

Safe and Strong Communities Select Committee

Monday, 4 March 2019

10.00 am

Oak Room, County Buildings, Stafford

NB. Members are requested to ensure that their Laptops/Tablets are fully charged before the meeting

John Tradewell
Director of Corporate Services
22 February 2019

A G E N D A

1. **Apologies**
2. **Declarations of Interest**
3. **Minutes of the Safe & Strong Communities Select Committee meeting held on 22 January 2019** (Pages 1 - 8)
4. **Domestic Homicide Reviews and Emerging Themes** (Pages 9 - 22)
Report of the Cabinet Member for Communities
5. **Prevent** (Pages 23 - 26)
Report of the Cabinet Member for Communities
6. **Youth Offending Service (YOS) Review** (Pages 27 - 66)
Report of the Cabinet Member for Communities
7. **Children's Centre Visits** (Pages 67 - 86)
Report of the Scrutiny & Support Manager
 - a) 0-19 Health Visiting Contract

Presentation by Kate Cox, Lead Manager, Children's Services,
Midlands Partnership NHS Foundation Trust
8. **Work Programme** (Pages 87 - 98)
9. **Exclusion of the Public**

The Chairman to move:-

“That the public be excluded from the meeting for the following items of business which involve the likely disclosure of exempt information as defined in the paragraphs of Schedule 12A (as amended) of the Local Government Act 1972 indicated below”.

Part Two

(All reports in this section are exempt)

nil

Committee Membership

Ann Beech	Jason Jones
Mike Davies	Natasha Pullen
John Francis (Chairman)	Paul Snape
Syed Hussain	Conor Wileman (Vice-Chairman)
Trevor Johnson	Mike Worthington

Note for Members of the Press and Public

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Scrutiny and Support Manager: Tina Gould Tel: (01785) 276148

Minutes of the Safe and Strong Communities Select Committee Meeting held on 22 January 2019

Present: John Francis (Chairman)

Attendance

Ann Beech
Mike Davies
Trevor Johnson
Jason Jones

Natasha Pullen
Paul Snape
Conor Wileman (Vice-Chairman)

Also in attendance: Gill Burnett and Mark Sutton

Apologies: Syed Hussain and Mike Worthington

PART ONE

44. Declarations of Interest

There were none at this meeting.

45. Minutes of the previous meeting held on 11 December 2018

RESOLVED – That the minutes of the Safe and Strong Communities Select Committee held on 11 December 2018 be confirmed and signed by the Chairman.

46. Minutes of the Joint Safe & Strong Communities and Prosperous Staffordshire Select Committees meeting held on 18 December 2018

The minutes of the joint Safe and Strong Communities and Prosperous Staffordshire Select Committees meeting held on 18 December 2018 were agreed.

47. Child Sexual Exploitation (CSE) in Staffordshire

[DCI David Giles (Staffordshire Police) and Megan Richards (Stoke City Council) also in attendance for this item]

The Select Committee regularly received updates on Child Sexual Exploitation (CSE) since 2014. This report updated Members on:

- the Child Sexual Abuse Forum (CSAF);
- outcomes from the Staffordshire County Council Children's Services focused visit from Ofsted in June 2018 and the subsequent action plan;
- CSE Action Plan, including the Harmful Sexual Behaviour (HSB) audit and HSB Steering group, the work of the Joint Strategic Coordinator and changes implemented following the publication of revised Working Together guidance in July 2018;
- the CSE Outcomes framework;

- communications;
- workforce and development;
- Personal, Social, Health and Economic education (PSHE);
- youth produced sexual imagery (sexting);
- learning and improvement;
- work progressed by Staffordshire Police, including Operation Safenet, the Child Protection and Exploitation Team and abduction notices;
- work progressed by Families First and Commissioned Services; and,
- CSE and licensing.

Ways of working had developed to more effectively address the new types of exploitation. Details of a recent successful prosecution were shared with Members as an example of these developments. The example had required cross border, cross social work team and cross agency working, involving individuals from a number of locations across North Staffordshire who had no connection to each other. A separate team had been established to manage this work, with incredible work pressure across the team, working with the Police collecting witness statements.

Members heard that whilst acknowledging the work of the CSE Panels, the Ofsted focused visit had suggested consideration needed to be broadened to cover all vulnerable teenagers. The challenge was how to include the wide range of service areas and partners, considering a broadened group of vulnerable young people, in a manageable way, particularly when the existing workload of the CSE Panels resulted in Panel meetings lasting a full day. However the joined up inter-agency working of the CSE Panels had been successful and the learning and development from this way of working would help in developing the wider panel groups.

A review of transition arrangements had been undertaken for children affected by CSE. A benchmarking tool, designed by the National Working Group (NWG) that looked at multi-agency approach to safeguarding 16-18 year olds and transition, had been sent to frontline professionals. Findings would be collated by the Joint Strategic Coordinator with a multi-agency working group planned to create a position statement around the current transition arrangements and proposed next steps. The benchmarking tool and audit of transition would help ensure a consistent approach across the County. The audit was across partner agencies which added to the complexity, with data currently with the Business Analyst. The intention was to develop joint protocols across adult providers and commissioners as well as children's services.

The Care Act set out the criteria for those who should receive services post 18. Many vulnerable young people who had received services up to their 18th birthday did not fit the Care Act criteria and therefore, whilst being no less vulnerable, they would not qualify to receive services after their 18th birthday. There was a need to consider preparation for adulthood at an earlier stage and also a discussion around wider transition issues. There were also difficulties in interventions post 18 as, at this age, the individual had to give consent for receiving support and/or interventions.

The Select Committee agreed that further work on transition would be beneficial. Members were informed that Newcastle had experience of working with complex children interventions and that hearing their experiences may be useful.

The Select Committee were informed that CSE Outcome Framework was currently too big to be manageable. There was a need to rationalise the data required to ensure added value and give consideration to the frequency of reporting.

Concerns were shared over possible inconsistency in the delivery of Personal, Social, Health and Economic (PSHE) education in schools. Efforts had been made to establish current practice and to identify any gaps in provision. The way in which PSHE was delivered was at the individual school's discretion and there were currently a variety of approaches. In particular some partners had recognised a gap in PSHE and Sex and Relationships education, around vulnerabilities such as child sexual abuse, youth violence, prevent, fire safety, road safety, substance misuse, healthy relationships and sexual health. Work was ongoing to support a more consistent approach, with the Schools Liaison Group considering this issue. The market place for suggested PSHE approaches was flooded with schools receiving conflicting messages. A consistent and well planned approach that identified clear delivery would be welcomed. Interactive sessions where young people consider how they would act in certain situations was also suggested as a positive way forward.

Members were informed that, in an area where there had been incidents of CSE, targeted work was undertaken with schools as well as with young people close to those involved. The timeliness of this targeted approach gave a relevance to the work, with the work delivered by Catch22 and the CSE Co-ordinator. The use of other forms of social media was suggested to help key messages reach young people. This was possible but would need care in how the message was delivered and the response it could generate. An excellent example of this work was the "Like a cup of Tea" video clip that looked at issues around consent. Members were also informed that the strategy of the CSE Communications Group was to be proactive rather than reactive.

RESOLVED – That:

- a) The progress detailed in the report be welcomed;
- b) consideration of preparation for adulthood and "transition" from children's to adult services be included on the work programme; and
- c) the video clip "Like a cup of tea" be shared with Members.

48. Staffordshire Safeguarding Children Board Annual Report 2017 - 2018

The Select Committee received the Annual Report 2017-2018 of the Staffordshire Safeguarding Children's Board. This set out the work undertaken and the progress made by the partnership between 1 April 2017 and 31 March 2018. Since the last annual report the SSCB had engaged in a range of activities that targeted groups of children and young people who had been identified as being vulnerable due to sexual abuse and exploitation, or to neglect as a result of parental alcohol misuse, substance misuse, parental mental health and/or domestic abuse.

Members noted that, following the Wood Report and national consultation, the Government published a revised Working Together 2018. In July 2018 the SSCB had been successful in their bid to the DfE to become an early adopter to re-focus the work of the Board across Staffordshire and Stoke-on-Trent, and to bring together six Clinical Commissioning Groups (CCGs), numerous acute trusts and community and mental health providers.

The Select Committee noted the SSCB budget was derived from contributions from a number of partners, including the Staffordshire County Council's Children's Services, Staffordshire Police, Staffordshire Probation, the Prison Service, CCGs, Youth Offender Service (YOS) and District Councils. There was no funding formula as such, with levels of funding from each organisation being historic and considered appropriate at the time the Board was set up. As part of the new arrangements from April 2019 it was anticipated that a funding formula would be produced. Statutory partners under the new arrangements would be the County Council, Police and the NHS. Members noted that although the six CCGs still existed, they were now working as one combined group for commissioning arrangements.

Whilst understanding that the new arrangements were being developed, Members asked for details of what the anticipated changes would be and how this Select Committee could continue in its scrutiny of the Board's work. The Cabinet Member for Children and Young People offered to forward a paper to Members that had recently been shared with the SSCB. He also agreed to discuss the future scrutiny arrangements with the Chairman and Vice Chairman at the next Triangulation meeting.

Members welcomed the booklet produced by the Joint Child Death Overview Panel (CDOP). Feedback from this had been very positive, with favourable comments on the new layout, format and style.

Members noted the work with taxi drivers by the District Safeguarding Subgroups. The Chairman raised concerns the Select Committee continued to have around the licensing policy of Wolverhampton City Council. Previously the Select Committee had heard from Mr Robert Simpson, Customer Services Group Manager, Stafford Borough Council, and the work of the Responsible Bodies Group who had invited representatives from Wolverhampton Council to attend their meeting to discuss their licensing approach. Mr Simpson had sent an update for Members explaining that, following concerns raised by a number of councils throughout the West Midlands Region, the Chief Environmental Health Officers Board for the region had agreed to invite Wolverhampton Council to address them. This would enable the discussions to take place whilst reducing the number of meetings Wolverhampton Council representatives had to attend. Members noted that the CSE report had informed them of a national government report on taxi licensing and private hire vehicles (PHV) published in September 2018. This document made a number of recommendations for reforming taxi and PHV licensing, including an end to cross boarder hiring.

The continued lack of regulation within Elective Home Education (EHE) was raised and the issues this could create around safeguarding. Where safeguarding issues came to light they would be investigated as any other.

The high level of fixed term exclusions was raised by Members, with 5,890 exclusions reported. There was no doubt that exclusions were rising both in Staffordshire and nationally. The inspection by the CQC and Ofsted also highlighted this. Work was ongoing with schools and the District Inclusion Partnerships to help address this.

There had been a 19.83% increase in the number of children placed on a Child Protection Plan for a second or subsequent time. The most common reasons for this

were due to parental mental ill health or domestic abuse. Where the second or subsequent Plan was within 12 months to 2 years there may be concerns that the issues putting the child at risk originally had not been successfully resolved. The current Child Protection Data would give a more accurate reflection of the picture at present and this could be forwarded to Members after the meeting. Members were also reassured that in most cases a child who had been subject to a child protection plan would normally have a period of time on the Child in Need register or Early Help Planning rather than all services being stopped. In general Staffordshire had been lower than their statistical neighbours in this area and was now more or less in line with the national average.

14,306 incidents on the Domestic Abuse Incident Log (DIALs) had been recorded last year. Members were informed that the level of training from a Police perspective was very thorough, with children central to that training. Considerable work was currently being undertaken around this issue with data needing to be considered from a range of partners to enable a rounded picture to be established. Work had also been undertaken to hear the voice of the survivor which helped inform services going forward.

Members were aware that post March 2019 Mr John Wood, Independent Chair of the Board, would be standing down. They congratulated him on the work he had done during his time chairing the Board and thanked him for his commitment and expertise.

RESOLVED- That:

- a) the Independent Chairman and Members of the SSCB be congratulated on their Annual Report;
- b) the paper giving proposed new arrangements from April 2019 for the SSCB be forwarded to Select Committee Members;
- c) future scrutiny arrangements for the SSCB be discussed at the next Triangulation meeting; and,
- d) current child protection figures with respect to the number of children placed on a Child Protection Plan for a second or subsequent time for forwarded to Select Committee Members.

49. Staffordshire and Stoke-on-Trent Adult Safeguarding Partnership Board Annual Report 2017/18

During the course of the reported year (2017-2018) in Staffordshire there had been 4908 occasions when concerns had been reported that adults with care and support needs may be at risk of, or were experiencing, abuse or neglect. The total figure had decreased by 621 occasions from the previous year. The reported average per month was 409, however there had been a reduction of nearly 50% each month from December 2017 onwards, due mainly to the change in recording practice. Of those individuals subject of a Section 42 enquiry, those aged 85-94 (26%) represented the largest cohort, closely followed by 75-84 years (25%) and 65-74 years (12%).

Neglect continued to be the most prevalent factor leading to concerns being made, followed by physical abuse. Financial abuse referrals were increasing and concerns were shared with Members that this was an under reported abuse category. Financial abuse was a new strategic priority for the Board during 2018-2021. Members queried whether banks were involved in raising issues of potential financial abuse as they may

be well placed to identify concerns. DCI David Giles informed members that banks had a duty to report any fraudulent or unusual activities and that the Police received referrals from them.

The issue of recognising abuse and understanding how to report concerns was raised. Work was ongoing with engagement and prevention, with a number of communication avenues supporting this. Difficulties were also discussed around the tension between an individual's right to choose how they lived and removing that choice as a safeguarding measure. A specific case study was discussed around an individual who had choked to death and Members were informed that choking awareness training events had been held in response to this case.

The Select Committee queried whether the Board provided training for voluntary groups on abuse recognition. Whilst the Board wasn't funded to provide such training they had developed a free level 1 safeguarding package which was available on their web site. It was also suggested that, where voluntary groups were part of the Support Staffordshire umbrella, Mr Gary Jones (also a member of the SSASPB) may be able to help with appropriate training.

Members queried why transition from children to adult services was not to be a priority for the Board going forward. This had been a strategic priority for three years, with a review commissioned and LAs responding to this. Project and delivery plans were now in place and the infrastructure around transition had been recognised. It was felt that, over the three year period when transition had been one of the Board's priorities, enough work had been undertaken and assurances received to now close the work and move to a new priority area.

RESOLVED – That the Annual Report 2017-2018 be received and the Board be congratulated on their report.

50. Work Programme

The Select Committee received a copy of their current work programme. Members agreed the following additions:

- Ofsted Children's Services focused visit;
- SEND inspection;
- transition/preparation for adulthood and safeguarding issues throughout this process;
- care packages, the speed at which these are put in place and communication barriers between the north and south of the county; and,
- future scrutiny of the children's safeguarding board under their new arrangements.

RESOLVED- That the work programme be amended to include the additional items.

51. Exclusion of the Public

RESOLVED - That the public be excluded from the meeting for the following items of business which involve the likely disclosure of exempt information as defined in the

paragraphs of Part 1 of Schedule 12A of the Local Government Act 1972 indicated below

The Committee then proceeded to consider reports on the following issues:

52. Exempt Minutes of the meeting held on 11 December 2018 (exemption paragraphs 4 & 5)

RESOLVED - That the exempt minutes of the Safe and Strong Communities Select Committee held on 11 December 2018 be confirmed and signed by the Chairman.

Chairman

Local Members' Interest

Safe and Strong Communities Select Committee - Monday 04 March 2019

Domestic Homicide Reviews and Emerging Themes

Recommendation

- a. That the Select Committee scrutinises the contents of the report.

Report of Cllr Gill Heath, Cabinet Member for Communities

Summary

What is the Select Committee being asked to do and why?

1. This covering report and the detailed report attached as Appendix A summarise the findings from Domestic Homicide Reviews and Domestic Abuse Multi-Agency Learning Reviews completed across Staffordshire and Stoke-on-Trent since their introduction in 2011. The Committee is asked to note the findings.

Report

Background

2. A Domestic Homicide Review (DHR) is a multi-agency review of the circumstances in which the death of a person aged 16 or over has, or appears to have, resulted from violence, abuse or neglect by a person to whom they were related or with whom they were, or had been, in an intimate personal relationship, or a by member of the same household as themselves. Since April 2011 there has been a statutory requirement for local areas to conduct a DHR following a domestic homicide that meets the criteria.
3. It is the responsibility of the local Community Safety Partnership for the area in which the victim lived to conduct the DHR and to satisfy itself that any recommendations arising have been implemented.
4. In 2018 the multi-agency Staffordshire and Stoke-on-Trent Domestic Abuse Commissioning and Development Board commissioned an analysis of the completed Reviews undertaken to date across Staffordshire and Stoke-on-Trent to promote key learning and trends with the aim of informing and shaping future policy development and operational practice locally. Staffordshire and Stoke-on-Trent use the same local DHR guidance and it was felt that looking at the outcomes from the reviews across both local authority areas would enhance the learning and more clearly identify any trends or themes.
5. The Domestic Abuse Commissioning and Development Board is responsible for the delivery of the pan Staffordshire Domestic Abuse Strategy 2017-20. It is jointly chaired by the County Council's Commissioner for Safety, Children and Families and a senior officer from Stoke-on-Trent City Council. The Board has a broad membership from a

wide variety of agencies including (but not limited to) Police, District and Borough Councils, Probation, Health agencies, the Safeguarding Adults Partnership Board and Safeguarding Children Boards for Staffordshire and Stoke-on-Trent and Domestic Abuse service providers.

6. The key points covered in the analysis report commissioned by the Domestic Abuse Commissioning and Development Board are outlined below. The analysis report is entitled a *Summary of Key Findings From An Analysis of Domestic Homicide Reviews in Staffordshire and Stoke-on-Trent* and is attached as Appendix A.

Review Analysis and Themes

7. DHRs provide a rich source of information on the nature of domestic homicide, the context in which it occurs and, most importantly, on the lessons that can be learned from the tragic event. The attached Appendix A report sets out what we know about domestic homicide and draws out common themes and trends and identifies learning that emerged across the sample of DHRs scrutinised.
8. The report looks at the fourteen DHRs in the area (i.e. Staffordshire and Stoke-on-Trent) which have been cleared for publication by the Home Office Quality Assurance Panel. (Home Office quality assurance is a required element at the end of the DHR process, prior to publication of the DHR Overview Report and Executive Summary.)
9. Of the fourteen DHRs across Staffordshire and Stoke-on-Trent which have been cleared for publication by the Home Office Quality Assurance Panel, six are Staffordshire DHRs.
10. In addition to DHRs, Staffordshire (excluding Stoke-on-Trent) has also conducted four Domestic Abuse Multi-Agency Learning Reviews (MALRs). This brings the total number of completed reviews to 18. Total figures in the Appendix report are broken down based on 18 completed reviews.
11. The Multi-Agency Learning Reviews initially began as DHRs but were then later re-badged as MALRs when further information came to light to indicate that the criteria for a DHR had not been met after all. MALRs follow the same process as DHRs but the final reports are not sent to the Home Office for quality assurance purposes and they are not published. The final reports are, however, shared with all agencies who took part and with those agencies who have been assigned recommendations as a result of the review. The lessons learned from these reviews are equally as valid as those learned from DHRs.
12. The Appendix report provides an analysis of the 18 DHRs and MALRs completed to date including details the gender of DHR victims and perpetrators, the nature of the relationship between victim and perpetrator (e.g. current or former partner or family member) and their age ranges. It also looks at the number of dependent children, ethnicity, the prevalence of mental health and/or substance misuse issues, any history of violence, the method of killing and location of death.

