



**Notice of a public meeting of
Learning & Culture Policy and Scrutiny Committee**

To: Councillors Taylor (Chair), Fenton (Vice-Chair), Dew,
Looker, Jackson, K Myers and Wells
Dr Dickinson (Co-opted Statutory Member)

Date: Wednesday, 27 January 2016

Time: 5.30 pm

Venue: The Thornton Room - Ground Floor, West Offices (G039)

AGENDA

1. Declarations of Interest

At this point, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda

2. Minutes (Pages 1 - 6)

To approve and sign the minutes of the meeting held on 25 November 2015.

3. Public Participation

At this point in the meeting members of the public who have registered to speak can do so. The deadline for registering is **5.00pm on Tuesday 26 January 2016**. Members of the public can speak on agenda items or matters within the remit of the committee.

To register to speak please contact the Democracy Officers for the meeting, on the details at the foot of the agenda

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- 4. 2015/16 Second Quarter Finance and Performance Monitoring Report - Learning & Culture** (Pages 7 - 20)

This report analyses the latest performance for 2015/16 and forecasts the financial outturn position by reference to the service plans and budgets for all of the relevant services falling under the responsibility of the Director of Communities & Neighbourhoods and the Director of Children's Services, Education & Skills.
- 5. Report on 2No. Petitions Relating to Relocation of Carousel** (Pages 21 - 26)

This report presents information on two petitions received by the Council in regard to the relocation of the Carousel as part of the Christmas 2015 attractions, which were previously presented to Corporate & Scrutiny Management Committee in November 2015 as part of their regular schedule of Petitions.
- 6. Make it York Update on St Nicholas Fayre & Future of Parliament St Fountain**

The Managing Director of Make it York will be in attendance to give a verbal update on St Nicholas Fayre and the future of Parliament St Fountain

7. Standing Advisory Committee on Religious Education Annual Report & Review of York Schools' Agreed Syllabus (Pages 27 - 36)

This report provides information about the role of Standing Advisory Committee on Religious Education and presents its 2014-15 Annual Report to the committee. The report also provides information about the review of the agreed syllabus for Religious Education which has to be followed by all maintained schools.

8. School Improvement Update: Key Stage 4 Results 2015 (Pages 37 - 42)

This report provides further information about secondary school performance at the end of KS4 in 2015, together with an update to the school performance report presented to the scrutiny committee in October 2015.

9. Bi-annual Progress Report on Safeguarding & Looked After Children (Pages 43 - 66)

At a meeting of the Committee in June 2012 Members agreed to receive a six monthly update on key children's safeguarding issues. This report updates the Committee on key local and national safeguarding developments since July 2015.

10. Learning & Culture Policy and Scrutiny Committee Work Plan 2015/16 (Pages 67 - 68)

Members are asked to consider the Committee's workplan for the 2015-16 municipal year.

11. Urgent Business

Any other business which the Chair considers urgent.

Democracy Officers

Catherine Clarke and Louise Cook (job share)

Contact details:

- Telephone – (01904) 551031
- Email catherine.clarke@york.gov.uk and louise.cook@york.gov.uk

(If contacting by email, please send to both Democracy officers named above).

For more information about any of the following please contact the Democratic Services Officers responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

This information can be provided in your own language.

我們也用您們的語言提供這個信息 (Cantonese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی میا کی جاسکتی ہیں۔ (Urdu)

 (01904) 551550

City of York Council

Committee Minutes

Meeting	Learning & Culture Policy and Scrutiny Committee
Date	25 November 2015
Present	Councillors Taylor (Chair), Fenton (Vice-Chair), Dew, Looker, Jackson, K Myers, Wells and Mr E Thomas (Co-opted Statutory Member)
Apologies	Dr J Dickinson (Co-opted Statutory Member)

35. Declarations of Interest

Members were asked to declare any personal interests not included on the register of interests, any prejudicial interests or disclosable pecuniary interests which they might have in respect of the business on the agenda.

Councillor K Myers declared a personal interest in agenda item 5 (York Museums Trust: Renewing the Legal Relationship with the Council) as he was a trustee of York Museums Trust.

36. Minutes

Resolved: That the minutes of the last meeting of the Learning and Culture Policy and Scrutiny Committee held on 20 October 2015 be approved and signed by the chair as a correct record.

37. Public Participation

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

38. York Learning - Strategic Plan Update & Progress

Members considered a report which presented performance data from York Learning set against the strategic plan for the academic year 2015-16. The report also presented some initial judgements as part of the service's self assessment process. Officers provided an overview of the service and set

out some of the opportunities and challenges that the service would face during the forthcoming year. Members considered a detailed action plan and an update on progress against actions during the year so far.

Members noted that the intention was for the committee to receive a report as part of a regular reporting cycle to secure appropriate governance arrangements by establishing robust and strategic governance processes. This could be achieved by engaging more robustly with members of the scrutiny committee and encouraging discussion and questioning from committee members. Members agreed to receive these reports on a six monthly basis at their November and March meetings.

Members commented on various aspects of the report and officers provided further information in relation to specific issues. Members requested further information on income streams (income and costs) and it was agreed that this could be provided to members outside the meeting.¹

Resolved: That the report be noted and members' comments on the performance of York Learning and on the emerging self assessment judgements be taken into account.

Reason: To help monitor the service and ensure robust governance arrangements.

Action Required

1.E-mail committee members with requested income information

AG

39. York Museums Trust: Renewing the Legal Relationship with the Council

Members considered a report which presented them with information on the Performance Delivery Plan (PDP) negotiated by the Council and York Museums Trust to run from 2013-18. The committee was asked to consider whether it wished to undertake a scrutiny review to assist in the establishment of a new legal framework for the relationship between City of York Council and York Museums Trust (YMT). Members were advised that this new agreement was required to reflect new funding levels, foster a strong relationship between the Council and YMT, facilitate investment and allow better protection of the museums assets.

The Assistant Director (Communities, Culture and Public Realm) and YMT's new Chief Executive, Reyahn King, addressed the committee. They acknowledged that the current complex structure, which was suitable when

it was established, was not necessarily the most appropriate now that City of York Council had become a minority funder. It was noted that the current agreements between the Trust and the Council may also be dissuading potential major donors from giving collections to York.

Members acknowledged that the current arrangements were no longer fit for purpose as they had been established based on a level of funding which was no longer available. They agreed that it was very important to review the various documents which made up the council's legal agreements with the YMT and that this was a very timely opportunity to do so.

It was agreed that a task group be set up to carry out the review and the task group would comprise Councillors Dew, Fenton and Looker. It was noted that the review would need to be completed by February/March 2016 in order that its recommendations could be considered by the Executive Member for Culture, Leisure and Tourism in April 2016.

Resolved: That the committee proceed with a scrutiny review to assist in the establishment of a new legal framework for the relationship between City of York Council and York Museums Trust (YMT), as set out in the report.

Reason: To ensure due consideration is given to how best the Council may support the Trust to ensure its long term sustainability, to maintain its relationship with other funders, notably the Arts Council, and to continue to make major capital investment in the museums.

40. Update on Implementation of 'Narrowing the Gap' Scrutiny Review Recommendations

Members considered a report which provided them with an update on the implementation of the recommendations arising from the previously completed "Narrowing the Gap" scrutiny review.

The Director of Children's Services, Education and Skills, passed on apologies from the Assistant Director of Education and Skills' who had not been able to attend the meeting due to illness. He updated members on the gap in achievement between disadvantaged pupils and their peers at Early Years Foundation Stage, Key Stage 1 and Key Stage 2. Members noted that while there had been some improvements, particularly in early years where the gap had narrowed consistently between 2013 and 2015, performance across key stages and between individual schools remained

inconsistent. It was noted that data was not yet available for 2015 for Key Stage 4.

Members considered the update on how the recommendations of the scrutiny review had been implemented and the key principles focused on in the Closing the Gap strategy. It was acknowledged that the recommendations had formed the basis of city wide strategy on closing the gap.

Officers reported that that the Council now had a better understanding of the cohort of children, their significant levels of need and the barriers to learning which they faced. Members were advised that the city had started to develop a virtual network to share best practice with work taking place in geographic school clusters. Paragraph 15 referred to Annex 1 which was omitted from the agenda in error. Officers agreed to provide this to members following the meeting.² Officers explained that developing an approach which looked to develop the teams around clusters to support the closing the gap strategy was crucial to developing sustainable city wide capacity to close the gap. Various pieces of work across the city were beginning to develop this approach, including the development of new children's centre offer at Haxby Road, and officers advised they would be happy to provide further information on this in future.

Members felt that while some of the scrutiny recommendations had been implemented, some had not been addressed in the report or required clarification. Officers advised that they would welcome the committee's involvement in scrutinising the closing the gap strategy and outstanding recommendations over several years and it was agreed that the committee would receive a further reports on closing the gap to keep them updated.

Resolved: That the committee continues to receive regular updates on the impact of actions being taken to close the gap.

Reason: Improving the outcomes of disadvantaged pupils remains a key priority for York. Receiving regular updates will support the committee in achieving its remit, in line with scrutiny procedures and protocols.

Action Required

2. E-mail copy of Annex 1 to committee members

JS

41. Chair's Comments

The Chair advised committee members that this meeting would be Mr Edwin Thomas's last meeting as his term of office as Co-opted Statutory Member (Parent Governor) on the committee was due to end on 31 December. He expressed the Committee's thanks to Mr Thomas for his contribution to the work of the committee during the past two years.

42. Learning & Culture Policy and Scrutiny Committee Work Plan 2015/16

Members considered the committee's work plan for the remainder of the 2015-16 municipal year. They commented on the following items listed on the work plan for the meeting scheduled for 27 January 2016

- York Museums Trust – Partnership Delivery Plan Bi-annual update report: Members agreed that YMT would not be requested to present their half yearly update report as this meeting as the Committee had agreed to undertake a scrutiny review to assist in the establishment of a new legal framework on the relationship between City of York Council and York Museums Trust.
- Make it York Report on Future of Parliament Street Fountain: The Scrutiny Officer advised Members that officers had nothing further to report at the current time on this issue. Members however asked that Make it York attend the meeting and be asked to provide an update on the St Nicholas Fair.

Members noted that the update report from York Theatre Royal, which they were due to receive at their meeting on 21 March 2016, would be based completely on a period during which the theatre building had been closed to the public. It was agreed that the Scrutiny Officer would investigate whether it would still be beneficial to members to receive a report at that meeting or whether it would be better to defer it to a later meeting.

Resolved: That the work plan be agreed subject to the amendments detailed above.

Reason: To keep the committee's work plan updated.

Councillor Taylor, Chair

[The meeting started at 5.30 pm and finished at 7.30 pm].

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Learning & Culture Overview & Scrutiny Committee

27 January 2016

Report of the Director of Children's Services, Education & Skills and the Director of Communities & Neighbourhoods

2015/16 Second Quarter Finance and Performance Monitoring Report – Learning & Culture

Summary

- 1 This report analyses the latest performance for 2015/16 and forecasts the financial outturn position by reference to the service plans and budgets for all of the relevant services falling under the responsibility of the Director of Communities & Neighbourhoods and the Director of Children's Services, Education & Skills.

Financial Analysis

- 2 A summary of the service plan variations is shown at table 1 below.

