



Children and Young People's Plan 2012-2015



London Borough
of Hounslow

Hounslow
Primary Care Trust



METROPOLITAN
POLICE

Working together for a safer London

Foreword

Welcome to Hounslow's latest Children and Young People's Plan. The plan sets out how the different agencies and groups working with children and young people in the borough will work together to improve their outcomes.

We have been successful in doing this in the past as evidenced in the borough's Ofsted inspection of Safeguarding and Services for Looked After Children where we were rated "good", and more recently in the 2011 annual performance assessment where we were rated by Ofsted as performing "excellently". There remain challenges however, and we will need to work hard together if we want to continue to make a real and lasting difference to children's lives. We must retain our focus on keeping children safe, we must continue to improve educational standards and especially to narrow the gap between our highest and lowest attaining students; we must tackle those areas where our performance is less good, including immunisation and obesity rates and teenage pregnancy, and we must do more to support the social and emotional development of our children and young people.

There are lots of changes at a national and local level, resources are limited and reducing, but it has never been more important that we continue to play our part in making what happens in Hounslow as strong as we can for our children and young people. During 2012 LB Hounslow created a new joint Adult and Children's Services Directorate. We welcome our new Director, Sherry Malik who commenced her appointment in September 2012 and will lead on the implementation of the plan. We also thank Judith Pettersen, our most recent Director of Children's Services and Lifelong Learning, for her leadership and direction in developing this plan and her commitment to securing better outcomes for Hounslow's children and young people.



**Cllr Jagdish Sharma,
Leader & Chair of
Hounslow Children's Trust
Board**



**Cllr Lily Bath,
Cabinet Member for
Children,
Youth and Families**



**Cllr Steve Curran
Cabinet Member for
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**Judith Pettersen
Director of Children's Services
and Lifelong Learning (2006-
12)**



**Sherry Malik
Director of Children's &
Adults' Services**

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Introduction

The Children and Young People's Plan (CYPP) is the key strategic document for Hounslow's Children's Trust Board. It is a partnership plan which sets priorities for the delivery and development of all local services relating to children and young people in Hounslow. This three year plan replaces the 2011 – 2012 CYPP and reflects longer term local improvement outcomes and targets for children, young people and families in Hounslow.

Hounslow Council has worked with its partners and consulted with a range of professionals, young people and parents to develop this overarching plan.

The plan applies to three groups, which are children and young people aged 0-19 years, young people over 20 leaving care and young people up to the age of 25 with learning difficulties.

The plan covers all the services for which the local authority is directly responsible and the work of partners who provide services for children and young people. The services include those of health, education, social care, youth services, youth offending services and early years. It will inform the development of more local service plans that will provide the detail of how we will deliver the actions that it outlines. We will monitor the plan systematically to ensure that we achieve the intended progress.

In addition to local priorities the Plan also reflects national policy changes impacting upon children's services. Significant elements of these changes are now housed within the proposed 'Children's and Families Bill' and include:

- Reforms to the system of support for children with special educational needs (SEN) – From 2014 SEN statements and separate learning difficulty assessments for older children are to be replaced with a single birth to 25 assessment process and an education, health and care plan. Parents with such plans under the proposals would have the right to a personal budget for their child's support. Councils and health services will be required to jointly plan and commission the services that children, young people and families with SEN or disabilities need.
- Speeding up the adoptions process - local authorities will be prevented from delaying an adoption to find the perfect match if there are suitable adopters available. The ethnicity of a child and prospective adopters will come second, in most cases, to the speed of placing a child in a permanent home.

Professor Eileen Munro's review of Child Protection during 2010/11 has so far led to:

- The Department of Education (DfE) issuing revised guidance on the role and responsibilities for the Director of Children's Services (DCS) and Lead Members for Children's Services. This guidance states that these roles remain statutory and that the DCS duties should remain at Chief Officer level. In addition the DfE guidance states, that local authorities must be free to determine their own structures in order to reflect individual local circumstances.
- A new Child Protection Inspection framework which will involve Ofsted inspectors talking directly to children and their families and shadowing social workers while working with children and their families and observing multi-agency working. Ofsted teams will work unannounced with frontline social workers and managers over a two-week period and work alongside them to view case files and scrutinise the support provided for a child. A more all encompassing focus will also see Inspectors evaluating Early Help systems and support for children, young people and families, before problems escalate, become critical and lead to more formal child protection processes. A new multi-agency framework will be introduced in 2013.
- The Social Work Reform Board leading on changes to help authorities develop a strong and confident workforce that is well trained and well supported and ultimately achieves greater stability in those parts of the workforce facing recruitment and retention challenges. This will see the local authority working more closely with Higher Education Institutes, to support the delivery of Social Work education, high quality placements and continuing professional development. Improvements to the training and development of social workers will start to impact from September 2012, and will come fully into effect from September 2013.

The Coalition Government supports the need for agencies to work together to provide help efficiently and effectively but have removed the requirement for local authorities to set up a Children's Trust Board. Many areas including Hounslow have continued these boards by choice because they find them a helpful way of co-ordinating services locally. Prof. Munro in her review of how well the Child Protection reforms are progressing has highlighted the importance of the duty to co-operate by LSP partners and working together to ensure sufficient provision of local early help services. She envisages these non statutory yet crucial services will be at risk in a climate of budgetary cuts.

Hounslow Council as part of its commitment to efficiently delivering its priorities is establishing a new top level structure of a Chief Executive and 3 Directors. This structure will see a new joint directorate of Children's and Adults Services. The structure will retain the dedicated Assistant Director posts of Specialist Services (overseeing Children's Safeguarding and Social care, Looked After Children, Special Education Needs and Youth Offending) and Early intervention Services (overseeing Early Years, School admissions, place planning & improvement, governor services and multi- disciplinary Locality teams.) Services within these divisions received an 'Excellent' rating from Ofsted in 2011 in recognition of its integrated working around the needs of the child. In response to national changes around lifetime social care planning and reforms in support to SEN children a new adult and children's social care resource planning division will lead on the personalisation agenda and adult and children's placements. This joint working will build on the commissioning expertise in adult and children's services, delivering further savings and reducing unexpected costs.

This Plan:

- States our shared commitment and principles of working together across the partnership putting our children and young people first.
- Identifies how we have used current demographic, needs assessment and consultation evidence to inform our priority setting.
- Sets out the actions and measures of success we will need to deliver outcomes against each of the priority themes:
 - **Improving Children's health**
 - **Offering early help and support to vulnerable young people and families**
 - **Safeguarding and child protection**
 - **Maximising the educational achievement of every child**
 - **Effective joint working to support the economic well-being of children, young people and families**
 - **Promoting community engagement and increasing leisure participation.**

Our Vision for Children and Young People in Hounslow

Expanding Horizons

We want children to be:

- Safe, resourceful and free from all kinds of crime and harassment
- In good healthy
- Enjoying life, progressing and achieving well
- Economically secure and thriving
- Making a real contribution to the world they live in
- Laying the foundations for an emotionally secure and successful future.

We put the child or young person at the heart of what we do

This will be demonstrated by:

- Making sure that children and young people are a central part of our work
- Working with children and young people, not doing things to or for them
- Taking an approach which sees the individual child or young person 'as a whole'
- Making the most of opportunities to promote the development of children and young people.

We believe that outcomes matter: what matters is what makes a difference in the lives of children, young people, their families and carers

This means that we will:

- Check whether what we do works
- Use approaches that are tried and tested
- Ask children and young people, families, schools and others about their experience of our help
- Listen and adapt what we do.

We work together in partnership

Children and young people, their families and carers, the Hounslow community, statutory services, voluntary agencies, and the private sector are partners. Each brings a part of the solution. We want great things for our children and young people, there are great possibilities and working together we think we can make a real impact.

Golden Threads

Alongside the vision we have for children and young people, we believe that there are some key themes, which we have called golden threads. These are extremely significant and must underpin everything we do in delivering the priorities identified in this plan and in every development that we make.

Preventing problems

- Making sure children, young people and their families have the support they need to prevent difficulties from arising.
- Ensuring that the services that all children access meet a whole range of needs and have staff who are trained and work to act preventatively.

Intervening early on

- Recognising the difficulties and problems that confront children, young people and their families at as early a stage as possible.
- Working together to address difficulties and problems that have been identified.
- Making sure that enough is done to solve problems before they get worse.

Supporting families / parents

- Valuing the crucial role that parents and carers play in ensuring the well being of children and young people.
- Working with parents and carers to solve problems together.
- Providing clear and useful information, advice and support for all parents and carers to help them to meet the needs of their families.

Supporting the vulnerable

- Positively addressing the needs of vulnerable groups, especially disabled children and those who are looked after by the Local Authority.
- Making sure that all children and young people experience equality of opportunity, helping them to overcome any barriers they may experience.
- Responding to the needs of individuals, making sure everyone is included and engaging young people.
- Focusing our efforts to help those who most need it.

Safeguarding children

- Ensuring that all children's settings operate a safeguarding approach
- Expectation that all agencies to have an understanding of safeguarding and knowledge of where to go for advice and support in this area
- Keeping the outcome for the child at the centre of all that we do

Tackling Child Poverty

To ensure the five key areas of intervention in tackling and reducing child poverty are built into The Children's Trust Board, LSP Planning processes and Hounslow's linked strategies.

- Getting parents into work, inc. addressing childcare issues
- Supporting families to get all the benefits and tax credits they are entitled to
- Supporting families to avoid debt
- Uncoupling socioeconomic status from educational achievement
- Addressing housing conditions

Early Intervention and Prevention – a model of service delivery in Hounslow

Whilst the majority of our children and young people are healthy, safe, achieving well at school, engaged in purposeful activities and have good prospects for the future, there is a significant minority for whom the predicted outcomes remain poor.

The current challenge is one of increasing need and less money. Early intervention is a targeted response to identified need at what is commonly referred to as Tier 2. It aims to identify, vulnerable children, young people and families who are at risk of poor outcomes early, acting quickly to meet their needs and helping them to resolve their problems before they become more serious, entrenched and difficult and costly to resolve.

Early intervention is not about solving a single one-off problem, it is about empowering and strengthening the resilience of families, equipping them with the skills to achieve success, resist stress, solve their own problems and manage issues that will arise in the future.

Why early intervention?

Timely early intervention can deliver good, sustainable outcomes for children and young people and enhance the quality of life for families. It reduces welfare reliance, helps break the cycle of poverty and deprivation and lowers the costs of agencies working with children and adults.

Effective early intervention will reduce the number of children, coming into care and the number of families needing to access and often becoming dependent on high cost specialist services.

Hounslow is an 'Early Intervention Place', what does that mean?

It means that:

- We will put an increasing emphasis on prevention and early intervention, balancing what we spend on specialist services with spending on early intervention and prevention.
- We will use programmes that we know will work.
- We will focus our work on where we can make a difference.

Locality Teams

The Council has established 3 Locality Teams which shape, develop and lead the early intervention offer across the Children's Trust.

The three Locality Teams:

1. Target services to the communities they serve, based on a local knowledge of need.
2. Provide services in a multi-disciplinary way, creating a 'bespoke' team around the child (TAC) or team around the family (TAF) or around the school (TAS)
3. Support Schools and universal services such as health, adult services and third sector agencies to provide a seamless service to children and young people with additional needs. This will include enabling a swift and easy access to service to a package of support tailored around a child or family.
4. Provide a single point of contact for children, young people and families to access early intervention services through the Common Assessment Framework.
5. Safeguard children by identifying and working with vulnerable children earlier to try to prevent their needs and difficulties increasing unnecessarily.
6. Work in partnership with families to ensure that they participate in and have a real say in the assessment of their needs and the planning, delivery and review of the services they receive.
7. Actively seek and provide outreach support to families who are hard to reach or find it hard to engage.
8. Provide intensive, structured support to families with multiple problems whose needs and problems have become entrenched over many years.
9. Work in partnership with schools and other partner agencies to ensure their views are heard, their contribution is valued and that they have easy access to consultation where they have a concern about a child, young person or family.
10. Target services to ensure that resources are used effectively and efficiently

How will we do it?

