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## AGENDA FOR THE CHILDREN'S SERVICES SCRUTINY COMMITTEE

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Members of the Children's Services Scrutiny Committee are summoned to a meeting, which will be held in Council Chamber, Town Hall, Upper Street, N1 2UD on, **28 March 2022 at 7.00 pm.**

Enquiries to : Zoe Lewis  
Tel : 0207 527 3486  
E-mail : [democracy@islington.gov.uk](mailto:democracy@islington.gov.uk)  
Despatched : 18 March 2022

### Membership

#### **Councillors:**

Councillor Sheila Chapman (Chair)  
Councillor Kadeema Woodbyrne (Vice-Chair)  
Councillor Santiago Bell-Bradford  
Councillor Janet Burgess MBE  
Councillor Paul Convery  
Councillor Toby North  
Councillor Gulcin Ozdemir  
Councillor John Woolf

#### **Co-opted Member:**

Mary Clement, Roman Catholic Diocese  
Zaleera Wallace, Parent Governor Representative (Secondary)  
Jon Stansfield, Parent Governor Representative (Primary)  
Vacancy Church of England Diocese

### Substitute Members

#### **Substitutes:**

Councillor Valerie Bossman-Quarshie  
Councillor Sara Hyde  
Councillor Bashir Ibrahim  
Councillor Anjna Khurana  
Councillor Angelo Weekes

**Quorum is 3 Councillors**

**A. Formal Matters**

**Page**

1. Apologies for Absence
2. Declaration of Substitute Members
3. 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.

4. Minutes of the Previous Meeting
5. Chair's Report
6. Items for Call In (if any)

7. Public Questions

For members of the public to ask questions relating to any subject on the meeting agenda under Procedure Rule 70.5. Alternatively, the Chair may opt to accept questions from the public during the discussion on each agenda item.

<b>B. Items for Decision/Discussion</b>	<b>Page</b>
1. Draft Recommendations	To Follow
2. Education Outcomes 2021	1 - 42
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4. Islington Safeguarding Children's Partnership Annual Report	73 - 138
5. Youth Offer	139 - 154
6. Youth Offending Service Update	155 - 166
7. Quarter 3 Performance Report	167 - 194

**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 5 July 2022

**Please note that committee agendas, reports and minutes are available  
from the council's website: [www.democracy.islington.gov.uk](http://www.democracy.islington.gov.uk)**





## Report of: Interim Corporate Director of Children's Services

Meeting of:	Date:	Ward(s):
Children's Services Scrutiny	28 March 2022	All

Delete as appropriate:	Exempt	Non-exempt

## SUBJECT: Education Outcomes 2021

### 1. Synopsis

- 1.1** Following the cancellation of statutory national curriculum assessments due to be held in summer 2021 at Key Stage 1 and Key Stage 2, the DfE will not publish any national, regional, local or constituency statistics for any primary school assessments for the 2020 to 2021 academic year.

As in the 2019 to 2020 academic year, the DfE has published national, regional, and local authority level educational performance data for Key Stage 4 and 16 to 18 for the 2020 to 2021 academic year. **It has not been published at school level.**

The publication of the data at a Local authority level is welcomed and it supports the rationale for the emerging Islington Education Strategy.

### 2. Recommendations

- 2.1** To note the LA level data for KS4 and KS5 in Islington Secondary Schools together with the limitations of the data in particular the caution against comparisons with previous years or with London and national averages.
- 2.2** To note further assessment arrangements for all phases in primary and secondary educational settings.

### 3. Background

#### 3.1 GCSE and A Levels:

Due to the COVID-19 pandemic, the secondary school summer exam series for the 2020/21 academic year were [cancelled](#).

Instead, for 2020/21, pupils were assessed by their teachers on the content they had been taught for each course. Schools were given flexibility to decide how to assess their pupils' performance, for example, through mock exams, class tests, and non-exam assessment already completed. This meant that the method of assessment varied across both schools and regions. GCSE and A level grades were then determined by

teachers based on the range of evidence available. This process is referred to as teacher-assessed grades (TAGs).

This was a different process to that of 2019/20 when pupils were awarded either a centre assessment grade (known as CAGs, based on what the school or college believed the pupil would most likely have achieved had exams gone ahead) or their calculated grade using a model developed by Ofqual - whichever was the higher of the two.

The changes to the way GCSE grades have been awarded over the last two years (with CAGs and TAGs replacing exams) mean **2020/21 pupil attainment data should not be directly compared to pupil attainment data from previous years for the purposes of measuring year on year changes in pupil performance.**

**There is no Progress 8 measure due to the differences in assessment creating inaccurate calculations against KS2 outcomes.**

### **Key Stage 1 and 2:**

The Standards and Testing Agency (STA) cancelled all primary assessments due to the COVID-19 pandemic.

All KS1 and KS2 primary assessments will be undertaken in May 2022. The Year 4 multiplication check will be undertaken in June 2022.

Statutory moderation of KS1 and KS2 Writing will be undertaken by the local authority in June 2022.

### **3.2 Assessment of Phonics at KS1:**

The Standards and Testing Agency (STA) cancelled all phonics assessments due to the COVID-19 pandemic.

The screening check was reintroduced as a statutory requirement in September 2021. All primary schools were required to administer the phonics screening check to pupils in Y2 by the end of the Autumn Term 2021. These results have been submitted to the DfE. Pupils who did not achieve the expected standard, will be required to re-sit the assessment in June 2022. Pupils currently in Y1 will also be required to undertake the screening check in June 2022. Results will be published in September 2022.

### **3.3 Assessment of Early Years – Good Level of Development (GLD):**

The Standards and Testing Agency (STA) cancelled all primary assessments due to the COVID-19 pandemic.

In September 2021, all pupils in Reception undertook the new baseline assessment ([RBA](#)). The RBA is an age-appropriate assessment of early mathematics and literacy, communication and language. It is delivered in English and is administered within the first six weeks of a pupil starting reception.

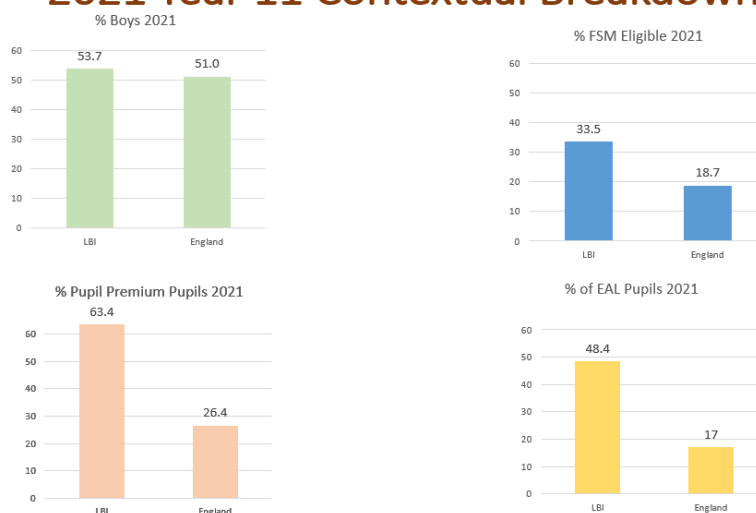
### **3.4 Local authority support was provided to Islington secondary schools in preparation for GCSE and A Level Teacher Assessments (TAGs).**

This included:

- facilitating meetings with Exam Boards – online training with a focus on marking
- establishing assessment windows from September 2020 – to build a consistent profile of individual learners
- establishing “in school” moderation opportunities and introducing the use of “blind marking” (pupil details were removed)
- targeting support to those teachers who were new to teaching (NQT) and required to mark exams for the first time
- providing additional support to those schools who were judged as requiring improvement
- establishing regular online meetings with the school improvement team and Heads of Departments to review progress
- delivering unconscious bias training to all schools. Schools engaged positively in the offer.

## Pupil Characteristics for GSCE DATA:

### 2021 Year 11 Contextual Breakdown



The LA pupil characteristic data is summarised above. The most significant difference to national data is the number of pupils eligible for Pupil Premium, Free School Meals and the number of pupils classified as EAL.

#### Who is eligible for Pupil Premium?

In 2021-22, funding is being allocated as follows:

- **Disadvantaged pupils:** children recorded in the school census as eligible for free school meals (FSMs) at any point in the last six years (referred to as Ever 6 FSM). £1,345 is being allocated for each primary pupil; £955 was allocated for each such pupil in years 7 to 11.
- **Looked after and previously looked after children:** £2,345 for each child currently looked after by an English local authority, or who left the care of a local authority in England or Wales because of adoption, a special guardianship order, a child arrangements order, or a residence order (sometimes referred to as Pupil Premium Plus).
- **Service children:** a Service Premium of £310 per eligible pupil paid in respect of children who have been recorded as having a parent serving in the regular armed forces in any school census in the last six years (referred to as Ever 6 service children). It is also paid in respect of children in receipt of a pension under the Armed Forces Compensation Scheme or the War Pensions Scheme after their parent died or was injured while serving in the armed forces.

For a pupil to attract Pupil Premium funding for disadvantaged children, their parent or carer must be in receipt of a qualifying benefit and have made a request for free school meals.

#### Who is eligible for free school meals?

Free school meals are available to pupils in receipt of, or whose parents are in receipt of, one or more of the following benefits:

- Universal Credit (provided you have an annual net earned income of no more than £7,400, as assessed by earnings from up to three of your most recent assessment periods)
- Income Support
- Income-based Jobseeker's Allowance
- Income-related Employment and Support Allowance
- Support under Part VI of the Immigration and Asylum Act 1999
- The guarantee element of Pension Credit

- Child Tax Credit (provided you're not also entitled to Working Tax Credit and have an annual gross income of no more than £16,190)
- Working Tax Credit run-on – paid for four weeks after you stop qualifying for Working Tax Credit

#### 4. LA Level Data for Secondary Outcomes at KS4 GCSE and KS5 A Levels

The summary of local authority data represents the following Islington schools:

##### Community Schools:

- Central Foundation School
- Elisabeth Garret Anderson
- Beacon High
- Highbury Fields
- Arts and Media Islington
- St Aloysius

##### Academies:

- St Mary Magdalene
- City of London Highgate Hill
- City of London Highbury Grove
- City of London Islington

The data summary compares Islington with Inner London and National outcomes. The changes to the way GCSE grades have been awarded over the last two years (with CAGs and TAGs replacing exams) mean **2020/21 pupil attainment data should not be directly compared to pupil attainment data from previous years for the purposes of measuring year on year changes in pupil performance.**

**The DfE advises that the "increases seen in the headline statistics likely reflect the changed method for awarding grades rather than demonstrating a step change improvement in standards"**

#### 4.1 KS4 Summary

There are four headline measures reported for KS4 in 2021

**KS4 – Percentage English & Maths at Grade 5+ (good pass)**- This measure looks at the percentage of pupils achieving grade 5 or above in both English and maths GCSEs. To count for this measure a pupil would have to achieve a grade 5 or above in either English literature or English language. There is no requirement to sit both.

**KS4 – Attainment 8** - A student's Attainment 8 score is calculated by adding up their points for their eight subjects and **dividing by 10 (English and Maths count twice)** to get their Attainment 8 score. Students don't have to take eight subjects, but they score zero for any unfilled slots. A score of 40.0 equates to attaining a Level 4 (pass) average across 8 subjects. A score of 50.0 equates to attaining a Level 5 (good pass) average across 8 subjects.

**KS4- Percentage EBacc entry**- The percentage of pupils entered for all five EBacc components (English, maths, a science, a language and either history or geography)

**KS4 – Ebacc Average Point Score (APS) per pupil**- The EBacc average point score (APS) is a new headline measure introduced in 2018. An average of 4.0 equates to a good pass (Grade 4) across the EBacc suite of subjects - English, maths, science, a language, and history or geography.

As outlined above the DfE have advised that: "*Given the unprecedented change in the way GCSE results have been awarded in the summers of 2020 and 2021 and the resulting significant changes to the distribution of the grades received (in comparison to exam results), **pupil level attainment in 2020/21 is not***

*comparable to that in 2019/20 and to that of the previous exam years for the purposes of measuring changes in pupil performance.*

*The increases seen in the headline statistics likely reflect the changed method for awarding grades rather than demonstrating a step change improvement in standards.”*

## 4.2 Summary of outcomes

Data on the 2021 outcomes for the headline measures outlined above in Islington is included as **Appendix** Key points are summarised below:

- There have been increases in all headline attainment measures in Islington and Inner London. The same is true nationally except for EBacc APS which marginally declined slightly nationally.
- Nationally in 2021, 51.9% of pupils achieved a grade 5 or higher in both English and maths. This is an 8.5% increase (from 43.4%) in comparison with 2019. Similarly, in Islington there has been a 11.8% increase (from 42.3%) in comparison with 2018/19. In 2021, outcomes in this measure for Islington pupils were above the national average by 2.2% (54.1%) but below Inner London by 1.3% (55.4%).
- As a consequence of the higher grades received across all GCSEs in 2020/21 the average Attainment 8 outcomes have increased compared with previous years. The average Attainment 8 score across Islington increased by 6.4 points from 45.8 (2019) to 52.2 (2021). In 2019 Islington was below National and Inner London figures. Islington figures reflect the increases seen nationally and is now above national by 1.3pts and the gap to inner London has reduced to 1.2pts from 2.6pts.
- The EBacc APS nationally has decreased by 0.02 points from 4.47 (2018/19) to 4.45 (2020/21). In Islington, EBacc APS increased and moved above national but remains below Inner London by 0.16 points

## 4.3 KS4 – Summary Outcomes Pupil Groups

Whilst it is not possible to compare pupil attainment across years to detect improvements in pupil performance, the data can show whether attainment gaps for pupils with particular characteristics have changed between years. **Comparisons with Inner London and National are provided for information but these must be treated with extreme caution due to the variability in assessment methodology.** The key changes are summarised below. More detailed information can be found in Appendix 1

### Gender:

- In 2021, 49.0% of pupils at the end of key stage 4 were girls and 51.0% were boys. In Islington, boys accounted for 53.7% of the cohort with girls representing 46.3%.
- Nationally and locally, there were increases for all key attainment measures for both boys and girls.
- Nationally the gap for the percentage achieving grades 5 and above in English and maths has widened since 2019 from 6.6 percentage points to 7.6 percentage points. In Islington the gap reduced from 4.8pts to 0.2 pts
- Nationally the Attainment 8 gap widened slightly from 5.3 points to 5.8 points. In Islington the gap reduced from 3.6 points to 3.0.

### Disadvantaged pupils: (Pupil Premium)

- Pupils are defined as disadvantaged if they are known to have been eligible for free school meals at any point in the past six years (from year 6 to year 11) if they are recorded as having been looked after for at least one day or if they are recorded as having been adopted from care.
- In 2020/21, 26.4% of pupils in England at the end of key stage 4 in state-funded schools were recorded as disadvantaged compared with 26.0% in 2019/20 and 26.5% of pupils in 2018/19. In Islington (2021) 71.4% of pupils were classified as Pupil Premium pupils compared to 63.4% in 2019.
- Nationally and locally there have been increases in the outcomes for all key attainment measures for disadvantaged students.
- Nationally the attainment gap between disadvantaged pupils and non-disadvantaged pupils has increased when comparing 2018/19 exam data with 2020/21 TAG data for both the percentage achieving grades 5 and above in English and maths and average Attainment 8 score. We did not see the same happening in Islington.

- Nationally the percentage of pupils achieving grades 5 and above in English and maths gap has widened from 25.2 percentage points to 27.5 percentage points. In Islington the gap reduced by more than half from 21.6% to 8.5% .
- Nationally the average Attainment 8 gap has widened from 13.6 points to 14.4 points. In Islington the gap narrowed from 10.9 points to 4.6 points

### **Pupils with SEND**

- The SEN category indicates whether a pupil has learning difficulties or disabilities that make it harder for them to learn than most children of the same age. Pupils with special educational needs include those with SEN support or an education, health, and care (EHC) plan.
- Across England in 2021, 15.2% of pupils at the end of key stage 4 had a special educational need compared with 14.7% in 2020 and 14.3% in 2019. In Islington in 2021, 18.0% at the end of key stage 4 has a special educational need compared with 17.7% in 2020 and 16.0% in 2019.
- Outcomes for children SEN support pupils have improved in all headline measures since 2019 but remain significantly lower than those for pupils without SEN in Islington, Inner London and nationally. 2021 outcomes for SEN support pupils in Islington are broadly in line with national although below Inner London. Outcomes for pupils with an EHCP have increased nationally and in London but decreased in Islington. It should be noted that there are an average of 71 pupils in the Islington EHCP group, the small numbers and variability in the needs of these children mean that statistical comparisons must be treated with great caution.
- Comparing 2019 exam data with 2021 TAG data, the gaps in attainment between SEN (Support) and non SEN pupils have shown that the average Attainment 8 gap has widened slightly nationally (by 0.3pts) and in Islington (by 1.3pts) For 5+ English and maths measure the gap has increased by 3.8% nationally and 9.9% in Islington.

### **Black Caribbean and White UK FSM**

- Nationally and in Islington outcomes for Black Caribbean pupils have increased in key measures since 2019. The same is true for white UK pupils entitled to FSM.
- In 2021 outcomes for Black Caribbean pupils in Islington are below those for Black Caribbean pupils nationally. It should be noted that this group comprises an average of 88 pupils in Islington across each of the last four years. The small numbers leads to much greater expected statistical variability in outcomes for the group. Outcomes for white UK pupils entitled to FSM in Islington are above those of similar pupils nationally and the gaps are narrower than in 2019.

### **4.3 Key Stage 5 - A Level Outcomes:**

The summary of local authority data represents the following Islington schools:

- Central Foundation School
- Highbury Fields
- Arts and Media Islington
- St Mary Magdalene
- City of London Highbury Grove
- City of London Islington
- City and Islington

The data summary compares Islington with London and National outcomes.

Due to the impact of the COVID-19 pandemic, the summer exam series was cancelled in both 2020 and 2021, and alternative processes were set up to award grades.

In both 2019/20 and 2020/21 attainment shows increases compared to 2018/19, higher than would be expected in a typical year. This likely reflects the changes to the way GCSE and A/AS and VTQ grades were awarded rather than improvements in student performance. **This means the 2019/20 and 2020/21 data should not be directly compared to attainment data from previous years for the purposes of measuring change in student performance.**

- A Level outcomes increased nationally in London and Islington. Islington APS (42.86) in 2021 is above London (41.06) and National (40.40). This reflects a reversal from 2019 with Islington having

an APS of 31.01. Islington 3 A\* - A remains below London and National, however since 2019 the Islington percentage has increased from 4.0% to 23.9%

- The average A level score per entry is also higher in 2021 than it was when there were externally assessed examinations in 2018/19. This three year trend is reflected across Islington, London and nationally.
- In 2021 outcomes for boys (41.1) are above boys in London (40.1) and nationally (40.5). Likewise, outcomes for Islington girls (44.8) were higher than Inner London (41.8) and nationally (42.5).
- In Islington, disadvantaged student outcomes in 2021 have increased since 2019 by 13.3 APS and are higher than those for disadvantaged students in London and nationally. The gap to non disadvantaged students has narrowed to 0.7 APS from 3.0 APS.

## 5. Implications

### **Assessments in the current academic year and beyond (2022 onwards):**

The DfE recognises the uneven impact on schools and colleges of the pandemic and will ensure clear messages are placed on the performance tables to advise caution when considering data from 2021/22. This will include strongly discouraging users of the data from drawing comparisons with performance data from previous years.

There may be further complications caused by the impact of the roll-out of Universal Credit on the size and characteristics of the cohort of pupils entitled to Free school meals and the pupil Premium. The changing profile of pupils (due to the pandemic and UC transitional arrangements) who are disadvantaged is likely to result in an apparent improvement in the average attainment of this group, which will make it very difficult to interpret what might be driving any changes in the attainment gap over time [Investigating the changing landscape of pupil disadvantage \(nfer.ac.uk\)](https://www.nfer.ac.uk/research/2021/04/28/investigating-the-changing-landscape-of-pupil-disadvantage/)

### **Accountability arrangements for primary school tests and assessments in 2022:**

Primary school tests and assessments are designed for use in accountability and to enable benchmarking between schools. As these assessments will be returning for the first time since 2019, without any adaptations, **the results will not be published in key stage 2 (KS2) performance tables in the academic year 2021 to 2022.**

The DfE will still produce the normal suite of KS2 accountability measures at school level and share these securely with primary schools, academy trusts, local authorities and Ofsted for school improvement purposes and to help identify schools most in need of support. **This will be a transitional arrangement for the first year in which primary assessments return.** We intend to publish primary assessment data in performance tables again in the academic year 2022 to 2023. Until this point, KS2 performance data for the academic year 2018 to 2019 will continue to be publicly available on [compare school and college performance](https://www.compare-school-performance.com/).

**KS2 results from 2021 to 2022 will also be used to calculate Progress 8 baselines for future institution-level progress measures.**

### **Key stage 4 and 16 to 18 performance measures in 2022:**

The DfE will need to adjust the way that some performance measures at both KS4 and 16 to 18 stages for 2021 to 2022 are calculated to take account of the fact that results of qualifications achieved in 2020 and the 2020 to 2021 academic year will not be included. **At 16 to 18, the DfE will not be able to use KS4 baseline data from 2020 or 2021, which will affect the 16 to 18 value added measure and the English and maths progress measure in 2021 to 2022 and future years.**

The DfE will published information about the adjustments that will be made to the way calculations of KS4 performance measures for 2021 to 2022 will be undertaken. The DfE have also published information about the adjustments that will be made to the way 16 to 18 performance measures are calculated, and which 16 to 18 measures will be published for 2021 to 2022. These changes to methodology have been designed to



minimise the impact of gaps in data for schools and colleges, as far as possible. We will ensure messages are placed on performance tables to highlight the changes in methodology and the potential impact this might have on a school or college's performance measures.

**Use of 2022 data at all key stages:**

As before the pandemic, data will be used by schools, academy trusts, local authorities and others for improvement purposes and by Ofsted to inform inspections. As always, inspection judgements will not be based on any single piece of data alone and Ofsted will use this data with caution and take the COVID-19 context into account when forming a rounded judgment about a school or college.

**5.1 Financial implications:**

There are no direct financial implications to this report. By way of background, schools currently receive the following government funding targeted at improving educational outcomes. This funding is on top-of their main source of funding, the Dedicated Schools Grant.

- Pupil Premium. The Pupil Premium has been in place for several years and is provided for pupils that are disadvantaged (determined by free school meal eligibility at any point in the last 6 years), looked after children / previously looked after children, and service children (pupils who have been recorded as having a parent in the regular armed forces in the last 6 years).
- One-off universal catch-up premium for the 2020/21 academic year to support children and young people to catch-up on missed learning caused by the pandemic.
- One-off national tutoring programme funding for the 2020/21 academic year to provide additional targeted support to those children and young people who need the most help. This funding provided a programme for 5 to 16 year olds, 16 to 19 year olds (expended to 26 year olds for those with an education health and care plan), and an oral language intervention programme for reception aged children.
- School-led tutoring programme for the 2021/22 and 2022/23 academic years. State-funded schools are provided with a ring-fenced grant to source their own tutoring provision for disadvantaged and vulnerable pupils who have missed the most education due to the pandemic. This programme is targeted at pupil premium eligible pupils.
- Recovery premium for the 2021/22 and 2022/23 academic years to provide additional funding for targeted at pupil premium eligible pupils. This funding is intended to build on the pupil premium, by helping schools to deliver evidence-based approaches for supporting disadvantaged pupils.

Pupil Premium allocations in Islington are as follows:

<b>Pupil Premium Element</b>	<b>2021/22 Actual £k</b>	<b>2022/23 Estimate £k</b>
Primary pupils	7,689	8,082
Secondary pupils	4,479	4,590
Service children	2	5
Previously looked after children	284	323
Looked after children	542	560
<b>Total</b>	<b>12,996</b>	<b>13,560</b>

The following covid recovery grants have been received:

<b>Grant</b>	<b>2020/21 £k</b>	<b>2021/22 £k</b>	<b>Total £k</b>
Catch-up funding	1,058	755	1,813
National Tutoring Programme – Academic Mentors	24	83	107
School-led tutoring grant	0	765	765
Recovery premium	0	814	814
	<b>1,081</b>	<b>2,417</b>	<b>3,498</b>



Further funding for schools has been committed to by the DfE for future years – estimated allocations are below:

<b>Grant – estimated allocations</b>	<b>2022/23 £k</b>	<b>2023/24 £k</b>	<b>2024/25 £k</b>	<b>Total £k</b>
School-led tutoring grant	1,249	642	145	2,036
Recovery premium	1,918	1,105		3,023
	<b>3,167</b>	<b>1,747</b>	<b>145</b>	<b>5,059</b>

## 5.2 Legal Implications:

There are no direct legal implications to this report

## 5.3 Environmental Implications

The actions proposed in this report do not have any environmental implications beyond those associated with standard office usage and are unlikely to significantly change the existing impacts of the services.

## 5.4 Equalities 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 EQIA screening tool is not required.

## 6. Reason for recommendations

6.1 This report details the LA Level Data that is available for the Children’s Scrutiny Committee to consider the national guidance.

Final report clearance:

**Signed by:** Interim Corporate Director of Children’s Services

Date

Report Author: Sarah Callaghan  
 Tel: 020 7527 5753  
 Email: Sarah.callaghan@islington.gov.uk

Financial Implications Author: Tim Partington  
 Tel: 020 7527 1851  
 Email: tim.partington@islington.gov.uk

Legal Implications Author: Paul Mohamudally  
 Tel: 020 7527 3174  
 Email: paul.mohamudally@islington.gov.uk



# Islington Key Stage 4 Published LA Data 2021

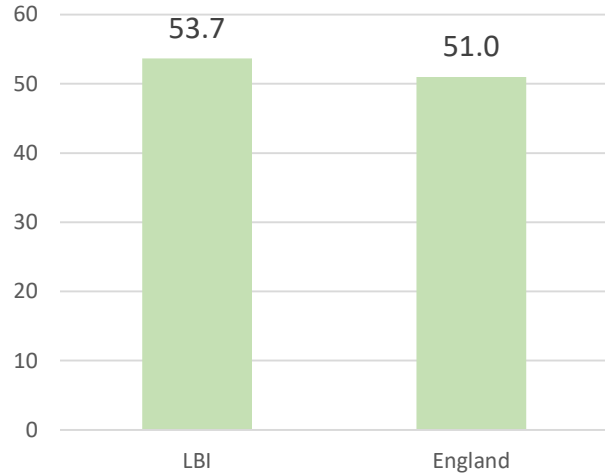
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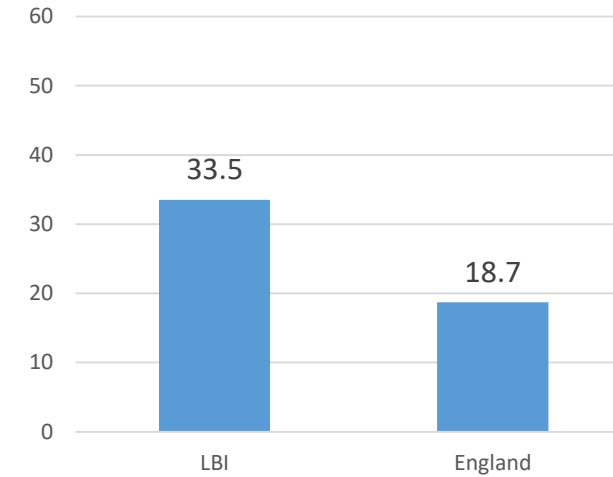


# 2021 Year 11 Contextual Breakdown

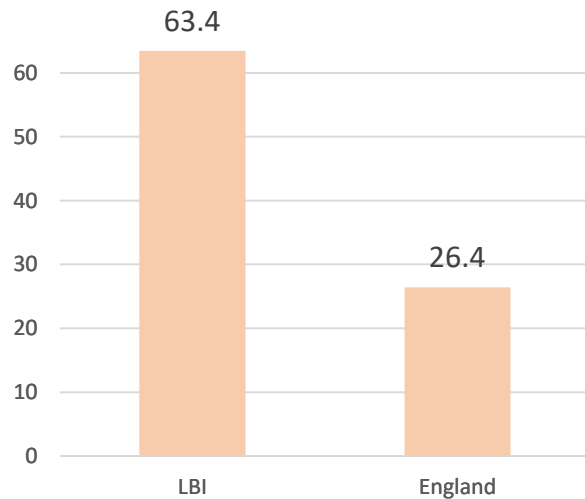
% Boys 2021



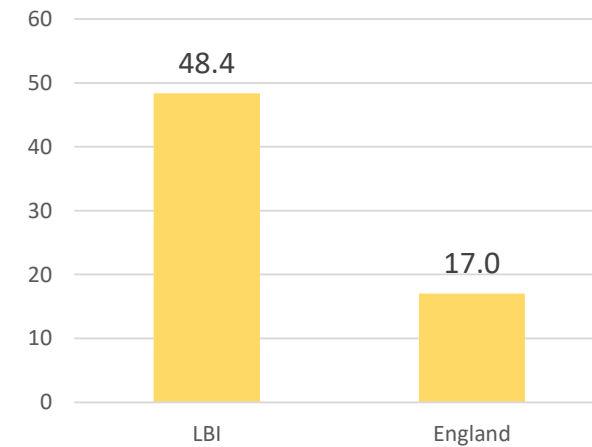
% FSM Eligible 2021



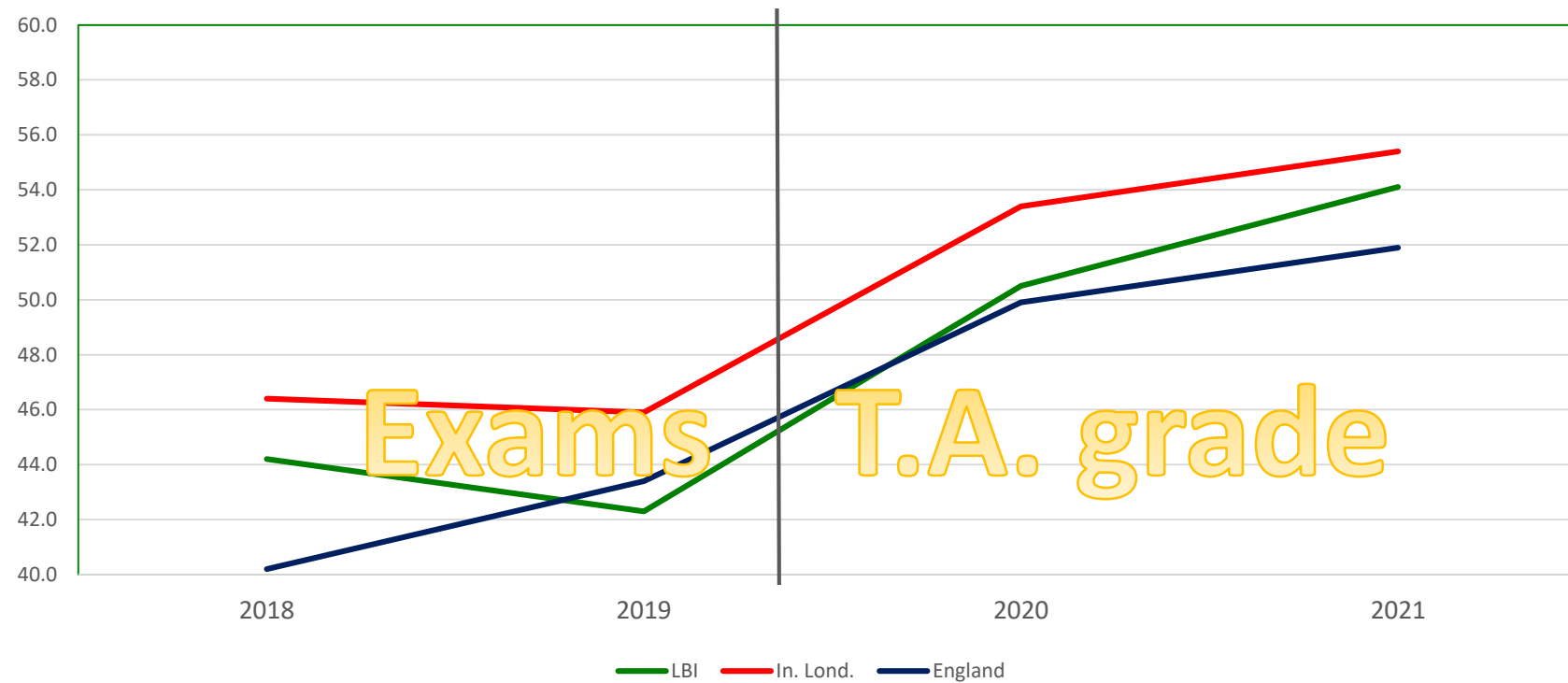
% Pupil Premium Pupils 2021



% of EAL Pupils 2021



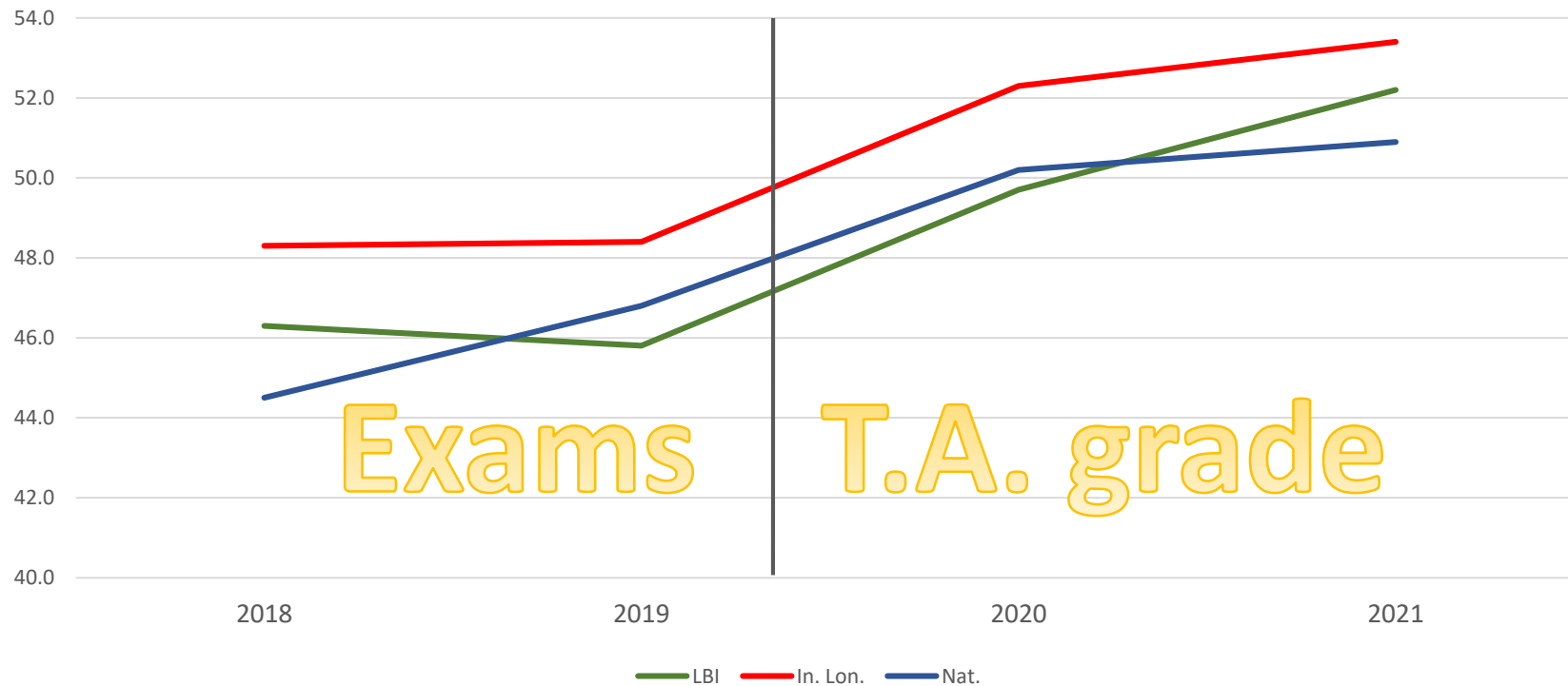
# KS4: % Eng & Mat at Grade 5 +



# KS4 % GCSE E&M 5+ LBI & England Gaps Compared

GCSE E&M 5+		2018	2019	2020	2021
Boys less Girls	England	-6.7	-6.6	-8.2	-7.6
	LBI	-2.8	-4.8	-3.6	-0.1
Pup. Prem less Not P.P.	England	-25.2	-25.2	-26.4	-27.5
	LBI	-19.6	-21.6	-17.5	-8.5
SEN EHCP less Not SEN	England	-43.2	-42.9	-49.3	-50.2
	LBI	-47.8	-41.9	-49.5	-58.6
SEN Support less Not SEN	England	-32	-31.6	-35.3	-35.8
	LBI	-34.0	-31.8	-35.3	-41.7
Black Caribbean less All Pupils	England	-10.3	-16.9	-15.1	-16
	LBI	-22.5	-16.4	-10.1	-25.0
White UK FSM less All Pupils	England	-23.5	-25.7	-27.2	-27.4
	LBI	-16.8	-26.9	-24.9	-25.4

# KS4: Attainment 8

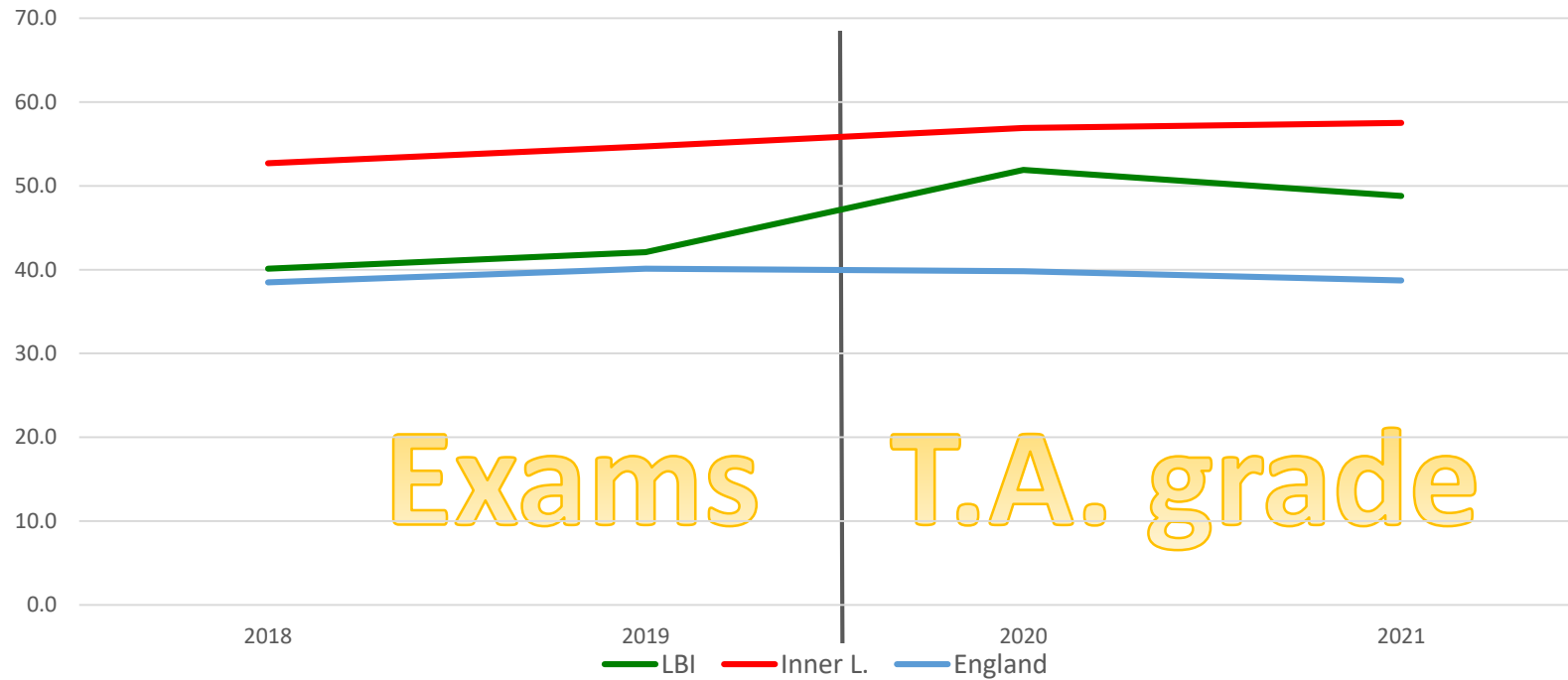


# KS4 % Attainment 8 LBI & England Gaps Compared

<b>Attainment 8</b>		2018	2019	2020	2021
Boys less Girls	England	-5.5	-5.5	-5.7	-5.8
	LBI	-2.8	-3.6	-3.4	-3.0
Pup. Prem less Not P.P.	England	-13.4	-13.6	37.2	-14.4
	LBI	-9.9	-10.9	-9.5	-4.6
SEN EHCP less Not SEN	England	-36.4	-36.4	-38.5	-38.8
	LBI	-41.4	-36.6	-40.4	-48.4
SEN Support less Not SEN	England	-17.7	-17.5	-17.3	-17.8
	LBI	-16.8	-19.4	-17.3	-20.7
Black Caribbean less All Pupils	England	-4.9	-7.4	-6.2	-6.9
	LBI	-6.7	-6.4	-6.0	-9.8
White UK FSM less All Pupils	England	-13.3	-15	-14.6	-15.1
	LBI	-12.7	-16.6	-16.1	-12.8



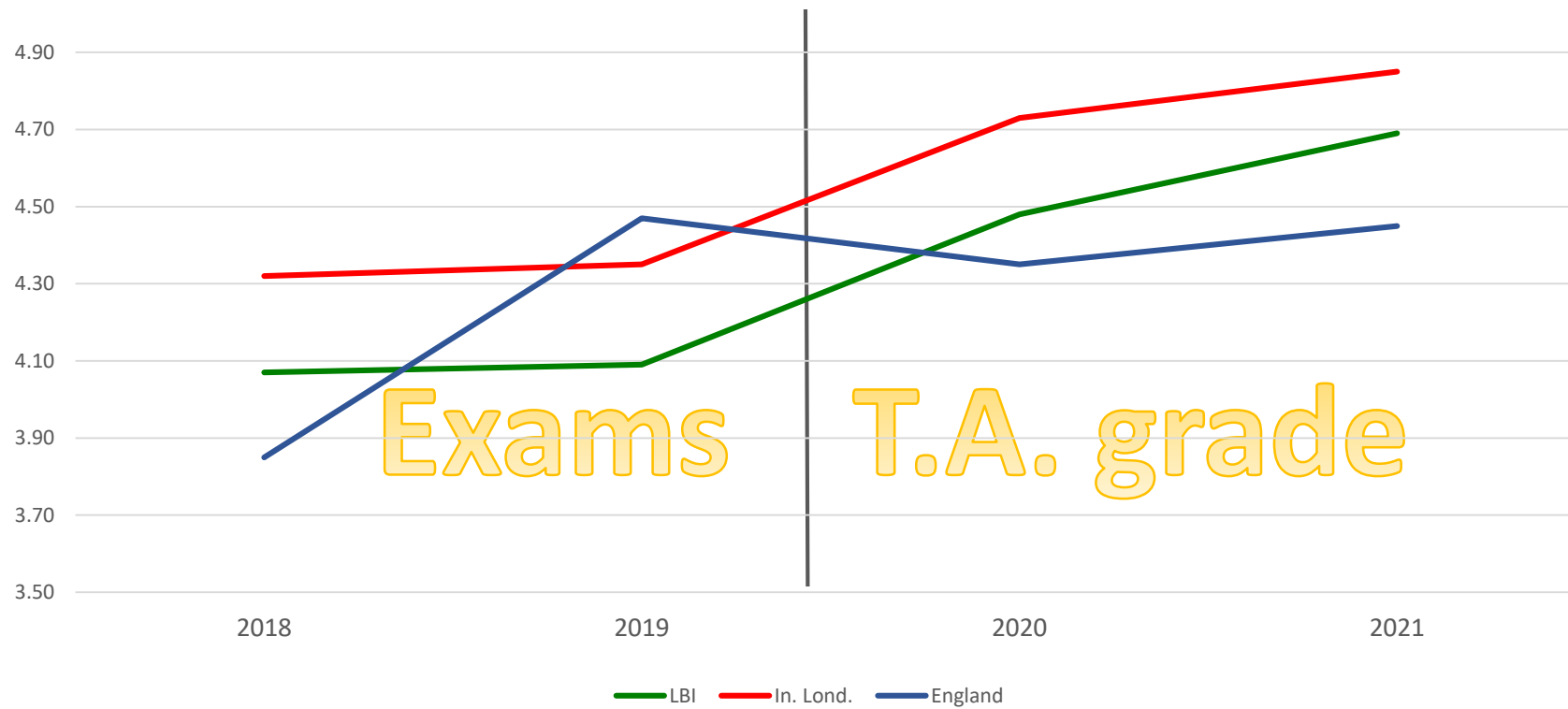
# KS4: Eng. Bac. % Entered



## KS4 % Entered for EBacc LBI less England

Ebacc. % Entered	2018	2019	2020	2021
	LBI-Eng	LBI-Eng	LBI-Eng	LBI-Eng
Boys	14.6	13.6	16.9	6.0
Girls	-12.7	-10.7	7.2	15.7
Disadvantaged	8.9	8.5	18.1	17.9
Not Disadvantaged	5.2	8.1	16.6	15.4
SEN EHCP	0.9	5.0	5.3	-2.6
SEN Support	6.2	3.9	7.6	4.7
Not SEN	-2.3	2.2	14.2	12.7
Black Caribbean	-4.6	3.3	-1.8	-1.8
White UK FSM	3.4	-1.1	1.8	9.0

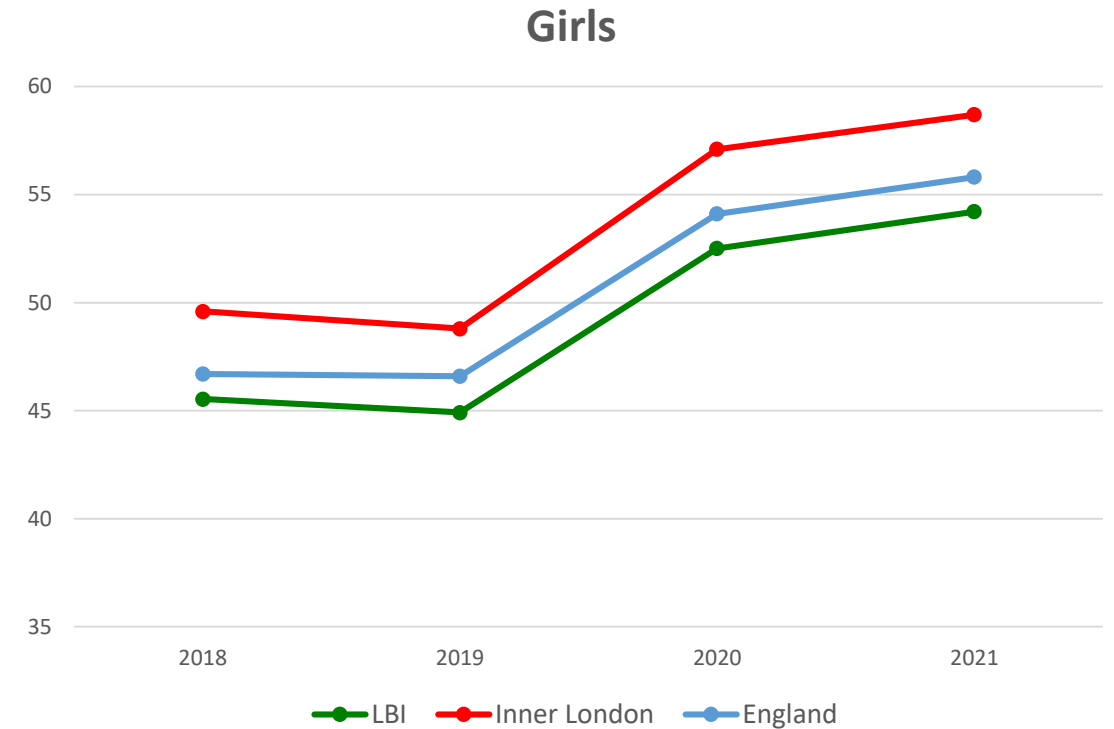
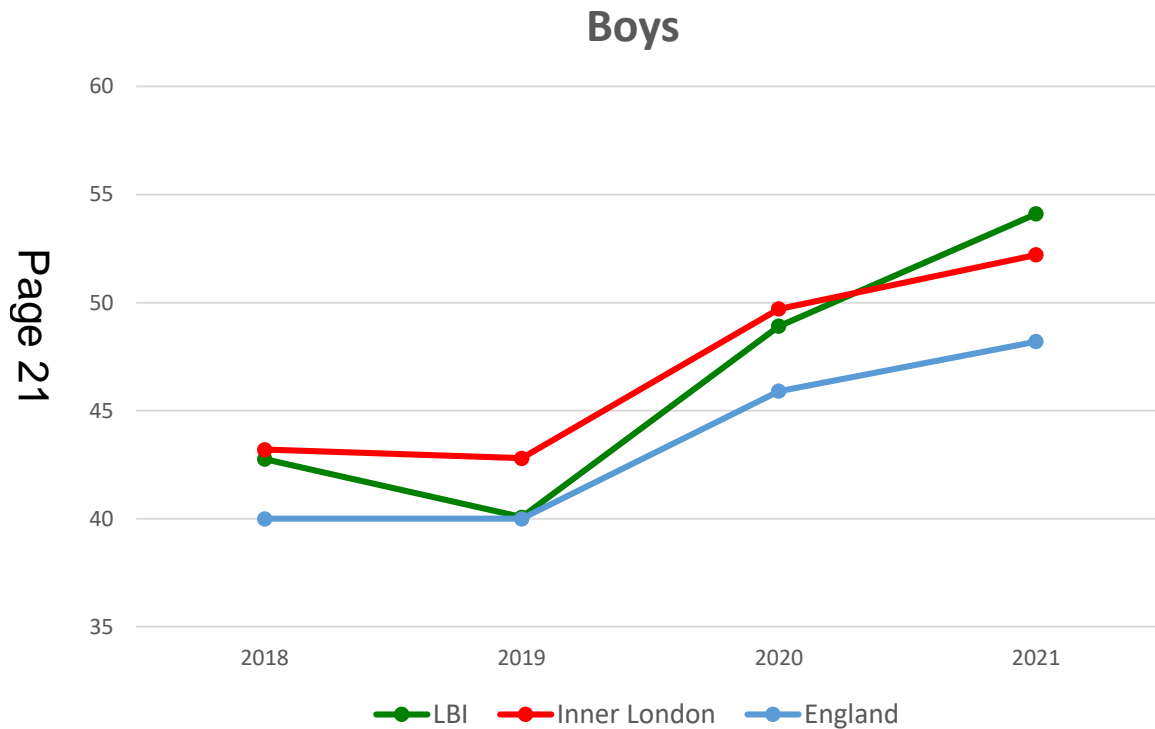
# KS4: Eng. Bac. APS



