

## Minutes

### CHILDREN, YOUNG PEOPLE AND LEARNING POLICY OVERVIEW COMMITTEE

14 January 2015

Meeting held at Committee Room 6 - Civic Centre,  
High Street, Uxbridge UB8 1UW



	<p><b>Committee Members Present:</b> Councillors John Hensley (Chairman), Brian Crowe (Vice-Chairman), Nick Denys, Jem Duducu, Tony Eginton, Duncan Flynn, Peter Money, Jane Palmer, Jan Sweeting (Labour Lead) and Tony Little</p> <p><b>Also Present:</b> Laurie Cornwell (Hillingdon Tuition Centre)</p> <p><b>LBH Officers Present:</b> Peter Malewicz (Group Finance Manager), Tom Murphy (Head of Early Intervention Services), Gary Campbell (Interim Assistant Director of Safeguarding, Quality Assurance &amp; Learning and Development), Alan Critchley (Business and Development Manager, Local Safeguarding Children's Board (LSCB)), Dan Kennedy (Performance and Intelligence Manager), Ed Shaylor (Residents Services - ASB &amp; Investigations Team), Jackie Wright (Head of Disability Services) and Tony Zaman (Director Adult Social Services / Director Children &amp; Young People Services (Interim)), Charles Francis (Democratic Services Officer) and Jon Pitt (Democratic Services Officer).</p>
39.	<p><b>APOLOGIES FOR ABSENCE</b> (<i>Agenda Item 1</i>)</p> <p>No apologies for absence were received.</p>
40.	<p><b>DECLARATIONS OF INTEREST IN MATTERS COMING BEFORE THE MEETING</b> (<i>Agenda Item 2</i>)</p> <p>No Declarations of Interest were made.</p>
41.	<p><b>MATTERS NOTIFIED IN ADVANCE OR URGENT</b> (<i>Agenda Item 3</i>)</p> <p>No matters had been notified in advance or urgent.</p>
42.	<p><b>TO CONFIRM THAT ITEMS OF BUSINESS MARKED PART 1 WILL BE CONSIDERED IN PUBLIC AND THAT THE ITEMS MARKED PART 2 WILL BE CONSIDERED IN PRIVATE</b> (<i>Agenda Item 4</i>)</p> <p>It was confirmed that items marked Part 1 would be heard in public and those marked Part 2 would be heard in private.</p>
43.	<p><b>TO AGREE THE MINUTES OF THE MEETING HELD ON 26 NOVEMBER 2014</b> (<i>Agenda Item 5</i>)</p> <p><b>RESOLVED:</b> That the minutes of the meeting held on 26 November 2014 be agreed as a correct record.</p>

44.

**MAJOR REVIEW - REDUCING THE RISK OF YOUNG PEOPLE ENGAGING IN CRIMINAL ACTIVITY AND ANTI-SOCIAL BEHAVIOUR - WITNESS SESSION 3**  
*(Agenda Item 6)*

The Chairman informed the Committee that three small group Witness Sessions had taken place since the previous Committee meeting. Sessions had been held with young people that had been involved in crime and a separate session had been held with parents of children who were currently going through the youth justice system or had done so in the recent past.

A number of comments and suggestions were made by those attending the witness sessions that fell outside the scope of the Major Review. It was noted that, where appropriate, this information would be included in the final report as observations and would be passed on to the appropriate organisations for reference.

The key issues raised during the witness sessions included the suggestion that the majority of youth crime and anti-social behaviour was connected to drugs. Some of the parents had felt intimidated by drug dealers and had been too afraid to involve the authorities. Children had become involved in crime after having been targeted by drug dealers. This targeting had taken place outside schools and it was suggested that a police presence in the vicinity, including the use of plain clothes officers, could be considered. It was suggested that a lack of employment opportunities for young people coupled with an inclination to make money quickly were factors which increased the likelihood of young people turning to crime.