Table 1 – Learning & Culture Financial Summary 2015/16 – Quarter 2 – September

2015/16 Quarter 1 Variation £000		2015/16 Latest Approved Budget			Projected Outturn Variation	
		Gross Expen- -diture £000	Income £000	Net Expen- -diture £000	£000	%
	Communities & Neighbourhoods:					
+50	Arts & Heritage	1,814	369	1,445	+0	0%
+83	Learning Services	2,260	2,222	39	+83	213%
+25	Libraries & Archives	2,089	1	2,088	+25	1.2%
0	Youth Services	572	6	566	0	0%
+85	Sport & Active Leisure (Facilities)	955	531	424	+167	40.0%
+243	Total C&N	7,690	3,129	4,561	+275	6.0%
	Children's Specialist Services:					
-44	CSS General	931	50	881	-42	4.8%
+1,518	Children's Social Care Resources	8,753	944	7,809	+1,610	20.6%

+163	Children's Social Care Safeguarding	4,847	128	4,720	+119	2.5%
-54	Children's Trust	759	17	742	-54	7.3%
0	Integrated Family Service	421	360	61	0	0%
0	Youth Support Service	781	74	707	0	0%
+13	Education Psychology Service	880	0	880	+13	1.5%
-37	Special Educational Needs Service	4,462	154	4,308	+11	0.3%
+1,559	Total CSS	21,836	1,727	20,109	+1,657	8.2%
Education & Skills:						
0	Childcare Strategy & Business Management	581	119	463	-17	3.7%
-20	Children's Centres	2,226	464	1,761	-77	4.4%
-153	Connexions	1,107	15	1,092	-162	14.8%
-72	Early Years Learning & Welfare	570	147	423	-72	17.0%
0	Governance Service	248	174	73	0	0%
-36	School Services & Business Support	10,352	6,341	4,011	-36	0.9%
+19	School Improvement Service	2,143	269	1,874	+19	1.0%
0	Travellers & Ethnic Minority Service	208	171	37	0	0%
-262	Total E&S	17,435	7,700	9,735	-345	3.5%
School Funding & Assets:						
0	School Assets & Rates	3,862	1,663	2,199	-353	16.1%
0	School Delegated Funding	112,412	3,541	108,871	+686	159%
+43	Schools Grant Income	-	117,692	-117,692	-338	0.3%
+43	Total SF&A	116,274	122,896	-6,622	-5	0.1%
+72	Director of CSES and Central Budgets	6,731	5,902	829	+42	5.1%
-299	Mitigation Savings	-	-	-	-319	-
+1,356	Total Learning & Culture	169,966	141,354	28,612	+1,305	4.6%

+ indicates increased expenditure or reduced income / - indicates reduced expenditure or increased income

- 3 The first quarter monitoring report for 2015/16 showed a projected net overspend of £1,356k. The latest position at table 1 is now showing a net projected overspend of £1,305k, an improvement of £51k. The following sections provide more details of the significant projected outturn variations, and any mitigating actions that are proposed.

Communities & Neighbourhoods Directorate (+£275k / 6.0%)

- 4 The Communities & Neighbourhoods Directorate are reporting a £275k projected overspend. This is mainly due to ongoing restructuring and redundancy within Learning Services, but also due to contracts such as Routes to Success which are not fully funded. These contracts are being reviewed during the year.
- 5 Libraries have an ongoing £25k liability for early retirement costs for previous council staff.
- 6 Following the closure of Waterworld in December 2014 and its expected demolition in the autumn, there are anticipated costs of £167k for rates, electricity and security.

Children's Specialist Services (+£1,657k / 8.2%)

- 7 Despite a reduction in the number of Children Looked After (CLA) and a reduction in expenditure of c£1m since 2012/13, the underlying budget pressure from previous years, and unachieved 2013/14 budget savings of £700k, result in a net projected overspend of £1,610k within children's social care resources budgets. The latest estimate of the major variations for 2015/16 is as follows:
 - Out of City Residential Placements (+£551k)
 - Independent Foster Agency (IFA) Placements (+£580k)
 - Northern Care Contract Placements (+£144k)
 - The Glen Respite Care Home (+£79k)
 - Adoption, Residence & Guardianship Orders (+£189k)
 - CLA Transport (+£96k)
 - Staffing (+£52k)
 - Inter Agency Adoption Fees (-£79k)
- 8 Within children's safeguarding additional staffing costs of £119k are being incurred. This is due to an extra reviewing officer and business support officers being employed in excess of the numbers provided for within the budget. In addition a number of vacant posts are being covered by more expensive agency staff creating a budget pressure. This is offset by projected underspends of £54k in children's trust staffing budgets due to some posts being kept vacant and £41k on children's services legal fees. A number of other more minor variations produce a net overspend of £21k.
- 9 It is now important to recognise that in terms of the current pressures within children's social care budgets, CSES DMT believes that the current expenditure levels in this area are now at the appropriate level to ensure proper

safeguarding arrangements and adequate (and economic) provision for our CLA population. The number of CLA is unlikely to reduce in the foreseeable future, and York's unit cost per CLA is already the lowest of all 150 LAs nationally. Although opportunities to reduce costs further will continue to be explored (for example through a planned strategy to ensure as many of our CLA are cared for within the city rather than in external placements), any further general fund savings in this area are likely to be limited. Therefore options elsewhere within the directorate will need to be considered to produce a balanced CSES budget for 2015/16.

Education & Skills (-£345k / 3.5%)

- 10 The net projected underspend is mainly due to a number of posts being kept vacant within the early years learning & welfare and connexions services, whilst these services are being reviewed as part of the directorate's transformation programme.

School Funding & Assets (-£5k / 0.1%)

- 11 The small net underspend is made up of the following variations:
- a higher than budgeted for carry forward of surplus Dedicated Schools Grant (DSG) from 2014/15 (-£391k), but offset by the Schools Forum's agreement to use £49k of this to fund two behaviour support pilots in 2015/16;
 - a £138k projected net underspend on high needs place and top up funding, mainly in relation to more robust post 16 commissioning arrangements;
 - an additional delegated funding requirement of £824k for Joseph Rowntree School due to a backdated revaluation of the school's business rates liability. The on-going annual impact is estimated at £151k.
 - a projected saving of £353k on prudential borrowing repayments as the provision set aside following the closure of Burnholme Community College has not yet been committed.
 - a number of more minor variations with a net projected overspend of £5k, and a revised projected surplus carry forward of DSG into 2016/17 of £4k, make up the balance of the variation.

Director of CSES and Central Budgets (+£42k / 5.1%)

- 12 The net projected overspend is made up of a number of smaller variations. This includes £17k on trade union duties where the new in year budget saving has not yet been delivered, and a commitment that the council has made to provide £20k pa of funding to Higher York, that the CSES directorate has been asked to honour, for which there is no budget provision.

Mitigation Savings (-£319k)

- 13 To date, the following options have been identified to help mitigate the significant pressures identified above:
- Limit the level of expenditure to be committed from the SEN, Adoption and Troubled Families grants generating a one-off saving (-£204k).
 - Increase the salary recharge to capital schemes from the CSES planning team to 3.5% (-£65k).
 - Additional short term savings from the directorate moratorium on discretionary expenditure within service team budgets. (-£50k).

Further Action

- 14 Both directorate management teams are committed to doing all they can to try and contain expenditure within their budgets for 2015/16 and reduce the projected overspend as far as possible by the year end. Dealing with the budget pressures is a regular item at the DMT meetings, with all options available to further mitigate the current overspend projection being explored, including consideration of the following:
- Consider whether any of the existing 2015/16 efficiency savings proposals can be stretched to deliver additional short term and on-going savings.
 - Consider whether any of the savings being developed for 2016-20 can be stretched and delivered earlier to generate a savings benefit in 2015/16.
 - Continue the restrictions on all discretionary spend and hold recruitment to vacant posts wherever possible and safe to do so.

Performance Analysis

- 15 The information provided below relates to performance indicators available at Annex A. This commentary relates specifically to new information available at the end of Quarter 2, which is highlighted in Annex A.
- 16 The number of children subject to a Child Protection Plan increased in Q2, and is expected to increase further over the coming months, due to an increase in the number of cases going to Initial Child Protection Conference, before reducing back to the levels seen at Q1. The number of children ceasing to be the subject of a Child Protection Plan who had been the subject of a CPP continuously for two years or longer remains very low, which is positive. Those children subject to a plan for a second time has, however, increased. Detailed analysis of this group has shown that it is sensitive to a small number of family groups, and reviews of the decisions taken to end initial plans has given confidence in the decisions taken at the time. This will be continually reviewed over the next period.

- 17 The number of children in care remained in line with previous trends at 203. This is in the safe and expected range of 190-210.
- 18 The number of children getting 5 or more A*-Cs (inc English and Maths) at KS4 is 63% in 2015, which is an increase of 1% on last year. This is a strong result against the national picture. Information on the gap between pupils eligible for Free School Meals and their peers will be available for quarter 3.
- 19 The number of 16-17 year olds accepted as homeless remained at zero in Q2.
- 20 The number of young people not in education, employment or training increased slightly, although Q2 is always a period of fluctuation as it represents a new cohort (based on a new academic year) and is not directly comparable to Q1. This will continue to be monitored closely and a better picture will be available at Q3. This also applies to both LDD and those ending YOT supervision.

Council Plan

- 21 This report is directly linked to the Protect Vulnerable People, Build Strong Communities and Create Jobs and Grow the Economy elements of the Council Plan 2011-15.

Implications

- 22 The financial implications are covered within the main body of the report. There are no other direct implications arising from this report.

Recommendations

- 23 As this report is for information only there are no specific recommendations.

Reason: To update the committee on the latest financial and performance position for 2015/16.

Contact Details

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Chief Officers Responsible for the report:

Jon Stonehouse
Director of Children's Services, Education &
Skills

Sally Burns
Director of Communities & Neighbourhood
Services

Report Approved **Date** 19 January 2016

Specialist Implications Officer(s) None

Wards Affected: *List wards or tick box to indicate all* **All**

For further information please contact the authors of the report

Background Papers

2015/16 Finance & Performance Monitor 2, Executive 26 November 2015

Annexes

Annex A – 2015/16 Quarter 2 Performance Scorecard

Abbreviations in Report and Annex:

- CLA - Children Looked After
- CPP – Child Protection Plan
- CSES – Children's Services Education and Skills
- E&M – English & Maths
- FSM – Free School Meals
- GCSE – General Certificate of Secondary Education
- KS – Key Stage
- LA – Local Authority
- Q2 – Quarter 2
- SEN - Special Educational Needs
- YTD – Year to Date
- YOT – Youth Offending Team

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			Previous Years			2015/2016					Polarity	DoT			
	Collection Frequency		2012/13	2013/14	2014/15	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Target					
Social Care	Children's	<u>64</u>	% of children ceasing to be the subject of a Child Protection Plan who had been the subject of a CPP continuously for two years or longer - (YTD)	Quarterly	3.60%	5.70%	9.50%	3.90%	2.40%	-	-	-	Up is Bad	Good	
		<u>65</u>	% of children becoming the subject of a Child Protection Plan for a second or subsequent time - (YTD)	Quarterly	19.20%	10.90%	12.20%	25.00%	30.70%	-	-	-	Up is Bad	Bad	
Looked After	Children's Social Care - Children	<u>101</u>	% of Looked After Children achieving 5+ A*-Cs GCSE including English & Maths at Key Stage 4 (Best Entry) - (Snapshot)	Annual	22%	24%	-	-	-	-	-	-	Up is Good	Good	
			Benchmark - National Data	Annual	15.50%	12.00%	-	-	-	-	-	-			
			Benchmark - Regional Data	Annual	14.60%	10.50%	-	-	-	-	-	-			
		<u>99</u>	% of Looked After Children achieving Level 4+ in Reading, Writing and Maths at Key Stage 2 - (Snapshot)	Annual	40%	33%	25%	-	-	-	-	-	-	Up is Good	Bad
			Benchmark - National Data	Annual	45.00%	48.00%	-	-	-	-	-	-	-		
			Benchmark - Regional Data	Annual	43.00%	45.00%	-	-	-	-	-	-	-		
	<u>EFL1</u>	Numbers of Children Looked After (CLA), this figure excludes Short Term Breaks (per 10k shown in brackets) - (Snapshot)	Quarterly	243 (67)	220 (61)	197 (55)	199 (55)	203 (56)	-	-	-	Up is Bad	Neutral		
Deprivation and Poverty	PHOF13		% of children in poverty (under 16s)	Annual	11.70%	11.20%	-	-	-	-	-	-	Up is Bad	Good	
			Benchmark - National Data	Annual	19.25%	18.70%	-	-	-	-	-	-			
			Benchmark - Regional Data	Annual	20.78%	20.60%	-	-	-	-	-	-			
			Regional Rank (Rank out of 15)	Annual	2	1	-	-	-	-	-	-			
Education (Adult)	<u>CJGE17</u>		% of working age population qualified - No qualifications	Annual	6.50%	6.90%	4.80%	-	-	-	-	-	Up is Bad	Good	
			Benchmark - National Data	Annual	9.70%	9.40%	8.80%	-	-	-	-	-			
			Benchmark - Regional Data	Annual	11.60%	10.60%	9.80%	-	-	-	-	-			
			Regional Rank (Rank out of 15)	Annual	1	1	2	-	-	-	-	-			
	<u>CJGE18</u>		% of working age population qualified - to at least L2 and above*	Annual	79.80%	80.30%	82.60%	-	-	-	-	-	-	Up is Good	Good
			Benchmark - National Data	Annual	71.80%	72.40%	73.30%	-	-	-	-	-	-		
			Benchmark - Regional Data	Annual	68.50%	69.30%	70.00%	-	-	-	-	-	-		
			Regional Rank (Rank out of 15)	Annual	1	1	1	-	-	-	-	-	-		
	<u>CJGE19</u>		% of working age population qualified - to at least L3 and above*	Annual	65.60%	65.80%	68.40%	-	-	-	-	-	-	Up is Good	Good
			Benchmark - National Data	Annual	54.90%	55.70%	56.70%	-	-	-	-	-	-		
			Benchmark - Regional Data	Annual	51.20%	51.50%	52.10%	-	-	-	-	-	-		
			Regional Rank (Rank out of 15)	Annual	1	1	1	-	-	-	-	-	-		
<u>CJGE20</u>		% of working age population qualified - to at least L4 and above*	Annual	41.20%	40.20%	40.30%	-	-	-	-	-	-	Up is Good	Neutral	
		Benchmark - National Data	Annual	34.20%	35.10%	36.00%	-	-	-	-	-	-			