# KS4 % Ebacc. APS LBI & England Gaps Compared

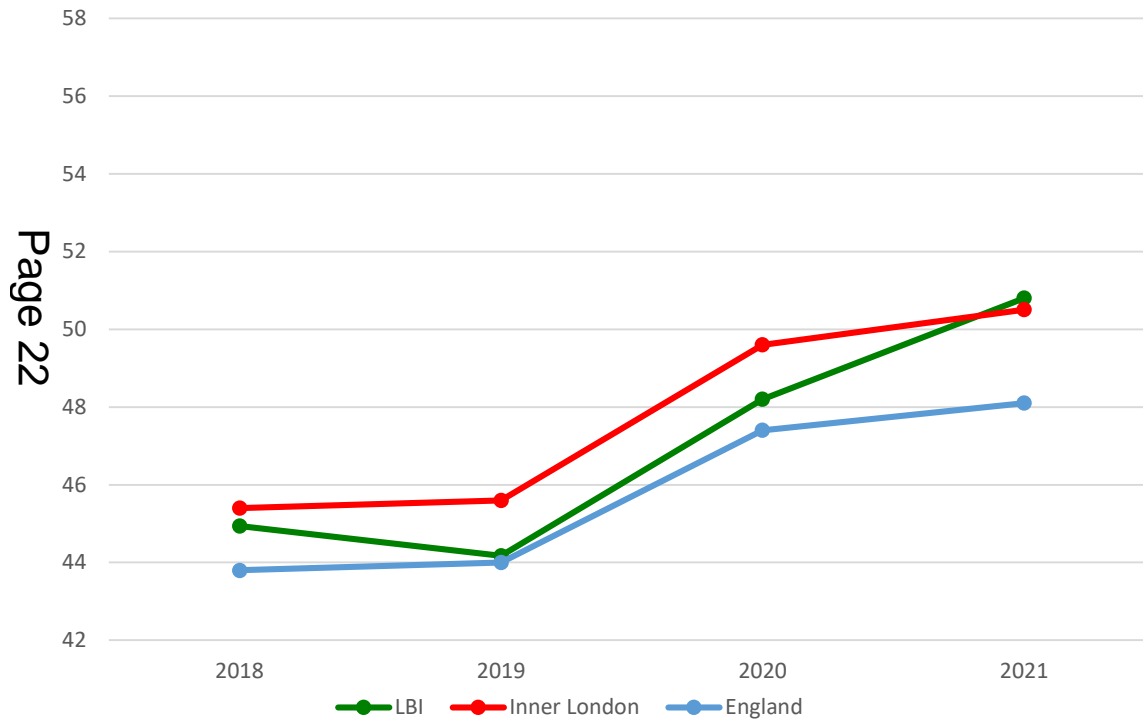
Ebacc. APS		2018	2019	2020	2021
Boys less Girls	England	-0.49	-0.48	-0.52	-0.52
	LBI	-0.06	-0.11	-0.16	-0.32
Pup. Prem less Not P.P.	England	-1.34	-1.35	-1.34	-1.42
	LBI	-1.02	-1.15	-1.34	-1.42
SEN EHCP less Not SEN	England	-3.33	-3.33	-3.54	-3.57
	LBI	-3.74	-3.38	-3.77	-4.53
SEN Support less Not SEN	England	-1.76	-1.74	-1.75	-1.80
	LBI	-1.66	-1.89	-1.83	-2.21
Black Caribbean less All Pupils	England	-0.52	-1.14	-0.60	-0.70
	LBI	-0.99	-0.86	-0.76	-1.14
White UK FSM less All Pupils	England	-1.33	-1.89	-1.44	-1.51
	LBI	-1.29	-1.66	-1.68	-1.33

# KS4 % 5+ for Eng & Mat: Boys and Girls

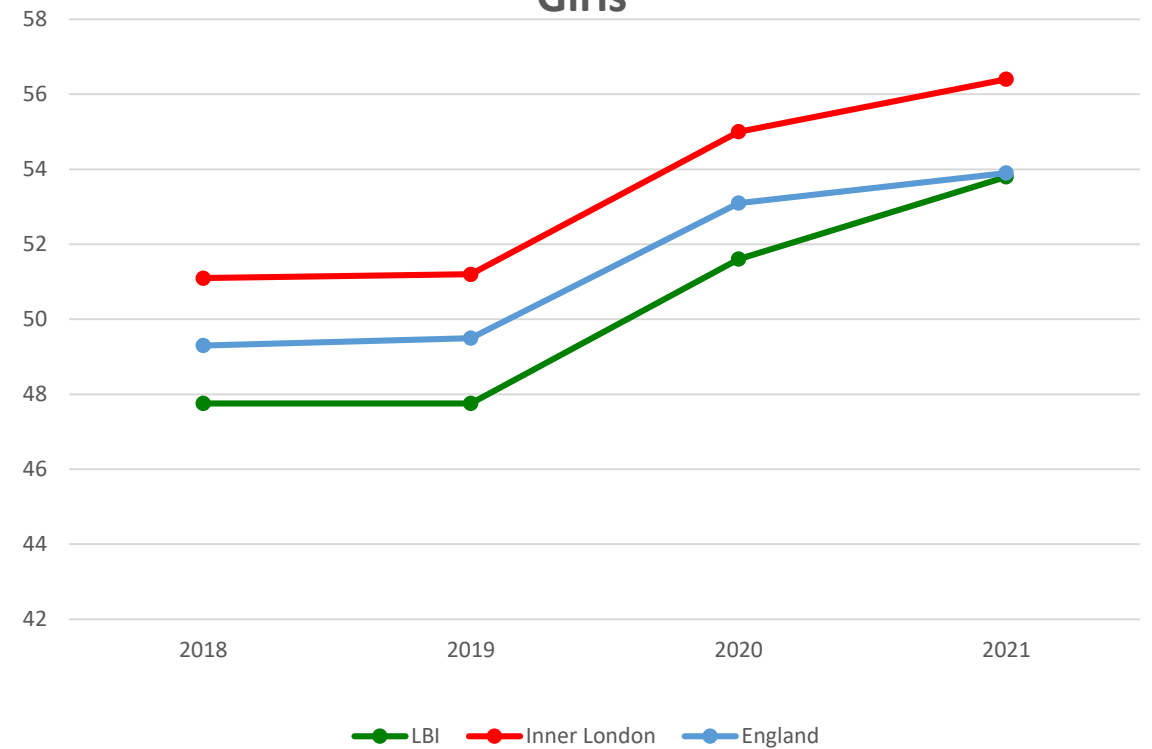


# KS4 Attainment 8: Boys and Girls

## Boys

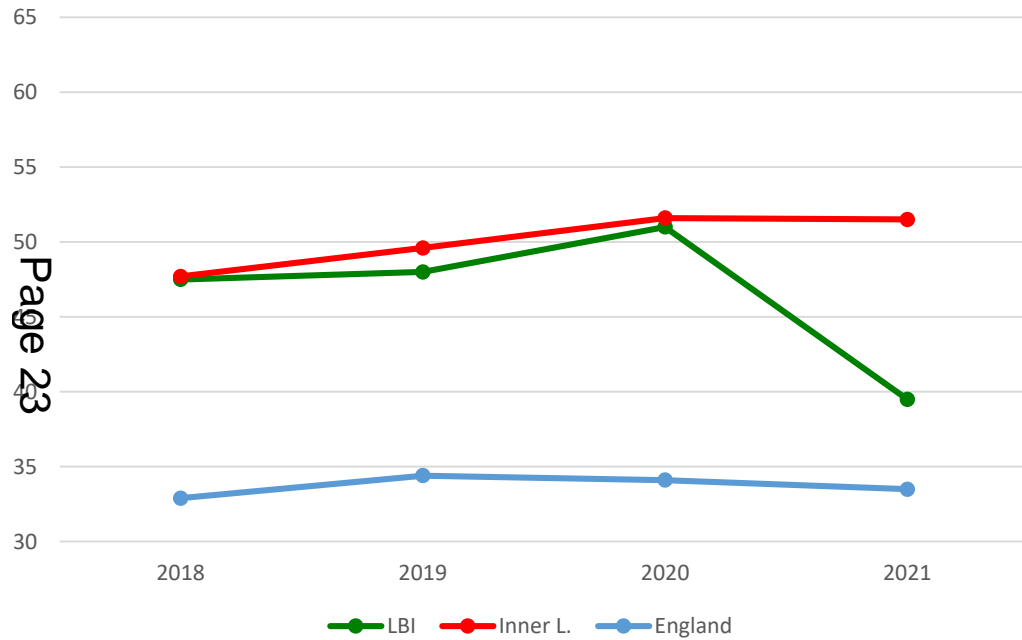


## Girls

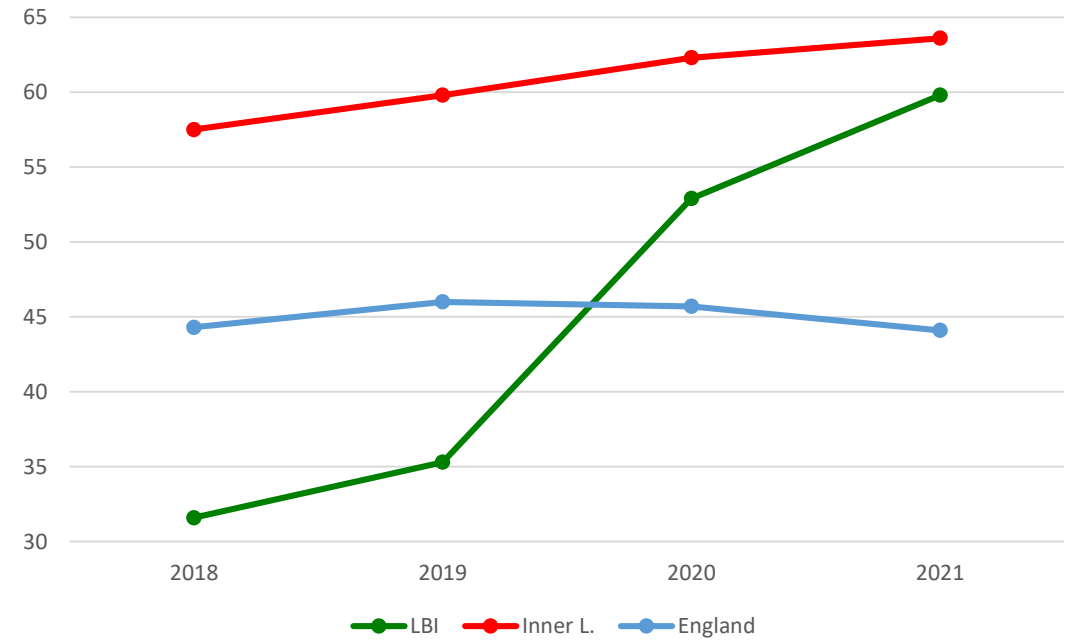


# KS4 Ebacc. % Entered: Boys and Girls

## Boys

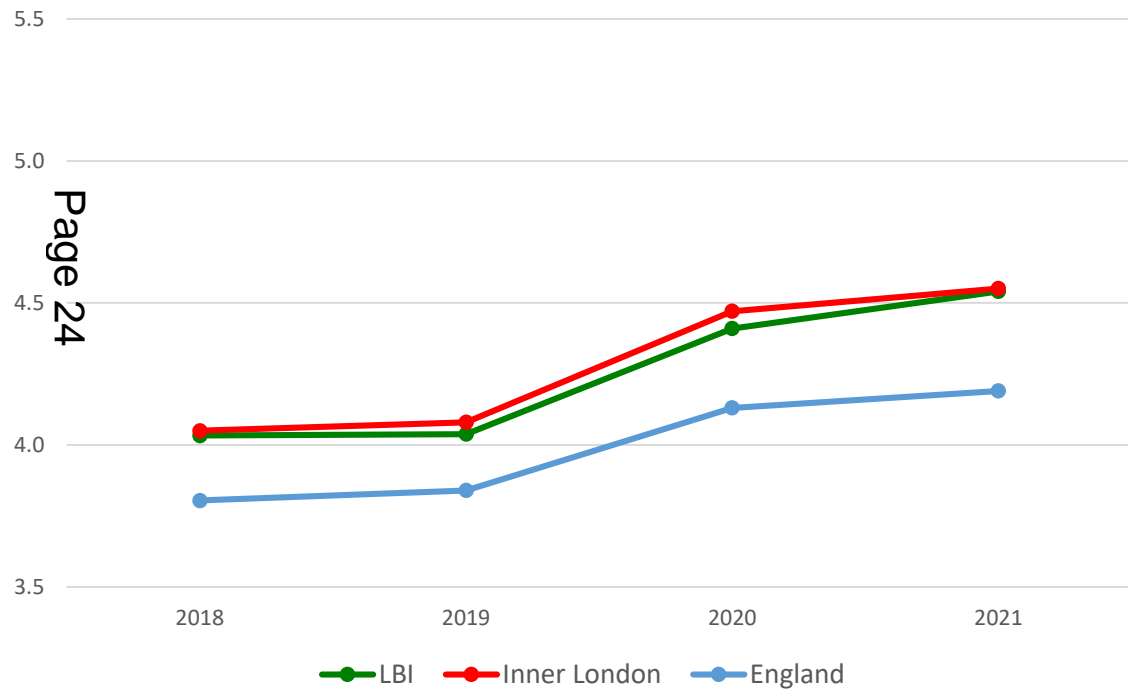


## Girls

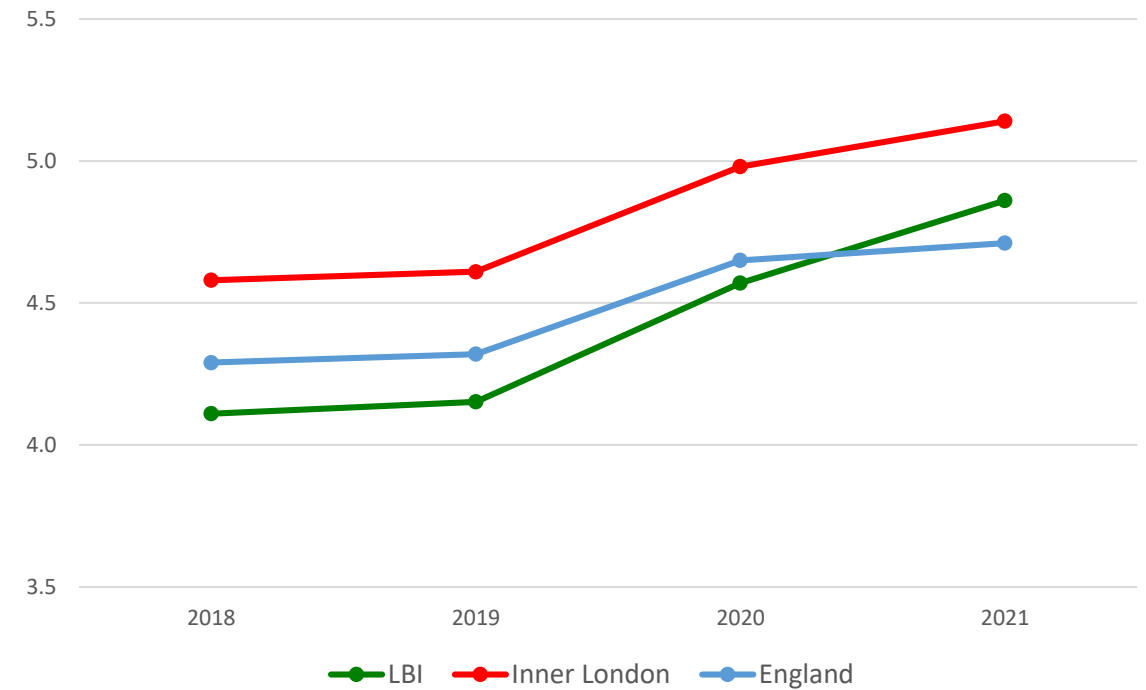


# KS4 Ebacc. APS: Boys and Girls

## Boys

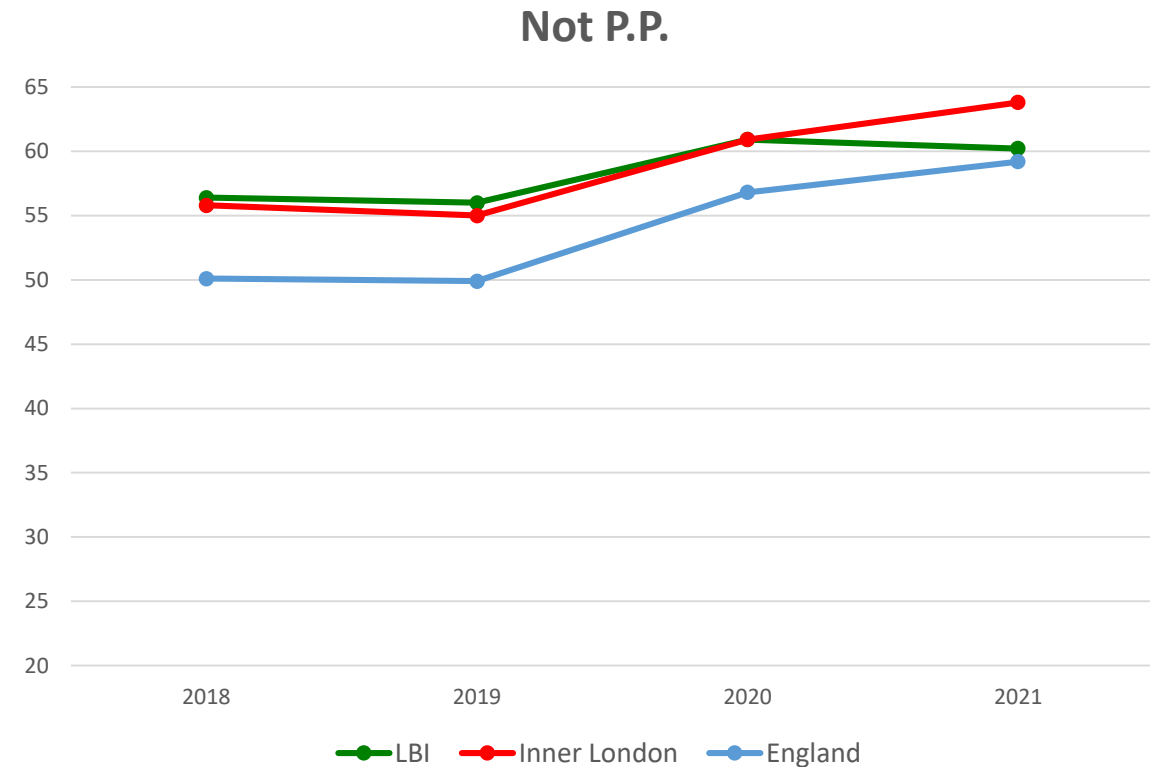
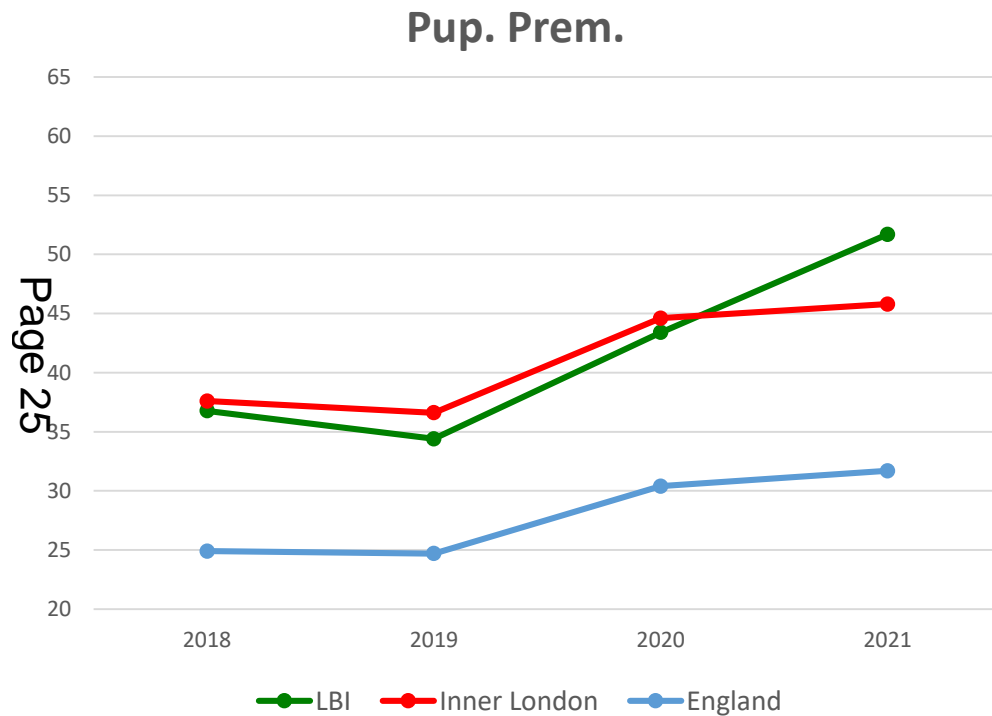


## Girls

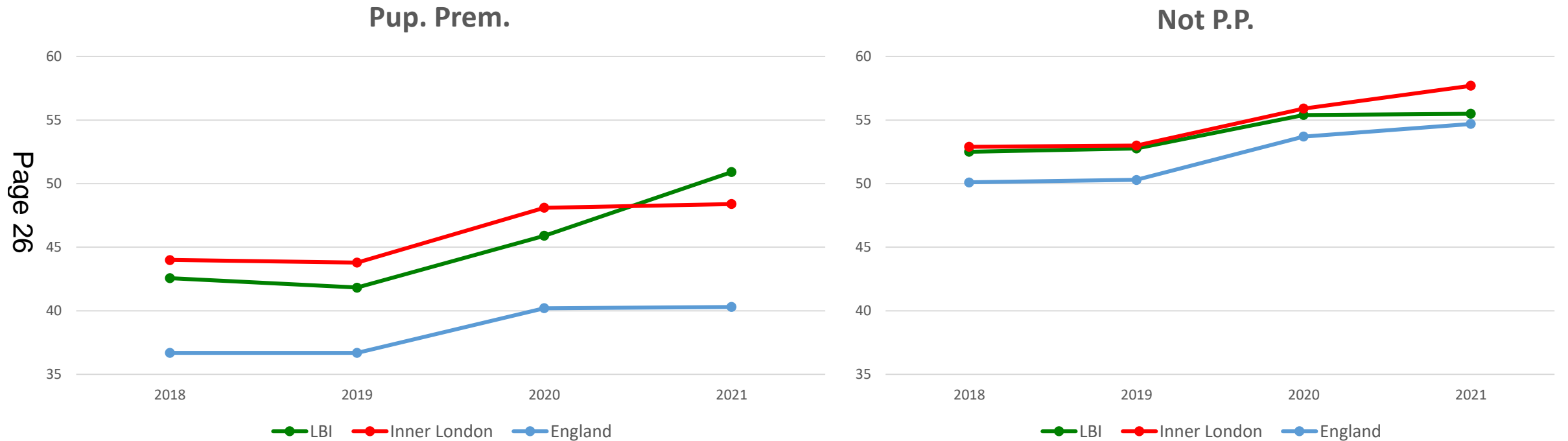




# KS4 % 5+ for Eng & Mat : Pupil Prem. & Not P.P.

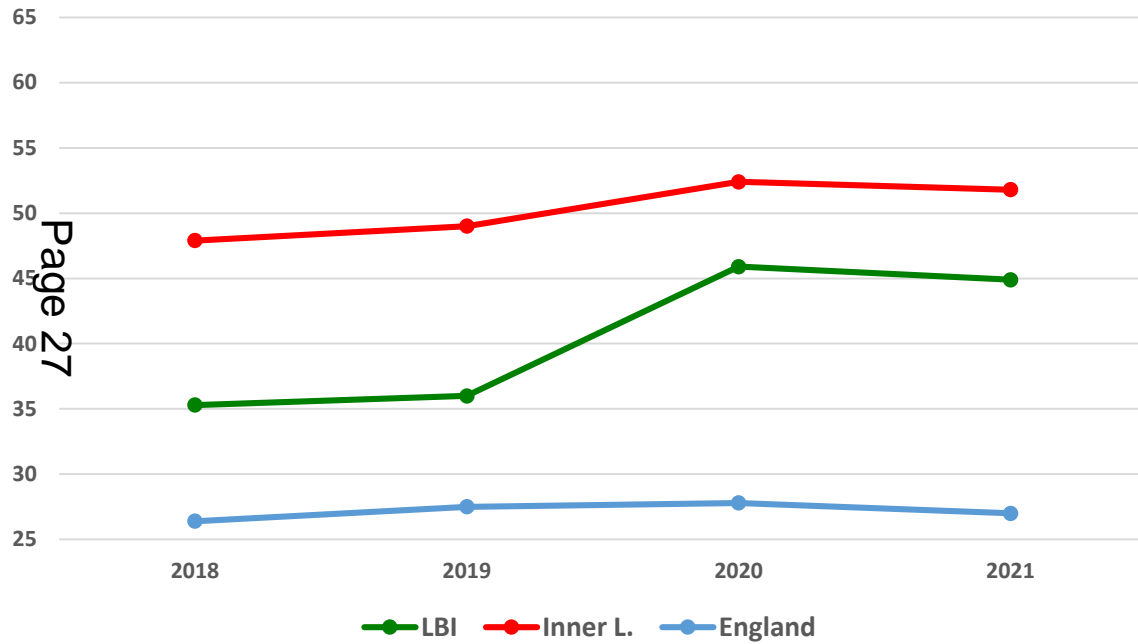


# KS4 Attainment 8: Pupil Prem. & Not P.P.

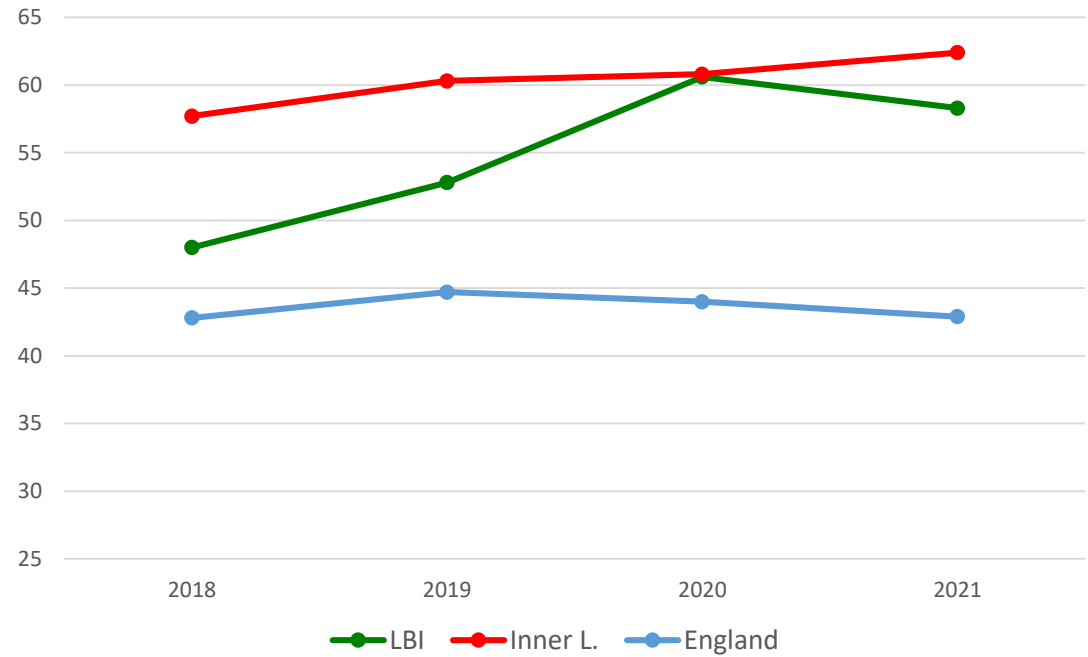


# KS4 Ebacc. % Entered : Pupil Prem. & Not P.P.

### Pup. Prem.

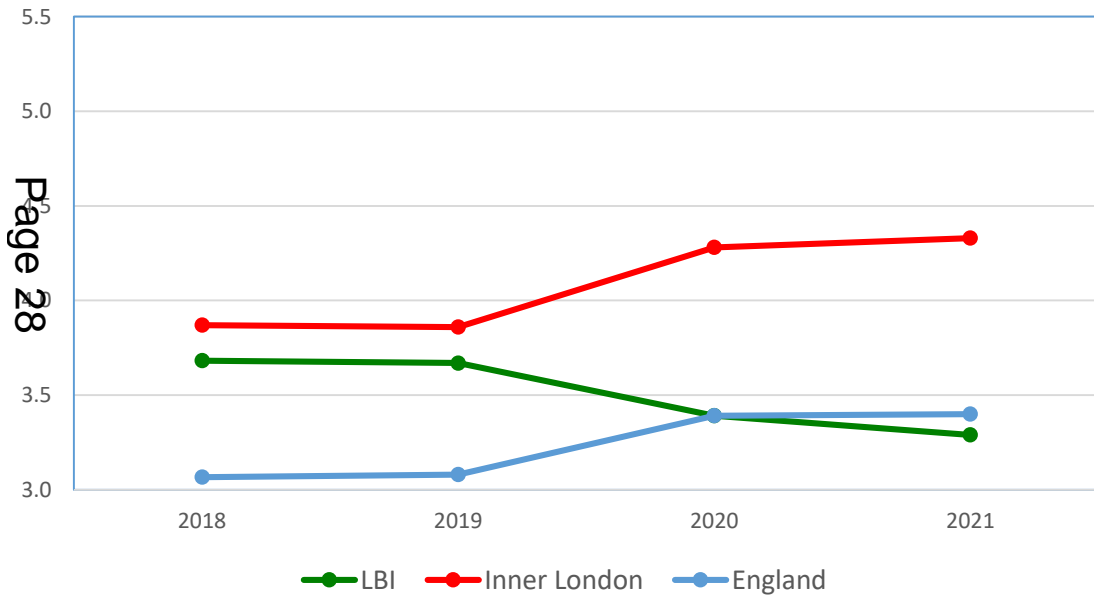


### Not P. P.

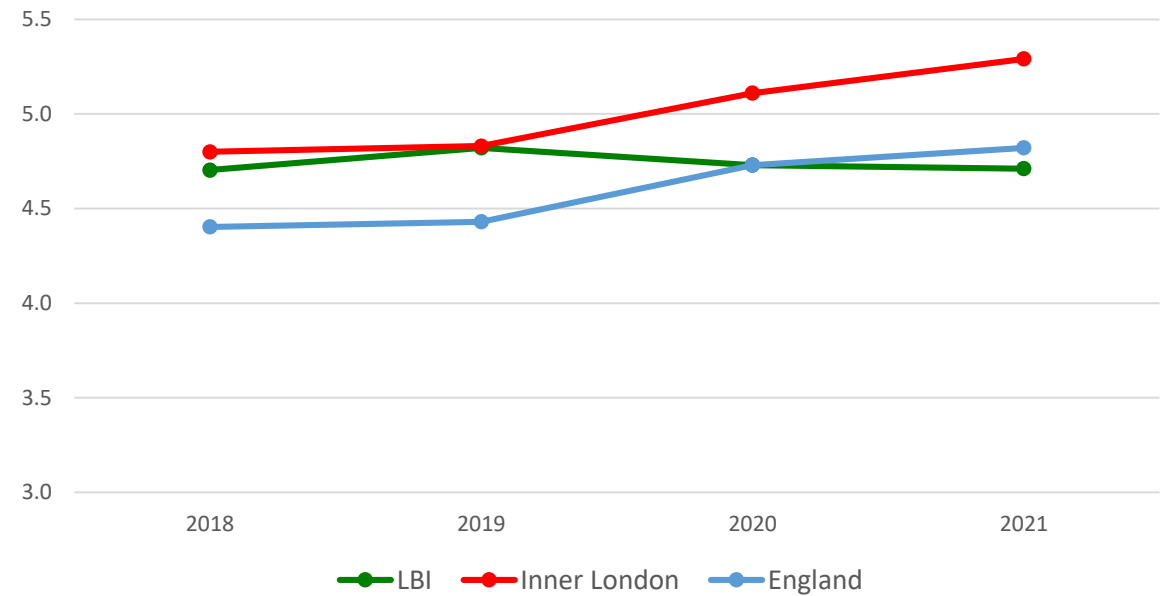


# KS4 Ebacc. APS : Pupil Prem. & Not P.P.

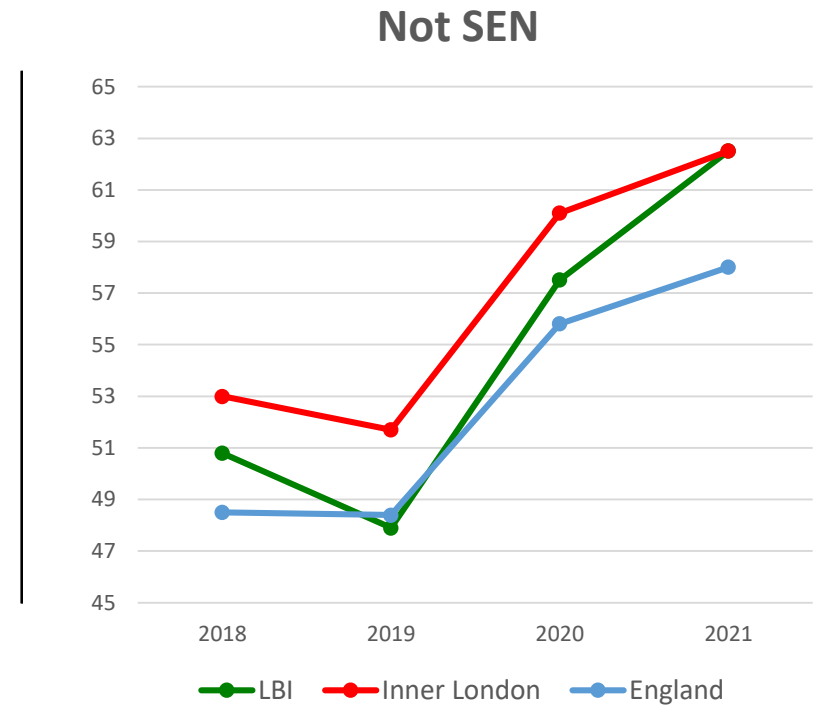
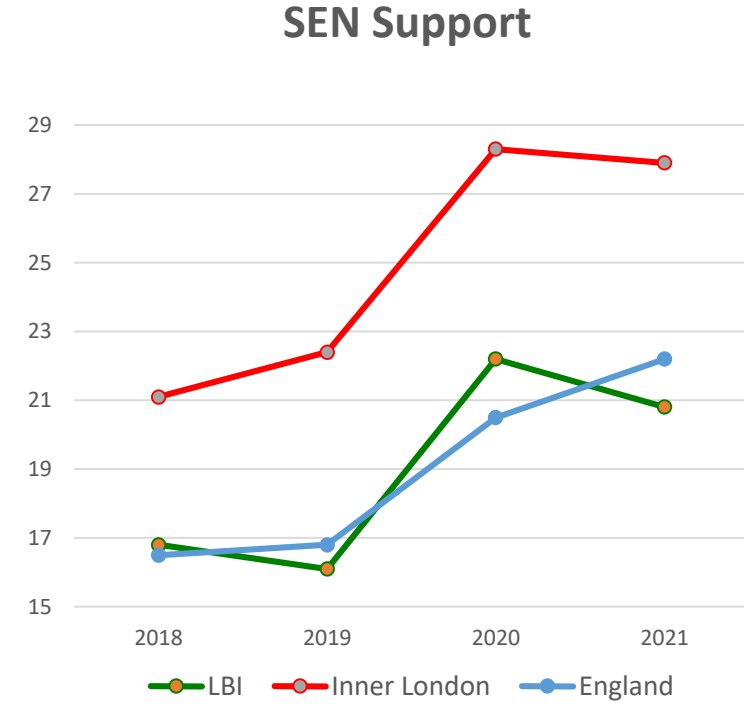
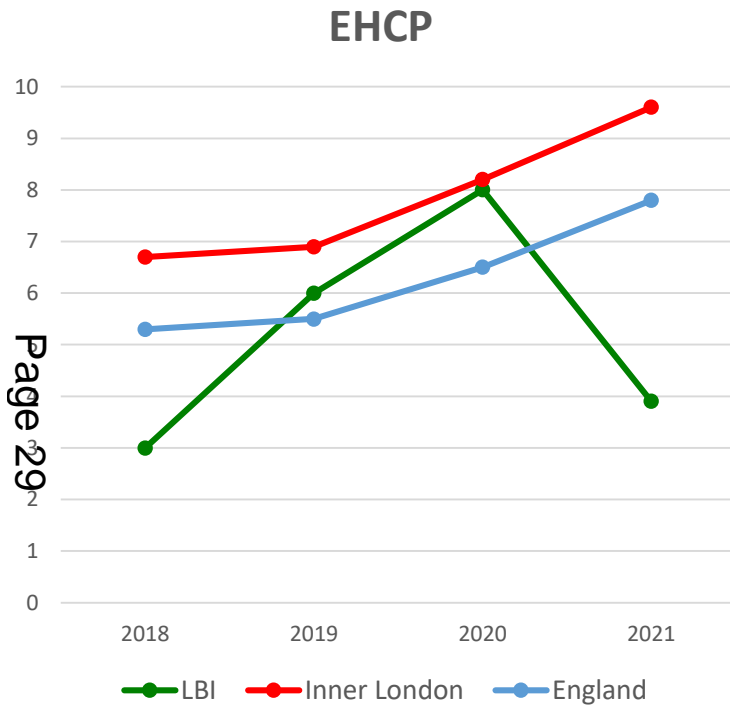
### Pup. Prem.



### Not P.P.

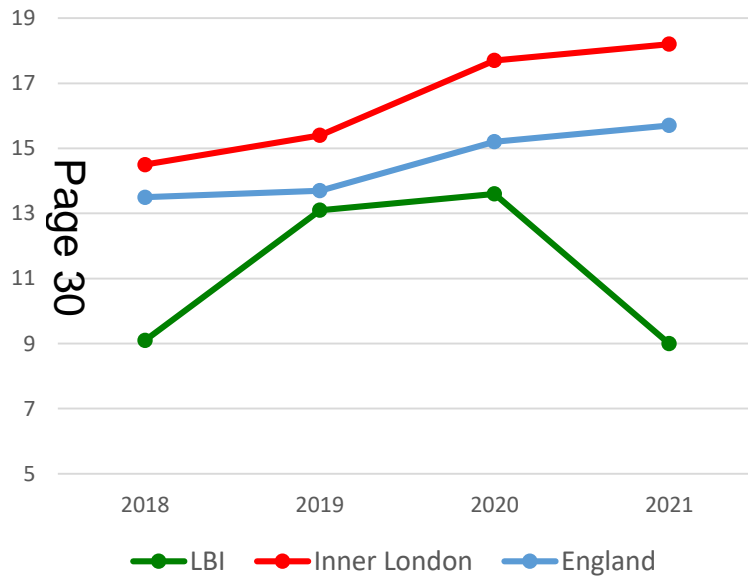


# KS4 % 5+ for Eng & Mat : By SEN Status

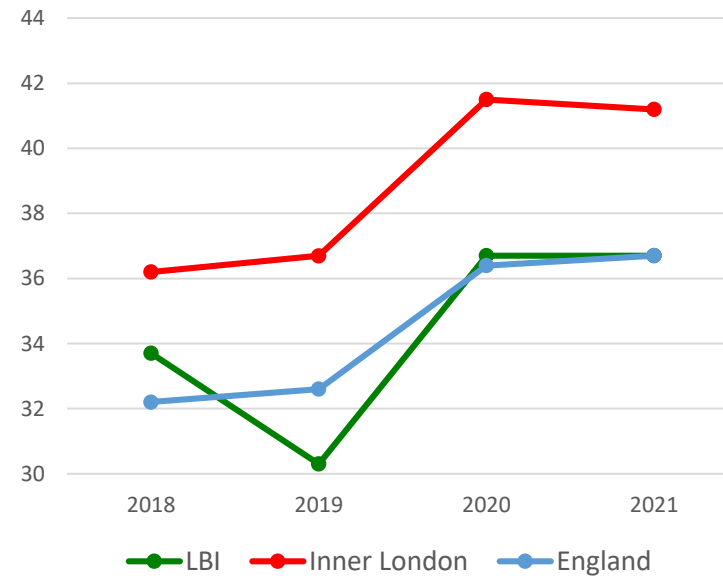


# KS4 Attainment 8: By SEN Status

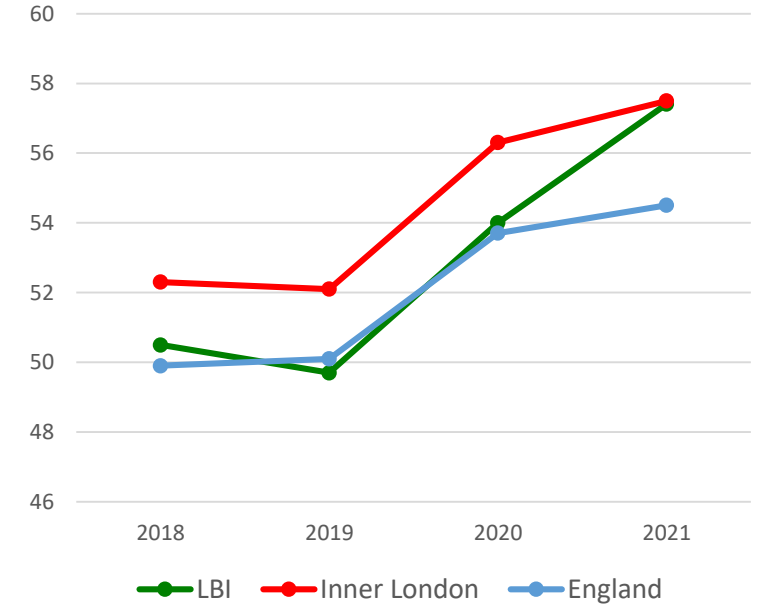
### EHCP



### SEN Support

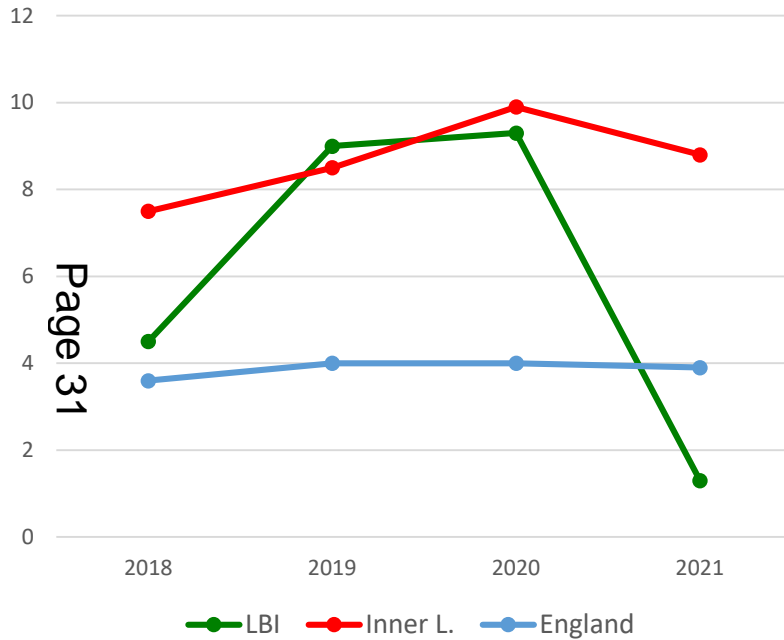


### Not SEN

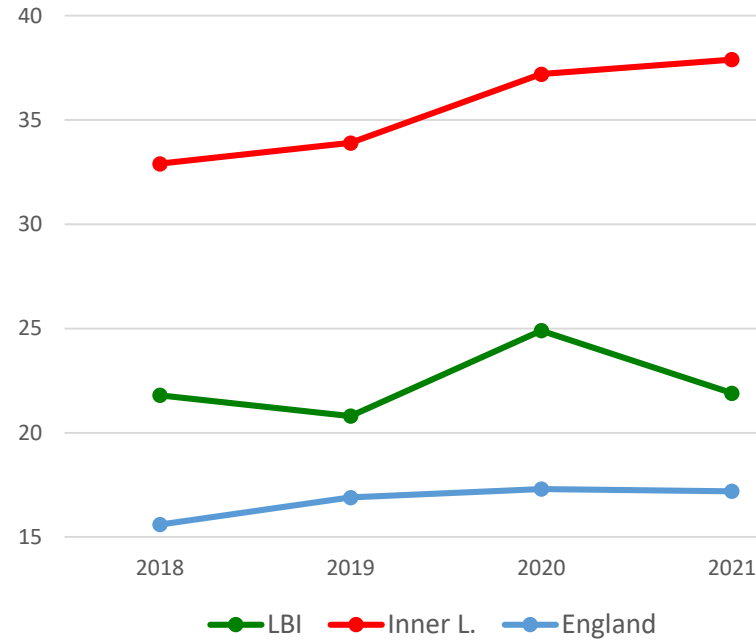


# KS4 Ebacc. % Entered : By SEN Status

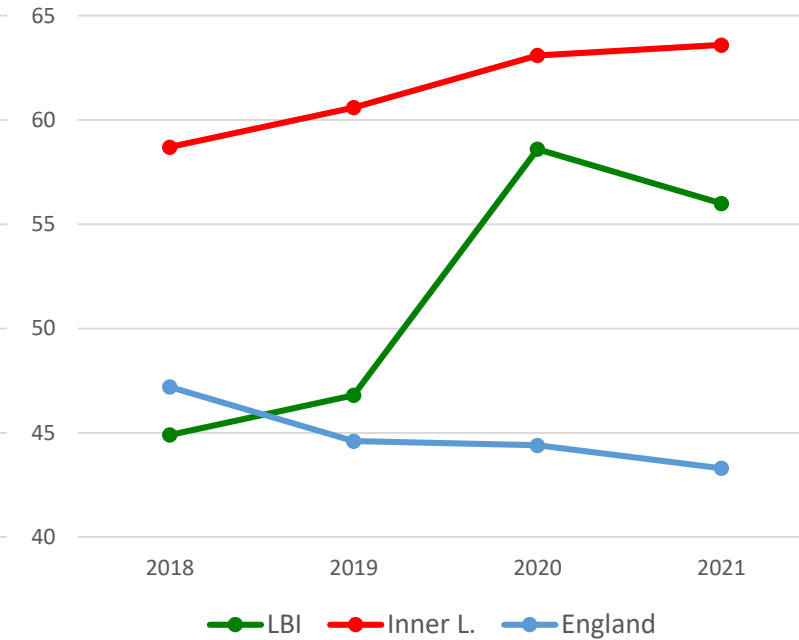
### EHCP



### SEN Support

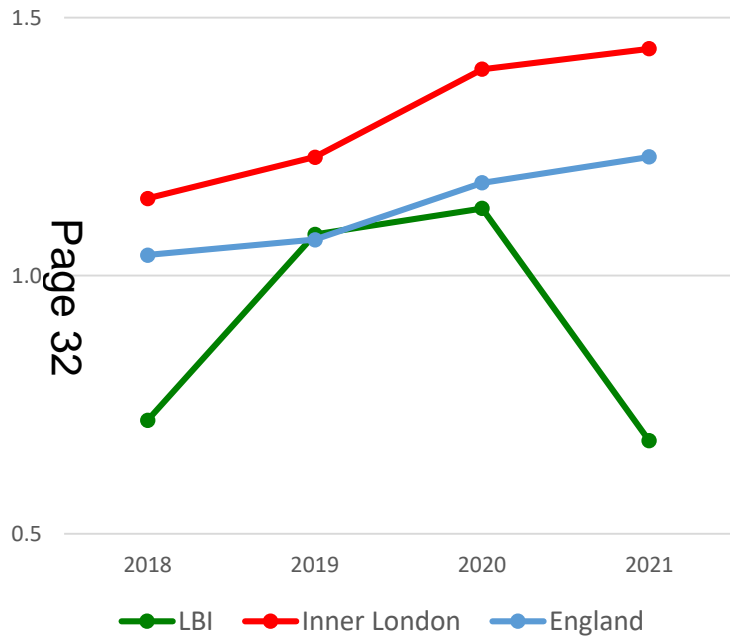


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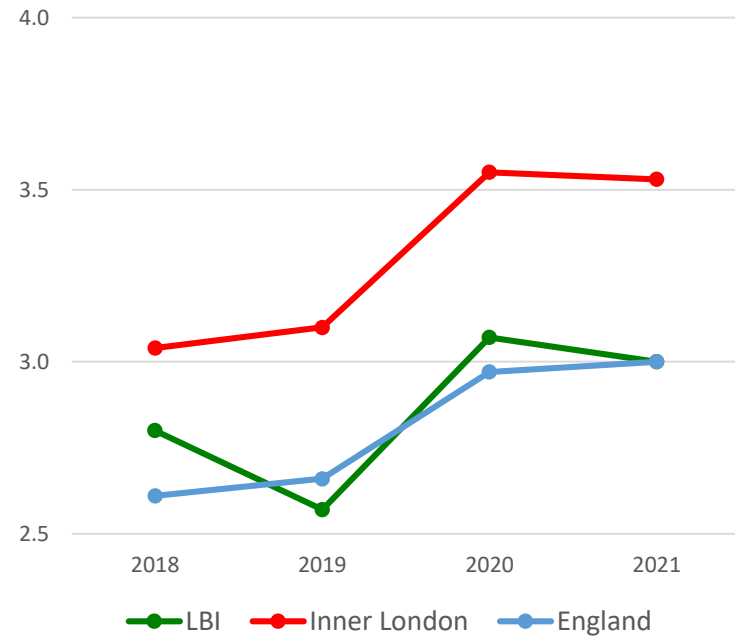