The transition from primary to secondary education was highlighted as a problematic period. The behaviour of some children that had previously been well behaved changed, in part due to the changed environment. This sometimes included asb and crime. It was generally felt that the Youth Offending Service was doing a good job, but that access could be improved and include those at risk of becoming involved in crime and anti-social behaviour, rather than only being available post conviction. Positive comments were also made about the work of Pupil Referral Units. It was suggested that the National Curriculum was too focused on academic achievements and there were opportunities for schools to do more to provide practical skills. Officers and witnesses confirmed that there was scope to improve to improve the awareness of the activities and facilities available locally for young people. It was also noted that the related issue of Child Sexual Exploitation was worthy of further consideration.

The representative from the Hillingdon Tuition Centre (HTC) welcomed the Chairman's summary and agreed with the concerns raised. The Committee heard there were a number of activities in place to steer young people away from offending post conviction but that more could be done in terms of prevention. It was noted that parents would appreciate being given further advice and guidance on how to steer their children away from becoming involved in anti-social behaviour and crime. The witness acknowledged that there was only so much that parents could do with this regard and felt that the use of parenting orders was not appropriate in every case.

The witness advised that all parents of pupils at HTC were invited to attend a positive parenting course and that work was undertaken with other schools. However, the parents that choose to attend weren't always those that could benefit from the classes the most.

In her written submission, the witness had stated that it had become increasingly difficult to make referrals to CAMHS (Hillingdon CAMHS provides community mental health services to children up to the age of 18) and that as a result more needed to be done in this area. After initial referral, it was noted that in some cases, pupils had to wait several months to be seen and in cases of non attendance, there was scope to improve the follow up mechanisms.

In response to questions, the witness advised that this issue was not a new problem and anticipated that the Special Educational Needs and Disabilities (SEND) reforms would address this, although closer working would be required with CAMHS. The Committee was advised that the Hillingdon Joint Strategic Needs Assessment had identified 4,000 children with needs. Officers advised that the Council and the Hillingdon Clinical Commissioning Group were working to address these issues and were considering the wider issue of prevention.

The Committee questioned the practicality of undertaking work during evenings and weekends to prevent young people from becoming involved in anti-social behaviour and crime and questioned whether awareness activities could be targeted at parents. In response, the witness stated that she felt that the Unique Swagga programme was proving useful but felt that there needed to be more activities available for young people. She noted that as a Head Teacher, she sometimes saw groups of her students in the street late in the evening. Officers advised that the Council was working to provide more activities and to encourage young people to access these activities. The young people themselves, rather than the parents, were the primary target of this promotional work. It was also noted that youth workers visited local schools, including the Hillingdon Tuition Centre.

The Council's Community Safety Manager attended the session as a second witness. He advised that the Council's Community Safety and Anti-Social Behaviour Teams worked at the lower end of the spectrum in terms of the seriousness of behaviour. It was noted that early intervention was important to prevent young people from becoming repeat offenders and that there was a current trend towards trying to keep young people out of prison and instead work with them in the community.

Anti-Social Behaviour Orders (ASBOs) had been replaced by two new powers, Injunctions and Criminal Behaviour Orders. Injunctions could be served on anyone over 10 but were rarely used for under 16's. Some 16 and 17 year olds had been referred to the Council and early intervention was sought by the police. Community Protection Warnings and Orders could also be used to combat anti-social behaviour. It was noted that the Council had significant resources targeted at crime and anti-social behaviour. Fifteen Officers dealt with around 10,000 reports of anti-social behaviour annually, although the vast majority of these involved adults.

Members asked a series of questions which included: how mediation worked and its effectiveness, whether the Council's response varied between council and private tenants and whether the possibility of hosting seminar sessions at the Council could be considered. In response, Officers advised that mediation was sometimes used, but that it was difficult to get all parties involved. Preventative work was not undertaken on a large scale, but did take place with individuals, including at risk young people. The recent gang and peer review endorsed this process. It was noted that the options available to the Council varied between private and Council tenants, but that the Police would not be involved disparately. It was also confirmed that 15 Police Officers were funded by the Council.

