

## CHILDREN AND LEARNING SCRUTINY PANEL

## APPENDIX 1

### Early Help - Improving Outcomes for Children, Young People and Families – ACTION PLAN

SCRUTINY RECOMMENDATION	PROPOSED ACTION	UPDATE
<p><b>a) That the Local Authority, in consultation with partners (including schools) defines a more effective, and inclusive process for assessing school readiness - to be reported upon by the Supporting Communities Service.</b></p>	<ul style="list-style-type: none"> <li>• New model for Council delivery against school readiness agenda agreed</li> <li>• School Readiness Team established</li> <li>• New assessment process agreed with partners (inc. Health Visitors &amp; Primary Schools)</li> </ul>	<p>Detailed work undertaken jointly with Health Visiting Service to agree Incremental Change Model, measuring child progress against nursery and school readiness (attached). Model due to be formally launched in July 2016, but implementation underway in conjunction with new Health Visiting Provider. This may be worth presenting in detail at the scrutiny meeting itself.</p> <p>School Readiness Team established in 2015 is being expanded in October 2016 to include all early years provision.</p>
<p><b>b) That specific outcomes pertaining to Early Help, and measured throughout 2015/16, be reported to the Children and Learning Scrutiny Panel.</b></p>	<ul style="list-style-type: none"> <li>• Existing annual school readiness measure to be reported to C&amp;L Scrutiny Panel</li> <li>• Data from new assessment process to be reported to C&amp;L Scrutiny Panel once available</li> </ul>	<p>School readiness increased from 50% in 2014 to 56% in 2015. This measures the proportion of pupils reaching a 'Good' level of development against Ofsted's Early Years Foundation Stage Profile.</p> <p>The new Incremental Change Model will provide data at each stage leading up to nursery and school readiness, but children only being recorded through that system from July 2016 onwards.</p>

<p><b>c) That the excellent work of, and approach taken by, the Stronger Families Programme is commended and embedded within the service area, to ensure it is not wholly dependent upon fixed-term funding.</b></p>	<ul style="list-style-type: none"> <li>• Full Stronger Families service to be developed around Troubled Families methodology</li> </ul>	<p>The Troubled Families way of working has been embedded across the service. The Troubled Families Team have been brought into the Early Help Hub to ensure that processes are aligned as well as outcomes.</p> <p>Further investment in early 2016 on improving family practice and casework management will generate improved outcomes from October 2016 onwards, and enable Troubled Families funding to be maximised.</p> <p>A new service structure, including a specific Family Casework Team will be implemented from October 2016, which relies on a reducing contribution from Troubled Families funding over a four year period. At present the contribution of fixed term funding is less than ¼ of the expenditure on family work.</p>
<p><b>d) That an Overarching Information Sharing Protocol is devised that conveys agreed guidance for sharing personalised information between agencies. All partners to be asked to sign up to the protocol at the event referred to in recommendation i) – this includes the health service, the police, the Department of Work and Pensions (DWP) and schools.</b></p>	<ul style="list-style-type: none"> <li>• Effective information sharing protocol to be established and trialled</li> </ul>	<p>Information sharing protocols are all in place between the named partners. There are still restrictions on what can be shared, and why, but these are constrained by legislation. Local arrangements are in place to work around these restrictions wherever possible.</p> <p>Data sharing issues are not currently a significant barrier to progress.</p>

<p><b>e) With commissioning responsibility of children’s 0-5 public health services transferring to local authorities, that the Local Authority holds joint planning meetings with the health service to:</b></p> <ul style="list-style-type: none"> <li>• Fully reinstate and review the process whereby children’s centres receive early notification of all local pregnancies i.e. midwives completing a form with the mother, at the booking appointment, which gives the children’s centre permission to contact the mother.</li> <li>• Establish a breastfeeding initiative, like Blackpool’s, to increase breastfeeding rates and promote the benefits to the baby - which go on into later life. The initiative should reach out to young mothers from disadvantaged areas, who are less likely to breastfeed.</li> </ul>	<ul style="list-style-type: none"> <li>• Joint planning meetings to be held with Public Health and existing 0-5 provider</li> <li>• Data sharing arrangement to be re-established</li> <li>• Breastfeeding initiative to be established through Community Hubs</li> </ul>	<p>Joint planning of provision relating to early years have been held between Public Health, Stronger Families and the new provider of the Health Visiting Service. The Public Health and Stronger Families services have worked closely together to jointly specify the new Health Visiting Service.</p> <p>Joint arrangements between the new Health Visiting Service and Stronger Families are in place (including some co-location). This has culminated in the Incremental Change Model referred to above (which is recommended for presentation to the Scrutiny Panel).</p> <p>Breastfeeding initiatives have been embedded in the Children’s Centres in recent months, although significant progress is still needed across the whole system. A separate Scrutiny Review of Breastfeeding has been undertaken to consider these issues.</p>
<p><b>f) That all children’s centres develop an effective outreach strategy, including measureable targets and outcomes that reflect OFSTED’s framework for inspection, to draw in isolated and ‘hard to reach’ families.</b></p>	<ul style="list-style-type: none"> <li>• Effective Outreach Strategy established within new operating model</li> </ul>	<p>Outreach approach significantly improved, and meeting Ofsted requirements.</p> <p>Each Children’s Centre going through a six month improvement plan to embed consistent culture across them all (the main reason for varying performance between them). This will ensure both outreach and</p>