Next Steps

13. Further in-depth analysis of the Reviews completed to date will be undertaken and reported to the Domestic Abuse Commissioning and Development Board at a date to be agreed by the Board. The current focus of DHR activity remains on the Reviews that are currently underway across the county.

Link to Strategic Plan

14. The work undertaken in relation to domestic homicide reviews links with the third of the three priorities within the County Council's Strategic Plan 2018-22, i.e. that the people of Staffordshire will feel safer, happier and more supported in and by their community.

Link to Other Overview and Scrutiny Activity

15. The Select committee previously received a report relating to findings from Staffordshire DHRs in December 2015 and prior to that a Safe and Strong Select Committee Working Group met in October 2013 to consider the learning from the Domestic Homicide and Multi-Agency Learning Reviews undertaken in Staffordshire during 2011 and 2012.

Community Impact

16. Undertaking domestic homicide reviews and implementing the learning from them should benefit those members of the community who are victims or perpetrators, or at risk of becoming victims or perpetrators, of domestic abuse as well as their families, friends and colleagues.

Contact Officer

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List of Appendices:

Appendix A - Domestic Homicide Reviews – Summary of Key Findings From An Analysis of Domestic Homicide Reviews in Staffordshire and Stoke-on-Trent – October 2018



Domestic Homicide Reviews

SUMMARY OF KEY FINDINGS FROM AN ANALYSIS OF DOMESTIC
HOMICIDE REVIEWS IN STAFFORDSHIRE AND STOKE-ON-TRENT

October 2018

1 Introduction

1. A Domestic Homicide Review (DHR) is a multi-agency review of the circumstances in which the death of a person aged 16 or over has, or appears to have, resulted from violence, abuse or neglect by a person to whom they were related or with whom they were, or had been, in an intimate personal relationship, or a member of the same household as themselves. Since 13 April 2011 there has been a statutory requirement for local areas to conduct a DHR following a domestic homicide that meets the criteria.
2. DHRs provide a rich source of information on the nature of domestic homicide, the context in which it occurs and, most importantly, in the lessons that can be learned from the tragic event. This analysis sets out what we know about domestic homicide and draws out common themes and trends and identifies learning that emerged across the sample of DHRs.
3. The analysis covers Stoke-on-Trent and Staffordshire, and is designed to sit alongside the Home Office national analysis of DHRs, published in December 2016.

The Home Office analysis is available here -

<https://www.gov.uk/government/publications/domestic-homicide-review-lessons-learned>

4. The purpose of this analysis is to promote key learning and trends from the DHRs with the aim of informing and shaping future policy development and operational practice locally.
5. We encourage partners and stakeholders to reflect on the learning identified and to consider how this can be used to deliver improvements to practice within their local context furthering their ability to safeguard victims and prevent domestic homicide.
6. This paper also reports on what is being done locally to tackle these issues.
7. In addition to DHRs, Staffordshire (excluding Stoke-on-Trent) has also conducted Multi-Agency Learning Reviews (MALRs). These are reviews that initially begin as DHRs but are then later re-badged as MALRs when further information comes to light to indicate that the criteria for a DHR have not been met after all. MALRs follow the same process as DHRs but the final reports are not sent to the Home Office for quality assurance purposes and they are not published. The final reports are, however, shared with all agencies who took part and with those agencies who have been assigned recommendations as a result of the review. The lessons learned from these reviews are equally as valid as those learned from DHRs.

Key Findings

Statistics

- There have been 14 domestic homicide reviews in the area which have been cleared for publication by the Home Office Quality Assurance Panel.
- In addition in Staffordshire, excluding Stoke, four Multi-Agency Learning Reviews (MALRs) have been undertaken. This brings the total number of completed reviews to 18. Total figures from this point onwards will be broken down based on 18 completed reviews.
- There were 6 male and 8 female domestic homicide victims (which includes intimate partner homicides, familial homicides and same household homicides) aged 16 and over.
- In both Staffordshire and Stoke-on-Trent, the majority of perpetrators in domestic homicide cases were male (83% in Staffordshire and 87.5% in Stoke-on-Trent).
- The number of domestic homicide victims fluctuated from year to year, there is no clear trend upwards or downwards (this is due in part to the small sample size).
- There were 7 domestic homicide victims killed by a partner / ex- partner, 6 killed by a family member, and 1 killed by a member of the same household (e.g. landlord/lodger).
- In the 4 MALRs, 3 females were physically harmed (2 by a partner/ex-partner, 1 by a family member) and 1 female committed suicide. Of the three females who were harmed, two later died and one survived. The circumstances surrounding the deaths of the three deceased females meant that no-one was convicted of causing their death hence the associated reviews became MALRs. As the fourth female survived, the case could not be considered as a DHR and hence became an MALR.
- In Stoke-on-Trent, among both men and women, the highest proportion of domestic homicides was among those aged 30 to 50 (around 40%) although overall there was no clear age pattern in Stoke. In Staffordshire, the youngest DHR victim was 19 and the oldest 73, with victims in their forties being the most prevalent (30%). Within the MALRs, the youngest deceased was 52 and the oldest 89.
- The most common method of killing for domestic homicide victims in Stoke-on-Trent was by blunt force (with or without a weapon); in Staffordshire, the most common method of killing was stabbing.
- The majority of domestic homicide victims were White British (100% in Staffordshire and 75% in Stoke-on-Trent), and all perpetrators were White British.
- Out of all 18 domestic homicide/multi-agency reviews in the area, there were only 5 cases where there were children or young people under 18 living within the household.

Analysis of Domestic Homicide Reviews

Methodology

The 14 domestic homicide reviews included in this analysis are those which have been cleared for publication by the Home Office Quality Assurance Panel. The 4 Multi-Agency Learning Reviews have all taken place in Staffordshire (excluding Stoke-on-Trent) and have all been completed. The 18 reviews relate to deaths that took place between July 2011 and January 2016.

There are a number of other domestic homicide reviews currently ongoing in the area which are not included within this report due as they have yet to receive clearance.

The analysis differs from the Home Office report by using all categories of domestic homicides (intimate partner, familial and same household), whereas the Home Office analysis uses only intimate partner homicides.

The reasons for this are:

- a) the same themes cut across all types of homicides in this area; and
- b) using only intimate partner homicides would not provide a sufficient number of cases for a robust analysis.

This report was written and the associated analysis carried out by the lead officers responsible for managing the DHR processes within Staffordshire County Council and the Stoke-on-Trent Safer City Partnership.

Contributions to the report were also provided by an analyst from the Staffordshire County Council's Strategy, Governance and Change team, and from two students from Staffordshire University undertaking a placement at Stoke-on-Trent City Council.

The case attributes were analysed for each of the DHRs to explore the characteristics of those involved (e.g. the age and gender of victims and perpetrators).

A content analysis of the case histories contained within the homicides was performed, using the Home Office methodology (see Home Office report for further details).

Case Attributes Analysis

In order to explore the circumstances around domestic homicides and any commonalities that may be present, various case attributes were analysed.

Gender

Intimate Partner Homicide

Of the 7 intimate partner homicide DHRs, just over half of these (4) involved a male perpetrator and female victim. Of the remaining 3 DHRs, the victim was male and the perpetrator was female in 2 cases, and there was 1 homicide where the perpetrator and victim were males in a same sex relationship.

Intimate Partner MALRs

Of the 4 Staffordshire MALRs 3 involved intimate partners, in which there were 2 female victims and 2 male perpetrators. In the third case, the deceased female committed suicide and reference to a “perpetrator” would not be appropriate.

Familial Homicide

Within the 6 familial homicide DHRs, there were 3 female victims and 3 male victims. In these cases all 6 perpetrators were male.

In terms of the relationships, 3 cases were patricide (the father of the perpetrator was the victim), 2 cases were matricide (the mother of the perpetrator was the victim) and 1 case was fratricide (the step-sister of the perpetrator was the victim).

Familial MALRs

Of the 4 Staffordshire MALRs there was 1 involving a familial relationship (grandmother and grandson) where the grandmother died.

Same Household Homicide

There was 1 same household homicide DHR, in which the victim and perpetrator were both male.

The relationship between the two parties was landlord (victim) and lodger (perpetrator).

Age

The most common age group for perpetrators in the DHRs analysed was 31-40 years of age (5) followed by 41-50 years of age (3). For victims, the most common age group was 41-50 (6) with other age groups having a very low frequency by comparison. See table below.

Table 1: Frequency of age groups for perpetrators and victims involved in DHRs

Age groups	Count of DHRs involving perpetrators in each age group	Count of DHRs involving victims in each age group
11>20	1	2
21-30	2	1
31-40	5	0
41-50	3	6
51-60	1	1
61-70	1	2
71-80	1	1
80+	0	1
DHRs involving multiple victims/perpetrators	0	0
Total number of DHRs	14	14

Multi-Agency Learning Reviews

The age range of the four females who were the subject of Staffordshire MALRs ranged from 52 to 89, with 2 women aged 51-60, 1 aged 71-80 and 1 aged 80+. In these cases, 1 male relative (grandson) was aged 11-20, 2 male partners were aged 51-60 and a third male partner was aged 80+. (NB Because of the nature of MALRs, the males in question were not necessarily charged with any offence but their ages are provided for context.)

Dependent children

Of the 7 intimate partner homicide DHRs, the family structure included dependent children in 3 cases, with no dependent children in the remaining 4 cases. Of the 6 familial and 1 same household homicide DHRs, the family structure included 1 dependent child in one case.

DHRs were further examined to see whether children witnessed or were affected by any abuse, violence or the homicide itself. This was the case in 1 of the 4 DHRs involving dependent children. In another case, the child was not related to, and never lived with the victim. In the third case the child lived with the victim (the child's mother) but was not present at the time of her death. The Review Panel in question sought and received assurance that the child was safeguarded and supported appropriately. In the fourth case the victim's child was 18 months old at the time and was present (along with other family members) when the victim died. The child was subsequently cared for by a family member.

Ethnicity

Of the 14 DHRs, the victim was White British in 12 cases, and Asian in 2 cases.

In all 14 DHRs the perpetrator was White British.

In the 2 cases where the victim and perpetrator were of different ethnicity, there was no evidence from either the criminal justice process or DHR process that ethnicity was a factor in the homicide, or in any of the preceding events.

In the 4 Staffordshire MALRs, the 4 subjects and their 3 respective partners and 1 family member were all White British.

Mental health

Mental health issues were present in 7 of the 14 DHRs. 6 cases involved perpetrators with mental health issues: 4 cases where only the perpetrator had mental health issues and 3 cases where both the perpetrator and the victim had mental health issues.

There were no DHRs involving victims with mental health issues but not perpetrators.

Of the 7 DHRs involving perpetrators with mental health issues, all were known to health professionals. Of the 3 DHRs involving victims with mental health issues, all were known to health services.

Of the 4 MALRs, there was 1 where the (surviving) victim had mental health issues and 1 where a female who committed suicide had mental health issues (as did her male partner). 1 MALR involved a young man with learning disabilities.

Substance misuse

Substance misuse was mentioned in 8 of the 14 DHRs: 2 DHRs mentioned substance use by the perpetrator only, 1 by the victim only and 5 by both the perpetrator and victim.

History of violence

In 7 of the 14 DHRs the perpetrator had a history of violence, and in 10 also had a history of general criminality, ranging from theft to drug possession to child sexual abuse.

Method of killing

The most common method of killing for domestic homicide victims in Stoke-on-Trent was by blunt force (with or without a weapon), with 4 such homicides (50% of the Stoke-on-Trent total). The most common method of killing for domestic homicide victims in Staffordshire was by a knife or sharp instrument (50%) and this was the second most common method of killing in Stoke-on-Trent. Other methods of killing included strangulation/ asphyxiation and shooting.

Location of homicides

All 14 domestic homicide cases occurred within the victim's home.

Local Members' Interest

Safe and Strong Communities Select Committee - Monday 04 March 2019

Prevent

Recommendations

- a. It is recommended that the Safe & Strong Communities Select Committee scrutinises the content of this report regarding the local implementation of the Prevent Duty.

Report of Cllr Gill Heath, Cabinet Member for Communities

Report

Background

1. The UK faces a continuing threat from both international and domestic terrorism as well as violent extremism, which can emerge from any community and can be inspired by a wide range of causes. Nationally, the threat to the UK and our interests from international terrorism is rated as 'severe'. This means that a terrorist attack is highly likely.
2. In Staffordshire, the implementation of Prevent is overseen by a multi-agency Prevent Board, which is chaired by the Commissioner for Safety & Families at Staffordshire County Council. The Prevent Board reports into the Staffordshire Contest Board, which oversees all of the counter-terrorism strands of activity and is chaired by Staffordshire Police. The Prevent Board also provides regular updates to the Staffordshire Safer & Stronger Communities Strategy Group.
3. The Prevent Board is the mechanism by which the quality of progress in relation to the delivery of Prevent is monitored, impact is assessed and challenges are identified and addressed.
4. The partnership arrangements in place within Staffordshire have been recognised as good practice and are referenced as a case study within the Home Office [Prevent Duty Toolkit for Local Authorities](#).

Staffordshire Prevent Delivery Plan

5. We are working effectively across the partnership to deliver a co-ordinated response to the Prevent Duty and we have developed and implemented a shared, evidence-based Staffordshire Delivery Plan. The Delivery Plan sets out how partners are working together to meet the requirements of the Prevent Duty and are responding to and managing risk. Progress against the Prevent Delivery Plan is reported to the Prevent Board on a quarterly basis.
6. A refreshed Prevent Delivery Plan was presented to the Prevent Board in October 2018. The Plan has been reviewed and updated to reflect the national Contest Strategy

(2018), the recommendations within the Staffordshire CTLP¹ (2018) and relevant local activity.

7. The Delivery Plan includes partnership sections on Safeguarding; Case Management; and Community Resilience, as well as sector-specific sections for Schools and Registered Childcare Providers; Out-of-School Settings (including Children Missing from Education); Other Agencies and Organisations Supporting Children; Further & Higher Education; Health; Prisons; and Probation.
8. All partners are clear about the role they play in delivering the Plan and how it links in with their local plans and activities. At district and borough level, each Community Safety Partnership has identified a District Prevent Lead who is responsible for facilitating two-way communication with the Staffordshire Prevent Board, providing co-ordination in relation to district Prevent activity and acting as point of contact for local partners. The District Prevent Lead ensures that Community Safety Partnerships have identified risks in relation to Prevent for their area and that that local plans adequately and proportionately identify and respond to risk in relation to Prevent and that actions are in place to deliver Prevent objectives. The District Prevent Lead also ensures that the district actions / delivery plan supports the local delivery of the countywide Prevent Delivery Plan.
9. In terms of monitoring schools' delivery of Prevent, specific Prevent-related questions are included in the mandatory audit of schools (S157 /157 arrangements) which is undertaken by the Staffordshire Safeguarding Children's Board. In 2018, 399 schools out of 411 completed the survey – a completion rate of 97%. 345 schools responded to the specific Prevent questions (a completion rate of 84%). Further analysis will be undertaken to identify which schools did not complete this question, which may in part be due to those schools who responded from a multi-academy trust / federation perspective.
10. Schools were asked whether policies are up-to-date in relation to Prevent, whether staff have undertaken appropriate training and whether staff are confident in recognising the signs of radicalisation and know how to refer. The responses to the survey indicated that schools are very aware of the Prevent Duty and around 85% had actioned all of the requirements. 2% were not able to confirm that they have all the expected elements in place and the remaining schools have practices which are currently under review with Governors. The responses to the survey suggested that there is work to be done with regard to schools self-evaluation forms, as only 10% of schools indicated that they include Prevent within that plan. Positively, 93% of schools stated that they engage with parents and families in relation to Prevent.
11. Responses to the Audit are analysed and Education Safeguarding Lead addresses any issues arising. Schools are encouraged to create action plans based on the findings of the audit, to focus their attention and activity on any areas which require improvement. The Education Safeguarding Lead will be feeding back to schools on topics covered within the survey (including Prevent) and the intention is to carry out individual, focussed surveys throughout the year to improve quality assurance and to obtain meaningful data to inform better practice.

¹ Counter Terrorism Local Profile (CTLP) - a document produced annually by Staffordshire Police which identifies the threat and vulnerability from terrorism and extremism relating to terrorism in local areas.

Training & Development

12. We have established a consistent approach to training across the partnership workforce. We have implemented a Prevent Training Framework which allows organisations to identify which of their staff need an awareness and understanding of Prevent and what level of training they require. A standard training presentation has been developed with tailored versions for local authority staff, the third sector and schools. All partners report on delivery of training at the quarterly Prevent Boards.

Staffordshire Channel Panel

13. We have robust referral routes in place and our Channel processes are well-established, are supported by partners and are effective in safeguarding individuals. Referrals are made to the Staffordshire Police Prevent Team, who undertake triage and deconfliction and identify which individuals are suitable for referral to the Channel Panel² and which need to be managed via Police Prevent Case Management.
14. During the period 1st May – 30th November 2018, the majority of referrals to Staffordshire Prevent were of individuals between 14-17 years of age. Of these, 6 young people (under 18) were identified as being at risk of radicalisation and were accepted onto the Channel process.
15. The Staffordshire Channel Panel has been in place since April 2015. It is made up of a small core group, which includes adult and child safeguarding, education, Youth Offending, health (including mental health) and community safety, and a wider co-opted group of members, who can be called upon as necessary on a case-by-case basis.
16. In Staffordshire the approach to Prevent has been embedded as an integral part of safeguarding. Joint Staffordshire and Stoke-on-Trent Prevent Safeguarding Guidance has been produced, which is intended to provide a clear framework for all professionals working with people (or those around them) for whom there are concerns that they are at risk of becoming involved in violent extremist activity. The guidance reinforces the link between safeguarding procedures and the Channel programme and the document has been endorsed by Staffordshire and Stoke-on-Trent Adult and Children's Safeguarding Boards.
17. It has been recognised that we need to increase district and borough council involvement in Channel Panel, to ensure we are developing a full picture of individuals who are referred by drawing upon local data and intelligence. We are now working with districts to develop a process to enable better information exchange, without increasing any burden to district colleagues.

Next Steps

18. We will continue to co-ordinate and deliver Prevent activity through the robust partnership arrangements that are in place and have identified a number of areas of focus for the next 12 months.

² The Counter-Terrorism and Security Act 2015 required local authorities to establish a multi-agency panel (known as a 'Channel Panel') to identify and support those felt to be vulnerable to being drawn into terrorist activity.

