject to explore how it is taught at secondary phase and how this can be linked with primary teaching methods. Secondary teachers volunteered to lead the sessions after school and it allowed networking between secondary and primary phases in a way not carried out before. The first sessions, which took place in June 2022 were as follows:

Geography – fieldwork throughout KS1 and KS2	History – integrating artefacts into lessons
STEM – ideas for STEM projects, collaborating science with technology and engineering at KS1 and 2	PE – gymnastics: how to teach forward and backward rolls; cartweels etc safely
French – memorable teaching strategies for sentence structure	Music – composition, vocabulary and notation. Assessment and progression through the primary curriculum
Food tech – what progression in the subject looks like and practical activities	RE- Buddhism and Judaism and the links with other religions at KS1 and 2
Art – figure drawing at KS1 and 2	

The second set of sessions took place in November 2023 and were as follows:

History, using artefacts in the classroom	Music – composition
PE Gymnastics	Computing and coding
Food tech – evaluating food products	Art - sculpture
RE for the primary age group	Science – how to conduct and write up experiments

All schools involved have commented that they have found the sessions useful to improve the working relationships between secondary and primary teachers as well as subject knowledge and curriculum improvement.

- 3.2.8 The NEA are working with the Education Endowment Foundation (EEF) on providing bespoke learning behaviour training for Nuneaton schools. This is being match funded by WCC and has been offered to all Nuneaton schools, of which 19 will be taking part. This includes all 7 schools that EEF have recognised as ‘priority’ schools, identified by high disadvantage and being below national attainment. This has also led to Nuneaton schools taking part in a Research advocate programme with the EEF.
- 3.2.9 There is a further focus on recruitment and retention strategies which includes gathering good practice and effective models. The NEA are offering a funded programme for the new Early Careers Teachers Framework. It is being delivered through the Best Practice Network and is being led by teachers and leaders from Nuneaton schools (with Higham Lane School coordinating the project). The offer is unique to Nuneaton and will help to foster a relationship of collaboration through the schools as well as working to retain high quality staff.
- 3.3.1 **Strand 3 Ready for Work and Life**
- 3.3.2 This strand is now led by Stephanie Hodgson, Technical Specialist Employability & Post 16.
- 3.3.3 A Nuneaton careers task and finish group was set up with career leads from all Nuneaton secondary schools and representatives from sixth form providers and the Warwickshire Skills Hub. The success of the group has led to the establishment of the Nuneaton Careers Alliance which has the following mission:

*The young people of Nuneaton will have good quality careers information, advice and guidance, along with exposure to a range of quality careers activities. The education providers and careers professions are stronger together, collaborating to achieve the best outcomes for the young people of Nuneaton.*

The meetings take place every half term and allow Nuneaton careers leads to share existing careers provision in schools and discussed ways to work together to improve outcomes and overcome common barriers. Prospects, who are contracted to work with Not in Education, Employment or Training (NEETs) in Nuneaton are also new members of the group and want to improve their communication with schools to encourage a reduction in the overall NEET numbers.

3.3.4 The members of the Careers Alliance worked closely with North Warwickshire and South Leicestershire College (NWSLC) to put on a STEAM (Science; Technology; Engineering; Art and Maths) careers event which was held in July 2022.

- The first part of the event was a virtual careers platform hosted by Coventry and Warwickshire Local Enterprise Partnership.
- The event, held over two days at the NWSLC campus, was attended by groups of pupils from each Nuneaton secondary school and showcased a range of information for the young people about careers in STEAM industries. The NCA provided funding for the schools to transport their students to the event, as this was identified as a barrier leads in their careers support programme.
- The event included employers such as:

WinVic	Triumph	Cotswold Financial Planning
NHS	MIRA	Wincanton
Meggitt		

as well as further information on post 16 study.

- The employers gave practical demonstrations and talked to the young people about interview and other employability skills.

- **84** Nuneaton year 10 students attended (unfortunately one of the school cohorts were impacted by a Covid outbreak the week of the event, but over 100 students were registered) alongside students from other areas.
- Of all the students in attendance over the two days 94.4% found it useful and would like to attend a similar event again.
- As the feedback is so positive and with the support of the NCA, it is likely that the event will take place again at NWSLC in Spring 2023.

3.3.5 The Student Lounge project at Saints, Nuneaton has proved popular and successful. The Saints building is open for young people after school to drop in for study advice, careers advice and any other information. The original predictions for the project were that around 40 young people would attend per session, but some sessions are reaching up to 70 young people, who are reporting that they appreciate the study support and a warm, welcoming place to go after school. One of the Student Lounge sessions a week is being funded and run by the team at Think Higher<sup>3</sup> and is targeting the young people in Nuneaton who may be thinking of going on to Higher Education.

#### **4.0 Links with the Warwickshire Cultural Education Partnership (WCEP)**

- 4.1 The NES coordinator has been working with the steering group for the WCEP which has members such as the Royal Shakespeare Company, Compton Verney, Motionhouse and WCC and has the aim of increasing the engagement of young people with the arts<sup>4</sup>.
- 4.2 There is a youth board for the CEP, which we are trying to increase the number of Nuneaton young people taking part.
- 4.3 An arts based careers event will be taking place on the 20<sup>th</sup> Feb at the new KECs W building in Ropewalk, Nuneaton. There will be talks from the RSC, the BBC as well as local artists (Alisha Miller) talking about their pathway to becoming an artist. The event is being led by WCC Heritage and Culture team, with support from Sarah Cox.