<u>82</u>	Benchmark - National Data	Annual	17%	16%	17%	-	-	-	-	-	Annex A		
	Benchmark - Regional Data	Annual	22%	20%	21%	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	15	11	2	-	-	-	-	-			
<u>adcs32</u>	Gap in the attainment of a Level 2 qualification (Incl E&M) by the age of 19 - FSM / Non FSM	Annual	38.0%	39.0%	33.0%	-	-	-	-	-		Up is Bad	Neutral
	Benchmark - National Data	Annual	27.00%	27.00%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	31.00%	31.00%	-	-	-	-	-	-			
<u>Attain12</u>	Regional Rank (Rank out of 15)	Annual	15	11	-	-	-	-	-	-			
	KS2 attainment in English for Asian pupils	Annual	88.0%	-	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	86.00%	-	-	-	-	-	-	-			
<u>Attain120</u>	Benchmark - Regional Data	Annual	82.00%	-	-	-	-	-	-	-			
	KS2 attainment in English for Mixed race pupils	Annual	90.0%	-	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	87.00%	-	-	-	-	-	-	-			
<u>Attain120</u>	Benchmark - Regional Data	Annual	83.00%	-	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	3	-	-	-	-	-	-	-			
	KS2 attainment in English for Black pupils	Annual	-	-	-	-	-	-	-	-		Up is Good	Neutral
<u>Attain13</u>	Benchmark - National Data	Annual	85.00%	-	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	81.00%	-	-	-	-	-	-	-			
	KS2 attainment in English for Chinese pupils	Annual	100.0%	-	-	-	-	-	-	-		Up is Good	Neutral
<u>Attain130</u>	Benchmark - National Data	Annual	90.00%	-	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	87.00%	-	-	-	-	-	-	-			
	KS2 attainment in Maths for White pupils	Annual	84.00%	87.00%	-	-	-	-	-	-		Up is Good	Good
<u>Attain14</u>	Benchmark - National Data	Annual	85.00%	86.00%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	84.00%	85.00%	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	4	1	-	-	-	-	-	-			
	KS2 attainment in Maths for Mixed race pupils	Annual	83.00%	88.00%	-	-	-	-	-	-		Up is Good	Good
<u>Attain140</u>	Benchmark - National Data	Annual	85.00%	86.00%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	81.00%	83.00%	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	6	1	-	-	-	-	-	-			
	KS2 attainment in Maths for Asian pupils	Annual	82.0%	90.0%	-	-	-	-	-	-		Up is Good	Good
<u>Attain15</u>	Benchmark - National Data	Annual	85.00%	87.00%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	80.00%	84.00%	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	6	3	-	-	-	-	-	-			
	KS2 attainment in Maths for Black pupils	Annual	-	-	-	-	-	-	-	-		Up is Good	Neutral
<u>Attain150</u>	Benchmark - National Data	Annual	81.00%	83.00%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	75.00%	81.00%	-	-	-	-	-	-			
	KS2 attainment in Maths for Chinese pupils	Annual	-	-	-	-	-	-	-	-		Up is Good	Neutral
<u>Attain16</u>	Benchmark - National Data	Annual	95.00%	95.00%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	95.00%	98.00%	-	-	-	-	-	-			

<u>Attain160</u>	KS2 attainment in E&M for White pupils	Annual	80.0%	-	-	-	-	-	-	-	Annex A	Up is Good	Neutral
	Benchmark - National Data	Annual	80.00%	-	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	78.00%	-	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	3	-	-	-	-	-	-	-			
<u>Attain17</u>	KS2 attainment in E&M for Mixed race pupils	Annual	69.0%	-	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	80.00%	-	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	75.00%	-	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	13	-	-	-	-	-	-	-			
<u>Attain170</u>	KS2 attainment in E&M for Asian pupils	Annual	84.0%	-	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	80.00%	-	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	75.00%	-	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	2	-	-	-	-	-	-	-			
<u>Attain18</u>	KS2 attainment in E&M for Black pupils	Annual	-	-	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	77.00%	-	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	72.00%	-	-	-	-	-	-	-			
<u>Attain180</u>	KS2 attainment in E&M for Chinese pupils	Annual	100.0%	-	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	89.00%	-	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	85.00%	-	-	-	-	-	-	-			
<u>Attain19</u>	KS4 attainment 5A*-C inc E&M for White pupils	Annual	67.10%	62.20%	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	60.40%	56.30%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	60.20%	54.90%	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	1	1	-	-	-	-	-	-			
<u>Attain190</u>	KS4 attainment 5A*-C inc E&M for Mixed race pupils	Annual	73.1%	69.0%	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	62.00%	57.90%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	59.60%	50.90%	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	2	2	-	-	-	-	-	-			
<u>Attain20</u>	KS4 attainment 5A*-C inc E&M for Asian pupils	Annual	73.3%	47.80%	-	-	-	-	-	-		Up is Good	Bad
	Benchmark - National Data	Annual	64.90%	61.50%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	54.80%	47.20%	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	1	9	-	-	-	-	-	-			
<u>Attain200</u>	KS4 attainment 5A*-C inc E&M for Black pupils	Annual	-	70.00%	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	58.70%	53.70%	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	51.20%	45.50%	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	-	1	-	-	-	-	-	-			
<u>Attain204</u>	KS2 attainment in English for White pupils	Annual	85.0%	-	-	-	-	-	-	-		Up is Good	Neutral
	Benchmark - National Data	Annual	86.00%	-	-	-	-	-	-	-			
	Benchmark - Regional Data	Annual	84.00%	-	-	-	-	-	-	-			
	Regional Rank (Rank out of 15)	Annual	4	-	-	-	-	-	-	-			

<u>Attain21</u>	KS4 attainment 5A* - C inc E&M for Chinese pupils	Annual	-	-	-	-	-	-	-	-	Annex A	Up is Good	Neutral
	Benchmark - National Data	Annual	80.20%	76.30%	-	-	-	-	-	-	-		
	Benchmark - Regional Data	Annual	77.80%	70.80%	-	-	-	-	-	-	-		
<u>CYPL3a</u>	% of pupils eligible for FSM in the last 6 years achieving Level 4+ in Reading, Writing and Maths at Key Stage 2 - (Snapshot)	Annual	63%	66%	65%	-	-	-	-	-	-	Up is Good	Neutral
	Benchmark - National Data	Annual	59.00%	60.00%	70%	-	-	-	-	-	-		
	Benchmark - Regional Data	Annual	54.00%	55.00%	-	-	-	-	-	-	-		
<u>CYPL6</u>	% of pupils eligible for FSM in the last 6 years achieving 5+ A*-Cs GCSE (or equivalent) including English & Maths at Key Stage 4 (new Best Entry definition)- (Snapshot)	Annual	33%	27%	-	-	-	-	-	-	-	Up is Good	Bad
	Benchmark - National Data	Annual	36.50%	38.10%	-	-	-	-	-	-	-		
	Benchmark - Regional Data	Annual	31.30%	33.60%	-	-	-	-	-	-	-		
<u>EH200</u>	% of SEN pupils with a statement achieving 5+A*-C inc English & Maths GCSE	Annual	9.8%	10.40%	-	-	-	-	-	-	-	Up is Good	Neutral
	Benchmark - National Data	Annual	9.50%	8.00%	-	-	-	-	-	-	-		
	Benchmark - Regional Data	Annual	9.30%	7.20%	-	-	-	-	-	-	-		
	Regional Rank (Rank out of 15)	Annual	8	2	-	-	-	-	-	-	-		
<u>EH5</u>	% of SEN (non-statemented) pupils achieving Level 4+ in Reading, Writing and Maths at Key Stage 2 - (Snapshot)	Annual	29%	29%	29%	-	-	-	-	-	-	Up is Good	Neutral
	Benchmark - National Data	Annual	38.00%	42.00%	43%	-	-	-	-	-	-		
	Benchmark - Regional Data	Annual	32.00%	36.00%	-	-	-	-	-	-	-		
<u>EH6</u>	% of SEN pupils without a statement achieving 5+ A*-C inc English & Maths GCSE (new Best Entry definition) - (Snapshot)	Annual	25%	25%	-	-	-	-	-	-	-	Up is Good	Good
	Benchmark - National Data	Annual	25.30%	26.60%	-	-	-	-	-	-	-		
	Benchmark - Regional Data	Annual	22.30%	23.50%	-	-	-	-	-	-	-		
	Regional Rank (Rank out of 15)	Annual	8	9	-	-	-	-	-	-	-		
<u>PHOF41</u>	Gap in employment rate for those with learning disabilities and the overall employment rate	Annual	66.20	65.50	-	-	-	-	-	-	-	Up is Bad	Neutral
	Regional Rank (Rank out of 15)	Annual	12	9	-	-	-	-	-	-	-		
<u>HOU106</u>	Number of 16-17 year olds accepted as homeless - (YTD)	Quarterly	2	1	1	0	0	-	-	-	-	Up is Bad	Good
<u>PHOF39</u>	Average strengths and difficulties score of the emotional and behavioural health of children looked after continuously for 12 months at 31 March	Annual	14.30	14.40	-	-	-	-	-	-	-	Up is Good	Neutral
	Regional Rank (Rank out of 15)	Annual	9	11	-	-	-	-	-	-	-		
<u>117</u>	% of Year 12-14 young people who are not in education, employment or training (NEET) - (Snapshot)	Monthly	5.10%	4.50%	4.70%	4.70%	5.10%	-	-	-	-	Up is Bad	Bad
<u>117a</u>	Number of Year 12-14 young people who are not in education, employment or training (NEET) - (Snapshot)	Monthly	-	262	257	253	207	-	-	-	-	Up is Bad	Bad