This will be achieved by -

- Embedding a single assessment of need; a speedy and timely access to early intervention services; and a co-ordinated multi agency response through the Common Assessment Framework
- Providing tools and processes to enable services to work more effectively together
- Developing a good practice portfolio of evidence based interventions that we know will work in Hounslow

Measures of success

The success of the Early Intervention programme in Hounslow will be measured through:

- Improved outcomes for children, young people and families that are sustained over time
- Increased service satisfaction levels of local children young people and families
- Increased service satisfaction levels of residents and partner agencies including schools, health, the police and the voluntary and community sector
- A reduction in demand for specialist services (at tiers 3 & 4) and the associated costs incurred by these services
- A greater take up of universal provision in for example children's centres and youth centres
- An increase in school attendance figures

The Hounslow Context

Hounslow's population for 2011 is 243,328¹. 57% of Hounslow's population is White British and approximately 43% is from Black, Asian and minority ethnic backgrounds. There are more than 140 languages spoken in the area, with Polish and Somali reported as being the most common languages. The ethnic composition of the borough continues to change, with new communities establishing themselves in the area. This trend looks set to continue, as a pattern of new arrivals from the European Union Accession States emerges.

The borough is next to Heathrow airport and this has a major impact. It makes a significant contribution to the local and national economies but it is also a major source of traffic congestion and the cause of high levels of both air and noise pollution. Hounslow's economy reflects the variety of the surrounding area with a combination of industries, including telecommunications, pharmaceuticals, media and technology.

On the combined index of income, employment and education, Hounslow is one of the most deprived boroughs in West London with hidden areas of deprivation contrasting with more well-off areas. The Indices of Multiple Deprivation data for 2010 indicates overall deprivation within the borough has changed little since 2007. Although pockets of extreme deprivation noted in the West of the borough has declined since 2007.

The index of multiple deprivation uses a number of indicators to work out the level of deprivation in an area: income, employment, health and disability, education, skills and training, housing and services, living environment, and crime. Areas of multiple deprivation in Hounslow at ward level shown on the map overleaf.

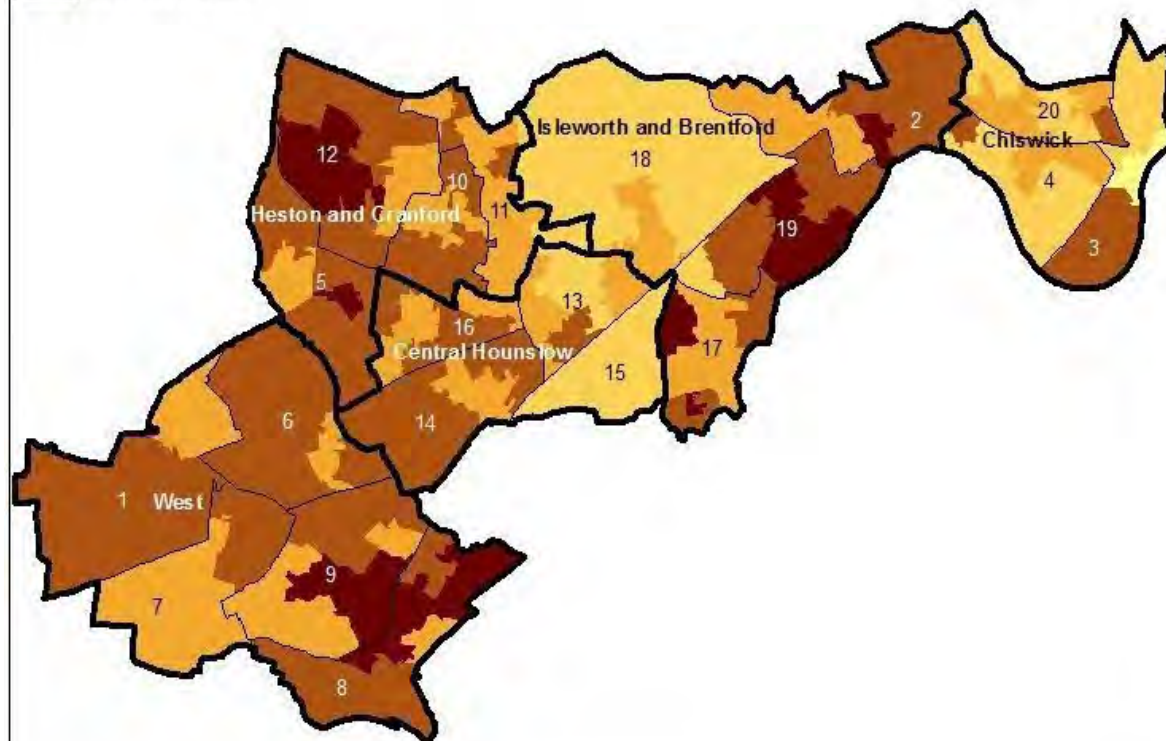
The most deprived areas are within Feltham West, Hanworth and Isleworth, which are, in fact, amongst the 10% most deprived areas in England. Four wards within Hounslow have been identified as being in the 10% most deprived wards in the UK.² Further analysis of the sub-domains shows that Hounslow deprivation rankings are highest in the areas of: material well-being, children in need, housing and crime.

¹ GLA 2011 Round of Demographic Projections

² <http://www.endchildpoverty.org.uk/london/child-poverty-in-london-the-facts/hounslow-31/>

Legend

Index of Multiple Deprivation 2010



Number	Ward
1	Bedfont
2	Brentford
3	Chiswick Homefields
4	Chiswick Riverside
5	Cranford
6	Feltham North
7	Feltham West
8	Hanworth
9	Hanworth Park
10	Heston Central
11	Heston East
12	Heston West
13	Hounslow Central
14	Hounslow Heath
15	Hounslow South
16	Hounslow West
17	Isleworth
18	Osterley and Spring Grove
19	Syon
20	Turnham Green

The Children and Young People of Hounslow

Greater London Authority (GLA) projections for 2011 show the 0-19 population for Hounslow is around 65,300 ³, which equates to approximately a quarter (27%) of the total population. The current Hounslow school population is 38,089.⁴

Statistics show that there has been a significant increase in birth rates in Hounslow since 2000. From 2000 – 2010, there has been an increase of 44% in live births, which has led to a significant increase in the under 5 population in Hounslow.

The expected increase in the 5-9 and 10-14 age bands that will result, will impact how Hounslow services are shaped and used in the future.

Based on GLA figures, the population projection for children and young people in 2021 is as follows⁵:

Age	2011	2021	Percentage change
0 - 4	20,387	21,029	3%
5 - 9	16,360	19,898	22%
10 - 14	14,881	18,219	22%
15 -19	13,672	15,242	11%

Figures show that the highest proportion of children and young people are in West Area containing wards (Feltham, Hanworth and Bedfont) that are within the 10% most deprived in England. Whilst the smallest proportion of children and young people live in the Chiswick Area, which is the most affluent area in the borough.

Children and young people in Hounslow come from a range of cultural and ethnic backgrounds.

The school roll census shows⁶ that while White British pupils form the largest ethnic group in schools (25%) this has decreased significantly since the last census where they made up 50% of Hounslow's young population.

The second largest group are Asian-Indian (18%) followed by Other Ethnic groups (12%). Black-African and Asian-Pakistani pupils make up 10% and 8% of the population respectively which has almost doubled in numbers since the figures in 2001.

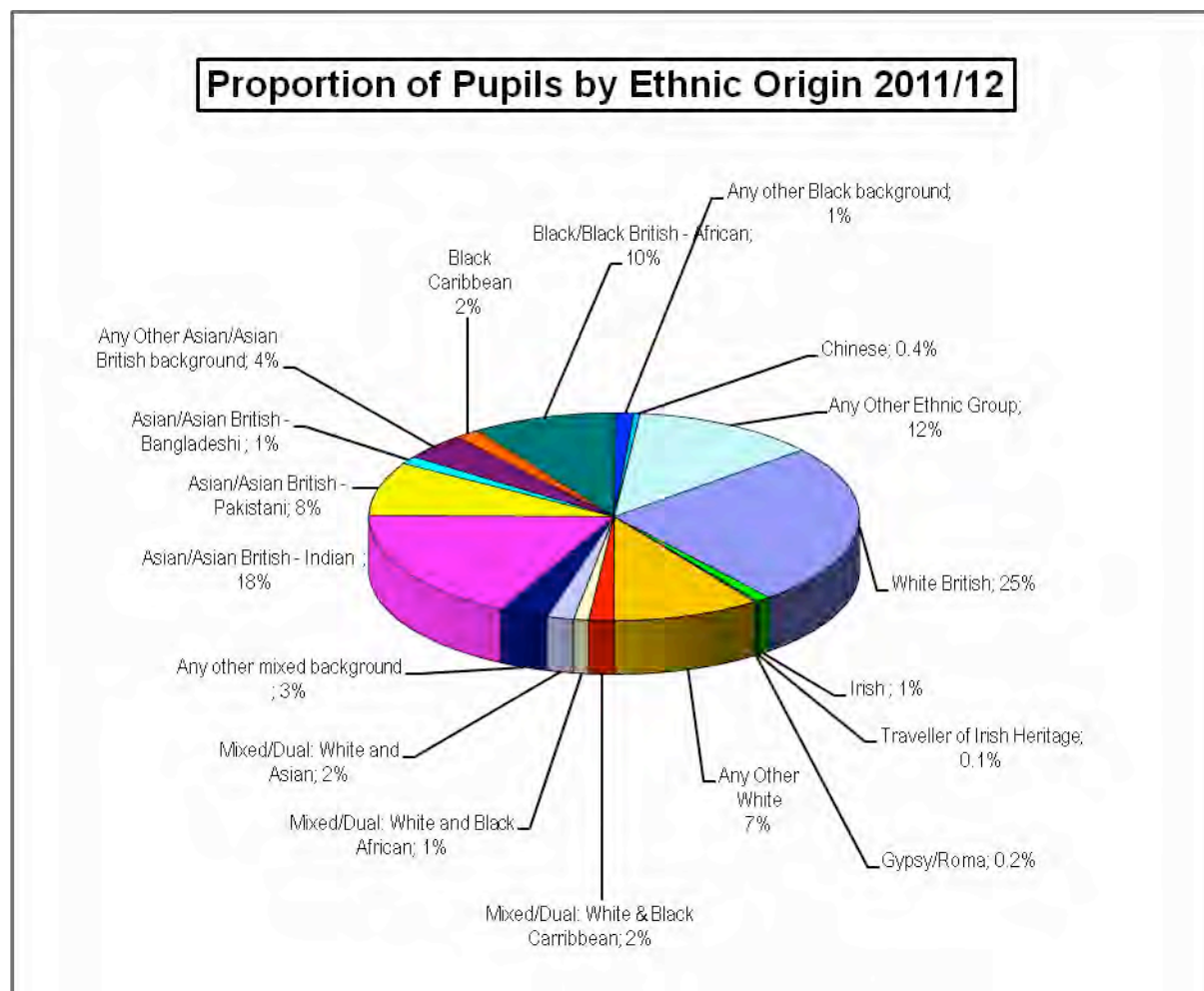
³ GLA 2011 Round of Demographic Projections

⁴ MIT 2012

⁵ GLA 2011 Round of Demographic Projections

⁶ School Census 2011/12 MIT

There is an increasing refugee community from countries including Afghanistan, Albania, Bosnia, Kosovo, Iran, Iraq, Sri Lanka, Kenya and Somalia. Of these countries, the percentage of pupils from Somali and Afghani backgrounds are particular large.



