

	Recommendation	Stage	Complete
9	<p>That the Director of Children's Services commissions an in-depth review of transport, to promote more effective use of existing resources and improve children and young people's access to services, and that she reports back to us within three months on progress.</p>	<p>1 (Stop monitoring)</p>	
	<p><u>September 2010 Update</u> Since the Scrutiny Board made this recommendation the context in which children's services is operating has shifted significantly. The national picture and inspection outcomes in Leeds mean that attention and resources have been concentrated on issues relating to safeguarding and raising achievement. The decision to end the Education Leeds contract and re-organise children's services has also re-focused efforts.</p> <p>Furthermore, in-year reductions to the budget and the anticipated ongoing budget pressures will make the prioritisation of effort and resources towards a smaller number of key priorities inevitable.</p> <p>Against this background and given all the change that has taken place since this recommendation was made, the view of the Interim Director of Children's Services is that, regrettably, it is unlikely to be possible to carry out (or indeed implement changes from) this sort of review in the short to medium term.</p> <p>However, the Executive Member for Children's Services has requested it to be noted that she recognises that transport continues to be an important issue for all children and young people and one that requires a corporate approach. Councillor Blake will therefore work with colleagues to take any opportunities in future that enable transport for children and young people to be looked at in a suitably co-ordinated way.</p> <p><u>September 2008 response</u> <i>It is agreed that an in-depth review is required, but it is not possible with the resources available in this financial year to undertake the work to scope and conduct such a review.</i> <i>We have however, during the last three months undertaken informal discussions with key stakeholders about opportunities to take this forward.</i> <i>This recommendation from scrutiny will also ensure this matter is considered a priority within the revised Children and Young People's Plan for 2009 and beyond.</i> <i>Meanwhile, work is progressing to look at the current availability and use of school transport so that it better supports the offer of extended services to young people.</i></p>		

December 2009 update

The current position is as at previous updates. The prioritisation of time and capacity to other key areas of children's services work at the present time means that the in-depth review requested cannot be carried out in the immediate future. In the meantime there is continued support for the ongoing positive work that Metro are doing with young people.

January 2009 update

The position is as above with respect to this becoming a priority within the revised Children and Young People's Plan for 2009 onwards.

April 2009 update

Transport considerations will form an important strand of the 'places to go and things to do' priority within the new Children and Young People's Plan. This will focus more attention in this area. Key partners are continuing to work closely to identify opportunities to improve transport provision, for example in supporting the progress of Metro's Strategy for Young People.

September 2009 update

The new Children and Young People's Plan has now been completed. This gives renewed focus to work around the 'places to go and things to do' priority. Work is continuing in support of the wider initiatives to improve transport provision for young people, including the work that Metro are planning over the autumn.

	Recommendation	Stage	Complete
2	<p>That the Director of Children’s Services reports back to us within 3 months on the steps being taken to ensure that:</p> <p>b) children experience as seamless a transition as possible from children’s centres, regardless of which school they move on to</p>	2 (Achieved)	✓
	<p><u>September 2010 update</u></p> <p>The final document ‘Starting and Staying Strong’ will return from the publishers mid September 2010 (delayed from summer due to printing schedules). A lead officer has been identified to manage the cross sector launch for leaders, managers and lead practitioners in conjunction with National Strategies Early Years Regional Advisor who has reported “Plans for implementation of LA transition policy with particular emphasis on Setting to Reception are well in hand. The LA is building sustainable capacity.” 27th July 2010. A universal training programme has been planned and advertised in Autumn 2010 – take up is currently 86%. Settings (including both schools and early years settings) receiving the nursery education grant are required to use and refer to the guidance once published.</p> <p><i><u>Director’s Response (Approved by Executive Board August 2009)</u></i></p> <p><i>The Director of Children’s Services agrees with this recommendation.</i></p> <p><i>b) We have developed guidance to ensure children experience seamless transition from their Children’s Centre. This will be a focus for training at the newly established EYFS leadership and management forums from September.</i></p> <p><i><u>March 2010 Update</u></i></p> <p><i>b) Work has been done with management forums to consult across all early years sectors about transition arrangements. An agreed transition document is presently in press. It will encompass a training programme for staff from all early years settings and hopefully their feeder schools. A launch is also in preparation for the summer term. The training programme will then be disseminated over the next twelve months to EY foundation stage coordinators in schools, children’s centre teachers, early years professionals and managers of all early years provision.</i></p>		

