



Law and Governance
Town Hall, Upper Street, London, N1 2UD

AGENDA FOR THE CHILDREN'S SERVICES SCRUTINY COMMITTEE

Members of the Children's Services Scrutiny Committee are summoned to a meeting, which will be held in Committee Room 1, Town Hall, Upper Street, N1 2UD on, **11 January 2017 at 7.00 pm**.

Stephen Gerrard
Director of Law and Governance

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Despatched : 3 January 2017

Membership

Councillors:

Councillor Theresa Debono (Chair)
Councillor Rakhia Ismail (Vice-Chair)
Councillor Alex Diner
Councillor Satnam Gill OBE
Councillor Michelline Safi Ngongo
Councillor Nick Ward
Councillor Nick Wayne

Co-opted Members:

Erol Baduna, Primary Parent Governor
Mary Clement, Roman Catholic Diocese
James Stephenson, Secondary Parent Governor
Vacancy, Church of England Diocese

Quorum: is 4 Councillors

Substitute Members

Substitutes:

Councillor Alice Perry
Councillor Dave Poyser
Councillor Alice Donovan
Councillor Angela Picknell

A. Formal Matters

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1. Apologies for Absence
2. Declarations of Interest

If you have a **Disclosable Pecuniary Interest*** in an item of business:

- if it is not yet on the council's register, you **must** declare both the existence and details of it at the start of the meeting or when it becomes apparent;
- you may **choose** to declare a Disclosable Pecuniary Interest that is already in the register in the interests of openness and transparency.

In both the above cases, you **must** leave the room without participating in discussion of the item.

If you have a **personal** interest in an item of business **and** you intend to speak or vote on the item you **must** declare both the existence and details of it at the start of the meeting or when it becomes apparent but you **may** participate in the discussion and vote on the item.

***(a) Employment, etc** - Any employment, office, trade, profession or vocation carried on for profit or gain.

(b) Sponsorship - Any payment or other financial benefit in respect of your expenses in carrying out duties as a member, or of your election; including from a trade union.

(c) Contracts - Any current contract for goods, services or works, between you or your partner (or a body in which one of you has a beneficial interest) and the council.

(d) Land - Any beneficial interest in land which is within the council's area.

(e) Licences - Any licence to occupy land in the council's area for a month or longer.

(f) Corporate tenancies - Any tenancy between the council and a body in which you or your partner have a beneficial interest.

(g) Securities - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

This applies to all members present at the meeting.

3. Declaration of Substitute Members
4. Minutes of the Previous Meeting
5. Chair's Report
6. Items for Call In (if any)
7. Public Questions

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B.	Items for Decision/Discussion	Page
1.	Post-16 Education, Employment and Training: Witness Evidence To include: a) Mer-IT (voluntary organisation) b) Groundwork London (charity) c) Responses to questions raised at November meeting	9 - 20
2.	Post-16 Education, Employment and Training: Notes of Scrutiny Visit	21 - 26
3.	Islington Safeguarding Children Board: Annual Report	27 - 72
4.	Safeguarding Children Annual Report	73 - 78
5.	Executive Member Questions Questions may be submitted in advance to jonathan.moore@islington.gov.uk no later than Thursday 5 th January.	79 - 80
6.	Review of Work Programme	81 - 82
C.	Urgent non-exempt items (if any) Any non-exempt items which the Chair agrees should be considered urgently by reason of special circumstances. The reasons for urgency will be agreed by the Chair and recorded in the minutes.	
D.	Exclusion of press and public To consider whether, in view of the nature of the remaining items on the agenda, it is likely to involve the disclosure of exempt or confidential information within the terms of the Access to Information Procedure Rules in the Constitution and, if so, whether to exclude the press and public during discussion thereof.	
E.	Exempt items for Call In (if any)	
F.	Confidential/exempt items	
G.	Urgent exempt items (if any) Any exempt items which the Chair agrees should be considered urgently by reason of special circumstances. The reasons for urgency will be agreed by the Chair and recorded in the minutes.	

The next meeting of the Children's Services Scrutiny Committee will be on 28 February 2017

Please note that committee agendas, reports and minutes are available from the council's website: www.democracy.islington.gov.uk

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Agenda Item 4

London Borough of Islington

Children's Services Scrutiny Committee - Monday, 21 November 2016

Minutes of the meeting of the Children's Services Scrutiny Committee held at Committee Room 4, Town Hall, Upper Street, N1 2UD on Monday, 21 November 2016 at 7.30 pm.

Present: **Councillors:** Debono (Chair), Ismail (Vice-Chair), Diner, Gill, Ngongo, Ward and Wayne

Co-opted Members: Erol Baduna, Primary Parent Governor
 Mary Clement, Roman Catholic Diocese

Councillor Theresa Debono in the Chair

178 APOLOGIES FOR ABSENCE (ITEM NO. A1)

Apologies for lateness were received from Mary Clement.

Apologies for absence were received from Cllr Joe Caluori, Executive Member for Children, Young People and Families; and Carmel Littleton, the Corporate Director of Children's Services.

179 DECLARATIONS OF INTEREST (ITEM NO. A2)

None.

180 DECLARATION OF SUBSTITUTE MEMBERS (ITEM NO. A3)

None.

181 MINUTES OF THE PREVIOUS MEETING (ITEM NO. A4)

RESOLVED:

That the minutes of the meeting held on 18 October 2016 be confirmed as a correct record and the Chair be authorised to sign them.

182 CHAIR'S REPORT (ITEM NO. A5)

The Chair asked if members would prefer to start Committee meetings at 7pm. The Committee indicated that this would be preferential and agreed to commence meetings at 7pm from the next meeting.

183 ITEMS FOR CALL IN (IF ANY) (ITEM NO. A6)

None.

184 PUBLIC QUESTIONS (ITEM NO. A7)

A member of the public queried the impact of North Bridge House School, an independent fee-paying school, being located in Canonbury. In particular, the extent of its scholarships, bursaries, and community outreach work was queried.

The Director of Learning and Schools commented that there had been no notable impact on admissions to Islington's secondary schools. Councillor Nick Wayne, a Canonbury ward councillor, commented that the school did carry out outreach work in Canonbury and had a positive partnership with the Rose Bowl Youth Centre and other Canonbury stakeholders.

185 POST-16 EDUCATION, EMPLOYMENT AND TRAINING: WITNESS EVIDENCE (ITEM NO. B1)

a) Employability Skills Support for Young People

Lorraine Blyth, Post-16 Participation Manager, and Hamish Mackay, Youth Employment and Apprenticeships Manager, introduced the report and made a presentation on the Council's employability support offer.

The following main points were noted in the discussion:

- The Committee noted the work of the Progress Team and the implementation of the Progress Pledge; which was developed with young people and clearly set out the support young people could expect to receive.
- The Progress Team offered independent and impartial advice on a one-to-one basis and could make referrals to other support services as necessary. It was important for information, advice and guidance to be provided in a clear and accessible way. Young people particularly valued support in applying for work experience and volunteering opportunities.
- The Committee noted three case studies of young people who had received support from the Progress Team. It was emphasised that those seeking employment support often had complex issues and faced additional barriers to employment. Support from the Progress Team was tailored to their specific needs and ambitions.
- The Committee noted the targeted employment support for 18 to 24 year olds, including the Council's work in providing apprenticeships, bespoke traineeships, and supporting the provision of apprenticeships in the local economy. The Council provided one-to-one support to young people and ongoing support once they were in employment.
- The Council led the Islington Youth Employment Network, which arranged opportunities for local employers to meet young people NEET through speed-networking sessions and TED style talks. It was noted that the last such event was attended by 60 young people and 17 employers; within a fortnight 14 of those young people were in employment.
- It was explained that Saturday jobs traditionally helped young people to develop employability skills and transition into employment, however there was significant competition in the local labour market and such opportunities were increasingly rare for young people.
- The Council's apprenticeship schemes were targeted at borough residents aged 16-24, however anyone was able to apply. It was hoped that these opportunities would support young people, as well as the long term unemployed, those with disabilities which were a barrier to employment, care leavers, and others.

Children's Services Scrutiny Committee - 21 November 2016

- The application period for the Council's repairs apprenticeship posts had been aligned to the academic year. It was intended for apprenticeships to be considered on par with academic pathways.
- The Committee noted two case studies of 18 to 24 year olds who had accessed targeted employment support services and had successfully applied for apprenticeships.
- The iWork service had supported 104 people into apprenticeships in 2015/16; it was noted that this included adults who had been out of work for six months or more.
- It was commented that the information provided did not allow for effective scrutiny of the service. It was noted that statistical information had been provided to a previous meeting, however further information was requested on: the percentage of successful apprenticeship placements (i.e. after receiving support from the Council, how many people unexpectedly left before the end of their apprenticeship, and how many were offered a job); data on the penetration rate for targeted employment support, and how the service knew it was reaching all of the young people who needed support; performance against key performance indicators and targets; and a list of the apprenticeship providers the Council worked with.
- Officers advised that it was difficult to provide statistics on the number of people aged 18 – 25 who would benefit from targeted employment support, as the claimant count was not an accurate measure of how many unemployed young people there were in the borough. People in this age group were hard to reach and tended not to seek support.
- The performance of the service was monitored through external reviews and officers regularly reviewed the progress of young people after 13, 26, and 52 weeks. It was commented that it was sometimes difficult to contact people after a significant period of time, as their contact details may change, or they may feel that they no longer need to engage with employment services.
- The Committee commented on the need to have high aspirations for young people NEET. Whilst officers agreed that the young people they worked with had many talents and it was hoped that they would go on to be very successful, it was recognised that many young people NEET had skills gaps and complex needs which they needed to overcome first.
- Officers commented on the wide range of apprenticeship opportunities available locally and within the Council: these included tradesperson roles; office based roles in Legal, Finance and HR; ICT roles in Digital Services; and creative roles with organisations such as Sadler's Wells Theatre.
- Although there were a number of apprenticeship opportunities available, officers commented that some young people were not yet ready to apply for apprenticeships and more informal traineeships would be useful as a starting point to help young people into employment.
- The Council was trying new methods of engaging hard to reach young people. Organisations had recently been commissioned to carry out peer to peer outreach work on a pilot basis; the results of this had not yet been received.
- The Council's apprentices were employed at the London Living Wage, which was much higher than the apprentice minimum wage of £3.40 an hour. The London Living Wage was also paid by organisations in the Council's supply chain; however the Council did promote some apprenticeship opportunities to young people that did not pay this rate. It was commented that paying the London Living Wage to apprentices was difficult for some local businesses if their more senior staff were only paid the London Living Wage or lower. However, the Council was selective of which opportunities it promoted to young people, and only supported young people into opportunities with clear progression pathways. In general the Council did not support young people in

taking up apprenticeships which paid below the equivalent minimum wage rate.

- A member of the public queried the success of the Saturday Jobs Campaign, noting that only 15 jobs had been offered in 2015/16. In response it was advised that the service was intentionally providing intensive support to a low number of young people, however it was hoped to slightly increase this number in future.
- It was confirmed that the youth employment support offer was regularly reviewed in consultation with young people. Feedback from young people was often focused on requests for financial support to purchase specific equipment or study materials.

The Committee thanked Lorraine Blyth and Hamish Mackay for their attendance.

b) Vocational Pathways

Cherrylynn Jaffier, Post-16 Progression Advisor, made a presentation and introduced the report on support for young people seeking vocational pathways.

The following pain points were noted in the discussion:

- Ms Jaffier worked with young people in Year 11 who were seeking vocational pathways.
- Young people from all secondary schools in the borough were offered one to one support, however schools utilised the Progress service differently, depending on the level of support already provided by the school. Group sessions were also held from time to time.
- It was commented that it was important to challenge young people's misconceptions, as sometimes they had unrealistic expectations of how they could progress in vocational pathways.
- Young people were provided with a personalised action plan to help them apply for vocational opportunities. This advised the young people what to do and when. Support with interview preparation was also available.
- The Progress Advisor role included monitoring the progression of pupils after they had left school. Advisors also maintained an up-to-date list of the apprenticeships, vocational college courses, and traineeships available locally.
- It was thought that providing specialist vocational pathway support helped pupils to make balanced choices about their future, and informed them how best to access their chosen career path.
- It was advised that the majority of pupils seeking vocational pathways progressed to college, however some moved into apprenticeships or work-based training.
- In response to a question, it was advised that it was not possible to provide a demographic breakdown of the young people accessing support for vocational pathways, as this data was not routinely recorded. However, further demographic information, as well as an update on young people's progress, would be known towards the end of January when the results of the annual activity survey were available.
- It was advised that, in general, male pupils tended to enquire about construction or trade based pathways, and young females were interested in hair, beauty or childcare. However, it was commented that young people's chosen pathways could change after learning about the reality of jobs in certain industries.

- The Committee commented that the work of a Progression Advisor seemed very varied and queried if anything would enhance the role or make it easier. In response, it was advised that an increasing number of young people were interested in creative media, graphic design, web design, and similar pathways; however few opportunities in these fields were available. It was also commented that some young people needed sustained intensive support and at times the caseload was so great that it was not possible to support every young person in this way.
- The Committee commented on the additional barriers faced by pupils with special educational needs and those who did not speak English as a first language. It was queried how such pupils could be best supported. In response it was explained that pupils who did not speak sufficient English were advised to improve their language skills, as they would otherwise almost certainly struggle in further education or employment.
- A member of the public asked for an update on the 34 students who were in the process of having their destinations confirmed, as set out at paragraph 3.4 of the report. In response, it was advised that these had progressed to various destinations and none were currently NEET.

The Committee thanked Cherrylynn Jaffier for her attendance.

186 THE CHILDREN'S SERVICES RESPONSE TO PREVENT (ITEM NO. B2)

Finola Culbert, Director of Targeted and Specialist Children's Services, introduced the report on how Children's Services had responded to the Prevent duty.

The following main points were noted in the discussion:

- A strategy group had been established to consider how to respond to Prevent and an action plan had been produced. It was commented that the Prevent agenda covered sensitive and complex areas and it was essential to bring together colleagues with a range of knowledge and skills to respond to Prevent effectively.
- Engagement with schools was an essential part of the Prevent strategy. It was important to ensure that schools were meeting their obligations effectively. Elizabeth Garrett Anderson and Newington Green Primary had been appointed as the two schools to lead on the Prevent agenda locally. Their role was to provide support to other schools on how to implement Prevent.
- It was emphasised that Prevent was about safeguarding vulnerable young people with complex needs. It was commented that, if young people were vulnerable to radicalisation, then they would most likely be vulnerable in other ways too.
- It was essential for those working with young people, including school and council staff, to be appropriately trained on the Prevent duty. Effective training reduced the anxiety of staff and resulted in better targeted referrals.
- Although the Prevent strategy action plan was largely RAG rated 'green', it was commented that this was to be revised and re-focused on areas in need of improvement.
- A member queried how many Prevent referrals had been made. In response, it was commented that the numbers were very sensitive, however the Prevent agenda covered a wide spectrum of activity and, whilst people were right to be concerned about the threat of radicalisation, some referrals had previously been made following fairly low-level concerns. It was commented that Prevent had now bedded in and schools and teachers were taking a more balanced view.

Children's Services Scrutiny Committee - 21 November 2016

- Officers commented that it was essential that the Prevent agenda did not restrict the school curriculum or young people from expressing political opinions.
- A member queried if the Council worked to implement Prevent with supplementary schools and those who were home schooling their children. In response, it was advised that the Safeguarding Children Board had ensured that all voluntary sector organisations and supplementary schools had access to safeguarding materials, which included information on Prevent, although there was no obligation for this to be taken up. Training taken up by supplementary schools was logged and the impact monitored.
- In response to a question, it was advised that training was provided by both internal and external trainers and through specific online resources. Prevent training had been integrated into safeguarding training, and schools had embedded Prevent activities into PSHE and Citizenship.
- A member queried if officers could elaborate on the three school girls from Bethnal Green who travelled to Syria. In response, officers advised that such cases were discussed between local authorities to facilitate cross-borough learning, however the details were very sensitive.
- A member expressed concern at the recent increase in hate-crime, commenting that this was fuelled by islamophobic material published in the media, and compared this to anti-Irish sentiment in the 1970s.

