

# ITEM 04

Time commenced – 6.00pm

Time finished – 7.25pm

## **Children and Young People Scrutiny Review Board**

Monday 8 April 2019

Present: Councillor Russell (Chair)  
Councillors Ashburner, Harwood, Hezelgrave, Hussain, and Willoughby  
Co-optees - Steve Grundy, Chris Hulse and Nicky Fenton.

In Attendance: Frederico Almeida, Youth Mayor  
Gangandeep Kaur, Deputy Youth Mayor  
Suanne Lim, Director of Integrated Services  
Jenny Hawksworth (attending for Ruth Richardson)

### **46/18 Apologies for Absence**

Apologies for absence were received from Andy Smith, Strategic Director Peoples Services, Ruth Richardson (Multi Faith Centre)

### **47/18 Late items introduced by the Chair**

There were none.

### **48/18 Declarations of Interest**

There were none.

### **49/18 Minutes of the meeting held on 25 February 2019**

The minutes of the meeting held on 25 February 2019 were agreed as a correct record.

Councillors requested updates/information be provided for the next meeting on the following:

Bullying in Schools - update  
Early Years (page 5) – update on current position  
Information on pupil attainment linked to ethnicity

### **50/18 Monitoring Safeguarding Practice**

The Board received a report of the Strategic Director of People Services in relation to Monitoring Safeguarding Practice. The report was presented by the Director of Director of Early Help and Children's Social Care.

It was reported that having a stable and competent workforce is a pre-requisite for safeguarding children and young people and driving forward improvements. Derby remains Ofsted rated as "Good" for its services and support to children and young people. The report provides an update on recent workforce developments and safeguarding pressures.

The Board noted that the main safeguarding pressures continued to be the significant increase in demand for services across all areas and in particular for children in need of help and protection, which mirrors the national picture. The actions taken to recruit and retain social work staff are critical to the mitigating the additional pressures that this brings.

It was reported that on 04.03.19, a joint targeted multi-agency inspection (JTAI) of Derby commenced for three weeks with inspectors on site in week three from 18 - 22 March 2019 . The inspection assessed arrangements for tackling "child sexual abuse in the family environment". A review of "front door" arrangements to ensure children and young people are appropriately safeguarded when risks are identified also took place. The Inspection team tracked 7 cases of young people abused in a family situation and looked at the same cases from all routes including Health, Police and Probation to see if any aspects had been missed. They observed a looked after child review and two vulnerable children's meetings, visited the East Midlands Children and Young People Sexual Assault Service. They visited and spoke to colleagues in Reception Services, Localities and in the Youth Offending Service. A short presentation was provided by the Director of Early Help and Children's Social Care.

The Board noted that this was a inspection of partner agencies that are involved in protecting our children and young people. The Board noted that there is no judgement arising from the inspection and there were no priority actions. The final letter detailing the recommendations of the inspection will be published on 08.05.19

The officer advised the Board of the strengths of the service found during the Inspection. The Board noted that despite the large caseloads of some social workers of up to 40-42 open cases (average caseload should be around 20-25), the Inspectors felt that no children were unsafe in Derby. However Derby does need to address the high caseload issue. The Board were concerned that the heavy caseloads were leading to more staff sickness. The officer confirmed that whilst staff are under pressure morale is high. The officer commented that plans were underway to address this involving assessing whether all cases are at the right level and those that could be stepped down are facilitated to do so. The Board noted that there was challenge to local partnerships and discussions are planned with local partners in respect of intervention measures to support demand management.

The Board were advised that decision making in the Multi Agency Safeguarding Hub (MASH) showed good local area engagement, children in need (CIN) and Children on Child Protection Plans (CPP) were identified at the earliest stage and diversity issues were taken account of. The Board noted that the inspection

covered a number of areas including knife crime, elective home education and children missing education and that robust arrangements are in place. The Board noted that the voice of the child is strong throughout the service.

The Board noted that the Leadership, Management and Governance for Derby was good and there are well established local partnerships with some good examples of joint working. Social Workers are positive about working for Derby. Supervision and frontline grip is key in ensuring that no priority action is needed. Newly qualified social workers (ASYEs) assessed and supported year in employment) in Derby undertake a solid period of training with good support.