# KS4 Ebacc. APS : By SEN Status

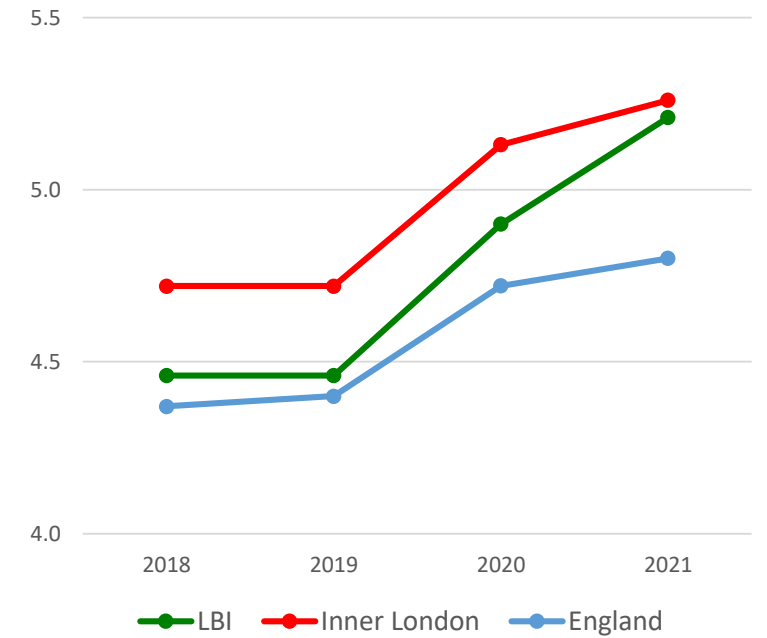
### EHCP



### SEN Support



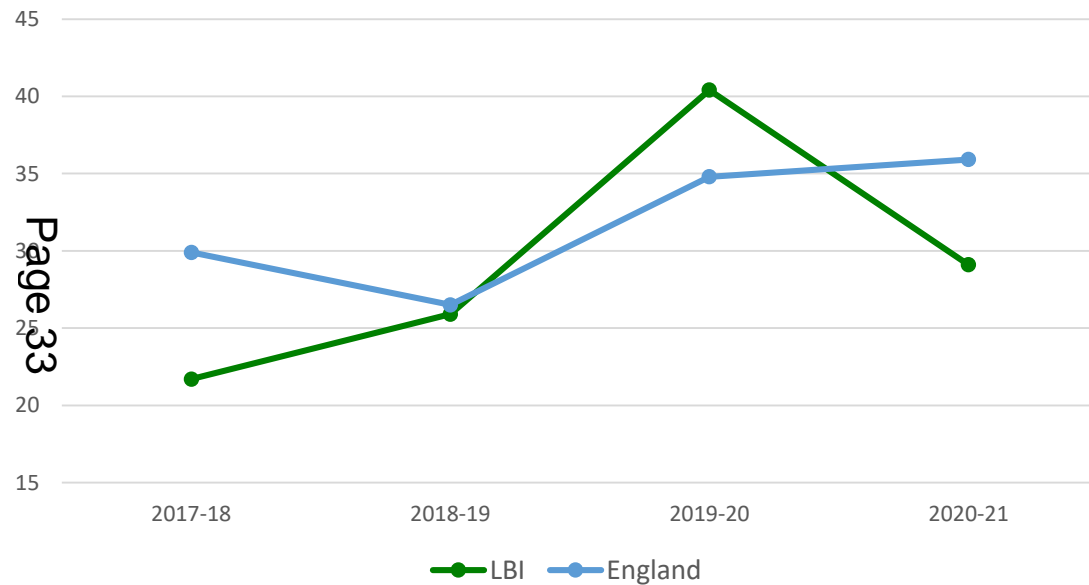
### Not SEN



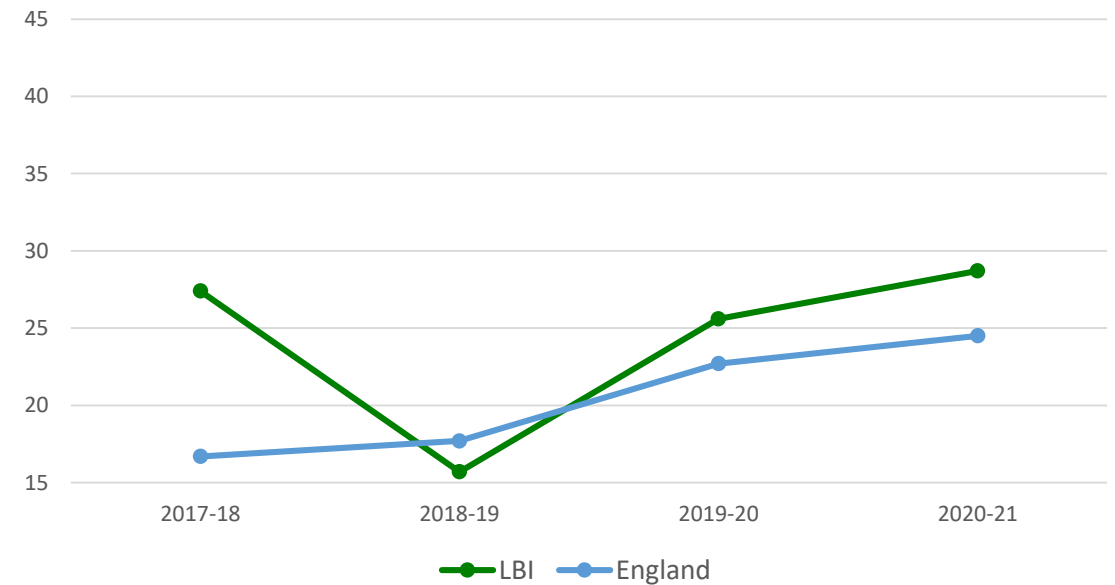


# Black Caribbean & White UK FSM: E&M 5+

## Black Caribbean: E&M 5+

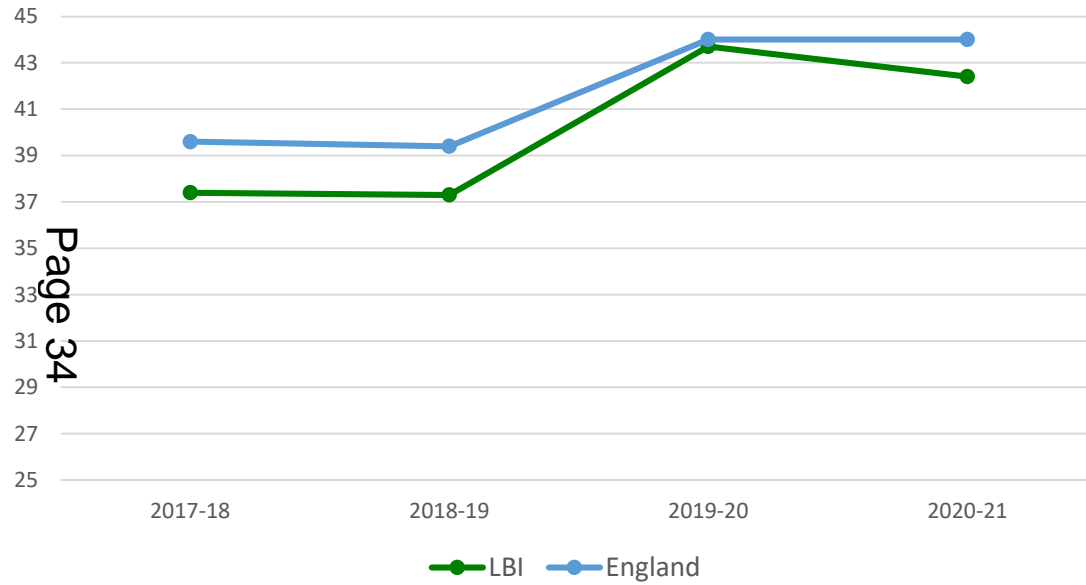


## White UK FSM: E&M 5+

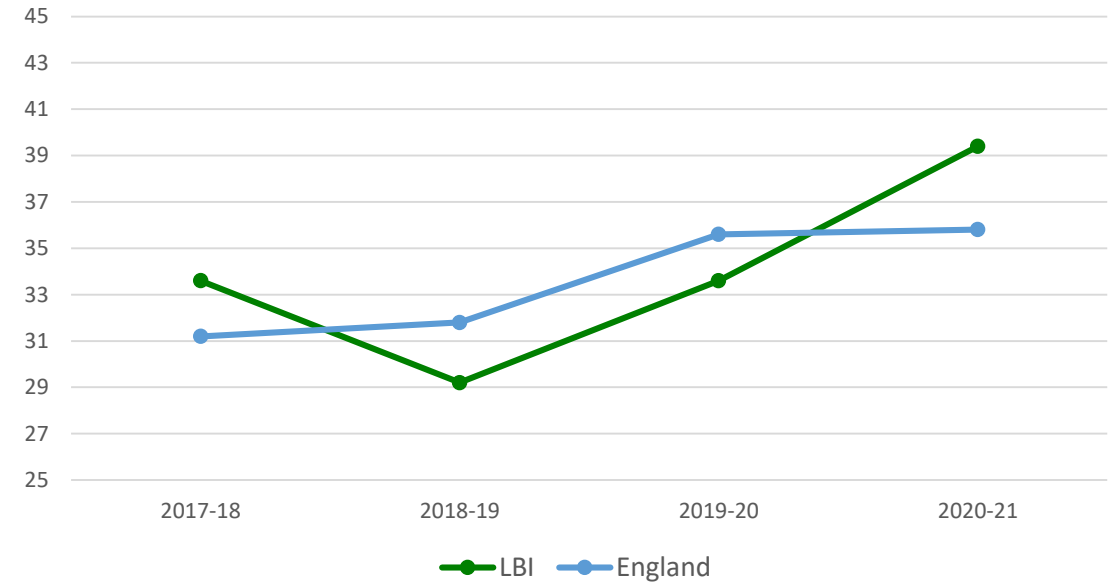


# Black Caribbean & White UK FSM: Att. 8

## Black Caribbean: A8

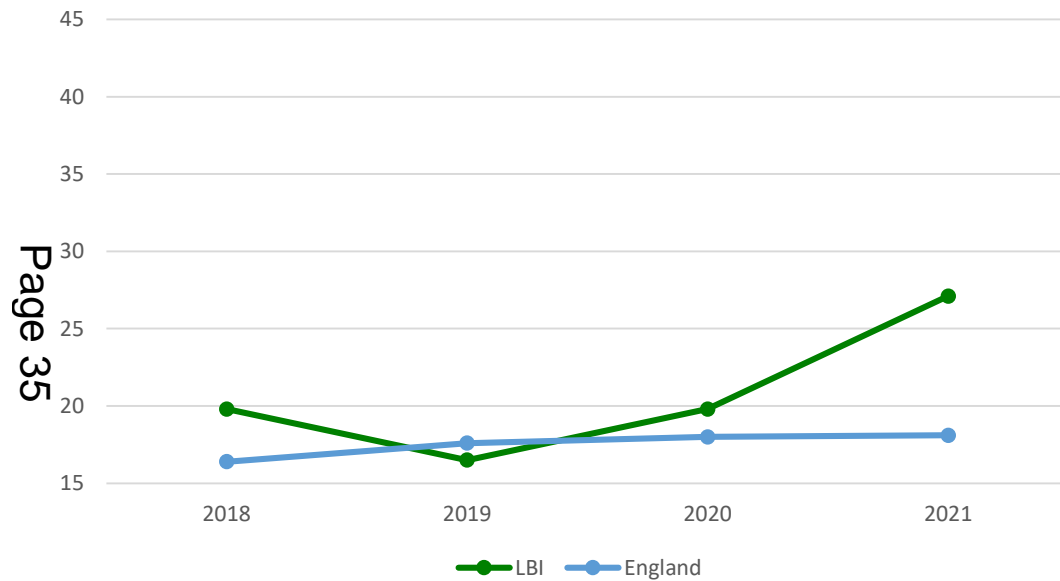


## White UK FSM: A8

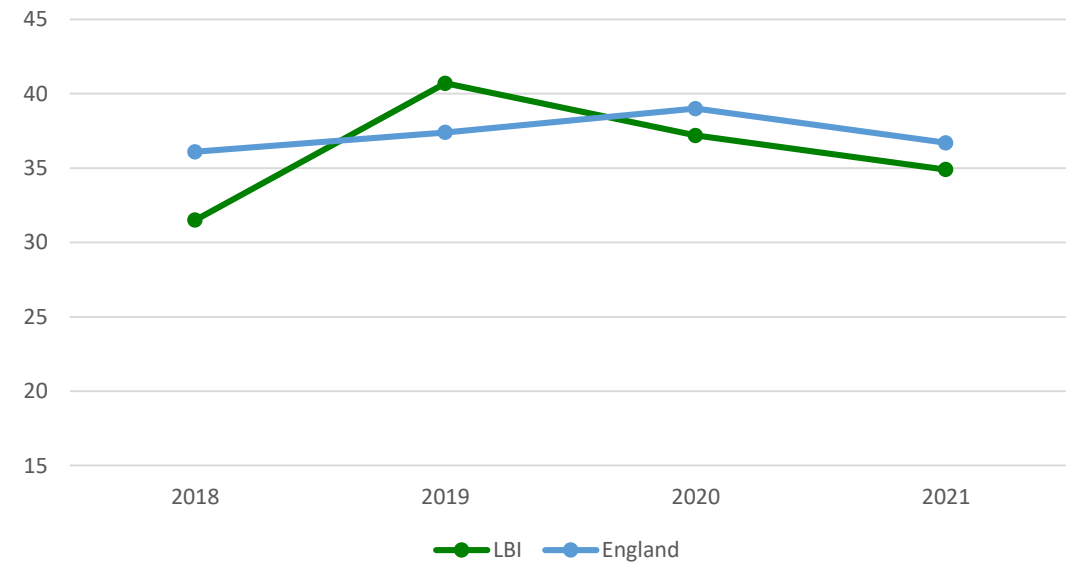


# Black Carib. & White UK FSM: EB % Entered

### White UK FSM

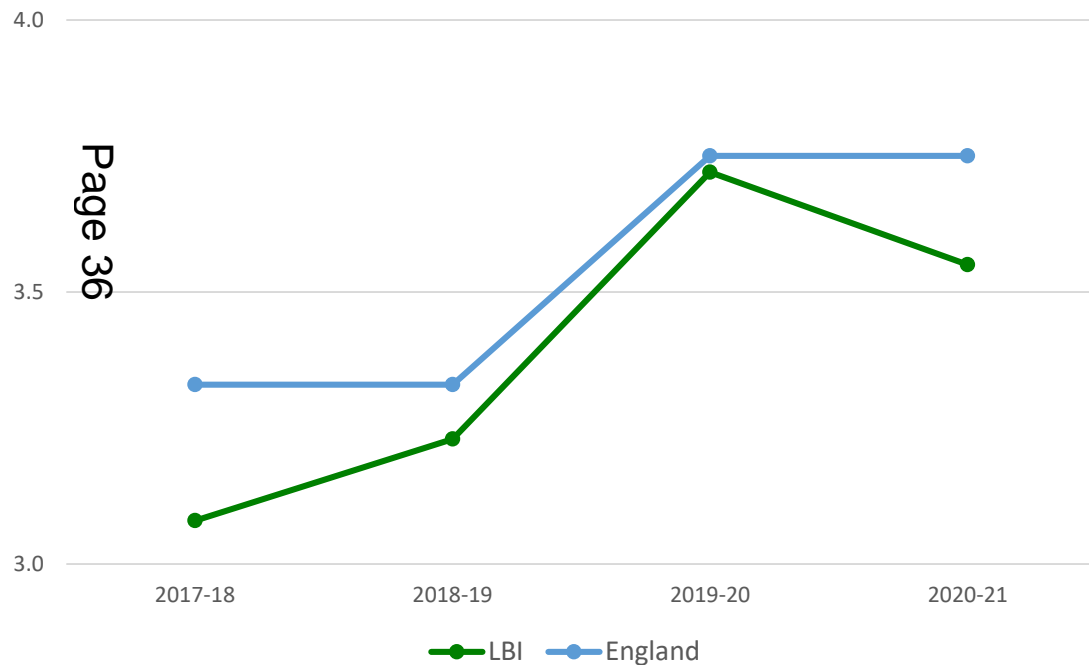


### Black Caribbean

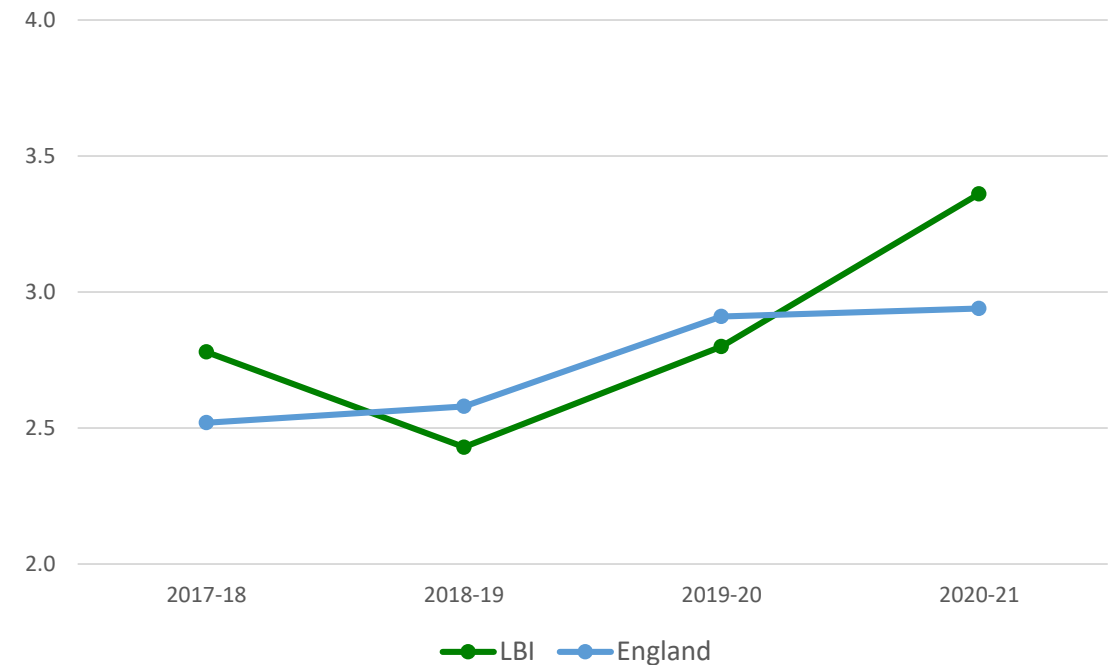


# Black Caribbean & White UK FSM: EB APS

### Black Caribbean: EB APS



### White UK FSM: EB APS



# Islington Key Stage 5

# A Level Performance Measures

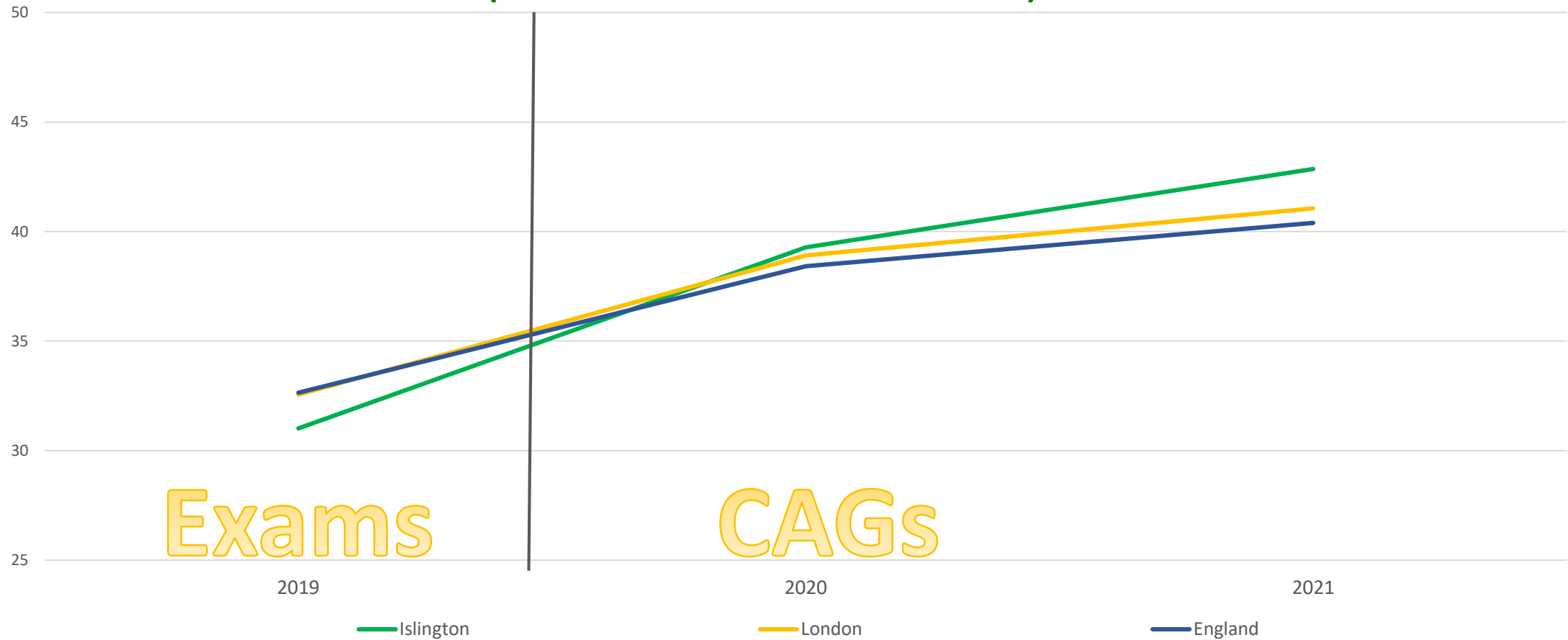
(All state funded students\*)

		Number of A level students	Average A level result	APS per A level entry	% achieving 3 A* to A	% achieving ≥ AAB	% achieving ≥ AAB for a minimum of 2 facilitating A levels
Islington	2018/19	406	C	31.01	4.0%	12.4%	10.1%
	2019/20	361	B	39.28	15.7%	32.5%	22.5%
	2020/21	329	B+	42.86	23.9%	35.9%	25.6%
London	2018/19	44,348	C+	32.56	11.1%	18.4%	14.8%
	2019/20	41,705	B	38.91	21.2%	32.2%	24.1%
	2020/21	42,017	B	41.06	27.2%	39.7%	28.5%
England	2018/19	253,225	C+	32.64	10.2%	17.5%	13.4%
	2019/20	236,929	B	38.42	19.5%	29.9%	21.2%
	2020/21	236,597	B	40.4	25.0%	37.3%	25.4%

# KS5: Average Point Scores per A Level Entry

(All state funded students)

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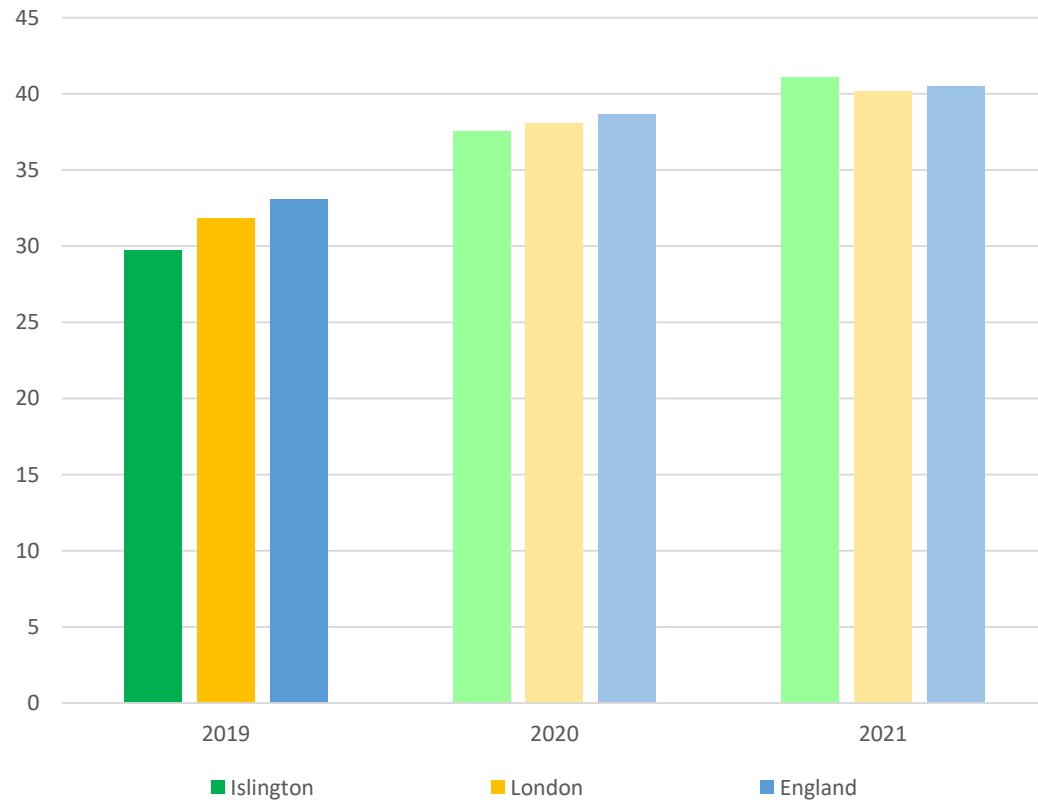


# KS5: APS per A Level Entry: Boys & Girls

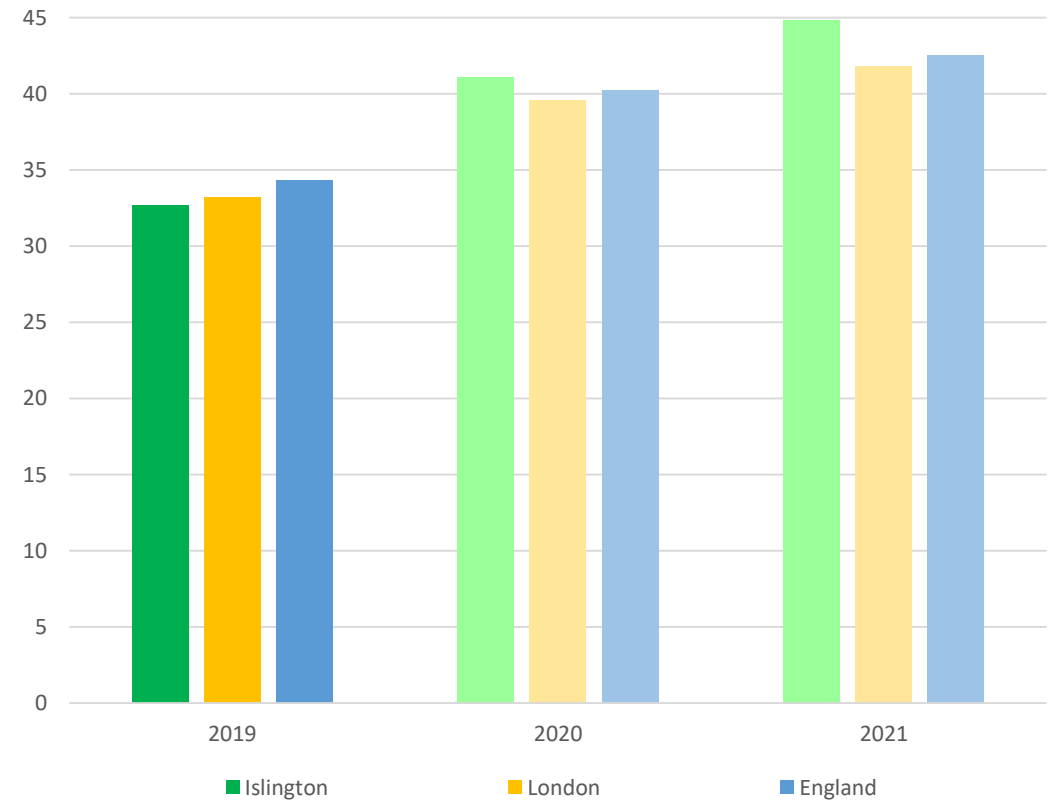
(All state funded students)

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### Boys



### Girls



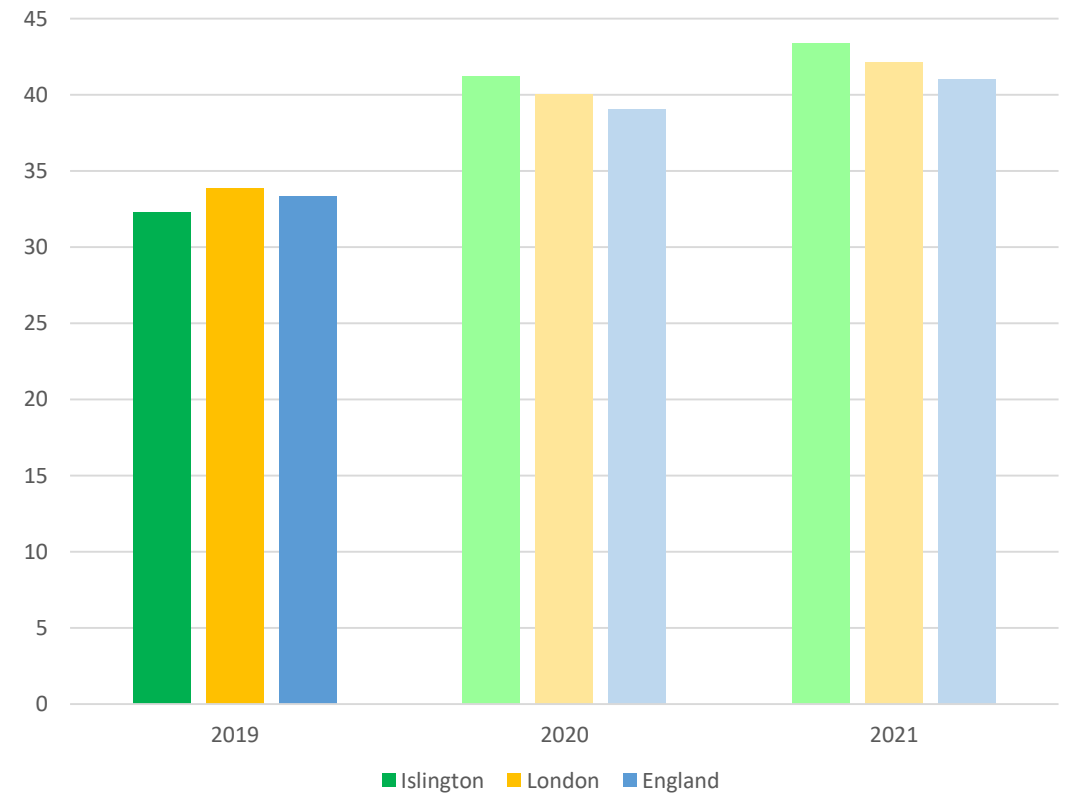
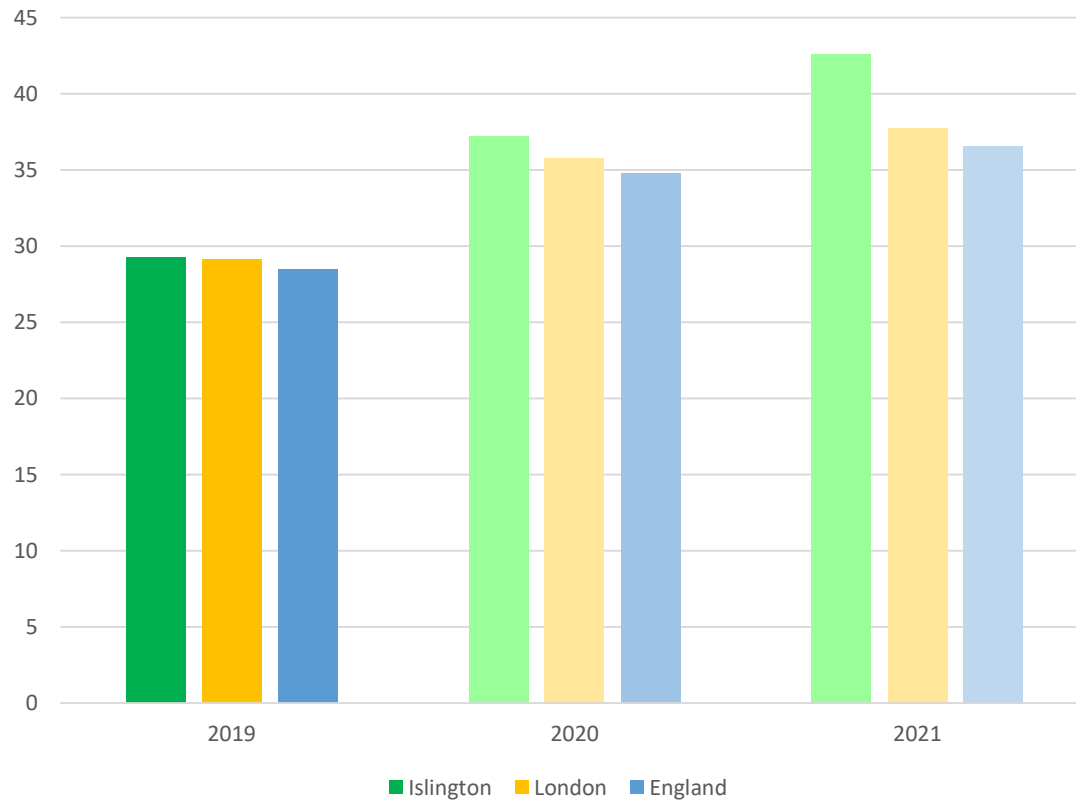


# KS5: APS per A Level Entry: Disadvantaged & Not Disadvantaged (All state funded students)

**Disadvantaged**

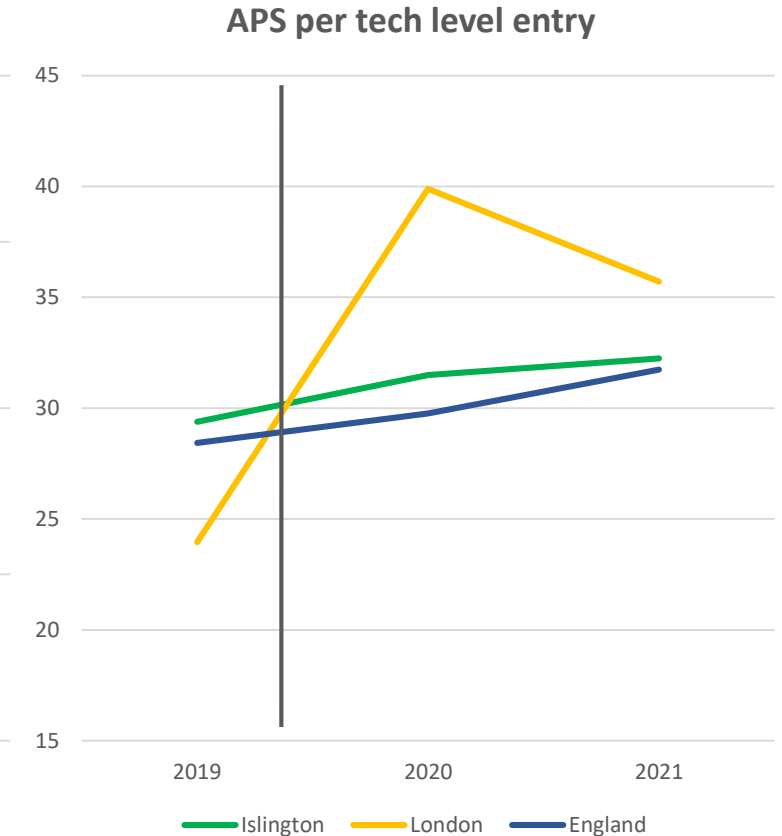
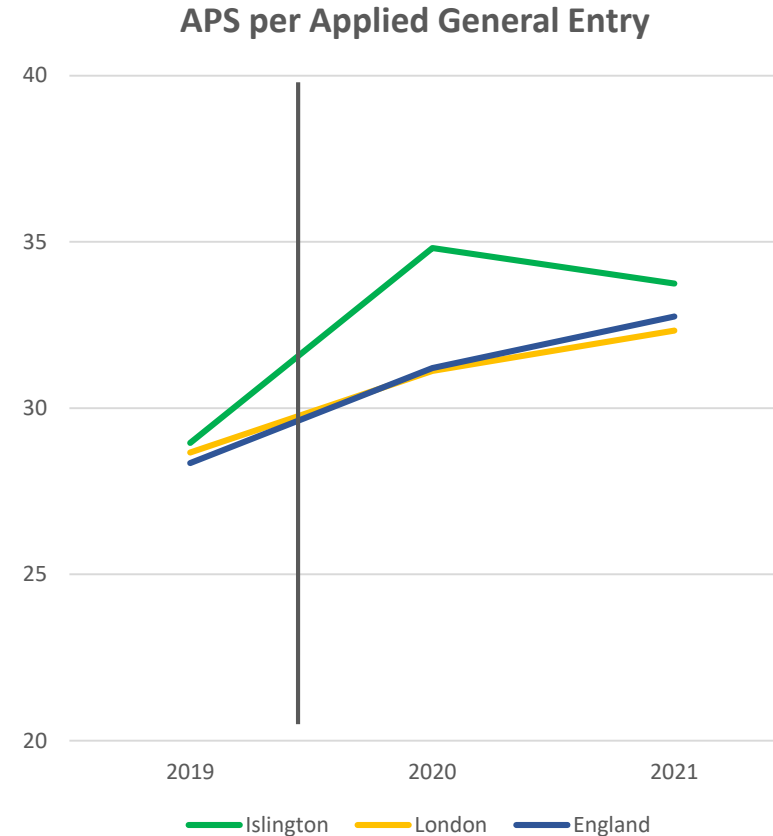
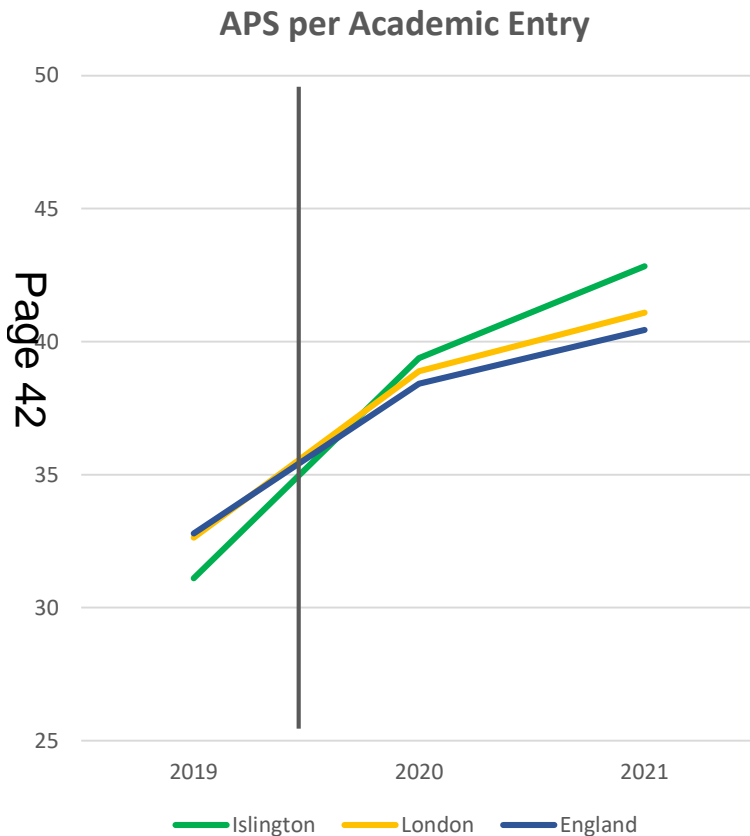
**Not Disadvantaged**

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# KS5: Average points scores by entry

(All state funded students)



Student #: 406	361	447
45,208	42,600	43,011
258,039	242,257	241,831

Student #: 82	104	90
9,631	12,252	13,173
63,803	77,390	83,904

Student #: 24	12	14
1,677	1,920	2,281
19,420	21,876	20,092



**Children's  
222 Upper Street**

**Services**

**Report of: Interim Corporate Director of Children's Services**

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Children's Services Scrutiny Committee	28 March	All

<b>Delete as appropriate</b>	Exempt	Non-exempt
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**Report: Project SEARCH offer for Islington young people in Islington**

**1. Synopsis**

- 1.1 This report follows a presentation to scrutiny committee in December 2021 outlining progress to date in delivering **supported internships** for young people with Special Educational Needs and Disabilities (SEND) in Islington.
- 1.2 The purpose of the report is to set out the different options available to support internships for Islington young people with SEND in the future. The report sets out:
  - What we currently offer and impact
  - What alternative models are available
  - An analysis of the benefits of each option

**2. Recommendations**

- 2.1 The committee is asked to:
  - Provide scrutiny and challenge to the benefits of the options presented so that prototyping and development of a more structured local offer can take place
  - Note that delivery of the preferred option would be delivered in partnership between Children's Services and the Youth Employment and Progression Team that sits within the Community Wealth Building Directorate, and we would look to the Council to be a key partner for offering work placement opportunities as one of the largest employers in the borough
  - Support the proposal that major providers (for example, those in receipt of contracts over £100k) are required to consider if they can offer work placement opportunities
  - Support the culture shift and workforce development that will be required within the Council and among contracted providers and partners to deliver this work.

### 3. Background

- 3.1 Following our successful SEND area inspection in 2021 one of the areas for development we have identified with parents and young people relates to options post-16 for pupils with the most complex needs.
- 3.2 At the moment, individual special schools and training providers do what they can to find future pathways for the individual pupils in their care; but, we need a more systemic and coordinated approach.
- 3.3 Supported internships are one way to provide both the structure and the scale required now and in the future to ensure our children and young people with the most complex needs have the ability to live fulfilling adult lives aligned with their aspirations.
- 3.4 Supported internships are a Further Education study programme for 16 to 24-year-olds with SEND, who have an education, health and care (EHC) plan. Supported interns are students in full-time education and their supported internship work placements are part of their course. There is no legal requirement or expectation that the supported intern will be paid. Supported internships are exempt from the National Minimum Wage regulation.
- 3.5 They require a structured study programme delivered by a training provider in partnership with other key stakeholders. They require commitment from a training provider, business, a job coach, and the young person's school or college all working together with the young person.
- 3.6 A young person on a supported internship is based primarily with an employer (around 3 days a week) who provides them with an opportunity to work for a minimum of six months. This work should enable them to develop transferrable skills. Alongside their time at the employer, young people complete a personalised study programme which can include the chance to study for relevant qualifications, and if appropriate, and English and maths.
- 3.7 The overwhelming majority of young people with SEND are capable of sustainable paid employment with the right preparation. Work based learning is shown to improve the life chances of young people with SEND by supporting them into sustained, paid employment.
- 3.8 Supported internships also help address the issue of 'learner churn' or 'revolving door syndrome', where learners complete one programme and re-enrol on another programme at the same level, rather than achieving positive progression.
- 3.9 There has been some development of our practice in this area (see Section 4 below), but current local provision is limited in variety and scale, and some successful schemes which operated pre-pandemic have not yet restarted. The West London Alliance of Local Authorities have produced a very helpful guide to support internship opportunities across London (attached as Appendix A). These schemes are competitive, and many would require travel of some distance for Islington residents. They do provide some insight into possibilities however.
- 3.10 Education providers are free to design their supported internship programme with local partners to fit their local circumstances and to meet the needs of their learners. In the UK there are different 'brands' of Supported Internships. The main ones are:
- **DFN Project SEARCH** – Operating in several Hospitals/ large Hotel Groups. Also several Local Authorities (including Hammersmith and Fulham, Hounslow, Hillingdon, Brent, Camden, Kensington and Chelsea, Ealing, Westminster)

- **Royal Mencap Society** – running in 11 London Boroughs including Islington. This model finds work placements based upon the young person’s interests and aspirations.
- **Project Choice** – in Hospitals run by Health Education England/ NHS
- **Transport for London (TfL)** – ‘Steps into Work’ Programme and placements are related to TfLs operations.

#### 4. Our current offer

- 4.1 Our first local internship for young people with SEND was in 2017, with 5 internships offered as part of the project at Moorfields Hospital. By 2020 this had grown to 32 internships with around 71% of young people moving on to employment. In 2021 the number accessing Supported Internships then reduced to 10. Of these 8 are currently on a MENCAP programme and 2 are with a DFN Project Search programme based at Whittington Hospital.
- 4.2 Our Local Offer currently includes competitive access to the following supported internships:
- MENCAP
  - Leisure Services at National Star College
  - Hospital based programmes (Moorfields, Whittington, Great Ormond Street Hospital)
- 4.3 Young people undertake a range of meaningful work, as far as possible aligned to their aspirations for the future including Childcare, working in hotels, retail, catering, leisure (e.g. Tottenham Hotspur Football Club)
- 4.4 The two DFN Project Search programmes previously run in partnership with City and Islington College at Moorfields Eye Hospital and Great Ormond Street Hospital have not restarted from the COVID 19 pandemic.
- 4.5 Whilst Islington young people are able to access a range of programmes across London, most young people only want to access a local scheme.

#### 5. Likely future demand

- 5.1 The main area of need going forward is likely to be for children young people with higher functioning Autistic Spectrum Condition (ASC) and those with Moderate Learning Difficulties (MLD). The projected number of young people eligible in these groups are as follows, although it should be noted that a supported internship may not be suitable or attractive to all, who may prefer other pathways into education, employment or training.

Year	2023	2024	2025	2026	2027
ASC / MLD cohort potentially eligible	34	51	50	53	62

#### 6. Options appraisal

- 6.1 The following principles are fairly common to all Supported Internships:

1. The young person should be between 16 to 24 year of age with SEND and have a current EHCP; want to find sustained employment; believe that you will have the skills to work by the end of the programme.
2. Supported interns will follow a personalised programme delivered by the education provider that meets their needs and provides progression and stretch. This includes relevant aspects of English and maths and subject areas that supports progression to paid employment.
3. A supported internship normally lasts for at least 6 months, and up to 2 years. Providers are not financially penalised if supported interns complete a supported internship earlier than originally planned to take up paid employment.
4. The supported intern will spend around 70% of their time at the employer's premises in a work placement. The young person will comply with real job conditions, such as timekeeping, shift patterns and dress code.
5. A supported intern normally rotate between different types of work placements. This could mean within a single, large employer who can offer different types of work experience or supported interns moving from a placement with one employer to a placement at a different employer. A key consideration for providers should be matching the needs of the intern to a suitable employer and placement.
6. Job coaches funded as part of the Supported Internship provide day to day support onsite to both the young person and the employer. Job coaches work closely with the further education Tutor. Job Coaches are trained in line with the national occupational standards for supported employment.
7. Work placements must work for both the young person and the employer. For the young person, the job must fit with their vocational profile, contribute to their long-term career goal and be flexible enough to address barriers where necessary. For the employer, they should meet a real business need. The employer should be committed to supporting the young person towards paid employment.

6.2 The costs and benefits of the various options currently available are as follows:

<b>Model</b>	<b>How this is delivered</b>	<b>Cost per student</b>	<b>Pros</b>	<b>Cons</b>
1. DNF /Project Search	A highly structured model that typically includes a partnership between a Further Education provider (including City and Islington College (CANDI)), a Local Authority and a large employer.	Range from £12,400 – £24,000 per person	Work placements already identified. External quality assurance. Good job outcomes.	Less flexible. FE College staff often restricted to term time and more traditional working hours.
2. Project Choice	Provide education, job coaching and the work placement as one package	Typically £14,000	Work placements already identified.	Focus on NHS / health roles
3. MENCAP	MENCAP provide education and job coaching directly	Average £15,000	Highly flexible and can work with any sector.	Job outcomes have been

	and partners with many employers		Work placements based on learners aspirations/ interests	lower than some others
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6.3 In considering the available models, our recommendation is that we work in partnership with local providers (primarily MENCAP and CANDI) towards developing a bespoke 'Supported Internship Islington' offer, which would be greatly enhanced if work placements could be guaranteed through the Council. This is likely to be a more accessible, flexible and cost effective offer. It would also give more opportunity to tailor programmes to the specific needs, aspirations and goals of the young person as well as being a truly 'local' offer.

## 7. Funding

7.1 Supported internships are funded as a 16 to 19 study programme, and as such the main source of funding is from the Education and Skills Funding Agency (ESFA). Many supported internships also include an amount of high needs funding from the Local Authority. These costs vary significantly between programmes and the needs of the learners and the support required.

7.2 Supported interns can also apply for Access to Work funding to cover the costs of practical support in the workplace.

## 8. Proposed Delivery Model

8.1 Our preferred approach is to develop a bespoke Islington model with the Council as provider of work placements opportunities

8.2 This work will be developed in collaboration between Children's Services and the 14-19 Team that sits within the Community Wealth Building Directorate. It will be incorporated within a 14-19 plan which includes work streams to deliver a further reduction in young people not in education employment or training, develop links with the world of work, and improve the Careers guidance offer available through schools. Within the objectives of this plan is a particular focus on vulnerable groups including those with SEND, looked after children, children known to the Youth Offending Services and over-represented groups such as White British and Black Caribbean boys. Development and delivery would also be supported by teams across education, health and care services, inclusive economy and jobs and schools.

8.3 We would anticipate moving to a full scale implementation which can meet the needs of all young people with SEND who might benefit from supported internship within three years. However, we would propose starting at a small scale with one-off work experience opportunities with key partners, prototyping an offer for 1-2 young people with major providers, before moving to full scale implementation. This will enable us to test and learn; it will also allow space for the necessary workforce development to ensure that young people will be welcomed and appropriately supported in work placements within the Council. Phasing of delivery would therefore be as follows:

Phase 1: Continue with existing approach and laying foundation: one-off work experience opportunities, and some supported internships

Phase 2: Prototyping a supported internship approach with named key major employers in the borough

Phase 3: Scaling our supported internship offer

## **9. Implications**

### **9.1 Financial Implications:**

Supported internships are funded as a 16 to 19 study programme, and as such the main source of funding is from the Education and Skills Funding Agency (ESFA). To attract ESFA funding, the provider needs to timetable at least 540 planned learning hours. An English and maths condition of funding applies to students on supported internships. Providers should therefore ensure study towards an English and maths qualification at the appropriate level is included. If a student is exempt from the English and maths condition of funding, they should still pursue appropriate literacy and numeracy.

Supported interns can also apply for Access to Work funding to cover the costs of practical support in the workplace. Access to Work is a discretionary grant scheme delivered by DWP which can assist in paying for practical support to enable disabled people or those with health conditions to overcome workplace barriers.

Access to Work can pay for things such as:

- specialist equipment
- adaptations to equipment and workplace
- a support worker or job coach
- communication support
- additional travel costs of getting to work if someone is unable to use public transport or drive themselves
- disability awareness training for employers about the employee's specific condition

For supported interns, this means Access to Work can fund:

- job coaches
- assistance to travel to and from work if the intern cannot use public transport or drive themselves
- specialist equipment for the intern to use at work

Access to Work awards are tailored to the needs of the individual, which means awards will vary depending on the supported interns' circumstances.

High needs DSG funding arrangements may also apply where the support costs of establishing and running the supported internship in line with this guidance exceed £6000 (avoiding double funding with Access to Work). Local authorities have the prime responsibility for planning and commissioning funding for high needs students.

It is essential that learning providers currently delivering supported internships, and those considering doing so, discuss their plans at the earliest opportunity with commissioning local authorities. This enables authorities to agree and plan their budgets for young people with high needs and consider changes in demand for and supply of new and emerging provision

Local authorities can record supported internship participation on their SEN2 data return.

### **9.2 Legal Implications:**

The Council is under a general duty to identify in their area children for whom they are responsible who have SEND and those for whom they should determine the SEND provision which should be made (Children and Families Act 2014 and associated regulations).



The SEND Code of Practice provides statutory guidance on duties, policies and procedures relating to Part 3 of the Children and Families Act 2014 and associated Regulations. Local Authorities must have regard to the Code of Practice whenever they are taking decisions. The SEND Code of Practice sets out how professionals across education, health and social care should support children and young people with SEND to prepare for adult life, and help them go on to achieve the best outcomes in employment, independent living, health and community participation.

The Code states that 'one of the most effective ways to prepare young people with SEN for employment is to arrange work-based learning that enables them to have first-hand experience of work, including supported internships', which it describes as 'structured study programmes for young people with an EHC plan, based primarily at an employer. Internships normally last for a year and include extended unpaid work placements of at least six months. Wherever possible, they support the young person to move into paid employment at the end of the programme. Students complete a personalised study programme which includes the chance to study for relevant substantial qualifications, if suitable, and English and maths to an appropriate level. Young people with EHC plans will retain their plan when undertaking a supported internship'. (*SEND Code of Practice, Paragraph 8.32*)

### **9.3 Environmental Implications and contribution to achieving a net zero carbon Islington by 2030:**

There are no Environmental Implications arising from this report.

### **9.4 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.

## **10. Conclusion**

10.1 Supported internships are a great opportunity to improve the life chances of young people with SEND by supporting them into sustained, paid employment. Achieving paid employment not only brings young people financial independence, but it can be key to:

- Building confidence and self-esteem
- Increasing health and well-being
- Gaining friendships and a social life

There are also benefits for the economy, employers, families, the local community and wider society.

**Appendix A:** West London Guide to Supported Internships

**Signed by:**

Interim Corporate Director Children's Service

Date

Report Author: Candy Holder, Head of Pupil Services  
Tel: 020 7527 5639  
Email: candy.holder@islington.gov.uk

Financial Implications Author: Tim Partington, Head of Finance  
Tel: 1851 020 7527 1851  
Email: tim.partington@islington.gov.uk

Legal Implications Author: Rob Willis, Chief Corporate and Commercial Litigation Lawyer  
Tel: 020 7527 3302  
Email: rob.willis@islington.gov.uk

# THE WEST LONDON GUIDE TO SUPPORTED INTERNSHIPS 2022



One of our interns at the University of West  
London Supported Internship in Ealing

# WEST LONDON INTRODUCTION

# ELIGIBILITY & APPLICATIONS

**West London Boroughs** are proud to work with many employers and education providers in West London to facilitate and support the establishment and development of supported internships and supported employment initiatives. Over 450 young people with learning disabilities are now undertaking SI programmes in London every year, with an average employment achievement rate of over 60%. The details of 32 of these programmes are contained in this booklet.

**Supported Internships** are designed to develop transferable skills, knowledge and attitudes in preparation for paid employment. Through training and direct work experience young people will develop employability skills, self-confidence, job-specific skills and Maths, English and ICT skills whilst working alongside employees in a real employment setting.

**Classroom-based learning** at the workplace enables interns to try out different work roles, supported by a tutor and job coaches. During the internships, the young people will undertake employment planning and job application exercises designed to put as many of them as possible in a position to move directly into paid employment.

**North West London NHS** has been a key supporter and sponsor of our programmes and we express our grateful thanks to them.

**Supported Internships** in West London have a track-record of great success in enabling young people with learning disabilities to gain direct work training within top businesses, hotels, hospitals and other organisations leading directly to employment. They are part of an expanding number of initiatives for supported employment being organised and facilitated by the West London Alliance in partnership with major third-sector organisations, further education colleges, local councils and experienced supported employment advisors and partners.

**Feedback** from host businesses in West London has been extremely positive. Public Health England reported that: "Our supported interns have been remarkable. They have brought incredible benefits to the organisation and we're always telling other employers about how good Supported Internships and DFN Project SEARCH are – it's one of the most important things we have done as an organisation."

The former CEO of London North West University Healthcare NHS Trust, Dame Jacqueline Docherty, said "Our interns are truly welcome at the Trust. Our hospital managers and mentors are proud of the contribution made by the interns, who are impressively motivated. They have really bought into the NHS Trust's Values and Standards."

**Supported Internships** are open to all applicants with moderate learning disabilities (MLD) who are aged between 18 and 24 on 31 August 2022 (some take applicants at 16) and who are keen to be offered paid employment (not necessarily at the host business or organisation) at the end of the programme. Applicants must be able to commit to the full length of the programme (10 months) and attend 5 days a week (with holidays). A full list of eligibility criteria and the application process for each internship are available from the contact names listed with each programme.

**All applicants** for a DFN Project SEARCH Supported Internship must either have an Education, Health and Care Plan (EHCP) provided through their Local Authority or be in the process of obtaining one. Applicants must also be capable of travelling independently to and from their places of training and home, or be willing to be travel-trained to do so.

**The Further Education Colleges and Schools** hold open days or open evenings about the Supported Internship(s) they offer, usually between January and April, to enable young people and their families to gain a better understanding of the opportunities they can offer. The open events are also a chance for interested students and their families to ask questions and to submit application forms.

**Shortlisted applicants** will be invited to attend a skills and capabilities assessment day (usually held between February and May) where they will take part in a short informal interview and be asked to participate in some given tasks. Successful applicants will be enrolled as students at a Further Education College or a school, or other organisation indicated as the education provider, at the start of the autumn term while the internship itself takes place on the premises of the host business or organisation in normal circumstances.