RESOLVED:

- i) That the report be noted;
- ii) That a further update be received in one year's time.

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QUARTERLY REVIEW OF CHILDREN'S SERVICES PERFORMANCE (Q2) (ITEM NO. B3)

Finola Culbert, Director of Targeted and Specialist Children's Services, and Mark Taylor, Director of Schools and Learning, introduced the report which summarised Children's Services performance in quarter two 2016/17.

The Committee considered the format of the quarterly performance report. It was noted that the Committee had previously resolved that the performance measures reported to the Committee be amended to include a greater oversight of the Council's safeguarding activity and work to support looked after children. The Committee emphasised that it was important for the same suite of performance indicators to be reported each quarter to enable progress to be monitored. It was agreed that a draft list of performance indicators would be circulated to members for comment.

The Committee noted that the number of children missing from home was significantly higher than the same period last year. It was explained that there was now a greater awareness of when to report children as missing and data had improved as a result. It was commented that children could go missing for a number of reasons; some were victims of child sexual exploitation, others were involved in drug dealing and gang violence, and others were staying with friends without permission. Officers advised that working with children missing from home was challenging work; however the Council had strong safeguarding systems in place.

RESOLVED:

- i) That Children's Services performance in quarter two 2016/17 be noted;
- ii) That the suite of performance indicators be revised and standardised in advance of the next quarterly report.

188 EXECUTIVE MEMBER QUESTIONS (ITEM NO. B4)

As the Executive Member had submitted apologies for absence, this item was deferred. It was suggested that any urgent questions could be submitted to the Executive Member by email.

189 REVIEW OF WORK PROGRAMME (ITEM NO. B5)

Members indicated that it would be preferential to hold a visit as part of the review of Post-16 Education, Employment and Training before Christmas.

MEETING CLOSED AT 9.30 pm

Chair

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Scrutiny topic: Post-16 EET

Our role and focus as a scrutiny committee:

1. To explore how to sustain improvements and continue to increase the number of young people progressing to, and in, post 16 education, employment and training; and
2. To suggest ways to prevent young people becoming not in education, employment or training (NEET) in the first place.

Outcomes and progression	SID Objective 1: To understand the profile of 16-18 and 18-24 year olds in Islington currently progressing to and in education, employment and training; and which groups of young people are most vulnerable to being NEET SID Objective 3: To understand the obstacles to progression into EET
Support to young people and accountability	SID Objective 2: To assess the strategic role of Islington Council in helping to increase the number of young people in EET SID Objective 5: To assess the availability and effectiveness of information, advice, guidance and employability skills support for young people regarding post 16 education, employment and training
Prevention and early intervention	SID Objective 4: To identify and assess specific measures which will increase the progression into EET for groups of young people with low levels of participation in EET and other young people vulnerable to becoming NEET SID Objective 6: To examine 'promising practice' approaches at school and local authority level that indicate the best success in reducing the number of young people NEET and preventing young people becoming NEET, and how they might apply locally.

Work programme for post-16 EET scrutiny

1. Background information and additional documentation (circulated by email 3 August 2016)

- Department for Education, 'Participation of young people in education, employment or training – Statutory guidance for local authorities', September 2014
- Department for Education, 'Careers guidance and inspiration in schools – Statutory guidance for governing bodies, school leaders and school staff', March 2015
- London Councils, 'London Ambitions: shaping a successful careers offer for all young Londoners', June 2015
- The Islington Employment Commission, 'Working Better, The final report of the Islington Employment Commission – Summary', November 2014
- Islington Employment Services Board, 'One Year On: Making it Work Better', November 2015
- Envoy Partnership, 'A Social Return on Investment, Evaluation of the ESF NEET Fast Forward Programme', February 2015

Outcomes and progression	SID Objective 1: To understand the profile of 16-18 and 18-24 year olds in Islington currently progressing to and in education, employment and training; and which groups of young people are most vulnerable to being NEET	
	SID Objective 3: To understand the obstacles to progression into EET	
Who	Organisation/remit	Area of focus
Holly Toft, Head of Post-16	Islington Council – Children’s Services	The current picture of 16-18 in education employment and training and 18-24 year olds in employment/progressing to employment; the local offer to support young people including roles, responsibilities, opportunities and resources; key issues such as distance to learning, engagement/re-engagement and cross borough issues.

Support to young people and accountability	SID Objective 2: To assess the strategic role of Islington Council in helping to increase the number of young people in EET	
	SID Objective 5: To assess the availability and effectiveness of information, advice, guidance and employability skills support for young people regarding post 16 education, employment and training	
Who	Organisation/remit	Area of focus
Holly Toft, Head of Post-16	Islington Council – Children’s Services	See above
Visit to Progress Team (formerly Youth Careers Team)	Islington Council – Children’s Services	Support to vulnerable young people
Cherrylynn Jaffier, Progress Advisor (Vocational Pathways)	Islington Council – Works with young people pre-16 who are interested in a vocational pathway	<ul style="list-style-type: none"> Support to young people interested in a vocational pathway
Lorraine Blyth, Post-16 Participation Manager	Islington Council – Children’s Services	<ul style="list-style-type: none"> Employability skills: 16 – 18 year olds
Jodi Pilling, Learning and Skills Manager	Islington Council – Chief Executive’s Department	<ul style="list-style-type: none"> Employability skills: 18 – 24 year olds Apprenticeships Youth employment Connecting with businesses
To be identified	City and Islington College	Careers Clusters
To be identified	Local businesses	What local businesses are doing to progress this agenda
School careers leads	Local schools x 3 - Central Foundation Boys’ Schools, Elizabeth Garrett Anderson School, and one other.	Information, Advice and Guidance (IAG): <ul style="list-style-type: none"> Schools and careers network – how it works Quality Good practice
Alison Bennett, Careers Education, Information, Advice and Guidance (CEIAG) Specialist	Islington Council – Children’s Services CEIAG specialist re: quality of IAG and work of employment commission re: careers entitlement;	

Prevention and early intervention	<p>SID Objective 4: To identify and assess specific measures which will increase the progression into EET for groups of young people with low levels of participation in EET and other young people vulnerable to becoming NEET</p> <p>SID Objective 6: To examine ‘promising practice’ approaches at school and local authority level that indicate the best success in reducing the number of young people NEET and preventing young people becoming NEET, and how they might apply locally.</p>	
Who	Organisation/remit	Area of focus
To be identified	LB Wandsworth Council (TBC)	LA approach to reducing number of NEETs and preventing young people becoming NEET
Holly Toft and Lorraine Blyth	Islington Council – Children’s Services	Participation – context and good practice particularly in schools
		ESF projects and B2B

2. Work plan

Date: Thursday 22 September 2016 Evidence theme: Outcomes and progression		
Who	Organisation/remit	Area of focus
Holly Toft, Head of Post-16	Islington Council: Children's Services	The current picture of 16-18 in education employment and training and 18-24 year olds in employment/progressing to employment; the local offer to support young people including roles, responsibilities, opportunities and resources; key issues such as progression to university; distance to learning, engagement/re-engagement and cross borough issues.

Briefing notes prior to meeting:

- Contextual report

Other reports:

1. Early Help Scrutiny: 12 Month Report Back
2. Update on the Youth Offending Service Improvement Plan
3. Executive Member Questions
4. Review of Work Programme

Date: Tuesday 18 October 2016 Evidence theme: Support to young people and accountability – Information, Advice and Guidance		
Who	Organisation/remit	Area of focus
Paul McIntyre	Elizabeth Garrett Anderson School	IAG: <ul style="list-style-type: none"> • Schools and careers network – how it works • Quality • Good practice
Lesley Thain	Central Foundation Boys' School	
Alison Bennett, Careers Education, Information, Advice and Guidance (CEIAG) Specialist	Islington Council – Children's Services CEIAG specialist re quality of IAG and work of employment commission re: careers entitlement;	
Holly Toft, Head of Post-16	Islington Council: Children's Services	Responses to questions raised at the previous meeting

Briefing notes prior to meeting:

- Careers Education, Information, Advice and Guidance in Islington's Secondary Schools – legal and policy context, brief history of responsibility for IAG, description of Careers Network, 'Gold Standard' for New River College and AP
- Evidence from schools
- Snapshot analysis of young people NEET in December 2015

Other reports:

1. Progress on Changes to SEND
2. Quarterly Review of Children's Services Performance (Q1)
3. Executive Member Questions
4. Review of Work Programme

Date: Monday 21 November 2016		
Evidence theme: Support to young people and accountability – Employability skills		
Who	Organisation/remit	Area of focus
Cherrylynn Jaffier, Progress Advisor (Vocational Pathways)	Islington Council – Works with young people pre-16 who are interested in a vocational pathway	<ul style="list-style-type: none"> Support to young people interested in a vocational pathway
Lorraine Blyth, Post-16 Participation Manager	Islington Council – Children's Services	<ul style="list-style-type: none"> Employability skills: 16 – 18 year olds Employability skills: 18 – 24 year olds Apprenticeships Youth employment Connecting with businesses
Jodi Pilling, Learning and Skills Manager	Islington Council – Chief Executive's Department	

Briefing notes prior to meeting:

- Vocational Pathways
- Employability Support

Other reports:

1. The Children's Services response to Prevent
2. Quarterly Review of Children's Services Performance (Q2)
3. Executive Member Questions
4. Review of Work Programme

Date: Wednesday 11 January 2017 Evidence theme: Prevention and early intervention		
Who	Organisation/remit	Area of focus
Mer-IT	Mer-IT – community organisation, providing young people with ICT skills	<ul style="list-style-type: none"> Community groups working with young people
Groundwork London	Groundwork London – charity providing a targeted youth programme.	

Briefing notes prior to meeting:

- Notes of scrutiny visit to Progress Team and Young People

Other reports:

1. Islington Safeguarding Children Board: Annual Report
2. Sageguarding Annual Report
3. Executive Member Questions
4. Review of Work Programme

Date: Tuesday 28 February 2017 Evidence theme: Support to young people; Prevention and early intervention + Concluding discussion		
Who	Organisation/remit	Area of focus
Holly Toft and Lorraine Blyth	Islington Council	<ul style="list-style-type: none"> Participation – context and good practice particularly in schools ESF projects and B2B
To be identified	LB Wandsworth Council (TBC)	
To be identified	City and Islington College	Careers Clusters
To be identified	Local businesses	What local businesses are doing to progress this agenda

Briefing notes prior to meeting:

- To be identified

Other reports:

1. Quarterly Review of Children's Services Performance (Q3)
2. Executive Member Questions
3. Review of Work Programme

3. Visits

Visits (to take place between September 2016 and February 2017)			
Who	Organisation/remit	Area of focus	When
Young People and the Progress Team	Islington Council – Children's Services	Support to vulnerable young people – visit to the Progress Team and meeting with some young people (possibly those who are supposed to be in Yr 11) – to occur in the evening – should cover the barriers and obstacles to EET	8 December 2016, 6pm – Lift Youth Hub

4. Report

20 March 2016: Draft recommendations

8 May 2016: Final Report

Meeting of:	Date	Ward(s)
Children's Services Scrutiny Committee	11 January 2017	All
Delete as appropriate		Non-exempt

**SUBJECT: Post-16 Education, Employment and Training:
Responses to questions raised by the Committee at 21 November
2016 meeting**

1. Synopsis

- 1.1 This paper provides responses to questions that were raised by members of the Scrutiny Committee at its meeting on 21 November 2016. Where data cannot be provided, this is referenced. The report looks at:
- Paid employment outcomes against corporate indicators
 - Apprenticeship outcomes against corporate indicators
 - The councils apprenticeship programme and areas for development
 - External apprenticeship programme and progression
 - Reaching NEET 18 – 24 year olds
- 1.2 Data provided refers to young people aged 18 to 25 who live in Islington unless otherwise stated.

2. Responses to questions raised

2.1 Paid job outcomes against 2016/17 Corporate Indicators

The service has a corporate indicator that measures the number of 18 – 25 year olds supported into paid employment, including apprenticeships, but excluding 16 – 18 year old apprentices, who are not included in this corporate indicator (they are however included in the apprenticeship corporate indicator, see 2.2). This target is set at 300 and includes outcomes generated by iWork Youth Employment, iWork and partners. There were 143 job outcomes in quarter 1 and 2, this was 7 under target but the summer is usually slower for job outcomes and this should be easily recovered in the last 2 quarters of the year.

Indicator	Q2 Actual Apr-Sep	Q2 Target Apr-Sep	Target 2016/17
Young people aged 18-25 supported into paid employment	143	150	300

Equalities data

Data on how many 18 – 25 year olds are NEET is difficult to obtain because 18 – 25 year olds are often not claiming benefits, therefore accurate equalities data is not readily available. However it is a statutory duty for the local authority to collect data for 16 – 18 year olds, and this data has been used here for comparison.

At the end of quarter 2 (September 2016) 36.6% of 16 – 18 year old NEET were female. As can be seen

from the table below the number of females supported into work matched this. 46% of 16 – 18 year old NEET were from BME groups in comparison to 38% of those who obtained paid employment. There were no NEET 16 – 18 year olds reported as having a disability but there may be some discrepancy with this information as we know this group is often over represented in national figures.

Table showing equalities data for 18 – 25 year olds into paid employment

Female	37%	White British	41%	Disabled	13%	Non-offender	95%
Male	63%	BME	38%	Non-disabled	72%	Offender	5%
		Prefer not to say	21%	No information	15%		

Whilst the council is reaching a significant number of those from BME groups it was recognised that some more targeted work to increase reach would be beneficial. iWork for business developed a course for participants from North and East African backgrounds to support them to develop skills and qualifications that would help them to find work in construction, as this group is underrepresented in the sector. The course had 14 participants who were aged between 18 and 25 years old. 10 have obtained their qualification and are waiting to receive their CSCS cards. 4 learners will resit their CSCS test as they need further support. 2 participants are now in full time employment and interviews are pending for the other participants. More targeted work with BME groups will continue. It should be noted that 21% of people chose not disclose their ethnic background and this may be skewing results.

Sectors

Building and construction, public sector and retail and customer services accounted for the highest volumes of jobs.

2.2 Apprenticeship outcomes against corporate indicators 2016/17 (April 2016 - November 2016)

The corporate indicator for apprenticeships measures how many people are placed into apprenticeships regardless of age, and is set at 50 for council apprenticeships and 50 for external apprenticeships. Although we were reporting under target for quarter 1 and 2 this was due to the summer being a slower time to recruit. As of the end of November 2016, 79 people have been placed into apprenticeships by iWork Youth Employment, iWork and the Post- 16 Progression Team, exceeding the target. 27 of these apprentices were employed in the council. 84% of apprentices were aged between 16 and 24 years old.

30% of these apprentices are from BME backgrounds and 12% have declared a disability. 34% were claiming benefits before they were employed, we would expect this number to be low, considering the barriers to people under 24 years old claiming benefits. Only 14% had been unemployed for over a year, again we would expect this figure to be low as we target young people, intervening as early as possible to minimise the impact of being long term NEET. As in point 2.1, although we are working with a significant number of people from BME backgrounds, some more targeted work will be needed to capture more BME young people, who are under represented in comparison to the data for 16-18 year old NEET.

Table showing the ages of apprentices for 2016/17 to date

Age	Total number of clients	% of clients
16-18	29	37%
19-24	37	47%
25-44	12	15%
45+	1	1%
Total	79	100%

2.3 The Council's Apprenticeship Programme Outcomes 2014 – 2016

The council has a target of recruiting 200 apprentices between 2014/15 and 2017/18. There have been 107 recruited into post between April 2014 and November 2016.

Progression of council apprentices between April 2014 and March 2016

Of the 79 apprentices recruited April 2014 to March 2016, 62 have left the council. 66.1% of these apprentices are in employment or education. A further 6.5% are receiving support and 26% are out of contact but with caseworkers making regular efforts to contact them. These figures are broken down further in the table below.