	Recommendation	Stage	Complete
8	<p>Also, that the Director of Children’s Services and the Chief Executive of Education Leeds carry out a review of the funding for children with Special Educational Needs within Early Years, within the next three months, with a particular focus on ensuring that children are offered the same level of high quality support, regardless of the type of setting which they attend.</p>	<p>4 (not achieved)</p>	
	<p><u>September 2010 Update</u> Work is being undertaken as part of the Children’s services Transformation Programme around the formation of an Integrated service for Children with Disabilities. It has been agreed to postpone the implementation of a Single Funding Formula for Inclusion until further progress has been made on this. In this financial year all children regardless of the setting they attend have been funded in the same way (EYFFI) although not at the same level. All plans are in place to implement a single funding formula when the time is right.</p> <p>Reduction of children at risk of language delay: Data from the Every Child a Talker programme in Leeds shows an average reduction of 21% (137) of children at risk of language delay since the programme began in September 2009. Approximately 653 children (aged 2-4, accessing early years provision in childminding, school, children centre or pre-school settings) have benefited from the targeted programme led by an Early Language Consultant in partnership between the Early Years Service and Speech and Language Therapy service. 85% (555) of children in the programme are now working at or above the expected level of development, building a firm foundation for language development when starting Reception class.</p> <p><u>Director’s Response (Approved by Executive Board August 2009)</u> The Director of Children’s Services agrees with this recommendation. A review is being undertaken around funding for young children with disabilities across all sectors to ensure inclusion and access- this will report to the Sure Start partnership in September 2009. There is a planned programme for all Children’s Centres to undertake Early Support training by April next year- this is a national programme to facilitate parental engagement as central to all planning for their disabled child.</p> <p><u>December 2009 update</u> Earlier this year the Private Child-care Providers network and the Early Years Reference Group which oversees the implementation of flexible free entitlement for nursery education and the implementation of an equitable funding system for free entitlement in school and Private Voluntary and Independent Sector (PVI) nurseries, requested that a small group should look into the cost of inclusion in PVI providers. The aim of this piece of work was to develop a formula for the cost of inclusion in PVI settings and to make recommendations around the affordability for such provision in the current economic climate. The ultimate aim was to reduce barriers to inclusion in the PVI sector and ensure that this provision was sustainable.</p> <p>The work was undertaken by a small group of volunteers from the PVI sector and supported by early years business support. The findings of this group have been compiled into a draft report 'the cost of inclusion in PVI settings'. This report will be ready for consultation in the new year and the results of the consultation will be incorporated into the report.</p>	<p>Progress made acceptable. Continue monitoring</p>	

The outline recommendations are as follows

a) *Consultation on the following recommendations should take place*

i) A single equitable funding system should be implemented across PVI and Maintained sector settings

ii) The amount of funding for each type of setting should be the same per unit

iii) The funding delivery system should be equitable

iv) Further investigations should be undertaken to ascertain if we are able to pay this funding to the PVI sector through the free entitlement system which would reduce the resources needed to administer the system and if this would be acceptable to PVI settings

b) *After consultation and recommendations from this are incorporated into the report, implementation should be undertaken at the earliest possible opportunity*

c) *Further investigation needs to be undertaken on funding methods for those above the age of 5*

March 2010 update

Extensive work is now being undertaken on a single funding formula for inclusion. Extensive consultation with all providers will commence in April 2010 with the intention of implementation of April 2011 of a new funding formula equitable across all sectors including schools.