**Parents and carers** are asked to supply any necessary information regarding allergies in the applications as the interns are likely to be working with food and cleaning products during their rotations. Parents and carers are also expected to actively support and assist their young people during their internships and in their preparations and plans for employment, particularly if they need to be trained away from the host business (such as at home) during the current Covid situation.

As a result of the Covid pandemic there are now additional requests (and sometimes requirements) made of everyone participating in supported internships covering health and safety (such as the wearing of masks) to protect themselves and others. Information on what these requirements are is available from every SI programme on application.



Application forms should be requested from Supported Learning Department, DFN Project SEARCH, West Thames College, London Road, Isleworth TW7 4HS and submitted asap to Mitsie Butler: mitsie.x.butler@gsk.com. We are hoping to hold an assessment day in the summer term. We offer remote initial meetings with young people and carers.

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## GSK (GlaxoSmithKline)

### The DFN Project SEARCH Supported Internship at GSK Headquarters

#### ADDRESS

GSK House, 980 Great West Road,  
Brentford TW8 9GS

#### CONTACT

**Mitsie Butler**  
mitsie.x.butler@gsk.com

#### FURTHER EDUCATION COLLEGE PARTNER

West Thames College

#### SUPPORTED EMPLOYMENT PARTNER

Kaleidoscope-Sabre

#### SPONSORING/LEAD LOCAL AUTHORITY

Hounslow Council

#### PLACEMENTS PLANNED 12

#### DATE September 2022 to July 2023

GSK pioneered Supported Internships in West London with Project SEARCH and has successfully enabled many interns to graduate to paid employment since 2012. Based at GSK's Global Headquarters building in Brentford, the rotation opportunities include work experience and training in a wide variety of administrative and service roles.

Key vocational skills and work experience opportunities offered at GSK include:

- **Office Administration** managing data and booking meeting rooms
- **Catering Assistant** till work in the restaurant and Deli, and shelf stocking
- **Barista** making coffees, serving customers, and till work
- **Grounds Maintenance** mowing, raking and pruning
- **Bike Shop and Workshop** cleaning bikes, making repairs, assisting in the shop
- **Reception** customer service, logging faults, room checks and using booking systems
- **Housekeeping** restocking, cleaning vending areas and lift lobbies
- **Security** Checking visitors booking list, patrolling the building, directing visitors and deliveries
- **Fitness Centre** greeting customers, sorting and tidying, taking bookings, and paperwork
- **Mailroom and Loading Bay** sorting post, coding letters to room numbers, delivering parcels, sorting stationary cupboard and receiving goods-in

All accepted interns must have an EHCP and either be travel trained or willing to undertake travel training to the GSK building. We welcome young people from all boroughs.

## WEST LONDON NHS TRUST

### Project Choice Supported Internship

#### ADDRESS

Trust Headquarters, 1 Armstrong Way, Southall,  
Middlesex UB2 4SD

#### CONTACT

**Annette Lafitte**  
07519 615 698  
Annette.Lafitte@hee.nhs.uk

#### SUPPORTED EMPLOYMENT PROVIDER

Health Education England, Project Choice

#### SPONSORING/LEAD LOCAL AUTHORITY

Ealing Council

#### PLACEMENTS PLANNED 12

#### DATE September 2022 to July 2023

West London NHS Trust are one of the most diverse Trusts in London and pride ourselves on being an inclusive employer offering a wide range of employment opportunities. We provide both physical and mental healthcare to the boroughs of Ealing, Hammersmith & Fulham and Hounslow.

We have been offering work experience to students from Belvue College for over 2 years and have in place excellent support for students. An Application Form can be obtained from: Annette Lafitte, West London NHS Trust, Learning and Development, E Block, 1st Floor, St Bernard's, Southall, Middlesex UB1 3EU or by email (above).

Application form to be sent to [project.choice@hee.nhs.uk](mailto:project.choice@hee.nhs.uk)

Applicants must not have already completed a supported internship programme.

The Trust will host a virtual Open Day and Evening Event for students and their families to log on and meet mentors in 2022. Please register your interest by contacting Annette Lafitte by e-mail. This will be followed by a recruitment day where potential candidates will be invited to interview and to undertake some basic skills-based tasks.

Key vocational skills and work experience opportunities offered at the trust include:

- **Learning and Knowledge Assistant** meeting and greeting customers, taking photos to produce ID badges and Data Entry of training attendance
- **Library Support** work with our Librarian to ensure the space is tidy and well organised by checking shelves. Also providing good customer service to our customers
- **HR Admin Support** supporting the HR Workforce Team, scanning, photocopying, taking telephone messages, sending emails, collecting visitors, data entry
- **Pharmacy Assistant** supporting the pharmacy team, data entry, picking and packing medicines for wards
- **Administration Support Worker** providing basic typing, shredding, sending emails
- **Payroll Administrator** data inputting, telephone skills, sorting post
- **Finance Administrator** data entry, working in a team, filing, post, photocopying
- **Recruitment Admin Support** supporting our recruitment team with the administration of new employees

## CHARING CROSS HOSPITAL

### The DFN Project SEARCH Supported Internship at Charing Cross Hospital

#### ADDRESS

Charing Cross Hospital, Fulham Palace Road,  
Hammersmith, London W6 8RF

#### CONTACT

**Maureen McHugh**  
07860 753 986  
[maureen.mchugh@cnwl.ac.uk](mailto:maureen.mchugh@cnwl.ac.uk)

#### FURTHER EDUCATION COLLEGE PARTNER

College of North West London

#### SUPPORTED EMPLOYMENT PARTNERS

Action on Disability and Kaleidoscope – Sabre

#### SPONSORING/LEAD LOCAL AUTHORITY

Brent Council

#### PLACEMENTS PLANNED 12

#### DATE September 2022 to July 2023

The Supported Internship at this world-famous general teaching hospital provides a wide variety of training and work experience in clinical, administrative and facilities management departments working with the NHS Trust and its partners.

Candidates should be capable of travelling independently, or be prepared to undergo training to manage their journey to the hospital independently.

Please contact Maureen McHugh for details of our open days and to receive an application form, and return it to her at 129 Elgin Avenue, London, W9 2NR.

Applicants must be aged 17-24 on 31 August 2022, and hold a current EHC Plan. Applicants must want to progress into employment by the end of the programme, should currently be learning at Entry 1 – Level 1, and must meet standard UK 'right to work' checks.

Key vocational skills and work experience opportunities offered at the hospital include:

- **Porter** transport patients and equipment around the hospital
- **Post Room** sort incoming mail and deliver to departments
- **Ward Host** food service, cleaning, supplying teas and coffees
- **Clinical Engineering** auditing and repairing hospital equipment
- **Canteen / Shop** combined food service and retail role
- **Patient Transport** admin role, booking transport and customer care
- **Welcome Stations** greeting visitors and distributing facemasks and hand gel
- **Health Care Assistant** support to nurses including admissions and observations
- **Maintenance** repairing equipment and property around the hospital. Opportunities to learn skills in plumbing, carpentry and electrical work



## HAMMERSMITH SUPPORTED INTERNSHIP

Partnered with 245, Lyric and Nando's

### ADDRESSES

245 Hammersmith Road, London W6 8PW

Hammersmith & Fulham Council,  
3 Shortlands, Hammersmith W6 8DA and other sites within the Borough

### CONTACT

**Adetun Olalemi (Tutor)**

[a.olalemi@wlc.ac.uk](mailto:a.olalemi@wlc.ac.uk)

### FURTHER EDUCATION COLLEGE PARTNER

West London College

### SUPPORTED EMPLOYMENT PARTNER

Action on Disability

### SPONSORING/LEAD LOCAL AUTHORITY

Hammersmith & Fulham Council

### PLACEMENTS PLANNED 12

**DATE** September 2022 to June 2023

245 Hammersmith Road is a major new development in the centre of Hammersmith realised over one brilliant office building, 3 retail units, a public Plaza and an Urban Park which will feature year-round events. 245 is providing many inspiring and exciting job rotations for SEND students.

### ENTRY CRITERIA

- Interns must:
- **Be aged between 17-24** on 31st August 2022 and eligible to work in the UK
  - **Have an Education, Health and Care (EHC) plan**
  - **Be enthusiastic** about the world of work, employment being the main focus and aspiring to secure competitive employment
  - **Have their Parents or Carers** sharing in the aspiration for employment and helping to give support
  - **Be able to commit** to the full length of the programmes (September 2022 – June 2023) and work 5 days a week (with holidays)
  - **Be willing to learn to travel independently** or be supported to do so
  - **Have a positive attitude** to gaining new skills and receiving instruction and follow the host organisations' rules of conduct and presentation

### APPLICATIONS

All applicants will be short listed and then invited to attend a skills and assessment day where they will take part in a short informal interview with one of the host organisations (see opposite) and will be asked to participate in some given tasks.

Successful applicants will be enrolled as students at West London College at the start of the term in September 2022.

To obtain an application form please e-mail Milly Lapikens, Supported Internship Co-Ordinator, [m.lapikens@wlc.ac.uk](mailto:m.lapikens@wlc.ac.uk) and return it to her as soon as possible.

Key vocational skills and work experience opportunities offered at 245, Hammersmith & Fulham Council and other organisations within the Borough are listed below:

### Roles at the new development at

#### 245 Hammersmith Road W6 include:

- **Security** regular internal and external patrols, Front of House duties, loading bay reception, logging deliveries, recognised online training
- **Reception** greeting visitors, managing meeting rotas, upkeep of reception area and library, telephone queries, creating posters, and updating social media posts
- **Maintenance** assisting with painting, replacing air filters, flushing, repair work, testing fire alarms, general maintenance duties
- **Housekeeping** rotas include watering plants, mopping floors, dusting, general cleaning tasks inside and outside the building

#### Roles at Hammersmith & Fulham Council's offices include:

- **Working in the Quality Assurance Department** of Adult Social Care, sending emails, setting online meetings, note-taking for online meetings, and visiting residents
- **Fulham Children's Centre** assisting with Reception duties and setting up for events

### Roles at Hammersmith Library include:

- **Customer Service** and supporting customers to print and scan
- **Library Services** shelving books, despatching and returning books
- **School Sessions** including under-5s activities, and displays

### Roles at Nando's include:

- **Hosting** greeting and seating customers, clearing and cleaning tables, collecting feedback from each table, serving at the till, and running food orders from the kitchen

### Roles for Action on Disability include:

- **Admin Assistant** housekeeping, welcoming visitors sanitising areas and adhering to cleaning rotas, scanning, data entry, shredding, and other duties

### Roles for West London College at Barons Court include:

- **Drama Assistant** to the teacher
- **Supporting Students** with varied needs to memorise scripts/dances for performance, supporting the teacher in both the theatre and the classroom



## CHELSEA AND WESTMINSTER NHS TRUST

### The DFN Project SEARCH Supported Internship at Chelsea and Westminster Hospital and West Middlesex University Hospital

#### SITE ADDRESSES

Chelsea and Westminster Hospital  
369 Fulham Road, London SW10 9NH

West Middlesex University Hospital  
Twickenham Road, Isleworth TW7 6AF

#### CONTACT

Oscar Suarez 07428 936 795  
oscar.suarez@queensmill.lbhf.sch.uk  
projectsearch@queensmill.lbhf.sch.uk

#### EDUCATION PARTNER

The Queensmill Trust – Queensmill College

#### SPONSORING/LEAD LOCAL AUTHORITY

Hammersmith & Fulham Council

#### PLACEMENTS PLANNED 10/12 interns

#### DATE September 2022 to July 2023

Chelsea and Westminster Hospital NHS Foundation Trust and The Queensmill Trust have partnered together to give young people with autism and learning difficulties an opportunity to develop their skills within a real work environment as well as work towards an ASDAN award in employability. Our programme is based within one hospital Trust at two different London sites: The Chelsea and Westminster Hospital in Chelsea and the West Middlesex University Hospital in Isleworth.

As SEND specialists we work successfully with learners with a diagnosis of an autism spectrum condition as well as other learning disabilities, or both, centring the programme around the needs of each intern.

It is designed for young people functioning at Entry Level who would benefit from an academic year of intensive and immersive support to gain valuable skills for employment.

All applicants must hold an active EHC Plan, be aged between 18 and 24, and be learning at Entry Level 2 or above. Application forms may be requested by emailing projectsearch@queensmill.lbhf.sch.uk and can be scanned and sent in to the same email address. We offer video calls with applicants to answer possible questions. Once your application has been received you will be notified of the dates for the Open Day and the on-site skills assessment (usually in the summer term).

Key vocational skills and work experience opportunities offered at the hospital sites include:

#### At Chelsea and Westminster Hospital

- **Patient 'in-booker'** putting patient information into an Excel spreadsheet
- **Pharmacy** working with the 'loading robot', classifying medicines and box deliveries, printing out forms
- **Kitchen Assistant** washing kitchen tools and plates, cleaning tables in the canteen area
- **Assisting** at Harbour Yard

#### At West Middlesex University Hospital

- **Delivering parcels** across the hospital to different departments
- **Costa Coffee** stocking food and drinks and cleaning tables
- **Finance** assisting with data capture and scanning
- **With Bouygues** completing checks and inspections across the hospital

## HOUNSLOW COUNCIL

### The DFN Project SEARCH Supported Internship at Hounslow Council

#### ADDRESS

London Borough of Hounslow,  
Hounslow House, 7 Bath Road,  
Hounslow TW3 3EB

#### CONTACTS

**Mica L Hutton (Tutor and Programme Co-Ordinator)** 07525 224 854  
Mica.Hutton@hounslow.gov.uk

**Nicky Bitar (Business Liaison)** 020 8583 6144  
nicky.bitar@hounslow.gov.uk

#### FURTHER EDUCATION COLLEGE PARTNER

West Thames College

#### SUPPORTED EMPLOYMENT PARTNER

Kaleidoscope-Sabre

#### SPONSORING/LEAD LOCAL AUTHORITY

Hounslow Council

#### PLACEMENTS PLANNED 11

#### DATE September 2022 to July 2023

We believe passionately about public service and have been proudly hosting DFN Project SEARCH at the London Borough of Hounslow since 2015. Working with our partners, we are committed to giving our interns a true One Hounslow experience by fully immersing our interns into our organisation.

We are open for applications for our September 2022 start. To receive more information about our upcoming open days, or to receive an application form please contact the programme tutor: Mica.hutton@hounslow.gov.uk

Applicants should be aged 17-24 with an active EHCP, be committed to learning and developing new skills and to a 5-day-week training programme, be an independent traveller or be undertaking travel training, and have the desire to enter work at the end of the programme.

Key vocational skills and work experience opportunities offered on this programme include:

- **Office Administration** data entry, scanning documents, making phone calls, etc
- **Reception** customer service, using booking systems, signposting customers
- **Library Assistant** customer service, stocking shelves, dealing with queries, assisting in running sessions
- **Care Work** supporting disabled residents in the day centre and community
- **Emergency Planning** administration duties, communicating with members of the public
- **Leisure centres** greeting guests, tidying equipment and changing rooms, using the computer system
- **Facilities Management** desk/room checking, portering, issuing ID badges, security
- **Post Room** checking and sorting mail, delivering parcels



Applications are now welcome. Open Days will be held when possible in the spring and early summer with information on the skills and interview days given at the Open Days.

Our email address is [supportedinternship-london@prospects.co.uk](mailto:supportedinternship-london@prospects.co.uk) or call Elizabeth Ajewole on 07920 273 586. For more information visit [www.shawtrust.org.uk/what-we-do/supported-internships/](http://www.shawtrust.org.uk/what-we-do/supported-internships/)



HILLINGDON  
LONDON

We are holding Open Days at the Civic Centre on 4 and 5 April 2022 – morning sessions 9.30am – 12 noon, and afternoon sessions 12.30 – 3pm. These are bookable.

## PAVILIONS SUPPORTED INTERNSHIP

The Shaw Trust Supported Internship based at the Pavilions Centre, Uxbridge

### ADDRESS

The Pavilions Centre, 18 Chequers Square, Uxbridge UB8 1LN

### CONTACT

**Stella Pakapouka**  
07795 684 809  
[Stella.Pakapouka1@prospects.co.uk](mailto:Stella.Pakapouka1@prospects.co.uk)

### EDUCATION PARTNER

Ixon Holdings (Apprenticeship and training provider, part of the Shaw Trust Group)

### SUPPORTED EMPLOYMENT PARTNER

The Shaw Trust

### SPONSORING/LEAD LOCAL AUTHORITY

Hillingdon Council

### PLACEMENTS PLANNED

10-12

### DATE

September 2022 to July 2023

### ACCEPTANCE AND ELIGIBILITY CRITERIA

EHCP is required. Age group 16-24

For young people interested in applying for the Pavilions Supported Internship, the application process will involve the following steps. Please request by email the Pavilions application pack from [supportedinternship-london@prospects.co.uk](mailto:supportedinternship-london@prospects.co.uk) or call Elizabeth Ajewole on 07920 273 586.

When requesting a brochure, interested young people will be informed about Pavilions Supported Internship Open Days when they can visit the Pavilions retail centre meet the team, and find out more about this exciting retail supported internship.

The Pavilions Supported Internship is a retail supported internship based 5 days a week at the Pavilions Shopping Centre in Uxbridge. Young people wishing to apply will be invited to attend an Open Day, complete the application form found in the application pack and send it to Elizabeth Ajewole at: [supportedinternship-london@prospects.co.uk](mailto:supportedinternship-london@prospects.co.uk). Young people who apply will be invited for an interview to discuss the internship with the Pavilions team. If any Covid restrictions are still in place, we are fully equipped to support young people and parents to attend information sessions via MS Teams.

This is an exciting opportunity giving interns the opportunity to learn about the different roles in the retail environment and gain the skills to obtain work in retail or related work.

- **Retail/Customer Service Hospitality** catering and administration
- **Business Admin** office-based tasks, sending emails, responding to telephone queries, checking orders and monitoring shop product lines
- **Warehouse** stock control, processing deliveries of stock, placing orders, replacing products on the shop floor

## HILLINGDON CIVIC CENTRE

The DFN Project SEARCH Supported Internship at Hillingdon Council

### ADDRESS

Hillingdon Civic Centre 3W/01, High Street, Uxbridge UB8 1UW

### CONTACTS

**Linda Kamara (Tutor) or Anthea Rowley (Asst. Principal)** 0345 402 0453 (choose option 1, and then option 1 again for Wyvern) [enquiries@orchardhill.ac.uk](mailto:enquiries@orchardhill.ac.uk)

### EDUCATION PARTNER

Orchard Hill College

### SUPPORTED EMPLOYMENT PARTNER

Hillingdon Autistic Care & Support

### SPONSORING/LEAD LOCAL AUTHORITY

Hillingdon Council [projectsearch@hillingsdon.gov.uk](mailto:projectsearch@hillingsdon.gov.uk)

### PLACEMENTS PLANNED

12

### DATE

September 2022 to July 2023

All applicants must hold an active EHCP, must be aged between 17 to 24 and should be learning at Entry 3 level or above. To apply you can complete an Expression of Interest form on Orchard Hill College's website. When completing the form online please state Project SEARCH 2022 in the "Year applied for" box <https://workstart.me.uk/courses/project-search>

Completed application forms should be sent to [Assessments&Placements@Orchardhill.ac.uk](mailto:Assessments&Placements@Orchardhill.ac.uk) This course is open to applicants from outside Hillingdon borough. It is a full-time course 5 days a week for one academic year. Students will be based at Hillingdon Council offices, where they will choose different departments to work in on rotation.

They will be supported by a college tutor and a job coach from Hillingdon Autistic Care & Support (HACS). The objective of the programme is for the students to secure paid employment (not necessarily at the Council).

Key vocational skills and work experience opportunities offered on this programme include:

- **Admin Assistants** in School Admissions and Placements. Contacting parents and carers via letters, email and on the phone, data collection using Microsoft Office and Excel
- **Media and Project Promotion Assistants** working with the Inclusion Partnerships department liaising with web designers to design information templates
- **Facilities Assistant** carrying out building maintenance across the site
- **SEN Advisory Service** reviewing SEN resources and documents, advising on their design and user-friendliness and the content required. Producing newspaper articles, leaflets and website pages offering advice & support to people with additional needs and their families. Research, and learn basic journalism skills, presentation and creative skills. Write articles which will be published
- **Contact Centre Assistant** processing online applications for local residents requesting Blue Badges
- **Library Assistant (Uxbridge Library)** customer service, shelving items, repairing book jackets and operating library computer systems
- **Electoral and Registration Services Admin** Support Officer, inc. data entry (e.g. ensuring entries are up-to-date), filing and scanning



For more information and to register your interest please contact Tafina Davidson at Harrow College or Suba Dickerson at sdickerson@uxbridgecollege.ac.uk



Applications are now welcome. Open Days will be held when possible in the spring and early summer with information on the skills and interview days given at the Open Days.

Our email address is supportedinternship-london@prospects.co.uk or call Saimmah Ali on 07714 736 748. For more information visit [www.shawtrust.org.uk/what-we-do/supported-internships/](http://www.shawtrust.org.uk/what-we-do/supported-internships/)

## NORTHWICK PARK HOSPITAL

### The DFN Project SEARCH Supported Internship at Northwick Park Hospital

#### ADDRESS

Northwick Park Hospital, Watford Road, Harrow HA1 3UJ

#### CONTACT

Tafina Davidson (Tutor)

tsimon@hcuc.harrow.ac.uk

#### FURTHER EDUCATION COLLEGE PARTNER

Harrow College

#### SUPPORTED EMPLOYMENT PARTNERS

Kaleidoscope-Sabre

#### SPONSORING/LEAD LOCAL AUTHORITY

Harrow Council

#### PLACEMENTS PLANNED 12

#### DATE September 2022 to July 2023

Northwick Park Hospital is part of London North West University Healthcare NHS Trust, one of the largest integrated healthcare trusts in the country. Key vocational skills and work experience opportunities here are:

**Health Care Assistant Roles** these roles are on wards and in various clinics in the hospital, including the Moorfields Eye Centre here. HCAs support clinical staff to carry out patient observations and checks such as for blood pressure and temperature. They also attend to personal care needs of patients

- **Admin Assistant** working in a variety of departments tasks include data inputting, filing and scanning, photocopying, answering the telephone, booking patient appointments and general admin duties
- **Restaurant Operative** restocking of food items, clearing and cleaning tables, refilling paper towels, sweeping and mopping, restocking cutlery and serving customers
- **Medical Library** conduct functional checks on medical devices, clean and sterilise, configure data displays on the machines, book and collect faulty instruments and send off for repair
- **Housekeeping** control of stock, replenishing, medical equipment supply, collecting deliveries and transferring goods to wards
- **Domestic Stores Person** picking & packing domestic stock for wards. Packing cages and delivering stock around the hospital. Keeping the stockroom tidy and helping with regular stock takes
- **Ward Host** taking food orders, preparing patient meals, making tea and coffee, following food safety procedures, cleaning the ward kitchen and liaising with patient dining staff
- **Patient Dining Operative** picking and packing food orders for patient meals, stock rotation, matching food order paperwork to deliveries
- **Porter** transporting patients, accepting jobs on the radio and via written request forms, moving equipment

## HARROW RETAIL

### The Shaw Trust Supported Internship in Harrow

#### ADDRESS

Harrow Youth Stop, The Twenty One Building, 21 Pinner Road, Harrow HA1 4ES

#### CONTACT

Fitzroy Lewinson

07776 041 629

fitzroy.lewinson@prospects.co.uk

#### EDUCATION PARTNER

Ixion Holdings (part of the Shaw Trust Group)

#### SUPPORTED EMPLOYMENT PARTNER

The Shaw Trust

#### SPONSORING/LEAD LOCAL AUTHORITY

Harrow Council

#### PLACEMENTS PLANNED 10-12

#### DATE September 2022 to July 2023

#### ELIGIBILITY CRITERIA

An EHCP is required. Age group 16-24. Travel training can be provided to enable individual travelling to and from home.

This supported internship is for young people interested in working in a retail environment.

When requesting a brochure, interested young people will be informed about the Open Days when they can visit the Harrow site, meet the team and find out more information about this exciting retail supported internship. If any Covid restrictions are still in place we are fully equipped to support young people and their parents and carers to attend information sessions via MS Teams. Our email address is supportedinternship-london@prospects.co.uk

For young people interested in applying for this Internship please request by email the Harrow Retail application pack from supportedinternship-london@prospects.co.uk or call Saimmah Ali 07714 736 748. Application forms should be returned to Saimmah at the same email address.

Key vocational skills and work experience opportunities offered at this internship include:

- **Retail/Customer Service Hospitality** catering and administration
- **Business Admin** office-based tasks, sending emails, responding to telephone queries, checking orders and monitoring shop product lines
- **Warehouse** stock control, processing deliveries of stock, placing orders, replacing products on the shop floor
- **Maintenance** repair and maintenance of equipment in a retail centre, ensuring equipment in the centre is in good working order

## BRENT COUNCIL / WEMBLEY PARK

### The DFN Project SEARCH Supported Internship at Brent Council and Wembley Park

#### ADDRESS

Brent Civic Centre, Engineers Way, Wembley HA9 0FJ

#### CONTACT

Maureen McHugh  
07860 753 986  
[maureen.mchugh@cnwl.ac.uk](mailto:maureen.mchugh@cnwl.ac.uk)

#### FURTHER EDUCATION COLLEGE PARTNER

College of North West London

#### SUPPORTED EMPLOYMENT PARTNERS

Tottenham Hotspur Foundation  
and Kudoscope-Sabre

#### SPONSORING/LEAD LOCAL AUTHORITY

Brent Council

#### PLACEMENTS PLANNED 12

#### DATE September 2022 to July 2023

Please contact Maureen McHugh for an application form. You can also contact Maureen McHugh for details of our Open Days and for more information about the programme.

Applications can be sent to Maureen McHugh at 129 Elgin Avenue, London W9 2NR.

Work experience opportunities take place within and close to Brent Civic Centre. Please note that work experience opportunities/placements vary from term to term, with new employers joining regularly.

Parents/Carers must share the aspiration for employment and attend regular Employment Planning Meetings to discuss progress etc.

Applicants should be aged 17-24 on 31 August 2022, and hold a current Education Health & Care Plan (EHCP). All applicants should be able to travel independently or be willing to undergo travel training, must be eligible to work in the UK and aspire to secure paid employment on the completion of the course. Ideally candidates should be currently learning at Entry 1 – Level 1.

Key vocational skills and work experience opportunities offered on this programme include:

- **Customer Services** provide a professional first point of contact for all customers of Brent Civic Centre. Help, guide or signpost visitors to the relevant service or department
- **Registrations** data inputting, checking accuracy, preparing for events such as Citizenship ceremonies, attending ceremonies and helping the public
- **Digital Post Room** collect, open, sort, prepare, scan and index incoming post and documents and process outgoing post for delivery externally
- **IT** prepare laptops, tablets and phones for new users, help explain how to use equipment to the new users, keep accurate stock records
- **Council Inclusion Team** edit content for the website, track work using a spreadsheet
- **Housekeeping** work as a team, manage hygiene and cleanliness for a designated area, work safely and meet deadlines

## LONDON HEATHROW MARRIOTT HOTEL

### The DFN Project SEARCH Supported Internship at the London Heathrow Marriott Hotel

#### ADDRESS

Bath Road, Harlington, Hayes UB3 5AN

#### CONTACT

Maxine Simpson  
07842 309 879  
[msimpson@meadowhighschool.org](mailto:msimpson@meadowhighschool.org)

#### EDUCATION PARTNER

Meadow High School, Hillingdon

#### SUPPORTED EMPLOYMENT PARTNER

Prospects, part of the Shaw Trust Group

#### SPONSORING/LEAD LOCAL AUTHORITY

Hillingdon Council

#### PLACEMENTS PLANNED 10

#### DATE September 2022 to July 2023

Applicants should meet the following criteria:

- Be aged 18-24 at the start of the programme, in September 2022
- Have a current EHC Plan
- Want to move into paid employment on completion of the programme
- Live within the local area

Marriott hotel internships provide a supportive, disability-confident environment. We have a wide selection of internship placements where interns learn transferrable skills and our graduates are now employed in many different employment sectors.

Marriott offers a range of benefits to interns, including uniform, free lunch and free use of the hotel's gym and swimming pool.

Key vocational skills and work experience opportunities offered at the hotel include:

- **Leisure Club** greeting guests, tidying gym equipment and changing rooms, testing pool water quality, checking memberships on computer system
- **Food & Beverage** clearing tables, keeping the restaurant clean, restocking drink and snack areas, polishing cutlery and glasses, setting tables for next service
- **Lobby Host** greeting/directing guests, making wake-up calls, delivering messages/packages to guest rooms, filing guest paperwork, tidying lobby
- **House Keeping Porter** removing used linen from guest floors, restocking housekeeping cupboards, removing room service items, cleaning guest floors
- **Engineering/Maintenance** completing site patrols, room checks and basic maintenance tasks, moving items within the hotel, assisting the Duty Engineer
- **Goods Receiving** checking deliveries, labelling and storing food items, rotating stock, cleaning food storage areas, delivering parcels to hotel departments
- **Conference & Banqueting** setting up and clearing refreshment breaks, waiting on guests during breaks, refreshing meeting rooms, preparing rooms for events
- **Kitchen Assistant** setting out breakfast grill trays, preparing cold food platters, vegetable preparation, using industrial dishwasher and restocking clean items

## COPTHORNE TARA HOTEL

### The Shaw Trust Supported Internship in Kensington

#### ADDRESS

Scarsdale Place, Kensington, London W8 5SY

#### CONTACT

Elena Draganova

07584 205 020

[Elena.Draganova@prospects.co.uk](mailto:Elena.Draganova@prospects.co.uk)

#### EDUCATION PARTNER

Ixion Holdings (part of the Shaw Trust Group)

#### SUPPORTED EMPLOYMENT PARTNER

The Shaw Trust

#### LEAD LOCAL AUTHORITIES

City of Westminster and the Royal Borough of Kensington and Chelsea

#### PLACEMENTS PLANNED 10-12

**DATE** September 2022 to June 2023

#### ELIGIBILITY CRITERIA

An EHCP is required. Age group 16-24. Travel training can be provided to enable individual travelling to and from the hotel.

The Cophorne Tara Supported Internship is a hospitality supported internship based 5 days a week at the Cophorne Tara Hotel in Kensington. This is an exciting opportunity to learn about the different roles in the hospitality environment and gain the skills to obtain work in hospitality or related work.

When requesting a brochure, interested young people will be informed about the Open Days when they can visit the hotel, meet the team and find out more information about this exciting retail supported internship. If any Covid restrictions are still in place we are fully equipped to support young people and their parents and carers to attend information sessions via MS Teams. Our email address is [supportedinternship-london@prospects.co.uk](mailto:supportedinternship-london@prospects.co.uk)

For young people interested in applying for this Internship please request by email the Cophorne Tara Hotel application pack from [supportedinternship-london@prospects.co.uk](mailto:supportedinternship-london@prospects.co.uk) or call Saimmah Ali 07714 736 748. Application forms should be returned to Saimmah at the same email address.

- **Concierge (Front of House)** responding to guest enquiries, taking luggage and guests who are checking in or out, supporting the successful running of the reception area
- **Housekeeping** preparing rooms for guests, cleaning the public areas, brasserie and breakfast rooms including hoovering and cleaning
- **Kitchen** preparing food, cutting, chopping fruit and vegetables; setting up and clearing of food courts, preparing cold meals such as salads and fruit cocktails for serving; cleaning cutlery and floors; making and serving hot and cold drinks, preparing sandwiches and other cold foods
- **Maintenance** repair and maintenance of equipment in the guest rooms and around the hotel, ensuring equipment in the hotel is in good working order including plumbing, painting and decorating, simple electrical tasks

## ROYAL BOROUGH OF KENSINGTON & CHELSEA

### The Kensington Town Hall and High Street SI

#### ADDRESS

Based at Kensington Town Hall, Hornton Street, Kensington, London W8 7NX

#### CONTACT

Oyinda Malafa

[o.malafa@wlc.ac.uk](mailto:o.malafa@wlc.ac.uk)

#### FURTHER EDUCATION COLLEGE PARTNER

West London College

#### SUPPORTED EMPLOYMENT PARTNER

Action on Disability

#### PLACEMENTS PLANNED 12

**DATE** September 2022 to July 2023

#### ELIGIBILITY CRITERIA

Aged 18-24. An EHC Plan is required, with eligibility to work in the UK. Working around Entry 3 English and maths. Capable of travelling independently to their workplace (with travel training). Real aspirations to progress into paid employment (and this is a realistic outcome after the 11 month programme). Able to commit to the full length of the programme (September 2022 – July 2023), and to demonstrate a positive attitude to gaining new skills, receiving instructions, and following host organisations' rules.

Interviews for this SI programme will be held in May 2022, and the 12 interns selected for September entry will be notified in June. For more information, and if you would like to make an application please contact: Milly Lapikens (Supported Internship Coordinator), at [m.lapikens@wlc.ac.uk](mailto:m.lapikens@wlc.ac.uk) to whom application forms should be submitted.

- **Central Library** providing a full librarian assistant experience
- **Bellrock Admin** the security services provider for RBKC welcomes interns to an administration role: filing, photocopying, scanning and general admin duties
- **Registrars** at Chelsea Old Town Hall: booking people in, answering customer questions, general admin duties
- **Design Museum** a customer services role. Meeting and greeting and other duties
- **RBKC's Local Offer** an office-based role offering administration team experience with full Excel training and other ad-hoc duties
- **Cleaning** RBKC's cleaning contractors Atlas offer a cleaning role based in the Town Hall. Covers a full range of cleaning services
- **Frestons Cafe** an independent café providing a full behind-the-scenes work experience including cleaning, washing up, preparation and general health and safety checking
- **Petra's Place** an inclusive nursery and early-intervention therapy centre that provides cleaning and food preparation work experience

# SUPPORTED INTERNSHIPS 2022



- 1 GSK (GlaxoSmithKline)
- 2 West London NHS Trust
- 3 Whittington Cross Hospital
- 4 Hammersmith Supported Internship
- 5 Chelsea & Westminster Hospital NHS Trust
- 6 Hounslow Council
- 7 Partners Supported Internship
- 8 Hillingdon Civic Centre
- 9 Northwick Park Hospital
- 10 Harrow Retail
- 11 Brent Council / Wembley Park
- 12 London Heathrow Marriott Hotel
- 13 Copthorne Tara Hotel
- 14 Royal Borough of Kensington & Chelsea
- 15 Berkeley Homes
- 16 University of West London in Ealing
- 17 King's College Hospital, Lambeth
- 18 Westminster Kingsway College
- 19 Royal Free Hospital
- 20 Whittington Hospital
- 21 St George's Hospital Tooting
- 22 Westminster City Council
- 23 Homerton University Hospital & Hackney Council
- 24 North Middlesex University Hospital
- 25 St Bartholomew's Hospital (Barts Health NHS Trust)
- 26 Whipps Cross Hospital (Barts Health NHS Trust)
- 27 Queen Mary University of London
- 28 Newham London
- 29 COINS Global Slough
- 30 Phoenix Community Housing, Lewisham
- 31 Transport for London's 'Steps Into Work'
- 32 NEW – Opening in 2022, see page 37

The Royal Mencap Society's 'Interns & Outcomes' programme will be available in the following boroughs:

- Barnet
- Brent
- Camden
- City of London
- Enfield
- Hackney
- Haringey
- Islington
- Kingston
- Redbridge
- Richmond
- Waltham Forest



## BERKELEY HOMES

### The new DFN Project SEARCH Supported Internship in Woolwich

#### ADDRESS

5 Station Way  
Woolwich, London SE18 6NJ

#### CONTACTS

**Daren Nunn** daren.nunn@shc.ac.uk  
**Laura Ashton** laura.ashton@shc.ac.uk

#### FURTHER EDUCATION COLLEGE PARTNER

Shoos Hill College

#### SUPPORTED EMPLOYMENT PARTNER

Unity Works

#### SPONSORING/LEAD LOCAL AUTHORITY

Royal Borough of Greenwich

#### PLACEMENTS PLANNED

10

**DATE** September 2022 to July 2023

#### ELIGIBILITY CRITERIA

Applicants will need to hold a current EHC Plan and be aged 18-24.

Please contact Daren or Laura on the email addresses above for more information and an application form.

Key vocational skills and work experience opportunities offered at Berkeley Homes include:

- **Work in Estate Management**
- **Work in Property Management**
- **Marketing & Communications experience**
- **Work with Social Value**
- **Administrative Support**

## UNIVERSITY OF WEST LONDON

### The new DFN Project SEARCH Supported Internship in Ealing

#### ADDRESS

UWL, St Mary's Road, Ealing, London W5 5RF

#### CONTACTS

**Milly Lapikens** m.lapikens@wlc.ac.uk  
**Ailish Byrne (Tutor)** a.byrne@wlc.ac.uk  
**Sajada Sajid** s.sajid@wlc.ac.uk

#### FURTHER EDUCATION COLLEGE PARTNER

West London College

#### SUPPORTED EMPLOYMENT PARTNER

Kaleidoscope-Sabre

#### SPONSORING/LEAD LOCAL AUTHORITY

Ealing Council

#### PLACEMENTS PLANNED

12

**DATE** September 2022 to July 2023

This new supported internship offers an excellent host business with the University of West London in a great location in South Ealing, with great support offered by Ealing Council, West London College, Kaleidoscope-Sabre and DFN Project SEARCH specialists.

An application form can be obtained from Milly Lapikens, m.lapikens@wlc.ac.uk and emailed back to her at inclusive-learning-admin@wlc.ac.uk or by post to her at Supported Internship Applications, West London College, 9 Gliddon Road, Barons Court, London W14 9BL

All applicants must be aged 18-24 and have a current EHC Plan and a UK National Insurance Number.

Key vocational skills and work experience opportunities which we aim to offer on this programme include:

- **Reception at UWL** meeting and greeting staff, students and visitors, using the booking systems, answering the phone and signposting visitors
- **Hospitality & Catering** making and serving hot drinks, preparing and serving food, keeping food preparation areas clean and tidy and clearing the customer area
- **Office Administration** filing and using the Sharepoint, data entry
- **Customer Services** meeting and greeting, answering queries
- **Domestics** cleaning, hoovering and sweeping
- **Caretaking** moving light furniture, preparing classrooms and working in the Post Room
- **Café / Catering** serving food and drinks
- **Student Union** customer support and admin work
- **Study Support** administration, with some exam invigilation
- **HR** physical and Cloud filing with some Excel work
- **Finance** working with Excel spreadsheets and data entry

## KING'S COLLEGE HOSPITAL

### The new DFN Project SEARCH Supported Internship in Camberwell

#### ADDRESS

King's College Hospital  
 Denmark Hill, London SE5 9RS

#### CONTACT

**Abu Shaid** Lambeth College  
 020 7501 5163  
 AShaid@lambethcollege.ac.uk

#### FURTHER EDUCATION COLLEGE PARTNER

South Bank Colleges (Lambeth College)

#### SUPPORTED EMPLOYMENT PARTNER

Unity Works

#### SPONSORING/LEAD LOCAL AUTHORITY

Lambeth Council

#### PLACEMENTS PLANNED

12

#### DATE

September 2022 to July 2023

#### ELIGIBILITY CRITERIA

This supported internship is open to residents in Lambeth who have a current Education and Health Care Plan.

Applications should be made by mid-March. An application form is available from Abu Shaid, Curriculum Operations Administrator at Lambeth College AShaid@lambethcollege.ac.uk and submitted back to him.

There will be one or possibly two Assessment Days (dates to be confirmed) at which applicants will be asked to complete a series of tasks and have an informal interview.

A DFN Project SEARCH supported internship is suitable for students with learning disabilities and autism spectrum conditions who are approaching readiness for the world of work. The assessment day will identify the most suitable candidates for our available places.

Key vocational skills and work experience opportunities offered at the hospital include:

- **Customer Service** guiding people to the correct department within the hospital and answering basic queries
- **Stock Management** organising and counting food stock for the café
- **Administrative Skills** emailing patients information and appointment times
- **Telephone Skills** calling patients to check and rearrange appointment times
- **Financial Skills** handling payments and giving the correct change at the till in the staff café
- **Data Input** using Excel and Edge to input data onto the hospital systems
- **IT Skills** updating and loading computer software
- **Design Skills** using Photoshop to create posters and signs

## WESTMINSTER KINGSWAY COLLEGE

### WKC's Supported Internship for Camden

#### MAIN SITE ADDRESS

Westminster Kingsway College  
 211 Grays Inn Road, London WC1X 8RA

#### CONTACTS

**Aklima Bilkis (SI Programme Coordinator)**  
 supportedinternship@westking.ac.uk

#### Gisele Jumpp

020 7974 3061  
 Gisele.Jumpp@Camden.gov.uk

#### FURTHER EDUCATION COLLEGE PARTNER

Westminster Kingsway College

#### SUPPORTED EMPLOYMENT PARTNER

Options via Westminster Kingsway College (WKC)

#### SPONSORING/LEAD LOCAL AUTHORITY

Camden Borough Council

#### PLACEMENTS PLANNED

10, more at WKC

#### DATE

September 2022 to June 2023

All applicants will be shortlisted and then invited to attend an assessment day where they will take part in a short informal interview. Parents and carers must share in the aspiration for employment, and help to give support during the internship.

Applicants are offered a guided tour of the College and where practical offered an opportunity to observe Employability Skills lessons.

This internship is for young people aged 18-24 with an EHC plan and is for Camden residents only.

Interns should be around Entry level to Level 1 English and Maths and capable of travelling independently to their workplace (with Travel Training if needed), with the aspiration to progress into paid employment (and this is a realistic outcome) after the 10-month programme.

The programme includes 2 days a week on site Employability, literacy and numeracy lessons between September and December. From January 2023, on site lessons will be one day a week and the rest of the week spent in work placements. Weekly one-to-one tutorial sessions take place to review individual targets and progress. Termly meetings with parents/guardians are held to review interns' progress. An Application form is available from Aklima at supportedinternship@westking.ac.uk

Key vocational skills and work experience opportunities offered on this SI include:

- **Activity Support Services** working in adult day service to prepare rooms, materials and equipment for activities
- **Office Administration** preparing materials for training sessions, maintaining a social media presence
- **Play Worker** assistant based in children centres, assisting to set up play activities, sanitise toys and books, meeting and greeting
- **Customer Services Assistant** based in libraries, processing new and existing stock, using the library management system, tidying books and audio items on shelves
- **Working in the Restaurant** taking orders and serving customers
- **Working in the Kitchens** preparing and making dishes



## ROYAL FREE HOSPITAL

### The Project Choice Supported Internship at the Royal Free Hospital

#### ADDRESS

The Royal Free Hospital, Pond Street, Hampstead, London NW3 2QG

#### CONTACT

Sam Brown 07867 191 262  
Sam.Brown1@hee.nhs.uk

#### EDUCATION PARTNER

Project Choice Independent Specialist Provider College

#### SUPPORTED EMPLOYMENT PARTNER

HEE Project Choice

#### SPONSORING/LEAD LOCAL AUTHORITY

London Borough of Camden

#### PLACEMENTS PLANNED

**DATE** September 2022 to July 2023

Our priority is providing a secure, uplifting experience for our interns, ensuring they develop academic, work and life skills throughout the Internship. Our staff are dedicated to the welfare of interns, providing skilled, informed support and working closely with family members and other professionals to ensure the work experience is positive and skill-enhancing. We support the interns in their journey to employment, and continue that support for 5 years post-programme if needed.

Project Choice is a work experience and Supported Internship programme for young adults with an EHCP aged 16-24 with learning difficulties, disabilities and/or Autism and an aspiration to enter employment either full or part time, as an apprentice or employee.

Through the highly supported internship they develop independence skills and increase their employability. We prefer applications to be submitted before May but always remain open to enquiries. Travel training can be provided where needed.

To apply for this programme a link to the Maytas Hub can be obtained from Sam Brown (Sam.Brown1@hee.nhs.uk) who can also supply further details and to whom you can register your interest. Applicants will be invited to an assessment day and an informal interview.

Key vocational skills and work experience opportunities offered on this programme include:

- **Communication** reception, meet and greet, appointment booking, directions giving, encouraging communication
- **IT/Organisational Skills** booking offices, data processing, process driven tasks e.g. data inputting, patient correspondence, medical records retrieval
- **Science Pathology Labs** sterile services, using practical skills to support the scientific staff to produce test results
- **Pastoral Skills, Ward Assistant** child care nursery, helping patients with non-medical aspects of hospital stay, assisting with child play activities
- **Food Handling** in cafés and kitchens, preparing food and serving customers
- **Retail** working in hospital shops, serving customers, stocktaking, ordering and receipt of goods

## WHITTINGTON HOSPITAL

### The DFN Project SEARCH Supported Internship at the Whittington Hospital

#### ADDRESS

The Whittington Hospital, Magdala Avenue, Archway, London N19 5NF

#### CONTACTS

Gemma Mullan (Programme Tutor)  
gmullan@ambitiouscollege.org.uk

#### Ambitious College Admissions Team

admissions@ambitiousaboutautism.org.uk

#### EDUCATION AND EMPLOYMENT PARTNER

Ambitious College

#### PLACEMENTS PLANNED

**DATE** September 2022 to July 2023

Ambitious College is working with The Whittington Hospital to support interns to develop workplace skills. The programme will run from September 2022 for one academic year. Supported internships benefit employers to learn what young people with additional needs can contribute and achieve. More information is available on Ambitious College's website: <https://www.ambitiousaboutautism.org.uk/what-we-do/employment/supported-internships> which provides eligibility details and notice of our Open Events.

Open to autistic young people and young people with a related learning difficulty aged 16-24 with a current Education Health and Care Plan, capable of travelling independently to the workplace (with travel training) interested in spending a year learning new skills or developing existing skills in the workplace and with aspirations to progress into paid employment.

If you are interested in this opportunity, please contact [admissions@ambitiousaboutautism.org.uk](mailto:admissions@ambitiousaboutautism.org.uk) for an application form.

Completed application forms can be scanned and emailed to [admissions@ambitiousaboutautism.org.uk](mailto:admissions@ambitiousaboutautism.org.uk) or posted FAO Admissions, The Pears National Centre for Autism Education, Woodside Avenue, London N10 3JA.

Key vocational skills and work experience opportunities offered at the hospital include:

- **Administration** in a variety of departments across the hospital. Duties include data entry, filing, reception, booking appointments and general office support
- **Grounds Maintenance** supporting the facilities team to clean and maintain the hospital site
- **Portering** transporting patients and equipment around the hospital
- **Clinical Engineering** auditing and repairing hospital equipment
- **Pharmacy Assistant** supporting the pharmacy team, data entry, picking and packing medicines for wards
- **Health Records Assistant** selecting and filing patient health records
- **Patient Dining Services** picking and packing patient meals and delivering them to wards
- **Catering and Retail** assisting in the hospital canteen and shop





## ST GEORGE'S HOSPITAL

### The DFN Project SEARCH Supported Internship in Tooting

#### ADDRESS

Education Centre, St George's Hospital,  
Blackshaw Road, Tooting, London SW17 0QT

#### CONTACTS

**Beth Madigan**

bethany.madigan@cricketgreen.merton.sch.uk

**Sarah Darby**

sarah.darby@cricketgreen.merton.sch.uk

#### EDUCATION PARTNER

Cricket Green School, Mitcham

#### SPONSORING/LEAD LOCAL AUTHORITY

Merton Council

#### PLACEMENTS PLANNED 9-10

**DATE** September 2022 to July 2023

#### ELIGIBILITY CRITERIA

Applicants must be aged between 18 and 24, have the desire to find paid work, and have an EHCP or LDA. Those offered a place on the SI will need to be DBS-checked and be cleared as "fit for work" by the St George's Hospital Occupational Health Service, and capable of independent travel to the workplace. Documentation will need to be provided to enable a DBS check to be done, advice on what is required is available from the school.

We have a wide variety of work placements, providing real-life learning opportunities for our interns to gain employability skills and confidence. St George's staff provide excellent mentorship to our interns and support them to learn tasks and gain self-belief in their many abilities. We focus on achieving in the workplace and each intern will have an individual employment plan based on their own interests and abilities. We aim to match each intern to a suitable work placement.

These are some examples of work rotations we provide:

- **Administration** (In Haematology, Medical Records)
- **Reception** (Main reception, Endoscopy)
- **University Shop**
- **Portering** (Theatres, General)
- **Gardening**
- **Catering** (Restaurant, Wash-up, Setting up for events)
- **Emergency Department** (Admin, reception, collecting notes, scanning and uploading)
- **Playroom**
- **Library**

## WESTMINSTER CITY COUNCIL

### Westminster City Council's Supported Internship with City of Westminster College

#### ADDRESS

Westminster City Hall, 64 Victoria Street,  
London SW1E 6QP

#### CONTACT

**Maureen McHugh**

07860 753 986

Maureen.McHugh@cnwl.ac.uk

#### FURTHER EDUCATION COLLEGE PARTNER

City of Westminster College

#### SUPPORTED EMPLOYMENT PARTNER

Westminster Supported Employment

#### SPONSORING/LEAD LOCAL AUTHORITY

Westminster City Council

#### PLACEMENTS PLANNED 12

**DATE** September 2022 to July 2023

#### ELIGIBILITY CRITERIA

Aged 16-24. All applicants must have a current EHC plan. Working around Entry 1 to Level 1 English and maths. Capable of travelling independently to their workplace (with Travel Training provided if required). Aspirations to progress into paid employment.

Contact Maureen McHugh for details of our Open Days and to receive an application form. Forms should be returned to Maureen at 129 Elgin Avenue, London W9 2NR.

Students graduating from the supported internship have the potential to progress to inclusive apprenticeships with Westminster City Council where applicable.

Please note that Placement opportunities vary from term to term with new employers joining regularly.

Key vocational skills and work opportunities offered on this supported internship include:

- **Museum of Brands** front of house duties, greeting visitors & dealing with enquiries
- **Elior Kitchen** preparing food, managing hygiene and overall cleanliness
- **Facilities** support the reception team with room bookings, setting up rooms, and sorting and delivering mail for the departments
- **Planet Organic** experience using the retail tills, deliveries, stock replenishment, online shopping orders
- **Libraries** shelve books, assist with events such as Rhyme Time and school visits, help with enquiries
- **Archives** learn about historical objects and keep them in good condition, take part in community projects
- **Digital Place** provide administrative support to the team and help with projects
- **Integrity Care** administrative support including sending emails, placing stationery orders, carrying out research

## HOMERTON UNIVERSITY HOSPITAL & HACKNEY COUNCIL

### A DFN Project SEARCH Supported Internship

#### ADDRESSES

Homerton University Hospital, Homerton Row,  
 Hackney, London E9 6SR and  
 Hackney Council Service Centre, 1 Hillman Street,  
 London E8 1DY

#### CONTACT

**Richard Allen**  
 Richard.Allen@hackney.gov.uk  
 or intern@hackney.gov.uk

#### EDUCATION PARTNER

BSix South Form College

#### SUPPORTED EMPLOYMENT PARTNERS

Homerton University Hospital and Hackney Council

#### SPONSORING/LEAD LOCAL AUTHORITY

Hackney Council

#### PLACEMENTS PLANNED 24

**DATE** September 2022 to July 2023

This internship is for young people aged 16-24 with an EHC plan and Hackney residents only. Interns should be around Entry level to Level 1 English and Maths and capable of travelling independently to their workplace (with travel training if needed), with the aspiration to progress into paid employment (and this is a realistic outcome) after the 10-month programme.

We require candidates to complete an application form and to have a short assessment.

If you are a Hackney resident with an EHC Plan please submit an application obtainable by emailing intern@hackney.gov.uk or Richard.Allen@hackney.gov.uk Interns study for an accredited employability qualification alongside completing 3 work placements. Applicants who are offered a place will be supported to complete a DBS application if working at Homerton University Hospital, and will sign an honorary contract with the Hospital or Hackney Council and have Occupational Health clearance prior to starting.

Key vocational skills and work experience can be available at the hospital in:

- **The Restaurant**
- **Maternity Ward**
- **General Wards** as a Ward Host
- **Children's Ward** (Starlight)
- **Healthcare Records**
- **Diabetic Eye Screening** – Administrative
- **Outpatients' Reception**
- **Human Resources**
- **Occupational Health**
- **Warehousing**

and in Hackney Council departments such as:

- **I.T. Assistant** (Device and customer service)
- **Library Assistant**
- **Food Bank Assistant** at Hackney Foodbank
- **Customer Service** Hackney Council Housing Tenancy Department
- **Hackney Education** – Admin assistant
- **With the Parks Team**
- **Also at BSix** as a canteen catering assistant, library assistant and in the gym

## NORTH MIDDLESEX UNIVERSITY HOSPITAL

### The DFN Project SEARCH Supported Internship at the North Middlesex University Hospital

#### ADDRESS

North Middlesex University Hospital,  
 Sterling Way, Edmonton, London N18 1QX

#### CONTACT

**Gavin Cox**  
 Gavin.Cox@conel.ac.uk

#### FURTHER EDUCATION COLLEGE PARTNER

The College of Haringey, Enfield & North East London (CCCG)

#### SUPPORTED EMPLOYMENT PARTNER

The Tottenham Hotspur Foundation

#### SPONSORING/LEAD LOCAL AUTHORITY

Haringey Council

#### PLACEMENTS PLANNED 12

**DATE** September 2022 to July 2023

Applications are welcome from residents of Haringey and Enfield Boroughs who hold valid EHC Plans. We may accept applications from other Boroughs depending on the volume of applications we receive.