According to the 2011/12 Hounslow school census, a total of 184 languages were spoken amongst young children. The most commonly spoken first languages amongst are English (41%), Panjabi (7%) and Urdu (6%). This shows that over half of children and young people having a language other than English as a first language.⁷

Although Polish represented an insignificant percentage of the total population of the school Census 2012, the total numbers of pupils classified as speaking Polish increased significantly more than the other languages reported in one year from 1,178 pupils in 2011 to 1,358 in 2012. In comparison, only 177 were reported Polish speaking in 2002 so this represents a significant increase. The numbers of Urdu, Telugu, Somali, Filipino and Konkani languages spoken amongst pupils have also increased gradually over the years.⁸

Deprivation affecting children

Outcomes for children and young people in Hounslow are good overall, although there are a number of significant things that impact on the lives of some children and young people. These include the pockets of deprivation within the borough, a mobile and transient population, lone-parent households and families living in poverty.

The Income Deprivation Affecting Children Index, (IDACI) is a specific subset of the income Deprivation Domain relating to child poverty factors. It measures the proportion of children under the age of 16 in an area living in low income households. The data suggests that deprivation affecting children is more acute than overall deprivation highlighted in the previous section. 32% of the Borough's LSOAs are classified as being within the 20% most deprived nationally (compared to 9% on the overall Indices of Multiple Deprivation).⁹

⁷ Hounslow Pupil Language Survey 2012 – MIT

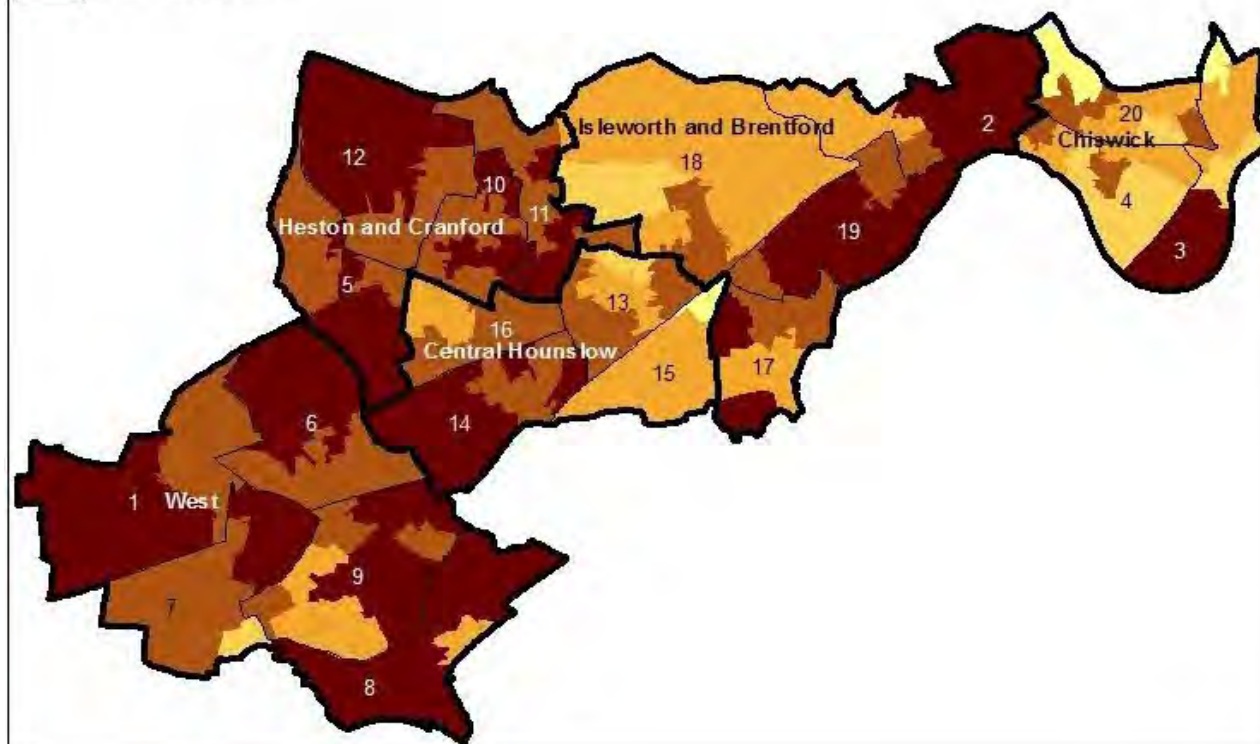
⁸ Hounslow Pupil Language Survey 2012 – MIT

⁹ Hounslow Local Economic Assessment 2012 - SQW

Legend

Income Deprivation Affecting Children Index 2010

- 20% most deprived LSOAs nationally
- 20%-40% most deprived
- 40%-60%
- 20%-40% least deprived
- 20% least deprived LSOAs nationally
- Ward boundaries
- Committee areas



Number	Ward
1	Bedfont
2	Brentford
3	Chiswick Homefields
4	Chiswick Riverside
5	Cranford
6	Feltham North
7	Feltham West
8	Hanworth
9	Hanworth Park
10	Heston Central
11	Heston East
12	Heston West
13	Hounslow Central
14	Hounslow Heath
15	Hounslow South
16	Hounslow West
17	Isleworth
18	Osterley and Spring Grove
19	Syon
20	Turnham Green

Income related Child Poverty at ward level in Hounslow

The Local child poverty measure (formerly known as NI 116) calculates the proportion of children living in families in receipt of out of work (means-tested) benefits or in receipt of tax credits where their reported income is less than 60 per cent of median income. The table below highlights the extent of poverty at ward level in the borough in 2010. These are the most recent Government figures. The data shows 25.7% of children in Hounslow live in poverty. There are large variances at ward level, Hounslow South having the lowest figures (11.2%) and Isleworth the highest rate of 35.6% of children living in poverty. The End Child Poverty Campaign has used survey data to estimate change between 2009 and 2011, this data indicates declining child poverty rates in 2011. These declining rates correspond with the 2010-11 Households Living Below Average Income data. It should be noted however that as median levels of income drop, this will impact on lowering rates of child poverty as the calculation is based upon median income rates. The Coalition Government is looking to supplement this income measure of Child Poverty.^{10 1112} Even with declining rates it is unlikely that the Child Poverty Act target, to reduce poverty levels to under 10% by 2020 will be met. Internationally countries with the lowest rates of child poverty have high rates of maternal employment matched with good universal affordable childcare. National policy changes around low pay, working families and universal childcare are needed to make a real impact at a local level.

Ward	Local Child Poverty measure (2010) (formerly NI 116)	Children living in poverty – 2011 mid-year estimates
Bedfont	28.7%	28%
Brentford	32.4%	31%
Chiswick Homefields	14.6%	13%
Chiswick Riverside	15.1%	12%
Cranford	29.4%	29%
Feltham North	24.9%	26%
Feltham West	27.4%	28%
Hanworth	33.3%	33%
Hanworth Park	24.1%	24%
Heston Central	25.6%	25%
Heston East	27.5%	28%
Heston West	34.5%	33%
Hounslow Central	22.6%	20%
Hounslow Heath	28.2%	29%
Hounslow South	11.2%	10%
Hounslow West	19.0%	18%
Isleworth	35.6%	36%
Osterley and Spring Grove	15.6%	14%
Syon	30.4%	31%
Turnham Green	17.1%	13%
Hounslow	25.7	25%

¹⁰ HM Revenue and Customs Child Poverty Statistics 2011

¹¹ End Child Poverty 2011 - Children Living in poverty – 2010 & 2011 mid year estimates

¹² DWP – Households below average income - 2012

Understanding Needs

Finding out what children and young people need

In developing this plan, it has been important to find out what the needs of children and young people are, what needs to be improved, and what gaps exist.

During 2011/12, we consulted with a range of people who are involved with services including:

Children, young people, parents and carers

- Met with children, young people, parents and carers focus groups and existing forums to gather views
- A children and young people's on-line survey launched through the LB Hounslow website
- A parents and carers on-line survey (hard copies distributed to Children's Centres, Libraries and other community venues)

The local community

- Carried out focus group consultation on the emerging priorities for the plan
- Asked the views of a group of voluntary agencies

Professional groups

- Consultation with professionals was conducted within the Council and partner agencies, to seek the views of people working with children and young people, refining outcomes and setting a range of challenging actions and targets to achieve over the year

What children and young people have told us:

When asked to identify what the main issues were for them, young people in Hounslow mentioned the following were key concerns:

Health

- Children and young people largely felt healthy, although they could do with more support regarding healthy eating and active and leisure pursuits.
- A large proportion of young people had experienced bullying and there were concerns about how effectively was being dealt with.
- A large proportion of young people were worried about pressures of exams and school work.

Community Safety

- Young people are concerned with crimes and gangs in the area, which affects feelings of safety. Fear of gangs was particularly an issue amongst younger people aged around 14.

Participation

- A large proportion of young people did not feel that they were involved in local decision making but welcomed the opportunity to partake in such exercises.

What parents and carers have told us:

Health

- Parents and carers were asked what worries them most about keeping their child healthy, one of the greatest concern was 'more focus on health in schools including health food, more PE, sexual relationships and emotional health'.

Education

- The majority of parents indicated speaking and discussing issues around health and education on a regular basis with their children and largely felt able to support them in these areas.

- Parents felt that there is a need for more after school learning opportunities and more information for parents about how best to support their child's education and learning. Some parents felt extra teaching support is required.

Children with Disabilities

- Some parents of children with disabilities expressed concerns about the needs of their children being met.

Early Intervention

- Information about (support) services 'before things go wrong' was a recurring issue for some parents.

Leisure, Participation and Economic well-being

- Parents expressed concerns regarding financial stability and a wish for more affordable, local family orientated activities.
- Better and easily accessible information about the activities available was required.
- Parents felt that there needed to be 'more family orientated activities to support young people contributing and becoming more involved in their communities'

Community Safety

- Parents overwhelmingly expressed concerns about their child's safety in the borough, including road safety, internet safety, feelings of safety whilst travelling and safety from crime and gangs.
- Parents felt that having 'more things for young people to do and safe places for them to go' were seen as key to ensuring young people's safety.
- A large proportion of parents felt that better education of tolerance of others and tackling bullying and discrimination was a key priority to ensuring young people's feeling of safety.

Community Cohesion

- Parents expressed a need for 'raising awareness and teaching manners, tolerance and mutual respect'.

The Children and Young People's Plan and Joint Strategic Needs Assessments

The 2011 Needs Assessments highlight a number of service issues for Hounslow, including the following:

- A higher than average rate for England of teenage pregnancy, although there is some evidence of a recent decline
- High overweight and obesity rates, compared to national and regional rates
- Poor oral health are risk factors for other chronic diseases and is linked to social deprivation. Nearly one third - 32.6% - of children at age 5 in Hounslow have experience of teeth decay, which is higher than the national average
- There are specific groups of children and young people who under-achieve at school such as White British Boys (literacy). Pupils from Somali, Black Caribbean, Afghani, Traveller heritage as well as those claiming Free School Meals, children with Special Educational Needs and Looked After Children also under-achieve across the key stages
- Speech, Language and Communication Needs (SLCN) are the highest growing area of special needs in Hounslow. Referrals for Speech and Language Therapy (SLT) has seen a 445% increase from 244 in 2004 to 1330 in 2010
- The most prevalent youth offences during 2011/12 were drugs related, theft (shoplifting), and violence. The first time drugs related offending has been the most frequent offence category. Involvement of young people in gang related activity remains a matter of concern
- During 2011/12, there were 17530 contacts made to Hounslow's Social Care Teams, a 2% increase on the previous year and over a 24% increase compared to 2009/10
- Domestic violence remains a significant issue in Hounslow. In 2010/11 27% of violence against the person incidents were flagged as domestic violence.¹³

¹³ Verified by Sabeel Khan Partnership Performance Officer 2012
Community Safety in August 2011

Deriving Local Priorities

The key things that we have found from our analysis of needs and consultation have informed the setting of our local priorities for Children and Young People. These are as follows:

Improving Children's health

- promoting safe and healthy lifestyle choices
- improving maternal health and early years health services
- broadening the range of settings offering children and young people emotional well-being support and developing therapeutic provision, particularly linked to anxiety and depression

Offering early help and support to vulnerable young people and families.