Table showing council apprenticeship outcomes (April 2014- March 2016)

Employed in council	Employed in supply chain	Employed externally	Back in education	Unemployed & Receiving support	Currently out of contact (caseworkers are pursuing with phone calls etc.)	Total
30	3	6	2	5	16	62
48.3%	4.8%	9.7%	3.2%	8%	26%	100%

Identified areas for development for the council's apprenticeship programme

The iWork Youth Employment team have not had the resources to provide more intensive, long term follow up support. There has only been one member of staff responsible for the whole council programme including brokering roles, supporting recruitment and working with managers and apprentices. There are between 40 and 50 apprentices in post at any one time, which means that pastoral care can take a significant amount of officer resource.

Since the recent appointment of an Apprenticeship Manager in HR, who will take responsibility for identifying roles and supporting management, the iWork Apprenticeship Manager should have more time to focus their efforts on follow-up support. This should serve to increase success rates for progression, as well as improve data collection

Current providers for the council's apprenticeship scheme

- WKCIC (City and Islington / Westminster Kingsway)
- Building Crafts College
- Hackney Community College
- Just IT
- Capel Manor
- JLT Training
- The Learning Curve

A breakdown of courses provided can be found in appendix one

2.4 Progression for external apprenticeship placements 2016/17

Progression data for external apprentices is challenging to collect. It can be difficult to track people beyond 13 weeks and again, very resource intensive. There are 2 Youth Employment Officers who support around 40 young people into work each year, as well as carrying a case load of around 30 young people at any one time. This represents a very high volume of follow up work when resources are focused on supporting young people to find work and settle into new roles. Youth Employment Officers also have a number of additional duties such as planning events outlined in 2.5.

The iWork Youth Employment Team have taken a sample of 42 young people supported into work/apprentices in 2015/16 shows (See the table below). 59% have either retained their job or progressed into further employment or education. However 29% are out of contact, with case workers

making efforts to contact them on a regular basis.

Table showing progression for a sample of 42 external apprentices (2015/16)

Still in original employment	Progressed into further employment	Education	Economically inactive due to health issues	Unemployed	Currently out of contact (caseworkers are pursuing with phone calls etc)	Total
15	9	1	2	3	12	42
36%	21%	2%	5%	7%	29%	100%

Further work is in progress to collect more comprehensive progression data for those we support into apprenticeships and work for the future where resources permit. .

2.5 Extending our reaching to NEET 18 – 24 year olds

We know that the youth unemployment figures have been falling but this is just as likely to be related to the challenges young people face in claiming benefits. Furthermore, because these young people find it difficult to claim benefits, they become harder to reach because they do not automatically access the job centre, historically a key place of contact. The iWork Youth Employment Team have delivered a number of projects to ensure we extend our reach and target those that need the most support.

Aspire – Since April 2016, 101 NEET young people attended events with employers that included speed networking, TED talks and job fairs. There have been 24 job outcomes to date.

Youth Engagement Pilot Project – Over the summer of 2016 a pilot project ran where young people were recruited to do outreach with other NEET young people, advertising opportunities and encouraging engagement. 48 young people engaged, with 10 job outcomes and 11 moving into education

Artichoke – In the summer of 2016 construction training placements for 14 young people to work on the Great Fire of London anniversary were offered. There were 11 positive outcomes including 6 young people moving into apprentices, 4 going on to education and 1 receiving further support. Seven of those involved in the programme were from the youth offending services, the pupil referral unit, identified as at risk or had special needs.

Appendices: Appendix 1 - Breakdown of courses by provider

Background papers: None

Final report clearance:

Signed by:



Carmel Littleton
Corporate Director of Children's Services

Date: 03/01/2017

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Appendix One
Post 16 Education, Employment and Training: Responses to questions raised by the Committee at November 2016 meeting

Breakdown of courses by provider

WKCIC (City & Islington / Westminster Kingsway)

- Business Admin
- Customer Service
- AAT (Accountancy)
- Play Work
- Facilities Services
- Legal Services (CILEX)

Building Crafts College

- Wood Machinist
- Multi-trade

Hackney Community College

- Plumbing
- Electrical Installation
- Painting & decorating
- Bricklaying

Just IT

- ICT Support & Networking
- Data Analyst (Standard)

Capel Manor College

- Horticulture

JTL Training

- Domestic Heating
- Electrical Maintenance

The Learning Curve

- Sustainable Resource Management

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Children's Services Scrutiny Committee

Scrutiny Review: Post-16 Education, Employment and Training

Visit to Lift Youth Hub: Thursday 8th December 2016

On 8th December 2016, members of the Children's Services Scrutiny Committee visited the Lift Youth Hub at White Lion Street to meet four young people who had previously been NEET and their Progress Advisors.

The visit was attended by Councillors Theresa Debono and Nick Wayne and representatives of Children's Services and Democratic Services.

During the visit the following main points were made:

Young people's experiences of becoming NEET and engaging with the Progress Team

- One young person advised that she attended college for a year before deciding that her chosen course was not appropriate for her. At that point she wished to change course and applied to different colleges, however her college tutor was not supportive of her decision and refused to give her a reference. Without a reference the young person could not be accepted at another college and became NEET.
- Since becoming NEET the young person had engaged with the Progress Team, who referred her to Street Step, a dance and fitness academy that supports young people into education, employment and training. With Street Step she attained Level 2 qualifications in Maths and English and was supported to successfully apply for a Nursing access course.
- The Council did not have data on the number of young people who had been refused a reference by their college, however all schools gave their pupils a reference on their exit from Year 11. The young person advised that she did not receive any support or advice from her college when they knew she was becoming NEET.
- One young person advised that he stopped attending a school outside of the borough. Although he was predicted good GCSE grades, he was registered to sit 13 GCSEs and struggled to cope with the workload, which he described as overwhelming. His relationship with the school deteriorated and he applied to attend schools inside the borough; however the schools would not admit him as it was too late in the academic year and he had been studying different syllabuses. He became NEET as a result.
- The young person engaged with the Progress Team, who referred him to the Holts Academy, which specialises in jewellery making and design. He was supported in attaining Level 2 qualifications in English and Maths and accessing a traineeship. He said the Academy was incredible and he was now looking into Open University courses, which he was unaware of before.
- It was noted that very few colleges offered a full GCSE programme for young people who wished to re-enter education on an academic pathway. The only provider known locally was Barnet and Southgate College.

- One young person advised that she could not cope at school and was eventually excluded from a school inside the borough. She left school with no qualifications and was referred to the Progress Team by social services.
 - The Progress Team helped to develop her CV and employability skills and found a placement for her on a hairdressing course; however she was intending to leave this and take up business studies instead.
 - The young person reported that her school did not provide her with any advice when she was excluded and she did not know about her options or who to contact.
-
- One young person reported that he did not achieve his expected GCSE grades and as a result was not accepted onto his preferred college course. He took up a Media course as an alternative, but the course was not appropriate for him and he disengaged from education. The young person spent some months NEET, before being referred to the Progress Team by his mother, via the Council's Housing Service.
 - His Progress Advisor helped him to assess his options and referred him to the Arsenal Community Hub, where he studied for Maths, English and ICT qualifications. He was supported in developing his CV through voluntary opportunities. He had also successfully applied for a part-time job with the support of the Progress Team.
 - The young person reported that his confidence and self-esteem was very low after leaving education, he said that not achieving his expected results was 'crushing' and he felt that he had let his family down and that he had nothing to show for his time at school.
 - He commented that the Progress Team and the Arsenal Community Hub had set him on the right track. His confidence had improved and he welcomed that the Arsenal Community Hub was focused on practical skills. For example, mathematics was taught in a real-life context, related to money, budgeting and paying bills. He considered this to be much more useful and engaging than the academic maths taught at school.
 - The young person reported that his school did have a mentor system and careers advisors, however he acknowledged that he had a difficult home life and struggled when this type of support was not continued at college.
 - Whilst at school, the young person suspected that he may not achieve the qualifications needed to get onto his preferred course. This was raised with his mentor at the time; however his mentor would not consider a back-up plan, instead encouraging him to 'get his head down' and focus on his studies.

The work of the Progress Team

- The Progress Team worked intensively with young people, meeting them around once a week to help them draft their CV, apply to courses, and develop their employability skills. Progress Advisors continued to engage with young people after they had been referred to education or training providers, to ensure that they remained in education, employment or training.

- The young people reported positive experiences of working with the Progress Team, commenting that they were very determined to get them into education, employment or training, and supported them like they would their own children. Progress Advisors explained everything to the young people in a way that they could understand and that was considered very valuable.
- Young people were contacted through telephone calls, text messages, and letters. Information about support services was available on the Council's youth website, which was being re-branded.
- Officers emphasised the importance of partnership work with other services and agencies to generate referrals to the Progress Team.
- It was commented that not all London Boroughs provided such comprehensive employability support and guidance to young people. A former Islington resident had contacted the Progress Team after moving to a south London borough because she was NEET and there was no equivalent local authority support service.

Suggestions for improving services

- The young people were asked how they thought young people could be better supported to stay in education, employment and training.
- It was commented that most young people had no idea that the Progress Team and other support services existed. One young person said that he spent a few months NEET as he didn't know that there were any services available to support him. He suggested that if he was aware of the available services then he would have accessed them much earlier.
- It was commented that schools put a disproportionate emphasis on GCSEs, and young people didn't know the range of alternative qualifications and pathways available, or how to access them. The young people had thought that without GCSEs they would not be able to gain employment or access further education. One young person suggested that, without appropriate guidance, young people NEET tended to either mope or turn to crime.
- It was suggested that schools and colleges should advise their pupils on their options if they don't attain their expected grades; this should be practical advice, delivered positively. The young people identified that schools, colleges and their peers did not talk about back-up plans. One young person noted that some people joined the Army when they did not achieve their expected grades, suggesting that this was not necessarily because they wanted to do so, but because they were unaware of any alternatives.
- In response to a question, the young people thought it would be helpful if support organisations and post-16 education providers came into schools to talk to pupils about alternative pathways.
- One young person was supported at the session by her sister, who commented that she was in a similar situation when she left school four years ago. Although she eventually found a college course by herself, she commented that if she knew about the support services available at the time she would have definitely made use of them.
- One young person commented that the letters he and his parents received from his school after he stopped attending amounted to bullying or harassment; and these actually discouraged him from re-engaging with education.

- Some of the young people thought that their becoming NEET was entirely avoidable, and that they would have moved directly from school into another pathway had they known about the options available. They stressed the importance of stopping young people becoming NEET.
 - The young people emphasised that their NEET status should not define them, and that they were too often classified as 'failures'. They instead considered that the system had failed them. They said they were ambitious, good people, who wanted to contribute to society. They emphasised that they were not 'trouble makers'.
 - Some young people identified that their former schools' education, employment and training support was not sufficient and highlighted the difference between a 'mentor' who provided encouragement and generalised advice, and an 'advisor' who could provide practical, independent and specific careers advice. Some young people thought that greater access to advisors was needed.
 - One young person commented that the education provider he was now attending was closing down due to a lack of funding. He had secured a move to another provider; however he queried if more could be done to support the sustainability of smaller providers.
-
- The Progress Advisors and Children's Services officers were asked how support services for young people could be improved. It was commented that Progress Advisors attended some schools on results day and were available to discuss options with the pupils who did not attain their expected grades. However, some schools did not allow them access to the school.
 - Not all schools provided information to the Council on the pupils who would benefit from support from the Progress Team. Some schools provided the Council with details of the pupils that did not attain their expected grades; this allowed the Progress Team to meet with the pupil on results day, or at least speak with them on the telephone. If schools did not identify these young people to the Council, then they would only be contacted by the Progress Team after they were identified as not being registered with a local college. This process could take several weeks.
 - It was asked why some schools did not cooperate fully with the Progress Team and if there was a difference between the engagement of academies and LEA schools. In response it was advised that there was no difference between schools and academies in this regard. Some schools considered that their own support arrangements were sufficient. Other schools did not have a structured results day which allowed for such issues to be discussed, with pupils simply collecting their results and leaving the premises.
 - If pupils in need of support were not identified to the service on results day, then it became increasingly difficult to contact them, particularly if they changed telephone number. On occasion the service did send Progress Advisors to carry out home visits, but this was very resource intensive and only used as a last resort. It was sometimes found that young people had moved out of the borough.

- Members queried if referrals could be made to the Progress Team before young people left school, if it was thought that they may not attain their required grades. In response, officers commented that this would be very helpful, however for this to work the profile of the Progress Team needed to be raised at a strategic level within schools.
- Members commented that academic pathways were not suitable for all pupils and queried if stronger vocational pathways were needed in the borough. It was suggested that a strategic review of the quality, range and accessibility of vocational pathways would be useful. The Committee's previous review of Alternative Provision found that some young people were referred to Alternative Provision as a means of accessing vocational education. It was suggested that a more flexible arrangement, allowing pupils to sit vocational qualifications alongside their GCSEs in school, would be desirable.
- Members suggested that the Progress Team could make use of advertising at bus stops and in the local press around results day.

Members thanked all of those present for their attendance.

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Report of: Corporate Director of Children's Services

Meeting of:	Date	Ward(s)
Children's Services Scrutiny Committee	11 January 2017	All

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SUBJECT: Islington Safeguarding Children Board Annual Report 2015/16

1. Synopsis

- 1.1 The attached report shows that safeguarding activity is progressing well locally and that the Islington Safeguarding Children Board (ISCB) has a clear consensus on the strategic priorities for the coming year (p.11)
- 1.2 The ISCB has worked well in fulfilling its statutory functions under 2015 'Working Together to Safeguard Children' statutory guidance. Statutory and non-statutory members are consistently participating towards the same goals in partnership and within their individual agencies.

2. Recommendations

- 2.1 That the Islington Safeguarding Children Board Annual Report 2015/16 and the Key Messages (pp. 35-36) be noted.

3. Background

- 3.1 The Independent Chair of the ISCB has a statutory duty to provide an annual report about the effectiveness of local arrangements to safeguard and promote the welfare of Islington's children.
- 3.2 The Board has done well to monitor and evaluate the effectiveness of safeguarding within Islington with the limited resources that have been made available. This work needs to be kept constantly under review to ensure our monitoring and evaluation functions are properly resourced to be able to help inform The Board of what difference it is making to keep children safe in Islington
- 3.3 The London Child Protection Procedures and Practice Guidance to keep children safe are well embedded in Islington, which allow agencies to have a clear reference point to undertake single-agency and multi-agency work. We are confident that these ensure children are best protected from harm and

their families offered the right support when they most need it. Our local policies and procedures also enable the right decisions to be made about the safe recruitment, induction and supervision of frontline staff, as well as respond to allegations against staff.

3.4 Our learning culture has been enhanced by a programme of undertaking both single-agency and multi-agency case audits. These give a valuable insight into the child protection system and how single agency service delivery and working together impacts on outcomes for children.

3.5 There continues to be challenges for the Board, which includes:

- Evaluating the effectiveness of our local approach to early help to be assured that timely responses to any child care concerns are made appropriately and therefore reduce the need for statutory interventions;
- We need to raise the profile of the ISCB with the wider communities of Islington. Along with our ongoing communications strategy, we have appointed two new lay members to assist in this task;
- We need to facilitate new ways of getting feedback from the public and frontline staff on 'what works' and what could be done better or differently;
- Public services will continue to be operating in an environment of financial constraint, which looks to be even more challenging in future years, as a Board we must continue to ensure the safety of children is not compromised;
- Partner agencies need to ensure their in-house safeguarding training arrangements are effective and consistent with the ISCB Training Strategy. In addition, the Board needs to develop more sophisticated means to effectively evaluate the impact of training;
- Our response to children affected by neglect, child sexual abuse and child sexual exploitation in terms of identification and interventions needs to be constantly reviewed and improvements made where necessary;
- Our response to families affected by domestic violence needs to remain a high priority. Islington has the second highest rate of reported domestic violence offences in North London and therefore continues to be of concern for many children and families;
- We need to strengthen our approach to understanding e-safety as the advancements in social media technology have created new negative opportunities for children and young people to harm each other by 'cyber bullying';
- The Board needs to fully understand the impact of serious youth violence, knife-crime and gang-related activity across Islington in order to put in place strategies and action plans which will help to protect and safeguard young people from harm. The introduction of the 'Islington Gang Protocol' which highlights young people as being gang affiliated to be considered as still requiring safeguarding will need to be closely monitored within the business of the board;
- The Board needs to reflect the voice and experiences of young people more effectively.