	Recommendation	Stage	Complete
1	<p>That the Executive Board includes an increased resource for children's social care staffing in the budget proposals to be put forward to Council in February 2010.</p> <p>Also that the costings provided to us by the Chief Officer for Children and Young People's Social Care for a caseload of 20 cases are used as a minimum starting point for working towards a children's social work service with sufficient staff to ensure a reasonable caseload, and promoting quality outcomes for the children and families of Leeds.</p>	<p>4 (not achieved) Progress made acceptable. Continue monitoring</p>	
	<p><u>September 2010 update</u></p> <p>In February 2010, both the Executive Board and Full Council approved a budget for 2010/11 that includes significant additional investment in Children and Young People's Social Care. A proportion of that investment has been used for the recruitment of additional social workers. Since February the number of Advanced Practitioners in post has risen to 12, another round of recruitment to these posts is underway. A number of temporary additional Team managers have also been appointed. Furthermore, over the summer 35 new social workers have also been recruited. A further round of recruitment for social workers is also about to be launched.</p> <p>These new social workers, when combined with the agency staff who have been retained, have helped to increase capacity, which has in turn had a positive impact on caseloads. At present the average caseload is approximately 22 per social worker. However, it is important to recognise that given that many of the recently appointed social workers are newly qualified, workloads are being managed to reflect their experience.</p> <p>We would anticipate a continuing positive impact on caseloads through:</p> <ul style="list-style-type: none"> • Ongoing recruitment drives – a budget is in place to enable continuing recruitment of social workers. Though this must be considered in the context of the national shortage of social workers and the competition this creates. • The service re-design work that is a key part of the transformation programme in children's services. The re-design work is informed by the intention to reduce case loads in child protection work to 20. More details about this can be provided on request. 		

Director's Response (Approved by Executive Board February 2010)

Children's Services recognize and value the depth of the Scrutiny Inquiry into Safeguarding and appreciate the timeliness of this interim report and its recommendation. The Interim Director of Children's Services is happy to support the first part of the Board's recommendation. The need for additional resource has been highlighted through analysis carried out with Children and Young People's Social Care during 2009/10. Resource levels are also a key theme in the report on the announced inspection of safeguarding and looked after children's services, published on 7th January 2010. The Council is committed to responding effectively to the findings of that report. A separate report about the announced inspection is also on the February Executive Board agenda.

Before the announced inspection, as Scrutiny Board's interim report recognises, work had already started to help reduce caseloads. In October 2009, for example, it was agreed that capacity should be increase through 25 new Advanced Practitioner posts. Eight of these have been recruited and will be starting work in these posts in February. The second wave of recruitment has now commenced.

In view of the Scrutiny Board's recommendation, Executive Board is asked to note the report also on its February agenda, which sets out the Council's proposed revenue budget for 2010/11. In broad terms, the scrutiny recommendation is already taken account of within the proposed budget, which incorporates a £6.2 million increase for Children and Young People's Social Care.

What this proposed increase does not do is direct the full amount suggested in the Scrutiny Board's interim report for the immediate recruitment of the additional social worker numbers suggested (and the administrative and managerial staff needed to support these extra numbers). This would be an unrealistic ambition given the limitations of the support of qualified social workers currently available. Instead, the 2010/11 budget proposals include a two-year approach to increasing social work capacity. Year one builds-in additional funding for the 25 advanced practitioners, alongside a re-designation of other funding into additional frontline social work posts. Year two (2011/12) will allow for further new posts to be built into the social worker establishment. The two-year approach is pragmatic, with a strong focus in year one on remodeling the existing workforce to undertake more support functions and release social worker capacity. Importantly, this increased capacity is part of a wider approach to improving the quality of practice at the front line and the quality of service as a whole.

It is suggested therefore that Executive Board endorses the recommendation of the Scrutiny Board but rather than proposing the immediate recruitment of the number of additional social workers and support staff suggested in the scrutiny's report, agreed a more pragmatic approach, combining the remodeling of existing services along with phased recruitment of additional frontline staff. This is considered a better way to achieve the improved quality and reduced case loads being sought. Over the next two years this approach can significantly improve our support for vulnerable children and young people in Leeds.

If approved, Children's Services will welcome the opportunity to report progress on this approach to the Scrutiny Board. In addition, the progress and the impact of this work will be closely monitored by the newly established Improvement Board, ensuring it is continually and effectively reviewed. Executive Board will be kept up-to-date through the monitoring reports on the Children's Services Improvement Plan.