19. We will make use of the self-assessment tool within the Home Office [Prevent Duty Toolkit for Local Authorities](#) to assess our activities, identify any areas which require improvement and build these into our Delivery Plan. We will undertake this audit within quarter 4 (2018/19) and will report back findings to the Prevent Board in April 2019.
20. We need to ensure that the Prevent Delivery Plan draws upon a wide range of partnership data, which is broader than police data, so that our activities respond to local evidence of risk, threat and need. To address this, we are working with Staffordshire Police to enhance the information which feeds into the Counter-Terrorism Local Profile. We have committed to facilitating the involvement of a wider range of partners in the development of the CTLP 2019. The inclusion of wider partnership information should give us a richer picture of the Staffordshire risk profile and, in turn, will enable us to have a sharper focus within our delivery plan, informed by a more robust evidence base.
21. We need to develop a co-ordinated approach to communication and engagement, to enable us to have a consistent approach to engagement with communities. We are working in partnership to develop an overarching Contest Communication Plan, to ensure that our approach to engagement and communication achieves identified outcomes and is consistent and co-ordinated across the Staffordshire partnership.

Link to Strategic Plan – Work to implement the Prevent Duty will contribute to the following strategic priority: “The people of Staffordshire will feel safer, happier and more supported in and by their community”.

Community Impact – The Prevent Delivery Plan is based on the requirements of the Prevent Duty, but also draws upon the recommendations of the Staffordshire Counter-Terrorism Local Profile (which identifies the threat and vulnerability from terrorism and extremism relating to terrorism in the county). As outlined in the report, further work is planned to enhance the partnership’s engagement and involvement of communities, resulting in improved understanding of community needs, which will inform the ongoing approach.

Contact Officer

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List of Background Papers:

None

Local Members' Interest
N/A

Safe and Strong Communities Select Committee - Monday 04 March 2019

Youth Offending Service (YOS) Review

Recommendations

- a. Note the actions completed to achieve MTFS savings
- b. Understand the reasons for the review of YOS
- c. Agree the actions required to monitor the changes to the service

Report of Cllr Mark Sutton, Cabinet Member for Children and Young People

Summary

What is the Select Committee being asked to do and why?

1. In order to deliver the best outcomes for vulnerable children, young people, families, victims and communities, the Cabinet considered a report of the Deputy Chief Executive & Director of Families & Communities in June 2017, which proposed to review the SYOS to reflect the changing landscape of the Youth Justice System and to reflect the decreasing caseloads.
2. The Safe and Strong Select Committee requested that a report be tabled following the review which outlined:
 - a. the reasons for the review
 - b. review outcomes
 - c. timescale for actions recommended by the review
 - d. how the changes to this service would be monitored
3. This report outlines the background to the review, progress to date and monitoring processes post full implementation and the Committee is asked to note progress and agree actions for monitoring the changes.

Report

Background

4. The Youth Justice System was established by Section 37 of the Crime and Disorder Act (1998), in order to prevent offending and reoffending by children and young people aged 10 -17 years. The Crime and Disorder Act dictated that the Youth Justice System would be delivered and managed locally through Youth Offending Services, a multi-agency partnership with statutory representation from local authorities (specifically Social Care and Education), the Police, Probation and Health. SYOS was therefore established as a statutory function of the Crime and Disorder Act. In addition, by providing the Youth Justice Services outlined in Section 38 (4) of the Act, the local

authority also addresses its duty, under paragraph 7(b) of Schedule 2 of the Children Act 1989, to take reasonable steps designed to encourage children and young people within the area not to commit offences.

5. This legislation led to a model of delivery which brings together a range of agencies with expertise in welfare and enforcement practices to improve outcomes for vulnerable children, young people, families, victims and communities. A model which has successfully developed in Staffordshire, which was reflected in the last Full Joint Inspection of SYOS.
6. SYOS will retain an established Prevention service which works directly with children at risk of committing crime. This service is closely aligned to the Early Help model and works with individuals and schools to prevent children entering the criminal justice system. The YOS also offers a process for working with children who are charged with a lower level offence to keep them out of the formal court processes known as Triage. Triage offers a holistic tailored package of support for the child and family to keep them out of the formal criminal justice system. For children sentenced in the formal criminal justice process SYOS provides a full court service to youth and crown courts with the provision of reports to advise on sentencing and then will work with these children upon sentence to offer an intervention with their families to reduce the risks of re-offending and ensure compliance with court requirements.
7. The accountable body for the YOS is the statutory Management Board. Staffordshire has a well-established Management Board which is accountable for providing strategic direction to the service.
8. SCC took the decision to make savings to Staffordshire Youth Offending Service on the basis that the overall number of children and young people in the Youth Justice System continued to reduce as evidenced in data monitored over a significant period. This reduction is in line with national trends.
9. As part of commitments made in the Medium Term Financial Strategy, SCC contribution to Staffordshire Youth Offending Service reduced by £300,000 (2017/18) and a further £100,000 (2018/2019). This is in addition to a £100,000 reduction in 2016/17. This totals an annual saving of £500,000 for SCC between 2016 and 2019. This commitment was approved as part of the MTFS approval process in February 2017.
10. Cabinet approved proposals to review Staffordshire Youth Offending Service in respect of the decreasing caseloads and in order to identify a saving of £500,000, as outlined in the SCC Medium Term Financial Strategy (MTFS). Cabinet agreed to delegate key decisions in relation to the review of Staffordshire Youth Offending Service to County Councillor Mark Sutton, Cabinet Member for Children & Young People.
11. Formal consultation with Unions commenced on the 25th July 2018 which detailed a reduction in staffing to reflect the decrease in demand. Following a full 45-day consultation and reviewing feedback received from partners, staff and unions amendments were made to the structure which achieved the savings and ensured that there were adequate resources available to the meet the needs of children, families and communities.
12. All Job descriptions have been reviewed and evaluated to ensure that they meet the needs of our children, families and communities.

13. The County Manager (SYOS) will lead a management team which will include two Operations Managers (Youth Justice), one Operations Manager (Youth Justice Prevention & Early Intervention) and one Operations Manager (Effective Practice & Community Development). This new structure has removed a layer of management and reduced the overall number of management posts.
14. The revised structure includes Senior Practitioners (Youth Justice), Social Workers (Youth Justice) and Practitioners (Youth Justice) who will continue to perform the same roles and responsibilities following a small number of changes to the Job Descriptions & Person Specifications. The number of Social Worker posts have been retained reflecting the complexity of the children and there has been a reduction in Practitioner posts and Senior Practitioner posts.
15. To ensure that the Youth Justice System can focus on the “root cause” of offending and improve the short, medium and long-term outcomes of vulnerable children, young people, families, victims and communities, the service will maintain two redesigned Education Training and Employment posts.
16. The service will continue to be supported by seconded staff from statutory partners, including Nurses, Police Officers, Victim Liaison Officers and a Probation Officer. A Health Needs Assessment was developed by the County Manager and as an outcome, the County Manager has worked with statutory partners and commissioners to review the Health Provision across SYOS and it is believed that this now matches the needs of the children.
17. The Administration Support has been redesigned to reflect the changes in the wider service and the posts included in the Administration function will be transferred to the Families First Resources & Business Support Portfolio as part of the wider Partnership & Development Service. This will ensure that SYOS is consistent with all other areas of Families First where administration functions form part of a specialist service led by the Families First County Manager: Resources & Business Support. The redesigned administration posts and structure will be consistent with the wider Families First Service.
18. “Smart Working” practices across Staffordshire Youth Offending Service will include the opportunity for Managers and Practitioners to work remotely from “agile” locations including SCC Touchdown Centre’s, buildings operated by our partners and other available community touchdown points. “Smart Working” and the redesigned model will seek to enhance the opportunities to colleagues across the service.
19. Following the consultation and a revised structure being agreed HR processes including recruitment and placing have taken place. Consistent with the timescales there are several staff that are currently being supported with redeployment. As the service had been awaiting the review there were vacancies within the structure due to staff exiting the service which has meant that all the Practitioners and the Social Workers were able to be placed in post, and some staff have the skills to fulfill other posts in the new structure. The new structure is due to go live on the 15th March 2019 which is the original date agreed at the commencement of consultation.
20. The review has been led by the County Manager for YOS and overseen by the Strategic Lead for Safeguarding, Early Help and Youth Offending Service reporting into the Deputy Chief Executive and Director for Families and Communities. The Lead

Councillor Mark Sutton has been provided with regular updates and agreed the final structure. The Youth Offending Service Management Board has also scrutinised the final structure as they are required under the Crime and Disorder Act 1998 section 38 to ensure that the service has adequate resources to prevent offending.

21. The Youth Offending Service Management Board are required to monitor the effectiveness of the service and receive quarterly performance reports during their scheduled Management Board meetings. The Board will continue to monitor the changes made following full implementation of the changes.
22. All posts have been redesigned with new Job Descriptions and there is a requirement to ensure that all these posts are reviewed within six months of implementation to ensure they are correct. Therefore, all the new Job Descriptions will be reviewed in September 2019.
23. **Link to Strategic Plan:**
 - a. Ensure Children and Families have a network of support to help manage their own problems and stay safe and well
 - b. Our digital programme will make greater use of technology and data to work in more modern, effective and lower cost ways
 - c. A joined-up approach to Health, Care and Wellness that encourages people to take responsibility for their own health and plan for their future, so that we can support those who really need it.
 - d. Improve Education and Skills provision in our schools, colleges and universities so that more people gain the training and qualifications they need to succeed
 - e. Work with and through our networks of public, private and community organisations to achieve our ambitions.

Contact Officer

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List of Appendices:

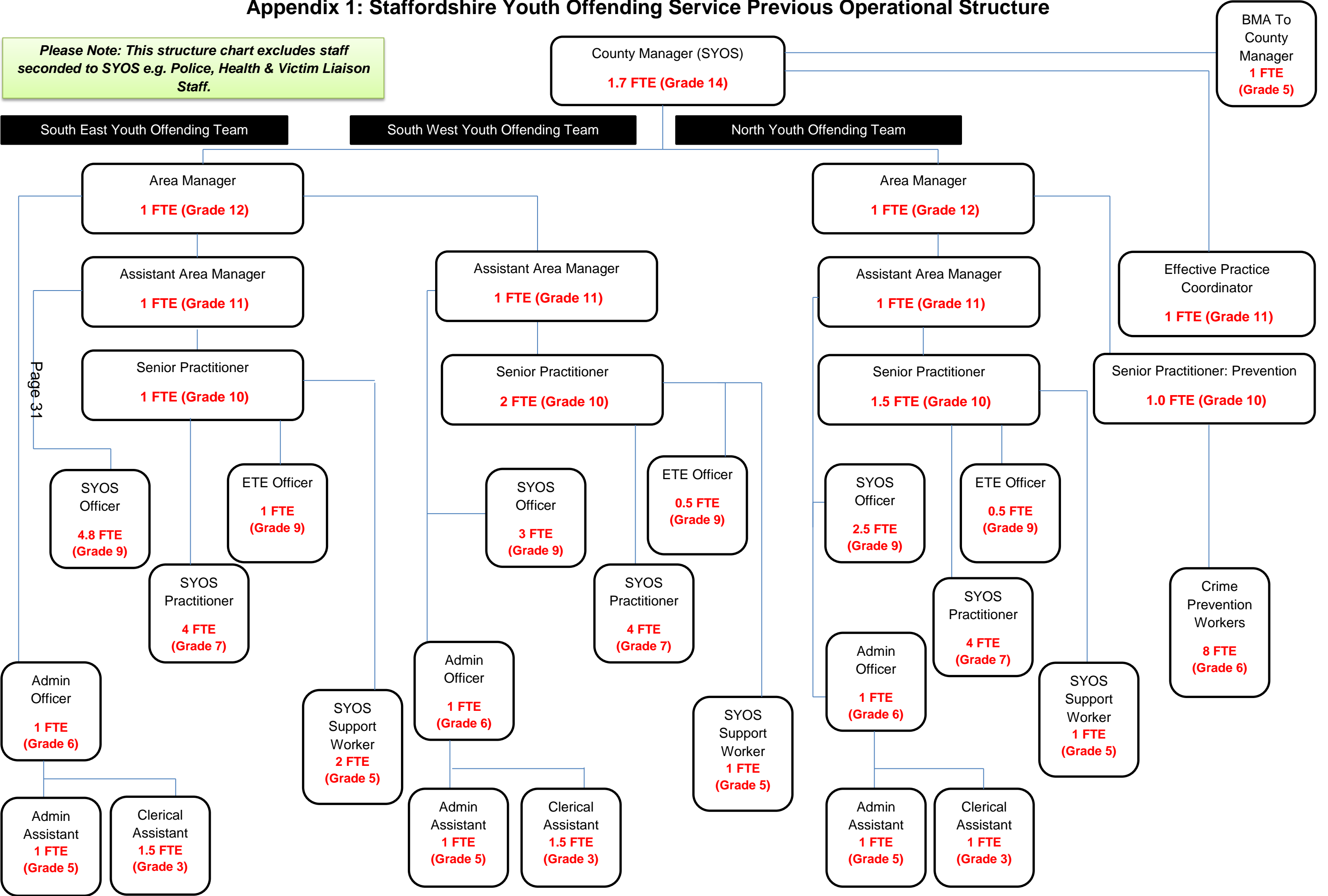
Appendix A – Staffordshire Youth Offending Service Previous Operational Structure
Appendix B – Staffordshire Youth Offending Service New Structure
Community Impact Assessment

List of Background Papers:

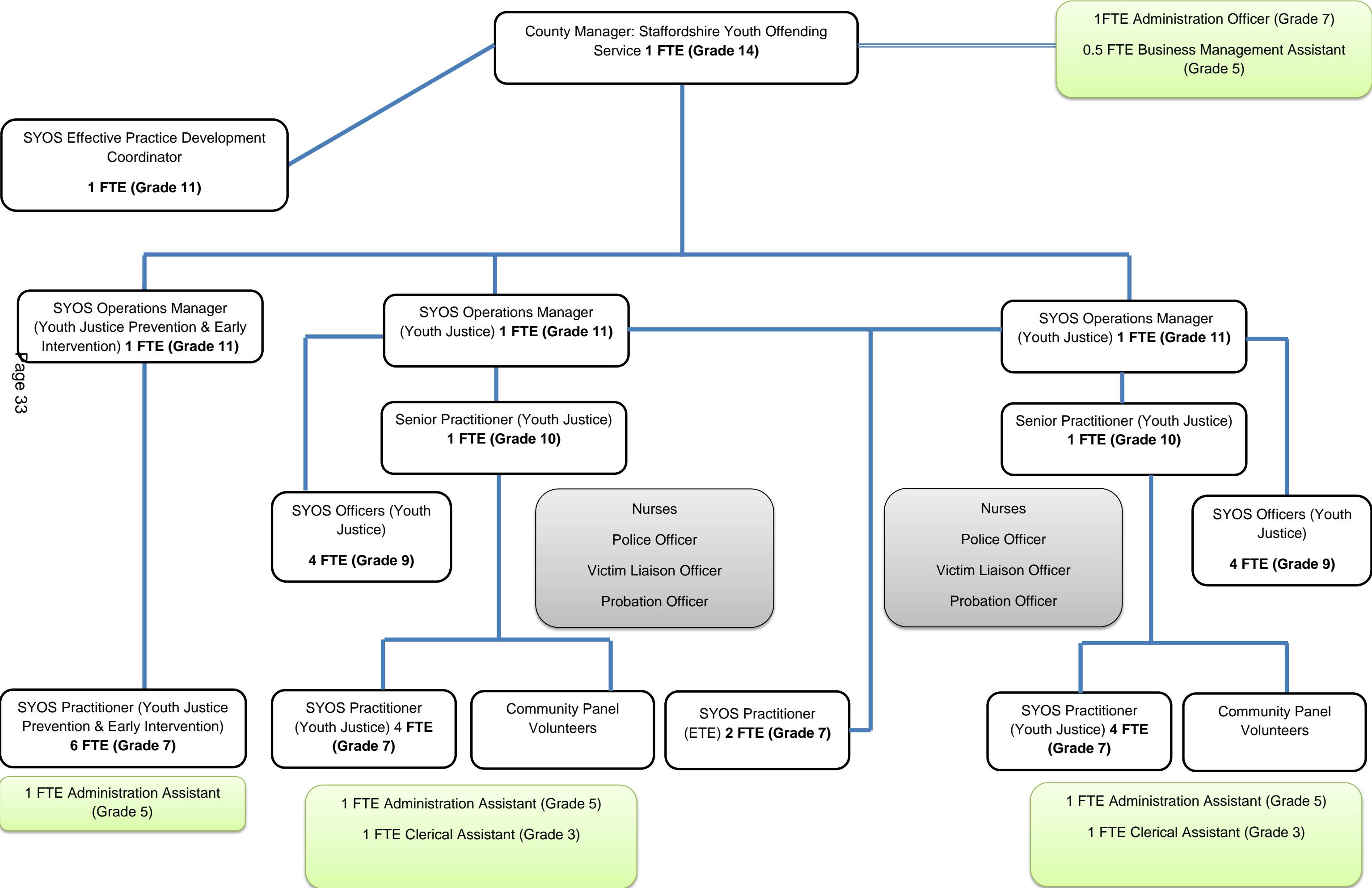
County Council Staffing Protocol (HR 92)
<http://www.intra.staffordshire.gov.uk/hrinformation/hrpolicy/policy/StaffingProtocol/StaffingProtocol.aspx>

Appendix 1: Staffordshire Youth Offending Service Previous Operational Structure

Please Note: This structure chart excludes staff seconded to SYOS e.g. Police, Health & Victim Liaison Staff.



Appendix 2: Staffordshire Youth Offending Service New Structure



Community Impact Assessment Template

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Name of Proposal: Review of Staffordshire Youth Offending Service (YOS)

Project Sponsor (if applicable):

Project Manager (if applicable) or Lead: Hazel Williamson

Date: December 2018

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Completing a CIA

- A CIA will help you to identify the potential **impacts, risks and benefits** of your proposed policy, service or project. Doing this at an early stage enables engagement and research to be undertaken to identify actions that will either **lessen the risk** or **maximise the benefits**. The assessment will also help you to identify mitigating factors whereby risks may be balanced out to an extent by the benefits.
- This template should be used to support the development of a proposal during the **planning stage**, therefore supporting the council's approach of [Achieving Commissioning Excellence](#).
- A good CIA will involve input from more than one person. A **Project Team** should be identified with different, but relevant expertise to ensure that a full range of views are considered.
- **Engagement and/or consultation** should take place with appropriate and representative groups of people that are most likely to be affected. This must then be used to help shape the design/outcomes of the project. Please note that due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses.
- **Once completed**, the main findings from your CIA should be transferred to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. Depending on the size of your project, this could be your manager, project lead, sponsor or SLT.
- For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' should be submitted as part of the Cabinet Papers. The full CIA document should be submitted as a **Background Paper**.

Completing the CIA template

This table describes what is required when completing the key sections of your assessment.

Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
Which groups of people will be impacted by the proposed policy, service or project? This could be people in a particular area, a street, or a group of people with similar characteristics e.g. older people, young people or people with care needs. Also consider staff, residents and other external stakeholders.	Think about the impact the proposal may have on each of the different category areas, and identify the benefits of each decision.	Think about the impact the proposal may have on each of the different category areas, and identify the risks associated with the proposal.	Set out any recommendations as to how the benefits will be maximised and the risks minimised. Also highlight any trade offs that may occur.
	Please note: <ul style="list-style-type: none">• Potential impacts should not be included if it is considered highly unlikely that they would occur.• Where no major impacts have been identified, please state N/A.• Due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses.		
Evidence Base: (Evidence used/ likelihood/ size of impact) How certain are you about the assessment of each potential impact, and what evidence have you used to arrive at the decision? E.g. Data – population trends data, census data, service data. Research – national, regional, local research. Engagement/ Consultation – with partners, the public, the voluntary sector.			

Use the following template to highlight the impacts of your proposal on each of the following categories: the Public Sector Equality Duty (PSED), Health and Care, the Economy, the Environment, and Localities/ Communities.

Community Impact Assessment Template

Public Sector Equality Duty (PSED) – Use this section to identify if the proposal will impact on our legal obligations under the Equality Act 2010 for both residents and staff. In summary, those subject to the general equality duty must have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups.

Please consider:

- Who is currently using the service, across the protected characteristics?
- What do we know about their experiences and outcomes?
- What relevant information is available from the Census and population trends data?
- What were the findings of the engagement/consultation?
- Is there any relevant national, regional and/or local sources of research/evidence available?
- Is there any relevant information from partners or voluntary, community, social enterprise organisations?
- What is the analysis of the impact on those with relevant protected characteristics?

Protected Characteristics:	Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
<ul style="list-style-type: none"> • Race 	<p>Children, young people and families (CYP&F) whose first language is not English or do not speak English; CYP&F from diverse cultural backgrounds; Asylum Seekers and Refugees.</p> <p>Gypsies and Travellers; (please note this is not an exhaustive list) Groups and organisations that represent, support and/or work with CYP&F from different race, colour, nationality, ethnic or national origins.</p> <p>Latest YOS Ethnicity data Between November 2017-October 2018 of the 622 children is shown below:</p>	<p>SYOS regularly utilises the interpretation services and the resources available are in a range of languages and formats.</p> <p>Agile working will also promote a flexible and responsive service enabling staff to work from touchdown centres and within the communities that</p>	<p>Black Asian Minority Ethnic (BAME) children and young people could be at risk of their needs not being met</p>	<p>Children within the Youth Offending Service (YOS) are now presenting with more complex and the proposal to maintain the number of Social Workers reflects this approach.</p> <p>There are trusted relationships with courts and report authors recommending sentences.</p> <p>Adopting a county wide model will promote the ability to</p>

	Ethnicity	%	their caseloads are resident.		<p>match need with resource.</p> <p>All staff continue to have relevant training in working with BAME children and families.</p> <p>The YOS Management Board continues to monitor BAME and addresses over representation in the Youth Justice System in Staffordshire.</p>
	Asian or Asian British	1.63%			
	Black or Black British	1.46%			
	Chinese or Other Ethnic Group	0.16%			
	Mixed	4.39%			
	Unknown Ethnicity	1.79%			
	White	90.57%			
	(blank)	0.00%			
	Grand Total	100.00%			
• Disability	<p>Children with SEND, learning disabilities and Learning difficulties.</p> <p>The Health and Well Being Needs Assessment completed in June 2017 identified of the children known to SYOS:</p> <ul style="list-style-type: none"> •21% have a conduct disorder •10.5% have a diagnosed learning disability •32% have an Education Health Care Plan (EHCP) •58% receive Special Educational Needs (SEN) support •60% have an identified speech and communication learning need within the poor range 		<p>The review of the health provision has been maximised to support this a Proposed revision of the Education roles will benefit the needs of children.</p> <p>There is also the recognition that children within the YOS are now presenting with more complex needs from trauma and the proposal to</p>	<p>Risk that staff will not have the knowledge to identify needs to prevent children escalating into specialist services.</p>	<p>The seconded health staff will remain the same following the restructure.</p> <p>Staff will continue to receive training and development provided through the seconded health staff.</p> <p>The revised education and training roles include a larger focus on children with learning disabilities and Special Educational Needs and Disability (SEND).</p>

		<p>increase Social Workers reflects this approach.</p> <p>Staffordshire YOS has been awarded the Quality Mark for the commitment to improving outcomes for children know to the YOS with SEND.</p>		<p>To continue to use feedback from children and young people to improve service delivery.</p>										
<ul style="list-style-type: none">Sex	<table><tr><th>Row Labels</th><th>Count of Gender</th></tr><tr><td>Female</td><td>21.26%</td></tr><tr><td>Male</td><td>78.74%</td></tr><tr><td>(blank)</td><td>0.00%</td></tr><tr><td>Grand Total</td><td>100.00%</td></tr></table>	Row Labels	Count of Gender	Female	21.26%	Male	78.74%	(blank)	0.00%	Grand Total	100.00%	<p>The skills of the workforce will be retained, and the adoption of a county wide service will ensure greater ability to match case worker with child.</p>	<p>That staff do not have the skills, college or confidence to ensure that children receive services regardless of gender.</p>	<p>Training and development will continue to focus on equality and inclusion.</p> <p>Where necessary specific gender programmes will be required and this will be based on feedback from children and young people.</p>
Row Labels	Count of Gender													
Female	21.26%													
Male	78.74%													
(blank)	0.00%													
Grand Total	100.00%													

• Age	<table><tr><th>Row Labels</th><th>Sum of Age entering cohort</th></tr><tr><td>9</td><td>0.10%</td></tr><tr><td>10</td><td>0.77%</td></tr><tr><td>11</td><td>2.66%</td></tr><tr><td>12</td><td>4.61%</td></tr><tr><td>13</td><td>10.71%</td></tr><tr><td>14</td><td>17.07%</td></tr><tr><td>15</td><td>26.03%</td></tr><tr><td>16</td><td>18.98%</td></tr><tr><td>17</td><td>18.67%</td></tr><tr><td>18</td><td>0.40%</td></tr><tr><td>(blank)</td><td>0.00%</td></tr><tr><td>Grand Total</td><td>100.00%</td></tr></table>		Row Labels	Sum of Age entering cohort	9	0.10%	10	0.77%	11	2.66%	12	4.61%	13	10.71%	14	17.07%	15	26.03%	16	18.98%	17	18.67%	18	0.40%	(blank)	0.00%	Grand Total	100.00%	<p>The prevention team will be retained to ensure that there is a focus on children at an earlier age to prevent them escalating into the criminal justice system.</p> <p>There is an experienced and consistent staff group within the YOS.</p>	<p>Staff may not have the necessary skills and knowledge to work with a variety of age groups.</p>	<p>A clear allocation and case management policy will be developed to ensure that children receive the statutory help and support and that they receive at the right time based on risk and frequency of contact.</p> <p>Training and development will continue to be delivered to all YOS staff to ensure that they are able to work with all children in an age appropriate way.</p> <p>Feedback from children will be used to inform practice and service delivery.</p>
	Row Labels	Sum of Age entering cohort																													
	9	0.10%																													
	10	0.77%																													
	11	2.66%																													
	12	4.61%																													
	13	10.71%																													
	14	17.07%																													
	15	26.03%																													
	16	18.98%																													
	17	18.67%																													
	18	0.40%																													
	(blank)	0.00%																													
	Grand Total	100.00%																													
• Religion or Belief	The collation of this data is difficult as this is rarely disclosed by children and young people.	Assessment directly takes into account key religious dates and practices to be avoided.	Intervention planning does not take account of key religious activities or beliefs.	All intervention plans will take account of key religious dates and activities will be tailored around key dates.																											
			Staff do not have the skills	All staff will continue with training and																											

			required.	development to support children in maintaining their identity. Feedback from children and young people will be used to inform future delivery and practice.
<ul style="list-style-type: none"> Gender Reassignment 	Between November 2017 and October 2018 of the 646 children who had contact with SYOS 1 child was undergoing gender reassignment.	Staff have received training on gender reassignment and have learnt from practice which has been shared across the service.	There is a risk that staff do not understand the needs of this group.	<p>Ongoing training and development for children undergoing gender reassignment will continue.</p> <p>The ability to work at a more local level will encourage practitioners to understand the help and support children require within their own communities, thereby, building capacity to receiving support from local support networks.</p>
<ul style="list-style-type: none"> Sexual Orientation 	<p>Lesbian, gay and bisexual children and those questioning / exploring their sexual orientation.</p> <p>Groups and organisations that represent, support and/or work with Lesbian, Gay, Bisexual, Transgender (LGBQ) children.</p>	The new structure is intended to improve the outcomes of CYP and their family members regardless of their	YOS practitioners support may not be sensitive and adaptable to the needs of LGBQ CYP&F,	Engagement with any local groups to promote effective prevention and early help for LGBQ CYP&F and to understand potential

		<p>sexual orientation.</p> <p>Locally based YOS service promotes prevention and earliest help provision which is more sensitive to and effectively meets the needs relevant to LGBTQ.</p> <p>The voice of LGBTQ CYP&F could be promoted throughout the partnership-led approach utilising local and county-wide commissioning.</p>	therefore risking barriers to access and effective support.	<p>additional capacity building needs.</p> <p>Ensure that training and development is responsive to the diverse needs of children and young people.</p> <p>Adapt the YOS feedback questionnaire to include a question to establish whether service users felt their cultural and diversity issues were taken into consideration in the intervention they were offered, to gather service user feedback and identify any potential disadvantage.</p>
<ul style="list-style-type: none"> Pregnancy and Maternity 	<p>Young people and parents/carers that are pregnant, expecting a baby and during the period following birth</p> <p>Groups and organisations that represent, support and/or work with Young people that are pregnant, expecting a baby and following birth (e.g. groups working with teenage parents)</p> <p>During 2017-18 the Youth Offending Service worked with 3 young people that were expecting a baby, pregnant of following birth</p>	<p>The proposals are intended not to reduce the outcomes for young people that are pregnant, expecting a baby and following birth.</p> <p>The service has a</p>	There is a risk that all volunteers and staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the	<p>Appropriate learning, development and resources available for staff members to identify the needs of people who are pregnant, expecting a baby or following birth and take appropriate action</p>

	The Youth Offending Service works with all parents and carers	<p>parenting assessment and parent/carer views are incorporated into planning and delivery of intervention.</p> <p>There is an established health team to provide care, advice and signposting for young people, parents/carers expecting, during pregnancy and following birth.</p> <p>There are established links between the YOS and Safeguarding teams for young people, parents/carers who may require more specialist support when pregnant, expecting or following birth.</p>	needs of people who are pregnant, expecting a baby or following birth to prevent needs escalating.	<p>Engagement with local groups who provide support for teenage parents.</p> <p>Adapt the YOS feedback mechanisms to ensure that the needs of young people pregnant, expecting a baby or after birth to ensure their needs were met and to identify areas for improvement.</p>
	• Marriage and	Young people and parents/carers that are married or in a	The revised	There is a risk

Civil Partnership The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships in relation to employment issues.	civil partnership. The Youth Offending Service has not worked with any young person who was married or in a civil partnership, however they work with all parents and carers.	structure is not intended to decrease the outcomes of all CYP&F, including young people and parents/carers that are married, in a civil partnership, single, cohabitating or other arrangements.	that all staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of young people and parents/carers that are married, in a civil relationship or other arrangement prevent needs escalating.	development in the delivery of parenting and carer interventions. Incorporate areas of development into training for all staff. Ensure that there is an effective feedback mechanism available for young people parents and carers and incorporate learning into future practice. Engagement with any local groups to promote effective prevention and early help for young people and parents/carers that are married, in a civil partnership or other arrangement.
Impact on SCC Staff If the proposal affects SCC staff, consider the workforce profile compared against the protected	As of September 2018, the YOS had the following collated characteristics for staff: Age 20-29 7% 30-39 35% 40-49 26%	All managers have up to date equality and diversity training. All manager that will be involved in the recruitment	A proportion of the staff affected is over 50 and the revised structure may affect these staff.	Ensure all staff who are on maternity/paternity have a single point of contact to be kept up to date with the consultation and review and that they

characteristics pre and post change, the impact of job losses, available support for staff, and HR protocols.	50-59 24% 60-69 9%	have had the relevant training. The YOS will be supported by a dedicated Human Resources Change Advisor.	Women who are pregnant and men and women who are on maternity / paternity leave not fully included in the consultation processes. Staff demographics show that 7% of staff are BAME (7% of staff have no ethnicity recorded) The risk is that consultation and meetings take place not taking account of key religious activities. Staff demographics show that 2% of staff have a declared disability and 80% have no recorded disability.	have the same access to meetings, information and an ability to respond during the consultation period. SYOS should seek to employ fair recruitment and selection training and that as far as possible the workforce reflects the demographics of the service users. To ensure that key activity relating to the consultation takes account of times during the calendar that may be observed for religious beliefs. To ensure that key activity relating to the consultation takes into account the needs of the staff who require adjustments. For example meeting venues and times of meetings.
	Pregnant and maternity No staff were pregnant or on maternity			
	Race White British 85% BAME 7% Unknown 7%			
	Religion/Belief Christian 13% Other 4% None 9% Unknown 74%			
	Disability No 17% Yes 2% Unknown 80%			
	Sexual Orientation Heterosexual 24% LGBQ 0% Unknown 76%			
	Employment status Full Time 59% Part Time 41%			

			<p>0% of the staff have declared that they identify as LGBTQ (with 76% of workforce with no sexuality recorded).</p> <p>SYOS has a small number of staff with identified disabilities requiring adjustments.</p> <p>41% of the YOS workforce is part time.</p>	<p>To ensure that meeting times and key activity takes into account the working patterns of part time works and fair recruitment practices are supported.</p>
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Evidence Base: (Evidence used/ likelihood/ size of impact)

Staffordshire Youth Offending Service Health and Well Being Needs Assessment October 2017

- Children's Story: Joint Strategic Needs Assessment, Staffordshire and Stoke-on-Trent, April 2017

<https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2017/Childrens-Joint-Strategic-Needs-Assessment-April-2017.pdf>

- Commissioning for Children: A Summary of Insight, December 2015

<https://www.staffordshireobservatory.org.uk/documents/Updates/Commissioning-for-Children-A-Summary-of-Insight-FINAL-05.02.16.pdf>

- District Locality Profiles and the Staffordshire Profile, 2016

<https://www.staffordshireobservatory.org.uk/publications/thestaffordshirestory/LocalityProfiles.aspx#.WRxIN2wzX5p>

- Early Intervention Foundation, Spending on Late Intervention, February 2015

<http://www.eif.org.uk/wp-content/uploads/2015/08/SPENDING-ON-LATE-INTERVENTION.pdf>

- Feeling the Difference (Survey Wave 22), March 2017

<https://www.staffordshireobservatory.org.uk/PublicVoice/What-local-people-think.aspx#.WRxJE2wzX5o>

- Health and wellbeing outcomes and performance report for Staffordshire, February 2017
<https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2017/Health-and-Wellbeing-Outcomes-Report-February-2017.pdf>
- HM Government, Early Intervention: The Next Steps, January 2011
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/284086/early-intervention-next-steps2.pdf
- Improving Lives: Helping Workless Families
<https://www.gov.uk/government/publications/improving-lives-helping-workless-families>
- Improving mental health and wellbeing outcomes in Staffordshire: an evidence base, June 2016
<https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/Improving-mental-health-and-wellbeing-outcomes-in-Staffordshire-FINAL.pdf>
- Staffordshire and Stoke-on-Trent: Community Safety Strategic Assessment, March 2016
<https://www.staffordshireobservatory.org.uk/documents/Families-and-Communities/Communities/Staffordshire-Stoke-on-Trent-Community-Safety-Assessment-2016-FINAL.pdf>
- Staffordshire Census (Short Stories – including ‘ethnicity’, ‘employment’ and ‘health and wellbeing’), 2011
<https://www.staffordshireobservatory.org.uk/publications/thestaffordshirestory/ourpopulation/census/reports.aspx#.WRxKsGwzX5o>
- Staffordshire County Council, Best Start Consultation 2014 (Analysis of Results) (See Appendix B for Best Start)
<http://moderngov.staffordshire.gov.uk/ieListDocuments.aspx?CId=123&MId=5083&Ver=4>
- Staffordshire County Council, Children and Young People: A Profile of Risk and Harm in Staffordshire, 2014
[https://extranet.staffordshire.gov.uk/projects/cfc/Shared%20Documents/Insight/Insight%20-%20surveys/CYPAProfileofRiskandHarminStaffordshire2014%20\(3\).pdf](https://extranet.staffordshire.gov.uk/projects/cfc/Shared%20Documents/Insight/Insight%20-%20surveys/CYPAProfileofRiskandHarminStaffordshire2014%20(3).pdf)
- Staffordshire County Council, Early Years Performance Report, November 2016
<https://www.staffordshire.gov.uk/education/childcare/families/ccentres/data-and-information/EY-Performance-Report-2016.pdf>
- Staffordshire County Council, Leading for a Connected Staffordshire: Our Vision for 2014-2018
<https://www.staffordshire.gov.uk/yourcouncil/strategicplan/Strategic-Plan-2014-18.pdf>
- Staffordshire County Council, ‘What do you think...?’ Children & Young People’s Survey Results (Wave 1), 2013
<https://extranet.staffordshire.gov.uk/projects/cfc/Shared%20Documents/Insight/Insight%20-%20surveys/Results%20of%20CYP%20Survey%20Wave%201%202013.pdf>
- Staffordshire Health and Wellbeing Board, Living Well in Staffordshire, Keeping you well, Making life better – Our Five Year Plan 2013-2018
<https://www.staffordshirepartnership.org.uk/Health-and-Wellbeing-Board/Health-and-Wellbeing-Strategy-for-Staffordshire-Executive-Summary.pdf>
- Staffordshire Safeguarding Children Board (SSCB) Children, Young People and Families Early Help Strategy, 2015 to 2018
<https://www.staffsscb.org.uk/Professionals/Staffordshire-Early-Help-Strategy/FINAL-SSCB-Early-Help-Strategy-2015-2018.pdf>
- Staffordshire’s Children, Young People and Families Strategy, 2016-2026
<https://www.staffordshire.gov.uk/health/childrenandfamilycare/SCYPFS-FAMILY-STRATEGY-a4-LANDSCAPE-April-17.pdf>

- Support for Carers Phase 3 Report, December 2016
<http://healthwatchstaffordshire.co.uk/download/support-for-carers-phase-3/>
- Teenage Pregnancy: Briefing Note, April 2016
<https://www.staffordshireobservatory.org.uk/documents/Updates/Teenage-Pregnancy-in-Staffordshire-Briefing-Note-April-2016.pdf>
- The Story of Health & Care: Population Insights, February 2016
<https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2016/The-Story-of-Health-and-Care-in-Staffordshire-February-2016.pdf>
- The Story of Staffordshire, 2016
<https://www.staffordshireobservatory.org.uk/documents/StaffordshireStory/Story-of-Staffordshire-2016-Full-report-VERYFINAL.pdf>

The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is positive across the YOS in Staffordshire, as the new structure aims to promote positive outcomes for CYP&F and maximise the use of available resources, thereby encompassing all those with all protected characteristics. This again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks

Health and Care – Use this section to determine how the proposal will impact on resident's health and wellbeing, and whether the proposal will impact on the demands for, or access to health and care services. Please consider the Care Act 2014 and the Health and Social Care Act 2012.