4. Implications

4.1 Financial implications

There are no direct financial implications arising from the report.

4.2 Legal implications

The Local Safeguarding Children Board must prepare and publish an annual report about safeguarding and promoting the welfare of children in Islington (section 14A Children Act 2004).

The objective of the LSCB is to co-ordinate what is done by public bodies offering safeguarding services to children who are being provided with care by others (section 14 (1) Children Act 2004; regulation 5 The Local Safeguarding Children Boards Regulations 2006/90).

The report should provide an assessment of the performance of local services, identify areas of weakness, set out proposals for action and include lessons from reviews (Working Together to Safeguard Children 2015).

4.3 **Environmental implications**

There are no direct environmental implications arising from the report.

4.4 **Resident Impact Assessment**

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

An RIA has not been completed because an assessment is not necessary in this instance. The Committee is asked to receive the report, note the ISCB priorities and utilise the priorities to inform its future work. No negative equalities implications for any protected characteristic, nor any human rights issues, are envisaged as a result of these recommendations. The report proposes actions which are intended to strengthen the Council's safeguarding measures. Should the Scrutiny Committee decide to take any other specific actions in response to the report, separate consideration of the impacts of these actions may be required.

5 **Conclusion and reasons for recommendations**

5.1 The ISCB Annual Report 2015/16 is appended for information and consideration by the Committee.

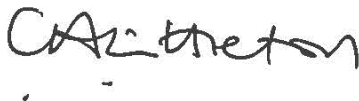
Appendices

- Appendix 1: ISCB Annual Report 2015/16

Background papers: None.

Final report clearance:

Signed by:



Carmel Littleton
Corporate Director of Children's Services

Date: 21/12/2016

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ISCB Annual Report

April 2015 - March 2016

Alan Caton OBE
Independent Chair



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Foreword by the independent chair of the ISCB

This report highlights the performance and effectiveness of agencies to safeguard and promote the welfare of children and young people. It also outlines the difference we have made as a Board and the impact that those differences have had on children, young people and their families in Islington.

A key area of concern for The Board this year has been the noticeable increase across London, and in particular, in Islington of serious youth violence including knife-crime and gang related activity. The Board welcomes the work that the local authority and Board partners have done in tackling this difficult issue with their participation in developing the *ISCB Multi-agency Gang Protocol*, which is facilitating effective partnership working in this challenging area of work.

Independent assessment of early help shows that Islington services are reaching families with multiple problems and are effective in solving those problems. Early help services are making it less likely for families to receive statutory services.

The work of The Board has become mature in recent years and has taken the steps of formulating objectives, which challenge partners to focus on the advance work that is required by professionals to help children undo the harms

caused by abuse, neglect and parental mental ill health.

The Board has made inroads to identify children at risk of child sexual exploitation (CSE) but is now pushing partner-agencies to identify and prosecute those offenders who exploit and abuse children.

As a Board, we continue to face a number of challenges as we strive to constantly develop front-line practice with a view to improving outcomes for all children and young people.

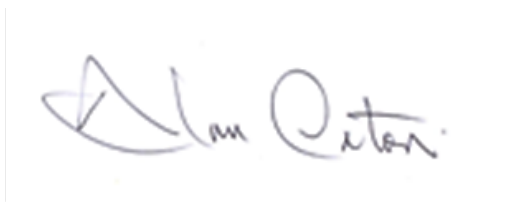
These challenges are highlighted in my report and include:

- ensuring that the voice of children is heard and that their views are taken into account in all aspects of safeguarding;
- ensuring that lessons learned from local and national case reviews and audits are embedded in local practice to improve the quality of service provision to children and young people;
- ensuring the effectiveness of support for children living with the consequences of domestic abuse, parental mental ill-health and parental substance misuse;
- to continue to monitor and evaluate the impact of early help;

- ensuring the Islington response to child sexual exploitation is identifying those children at risk of CSE at the earliest opportunity and evaluating the multi-agency response to keep children safe..

May I also take this opportunity to thank, on behalf of the ISCB, all of the organizations and individuals in the public, voluntary and private sectors who work tirelessly across the borough to improve the safety and quality of life of our children, young people and families.

I commend this report to you and invite you to feed-back your thoughts on how we can continue to develop and improve to keep all of Islington's children safe.

A handwritten signature in blue ink, reading "Alan Caton". The signature is written in a cursive style with a large initial 'A'.

Alan Caton OBE
Independent Chair
Islington Safeguarding Children Board



Introduction

Legislation¹ requires Local Safeguarding Children Boards (LSCBs / “The Board”) to ensure that local children are safe and agencies work together to promote children’s welfare. The Board has a statutory duty² to prepare an annually a report on its findings of safeguarding arrangements in its area:

“The chair of the LSCB must publish an annual report on the effectiveness of child safeguarding and promoting the welfare of children in the local area. The annual report should be published in relation to the preceding financial year and should fit with local agencies' planning, commissioning and budget cycles. The report should be submitted to the Chief Executive, Leader of the Council, the local police and crime commissioner and the Chair of the Health and Wellbeing Board”

Remit of this report

This report follows the *ISCB Annual Report 2014-2015*, published in the summer of 2015. It covers the financial year from April 2015 to March 2016.

¹ Children Act 2004

² Apprenticeships, Skill, Children and Learning Act 2009

The report reflects on successes in the preceding year and outlines gaps and challenges we are still facing.

Methodology

In writing this report, contributions were sought directly from board members, chairs of sub-groups and other relevant partnerships. It drew heavily on the numerous monitoring reports presented to The Board and its sub-groups during the year e.g., Local Authority Designated Officer (LADO) Report and Private Fostering Report.

Audience of this report

- Leader and Chief Executive Islington Borough Council;
- London Police and Crime Commissioner,
- Chair of Islington Health and Wellbeing Board;
- Borough Commander of Islington MPS;
- Chair of Schools Forum (executive report);
- Chair of Youth Justice Management Board;
- Chair of Adult Safeguarding Board.

About Islington and the ISCB

Demographics

London Borough of Islington has a population of 220 100. It is a small, densely populated inner-London borough with about 43,500 children (0-19), living in 21,000 households. Islington has one of the highest rates of population turnover (new people moving to the area and old residents leaving) in London. Population churn (where residents move house within the borough) in Islington is low compared to other areas in London³.

Islington's population-profile in terms of relationship status is considerably different from other London boroughs and England, with 60% of residents recorded as single compared to 44% in London and 35% in England. The percentage of people recorded as single in Islington has increased from 54% in 2001. The equivalent figure was 41% in London and 30% in England in 2001.⁴

There is sharp contrast between wealth and poverty in the borough. The Index of Multiple Deprivation (2010) listed Islington as the 14th most deprived local authority in the country, whereas the Income Deprivation Affecting

Children Index ranks it as the second-most deprived area in the country.

Approximately 44% of children in Islington qualify for free school meals and 6 out of 10 families with dependent children live in social housing (compared to 2 out of 10 nationally). 11% of households live in overcrowded conditions.

The child in need census (2013/14) showed that Islington had the 8th highest rate of children in need in the country. Islington had a higher proportion of open child in need case — open for less than three months — than its statistical neighbours, as well as higher rates for cases open longer than three months. On average, the proportion of child in need (CiN) cases that remains open for longer than 2 years are higher than comparable statistical neighbours.

Chairing and leadership

The ISCB is independently chaired, and the incumbent chair is Alan Caton OBE. Quarterly safeguarding accountability meetings take place between the Chief Executive of the LB of Islington, the Lead Member of the Council, the Lead Member for Children, Director for Children Services and the Director for Targeted and Specialist Children Services.

³ [Islington Evidence Hub](#)

⁴ Census 2011

Sub-groups

The structure and number of sub-groups of The Board remain unchanged since my previous report. Their duties have not changed and they continued to be chaired by a range of senior multi-agency partners.

Training and Professional Development sub-group

Key responsibilities of the sub-group are to:

- Identify the inter-agency training and development needs of staff and volunteers.
- Develop and implement an annual training and development prospectus.
- Monitor and evaluate the quality of single and multi-agency training.
- Ensure lessons from Serious Case Reviews (SCRs) are disseminated.
- Measure the impact of multi-agency training.

Quality Assurance sub-group

Key responsibilities of the sub-group are to:

- Develop agreed standards for inter-agency safeguarding work.
- Establish and maintain appropriate mechanisms and processes for measuring the quality of inter-agency safeguarding work.
- Contribute to the development of strategies to address any shortfalls in effectiveness.

- Monitor and evaluate the quality of safeguarding work within individual Board partner agencies.
- Contribute to the development of strategies for single agencies to address any shortfalls in effectiveness.

Policy and procedure sub-group

Key responsibilities of the sub-group are to:

- Continually review and monitor ISCB's policies, practices and procedures.
- Plan the piloting of and / or introduce new multi-agency working practices.
- Maintain an up-to-date knowledge of relevant research findings.
- Develop / evaluate thresholds and procedures for work with families.
- Assume editorial control over the ISCB website and Newsletter.

Missing and CSE sub-group

Key responsibilities of the sub-group are to:

- Agree and monitor the implementation of a child sexual exploitation strategy and action plan to minimise harm to children and young people.
- Raise awareness of sexual exploitation within agencies and communities.
- Encourage the reporting of concerns about sexual exploitation.

- Monitor, review and co-ordinate provision of missing and child sexual exploitation practice.

Case Review sub-group

Key responsibilities of the sub-group are to:

- Consider all cases that may potentially meet the criteria for a serious case review.
- Appoint a suitable panel to carry out a serious case review.
- Commission a suitable independent reviewer to carry out a serious case review.
- To evaluate and monitor implementation of agencies case review action plans.

Child Death Overview Panel

Key responsibilities of the sub-group are to:

- Collect and analyse information about each unexpected death with a view to identifying any learning.
- Notify the ISCB of cases that may need to have an SCR.
- Review and respond to any matters of concern affecting the safety and welfare of children.
- Review and respond to any wider public health or safety concerns arising from a particular death, or from a pattern of deaths.
- Put in place procedures for ensuring that there is a coordinated response by the Authority and its Board partners and other rel-

evant persons to an 'unexpected' child death.

- Alert The Board about professional practice concerns that may require a review.

Core Business and Improvement Group

Key responsibilities of the sub-group are to

- Develop, implement and monitor the Islington LSCB's Annual Report and Business Plan.
- Oversee the functions of Islington LSCB' sub-groups.
- Oversee the Learning and Improvement Framework.
- Agree priority actions against The Board's core business.
- Develop The Board's forward plan and set the agenda for board meetings.
- Receive and agree policies and procedures received from sub-groups.
- Review relevant national policy developments and initiatives, prepare briefing papers to The Board, and recommended actions that may be required.
- Monitor attendance and agency representation at the Islington LSCB and its Sub-groups and make recommendations as appropriate.

Provide in-depth scrutiny around The Board priorities, including s11 duties.

Key activities of The Board and sub-groups

In my previous report, I set out the rational for choosing The Board priorities, and this is the first update on our three-year work plan. This report is therefore an interim report on the progress we have made against our agreed objectives. The Board and sub-groups key-activities are captured in the accompanying business plan (ISCB Business Plan 2015-2018).

Our Priorities

The Board has set priorities that reflect our desire to improve the collective effectiveness of agencies in three key areas;

1. Addressing the impact of neglect on children, including to help children become more resilient.
2. Addressing the consequences / harm suffered as a result of domestic violence, parental mental ill-health and substance abuse.
3. Identification of children who are vulnerable to sexual exploitation and holding perpetrators to account.

The remainder of this chapter sets out the work that The Board and sub-groups have achieved against the business plan.

Key activities of the main board

The *Islington Safeguarding Children Board*, in partnership with London Boards, has continued their review of the *Pan London Child Protection Procedures* and the *Continuum of Need (Threshold)* document.

We have formally accepted both documents as our local child protection procedures and threshold. These documents set out the expectation of safeguarding practice between partners and are therefore the standard against which The Boards monitor and evaluate the quality of practice.

Several of our partners work across different local authority areas and our single procedure ensures a co-ordinated and consistent response to safeguarding and protecting in Islington and across London.

Gangs and Serious Youth Violence.

The ISCB has been concerned for a while about gangs and serious youth violence in Islington. In my previous report, I concluded that

“we need to better understand the increase in serious youth violence and gang associations in Islington, to enable professionals to tackle this problem head-on and thereby reduce the harm that such activity causes.”

I welcomed the *Islington Youth Crime Strategy 2015*⁵ that set out 3 priorities:

- Interventions, Enforcement and Reintegration;
- Prevention and Diversion; and
- Community Engagement.

In response, The Board developed the *Safeguarding Children Affected by Gang Activity and/or Gang-Related Serious Youth Violence Multi-agency Protocol and Practice Guidance a multi agency protocol*⁶

This protocol clarified the safeguarding responsibilities of agencies whether they deliver universal, targeted or specialist services. It describes ways to intervene that seeks to prevent and minimise risk from gang activity, and to identify and act when there is high risk of significant harm as a result of gang-related violence.

In February 2016, the Local Authority’s Policy and Performance Scrutiny Committee noted that:

“The Home Office has reviewed the new Islington multi-agency safeguarding protocol for children at risk of gangs, threshold and gang prevention interventions documents. They report that it is the best they have seen and will be highlighting as good practice through the Ending Gangs Team.”⁷

The same committee noted early signs of improvement, but in the following year, The Board needs to ensure partners are consistently supporting work in this worrying area.

Key safeguarding procedures have been updated.

Has your agency updated its internal procedures, training and quality assurance tools?

All documents are available on the ISCB website: www.islingtonscb.org.uk

- Threshold document
- CSE Procedures
- FGM
- Prevent

⁵ [Islington Youth Crime Strategy 2015](#)

⁶ [Multi-agency Gangs Safeguarding Protocol and Appendices](#)

⁷ [Report to PPS Committee Youth Crime Action Plan progress 11th Feb 2016 v3 FINAL](#)

PREVENT and Radicalisation

Safeguarding children from the harm of radicalization is complex work that tests the robustness of multi-agency co-operation. The Board was pleased to be assured by the Leader and Chief Executive of the Council that strategic (multi-agency) plans have been developed and are being embedded between the authority and relevant statutory partners to reduce the likelihood of young people being harmed by political extremism.

The board would like to receive an update on this work in 2016/17 including: how agencies are raising awareness about Prevent; that staff are trained according to their role and duty; that statutory agencies are acting in concert to protect children from extremism if necessary.

Violence Against Women and Girls Strategy

Violence against women and girls is an important matter for The Board because it is prevalent in a very high proportion of statutory work with families. The impact of domestic violence is one of The Board's priority areas. The Board had hoped that the *Violence Against Women and Girls Strategy* would already have been refreshed and approved by The Board. This work needs to continue as a priority.

Early Help

Monitoring early help arrangements is a statutory duty of LSCBs. The Local Authority commissioned an independent review of early help services in Islington. The Board was reassured

by the independent review, which commended the effectiveness of early help arrangements in Islington.

It is to the credit of the Authority that early-help services remain well-funded. The board will continue to monitor arrangements when it receives an update-report in 2016.

Board and partnership work with young people

This year The Board presented its serious case reviews to a group of young people at the Corporate Parenting Board. Young People was reassured that The Board took this matter seriously and they interacted very well with the conversation.