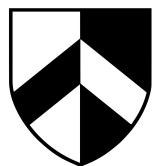
All potential applicants should refer to the College of Haringey, Enfield and North East London website. Applicants need to be independent travellers, able to travel to the hospital. The programme runs 5 days per week.

Every Monday until the end of June (excluding half terms) open evening sessions are held 4.00pm-6.00pm.

Applicants can come to either our Enfield Centre or Tottenham Centre to find out more information and potentially complete an application. Staff will be available to discuss the programme in greater detail and answer any questions. Applications are completed online. If coming on site for an open evening then the process will be completed online with the learner and staff.

Key vocational skills and work training opportunities offered at the hospital include:

- **General Admin Duties** in rotation across the different hospital departments, including clinical and business support areas
- **Pharmacy Restocking** sorting of deliveries and stocking storage areas. Checking of supplies
- **Support with Patient Transfer** use of chairs and mobile beds with patients. Movement of light equipment
- **Support / Reception** across different hospital departments. Front facing duties with visitors and patients
- **Working within the Facilities Team** maintenance, cleaning etc. Support with providing relevant equipment required to dispose of medical items. Checking supplies are maintained or ordered as required
- **Completion of online training modules** including Fire safety, Moving & Handling L1, Safeguarding Adults and Children, Equality, Diversity and Inclusion, Conflict Resolution
- **Digital Skills in the Workplace.** familiarity with hospital systems
- **Post Room Duties**



## ST BARTHOLOMEW'S HOSPITAL

Within the Barts Health NHS Trust

The new DFN Project SEARCH Supported Internship at St Bart's

### ADDRESS

St Bartholomew's Hospital  
West Smithfield, London EC1A 7BE

### CONTACT

Janet Wingate-Whyte  
Whitefield Academy Trust  
j.wingate-whyte@whitefield.waltham.sch.uk

### EDUCATION PARTNER

Whitefield Academy Trust

### SUPPORTED EMPLOYMENT PARTNER

Generate Opportunities Ltd

### SPONSORING/LEAD LOCAL AUTHORITY

City of London and other local authorities

### PLACEMENTS PLANNED 12

**DATE** September 2022 to July 2023

### ELIGIBILITY CRITERIA

Applicants should be aged between 17-24, with a current EHC Plan and have aspirations to gain paid employment during or by the end of the programme.

Information and application packs are available upon request to Janet Wingate-Whyte  
j.wingate-whyte@whitefield.waltham.sch.uk to whom completed forms should be returned. We plan to hold Open Days, please email Janet for details.

This is a brand-new site for DFN Project SEARCH and Generate and as such, our first interns will play an important role in shaping the programme at St Barts and identifying the placements that best suit their skills, interests and ambitions.

Key vocational skills and work experience opportunities we will be offering at the hospital include:

- **Portering** moving patients and equipment around the hospital
- **Catering Assistant** food hygiene, food storage, food preparation and cleaning
- **X-Ray Imaging Assistant** triage, managing patient flows and restocking items. Liaising with Doctors and Radiographers
- **Ward Assistants** cleaning patients' tables, beds and lights and making sure areas are safe and reporting any faults. Restocking equipment
- **Main Stores Goods Distribution Officer** delivering goods around the hospital
- **Receptionist** managing confidential waste, scanning, post duties photocopying. Making and taking phone calls and sorting patient notes
- **Data Entry Assistant** inputting data onto the system
- **Endoscopy** Decontamination Technician. Includes preparing scopes

## WHIPPS CROSS UNIVERSITY HOSPITAL

Within the Barts Health NHS Trust

The DFN Project SEARCH Supported Internship at Whipps Cross

### ADDRESS

Whipps Cross University Hospital  
Whipps Cross Road, Leytonstone E11 1NR

### CONTACT

Janet Wingate-Whyte  
Whitefield Academy Trust  
j.wingate-whyte@whitefield.waltham.sch.uk

### EDUCATION PARTNER

Whitefield Academy Trust

### SUPPORTED EMPLOYMENT PARTNER

Generate Opportunities Limited

### SPONSORING/LEAD LOCAL AUTHORITY

Waltham Forest Borough Council

### PLACEMENTS PLANNED 12

**DATE** September 2022 to July 2023

We are in the process of recruiting for September 2022 for Whipps Cross. We are holding Open Days with our local Colleges and schools. Information and application packs are available upon request.

Over 70% of our graduates secure meaningful paid employment following completion of the programme. Interns are treated as full members of their hospital teams and receive significant support from job coaches.

Applicants should be aged between 17-24 with a current EHC Plan and an aspiration to gain paid employment during or following the end of the programme.

Key vocational skills and work training opportunities offered at the hospital include:

- **Pharmacy Assistant** administrative duties, top up rounds on the wards, assisting with dispensing
- **Eye Treatment Centre** Orthoptist Support Worker. Clinic room preparation, cleaning equipment, patient reminder calls, testing adult colour vision in virtual clinics
- **Outpatients' Central Appointments** Pathway Co-ordinator. Updating GP requests, booking and confirming appointments
- **Oral Surgery and Orthodontics** **Administrative Assistant** triage, telephone and administrative duties
- **Ward Host** providing a food service to patients
- **Catering Assistant** preparing and delivering food and supplements to the wards
- **Theatres** Health Care Assistant and Theatre Department Orderly
- **Main Stores Goods Distribution Officer** Delivering goods across the hospital

## QUEEN MARY UNIVERSITY OF LONDON

### The DFN Project SEARCH Supported Internship Programme at Queen Mary University

#### ADDRESS

Mile End Road, Bethnal Green, London E1 4NS

#### CONTACT

**Matt Snow**  
[matthew.snow@phoenix.towerhamlets.sch.uk](mailto:matthew.snow@phoenix.towerhamlets.sch.uk)

#### EDUCATION PARTNER

Phoenix School and Phoenix College

#### SUPPORTED EMPLOYMENT PARTNER

Kaleidoscope-Sabre

#### SPONSORING/LEAD LOCAL AUTHORITY

Tower Hamlets

#### PLACEMENTS PLANNED 8-12

#### DATE September 2022 to July 2023

Queen Mary is one of the UK's leading global universities, highly rated for our teaching, research and innovation. Based at our Bethnal Green site interns will gain experience across the site.

We are holding an Open Evening for potential interns who are interested in joining the programme.

Candidates are required to have an EHCP and be aged between 16-24. Please ensure applications for this internship are emailed to Matt Snow ([matthew.snow@phoenix.towerhamlets.sch.uk](mailto:matthew.snow@phoenix.towerhamlets.sch.uk)). General enquiries can be sent to [enquiries@projectsearchtowerhamlets.org](mailto:enquiries@projectsearchtowerhamlets.org). Successful applicants will be invited to take part in a basic skills assessment with a short informal interview.

Key vocational skills and work experience opportunities offered at the University include:

- **Portering** arranging tables and chairs in classrooms in line with health guidelines. Supporting the team to move furniture around the campus
- **Customer Service** working across two of the retail shops on campus. Learning how to use the till, how to stock shelves correctly, take in deliveries and deliver excellent customer service
- **Food Preparation** assisting the chefs in the university restaurant to prepare food for lunch service. This includes preparing vegetables, making wraps and burgers and serving customers. All whilst following health and safety guidelines
- **Admin Skills** within the Law School and Business Development there are opportunities for interns to develop a range of different admin skills. This includes learning how to use Excel, research and inputting data, creating posters and getting involved in regular team meetings
- **Gardening and Grounds Maintenance** planting flower beds, weeding, using the leaf blower and doing the general up-keep of the university grounds
- **Cleaning** in the residential buildings or the Student Union buildings. Following university guidelines and COSHH training
- **Gym Assistant** working in the gym to support gym members, cleaning the equipment and covering at the reception desk when required
- **Helpdesk** answering phone and email enquiries on the helpdesk and assigning jobs to the correct departments. Learning good communication skills. range of different admin skills

## NEWHAM LONDON

### The Newham Supported Internship Programme (NSIP) in partnership with DFN Project SEARCH

#### CONTACT ADDRESS

Newham College, High Street South,  
East Ham, London E6 6ER

#### CONTACT

**Angie Hincks (Newham College)**  
[angie.hincks@newham.ac.uk](mailto:angie.hincks@newham.ac.uk)

#### FURTHER EDUCATION COLLEGE PARTNER

Newham College

#### SUPPORTED EMPLOYMENT PARTNERS

Our Newham Work Supported Employment Team and Generate Opportunities

#### SPONSORING/LEAD LOCAL AUTHORITY

London Borough of Newham

#### PLACEMENTS PLANNED 40 places, spread over 5 sites

#### ELIGIBILITY CRITERIA

Please request an application form from [angie.hincks@newham.ac.uk](mailto:hincks@newham.ac.uk) to whom it should be returned. All applicants must hold a current EHC Plan, have mild to moderate learning difficulties or disabilities, be aged between 16-24 and hold a National Insurance Number.

We are currently working on our Supported Internship Brochure for September 2022-July 2023, which can be sent on request with an application form.

Residents of other Boroughs are also welcome to apply. Please apply only if you intend to get into employment. Parents & carers must be supportive in achieving employment outcomes for their young person.

Key vocational skills and work experience opportunities offered by this programme include:

- **In Retail** working in supermarkets assisting customers, restocking shelves and ordering the isles
- **Data analysis and entry** working with corporate clients to solve digital business problems
- **Barista** working in specialty café shops to make food and drinks including latte art, serving customers and maintaining the coffee shop
- **At the hospital** (with Project SEARCH) working in Newham Hospital in a number of different roles within the health sector
- **Admin** working with MS Office and other IT systems, data entry, printing, filing and scanning
- **Warehouse** taking deliveries, managing and counting stock and transporting equipment
- **Catering** setting tables, using tills, washing up, restocking fridges with drinks, sandwiches and salads, cleaning tables and other surfaces
- **Customer service** learning how to use the till, how to stock shelves correctly, take in deliveries and deliver excellent customer service



Please attend the planned Information Evening at Lewisham College, Lewisham Way, London SE4 1UT and/or complete a Supported Learning application form from the College.

## COINS GLOBAL SLOUGH

### The DFN Project SEARCH Supported Internship at Construction Industry Solutions

#### ADDRESS

COINS Building, 11 St Laurence Way, Slough SL1 2EA

#### CONTACT

**Rahma Maina (Tutor)**  
07795 126 738  
r.maina@wlc.ac.uk

#### FURTHER EDUCATION COLLEGE PARTNER

West London College

#### SUPPORTED EMPLOYMENT PARTNER

Ealing Mencap

#### SPONSORING/LEAD LOCAL AUTHORITY

Slough Local Authority

#### PLACEMENTS PLANNED 12

#### DATE September 2022 to July 2023

It will be helpful to all applicants if their latest Annual Review and their expected qualifications can be made available.

We will hold an Open Evening on Wednesday, 2 March, and application forms should be completed and submitted before 11 March. A skills assessment and interview day will be held on Wednesday 16 March.

Applicants need to be aged between 18-24 on 31 August 2022, and have a current Education Health and Care Plan in place. Applicants should have a valid UK National Insurance Number and be in their final year of education and willing to start work at the end of the Supported Internship (not necessarily at COINS).

Key vocational skills and work experience opportunities offered on this programme include:

- **Data Analysis** looking at data sets, organising and arranging them, finding trends and patterns, creating pivot tables to display information to streamline productivity to enhance business future planning
- **Administration and Social Media** the use of social media within a business context, planning and delivering social events for business, developing the company's values through teamwork with global partners
- **Customer Service and Invoicing** understanding the role of customer service, identifying paid/unpaid invoices and forwarding information to Accounts, updating the information on the COINS systems to ensure up to date information is available to the Customer Service Manager

## PHOENIX COMMUNITY HOUSING

### The Internship with Lewisham Council

#### ADDRESS

Phoenix Community Housing, The Green Man, 355 Bromley Road, London SE6 2RP

#### CONTACT

**Catalin Caruntu**  
Catalin.Caruntu@lewisham.ac.uk

#### FURTHER EDUCATION COLLEGE PARTNER

Lewisham College

#### SUPPORTED EMPLOYMENT PARTNER

Toucan Employment

#### SPONSORING/LEAD LOCAL AUTHORITY

Lewisham Council

#### PLACEMENTS PLANNED 6

Apply to Catalin Caruntu at Lewisham College by post to the above address or online to: SupportedLearningAdmin@lscollge.ac.uk

Placements are available in the following areas to provide key vocational skills acquisition and work experience opportunities:

- **Concierge** meet and greet staff members, residents or the public, direct residents or public to front of house
- **Catering** working in the Green Man Café, serving staff, residents and general public, setting and clearing tables, restocking and stocktaking
- **Facilities** cleaning inside and outside, restocking and replenishing (staff kitchen, photocopiers etc), maintaining environment (e.g. watering plants)
- **Administration/Front of House** providing services to residents, working on the front desk, photocopying, assisting with key fobs, relaying messages
- **Communications** assisting with newsletters and other information for residents, interviewing staff members and residents, sorting and filing photos, scanning and photocopying
- **Caretaking** polishing and sweeping communal areas, sweeping inside and pathways, litter-picking grass and hard surface areas and raised beds

### NEW SUPPORTED INTERNSHIPS PLANNED TO OPEN IN 2022

Four more Supported Internships are planning to open this year, at the following locations:

- ST. HELIER HOSPITAL IN SUTTON (DFN PROJECT SEARCH)
- THE HEATHROW/WINDSOR MARRIOTT HOTEL AT LANGLEY, SLOUGH
- THE SHERATON SKYLINE HOTEL ON THE BATH ROAD AT HEATHROW
- IN ROMFORD, RUN BY THE SHAW TRUST

Please contact DFN Project SEARCH or The Shaw Trust for further details.



## ROYAL MENCAP SOCIETY

### Mencap's Interns and Outcomes Supported Internship Programme

We deliver our classroom sessions from community venues across London.

#### CONTACTS

##### Jade Frater

Jade.frater@mencap.org.uk 07970 223 994

##### Joyce Tinton

Joyce.tinton@mencap.org.uk 07930 547 099

#### LOCATIONS

From September 2022 our programme will be available to young people in the following boroughs:

**Barnet** – 35 Hendon Lane, N3 1RT  
(We can also take applicants from Haringey, Brent and Enfield here)

**Islington** – 123 Golden Lane, EC1Y 0RT  
(We can also take applicants from Camden, City of London, Hackney and Enfield here)

**Waltham Forest** – (We can also take applicants from Redbridge and Enfield here)

**Kingston** – United Reformed Church, Eden Street, KT1 1HT  
(We can also take applicants from Richmond here)

#### PLACEMENTS PLANNED

Approximately 100 in London

#### EDUCATION AND EMPLOYMENT SUPPORT PROVIDER

Mencap

Mencap's supported internship programme offers a bespoke approach to learning.

The support is tailored to each individual's need and placement is sought in line with their career aspirations.

To be eligible for our programme you must:

- have a current EHC Plan
- be aged 18-24
- want to find sustained employment
- believe that you will have the skills to work by the end of the programme

We are now looking for applications and referrals for this programme by the end of March in order to start in September 2022. Applications should be sent to [Employment.support@mencap.org.uk](mailto:Employment.support@mencap.org.uk) For those who may not be ready for a supported internship, please do get in touch as there may be the option of a two-year programme. More info is available via our website: <https://www.mencap.org.uk/advice-and-support/employment/supported-internships>

Key work experience and vocational skills training offered on this programme includes:

- Significant **supported work experience placements** chosen for the interns based on their vocational profiles and personal choices
- **Work preparation activities** to support the development of employability skills
- **Individual travel training support** to promote independent travel to learning venue and work experience placements
- **Personal and social development** activities to build confidence and understand expected workplace behaviours
- **Development of CV** and covering letter
- Embedded **English and maths** activities

## TRANSPORT FOR LONDON (TfL)

### The Supported Internship initiative at Transport for London (TfL) – the 'Steps into Work' Programme

#### ADDRESS

TfL Offices, 9th Floor, Area 9R1,  
5 Endeavour Square, Stratford, London E20 1JN

#### CONTACT

##### Caroline Nolan

07518 293 799

[caroline.nolan@prospects.co.uk](mailto:caroline.nolan@prospects.co.uk)

#### EDUCATION PARTNER

Ixion Holdings (part of The Shaw Trust Group)

#### SUPPORTED EMPLOYMENT PARTNER

The Shaw Trust

#### PLACEMENTS PLANNED 24

#### DATE September 2022 to July 2023

TfL's Steps into Work programme is designed to give young people 16 years and over with learning disabilities or on the autism spectrum the opportunity to gain practical experience in the workplace, whilst learning and developing valuable skills needed for any employment. This 11-month programme is for young people interested in working within TfL or in another transport environment, including gaining real life work experience in unpaid placements within Transport for London.

This is a Level 1 or 2 learning programme. Applicants will be invited to a numeracy and literacy assessment to establish their suitability for the programme and level.

Travel to Stratford (Westfield) will be required for classroom-based activities as well as initially for London-wide work placements.

Travel training can be provided to enable individual travelling to and from home prior to the programme starting.

When requesting a brochure, interested young people will be informed about the Open Days when they can visit the Westfield site at Stratford, meet the team and find out more information about this exciting supported internship. If any Covid restrictions are still in place, we are fully equipped to support young people and parents to attend information sessions via MS Teams. To find out more, contact us by email at [supportedinternship-london@prospects.co.uk](mailto:supportedinternship-london@prospects.co.uk) or phone Saimmah Ali on 07714 736 748.

More information about this and all the Shaw Trust's SI programmes can be obtained from [www.shawtrust.org.uk/what-we-do/supported-internships](http://www.shawtrust.org.uk/what-we-do/supported-internships)

Key vocational skills and work experience opportunities offered by this programme include:

- **Administration** this will involve working in one of the TfL central service departments such as finance, HR and planning. Key duties include attending meetings, taking notes, using spreadsheets and organising appointments
- **Customer Care** this placement could be based at any of the TfL locations such as tube stations, bus depots and other transport hubs. Duties would include customer-facing support, ticketing, signposting and supporting operational delivery
- **Maintenance** this would involve the placement being based at a transport depot. Duties would include supporting the planning, preparation and delivery of support services

**LGO Awards**  
2020

**FINALIST**

**West London Alliance** 

A BETTER WEST LONDON FOR ALL  
NOW AND IN THE FUTURE

**The West London Alliance (WLA)** is a partnership between the seven West London local authorities of Barnet, Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon and Hounslow. With over 25 years' experience in partnership working, the WLA is committed to an enduring programme of collaboration and innovation to improve outcomes for the residents and businesses of West London.

For further information on the West London Supported Employment Programme please email us on [WLA@ealing.gov.uk](mailto:WLA@ealing.gov.uk)

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The West London Alliance is very appreciative of the support which the following organisations are providing to the West London Supported Internship Programme, in addition to the companies and organisations specifically featured in this Guide:



**shaw trust**



**The North West London**  
health and care partnership



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# ISCP Annual Report

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1<sup>st</sup> September 2020 – 31 August 2021

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# Update from the Independent Scrutineer

# ISCP Annual Report 2020-21

## INTRODUCTION

The Islington Safeguarding Partners as part of their arrangements to safeguard children and promote their welfare are required to demonstrate that they are open to independent scrutiny.

I have been appointed to take on the role of independent chair and to offer independent scrutiny of the Islington safeguarding arrangements and this is my assessment of how effective these arrangements have been in practice over the past 12 months. I will highlight where I feel the arrangements are performing well and where I consider further development is required.

### *Impact of Covid 19*

Safeguarding became even more challenging and complex during this reporting period because of the national pandemic and its associated restrictions and lockdowns. Covid 19 is still very significant, and the partnership has faced unprecedented challenges to support and safeguard vulnerable children and families. The partnership very quickly mobilised during this uncertain time and worked tirelessly to identify and safeguard children who were at an increased risk of harm and exploitation from a range of sources. I recognise the extraordinary efforts made by all frontline practitioners to keep children safe, in particular the work of schools and teachers

who stayed open in order to support our most vulnerable children.

### *Engagement of Relevant Agencies*

The Local Authority, the NHS Clinical Commissioning Group and the Metropolitan Police form the three statutory safeguarding partners and have joint and equal responsibility for safeguarding children and young people in Islington.

The safeguarding partners have set out in their published arrangements the organisations that they will be working with to safeguard and promote the welfare of children.

The Islington Safeguarding Partners have identified a wide range of agencies, as outlined in their published arrangements. These other agencies, called Relevant Agencies should then act in a coordinated way to ensure the effectiveness of the local arrangements. These agencies have been actively involved during and since the development of the arrangements and have demonstrated their commitment to safeguarding by contributing across a range of meetings and activities as both attendees and chairs of various sub-groups.

Whilst all schools, colleges and other educational settings form part of the local arrangements, the system by which the partners can engage with all schools and

## ISCP Annual Report 2020-21

colleges could be improved. In order to develop this further the Safeguarding Partners have introduced an Education Subgroup to ensure that **all** schools, colleges, and other educational settings can be fully involved in the new safeguarding arrangements.

The Education Sub Group has focussed primarily on creating a borough wide protocol to address the issues raised in the most recent Ofsted report on Sexual violence and harassment. The education subgroup facilitated a partner led task and finish group to deliver on two strands – a protocol for schools and a self-evaluation and audit tool for schools to review the current curriculum offer and identify how it could be improved. The Education Sub Group has also monitored the rise in Elective Home Education. In addition to this work the Education Sub Group continues to hold oversight on issues relating to DSL training and supervision meetings, the Section 11 bi-annual safeguarding report. School representation on the subgroup have provided positive feedback, particular on the borough wide protocol.

### *Learning from Serious Case Reviews and Child Safeguarding Practice Reviews*

The purpose of reviews of serious child safeguarding cases, at both local and national level, is to identify improvements to be made to safeguard and promote the

welfare of children. Such reviews should seek to prevent or reduce the risk of recurrence of similar incidents. It is the responsibility of the Safeguarding Partners to identify serious safeguarding incidents at a local level and then to review them as appropriate so that improvements can be made.

There are excellent processes for managing Rapid Reviews, the report highlights that two were undertaken during this reporting period. The National Panel has agreed with all of the decisions as to whether or not a local child safeguarding practice review was required in each case, highlighting a robust and efficient process.

Islington Safeguarding Partners have a well-organised group of multi-agency professionals that oversee reviews and ensure there is a culture of learning and continuous improvement. The group are very keen to see that the recommendations from reviews improve outcomes for children and that lessons learned are embedded into practice. Furthermore, the partners have created a robust audit regime which ensures that the learning is revisited and embedded.

An example of learning from reviews is the formation of an Adolescent Support Intervention Project (ASIP) in Islington. This project has arisen from a number of case

## ISCP Annual Report 2020-21

reviews into the deaths and serious injuries of children across London and nationally, as a result of serious youth violence and knife crime. This is a multi-agency team that works intensively with children who are deemed to be at risk of exclusion. Early indications suggest that this project is diverting children away from harm. This project will be reviewed and I look forward to reporting on its impact in next year's report.

### ***Voice of Children, Young People and Families***

Within Islington there is a child centred approach which is fundamental to safeguarding and promoting the welfare of children. The partnership is very keen to see that children are involved and participate in child protection conferences where appropriate and that their wishes and feelings are understood when developing safeguarding strategies. Whilst the number of children attending child protection conferences has increased over recent years more work is being undertaken to ensure more children are represented so that their lived experience can be properly understood by professionals managing their care. The annual report highlights the innovative ways that partners across Islington have engaged with children and young people. This has been evidenced in the *SEND disruption report* where young people have communicated how COVID has affected their wellbeing

and how they would like information to be conveyed to them.

### ***Performance Monitoring and Analysis***

The partnership, in order to fulfil its functions, uses a wide range of data. The partnership has developed a multi-agency performance data set and is developing a Dashboard to highlight emerging safeguarding issues or trends that need to be addressed. The data is continually reviewed by the Quality Assurance Subgroup and is reported on to the wider strategic board. There is a real desire by the partnership to properly understand the data and use it effectively to assess the impact of safeguarding. There is good data provided to the partnership from the local authority. The data required from the police and health partners is improving but still needs further development. I welcomed a new priority around collecting data of ethnicities in a systematic manner for the Partnership.

### ***Evidence of Impact and Challenge***

The partnership in Islington is mature and well developed, partners do put energy into scrutinising and challenging practice in an appropriate and considered way. A good example of challenge and scrutiny was acknowledging the impact structural racism and inequalities has on the global majority and challenges in understanding this data so improvements can be made.

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## **Partner Commitment to Islington Safeguarding Arrangements**

Safeguarding is and will continue to be nuanced in complexity. More so now than at any other time. In order to be effective, the arrangements require resources and strong administration in order to function. Working Together 2018 highlights that working in partnership means organisations and agencies should collaborate on how they will fund their arrangements. This funding for the arrangements should be equitable and proportionate across the partnership. The funding for the arrangements in Islington falls disproportionately on the local authority and should be reviewed.

## **Conclusion**

There are, in my view, many strengths to the safeguarding arrangements in Islington. I have found a strong partnership that is open to scrutiny and challenge and one which strives to continually learn and improve practice.

There are excellent examples in the annual report which highlight the breadth and depth of partnership activity across Islington to keep children safe. Such examples include the *Daily Safeguarding Meeting* replacing MARAC meetings on page 27, which has increased the multi-agency response to domestic abuse victims.

Another example would be, the *Exploring*

*the Andover Estate and young offenders project* on page 23, which explores complex interdependencies of serious youth violence. These are just a few examples of the innovative approach taken by the Islington partnership to improve outcomes for children, young people and families.

There is strong leadership and a clear sense of joint and equal responsibility from the three safeguarding partners. The partnership is one that is built on high support, high challenge and where difficult conversations are encouraged

Attendance at meetings is good. There is excellent engagement from leaders across the partnership who set a culture, which drives improvement activity.

In my dealings with senior leaders, I have found a strong desire to understand safeguarding, promote change and deliver safeguarding improvements, this was evident with the ongoing work to deliver effective services during the national pandemic.

Finally, may I take this opportunity to thank all of the organisations and individuals in the public, voluntary and private sectors who work tirelessly across Islington to improve the safety and quality of life of our children, young people, and families.

# ISCP Annual Report 2020-21

**Alan Caton OBE**  
**Independent Chair and Scrutineer**  
**Islington Safeguarding Children Board**



# Introduction

# ISCP Annual Report 2020-21

## PURPOSE OF THIS REPORT

Legislation\* requires *local safeguarding arrangements* to ensure that local children are safe, and that agencies work together to promote children's welfare. The statutory safeguarding partners must publish† a report at least once in every 12-month period. The report must set out what they have done as a result of the arrangements, including on child safeguarding practice reviews, and how effective these arrangements have been in practice. The report will also include:

- Evidence of the impact of *safeguarding partners'* and *relevant agencies'* work including training, on outcomes for children and families ranging from *early help* to *looked after children* and *care experienced* young people.
- An analysis of any areas where there has been little or no evidence of progress on agreed priorities, a record of decisions and actions taken by the partners in the reporting period, implementation of the recommendations of any local-and *national child safeguarding practice reviews*, including

any resulting improvements.

- Ways in which the ISCP's partners and *relevant agencies* have sought and utilised feedback from children and families to inform their work and influence service provision.

## AUDIENCE OF THIS REPORT

The report will be submitted to:

- The Local Authority's *Chief Executive Officer* and *Leader* of the Council.
- The *Health and Wellbeing Board*.
- The *local Police and Crime Commissioner / MPS Borough Commander*.
- ICCG Governing Body.
- *National Child Practice Review Panel*.
- *What Works for Children Social Care*.

Individuals and Boards are asked to note the findings of this report, and to inform the Independent Chair / Scrutineer of the actions they intend to take in relation to those findings.

## REMIT OF THIS REPORT

This report follows the *ISCP Annual Report 2020/21* and covers the period from 1st

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\* Children Act 2004

† Working Together to Safeguard Children 2018

# ISCP Annual Report 2020-21

September 2020 to 31<sup>st</sup> August 2021

## ***METHODOLOGY***

In writing this report, contributions were sought directly from Partnership members, chairs of sub-groups and other relevant partnerships.

The report draws heavily on numerous monitoring reports presented to the Partnership and its sub-groups during the year, such as Local Authority Designated Officer (LADO) Report, Private Fostering Report and Corporate Parenting Board report.

## ***PUBLICATION***

The report will be published as an electronic document on the Partnership's website.





# Key activities of the ISCP

# ISCP Annual Report 2020-21

## The ISCP had an away-day to consider the partnership priorities.

The event of George Floyd being murdered in 2020 and the subsequent global impact prompted the local authority to take a deep-dive into their own data that identified areas of disproportionality and inequality in service delivery in relation children and families of the Global Majority. For example, an over-representation of Black children in the following areas:

- *Child in need, child protection plans* and also in Early Help services.
- Becoming looked after under police protection and less likely to be in long-term placements.
- Are more likely to have *assessment factors* such as *criminal behaviour, gangs*, but fewer for domestic violence and abuse (DVA) even though 100% of children who commit most offences had DVA in their history.
- *Referrals* and *contacts* to Children Services and also the rate of *re-referrals* in comparison to the overall Islington population of children.

In response to the Local Authority’s challenge the ISCP has drafted a new priority::

Address the impact of inequality and structural racism on vulnerable children and to create a better understanding of

data across all of Islington Safeguarding Children Partnership

### ISCP PRIORITIES

Partners and relevant agencies considered the previous priorities and concluded that they should be retained alongside the priority around diversity.

These priorities reflect our desire to improve the collective effectiveness of agencies in four key areas. *Partners* and *relevant agencies* should:

- Address the impact of inequality and structural racism on vulnerable children and to create a better understanding of data across all of Islington Safeguarding Children Partnership.
- Address the impact of neglect on children and to help them become more resilient.
- Address the consequences of harm suffered by children because of domestic violence, parental mental ill health, and substance abuse, including helping children who have suffered harm to become more resilient.
- Identify and help children who are vulnerable to sexual exploitation, criminal exploitation, and gangs.

### THE VOICE OF CHILDREN AND FAMILIES IN MULTI-AGENCY PRACTICE

# ISCP Annual Report 2020-21

## **Children's wishes and feeling in child protection conferences**

The Safeguarding Partnership's procedures require that the child, subject to their level of understanding, needs to be given the opportunity to contribute meaningfully to the conference. Where this is not possible, the social worker should use alternative arrangements to ensure that the wishes and feelings of the child are properly represented in the case conference. The ISCP has made available a suite of consultation documents for use with parents and children that all professionals can use.

The most recent report to the Partnership shows that physical/virtual participation of children and young people at child protection conferences is still a challenge<sup>3</sup>. Actual attendance of children at child protection conferences remains low. In 2020/21, only seven children aged five and above attended CP conferences (out of 457 conferences, including *unborns* and children under five). However, a child participation audit was conducted and illustrated that 88% of the conferences held show evidence of child participation in either attending, completing the booklet or being consulted about their wishes and feelings regarding involvement of Children Services, the *child and family assessment* and

*child protection conference*. This illustrates a continued improvement of children and young people participating in the conference and in obtaining their wishes and feelings.

## **Parental views about CP conferences**

Seeking parental feedback about child protection conferences is difficult. These meetings can be stressful for families and it can be hard for parents to feel they have the space to reflect on their experience.

For the last three years, Children Social Care has asked parents to complete an online survey to give anonymous feedback about conference and was supplemented by telephone surveys. Last year we tripled the number of parents giving feedback, even though the number of parents involved was very low.

## **KEY ACTIVITIES OF THE MAIN PARTNERSHIP**

The Partnership Board scrutinised work in the following areas:

### **Private Fostering arrangements**

The Local Authority's annual report to the Partnership is a requirement under *Na-*

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<sup>3</sup> Child Protection Annual Report 2020-2021, presented to Quality Assurance sub-group, October 2021.



## ISCP Annual Report 2020-21

*tional Minimum Standards for Private Fostering*<sup>4</sup> .

### **Current Private Fostering Situation**

There were **eleven** notifications in the year 2020-2021. This is up on the number of notifications in 2019/20 and 2018/19 (four and nine respectively). Only two of these notifications were *private fostering* arrangements. The total number of *private fostering* arrangements is currently two, involving three children, however, during this reporting period two other arrangements have closed.

### **Compliance with *private fostering standards***

The minimum standards (as before) requires the Local Authority to comply with the following Standards:

**Standard 1** – statement on *private fostering*

**Standard 2** – notification

**Standard 3** – safeguarding and promoting welfare

**Standards 4-6** – advice and support

**Standard 7** – monitoring and compliance

with duties and functions in relation to *private fostering*

The report showed that the Local Authority complied with the above standards. Statutory visits were carried out as required although in the four arrangements in this reporting period, visits were delayed with only 66% of visits in time.

This year there was an equal divide of female and male children in *private fostering arrangements*. This has equalised slightly as in the past two year there have been more females. These children come from a diverse range of ethnic backgrounds.

### **Recommendations from 2019/20 and the update/actions completed**

*Recommendation 1: Team Managers and practice managers across the service to renew and monitor initial and ongoing visits to ensure that social workers are completing these within timescale and each visit meets the statutory requirement.*

**Update:** Supervision notes record that this has been a focus – it needs to be an ongoing recommendation until 100% is reached

*Recommendation 2: Fostering Team to appoint a lead to attend the Private Fostering Consortium meetings and liaise with*

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<sup>4</sup> [National Minimum Standards for Private Fostering](#)

## ISCP Annual Report 2020-21

*the CIN service on any new developments.*

**Update:** A senior social worker was appointed and has been attending the meetings – no new developments arose to share in this reporting period.

Recommendation 3: The *North London Consortium* to add a link for *Islington's Safeguarding Partnership* to their Private Fostering website and continue to review information and documentation and raise awareness.

**Update:** The link is not yet on the website – this is to urgently be communicated to the Chair for action.

*Recommendation 4: The 2020-21 report to report on if and how the Covid pandemic impacted on private fostering arrangements.*

**Update:** This recommendation to be carried over to the 2021-22 report.

*Recommendation 5: Consideration to be given to Islington Children's Services initiating a Private Fostering awareness week every July to promote awareness across the authority.*

**Update:** This recommendation to be carried over to the 2021-22 report.

### LADO Recommendations 2020/21

1. An increase in awareness raising activities to be introduced over the next year.
2. Team Managers and practice managers across the service to renew and monitor initial and ongoing visits to ensure that social workers are completing these within timescale and each visit meets the statutory requirement.
3. The Service Manager for Fostering and Permanency to meet with the Chair of the North London Consortium to ensure the link is added to their Private Fostering website and that a plan of increased awareness-raising can be agreed.
4. The 2021-22 report to report on if and how the Covid pandemic impacted on private fostering arrangements
5. Consideration to be given to Islington Children's Services initiating a Private Fostering awareness week every July to promote awareness across the authority.

### **A Safer Workforce**

Children and young people are occasionally harmed by professional who are responsible to promote their welfare and safeguard them. This is never acceptable and the Partnership wants to be sure that those who work with children are carefully

## ISCP Annual Report 2020-21

selected and that concerns or allegations against professionals are thoroughly investigated by the Local Authority Designated Officer (LADO) in accordance with the Partnership's procedures.

### LADO report

#### Sources and nature of referrals

The ISCP received the *2020/21 LADO Annual Report* for scrutiny covering the period 1st April 2020 to 31st March 2021 and concerns **156 contacts with the LADO**.

This figure is down from the 189 **contacts** in 2019/20. This year's reduction is likely due to the pandemic leading to full or partial closure of services this is further illustrated in only three *Ofsted category 3* complaints compared to 16 last year.

The vast majority of allegations against professional were about staff in schools and colleges, which is proportionate because they are the biggest employer in the children's workforce, having the more contact with children than any other agency. The *Principal Officer Safeguarding in Education* remains crucial in supporting head teachers and designated safeguarding leads.

The next most likely referral setting is *Early Years* and referrals were very well supported by *Safeguarding Lead* in Early Years.

The wide variety of referral sources suggest that managing allegations procedures are well known across the professional network.

#### Nature of referrals

As in previous years, the majority of contacts related to concerns about *physical abuse*, 49 contacts (31%).

The second highest number of contacts related to *private life matters*. Concerns about *private life matters* only progress to an *allegations against staff and volunteers* (ASV) meeting if there is a police investigation, or if a member of staff's own children become subject to child protection procedures.

This year, complaints about *care standards* have doubled. Whilst agencies are aware that such referrals should be dealt with by way of their own complaints or disciplinary procedures, many agencies feel they need to consult the LADO. This increase could potentially be due to the pandemic and agencies wanting to ensure they communicate directly with the LADO about concerns.

The ISCP's *Child Protection Procedures*, require that allegations must be referred within one working day, and this year saw a slight increase over last year, 92% (previously 85%). This demonstrates good knowledge by agencies of their responsibilities to report concerns swiftly. Where

# ISCP Annual Report 2020-21

referrals were not made within one working day, this is taken up by the LADO and safeguarding leads for the relevant agency.

In 78% of referrals, the employer was given advice and 18 cases proceeded to an ASV meeting.

The ISCP procedures expect that:

- 80% of cases should be resolved within one month.
- 90% of cases are resolved within 3 months.
- All, but the most complex investigations, should be completed within 12 months.

Figures demonstrate that the LA completed 100% (previously 82%) of cases within 3 months.

## ADOLESCENT SUPPORT INTERVENTION PROJECT (ASIP)

The ASIP pilot project from the LA Children Services started in May 2021. Their aim is to mitigate the risks of contextual harm (extra familial harm) towards young people by providing an intensive wrap-around service. The service incorporated feedback from 16 and 17 year olds who had been subject to exploitation to inform the design of ASIP.

Throughout the year, the pilot will be reviewed and evaluated to see whether their intensive approach upsills those around the child to be able to respond to risk, provide opportunities to the children by diverting them away from risk and mitigating the need for the young person to become looked after in moments of crisis.

ASIP currently consists of four Specialist Engagement Workers (two of which are qualified Social Workers), a CAMHS practitioner and an Education Specialist worker.

Since the project started, they have supported nine young people. Each intervention is tailored to the identified needs of the young person, but will always look at the systems around the child and work with them, for example family or educational setting. The duration of involvement varies from 6 to 12 months, or more if needed.

This project was created in response to the LA's high CLA rate as well as a more intense response to children and young people at risk of exploitation.

### ASIP Case Study

JA started to work with ASIP due to concerns of child criminal exploitation (CCE), periods of going missing, substance misuse, low school attendance, and worries of emotional wellbeing due to bereavement.

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### Intervention

Rapport and relationship building with JA, supporting him around his education, sitting in on lessons, timetabling, upskilling teachers, and other staff in being more trauma-informed, bereavement work, respite for one weekend for JA and his brother. Parenting work delivered by a clinical psychologist to create opportunities for parents to *mentalise* JA's experiences.

### Progress

- JA's mother reports he no longer smokes cannabis in his bedroom at night because they have worked on consistent boundaries.
- JA has not gone missing since the start of the ASIP intervention and has become more open about the friends he is with and allowing his mother to have their contact details.
- The ASIP team provided JA with a new school uniform, as a result his attendance and motivation for school increased.
- Mother noted an improvement in JA's behaviour and relationship to her and his brother.

Islington Council launched the new, partnership-focussed five-year *Youth Safety Strategy* in November 2020; it focuses on protecting children and young people from violence, abuse, and exploitation.

### Performance

In the past reporting year, Islington achieved significant reductions in important areas of youth crime:

- 21% reduction in robbery offences with Islington being ranked ninth out of 32 MPS boroughs.
- 9.2% reductions in knife crime (since 2019/20) Islington was ranked 11th out of 32 boroughs.
- 10% reduction in youth violence and 15.8% reduction in serious youth violence in the past year compared to 2019/20.

Regrettably, two young people were murdered in Islington in 2020/21

### Making a difference

Looking at key performance indicators for 2020/21 there is evidence showing the impact of service on the lives of young people:

- **Reduced the number of fixed term and permanent exclusions in Islington schools.** There were two permanent exclusions from Islington secondary

## YOUTH STRATEGY 2020 TO 2025

## ISCP Annual Report 2020-21

schools and zero from primary. Primary fixed-period exclusions also reduced but fixed term exclusions in some secondary schools are still too high.

- **Reduced the number of young people who are Not in Education, Employment or Training (NEET).** Two percent of the 16-17-year-old resident population were NEET. While higher than last year (1.6%), Islington is still below the Central London average (2.2%).
- **Prevented more young people from entering the youth justice system for the first time.** There were 12 First Time Entries (FTE) in 1<sup>st</sup> quarter of 2021/22, while an increase on the previous year when numbers were particularly low during the lockdowns it remains below prior pre-pandemic trend in 2019/20 and 2018/19.
- **Reduced reoffending amongst young people who are being supervised by the Youth Offending Service (YOS)** - In 2021/22 (Q1), provisional data finds 27% reoffended, this is a significant improvement on previous years and is lower than most of London and lower than statistical neighbours.
- **A reduction in the number of custodial sentences.** In the first quarter 2021/22, there were 2 custodial sentences imposed for our young people
- **Reduced disproportionality among young people from the Global Majority.** There continues to be an over representation of children from the Global Majority in Islington Criminal Justice system, while slightly less disproportionate compared to London, the numbers remain stark. The most over-represented group changed from Mixed to Black children.
- **Reduced levels of serious youth violence.** There has been a significant (375) reduction in Serious Youth Violence.
- **Reduced the number of children who go missing from home and care.** The number of children missing from care has remained at lower levels since the pandemic. We did not see an increase over Summer 2020 when restrictions lifted. Children missing from home has, however, risen this year.
- **Reduced the number of knife crime victims under 25.** This year saw 5% reduction in knife crime (non-domestic) where the victim was aged between 1 and 24. The downward trend over the last 3 years is testament of the successful work across our partnership.

### EXPLORING THE ANDOVER ESTATE AND YOUTH OFFENDING

Islington Borough Council and Criminologists at City University of London are now

## ISCP Annual Report 2020-21

in their third partnership project that involves exploring the Andover Estate and youth offending.

The project was designed to enhance existing partnerships with Islington community partners and initiate new partnerships to co-produce detailed biographies for the 25 most prolific offenders in one of the Borough's most deprived areas, the Andover estate.

### **Aim**

To include young offenders and their families/carers as an equal voice in research and innovation activities (interviews, multi-media diaries/outputs) to better understand the complex interdependencies of serious youth violence (SYV) and enhance the local multi-agency approach to addressing and preventing it.

LB of Islington practitioners from *Youth Offending Service, Targeted Youth Service, Integrated Gangs Team, LBI Young Islington Management*, and five young people *Islington Youth Council*.

These practitioners and young people co-designed an engagement approach with support from *Young Islington Service Heads*. The project involved 17 young people, 3 parents / carers and 7 practitioners.

### **Evaluation**

This project demonstrated that children

face the kind of disadvantages that affects their development and threatens their future health and happiness and that early intervention can play an important part in offering these children and their families the support they need to reach their potential.

Effective implementation of early intervention approaches is not straightforward and that it is not always easy to identify the right interventions to support families with multiple and complex needs. The data gathered by the Andover Project confirmed many of the concerns that are known about young people who offend where typical childhoods are characterised by trauma, instability (home and school), absent fathers, parents who offend, early involvement in crime and intervention by the Local Authority from a young age.

The strength of this project is the in-depth, qualitative methodology, which has enabled the voices of young people not only to be heard, but also to directly inform the development of solutions to the multiple, varied and complex challenges shaping many lives on the Andover estate and beyond.

One outcome of capturing these voices has been the identification of several key policy and strategic areas for further development:



## ISCP Annual Report 2020-21

- The new universal youth offer needs to be open to all young people with a particular focus on reaching the most vulnerable and reach into different communities to challenge persistent inequality.
- More bespoke parenting programmes should be developed, some of which should focus on specific communities. This should include more Parent Champions.
- Tackling school exclusions and poor educational attainment for disadvantaged groups must continue to be a strategic priority for the partnership, including addressing inequality and disproportionality issues.
- The availability and accessibility of mentors for young people should be maximised.
- Support in relation to parental and child emotional wellbeing needs to be strengthened.
- Services which provide support to girls and young women should be enhanced.
- More and better training and employment opportunities for the most disadvantaged groups should be developed.
- Develop a multi-faceted approach to community engagement that is more representative and includes the most disadvantaged and vulnerable Andover residents in decision-making about their place
- Explore different approaches to co-design with children, young people and families before commissioning services.
- Develop a 'whole family mindset' across the system to enable a more joined-up approach, while avoiding 'practitioner and service saturation' within the lives of young people and families.
- Take greater account of place-based sensitivities when making decisions about relocation for children, young people and families to optimise access to support networks when accommodated.
- Continue working to reduce school exclusions, which can result in poor outcomes for at risk young people.
- Recognise and harness the talent and experiences of those young people who have exited criminal lifestyles with positive outcomes.
- Increase the number and range of Local Authority Apprenticeships available to the borough's young people.

### Recommendations



## ISCP Annual Report 2020-21

- Develop a more sophisticated understanding and use of social media to ensure LBI service engagement methods remain current with and relevant to the young people they support.

### **North Central London Child Death Overview Panel (LADO) Annual Report**

Since September 2019, the CDOP process is no longer overseen by the ISCP, but continues to report into and informs the ISCP work plan.

During the period of April 2019 to March 2020 there were 13 child deaths in LB of Islington, which was the same in the previous two years. The largest number of deaths occur in the first 27 days of life with nearly 50% of deaths occurring during this time.

The breakdown of ethnicities illustrate that of the 82 child deaths across the NCL (Barnet, Camden, Enfield, Haringey and Islington), 10% (13) of the children were marked as unknown, which has implications on the reliability of the statistics.

### **CDOP Priorities for 2020/2021**

- To develop a work plan to fully embed a North Central London approach to the management of all child deaths.
- Support the acute Hospitals to implement their local systems and processes to commence local *Child Death Review Meetings (CDMRs)*.
- Using learning from 2019/20 cases to develop work plan
- To develop a formal system of feedback of learning from Child Death Overview Panel meetings to local, regional, and national agencies, to enable professionals to reflect on practice, and provide scope for improved collaborative learning, better health, and public safety provision.
- To revise and embed the referral pathway for all child deaths across NCL.
- To recommend improvements to the bereavement experience, to ensure all families are offered the assistance, and to measure the effectiveness of support in the local area.
- Ensure each bereaved family has an identified key worker
- To continue the implementation of the eCDOP system and ensure all cases are reviewed, uploaded and completed on the electronic system.
- To improve completion of templates on the eCDOP system for all cases.
- Develop a business case for continuation of the transformation work of the panel

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- Support Trusts to establish Child Death Review meetings

### **Violence Against Women and Girls (VAWG)**

Islington's *Violence Against Women and Girls* (VAWG) service is supporting a large numbers of women and girls who need support and protection.

There has been an increase to the Islington VAWG service between 2020 and 2021 having 13 Independent Domestic Violence Advisors (IDVA), 5 Specialist VAWG posts which has led to a 56% increase in number of survivors supported in 2020/21 compared to 2019/20.

### **Daily Safeguarding Meetings (DSMs)**

Islington's VAWG service also established one of London's first successful *Daily Safeguarding Meetings* (DSMs) and a range of excellent commissioned services for women and girls which provides a much faster, whole-system response to high risk cases of domestic abuse.

The DSM replaced the MARAC on 4<sup>th</sup> January 2021. It is a multi-agency led, fully integrated approach to needs management for victims of domestic abuse across Islington Council, embedding the domestic abuse MARAC-process into the LBI Multi Agency Safeguarding Hub (MASH).

DSMs aims to address the needs at the time the intervention will have the greatest impact and to maximise victim engagement using service user led feedback to monitor the DSM outcomes.

Introducing DSMs led to:

- 10% decrease in repeat referrals in the six months since they commenced
- 88% of survivors engaged with the DSM process to express their wishes and feelings, compared to 18% with the MARAC.
- Responses to high and medium risk referrals were fifteen times quicker when referred to the DSM
- Non-core agencies (including A&E, Sexual and Mental Health Clinics, GPs, and education) were three times more likely to refer to the DSM than they had been to the MARAC.
- 305% increase in requests for civil and legal protection orders
- 188% increase in number of referrals heard through the DSM and pre-DSM improving risk management

### **ISCP Risks and Issues register**

The Partnership maintains a *risk / issues register* to ensure risks / issues are identified, and plans formulated to mitigate concerns.

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The Partnership ensures that arrangements are in place to manage each risk / issue. All risks /issues have ownership at Partnership meeting level and an agency action-plan to reduce or remove the risk / issue.

The partnership's away day in July 2021 supported further development of our risk strategy.

### Risks during 2021/21

This year saw significant staff changes to senior roles in the MPS. The risk was mitigated by officers covering senior partnership roles during vacancies. Roles have since been filled and the risk was removed.

### Lay Members

The Partnership benefits from having a lay member who actively contributes to the work of the Partnership. During this reporting year, the lay member also took on the co-chair of the Early Help sub-group that helped to establish a productive and well-attended committee.

The lay member consistently challenges the work of the Partnership where appropriate, and continues to bringing a fresh perspective from Islington's residents.

### EDUCATION SUB-GROUP

The sub-group is coordinated with the *Islington Head Teachers' Forum* to ensure

collaboration between the Partnership and Islington's Schools and Early Years settings. The membership of the group now includes senior manager representing the School Visiting Service and Safe Schools Officers.

### Designated Safeguarding Lead (DSL) Supervision in Early Years and Islington Schools

The ISCP is pleased that DSL Supervision in schools and early years settings are continuing strongly. There continues to be a lot of pressure on DSLs with the task becoming ever more complex.

Themes emerging from discussions at Early Years DSL supervision are:

- Staff well-being due to the stressors associated with COVID; for e.g. managing to keep school open whilst working in COVID bubbles and the extra pressures when staff are off sick.
- Impact of COVID managing and containing children's, parents and staffs heightened anxieties.
- Communication with CSC around threshold decisions and not always being informed that cases have closed in a timely manner.
- Managing the complexities of their role relating to safeguarding e.g. school bordering several boroughs

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- DSL's are feeling overwhelmed about the vast expectation from government and other agencies regarding safeguarding because more tasks are being added to their roles, this has been compounded by COVID
- Parental relationships and conflict

### *Everyone's invited*

*Everyone's Invited* is a public website whose "mission is to expose and eradicate rape culture with empathy, compassion, and understanding." Thousands of public testimonies have been recording about children's experience of rape culture in schools and universities.

### **Department for Education's response**

The *Department for Education* requested that *Ofsted* carry out a review of safeguarding, the curriculum, multi-agency safeguarding arrangements, the victim's voice and reporting policies in schools and colleges.

The review also included information about allegations and incidents, the extent of schools' and colleges' knowledge of the incidents, the safeguarding responses, the use of sanctions, their safeguarding knowledge, culture and effectiveness, the adequacy of the curriculum and teaching and the extent to which inspections explored relevant cases.

This was because of the number of disclosures of sexual abuse and harassment made on the *Everyone's Invited* website.

*Ofsted's* thematic review revealed how prevalent sexual harassment and online sexual abuse are for children and young people. For this reason, the report recommended that schools, colleges, and multi-agency partners act as though sexual harassment and online sexual abuse are happening, even when there are no specific reports.

### **Everyone's Invited task and finish group**

ISCP's response was to set up a task and finish group in May 2021 under the governance of the Education Sub-Group. Its focus was to create a protocol and procedure for schools, settings, and colleges on managing peer-on-peer sexual violence, abuse and harassment and also to focus on communication, curriculum and training.

The protocols establish and reinforce a culture where sexual violence, abuse and harassment are not tolerated, where there is clear guidance for managing cases, supported by an effective curriculum, communications and training.

The sub-group will continue to oversee the implementation of the protocol and measuring the outcomes through the

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deep-dives and the S175 (S11) Audits in schools and education settings.

### *Missing Pupil Procedures*

When a pupil has been alerted as 'Missing Pupil Alert' 'Off-Rolling Notification' or 'No Show' a referral is sent to the Access and Engagement Team who allocates (or rejects) the case for further investigation.

Database checks are conducted to identify alternative contacts, previous school or siblings for the pupil. If the pupil is not located then this is escalated to Children Services Contact Team to conduct further checks. A Pupil Tracking Officer refers to relevant local authority if the family have moved out of borough. This is escalated to home visits if the pupil still cannot be located, where a letter is left to make contact. If no response, this is escalated to Children Social Care or Police where a decision is made to make a 'Missing Persons' report to the Police or register the child to the DfE's 'Lost Pupil' database on School to School.