Category Area (Areas highlighted are suggestions only and there may be other impacts in these categories)	Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
Mental Health and Wellbeing Will the proposal impact on the mental health and wellbeing of residents or services that support	Children 8-18 with emotional and mental health The Health	The new structure will ensure that the health provision is maintained which includes the provision of mental health nurses, children's nurses and	The risk is that children and young people could not have their needs met.	The review of the health provision has been maximised to support this approach. There is also the recognition that children within the YOS are now

those with Mental Health issues?	and Well-being Assessment identified that: 37.5% going through out of court disposals have an identified mental health need 63% on statutory court orders have an identified mental health need 32% regularly self-harm 36% are suffering from bereavement and loss 43% have experienced abuse and neglect	pathways into CAMHS There are established health assessments. All children receive a health assessment.		presenting with more complex needs from trauma and the proposal to increase Social Workers reflects this approach. The YOS will receive training and development in Trauma Informed Practice and the training and development plan will be supported by the specialist health provision within the service. The YOS feedback form will identify areas for development for children who access YOS health services or who are presenting with unmet health needs. Learning from this will be incorporated into future planning. Community and Local support will be maximised to ensure that children have access to services at the right time to prevent escalation into more specialised health provision.
Healthy Lifestyles Will the proposal promote	Children 8-18 YOS children	The new structure will ensure that the health	There is a risk that children could have	The review of the health provision has been maximised to support this

<p>independence and personal responsibility, helping people to make positive choices around physical activity, healthy food and nutrition, smoking, problematic alcohol and substance use, and sexual health?</p>	<p>are 4 times more likely to smoke than the general 15 year old population in Staffordshire 26% of YOS children are using drugs regularly 33% received intervention for sexual health promotion 26% have respiratory problems</p>	<p>provision is maintained which includes the provision of mental health nurses, children's nurses, nursing assistants and pathways into Child Adolescent Mental Health Service (CAMHS).</p> <p>There are also established links into the commissioned provision for substance misuse and this will be maintained within the new structure.</p>	<p>unmet health needs.</p>	<p>approach.</p> <p>There is also the recognition that children within the YOS are now presenting with more complex needs from trauma and the proposal to increase Social Workers reflects this approach.</p> <p>The training and development plan will be supported by the specialist health provision within the service.</p> <p>The YOS feedback form will identify areas for development for children who access YOS health services or who are presenting with unmet health needs. Learning from this will be incorporated into future planning.</p> <p>Community and Local support will be maximised to ensure that children have access to services at the right time to prevent escalation into more specialised health provision.</p> <p>Existing health pathways will continue to be in place for children requiring health interventions.</p> <p>All YOS health staff have an established assessment process to identify health needs and support children to access provision.</p>
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Accidents and Falls Prevention Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?	No issues identified	N/A	N/A	N/A
Access to Social Care Will the proposal enable people to access appropriate interventions at the right time?	Children 8-18 43% of SYOS children have experienced abuse and neglect 56% have previously or are currently looked after	Maintain specialist prevention and early help workers with a lead within this area. There are established links with Childrens social care and early help teams and the YOS Prevention utilises the early help framework. All staff are trained in safeguarding. There are strategic links established with the safeguarding board.	That children who are experiencing abuse and neglect could have unmet needs.	There is the recognition that children within the YOS are now presenting with more complex needs from trauma and the proposal to increase Social Workers reflects this approach. Training and Development for staff will continue. Strengthen links with and between any relevant community groups and organisations. Prevention and early help will be maximised and targeted. The Parenting Strategy will be revised based on the new structure.

Independent Living Will the proposal impact on people's ability to live independently in their own home, with care and support from family, friends, and the community?	Children 8-18 Parents and carers 33% of YOS young people have experienced homelessness	<p>There are established links with leaving care and transition service.</p> <p>There are protocols in place which support access to accommodation.</p> <p>Staffordshire YOS complies with the duty to refer people at risk of homelessness.</p> <p>The early help framework used in the YOS addresses risk of homelessness and independent living.</p>	Staff may not have the knowledge or skills to work with people at risk of homelessness or to live independently.	<p>There is the recognition that children within the YOS are now presenting with more complex needs from trauma and the proposal to increase Social Workers reflects this approach.</p> <p>Training and development will be delivered on preventing homelessness and increasing independent living.</p> <p>Protocols will need to be revised with local housing providers.</p> <p>Feedback from children and parents will be incorporated into practice development.</p>
Safeguarding Will the proposal ensure effective safeguarding for the most vulnerable in our communities?	Children 8-18 families 43% of SYOS children have experienced abuse and neglect 56% have previously or are currently looked after 63% have parents with significant needs	<p>Maintain specialist prevention and early help workers with a lead within this area.</p> <p>There are established links with Childrens social care and early help teams and the YOS Prevention utilises the early help framework.</p> <p>All staff are trained in safeguarding.</p> <p>There are strategic links established with the safeguarding board.</p>	Staff may not have the skills and knowledge and the needs of children may escalate.	<p>There is the recognition that children within the YOS are now presenting with more complex needs from trauma and the proposal to increase Social Workers reflects this approach.</p> <p>Training and Development for staff will continue.</p> <p>Strengthen links with and between any relevant community groups and organisations.</p> <p>Prevention and early help will be maximised and targeted.</p> <p>The Parenting Strategy will be</p>

				revised based on the new structure.
<p>Evidence Base: (Evidence used/ likelihood/ size of impact)</p> <p>Staffordshire Youth Offending Service Health and Well Being Needs Assessment June 2017</p> <div data-bbox="255 483 315 544"> </div> <p>HealthandWell-beingNeedsAssessment</p> <ul style="list-style-type: none"> • Childhood Obesity: Briefing Note, February 2015 https://www.staffordshireobservatory.org.uk/documents/Updates/Childhood-Obesity-briefing-February-2015.pdf • Healthy Life Expectancy: Briefing Note, March 2016 https://www.staffordshireobservatory.org.uk/documents/Updates/Healthy-Life-Expectancy-HLE-March-2016.pdf • Infant and Perinatal Mortality: Briefing Note, June 2016 https://www.staffordshireobservatory.org.uk/documents/Updates/Infant-Mortality-Briefing-Note-June-2016.pdf • Sexual Health and Wellbeing, April 2014 https://www.staffordshireobservatory.org.uk/documents/Health/Sexual-Health-NA/Staffordshire-Sexual-Health-and-Wellbeing-Needs-Assessment-April-2014.pdf • Staffordshire and Stoke-on-Trent: Focus on Healthy Lifestyles – Diabetes Prevention, November 2015 https://www.staffordshireobservatory.org.uk/documents/Health/JSNA/2016/Focus-on-Healthy-Lifestyles-Diabetes-Prevention- 				

[November-2015.pdf](#)

- Young People and Risk: Understanding Attitudes, Perceptions and Behaviours (Survey Report), February 2016

<https://www.staffordshireobservatory.org.uk/documents/Public-Voice/Young-People-and-Risk-Understanding-Attitudes-Perceptions-and-Behaviours-FINAL-MAY16.pdf>

The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is positive across the YOS in Staffordshire, though again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

Economy – Use this section to determine how the proposal will impact on the economy of Staffordshire and the income of residents.

Category Area (Areas highlighted are suggestions only and there may be other impacts in these categories)	Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
Economic Growth	No issues	N/A	N/A	N/A

Will the proposal promote the county as a “go to” location for business, and make it easy for businesses to start up, innovate and expand?	identified			
Poverty and Income Will the proposal have an impact on income? Will it reduce the gap between high and low earners?	Children, young people and parents/carers	<p>The new structure will retain dedicated education and employment workers for children known to the YOS and there are sound links with Entrust for post 16 children.</p> <p>The service will continue to have dedicated prevention staff who are utilising the early help framework which is aligned to the Building Resilient Families, Communities (BRFC) and takes a whole family approach to assessment.</p> <p>For children within the criminal justice system the recognised national assessment enables identification of poverty and low income.</p>	There is a risk that staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of CYP&F living in poverty or with income issues to prevent needs escalating.	<p>Appropriate learning and development for staff to support young people parents and carers to access services which help them out of poverty.</p> <p>Feedback from parents, carers and young people to include issues of poverty and income and for the service to incorporate learning into development.</p> <p>To ensure that staff are linked in closely with community and local groups to reduce the risk of parents, carers and young people falling below the poverty line.</p>
Workplace Health and Environments Will the proposal impact on working conditions and the health of Staffordshire’s workforce?	Staff will be required to work from touch down centres and community-based venues to deliver	Some staff are already working agile and utilising the touch down centres with great feedback stating that this enhances their work home life balance	<p>Risk that some staff could feel isolated and that the sense of team could be lost.</p> <p>There is also a risk for</p>	<p>Agile working and the expansion of this will allow the workforce to be more flexible and will seek to create better working conditions.</p> <p>The YOS has an effective lone</p>

	intervention.	and enables closer engagement with local communities.	lone working and the safety of staff.	working policy and a buddy system. This will be reviewed in line with the new structure and will be monitored and overseen by the Health and Safety Team. Team meetings, communication methods will require review to ensure that staff still feel part of the service and their allocated work base.
Access to jobs/ Good quality jobs Will the proposal create the right conditions for increased employment in more and better jobs?	Young People, parent and carers	The new structure will retain dedicated education and employment workers for children known to the YOS and there are sound links with Entrust for post 16 children. The service will continue to have dedicated prevention staff who are utilising the early help framework which is aligned to the BRFC and takes a whole family approach to assessment.	There is a risk that staff members do not have the necessary skills and awareness to identify and take appropriate action in relation to meeting the needs of CYP&F in finding more and better jobs.	Improve links with local employers to provide volunteer opportunities. Maximise on the apprenticeships to encourage more young people into better jobs. Provide training and development to staff to promote motivation and raise aspirations in parents and young people. Improve the links with colleges and further education and training providers and work with them to actively recruit within the YOS cohort of young people.
Evidence Base: (Evidence used/ likelihood/ size of impact) <ul style="list-style-type: none"> Smart Working Practices https://www.intra.staffordshire.gov.uk/newwayworking/Smart-Working/Case-Studies/Case-Studies.aspx <ul style="list-style-type: none"> Staffordshire Rural Economy Evidence Base, July 2015 				

<https://www.staffordshire.gov.uk/environment/eLand/rural-development-team/Staffordshire-Rural-Economy-Evidence-Base.pdf>

- Summary of Child Poverty in Staffordshire, 2015

<https://www.staffordshireobservatory.org.uk/documents/ChildrenandYoungPeople/ChildPoverty/summaryofchildpovertyinstaffordshire2015v2.pdf>

- Unemployment Briefing, March 2017

<https://www.staffordshireobservatory.org.uk/documents/Economy/Unemployment/Unemployment-Briefing-Note—March-2017.pdf>

The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is positive across the YOS in Staffordshire, though again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

Environment – Use this section to identify the impact of the proposal on the physical environment. How does the proposal support the utilisation and maintenance of Staffordshire's built and natural environments, thereby improving health and wellbeing and strengthening community assets?

Category Area (Areas highlighted are suggestions only and there may be other impacts in these categories)	Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
Built Environment/ Land Use Will the proposal impact on the built environment	No issues identified	N/A	N/A	N/A

and land use?				
Rural Environment Will the proposal impact on the rural natural environment or on access to open spaces?	No issues identified	N/A	N/A	N/A
Air, Water and Land Quality Will the proposal affect air quality (e.g. vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g. contamination)?	No issues identified	N/A	N/A	N/A
Waste and Recycling Will the proposal affect waste (e.g. disposal) and recycling?	No issues identified	N/A	N/A	N/A
Agriculture and Food Production Will the proposal affect the production of healthy, affordable and culturally acceptable food?	No issues identified	N/A	N/A	N/A
Transport Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?	Children 8-18 Staff	The smart working will actively promote children being seen within their own community reducing the need to travel.	Staff may be offered an alternative mileage base from current model which could increase travel time to and from work for staff.	Allocation of preferred mileage bases where possible and the promotion of smart working and touchdown centres.
Noise Will the proposal cause	No issues identified	N/A	N/A	N/A

disruptive noise?				
Evidence Base: (Evidence used/ likelihood/ size of impact) <ul style="list-style-type: none"> Smart Working Case Studies https://www.intra.staffordshire.gov.uk/newwayworking/Smart-Working/Case-Studies/Case-Studies.aspx <p>The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.</p> <p>The overall potential size of the impact is positive across the YOS in Staffordshire, though again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.</p>				

Localities / Communities – Use this section to identify the impact of the proposal on communities. How will the proposal strengthen community capacity to create safer and stronger communities? It is important to recognise the different localities and communities your proposal may impact upon, and identify any communities that could be more adversely impacted than others. District Commissioning Leads (DCL's) have a great deal of knowledge about their relevant locality and they must be engaged with as part of your Project Team at an early stage of the process.				
Category Area (Areas highlighted are suggestions only and there may be other impacts in these categories)	Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
Community Development/ Capacity Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?	Children, young people, parent's carers, community and local	Areas within the YOS make good use of community groups and local groups. The YOS is required to have volunteers to support the delivery of the service and	There is a risk that staff members do not have the necessary skills and awareness to promote the use of local assets within the community (such as signposting to other groups	Maximise the use of community groups through the use of local community venues and touch down centres. Develop stronger links through the YOS Management Board to the

	groups	there are good links with communities to recruit the volunteers.	or provision), in order to prevent needs escalating.	Community and Voluntary sector. Actively support children, young people and their families to seek support from local and community groups to reduce risks and encourage and sustain community capacity.
Crime/ Community Safety Will the proposal support a joint approach to responding to crime and addressing the causes of crime?	Children and families Victims and communities	The Youth Justice System was established by Section 37 of the Crime and Disorder Act (1998), in order to prevent offending and reoffending by children and young people aged 10 -17 years. The Crime and Disorder Act dictated that the Youth Justice System would be delivered and managed locally through Youth Offending Services, a multi-agency partnership with statutory representation from local authorities (specifically Social Care and Education), the Police, Probation and Health. SYOS was therefore established as a statutory function of the Crime and Disorder Act. In addition, by providing the Youth Justice Services outlined in Section 38 (4) of the Act, the local authority also addresses its duty, under paragraph 7(b) of Schedule 2 of the Children	There is a risk that with reduce staffing crime could increase thereby creating more victims and communities feeling less safe. Reduced management time could risk the engagement of partners and communities to address the causes of crime.	Children and young people will be offered a service that matches the needs identified. The current strength of the seconded specialist posts will be maintained including specialist victim workers, health staff, police, education and social workers. A case management allocation system will be devised to ensure that caseloads remain within manageable limits. This will be an informed allocation system as the YOS County Manager has scoped out YOTs across the country with similar volume of caseloads which confirms that the staff ratio to caseloads is manageable whilst also allowing for any sudden increase in numbers of children. A review across all areas of operational activity which includes ensuring safety of victims and payback to communities remains a priority. This review was requested

		<p>Act 1989, to take reasonable steps designed to encourage children and young people within the area not to commit offences.</p> <p>This legislation led to a model of delivery which brings together a range of agencies with expertise in welfare and enforcement practices to improve outcomes for vulnerable children, young people, families, victims and communities. A model which has successfully developed in Staffordshire, which was reflected in the last Full Joint Inspection of SYOS. The accountable body for the YOS is the statutory Management Board. Staffordshire has a well-established Management Board which is accountable for providing strategic direction to the service.</p>		<p>by the YOS Management Board and actions and learning from this review will be implemented alongside the new structure.</p> <p>Staffordshire Youth Offending Service will continue to be monitored by the YOS Management Board who have a statutory duty to ensure that there are services in place to prevent children from offending.</p> <p>Staffordshire Youth Offending Service will continue to link with other key strategic plans and boards to ensure that the youth crime is a priority.</p>
<p>Educational Attainment and Training</p> <p>Will the proposal support school improvement and help to provide access to a good education?</p> <p>Will the proposal support the improved supply of</p>	Children and young people	<p>There are established education posts within the YOS that have good links into schools, colleges and alternative education providers.</p> <p>Staffordshire YOS has been awarded the Quality Mark for</p>	<p>Risk that staff and will not have the necessary skills or knowledge to reduce the chance of exclusions before Childrens needs escalate.</p> <p>Children not involved in education are more likely to be involved in crime.</p>	<p>The revision of the Education role as part of the review will support better engagement in preventing school exclusions.</p> <p>The revised role will ensure that there is better engagement with inclusion panels and the SEN agenda.</p>

skills to employers and the employability of residents?		its improvements in education and children with SEND.		Staffordshire YOS Management Board has undertaken a review of Prevention activity and an outcome of this review has been to better engage schools and become more intelligence led in the work with schools and children and young people thereby preventing exclusions and accessing support.
Leisure and Culture Will the proposal encourage people to participate in social and leisure activities that they enjoy?	Children and young people	<p>The YOS actively works with the Police Crime Fire and Rescue Commissioner to promote a targeted offer of leisure and sport to children and children engage in SPACE.</p> <p>The YOS is working with Street Games nationally to promote the use of sport to reduce crime which is being evaluated by Loughborough University.</p> <p>There are established links with local sports development workers across the county.</p> <p>There is a defined process in place for referral into community support and leisure centres.</p> <p>Training has been delivered to staff on the value of sport</p>	There is a risk that staff do not have the knowledge and skills of community leisure and social activities within communities to support the reduction crime.	<p>Children being encouraged to actively access services within their community.</p> <p>To provide training and development to all staff on the importance of social and leisure activities in reducing crime and the root causes of crime.</p> <p>Use the learning from the sports development work to increase the partnership working with local groups offering activities.</p> <p>Co-produce activity and interventions with children and young people to ensure that this meets their needs.</p> <p>Continue to work with the Police Crime Fire and Rescue Commissioner to offer a targeted SPACE programme.</p> <p>Work closer with community and</p>

		in reducing crime.		voluntary groups by encouraging staff to become more familiar with the communities they work in.
Volunteering Will the proposal impact on opportunities for volunteering?	SYOS volunteers	<p>Staffordshire YOS is required to recruit volunteers to deliver Community Panels which decide on an intervention plan for some children who receive an order from court.</p> <p>These volunteers are supported with training, supervision and ongoing support.</p>	Reduction in operational bases could impact on volunteer availability.	<p>Smart working and touchdown centres to be maximised across the county to hold community panels.</p> <p>Becoming more involved locally could actively increase the number of volunteers available.</p> <p>Recruit volunteers from the same communities as the children who have knowledge and support of local groups in communities to actively encourage and support children to desist from offending.</p> <p>There is the opportunity with an increase in volunteering to utilise volunteers as mentors for children and young people.</p>
Best Start Will the proposal impact on parental support (pre or postnatally), which helps to ensure that children are school-ready and have high aspirations, utilising a positive parenting approach?	Parents carers and children	<p>Staffordshire YOS works with all parents.</p> <p>The YOS Prevention service offers a whole family approach.</p> <p>There are established links with early help teams and safeguarding teams.</p> <p>Staffordshire YOS has a</p>	That staff do not have the knowledge and skills and parenting needs are not identified which means needs are escalated.	<p>To revise the parenting strategy based on the new structure.</p> <p>To ensure that staff continue to be trained in the thresholds for early help and safeguarding.</p> <p>That the whole family approach is promoted as a way of working across practitioners working with statutory YOS cases.</p>

		parenting assessment.		To ensure that feedback from parents and children is used to inform practice development and inform service delivery.
Rural Communities Will the proposal specifically impact on rural communities?	No issues identified	N/A	N/A	N/A

Evidence Base: (Evidence used/ likelihood/ size of impact)



Staffordshire Youth
Offending Service Yc

SYOS Annual Youth Justice Plan

- Strategic Community Safety Assessments by District, 2015
<https://www.staffordshireobservatory.org.uk/publications/families-and-communities/Communities/Communities.aspx#.WRxNDWwzX5o>
- Variety of online resources highlighting local community assets are available, such as from District and Borough Council websites (such as: <http://www.staffordbc.gov.uk/leisure>) and other online resources (such as: <http://southstaffordshire.thegoodlife.uk.net/>)
- Motivations and Barriers to Volunteering, UK Civil Society Almanac
<https://data.ncvo.org.uk/a/almanac17/motivations-and-barriers-to-volunteering-3/>
 - how to volunteer for a YOS
<https://yjresourcehub.uk/volunteering-footer/who-can-volunteer-and-why.html>

The overall likelihood of the benefits being achieved is high, subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise or resolve potential risks.