- developing the social and emotional resilience of children and young people
- improving parenting skills and the range of evidence based interventions to address early behaviour problems
- improving services for children with disabilities by developing a lifetime model of support
- using the views and experiences of children and families to develop greater flexibility and choice of services

Safeguarding and child protection

- intervening early and protecting children and young people from harm, in particular working to address neglect and the harm caused to children from alcohol and drug abuse by parents as well as mental health problems and domestic violence
- reducing the numbers of children and young people who offend and those who re-offend. Ensuring that a range of initiatives exist to deter young people from offending and addressing the underlying causes of persistent offending

Maximising the educational achievement of every child

- targeting communication, language development and personal, social and emotional development in the Early Years
- meeting the current increased demand for school places in the borough and ensuring there is sufficient school place capacity in the future in line with population projections
- improving the standards of Hounslow's Schools overall
- reducing inequalities relating to educational performance and children who do least well in Hounslow Schools

Effective joint working to support the economic well-being of children, young people and families

- reducing the levels of young people not in education, employment or training and ensuring a broad range of provision to meet the raising of participation ages to 17 by 2013 and 18 by 2015
- improving vocational training and adult education services particularly targeted to lone parents
- ensuring English as a foreign language (ESOL) courses are affordable and flexible
- ensuring sufficient childcare places for all 2 year old disadvantaged children and all 3 & 4 year olds
- mitigating any negative impacts of the universal benefits system on families
- increasing the provision of suitable accommodation for homeless young people and children leaving care

Promoting community engagement and increasing leisure participation

- ensuring Children and Young people are involved in and can influence a range of decision-making in areas that impact on their current and future well-being
- maximising and promoting the opportunities for Children and Young People to engage in a range of democratic decision-making processes and forums
- investing to develop open play facilities and parks
- maximising participation in leisure as part of the Olympic legacy

THEMES: HEALTH

Priority 1: Improving the health of children, young people and families by promoting safe and healthy lifestyle choice

We know that:

Sexual Health

- In 2009, the borough had a teenage conception rate of 37.4 conceptions per 1,000 15-17 year old girls in Hounslow. This was lower than both London and England averages. In 2010, the rate increased to 39.3 per 1000 which was higher than England and London rates. Abortion rate (i.e. proportion of conceptions leading to termination of pregnancy) for both years remained the same at 64%.
- The National Chlamydia Screening Programme (NCSP) covers the target population of all sexually active 15 to 25 year olds. The target for 2010/11 was set at 35% of the target population (which was 28,700 for Hounslow) equating to 10,045 screens. Hounslow achieved 27.5% (7,884), with a positivity rate was 5.1% (total for England was 5.2%). For 2011/12, the target was set at 35% coverage (29,573 screens) or 25% with positivity rate of 2.4 per 100,000. For quarters 1 to 3, 23.5% with a positivity rate of 6.2% (England positivity was 7.3). Diagnostic rate was 1938.7 per 100,000 (England rate was 1963.7 per 100,000). So far, only the positivity rate has been confirmed for 2012/13 (2.4 per 100,000).

Obesity

- As part of the annual National Child Measurement Programme (NCMP) commissioned by the Government, in 2010-2011 a total of 5109 (99%) children in reception (4-5 years olds) and year 6 (10 – 11 year olds) were measured in Hounslow. This is higher than England and London averages of 92% coverage.
- From the cohort of 2843 reception children measured, 73.1% were a healthy weight, 12.1% overweight, 12.7% obese and 2.2% were found to be underweight. There is an increase in proportion of children who have a healthy weight from 2009/10.
- The proportion of children who are obese in Hounslow is higher than London and England averages (11.1 and 9.4 respectively). However there is a decrease of 1.8% since 2009/10.
- In the Year 6 cohort of 2266 children measured, Hounslow continue to show significantly high overweight and obesity rates. The NCMP result showed 60% were a healthy weight, 15% overweight, 23.4% obese and 1.6% underweight. However, there is decrease in overweight and obesity rates since 2009/10.

- The combined overweight and obese data for Year 6 gives a prevalence rate of 38.4%, which is significantly higher when compared to the England average of 33.4% and the London average of 37%. The combined overweight and obese data for reception is 24.8% which is higher when compared to England average 22.6% and the London average 23.5%.
- In terms of coverage, Hounslow does better than the neighbouring boroughs of Richmond, Hillingdon and Ealing. However, when looking at the combined overweight and obese data for reception children, Richmond is 17.6%, Hillingdon 21.5% and Ealing 23% which is lower than Hounslow (24.8%). The combined overweight and obese data for Year 6 children in Richmond is 24.6%, Hillingdon 34.9% and Ealing 37% (Hounslow 38.4%).

Vitamin D Deficiency

- Over the past 10 years, there has been an increase in vitamin D deficiency diseases (such as Rickets) in the UK, particularly in areas with high prevalence of South Asian children, such as Hounslow.
- There are no data on prevalence or incidences of vitamin D deficiency in Hounslow but despite this, the indications are that vitamin D insufficiency/deficiency could be an important problem for the borough. Between April 2008 and August 2010 there were 20,433 individual requests from GPs for vitamin D level testing. An audit carried out at West Middlesex University Hospital found that within one year (2007 -2008) 75% of all requested Vitamin D level tests were deficient. Hounslow PCT have also noted an increase in the prescriptions for vitamin D deficiency and insufficiency treatments over the last few years. Over a 12 month period (Sept 2009 – Sept 2010), there were 77,457 prescriptions for treatments for vitamin D deficiency.

Oral Health

- Poor oral health are risk factors for other chronic diseases and is linked to social deprivation. Nearly one third - 32.6% - of children at age 5 in Hounslow have experience of teeth decay. This is higher than the national average of 30.9% in England, and only slightly lower than the regional average of 32.7%¹⁷. The national study carried out by the NHS Dental Epidemiology Programme may underestimate the problem due to methodological issues, as the same study carried out the previous year, found the problem to be greater in Hounslow with 47 per cent of children under five having experienced tooth decay¹⁸.

Substance Misuse

- The prevalence of class A substance use within England and Wales is highest within the 16-24 age group (British Crime Survey 2010). This highlights the importance of prevention work for young people within schools, alternative education and for vulnerable groups such as Looked After Children. In the coming year the service should seek to increase the scope of prevention work to include voluntary agencies, community groups and both mainstream and specialist youth provision.
- Cannabis continues to be the main drug of choice for young people receiving support through Visions, with 80% presenting for cannabis use. This compares with 58% in the rest of London, where alcohol use is more prevalent in equivalent services. In Hounslow, 15% of young people presented for alcohol use in 2010/11, compared with 32% in the London region overall. The number of young people presenting for Class A substances (Heroin, Crack, Cocaine) is very low at 4%. This is roughly comparable with other services across London.

- Following the introduction of the Youth Triage system in May 2010, 28 young people who were arrested for the first time for Possession of Cannabis were offered a drug prevention intervention through Targeted Youth Support and Visions as an alternative to prosecution. Of this number 27 (96%) complied fully with the intervention.
- The service worked with 116 young people during the period, 88 of which were new referrals.
- The service has lower than expected levels of referrals from secondary schools and from Frontline Social Workers. This will need to be addressed in the coming year.
- 59% (69 of 116) of the young people who received a treatment or intervention had a successful outcome (reduction or cessation of substance use). This is lower than 2009/10 (67%) and closer monitoring of young people at point of exit from the service is required.

General Health

- In a survey conducted in 2012 with children and young people, nearly three quarters (73.8%) of respondents stated that they felt 'healthy' or 'very healthy' compared with a small percentage who felt 'unhealthy' or 'very unhealthy' (7.2%). Around 19% of respondents feel 'neither healthy nor unhealthy'.¹⁴
- The Hounslow Healthy Schools programme is a long term initiative that supports the links between health, behaviour, and achievement and promotes a whole-school approach. The local programme is currently very successful and has exceeded the previous national milestone of 90% of schools to achieve the Healthy Schools status by December 2010. Currently 96% have the status, of whom the majority are now participating in the local Enhanced Healthy Schools programme.¹⁵
- A survey conducted with young people in 2012 showed that Hounslow's young people are active and sporty. The majority of respondents highly the quality of PE/Sport that they took part in, but a smaller yet significant proportion said they found the PE they received at school unsatisfactory.¹⁶
- Another survey conducted with young people in 2011 showed that very few children and young people cycle to school in Hounslow.¹⁷
- The vast majority of young people responding to the survey have some say over what they eat, understand the concept of five a day and are capable of describing a healthy meal. However, not many eat their Five a Day and most eat fast food at least once a week.¹⁸
- The 2012 Sort it Out survey showed that young people would like more sports and activities outside of school hours as well as more play in open spaces'.

¹⁴ Sort it Out Survey: Children and Young People 2012

¹⁵ Updated May 2012

¹⁶ Sort it Out Survey: Children and Young People 2012

¹⁷ Youth Council Survey 2011: Hounslow Challenges

¹⁸ Youth Council Survey 2011: Hounslow Challenges

Priority 1: Improving the health of children, young people and families by promoting safe and healthy lifestyle choice

What outcomes are we expecting to achieve:

- The promotion of good sexual health amongst young people
- Reductions in childhood obesity
- The risk of vitamin D deficiency diseases amongst children is decreased
- Improvements in the oral health of children
- Support for healthy and informed choices around smoking
- Better awareness of the impact of alcohol and drugs on health and effective interventions for children with alcohol and substance misuse problems
- Improved care pathways for children with disabilities and long term-conditions which will result in better health outcomes
- Improved health awareness and health outcomes for young people in contact with youth justice
- Better awareness of the prevention of child accidents
- Levels of physical activity in children and young people are increased

Key improvement targets 2012-15

- A reduction from the 2009/10 teenage conception rate of 37.5 per 1000 to 34 per 1000 by 2015 (**Corporate Plan Target** and National Child Poverty indicator)
- Achievement of 2.4 Chlamydia diagnoses per 100,000 15-24 year olds screening per annum (Public Health Outcomes Framework)
- Reducing the percentage of Reception children who are obese from 14% (2009/10) to less than 11% by 2014/15 (**Corporate Plan Target**)
- Reduce the percentage of Year 6 children who are obese from 24% in 2009/10 to less than 22% by 2014/15 (**Corporate Plan Target**) (reducing obesity is Centre for Economic and Social Inclusion Child Poverty Indicator)
- Data from the National Child Measurement Programme informs the delivery of programmes such as primary Change 4 Life clubs (**Physical activity and sport strategy 2012-22**)
- Reduce hospital admissions for dental decay by 10% for 5-9 year olds and improve care index for children to London average or above
- Year on year decrease in hospital admissions for vitamin D deficiency diseases for 0-19 year olds and year on year reduction in the prescriptions for treatment of vitamin D deficiency 5 to 14 year olds (as recorded by EPACT data)
- Year on year decrease in A&E attendances for child accidents as measured by the rate of hospital emergency admissions caused by unintentional and deliberate injuries in age 0-17 years per 10,000 Hounslow resident population
- At least 75% of are participating in the Enhanced Healthy Schools Programme by 2015 (from 2011 baseline of 50% participation)

Priority 2: Improving maternal and early years health services

We know that:

Maternal and Infant Health

- The number of children living in Hounslow has been increasing fairly rapidly through the decade. The total number of live births registered in 2010 was 4,433. This is 136 births higher than in the previous year.
- Fertility rates have also been rising steadily: up from 66 per 1000 women aged 15-44 in 2001 to 77.9 per 1000 in 2009. Total fertility rates however have remained fairly consistent ranging from 2.14 to 2.26 children per women of child bearing age between 2006 -2009.
- In 2002/10, 86.8% of mothers breastfed at birth, which is higher than the national average, however, by the 6-8 week check, only 62.6% of babies were recorded as being either fully breastfed or partially breastfed. This is higher than the England average of 45.7%.
- In 2009 the percentage of babies in Hounslow with a low birth weight (of less than 2.5kg) was 8.1%, which is higher (though not significantly) than London and England averages (7.9% and 7.5% respectively). When examined by small area, low birth weight is negatively correlated to deprivation. The higher the deprivation, the lower the birth weight.
- The infant mortality rate is 4.6 per 1,000 live births (age under 1 year) for 2008-10. This is the same as the England average and lower than London.