	Recommendation	Stage	Complete
1	That Education Leeds revises its complaints procedure to incorporate a specific section for school complaints, including an appropriate third stage review process.	4 (not achieved)	
	<p><u>September 2010 update</u></p> <p>The complaints framework and procedures for Children's services are currently being reviewed under the One Council arrangements as part of the Children's Services Transformation Programme. Children's services will ensure that schools' interests, as stakeholders will be taken account of in that programme.</p> <p><i>Director's Response (Approved by Executive Board May 2010)</i> <i>Education Leeds will work within the context of the Children's Services to ensure that the recommendation is incorporated into the Leeds City Council procedure.</i></p>	Progress made acceptable. Continue monitoring	

	Recommendation	Stage	Complete
4	<p>That Education Leeds confirms the actions agreed with the school to sign off the agreed list of outstanding issues at Paragraph 43, and the timetable to complete these actions.</p>	4 (not achieved)	
	<p><u>September 2010 update</u></p> <p>The School Leadership identified six issues in relation to the building. During meetings with the school Education Leeds agreed to address the following:</p> <ul style="list-style-type: none"> • Education Leeds agreed to reimburse the school for replacement vinyl flooring in Early Years and Reception. This work was undertaken in February half term 2010 at a cost of £10,600 and the School reimbursed upon receipt of supporting documentation on 25 May 2010. • Education Leeds agreed to undertake a benchmarking study in respect of maintenance and repair costs for 2007-2008 and 2008-2009. The study is underway but will not be completed for the start of September. The target completion date is end September 2010. <p>In addition in respect of other issues identified the following action has subsequently been taken:</p> <ul style="list-style-type: none"> • Education Leeds commissioned a technical report of the water heaters and has agreed with the school that where possible heaters will be replaced by an extension of the central hot water system. Where this is not possible, and small heaters are currently installed in pods of three, they will be replaced by a single, larger water heater, positioned accessibly. This will reduce the number of individual heaters from 39 to less than 10. All works associated with their replacement will cost approximately £25,365 and be funded by Education Leeds. Work is due to commence w/c 30 August 2010. <p>The school has obtained an estimate for the replacement of 16 double window actuators with single actuators at a cost of £3,857. Education Leeds has agreed to fund these works. A date for the start of works has yet to be agreed.</p> <p><i><u>Director's Response (Approved by Executive Board May 2010)</u></i> <i>The Director of Learning Environments and Planning met with the Head teacher and Chair of Governors of Meadowfield School on 13 May 2009 and agreed a list of six actions in respect of Meadowfield School. These are either completed or in the process of resolution.</i></p>	<p>Progress made acceptable. Continue monitoring</p>	

	Recommendation	Stage	Complete
5	<p>That Education Leeds benchmarks the maintenance costs at Meadowfield Primary School with other similar schools in order to assess whether they are significantly higher.</p>	4 (not achieved)	
	<p><u>September 2010 update</u></p> <p>Education Leeds agreed to undertake a benchmarking study in respect of maintenance and repair costs for 2007-2008 and 2008-2009. The study is underway but will not be completed for the start of September. The target completion date is end September 2010.</p> <p><i>Director's Response (Approved by Executive Board May 2010)</i> Meadowfield Primary School provided information in January 2010 and one of the other two schools in the procurement package in February 2010. Education Leeds will scope, obtain comparative data and commence a benchmarking exercise to be completed by the start of September 2010.</p>	<p>Progress made acceptable. Continue monitoring</p>	
6	<p>That Education Leeds reports back to the Scrutiny Board on the handover process for new school buildings and alterations to existing buildings where appropriate.</p>	6	
	<p><u>September 2010 update</u></p> <p>There have been no new school buildings handed over during this period.</p> <p><i>Director's Response (Approved by Executive Board May 2010)</i> Education Leeds expects five new build schools to be handed over by different partners, the Strategic Design Alliance (SDA) and Leeds Local Education Partnership (LEP) during 2010, 2011 and 2012, and for three major capital projects at primary schools and the Leeds West Academy to be handed over by the LEP during 2011/12. Education Leeds will report back to the Scrutiny Board on the handover process with different partners in respect of these major projects after their completion.</p>	<p>(Not for review this time.)</p> <p>Next update due December 2010</p>	