The officer advised the Board of the areas identified for improvement, the Board noted that Inspectors appreciated that the local authority is currently experiencing capacity issues and is under stress, there was a call for partner organisations to assist the LA. The Inspectors challenged consistent completion of referral forms by partners, to ensure the full information about the case was not available. The officer confirmed that Derby had already implemented procedures to ensure that the referral form is completed in full by partner organisations. The Board asked to see a copy of the referral form. The Board queried whether if partner organisations were asked for more information in completing forms that Derby might risk not getting significant referrals. Officers confirmed that where there is risk of imminent harm referrals will be accepted by phone, where there are concerns about a child then Derby would expect a full referral form from partners.

The Board noted that the decision making in the MASH was not informed by input from the Early Help, or Youth Offending Team amongst others. A wider view of the child's situation is needed at the earliest point possible. The officer confirmed the service will make changes. The Board noted that CSE interventions are not always timely, there is a lack of range of support services. "The Keep" a service that works with young people who are sexually abused is in place. The Board was concerned that "The Keep" was had long waiting lists and asked what could be done to improve effectiveness. Officers confirmed that they were currently considering commissioning of this service. The Board noted that the Inspection had been helpful in providing ideas for future development.

The officer advised that the Safeguarding Board was also challenged in terms of not having had a sufficient overview of front door services. It was noted that there were too many transition points, children are being moved too many times and there are too many changes of social workers, which leads to delay in assessments and support. The Board queried whether there was capacity in the Board to make changes. The officer confirmed that the Board had met and had started to plan how they will improve their communications. The officer advised that Derby and Derbyshire Safeguarding Board are merging and that new statutory arrangements would be in place by 29 September 2019. The Board noted that in their last inspection 2 years ago the Derby Safeguarding Board was judged "outstanding".

The Board noted that Derby has reduced the reliance on agency staff and measures are in place to retain workers but caseloads are still too high. Councillors noted that spend on Agency Social Workers had been reduced at

Derby but they were concerned that millions are spent on Agency Social Workers because of a national recruitment crisis. The Board asked if this issue could be raised direct with central government, could a cap be imposed on the amount of money paid to Agency Social Workers. Cllr Russell agreed that she would write to the Minister for Children and Families to express concern about the rising costs of Agency Social Workers. The Board queried whether salaries for Social Workers were at the correct level. Officers confirmed that Derby pay the highest salary for Social Workers in the East Midlands. The Officer also confirmed that there were a number of training schemes in place to attract current Derby staff to become Social Workers "Step up to Social Work", "Grow your own". There are also placements at Derby City Council open to Social Worker students at Derby University and that a high number of those students come to work for Derby City after they qualify. The officer confirmed that "Exit Interviews" took place, which established that the reasons for leaving were varied, retirement, some due to pressure of workload, but very few left Derby's employment to become Agency Social Workers.

The Board noted that staff were not consistent with (Local Authority Designated Officer) LADO concerns (allegations against childcare professionals and volunteers). The Board also noted that written agreements prepared by social workers with parents required improvement and Councillors noted that a new written agreement form was to be implemented to resolve this.

The Board noted that Derby Safeguarding Board will be leading the development of a Local Area Improvement Plan, with the first draft scheduled to be in place by the start of June 2019. The Board requested that the Plan comes to the Board for consideration in future.

**Resolved:**

- 1. To note the actions being taken to make improvements and challenge process**
- 2. To provide initial findings of Joint Targeted Agency Inspection (JTAI)**
- 3. That a copy of the updated Referral Form be circulated to the Board**
- 4. To write a letter to the Minister for Children and Families to express concern about the rising costs of Agency Social Workers.**
- 5. That the Local Area Improvement Plan comes to a future CYP Scrutiny Board meeting for consideration**

## **51/18 Report on the Integrated Disabled Children's Service**

The Board received a report of the Strategic Director of People Services in relation to Monitoring Safeguarding Practice. The report was presented by the Director of Early Help and Children's Social Care. The report provided Scrutiny Panel with an update in regard to the current position and picture relating to the Integrated Disabled Children's Service

The Board noted that the IDCS is a multi-disciplinary/multi-agency service which works with disabled children from 0-17 to provide service, advice and signpost to other resources. The service is jointly funded between Derby City Council (DCC) and the Derbyshire Clinical Commissioning Group (CCG). Service areas include:

a field work team, a residential short breaks services, a Community and Home Support Team, Occupational Therapy staff, a Youth Service Team and Community Short Breaks.. There was a total of 74.91 FTE staff delivering services.