Health Visiting

- Caseload sizes remain around 800 families per wte Health Visitor. Even with the planned growth in Health Visiting numbers over the next 4 years to 31.6wte in line with the Health Visiting trajectories, these caseload numbers will not change significantly due to the expected growth in population. The Health Visiting trajectories have been worked out according to deprivation modelling and population size related to staff in post figures for June 2011. The expectation is that the 2015 trajectory will meet 50% of the ideal Health Visiting staffing level needed for Hounslow.
- We continue to deliver our Health Visiting Service by using a skill mix model. This is supported and endorsed as good practice within the new vision for Health Visiting as outlined in the Health Visiting Implementation Plan 2011-2015.
- We have had more success in recruiting into vacant posts through 2011 as a result of the increase in Health Visitors being trained, as part of the Health Visiting Implementation plan. Our current establishment is 26.38 wte with our vacancies [March 2012] standing at 3.91 wte. We are confident that we will fill these vacancies with our current student Health Visitors and external applications. In addition we will be increasing our Health Visiting establishment by 2.0 wte during 2012/2013 in line with the Health Visiting trajectories as part of the Health Visiting Implementation Plan. The expected trajectory for 2015 is 31.6 wte Health Visitors.

Immunisation

- Historically in Hounslow, the reported uptake of childhood immunisation has been lower than the national target levels and lower than most other boroughs within North West London. Over the past 2 years, there have been tremendous improvements in Hounslow's immunisation rates, which while are not at target levels (i.e. 95%), they are steadily increasing year on year.
- The World Health Organisation (WHO) recommends that 95% of children receive the MMR by 12-18 months and that 95% herd immunity be achieved for the other childhood immunisations including the '5-in-1' (diphtheria, tetanus, polio, Hib and whooping cough). It is recommended that there is a 90% uptake for the HPV vaccine in school children to ensure herd immunity against HPV strains that cause cervical cancer.
- In 2010/11, 90% of children under the age of 1 received their primaries ('5-in-1') and 82% of children aged 2 received MMR. This reflects a small increase on the 2009/10 rates.²⁶ However, only 67% of children have a completed immunisation schedule by the age of five years and 68% have received both MMR vaccines. Provisional figures for 2011/12 (Q1-3 only) show an overall average increase 4% on previous year's figures. Q3, for instance, showed an increase to 78% for the preschool booster and the second dose of MMR.
- A number of issues have been identified as contributing to the low rates including complications in information management systems. In Quarter 4 of 2011/12, an Active Patient Management Process was adapted. This has been shown to work very well elsewhere and provides a detailed examination of identifying and chasing defaulters. In addition, an immunisation task force was commissioned to target the 'hard to reach' groups.

Priority 2: Improving maternal and early years health services

What outcomes are we expecting to achieve:

- Reductions the number of women smoking in pregnancy
- Improvements in breastfeeding rates
- An agreed pathway between maternity, West London Mental Health Trust, community services and primary care services for improving maternal mental health
- Improvements in Childhood Routine Immunisation rates
- Improvements in the delivery of universal health visiting service
- Provision of Family Nurse Partnership

Key improvement targets 2012-15

- Increasing the number of families benefiting from the Family Nurse Partnership to the maximum participation of 100 families by 2015
- Reduction in % of babies with low birth weights as a proportion of live births from 8.1% in 2009 to 6% by 2015 (– National Child Poverty Indicator)
- Reduce proportion of women smoking in pregnancy from 8% in 2010/11 to 5% in 2015
- Increase breastfeeding initiation rates from 86% in 2010/11 to 90% by 2015
- Increase coverage of breastfeeding to 95% at 6-8 weeks by 2012 and increase breastfeeding prevalence to 70% by 2015
- Improve childhood routine immunisations rates to achieve herd immunity levels (95% uptake rates) by 2015

Priority 3: Emotional well-being and mental health is supported through targeted and specialist settings

We know that:

- Current performance against the joint PSA target strongly suggests the Partnership's commissioning priorities should focus on the development of jointly commissioned early intervention mental health provision and services for children with learning disabilities, which also includes a strong early intervention element.
- The Hounslow Healthy Schools programme is a long term initiative that supports the links between health, behaviour, and achievement and promotes a whole-school approach. The local programme is currently very successful and has exceeded the previous national milestone of 90% of schools to achieve the Healthy Schools status by December 2010. Currently 96% have the status, of whom the majority are now participating in the local Enhanced Healthy Schools programme.
- The 2012 Sort it Out Survey showed that over half of the respondents had anxieties relating to school work and exams, followed by concerns with physical appearance, including weight, relationships and financial issues. Other significant issues include being bullied and family difficulties at home. Although comparatively smaller in percentage, a significant percentage of young people expressed worries around harmful behaviour, including alcohol and drugs, self harm and smoking.
- There is a high level of unmet needs of young people with mental and emotional problems. Local caseloads of CAMHS are lower than expected at all tiers. This is explained in part by the limited capacity for services to meet demand.
- Cases reporting eating disorders are on the increase. CAMHS caseload for 2011/12 show that there were 320 patients contacts with young people presenting with eating disorder related symptoms. Presentations at A&E and consultations with health and education professionals report an increasing problem of self-harm and suicide. In 2011/12, there were 151 patient contacts where the primary diagnosis is self-harm. Concerns have been raised about the high risk of self harm and suicide particularly amongst unaccompanied asylum seekers.
- In 2011/12, there were 73 referrals received from A&E. In Hounslow the lack of accessibility and provision at lower levels, escalate problems to A&E and in turn to Tier 3 and 4. Most admissions to Tier 4 are made in crisis and there is a need to review urgent care pathway for acute mental health and reconfigure support at Tier 3. Commissioning priorities will examine the business case for a CAMHS Paediatric Liaison Service to improve the unscheduled care pathway and reduce the demand on A&E.
- During 2011/12 there were 27 cases referred to Tier 4, which is a slight decrease since 2009/10. Sufficient and well co-ordinated services at Tiers 2 and 3 can help reduce admissions.¹⁹ The length of stay has also increased noticeably. Approximately 50% of these cases exceed 28 days. Acute Tier 4 beds are not suitable for long-term placement and there is a need for longer term care to be delivered elsewhere.²⁰
- 32% of referrals to CAMHS in 2011/12 were inappropriate. 60% of the inappropriate referrals to CAMHS came from GPs. Consultations showed that some schools believe that GP referrals rather referrals made by the school were more likely to be accepted

¹⁹ CAMHS Tier 4 Service Review 2010

²⁰ CAMHS Tier 4 Service Review 2010

onto the CAMHS caseload. There is a need to make clear the referral criteria and map out pathways for mental and emotional support among stakeholder groups.

- CAMHS services are dominated by young white people who are over-represented. There is an unmet need within the Asian and Asian British population which makes up over 30% of the young population in Hounslow. The groups constitute 12% of the CAMHS caseload in 2011/12. However recent CAMHS Needs Assessment shows an underrepresentation. There is a need to investigate and monitor admissions.
- Current service usage trends by location suggest there is unmet need amongst white young people from West of the borough and ethnic minority population in central Hounslow.
- Access to services for children and young people experiencing emotional problems can be difficult and there may be a long waiting list for treatment. Local services in meeting the mental health needs of children and young people were rated as poor to adequate (1.83) which is below the national average (2.05). Schools expressed concerns about the accessibility of CAMHS and in particular a lack of counselling provision for under 10's was highlighted.

Priority 3: Emotional well-being and mental health is supported through targeted and specialist settings

What outcomes are we expecting to achieve:

- Children and young people's mental and emotional well-being is supported throughout the range of settings (this refers to specialist CAMHS and inpatient settings) that they come into contact with
- There are accredited, evidenced based programmes or treatments for parents and/or carers, children and young people that result in the promotion of self esteem, emotional intelligence, courage and confidence
- There is an appropriate range of mental health support for the increasing number of children and young people diagnosed with Attention Deficit Hyperactivity Disorder (ADHD) and Autistic Spectrum Disorders
- There is a range of local support for children and young people with learning disabilities and additional mental health difficulties
- The under – representation of children and young people from hard to reach communities accessing mental health services is explored and addressed
- Reductions in the specialist CAMHS budgets are managed in ways that minimise the impact on children and young people
- Developing the emotional and mental health well-being of young offenders
- Continue to improve access to psychotherapies for level 2 and 3 for targeted groups of children and young people, through the Improving Access to Psychological Therapy (IAPT) programme

Key improvement targets 2012-15

- A 5% reduction per year in young people referred to CAMHS for conduct disorder against a 2012 baseline **(Corporate Plan target)**
- The number of re-referrals to CAMHS
- The number of Bed Days (Tier 4)
- Percentage reduction in specialist CAMHS (Tier 3) referrals due to community based CAMHS (Tier 2) provision
- Percentage of patients who waited more than 11 weeks for a first time appointment with specialist CAMHS
- The number of referrals to Tier 4
- Number of cases involving nurses prescribing
- Number of carers/service users involved in group programmes
- Percentage of children receiving medication for ADHD transferred to shared care between GPs and CAMHS
- Reconfigured Tier 3 CAMHS to support a successful bid to NHS London for additional funding to improve therapeutic provision for young people experiencing anxiety and depression (IAPT)

THEME: EARLY HELP AND SUPPORT TO VULNERABLE YOUNG PEOPLE AND FAMILIES

Priority 4: Developing the social and emotional capabilities of children

We know that:

- Young people with mental and emotional health problems are often not addressed early on and escalate in older adolescents presenting more complex problems at Tier 3. This is linked to the threshold of severity for access to treatment as too high in Hounslow. A proportion of caseloads to Tier 3 come from older children aged 15-17 which do not follow the expected step change in the younger cohort between 11-12 years. At the end of March 2012, 36% of open cases were in the 15 – 16 age group, which is a greater proportion than in any other age group. There is a need to address the lack of early intervention provision at Tier 2 across all groups. An efficiency review has been undertaken, and a range of recommendations to expand capacity at Tier 2 will go to the CAMHS Partnership Board for review.
- Other vulnerable groups are also under represented such as those with learning disabilities, ADHD, LAC and young offenders, which indicate an element of unmet need. There are additional services arranged at Tier 2 with a clear care pathway into Tier 3 CAMHS to meet the mental health needs of looked-after children and children with disabilities.
- More needs to be done to identify emotional problems at an early stage and prevent more serious mental health difficulties from developing. Training is being carried out to uplift the skills of school staff to better identify early signs of emotional and mental problems, as well as a nurturing program to support parenting problems and issues of attachment in deprived areas. An efficiency review has been undertaken and a TaMHS proposal which will develop a whole school approach to emotional wellbeing and mental health - including a particular focus on self harm; attention and eating disorders - have been put forward. Priorities have also been set around developing the capacity of Tier 2.
- The highest presenting conditions per child for CAMHS were ADHD. In 2011/12 there were 266 young people presenting with ADHD seen in CAMHS, this is 24% of all cases seen. The number of statemented children and young people with an identified primary need of Autistic Spectrum Disorders (ASD) in Hounslow has increased by 154% (between 2006 and 2012 from 89 to 226)²¹. Local knowledge and demand for services indicates that Hounslow has high levels of children experiencing behavioural problems, ADHD and autism. This necessitates the development of additional behavioural, social and emotional difficulty (BESD) and ASD specific provision within the Borough.²²