I also attended the Islington Youth Council with partners from the MPS to talk about knife crime and other concerns that make, especially adolescent, feel vulnerable. Young people welcomed the Board's knife-crime review and it was clear that more work, with young people, need to be undertaken to understand their experience of youth violence in the community.

Children's commissioning (CCG)

This year, Islington's Youth Health Platform was set up. Since Sept 2015, they have engaged approximately 70 young people through its regular meetings and open sessions.

Once young people became regular attendees at Youth Health Platform meetings they have gone on to attend:

- Islington's Youth Health Forum – a network for professionals working with young people
- ICCG Patient Participation Groups – Hosted by HealthWatch
- HealthWatch Steering Group meetings
- NHS Youth Voices – London wide youth forum

Through working with young people the CCG have also been able to accredit 'You're Welcome' status to three Children's Centres and the Archway Centre for Sexual Health.

We have also developed Islington's Young People's Mental Health Charter – through a variety of engagement methods 50 young people have been involved in the development of a charter which holds commissioners, service providers and schools to account.

London Borough of Islington

The Authority has a system to ensure that the voice of the child is heard in child protection conferences through attendance, advocacy and the LSCB's contribution leaflets (through the SW) and feedback is recorded in the minutes of the conference. This is monitored monthly and currently we receive feedback between 75 and 80%. There are systems in place to improve this. Children Looked after

contributed in 98% of their CLA reviews through same mechanism.

Metropolitan Police Service

Following feedback from children attending ABE suites at Holborn Police station, both as children being interviewed and siblings waiting in the family room, the MPS established that the environment could be improved. Working closely with Bright Horizons the MPS has upgraded its suites making them more child-friendly. This learning has been shared with those managing the new Child House project.

Moorfields Eye Hospital NHS Foundation Trust has done considerable work about engagement of children and young people, including:

"Fabio the Frog", an interactive electronic tool to capture children and young peoples' responses to questions about service provision and inform service delivery.

Patient Information Leaflets: Children involved in the development of and scrutiny of patient information leaflets for assorted ophthalmic (eye) conditions - (1 group aged 8 - 12 years and another group 12 - 16 years).

"You Said We Did" Children involved in providing suggestions of what they would like as part of their hospital appointment and/or treatment.

We've developed child specific 'Friends and Family Feedback Cards'

Complaints Policy, now included a section to recognise children as complainants in their own right.

Specialist optometry clinic for young people (16y+), developed a clinic for young people with complex behavioural needs and ensures that all relevant eye services are focused in one place - young person does not have to move between departments during their appointment.

Voice of the Child in Level 1&2 face to face safeguarding children training, Introduced voice of the child in training using visual aids to enhance learning.

Domestic Violence Awareness Posters Ensured child and young person focused domestic violence awareness posters including helpline numbers available across paediatrics.

We are also in the process of developing:

Electronic focus groups, for children and young people with long term eye conditions.

Transition working group, involving children and their views and input into transition pathways.

Co-operation with other strategic boards.

Last year has seen an improvement in the working relationship between the ISCB and the Health and Wellbeing Board, Islington Children and Families Board, SIP, Corporate Parenting Board and Adult Safeguarding Board. The Chair (or ISCB representative) attends all these boards in order to facilitate co-operation. This report will also be shared with the chairs of those boards.

Across London, with just one Youth Justice Board, LSCBs continue to find it difficult to create useful working relationships with YSBs.

ISCB Risk register

We have continued to maintain a risk register to ensure that risks are identified and plans formulated to mitigate risks.

A common denominator for Whittington Health, Camden and Islington Mental Health Trust and Children Social Care was staffing. Both health agencies had vacancies in their named-professional roles, which placed a heavy burden on their existing staff to cooperate multi-agency work.

Vacancies in Children's Social Care were mostly in relation to frontline practitioners and positions were filled by agency staff.

Lay members

The board was pleased to appoint two lay members last year. They are both passionate about safeguarding children and advocates

early help to families. They have challenged the work of The Board consistently and appropriately, bringing a fresh perspective from Islington residents.

Comment form ISCB lay members

'We joined Islington LSCB in the Spring of 2015 as the first lay-members of the Board and so have now been in that position for just over one year. The application and interview process for the role of lay member meant that before we joined the Board we had had an opportunity to learn more about the work of the LSCB and its sub-committees and to discuss the thinking behind our appointment. Each of us are able to bring a different perspective of Islington – one recent and one long term resident and one a single professional and the other a parent in the borough.

We are also, through our work, already familiar with safeguarding issues and both of us are very committed to ensuring that all children in Islington, but particularly vulnerable children, are safeguarded and that the welfare of children and families is actively promoted by all the agencies who work with them or provide services locally. Our existing understanding of safeguarding and the roles of different agencies has been helpful in enabling us to take an active part in LSCB meetings. We have been well supported to carry out our role by the Chair and the Business Manager who meets with us on a regular basis and by the coordinator who ensures hard copies of papers are available for us at meetings. We

have been impressed overall by the good attendance from agencies at the Board meetings, the evidence of working together across agencies on issues relating to children and families and to the coherent programme of work the Board is carrying out. We feel that we have been able to contribute an independent view of issues under discussion, to seek clarification and to challenge when we feel professionals are being defensive or insular. We recognise that there is a limit to what can be achieved at large Board meetings and hope this year, our day jobs permitting, to take part in more sub-group activities.'

What The Board wants to do next

- Strengthen the **voice of children** and young people on the ISCB and sub-groups
- Be as a board that LSCB business, actions and learning are effectively and consistently communicated back to agencies. The ISCB business unit will ask agency-representatives to audit and review their mechanisms in order to update The Board's **communication strategy**.
- Working Together to Safeguard Children (2015) placed new duties on authorities to assess the arrangements for **children leaving care**, young people returning to the care of their parents, and looked after children placed outside the boundaries of the Authority. The board will seek assurance that arrangements are in place to safeguard this vulnerable group of children.

- The Board wants assurance that **MASH** (Multi-agency Safeguarding Hub) arrangements are effective. It will be useful for the Quality Assurance sub-group to receive quarterly updates from the MASH and for The Board to receive an annual report.
- **Progress report regarding PREVENT duties.**
- Improve co-operation with **Youth Justice Board.**
- The Board to urgently receive the Violence Against Women and Girls Strategy (**VAWG**)
- ISCB and partners to consider the implications of the Wood Review on LSCBs and what arrangements need to be made locally.
- A more wide-reaching strategy around Domestic Violence.
- Enhance its work with vulnerable adolescents.

Key activities of sub-groups

Missing and CSE sub-group and CSE sub-group

The Board, through the work of its Missing and CSE sub-group, continues to challenge all member agencies to identify, address and respond to children who were at risk of going missing or who are at risk of sexual exploitation. The sub-group is well attended and has developed a strategy and an overarching action plan based on the Promotion, Prevention and Protection of children at risk.

The group has seen over the last year considerable activity, oversight and influence on the development of:

- A more robust tracking system of children missing from education, which lead to increased involvement of the Multi Agency Support Hub (MASH) to ensure children who are missing from education are located.
- A *Missing from Care Panel* is now overseeing prolific missing individuals who are Looked After (placed in either Islington or outside.)
- A far more intuitive and practical Children Services system (and related data) allows for greater accountability and scrutiny around young people at risk. This has also fostered better Targeted Youth Support connections and ability to undertake missing debriefs.

The board has oversight of the first CSE children's home in London and the challenge of managing behaviour and practices within the home, as the risk to young people increased in the first 6 months of operation.

This year we have altered the structure and agenda of MASE meetings bring it into line with National Guidance. There is now attendance, on set days, of police leads for missing and CSE to assist partner case discussions

We are continuing CSE training and Operation MakeSafe processes.

Last year, in partnership with the Local Authority, we delivered a successful and well-attended CSE conference for schools and the community.

The Board now also has the benefit of the council-funded CSE analyst who has already aided the understanding sexual exploitation in Islington, including:

- Better diversion with perpetrators.
- Better intelligence to assist prevention.
- Cross-London information sharing and cross-boundary work that needs embedding.
- Analysing the low reporting of male victims.
- Investigating the benefits of moving a young person away from the Borough safeguard them.
- Determine if exclusions from education and school-breakdowns are risk factors.
- Exploring what interventions and awareness programs are available for risky internet use.

Further work around sexual exploitation

- Recommendations from *MsUnderstood* report to be considered and incorporated into the sub-group's action plan.

- Sub-group to consider if suitably robust multi-agency arrangements are in place to safeguard trafficked children.
- Refresh the CSE strategy and multiagency action plan.

Children Missing from Education.

The sub-group has been effective in undertaking its required responsibilities. During the reporting period there have been:

- 54 Missing Pupil Alerts,
- 33 children found and returned to school,
- 13 children not found (5 have moved to unconfirmed destination abroad and 8 whose whereabouts remain unknown).

Those whose location is either not confirmed or their whereabouts unknown, has had full investigation using all available data held by children services, education and police.

The sub-group has assured itself that a range of robust procedures are in place to prevent pupils from going missing from education.

Children Missing from Care

Over the last three years, the number of children going missing has continued to increase. This rise is due to:

- The specific needs of looked after children.
- The increase in older looked after children who are engaged in significant risky behaviour and who are at risk of sexual exploitation.

tion and/or involved with gangs or offending behaviour that increases their vulnerability.

- Opening of a children's home within Islington that specialised in dealing with CSE cases
- Better reporting and monitoring.

The Looked After Children's service response to children missing from care has improved. There is greater management oversight over safety planning and the teams are proactive in pursuing court orders where appropriate to protect children.

Over the last year there has been successful

recovery and secure orders submissions in order to remove children from risky situations and people. Good working relationships are developing across the Safeguarding Partnership.

Child Sexual Exploitation

In the reporting year there were 28 Crimes relating to suspicion of sexual exploitation, which is a reduction CSE reports compared to the previous year (40).

This reduction may be attributable to individuals who have had CSE concerns in the last year would have their initial CSE CRIS reo-

Children who went missing - key data and trends for 2015/16

Missing from care

- 429 recorded missing episodes
- Relating to 81 young people, average of 5.3 episodes each
- 145 (34%) were referred to TYS for a Return to Home Interview
- 75 (52%) RHIs were completed
- 22 (15%) RHIs were attempted
- 48 (33%) RHIs were refused

Young people go missing more often and for longer periods when they are looked after.

Many young people told their foster carers that they were going out (but not where) and did not consider themselves as missing.

Missing from home

- 252 recorded missing episodes
- Relating to 144 young people, average of 1.75 episode each
- 147 (58%) were referred to TYS for a Return to Home Interview
- 109 (74%) RHIs were completed
- 13 (9%) RHIs were attempted
- 25 (17%) RHIs were refused

pened (from previous years) and updated

Seven victims have had a positive intervention. In Islington, this means that an individual has actively engaged with some sort of diversionary activity or support mechanism. There are, however, vast discrepancies of definitions used across borough as to what they are claiming as a successful intervention.

Six reports have had a disruption to a suspect. This includes any order served to a suspect (e.g. Abduction Notice Orders) or the suspect has been arrested and charged with an offence as a consequence of a sexual exploitation investigation.

MASE

The Missing and CSE sub-group continues to work closely with the police, children's social care and key partner agencies on the development of Multi-Agency Sexual Exploitation meetings (MASE). In 2015/16, there were **35 MASE CSE** referrals accepted, of which **8** cases are ongoing.

- Of these referrals, 33 are for CSE victims and 2 are for CSE perpetrators.
- **20** MASE referrals have had a positive intervention.
- 5 reports have had a disruption to a suspect. This includes any order served to a suspect (e.g. Abduction Notice Orders) or the suspect has been arrested and charged

with an offence as a consequence of a sexual exploitation investigation

Quality Assurance sub-group

This sub-group has continued to monitor practice across agencies by scrutinising multi-agency data. This group prepares and commissions the Core Business Report, which it scrutinises prior to making it available to the ISCB.

One the basis of this report, The Board raised concern around the number of initial child protection conferences taking longer than 15 days to achieve. As a result of the challenge work was undertaken to find out the reasons why this practice is delayed. The Board, in particular, wanted re-assurance that the delays were not leading to any drift or delay where there were child protection concerns.

The QA sub-group received the following audit reports:

- *Education Performance Report* - a comprehensive report outlining the action taken to support schools in improving and ensuring safeguarding remains a priority schools.
- *Section 47 audits* - children's social care had undertaken an audit of 48 cases. In 50% of cases an initial child protection conference was held within 15 days. Of the delayed cohort, only 7 out of 24 had recorded explanation for the delay. No child, however, was identified as being at risk due to the delay in achieving the conference. Adminis-

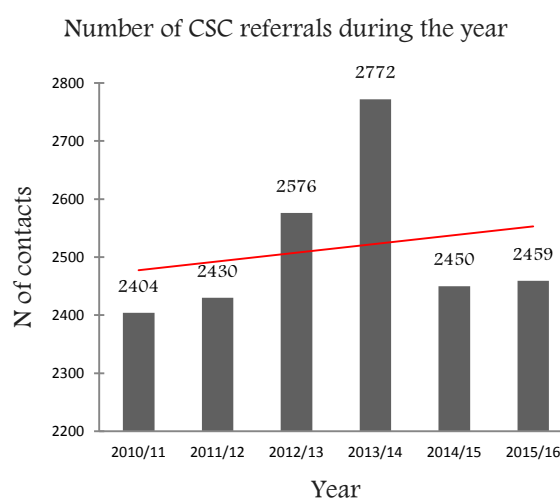
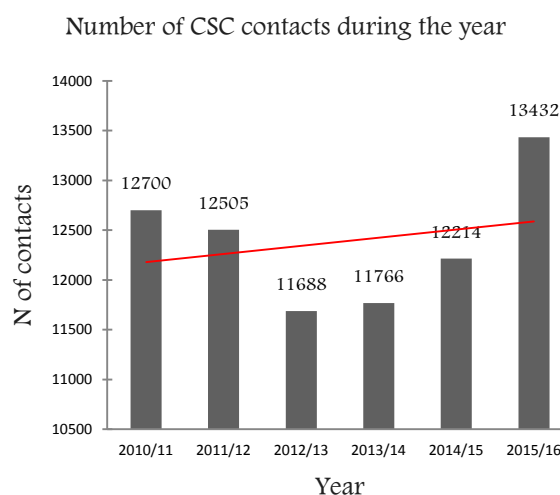
trative problems were found to be the cause for some delays in conference being achieved and arrangements are in place to address those reasons.

- *Multi Agency Audit of unborn children subject to CP plans* noted that there were robust planning for assessments, 50% of children went to formal parenting assessment and / or into court. The audit showed good reflection on child development and research and it was clear from the case record who is in the network and in the family. There was no drift in the plans and supervision was good, leading to good outcomes for the child. However, 60% of cases did not reach the conference within the timescales of The Board's procedures and 3 were only three weeks before the birth leaving very little time for intervention.
- *Children looked after by other local authorities place in Islington* - There were 60 children looked after by other local authorities placed in Islington and 13 children with child protection plans. The Authority Safeguarding and Quality Assurance service has checked whether these children were known to local agencies e.g. school and health services. The intention is to ensure that these children are receiving universal services.
- *Audit of the effectiveness of supervision group for the named and designated doctors for child protection and looked after children.*
- Children's social care had undertaken a *dip-sample of cases to determine whether health partners are being appropriately involved in strategy discussions*. Unfortunately the outcome was not positive and showed only 4 out of 10 case included discussions with health. Systems were put in place to improve this area of work.
- *Child Reports to conference* - overall the provision of reports to conference is improving and chairs are taking a more robust approach to ensuring that reports are received in advanced of the conference taken place.
- *Multiagency-audit on parental mental health and safeguarding*. Good working together arrangements between agencies on statutory services were found. Information sharing was less robust between universal services. There was poor usage of the joint supervision policy and management oversight was variable.
- *Audit of housing protocol for children living at height* - following the multi-agency management reviews into a child that fell from a balcony and new multi-agency housing protocol was introduced between children's social care, housing and health. The audit showed that the protocol has been working effectively to rehouse children where there is serious safeguarding risk.
- Strategy discussions and the involvement of health - a dip sample was undertaken of 14 cases of strategy discussions held in August 2015. The findings were that in 10 out of 14 cases there was evidence that the views

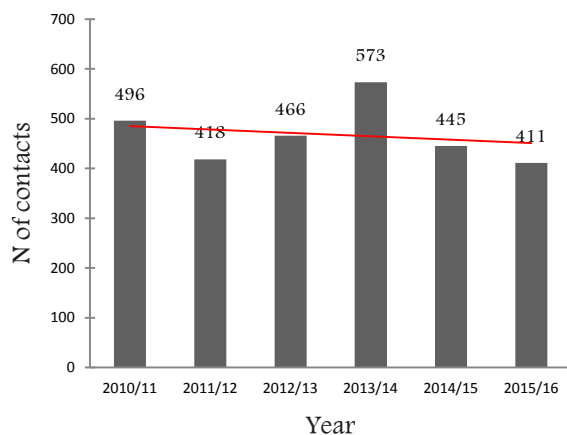
of health professionals had been sought during the s47. However only 5 (out of 14) showed that health partners were consulted about the decision to commence a s47 enquiry.