Photos showing the effects that drug use could have on young people were circulated to the Committee. The witness from Hillingdon Tuition Centre felt that the use of photos could act as a deterrent. However, it was also noted that a major hurdle included the widespread availability of illicit drugs, including cannabis.

**RESOLVED: That:**

- 1. The evidence provided be noted.**
- 2. The draft final report be developed and presented to the Committee at the February meeting.**

45. **BUDGET PROPOSALS REPORT FOR CHILDREN, YOUNG PEOPLE AND LEARNING SERVICES 2015/16** (*Agenda Item 7*)

Officers provided a presentation on the Council's budget in which it was noted that:

- § Indicative sums published by DCLG indicated that there would be a further 13.8% funding reduction in 2015/16. This followed a total reduction of 37% (£58m) in central government funding since 2010/11.
- § The proposed level of Education Services Grant for 2015/16 (£802m) represented a 20% cut compared to 2014/15 (£1.02b).
- § An initial 2015/16 budget gap of approximately £20 million had been identified. This had been managed through a drawdown of £5 million from balances, and the full year effect of savings identified in 2014/15 as part of the BID transformation programme reducing the gap to around £10 million.
- § The majority of the proposed savings related to changes proposed within the Adoption and Fostering Service, which was aiming to speed up the process of permanency.
- § Since February 2014, groups had been developing savings proposals sufficient to manage the overall funding reduction and to manage any increased cost pressure within their services. A comprehensive review of the corporate elements of the budget had been undertaken, including funding inflation and capital financing. A series of budget challenge sessions had been held in the summer and autumn.
- § The Children's and Families Act 2014 came into force in September 2014. This introduced significant changes and required a substantial amount of work to ensure delivery.
- § The Service was in the final stages of implementing the Children's Pathway BID Review, which should be completed in 2015. This would enable the Service to have a greater focus on early intervention, which should enable the Council to deliver savings in 2015/16.
- § Asylum Seekers were continuing to have an impact on the budget. This was because the proportion of children over 18 was continuing to increase at a higher rate than the number under 18, which attracted less Home Office Grant funding.
- § The primary pupil population continued to grow. It had increased by 2.8% between October 2013 and October 2014. This continued increase in the pupil population had required the council to build three new primary schools. The number of children with a Statement of Special Educational Needs had grown at double the rate of the general school population. The secondary school population had previously been stable and was now starting to grow.
- § Capital investment was proposed of approximately £150m in primary schools and £80m for secondary schools.

## Discussion

Members questioned the basis for some of the figures provided, the inflation rate used and whether the figures would prove to be feasible. Concerns were raised about how difficult it was to recruit social workers. Officers were asked to provide a figure in relation to the number of agency social workers working at the Council.

In response, Officers advised in relation to the inflation rate used and confirmed that work was in progress to reduce the number of children placed in private foster care and increase permanency. It was anticipated that these measures would help to ensure that the budgetary targets were realised. Around one third of workers in services that employed social workers were agency staff. Officers confirmed that recruitment of social workers was currently challenging due to a shortage of persons working in this field. The shortage was having an inflationary effect on wages which made recruitment a challenge. Agency workers were now staying an average of 36 weeks.

A Member highlighted the additional costs associated with the use of agency staff. These costs amounted to £1.2 million every six months. The Member felt that the additional costs were unsustainable and queried with Council officers over how this could continue in light of further reductions in Government funding. Officers acknowledged that there were cost implications associated with the widespread use of agency staff. The Officer confirmed that the department was currently looking at ways of transforming the working environment in Hillingdon and balancing this with the statutory duty to deliver services.