NEET	<u>SE3</u>	% of Year 12-14 young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement)	Monthly	-	25.47%	29.60%	29.60%	45.90%	-	-	-	Up is Bad	Bad
	<u>SE3a</u>	Number of Year 12-14 young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement)	Monthly	-	89	76	75	95	-	-	-	Up is Bad	Bad
Physical Activity	<u>PHOF01</u>	% of physically active and inactive adults - active adults	Annual	61.54	66.16	62.18	-	-	-	-	-	Up is Good	Neutral
		Regional Rank (Rank out of 15)	Annual	1	1	2	-	-	-	-	-		
	<u>PHOF02</u>	% of active and inactive adults - inactive adults	Annual	23.67	21.09	23.67	-	-	-	-	-	Up is Bad	Neutral
		Regional Rank (Rank out of 15)	Annual	1	1	1	-	-	-	-	-		
Safeguarding (Young People)	<u>CYPL15a</u>	% of pupils who reported frequent verbal bullying incidents in Primary schools. (as recorded via the 'Someone to Turn to ' pupil survey) - (Snapshot)	Annual	8.00%	3.30%	-	-	-	-	-	-	Up is Bad	Good
	<u>CYPL15b</u>	% of pupils who reported frequent verbal bullying incidents in Secondary schools Yr 8. (as recorded via the 'Someone to Turn to ' pupil survey) - (Snapshot)	Annual	4.50%	8.50%	-	-	-	-	-	-	Up is Bad	Bad
	<u>CYPL15c</u>	% of pupils who reported frequent verbal bullying Homophobic bullying in Secondary schools Yr 8		-	-	-	-	-	-	-	-	Up is Bad	Neutral
	<u>EFL2</u>	Numbers of Children with a Child Protection Plan (per 10k shown in brackets) - (Snapshot)	Quarterly	137 (38)	131 (36)	124 (34)	124 (34)	133 (37)	-	-	-	Up is Bad	Good
	<u>PHOF06</u>	Under 18 conceptions (per 1,000 females aged 15-17) (Calendar Year)	Quarterly	23	21.6	-	-	-	-	-	-	Up is Bad	Good
Regional Rank (Rank out of 15)		Annual	3	3	-	-	-	-	-	-			
Youth Offending	<u>45</u>	% of young people ending their YOT supervised order who are NEET (New definition from 2013/14 - cumulative) - (YTD)	Quarterly	27%	28%	19.50%	31.6%	27.0%	-	-	20%	Up is Bad	Bad

Annex A



Learning & Culture Policy & Scrutiny Committee**27 January 2016**

Report of the Assistant Director Governance & ICT

Report on 2No. Petitions Relating to Relocation of Carousel**Summary**

1. This report presents information on two petitions received by the Council in regard to the relocation of the Carousel as part of the Christmas 2015 attractions, which were previously presented to Corporate & Scrutiny Management Committee (CSMC) in November 2015 as part of their regular schedule of Petitions.

Background

2. At every meeting, members of the Corporate and Scrutiny Management Policy and Scrutiny Committee consider a full schedule of petitions commenting on actions taken by the Executive Member or Officer, following consideration of the petitions by the Executive or relevant Executive Member.
3. The full petitions schedule is publically available on the Council's website and is updated and republished after each meeting of the Corporate & Scrutiny Management Committee – see:
<http://democracy.york.gov.uk/mgEPetitionListDisplay.aspx?RPID=11192152&HPID=11192152&VM=2>
4. In November 2015 the schedule considered by CSMC contained two petitions on the Parliament Street Carousel, and CSMC agreed to refer those petitions to this committee, taking into account that the issues raised fell within this Committee's remit. The relevant extract from the schedule of petitions is attached at Annex A.

Petitions Update

5. At the time of their receipt, both Carousel petitions were referred to Make it York, for their comments, the new body set up to provide a joined up approach to the promotion and development of the city and develop a

more commercial approach to traditional public sector led activities e.g. festivals and events. In response Make it York confirmed that they had been working hard to try and improve the city's 2015 York Christmas attractions. They confirmed they had many new things planned, many of them for children, and that the new layout of attractions were considered both commercially sensible and in the best interests of the overall Festival.

6. At the same time, Make it York expressed concern about some phrasing used in the e-petitions as there were no plans to ban the Carousel from the city. The carousel operator had been invited to use a "pitch" that he frequently used during the rest of the year, he had been offered what were felt to be very favourable terms and an offer had been made to work with him to ensure the new position would be heavily promoted.
7. Make it York were also concerned that the petition had stated that the carousel was being replaced by a licensed bar, when that would not be the case. They reported that there had been an unprecedented demand for market stalls at the St Nicholas Festival and that it would be market stalls sited on St Sampson's Square. A food and drink offer was planned for the bottom end of Parliament Street.
8. Concerns were also raised, as part of the public participation session, at the 8 October Full Council meeting, by Mr John Warrington, as owner of the Carousel ride and Tom Hughes regarding the suggested alternative siting for the ride offered at the Eye of York over the Christmas period.

Consultation

9. The Managing Director of Make it York will be in attendance at this meeting to respond to any questions arising.

Options

10. Members have a number of options in relation to those petitions:
 - Request a fuller report, if applicable, for instance when a petition has received substantial support;
 - Note receipt of the petition and the proposed action;

- Ask the relevant decision maker or the appropriate Executive Member to attend the Committee to answer questions in relation to it;
 - Undertake a detailed scrutiny review, gathering evidence and making recommendations to the decision maker;
 - Refer the matter to Full Council where its significance requires a debate;
 - Agree that appropriate action has already been taken or is planned, and therefore no further consideration by scrutiny is necessary.
11. Following this meeting, the lead petitioner in each case will be kept informed of this Committee's consideration of their petition, including any further action Members may decide to take.

Implications

12. There are no known legal, financial, human resource or other implications directly associated with the recommendations in this report. However, depending upon what, if any, further actions Members agree to there may, of course, be specific implications for resources which would need to be addressed.

Risk Management

13. There are no known risk implications associated with the recommendations in this report. Members should, however, assess the reputational risk by ensuring appropriate and detailed consideration is given to petitions from the public.

Recommendations

14. Members are asked to consider the petitions received and actions reported, as set out in 4 above and in Annex A, and agree an appropriate course of action in each case.

Reason: To ensure the Committee carries out scrutiny's requirements in relation to petitions.

Contact Details

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Chief Officer Responsible for the report:

Andrew Docherty
AD Governance & ICT

**Report
Approved**



Date

12 January 2016

Wards Affected:

All



Background Papers: None

Annexes:

Annex A – Extract from Petitions Schedule

Abbreviations:

CSMC - Corporate and Scrutiny Management Policy and Scrutiny Committee

Extract from Petitions Schedule – as presented to CSMC on 9 November 2015

Annex A

Petition Details	Petition Type	No of Signatures (Approx)	Responsible Officer	Decision Maker (e.g. Cabinet Member, Director)	Date of Consideration	Action Agreed	Date of Consideration by CSMC & Outcome
<p>31. Make it York, Parliament Street & the Carousel - We the undersigned petition the council to take action to ensure that any major changes initiated by "Make It York" or other Quangos operating in the City are subject to consultation with residents. In particular we petition that the traditional children's rides, provided during the period leading up to Christmas, be retained, on either Parliament Street or St. Sampson's Square, unless an alternative, which is both acceptable to the operators and equally accessible for users, can be found.</p>	<p>E-Petition running 13-08-15 to 24-09-15</p>	<p align="center">36</p>	<p>Phil Witherly Strategy & Policy Group Manager (Economy & Place) 553343</p>	<p>Executive Leader, Finance & Performance</p>	<p>Referred to Make it York</p>	<p>See update provided to CSMC in November 2015 shown at Annex B.</p>	<p>At its meeting in November 2015 CSMC referred this petition and petition 35 below, to Learning & Culture Policy & Scrutiny Committee</p>

Extract from Petitions Schedule – as presented to CSMC on 9 November 2015

Annex A

Petition Details	Petition Type	No of Signatures (Approx)	Responsible Officer	Decision Maker (e.g. Cabinet Member, Director)	Date of Consideration	Action Agreed	Date of Consideration by CSMC & Outcome
<p>35. Make it York, Save York Christmas Carousel in St Sampson’s Square</p>	<p>Hard copy passed to Democratic Services by John & Glenys Warrington 11-09-15 (inc 7 letters of support and copies of York Press letters of support</p>	<p>3245 approx (See Petition 31 above)</p>	<p>Phil Witcherley Strategy & Policy Group Manager (Economy & Place) 553343</p>	<p>Executive Leader, Finance & Performance</p>		<p>See update provided to CSMC in November 2015 shown at Annex B.</p>	



Learning & Culture Policy & Scrutiny Committee**27 January 2016**

Report of the Director of Children Services, Education and Skills

Standing Advisory Committee on Religious Education Annual Report & Review of York Schools' Agreed Syllabus**Summary**

1. This report provides information about the role of Standing Advisory Committee on Religious Education and presents its 2014-15 Annual Report to the committee – see Annex 1. The report also provides information about the review of the agreed syllabus for Religious Education which has to be followed by all maintained schools.

Background

2. Under the provision of the 1988 Education Reform Act every local education authority has a responsibility to establish a permanent body, called a Standing Advisory Council for Religious Education (SACRE), together with an occasional body, called an Agreed Syllabus Conference.
3. The role of SACRE is as follows:
 - i. Advise the local authority on matters connected with religious education and collective worship, as the local authority may refer, or as the SACRE sees fit;
 - ii. Monitor provision and standards in religious education;
 - iii. Advise on methods of teaching, choice of materials, and provision of teacher training;
 - iv. Support schools in reviewing and self-evaluating their provision for religious education and collective worship;
 - v. Consider complaints about the provision and delivery of religious education and collective worship referred to it by the Local Authority;
 - vi. Publish an annual report of its work;
 - vii. Make a determination on collective worship when requested;
 - viii. Require the review of an agreed syllabus for religious education adopted by the council.

4. It is a statutory requirement that the work of local SACRE's is reported annually to elected members and the Director of Children's Services.

The SACRE Annual Report 2014-15

5. The Annual Report (Annex 1) indicates that Religious Education (RE) continues to be central to the curriculum in York's schools. As in 2014 the number of pupils taking accreditation at the end of KS4 continues to rise with a higher number of pupils taking the full course GCSE at the end of KS4. This indicates that the subject continues to have a place in the secondary school curriculum in York despite changes to the KS4 accountability measures and the introduction of the English Baccalaureate¹ (EBacc).
6. Ofsted reports show that schools remain compliant with the statutory provision of Religious Education.
7. The following priorities have been agreed as part of the SACRE annual plan for 2015-16:
 - Continue to raise the profile of SACRE
 - Review the agreed syllabus
 - Encourage and support the involvement of as many stakeholders in the review process through the ASCs (Agreed Syllabus Conferences) and CPD events
 - Review the York SACRE guidance on Acts of Collective Worship

Review of the Agreed Syllabus for Religious Education

8. RE is not part of the National Curriculum but must be taught in schools by law. The syllabus has to be produced locally and is known as the agreed syllabus. York's agreed syllabus is currently being reviewed.
9. The review of the agreed syllabus will take place in partnership with North Yorkshire SACRE and the Diocese of York. It is planned that the new agreed syllabus will be modelled on the best practice suggested by RE Today. The new syllabus will be launched at a joint RE conference in Autumn 2017. The York and North Yorkshire SACREs also plan to host a Diversity day conference for young people and will share best practice in

¹ Introduced in 2010, the **English Baccalaureate** (EBacc) is a school performance measure. It allows people to see how many pupils get a grade C or above in the core academic subjects at key stage 4 in any government-funded school.

assessment, and develop materials for teachers that will support the delivery of the agreed syllabus.

Recommendations

10. As this report is for information only there are no specific recommendations. Members are asked to note and comment on the SACRE Annual Report 2014-15.

Reason: To update the committee on the work of SACRE and the outcomes in religious education in York's schools, in line with the statutory requirement to report annually to elected members.

Author:

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supporting SACRE
Adults, Children & Education
01904 553009

Chief Officer Responsible for report:

Jon Stonehouse,
Director, Children Services, Education & Skills

Report Approved

Date 18 January 2016

Wards Affected:

All



Background Papers: None

Annexes:

Annex 1: SACRE Annual Report 2014-15

Abbreviations in the Report and Annex:

ASCs - Agreed Syllabus Conferences

CPD – continuing professional development

CSGT- Culham St Gabriel's Trust.