- An audit of community health practice around *female genital mutilation* discovered that notification stop after hospital involvement and no alert was raised in the community. Further work is necessary within health services (re-audit in 6 months)
- *Reports to conference* - education has undertaken an audit of school attendance and has written to all schools who have not attended or provided a report within the correct timescales. This related to 45 schools and 81 case conferences, some head teachers have requested that they are included in the invite and this has been agreed.
- *Clinical Audit of Child Protection cases where there were 2 or more child protection medicals* - 10 children from London Borough of Islington and 21 children from London Borough of Haringey were considered. In the view of auditors 7 out of the 10 children who had repeat medicals had improving life experiences. Most of the medicals undertaken related to females in Islington and mainly for physical abuse. There was no significant differences between the two boroughs, the conclusions of the audit were that the paediatric reports were generally of good quality.

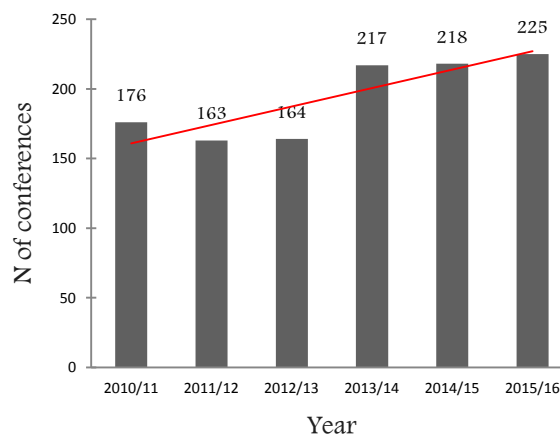
- The QA sub-group oversees the production of the ISCB's performance report. The graphs below, show key data from that report during the last year.



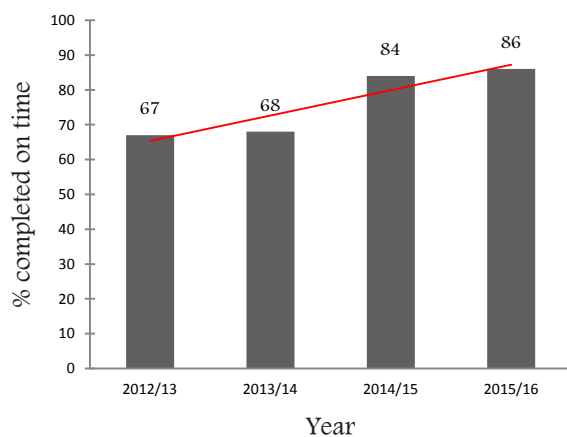
Number of re-referrals in past 12 months



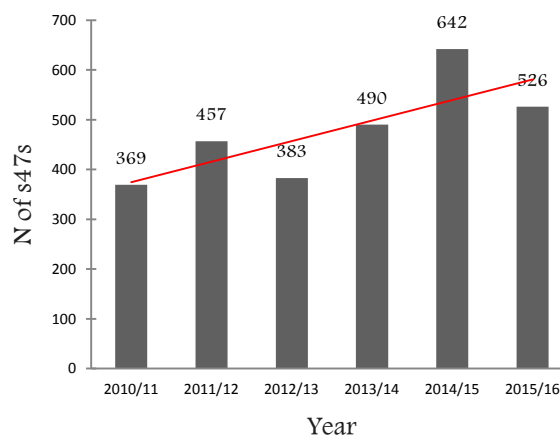
Number of Initial Conferences



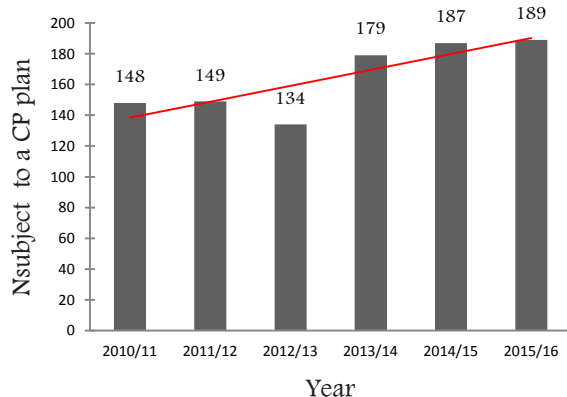
% of assessments completed in time



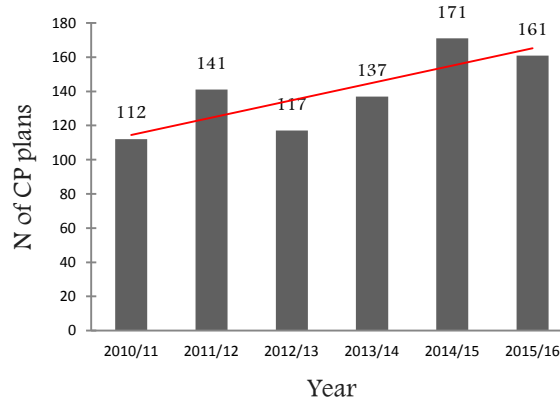
Number of strategy discussions



Number who became subject to CP plans during the year.



Number of children subject to CP plans (end of year)



Policy and Practice sub-group

The sub-group has undertaken work to update and review the following areas:

- ISCB Website updated to include information on schools, PREVENT and gangs.
- The *Sample Safeguarding Policy* has been amended for private and voluntary organizations.
- Consulted on a health substance misuse policy.
- Consulted with education about supervision for designated staff in schools, which lead to a pilot.
- Development of a multi-agency gangs protocol.
- Discussion NHS Female Genital Mutilation policy.
- Updated child protection conference report.
- Feedback and contribution to Pan-London child sexual exploitation policy (the London Safeguarding Children Board)
- Survey of Board members compliance with DBS and repeat DBS checks.
- The Policy and Practice sub-group received the pilot result on the Signs of Safety / *Strengthening Families* child protection conference model and recommended its implementation to The Board.
- The group has consulted on and contributed to the Children and Young People's Health Strategy (2015 – 2020) Improving the health of Islington's children and young

people developed by Islington Clinical Commissioning Group and Islington Council

- There were a reported 6,354 website hits to the ISCB website during the period April 1, 2015 to March 31, 2016.

Training and Workforce Development sub-group

The board asked the sub-group to develop and publish a Multi- Agency Training Programme that is in keeping with Pan-London Procedures, Competence Still Matters (training strategy) and ISCB priorities, this has been done.

As before, training demand for board course remained very high, and particularly high for designated safeguarding lead training. Early years settings, children centres and schools have taken the majority of places.

In the previous annual report, the sub-group planned to lobby the schools training officer to join forces with The Board, to enable schools to benefit multi-agency training. This has the added benefit of education staff meeting and training with other professionals and settings.

The Board is delighted that we have achieved this goal. The sub-group has continued its efforts in this respect, and health staff will in future also benefit from multi-agency training. The sub-groups should report on these developments in the next annual report.

The sub-group has extended invitations to Islington police (safe schools officers) and police managers have agreed that this is an achievable goal.

Course administration remained a considerable burden on The Board's resources, but the sub-group is pleased that the Training Portal has been installed and is working well. In the short term, it is adding to the administrative burden because of: overlapping systems, staff training to use the new system and allowing time for agencies to create online accounts. In future, it should, however, reduce the burden on the ISCB co-ordinator.

Feedback and evaluation from agencies are that ISCB training courses are of a high calibre and very well presented. We have reviewed all ISCB courses to ensure that changes in procedures, legislation, local SCR learning as well as national learning are incorporated.

Schools training update

The Safeguarding in Education Training and Development Officer provide a report on safeguarding training delivered to all school staff and school governors (that have direct or indirect contact with children and young people) which is in compliance with the ISCB training strategy.

Training was offered to primary, secondary and special schools, Pupil Referral Units, alternative provision settings and colleges. The offer included whole-day safeguarding training, half

-day safeguarding training and twilight sessions for up to 2 hours

Training to schools included information on:

- Understanding of safeguarding roles and responsibilities.
- Learn what child abuse and neglect is, including identification of signs and indicators.
- Maintain a child focus and dealing with disclosures.
- Risk factors/family history that correlate with risk.
- Recording and sharing information.
- How to respond to concerns about children.
- Making a referral when concerned.
- Conflict resolution and escalating concerns.
- ISCB Thresholds and case studies.
- Learning lessons from serious case reviews.
- The management of allegations against staff.

Total number of school delegates trained at Group 1/2 level was 1185, in 38 settings.

The education training officer is now co-delivering (Group 5) multi-agency *Designated Safeguarding Lead* training in partnership with Islington Safeguarding Children's Board. This training is specifically for designated safeguarding leads and covered the following areas:

- Key responsibilities of their role in relation to safeguarding and child protection.
- Ensuring that agencies respond appropriately to concerns regarding children and allegations against staff and volunteers.
- How to offer guidance and advice to colleagues regarding appropriate levels of intervention when a concern about a child arises.
- Thresholds for intervention and the duty to refer to Children's Social Care.
- Ensure that appropriate action is taken whenever child protection thresholds are crossed.

The table below summarises how many school staff are in receipt of training, and how many requires training or a refresher. The board is delighted that school staff now participate in multi-agency training as well. It is reassuring that safeguarding leads (group 5) are up to date with training.

Group	N of staff	Trained	Training required
Group 1	2242	1508	734
Group 2	1045	899	146
Group 3	3108	2803	305
Group 5	306	298	8
Group 6	244	231	13

CSE training

ISCB has run several CSE training courses and has done much awareness raising for all agencies. All police officers have now had CSE awareness raising sessions.

In February 2015 a CSE awareness day was held with partners and the community to identify delivery options across the area. All secondary schools in Islington have received the *Chelsea's Choice* play to raise awareness of sexual exploitation of children.

Additional Training and awareness has been provided as part of Operation MakeSafe, which has been in place all year.

Taxi drivers, hoteliers, GP surgeries and those working in licensed premises were provided with bespoke CSE-awareness training by specially trained officers, allowing them not only to recognise those scenarios which should raise concerns; but also what action should be taken if they suspect a child is at risk.

Islington's Specialist Private Fostering, Trafficking & CSE Social Worker continues to offer advice and consultation to social workers, as well as providing training (internally and to partner agencies) to increase knowledge and raise awareness of sexual exploitation. As a result of this hundreds of staff across TSCFS, health, housing, targeted youth, youth offending, voluntary sector and the faith sector have received CSE awareness raising training. All

training for designated staff includes a briefing on sexual exploitation.

The Home Safe: Domestic Violence (DV) Prevention Education Programme for Schools

This prevention programme is available to early years settings (staff training/parent workshops only), primary, secondary and special schools, Pupil Referral Units (PRU's), youth hubs, Alternative Provision (AP) settings and colleges. The offer includes:

- Consultation with relevant safeguarding staff.
- Staff training.
- Pupil lessons.
- Parent workshops.
- Targeted work with children and young people at risk of /experiencing abuse.

Case Review sub-group

In the previous annual report, the sub-group reported that SCRs for Child F and Child E were underway. The former was published in February 2016 and the latter in July 2016.

Multi-agency briefing sessions are underway to disseminate learning and the sub-group is tracking implementation of agency action plans.

Both serious case review reports have been written in such a way that professionals are able to easily identify the learning points in the review.

- Resources and materials.
- Advice, sign-posting and support.

The last academic year has seen a continuation in the trend of increased school up-take of this prevention programme, particularly amongst primary schools. However, the prevention work in school's still remains inconsistent; some schools demonstrate a clear commitment to the ethos of the prevention programme, whilst others show a lack of willingness to include the work of the programme into their teaching, staff training or parent engagement framework. A notable gap is the participation of single-sex boys' schools in the borough.

Next steps for the Home Safe project

- Engagement of non-participating school in Domestic Violence work

In response to a referral from the CDOP chair, the sub-group has also commissioned a multi-agency knife-crime review to better understand the circumstances in which young people are seriously harmed or killed by their peers. This review is looking at learning from young people who we were present at the time of the injury. A few young people were witnesses to the murder of an Islington young person, and the review had to be postponed until after completion of court proceedings.

Child death overview panel

In its 8th year of working, the Child Death Overview Panel continues to be well attended by a

core group of professionals from health, social care and the police. Additional members from other services (e.g. Education, Housing, Community Children's Nursing Team and the Life Force Team) are invited to attend depending on the cases being discussed.

The Wood review of local safeguarding children's boards looked at the practice of CDOPs and made recommendations for the future. In particular it was identified that a very small proportion of deaths relate to safeguarding issues directly with most being health-related. It identified a need for better systems to gather the trends and learning from CDOPs regionally and nationally to get better learning from these processes.

In 2015/16 there were 10 deaths of Islington residents under the age of 18 years; the average for the previous 6 years being 14 deaths per year, with a range of 9 to 19 deaths.

The Panel discussed 16 cases in 2015/6; of these 8 were identified as having modifiable factors. The issues that were identified as contributing to these deaths and the actions that were undertaken were:

- Knife crime in Islington: There has been continued engagement with partners with respect to maximising approaches to prevent youth violence. The ISCB and partners are working on an action to plan to reduce harm from youth violence,
- Accumulation of risk factors for SUDI – reminding Health Visitors for need for ongoing attention to accumulation of risk factors for SUDI.
- Advice card devised for PEG and NGT fed infants who have intercurrent illness.
- Reflect on GP practice for a child with a brain tumour and now looking at how to share the learning.
- The availability of Emergency Care Management plans for children on palliative care pathway that is taken to the Emergency Department.
- Recommended a trust undertake a SUI regarding how disabled children are assessed and managed in a local Emergency Department.
- Encouraged a GP associated with a residential school for disabled children to review their process of assessment when children are unwell
- Identified lack of CONI (care of next infant) scheme in Islington. This has now been re-established with a designated CONI nurse appointed as of July 2016
- Insufficiency in tertiary neonatal intensive care provision – Panel hoped that the review of neonatal deaths will highlight the lack of tertiary neonatal cots.

Other steering groups / task and finish groups

Harmful practices steering group

This sub-group, previously held, by the Safer Islington Partnership (SIP) did not function for a period due to changes in organisational structures and staff.

The ISCB has now taken over governance of the group and it has begun preparation of its work plan.

The ISCB cannot yet be sure that there is a co-ordinated multi-agency response to safeguard young women from female genital mutilation in Islington. Nor does it have assurance that agencies are compliant with DfE's statutory guidance and duties. The ISCB and other strategic boards and partners should considering developing a multi-agency female genital mutilation strategy.

The sub-group and partners should agree a two-year work plan to raise awareness about harmful practices, including FGM.

Designated Safeguarding Lead (DSL) Group Supervision Pilot in Schools

A pilot programme was offered during the spring term to Safeguarding Leads from both primary and secondary schools, which provided a regular opportunity for them to consult and discuss cases of concern with an experienced professional from the Educational Psychology Service.