It was further suggested by Members that a dedicated team should investigate costs at neighbouring councils and that the allocation of additional funding in the short term could save resources in the long run. Officers responded that work was in progress and that authorities within London and beyond were looking at the capping of pay rates. However, this was difficult as the provision of social workers was a statutory requirement. Investment in the service had supported stability and service transformation had taken place between during 2014.

In response to a question from the Committee, Officers advised that the proposed Adoption and Fostering Review would result in expected savings of £2.84 million over the next four years. This was equivalent to approximately one third of the service's £8 million budget.

Members questioned why the Capital Programme did not include the expansion of specialist schools or provision at existing schools. Officers were also asked if there was capacity to go into the market to identify potential privately owned sites for future schools provision, in addition to those owned by the Council.

Officers stated that two thirds of the 3 new primary schools had Specialist Resource Provision built in and that a new special free school situated in the Borough, would offer 140 places. The proposed Additional Needs Strategy had gone to Cabinet. This would set out measures to meet the needs of children and young people in Hillingdon that had additional needs. Prospective sites for new schools were investigated by a dedicated team and by the Performance and Improvement Team. The Schools Places Programme was reviewed weekly and reported back to the Corporate Director of Residents' Services.

The Committee noted that Fostering and Adoption had been identified as the main area in which savings could be made and there was concern that this could risk its positive

	<p>Ofsted rating. Officers advised that the proposed changes would not affect service delivery and it was anticipated that productivity and the quality of outcomes would be enhanced.</p> <p>The Chairman noted that the Hillingdon Music Education Hub had received an extra £90,000 of funding and thanked Officers for work in this area.</p> <p><b>Resolved that:</b></p> <ol style="list-style-type: none"> <li><b>The Committee noted the budget proposal submitted and acknowledges the work that has been undertaken in providing a working budget, noting constraints placed via external funding streams. Concerns were expressed by some Members about the levels of savings that needed to be achieved.</b></li> </ol>
46.	<p><b>HILLINGDON'S IMPLEMENTATION OF THE SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND) REFORMS - REVIEW SCOPING REPORT</b> (<i>Agenda Item 8</i>)</p> <p>Officers introduced a Draft Scoping Report on Hillingdon's Implementation of the Special Educational Needs and Disability (SEND) Reforms as a single meeting review. It was noted that the implementation of the reforms was a work in progress and was not yet finalised. The Committee heard that a number of the required activities had a deadline of 1 September 2014 for implementation and this deadline had been met.</p> <p>As the next meeting coincided with the School holiday period and Head teachers would not be available, Officers suggested a separate witness session could be held to overcome this. The Committee discussed the evidence gathering for the review and it was suggested that the Chairman of the Parents' Forum be invited to the next meeting of the Committee on 18 February 2015.</p> <p>A brief discussion followed about the reasons for the variation in the number of young people across Hillingdon with special educational needs and the impact that implementation of the SEND reforms was having on council services. Officers advised that delivery of the changes had impacted significantly on the team but that there were ongoing plans in place to manage this. It was agreed that a note to explain the variations would be brought to the next meeting of the Committee.</p> <p><b>RESOLVED: THAT:</b></p> <ol style="list-style-type: none"> <li><b>The Chairman of the Parents' Forum be invited to attend a Witness Session at the February meeting of the Committee.</b></li> <li><b>A separate witness session be held with headteachers of local schools in advance of the next Committee meeting. The Committee would be represented by Councillors. Hensley (Chairman), Sweeting (Labour Lead) and Palmer, with Tony Little available as a substitute.</b></li> <li><b>Information to explain the variation in numbers across Hillingdon of those with special educational needs be brought to the next Committee meeting.</b></li> </ol>
47.	<p><b>BRIEF UPDATE ON THE PROGRESS AGAINST THE OFSTED REPORT ACTION PLANS - VERBAL REPORT</b> (<i>Agenda Item 9</i>)</p> <p>Officers advised that significant progress had been made in the read across from the Ofsted Improvement Plan into the Service Improvement Plan. Delivery was in progress</p>

and the Annual Report for the Local Safeguarding Children Board had been considered. The courts had reduced Public Law Outline (PLO) timescales. This set a target of resolving relevant public law family proceedings within 26 weeks. This compared with a previous average of 27 weeks. Senior managers had met with schools and safeguarding leads. There had been some complaints about responsiveness, but it was recognised that it was important to get processes embedded correctly before ensuring quality.