EBacc – English Baccalaureate

GCSE – General Certificate of Secondary Education

KS4 - Key Stage 4

LA – Local Authority

NASACRE – National Association of Standing Advisory Councils on Religious Education

Ofsted - Office for Standards in Education, Children's Services and Skills

SIAMS - Statutory Inspections of Anglican and Methodist School

RE – Religious Education

SACRE – Standard Advisory Committee for Religious Education

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December 2015

The Annual Report of the City of York Standing Advisory Council for Religious Education (SACRE)

Summary

This report provides members and NASACRE with details of the work of the City of York Standing Advisory Council for Religious Education (SACRE) from January to December 2015.

1. Background

Under the provision of the 1988 Education Reform Act every local education authority has a responsibility to establish a permanent body, called a Standing Advisory Council for Religious Education (SACRE), together with an occasional body, called an Agreed Syllabus Conference.

2. Membership

The people who serve on SACREs are invited to do so by the Director of Children's Services, Education and Skills on the recommendation of various bodies in the local community with a concern for the religious education of school children. The law prescribes that there have to be four "committees" each comprising representatives of specified groups. Those four committees can together co-opt further non-voting members, provided a majority are in agreement. The actual members change over time and the current SACRE is constituted as follows:-

Representing the City of York Council are Councillors:-

Jenny Brooks (Con)
Chris Cullwick (Lib Dem)
Christina Funnell (Lab)

Representing the Church of England:-

Olivia Seymour
Imelda O'Grady
Janet Dunn (Heworth CE Primary School)

Representing Other Denominations / Faith Communities:-

Tracey Copestake (Religious Society of Friends)
Bilal Banda (Muslim)
Jerry Karlin (Jewish, Vice Chair)
Avtar Matharu (Sikh)
Daryoush Mazloum (York Baha'i Community)
Vacant (Salvation Army)

Representing Teachers:-

Shabana Jabbar (Head of RE, York High; Chair)
Claire Hennigan (Yearsley Grove)
Jenny Mooney (Westfield)

Co-opted:-

Mick Phythian (Humanist)

In attendance:-

Mike Jory (Education Adviser)
Naomi Watson (Clerk)

Suraya Lloyd (Muslim) and Josh Warren (co-opted teacher) stepped down this year and we would like to thank them for their valuable input.

3. Religious Education

During the period January 2015 to December 2015 there were no Ofsted subject inspections of Religious Education (RE). Inspection reports indicate that all schools appear to be compliant in the statutory provision of RE.

There has been 1 SIAMS inspection in York since last December: St Lawrence's – 6/2/15 - Overall grade Good, RE graded Good
There was also a section 48 inspection of St George's RC Primary School – 9th/10th September 2015. The school was graded good overall and good for the teaching of RE

All the reports are public documents and are available on <http://www.dioceseofyork.org.uk/your-schools/our-schools/>

As in 2014 the number of pupils taking accreditation at the end of KS4 continues to rise with a higher number of pupils taking the full course GCSE at the end of KS4. This indicates that the subject continues to have a place in the secondary school curriculum in York despite changes to the KS4 accountability measures and the introduction of the EBacc. RE in York schools enjoys a good reputation and SACRE will aim to build on this when the new syllabus is launched.

4. Collective Worship

Besides Religious Education each local authority must work with its SACRE to monitor the provision of daily collective worship. As a result of changes to the Ofsted framework and in the absence of further guidance, the City of York SACRE has compiled and published guidance to support Collective Worship in schools in the City, which it continues to promote within schools. The guidance can be found on the City of York SACRE website.

It is proposed as part of the annual plan for 2015-16 that this guidance will be revisited and refreshed during the course of the academic year

5. Update on the work of SACRE

- The following priorities for the development of SACRE have been discussed and agreed as part of the annual SACRE plan for 2015-16
 - (1) Continue to raise the profile of SACRE
 - (2) Review the agreed syllabus
 - (3) Encourage and support the involvement of as many stakeholders in the review process through the ASCs (Agreed Syllabus Conferences) and CPD events
 - (4) Review the York SACRE guidance on Acts of Collective Worship
- In the past twelve months three SACRE meetings have been held and attendance has been maintained at the improved level seen in 2014.
- Primary and secondary training through network learning groups supporting effective teaching and learning in RE has

been provided by the Chair of SACRE. This is part of the new Pathfinder Teaching School Alliance CPD programme.

- RE Hub – this involves a pilot project working together with North Yorkshire SACRE and York Diocese. It has been jointly funded by all 3 SACRE and a generous funding allocation from Culham St Gabriel's Trust (CSGT). S. Jabbar has attended planning meetings. The focus of the pilot is to develop subject knowledge for Primary RE colleagues. It has involved an application process (because it will be CSGT accredited course).

The focus was chosen because

- 1) Subject knowledge at primary was criticised and highlighted by Ofsted as a weakness in the 2013 report 'RE – realising the potential'
- 2) It will enable the SACREs to work more closely together. There are 6 primary RE colleagues enrolled on the course.

- SACRE continues to identify best practice models that promote flexible and creative approaches to teaching and learning in RE. This will be a growing focus for SACRE's work following the publication of the RE Review

6. Support for Schools

Members of SACRE are keen to support staff in schools to raise standards in RE and have been kept up to date with the strategies to achieve this through who is supporting RE and Collective Worship, on behalf of the LA and also by:-

- Support for RE subject leaders through Pathfinder subject leader meetings as they work together to implement the Agreed Syllabus.
- Members of SACRE are actively involved in planning the City of York Council's commemorations for Holocaust Memorial Day in January 2016.

7. Analysis of Examination Results for Religious Studies/Education Summer 2015

A2 Level

All five 11-18 secondary schools in the City plus York College entered students for the A2 level examinations in Religious Studies and success rates remain high. All Saints had 31 entries;

Archbishop's had 8, Huntington 16, Joseph Rowntree 6 and Fulford 10. York College entered 18.

Entries Total	A*	A	B	C	D	E	U	
89	3	19	30	23	10	3	1	89

Full Course GCSE

Entries	A*-C %	A*-G%
2015 1047	79.9	98.9
2014 982	78.8	98.7
2013 794	73.0	98.7
2012 736	71.6	98.5
2011 685	70.1	96.5

Commentary

The entries for the Full Course GCSE continue to rise, as does the pass rate.

8. Methods of Teaching

The Agreed Syllabus provides a comprehensive framework for teaching and learning and assessment of pupils' knowledge and understanding of religions.

SACRE has embarked on the revision of the agreed syllabus in 2015-16. The chair is actively recruiting teachers to join the review group and the work of the group will be supported by SACRE. The first Agreed Syllabus Conference took place on Wednesday 21st October.

9. Complaints regarding the teaching of RE

None were made to SACRE during this reporting year.

10. Determinations

From time to time a school may request from the SACRE a "determination"; i.e. permission to waive the legal requirements for religious education and collective worship to be 'wholly or mainly

Christian'. The SACRE has received no requests for determinations during this reporting year.

11. Complaints regarding Collective Worship

There was one complaint in June 2015 about acts of collective worship in a Primary School in York. The Chair of SACRE and the School Improvement Adviser liaised with the parent about the issue. The parent did not want the school to be contacted direct but asked about the guidance that SACRE issues to schools. They confirmed that the current guidance will be reviewed in 2015-16 and be shared with all schools.

Report produced by Mike Jory, School Improvement Adviser and Shabana Jabbar, Chair



Learning & Culture Policy & Scrutiny Committee**27 January 2016**

Report of the Director of Children Services, Education and Skills

School Improvement Update: KS4 results 2015**Summary**

1. This report provides further information about secondary school performance at the end of KS4 in 2015¹, together with an update to the school performance report presented to the scrutiny committee in October 2015

Key Stage 4 Results 2015

2. York continues to maintain its strong performance at the end of KS4, and KS4 attainment remains well above, national and regional averages.
3. The percentage of pupils achieving 5+A*-C including English and mathematics in 2015 was 63%. This puts York 6 percentage points above the national average, 9 percentage points above the regional average and 3 percentage points ahead of the average for our statistical neighbours. This performance ranks York as first in the region and second against our statistical neighbours. The Fischer Family Trust (FFT) analysis places York's performance in the top 20% of local authorities with a percentile rank of 14.
4. The average points score for the best 8 first entry indicator was significantly above the national average in 2015, with the value added score for this measure being 7 percentage points above the national average.
5. York's performance against the progress indicators which measure pupil progress from KS2 was more mixed in 2015. In English, 71% of pupils made expected progress from KS2. This was 4 percentage points down from 2014 and places York in line with national and statistical neighbours, but above the regional average. The changes to the exam

¹ Data used in this report is taken from NCER, Fischer Family Trust and RAISE online reports

specifications and methods of assessment in English continue to provide turbulence at individual school level.

6. The percentage of pupils making expected progress in mathematics improved by 2 percentage points in 2015. This places York's performance above national, regional and statistical neighbours, ranking us 2nd in the region and 4th against statistical neighbours.
7. Girls continue to outperform boys in KS4. This mirrors the situation nationally. It is important to note that both boys and girls outperformed their national peers in 2015, boys by 5% percentage points and girls by 8 percentage points.
8. Closing the gap between disadvantaged pupils and their peers remains a focus of our work in York as the gap remains wider than national. However, provisional data shows that the gap has narrowed for the percentage achieving 5+A*-C including English and mathematics by 6 percentage points from 39% in 2014 to 33% in 2015. This has closed the gap on national, however is still wider than the national gap of 27%. Analysis of data at school level shows that in the majority of schools the progress of higher attaining girls eligible for the pupil premium is a focus for improvement.
9. Analysis of performance at individual school level shows that the majority (7 out of 9) of York's secondary schools perform well above the national average in terms of both attainment and value added. The main priority for school improvement in 2015-16 is to improve outcomes at the two schools which performed less well in 2015-16 (see appendix 1)
10. It is important for the committee to note that the national KS4 performance indicators will change in 2016. In 2016 the following performance indicators will be reported in the national performance tables:
 - Attainment 8 – this will measure the attainment achieved by pupils in their best 8 GCSE subjects
 - Progress 8 - this will measure the progress made by pupils in between KS2 and KS4 in their best 8 GCSE subjects
 - The percentage of pupils achieving grade C+ in English
 - The percentage of pupils achieving grade C+ in mathematics
11. There are also further significant changes taking place to the GCSE curriculum and assessment regime from 2016 onwards with the move to

a new GCSE accountability framework which will move from results being reported by A*-G grades to a 1-9 scale. At the heart of the reforms is the requirement for all young people to study Ebacc subjects at KS4.

Recommendations

12. As this report is for information only there are no specific recommendations. Members are asked to:
- i. Note the KS4 results for 2015
 - ii. Comment on performance at KS4

Reason: To update the committee on secondary school performance in 2014/15.

Author:

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Adults, Children and Education
01904 553007

Chief Officer Responsible for report:

Jon Stonehouse,
Director, Children Services, Education & Skills

Report Approved



Date

18 January 2016

Wards Affected:

All



Background Papers: None

Annexes:

Annex A: KS4 Attainment & Value Added 2015

Abbreviations in the Report and Annex:

Ebacc – English Baccalaureate

Fischer Family Trust (FFT)

GCSE - General Certificate of Secondary Education

KS – Key Stage

RAISE- Reporting and Analysis for Improvement through school Self-Evaluation

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KS4 Attainment & Value Added 2015

School	% 5+A*-C including English and mathematics	Value added score for best 8 indicator
All Saints	70%	1017.6
Archbishop Holgate's	64%	1022.2
Canon Lee	44%	968.9
Fulford	79%	1028.8
Huntington	65%	1006.1
Joseph Rowntree	68%	1000.4
Manor	76%	1020.3
Millthorpe	64%	1027.0
York High	23%	964.5
National	56%	1000.0

NB: The data in the table above is taken from the invalidated RAISE online report published in December 2015.