Members were advised of the focus of the services

- Community Short Breaks provides respite for families, helps to increase children's social network and reduce social isolation. Breaks can be from 1 hour sessions to full day trips, the service supports families not receiving any other similar type of support.
- Community and Home Support Team (CHST) delivered a range of services for families including managing behaviour issues, self-care and sleep problems. This service was for 5 to 19 year olds with a diagnosed mild-severe Learning Disability and Health needs.
- Fieldwork Team which links in with the Preparing for Adulthood (PFA) agenda for older children with assessed Learning/Physical Disability.
- Residential short breaks service which provides breaks for disabled children based at the Lighthouse. The service was run by joint multi disciplinary staffing. The officer confirmed that the service was for Derby City children aged 0-17 with a diagnosed moderate-severe learning disability or any other life limiting illness.
- Occupational Therapists who help children to be independent in the family home. The Board noted the high current workload which was detailed in the report.

The Officer advised the Board of current pressures which included that of the current health provider who has given notice of its intention to withdraw from delivering health services from 31.05.19 so there was a need to replace and redesign the provision, an alternative provider has not been secured as yet. The Board asked if they could provide any support to resolve the situation. The Officer confirmed that a suitable provider is still being sought, however the service is not at risk and a cost envelope was in place.

The Board queried whether respite support was being provided for siblings who are carers for disabled parents or other children. The officer confirmed that it would depend on the level of disability of parent(s), there are cases in existence which are open over both areas Adults and Children's. There is a Young Carers scheme in place, the officer offered to provide more information if needed but reassured the Board that Child Carers are an important issue for Derby City Council.

Members asked about Derby City's policy with regard to children with Learning Disabilities being integrated into mainstream education, they were concerned that children would be attending the correct school for their needs. The officer confirmed that most children with Learning Disabilities would have an Educational

Health Care Plan (EHCP) which will determine the level and type of support needed, but that there was a significant challenge in Derby regarding children being placed in Special Schools when they could flourish in a mainstream setting.

Councillors felt that there was a lot of work to be done on SEND they understood that inclusion was at the heart of Council's policy. They noted that the Council has undertaken a consultation on SEND. Councillors expressed concern that the overspend in the higher needs block would continue to rise and that a lot of work the Council is undertaking would increase the pressure. The Board requested that a recommendation be made to Cabinet to pause the current proposal on SEND and re-think the process by which spend is being brought down in relation to the pressure on the high needs block and out of area placements overspend.

**The Board resolved**

- 1. To ensure that the scrutiny panel are made aware of current services being delivered by the IDCS along with the current workload, pressures and developments in the service.**
- 2. That a recommendation to Cabinet be made to pause the current proposal on SEND and re-think the process by which spend is being brought down in relation to the pressures on the high needs block and out of area placements overspend.**

## **52/18 Topic Review 2018-19 – Child Poverty in Derby**

Councillors were asked to notify Cllr Russell of any specific areas of the review that they wish to draw out and would like a specific recommendation on. The Board noted that a draft report would be put together and circulated to the Board for their comments and additions. A final report would be submitted at full Council in the next municipal years with key recommendations for Council to look at in terms of support and intervention.

The Board resolved to notify Cllr Russell of specific areas of the review that they wish to highlight and would like a recommendation on.

**The Board resolved**

- 1. To notify the Chair of specific areas of the review that they wish to highlight and any accompanying recommendations they may wish to propose.**
- 2. To request that, subject to circulation of the draft report to members of the Board, Council consider the outcome of the Topic Review and to refer the accompanying recommendations to Council Cabinet as appropriate.**

## **40/18 Work Programme**

The Board thanked Cllr Russell for her work as Chair. They also recognised and thanked officers for their work in bringing reports to the meeting and responding to the questions of the Board.

**The Board resolved to note the report**

MINUTES END