²¹ January 2012 census data

Priority 4: Developing the social and emotional capabilities of children

What outcomes are we expecting to achieve:

- Raised awareness amongst workforce to enable better support for children's social and emotional well-being and mental health issues
- The early identification for children and young people with social, emotional and mental health issues
- Intervention and support through accredited evidence based programmes for children and young people in a range of settings to promote and develop social and emotional capabilities and resilience
- Provision of appropriate emotional well being support and development for children with ADHD and ASD across a range of settings

Key improvement targets 2012-15

- Increase by 10% the number of children achieving 6+ for the overall Personal, Social and Emotional Development (PSED) score in the Early Years Foundation Stage through targeted training and broader tracking by 2013/14
- Delivery of 6 Targeted Mental Health training programmes in schools during 2012/13. 3 targeted towards eating disorders and 3 addressing the early signs of self harm
- Ten targeted cohorts within new schools to be screened using the Spence Anxiety Scale for Children, to identify low level childhood anxiety, during 2012/13
- A Tier 2 CAMHS review to be undertaken in 2012/13 to identify and assess: the most effective approaches to building capacity and embedding TaMHS programmes and approaches in schools; where there are gaps in terms of resource delivery; the most effective use of CAMHS tier 2 resource across all borough provisions
- 100% of first time entrants into the youth justice system are considered for mental health screening using the Screening Questionnaire Interview for Adolescents for mental health (SQIFA) tool
- A year on year increase in the number of early years settings using The Playing and Learning to Socialise (PALS) programme for developing social skills from April 2012 baseline of 40% of settings using the programme
- A year on year increase in the number of early years settings using A Box Full of Feelings, a resource for emotional skill development, from April 2012 of 44% of settings using the resource.
- TaMHS – Delivery of Friends for Life within ten existing schools and ten new schools, in the first year
- Introduce a further 3 schools to deliver 'Nurture' classes in 2012/13 from existing cohort of 6 schools
- To address depression and anxiety via the introduction of the computerised cognitive behavioural therapy programme 'Stressbusters' in two secondary schools as part of a research project being conducted with West London Mental Health Trust
- TaMHS – Delivery of attention training courses and follow up advice surgeries in up to 8 schools in the first year
- 6 schools are fully trained and are effectively implementing the evidence based Promoting Alternative Thinking Strategies (PATHS) programme during 2012/13 (that aims to help children resolve conflicts peacefully, empathise, make responsible decisions)

- The Early Bird programme will be offered at least once a year to parents of preschool children diagnosed with an ASD. The Early Bird Plus programme will be offered at least once a year to parents and school staff of primary school children diagnosed with an Autistic Spectrum Disorder (The programme aims to support parents in the period between diagnosis and school placement)

Priority 5: Families, parents and carers are supported when they need it most

We know that:

- The case for investing in early intervention approaches to improve outcomes for children, young people and families and to bring about cost savings in the longer term is widely accepted and supported. Early Intervention can be seen in an age context of giving children appropriate support during their early years preventing greater and more costly problems social problems later in life or in a wider context of offering early help in the life of problems and issues families may be facing.
- The Allen (2011)²³ and Munro (2011)²⁴ reviews and the SEN Green Paper (2011)²⁵ stress the importance of holistic multi-agency assessments of children and young people. The Common Assessment Framework (CAF) supports this and the early intervention agenda through its multi-agency need assessments of the child.

The Common Assessment Framework

- In 2011 Hounslow's Family Support Service received 118 CAF requests. 58% of the CAF requests were from schools, followed by Early Intervention Services (16%) and Targeted Youth Support 9%. The Central Area received the greatest number of requests (38%), followed by West, (31%) and East, (21%) Analysing primary reasons for CAF's, child's behaviour was the most common (16%) Coupled with an analysis of secondary presenting needs, underpinning factors are linked to parenting issues, including parent's mental health and domestic violence. Parental Mental Health issues were the second most prominent primary issue (11% of cases), followed by attendance issues (8%). Looking at secondary presenting issues linked to school attendance parent's mental health and children's behaviour issues are prominent.

Developing a Multi-Agency Safeguarding Hub

- A number of authorities are tailoring CAF's to local needs and some authorities have widened the focus to a Family Assessment Framework. Munro (2011) in particular has highlighted the confusion that exists around CAF and the shared responsibility of agencies due to its non mandatory status. This is leading to the development of co-located or virtually located multi-agency hubs at a number of authorities. Oxfordshire County Council has developed co-located early intervention multi-agency hubs, which include social care workers and other partners, to better support the identification of needs and allocation of service provision. The seven hubs offer early intervention and specialist support to children, young people and families from birth to the transition into adulthood. As a result of the numbers of children in need, those with a child protection plan and those in care, Devon County Council set up the Multi-Agency Safeguarding Hub (MASH) model. A range of agencies involved in safeguarding children and young people operate across local

²³ Allen, G. (2011a). Early Intervention: The Next Steps

²⁴ Munro, E. (2011). The Munro Review of Child Protection: Final Report.

²⁵ Department for Education (2011). Support and aspiration: A New Approach to Special Educational Needs and Disability.

authority boundaries. Research²⁶ found that the MASH model has brought about a range of benefits including more informed decision making and more informed teams, an increase in early intervention and more efficient decision making. There is a need to investigate the potential development of a multi-agency hub in a Hounslow context.

- Marmot's²⁷ review of health inequalities recommended that children under the age of three who are identified as requiring extra help should be given home-visiting support. Allen (2011) further argues that it is families experiencing intergenerational and multiple needs that need support early and need it early in the lives of their children. Allen's recommendations stress the importance of parents, health professionals and early years practitioners working together to promote understanding around the social and emotional development of 0 to three years olds. This is seen as key to develop children's 'school readiness'

The Family Nurse Partnership

- The Government has expanded the Family Nurse Partnership Programme (FNP) The programme, supports vulnerable first time mothers in early pregnancy until the child is aged two, is an intensive programme led by nurses within the home setting. It helps parents to develop routines and parenting skills to enable them to bring up a physically and emotionally healthy child.
- In Hounslow the FNP programme is in its early stages, with a full compliment of staff in place since February 2012. FNP is offered to young women who are 19 and under, a first time mother, with a Hounslow GP, between 28 and preferably 16 weeks pregnant. During each home visit the Family Nurses are expected to focus on 5 key areas; Personal Health, Environmental Health, Life Course Development, Maternal Role and Family & Friends. Current caseload is 19 young women. The team has looked at the client's vulnerabilities, although the cohort is small evidence has highlighted the need for wider and more specialist multi-agency support particularly around emotional health and well-being.

Evidenced –based Early Intervention Programmes

- Research shows that providing a range of family support and parenting programmes are a significant part of early intervention delivering short term and longer term improved outcomes for parents and families. The reported benefits include: enhanced confidence; improved well-being, reduced laxness; lesser tendency to overreact and improvements in the child's behaviour. Allen²⁸ has highlighted the following evidence –based parenting programmes with demonstrable proven outcomes: Triple P, Strengthening Families Strengthening Communities, Families and Schools together (FAST).
- Sure Start Hounslow run a series of Triple P Parenting Programmes, in Hounslow with a focus on Group Triple P (working with children's behaviour issues up to 12 years of age) and Teen Triple P. (working with children's behaviour issues from age 12 -16 years of age) The programmes are voluntary, targeted towards parents who are experiencing a range problems managing their child's behaviour. Families are encouraged to develop their own goals, via sessions which look at parenting strategies, managing common behavioural problems and principles to enable parents to cope with a range of situations that may arise. During January 2011 – February 2012, 34 parents participated in Group Triple P Programmes and 17 completed the 8 week programmes. Impact evidence from averages of parent's feedback; indicate significant improvements in levels of depression and reductions in feelings of stress and

²⁶ Golden, S., Aston, H. and Durbin, B. (2011). Devon Multi-Agency Safeguarding Hub: Case-Study Report.

²⁷ Fair Society, Healthy Lives, The Marmot Review (2010)

²⁸ Allen, G. (2011a). Early Intervention: The Next Steps

anxiety. Parenting problems also reduced in the areas of: laxness, hostility and over-reactivity. Reductions were also noted against the programmes problems checklist and improvements in the relationship quality index. Referral evidence shows that 80% of those parents who complete the course are self-referrals. More work needs to be undertaken by agencies referring in encouraging and supporting parents to complete courses. Providing a range of flexible evidence-based parenting programmes would also ensure agencies can refer parents to programmes in a more targeted manner.

- The Family Support service within the Early Intervention Division covers children from the age of 0-19. The Family Support element consists of 3 practice consultants, 6 Family Support Practitioners, 8 Education Welfare Officers and 5 CAMHS workers. The team works across 3 localities of East, West and Central Hounslow. The aim of the Family Support Strand is to identify needs at the earliest opportunity within families and prevent these needs escalating to tier 3 or 4 services by providing family led intervention. The FSP will work with the family within the home. The main focus of the work is to provide support to families in relation to practical parenting; the intervention is needs led by the family. The basis of the work is to enable families to strengthen their own skills and knowledge, equipping them with the necessary tools in being and becoming effective parents.
- Evidence highlights a greater demand for more specialist or intensive support such as Educational Psychologist involvement and additional parenting support in the West of the borough. Analysis of Central area data highlights a greater number of parents presenting with mental health issues and issues linked to their child's disabilities. In the East of the borough Housing issues feature more prominently. In all localities over 40% of the presenting families are White British and for the West area it is 80%, which suggests an over-representation of White British families amongst presenting families to Family Support Services and more targeted work needed with BAME families.
- Hounslow Children's Services are leading on an Intensive Family Support (IFS) Project to work with up to 20 of the most challenging, high-cost families with one or more children aged 0-18 years in the borough over the next 1-2 years. The service works intensively with families with complex, enduring needs and elements of safeguarding, making positive changes such as resilience and independence. The service is using an agreed range of evidence based interventions known to work with their target groups including the Triple P and Strengthening Families Parenting Programmes. Outcome measures for the programme include:
 - 20 families who are coping and receiving intensive support in their own homes who would otherwise would be increasingly chaotic, resistant to change and going from agency to agency
 - Preventing 60% of the families the programme work with from being escalated to social care
 - 6 families with problematic offending of young people identified within ASBAG panels whose offending has not escalated. In 2011 the programme working with partner agencies identified 141 families in Hounslow with a range or a combination of the following issues i.)Multiple problems and complex needs which are long standing and entrenched, often over generations. ii.)Oscillate between coping and not coping and are often chaotic iii.) Hard to engage, isolated and / or resistant to change
 - Experience a significant number of disadvantage and / or risk factors
 - Largely dependent on services – many people working with them
 - High cost – they use up a disproportionate amount of staff time, money and resource (e.g. numerous phone calls / meetings / enforcement actions etc)

Stakeholders agreed a cohort of 20 families to initially work with and currently 8 families have agreed to work with the project. Work during 2011/12 has concentrated on setting up the team and identifying families and therefore projects outcomes so far are early indicators. Early case work successes are helping a parent with mental health issues and a history of long term unemployment back into part-time employment, reduced incidents of a child's challenging behaviour and getting a family signed up to the programme after disengagement with a number of agencies.