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Learning & Culture Policy & Scrutiny Committee

27 January 2016

Report of the Assistant Director for Children's Specialist Services

Bi-annual Progress Report on Safeguarding & Looked After Children

Introduction

1. At a meeting of the Committee in June 2012 Members agreed to receive a six monthly update on key children's safeguarding issues. This report updates the Committee on key local and national safeguarding developments since July 2015.
2. The operating environment for Local Authorities continues to change rapidly. Every area of Council business is touched by a national context characterised by huge financial pressures on public spending and significant national policy change. Children's services are no exception however, in York; we are committed to carefully prioritising and organising our services at a local level to enable us to navigate the changes ahead and in order to maintain safe and effective services.

City of York – Children's Safeguarding Developments

3. Overview

The review period has seen an extensive programme of self-scrutiny, review and development across the Local Authority's safeguarding arrangements. Overall the findings from this work present a positive and reassuring picture. However, there is no complacency and an ongoing development and improvement programme overseen by both the Director of Children's Services and the Assistant Director, Children's Specialist Services remains in place and is actively pursued.

4. A high level summary of activity during the assurance review period includes;

5. Supervision

During this period the Local Authority has produced *Our Supervision Improvement Journey – October 2015*. Presented at **Annex A** this high level report reflects on the work over the past two years to improve the delivery and effectiveness of supervision for frontline social care staff.

This report also presents a snapshot of the findings from a recent staff survey in relation to their supervision.

6. The third annual deep dive audit of supervision commenced in November 2015 and the outcomes of this work will be presented to the February 2016 Local Safeguarding Children Board meeting.
7. **Child in Need Service – Identifying Strengths and Areas for Development from Case File Audits**
The Child in Need Service has, since establishment in January 2014, embarked on a journey of continuous learning and development. Case file audits and learning from this activity; have been instrumental in achieving this ambition.
8. i. Progress made and lessons learned in 2014
During 2014, 84 case file audits were undertaken. The management group found their way and learned how best to complete these, however, recognised that case file audits were not systematically shared with allocated Child in Need Practitioners and therefore not providing all with the opportunities to celebrate successes and consider areas for development.
9. ii. Developments in 2015
In January 2015, 83 case file audits were undertaken, and over 90% were shared with allocated Child in Need Practitioners. Of those shared 100% of children's records on the children's case management system (RAISE) detail the content of this discussion, including strengths, areas for development and actions to complete.
10. In January 2015 the Child in Need Service aspired to share learning from audit activity within and across the three locality teams. In September 2015 the first of a six monthly Review Audit Activity Management Meeting (RAAMM) was held and which reviewed all strengths identified and areas for development. This has been circulated within the Child in Need Service by way of poster and leaflet for each member of staff - see **Annex B**.
11. York's Safeguarding Children Board undertook an audit review of children receiving services from the Child in Need Service. We shared that very positive response and learning at our three monthly Practice Development Workshop.

12. iii. Plans for 2016

The Child in Need Service Manager will attend bi-monthly locality team meetings with a standard agenda item to disseminate learning from audit activity across the service.

13. Child in Need Practitioners and Planning and Reviewing Officers will be encouraged to independently reflect on the findings of audit activity, consider the strengths that they can build on and how you might learn from others. The management group will continue to attend RAAMM and aim to share learning, by way of poster and leaflet, each time.

14. The service recognises the challenge for Practice Managers to audit case files about children in their own teams and this is because they are often so heavily involved, and that makes it difficult, sometimes, to be objective. A change in practice for us, in 2016, will see each Practice Manager audit one case file from within their own team and one from another. Practice Managers will share all audits and this will support cross learning, with Practice Managers talking and sharing ideas with Child in Need Practitioners who are not in their own teams.

15. **Replacement of RAISE (CSC - client management system) – with MOSAIC**

In March 2016 Children's Social Care will 'Go Live' with a new state-of-the-art Case Management System called 'MOSAIC'. MOSAIC is in use in 44 Local Authorities nationally.

16. MOSAIC represents a significant financial investment by City of York Council in Children's Social Care and is driven by a strong commitment to ensure that systems and processes support effective practice and help achieve the best possible outcome for vulnerable children and young people and their families in the City.

17. The decision to replace the existing Case Management System used by Children's Social Care, called 'RAISE', was taken in April 2014 and a Project Board subsequently constituted and Chaired by Assistant Director of Children's Specialist Services. RAISE had been the primary system in use for 10 years and it was acknowledged that it was no longer able to deliver what York needed to continue its improvement journey and achieve the Vision established for Children's Social Care.

18. MOSAIC was chosen, following a comprehensive and rigorous procurement process in which a number of systems were demonstrated to stakeholders, including front-line staff. MOSAIC offers a range of

functions not available on RAISE, yet does so in a modern, easy-to-use and intuitive way with an emphasis on reducing the screen time required. Unlike RAISE, MOSAIC was designed to reflect the need identified by Professor Eileen Munro in her national review of child protection to move away from overly bureaucratic processes and focus on outcomes for children and their families.

19. MOSAIC looks and feels very different from what has been in use before in York. MOSAIC will enable for the first time the child's journey with York Council to be in one place, in an instantly accessible way, with Early Help, SEND, Family Focus (Troubled Families) and Children's Social Care all on one system.
20. MOSAIC enables York to meet current national safeguarding concerns, for example, Child Sexual Exploitation and areas of current national focus, such as Adoption and outcomes for Looked After Children. MOSAIC also enables a clear focus on the local priorities of high quality and timely assessments and the involvement and participation – 'the Voice' - of the child in all that is done to help them fulfil their potential.
21. In these circumstances, March 2016 will be a significant milestone for City of York Children's Services.
22. **Referral and Assessment [R&A] Arrangements**
There have been significant further developments in the Local Authority's Referral and Assessment arrangements. The review period has seen;
 - i. *Police colleagues now embedded in R&A Service*
This provides access, where appropriate, to real time Police and CYC information to inform the best response to incoming referrals.
 - ii. *Use of the multi agency referral form*
Use of this form is growing but not consistently across all agencies and with evidence of poor Quality Assurance arrangements in some.
 - iii. *Increased partner agency contributions to the single assessment pilot*
Not consistently achieved across all agencies yet, this partnership work (initially with health colleagues) to streamline partner agency input to single assessments (in line with working together) continues. Challenges remain as to how Children's Social Care [CSC] can efficiently and effectively access health information to check who

might be involved with the child/ family. In the pilot this has been through the health visiting and school nurse service however the capacity within these services to do this check is proving to be a barrier.

- iv. *Direct contact with referrers when referrals do not progress to an assessment to explain reasons.*

In response to feedback from colleagues wanting more information about why a referral into CSC has not resulted in a single assessment, the R&A social workers are now routinely contacting by telephone the referrer to explain the reasons (in addition to the standard letter issued to referrers). Hopefully this will both reassure the referrer and contribute to more appropriate referrals into CSC in the future.

- v. *Improved signposting to early help (including advice service)*

Again, as a result of feedback from partner agencies, the social workers in R&A are routinely signposting referrers and families to a range of early help options including the advice service.

- vi. *Improved confidence across the workforce in responding to CSE*

CSC service managers are reporting a greater confidence in the social work response to managing concerns for vulnerable teenagers – particularly when the referrer may think there is a risk of CSE. This has been facilitated by the appointment of an advanced social worker to oversee the response to the most vulnerable young people – particularly those where there are concerns for CSE and/ or missing from home and care.

23. It is widely recognised that making the right first decision in responding to concerns for children is crucial. The brief summary above presents a strong picture but highlights also where there is more to do across the multi agency partnership.

24. **Children's Social Care - Vision Update**

An update on the Vision for Children's Social Care was published in October 2015. This was informed by extensive staff engagement and feedback, which culminated in an all CSC staff event held in April 2015 and attended by the President of the ADCS. A copy of this updated vision is presented at **Annex C**.

25. **Disclosure and Barring Service Checks - Update**

The DBS status of all CSES staff is audited on a regular basis to ensure the systems for maintaining checks and renewals is working effectively. The most recent audit considered all those members of staff (currently 351) for whom a DBS check is required.

26. Of this cohort:

- 30 members of staff had passed the date for their 3 yearly re-check (14 have now undertaken a re-check and a further 16 applications are in progress).
- 7 members of staff were identified as requiring a re-check during January 2016 and these have been sent a reminder.
- No members of staff were identified as not having a DBS.

27. A further audit will be undertaken in March 2016.

28. We are currently reviewing the DBS monitoring arrangements for Independent Visitors and will bring a further update in the July 2016 report.

29. **Principal Social Worker [PSW] Updates / Blog**

In accordance with Recommendation 14 of the Munro review of Child protection 2011, the Principal Children and Families Social Worker takes *“lead responsibility for practice in the Local Authority”* and reports *“the views and experiences of the front line to all levels of management”*.

30. The PSW’s primary responsibilities include ensuring that there is a coherent plan for staff development and training, taking responsibility for the assessment process for Newly Qualified Social Workers through the Assessed and Supported (first) Year in Employment, and leading on the provision of good quality placement and learning opportunities for students.

31. The PSW works through regional and national networks and links, including the universities and with the Chief Social Worker, anticipating developments in practice and policy and offering advice to the Local Authority in delivering effective responses.

32. The PSW leads on sharing learning from audits, reviews and SCRs. A snapshot of the work of York’s PSW for the review period and ongoing includes:

- i. *Introducing and embedding use of evidence based tools and methods:*
 - Training long term teams in an evidence based assessment of parental capacity to change.
 - Key assessment methodology in tackling long term neglect and substance misuse
 - Partnership with the NSPCC to pilot evidence based pre-birth assessment model
 - Delivering workshops to support learning and embed new practice.
- ii. *Enhancing partnership working on multi-agency assessments through developing and supporting a process for direct contributions from partner agencies:*
 - This will include a programme of work supported by a seconded specialist from the NSPCC.
- iii. *Developing skills in analysis and critical thinking:*
 - Delivering workshops in assessment planning, use of evidence based methods and tools, critical thinking and analysis.

33. **Storyboards**

As part of a programme to ensure that there is clear understanding of the Local Authority's response to key strategic priorities a series of high level Storyboards have been produced in conjunction with relevant partners. These storyboards combine to present a suit of information that helps professionals understand the strategic planning to achieve improved outcomes for children and young people in the City. These storyboards include:

- i. Assessment,
- ii. Child and Adolescent Mental Health Strategy,
- iii. Children Looked After,
- iv. Children Missing Education,
- v. Child Sexual Exploitation,
- vi. Local Safeguarding Children's Board (LSCB),
- vii. Early Help,
- viii. Family, Drug and Alcohol Court (FDAC)

- ix. Multi-agency Risk Assessment Conferences (MARAC)
- x. Neglect,
- xi. Prevent,
- xii. Domestic Abuse
- xiii. Virtual School.

34. From January 2016 all of these documents will be available to view on the Children's Trust Website at:
<http://www.yorok.org.uk/workforce2014/storyboards.htm>
35. **Peer Challenge and Support – Children's Specialist Services, York**
The 12 month project provides a unique opportunity to explore and develop local and regional approaches to peer challenge, support and evaluation. The project establishes a fixed term, senior officer post (seconded from another Local Authority), to lead on and coordinate this work. The role will take a strengths based approach and have a focus on learning and improvement opportunities.
36. If successful, the challenge and support will be experienced by staff and partners as routine and embedded within the service and wider partnership; the focus and priorities clearly understood and consistent with wider vision, objectives and approach.
37. The approach starts from a position that sharing knowledge, exploring different approaches and perspectives can only help to promote a culture of continuous learning and improvement.
38. Some of the initial priorities for the role, which relate to the work of the York LSCB, are:
- i. A review of the Independent Reviewing Officer Unit.*
- This work provides an opportunity to evaluate the effectiveness of the local approach to case conferences with a view to establishing a local model and framework for assessing and managing risk. A recent increase in numbers of children subject to child protection plans and an increase in the number of children subject to second or subsequent plans would also benefit from further analysis. This work should involve staff and practitioners, including partner agencies.

ii. *Learning Lessons Review.*

An opportunity to test out systemic ideas and approaches within a context of case reviews. Equally, the role could provide a potential capacity to support the value of case reviews which highlight and promote learning from good or outstanding practice.

iii. *Support the development of the York Joint Panel.*

This will provide an opportunity to review the purpose and function of the panel, including consideration of other regional arrangements.

iv. *Quality assurance of out of area commissioned placements.*

A priority will be to establish a framework for the commissioning, contracting and quality assurance of placements. This work will support the Innovations Fund Project and a priority of implementing health passports for looked after children.