The overall potential size of the impact is positive across the YOS in Staffordshire, though again is subject to the necessary mitigations being undertaken in partnership with all relevant stakeholders, monitored and actions adapted as necessary to minimise

or resolve potential risks.

Now transfer the main findings of this assessment to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' should be submitted as part of the **Cabinet Papers**. The full CIA document should be submitted as a **Background Paper**.

Local Members' Interest

Safe and Strong Communities Select Committee – 4 March 2019

Early Years – follow up visits to Children's Centres

Recommendation/s

1. That the Select Committee considers the final report of the Committees' Early Years – follow up visits to Children's Centres and endorses the report prior to it being submitted to the Cabinet Member for his comment(s).

Report of Scrutiny and Support Manager

Summary

What is the Select Committee being asked to do and why?

2. The Select Committee is asked to consider the findings of Members following visits to Children's Centres in September/October 2018. Following this consideration, the report will be forwarded to the Cabinet Member for Children and Young People for his comment(s).

Report

Background

3. In September 2014, Members of the Select Committee agreed to undertake visits in June/July 2014 to 41 of the 52 Children's Centres in Staffordshire and fed back their findings and made several recommendations to the Cabinet Member.

Summary

4. Members of the Safe and Strong Communities Select Committee visited Children's Centres in Staffordshire during September/October 2018 to see what changes had been made since the review of Children's Centres in 2014.

5. Members were pleased to see that there was now a clear Strategy for Early Years and that Children's Centres were being well-used

6. There were two key findings from the visits, one relating to the provision of Wi-Fi in the Centres, that was immediately responded to by the Cabinet Member; and secondly, regarding a request for an update on the operation of the 0-19 Health Visiting contract, a presentation on which is scheduled to take place immediately following this agenda item on 4 March.

Next Steps

7. The report is presented to the Committee for endorsement. Having responded to the two main key findings the Cabinet Member is invited to update Members and comment on any other issues raised in the report

Link to the Strategic Plan

8. Ensuring that Staffordshire's children and young people feel safer, happier and more supported in and by their community.

Implications

9. The equalities and legal; resource and value for money; and risk implications are set out in the attached report.

Contact Officer

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Appendices/Background papers

- Final Report of the Working Group

Final Report of the Safe and Strong Communities Select Committee - Early Years – follow up visits to Children's Centres

Background

A report of the Committee's findings was made to the Safe and Strong Communities Select Committee on 29 September 2014. The key findings from visits were that the Cabinet Member should: -

1. Define a clear vision and strategy for Early Years in Staffordshire, in conjunction with partners, which is focussed on empowering communities to deliver Early Years' support with support from professionals.
2. Ensure there are clear commissioning arrangements in place with access to information to assist commissioners in understanding and analysing the needs in their areas, and marketing of early years' activities.
3. Agree a long term Joint Commissioning budget for Early Years with partners.
4. Implement a framework for monitoring the effectiveness of commissioned services and ensure that this is written into all contracts.
5. Review the current provision of Phase 1 and Children's Centres on school sites in Staffordshire and evaluates alternative community settings for the provision of Children's Centre services.
6. Reassure the Committee that any changes regarding other services, such as youth services and libraries, will be factored into any changes that might be considered regarding Children's Centres.
7. Consult the Committee on any proposed future changes.

Following the public consultation, the Cabinet took a decision on 21 January 2015 to endorse a new way of working based on an integrated model of commissioning and delivery with partners. The decision also included proposals to transfer Health Visiting responsibility to the Council in October 2015.

The number of designated children's centres in Staffordshire was reduced to eleven, with some children's centres based on school sites being reconfigured and transferring to the management of schools (27 sites), some being transferred back to the Culture and Library Service (8 sites) and others being referred to the Strategic Property Board for review (11 sites). The following sites were retained as designated Children's Centres:

- Cannock Chase Children's Centre, Cannock
- East Staffordshire Children's Centre (including car park and storage facilities), Burton on Trent
- Hill Street Health and Wellbeing Centre, Burton on Trent
- Newcastle-under-Lyme Children's Centre, Newcastle
- Staffordshire Moorlands Children's Centre, Biddulph
- Glascote Children's Centre, Tamworth
- Charnwood Children's Centre (Charnwood Primary School), Lichfield
- Landywood (Landywood Primary School), Great Wyrley
- Leyfields Children's Centre, Tamworth
- Maryhill Children's Centre (University Primary Academy, Kidsgrove),

- Stafford Children's Centre (Silkmore Primary Academy, Stafford)

All local authorities have the responsibility to have *sufficient* Children's Centres to meet the needs of families.

The significance of the early years offer is that what happens in pregnancy and early childhood impacts on the child into their adulthood. Positive early experience is therefore vital to ensure that children are ready to learn, ready for school and have good life chances. Parents have the biggest influence on their child's early learning.

At the beginning of 2014 the Commissioner for Children and Families was asked to undertake a review of the effectiveness and efficiency of Children's Centres and related services prior to the Council going out to public consultation on the consultation known then as Best Start in Life (later referred to as Early Years).

Early Years – follow up visits to Children's Centres – September/October 2018

In 2017 the Chairman of the Select Committee suggested that Members might wish to revisit Children's Centres to see what changes had been made. In preparation a presentation updating Members on the changes that had been made over the last four years was made to the Committee on 8 June 2018.

Children's Centres are now hubs for the community to access.

A range of services and activities are offered in the family home, using outreach venues and through a partnership approach with others.

The current centres are now utilised by a range of partners who seek to ensure that children and families are healthy, happy and safe and are getting the best start in life.

Members were informed that the percentage of families accessing children's centres since the review had improved: -

District	Global Reach 2014/15	Global Reach 2017/18	0-30% LSOA reach 2014/15	0-30% LSOA reach 2017/18
Cannock	47.3%	67.6%	46.4%	70.2%
East Staffordshire	39.3%	64.0%	46.1%	74.8%
Lichfield	39.3%	64.3%	53.4%	80.4%
Newcastle-under-Lyme	45.0%	75.3%	49.6%	83.1%

South Staffordshire	38.8%	47.5%	50.9%	69.7%
Stafford	39.4%	56.3%	49.5%	78.1%
Staffordshire Moorlands	45.3%	64.8%	51.6%	87.8%
Tamworth	44.1%	83.3%	45.5%	83.8%
Staffordshire	42.2%	65.3%	48.0%	78.0%

The Chairman asked that all Members be invited to visit a Children's Centre in their own district, and if possible, a Children's Centre outside their district. A series of questions were developed and agreed by Members and used as a focus for the visits. The visits took place during September/October 2018. This report summarises the findings from these visits.

Findings

Leadership, Management and Governance

In each of the 8 Districts Staffordshire Early Years is governed by a Family Improvement Board (FIB). This Board reports to the Early Years' Advisory Board that meets four times a year in Stafford and reports to the Staffordshire Family Strategic Partnership Board.

The FIBs are chaired as follows:

Cannock – Matt Biggs, Childcare and Sufficiency Manager
 East Staffordshire – Ian North, Harvey Girls
 Lichfield – Deb Nash, Children's Commissioning Officer
 Newcastle – Sarah Moore, Partnerships Officer, Newcastle Borough Council
 South Staffordshire – Councillor Mike Davies, Staffordshire County Council
 Stafford – Narinder Reehal, Commissioning Officer
 Staffordshire Moorlands – Barbara Hine, Building Resilient Families Coordinator (BRFC)
 Tamworth – Tim Leese, Strategic Delivery Manager.

The FIBs involve a range of partners including voluntary organisations, schools, representatives from the health service and local providers. If partners fail to attend meetings more than twice this is escalated to the Early Years Board that meets four times a year. Substitute members are allowed and encouraged.

The FIBs meet every quarter to set the priorities for the district using data that is available. The service is performance managed by a central team headed up by Natasha Moody, Early Years' Commissioning Manager, supported by Tracey Barnacle, Senior Commissioning Officer. Each Children's Centre has an Early Years

Co-ordinator who is responsible for managing, organising and marketing activities in the Centre. Each Centre has a timetable of activities that was shared with Members.

Every year the Children's Centres have a Local Authority Annual Conversation with their key partners where they review the districts' data and set the targets and priorities for the following year. Within the Local Authority Annual Conversation, the partnership also grades their performance against the Ofsted areas of: -

- Access to services by young people and families
- Quality of practice and services
- Leadership and Management

The targets and priorities are then fed into the Performance Management Framework and a partnership development plan is produced to deliver against these. The Early Years Co-ordinator meets regularly with the partners to ensure that actions are being carried out and any barriers identified. This document is then reviewed at the Family Improvement Boards to provide challenge and support as required. Data to enable the partnership to demonstrate impact and provide challenge is also included such as the Early Years reach data and centre usage. Children's Centre Free Pass Cards are available in all Children's Centres and allow families to access services free of charge (subject to criteria being met).

Schedule of Visits

Date	Venue	Committee Member
11.9.18	Staffordshire Moorlands - Biddulph	Councillor Beech
12.9.18	Stafford - Silkmore	Councillors Francis and Snape
14.9.18	South Staffordshire, Landywood	Councillor Davies (County Councillor Victoria Wilson in attendance)
18.10.18	East Staffordshire	Councillors Wileman and Hussain
21.9.18	Tamworth, Glascote	Councillors Wileman, Hussain, Jones and Pullen
27.9.18	Cannock	Councillor Francis
24.9.18	Lichfield, Charnwood	Councillors Francis, Jones and Pullen
28.9.18	Newcastle, Knutton and Maryhill	Councillor Beech

The Scrutiny and Support Manager and Early Years' Commissioning Manager/Co-ordinator accompanied Members on most visits. Zach Simister, Member and Democratic Services Support Officer accompanied Members on the visit to Knutton and Maryhill.

Staffordshire Moorlands Children's Centre, Biddulph – 11 September 2018

The Centre is a large purpose-built two storey facility. Members met the Early Years Co-ordinator and had the opportunity to walk around the Centre and meet staff and parents and carers including the Milk Breastfeeding Group that was being run voluntarily by a qualified breastfeeding consultant. One mother had travelled from

Trentham as she has no group locally and found the Group supportive. Tiny Toez nursery rent the building and is based on the site and has access to outside space.

Councillor Beech met a Speech and Language Therapist who carried out targeted clinics within the Children's Centres. This service provides early intervention for children with speech and language delay.

The Centre has a family room that has been designed to replicate the family home. It has a kitchen, bathroom with shower facilities and a crèche area to be used for contact visits. A contact visit was taking place within the room and Councillor Beech met with a family support worker who was looking after a young child while this visit was taking place. This prompted a conversation about ensuring that a whole family approach is embedded through all professionals to ensure early help is implemented when required. This has been identified as an issue that requires improvement.

A volunteer at the Centre asked to meet Councillor Beech to explain how volunteering at the Centre had helped her. This volunteer was known to the safeguarding team and had a key worker who had signposted her to attend the targeted parenting courses. Once these had been completed she then registered her interest in becoming a centre volunteer to help her gain confidence and provide some experience within early years. She hoped that this would help her to gain paid employment in the future.

Successes

Free venues had been secured in Biddulph East and Cheadle to deliver services which has led to an increase in families accessing services in these areas.

A healthy lifestyle and wellbeing course was being run at the Bishop Rawle Primary School and Let's Cook Together courses were run in conjunction with the Adult Community Learning Service.

A large majority of sessions are delivered by the community using volunteers.

The services provided within the centres are all delivered by partners, volunteers and private providers at no cost to the local authority.

Issues

There were issues with lack of WIFI access at the Centre for partners when hot-desking and working within the centre.

The rural nature of Staffordshire Moorlands and the need for additional community partnership to deliver services in areas of need.

Silkmore Children's Centre – 12 September 2018

The Children's Centre is co-located on the site of the Reach2 Academy (formerly Silkmore Primary School). The location of the Children's Centre had caused some safeguarding concerns and had been relocated within the footprint of the school.

The Centre has a crèche room, clinic room, training room, office and an outside play area.

Members met the Early Years Co-ordinator and the Reach2 Academy Office Manager. Members had a tour of the Centre meeting women who were attending a Mellow Bumps session run by Families First staff. Mellow Bumps offers a six week ante natal programme. Access to the course was by self-referral or referrals from professionals. Subjects covered include wellbeing, attachment, support, family debts, home conditions and parenting skills. The Community Midwife was in attendance and did in-reach work at the Centre. Parentcraft classes were also offered covering such subjects as labour, breast feeding, post-natal care and midwifery support.

Members met members of the Stafford Childminders' Network, a support group of local childminders and the children they were caring for. The group had access to the crèche and outdoor space.

Members toured the schools' grounds and a wooded area where outdoor activities took place.

There are attendees at the FIB from a wide variety of voluntary organisations and Head Teachers of local schools.

Issues

Members were told that there was a shortage of health visitors since the introduction of the new 0-19 contract and there appeared to be some confusion as to what the new health visiting contract offered. Concerns were expressed that vulnerable families would not be accessing the services they needed.

The issue regarding the lack of availability of WIFI was raised. This would enable the Centres to be used more effectively by professionals and service users.

When a child is identified as needing additional support following the 2-year check, information sharing between the childcare settings and Health Visitors is required. This is an area that was identified as requiring improvement.

Successes

The relationship between the school and the Children's Centre was very good and parental engagement with the Children's Centre offer had improved. Involvement of families had been encouraged by promotion of children's centre activities on social media. Services were available all year round and events were held at week-ends, encouraging parents to get involved with the school and Children's Centre.

The Centre had built up a network of providers and volunteers. Members met with a volunteer at the Centre who had benefitted from volunteering at the Centre. All sessions being delivered at the centre were operated by private providers, partners or volunteers.

There was a greater variety of services offered. The Early Years Co-ordinator works with providers to shape their service to meet the needs of families locally as well as helping them deliver against their priorities e.g. if a district had a priority around combatting obesity, the Co-ordinator would work with providers to make sure that they deliver key messages and incorporate physical activity into their sessions. This had led to services being more flexible and at little cost to the Council. The Council funded the Co-ordinator's post and some administrative support.

Members were shown details of the Family Action, Family, Food and Fun Programme that had resulted from a successful application to the Holiday Hunger Fund for funding. The project had been run to combat holiday hunger during the school holidays. Many families rely on school meals and can find it difficult to feed their children outside term time. Members were shown a scrap book that had been created by a volunteer and the attendees at the group, that illustrated sessions on promoting healthy eating, developing food knowledge and skills, Cook and Eat (teaching parents how to cook a nutritious meal on a budget). Fifteen free sessions had been held during the summer of 2018 with 185 individual attendances. The Programme had been supported by others including Stafford Rangers Soccer School who had run football training sessions, and Stafford Castle Rotary Club who had funded a visit to the Staffordshire Wildlife Trust. Activities had also helped reduce learning loss during the summer holidays.

South Staffordshire Children's Centre – 14 September 2018

The Children's Centre was a small, purpose-built building situated next to a private nursery and on the same site as Landywood Primary School. The Children's Centre comprised one large room (that could be divided into two), an office, toilets and storage cupboard, but no outdoor space. The Early Years Co-ordinator had been appointed in July and worked part-time. She had established a good working relationship with the private nursery next door and they had offered the use of their outside space, when not in use, for use by the Children's Centre. At the time of the visit there were plans to open the Centre on Saturday mornings.

Members were shown the facilities and had the opportunity to see a local child and toddler group run by volunteers, Little Gems, Stay and Play, and to talk to parents and the service providers. The Group was very busy, and parents and carers were very happy with the service provided and could see no room for improvement.

Successes

The Early Years Co-ordinator had made an immediate impact on the Centre usage, with a full timetable of activities including Saturdays.

The membership of the FIB was growing and there was good information sharing and discussion about how to address issues in the area between partners. All South Staffordshire County Councillors had made a financial contribution from their Local Members' Community Fund to create a Community Crate, a large box full of everyday household items to deliver an activity that would help a child to reach their developmental milestones. The activity would help parents understand the

impact they can have on their child's learning and the importance of becoming school ready.

Adult and Community Learning deliver targeted parenting courses within the district for families to be referred into.

Issues

The Children's Centre is in Landywood, Great Wyrley and parents and carers from other areas e.g. Lichfield attend the Centre. The Early Years Co-ordinator is currently mapping the area to link into other services delivered within other parts of South Staffordshire.

Work was ongoing to improve links with local communities.

East Staffordshire Children's Centre, Burton upon Trent - 18 September 2018

The Centre is a large purpose-built centre conveniently situated in the centre of Burton. It was considered very beneficial to have a range of professional staff based at the Centre. GPs, physiotherapist, health visitors, midwives, paediatric dietician and a speech and language therapist were based at the Centre. The Centre also had a kitchen/seating area where assessments could be made, and contact visits held.

Members met the Early Years Co-ordinator and Administrator and walked around the Children's Centre and watched a Pram to Primary Care Parenting course run by the Child and Family Engagement Worker from the Adult and Community Learning Service. The course was offering parenting support to parents and carers. Participants could self-refer to the course. Other referrals are received from health visitors and the Court Care Planning Team. Participants told Members how they were benefitting from attending the course. There was a Midwives Active Birth session taking place and a Moo Music session run by a private provider.

Issues

The Children's Centre offers services in – Burton, but Members asked what services were offered in other parts of East Staffordshire e.g. Uttoxeter. There were few attendances from Uttoxeter residents.