This procedure is there to assist all schools and other professionals who work with children and families with Islington to ensure that they meet statutory duties relating to the provision of education and safeguarding the welfare of missing children. It also ensures robust agency systems are in place to identify, refer and track children missing children from education or at risk of doing so.

- As part of our Missing Pupil Procedures, schools are asked to consider a range of potential risk factors including neglect when referring cases to the LA for further investigation.
- Feedback is provided to schools and where appropriate, schools are requested to carry out further casework.
- This process supports schools with familiarising themselves with the risk factors, procedures and tools available for locating children missing from education.
- For cases under investigation by the LA, review meetings are held every two weeks to review progress. The meetings are chaired and attended by senior officers in Pupil Services and ensure that issues leading to children missing education due to parental neglect (and a range of other factors) are addressed.

### **Impact**

Robust procedures ensure that 94% of children referred as 'Missing Pupils' are found and returned to school.

### *Elective Home Education (EHE)*

While Elective Home Education (EHE) in itself does not necessarily indicate that children are more vulnerable, reduced opportunities for ad-hoc and planned contact

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with professionals outside the home is a risk factor.

As part of our EHE procedures, a risk assessment is carried out by the LA to identify children who may be vulnerable, including to sexual exploitation.

Because of a recommendation from *Child B Brighton & Hove Serious case review*, the POSIE has developed a child's page linked to the LA EHE and ISCP webpage for parents.

We have reached out to children who are Electively Home Educated by providing a means for them to contact us for support online.

### Impact

- Because of the pandemic, home visits have not taken place in person (our pre-COVID practice), with families being offered online appointments instead.
- This is a concern as the opportunity to identify children at risk of sexual exploitation is considerably reduced.

### *Operation Encompass:*

It is important that Designated Safeguarding Leads in Education are aware of domestic abuse incidents so they are able to monitor the welfare of the child whilst they are at school and if necessary, put ad-

ditional support measures in place. In order to provide that information, the MPS has introduced *Operation Encompass*. So far 66% (45/68) of state schools in Islington have signed up to the Encompass information sharing agreement.

This enables police to provide schools with details of any domestic abuse incident they may be aware of so that the school is aware of the circumstances for when the child attends school the following day. At present *Operation Encompass* is only offered to state schools but it is hoped that this can be expanded to private schools in the near future.

### *Trauma Informed Practice in Schools (iTIPS)*

Trauma Informed Practice for schools began 4 years ago and is in its 4<sup>th</sup> wave with 20 primary and 4 secondary schools having now received training. With further funding from *Public Health England Better Mental Health* fund it will continued to be rolled out with additional 1-2 secondary schools and three additional primary schools next year.

To embed iTIPS, training is followed by support for the setting by means of developing an action plan led by an organisational working group supported by a CAMHS clinician (or Education Psychologists or CAMHS clinician in schools).

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Since the programme started, 1507 staff have received or are in the process of receiving ITIPS training, across 83 different training events.

### Feedback from surveying iTIPS sites

- Staff felt that the training helped in their understanding of how to help children identify and manage their emotions (rating 4.12 out of 5)
- Staff felt that the training would have a positive impact on their work (rating 4.21 out of 5)
- Staff felt that the training helped provide ideas on how to develop their own work,(rating 4.12 out of 5)

### Impact on system

One of the aims of TIPS is to embed trauma informed practice across education settings in order to promote the welfare of children and young people.

The programme has resulted in schools reframing how behaviour is viewed across the school, as a result staff have reported that they are able to be more preventative instead of reactive, hence able to meet their pupils' needs.

Schools have feedback that they have created an individualised approach to children's needs and understand as a school

that if child's SEMH needs are not addressed then learning won't happen. The ITIPS approach for schools has supported a reduction in exclusions for primary schools and an improved attendance.

### Impact on staff

Training on staff-regulation and self-care with staff requesting more for the future and feeling better able to manage their own emotions when a pupil displays challenging behaviour.

Understanding the trauma and how it can impact pupil's behaviour and their role in supporting them with increased strategies to manage their emotions.

### Impact on pupils

- Four children who found following instructions, getting on with their peers, seeing beyond their point of view and dealing with any last minute changes in routine challenging, have all made huge leaps forward
- Some children's behaviours have moved from being dangerous to being brilliant
- Noticing from walking around the school, that more pupils are taking a minute outside of the class to self-regulate, and then returning to learning



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- Promising results re exclusions and developing self-awareness

### Learning and development for the ITIPS team

- Continue with network meetings to share ideas and generate new ones
- Consider developing a mentoring programme
- Consider ways to share practical ideas, resources, current research and events across the borough related to trauma informed practices with schools, such as a newsletter to maintain momentum and keep iTIPS present in staff's minds

### COVID-19 Disruption and response to SEND children and young people

The SEND service conducted a self-evaluation report between April 2020 to May 2021 to determine the effectiveness in identifying and meeting the needs of children and young people who have SEND and affected by Covid-19 restrictions.

A strong message from the youth council was for the participation of children and young people in the renewal process and in future planning for emergencies. They have feedback that Children and Young People (CYP) would have benefited from more targeted around COVID-19, and this remains the case as lockdown eases and

guidance becoming more nuanced.

Key concerns from families (apart from fear of contracting the virus) have been that their child will not get the emotional, behavioural, and educational support that they need. They felt there were also barriers in accessing services during lockdowns. A survey carried out by our *Parent Carer Forum* and *Centre 404* (Voluntary Sector) (March 2021).

### Views of children and young people

The things that children and young people have said helped them during lockdowns were: routine and structure, contact with friends and the wider school community, physical activity and learning new skills.

Whilst some evidence collated from surveys and interviews indicate some improved mental wellbeing in young people, observation highlight that this has been less so for LGBTQ+ students and those with a health problem or SEND.

A common theme was that CYP wanted a sense of control over their lives, things to do, and meaningful connections with others. Many young people reported concerns and uncertainty about their future, this was particularly the case for children with vulnerabilities such as care leavers, young carers and low-income families for whom the "new normal" brought on new issues that exacerbated inequalities and



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exclusion – these are important considerations for the future development of SEND services.

### Gaps

- On the lived experience of children living in shielding households
- On the impact of COVID-related illness and bereavement on children and young people
- On the potential impacts on the development and lifelong wellbeing of this generation of children and young people

### What SEND did

SEND have also developed a *Transition Support Matrix*, which coordinates information and planning of all of the mentoring, and support projects that can help young people from different backgrounds and with varying needs to make a successful transition from primary to secondary school. This includes time-frames in which support will take place and will support schools to map the appropriate programme to the right individuals and/or groups.

A Partnership Project comprising representatives across the *People Directorate* including *Pupil Services, School Improvement, Data and Performance, Digital Services, Children's Social Care* and *Bright*

*Start / Early Help* was set up to agree a multi-disciplinary support offer.

By the end of November 2020, Islington's overall attendance figure was 95.2%, on par with pre-COVID figures and over 7 percentage points above national figures at that time of 88%.

### **MISSING CHILD AND ADOLESCENT EXPLOITATION SUB-GROUP**

The Partnership, through the work of its MCAE sub-group, challenges 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.

### **Strategic Development:**

The sub-group agreed four key themes in 2019, which continues to form the basis of the subgroup's action plan for 2020/21:

- Boys and Young Men
- County Lines
- Harmful Sexual Behaviour
- Intelligence Gathering and Information Sharing

The sub-group are currently in the process of reviewing their action plan and this will be updated for next year's annual report.

Data analysis undertaken in relation to

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vulnerable adolescents, alongside lessons learned from serious case reviews and offending profile reviews identify common themes. The most significant of which is the impact of early childhood experiences of trauma on outcomes for children and young people as they develop. In addition, the link between children who are not in education or who have experienced school exclusions, and the risk of exploitation and contextual harm in the community.

The LA's Children's Services Scrutiny Committee (2019) highlighted the impact of school exclusions on young people, as Islington's exclusion rate is higher than neighbouring boroughs and have implemented 14 recommendations that aims to improve this.

### **Multi Agency Child Exploitation (MACE)**

MACE now explores links between *gangs* and *serious youth violence*, *child sexual exploitation*, and *child criminal exploitation* in terms of *Prevention, Protection, Prosecution* and *Partnership*.

This approach has supported the partnership to consider *contextual safeguarding* including specific locations in the borough that require intervention in order to reduce risks and safeguard children. *Community Safety* is now part of the MACE and we have seen very positive examples

of partnership-working, which in turn has reduced risk to children in Islington.

The MCAE sub-group have ratified plans for *Borough Briefings* where the themes and trends identified in MACE will be disseminated to safeguarding leads in partners and relevant agencies from January 2022. This will support partner agencies to be aware of location hot spots, patterns of behaviour and diversion tactics conducted.

The aim is to develop a multi-agency, partnership approach to Contextual Safeguarding across the borough so that professionals are better able to identify and report concerns they observe in the community and to be aware of contextual risk areas to further promote the welfare and safeguarding of children.

### **CSE Training and Awareness**

The Exploitation and Missing Team provide a significant amount of specialist training across Islington and to partner agencies in relation to CSE, *Harmful Sexual Behaviour (HSB)*, *Serious Youth Violence (SYV)* and *Child Criminal Exploitation*.

Unfortunately, due to the Covid-19 pandemic the training offer reduced throughout this reporting year, as a result virtual meetings and consultations increased. It was also a challenge to adapt the training to suit the online format.

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However, they have already planned to implement training across the partnership from January 2022.

### **School-based preventative education**

COVID-19 pandemic had a significant impact on the amount of children and young people not receiving any group work and awareness raising sessions across the Exploitation and Missing focus areas. This is something that will begin to take place as practitioners are allowed to administer sessions in schools.

### **Children who go missing from home and care**

In 2020/21, 156 children were reported *missing from home* and *missing from care*. This is a significant reduction over 2019-2020 (245). We believe this reduction was due to the impact of lockdown

These 156 children went missing a total of 927 times, a slight reduction over the previous year (995).

### **Children who going missing from home**

In total, 52% of the *missing episodes* involved young people going missing for less than 24 hours, with 21% of children returning the following day.

Four percent of the missing episodes were for longer than 2 weeks and 1% (one child)

went *missing* for more than one month.

### **Children missing from care**

In total 75% of the missing episodes involved young people returning the next day or earlier; an increase of 5% from last year. This figure reflects the developments being put in place through the *Philomena Protocol* as many young people are being recorded as missing but are actually returning to placement late, rather than not at all.

Four percent of the missing episodes were for young people who went missing longer than a week, this is a reduction from seven percent last year. This equates to 30 separate incidents where young people went missing from care for longer than one week.

Three young people went missing from care for longer than one month. Two of these young people were Looked After due to being Unaccompanied Asylum Seeking children.

### **Children missing from care and the Philomena protocol**

The Philomena protocol requires that every young person aged between 13 and 17 have a pre-agreed grab pack on file outlining the actions that should be taken if that young person does not return to their home on time e.g. phoning the young person, checking their room and/or

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phoning their family members they often stay with.

The actions taken are then shared on an online portal to the Met Police who will review whether to open the young person as a missing person. This protocol was implemented after the Met Police found in one year that 95% of people categorised as absent were children aged 13 to 17 years old and in the majority of these cases children returned home after a few hours. This statistic was very similar to Islington Police.

### Return Home Interviews (RHI's)

The *Return Home Interview* (RHI) process is provided by the Exploitation and missing team's two RHI workers. RHI's were impacted by the COVID Pandemic that led to RHIs being completed by telephone, this may have impacted how feedback was given to the RHI staff from young people.

During 2020/21, 776 Return Home Interviews were offered to children missing from care and those that were missing without authorisation. Seventy two percent have been completed:

- In 93 episodes (18%), the child refused the interview;
- Forty five episodes (9%), it was not possible to make contact with the child for the interview to go ahead after several attempts;

- Four episodes (1%) were not required due to it being an unauthorised absence and
- For 264 episodes (34%) were not possible as the child was still missing.

### Positive changes

During 2020/21 we expanded the role further and the RHI workers offered some of the young people 3 – 6 intervention sessions, particularly to young people who had frequently gone missing and also to those who have only gone missing once or a few times.

This work has proved very successful and is built on the theory around contacting a family and/or young person at the “reachable moment”.

Another area of success was working with parents open to intervention was focusing on indicators, response to escalation of concerns and helping them to engage with services such as TYS or Social Care.

### Impact

One mother feedback that she and the RHI worker were able to establish a positive relationship because help was offered when she was most anxious about her daughter. The RHI worker was then able to mediate and assist the Social Worker and parents to establish a more positive working relationship than before.

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### Child Sexual Exploitation

During 2020/21, 41 young people were identified as at risk of Child Sexual Exploitation (CSE) compared to 46 in 2019/2020.

Even though the overall number of young people identified as at risk of CSE has not been dramatically effected by Covid-19, there is a question about its impact when looking at the age of young people being identified.

In 2019/20 the most common ages for young people at risk of CSE was 14 and 17(N=14). In 2020/21 only 6, fourteen year olds were considered at risk of CSE, the most common age was 15.

There were no changes in terms of ethnicity and diversity:

- 36% of the young people were white;
- 39% black;
- 1% Turkish,
- 21% were of unknown or mixed parentage.

It is noteworthy that in 2020/21 there have been no Asian young people identified as at risk of CSE compared to 2019/20 only 1% was of Asian/Bangladeshi heritage. This leads to a question around identification and referral routes, as it seems

unlikely that young people from this ethnic group are not experiencing exploitation. At 39% Black young people were over-represented.

### Harmful Sexual Behaviour (HSB)

When concerns about HSB is referred, a consultation with the Specialist Social Worker for CSE and HSB is held. Over the last year, 58 such consultations were held between social workers and specialist colleagues.

Over the past year, the number of HSB referrals fluctuated month to month and it was not possible to identify a specific pattern.

### Child Criminal Exploitation

Between April 2020/21, 55 young people, under the age of 18, were identified as being at risk of Child Criminal Exploitation, the same number that were identified in 2018/19. Five were female which is an increase over 2019/20 when only one female was identified as at risk of CCE.

The ethnicity analysis of a cross-section of young people shows that 53% of the young people were recorded as Black, 21% as white, 19% having mixed parentage and 6% as Asian. There is a clear over representation of black, young males identified as at risk of Criminal Exploitation.

### Serious Youth Violence (SYV)

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In 2020/21, 32 children have been identified as being at risk of SYV and 42 person who were over the age of 18. (Note: some of those 42 young adults may have been under 18 when they were identified). Out of the 74 young people identified as at risk of SYV only three were female.

### **Covid-19 impact**

During the epidemic, the nature of gang-linked violence has changed. Although there have been incidents of serious youth violence but during large parts of the year, usual patterns were not observed: because of lockdown, young people were more likely to be identified when congregating in groups; they stayed at home more and away from locations where they could be groomed in to gang linked violence.

Unfortunately, grooming and rivalry between groups has moved online during this year and it is difficult to assess and understand its full impact.

### ***MPS Predatory Offender Unit***

This unit is successful tracking down and arresting some of our *High Harm Offenders* responsible for rapes, and domestic violence and abuse offences e.g. a case where two children were protected from an address where they were being exploited by a male in the supply and packaging class A.

The Predatory Offender Unit also uses innovative methods to ensure the safeguarding of children, even when there is little evidence to achieve a successful prosecution against the offender, e.g. making use of Modern Day Slavery legislation. The unit secured the first ever Slavery and Trafficking Risk Order linked to a County Lines investigation in London.

### **QUALITY ASSURANCE SUB-GROUP**

Attendance at the sub-group is good, and commitment is strong. The meeting is chaired by the LA's Head of Safeguarding and Quality Assurance.

The sub-group looks at five areas to assess quality assurance in partner organisations: *performance data, audits, inspection reports, quality assurance frameworks, and annual safeguarding reports.*

### ***Performance data***

#### **ISCP Core Business Report**

The sub-group scrutinises the performance report prior to it being presented to the Partnership. The members assist in the analysis that is written as an accompanying commentary report for each Partnership.

The sub-group has also discussed what additional data areas to present to the Partnership to enable a better overview of practice but also to measure the impact.

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## Areas discussed / audited included

- A report highlighting children subjected to Police Protection and disproportionality.
- The need to improve data analysis across the London Metropolitan Police and sharing with the ISCP.
- Auditing activity of children on child protection plans for 18 months or longer. The audit found no delays in practice and that concerning cases were escalated to PLO or care proceedings. Care proceedings complete in a timely manner and delays to children minimised.
- Audit of health contribution to strategy meetings.
- Moorfields hospital’s evaluation of structured safeguarding children supervision.
- Moorfields audit of child protection flag audit on case system.

The data from the Metropolitan Police, particularly Borough level data remain insufficient although work is being carried out Pan-London to remedy this. The ISCP Business Unit has been working with data-

analysts’ to develop a scorecard to provide a quick overview of the most important safeguarding metrics. (Although this work has not been completed in the timescale of this report, a draft scorecard is now ready for Partnership approval).

## Data Highlights<sup>5</sup>

- Islington received 11,147 contacts requesting a service for children in 2020/21, a 1.8% increase from 2019/20. The most common source of contacts were from the Police (34.4%), followed by schools (10.2%). The latter is a decrease from 13% attributable to lock down during the pandemic.
- The most common reasons for contacts were domestic violence and abuse (15.6%), information requests (10.9%), concerns around parenting capacity (10%), child mental health (7%), specific concerns regarding a sibling (6.9%), parental mental ill health (5.3%)
- 3,843 (36.2%) of contacts were progressed to receive an early help service and 1,918 (18.1%) received a statutory social care service.
- Islington had the 23rd highest rate of children assessed as Children in Need

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<sup>5</sup> LBI Child Protection Annual Report, 17 September 2020



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in the country in 2019/20.

- Islington had a higher rate of children with child protection plans and a higher rate of child protection enquiries compared to their statistical neighbours.
- We had a lower proportion of repeat child protection plans compared to statistical neighbours; the result of reviewing and auditing practice in this area.
- Children do not have child protection plans for lengthy periods of time, this means that the harm they suffered is resolved as quickly as it can be - over 50% of child protection plans ended within nine months in 2020/21
- Islington applies to court for orders to protect children more than most other boroughs, they had the 25th highest rate nationally
- The number of children subject to court orders has risen.
- Islington has more children looked after per 10,000 than statistical neighbours.
- The proportion of Looked After children who had to move more than three times during a year is slightly lower than our statistical neighbours.

### Data from the Health Economy

The QA Sub-group receives an annual report from the CCG reflecting on Islington's performance against a wide range of health-related measures related to safeguarding, including some that were specifically requested by sub-group in the previous annual report.

### Islington CCG Safeguarding Children and Adults Annual Report

The designated nurse presented their annual safeguarding report and noted the following actions for the year:

- Support development of NCL ICS Safeguarding partnership; working together to identify shared agendas and seek opportunities for joint working.
- Harmonisation of NCL Safeguarding Policies/procedures/processes.
- Continue to improve arrangements for gaining safeguarding assurance from all providers.
- Develop NCL Primary Care Matrix.
- NCL Designated Staff to take one statutory area of priority to develop across the NCL footprint as system leaders.
- Adapt Safeguarding Strategy in line with changing guidance issued by



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NHSE/I.

- Plan and implement the key deliverables laid out in the new LeDeR policy which should be implemented in 2021/22. Learning from Audits

### **Child Protection Plans (CPP) for longer than 18 months**

In March 2021, there were 17 children from 10 families who were subject to a CPP for longer than 18 months: six families were on plans for emotional and four for child neglect. Six of the 10 sibling groups (12 children in total) were also in Family Court Proceedings, which add to the length of plans, exacerbated by Covid-19 related delays.

The remaining four sibling groups (5 children) have remained on CP plans.

The Safeguarding and Quality Assurance Team carried out an audit and made the following Recommendations:

- Child Protection coordinators to monitor CP plans between child protection meetings
- Child Protection Coordinators to receive monthly reports of child protection plans over 14 months

### **School Nurse Quality Improvement**

### **Project**

This project looked at enhancing the response to safeguarding invitations received in the school nursing service. Specifically, to balance the need to provide reports for child safeguarding meetings for children not known to the school health service. In many instances, other specialised health care professionals e.g. CAMHS practitioner or the Speech and Language Therapist were already involved.

### **Findings**

Audits were conducted on 30 records of school-aged children where the service received an invite from social care to attend an initial or review child protection case conference.

Eighty percent of the records did not have an identified health need or any information to indicate for a school nurse to attend.

- Eighty three percent of records were not reviewed by a safeguarding advisor or a senior clinician prior to the decision that they would not attend the conference.
- 63% of the records had another identified health care practitioner (HCP) actively working with them (e.g. CAMHS, speech and language, Looked After Team, a nurse specialist and the health living nutritionist)

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A focus group with HCPs and school nurses agreed that reducing attendance at conferences would support early identification and prevention in schools.

A safeguarding protocol was drafted outlining potential new ways of working that will be embedded through training and supervision.

This audit outlined 13 recommendations that will be taken forward to improve the several parts of their system.

### Late Initial Child Protection Conferences (ICPC)

London Child Protection Procedures (4.1.7) state that ICPCs should take place no later than 15 working days of the first strategy meeting/discussion where child protection enquiries were initiated.

Within that time, the social worker must investigate suspicions of significant harm, complete a child and family assessment, explain the outcome to the child and family, and find a suitable time for an ICPC.

This audit covered from April 2020 to March 2021 and examined ICPCs that were convened outside the 15 day requirement and involved 219 children.

### Findings

- It found that 64% of investigations happened within the timescale, below national average (75%). Conferences for 36% (79 children, 44 families) were

held late.

- The ICPCs were conducted throughout the COVID pandemic so some conferences were impacted by practical, emotional and physical health challenges, resulted in 45% of late conferences.
- The most common factor (40% of all late ICPCs) were late bookings by social work teams.
- The audit concluded that the majority of families presented with chronic problems, having received an ongoing social care service, and it should therefore be possible to have more conferences on time.
- 58% of the late conferences were late within 1 to 7 days and no children were left at risk because of delays.

### Recommendations

- For families already receiving a child in need service, more care needs to be taken in the timing of strategy discussions to allow sufficient time for reassessment and preparation for an ICPC
- Conferences must be booked on the same day as the strategy discussion when it seems likely an ICPC may be needed.

### Audit: How Health professionals'

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### **views and perceptions of safeguarding children and young people responsibilities informs Level 3 training**

This audit covers a longitudinal study from January 2017 to January 2020, of how health practitioners perceive their professional and personal views on their safeguarding responsibilities. It also looked at what resources they were accessing for safeguarding advice and support, and to identify common themes.

#### **Findings**

- 201 staff undertook Level 3 face to face safeguarding training over the audit period, having all completed pre-training questionnaires.
- Overall, staff confidence, knowledge and discussing concerns with children and families increased over the period of the audit.
- Staff who attended the training identified as having a clearer understanding of their role in safeguarding.

### **Disproportionality in use of Powers and Police Protection (PPP)**

The Children Social Care Practice and Outcomes Board found that:

- 64% of children were female.
- 43% of children were Black African and Caribbean were of the largest ethnic group
- The reasons for using PPP ranged included physical abuse and parental substance abuse.
- 71% (10 children) became looked after and 64% (9)

Whilst it could be argued that all children were correctly protected by using PPP, the audit raised further questions about whether other services were involved and the large number of Black Caribbean children in the cohort.

It was agreed that an MPS audit should be carried out to look at patterns, and whether there is scope for learning especially in the context for cultural differences.

### **Health involvement in Strategy Discussions**

Where there is reasonable cause to suspect a child is suffering or likely to suffer significant harm a strategy meeting/ should take place with the Police, LA children's social care, health professionals and other agencies as appropriate.

A sample of 95 children were drawn from all strategy discussion between January to

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March 2021, 194 children from 116 families.)

### Findings

- CIN teams included health in 87% of their strategy discussions. The issue of 8 children not having health in their strategy has been dealt with.
- The Children Looked After service and Independent Futures, the audit found that in 76% of cases health had not been invited to the strategy discussion. (However, there was evidence of a recommendation to follow up with health. This area of practice requires improvement to ensure that all children receive the same service regardless of service area.
- Across the whole of Children Social Care, in 67% of meetings practice managers contacted health and they actively took part in the strategy discussion. The information provided by health was clear and concise and health provided a recommendation on whether they agreed threshold to progress to a section 47 child protection enquiry.

Several recommendations were made to improve practice.

### Accident and Emergency Attendances of children

Following the Laming Inquiry into the death of Victoria Climbié (DH 2003), Laming (DH 2009) recommended that information relating to a child's attendance at Accident and Emergency Departments, their discharge from hospital and follow up appointments should be shared with primary care and community services. The objectives of this audit were to:

- Ensure that notifications of significant ED attendances are acknowledged, reviewed and actioned by health visiting and school nursing teams.
- Identify any gaps in follow up.
- Ensure the notification system is operating as expected.

### Findings

- 132 paediatric cases attended the Whittington Hospital during the period of 14<sup>th</sup> December to January 2021.
- In 75% of the cases a health visitor or school nurse had made an entry on their RIO database. Of those, 50% were followed up with a phone call and 24% were followed up with a face to face contact.

The results illustrated that pathways worked well, but was not auditable unless the event was diarised.

A recommendation was made for clearer

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guidance.

### **Audit of Islington Child Protection Medical Examinations (CPME)**

The Royal College of Paediatrics and Child Health (RCPCH) and the Child Protection Special Interest Group (CPSIG) published standards about the service delivery aspects of CPME.

The Audits examined all aspects of CPME such as the referral process, examination, accurate and timely reports and supporting the child, the family, and clinicians.

The audit considered, 39 cases from September to October 2020: 26 underwent CP medical, ten were seen the same day, another ten the day after and 2 were seen two days after with the remaining deemed no urgent and seen 8 to 22 days later.

The majority cases audited were of physical abuse and fewer requests were made for neglect.

### **Findings**

Improvements to be made on accessing paediatric dentists when further dental assessments are needed.

High numbers of signed consent from parents to allow CPME.

Noticeably lower number for signed consent for photography to be taken.

### ***Annual Reports from partner agencies.***

The sub-group scrutinises Annual Safeguarding Reports of agencies, where these are available. It is proposed that the sub-group requests safeguarding annual reports from *all partners* in future, particularly from the three local safeguarding partners: Local Authority, Islington CCG and North Central London Borough Command Unit.

### **CSC Safeguarding and Quality Assurance Child Protection Annual Report**

The report highlighted key safeguarding data e.g. CP investigations, referral and children subject to CP plans and summarised key quality assurance activity during the year, which is reflected elsewhere in this section.

The report was presented by the Director for Children Services to the Council's Scrutiny Committee in March 2021 showing good governance over safeguarding in the Council.

It showed that *Islington Safeguarding and Family Support Service (SFSS)* was working with 979 children in need, 349 children who are looked after, of which 25 are disabled children and 55 are *Unaccompanied Asylum Seeking Children (UASC)*, 586 care leavers and 194 children with child protection plans. The majority of child protection

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plans are due to *emotional abuse or neglect*.

Characteristics of parents whose children have *child protection plans* include *domestic violence and abuse* (47%), *adult mental health* (36%) and *adult substance misuse* (26%).

Islington's *Youth and Community Service* was working with 57 Youth Offending interventions. There were no custodial interventions at the time, but five remand interventions and 52 community interventions.

The report covered services, interventions, outcomes, and governance arrangements in the People Directorate very well, and showed that the welfare of Islington's children were promoted, and when needed they were protected from harm.

As there have been changes in governance arrangements around early help services, in future a separate report should be requested from the relevant service director.

### **Whittington Health NHS Trust**

The Trust's *Quality Committee* receives a twice-yearly report from the *Head of Safeguarding* on the child and adults safeguarding arrangements in the trust relating to:

- Staff training compliance.

- Supervision.
- Serious case reviews LCSPRs
- LADO allegations.
- Serious incidents.
- Inspections.

The Safeguarding report was comprehensive, informative and outlined salient priorities with the aim to have positive impact on promoting welfare of children. Such as: supporting the introduction of Trauma Informed Practice approach to practice across the trust, supporting health strategies in relating to gangs, adolescent

### **Moorfields Eye Hospital Safeguarding Children and Young People Annual report 2020/21**

Moorefields Eye Hospital presented their annual report providing assurance of safeguarding activity in the health trust. The safeguarding report is always of a high standard and this year was no exception.

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The S11<sup>6</sup> duty of organisations are specifically, and helpfully, addressed in the report, as are the *ISCP Priority* areas.

The report shows clear governance arrangements for safeguarding in the trust with excellent oversight by the *Director of Nursing* and the *Head of Safeguarding*.

During the reporting period, the following learning and improvement outcomes have been achieved:

- Developed a Home Alone Procedure Flowchart and Leaflet to underpin when a safeguarding response may be required.
- There were no *Serious Incidents* relating to safeguarding children during this reporting period, although 38 safeguarding incidents were reported by staff from a wide range of roles and responsibilities.
- Twelve Trust documents, including policies, with a safeguarding focus or section were developed or reviewed and updated. This included in relation to the Covid-19 pandemic to ensure staff have access to and are working with best practice policies and processes.
- Mandatory safeguarding children

training compliance at Levels 1, 2 and 4 remained above the 80% target throughout the year. Level 3 compliance dropped slightly however staff required to complete this level have completed Level 1 and 2 separately ensuring no member of staff is without any safeguarding training.

- Systemic learning is supported through a variety of activities including training, via team meetings and briefings, supervision, distribution of the internal Safeguarding Nuggets Newsletters, attendance at meetings, staff question and answer sessions, Safeguarding Notice Partnerships and via comprehensive feedback through incident reporting.
- Despite a reduction in clinical activity due to the covid-19 global pandemic, queries to the safeguarding children and young people team rose by 15% compared to 2019/20. Queries raised by external statutory agencies in relation to children who are known patients of Moorfields rose by 40%.

### TRAINING AND WORKFORCE DEVELOPMENT SUB-GROUP

The ISCP sub-group is chaired by the *Named Nurse for Safeguarding* in Whit-

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<sup>6</sup> Section 11, Children Act 2004

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tington NHS and attended by a wide variety of agencies, including representatives from the private and voluntary sector.

The ISCP has commissioned a comprehensive training offer in line with its training strategy, *Competence Still Matters* and the *ISCP Priorities*.

### **ISCP Training Strategy**

The training strategy<sup>7</sup> will be reviewed during the next reporting cycle and will further develop so the following are incorporated in the strategy:

- Harmful Sexual Behaviour
- Disproportionality
- Cultural Competence

### **Amendments to Core Training**

The ISCP have made the following amendments:

- Reviewed and incorporated learning from the serious case reviews for *Child P* and Rapid Reviews.
- Changes in *Working Together 2018*, information sharing
- Changes in *Keeping Children Safe in Education September 2020* and *Keeping Children Safe in Education 2021*.

- Learning from London Borough of Islington *Practice Week*
- *London Child Protection Procedures*, 6 monthly updates
- *General Data Protection Regulations* and *Data Protection Act 2018*

### **Core Training Offer**

The core training offer has remained unchanged, and the Board will continue to offer multi-agency training as part of its core function.

The core-training offer to multi-agency staff includes:

- Child Sexual Exploitation (all groups)
- Designated Safeguarding Lead - Role and Responsibilities (group 5)
- Safeguarding and Child Protection Refresher/Update (Groups 2-5)
- Safeguarding and Information Sharing Foundation (Group 2)
- Serious Case Review Briefing (All Groups)
- Working Together to Safeguard Children Induction (Group 1, voluntary sector)

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<sup>7</sup> [Competence Still Matters](#)



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## **Key Training data**

Due to the impact of COVID -19, ISCP's face to face training offer is still paused and we continue to offer training virtually.

The ISCP trained 793 members of staff throughout the reporting period. This is slightly higher than our previous year (645) but can be explained due to restart of our training program (impacted by COVID). Since the introduction of the virtual offer, uptake has remained high if not higher than in previous years due to the more accessible nature.

## **Training cancellations**

It is expected that some learners will need to withdraw from courses because of sickness, operational pressures, or staff changes. One advantage of online training is a much lower cancellation rate.

## **Non-attendance**

As in previous years, some course places were wasted because of staff not attending booked courses despite allowing course to be overbooked by 10-15%. Non-attendance rates are very low and not a reason for concern.

## **Places withdrawn by the ISCP**

Learners apply for courses on-line using the multi-agency training portal. Line managers in partner agencies have oversight of applications and they approve all their

own staff's training to ensure that staff are available, operational demand can be met, that the course is appropriate, and that staff meet the course requirement.

An audit of course bookings have shown that a significant proportion of approved bookings do not meet the course requirements. The most likely reasons are:

- Learners requesting a place on the *Designated Safeguarding Course* but they have not completed the foundation course in safeguarding.
- They have already done the same course within the last three years (or two years for schools).
- Learners apply for courses that are not appropriate for their role and the organisation does not intend to utilise the member of staff in that role.
- Organisations booking entire staff teams on one course, effectively using ISCP training as internal single-agency training.
- Learners booking themselves on several instances of the same course.

Responding to these issues are very time-consuming requiring significant administrative oversight, correspondence and managing complaints.

The ISCP Business Unit will in future not require line manager approval but allocate a place when requested. Courses will remain free to audiences who qualify for

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courses as specified in the ISCP training strategy, otherwise a course booking may attract a fee. This will be phased in during the next financial year.

### Training audience

There is an excellent variety of staff from all sectors attending ISCP training, representing more than 290 individual settings. Attendance from schools (notably Primary Schools), early years, children's centres, child minders, and the local authority is good.

### Training Quality Assurance and impact

Of the 793 who attended training 74.8% completed the course evaluation. ISCP training is very well regarded by attendees and 97% reported that the course met their training needs very well, 99% thought ISCP courses fulfilled their published objectives and 100% of participants stated that ISCP courses enhanced their learning and knowledge about safeguarding children and associated procedures.

*"I have always felt that Islington offers excellent courses. They are very thorough and well presented. I have been attending since 2002 and have experienced some superb interactive presentations."*

Only 10% of participants claimed that they would not do anything differently as a re-

sult of attending the course and in all instances those participants explained that they are already very experienced in the field and attended only to refresh their knowledge. 99.7% of attendees will recommend ISCP course to their colleagues.

### Training from other partners

#### Metropolitan Police BCU Islington and Camden

The MPS have restructured their three-week *Advanced Safeguarding Training Course* for Detectives consisting of Domestic abuse (DA), Serious Sexual Offences (SSO) and Child Abuse Investigations. The course is not delivered in three bespoke training sessions covering the same training objectives. There is a one-week course for DA and SSO and a two-week course for *Child Abuse investigations*.

Officers now only need to take training in the unit that they belong to. Training is delivered in accordance to Working Together statutory guidance that states that all police forces should have police officers trained in child abuse investigations.

Since the pandemic the use of virtual training has been instrumental in the MPS, as a result there has been an increase in the number of Detectives trained and are on task to deliver this training to every Detective within the Public Protection strand.

The MPS in partnership with the College of

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Policing also deliver the bespoke DA training for every front-line uniform officer from Constable to Inspector rank.

Education:

Early Help:

### Local Authority

The Workforce Development Service provided training to staff, including:

- Core training organised and facilitated by WDT
- Management training programmes
- Events for Organisation
- Bespoke training/development and additional support

### SFS, TYS & YOS Core Training

The programme originally planned for the summer-term was put on hold at the beginning of April due to the COVID.

After a period of adjustment to virtual working the decision was taken to deliver all core training online, which continues except for very few courses (e.g first aid).

All training was available and accessed by SFS, TYS, YOS, EH/Bright Start and take up was high across the organisation.

Nineteen courses were delivered between

June 2020 and March 2021, some on multiple occasions. This included all core training, which was well attended, and some newly developed courses aimed to meet specific needs identified during this time:

- Social Care Induction for new staff
- County lines webinar
- Child protection and domestic violence and abuse
- Child protection and section 47 enquires
- Gangs & serious youth violence
- Motivational practice
- *PACEful practice*: UASC young people in the context of recent placement breakdowns
- Trafficking and county lines
- Parents who misuse substances and impact on children
- Motivational practice for RAA
- Writing court statements
- Child sexual exploitation
- Recognising and responding to sexually harmful behaviour
- Introduction to DDP for CLA/IF and

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DCT services

- RiP Analysis and critical thinking in assessment
- Purposeful Planning
- Working with men who use violence
- Gender and sexuality awareness
- Direct work with C&YP & Adults, (for working online)
- Direct work with children and families including adaptations for working online

### Foster carer's training

A specialist online training programme for foster carers also commenced from June 2020. Prior to this, at the start of the first lock down narrated power points were developed and shared with foster carers to support and maintain a connection with foster carers. Regular emails to carers with links to videos and support and webinars by Public Health were arranged and on offer.

The training programme went online in June and covered:

- Bereavement and loss
  - Relationships with adolescents in challenging times
  - Managing virtual contact
- With support, foster carers adapted and made the transition to online training and attendance was good.
- The following courses were presented:
- Bereavement and Loss
  - Relationship with Adolescents during challenging times
  - Working with Parents who use substances and the impact on their children
  - Working with UASC
  - PACE Parenting (over 10's)
  - PACE Parenting (under 10's)
  - Supporting Secondary School Children Returning to School
  - Attachment-Based Parenting Course
  - Online Safety for Foster Carer's
  - Safe Caring
  - Grooming, Exploitation and County Lines
  - Child Protection
  - Writing and Recording Skills
  - Valuing Identity and Life Story Work

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- Disability Awareness
- Gender and Sexuality Awareness
- Introduction to Talking to Young People about Sexual Health

### Management training programme

The Council's management training programme commenced in January 2021, and has been redesigned to meet the key priorities for SFS, TYS & YOS over the next 12 months. The programme includes a combination of internal and external facilitators and separate groups for Team Managers and Practice managers:

- Mentalization for managers
- Developments in practice in domestic violence & abuse

### Staff and manager forums

There were four forums co-ordinated and facilitated between October 2020 and March 2021:

- Two managers forums which focused on challenging inequalities (parts 1 & 2)
- Two practitioners forums also focusing on challenging inequalities and promoting health and well being

### Health

Compliance with safeguarding training has been summarised in Health Safeguarding Annual Reports and won't be repeated.

### VAWG Training

VAWG trained 348 professionals including Police Officers, NHS, Housing and Social Care staff completed VAWG Development Training focused on supporting survivors and working with men using violence and abuse in their relationships.

The service supported more than 150 consultations with children's services staff working with fathers who are perpetrators of domestic abuse during 2020/21

### EARLY HELP (EH) SUB-GROUP

The Early Help sub-group meetings are well attended by a variety of partners.

### Early Help Strategy

The Early Help sub-group was set up in September 2019. The existing early help strategy, Early Intervention and Help 2015-25, was agreed by the group as in need of some review, in particular in relation to the role that partners play in early help.

A workshop with partners held in January 2020 identified key themes in line with Start Well and Fairer Together. A work plan to consult key partners was underway but was put on hold at the start of the

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pandemic. Work to refine the terms of reference and membership in line with the revised strategy was also put on hold.

The strategy, terms of reference and membership returned to be considered by the sub-group in April 2021. Discussion, and a presentation updating the group on the Fairer Together structure, raised questions about where the strategy redesign should rest and what the appropriate line of governance should be. Reviewing the strategy and terms of reference has not progressed yet due to a combination of factors, including continued management of the ongoing impact of Covid-19 on services, issues linked to structures, governance and accountability and capacity to lead the work. As the changes bed in together with the establishment of governance structures, refreshing the strategy and clarifying the terms of reference for the sub group are key priorities to progress during 2022.

### **Liquidlogic EHM Portal**

The rollout of the EHM portal was delayed by the COVID 19 pandemic. It has been in development for the past 18 months with the aim to develop an operational multi-agency portal system for children that is more effective for partners to access.

The work is currently in its final stages and due to be completed by May 2022. Key stakeholders including Children Services Contact Team, Early Help, the Disabled

Children's Team and the SEMH team have been engaged in testing processes. Once implemented, further work to engage with and give access to external partners, such as the NHS, schools, play and youth providers etc will take place. The portal creates a more collaborative approach to identifying and supporting children and young people early which is likely to lead to better outcomes and to avoid concerns escalating.

The role of the Early Help sub-group has been to review and give feedback on the proposed system. The project was brought back to the sub-group in July 2021 resulting in a recognition that key partners had not been sufficiently involved. This was subsequently addressed and since then the sub-group has received regular updates on progress.

### **Outcomes**

The subgroup partners are aware of the importance of understanding the impact of early help services on children and families and the importance of measuring outcomes. The activity of partners and outcomes achieved are monitored in a range of ways: through the *Supporting Families (formerly Troubled Families) outcomes framework*, self-evaluation activity and for the LB of Islington's Early Help teams through analysis of progress mapped against the *Family Star*. To improve ways of evaluating impact, the LB of Islington

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commissioned a study: Children's Data, Co-production and Use. A proposal from Oxford and Sussex Universities: Rees Centre

The Rees Centre proposed working with Early Help, Early Years and Play and Youth services to identify the key data which demonstrates the value of early intervention and prevention and its impact on children and families. Services already have a range of quantitative outcomes measures and indicators for monitoring performance but it is often not easy to demonstrate the value of early intervention.

This project seeks to engage practitioners and communities about the importance and usefulness of data to measure the effectiveness of early intervention and early help and to improve the quality of dialogue about and learning from the data used.

This approach also demonstrates the importance of capturing the voice of the community, families, children, and young people, which in turn enables LB of Islington to understand needs better and to ensure policy and services are designed to better meet those needs and have impact.

Work by the Rees Centre has been reported to the sub-group over the course of the year. Some parts of the project

have been delayed due to COVID but they are due to be completed within the next reporting cycle of the Partnership's annual report.

### *Presentations to the sub-group relating to services*

In the previous reporting year, it had become clear that the pandemic was a continuing factor and the sub-group agreed that it should focus on four priority areas while the pandemic continued and into the recovery period. These areas were:

- emotional and mental health;
- family stress and relationships;
- poverty and finances.

During the year, several organisations presented to the sub-group about the work they are doing in the community, including:

### **COVID-19 response to food insecurity in Islington**

The Islington Food Poverty Alliance (FPA) presented the outline of their work in defining food poverty, how it affects vulnerable children, and the impact COVID-19 had on experiences of food poverty for vulnerable families. Their aim was to outline the

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support available and place a strategic focus for Islington FPA with an action plan spanning from 2019 to 2022.

Their action plan was based on four key themes:

- Accurate identification of food poverty.
- Measurement of food poverty and actions to mitigate it while tackling the root causes of food poverty.
- Ensure there is adequate crisis support so that no one goes hungry
- Improving cross-service communication across Islington.

The FPA outlined the support they were able to offer ranging from emergency support, community food initiatives (hot meals, community lunches and food pantries), applying for free school meals and income maximisation support to support with benefits.

### **Social Emotional Mental Health (SEMH)**

The Social Emotional Mental Health (SEMH) service had been designed in true collaboration with a range of local stakeholders in 2019. Currently, the SEMH integration of CSCT, CAMHS and Barnados acting as a central point of access for refer-

als is making progress and a positive impact in meeting the emotional and mental health needs of young people.

As a result, it has decreased the pressure on CAMHS referrals by designing this new pathway.

There is daily triaging and allocation of referrals, and weekly SEMH intake meetings with SEMH therapeutic and emotional wellbeing providers.

Since the launch of the SEMH last year the partnership have seen lower waiting times, quicker responses regarding child mental health in light of COVID and referral data to measure impact.

Whilst the pandemic did have an impact on how SEMH was able to deliver its services, they were able to get feedback from service users to inform the required changes to meet young people's needs.

There were also monthly SEMH meetings with partners, included school, early help services to address gaps and identify solutions by sharing best practice. This resulted in an overall increase in children and young people being seen by mental health services.

SEMH were able to adapt to the impact of the lockdown and work collaboratively with other partners such as Public Health, School Improvement Service, Health and Wellbeing Team and Early Help to support



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return to school including resources for young people and families' e.g. new SEMH leaflet.

### **Perinatal Mental Health (PNMH) work within Bright Start**

This presentation showed that health visitors / early help practitioners receive consultation, advice and supervision from Psychologists from the Parent and Baby Psychology Service. This in turn would create PNMH champions.

A Needs assessment for parents with mild to moderate PNMH issues was completed in 2019 and made recommendations that formed the basis of further development of the PNMH services within Bright Start over the last two years.

The PNMH update included several responses to improved services such as:

- The Maternal Mood Assessment (MMA): The MMA template reflects a conversation with health visitors, rather than a checklist. This aims to collate qualitative information about a mother's experience of motherhood to form a better assessment. In April 84% of mothers had a MMA completed by the child was 8 weeks in comparison to previous year of 75% data
- *Emotional Well-being visits:* This recommends 6 visits that are

structured around – Listening, Wellbeing activity/ Active problem solving and Happiness Task. The expectation is that health visitors will completed the visits and MMA and they will be trained in January 2022 to do so.

The above aims to support expecting mother but also to provide early help and early identification of any vulnerabilities for impending motherhood.

### **PICT and CAMHS in Early Help Service:**

Provides support for staff in understanding mental health difficulties and best approaches. It allows practitioners to support change in parents' relationship to help and enable them to take up specific mental health support.

### **Fairer Together**

*Fairer Together* continues to deliver on their programme and have started two projects:

*Start Well* which aims to track the life of children and families across the LA using analytical tools to visualise the results (child poverty, pupil premium) within localities in the LA.

It also aims to ensure that all children start school ready to learn, that all young people grow up in households with good levels of income and all young people leaving school life have good social emotional,

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mental health in education, employment or training.

The *Youth Project* index aims to measure social and environmental progress in Islington and focuses on outcome measures for the borough’s youth. The aim of these data sets are to create digital dashboards of visualising areas that highlight inter-linked trends in vulnerabilities and give a deeper knowledge of inequalities in accessing services.

### **Reducing Parental Conflict**

Healthy parental relationship training did not meet all its objectives in the last reporting period, however, will be implemented again during 2021/22. It aims to:

- Engage community and independent DV advocates to wrap around practitioners
- Piloting DV advocates for children and young people.

### **Education, shielding, and BAME during COVID**

A *Back to School Plan on a Page* has been developed that sets out a local framework for how schools might prepare for a gradual, safe, phased return of specific groups

of children when a risk assessment confirms it is safe to do so.

There is no blueprint and schools faced many challenges in the process.

*Public Health* colleagues have developed excellent materials for schools and partners around shielding and what is required at the time to meet government guidelines.

### **CASE REVIEW SUB-GROUP**

The case review sub-group oversee learning from *serious case review*<sup>8</sup>, *rapid reviews*, and *local child safeguarding practice reviews*.

### **Action Plans for legacy reviews**

The legacy ISCB commissioned two serious case reviews that were taken over as part of the transitional arrangements between the ISCB and ISCP.

### **Child P**

This Serious Case Review relates to a teenager who died because of serious youth violence. The review was published and outlined several, multi-agency, recommendations that has since been implemented or

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<sup>8</sup> The Multi Agency Safeguarding Partnership oversees the completion of serious case reviews commissioned by ISCBs prior to 1.09.2019.

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that are in the process of being implemented, including:

### **Joint supervision Protocol between Islington Safeguarding and Family Support and Young Islington**

This recommendation was implemented in August 2021 with the aim to enhance joint working by providing a forum for case discussion that facilitates risk assessment, information sharing, co-ordinated planning leading to better service delivery and therefore better outcomes for the young person.

In the next reporting cycle the partnership will be able to ascertain the impact of the protocol on children and young people.

### **Child Q**

This Serious Case Review relates to a child who died unexpectedly; the review has been finalised and awaits completion of parallel statutory processes before publication.

ISCP sought assurances from partner agencies that their training strategy includes awareness raising about the importance of including fathers and other male family members in assessments and ongoing work.

Early Help services have implemented more robust oversight of including fathers' views in assessments. Children Social Care

workforce development service is reviewing training content to ensure fathers are included in the assessment process.

### **Child K**

Brent Safeguarding Children Partnership (the LSCB) carried out a review of the services provided to a 16-year-old boy, Child K.

### **High Risk Moves for Children and Families: Joint Housing and Children Services protocol**

The Serious Case Reviews of Child K and Child P identified key learning for safeguarding partners when working with children involved in and at risk of serious youth violence and exploitation.

The Housing Directorate reviewed their procedures of managing requests for re-housing LBI tenants who cannot remain in their tenancies due to risks related to Serious Youth Violence and Child Criminal Exploitation.

The approach ensures that information is shared as early as possible so that housing is able to work in partnership with other professionals, to support the family, to develop a realistic joint plan that manages the risks as effectively as possible.

This approach ensure safeguarding and promoting the welfare of children by

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working collaboratively to relocate families away from high risk while also being mindful of the learning from the national review, *It was Hard to Escape*, that cautions about the value of moving families.

### Fixed Period Exclusions Flowchart

Both Child K and Child P's reviews, along with the *It was Hard to Escape* was review led to further learning and protocols being developed in relation to exclusions.

The *Fixed Period Exclusion Flowchart* is a multi-agency joined-up approach to supporting children and young people at risk of exclusion.

### Serious Incidents

There is a legal requirement<sup>9</sup> on Local Authorities when it knows or suspects that a child has been abused or neglected, to notify the *Child Safeguarding Practice Review Panel* (of a serious incident) if –

- (a) the child dies or is seriously harmed in the local authority's area, or
- (b) while normally resident in the local authority's area, the child dies or is seriously harmed outside England.

Serious incidents must similarly be reported to the multi-agency safeguarding

partnership (ISCP).

### Rapid Reviews

On receipt of a *serious incident* notification, the safeguarding partners should promptly undertake a *rapid review* of the case to:

- Gather the facts about the case, as far as they can be readily established at the time.
- Discuss whether there is any immediate action needed to ensure children's safety and share any learning appropriately.
- Consider the potential for identifying improvements to safeguard and promote the welfare of children.
- Decide what steps they should take next, including whether or not to undertake a *child safeguarding practice review*.

In this reporting year, the safeguarding partnership received two serious child safeguarding incident notifications from London Borough Islington.

*Rapid Reviews* were undertaken on both occasions and Rapid Review Reports were provided to the *National child safeguarding practice review panel* (the Panel). In

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<sup>9</sup> 16C(1) of the Children Act 2004 (as amended by the Children and Social Work Act 2017)

## ISCP Annual Report 2020-21

one instances, the partnership did not recommend a *local child safeguarding practice review*, and in the other it did. On both occasions, the *Panel* agreed with the Partnership's recommendation.

The case review sub-group is overseeing the implementation of learning and action-plans on all *Rapid Reviews*.

### *Local Child Safeguarding practice Reviews*

#### **Child R**

The review is nearing completion and the Partnership is considering publication alongside ongoing, parallel statutory investigations.

### *Learning events*

The ISCP has developed learning events for partners and practitioners to disseminate learning for local and national reviews.

# Conclusions and key messages

**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 Islington are safe and, if not, what more can be done to reduce incidents of child maltreatment and intervene quickly 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.

### Key Messages for all partner agencies and strategic partners.

Partner agencies and strategic partners should:

- Support and champion staff to share and record information at the earliest opportunity, and proactively challenge decisions that fail to adequately address the needs of children and young people and their parents or carers.
- Make sure that help for parents and children is provided early in life and as soon as problems emerge so that children get the right help, at the right time.
- Ensure that we work to address inequalities and structural racism towards the Global Majority and improve data collection of ethnic groups to improve their outcomes.
- Address the impact of inequality and structural racism on vulnerable children and to create a better understanding of data across all of Islington Safeguarding Children Partnership.
- Ensure that the priority given to all forms of exploitation by the Safeguarding Partnership is reflected in organisational plans, and that partners play their part in the work of The Partnership's sub-groups.
- Ensure that recovery planning allows for children to have the opportunity to disclose what may have happened whilst in lockdown.
- Ensure that work continues to address domestic abuse and that the evaluation of the local approach recognises the needs and risks to children and young people.
- 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.
- Ensure that substance misuse services continue to develop their role in respect of safeguarding children and young people and that greater evaluation is undertaken about the links between parents and carers' substance misuse and the high number of children and young people at risk of significant harm.

## ISCP Annual Report 2020-21

- 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 going into Adult Services for the first time get the help they need and that there is clarity about the different processes and timescales involved.
- Ensure that agencies commissioning and delivering services to adults with mental health issues need to ensure mechanisms are in place for the monitoring and reporting of their performance in respect of safeguarding children and young people.
- Ensure that performance information is developed, collected, and monitored and that this is provided with a narrative that helps everyone understand how effective safeguarding services are.