Looked After Children

39. **Refreshed Looked After Children's Strategy 2016 – 2020**

The review period has seen considerable work on the development of a refreshed Strategy [2016 -2020] to further improve the outcomes for Looked after Children. Developed in partnership with representatives from over 30 agencies / services and in direct consultation with Looked after Children this new strategy builds on a picture of exiting good outcomes but also heralds a step change in the ambition and approach to the care for all looked after children. The overarching message from the consultation work and which is now carried into this new strategy is that '*good enough, is not good enough*' for our looked after children.

40. **Corporate Parenting Board Developments**

As part of the development of this new strategy the Local Authority has undertaken a detailed review of its Corporate Parenting scrutiny, challenge and support arrangements. This review has included a presentation to Group Leaders setting out options for further strengthening and widening the role of elected members in relation to Looked after Children on 1st October 2015. Following this meeting a newly constituted Corporate Parenting Board [CPB] with cross party representation met on 8th December to receive presentations on;

- i. The draft Looked after Children Strategy '***Good enough is not good enough***' 2016 – 2020

- ii. ***Bring Them Home*** – the Local Authority’s innovation programme to significantly strengthen the local fostering offer to further reduce the number of children who need to move out of the City for their care arrangements.
- iii. ***2015 U Matter Survey*** – consultations findings from Looked after Children and Young People

41. Each of these presentations was considered by the Corporate Parenting Board (CPB) and informed a subsequent debate about the future composition, governance and work plan for the Board.
42. Notably, this Board resolved to seek full Council endorsement for the new strategy and in particular confirm across the widest forum of elected members the Council’s collective ambition, actions and desired outcomes for our looked after children.
43. The CPB also resolved to continue to operate as a public committee and in this way ensure maximum profile and transparency in terms of the Council’s commitment to and the progress of this group of children and young people.

Activity Overview

44. On 1st December 2015 there were 188 children looked after by the local authority. This compares with 210 looked after children on 1st January 2015. A brief analysis of this cohort of children and young people highlights:
 - 8 children placed for adoption who are likely to leave public care during 2015
 - The number of children placed in external independent foster agency placements [IFA] (with an average annual cost of £48k) has increased from 16 on the 1st January 2015 to 21. These placements were required because the needs of the looked after children concerned could not be met within the York foster carer community. A review of our local fostering strategy is underway to develop a wider more resilient local fostering offer.
 - Helpfully, all new IFA placements have been commissioned under a new regional White Rose local authority framework with reduced and set weekly rates. These placements are less expensive than

those previously spot purchased. Many of these placements are within York's boundaries, therefore minimising disruption for the young people in relation to their school placements and their contact with family members.

- The number of young people placed in external residential placements (with an average annual cost of £166k) went from 16 on 1st January 2015 to 14 at present.

45. The largest cohort remains 16-18 year olds with 27 looked after young people, who will all leave care in 2014-16, many of them staying put with their former foster carers, in preparation for future education training and employment and independent living at a later age.
46. The next large cohort are young people aged 14-15 with 19 young people. This means that 14-17 year olds account for 25 % of all looked after children and young people.
47. The overall progress of our Looked after Children continues to be routinely reported to the Corporate Parenting Board.

Wider Council Engagement in Safeguarding

48. During the review period there has been extensive wider Council Officer and Elected Member engagement in children's safeguarding arrangements. A summary of this activity includes;
 - i. Presentation to all Council senior manager group (Service to City) presentation on Child Sexual Abuse and Exploitation – followed by workshop.
 - ii. Senior social care manager's presentation and workshop with 32 Elected Members (including Leader and Executive Group) on local response to CAS&E.
 - iii. Children's Service Education and Skills, Directorate Management Team attendance at *ItsNotOk* play at York St John's University
 - iv. Fortnightly briefings to Executive Member for Children in relation to various aspects of safeguarding and service delivery, including;
 - Regionalisation of Adoption
 - Performance Reports
 - Responding to CSA&E

- Looked After Children panning
- v. Senior Managers meeting with Chief Executive of CYC to brief on current service approaches, trends and pressures.

Recommendations

49. Members are invited to:

- i. Note the service developments detailed in paragraphs 3-38 above, in particular:
 - The update on Referrals & Assessment Arrangements at paragraph 22 above
 - The outcome of the most recent DBS audit at paragraph 25-28 above, and agree to receive future updates on this position as part of the assurance reporting cycle.
- ii. Note the work described in the Looked After Children section detailed in paragraph 39 above, to refresh the strategy to improve the outcomes for Looked After children in the City
- iii. Note the details of the wider Council engagement in the children’s safeguarding agenda detailed in paragraph 48.

Reason: To fulfil this committee’s commitment to receive six monthly updates on key children’s safeguarding issues.

Contact Details

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Chief Officer responsible for the report:
Jon Stonehouse, Director, Children’s
Services, Education and Skills

Report Approved

Date

18 January 2016

Wards Affected: *List wards or tick box to indicate all*

All



For further information please contact the author of the report

Background Papers: None

Annexes:

Annex A – Our Supervision Improvement Journey – October 2015

Annex B1 & B2 – Child in Need Audit summary

Annex C – Children’s Social Care - Vision update

Abbreviations:

CSC – Children’s Social Care

CPB – Corporate Parenting Board

CYC – City of York Council

DBS – Disclosure & Barring Service

FDAC - Family, Drug and Alcohol Court

PSW – Principal Social Worker

NSPCC – National Society for Prevention of Cruelty to Children

LSCB – Local Safeguarding Children’s Board

MARAC - Multi-agency Risk Assessment Conferences

IFA – Independent Foster Agency

R&A - Referral and Assessment

RAAMM - Review Audit Activity Management Meeting

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York Children's Social Care

Our Supervision Improvement Journey – October 2015



Keeping Families Together – Keeping Children Safe
Our Vision, Ambition and Expectations





Define



Measure



Analyze



Improve



Control

The York “Vision for Children’s Social Care” made a commitment to strong professional development and support for practitioners, and stated that we would effectively manage risk and uncertainty in our work safeguarding vulnerable children and young people. Central to the delivery of these commitments was high quality, regular and reflective supervision.

In the Autumn of 2013 we took the decision to embark upon a comprehensive improvement journey. We introduced:

- a new Supervision Policy with clear standards and expectations.
- a new Supervision Agreement on which to base the relationship between supervisor and supervisee.
- a new Supervision Record, promoting strong staff support elements as well as reflective case discussion.
- a monthly service-wide Scorecard to report to senior leaders how much supervision is taking place.
- an Annual Survey of all staff about their experience of the supervision that they receive.
- Direct Observations of supervision by senior leaders.

What we now know:

- how much supervision activity is taking place, and so do senior leaders.
- from the Annual Survey and Direct Observations what our strengths and areas for development are.
- We write an Annual Report and share it with staff.
- We know what still needs to be done.

What staff say about their experience of supervision:

- “I feel I am listened to, I have the opportunity to put my points across and know that they will be discussed - therefore my supervision is very much a two-way process”.
- “Supervision in words: Supportive. Empathetic. Safe. Encouraging. Motivating. Open. Honest”.
- “Supervision has been regular since I joined York”.
- “The supervision I receive makes me feel safe, held to account and valued. I feel listened to and get clear direction”.
- “Supervision gives me the feeling that I am trusted and valued to do a good job”.
- “Supervision in words: Balanced, Informative, Reflective”.
- “Supervision is a positive experience. I feel that my supervisor is prioritising me and the time that they spend with me during supervision makes me feel valued”.
- “Supervision gives me an opportunity to examine my practice and any issues arising in a safe and controlled environment. I get a lot of support and encouragement from my manager during supervision and it helps me to realise I am doing a good job under stressful conditions”.
- “I enjoy supervision and always come away feeling positive”.

Strengths

- S1. Practitioners are good at obtaining and recording the 'Voice of the Child'.
- S2. There are good examples of Practitioners using chronologies to evidence patterns of behaviour over time when identifying emerging risks.
- S3. Practitioners are driven and this is particularly evident where concerns are escalating; they manage this by identifying the skills and strengths of the multiagency group.*
- S4. There is a sense of momentum when the majority of cases are allocated within the Child in Need Service.
- S5. Case notes are becoming more analytical and less descriptive.
- S6. Practitioners are skilled and more are using specific research-based interventions, e.g. Richter Scale and Mellow Parenting.
- S7. Practitioners are familiar with relevant pathways and processes.
- S8. There has been outstanding work where there are escalating concerns for children and young people, including thorough inquiries when understanding and identifying risks.
- S9. The 'Signs of Safety' model is supporting Practitioners in identifying and analysing risk in Child in Need Pre-meeting Report. Practitioners are also using the 'Signs of Safety' model effectively when evidencing and communicating impact over time.
- S10. Safety Plans are utilised effectively in the majority of occasions
- S11. Strong evidence of Planning and Reviewing Officers reviewing thresholds when children require it.
- S12. CIN meetings are happening within timescales and there is flexibility to review more complex circumstances more frequently.
- S13. Some Practitioners are consulting with David Lucey (Clinical Psychologist) for Clinical Consultation.
- S14. Practice Managers are systematically sharing and promoting learning from audit findings with practitioners and the wider team.
- S15. Practitioners are utilising audit feedback effectively and this has led to improvements in practice when case files are re-audited, for example, visits to see children are now more visibly evidenced in case notes starting with the "Consultation with Child" label.
- S16. Management oversight has been strengthened since the introduction of the Resource Allocation Panel, for example, in maintaining consistent s.17 thresholds and when managing drift and delay.
- S17. The Supervision Policy is being adhered to and this is embedded within the Child in Need Service.

Items marked with * were also items identified in the last review of audit activity (April 2015).

Underlined items appear as both strengths and areas of development, suggesting that practice could benefit from improved consistency across the Service.

Areas for development

- D1. Practitioners should ensure that children's contributions (or observations for younger or non-verbal children) are clearly evidenced in case notes and in Child in Need Meeting Records. This has already been improving over the last 6 months. Practitioners should ensure that visits to see children are visibly evidenced by starting case notes with the "Consultation with Child" label.
- D2. Practitioners should ensure that recording of visits and engagement are added in a timely way on the case management system, working with managers to overcome potential barriers to achieving this.*
- D3. Practitioners should clearly record incidents where there is a lack of engagement from families, to evidence efforts and to analyse and ask 'so what does this non-engagement mean for the child'.
- D4. Practitioners should ensure that the 'Part A' of the CIN Meeting Record is shared with parents and children before Child in Need Meetings.
- D5. Practitioners should aim for case notes to be more analytical and less descriptive, for example, adding what the purpose of the visit is, what their reflections are about what we are trying to achieve in this visit, what we have observed during the visit and what progress is made against outcomes to be achieved in the Child in Need Plan.
- D6. Practitioners, Planning & Reviewing Officers and Managers should ensure that key information (Including Children's Wishes and Parent's Views) is always detailed in Child in Need Pre-Meeting Reports, and this is not consistent yet.*
- D7. If it is intended that a parents/carer with parental responsibility will not be present at multi-agency professional meetings chaired by the Child in Need Service, the Practitioner, Planning & Reviewing Officer or Practice Manager should ensure that the parent's consent to this is obtained before-hand and recorded on the case management system.
- D8. Where young people and their families are challenged this must be recorded by either Practitioners (in case notes and CIN Pre-Meeting reports) or Planning & Reviewing Officers (in CIN Meeting Records). In doing so the Child in Need Service can robustly evidence how we manage drift and delay.
- D9. Managers should ensure that supervisions comprise of reflective discussions and include defined actions with timescales.*
- D10. Planning & Reviewing Officers and Managers should ensure that Child in Need Plans are centred on the child because too many focus upon what changes the parent/carer is required to make without focussing upon what outcomes the child or young person requires. Actions to be completed are often detailed, inappropriately, in the column which asks what life must look like for CSC to end our involvement.
- D11. Planning & Reviewing Officers and Managers should ensure that Child in Need Plans address all identified needs (ensuring, for example, that all significant points described in minutes are included in the Plan).
- D12. Planning & Reviewing Officers and Managers should ensure that identified needs are only removed from CIN Plans with reason or explanation.*
- D13. Practitioners, Planning & Reviewing Officers and Managers should work within processes and timescales, e.g. always submitting pre-meeting reports to managers for authorisation.
- D14. Managers should use audit activity to identify potential workload issues.