Successes

The Centre is well situated to respond to the diverse community that it serves and to address their needs. The Centre is highly valued by people who attend, and the annual satisfaction survey produced a high number of positive responses. The Early Years Co-ordination Service provided a volunteer programme delivered at the Centre. Staffordshire Council for Voluntary Youth Services help promote and signpost volunteers to the programme. The programme was very successful. There were ten active volunteers working within the Centre who helped deliver sessions, support existing groups and undertake administrative tasks. This volunteer programme has been successfully replicated across the county. Volunteers had

been recruited from the Time4U Parenting Programme and 25 volunteers have been engaged in supporting different activities at the Centre to date. Volunteers had started their own support group.

Members asked about services for children with mental health needs and were informed that Innovating Minds offered a service from the Centre. There was a free 8-week service for single parent families funded by the National Lottery until December 2019.

There was a healthy eating course that ran four times per week with food and menus on a budget to reflect the diverse population in Burton.

The Love Inspire Foundation delivered services within the local community. The project offers emotional and practice advice and support on a wide range of issues including debt, food/fuel poverty, homelessness and bereavement. They attend the FIB and use the Centre as a drop off point and collect stop for the recycling of school uniforms for example.

Issues

At the time of our visit the 0-19 contract had recently been reviewed and recommissioned. Concerns were expressed to Members regarding the operation of this contract. There appeared to be some confusion about whether health visitors (and midwives) were undertaking home visits and that some families, likely to be those in greatest need, were not receiving the help and support they needed.

There was no outside play space for the sessions to access.

Glascote Children's Centre, Tamworth – 21 September 2018

Governance arrangements in Tamworth were being reviewed at the time of our visit with a view to merging the Building Resilient Families and Communities governance, Family Improvement Boards and the Place based approach to ensure that key partners are attending and that there is greater family engagement in decision making.

Successes

Members observed that the Centre was being well used. There was a busy midwifery clinic taking place. The midwife was based at the Centre and undertook home visits if required. Members viewed the sensory room.

Members met the owner of Milk Fairies Community Interest Company (Milc), a breast-feeding support group run on a voluntary basis. This service had been funded by Staffordshire County Council, when funding ceased, and Milc had continued to run the service. The service is financially supported by grants and donations. A grant application had been made from Award for All. There was a stand in the main reception with information about support offered. Leaflets and information about the service were available. Home visits were offered. Members had the opportunity to speak to a mother who had problems breast feeding her baby and had been offered advice and support regarding the feeding position of the baby

from Milk Fairies. She explained that one of the major advantages of the service was that advice and support was available throughout the night via social media and she had also benefitted from meeting other breast-feeding mothers and sharing experiences.

Members went on to see a Musical Babies with Sensory Play session with a volunteer, who was herself a Mum who had previously attended the group. This activity was previously a commissioned service but is now run three times a week at the Centre on a private basis. The room was offered free of charge. Children's Centre Free Pass Cards are available (subject to criteria being met) and were popular in this area. In such instances, the Council was invoiced, and Musical Babies was reimbursed for these attendances. The service worked closely with family support workers to attract families who did not use the Centre. The take up of these sessions had increased since they had transferred from the Council to the private provider and there was a waiting list. Sessions were being run in school holidays. Members received copies of testimonies from Mothers who had attended the Musical Babies session stating that it was a very friendly group and was a great way for mothers to socialise and for babies to learn.

Members were informed that Catch 22 were offering excellent support in the area for young people with mental health needs. (This service is offered countywide).

Issues

At the time of our visit the 0-19 contract had recently been reviewed and recommissioned. Concerns were expressed to Members regarding the operation of this contract. There appeared to be some confusion about whether health visitors (and midwives) were undertaking home visits and that some families, likely to be those in greatest need, were not receiving the help and support they needed. Members wanted to learn more about how the new 0-19 contract was operating and to seek reassurance that families were receiving timely help and support. It was agreed to bring a presentation to a future meeting of the Safe and Strong Communities Select Committee.

Members were also informed that data sharing between health, family support housing and the Police could be a challenge.

Access to WIFI was an issue at several centres and was a deterrent from local providers using the Centre and staff hot desking. (Since visiting the Centres and raising this issue with the Cabinet Member for Children and Young People, funding has been identified to address this).

We received feedback that the waiting time for First Response to answer calls was excessive. However, Members were assured that additional staff were being recruited to help alleviate this situation and once trained, the time taken to answer calls should be resolved.

Details of how the service can be accessed and the thresholds for intervention are detailed on the Council's website.

<https://www.staffordshire.gov.uk/education/childcare/families/ccentres/providers/SSCBThresholdsforInterventionGuidance.pdf>

Members were informed that there had been staff recruitment difficulties, but that staff had now been recruited and trained.

Successes

Members were informed that the County Council not commissioning services had led to more flexible arrangements with private providers. There was a greater variety of services offered locally and greater engagement with local people. Some of this may be down to the perception that services were not now run by the Council or 'social services'. We were told that there had been a 'step change' in the perception by local people of the services offered at the Centre.

The volunteer programme is continuing to be a success and as at March 2018 140 volunteers have engaged with the programme and worked in Children's Centres across the county supporting groups, co-ordination communication, undertaking administrative work and marketing. In many cases this has proven beneficial to both the volunteer and the service.

Social media had been embraced and each Children's Centre now had a Facebook page. This was the main form of communication with families.

Members were informed that there were plans to engage with more community groups in the area to increase the visibility of services offered at the Children's Centre.

The Community Crate Fund was going to be rolled out with the support of local Councillors.

Knutton Children's Centre – 28 September 2018

The Centre is a large purpose two storey Centre located on the outskirts of Knutton. A private nursery is based in the building. There was a plan to base midwives at the Centre.

Councillor Beech was shown round the building and observed a Mellow Bumps session in progress. Intensive family support programmes are offered. There was purpose built sensory room that parents pay £5.50 per hour to use. The room can hold a maximum of 8 and the cost can be shared between attendees. The room was also used by adults with special education needs.

There was a fully functional family room that replicates a home environment with a bathroom, kitchen, dining area and sitting area that is used for contact visits.

Organisations were now contacting the Early Years Co-ordination Service to attend the Family Improvement Board to inform partners about the services they offer.

Successes

On their previous visit Members were concerned about the lack of use of space at this Centre. The Centre is now better used.

The Centre has worked in partnership with the New Vic Theatre on two projects, one to promote healthy eating and the other to give families the opportunity to engage with the arts. The programmes have been funded using the Arts Funding and was initially targeted at vulnerable families. As part of the arts programme, families were given the chance to go to the theatre and attend a pantomime.

A Family Support Worker from the Family Support Provider, Homestart, met with Councillor Beech to explain how they target parents who are reluctant to visit the Centre. Homestart undertake home visits, providing these parents with information, guidance, advice and support. One parent explained how she had overcome her anxiety, with the help of Homestart, and was now able to cope and support her family. Another volunteer explained how she had been a victim of domestic violence and had received help and support from Homestart and had now become a volunteer for the organisation.

Issues

Lack of WIFI was a problem at this Centre.

Maryhill, Kidsgrove.

Councillor Beech met with parents who were accessing sessions at the Centre. Most of the children attending the nursery were Think2 or children in need. Councillor Beech went into the crèche to meet families accessing the sessions. A parent was in attendance who explained that her child was disabled and by coming to the centre his mobility had greatly improved and she could let him move around in a child friendly, safe environment. She added that without the Centre she would find it difficult to socialise with her child as taking him out into community settings could be difficult.

Charnwood Children's Centre, Lichfield - 28 September 2018

The Children's Centre is a large purpose-built Centre on the site of Charnwood Primary Academy. There is good attendance at the FIB from a range of professionals including the Police.

Successes

Members were shown around the Centre and had the opportunity to speak to the service provider who runs Catkins Nursery. The nursery was open to all families in the area and offered a service to vulnerable families in the area. There had been an increase in Centre usage from families in lower super output areas. The Centre was a useful location to bring isolated families together.

Members also met a therapist from YES (Youth Emotional Support and Wellbeing) who operated a service from the Centre specifically for people who did not meet the threshold for referral to the Child and Mental Health Service.

The Hokey Cokey Club was also taking place. A parent explained how the service had benefitted her daughter who had suffered from severe post-natal depression. Another mother explained how she had come along to the group as a nervous newcomer and was now helping run the group and encouraging others to attend. Members also witnessed a young family attending for the first time who needed help and support.

The Centre also had a kitchen/seating area where assessments and contact visits could take place.

Members went on to meet a Local Support Team Family Support Worker who explained that the Centre was a good place for her to meet families as it was welcoming, child friendly and had easy access. Following an initial assessment of a family's needs, following referral into First Response, families were referred to the services offered at the Children's Centre. Meetings after school could be arranged.

Having so many professionals in one location was helpful.

Information and data about early years had improved and was being shared with others.

Members learned about the Pathway Project that had collected 160 bags of groceries for local families in need. The bags would include recipes for meals.

Although the numbers of health visitors had been reduced it was beneficial to have them on the same site at the Children's Centre, as some families were introduced to the services that the Centre could offer.

The Centre was open during school holidays and the local college had operated courses from the Centre.

Issues

Three main priorities in the area had been identified: supporting families in debt or in rent arrears; low level emotional health and well-being and reducing the number of children missing school and school exclusions.

There were issues regarding domestic violence and low-level neglect being identified and families had been signposted to the Family Support Service and wrap around nursery care.

There is a need to forge a partnership with all schools in the area and to facilitate the transition from nursery to school.

There is a time lag for children who have received a diagnosis e.g. of autism through a EHCP and provision of help.

WIFI was again seen as an issue and had deterred some voluntary groups, foster carers and staff from working at the Centre.

Cannock Chase Children's Centre - 27 September 2018

The Centre is a large purpose-built facility. Councillor Francis met the Early Years Co-ordinator and had the opportunity to walk around the Centre and meet staff and parents and carers.

The Vice Chair of the FIB, Angela Schulp, Strategic Delivery Manager, was present for the visit.

Councillor Francis walked around the building and met the provider of TOTally Kids Stay and Play and the organisers of Sensory Space @ Cannock Chase, a service for children and families of children with developmental delay who required additional support. Parents described the service as "a lifeline". TOTally Kids had previously been run by a commissioned provider who had decided not to continue with the service. It was now being run by a Mum who is now a Children's Centre volunteer.

The Adult and Community Learning Service deliver targeted parenting courses from the Centre and was supported by Children's Centre volunteers.

Councillor Francis met the providers of the Family Support Service Sickle Cell and Thalassaemia. The service was funded using Children's Centre funding, BRFC funding and a financial allocation from schools through the Direct Schools Grant and provided a service to 150 families in the area. The DSG element of the contract had been more popular with primary schools than secondary schools, but there were plans to tackle this. The service was referral based and a home visiting or nursery visiting service was offered. Support workers helped signpost families to services that could help them e.g. to complete assessments.

The YES Service operated from the Centre on an ad hoc basis.

Successes

Inspiring Healthy Lifestyles had taken over the contract for the provision of culture and leisure services at Cannock (and Lichfield) Councils. A new website "Grow up Great", currently aimed at Early Years, had been developed with plans to expand to cover 0-11-year olds. The site has 2,500 users and covered healthy lifestyles, physical activity and nutrition. The Children's Centre had been contacted to discuss how Inspiring Healthy Lifestyles could support their work. Next steps were to link with schools through school nurses. GPs in the area could refer into the Healthy Lifestyles scheme for services such as gym and swim, mindfulness and resilience training. Moving forward there were plans to link the performance data collected at the Children's Centre to the data collected by Inspiring Healthy Lifestyles.

The FIB Chair and Vice Chair had also met with the Police, Crime and Fire Commissioner's office to discuss delivering a consistent approach to PSHE (Personal, Social, Health and Economic Education). It was planned to pilot a scheme in areas of Stoke and Staffordshire that had been identified as having the greatest need. Links would be made to the Healthy Lifestyles website mentioned above.

Details and pictures of a Fun Day that had been held annually for the last three years bringing together 350 individuals (including all local County Councillors) and 45 providers were shared with Councillor Francis.

The district had gained additional funding through the Earned Autonomy Funding and had developed a District Investment Plan that included offering a health and wellbeing service at a lower threshold. It was hoped that this early intervention would lead to reduced demand on services at a higher level.

Members were shown a pack of information that local County Councillors had funded from their Local Member Community Fund, called Grow up Great. This information was also available electronically and was targeted to areas where there were high levels of childhood obesity.

The children's centre volunteer programme was working well with 17 volunteers recruited since 2015.

Social media continued to be a popular way to engage with families in the area.

Members heard about a local school who use a digital tool to flag up concerns that they may have regarding a child. If this became a significant concern, the matter could be referred to First Response (the initial point of contact for safeguarding concerns).

Issues

Weight management had been identified as an issue and school nurses in the area planned to undertake a more targeted approach to this challenging issue.

It could take over two years to complete SEN assessments. This was a difficult issue to tackle as it can take time to offer an accurate diagnosis of some medical conditions.

There were many parents in the area who suffered from anxiety and/or depression. Workshops had been organised with the offer of smaller groups.

Lack of WIFI was an issue.

Conclusions

In general feedback on the leadership, management and governance arrangements that had now been put in place was positive. The overall view was that the FIBs were working well. There was a good range of partners involved and a spirit of co-operation. A question was raised regarding the number of meetings regarding Early Years and Members were pleased to hear that the governance arrangements for Building Resilient Families and the Family Improvement Boards were being merged.

Having professional staff either based or hot desking at the Children's Centres was seen to be very beneficial to the sharing of information.

Any concerns that Members may have had that the review of Children's Centres would lead to a diminution in services to children and families were dispelled. Now that services are run by local providers they have the freedom to increase the hours that they offered, including sessions being run at more flexible times to suit the needs of local people, including during school holidays. Providers told us that there was less bureaucracy, and administration had been simplified. The perception of Children's Centres had changed from that of being seen by some as a 'social work building' to a community resource with services run by local people for local people. As demonstrated by the figures in the table at the beginning of this report, the changes had had a significant positive impact on the take up of services for vulnerable children and families.

The new model of service has led to an increase in volunteering at the Centres. This has been beneficial both to the services and to the volunteers themselves. At the time of our visits 140 volunteers had engaged with the programme and worked in Children's Centres across Staffordshire.

In several of the Centres we visited WIFI was a problem and this was discouraging new service providers such as local colleges to offer courses, and professional staff to 'hot desk'. It was important for Children's Centres to attract usage by a wide range of professionals as sharing of information was crucial to support some families. It was estimated that the cost of introducing WIFI, to those Children's Centres that required it, would be £40,000. We were pleased to hear that following our visits a meeting was held with the Cabinet Member for Children and Families and this money has been identified and the need would be addressed.

Some concerns were expressed regarding the operation of the new 0-19 health visiting contract which was in its early stages of operation. There were concerns that some vulnerable families who did not interact with services could be missed. At the time of our visits the management of this contract had recently been taken on by the Early Years Commissioning Manager, who said that she would be monitoring the contract monthly. It was agreed to update the Committee on the operation of the contract so that they could be reassured that there were no safeguarding issues.

In Tamworth we were told that it was taking too long for responses to calls to the First Response service. We were informed that there had been some confusion regarding the understanding of the thresholds for intervention and that staff training had taken place and was ongoing to ensure that staff understood the thresholds.

The Committee would like to thank Natasha Moody, Early Years Commissioning Manager and Sarah Edgerton, Commissioning and Development Officer for their help and advice in arranging and attending visits.

Link to Strategic Plan – This work links to the Council's priority 'Ensure Children and Families have a network of support to help manage their own problems and stay safe and well'.

Link to Other Overview and Scrutiny Activity – Executive response to the final report and recommendations of Committee member findings from visits to Children's Centres June-July 2014.

Link to Background Documents: None.

Contact Officer

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Appendices/Background papers

None.

WORK PROGRAMME

Safe and Strong Communities Select Committee 2018/19

This document sets out the work programme for the Safe and Strong Communities Select Committee for 2018/19.

The Safe and Strong Communities Select Committee is responsible for scrutinising: children and adults' safeguarding; community safety and Localism. The Council has three priority outcomes. This Committee is aligned to the outcome: The people of Staffordshire will feel safer, happier and more supported in and by their community.

We review our work programme at every meeting. Sometimes we change it - if something comes up during the year that we think we should investigate as a priority. Our work results in recommendations for the County Council and other organisations about how what they do can be improved, for the benefit of the people and communities of Staffordshire.

Councillor John Francis

Chairman of the Safe and Strong Communities Select Committee

If you would like to know more about our work programme, please get in touch with Tina Gould, Scrutiny and Support Manager on 01785 276148 or by emailing tina.gould@staffordshire.gov.uk

Membership – County Councillors 2018-19

John Francis (Chairman)
Conor Wileman (Vice Chairman)
Ann Beech
Mike Davies
Syed Hussain
Trevor Johnson
Jason Jones
Natasha Pullen
Paul Snape
Mike Worthington

Calendar of Committee Meetings 2018-2019

23 April 2018 at 11.00 am	Special meeting with the PCC & Chief Constable
8 June 2018 at 10.00 am	
10 July 2018 at 10.00 am	
3 September 2018 at 10.00 am	
8 November 2018 at 10.00 am	
11 December 2018 at 10.00 am	
22 January 2019 at 2.00 pm	
4 March 2019 at 10.00 am	

Meetings usually take place in the Oak Room in County Buildings.

Work Programme 2018-19

Date of meeting	Item	Details	Action/Outcome
Extra meeting 23 April NB meeting starts at 11.00 am	Safeguarding concerns over the Rise in Crime PCC – Matthew Ellis Chief Constable – Gareth Morgan	Following concerns raised at the 15 January Select Committee and discussions at the 10 January Triangulation meeting the Chairman requested all Members of the Council forward details of crime and safeguarding issues within their area with a view to this Select Committee meeting with the PCC and Chief Constable to address these safeguarding concerns.	The Chief Constable Gareth Morgan and the Police and Crime Commissioner Matthew Ellis responded to the questions raised by member around: <ul style="list-style-type: none"> • contact services, including call handling, emergency 999 calls, 101 calls and incident resources; • overall crime performance, acquisitive crime, violence against the person, public order and drug related offences; • use of body cams; • police and PCSO visibility; • PCSO powers; • Mutual aid deployment; • Cross boarder crime; • Motorway policing; • Crewing of police vehicles; and • Local issues.
8 June 2018 10.00 am	Children's Centres 3 years on Cabinet Member: Mark Sutton Lead Officer: Mick Harrison	At the Select Committee meeting of 5 March 2018 it was agreed that the Children's Commissioning Officer should attend the June meeting to update Members on progress since the Children's Centres Working Group 4 years ago.	A working group will be set up to consider the current work of the Children's centres in comparison with the findings of the 2014 Select Committee Review and the impact of the significant changes made as a result of the 2014/15 Best Start in Life consultation.
	Inquiry Group Report on Elective Home Education	Following a referral from the Corporate Parenting Panel a review group set up conflated with members of the Prosperous Staffordshire Select Committee. Its first meeting was held on 12 January where Members received a briefing from officers. Further meetings were held, including the inquiry session scheduled for 21 March. The final report and recommendations will be considered by the Select Committee in readiness for forwarding to the Cabinet Member for his executive response.	The Select Committee congratulated the Review Group on their report and endorsed both the report and its recommendations for submission to the Cabinet Member. As this had been a joint review submission would be after the Prosperous Staffordshire Select Committee had considered the report.
10 July 2018 10.00 am	Child Sexual Exploitation (CSE) in Staffordshire, to include progress against the CSAF Action Plan Cabinet Member: Mark Sutton Officer: Mick Harrison	The Committee has requested a six monthly update on this issue. The Chair of the Children and Young People's Overview and Scrutiny Committee at Stoke City Council has been invited to attend this meeting and this arrangement is reciprocated.	The Select Committee: <ul style="list-style-type: none"> • wish to be informed of the outcome of the October SSRGB meeting to which Wolverhampton City Council representatives have been invited; • will write to the LGA outlining their concerns over inconsistency of licensing authorities practices and protocols and to request best practice guidelines; • asked for clarification on the advise and guidance given to taxi drivers/passenger assistants with regard to first aid.