The pilot was created because of feedback from safeguarding training and challenge from the ISCB Policy and Practice sub-group about the requirement that:

“The designated safeguarding children professionals and deputies should be provided with relevant child protection training. Designated safeguarding children professionals and their deputies must undergo regular supervision and refresher training in child protection.⁸”

Supervision is now recognised as having value for all professionals with safeguarding responsibilities, including DSLs. The innovative idea aimed to support all DSLs through offering a consultative and reflective group to discuss dilemmas in practice, specific topics, child protection cases and learning from serious case reviews will hopefully be developed further and be launched in all Islington's schools.

Local Authority Designated Officer

The LADO has undertaken a substantial amount of awareness-raising with all agencies and as a result a significant increase in referrals to the LADO was seen in 2015-2016.

The productions of ISCB posters about the LADO continue to be distributed in council buildings, community centres, housing offices, youth centres, early year's settings, custody suites,

⁸ London Child Protection Procedures: 3.3.8 and Working Together to Safeguard Children, March 2015: Chapter 2 paragraph 4

prisons, GPs, dentists, opticians and pharmacists.

Provision of advice and consultation to named staff has continued this year. The LADO and the delegated Child Protection Co-coordinators have provided, in the main, named staff with advice and consultation regarding matters that do not reach the LADO threshold.

Referrals increased last year from the previous year. The LADO and her team have endeavoured to increase agencies' confidence and experience with such work by further widening out the network practice meetings, and providing advice, consultation and training. There are a variety of professionals that come into contact and work with children as a part of their role.

It appears since last year that allegations made in regards to professionals' personal lives has increased (16), however previously this category was not separated from allegations in the workplace.

The number of referrals for education and foster carers has remained similar to the previous year. There has been a huge increase from early years and referrals made in relation to professionals' personal lives.

Referrals from health remain the same. It is clear more awareness raising needs to take place within health as a whole. However the

designated officer in Whittington Health provides an appropriate level of screening prior to referrals reaching the LADO, which may also explain this effect.

The LADO and her team have provided a substantial amount of advice and consultation to cases which later transpire to not meet the criteria for LADO intervention.

Individual cases have led to wider learning and have enhanced and improved the LADO process both in terms of safeguarding children and the rights of the employer.

Private Fostering

The numbers of known privately fostered children remain low and have decreased over the period where there has not been a dedicated worker in post.

A new dedicated social worker is now in place and there will be a complete audit of cases within Targeted and Specialist Children and Families Service.

Also to be conducted is an awareness raising campaign within the service. Stronger links are to be forged with other service a within the Borough of Islington to ensure there is a proper understanding of Private Fostering.



ISCB Budget and resources

Funding of LSCBs continues to be challenging and collectively the London LSCB chairs are disappointed that the MPS continues to choose to fund partnership safeguarding in London at a level which is 45% less than all the other large urban Metropolitan Police Forces in England.

Safeguarding is a complicated and demanding partnership arrangement that needs appropriate resourcing if it is to be effective. If the ISCB is to carry out its statutory duties, it needs to be properly supported.

The guidelines which we adhere to (Working Together to Safeguard Children (2015)) makes it clear that funding arrangements for Safeguarding should not fall disproportionately and unfairly on one or more partner to the benefit of others. In London this burden does fall unfairly on Local Authorities because the MPS does not provide rational or reasonable levels of funding to local safeguarding boards.

In previous years, the board agreed that further capacity should be provided to the ISCB business unit to support the more ambitious work

plan around quality assurance and audit. Regrettably, additional funding that did not materialise and considerable expenditure in relation to SCRs and two judicial reviews have meant this ambition could not be realised, in addition to placing significant pressure on the ISCB's current resources.

Historically, The Board understood that NHS (England) London should contribute financially to the Board and the contribution from the Islington CCG has been reduced as a result. It appears that the total funding should be provided by local CCGs. This matter needs to be clarified as a matter of urgency.

The Safeguarding structures in London are due to change in the next two years. When they do there will still be a need to resource whatever arrangements are put in place. The police are a key partner in the future arrangements for safeguarding and we ask that the MPS and The Mayor's Office for Policing and Crime increase their funding to a level which is fair to the other partners and which will assist in keeping London's children safe.

	2014/15	2014/15	2015/16	2015/16	2016/17
INCOME	Projected	Actual	Projected	Actual	Projected
Balance brought forward					
Balance 2013/14	£28,221.15	£28,221.15	£0.00	£0.00	£0.00
Agency contributions					
London Borough of Islington	£118,754.00	£118,754.00	£118,754.00	£74,100.00	£118,754.00
DSG Grant	£0.00	£0.00	£50,000.00	£50,000.00	£50,000.00
Islington CCG	£6,500.00	£6,500.00	£10,000.00	£10,000.00	£10,000.00
NHS England (London)	£6,500.00	£0.00	£10,000.00	£0.00	£0.00
Camden & Islington NHS Trust	£5,500.00	£5,500.00	£7,500.00	£7,500.00	£7,500.00
Whittington NHS Trust	£10,000.00	£10,000.00	£15,000.00	£15,000.00	£15,000.00
Moorfields NHS Trust	£5,000.00	£5,000.00	£7,500.00	£7,500.00	£7,500.00
National Probation Trust	£1,000.00	£1,000.00	£1,000.00	£1,000.00	£1,500.00
Community Rehabilitation Company	£1,000.00	£1,000.00	£1,000.00	£1,000.00	£1,000.00
MPS (MOPAC)	£5,000.00	£5,000.00	£5,000.00	£5,000.00	£5,000.00
Cafcass	£550.00	£550.00	£550.00	£550.00	£550.00
Fire Brigade	£0.00	£0.00	£550.00	£550.00	£550.00
Subtotal	£159,804.00	£153,304.00	£226,854.00	£172,200.00	£217,354.00
Other income					
None	£0.00	£0.00	£0.00	£0.00	£0.00
Subtotal	£0.00	£0.00	£0.00	£0.00	£0.00
Total income	£188,025.15	£181,525.15	£226,854.00	£172,200.00	£217,354.00

EXPENDITURE	Expected	Actual	Difference	Difference	Difference
Staff					
Salaries, 2.5 staff	£148,984.94	£148,984.94	£134,663.90	£134,663.90	£134,663.90
Chair	£0.00	£0.00	£23,316.88	£23,316.88	£23,316.88

Agency (training)	£0.00	£0.00	£0.00	£0.00	£0.00
Sessional worker	£8,824.11	£4,045.05	£8,824.11	£6,716.63	£5,000.00
Subtotal	£157,809.05	£153,029.99	£166,804.89	£164,697.41	£162,980.78

Board training					
Facilities & refreshments	£2,262.50	£4,762.00	£2,262.50	£2,262.50	£2,262.50
ISCB Conference	£0.00	£0.00	£0.00	£0.00	£0.00
Trainers	£0.00	£1,818.00	£0.00	£1,818.00	£0.00
Subtotal	£2,262.50	£6,580.00	£2,262.50	£4,080.50	£2,262.50

Other expences					
SCRs	£0.00	£13,351.40	£13,432.75	£13,432.75	£12,000.00
Training portal licence	£0.00	£0.00	£0.00	£0.00	£12,000.00
Legal costs	£0.00	£19,327.99	£9,389.69	£9,389.69	£1,500.00
Board development	£599.75	£1,231.74	£599.75	£599.75	£599.75
Stationary	£880.76	£2,412.00	£880.76	£880.76	£880.76
Printing	£0.00	£0.00	£0.00	£0.00	£0.00
Travel	£203.00	£220.00	£203.00	£203.00	£203.00
Subtotal	£1,683.51	£36,543.13	£24,505.95	£24,505.95	£27,183.51

Total expenditure	£161,755.06	£196,153.12	£193,573.34	£193,283.86	£192,426.79
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Income	£188,025.15	£181,525.15	£226,854.00	£172,200.00	£217,354.00
Expenses	£161,755.06	£196,153.12	£193,573.34	£193,283.86	£192,426.79
Balance	£26,270.09	-£14,627.97	£33,280.66	-£21,083.86	£24,927.21

Key Messages

Messages for all partner agencies and strategic partners

- Support and champion staff sharing and recording information at the earliest opportunity, including information that may be found in email.
- Proactive management oversight and challenge decisions that fail to adequately promote the needs of children and young people and their parents or carers.
- Make sure that help for parents and children is provided early and as soon as problems emerge so that they get the right help at the right time.
- To ensure that the priority given to child sexual exploitation by the Safeguarding Board is reflected within organisational plans and that partner agencies play their part in the work of The Board's sub-groups.
- To ensure that work continues to address the harm caused by domestic abuse and that the local approach is coordinated within and between agencies.
- To ensure work being undertaken to tackle neglect is evaluated and evidence of its impact on children and young people informs both strategic planning and service delivery.
- To ensure that the impact and harms of parental substance abuse is assessed and that children are consistently offered therapeutic support to address the harm this may have caused them.
- To focus on young people who may be at risk and vulnerable because of disabilities, caring responsibilities, radicalisation and female genital mutilation.
- Make sure that young people who transition into Adult Services for the first time get the help they need and that there is clarity about the different processes and timescales involved.
- Partner agencies commissioning and delivering services to adults with mental health issues need to ensure mechanisms are in place to enable monitoring and reporting of their performance in respect of safeguarding children and young people.
- Agencies to ensure that performance information is developed, collected and monitored in order for agencies to report their progress against The Board's priorities.

Key Messages for Politicians, Chief Executives, Directors

- Ensure that the protection of children and young people is considered and takes ac-

count of the ISCB priorities in developing and implementing key plans and strategies.

- Ensure your workforce is aware of their individual safeguarding responsibilities and that they access ISCB safeguarding training and learning events as well as appropriate agency safeguarding learning.
- Ensure your agency is meeting the duties of Section 11 of the Children Act 2004 and that these are clearly understood and evaluated.
- Keep the Safeguarding Children Board informed of organisational restructures and projects and assess the risk it may cause on safeguarding young people and partnership working arrangements.
- Ensure systems are embedded to routinely consider ethnicity, disability, gender and the rights of children in all planning and commissioning of services.
- Organisations to have a robust corporate safeguarding policy in place that sets out governance arrangements around child protection and safeguarding in their organisation.
- Ensure organisations have robust systems in place to reflect the voice and experiences of children.
- Using the ISCB safeguarding courses and learning events to keep themselves up to date with lessons learnt from research and serious case reviews to improve their practice.
- Familiar with the role and purpose of the ISCB.
- Aware of the Pan-London Child Protection Procedures and how to apply them.
- Aware of the Islington Safeguarding Board website and visit it regularly to keep up to date (www.islingtonscb.org.uk).
- Familiar with, and routinely refer to, The Board's threshold document and assessment procedures to ensure that the right help and support is provided to keep children safe.
- Clear who their board representative is, and know how to use them to promote the rights of vulnerable children and raise the voice of professionals.
- Aware of their agencies whistle-blowing procedures and know how to use them.

Key Messages for the children and adult's workforce

Members of the children's workforce from all agencies and voluntary sector should be:

ISCB Annual Report Conclusions

This report has provided an assessment of the effectiveness of local arrangements to safeguard and promote the welfare of Islington's children. It shows that safeguarding activity is progressing well locally and that the Islington Safeguarding Children Board has a clear consensus on the strategic priorities for the coming year as articulated in the ISCB Business Plan 2015-2018

The ISCB has worked well in fulfilling its statutory functions under the revised Working Together to Safeguard Children (2015). Statutory and non-statutory members are participating towards the same goals in partnership and within their individual agencies.

There continues to be challenges for The Board, which includes:

- Evaluating the effectiveness of our local approach to early help to be assured that timely responses to any child care concerns are made appropriately and therefore reduce the need for statutory interventions
- We need to raise the profile of the ISCB with the wider communities of Islington. Along with our ongoing communications strategy, we have appointed two new lay members to assist in this task.
- We need to facilitate new ways of getting feedback from the public and frontline staff on 'what works' and what could be done better or differently
- Public services will continue to be operating in an environment of financial constraint, which looks to be even more challenging in future years, as a Board we must continue to ensure the safety of children is not compromised
- Partner agencies need to ensure their in-house safeguarding training arrangements are effective and consistent with the ISCB Training Strategy. In addition, The Board needs to develop more sophisticated means to effectively evaluate the impact of training.
- Our response to children affected by neglect, child sexual abuse and child sexual exploitation in terms of identification and interventions needs to be constantly reviewed and improvements made where necessary.
- Our response to families affected by domestic violence needs to remain a high priority. Islington has the second highest rate of reported domestic violence offences in North London and therefore continues to be of concern for many children and families

- We need to strengthen our approach to understanding e-safety as the advancements in social media technology have created new negative opportunities for children and young people to harm each other by 'cyber bullying'.
- The Board needs to fully understand the impact of serious youth violence, knife-crime and gang-related activity across Islington in order to put in place strategies and action plans which will help to protect and safeguard young people from harm. The introduction of the 'Islington Gang Protocol' will be closely monitored to ensure the work is coordinated and effective in safeguarding and protecting children and young people from significant harm.
- The Board needs to reflect the voice and experiences of young people more effectively.

The Board has done well to monitor and evaluate the effectiveness of safeguarding within Islington with the limited resources that have been made available. This work needs to be kept constantly under review to ensure our monitoring and evaluation functions are properly resourced to be able to help inform The Board of what difference it is making to keep children safe in Islington

The ISCB sub-groups will be the main drivers for ensuring the business plan is implemented. The plan will be regularly reviewed at main

LSCBs meetings and kept under regular review in the Sub-Groups

We are confident that Islington Safeguarding Children Board partner agencies will continue to:

- identify and act on child protection concerns,
- work effectively to share information appropriately,
- collectively make decisions about how best to intervene in children's lives where their welfare is being compromised, and
- collectively monitor the effectiveness of those arrangements.

The *London Child Protection Procedures and Practice Guidance* to keep children safe are well embedded in Islington, which allow agencies to have a clear reference point to undertake single-agency and multi-agency work. We are confident that these ensure children are best protected from harm and their families offered the right support when they most need it. Our local policies and procedures also enable the right decisions to be made about the safe recruitment, induction and supervision of front-line staff, as well as respond to allegations against staff.

Our learning culture has been enhanced by a programme of undertaking both single-agency and multi-agency case audits. These give a valuable insight into the child protection system and how single agency service delivery and

working together impacts on outcomes for children.

Our aim year on year is to make sure that children in Islington are best protected from harm. This can only be achieved through ensuring the right systems are in place, that agencies work well together for each individual child and family and we develop our learning culture. We need to be constantly reflecting whether children in the area are safe and, if not, what more can be done to reduce incidents of child maltreatment and intervene when children are at risk of suffering significant harm. We will continue to raise awareness within our local community that safeguarding children is everybody's business.



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Children's Services
222 Upper Street, London N1 1XR

Report of: Corporate Director of Children's Services

Meeting of:	Date	Ward(s)
Children's Services Scrutiny Committee	11 January 2017	All

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SUBJECT: Safeguarding Children Annual Report

1. Synopsis

- 1.1 This report provides an update to the Committee on the progress being made in safeguarding and promoting the welfare of Islington's most vulnerable children.

2. Recommendations

- 2.1 That the Committee scrutinise and note the content of the report.

3. Headline Performance

- 3.1 Contact volumes in the first half of the year remain higher than last year. A rise in September followed the usual dip in August during the school summer holidays. The long term rise in contacts coincides with the introduction of a single front door approach to early help, targeted and specialist services, which means that more Contacts are being routed via the Contact team. This is helpful as it allows us to better understand the whole demand for service. Nearly a third of contacts (30%) are now stepped down to targeted services, which again reflects this change.