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Strengths and areas for development

as identified within case file audits across the

Child in Need Service between

April 2015 and September 2015.



Child in Need Service

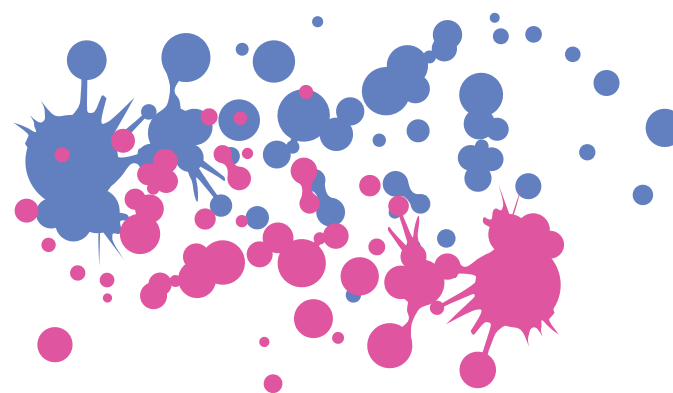


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York Children's Social Care Vision Update – October 2015



Keeping Families Together – Keeping Children Safe
Our Vision, Ambition and Expectations



Colleagues,

Two years ago, we set off on a journey together to establish for the children and families of York a 'new model of social work'. We did so in acknowledgement that we could not continue to do what we had always done. At the time we set challenging goals for ourselves. We said we would:

- spend more time working in partnership with families;
- provide strong professional development and professional support for our social workers;
- manage risk, whilst understanding that uncertainty and risk are features of child protection work;
- make a difference by working together.

Staff, partners and Members at the time welcomed our ambition and we undertook to keep in touch about the progress we would make together.

In April 2015 it was my pleasure to be part of a memorable day-long event in which staff were able to participate in an honest and open discussion about how we are doing or, as the title of the day asked, whether we are 'thriving or just surviving?' You fed back that much has changed for the better in the services that we deliver to some of the most vulnerable children and families in York. You were also clear that there is much still to do. You expressed confidence in the Vision that we set out two years ago and continue to work towards.

This short document cannot do justice to all the work that has been achieved to date. Nevertheless, it does provide a flavour of the change in style, environment, skills and tools we have made over the past two years. There is much to celebrate and you should be extremely proud of your role in working towards what remains an ambitious Vision for Children's Social Care in York.



Eoin Rush
Assistant Director, Children's Specialist Services

Style of Working

Progress to date

Over the past two years, the way in which we deliver services has changed. We offer qualified social worker advice at the point of contact, and we assess the needs of families by way of Single Assessment, supported by a range of evidence-based assessment tools.

Our plans are smarter and outcome-focused, and we review them more systematically. We have amplified the voice of the child in all that we do.

Additionally, we have two new senior advisor posts: a principal social worker and a principal advisor. All of this has enabled a culture of high support and high challenge to develop and flourish in York.

What is still to do?

We are committed to continuous service improvement. Some areas for improvement include:

- (1) Further improve the quality, timeliness and proportionality of assessments across the service.
- (2) Achieve the right sort of permanency, at the right time, for children and young people¹.
- (3) Have sufficient local and appropriate placements for our looked after children.
- (4) Improve the quality of recording of what we do.



¹ Bring Them Home Strategy

Environment

Progress to date

Over the past two years our commitment to strong professional support has been centred on improving the quality of supervision. A new policy and process have been introduced. We have established an annual staff survey, senior manager observations of supervision and a monthly 'scorecard' which records whether staff are receiving regular supervision². We have also introduced the annual corporate personal development review process for all staff.

Our practice has been supported by more regular team meetings and regular practice guidance updates.

Caseloads are now monitored systematically and, where issues emerge, additional resources are deployed.

A learning culture has been developed, with regular case file audits and performance data to identify areas of strength and areas for development.

What is still to do?

- (1) Improve communication with staff, using a range of different media.
- (2) Embed a healthy, safe and supportive working environment for staff.
- (3) Continue to improve the quality of supervision.



Skills

Progress to date

Over the past two years, staff have been able to access a wide range of excellent learning and development opportunities to support them in their ongoing professional development.

Additionally, briefings on national and local learning from serious case reviews have been provided. Staff awareness of child sexual abuse and exploitation (CSA&E), missing and children privately fostered has increased through briefings and training.

We have also worked in partnership with the University of York (R&A) and Research in Practice (Hob Moor CP/LAC team) to develop greater understanding of our social work practice in key areas.

Uncertainty and risk will always be part of the work we do, but we remain committed to providing staff with the skills needed to be effective and to do the job well.

What is still to do?

- (1) Clarify further and communicate professional development pathways for all staff.
- (2) Develop a wider delivery model for staff development.
- (3) Develop a process to more proactively identify skill and knowledge gaps.

² Supervision scorecard systematically reported to Executive Member, Chair of the Safeguarding Board, Director and Chief Executive

Progress to date

An effective service is one in which practitioners are provided with the right tools to do the job. Over the past two years key documents have been reviewed and updated and, where possible, our case management system, RAISE, improved.

We have listened to staff feedback and reduced blockages and bureaucracy. We have put our policies online and created an up-to-date forms library. We have completely revised key policies on child sexual abuse and exploitation (CSA&E), private fostering, missing children and out of area placements.

We have made performance management information available to managers.

Significantly, in April 2014, we commenced a project to replace RAISE with a new system, Mosaic. Mosaic offers a range of functions not available on RAISE, yet does so in a modern, easy-to-use and intuitive way with an emphasis on reducing the screen time required.

Unlike RAISE, Mosaic was designed to reflect the need identified by Professor Eileen Munro in her national review of child protection, to move away from overly bureaucratic processes and focus on outcomes for children and their families.

Mosaic represents a significant financial investment and is driven by a strong commitment to ensure that systems and processes support effective practice and help achieve the best possible outcome for vulnerable children and young people and their families in the city.

What is still to do?

- (1) Successfully implement the Mosaic case management system.
- (2) Implement mobile working across service areas.

The next review of the Vision is due April 2016.

Progress to date

We can only deliver effective services if we work closely with our professional partners. York has a long history of good multi-agency working and this continues.

We have made significant progress in key areas:

- Substance misuse colleagues have developed an innovative service along the lines of the Family Drug and Alcohol Court model.
- Colleagues in Health have developed a streamlined process for their professional contribution to single assessments.
- The Safeguarding Board, in partnership with the NSPCC, has developed the It's not OK campaign, to increase awareness of CSA&E.
- Colleagues in education are piloting the new referral form for Children's Social Care.
- Colleagues in the police are working closely with us to improve our responses to children and young people at risk of CSA&E.
- We have created a specialist post to scrutinise our responses to individual children and young people identified as being highly vulnerable.

What is still to do?

- (1) Continue to work with our colleagues in the police to further strengthen our response to children who are vulnerable, missing, exploited or trafficked.



Provisional Meeting Dates	Learning & Culture Policy & Scrutiny Committee– Draft Work Plan 2015-16
Mon 22 June 2015 @ 5:30pm	<ol style="list-style-type: none"> 1. Introductory Report inc. Ideas on Potential Topics for Review in this Municipal Year 2. York Museums Trust – Partnership Delivery Plan Bi-annual Update Report (Janet Barnes) 3. Explore York Libraries and Archives Mutual Ltd SLA & Bi-Annual Update (Fiona Williams) 4. Feasibility Report on proposed TdF Scrutiny Review 5. Update on Parks Development (Dave Meigh) 6. Draft Workplan 2015/16 & discussion re future topics
Tues 29 July 2015 @ 5:30pm	<ol style="list-style-type: none"> 1. Attendance of Executive Member for Culture, Leisure & Tourism – Priorities & Challenges for 2015/16 (Cllr Ayre confirmed) 2. York Museums Trust Funding Report (Charlie Croft) 3. Report on ‘Make it York’ & Attendance of Managing Director (Steve Brown) 4. Bi-annual progress report on Safeguarding & Looked After Children (Eoin Rush) 5. Update on Implementation of Children & Families Bill (Eoin Rush) 6. Workplan 2015/16
Tues 15 Sept 2015 @ 5:30pm	<ol style="list-style-type: none"> 1. York Theatre Royal SLA Performance Bi-annual Update Report (Liz Wilson) 2. Report on ‘Make it York’ & Attendance of Managing Director (Steve Brown) Deferred from previous meeting 3. Attendance of Executive Member for Education, Children & Young People's Services - Briefing on Priorities & Challenges for 2015/16 4. Year End Finance & Performance Monitoring Report (Richard Hartle) 5. First Quarter Finance & Performance Monitoring Report (Richard Hartle) 6. Workplan 2015/16 & City Walls Topic Registration Form
20 Oct 2015 @ 5:30pm	<ol style="list-style-type: none"> 1. York Safeguarding Board Bi-annual Update & Attendance of Chair (Simon Westwood) 2. Explore York Libraries & Archives Mutual Ltd SLA & Bi-Annual Update (Fiona Williams) 3. School Improvement and Ofsted Update on Schools Performance (Maxine Squire) 3. City Walls Scrutiny Review Feasibility Report (John Oxley) 4. Workplan 2015/16

<p>Wed 25 Nov 2015 @ 5:30pm</p>	<ol style="list-style-type: none"> 1. Learning Services Self-Assessment Overview Report (CC) 2. Introductory Report on Reframing the Relationship between CYC & YMT (CC) 3. Update on Implementation of 'Narrowing the Gap' Scrutiny Review Recommendations (Maxine Squire) 4. Workplan 2014/15
<p>Wed 27 January 2016 @ 5:30pm</p>	<ol style="list-style-type: none"> 1. Second Quarter Finance & Performance Monitoring Report (Richard Hartle) 2. Update on 2No. Petitions Relating to Parliament Street Carousel (Referred by CSMC) 3. Make it York Update on St Nicholas Fayre & Future of Parliament St Fountain (Steve Brown) <i>confm'd</i> 4. SACRE (Standing Advisory Committee on RE) Annual Report & Review of York Schools' Agreed Syllabus 5. School Improvement Update - Key Stage 4 Performance 2015 (Maxine Squire) 6. CYC Bi-annual progress report on Safeguarding & Looked After Children (Eoin Rush) 7. Workplan 2015/16
<p>Mon 21 March 2016 @ 5.30pm</p>	<ol style="list-style-type: none"> 1. Attendance of Chair of Learning City (Alison Birkenshaw) <i>invite sent</i> 2. York Theatre Royal – Service Level Agreement Performance Bi-annual Update Report (Liz Wilson) 3. Attendance of Chair of York Safeguarding Board for Bi-annual Update (Simon Westwood) 4. Attendance of Chair of York@Large (Chris Bailey) Moved from Jan 2016 5. Workplan 2015/16
<p>Tues 24 May 2016 @ 5:30pm</p>	<ol style="list-style-type: none"> 1. Attendance of Cabinet Member for Education, Children & Young People's Services – Update on Priorities & Challenges for 2015/16 2. Attendance of Cabinet Member for Leisure, Culture & Tourism – Update on Priorities & Challenges for 2015/16 3. Third Quarter Finance & Performance Monitoring Report (Richard Hartle) 5. Learning Services Bi-annual Performance Update (CC) 4.