	Provision of “places of safety” under section 136 MHA. Cabinet Member – Alan White Lead Officer – Jo Sutherland	Following the Triangulation meeting of 10 January the Deputy Leader and Cabinet Member for Health, Care and Wellbeing asked the Select Committee to consider undertaking an overview of the current provision of places of safety. A few years ago there had been circumstances where prison cells were being used, which was agreed as inappropriate. A review to assess the current provision was requested.	The Select Committee were reassured in the work undertaken to ensure those detained under Section 136 of the MHA are taken to health based Places of Safety and never routinely retained in police custody. They requested that the Chairman write to the PCC on their behalf to allay his concerns on this matter.
3 September 2018 10.00 am	Customer Feedback & Complaints, Adult Social Care Annual Report 17/18 Cabinet Member: Alan White Officer: Kate Bullivant	Adult’s Services have a statutory obligation to submit an Annual Report on complaints and representations to the relevant County Council Committee.	Concerns with Care Director were shared. Members congratulated the Complaints Services Manager on her report.
	Customer Feedback & Complaints, Children’s Social Care Annual Report 17/18 Cabinet Member: Mark Sutton Officer: Kate Bullivant	Children’s Services have a statutory obligation to submit an Annual Report on complaints and representations to the relevant County Council Committee.	Members were pleased to note the effective work with colleagues in Children’s Services which enabled any lessons learned to inform service developments.
	Edge of Care Inquiry Report of the Inquiry Group	To consider the final report of the Edge of Care Inquiry Group	The Select Committee endorsed the report and recommendations for submitting to the Cabinet Member for his executive response.
	Quarterly performance update against Safeguarding Indicators Cabinet Member: Mark Sutton & Alan White Lead Officer: Andrew Sharp	Requested at the 29 May Triangulation meeting – KPI data will enable scrutiny of a range of services and inform further work as appropriate.	Members requested a future report outlining progress with the developments in improving consistency of data recording, including the work undertaken both locally and regionally and the results of the audit on the underlying reasons for repeat referrals. They also requested three year comparative data on the safeguarding indicators, which will be circulated to Members after the meeting.
	CSE Learning from Reviews (previously taken to the 10 July meeting – exemption paragraph 7) Cabinet Member: Mark Sutton Lead Officer: Vonni Gordon	This had been taken as an exempt briefing note to the 10 July meeting but Members requested this be brought to their September meeting as an item for discussion with appropriate Officer/Cabinet Member.	Members noted the learning from these reviews.

8 November 2018 10.00am	Missing Children/MISPERS Cabinet Member: Mark Sutton Lead Officer: Mick Harrison & Deborah Ramsdale	Suggested at the 29 May Triangulation meeting. To look at missing children in the broader sense, not just CSE.	The Select Committee were pleased with the progress made at the end of the first year since the contract for missing children was awarded to catch 22. They requested a further report in 6 months time to consider how the transition work has developed.
	Trading Standards, Rogue Traders & Doorstep Crime Cabinet Member: Gill Heath Lead Officer: Trish Caldwell	Suggested at the 10 January & 29 May Triangulation meeting. Consider the safeguarding issues following the service review in 2018.	Members were pleased to note the work of Trading Standards from a safeguarding perspective and requested a further report in 12 months time to update them on the service provision.
	Deprivation of Liberty Safeguards Cabinet Member: Alan White Officer: Peter Hampton	Last considered at their meeting of November 2017 where Members noted the difficulties with the number of referrals and the need to prioritise assessments. They had concerns that this meant the Council was effectively in breach of the law, but within the resource available they accepted this as the only current solution. (Previously considered by this Select Committee in July & November 2017)	The Select Committee are aware of the backlog in DoLS assessments and the need to prioritise assessing only high priority cases with the limited resource available. They have shared their concerns, particularly in light of the Ombudsman case and asked the Cabinet to consider again the resource allocation and prioritisation of assessments.
	Update from the October SSRBG meeting Cabinet Member: Mark Sutton Lead Officer: Robert Simpson	At the Select Committee meeting of 10 July Members were informed that representatives of Wolverhampton City Council had been asked to attend the October Staffordshire & Stoke-on-Trent Responsible Bodies Group to discuss their taxi licencing. They requested an update on the outcome of this meeting.	NB Deferred until January Select Committee as the October SSRBG was cancelled.
11 December 2018 10.00am	Care Homes Quality Assurance data Including the role of Healthwatch Cabinet Member: Alan White Lead Officer: Andrew Sharp	Suggested at the 29 May Triangulation. To consider the how our care homes are scrutinised and quality assured. Included in this is an understanding of the independent work of Healthwatch.	Members applauded the Quality Assurance Team for their systematic and thorough analysis of data and for the transparency of care quality information for Staffordshire residents.
	Children's & Families System Transformation including Independent Futures, Children Centres & 0-19 Family Support Contract	The Transformation programme for Children and Family Services has previously been considered by this Select Committee on 8 June, 8 July & 12 December 2016 & 13 July 2017 and 5 March 2018. Members request a report on the Transformation to include details of Independent Futures, the	Members received details of progress made with this process.

	Cabinet Member: Mark Sutton Officer: Mick Harrison/Helen Riley/Janene Cox	work of the Health Visitors and Children's Centres, considering the Family Support 0-19 contract from a Safeguarding perspective.	
	Elective Home Education Review 2017 – Executive Response to the Review Group Final Report Cabinet Members: Mark Sutton & Philip White	This Select Committee agreed the submission of the Review Group's final; report and recommendations to the Cabinet Members at their meeting of 8 June. This is the Cabinet Member's Executive Response to the report and its recommendations.	The Cabinet Member for Learning and Employability accepted most of the recommendation and gave deadlines for the actions to be taken. Whilst having sympathy for recommendation 3 he was unable to allocate further officer resource at this time.
	Edge of Care Inquiry Executive Response Cabinet Member: Mark Sutton	The final report and recommendations of the Edge of Care Inquiry was considered by the Select Committee at their 3 September meeting. The report and recommendations were agreed by the Select Committee and endorsed for submission to the cabinet Member for his Executive Response.	The Cabinet Member for Children and Young People agreed the recommendations made by the Inquiry group and gave deadlines for the actions to be taken.
	DoLs Briefing Cabinet Member: Alan White Lead Officer: Peter Hampton and Kate Loader	Under exemption paragraph 5 Members received a briefing from the Deputy Leader and Cabinet Member for Health, Care and Wellbeing on DoLs	Members supported the Cabinet Member in his approach.
22 January 2019 2.00 pm	Child Sexual Exploitation (CSE) in Staffordshire, to include progress against the CSAF Action Plan Cabinet Member: Mark Sutton Officer: Mick Harrison	The Committee has requested a six monthly update on this issue. The Chair of the Children and Young People's Overview and Scrutiny Committee at Stoke City Council has been invited to attend this meeting and this arrangement is reciprocated. (Last considered at 10 July Select Committee meeting). Also included in the report is feedback from the SSRBG's meeting with Wolverhampton City Council about their taxi licencing (originally scheduled for 8 November Select Committee meeting).	Members welcomed the progress outlined in the report. They requested that preparation for adulthood and "transition" from children's to adult services be included on their work programme and also asked to see the video clip "Like a cup of tea" which was a successful example of the use of social media to target safeguarding messages at those most vulnerable.
	Staffordshire & Stoke-on-Trent Adult Safeguarding Partnership Board	This is reported to committee on an annual basis.	Members welcomed the report.

	Cabinet Member: Alan White Independent Chair: John Wood/Helen Jones		
	Staffs Safeguarding Children's Board (SSCB) Annual Report 2016/17 Cabinet Member: Mark Sutton Independent Chair: John Wood/Kate Sharratt	This is reported to committee on an annual basis.	Members congratulated the Independent Chairman and Members of the SSCB on their Annual Report. Members asked that the paper giving proposed new arrangements from April 2019 for the SSCB be forwarded to them for information on the likely ways forward for the Board. They also intend to discuss the future scrutiny of the Board with the Cabinet Member for Children and Young people at the next Triangulation meeting. Members also asked for an outline of the current child protection figures with respect to the number of children placed on a Child Protection Plan for a second or subsequent time.
4 March 2019 10.00am Page 92	Domestic Homicide Reviews & emerging themes Cabinet Member: Mark Sutton and Alan White Officer: Mick Harrison/Julie Long	To consider possible themes emerging from an overview of these reviews and considering these from both an adult and children's safeguarding view point. (suggested at the 29 May Triangulation).	
	Children's Centre Visits Report from the Select Committee visits to Children's Centres	Four years ago the Select Committee completed work to assess the role of the Children's Centre. Four years on the Select Committee re-visited this work, visiting the Centres to assess the current situation in comparison with the findings of the original working group report.	
	Youth Offending Service Cabinet Member: Mark Sutton Officer: Vonni Gordon & Hazel Williamson	Consideration of the YOS Review	
	Prevent Strategy Cabinet Member: Gill Heath Lead Officer: Mick Harrison/ Becky Murphy	To consider and be updated on the work of the Prevent Strategy	

	Ante Natal Visits and the work of the Family Improvement Board Cabinet Member: Mark Sutton Lead Officer: Natasha Moody & Alex Birch	Requested by the Vice Chairman at the 11 December Select Committee. In particular to consider the East Staffs pilot.	
Awaiting the final report of the APMG	Stresses within mental health service Cabinet Member: Lead officer:	Suggested at the 29 May Triangulation. To ensure duplication is avoided this work will be postponed until the report of the Innovation APMG has been published.	
Tbc? 12 months after start of contract	Domestic Abuse Cabinet Member: Gill Heath Lead Officer: Mick Harrison	Update on how the new contract is working.	
tbc	Adult Safeguarding Referrals – result of audit & developments Cabinet Member: Mark Sutton Lead Officer: Andrew Sharp	As part of their scrutiny of the Quarterly Performance data for adult safeguarding (at their 3 September meeting) the Select Committee requested a report on developments in improving consistency of recording, including the work undertaken both locally and regionally and the results of the audit on the underlying reasons for repeat referrals.	
tbc	Vulnerable Adolescents Focused Visit Cabinet Member: Mark Sutton Lead Officer: Tony McGregor	To update Members on progress with implementation of the Focused Visit Action Plan on the LA Arrangements for the Protection of Vulnerable Adolescents.	
Post March 2019	Mental Health North – Transfer Cabinet Member: Alan White Lead Officer: Jon Soros	To consider the safeguarding implications of the Mental Health North transfer.	
Tbc – possibly May 2019	Missing Children/MISPERS Cabinet Member: Mark Sutton Lead Officer: Mick Harrison & Liz Mellor	At their 8 November 2018 meeting Members requested a report in 6 months time to consider how the transition work has developed with Catch 22 delivering the Missing Children Services contract.	
tbc	Trading Standards, Rogue Traders & Doorstep Crime Cabinet Member: Gill Heath Lead Officer: Trish	At their 8 November meeting Members requested a further report in 12 months to update them on the work of the service.	

	Caldwell		
December 2019	Early Help Family Support Cabinet Member: Mark Sutton Lead Officer: Barbara Hine	At their meeting 11 December Members asked for details of progress made with early help and family support in 12 months to update them on progress made.	
tbc	Health Visiting & Community Midwifery Contracts (0-19 contract) Cabinet Member: Mark Sutton Lead Officer: Mick Harrison/Tilly Flanagan	Suggested at the 11 December meeting – this is an issue currently within the remit of the Health Scrutiny Committee	
tbc	Children's Mental Health Cabinet Member: Mark Sutton Lead Officer: Vonni Gordon/Danny Mulligan	Suggested at the 11 December meeting – this has recently been part of an APMG	
tbc	Alternative Education eg PRUs Cabinet Member: Philip White Lead Officer	Suggested at the 11 December meeting – this is an issue currently within the remit of the Prosperous Staffordshire Select Committee	
tbc	Transition & Preparation for Adulthood Cabinet Member: Mark Sutton Lead Officer: Vonni Gordon	At their 22 January 2019 meeting Members requested this issue be included on their work programme – with consideration to be given to whether this should be considered by a working group. In particular they wanted to look at the transition between children's and adult services, the gaps, those that remained vulnerable but under the Care Act did not meet the criteria to receive adult services and how to prepare individual's to be resilient and prepare for as independent an adulthood as possible.	
tbc	Ofsted Children's Services focused visit Cabinet Member: Mark Sutton Lead Officer: Helen	Requested at the 22 January Select Committee meeting.	

	Riley		
tbc	SEND inspection Cabinet Member: Mark Sutton Lead Officer:	Requested at the 22 January Select Committee meeting.	
tbc	Care Packages and Communication Cabinet Member: Lead Officer:	Requested at the 22 January meeting. Members wished to consider care packages and the speed at which they are put in place as well as any barriers in communication between the north and south of the county.	

Standing Items 2018-19

Item	Details	Action/Outcome
Themes emerging from Serious Case Reviews Cabinet Member: Mark Sutton Lead Officer: Richard Hancock	Where Serious Case Reviews have taken place the Select Committee will consider any learning that can be taken from the Review	
MTFS Reforms and assessing the “no impact claims”	<p>Suggested at the 29 May Triangulation meeting. To scrutinise those areas of the MTFS that promise “no impact” from the changes made to assess if this was accurate and/or whether the identified mitigating action has been effective.</p> <p>This is routinely scrutinised by Corporate Review, with that Select Committee referring to the appropriate Select Committee for further scrutiny as and when necessary.</p>	

Briefing Notes/Updates/Visits 2018-19

Date	Item	Details	Action/Outcome
22 August 2018	Direct Payments Cabinet Member: Alan White Lead Officer: Andrew Jepps	Following the 15 January consideration of Home Care Members requested an item on Direct Payments to clarify how the system worked. The Chairman and Vice Chairman agreed that this should be dealt with via a briefing note in the first instance.	The Briefing note was emailed to Select Committee Members on 22 August 2018.
22 August 2018	Post 18 Transition Services Cabinet Member: Mark Sutton Lead Officer: Andrew	At the 10 July Select Committee Members requested a briefing note on this issue.	The Briefing note was emailed to Select Committee Members on 22 August 2018.

	Sharp & Clare Owen		
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Working Group and/or Inquiry Days 2018-19

Date	Item	Details	Action/Outcome
Inquiry Day 30 January 2018 + follow-on meetings on 12 February 13 March	Preventing Children coming into Care- now called “Edge of Care” Cabinet Member: Mark Sutton Officer: Richard Hancock	This item was initially proposed by the Commissioner for Community Safety, Children and Families. The Chairman has met with the Head of Families First and a scoping report has been prepared for Members’ consideration.	The 30 January Inquiry has been held. A further Member meeting on 12 February identified a range of further information they required. This detail will be presented by Officers at the 13 March meeting. The final report was agreed by the Select Committee at the 3 September meeting and has been forwarded to the Cabinet Member for Children & Young People for his executive response.
June and July 2018	Children’s Centres – 4 years on Cabinet Member: Mark Sutton Officer: Mick Harrison	Three years ago the Select Committee completed work to assess the role of the Children’s Centre. Three years on the Select Committee will re-visit this work, visiting the Centres to assess the current situation in comparison with the findings of the original working group report.	At the Select Committee meeting of 26 November Members agreed to a request that this review be put back until the current significant changes within Children’s Centres were completed. At the 8 June Select Committee Members agreed to set up this working group, with Members visiting the Centres before the end of the 2018 summer term.
12 January 31 January 21 March Reporting to 8 June 2018 Select Committee	Elective Home Education	Referral from Corporate Parenting Panel – August 2017 (NB – also referred to Prosperous Staffordshire Select Committee)	A review group has been set up jointly with members of the Prosperous Staffordshire Select Committee. Its first meeting was held on 12 January where Members received a briefing from officers. A planning meeting was held on 31 January with the inquiry session on 21 March. The Inquiry Group then compiled their report and recommendations which were submitted to the 8 June Select Committee for their comment and/or endorsement. Both this Select Committee and the Prosperous Staffordshire Select Committee endorsed the report and recommendations. The report was therefore sent to the Cabinet Member for his executive response.

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Current & Related Work of Select Committees and/or All Party Member Groups 2018-19

Timescale	Area of Work	Details	Action/Outcome
30 May 2018 Special joint meeting	All Age Disability Strategy Cabinet Member: Alan White Officer: Martyn Baggaley	The Healthy Staffordshire Select Committee has the All Age Disability Strategy on their work programme with the original intention that this issue would be considered by them and their findings shared. However it has now been agreed that this will be considered at a special joint meeting between Healthy Staffordshire, Prosperous Staffordshire and the Safe and Strong Communities Select Committees on 30 May 2018.	Detailed scrutiny took place at the joint meeting with the thoughts, questions, concerns and comments of members at the Meeting being taken into consideration by the authors and Cabinet Members in the preparation of the final version of the Whole Life Disability Strategy 2018-2023 Consideration is being given to whether a further joint meeting is needed
September 2017 - June	Children’s mental health & wellbeing	Innovation APMG: Terms of Reference ‘how to promote children’s emotional and mental wellbeing	The final report of this APMG is due to be considered by Corporate Review in June 2018.

2018	<p>Cabinet Member: Alan White Officers: Tilly Flannigan & Divya Patel</p> <p>APMG Membership Keith Flunder (Chair) Johnny McMahon Bernard Peters Ron Clarke Bryan Jones Ann Edgeller</p>	to reduce referrals to specialist services across SCC and other partners, by intervening earlier to ensure better long-term outcomes'	The final report was considered by Corporate Review at its meeting of 3 September.
August 2017 – February 2018	<p>Increasing S3 Capacity Cabinet Member: Gill Heath Officers: Angela Schulp & Adam Rooney</p> <p>APMG Membership Mike Davies (Chair) David Smith Kyle Robinson Maureen Compton Julia Jessel</p>	Community APMG: How do we increase the capacity and utilise the services of S3 to deliver 'People helping people' and reduce the involvement of SCC	The final report of the APMG was considered by Corporate Review on 19 February 2018.