	Recommendation	Stage	Complete
1	<p>That the Chief Executive of Education Leeds works with Area Inclusion Partnerships to ensure that attendance and behaviour targets are embedded in all area plans.</p>	<p>4 (not achieved)</p>	
	<p><u>September 2010 update</u></p> <p>Work facilitated by the Attendance Strategy Team in collaboration with the area leadership team in the West Wedge has resulted in a wedge-specific attendance strategy which has a targeted approach to tackling absence from school based on identified local challenges and needs.</p> <p><i>Director's Response (Approved by Executive Board June 2010)</i> <i>The Attendance Strategy Team have realigned resources to enable the appointment of an Attendance Data Management Officer to enable regular monitoring/analysis/reporting on persistent absence and attendance by wedge/cluster/school.</i></p> <p><i>All high schools, the Area Inclusion Partnerships and all children's services share the responsibility for achieving the DCSF goal of no more than 5% persistent absence across the authority by the end of 2011. In order to support progress to this goal, all high schools and wedge areas have been provided with individual targets for persistent absence to enable Leeds to achieve this goal.</i></p> <p><i>Education Leeds officers have been working with Area Inclusion Partnerships to secure an appropriate framework for targets for improving attendance, and reducing persistent absence and exclusions. The Area Inclusion Partnerships carry out the statutory functions of the Behaviour and Attendance Partnership and are an integral part of the local Children's Trust Board. Data will be provided for each partnership to secure an adequate baseline and set appropriate targets for September 2010. Once agreed, progress towards these targets will be monitored on a regular basis.</i></p> <p><i>Good progress will be identified and successful intervention will be shared with other areas. Where progress is less than satisfactory, partnerships will be expected to review their strategic approaches and see how their local plans can be adapted to bring about more rapid improvements.</i></p>	<p>Progress made acceptable. Continue monitoring</p>	

	Recommendation	Stage	Complete
2	<p>That the Chief Executive of Education Leeds ensures that parents, schools and governors continue to be reminded that term time holidays are discouraged.</p>	4 (not achieved)	
	<p><u>September 2010 update</u></p> <p>A working group has been set up to review the current policy on Extended Leave which includes primary heads, Attendance Strategy, elected members and community representatives with plans for a consultative process which includes the voice of parents and families.</p> <p>This revised policy also clarifies and reaffirms to schools the guidance from the DfE that holidays in term time are not a parental right and are authorised at the school's discretion, in line with policies that must be communicated regularly to parents. Those policies are increasingly being adhered to by clusters and families of schools to deliver consistent responses to schools in their localities for example the North West area policy as the first example of schools working collaboratively to agree a single approach to holiday requests.</p> <p><i><u>Director's Response (Approved by Executive Board June 2010)</u></i></p> <p><i>Following the lead taken by the North West area which reduced the overall number of days lost to holidays, more clusters and families of schools are adopting consistent holiday in term time policies across primary and high schools.</i></p> <p><i>The Attendance Strategy Team support schools by using penalty notices in instances of excessive, unauthorised holidays in term time. Analysis on the impact of holidays in term time is shared with schools and area partnerships.</i></p> <p><i>The policy on extended leave is being reviewed and updated. Once this has been completed, information will be sent out to all schools and key partners reminding them of the importance of regular school attendance and the impact holidays in school time has on learning.</i></p> <p><i>The Attendance Strategy Team utilises a variety of media to communicate with schools, parents and governing bodies e.g. press, radio, campaigns, newsletter, bulletin etc.</i></p>	<p>Progress made acceptable.</p> <p>Continue monitoring</p>	

	Recommendation	Stage	Complete
4	<p>That the Chief Executive of Education Leeds ensures that all governors are reminded of the importance of focusing on attendance.</p>	4 (not achieved)	
	<p><u>September 2010 update</u></p> <p>The Attendance Strategy Team continue to deliver training on attendance as part of the governor support package which is both well attended and positively evaluated as being highly informative and useful.</p> <p>The head of service of the Attendance Strategy Team regularly makes use of the Governor's Bulletin to keep governors informed of key developments in practice and legislation.</p> <p>All Attendance Advisers meet regularly with high schools to action plan for attendance. Advisers will recommend schools have a named Attendance Governor as best practice and advise regular reporting of schools' performance data to the governing body.</p> <p><i>Director's Response (Approved by Executive Board June 2010)</i></p> <p><i>The Attendance Strategy Team delivers training for governors twice yearly and reports on key issues using the governor's bulletin.</i></p> <p><i>Education Leeds will ensure that all schools have a named governor for attendance. The role of the governor will be to monitor school based initiatives such as fast tracking and school advisory panels.</i></p> <p><i>Key messages about the revised children's services and safeguarding have been disseminated through area governing body meetings. Regular updates will continue to ensure that attendance remains a high priority for all governors.</i></p>	<p>Progress made acceptable. Continue monitoring</p>	