### *Key Messages for Politicians, Chief Executives, Directors*

Politicians, Chief executives, and Directors should:

- Ensure their agency is contributing to the work of the Safeguarding Children Partnership and that it is given a high priority that is evident in the allocation of time and resources.
- Ensure that the protection of children and young people is consistently con-

sidered in developing and implementing key plans and strategies.

- Ensure the workforce is aware of their individual safeguarding responsibilities and that they can access LSCP safeguarding training and learning events as well as appropriate agency safeguarding learning.
- Ask how the voice of children and young people is shaping services and what evidence they have in relation to the impact it is having.
- Ensure the agency is meeting its duties under Sections 10 and 11 of the Children Act 2004 and that these duties are clearly understood and evaluated.
- Keep the Safeguarding Children Partnership informed of any organisational restructures so that partners can understand the impacts on their capacity to safeguard children and young people in Islington.
- Ask questions about ethnicity, disability, gender to ensure strategic planning and that commissioning arrangements are sensitive to these issues.

### *Key Messages for the children and adult's workforce*

Everyone who works with children, in a paid or voluntary capacity, should:

- Use safeguarding courses and learning events to keep themselves up to date with lessons learnt from research and



serious case reviews to improve their practice.

- Should familiarise themselves with the role of the ISCP and *London's Child Protection Procedures*.
- Should subscribe to the Islington Safeguarding Partnership website and visit it regularly to keep up to date at [www.islingtonscb.org.uk](http://www.islingtonscb.org.uk)
- Ensure that they are familiar with and routinely refer to The Partnership's

Threshold document and assessment procedures so that the right help and support is provided and that children and young people are kept safe.

- Should be clear about who their representative is on the Islington Safeguarding Children Partnership and use them to make sure the voices of children and young people and front-line practitioners are heard at The Partnership.

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**Report of: Interim Corporate Director of Children's Services**

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Children's Services Scrutiny Committee	28/03/2022	All

<b>Delete as appropriate</b>	<b>Exempt</b>	<b>Non-exempt</b>

## **SUBJECT: YOUNG ISLINGTON UNIVERSAL YOUTH WORK OFFER UPDATE**

### **1. Synopsis**

- 1.1 Over the past two years, the council has been working to develop and deliver a new universal youth offer for Islington's young people. The council wanted to ensure that the needs of more young people were being met, particularly those who are most vulnerable and those who may not have accessed the universal offer before. The new model has been developed with the vision for the delivery of youth work that is rooted in creating a well-supported, sustainable and interconnected network of community based and grass-root youth and community services, where all partners work together towards a unified vision and ambition for young people
- 1.2 The delivery of the new universal youth offer required the procurement of contracts for a number of elements of the model. This report provides an update of the delivery of youth work from the youth spaces Lift, Rose Bowl and Platform

### **2. Recommendations**

- 2.1
  - For the Children's Services Scrutiny Committee to take note of the developments and delivery of services in relation to lots 1 and 2 of the new universal youth offer
  - For the Children's Services Scrutiny Committee to take note of the developments and delivery of services in relation to lot 3, which is being delivered in-house house for a period of time

### **3. Background and Design and Consultation Principles – Universal Youth Offer**

3.1 Since February 2020, the council has been shaping, with young people and key stakeholders, a new universal youth offer for young people in Islington in line with the ethos and values of Fairer Together and the objectives of the Youth Safety strategy. The vision for the new model is for one which:

- engages young people who have previously under used universal youth services,
- reaches further into Somali, Turkish and Bangladeshi communities
- more directly addresses inequalities, e.g. accessibility for young people with disabilities, and from LGBTQ+ communities,
- attracts those that are vulnerable to poorer outcomes,
- attracts those who are living in more deprived wards or households,
- effectively draws in the collective capacity of the Islington community, and
- better utilises spaces available to engage young people, including establishing a new youth space on the Andover estate.

The development of the new universal youth offer coincided with the ending of a number of notable youth offer contracts. In order to make the new offer as effective as possible, it was decided that key elements of the new model would be procured in three distinct, but inter-connected lots under one specification.

The intention, across the offer, was to secure

- youth work delivery whose elements are connected and rooted in local, grassroots community delivery,
- a strengthened offer of detached and outreach youth work, and
- an outcomes-focused offer that is effectively supported, delivering quality youth work across the borough.

3.2 Lot 1 – Youth work quality leadership and impact (QLIP). The specification for this lot required the appointed provider to support and stimulate high quality youth work delivery across the new Young Islington model, for example through training for youth workers, providing quality assurance processes, further developing theories of change, linking into regional and national support and submitting joint bids for cross-borough youth work programmes.

3.3 Lot 2 - Youth work delivery Lift and Rose Bowl, Summerversity, Emotional Wellbeing Service and Direct Access Social Prescribing Service. The council required a provider that was able to deliver the youth offer, summer programme and emotional wellbeing services, alongside a separately funded Direct Access Social Prescribing Service. The specification stipulated that delivery was to be centred in and around the Lift and Rose Bowl youth spaces in the borough.

3.4 Lot 3 - Youth work delivery, management and operation of Platform. This specification required the appointed provider to play a major role in securing the Young Islington universal youth work offer and to ensure that Platform continued to function as a borough wide provision for all Islington young people. Platform's capacity to deliver exciting arts opportunities, for example in music, performance, dance, spoken word, lyric writing and music production is central to its offer to young people. The requirement for the provider of Lot 3

was that it would be expected to build on and further amplify this reputation for innovation and excellence.

#### 4. **Impact of COVID- 19**

There was significant interest from a number of providers, local, pan-London and national, prior to the formal and official advertisement of lots 1, 2 and 3 via the London Tenders Portal.

A number of organisations which had registered an interest in submitting bids on the London Tenders Portal, and whom had attended the market warming events, did not tender. They were contacted afterwards in order to understand and ascertain the reasons for this. The overwhelming and dominant reason given was that the (economic) impact of the pandemic had made it difficult for them to commit to bringing in the funds required for lots 2 and 3. The COVID-19 pandemic had adversely impacted on the business model and income of a number of providers and on potential income generation opportunities they had designed. The impact of the pandemic on the procurement process is therefore significant to note.

#### 5. **Update on Current Offer**

- 5.1 **Lot 1** – Contract mobilisation commenced officially on 7 December following the cool off period for the signed published decision. Mobilisation has progressed well, contracts have been signed and the providers, London Youth and Marys have recruited/identified lead officers to take forward the work as detailed in the specification

As part of the lot 1 contract, London Youth and Mary's will be leading on an annual report which will highlight the quality and impact of youth work delivery across the new young Islington model. This will report will feed into the quarterly stakeholder quality and impact steering group, which will look at the qualitative and quantitative impact and learning of the model across the sector. At the time of writing, the specific details for this steering group were in the process of being confirmed.

**Young people's leadership.** This is key to the delivery of the specification and will be led by Mary's. This will include the engagement of a group of young people who are interested in careers or other involvement in youth-related leadership opportunities. These young people will access training, mentoring and other support to help them to be effective leaders in their communities with a focus on those who are more vulnerable or from an under-represented group.

- 5.2 **Lot 2** – Contract mobilisation has progressed smoothly. Isledon Arts CIC has appointed a new 30 hour per week lead youth worker for Lift whose role will focus on an assertive outreach strategy to engage more vulnerable and under-represented young people through attendance at school assemblies, college fairs, community festivals, events, and promotion through partner organisations, attending the new locality youth networks, ward partnership, and wellbeing network meetings to share what is on offer at Lift and make new connections as well as working closely with the Youth Council.

Isledon is mobilising to engage a minimum of 1500 Islington young people a year across Lift and Rose Bowl.

- 5.3 **Lot 3** – Following the recent withdrawal of Fourth Monkey and its subcontractor Beyond the Box, Islington Council made the decision to bring the delivery of services and Platform in-house. This is in order to ensure that young people can still benefit from the support that they need and to ensure that we continue to adhere to our Young Islington principles and ethos. It has been decided to do this for a period of one year initially taking effect from 28<sup>th</sup> February 2021, whilst decisions are made in relation to longer-term arrangements.

The council is using a mixed economy hybrid approach for Platform which involves the creation of a small internal team. This will be enhanced and supplemented by the commissioning of some key organisations by way of direct award – Brandon Centre (who were part of the Fourth Monkey model) and Gain Ctrl (who are a long-standing partner of Platform). The responsibility for building management is transferring to Corporate Landlord Services. In addition, nine members of Isledon Arts staff, who predominately worked part time at Platform, have been subject to TUPE arrangements and are now directly employed by the Council. The Council is currently recruiting two additional members of staff - one youth hub manager and one youth worker. Young people will be involved in recruitment of both posts.

In relation to the offer that is being planned for delivery from Platform please see Appendix 1

## 5 Implications

### 5.1 Financial Implications:

There are no direct financial implications to this report. By way of background, the contract values are as follows:

- Lot 1 - £150k per annum
- Lot 2 - £590k per annum.
- Lot 3 - £320k per annum. This budget will be used to support the delivery of services in house. The financial implications of which are being developed as the new offer takes shape.

### 5.2 Legal Implications:

There are no direct legal implications to this report, by way of background, a compliant procurement process under the Public Contracts Regulations 2015 was undertaken for a universal youth offer comprising three Lots, with contracts awarded to the following:

Lot 1 Federation of London Youth

Lot 2 Isledon Arts CIC at Rosebowl and Lift

Lot 3 Fourth Monkey Limited at Platform

Lot 1 and Lot 2 services are up and running and Lot 3 service providers after consultation with the Council and service users as set out in this report withdrew their offer.

Ten of the incumbent's staff (Isledon Arts CIC) who would have been transferred to Fourth Monkey have been TUPE'd to the Council as the Council has decided to bring the delivery of service for Lot 3 in house. The Platform building will also be managed by the Council's Corporate Landlord Services.

Some elements of the service for Lot 3 will be provided by awarding two smaller contracts:



Legal Implications Author: Jabeen Story, Chief Commercial Contracts and Procurement Solicitor

Tel: 0207 527 1850

Email: [Jabeen.Story@islington.gov.uk](mailto:Jabeen.Story@islington.gov.uk)

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# **Young Islington Future universal youth offer**

## **Children's Services Scrutiny Committee – March**

# Young Islington – Future youth offer

## Three Locality Networks

Each network agrees on the priorities locally and allocates resource to respond to key issues through a locality commissioning budget



## Enhanced Detached Youth Work

An enhanced offer of detached youth work, tailored for each locality network and delivered as core part of the Young Islington offer



## Lift and Rose Bowl

Youth spaces, contracted together, providing spaces for young people to be with their friends, access services and participate in activities



## YOUTH WORK LEADERSHIP

Quality Youth work  
Dialogue, communication & sharing  
Identifying & communicating Impact  
Drawing in resources

## Andover Youth Site

New youth space specifically servicing the North locality, providing space for young people to be with their friends, access services and participate in activities



## Platform

Youth Space specialising in Youth Arts activity, providing spaces for young people to be with their friends, access services and participate in activities



# Summary of model elements

Elements of the new model	
<b>Youth work leadership, quality and impact</b>	New contract for the youth work leadership of a new youth offer across the borough working closely with partners and community youth providers in each locality.
<b>Three locality networks of youth providers</b>	Three locality-based networks to bring together community youth providers alongside TYS and the Young Islington youth work leadership provider. Some resource to be agreed within each locality in response to local need, e.g. vulnerability of girls in the area, specific needs of Somali boys, etc.
<b>High quality health &amp; wellbeing offer</b>	Continue to ensure the provision of high quality Emotional Wellbeing, Social Prescribing, Sexual Health and Drug and Alcohol Services as a core part of the Young Islington offer with delivery across the borough as appropriate
<b>Youth spaces</b>	New contracts for the universal youth work offer at Lift, Rose Bowl and Platform. Development of a new youth space on the Andover estate, and invite local grassroots organisations to tender for the delivery of a youth work offer
<b>Enhanced detached youth work offer</b>	An appraisal has been undertaken considering the different options for the delivery of an enhanced offer. This aspect of the model will be developed over the coming months
<b>Part of a wider Young Islington partnership offer</b>	Young Islington Partnership Board established to develop, promote and deliver a shared vision and offer to young people in Islington to include Young Islington youth work leadership provider, community providers, schools, police, FE, health services, etc

# Investing in the borough's youth spaces



New specifications at our youth spaces will:

- reach further into communities that have not engaged with the universal youth offer before
- more directly address inequalities, e.g. accessibility for young people with disabilities, and from LGBTQ communities,
- attract those that are vulnerable to poorer outcomes,
- attract those who are living in more deprived wards or households, and
- better utilise spaces available to engage young people.

**Lift and Platform:** High quality, innovative, connected youth work programmes, as well as multi agency support i.e. sexual health, careers guidance, counselling. Additional social value offered through employment & apprenticeship opportunities. Assertive outreach, engagement with locality networks and provider of Lot 1 to engage more young people and those who have not engaged previously. Platform will focus on creativity in its widest sense and engage young people who are new to creative opportunities as well as those who have some experience.

**Rose Bowl:** high-quality programme of play work activities and opportunities for children aged 8-12, youth work activities and opportunities for young people aged 13+. Acting as key 'anchor' in the local community, providing spaces and places for parents to seek and receive support, liaising and partnering with TYS, targeted early help services, local VCS partners, the police and community safety.

**Andover:** Focus on local young people in 11 to 14 age range and will support transition through early identification and relational practice.

# Contract mobilisation

## Lot 1 – Quality, Leadership, Impact Partnership [QLIP] Delivered by London Youth and Marys

- Contract mobilisation commenced officially on 7 December following the cool off period
- London Youth and Marys have recruited/identified lead officers to take forward the work as detailed in the specification
- London Youth and Mary's will be leading on an annual report which will highlight the quality and impact of youth work delivery across the new young Islington model. This will report will feed into the quarterly stakeholder quality and impact steering group, which will look at the qualitative and quantitative impact and learning of the model across the sector.
- Young people's leadership  
Key to the delivery of the specification and will be led by Mary's. This will include the engagement of a group of young people who are interested in careers or other involvement in youth-related leadership opportunities. These young people will access training, mentoring and other support to help them to be effective leaders in their communities with a focus on those who are more vulnerable or from an under-represented group. They will be supported to access opportunities such as apprenticeships in youth work, volunteering, standing for the Islington Youth Council, becoming a school governor or being part of recruitment panels for youth-related posts. They will also be key members of the quarterly stakeholder quality and impact steering group.

# Contract mobilisation

## Lot 2 – Lift and Rose Bowl Delivered by Isledon Arts CIC

### Lift

- Isledon Arts CIC has appointed a new 30 hour per week lead youth worker for Lift whose role will focus on an assertive outreach strategy to engage more vulnerable and under-represented young people through attendance at school assemblies, college fairs, community festivals, events, and promotion through partner organisations, attending the new locality youth networks, ward partnership, and wellbeing network meetings to share what is on offer at Lift and make new connections as well as working closely with the Youth Council.
- Isledon is also mobilising a new transitions programme at Lift to create bespoke routes into the offer through targeted sessions, encouraging referrals from other professionals for 11 and 12 year olds living within close proximity postcodes, from a neighbouring school or adventure playground and crucially with support from the parent or guardian.

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### Rose Bowl

- The lead youth worker at Rose Bowl is undertaking significant work in mobilisation to reshape the programme at Rose Bowl to allow better separation between age groups. Rose Bowl offers play activities for children aged 8 and above and youth work for those 13+. Isledon has identified that engagement in the older age range is increasing and is raising additional funds to secure more youth work effort to meet this, including a £10k contribution from Friends of the Rose Bowl.

### Capital development

Works have been planned for the Lift site, which will enhance the delivery and better utilise the space at Lift. These developments will be delivered within the next fiscal year and will see a minimum capital investment of £550,000. This will deliver better facilities on the roof area of Lift and a new dance studio in an outside building which is currently unused.

Isledon is mobilising to engage a minimum of **1500** Islington young people a year across Lift and Rose Bowl.

# Brandon Centre Core Offer – Platform Youth Provision

- Individual Integrative Counselling and Psychotherapy offered by a qualified Young People's Counsellor / Psychologist / Psychotherapist Mon-Fri 4-8.
- Brandon Centre will be offering 6-8 sessions of counselling to young people accessing Platform, presenting with mild - moderate difficulties. The counselling will be goal-based, formulation-led, and drawing on CBT and other treatment modalities depending on the young person's difficulties. Young people with severe mental health difficulties will be supported to access a more specialist provision (e.g. CAMHS).

## **Group work**

- Therapeutic group will be delivered as part of the core offer for up to 3 or 4 times per year with groups lasting in duration up to 6 weeks
- A "Thoughts, Feelings, and Relationships" Group, which can cover recognising and managing low mood and anxiety, and increasing resilience through positive relationships.
- Specialist themes groups may delivered depending on what issues may emerge out of the group work sessions

## Current activities

- Music Production sessions with GAIN CTRL – 3 night a week session in one to one and groups to support young people confidence and skills in creating music
- Advice and support from Targeted Youth Support Team (TYS) who are onsite every day. Young people in need of support can drop in during the day to receive access to a wider range of support from this specialist team.
- Access to sport. Multi-sports activities once a week for young people referred into their programme.
- Company 3. Drama and arts activities for young people focusing on transition ages.

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## Activities planned

- Drop in and mentoring for LGBTQ young people, with referral routes into more specialist services.
- Regular open access youth sessions for 3 nights a week, commencing when staff are in place.
- Taster sessions from locality members and partners delivered at Platform
- Culturally specific activities for young people from minority communities to be planned and delivered with local community partners.



# Platform co-design workshops

## *Suggested thematic areas & approach*

- We want to design the new offer around themes important to young people and create a space to engage young people in thinking creatively and innovatively.
- This will provide an opportunity and space for young people to connect and collaborate together and to generate ideas and design solutions to pilot and test.

■ Page 153 The following priority areas emerged from young people's discussion with Beyond the Box

**Young People,  
mental health  
& wellbeing**

**LBQT services  
and offer for  
young people**

**Designing the  
Open Access  
offer &  
activities**

**Employment,  
Training &  
Aspirations**

**Youth &  
Community  
safety**

**Healthy  
relationships**

- The priority areas identified by young people have informed discussions with the North Locality youth provider Network- 60 participants keen support the future of Platform
  - A number of suggestions have emerged from this- these will be discussed further at wider youth engagement sessions in late April/May
- We are also working with provider networks to develop a joint strategy for engaging schools and the PRU

## **Options for discussion at youth engagement events April May**

1. Girls group (Abianda)
2. Open Mic nights
3. Performance sessions from Company three (1 night a week regular)
4. Training for young leaders (London Youth/Marys)
5. Event planning with Lift
6. We also have in negotiation LGBT partnership with Mosaic
7. Access to Sport weekly (boxing) also talking to
8. LEAP confronting conflict potential 'residency



## Report of: Interim Corporate Director of Children's Services

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Children's Scrutiny Committee	28 <sup>th</sup> March 2022	All

<b>Delete as appropriate</b>	Exempt	Non-exempt
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## SUBJECT: Youth Offending Service Update

### 1. Synopsis

- 1.1 To provide the Children's Services Scrutiny Committee with an update of the key developments and initiatives in relation to the Youth Offending Service.
- 1.2 To provide the Children's Services Scrutiny Committee with the evidence of the significant progress that the Youth Offending Service has made in recent years following previous poor inspection outcomes and concerning performance in respect of national key performance indicators.

### 2. Recommendations

- 2.1 For members of the Children's Services Scrutiny Committee to meet with a group of service users of the Youth Offending Service (YOS) in the near future to hear their journeys and experiences.

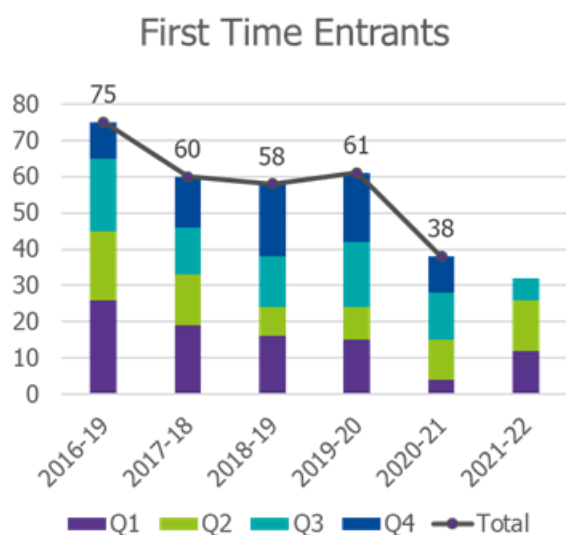
### 3. Background

#### 3.1 Performance FTEs

Islington's First Time Entrant (FTE) rate has reduced considerably over time. Between 2016 and 2020, Islington's FTE rate has more than halved, from 534 per 100,000 children/young

people in 2016 to 252 per 100,000. In 2016, Islington had the 12<sup>th</sup> highest FTE rate in the country and the highest rate in London.

Although Islington remained above the England (172) and London (227) rates, the 2020 rate was in line with the YOT Family which includes other high need areas such as Haringey, Southwark, Lambeth and Hackney (250). Islington has narrowed the gap with comparators, as the Islington rate fell by over 30%, whereas the comparators fell by around 15% each. This fall has been happening over time and is not just a result of the impact of the pandemic. Between 2019 and 2020, the Islington FTE rate fell by over 30%, whereas our comparator rates only fell by around 15% each. This is a significant outcome for Islington’s children and the partnership. In 2018 the YOS started operating using Motivational Practice and Trauma Informed Practice Models, it's evident this has had impact as has our approach to early intervention and prevention services for young people at risk of offending and exploitation.



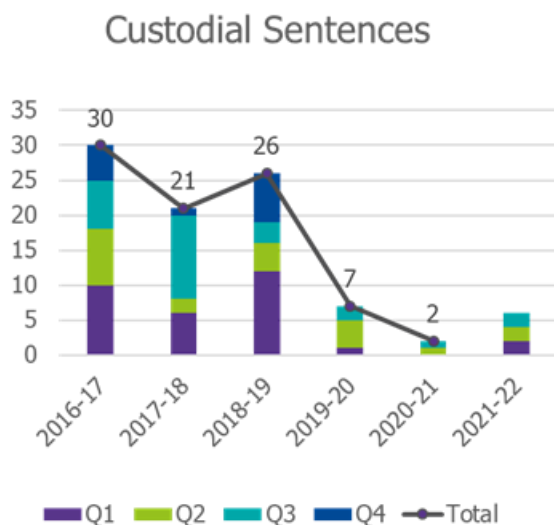
### 3.2 Custody

The YJB publish custodial figures as rates per 1,000 10-17 year olds, to allow comparisons to be made between different areas. The latest published Islington rate is for July 2020 – June 2021, when the Islington rate was just 0.11 per 1,000. The Islington rate was lower and better than the England (0.14), London (0.19) and the YOT Family (0.20) rates.

This significant reduction in the Islington custody rate is a major achievement. In 2016, Islington had the highest custody rate in the country at 2.22 per 1,000, and the Islington rate had been above 2 for the previous two and a half years. In the latest data, Islington only had the 74<sup>th</sup> highest rate out of 154 YOTs. The Islington rate has gradually reduced over time, falling below 1 per 1,000 for the first time in 2019, and the rate up to the end of March 2020 was the first time Islington’s rate has been below 0.5 per 1,000.

Whilst the latest data covers a period that could be affected by the pandemic, the evidence shows that the pandemic is not the only reason for the reductions as rates have been falling in recent years in any case. If we look instead at the year up to the end of March 2020, which would only have been affected by the pandemic in the last few weeks, the Islington rate is still

low at 0.35. This was still below the rates for the YOT Family (0.42) and the London average (0.36), although it is above the national rate (0.23).

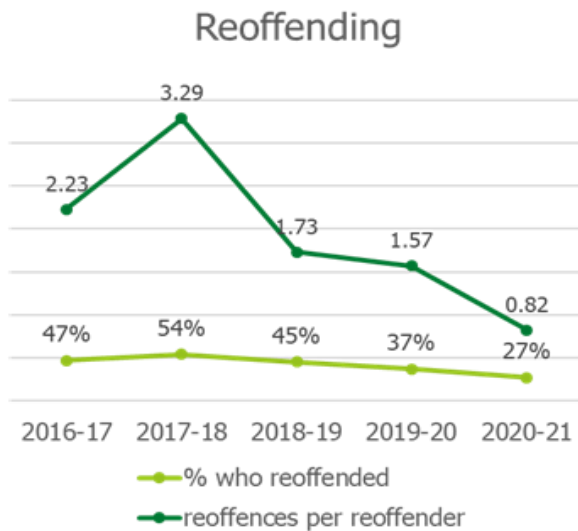


### 3.3 Reoffending

Our latest re-offending rate covers those who offended in Q3 2020/21, and their levels of re-offending during 2021. The provisional data for this period shows 27% of the cohort re-offended – seven young people re-offending out of an original cohort of 27 young people. Historically, the Islington re-offending rate has tended to be around 40-50%, so this is a relatively low level of re-offending.

The latest published data is for those that originally offended between October 2018 and Q2 September 2019. The Islington figures show 44.2% of these young people re-offended during the following year. This is higher than our YOT Family average (38.0%), the London average (40.4%) and the overall England re-offending rate (35.2%). However, the Islington rate did fall by 4.3 percentage points compared to the previous year, a larger reduction than our comparators. Looking back further shows the Islington annual re-offending rate has been falling over time - four years ago, the rate was 57.3% - the highest in London. The number of re-offences has also been falling. Four years ago, for every offender in the original cohort, there were 2.65 re-offences in the following year. The latest data shows there were only 1.25 re-offences per offender – below the averages for our comparators for the same period.

Comparator data on re-offending is published with a time-lag, so the latest data is for those that originally offended during Q2 2019/20, and shows quite a high rate of re-offending at over 50%. The cohort in question changes every quarter, so the figures tend to jump up and down quite a lot, especially as the size of the cohort has grown smaller for Islington over time, as our overall offending levels fall.



### 3.4 **Disproportionality work**

The Disproportionality Project: Addressing issues relating to the disproportionately high representation of Islington’s and Haringey’s Black, Asian and Minority Ethnic young people in the Criminal Justice System

The Disproportionality Project and subsequent report funded by the Youth Justice Board (and published in 2020) explores inequalities in relation to the youth and criminal justice arena and interdependent systems where Black, Asian and Minority Ethnic young people are overrepresented. In Islington, this is particularly applicable to Black groups and to Black males in particular. With support from the Youth Justice Board (YJB), Islington and Haringey decided to develop a project with City University, which would help to identify, address and tackle the reasons why this disproportionality is so prevalent. One of the main areas where young Black, Asian and Minority Ethnic are over-represented is the secure estate. This is particularly worrying as outcomes for children who have been sentenced to custody are significantly poorer.

This project involved evaluating a programme designed to tackle key issues and outcomes relating to the disproportionate representation of Black, Asian and Minority Ethnic young people in the Criminal Justice System and beyond. The programme was attended by multiple agencies from two London Boroughs – Islington and Haringey – and sought to strengthen the multi-agency approach to addressing disproportionality. Attendees from Islington included Youth Services, Youth Offending Services and the Integrated Gangs Team. Attendees from Haringey included Youth Justice Service, Early Help and Youth Service. Police and Probation officers also attended sessions. Members of the research team attended all of the practitioner workshops, which took place between August and November 2019. Interviews with a cross-section of the frontline practitioners who attended workshops were conducted at Youth Offending Service sites in Islington and Haringey, respectively, in late 2019.

A number of parents’ workshops, which took place at neutral venues, were voice recorded for the purposes of evaluating the project and identifying parents’ lived experiences with regard to disproportionality. Finally, young people engaged in the Criminal Justice System were interviewed at Youth Offending Service sites with a view to capturing their experiences of criminal offending and victimisation, discrimination and disproportionality. The research team evaluated the delivery, outputs and, where possible, outcomes of the Disproportionality Project.

The YOS has developed a strategic and operational action plan to address the recommendation and wider disproportionality within the Criminal Justice System. The disproportionality action plan was implemented covering each of the areas as identified as recommendations from this project. Through this action plan Islington YOS commissioned the Wipers Mentoring Support and Ether Programme. The Ether programme is a 'Personal Development & Leadership Programme. This highly motivational and inspirational leadership course directly addresses issues around race and identity and perceptions of self, as well as self-esteem and confidence, attitude and behaviour plus independent thinking.' Young people who attended gave positive feedback from and found it to be a safe and supportive space. The programme is currently running again with a new cohort.

The Local Disproportionality Working Group is a monthly space dedicated to exploring disproportionality within Islington and the focus of this group is to consider what actions could be taken to work more closely with partners, improve outcomes for young people and think about anti-racist practice within the YOS and beyond. The group is currently focussing on stop and search within the Borough, improving practitioner confidence and skills around the use of language and addressing issues surrounding race and disproportionality in reports and assessments, building wider resources to explore a young person's journey and developing and introducing key interventions around race and identity.

### 3.5 **COVID-19 Response**

From March 2020, the pandemic led to massive changes in terms of how youth offending services across the country were required to deliver services to children and services in Islington were no exception.

At the start of the Covid-19 lockdown in March 2020, the YJB asked all YOS departments in England and Wales to produce contingency plans setting out how they were working with children in police stations, in the community, and how they were staying in touch with children who were placed within the secure estate.

In Islington, a Covid 19 Risk Assessment was introduced and was undertaken for all children and young people to assess if the young person would likely suffer increased harm in these unprecedented times due to the home environment, or present increased risk of harm to others and serious offending as a result of reduced supervision. Those young people identified as being high risk required weekly face to face welfare visits conducted to their home address. Amber RAG rated young people received a welfare visit every two weeks and Green RAG rated young people every three weeks. Face to face contact was a priority and all children and young people received welfare visits on a regular basis. The welfare checks were carried out by a YOS worker and social distancing and Public Health England Guidance has been maintained at all times.

Additional quality assurances measures were established by the YOS to ensure that the National Standards were maintained and that all children and young people received regular welfare checks and twice weekly virtual contact as a minimum requirement. Letters outlining the contact and supervision arrangements were sent to all young people and parent/carers with information sheets on keeping safe and well during the pandemic. There was significant concern in relation to the impact of young people not being able to access support networks and increased anxiety and as such regular contact and welfare visits were vital to ensure that the service could recognise and respond appropriately to changes in needs and increased vulnerability.

Video link capability was prioritised within the first phase of the operational contingency plan to ensure that young people who were on remand, or subject to custodial sentences could be seen and supported by their YOS offices. During this time, telephone contact was also regularly used with this cohort of young people.

The YOS gradually made a return to resuming face to face contacts with young people, but following the completion of risk assessments and with strict adherence to the use of social distancing.

### 3.6 **Inspection of Youth Offending Services**

Islington is waiting for its inspection of Youth Offending Services under the recently revised and updated framework. This will be carried out by Her Majesty's Inspectorate of Probation (HMIP) either on its own (if a single inspection is announced) or by HMIP, Ofsted, the Inspectorate of Constabulary and the Care Quality Commissioning if a full/joint inspection takes place. The inspectors will be inspecting the partnership (regardless of whether the inspection is a full or a single inspection in nature), on three domains:

- Organisational Delivery (Domain one)
- Court Disposals (Domain two)
- Out of Court Disposals (Domain three)

Much work is underway in order to prepare for the inspection. One of the pieces of work involves a peer audit and review process with Camden YOS.

One of the areas that we know that HMIP will be looking at is disproportionality (our work on this area was covered earlier). Islington YOS has been a leader in trying to address and tackle this issue. We are pleased that HMIP recognised our work in this area in its recent thematic inspection of Black and Mixed-Race boys. Islington is featured in HMIP's good practice review for our project with Haringey Council following this thematic inspection.

### 3.7 **Love and Loss Group – Responding to Knife Crime**

The Love and Loss program is an emotive knife crime prevention film which was made by the Youth Offending Service and bereaved families from the Love and Loss group. The group provides peer support to families who have experienced the devastating murder of a child or young person in their family. In the film eleven family members – mothers, fathers, cousins and siblings – bravely share their experiences with candour and dignity. They are determined to support and educate young people to make safer choices and want the film to be seen as widely as possible.

The film provides powerful and moving messages about the terrible consequences of knife crime and is designed to be used with young people as part of youth safety work in schools, Pupil Referral Units and youth work settings. The film is appropriate for ages 11+ and it is recommended that it is shown as part of a structured 1:1 or group work sessions.

It is also been shown to young people who are being supported via statutory interventions such as those under the supervision of Youth Offending Services and/or supported by Children's Social Care services e.g. through Child in Need or Child Protection Plans or via the child Being Looked After by the local authority. It is currently being rolled out by Islington's Targeted Youth Support Service in partnership with the Integrated Gangs Team, Youth Offending Service, Street Doctors, The Shaquan Sammy-Plummer Foundation and Project 10/10, to secondary schools and Pupil Referral Units across the borough. The Love and Loss film has been endorsed by the London Violence Reduction Unit (VRU), the Youth Justice Board



and the Metropolitan Police. The VRU part funded the project with the Council. The Love and Loss film won the "Best Innovation" award at Islington Council's Epic Awards 2020 and a Civic Award was won by the families recently.

### 3.8 **Clinical Specialist Panel (CSP)**

The CSP provides a formal framework for multi-agency discussions and management oversight in relation young people with additional and complex needs known to the Youth Offending Service/Targeted Youth Support and Integrated Gangs Team. The panel ensures a co-ordinated approach to the provision of high quality and high impact clinical support to young people. The CSP makes recommendations about what it considers being the most appropriate interventions and referral pathways to both internal and external services and revises and monitors specialist and clinical interventions and outcomes.

The CSP ensures fair access to appropriate services and advocates where appropriate to reduce discrimination and to promote diversity in relation to the additional needs of young people. Youth Offending Service and partners have oversight of intervention plans and co-ordinate multi-agency resources in order to support young people identified of being in need of additional support. To provide management oversight and support the transition and provision for young people with additional needs in the secure estate and identify and ensure appropriate assessment of young people as part of court proceedings.

### 3.9 **Safeguarding Surgery**

The Safeguarding Surgery allows staff to bring cases for discussion where they have concerns in relation to the progression of a case from a safeguarding perspective. The surgery provides the space for the caseworker to have a discussion with the Head of Service, their manager and a manager from the Safeguarding and Quality Assurance department within Children's Social Care. The objective is also to assist with the wellbeing of staff due to the complexity of cases. There may be potential safeguarding concerns in relation to such a case and whilst the surgery can make decisions about such cases, it is clear that is it not a substitute for the referral of concerns to the 'front door' via the Children's Services Contact Team (CSCT), where there are significant and/or immediate concerns in relation to a child's welfare. The surgery takes place every month. It was highlighted as an area of good practice in the Joint Targeted Area Inspection (JTAI) which took place in December 2018.

### 3.10 **Islington Group Offending Partnership Panel (IGOPP):**

Tackling youth and young adult serious violence and gang related activity is a priority for the IGOPP. The Integrated Gangs Team has commissioned the introduction of the IGOPP to co-ordinate appropriate, intelligence-led and evidence based multi-agency partnership interventions with individuals who are involved in, at risk of involvement in or directly affected by serious violence and gang related activity across Islington and neighbouring boroughs. The over-arching purpose of the IGOPP is to safeguard the community from serious criminal behaviour by identifying lead agencies to provide targeted strategic responses to localities and the monitoring individuals to prevent association and involvement in group offending, disrupt criminal behaviour and provide support and exit strategies where appropriate. The IGOPP is co-chaired by the Head of Youth Offending, Targeted Youth Support and Integrated Gangs Team, the Detective Inspector for the Integrated Gangs Team and the Community Safety Head of Service.

### 3.11 **Multi Agency Risk Panel and Custody Panel**

The Multi-Agency Risk Management Panel (MARP) is the forum where statutory cases which are open to the Youth Offending Service are referred for discussion in order to further

safeguard the young person and/or manage the risk that they pose to themselves and/or the general public. The purpose of MARP is to ensure that risk is managed effectively within the Youth Offending Service and that there is high quality management oversight and accountability for all high risk cases. This should include escalation of cases where necessary to ensure shared multi agency responsibility in improving outcomes for young people. The Panel quality assures management decisions, amend Risk Management Plans, and escalate to other agencies at senior level where this is deemed necessary.

The panel further reviews all custody cases on a monthly basis and it is attended by key partners within the secure estate. The Custody component of the panel focuses on those in custody and on community licence. The panel is used to plan and implement intervention to meet individual need. This starts in the custodial establishment following sentence or remand to youth detention accommodation and will continue upon release for the length of the community supervision. Any intervention and support offers consistency and oversight of transition from custody to community. The Custody Panel reviews intervention plans and any additional resource to be identified by a multi professional panel including the secure estate and community partnerships.

### 3.12 **Youth Offending Service Education, Training and Employment Panels:**

The Youth Offending Service has two education panels to maintain strategic and operational overview young people open to the service in regard to their employment, education and training.

School Age Education Panel – This monthly panel monitors the effectiveness of strategies put in place to ensure school age young people to able to access education provisions that are suited to their needs, risks and vulnerabilities.

Post 16 Tracking Panel – This panel meeting tracks and monitors young people’s post 16 progression and ensures those that are not in employment, education or training have appropriate plans and interventions in place to support them to access opportunities.

Each panel is made up of representatives from relevant stakeholders from Pupil Services, Alternative provision, Early Help, SEN, Educational Psychology and Virtual School as well as the Post 16 progress Manager, Progressions Advisor, iWork Coach. The panels are also supported by representatives from the data and performance teams.

### 3.13 **Out of Court Scrutiny Panels**

Islington was one of the first areas in London to run Out of Court Scrutiny Panels. These are facilitated twice a year in order to quality assure our work and ensure that the decisions that are being made in relation to such disposals are fair, balanced and appropriate. The panel comprises of senior partners from Police, Youth Offending Service, Her Majesty’s Court Service, Probation, Crown Prosecution Service and Youth Justice Board. At the panel, cases are dip sampled, reviewed and scored in turn by the panel and learning is taken back to the relevant individuals/agencies. These panels have been run to cover Islington and Camden young people due to the fact that the Police share the same Borough Command Unit. Islington’s cases have generally been scored positively indicating that the Out of Court Disposal was the right decision made by the partnership for young people.

In addition, Islington Youth Offending Service was selected by MOPAC to be part of an extraordinary ‘Knife Scrutiny Panel’. The panel comprised on MOPAC representatives, CPS, Police

and Youth Offending Service colleagues. The panel agreed with 90% of Islington's randomly selected cases. It was very positive that the analysis showed that 95% of the children engaged with the interventions and did not re-offend.

### 3.14 **Hearing and Responding to Young People's Voices**

Young people are partners in strategic and governance orientated meetings to ensure that they have an opportunity to influence the shape of the services that are being provided to them. There are existing forums that capture service user voice such as the Youth Parliament, Youth Council and the Corporate Parenting Board. Young people now also routinely attend the Youth Justices Services Management Board, the strategic youth crime board which is chaired by the Executive Member for Children, Young People and Families, so that their views about the Council's youth crime reduction agenda can be considered.

The Youth Offending Service specifically is continuing to make inroads into increasing and maximising the voice of young people who are service users. There have been a number of well-attended Youth Offending Service participation groups, named You-Led, in recent years and this will continue. The groups combine groups of young people from the Youth Offending Service, Youth Council and from youth-orientated early intervention services and are providing invaluable information and perspectives about young people's needs, issues and challenges in the borough. We have also had participation from young people at our knife harm reduction meetings and community monitoring meetings for stop and search as their suggestions are so essential to tackling the issues as well as a young person speaking at a practitioners' forum on working with adolescents.

Youth Peer Advocate roles have been developed as paid sessional roles for young people known to Youth Offending Service, Integrated Gangs Team and Targeted Youth Support to contribute a wide range of forums and to provide opportunities to support young people in shaping service delivery. Islington young people with experience of the custodial estate and bail support placements have contributed to the London Accommodation Pathfinder focus group.

## **4. Implications**

### 4.1 **Financial Implications:**

The TYS/YOS budget is £3.2m, of which £1.3m is funded by partners including public health. The service is on track to remain within budget for this financial year except for spend against the Youth Justice Board (YJB) remand grant (£219k), which is forecast to overspend by £300k due to an increase in activity during the year. Activity and spend is monitored closely and reported to Youth Justice Services management board.

### 4.2 **Legal Implications:**

Section 40 of the Crime and Disorder Act 1998 requires the Council, following consultation with relevant partner agencies, to formulate and implement an annual Youth Justice Plan setting out:

a) How youth justice services in the area will be provided and funded; and

b) How the Youth Offending Team is to be composed and funded, how it will operate and what functions it will carry out.

The plan must then be submitted to the Youth Justice Board.

#### 4.3 **Environmental Implications and contribution to achieving a net zero carbon Islington by 2030:**

There are no environmental implications to note for this 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.

### 5. **Conclusion**

5.1 The YOS has made very significant progress in recent years and this is evidenced by some of the content of this report. Young people being worked with and supported by the YOS have often perpetrated concerning offences, but it can often be overlooked that these young people are often very traumatised and that they are victims themselves. The YOS has much work to do to keep these young people and the public safe, but it does so in conjunction with the key partners that help it form its multi-agency system and environment.

#### **Signed by:**

Interim Corporate Director Children's Services    Date

Report Author: Curtis Ashton, Director of Young Islington  
Tel: 020 7527 7052  
Email: [Curtis.Ashton@islington.gov.uk](mailto:Curtis.Ashton@islington.gov.uk)

Financial Implications Author: Tim Partington, Head of Finance  
Tel: 0202 7527 1851  
Email: [Tim.Partington@islington.gov.uk](mailto:Tim.Partington@islington.gov.uk)

Legal Implications Author: Uma Mehta  
Tel: 020 7527 3127  
Email: [Uma.Mehta@islington.gov.uk](mailto:Uma.Mehta@islington.gov.uk)



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**People Directorate  
222 Upper Street, London N1 1XR**

## **Report of: Interim Corporate Director of Children's Services**

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Children's Services Scrutiny Committee	28 <sup>th</sup> March 2022	All

<b>Delete as appropriate</b>		Non-exempt
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## **SUBJECT: Children's Services Quarter 3 2021/22 Performance Report**

### **1. Synopsis**

- 1.1 The council has in place a suite of corporate performance indicators to help monitor progress in delivering the outcomes set out in the council's Corporate Plan. Progress on key performance measures are reported through the council's Scrutiny Committees on a quarterly basis to ensure accountability to residents and to enable challenge where necessary.
- 1.2 This report sets out Q3 2021/22 progress against targets for those performance indicators that fall within the Children and Young People outcome area, for which the Children's Services Scrutiny Committee has responsibility.

### **2. Recommendations**

- 2.1 To note performance against targets in Q3 2021/22 for measures relating to Children and Young People.

### **3. Background**

- 3.1 A suite of corporate performance indicators had been agreed for 2018-22, which help track progress in delivering the seven priorities set out in the Council's Corporate Plan - *Building a Fairer Islington*. Targets are set on an annual basis and performance is monitored internally, through Departmental Management Teams, Corporate Management Board and Joint Board, and externally through the Scrutiny Committees.

- 3.2 The Children's Services Scrutiny Committee is responsible for monitoring and challenging performance for the following key outcome area: Children and Young People. The Committee also reviews performance related to children and young people under the Safety outcome area, e.g. key measures for the Youth Offending Service.
- 3.3 The Corporate Indicator set were reviewed at the end of 2020/21 and a revised set of measures have been put in place for 2021/22. The changes took into account measures that were not reportable under some of the lockdown restrictions in 2020/21, but that will be reportable for at least part of 2021/22 (e.g. school attendance), as well as performance during the previous year. The set of measures used for quarterly Children's Services Scrutiny performance reporting has been updated to reflect these changes. Full details of all the changes were provided in the Q1 2021/22 Performance Report.
- 3.4 This report is currently structured using the outcome areas from the Council's Corporate Plan - *Building a Fairer Islington*. The 2021 Strategic Plan has now been published. However, for Q3 performance reporting, we have been asked to continue to use the objectives from the previous plan. Corporate Management Board will make a decision on the structure used for corporate performance reporting, and by extension the reporting format for performance reports to scrutiny committees, in due course.

#### **4. Outstanding issues and queries from Q2 2021/22 Performance Reports**

- 4.1 The Committee discussed the Q2 2021/22 performance reports at its meeting on 6<sup>th</sup> December 2021. There was one outstanding query on the number of young people who were subject to an out of court disposal and were also offered triage. There have been no instances of this happening in 2021/22 so far.



## 5. Quarter 3 performance update – Outcome: Creating a safe and cohesive borough for all

### 5.1 Key performance indicators relating to 'Creating a safe and cohesive borough for all'

PI No.	Indicator	2019/20 Actual	2020/21 Actual	2021/22 Target	Q3 2021/22	On target ?	Q3 last year	Better than Q3 last year?
1.1	Percentage of young people (aged 10-17) triaged that are diverted away from the criminal justice system	80%	89%	n/a	90%	N/A	91%	In line
1.2	<b>Corporate Indicator:</b> Number of first time entrants into Youth Justice System	61	38	<60 (<45 for Q3)	32	Yes	28	No
1.3	<b>Corporate Indicator:</b> Percentage of repeat young offenders (under 18s)	37%	27%	<37%	26%	Yes	31%	Yes
1.4	Number of custodial sentences for young offenders	7	2	<10	6	Yes	2	No
1.5	Number of Domestic abuse offences	2,501	2,537	>2,664	2,067	Yes	1,993	Yes

#### 1.1 - Percentage of young people (aged 10-17) triaged that are diverted away from the criminal justice system

5.2 The diversion rate for Q3 2021/22 was 90%, compared to 85% in Q2, which relates to 28 out of 31 young people triaged not going on to receive a substantive outcome. All 11 young people triaged in Q3 2021/22 were diverted from the criminal justice system. This performance relates to a small cohort of young people, there is no significant difference between performance this quarter and the previous couple of years and numbers remain relatively low.

Targeted Youth Support (TYS) has continued to improve outcomes and divert more young people from the criminal justice system. This has resulted in important improvements in the cumulative measure for all recent quarters. The service has achieved this by continuing to complete high quality assessments with these young people. This ensures that interventions can be put in place that address a variety of needs that increase the young person's wellbeing and promotes desistance. Throughout the pandemic, the service continued to prioritise face to face contact with young people which was much more supportive and beneficial to them.

### **1.2 - Corporate Indicator: Number of first-time entrants into Youth Justice System**

5.3 There have only been 32 First Time Entrants (FTEs) into the Youth Justice System by the end of Quarter 3 2021/22, compared to the target of 45 by this point in the year. Although this was higher than at the same point in 2020/21, offending levels dropped significantly around the coronavirus restrictions, and so are not directly comparable to the same period in 2021/22. Therefore, the targets for 2021/22 have been set in line with the targets for 2019/20.

Making sustained reductions to the number of first-time entrants remains a significant priority for the YOS and the partnership. Much of this can be attributed to the prioritisation of targeted early intervention and prevention for young people who are in need of this. Early intervention and identification of young people at risk of offending continues to be a key priority and our partnership response to the needs of those at risk of offending has helped immensely. Our commissioned services have been central to this also and we have strengthened our triage interventions to make them better tailored to the multi-faceted (and often complex) needs of young people.

### **1.3 - Corporate Indicator: Percentage of repeat young offenders (under 18s) and**

5.4 Only seven of the 27 young offenders from 12 months ago had reoffended by the end of Q3 2021/22, so performance for this period was 26%. This is much better than the target of 37%, which is based on performance during the 12 months of the 2019/20 financial year. As with the First Time Entrants measure, as the coronavirus social restrictions have had an impact on the levels of offending in 2020/21, targets for the youth offending measures for 2021/22 have been based on 2019/20 targets.

This measure is based on the re-offending over the previous 12 months for the cohort of offenders from the quarter immediately prior to this 12-month period (i.e. those who offended between 15 and 12 months ago), so is looking at a different cohort each quarter.

Across the cohort of 27 young offenders, there were 26 re-offences, making an average of 0.96 re-offences per offender. This is a lower than last year, when there was an average 1.30 re-offences per offender.

The performance measures in relation to re-offending continue to move in a positive direction and trajectory with the rate now below the re-offending rates of comparable YOTs. This is a significant achievement given where the YOS's performance was four years ago. There is no room for complacency however, as the rates could change due to the impact of the pandemic. There has been an increase in the number of offences following periods of lockdown and an increase in adverse needs following the impact of the pandemic on vulnerable children. The service has ensured that young people who are at risk of re-offending are identified (through our live 'tracker' and intelligence systems such as those held by the Police) so that they can be supported and deterred from reoffending. The YOS has also strengthened its interventions by further mobilising the multi-agency nature of the YOS. This is helped by processes such as the Youth Offending Service (YOS) Multi Agency Risk Panel, Clinical Specialist Panel and the Islington Group Offending Partnership Panel. We continue to work closely with police colleagues to ensure that enforcement is proportionate to each case whilst providing targeted interventions.

### **1.4 - Corporate Indicator: Number of custodial sentences for young offenders**

- 5.5 There have been six custodial sentences of Islington young people in the first three quarters of 2021/22, with two sentences in each quarter. The target for the year was to have fewer than ten custodial sentences (in line with the target for 2019/20), so this measure is on target. The number for Q1-3 2021/22 is higher than the same period in 2020/21, when there was a particularly low number of custodial sentences, likely related to the impact of coronavirus.

The number of young people receiving custodial sentences has fallen and this is reflected in a year-on-year decline from 2018 to date. This has in part been achieved by improving the relationship between the YOS and the local court to the point that the court has increased confidence in the proposals the YOS makes and in the YOS's ability to effectively supervise (high risk) young people in the community. The significant progress that has been made is very positive and encouraging, but we are aware that, post lockdown, more young people have been involved in offending behaviours. This is likely to lead to an increase in the imposition of custodial cases in the near future, particularly as some of these offences have been serious in nature and gravity.

### **1.5 - Number of domestic abuse offences**

- 5.6 There have been 2,067 domestic abuse offences recorded in the first three quarters of 2021/22. This is above the target for Q3 (1,998 – three quarters of the year-end target of 2,664). This is also above the number of domestic abuse offences reported during the same period in 2020/21. Domestic abuse has historically been under-reported, so the target for this measure is an increase in offences being reported to the police.

Islington's Violence against Women and Girls Strategy 2021-2026 was launched in November 2021 setting out the council's aim to eliminate all forms of violence, support survivors and to rehabilitate and make perpetrators accountable for their actions. Through the strategy we are working to ensure that survivors are believed when they report domestic abuse, and that their disclosure will trigger immediate actions to support their safety and the safety of their family. It is positive therefore to see the increase in domestic abuse offences reported to the police, and we are continuing to monitor the impact of the pandemic on domestic abuse. Similarly, in quarter 3 we saw a significant increase in referrals to specialist VAWG services and increases in the number of domestic abuse cases seen by colleagues in children and adult safeguarding services and housing etc. The Domestic Abuse Daily Safeguarding Meeting (DSM) continued to be extremely busy with 1,218 referrals heard through the DSM/pre-DSM in January – December 2021, tripling the number of survivors and families that were heard at the MARAC meetings during the same period in 2020. It is important that we have had the capacity to support the increased number of survivors and families during this time and so we are delighted that North London Public Health has allocated funding to establish the new North London Sexual Health Independent Domestic and Sexual Violence Advocate service in Archway for Camden, Barnet, Haringey and Islington, comprising of 4 IDSVAs and a manager.

## 6. Quarter 3 performance update – Outcome: Delivering an inclusive economy, supporting people into work and financial independence and helping them with the cost of living

6.1 Key performance indicators relating to 'Delivering an inclusive economy, supporting people into work and financial independence and helping them with the cost of living'

PI No.	Indicator	2019/20 Actual	2020/21 Actual	2021/22 Target	Q3 2021/22	On target ?	Q3 last year	Better than Q3 last year?
2.1	Percentage of 16 & 17 year olds (year 11 and 12 leavers) with an offer of a suitable place, by the end of September, to continue in education or training the following year	96.6%	97.1%	>96.8%	97.3%	Yes	97.1%	Yes
2.4	100 hours of the world of work - Number of schools engaged with the programme	25	22	>40	19	No	21	No
2.5	Number of page views for 100 hours of the world of work	New indicator in 2020/21	4,504	>2,000	1,970	Yes	2,760	No

### 2.1 - Percentage of 16 & 17 year olds (year 11 and 12 leavers) with an offer of a suitable place, by the end of September, to continue in education or training the following year

6.2 **Target met.** 97.3% of young people in Islington schools aged 15 in 2020-21 and residents aged 16 had an offer of education or training by the end of September 2021. This is above the target of 96.8% for this period. This compares favourably with the London average of 96.6% and national average of 95.5% and reflects the targeted work of the Progress Team to ensure our most vulnerable young people receive and take up a September offer.

## **2.4 - 100 hours of the world of work - Number of schools engaged with the programme**

- 6.2 **Target not met.** 19 schools engaged with 100 hours of World of Work programme in Q1-3, below the profiled target of 30 for this period.