- 3.2 Referrals to Children's Social Care are rising; as the proportion of referrals compared to the number of contacts has also risen. We understand this rise to be related to the significant deprivation levels in the borough as well as increased awareness of the safeguarding needs of adolescents. This rise in referrals is also reflected across London. Police and schools still account for the majority of referrals as they are the agencies in most contact with children and young people. Repeat referrals remain at just over 20% and are in line with published national averages (22% in 2015/16). More assessments are also being completed, with (79%) carried out within 45 days. The local profile of factors identified during assessments differs from the national picture with over half of cases involving domestic abuse; and 50% involving concerns about mental health, higher proportions also identified alcohol and substance misuse (2015/16 newly published). There has been a considerable amount of work undertaken in the last few months, including the review of the Contact Service, to look at thresholds for social care and early help. In general the thresholds for a social care assessment have been found to be appropriate.
- 3.3 The rate of child protection investigations remains fairly consistent with previous trends, having dipped last year. There has been an increase in the time cases are taking to get to an initial conference from 63% taken to conference within 15 days (against a London average of 69%) in 2015/16 to a predicted 53% for this year. It is important to note however that 89% are completed within 30 days. The current pressures relate to demand on conference facilities which are being robustly addressed. All cases are allocated and risk is actively managed during the period between strategy meeting and conference so any delay does not impact on the wellbeing of the child. Islington has similar rates of child protection plans as statistical neighbours and the national average. Very few children are the subject of plans which last longer than two years and 10 children to date have had repeat child protection plans starting during the year. The rate of repeat plans increased in 2015/16 up to the end of March, to its highest for several years (22%); an audit was carried out looking at these cases to draw down any learning points and it was clear that the majority of these children had been subject to plans several years ago and where an escalation of risk several years later could not have been anticipated. The rate this year is much reduced.
- 3.4 There has been a strong focus on case recording of supervision and visits to children over this last quarter and this is reflected in strong performance data in these areas. At the end of September 2016, data showed that 70% of children had been visited within the recommended monthly timescale. Delays in visiting outside this timescale are generally related to families being away or unavailable or challenges in engaging some adolescents. Almost all children subject of a protection plan are seen at least every four weeks (95%) and 63% are seen fortnightly. Children looked after visits are up at 87% which is above target.
- 3.5 There are currently 5 Private Fostering arrangements which are open to the service. There is a robust action plan in place, which is approved and monitored by the Islington safeguarding Children Board, to raise awareness further and increase the numbers of referrals regarding children who may be privately fostered within Islington.
- 3.6 There has been a sustained reduction in the number of Children Looked After (CLA) to 339 in September, following a rise over the last two years (370 end September 2015) and it appears that the trend is downward, though further analysis is needed. Our profile of children becoming looked after remains skewed towards the older age range. This reflects both the increase in UASC over this last year and high numbers of young people who are accommodated as a result of presenting as homeless. We are currently taking no new UASC as we have reached the 0.07% limit and this is reducing pressure on the service though we are likely to need to reconsider our position as other London Boroughs are beginning to also reach the limit through taking high numbers of young people arriving from Calais under the Dubs Amendment. We are also reviewing our approach to homeless young people with a view to supporting more young people to remain within their families as our research shows that significant numbers of young people who become looked after at 16 or 17 are failing to use their accommodation and returning home or to extended family.

- 3.7 Placement stability is good, with most children in long term care remaining in the same placement for at least 2 years. Fewer children have had 3 or more placements so far this year compared to the same point last year, and this is on track to meet local targets. Four children were placed for adoption at the end of September 2016 and more children are finding a permanent home through adoption (12 so far this year; compared to 9 the whole of 2015/16).
- 3.8 Since the start of the year 68 children looked after have been reported missing or absent from care one or more times (390 incidents). Most children reported missing from home have been missing once; and there are roughly 35 children reported missing from home each month. Children who go missing are offered a return home interview from targeted youth services and where appropriate a strategy discussion and/or safety plan is established. Feedback from return home interviews, MASE and from Missing strategy meetings suggests that the key reason for young people going missing for extended periods of time or repeatedly relates to CSE, gang involvement or County Lines. Strategy Meetings are chaired by the CSE/Missing coordinator and the police are now co located at least one day a week to ensure strategy meetings can take place in a timely way. Discussions with our police colleagues in order to improve consistency regarding the management of high risk Missing young people are underway.
- 3.9 Local provisional figures indicate health checks and immunisations are expected to remain above national. There has been a positive increase in the completion of Personal Education Plans for children looked after (92% summer term 2015/16). Care leavers in education, employment or training (EET) and those remaining in higher education is expected to remain stable and this compares well with previous national outturns. We currently have 48 (11.6 %) of our care leavers at University. Only 10 (4%) of our 17 year old care leavers are NEET in comparison to the national figure of 30% though this data needs to be treated with some caution because of variation in the way the national data is gathered.

4. Social work practice

A quality assurance framework is in place to monitor and track the quality of practice across social care. This includes regular file audits, carried out by managers at all levels and the findings from these are fed into planning and training and development activity. A 'practice week' where managers work alongside practitioners and have an opportunity to see practice on the ground is planned for February 2017. A Service Development Plan which addresses all priority areas for development, improvement and consolidation of good practice is in place and is used by the Senior Management Team, alongside the Performance data and quality assurance information to track progress.

5. Caseloads

Caseload sizes have stabilised over this last quarter with an average of 15 cases per worker across the service, which is a significantly improving picture. However, considerable pressures remain in Independent Futures (see paragraph 6) and the range of caseload size in the Children In Need teams, where newly qualified (ASYE) social workers need a protected caseload, can fluctuate considerably in response to the increase in referrals. Although 15 cases per worker is generally accepted as the good practice maximum, it is hoped that the continued focus on evidence based practice can reduce caseloads further, allowing more intensive work to be fully embedded.

6. Independent Futures

A review of the Care Leavers Service, Independent Futures, is in progress. Consideration will be given, via this review, to the age young people transfer from the Children Looked After Service into Independent Futures and what kind of model of practice would best support young people into independent and self sustained lives. While many young people, particularly if they have been in stable care for a long time, move on into independence successfully, significant numbers, particularly those who come into care later in their lives, need a great deal of support at this time. The review is due for completion in April 2017.

7. Children's Services Contact Team

An external review of the Children's Services Contact Team, which is the first point of contact for all concerns about children, was carried out in October 2016. This found children to be safe and that thresholds for early help and social work involvement were appropriate. Recommendations regarding an update of the Information Sharing protocol and structure of the team to improve capacity are being progressed.

8. Review of Early Help Services

An external review of the Early Help services was carried out in October. Key findings were;

- Once staff engage with families they provide high quality support which is valued by the families and which improves the lives of the children involved.
- There are very strong efforts to engage families made by practitioners, who are persistent and attempt a number of ways to secure engagement. However the reviewer found that significant numbers of families remain reluctant to engage and suggested that earlier closure of these cases would free staff up to work more intensively with the families who are engaged.
- The implementation of a new recording system across the early help services, EHM, has created some temporary difficulties in accessing records and ensuring that communication is effective during the implementation phase. This is being robustly progressed with our colleagues in Digital Services.

The recommendations from this review have been incorporated into the Early Help action plan

9. Virtual School

An external review has been carried out of the Virtual School to support us in setting the direction for the next few years and reported in early December. It is clear that the Virtual School has significant strengths and supports many of our Children Looked After to succeed and to access further education. There are challenges however in meeting the needs of the cohort of young people who come into care in their teens and this will be given some priority going forward. The Virtual Head position is currently being held by an interim and will be advertised in January 2017.

10. Vulnerable adolescents

New systems and processes for managing missing children, introduced in August are now well embedded and have improved the accuracy of reporting and the planning for these children. Key themes regarding missing children continue to relate to CSE and 'county lines'. The MASE panel has also identified a theme relating to high numbers of terminations and miscarriages in girls at risk of CSE. The ISCB Missing and CSE sub group draws these themes together through its action planning and there is an increasing focus across the service and the partnership in joining up practice across the CSE, missing and gangs work. A new approach to child protection conferences and to CLA reviews is being developed in order to better focus on the networks around these high risk young people. Gangs training has recently been delivered to social work and other Children's Services staff. This was very well attended and well evaluated.

11. Measuring What Matters and Doing What Counts and evidence based practice

In 2014 Islington was successful in a bid to the DfE Innovation in Social work Fund and received £3.5 million to develop a new model of social work practice within the Children in Need Service. This model is called Motivational Social Work (MSW) and is based on establishing strong, empathic and purposeful relationships with families and on intensive intervention to bring about change. The programme has been in place for a year within the Children in Need service and is beginning to impact positively on the numbers of children subject to care proceedings.

In June 2016, we applied to the DfE for the 2nd stage of funding as one of 8 Partners in Practice authorities working with the DfE on sector led improvement. Islington's bid focusses on 3 key areas;

- An extension of MSW practice into the Children Looked After and Independent Futures services
- The development of an MSW supervision model
- Using the improvements in social work practice and skill, developed through MSW, as the means of endorsing social workers to go forward for accreditation under the new government social worker accreditation scheme.

The funding was agreed in October 2016 and work has now commenced on the next phase.

At the same time an extensive consultation exercise has been carried out across the social work, early help, YOS and TYS services to inform the further planning and development of relationship based practice across the service. The findings from this exercise will be available in late January 2017.

12. PACE review

Islington is currently in a Judicial Review (JR) process related to the use of overnight police custody of young people under 18. The legal guidance on these cases is that the police should refer young people to the local authority to provide a bed overnight to avoid the use of police custody for vulnerable young people, once they have been charged. There are challenges both with regard to police requests being made and when they are, with securing beds at short notice. Although the JR is related to one young person there are likely to be repercussions across London and nationally as provision of PACE beds is a challenge for most authorities.

There is a current stay on the JR process in order to allow the Islington Safeguarding Children Board to carry out a review both about the individual case in question and the wider practice issues in this area. This review has now been completed and submitted to the court.

13. Ealing case review

Ealing Adults Safeguarding Board is carrying out a case review regarding the young man from Islington, LW, who was killed in August 2016, by a young man from Ealing, when they were both placed in the same semi independent provision. Islington will be providing an Independent Management Report to this review which will focus both on the commissioning of the placement and the involvement with LW during his period in the placement. The timescale for this is currently to be confirmed but it is anticipated to be concluded early next year.

14. Workforce Strategy

A workforce strategy and development group has now been established and an action plan to address recruitment and retention and career development is in place. Islington will be joining the Frontline Programme, with a view to taking its first Frontline cohort of students in September 2017. Islington has also agreed to lead on development of the Step Up to Social Work programme for a number of North London authorities and will bring in the first Step Up cohort of students also in September 2017. A career progression programme, aligned with the developments in relationship based practice described above, is in development and will be introduced early next year.

The government is due to launch its formal consultation on the Knowledge and Skills for social workers and practice Leaders in December. This will set out proposed arrangements for the accreditation of social workers and Practice Leaders by 2020. There will be significant implications for recruitment and retention arising from these proposals which will be clearer once they are published.

15. Regionalisation of adoption services

The Government expects all adoption agencies to have regionalised by 2020. Work is in progress in London, through the London Adoption Board, to create a London adoption agency which will manage both the adoption recruitment and the adoption support functions through a single agency. An in principle agreement to this proposal is being sought from all Local Authorities and a paper is due to be presented to cabinet in February 2017 regarding this.

16. Implications

16.1 Financial Implications:

None

16.2 Legal Implications:

None

16.3 Environmental Implications:

None.

16.4 Equality Impact Assessment:

The Council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The Council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The Council must have due regard to the need to tackle prejudice and promote understanding.

An assessment has not been carried out in relation to this report as it is a progress report on service improvements, rather than a new initiative or change in policy.

17. Conclusion and reasons for recommendations

The Committee is invited to scrutinise and note the contents of the report.

Appendices: None.

Background papers: None.

Final report clearance:

Signed by:



Carmel Littleton
Corporate Director of Children's Services

Date 21/12/2016

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Children's Services Scrutiny Committee

11 January 2017

Executive Member Questions

The Committee is invited to question the Executive Member on his work and the work of the Committee. The procedure for Executive Member questions is set out below.

Any questions that the Committee or members of the public may have should be submitted in advance to jonathan.moore@islington.gov.uk no later than Thursday 5th January.

Procedure for Executive Member Questions at Children's Services Scrutiny Committee

- (a) Elected members and members of the public may ask the Executive Member for Children and Families questions on any matter in relation to the executive portfolio or the work of the committee.
- (b) The intention of the session is to complement and enhance the work of the committee. The Executive Member may submit written information in advance of the meeting to advise of his recent work and other topical and timely matters of relevance. The session is not intended to replace or replicate the questions sessions held at each ordinary meeting of the Council.
- (c) Questions should be submitted in writing to the committee clerk no later than three clear working days in advance of the meeting. Such questions will be notified to the Executive Member which may facilitate a more detailed answer at the meeting. Details of how questions should be submitted will be detailed on the agenda for the meeting.
- (d) Questioners should provide their name to enable this to be recorded in the minutes of the meeting. The minutes of the meeting will include a summary of the question and the response.
- (e) The Chair may permit questions to be asked at the meeting without notice.
- (f) The time set aside for questions shall be no longer than 15 minutes.
- (g) No individual may ask more than two questions at each meeting.
- (h) Where there is more than one question on any particular subject or closely related subjects, the Executive Member may give a joint reply to the questions.
- (i) The committee clerk shall have power to edit or amend written questions to make them concise but without affecting the substance, following consultation with the questioner.
- (j) An answer may take the form of:
 - A direct oral answer;
 - Where the desired information is in a publication of the Council or other published work, a reference to that publication; or
 - Where the reply cannot conveniently be given orally, a written answer circulated later to the questioner within 5 working days provided the questioner has given contact details.
- (k) Priority shall normally be given to questions notified in advance.

- (l) The Chair may permit supplementary questions to be asked. Supplementary questions must arise directly out of the original question or the reply.
- (m) A question may be rejected by the committee clerk, or the Chair at the meeting, if it:
- does not relate to the executive portfolio or the work of the committee;
 - is defamatory, frivolous or offensive;
 - is substantially the same as a question asked to the Executive Member at any meeting within the last six months;
 - requests the disclosure of information which is confidential or exempt; or
 - names, or clearly identifies, a member of staff or any other individual.

CHILDREN'S SERVICES SCRUTINY COMMITTEE

WORK PROGRAMME 2016/17

Tuesday 17 May 2016

1. Membership, Terms of Reference, Dates of Meetings
2. Alternative Provision: Draft Recommendations
3. The Impact of SEND Changes on Children and Families
4. Scrutiny Topics 2016/17

Tuesday 28 June 2016

1. Executive Member Annual Presentation
2. Alternative Provision: Final Report
3. Outcomes Post-16: Scrutiny Initiation Document
4. Work Programme 2016/17

Thursday 22 September 2016

1. Outcomes Post-16: Witness Evidence
2. Early Help Scrutiny: 12 Month Report Back
3. Update on the Youth Offending Service Improvement Plan
4. Executive Member Questions
5. Review of Work Programme

Tuesday 18 October 2016

1. Outcomes Post-16: Witness Evidence
2. Progress on Changes to SEND
3. Quarterly Review of Children's Services Performance (Q1)
4. Executive Member Questions
5. Review of Work Programme

Monday 21 November 2016

1. Outcomes Post-16: Witness Evidence
2. The Children's Services response to Prevent
3. Quarterly Review of Children's Services Performance (Q2)
4. Executive Member Questions
5. Review of Work Programme

Monday 11 January 2017

1. Outcomes Post-16: Witness Evidence
2. Islington Safeguarding Children Board: Annual Report
3. Safeguarding Children Annual Report
4. Executive Member Questions
5. Review of Work Programme

Tuesday 28 February 2017

1. Outcomes Post-16: Witness Evidence and Concluding Discussion
2. Quarterly Review of Children's Services Performance (Q3)
3. Executive Member Questions
4. Review of Work Programme

Monday 20 March 2017

1. Scrutiny Review: Draft Recommendations
2. The educational attainment of BME and White British pupils
3. Executive Member Questions
4. Review of Work Programme

Monday 8 May 2017

1. Scrutiny Review: Final Report
2. Education in Islington: Annual Report
3. Update on trends and demand for places at Islington schools
4. Scrutiny Topics 2017/18