

Overview & Scrutiny Sub Committee

28th January 2020

PRESENTATION

- What will success look like and how will it be measured?
- What is being delivered and where?
- What is the success criteria?
- What is not working and how fluid is the structure to allow for alterations/review?

Sandra Bruce - Assistant Director Early Help & School Readiness

Tony Decrop – Assistant Director Social Care & Safeguarding

Julien Kramer – Interim Assistant Director Education & Inclusion

Early Help & School Readiness

Success Measures:

- More referrals to social care evidence that an earlier plan of support has been available to the family to try to prevent escalation
- Reduction in contacts into the MASH as the locality hubs start to embed and work with families earlier to prevent escalation of concerns
- Increase in Team Around the Family Plans will evidence support being offered earlier to families
- Reduction in re-referral rates into social care will evidence that when families require social care support this together with early help results in change and prevents re-escalation of concerns
- Reduction in school exclusions as team around the schools support schools when children have additional emotional/behavioural needs
- We will have an integrated performance framework to track and measure our progress
- We will see some reduction in costs as early support reduces the demands on specialist and expensive services

Early Help & School Readiness

What is being delivered:

- Team Around the School meetings (TAS) are now in place and embedding across the whole school system
- We are currently developing TAS+ (teams around the colleges) and TAPs (Team around pre-school) to provide early support across a child's life
- We are developing an associate head role to work with our nurseries/pre-school to support transition for children to school and continue to improve our early years offer and school readiness
- We have integrated our Troubled Families Team (SCIL) and our Place Based Teams to synthesise our offer to families, locally

Early Help & School Readiness

Success Criteria

- If early help is provided to families as soon as difficulties are identified success will be seen across the whole system with
 - Reduction in referrals to social care
 - Reduction in numbers of children excluded from school
 - Earlier identification of SEND
 - Earlier identification of children's mental health needs
 - Reduction in NEET figures

Early Help & School Readiness

Future Review/Developments:

- We are currently reviewing our targeted youth offer to align this with our locality early help teams
- We are currently reviewing our Troubled Families offer and our 20-21 investment funding to enhance our delivery of early help
- This year, Signs of Safety Training is being delivered across our early help workforce to support our practice model of relational and strength based approach to practice
- Early help and local delivery of services to families is at the heart of Public Service Reform and our Bury vision for transformation. Our re-structure of the early help workforce and its local approach is well placed to deliver against this vision for our communities

Children's Social Care & Safeguarding (CSC)

Success Measures:

- Reduced re-referrals to CSC
- Improved timeliness & quality of assessment, planning & intervention
- Children & Families benefit from the support they receive
- Most children safely supported within their families, social networks and communities
- Increased numbers of children in permanent placement arrangements
- Stable LAC numbers
- Increased number of care leavers in EET
- More children placed with Bury Foster Carers & Supported Lodging Providers

Children's Social Care & Safeguarding (CSC)

What is being delivered:

- Restructure implemented
- Shared EDT Service with Rochdale
- Practice Improvement Partner – Cheshire West & Chester supporting Reflective Practice during January & February
- Signs of Safety – New Practice Model Launched February 2020 with multi-agency training being rolled out and implemented September 2020
- All social workers have a lap top and smart phone enabling to work flexibly and spend more time with children
- Strong focus on the front line quality of social work practice through weekly Insight Meetings with evidenced progress through monthly case audits
- LAC numbers have remained stable and bucked National & Local trends

Children's Social Care & Safeguarding (CSC)

Success Criteria:

- Stable skilled workforce – improved recruitment & retention of social workers
- Consistent high quality assessment and plans achieving good outcomes for children
- More children supported to live safely at home/in the community
- LAC numbers safely reduce through improved care planning & more children placed in permanent arrangements
- Majority of children looked after are placed with Bury carers
- Improved outcomes for care leavers with more in meaningful training and employment
- Positive Ofsted Inspection

Children's Social Care & Safeguarding (CSC)

Future Review/Developments:

- We are currently reviewing the family contact service based at Victoria Children's Centre
- We are developing a refreshed comprehensive recruitment and retention strategy for social workers
- We will look at the feasibility to align statutory social work services with Localities
- Through the Principal Social Worker, develop a Practice Hub of Excellence
- We will explore with neighbouring authorities opportunities to collaboratively work together based on the success of Youth Justice Service & Emergency Duty Team (EDT) to ensure services remain sustainable

Learning & Inclusion

Success Measures:

- Refreshed School Improvement Strategy being delivered through simplified governance and with a focussed work programme.
- Send restructuring being delivered through improved governance with wider parental partnership.
- SEMH provision restructured and being implemented.
- Capacity building through the Associate Heads Scheme.
- Focussed reviews of critical spend and service delivery areas

Learning & Inclusion

What is being delivered:

- A whole service development programme to train every school in the new Ofsted inspection
- A scrutiny of each secondary school performance profile with recommendations to improve
- A review of all major spend headings
- A review of the central support services to deliver Lean Service outcomes
- Service strengthening at critical performance points

Learning & Inclusion

Success Criteria:

- Improved learning outcomes for all pupils and students.
- Improved Ofsted outcomes for inspection of schools.
- Improved parental satisfaction for SEND.
- Validation from RSC, HMI and through Peer Review.
- Financial efficiency within budgets.

Learning & Inclusion

Future Review/Developments:

- Standards need to rise further and faster
- We need a more secure Ofsted audit trail of success
- We need to complete the financial recovery programme
- The Lean Service Review should be completed