All secondary schools apart from The Bridge have engaged with the 100 hrs programme to date this year. Many schools had to manage with stretched resources during the height of the Omicron wave and for The Bridge this meant rescheduling activities which had been planned to take place during this period. There was a similar picture across a further 3 schools where levels of staff absence were high but, in all cases, activities have been rescheduled for Q4 or Q1. The focus for Q4 is building engagement across primary settings with a series of events planned for National Careers Week (7-12 March 2022).

## **2.5 - Number of page views for 100 hours of the world of work**

- 6.3 **Target met.** There have been 1,970 page views for the 100 hours of the world of work web pages in Q1-3. This is above the profiled target of 1,500, and is only just below the year-end target of 2,000 views.

We are ahead of the year to date profiled target, despite seeing the numbers of unique visitors to our web sites level off to between 200-250 per month. Home learning is not taking place in most schools and feedback from careers teams is that young people are struggling to engage meaningfully with online content this term, with many schools indicating a preference for face-to-face careers activities only. However, we will continue to update and promote our online content for those who use these resources.

## 7 Quarter 3 performance update – Outcome: Making Islington the best place for all young people to grow up – where children and families can thrive and reach their potential

### 7.1 Key performance indicators relating to 'Making Islington the best place for all young people to grow up – where children and families can thrive and reach their potential'

PI No.	Indicator	2019/20 Actual	2020/21 Actual	2021/22 Target	Q3 2021/22	On target?	Q3 last year	Better than Q3 last year?
3.2	<b>Corporate Indicator</b> - Number of children being supported through our Bright Islington family support offer – rate of assessments per 10,000	1,035	985	n/a	889	n/a	899	In line
3.3	Percentage of 2 year old places taken up by low income families, children with Special Educational Needs or Disabilities (SEND) or who are looked after	63%	70%	> Inner London average (TBC)	70% (Autumn term 2021/22 Academic Year)	Expected to be once data confirmed	70%	In line
3.8	Number of Electively Home Educated pupils	182	247	<253	237	Yes	265	Yes
3.18	Children's social care contacts in the past month	976 (March 2019)	971 (March 2020)	n/a	975 (Dec 2021)	n/a	921 (Dec 2020)	Higher
3.18a	Equalities Sub-measure - % of Children's Social Care contacts for YP from the Black-Caribbean ethnic group compared to overall population	+3.5%	+2.8%	< +2.8%	+3.0%	In line	+2.7%	In line
3.18b	Equalities Sub-measure - % of Children's Social Care contacts for YP from any Black ethnic group compared to overall population	+6.9%	+7.2%	< +7.2%	+6.7%	Yes	+7.6%	Yes
3.18c	Equalities Sub-measure - % of Children's Social Care contacts for YP from a Mixed ethnic group compared to overall population	+6.0%	+8.7%	< +8.7%	+4.2%	Yes	+8.1%	Yes

3.19	<b>Corporate Indicator</b> - Percentage of re-referrals to Children's Social Care within the previous 12 months	17.5%	17.5%	<b>&lt; 16.5%</b>	<b>18.9%</b>	<b>No</b>	19.6%	<b>Yes</b>
3.19a	<b>Corporate Sub-measure</b> - Percentage of re-referrals to Children's Social Care within the previous 12 months - Black-Caribbean ethnic group	18.2%	22.1%	<b>&lt; 22.1%</b>	<b>19.5%</b>	<b>Yes</b>	27.7%	<b>Yes</b>
3.19b	<b>Corporate Sub-measure</b> - Percentage of re-referrals to Children's Social Care within the previous 12 months – White-British ethnic group	18.8%	19.8%	<b>&lt; 19.8%</b>	<b>23.8%</b>	<b>No</b>	22.1%	<b>Yes</b>
3.20	Number of children who are the subject of a Child Protection Plan	199	194	<b>200 or fewer</b>	<b>143</b>	<b>Yes</b>	203	<b>Yes</b>
3.21	Percentage of children who become the subject of a Child Protection Plan for a second or subsequent time	18.3%	10.5%	<b>&lt;16.5%</b>	<b>25.4%</b>	<b>No</b>	9.9%	<b>No</b>
3.22	Percentage of children's social care assessments completed within time	91.0%	87.0%	<b>&gt;89.0%</b>	<b>81.7%</b>	<b>No</b>	88.5%	<b>No</b>
3.23	Placement stability - short term - Proportion of looked after children with 3 or more placements over the course of the year	9.8%	15.0%	<b>&lt;11.0%</b>	<b>8.0%</b>	<b>N/A</b>	9.4%	<b>Yes</b>
3.24	Placement stability - long term - Percentage of children who have been looked after for more than 2.5 years who have been looked after in the same placement for at least 2 years or placed for adoption	73.1%	69.1%	<b>&gt;70%</b>	<b>64.4%</b>	<b>No</b>	64.9%	<b>In line</b>
3.25	Number of Looked After Children	366	342	<b>&lt;357</b>	<b>377</b>	<b>No</b>	351	<b>Higher</b>
3.26	Rate of Looked After Children	86	79	<b>N/A</b>	<b>79 (2020/21)</b>	<b>N/A</b>	86	<b>Lower</b>

3.27	Number of children missing from care for 24+ hours	15 (Mar 20)	13 (Mar 21)	n/a	<b>9</b> <b>(Dec 2021)</b>	n/a	14 (Dec 2020)	<b>Yes</b>
3.28a	Percentage of primary school pupils eligible for Free School Meals	30.3% (Jan 20)	37.9% (Jan 21)	n/a	<b>39.9%</b> <b>(Autumn 21)</b>	n/a	35.8% (Autumn 20)	<b>Higher</b>
3.28b	Percentage of secondary school pupils eligible for Free School Meals	34.3% (Jan 20)	37.5% (Jan 21)	n/a	<b>40.0%</b> <b>(Autumn 21)</b>	n/a	36.1% (Autumn 20)	<b>Higher</b>
3.29	Number of schools engaged in the 11 by 11 Cultural Enrichment Programme	65	66	<b>&gt;60</b>	<b>63</b>	<b>Yes</b>	66	<b>In line (within 5%)</b>
3.30	Number of unique page views - Creative & Music pages	New indicator in 2020/21	20,192	<b>&gt;10,000</b>	<b>12,307</b>	<b>Yes</b>	16,321	<b>No</b>

### **3.2 - Corporate Indicator - Number of children being supported through our Bright Islington family support offer – rate of assessments per 10,000**

7.2 This Corporate Indicator has been added to show the number of children and young people accessing early help services. The rate of assessments per 10,000 under 18s has been used as the measure to allow us to make comparisons with other areas. This information is collected quarterly as part of the London Innovation and Improvement Alliance quarterly collections, so comparator data is available with a time lag of one quarter.

No targets are set for this measure, as an increase could be a positive move, if more families are willing to work with our services, or a negative move, if this is reflecting an increase in levels of need below social care thresholds.

The latest local data shows that the rate of early help assessments per 10,000 under 17s was 889 in Q3 2021/22, which is in line the rate for Q3 in 2020/21. This is slightly below the rate at the end of last year, but there appears to be a dip in Q3 each year, presumably due to things like the Christmas holidays.

The latest comparator data is for Q2 2021/22. In Q2, the Islington rate of early help assessments was the highest in London by a considerable margin, and above the London average of 224 per 10,000. Note that some of the differences between local authority rates may reflect differences in the ways early help services are set up in different areas, and some changes in figures may reflect changes in reporting. Nevertheless, this comparison suggests that Islington has a strong early help offer, reaching a considerable proportion of the community.



Demand remains high and services are finding innovative ways to assess and address needs including using a robust triage system in the community to help ensure that families who most need it get an assessment and plan and those who don't are helped in other ways.

Across all areas of the outcome star families in both Bright Start and Bright Futures are making progress except for 'providing home and money' for Bright Futures' families, where scores have decreased for the first time during their intervention period. Close attention will be paid to if the trend continues and needs further investigation but this may reflect the impact of the pandemic on employment opportunities, ending of furlough and loss of jobs.

The re-referral rate demonstrates that 88% of families are getting the help they need to resolve their problems and that this improvement is sustained.

### **3.3 - Percentage of 2 year old places taken up by low income families, children with Special Educational Needs or Disabilities (SEND) or who are looked after**

7.3 As performance on this measure can be affected by changes in restrictions around coronavirus, the target for this measure has been set to be at or above the Inner London average, rather than set a specific figure.

In Autumn 2021/22 academic year, 588 2 year olds were taking up funded places, out of 837 eligible children on the previous term's DWP list, meaning 70% of eligible children took up a funded place. The number taking up places increased slightly on the previous term, whilst the actual number who were eligible had marginally fallen. Note that this figure is only counting those who take up their full entitlement. In fact, a total of 611 2 year olds took up some funded early education, but 23 of these did not use their full allocation. So overall a total of 73% used at least part of their funded early education place.

No comparator figures for the Autumn term are currently available. Given the trajectory of the Inner London figures in the past year, and the fact that Islington was 7 percentage points above the Inner London average for the summer term, it is very likely Islington will remain above the target by the time the Autumn term figures for Inner London are made available.

Evidence shows that access to good quality funded early education from age 2 has a significant impact on school readiness and educational outcomes throughout children's schooling and whilst we cannot provide figures, the partial data received on children's outcomes at age 5 last summer and feedback from other London local authorities, suggests that the social restrictions associated with the pandemic have had an impact on children's development, with fewer children achieving the levels we would otherwise expect, especially the most disadvantaged children. So despite returning to pre-pandemic levels for 2 year old take up, we continue to prioritise take-up of free early education entitlements as part of our strategic approach to addressing educational and social inequalities in early childhood and beyond.

As a targeted offer, continuing to increase the 2 year old offer will mean more of the most vulnerable families are reached (children whose families are on benefits or low wages or those eligible under non-economic criteria such as children on child protection plans, children looked after, children with SEND or where families have no recourse to public funds). An increase in take up will

help to drive take up of the 3 and 4 year old entitlement, maximising the opportunity provided by early education for many more young children.

The strategic approach is built on evidence about what works best and includes three key strands:

**Communication and outreach** to ensure messages reach those parents/carers who are least likely to take up a place, including those with English as an additional language (EAL).

**Maximising use of 2YO eligibility data** to engage with the most vulnerable families including through establishing new data sharing agreements which facilitate a co-ordinated approach from professionals across education, social care and health services to maximise contacts with eligible families.

**Data gathering and analysis** to find out who is not taking up the funded early education offers and why to devise locally based approaches and work closely with particular communities.

A detailed action plan is in place which will be monitored and reviewed to ensure progress and impact.

### **3.8 - Number of Electively Home Educated pupils**

7.4 During the pandemic, there has been an increase in the number of pupils being Electively Home Educated. Although the DfE do not regularly publish data on the numbers of children being Electively Home Educated, we have reports of significant increases being reported in other local authorities via professional networks. This is now being monitored more closely, with an initial target set relating to the level seen during April 2021.

The number of electively home educated pupils at the end of Q3 2021/22 has remained around the same level as it was at the end of Q2. This is below the level seen at the same point during the previous year, and below the level seen at the end of last year.

Parents are responsible for ensuring their child, if he or she is of compulsory school age, is properly educated, the Education Act 1996 explicitly states that this does not have to be at school, and so parents have a right to educate their child at home. The act also states that "If your child has never been enrolled at a school, you are under no legal obligation to inform the local authority that he or she is being home educated, or gain consent for this".

The numbers being reported to the local authority are for those children and young people who the local authority is aware of. At the point of notification from parents a safeguarding and education assessment is undertaken by the LA. The process is outlined below:

- Initial contact within 5 days via home visit where the family is agreeable (Access and Engagement Officer)
- Parallel checks with Children's Social Care, previous school, SEND team, health etc.
- Risk assessment completed on both safeguarding and education to determine next steps (e.g. Escalation procedures if there is any cause of concern, frequency of visits/contact)

The local authority does have a responsibility/duty to proactively monitor the suitability of arrangements and ensure at least an annual follow-up with families. A dedicated officer is responsible for arranging annual visits to meet with the parents and the child(ren) being home educated. This visit is not statutory. Due to the impact of the pandemic these visits were scheduled to either a virtual meeting or by telephone. Following the visit, a report is written. This is approved by the Head of School Improvement and shared with the parents.

The local authority continues to work with schools to ensure that any parents/carers considering Elective Home Education are fully aware of the responsibilities they will be taking on and the implications for securing a school place in the future should they wish to.

In the 2021/22 academic year we are seeing fewer requests than the previous year, but children aren't returning to school in the numbers we anticipated they might have done. We will continue to monitor these trends and hopefully will see a clearer downward trend later in 2022.

### **3.18 – Children's social care contacts in the past month**

7.5 A new Corporate Indicator looking at the number of children's social care contacts was introduced in 2020/21 as a result of the pandemic. In the initial weeks of lockdown, there was a considerable drop off in contacts. However, by the end of the year, the overall number of contacts in the year was in line with the number in 2019/20. Therefore, this measure is no longer a Corporate Indicator, but it continues to be monitored, after an increase in March 2021 as restrictions started to ease.

December was the first month since July when the number of contacts was higher than in the same month of the previous year. There were 6% more contacts in December 2021 than there were in December 2020. Looking across the last couple of years, it appears that the figures have been affected by the social restrictions in place at different times. After the initial drop in contacts during the first national lockdown, the number of contacts gradually recovered to more 'normal' levels. There was then a drop around the lockdown in the first couple of months in 2021, followed by a large increase in March, when schools reopened to all pupils. After the end of most social restrictions in July, the numbers of contacts each month have been fairly similar to the figures seen in the corresponding month of 2020.

No target set - safeguarding numbers are not suitable for targets.

The view of the Service is that contacts made are appropriate and indicate increasing need due to the pandemic. There is a London wide review of Merlins (contacts by the police) to review the appropriateness as these make up 40% of all contacts. The results from this audit will be known in the next month and an action plan made that may result in a reclassification of the Merlin and less contacts being made by the police.

Equalities sub-measures to the contacts measure were added in 2020/21, focussing on those ethnic groups who make up a significantly higher proportion of children's social care contacts than would be expected, based on our best estimates of the proportion of under-18s in Islington from these ethnic groups.

### **3.18a – Equalities Sub-measure - % of Children's Social Care contacts for YP from the Black-Caribbean ethnic group compared to overall population**

7.6 An estimated 4.4% of the Islington under-18 population in 2021 are Black-Caribbean. Excluding those cases where ethnicity hasn't been recorded, 7.4% of contacts made by the end of Q3 2021/22 involved young people from the Black-Caribbean ethnic group, an over-representation of 3.0%. This is a slightly higher over-representation than by the end of Q3 2020/21 or 2020/21 as a whole, although it is less of an over-representation than during 2019/20.

The target for this measure is based on a reduction in the over-representation of Black-Caribbean young people from 2020/21 levels.

### **3.18b – Equalities Sub-measure - % of Children's Social Care contacts for YP from any Black ethnic group compared to overall population**

7.7 An estimated 22.6% of the Islington under-18 population in 2021 are from a Black ethnic group. Excluding those cases where ethnicity hasn't been recorded, 29.3% of contacts made by the end of Q3 2021/22 involved young people from a Black ethnic group, an over-representation of 6.7%. This is a lower over-representation than by the end of Q3 last year, and less of an over-representation than during 2020/21 as a whole.

The target for this measure is based on a reduction in the over-representation of Black young people from 2020/21 levels.

### **3.18c – Equalities Sub-measure - % of Children's Social Care contacts for YP from a Mixed ethnic group compared to overall population**

7.8 An estimated 17.6% of the Islington under-18 population in 2021 are from a Mixed ethnic group. Excluding those cases where ethnicity hasn't been recorded, 21.8% of contacts made by the end of Q3 2021/22 involved young people from a Mixed ethnic group, an over-representation of 4.2%. This is a much lower over-representation than by the end of Q3 last year, and a much lower over-representation than during 2020/21 as a whole.

The target for this measure is based on a reduction in the over-representation of young people from a Mixed ethnic group from 2020/21 levels.

CSCT accept contacts from professionals and service users. Currently work is taking place regarding greater awareness of cultural context of need and unconscious bias within organisations. This may in the longer-term result in a reduction in the over representation of service users from these ethnic groups being referred and greater culturally appropriate interventions in place early on to negate onward referral. The Islington Safeguarding Children partnership have recently set addressing inequality and disproportionality as one of its priorities.

### **3.19 – Corporate Indicator - Percentage of re-referrals to Children's Social Care within the previous 12 months**

7.9 This indicator relates to children who have had a social care assessment and intervention which has resulted in their case being closed and who have then been referred again within 12 months of the case closure. Families not being re-referred to social care would indicate sustained change and that their problems do not require statutory intervention. Our previous auditing of these cases suggests that the majority of these children relate to children living with domestic abuse where either the level of risk had apparently diminished or where the family no longer wanted social work intervention and the needs were not so great as to warrant statutory child protection processes being instigated. Audits of the cases when they are referred is indicative of new incidents of domestic abuse or an escalation of the original concerns.

Historically, our re-referral rate had been fairly constant at about 20%, which has been similar to the national average. However, the proportion of re-referrals within 12 months has reduced in recent years and was 17.5% in the 2019/20 and 2020/21 financial years. We have long-term targets set as part of the Children and Families Outcomes Framework for this measure, which we have met in the last two years. The target for 2021/22 is more challenging at 16.5%.

330 out of 1,747 referrals in the first three quarters of 2021/22 were re-referrals within 12 months of a previous referral. This equates to 18.9%, which is above the target. However, it is lower than the Q1 & Q2 figures, and it is also lower than we were at the same point in 2020/21. Q3 performance on its own was below target at 15%. In 2020/21 there was a drop in re-referrals in Q4, so if this happens again this year we will be a lot closer to the target.

Recently one of the CIN teams that had a higher number of re-referrals has audited the cases – there were no concerns about cases being closed prematurely. Re-referrals in a number of cases featured Domestic Violence & Abuse and contextual safeguarding as reason for referral.

### **3.19a – Corporate Sub-Measure - Percentage of re-referrals to Children's Social Care within the previous 12 months – Black-Caribbean ethnic group**

and

### **3.19b – Corporate Sub-Measure - Percentage of re-referrals to Children's Social Care within the previous 12 months – White-British ethnic group**

7.10 As part of work looking at disproportionality around children's social care, it was found that re-referral rates for children and young people from the Black-Caribbean and White-British ethnic groups have been significantly above the Islington average over the last few years. Therefore, equalities sub-measures have been added to this Corporate Indicator to monitor this more frequently.

It should be noted that the percentages involved can relate to very low numbers of children and young people in the early part of the year, so performance can be volatile in the first part of the year. We are now seeing the figures stabilising as they involve larger numbers of children and young people, and the percentages are getting lower as we progress through the year.

26 out of 133 referrals involving Black-Caribbean young people were re-referrals within 12 months of a previous referral. Currently, the re-referral rate for this ethnic group is on target and much lower than it was at the same point during 2020/21.

83 out of 390 referrals involving White-British young people were re-referrals within 12 months of a previous referral. Whilst this is above the target, the rate is lower than it was at the end of 2020/21.

Please see commentary for paragraphs 7.6 - 7.9

### **3.20 - Number of children who are the subject of a Child Protection Plan**

7.11 Long term targets have been set as part of the Children and Families Outcomes Framework, agreed with the MHCLG, for the number of children who are the subject of a Child Protection Plan to remain below selected levels each year. In 2021/22, the aim is for the number of plans at any one time to remain below 200. At the end of Q3 2021/22, this target was being met by some margin, as there were 143 children who were the subject of a Child Protection Plan at the end of December 2021. This was particularly low figure.

Despite an increase in contacts to the service since the start of 2021, the number of children who are the subject of child protection plans reduced and has stabilised. This shows that while there has been a build-up of demand during the pandemic, service response has prevented such need leading to significant harm to children.

### **3.21 - Percentage of children who become the subject of a Child Protection Plan for a second or subsequent time**

7.12 31 of the 122 children who became subject of Child Protection Plans in the first three quarters of 2021/22 did so for the second or subsequent time. Although this is high compared to the performance in 2020/21, when Islington had one of the lowest percentages in the country, the proportions are dropping from the very high levels seen in the first two quarters of the year.

A smaller number of children on child protection plans may result in a higher concentration of families with chronic needs. Nevertheless, the following actions remain in place:

- Alerts raised of potential repeat plans before a conference is booked
- Child protection consultation to divert children who may not require a plan or if they do, ensure parallel plans, such a court proceedings are in place to ensure that the risk of drift is reduced
- Ensuring child protection plans end only once positive change for the child has been sustained.

### **3.22 - Percentage of children's social care assessments completed within time**

7.13 By the end of Q3 2021/22, 81.7% of assessments completed in the year had been completed on time (1412 out of 1728). This is lower than the target of 89%. Assessment timeliness has historically been very strong in Islington, with the latest comparators for 2019/20 showing Islington being above the London and England rates for that year. However, the proportion completed on time dropped during 2020/21. Performance was strong in the first couple of months of this financial year, but dropped in June, and has been around the same level in the last two quarters.

The DfE comparator data uses a slightly different measure on assessments, which includes review assessments. Islington tends to complete these reviews quickly, and so our performance reported for 2020/21 was 94.8%, better than the figure reported for our local measure. This puts Islington above the London and England comparators and in the top quartile, nationally.

The service believes that the pandemic has had some impact on performance on this indicator, in that sometimes it is difficult to meet with families due to isolation / staff illness. We have reviewed individual practice and are aware that some late assessments relate to certain staff. As a result, these staff are being made aware of the need to improve and supported with this under performance management processes.

### **3.23 - Placement stability - short term - Proportion of looked after children with 3 or more placements over the course of the year**

7.14 30 of the 377 looked after children have experienced three or more placements in the year, at the end of Q3 2021/22. This is below performance at the same point in 2020/21. This measure is cumulative and the figures reset at the start of each financial year. Whilst it appears we are on course to meet the year-end target, the percentage with three or more placements tends to increase more quickly later in the year, as more time has elapsed in which individual children may have multiple moves. This increase towards the end of the year can be seen when we see our Q3 performance of 8.0% is more than double the proportion at the end of Q2 (3.4%). The DfE have now published comparator data for 2020/21, which shows that Islington was in the bottom quartile on this measure (i.e. our proportion with three or more moves was relatively high). This was expected, given how 2020/21 performance compared to previous years.

We have analysed the reasons for placement moves last year. Some placement moves were expected and planned for, for example, children moving to long term placements, moving to live with their siblings or returning to live with their parents, and 27% of the moves this year were for these reasons. However, the main reason for placement moves of all of our children and young people was that their carers (either foster care or residential care) were unable to manage their emotional or behavioural needs.

The challenge is that when placements end in these circumstances, it often results in children having to be moved in an emergency, which allows for less planning than is ideal, particularly given the lack of preparation that can be undertaken with children when they move in a crisis. For most children once the right provision is found, they are able to settle and engage more with the placement even if they continue to struggle with other aspects of their life including education and employment. As a Local Authority we continue to offer creative support packages to children and their carers to support placement stability.

The moves took place from and to a wide range of placements, but moves were most common in relation to foster placements (35%) and residential placements (24%).

Most of the children (85%) who experienced short term placement instability are aged 12-17, and most came into our care in the last 3 years. This group includes children in specialist residential placements and children who are highly vulnerable through risks posed to them.

Of the 51 children and young people who have experienced placement instability, 15 (29%) are now in stable placements. The remaining 36 children are in a range of placements, they are all likely to experience further moves in the next year, and so we can anticipate that some of them are likely to continue to experience further short-term placement instability.

Across the CLA Service there continues to be a focus on trying to improve placement stability for all children, making sure that we identify the right placements for our children as early as possible and that when carers start to struggle we offer early robust, multi-agency packages of support to the carer and the child. Alongside this we continue to try to recruit more local foster carers and in particular those that can care for older children with complex needs.

There is a monthly Placement Stability Panel in place chaired by Senior Managers, as only they can agree a move for a child unless in an emergency.

### **3.24 - Placement stability - long term - Percentage of children who have been looked after for more than 2.5 years who have been looked after in the same placement for at least 2 years or placed for adoption**

7.15 The proportion of looked after children in long term stable placements was 64.4% at the end of Q3 2021/22. This is slightly lower than performance at the end of Q2 and also below performance at the end of 2020/21 the 70% target. The cohort of looked after children this measure relates to is relatively small and has also reduced in size gradually over the last six months. Therefore, performance can be quite volatile – with five more looked after children in long term stable placements, we would be on target for this measure.

We have analysed the reasons why only 69% of the children aged 0-16 in our long term care were in stable placements at the end of last year. Of the 29 children being considered as not having been in a stable placement for 2 years, 23 children (79%) are now in stable placements. 9 children (31% of the children in the N163 cohort) experienced a move to be reunified with or remain with their siblings in a more suitable placement, and all of these placements are considered stable and are long term placements for them.

The average age that the children in this cohort entered our care was aged 6 and the average current age is 11.

The average number of placements that the 29 children in our care who have not experienced long term placement stability is 3. The maximum number of placement moves that any of our children experienced since entering care is 9. Currently, 6 of our children continue to be in unstable placements where there is a real risk that they will move again, all for very different reasons.

Comprehensive, multi-agency packages of support are being offered to the carers and children, and long term care plans for the children are being carefully monitored.

The majority of our children who have been in our care for more than two and a half years are in stable placements. A number of placement moves took place to support siblings to be reunited or to remain together and this is positive, given the research evidence about the benefits of siblings being placed together when they are in care. Where we have not yet been able to identify the right placement for our children, they are carefully reviewed by our Head of Service.

### 3.25 - Number of Looked After Children

7.16 There have been considerable increases in the numbers of children becoming looked after in November and December, and the total number looked after at the end of 2021 was 377. Just over half of those who became looked after in these two months were unaccompanied asylum seeking children, but there was still a considerable number of non-UASC who became looked after.

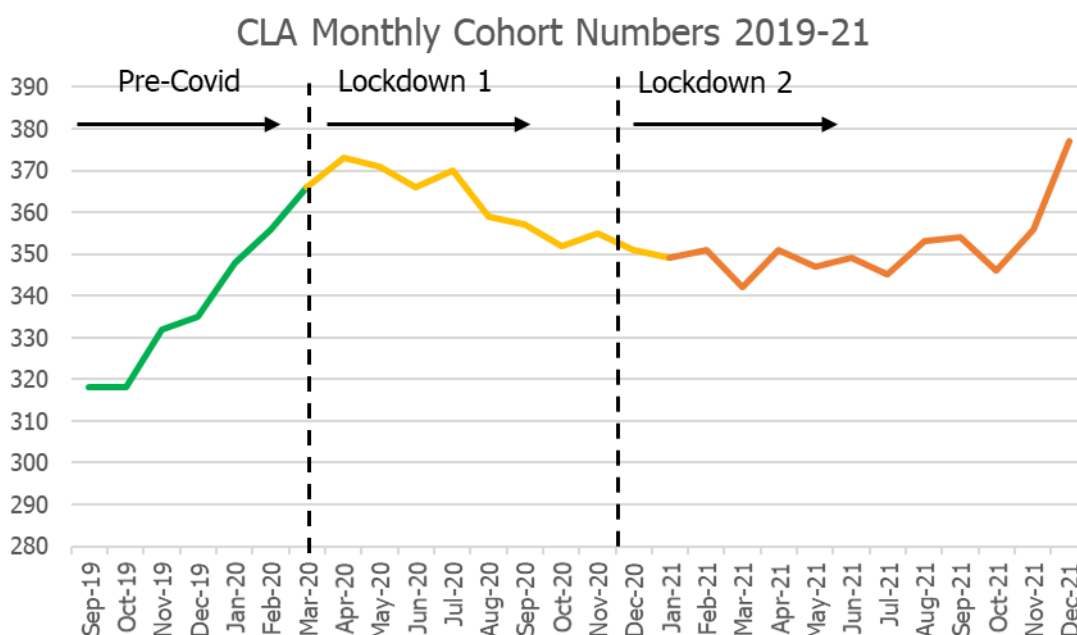
We have long term targets for a gradual reduction in the number of Looked After Children over time, as part of the Children and Families Outcomes Framework. The target set for the end of 2021/22 was to have 357 or fewer children looked after, so this target is currently not being met.

### 3.26 - Rate of Looked After Children

7.17 The DfE publish rates of looked after children per 10,000 residents aged under 18 annually, towards the end of each calendar year. Although we don't have a target on this measure, we report it within the Q3 report to show how many looked after children Islington has relative to other local authorities. As expected, with the numbers of looked after children falling from 366 at the end of 2019/20 to 342 at the end of 2020/21, the Islington rate fell in the latest update.

Islington has tended to have a relatively high rate compared to many other local authorities, but more than a third of local authorities in the country had a higher rate of looked after children than Islington, as at the end of 2020/21.

The numbers of children in care are rising in London and nationally. Nationally, the number of Looked After Children in the UK has risen by 15% from 2015 to 80,050 as at 31 March 2020. The numbers of Children Looked After have also fluctuated as a result of the Covid pandemic. The graph below shows the impact of pre-Covid and the Covid pandemic on Looked After numbers in Islington.





Pre-Covid increases to the overall cohort were due in large part to spikes in children looked after occurring in November 2019, January 2020 and March 2020. While November's increase can be attributed to an uptake in UASC cases (10), for the most part, these increases were down to higher than average cases coming into care alongside cases leaving care being significantly down in tandem. (6 for each month compared to 14-15 usually seen).

Post lockdown 1, the size of the CLA cohort was projected to decrease, albeit slowly.

In parallel to this, a sizable increase in UASC numbers for the tail end of 2020 was predicted and observed. However, this increase did not cover the significantly higher than average increase in non-UASC children leaving care, especially between May and October 2020. Hence the slow depreciation in the overall cohort number.

Post lockdown 2, the CLA cohort remained stable, with non-UASC children leaving care returning to 'normal' levels. However, numbers have now increased and have been influenced by the number of older children coming into care and of a rise in UASC from 33 in November 2021 to 70 as a result of the opening of two asylum hotels in Islington. These numbers are likely to initially increase as the national transfer scheme is not yet operational.

### **3.27 - Number of children missing from care for 24+ hours**

- 7.18 In total, thirteen children were missing from care (making up 17 episodes) for more than 24 hours during December 2021, a relatively low number for a month compared to the general trend. Generally, there are usually around a dozen different children missing from care for 24+ hours each month – in December 2020 there were 14 and in March 2021 there were 13. However, there were a number of repeat incidents involving the same children during the month, particularly around the Christmas holidays.

No target has been set for this measure as it is not a Corporate Indicator, but it is reported to the Children's Services Scrutiny Committee as it remains an area of focus for Safeguarding and Family Support, to ensure there is no sustained increase in numbers.

Children that are identified as missing from care and at risk of exploitation continue to be overseen by the Specialist Social Workers in the Exploitation and Missing Team who chair the initial strategy meetings for children missing from care. This allows for risks to be independently monitored, greater oversight of contextual risks and profile and ensures a specialist lens through which interventions are delivered.

The Exploitation and Missing Team continue to provide training across the council and through the Islington Safeguarding Children Board which explores the link between children that go missing and risk of exploitation. In 2021 the training has been developed in conjunction with the police to reflect the changes to the police's reporting system for 13 – 17-year-olds in semi-independent or residential placements in London who are missing. There is continuous scrutiny at senior management oversight of children who do go missing with briefings provided every Friday to senior leaders.

### **3.28a – Percentage of primary school pupils eligible for Free School Meals**

### **3.28b – Percentage of secondary school pupils eligible for Free School Meals**

- 7.19 Applications for Free School Meals (FSM) were being reported in 2020/21 as there has been a substantial increase in the number of applications since the Covid-19 lockdown. However, now the collection of the School Census has resumed, we are focussing in on eligibility levels, as not all applications necessarily result in someone being found to be eligible.

No target has been set for these measures as they are not something our Pupil Services can directly affect, but generally we would want the figures to be low as they reflect the economic status of local families.

The proportion of Islington primary school pupils who were eligible for Free School Meals in Autumn 2021 was 39.9%. For secondary school pupils, it was very similar at 40.0%. The proportion of pupils who are eligible for Free School Meals has increased considerably since the start of the pandemic and increased further between the Summer (May) and Autumn (October) School Census. Comparator figures are only published based on the January Census, but we know that Islington had the second highest proportion of eligible primary school pupils in the country at that point.

It is worth noting that eligibility rates may look artificially high up to March 2022, due to transitional protections related to the rollout of Universal Credit. Pupils eligible on or after 1 April 2018 retain their free school meals eligibility even if their circumstances change.

The reason it is important to monitor the raise in FSM eligibility is because it is an indicator associated with poorer educational outcomes. Understanding where the rises in eligibility is more pronounced enables services to target support to those areas. This is illustrated for example in the proposed support to childcare settings to mitigate against the risk of falling demand for parents for childcare. The School Improvement Service, through the developing new approach with schools, will target support to schools with elevated levels of FSM eligibility and pair them with schools with similar levels achieving better outcomes so that good practice is shared across the school system.

### **3.29 - Number of schools engaged in the 11 by 11 Cultural Enrichment Programme**

7.20 **Target is met.** 63 unique schools engaged in Q3, ahead of the target set of 45 schools for this period:

In the last quarter, 11 by 11 held the first termly menu since Covid which has significantly increased school engagement. (This was an extended menu for Autumn 2 and Spring term). Furthermore, with the start of the Culture bank CPD in this quarter – this has also increased levels of engagement.

41 schools have been engaged with the 11 by 11 activity menu (32 primary schools, 5 secondary schools, 3 SEN schools and 1 EYFS setting), with 4260 primary pupil experiences and 330 secondary pupil experiences offered.

Engagement of special schools has been particularly good this quarter with 9 engaging with the cultural enrichment team in total and Richard Cloudesley, Samuel Rhodes and The Bridge Satellite all directly engaged with the activity menu.

#### **Cultural Lead Teachers and Culture Bank CPD**

3 Culture Bank CPD workshops have been delivered since September 2021. These workshops have been specifically developed to address the Challenging Inequalities agenda. We continue to commission Cubitt Artists to deliver this work, and the 2021-22 programme features 6 workshops.

The three sessions listed below took place since September 2021 and welcomed **33 participants** across both workshops.

- Exploring Refugee Experiences through Illustration, with House of Illustration, October 2021

- Thinking Differently: Race & Identity in the Classroom, with Ali Eisa, November 2021
- The New Normative: Writing Diverse Relationships, with Keith Jarrett, February 2022

Feedback was positive, with participants noting that the space for conversation was valuable, and that they enjoyed the chance to have a workshop in person once again.

Upcoming CPD workshop: 17<sup>th</sup> March - Islington Museum, Islington's Stories': Looking at the Stories of Islington's Diverse Communities

### **Children in Need**

Secondary activity for CiN was delivered in Q3 by National Youth Theatre. The workshops were targeted at 11–14-year-olds in-need/in-need of protection and explored the theme of 'creating theatre' aiming to build young people's confidence, teamwork and participation'. Students said they found the sessions inspiring and inclusive and that they learnt 'that drama groups can be relaxed and fun' and 'how to talk better with other people.'

### **Targeted work with CYP in challenging circumstances**

Joint working across the Enrichment Programmes continues to focus on engaging children and young people in more challenging circumstances through tailored activities. The cultural enrichment team aim to deliver activity for PRU and alternative provision and support education priority areas around persistent absenteeism and exclusions. We will work with the school improvement team to develop pre/post school enrichment activity, targeting schools with high levels of persistent absenteeism.

### **SEND**

#### **Projects for SEND as part of the 11 by 11 Festival 2021**

- New River Primary PRU and Angel Shed Theatre
- The Bridge Trust Primary and Tall Stories Theatre

#### **SEND focused CPD**

Upcoming workshop:

- [Making Beautiful Art Together](#) with Aysen Aktu and Richard Phoneix  
This upcoming session is planned for May 2022 and will be co-led by artists Richard Phoenix and Aysen Aktu, a young artist with special educational needs working with Heart and Soul

### **National Youth Theatre**

- **Digital Heroes of the Imagination project** – Developing work with Richard Cloudesley School after successful programme with Samuel Rhodes School

### **Youth Voice**

The Youth Voice strand of 11 by 11 is now fully embedded within CET's targeted work strategic plans. The Young Minds podcasts are three podcasts for each of the three enrichment programmers (11 by 11, World of Work and Music Education Islington) which were recorded with young people at Lift in Summer 2021. The podcasts are due to be published via Islington life in Q4, alongside delivery of CPD for teachers based on youth voice and using podcasting as a technique to encourage pupil voice.

### **Other updates**

#### **11 by 11 Summer Festival 2022**

Last year's festival offered over 8,000 cultural enrichment experiences to Islington's young people. This year the 11 by 11 team will be following on from this success by extending the festival to 2 weeks from 4 to 15 July which will include Islington Schools Transition Day on 7<sup>th</sup> July. Cultural partners have been invited to take part in a summer activities menu or co-design more in-depth projects in partnership with schools. The finalised menu offer will go out to Schools after the Easter Holidays.

### **Enrichment WiSS**

The Enrichment WiSS is a self-assessment framework to guide schools towards best practice in enrichment provision and help us to identify how best to support schools. The enrichment WiSS is been piloted with a group of primary and secondary schools prior to being rolled out to all schools in the summer term. Secondary school Pilots have been completed and we are arranging some pilot meetings with primary schools before Easter.

### **Enrichment 3<sup>rd</sup> Birthday event: Transforming Young Lives**

On 9th March we will be celebrating the 3rd birthday of Islington's Enrichment Programmes - 11 by 11, 100 Hours World of Work and Music Education Islington (MEI). The event, at King's Place, will bring together school leaders, cultural organisations, employers and key stakeholders to celebrate the third anniversary of the launch of these ambitious programmes for Islington's children and young people and look forward to the future. The event will include presentations, performances and a guest speech from Lemn Sissay.

### **3.30 - Number of unique page views - Creative & Music pages**

7.21 Target is **met** – 18,609 unique page views compared to target of 7,500.

This indicator is significantly ahead of target. The number is reflective of the high level of engagement from schools with 11 by 11's Activity Menu, and MEI's online engagement via their Winter Sing event, and general website interaction.

**Total YTD unique page views: 18,609**

## 8. Quarter 3 performance update – Outcome: Continuing to be a well-run council, making a difference despite reduced resources

8.1 Key performance indicators relating to 'Continuing to be a well-run council, making a difference despite reduced resources'

PI No.	Indicator	2019/20 Actual	2020/21 Actual	2021/22 Target	Q3 2021/22	On target?	Q3 last year	Better than Q3 last year?
6.1	Percentage of good and outstanding early years settings	96.3% (19/20 AY)	95.7% (20/21 AY)	>94.8% (Target based on Inner London average for 20/21 AY)	95.7% (20/21 AY)	Yes	96.3%	No
6.2	Percentage of good and outstanding Islington schools (all phases)	91.2%	91.2%	>94.4% (based on Inner London average)	92.5%	No	91.2%	Yes

### 6.1 - Percentage of good and outstanding early years settings

8.2 From the start of the pandemic to July 2021, the only early years inspections that occurred were 'No Children On Roll' inspections, which only result in a Met or Not Met outcome, rather than a full inspection outcome. Ofsted have now published an update to their early years inspection statistics, based on the outcomes of registered settings at the end of the 2020/21 academic year. As at the end of 2020/21, 95.7% of Islington's 163 early years registered settings that had been inspected were judged to be good or better. There had only been four full inspections of Islington settings in July and August, with three judged as good and one as inadequate. Therefore, the proportion of all settings judged good or better fell marginally. In line with other education-related measures, we should aim for Islington to be at or better than the Inner London average. Islington are currently meeting this standard, as the Inner London average for the end of the 2020/21 academic year was 94.8%. There are currently 10 settings overdue an inspection since registration or re-registration.

The childminder judged inadequate in August has now been re-inspected with an outcome of requires improvement. The private nursery provider inspected in November 2021 was judged as inadequate with actions relating to safeguarding as well as the quality of education. As a result and in line with statutory guidance, we have withdrawn free early education entitlement funding from the setting and are working closely in partnership to support them to improve. A new manager has been appointed to embed and sustain progress.

Although our sufficiency remains strong and most EY providers were able to maintain a consistent offer to parents throughout the pandemic, many have had ongoing challenges with staffing, both recruitment and absence and have also suffered a serious financial impact due to loss of income. The EYFS reforms have been a focus for the sector since September 2021.

## 6.2 - Percentage of good and outstanding Islington schools (all phases)

8.3 There has only been one school inspected since the Q3 Performance Report – New North Academy, who were inspected in October 2021. Their overall effectiveness judgement remained as 'Good', so there was no change in the overall proportion of Islington schools judged good or better. The averages for our comparators improved marginally over the same period, but Islington remains in the top quartile, nationally.

There is a 'stretch' target on this measure, to be at or better than the Inner London average. As there has been no change in the Islington figures, we remain slightly below this target.

3 schools are requiring improvement and awaiting inspection. 2 of these schools have received positive monitoring visits from Ofsted. 3 schools were converted to academy status and 1 school has recently opened, as a result 4 schools are awaiting an inspection. Requiring Improvement and schools converted or newly open are all subject to a Section 5 inspection from Ofsted. This is grade change inspection.

Phase	Outstanding	Good	Requires Improvement	Converted to academy and waiting inspection
Primary	9 (20%)	35 (76%)	1 (2%)	1 (2%)
Secondary	4 (40%)	2 (20%)	2 (20%)	2 (20%)
Special (including New River College)	5 (57%)	3 (34%)	0 (0%)	1 (11%)

## 8. Implications

### Financial implications:

- 8.1 The cost of providing resources to monitor performance is met within each service's core budget.

### Legal Implications:

- 8.2 There are no legal duties upon local authorities to set targets or monitor performance. However, these enable us to strive for continuous improvement.

### Environmental Implications and contribution to achieving a net zero carbon Islington by 2030:

- 8.3 There is no environmental impact arising from monitoring performance.

### Resident Impact Assessment:

- 8.4 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).
- 8.5 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.

## 9. Conclusion

- 9.1 The Council's Corporate Plan sets out a clear set of priorities, underpinned by a set of firm commitments and actions that we will take over the next four years to work towards our vision of a Fairer Islington. The corporate performance indicators are one of a number of tools that enable us to ensure that we are making progress in delivering key priorities whilst maintaining good quality services.

### Signed by:

Interim Corporate Director of Children's Services      Date: 17 March 2020

Report Author: Various – co-ordinated by Adam White, Business Intelligence Project Manager  
Tel: x2657  
Email: adam.white@islington.gov.uk

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## Appendix A - Data Dashboard

CS PI No.	Corporate Indicator?	Indicator	Frequency reported	Current Figure (Period covered)	Previous Figure (Period covered)	Figure at end of previous year	Direction of travel	London	England	National quartile
<b>Outcome: Creating a safe and cohesive borough for all</b>										
1.1	x	Percentage of young people (aged 10-17) triaged that are diverted away from the criminal justice system	Quarterly	<b>90%</b> (Q1-3 2021/22)	91% (Q1-3 2020/21)	89% (Q1-4 2020/21)	↔	n/a	n/a	n/a
1.2	✓	<b>Corporate Indicator:</b> Number of first time entrants into Youth Justice System	Quarterly	<b>32</b> (Q1-3 2021/22)	28 (Q1-3 2020/21)	38 (Q1-4 2020/21)	↑	n/a	n/a	n/a
1.3	✓	<b>Corporate Indicator:</b> Percentage of repeat young offenders (under 18s)	Quarterly	<b>26%</b> (Q3 2021/22)	31% (Q2 2020/21)	37% (Q4 2020/21)	↓	YJB measure on reoffending uses a different cohort so is not comparable		
1.4	x	Number of custodial sentences for young offenders	Quarterly	<b>6</b> (Q1-3 2021/22)	2 (Q1-3 2020/21)	2 (Q1-4 2020/21)	↑	n/a	n/a	n/a
1.5	✓	<b>Corporate Indicator:</b> Number of Domestic abuse offences	Quarterly	<b>2067</b> (Q1-3 2021/22)	1993 (Q1-3 2020/21 revised)	2537 (Q1-4 2020/21)	↑	n/a	n/a	n/a
<b>Outcome: Delivering an inclusive economy, supporting people into work and financial independence and helping them with the cost of living</b>										
2.1	✓	Corporate Indicator: Percentage of 16 & 17 year olds (year 11 and 12 leavers) with an offer of a suitable place, by the end of September, to continue in education or training the following year	Annual	<b>97.3%</b> (2020-21 leavers)	97.1% (2019-20 leavers)	97.1% (2019-120 leavers)	↑	96.6%	95.5%	2nd from top
2.4	x	100 hours of the world of work - Number of schools engaged with the programme	Quarterly	<b>19</b> (Q3 2021/22)	21 (Q3 2020/21)	22 (End 2020/21)	↓	n/a	n/a	n/a
2.5	x	Number of page views for 100 hours of the world of work	Quarterly	<b>1,970</b> (Q3 2021/22)	2,760 (Q3 2020/21)	4,504 (2020/21)	↓	n/a	n/a	n/a
<b>Outcome: Making Islington the best place for all young people to grow up – where children and families can thrive and reach their potential</b>										
3.2	✓	<b>Corporate Indicator:</b> Number of children being supported through our Bright Islington family support offer – rate of assessments per 10,000	Termly	<b>889</b> (Q3 2021/22 FY)	899 (Q3 2020/21 FY)	985 (2020/21)	↔	224 (Q2 2021/22)	n/a	n/a
3.3	✓	<b>Corporate Indicator:</b> Percentage of 2 year old places taken up by low income families, children with Special Educational Needs or Disabilities (SEND) or who are looked after	Termly	<b>70%</b> (Autumn term 2021/22 AY)	70% (Autumn 2020/21 AY)	61% (Spring 2020/21 AY)	↔	50% (January 2021)	62% (January 2021)	2nd from bottom
3.8	x	Number of Electively Home Educated pupils	Quarterly	<b>237</b> (End of Q3 2021/22 FY)	265 (End of Q3 2020/21 FY)	247 (End of 2020/21 FY)	↓	n/a	n/a	n/a
3.18	x	Children's social care contacts in the past month	Monthly (internal) / quarterly for Scrutiny	<b>975</b> (Dec 2021)	921 (Dec 2020)	1126 (March 2021)	↑	n/a	n/a	n/a
3.18a	x	% of Children's Social Care contacts for YP from the Black-Caribbean ethnic group compared to overall population	Quarterly	<b>+3.0%</b> (Q3 2021/22)	+2.7% (Q3 2020/21)	+2.8% (2020/21)	↔	n/a	n/a	n/a
3.18b	x	% of Children's Social Care contacts for YP from any Black ethnic group compared to overall population	Quarterly	<b>+6.7%</b> (Q3 2021/22)	+7.6% (Q3 2020/21)	+7.2% (2020/21)	↓	n/a	n/a	n/a
3.18c	x	% of Children's Social Care contacts for YP from a Mixed ethnic group compared to overall population	Quarterly	<b>+4.2%</b> (Q3 2021/22)	+8.1% (Q3 2020/21)	+8.7% (2020/21)	↓	n/a	n/a	n/a
3.19	✓	<b>Corporate Indicator:</b> Percentage of re-referrals to Children's Social Care within the previous 12 months	Monthly (internal) / quarterly for Scrutiny	<b>18.9%</b> (Q3 2021/22)	19.6% (Q3 2020/21)	17.5% (2020/21 FY)	↓	19.3% (2020/21 FY)	22.7% (2020/21 FY)	Top
3.19a	✓	<b>Corporate Sub-measure:</b> Percentage of re-referrals to Children's Social Care within the previous 12 months - Black-Caribbean ethnic group	Monthly (internal) / quarterly for Scrutiny	<b>19.5%</b> (Q3 2021/22)	27.7% (Q3 2020/21)	22.1% (2020/21 FY)	↓	n/a	n/a	n/a
3.19b	✓	<b>Corporate Sub-measure:</b> Percentage of re-referrals to Children's Social Care within the previous 12 months - White British ethnic group	Monthly (internal) / quarterly for Scrutiny	<b>21.3%</b> (Q3 2021/22)	22.1% (Q3 2020/21)	19.8% (2020/21 FY)	↓	n/a	n/a	n/a

CS PI No.	Corporate Indicator?	Indicator	Frequency reported	Current Figure (Period covered)	Previous Figure (Period covered)	Figure at end of previous year	Direction of travel	London	England	National quartile
3.20	x	Number of children who are the subject of a Child Protection Plan	Monthly (internal) / quarterly for Scrutiny	<b>143</b> <b>(Q3 2021/22)</b>	203 (Q3 2020/21)	194 (2020/21)	↓	n/a	n/a	n/a
3.21	x	Percentage of children who become the subject of a Child Protection Plan for a second or subsequent time	Monthly (internal) / quarterly for Scrutiny	<b>25.4%</b> <b>(Q3 2021/22)</b>	9.9% (Q3 2020/21)	10.5% (2020/21 FY)	↑	18.4% (2020/21 FY)	22.1% (2020/21 FY)	Top
3.22	x	Percentage of assessments completed within time	Monthly (internal) / quarterly for Scrutiny	<b>81.7%</b> <b>(Q3 2021/22)</b>	88.5% (Q3 2020/21)	87.0% (2020/21 FY) (94.8% on DfE measure in 20/21)	↓	89.1% (2020/21 FY)	87.6% (2020/21 FY)	Top
3.23	x	Placement stability - short term - Proportion of looked after children with 3 or more placements over the course of the year	Monthly (internal) / quarterly for Scrutiny	<b>8.0%</b> <b>(Q3 2021/22 FY)</b>	9.4% (Q3 2020/21 FY)	15.0% (2020/21 FY)	↓	9.1% (2020/21 FY)	8.9% (2020/21 FY)	Bottom
3.24	x	Placement stability - long term - Percentage of children who have been looked after for more than 2.5 years who have been looked after in the same placement for at least 2 years or placed for adoption	Monthly (internal) / quarterly for Scrutiny	<b>64.4%</b> <b>(Q3 2021/22 FY)</b>	64.9% (Q2 2020/21 FY)	69.1% (2020/21 FY)	↔	71.3% (2020/21 FY)	70.3% (2020/21 FY)	2nd from top
3.25	✓	Number of Looked After Children	Quarterly	<b>377</b> <b>(Dec 2021)</b>	351 (Dec 2020)	342 (March 2021)	↑	Not comparable	Not comparable	n/a
3.26	x	Rate of Looked After Children	Annual	<b>79</b> <b>(2020/21 FY)</b>	86 (2019/20 FY)	86 (2019/20 FY)	↓	47 (2020/21 FY)	67 (2020/21 FY)	2nd from bottom
3.27	x	Number of children missing from care for 24+ hours	Monthly (internal) / quarterly for Scrutiny	<b>9</b> <b>(Dec 2021)</b>	14 (Dec 2020)	13 (March 2021)	↓	n/a	n/a	n/a
3.28a	x	Percentage of primary school pupils eligible for Free School Meals	Termly	<b>39.9%</b> <b>(Autumn term 2021)</b>	35.8% (Autumn 2020)	37.9% (Jan 2021)	↑	22.2% (Jan 2021)	21.6% (Jan 2021)	Bottom
3.28b	x	Percentage of secondary school pupils eligible for Free School Meals	Termly	<b>40.0%</b> <b>(Autumn term 2021)</b>	36.1% (Autumn 2020)	37.5% (Jan 2021)	↑	22.4% (Jan 2021)	18.9% (Jan 2021)	Bottom
3.29	x	Number of schools engaged in the 11 by 11 Cultural Enrichment Programme	Quarterly	↔	28 (End Q2 2020/21)	66 (End Q4 2020/21)	↑	n/a	n/a	n/a
3.30	x	Number of unique page views - Creative & Music pages	Quarterly	<b>9,211</b> <b>(End Q2 2021/22)</b>	4,622 (End Q2 2020/21)	20,192 (End Q4 2020/21)	↑	n/a	n/a	n/a
Outcome: Ensuring our residents can lead healthy and independent lives										
Outcome: Making Islington a welcoming and attractive borough and creating a healthy environment for all										
Outcome: Continuing to be a well-run council, making a difference despite reduced resources										
6.1	x	Percentage of good and outstanding early years settings	Termly	<b>95.7%</b> <b>(End 2020/21 AY)</b>	96.3% (End 2019/20 AY)	96.3% (End 2019/20 AY)	↔	95.2% (End 2020/21 AY)	96.4% (End 2020/21 AY)	2nd from bottom
6.2	x	Percentage of good and outstanding Islington schools (all phases)	Quarterly	<b>92.5%</b> <b>(Q3 2021/22 FY)</b>	91.2% (Q3 2020/21 FY)	91.2% (2020/21 FY)	↑	93.5% (Q3 2021/22 FY)	86.8% (Q3 2021/22 FY)	Top