		<p>on-site activities are better targeted and achieve greater impact.</p> <p>A new model of delivery is being trialled, through the transfer of Abingdon Children's Centre into the management of Abingdon Primary School to provide a more seamless integration with school entry.</p> <p>New operating model being implemented (see Incremental Change Model above) in conjunction with Health Visiting Service incorporates the outreach element.</p>
<p><b>g) That workforce development plans be further developed to ensure that everyone working with children and families, especially disadvantaged groups, receive appropriate training on language development, in addition to engaging and working with parents. The importance of language skills needs to be more actively promoted. This will ensure that every member of staff is equipped with:</b></p> <ul style="list-style-type: none"> <li>• <b>The knowledge and skills required to make an assessment of need.</b></li> <li>• <b>Knowledge and understanding of children's early language development and how to support it.</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>New Children's Workforce Development Framework to be expanded to include training around engaging with parents</b></li> <li>• <b>New Children's Workforce Development Framework to be expanded to include training around language development</b></li> </ul>	<p>Workforce development framework includes support around engaging with parents and language development.</p>

<p><b>h) That there is an increase in capacity with regards to early language and development specialists. The purpose being to enable the delivery of one-to-one intensive home-based outreach support to disadvantaged families - combining parenting skills, speech, language and communication skills, and play sessions. This outreach work will focus on the crucial importance of the early stages of child development and support will be planned and tailored to meet individual circumstances.</b></p>	<ul style="list-style-type: none"> <li>• Additional early language and development activity to be built in to the School Readiness model</li> </ul>	<p>Language development included within the new Incremental Change Model to ensure expected progress is being achieved by children. This increases the focus on language development by Children’s Centre staff, as well as providing the context for more appropriate referrals into specialist services.</p>
<p><b>i) Alongside the partnership meetings already taking place - That the Local Authority organises an event, and the Mayor be invited to host, whereby all key partners – including schools, are invited. The purpose of the event being to specifically focus on:</b></p> <ul style="list-style-type: none"> <li>• <b>Discussing how Early Help services can be improved and developed.</b></li> <li>• <b>Signing up to the Overarching Information Sharing Protocol (see recommendation d) - The event will provide the most appropriate platform to convey that information</b></li> </ul>	<ul style="list-style-type: none"> <li>• Early Help event to be held with partners</li> </ul>	<p>Multi-agency events have been held both locally and sub-regionally to improve co-ordination of activity - in relation to embedding Troubled Families, improving early help and data sharing. A regional network has subsequently been set up to take this work forward.</p> <p>The Peer Review of Early Help, and subsequent Ofsted inspection at the back end of 2015 brought partners together specifically to consider improvements and define a future action plan – which is now available.</p> <p>The Children and Young People’s Partnership holds the clear remit around</p>

<p>sharing is essential to enable early intervention and preventative work, for safeguarding and promoting the welfare of children, young people and families.</p> <ul style="list-style-type: none"> <li>• <b>Discussing and agreeing new ways of working, referring to examples of local practice validated by the Centre for Excellence and Outcomes (C4EO). For example, Operation Encompass - a protocol whereby schools are informed of when a child or young person had been involved in a domestic incident, this allows for the provision of immediate early intervention support.</b></li> </ul>		<p>early help in Middlesbrough and has been instrumental in developing a clear early help offer in the town that details the roles of individual agencies. This may be suitable for presentation to the Scrutiny Panel.</p> <p>In relation Operation Encompass, this has now been adopted in Middlesbrough and has had a significant effect on the understanding that schools have developed around the impacts of domestic abuse.</p>
<p><b>j) That the Local Authority continues to be committed to identifying problems early and intervening effectively in order to improve outcomes for children, young people and families.</b></p>	<ul style="list-style-type: none"> <li>• Early Help / Early Intervention principles to be embedded in entire service design for Supporting Communities</li> </ul>	<p>The Supporting Communities Service has been developed around the role of Early Help and is being reshaped further in October 2016 to ensure clarity of impact in supporting individual families.</p> <p>A major data system has been purchased and implemented to underpin this work across the service and provide detailed analytical information on a family by family basis. This system is now in place and the data output is driving the further reorganisation of the service.</p>