Approximately four fifths of the review of the safeguarding report had been completed and a peer review had been undertaken in November 2014. The current review primarily dealt with adults, but a more strategic positioning of the Board and broader membership would be required. The Action Plans were due to be signed off in March 2015.

**RESOLVED: THAT:**

- 1. The Committee note the verbal update provided.**
- 2. A written report on progress against the Ofsted Action Plans be brought to the March meeting of the Committee.**

**48. ANNUAL REPORT OF HILLINGDON SAFEGUARDING CHILDREN BOARD (LSCB) 2013-14 (Agenda Item 10)**

Officers introduced the 2013-14 Annual Report. This highlighted the main achievements, as well as the current and future priorities. The report also set out the Board's priorities and plans for the following year.

It was noted that, as well as ensuring that the Board was fully representative of stakeholder organisations, the number of Sub Committees had been reduced from 13 to 4. Since the end of 2013/14, work undertaken had focused on delivery and ensuring that the voices of young people were listened to.

At present, the Board was developing quality assurance mechanisms and had used audit work carried out within the Council. The identification of domestic violence was important from an audit perspective. It was noted that Hillingdon CAMHS required improvement.

Two Serious Case Reviews were being commenced and it was anticipated that these would place significant pressure on existing resources.

The Committee raised concerns about the level of funding available and about the number of children living in poverty. This was noted to be 43% in one ward within the Borough. Concerns were also raised in relation to CAMHS timescales and it was suggested that there was an over reliance on tier 3 and 4 services. Officers advised that this would be considered in 2-3 months time and that the entirety of resources would be considered, rather than just those locked into tiers 3 and 4.

In relation to membership of the LCSB, the Committee asked how attendance at meetings compared to the membership list provided in Appendix 1 of the Officer's report. It was agreed that a details would be provided.

The Committee requested that clarification be provided in relation to missing persons figures provided on page 81 on the accompanying Officer reports. The report stated that there were 736 missing children in Hillingdon the year 1st April 2013 - 31st March

	<p>2014 and clarification was sought as to whether this was 736 individuals or 736 cases of missing persons.</p> <p>It was noted that that there was a discrepancy in some of the figures provided in the accompanying report and it was requested that more care be taken to provide correct figures in the future.</p> <p>Officers advised that a shorter, more focused report would be produced for 2015/16 and that it was anticipated that this would be completed by Summer 2015.</p> <p><b>RESOLVED: That:</b></p> <ol style="list-style-type: none"> <li><b>1. Officers provide the Committee with clarification in relation to figures provided regarding the number of missing young persons in 2013/14.</b></li> <li><b>2. Officers provide the Committee with details of attendance at LCSB meetings.</b></li> <li><b>3. The report be noted</b></li> </ol>
49.	<p><b>FORWARD PLAN</b> (<i>Agenda Item 11</i>)</p> <p><b>RESOLVED:</b></p> <ol style="list-style-type: none"> <li><b>1. That the Forward Plan be noted.</b></li> </ol>
50.	<p><b>WORK PROGRAMME</b> (<i>Agenda Item 12</i>)</p> <p><b>RESOLVED: That:</b></p> <ol style="list-style-type: none"> <li><b>1. That the Work Programme be noted.</b></li> </ol>
	<p>The meeting, which commenced at 7.00 pm, closed at 9.25 pm.</p>

These are the minutes of the above meeting. For more information on any of the resolutions please contact Jon Pitt on 01895 277655. Circulation of these minutes is to Councillors, Officers, the Press and Members of the Public.