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<sup>3</sup> Think Higher is the local network for Coventry & Warwickshire and partners include University of Warwick, Coventry University, Warwickshire College Group and North Warwickshire and Hinckley College, as well as the Local Enterprise Partnership and both Coventry City and Warwickshire Councils.

<sup>4</sup> Nuneaton and Bedworth Borough has been identified by the Arts Council as a 'Priority Place' - an area where engagement with the arts is low, so more investment will be put in place. See <https://www.artscouncil.org.uk/your-area/priority-places-and-levelling-culture-places>

- 4.4 There is an opportunity for young people to take part in experience of being on the board of an Arts organisation which is being offered out as of October 2022. The Abbey Theatre, Nuneaton is included in this project and will be taking on their young person shortly.

## 5.0 Summary

- 5.1 The members of the Strategy Board continue to work at pace despite the current and continuing circumstances, demonstrating a significant passion to make a difference to the town of Nuneaton through successful delivery of this strategy.

## 6.0 Background Papers

None

	<b>Name</b>	<b>Contact Information</b>
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Lead Member	Cllr Kam Kaur Portfolio Holder for Education & Learning	

The report was circulated to the following members prior to publication:

Local Member(s): None

Other members: None

**Appendix A**  
**Members of the Nuneaton Education Strategy**

**Warwickshire County Council:**

Chris Baird, Assistant Director for Education (Contractor)

Sarah Steer Service Manager

Margot Brown School Improvement Commissioning Lead

Stephanie Hodgson Technical Specialist Employability & Post 16

Sarah Cox Nuneaton Education Strategy Coordinator

Sophie Thompson School Improvement Network Lead

Cllr Kam Kaur Portfolio Holder for Education

**Other:**

Lynsey Smith, Vice Principal King Edwards Sixth Form College Nuneaton

Diane Compton-Belcher Headteacher Michael Drayton Junior School

Georgina Mawdsley Headteacher Middlemarch Junior School

Homeria Zakary Headteacher George Eliot Academy

Cllr Michael Green Nuneaton and Bedworth Borough Council



**Children and Young People Overview and Scrutiny Committee: February 2023**

Item	Report Detail	Date of Meeting
Questions to Cabinet Portfolio Holders	Up to 30 minutes of the meeting are available for members Committee to put questions to the Cabinet Portfolio Holder for Education and Learning and Cabinet Portfolio Holder for Children's Services.	Standing items for every meeting
Updates from Cabinet Portfolio Holders and Assistant Directors	Cabinet Portfolio Holders and Assistant Directors are invited to provide any updates they have on issues within the remit of the Committee.	
Corporate Parenting Panel Update	Portfolio Holder for Children & Families is invited to provide an update on the work of the Corporate Parenting Panel.  To include an update from the Children in Care Council and other forums.	
Integrated Performance Report	Quarterly performance updates presented to the Committee.	Quarterly Reports – next due at <b>14/02/2023</b>
Report Detail		Date of Meeting
<ul style="list-style-type: none"> <li>• Post-16 Participation in Education, Employment and Training Performance Report 2022</li> <li>• Cultural Change in Children's Social Care – performance and sustainability plan (to include information on Keeping Families Together)</li> <li>• Local Area SEND Inspection Update – for information only (to be included in the agenda pack)</li> <li>• Nuneaton Education Strategy Update – for information only (to be included in the agenda pack)</li> </ul>		14 February 2023

Report Detail	Date of Meeting
<ul style="list-style-type: none"> <li>Outdoor Education progress</li> <li>Children &amp; Family Centres – Outcome of Independent Review</li> </ul>	11 April 2023
<ul style="list-style-type: none"> <li>School Admissions Review to include update on transfer offers and in year arrangements</li> </ul>	13 June 2023
	14 November 2023
	27 February 2024

### Future Items to be added to the Work Programme

- Visit for the Committee to be arranged to the Warwickshire Academy (Formerly the PEARS site)
- Joint meeting with the Adult Social Care and Health OSC in relation to Mental Health and its impact on Children
- Children missing school/NEETS

**Motions from Council** – none currently

### Briefing Notes/Information to be circulated outside the meeting

- CYP Customer Services Report – *Power BI links emailed to all members 23.01.2023*
- Post Covid – impact on services/RISE/Family Support Workers etc
- Information in relation to the work done by the Closing the Gap Board (ahead of a full item at a future meeting)
- SEND Change Programme – (requested by Cllr Kaur) from Ruth Bell & Duane Chappell

**Items on the Forward Plan relevant to the remit of the Committee**

Decision	Description	Date due	Decision Maker
Education Attainment Working Group Report	Overview of the findings of the Education Attainment Task and Finish Group	16 February 2023	Cabinet
Education Capital Programme 2022/23	Funding approval for capital projects in support of the provision of school places in Warwickshire	21 March 2023	Council (to be considered by Cabinet 16 <sup>th</sup> March 2023)

**Next Committee Meeting – please note additional meetings may be added for additional agenda items such as performance reviews. These meetings will be held at Shire Hall, Warwick unless otherwise stated.**

- 26 April 2023 @ 2pm
  - 13 June 2023 @ 10am
  - 14 November 2023 @ 10am
  - 27 February 2024 @ 10am
- **Next Chair and Spokes Meeting - these meetings will be held virtually via Microsoft Teams**
    - 29 March 2023 @ 10am
    - 23 May 2023 @ 10am
    - 25 October 2023 @ 10am
    - 13 February 2024 @ 10am

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