- In 2012 the Government launched its 'Troubled families' initiative. Local Authorities can bid for funding which will provide up to £4000 funding per family. The DCLG estimate for troubled families in Hounslow is 585. The authority will receive £3,900 if children's school attendance is above 85%, there is a 60% reduction in instances of antisocial behaviour across the whole family and a 33% reduction in youth offending. The last £100 will be paid if one adult in the family moves into work or progress towards this, such as enrolment in the Work Programme, is made. However nationally average costs of a successful Family Intervention Programme are £10,000 and therefore an average subsidy of 60% will need to be made. The programme does not offer the intensive support of the IFS project. A local emerging troubled families model has been proposed to work with existing programmes and the troubled families initiative. A Common Assessment process will identify 1. 'barely coping' families with one or more family members out of work who will be referred to the Reed led –ESF funded programme getting entrenched unemployed families back into work, 2. 'Switches between coping & chaos' e.g. ASB & Crime, Worklessness, School Attendance Mental Health issues who will be referred to a targeted range of mainstream services 3. 'Chaotic': present a number of issues across a number of agencies will be referred to the Intensive Family Support Project.

Priority 5: Families, parents and carers are supported when they need it most

What outcomes are we expecting to achieve:

- A single point of access for the Early Intervention Service
- The Common Assessment Framework (CAF) development is completed and rolled out across relevant agencies and services in Hounslow
- Seamless and effective multi-agency service provision to ensure that early help and support is offered and taken by children and their families to maximise positive outcomes
- The quality of professional decision making is robust and consistent and there is a common understanding of thresholds for intervention
- A staff training strategy is developed for Early Intervention Services which strengthens integrated working with Safeguarding Support Services
- Develop and Embed a new performance management framework for all Children's Centres to ensure they meet the Ofsted Inspection criteria
- Increased parents engagement in activities within children's centres
- An Increase in the number of partner agencies delivering in children's centres
- Delivery and evaluation of Intensive Family Support (IFS) Project working with the most challenging, families in Hounslow (Corporate Plan Milestone)

Key improvement targets 2012-15

- Children, young people and families most in need of support receive a prompt and efficient service
- Review of CAF case management processes to ensure numbers of CAF's are consistent with West London averages by 2012/13 and increase by a further 50% in 13/14 and 25% in 14/15
- In 2012/13 80% of families/young people 'stepped down' from Specialist Social Care Services are offered a Team around the Child meeting within ten working days. Increased to 90% in 13/14 and 100% in 14/15
- 90% staff attend core training offered in 12/13, increased to 95% in 13/14 and 97% in 14/15
- Increase the number of Family Nurse Partnership families using children's centres from 12/13 baseline figures
- Intensive Family Support Project to have links and worked with a minimum of 54 families, identified as having multiple and complex needs by 2015. (Long term evaluation to include positive progress of children and young people in educational attainment and reduction of offending and anti social behaviour)

Priority 6: Improved and integrated services for children with disabilities and their families

We know that:

- The Equality Act 2010 generally defines a disabled person 'as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.' In the UK, the number of children living with complex health needs is increasing. There are a number of reasons for this, including outcomes of support for and treatment of premature babies and young people with medical conditions.
- Research by the Children's Society (2011) estimates that around 4 in 10 disabled children in the UK live in poverty. These children can face substantial additional costs, such as larger heating bills, higher travel costs, and a wide variety of other needs. Families are also more likely to be working less hours and earning less.
- The Children's Society research highlights the further negative impact of cuts that will be faced by families with disabled children under the new Universal Credit Benefit system. This cut is likely to cost up to 100,000 disabled children up to £27 per week
- The Social Work Team for Children with Disabilities (SWTCD) maintains a register of children with Disabilities and provides advice and guidance and support to parents of children with SEN and Disabilities. As at March 2012 there were 463 children on the disability register and SWTCD had a case list of 205 young people. During 11/12 89 children and young people were in receipt of Direct Payments, providing approximately 464.5 hours of support per week. Approximately 10,400 hours of Home Care was also provided by SCOPE and 45 families were using this service during 2011/12.
- SWTCD lead on the development of the multi-agency Aiming High Short Breaks Initiative which aims to provide enjoyable activities to promote the inclusion and development of disabled children and young people and to provide valuable breaks for their parents and carers. The provision and access to short breaks has steadily grown over the past three years with 827 children in the borough receiving a short break in 2010/11.
- In June 2011 all parent and carers of children and young people with a Statement of Educational Need or known to the Pre-school Panel in the borough completed a survey which sought their views on accessibility and delivery of short breaks in Hounslow. A small number of parents .i) felt that the current provision of short breaks for children and young people who have either a physical disability or complex health needs could be improved ii.) were not confident using short breaks for their child or young person because they felt that staff were not knowledgeable enough about their child's disability and how to meet their needs. Ongoing consultation has shown that transport can be an issue for some parent/carers in accessing a short break for their child. Limited transport support to children where there is an identified need, for example, where families do not have access to their own transport and their child's disability prevents them from using public transport.
- Results of the Care Quality Commission (CQC) review of support for families with disabled children in Hounslow²⁹ found that few or none (20% or below) have a health action plan. This places Hounslow in the lowest quartile.
- Between 1st April 2010 and 30th September 2010, the CQC review found that 610 children were referred to Speech, Language and Communication Services, with an average wait time of 12 weeks and in-line with national average wait times Between 1st April 2010

²⁹ Care Quality Commission (2010) : review of support for families with disabled children - Hounslow PCT

and 30th September 2010, the average wait time for community physiotherapy was 6 weeks, this is better than the national average of 7 weeks. The average wait for Community Occupational therapy was just under 24 weeks and significantly below the national average of 14 weeks.³⁰

- During 2011 the SEN Support team were working with just under 600 children and families. Since 2008, there has been a small but steady year on year increase in the number of children who have statements for Visual and Hearing impairment 20.0% and 9.5% respectively), whilst the number of statements for physical disability has reduced by 9.0% , this does not reflect the complexity of needs of the pupils who continue to have a statement.
- The SEN Admin Team maintains 1211 statements for a range of special educational needs, this is a rise of 71 statements from 2011. Of the total number of pupils with statements of SEN, 733 are placed in special and schools and centres including the independent sector. 646 attend Hounslow Special Schools and Centres a rise of 133 pupils from 2011. Pupils placed in out of borough placements rose slightly by 6 to 186 in 2012. A significant proportion of newly statemented pupils, are therefore placed in-borough.³¹
- Assessment of projected needs indicates that Hounslow will have a shortfall of special school places of a minimum of 111 special school places by 2016/17. Equivalent in place numbers to an authority Special School. Consultation with schools will take place during 2012 which will result in proposals to increase the number SEN Centres for children with sensory and ASD needs. Feasibility plans to increase the number of special school places for children with the most significant & complex SEN are also under development.

³⁰ Care Quality Commission (2010) : review of support for families with disabled children - Hounslow PCT

³¹ SEN2 returns March 2012 – January School Census Counts maintained by LB Hounslow

Priority 6: Improved and integrated services for children with disabilities and their families

What outcomes are we expecting to achieve:

- Continued co-ordination of planning for children with education, social and health care needs
- The number of external placements are minimised and where possible education and care packages will be delivered in borough
- Further development of the preparation to support transition arrangements for young people moving from children to adult social care through the 'moving on' process
- Joint strategic commissioning of services for those with disabilities using a life time model supporting greater choice and flexibility
- We build upon the views and experiences of disabled children and families particularly at key transition points
- Continued provision of support to parents through volunteer parental supporters
- A range of flexible short breaks are available to support disabled children, young people and families, both within mainstream and specialist settings
- Increased use of the 'short breaks' passport

Key improvement targets and outcomes 2012-15

- Review the current transition arrangements including care pathways and develop an action plan ensuring the commissioning of efficient and quality services
- Increasing the usage of short breaks passport to 75% by June 2013 from 37% in 2011
- To offer a training programme to enhance or develop the short break workforce on a range of topics
- To increase the availability of family short breaks by 10% in 2012/13
- Continue to seek feedback through the Parent Carers Forum and use the feedback to shape services
- Improve co-ordinated planning arrangements between services to develop responsive, flexible programmes of support for children with complex needs
- Develop short breaks from 2012/13 which offer greater flexibility on timeliness and duration

THEME: EDUCATION AND LEARNING

Priority 7: A focus on the Foundation Years

We know that:

- In March 2012 the revised EYFS framework was announced by the Department for Education and will come into effect from September 2012. Main changes include:
 - Simplifying the learning and development requirements by reducing the number of early learning goals from 69 to 17.
 - Areas of learning now consist of three prime areas; communication and language; physical; and personal, social and emotional development and four specific areas: literacy, mathematics, understanding the world and expressive arts and design. (Each area of learning and development must be implemented through planned, purposeful play and through a mix of adult-led and child-initiated activity)
 - A new progress check at age two on their child's development. (This will link with the Healthy Child review carried out by health visitors) A short written summary must be provided to parents and carers, highlighting achievements and areas where extra support may be needed and describing how the provider will address any issues.
 - For children whose home language is not English, providers must take reasonable steps to provide opportunities for children to develop and use their home language in play and learning, supporting their language development at home. Providers must also ensure that children have sufficient opportunities to learn and reach a good standard in English language.
 - Strengthened safeguarding arrangements. A practitioner must be designated to take lead responsibility for safeguarding children in every setting. Childminders must take the lead responsibility themselves. The lead practitioner is responsible for liaison with local statutory children's services agencies, and with the LSCB.
- In 2011 52% pupils achieved a good level (6+) Personal, Social and Emotional Development in the Foundation Stage. This was below the London average of 60% and the National Average of 59%. A slight decrease from the 2010 achievement of 54% but significantly above the 2009 performance of 47%. 56% of pupils attained the expected levels in Communication, Language and Literacy, this was below the London and national average of 62%. Achievement of expected levels (78+) across all the scales in the Early Years Foundation stage dropped slightly from 76% of pupils in 2010 to 75% in 2011. As can be seen from the graph below, in 2009/10 Hounslow expected level scores were higher than the London and London Suburb averages and in line with the England average. Hounslow pupils achieving good level of development scores were in line with the London average but slightly below the England average.

Priority 7: A focus on the foundation years

What outcomes are we expecting to achieve:

- Improved outcomes for children at 5 years old and narrow the attainment gap through, implementation of the reformed Early Years Foundation Stage with a focus on:
 - high quality early years provision for all (including Extended Day Care (EDC))
 - engagement with parents developing parenting skills to support their children
 - targeting communication and early language development
 - targeting personal, social and emotional development
 - targeting physical development
 - ensuring an appropriately trained and skilled workforce in every early years setting (including EDC)
 - 2 ½ year old joint assessment and progress check against the three prime areas by education & health services
 - Facilitating access to 3 & 4 year old free early education entitlement
- Offering the free childcare and early education offer to all disadvantaged 2 year olds is extended by 2014
- The early identification of disadvantaged 2 year olds with SEN/Disabilities and provide support through inclusion funding where appropriate
- Year on year progress to meet the aim to have a Graduate Leader in every Private, Voluntary, Independent setting by 2018

Key improvement targets 2012-15

- Increase the number of children achieving expected levels in the Early Years Foundation Stage profile (to be at least as high as the national and London averages.) **(Corporate Plan target)**
- Increase the number of EY Settings engaged with the Every Child A Talker Programme from 25% in 2011 to 75% by 2015
- 70% of all schools, pre-schools and day nurseries have appropriately trained practitioners to lead outdoor learning and develop physical well-being (approx 25% of EDC settings are Forest School trained so far)
- 100% of disadvantaged 2 year olds access free early education places by 2014
- 100% of disadvantaged 2 year olds accessing free early education places who have SEN / Disabilities are appropriately supported through inclusion funding
- 50% of settings has a Graduate Leader by 2015

Priority 8: Maximising the educational achievement of all children and young people and reducing inequality

We know that:

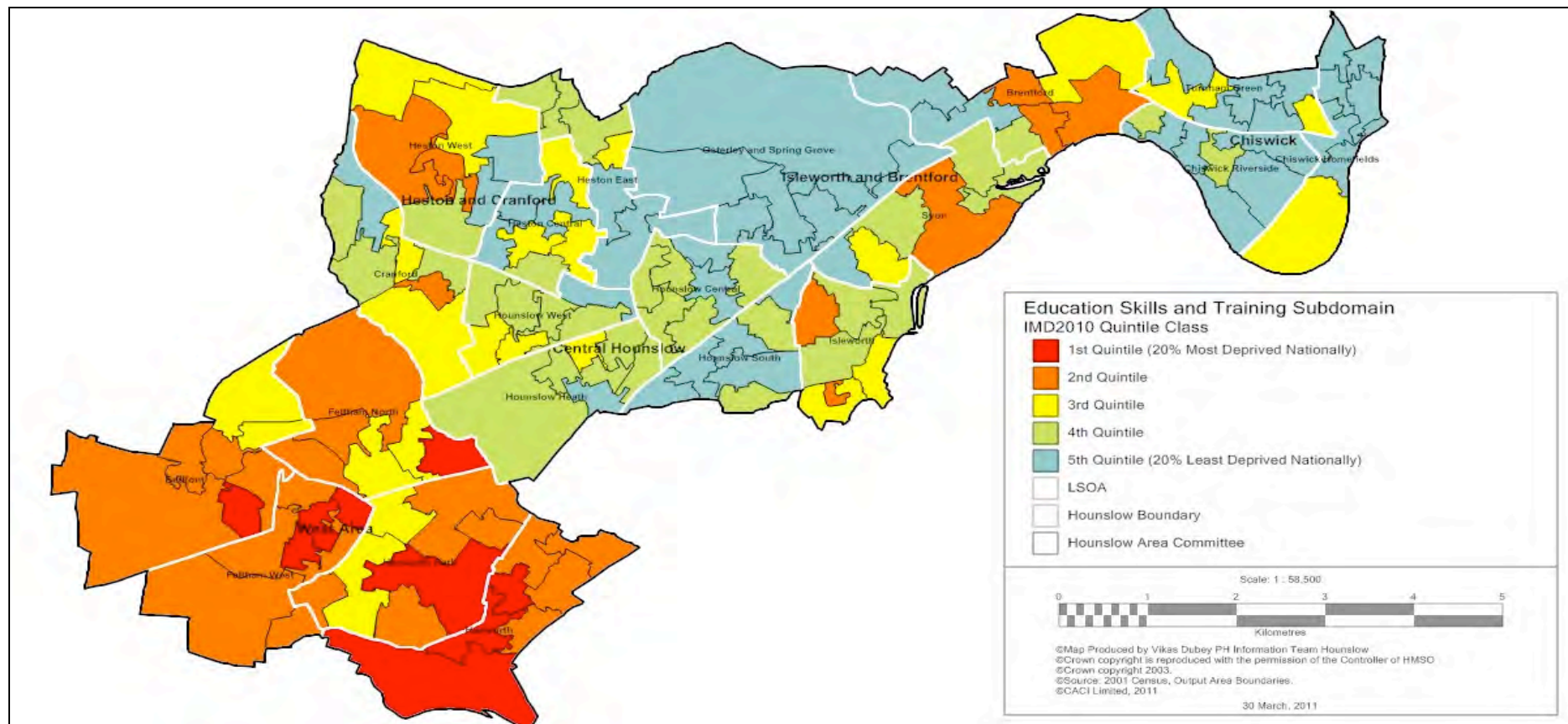
Educational attainment of pupils in Hounslow at:

Key Stage 2

- In 2011 85% of pupils achieved the expected 2 level progression between Key Stage 1 and 2 in English. This is a 2ppt drop from 2010 and 3% lower than the London average. In 2011 85% of pupils achieved the expected 2 level progression between Key Stage 1 and 2 in English. This is a 2ppt increase from 2010 and 3% higher than the London average
- In 2011 82% of pupils achieved the expected levels at English and Maths. This is a 1ppt drop from 2010 and 1% lower than the London average and in-line with the national average. Looking exclusively at Maths achievement 79% of pupils achieved the expected level a 1ppt drop from 2010 and 3% lower than the London average. 83% of pupils achieved the expected levels at reading this is a 3ppt drop from 2010 and 2% below the London average. 75% of pupils achieved the expected levels for writing a 1ppt drop from 2010 and 2% lower than the national average.

Key Stage 4

- In 2011 the 80.7% of pupils achieved the expected level of progression from Key Stage 2 to 4 in English. This is a 2.6ppt increase from 2010 and 3.6% above the London average. 72.2% of pupils achieved the expected level of progression from Key Stage 2 to 4 in Maths. This is a 3.2ppt increase from 2010 and inline with the London average. (72.5%)
- In 2011 62.5% of pupils achieved 5 GCSE's grade A-C including English and Maths. A 3.8ppt increase from 2010 and 0.6% above the London average.



- There is a need for improved education, skill and training outcomes particularly in the West of the Borough where educational outcomes ranks in the 20% most deprived nationally³². The diagram below maps the average score points for children at Key Stage 2, 3 and 4 as well as proportion of young people not staying on further education, proportions of those under 21 not entering higher education and secondary school absence rate.

³² Indices of multiple Deprivation Data 2010- Education, skills and training subdomain

Education attainment of pupils eligible for Free School Meals

- Poverty has been shown to be linked with poor education outcomes. National trend evidence is showing a narrowing of the gap in educational outcomes for those children in receipt of free school meals. Although 11-year-olds in schools with high numbers eligible for free school meals still do worse in English and Maths than pupils in other schools and their results are reasonably similar to the all-schools average a decade ago. There are marked differences by gender, 15% of boys eligible for free school meals do not obtain 5 or more GCSEs. This compares with 10% for girls eligible for free school meals and 5% for boys not in receipt of free school meals. Combining gender and ethnic group, 19% of White British boys eligible for free school meals do not obtain 5 or more GCSEs. This is a much higher proportion than that for any other combination of gender, ethnic group and eligibility for free school meals.³³
- Data collected in January 2012 shows that in Hounslow, 21.5% of children and young people were eligible for free school meals (FSM). Eligibility for FSM has gradually declined over the last 3 years. The take up of this entitlement is 18.2% and has declined from 2011 by 1.2%.
- Individual analyses of schools show stark differences in FSM eligibility. Eligibility rises to 35% when looking solely at pupils attending Special Schools. Individual primary school figures for FSM eligibility range from 2.9% to 46.4%. In 2012 11 schools in Hounslow have shown a more than 3% increase in pupils eligible for FSM, compared with 6 schools in 2011. 2012 census data shows that 46.5% of Black heritage are eligible for free school meal compared with 23% of White and 12% of Asian pupils. White Roma and Irish Traveller were over represented in this group too, though the total numbers are quite small.³⁴ There remains a need to reduce the gap between the proportion of pupils eligible for free school meals and those who take up their entitlement in Hounslow.
- The latest 2011 data shows that at the Foundation Stage 41% of pupils known to be eligible for FSM pupils achieved a good level of development (using 2007-11 data), compared to 55% of those not eligible for FSM. This is lower than the Outer London average of 48% of FSM pupils achieving a good level of development and overall London average of 49%.
- In 2010 the attainment gap between those pupils in receipt of FSM and pupils not in receipt of FSM at Key Stage 2 was 15.5%. A reduction from 2009 of 3.3%. This was over 1% lower than the London average (16.6%) and over 5% lower than the national average (20.6%)³⁵.
- At Key Stage 4 5A*-C including English and Maths the gap between those in receipt of FSM and the overall cohort was 18.2% in 2011. This is in-line with 2010 performance. The FSM cohort saw a 3.7% improvement in attainment in 2011 compared to 2010.³⁶ Hounslow was also above the London average for the percentage of FSM pupils gaining 5A*-C including English and Maths, 47.5% compared to the London average of 43.1%.
- In 2010 48.5% of young people who were in receipt of FSM at the academic age of 15 achieved Level 3 qualifications compared to 62% not in receipt of FSM. In terms of the overall cohort there is an 11.4% percentage point gap between those on FSM and the overall cohort by the age 19. The most recent data comparing 2009 data to 2010 indicates that the gap has narrowed by 4.3%.

³³ Povert.org.uk – 2012 Educational Attainment at age 11 and at age 16

³⁴ Free School Meals Eligibility and Take-up, January 2012, R&S Drive

³⁵ DfE : Local Area Interactive Tool – May 2012

³⁶ Hounslow CYPP Performance Report card – Oct 2011

Pupils with Special Educational Needs (SEN)

- In 2011 25% of SEN Pupils achieved 5 GCSE A – C inc. English and Maths. The Gap compared with the overall pupil cohort is 48.5%, this represents a narrowing of 1.5% compared with 2010 and a 3% improvement in attainment. This is a significant achievement in the context of increases in the number of SEN pupils in Hounslow.³⁷
- In 2012 the percentage of pupils in the primary and secondary sector who have a statement of special educational needs was 1.5% of pupils in the primary sector and 1.4% in the secondary phase. 99.2% and 34% of student in special schools and the PRU have SEN statement. These figures are consistent with those in 2011.³⁸ The proportion of pupils with non-statemented SEN was 19.2% within the primary sector and 21.5% in secondary sector. There are wide differences between individual schools. In the Primary Phase this ranges from 42% of pupils on the school roll with special educational needs to 7%.
- Pupils of Black heritage (28%) were more likely to have special educational needs, compared with 26% of those of White heritage and 16% of those of Asian heritage and pupils of White Irish Traveller and Gypsy Roma (68%) were most likely to have SEN. (Although the numbers are small)
- In 2012 almost a quarter (23.5%) of pupils on school Action Plus and statement of SEN had behavioural, emotional and social difficulty (BESD). In the Primary Phase it is the second, most predominate need at 22.2%. In the Secondary Phase it is the predominate need at 30.1%.
- Moderate learning difficulties (MLD) is now the second most predominant needs in 2012 at 21%. The majority of children with this main presenting need are within the secondary phase of education.
- Speech, language and communication needs are the third largest predominant SEN factor; accounting for 17.6 % of all need. Within the Primary phase it is the most predominate need at 25.2% an increase of nearly 2% from 2011.³⁹
- Referrals for Speech and Language Therapy (SLT) has seen a 445% increase from 244 in 2004 to 1330 in 2010.
- School staff and professionals working with children and young people report a high level of children entering the education system with very little or no spoken language, both from the EAL and the British White population.
- The majority of pupils with severe learning difficulties and autistic spectrum disorder are educated in special schools; accounting for 34.5% and 31% of all presenting needs respectively.⁴⁰
- There are concerns about transport facilities for children with disabilities. A revised travel assistance policy has been developed following extensive consultation. Plans are in development to recruit a Mobility Assessor to enable robust assessments and decisions in respect of transport for children with SEN and disabilities.⁴¹

³⁷ Hounslow CYPP Performance Report card – Oct 2011

³⁸ School Roll data files, CSLL MIT 2011 – Spring Term School Census 2012

³⁹ School Roll data files, CSLL MIT 2011 – Spring Term School Census 2012

⁴⁰ School Roll data files, CSLL MIT 2011 – Spring Term School Census 2011

⁴¹ Updated by Merle Abbott 2011

Exclusions

- Nationally exclusion rates have declined over the past decade. Office of the Children's Commissioner research⁴² found some groups of children continue to be more likely to be excluded from school than others. These children include: boys, children from certain ethnic groups, children with SEN, and those eligible for free school meals. In 2009-10, if you were a Black African-Caribbean boy with special needs and eligible for free school meals you were 168 times more likely to be permanently excluded from a state-funded school than a White girl without special needs from a middle class family. Given the large differences in exclusion rates by gender, race, socio-economic group and SEN/disability, schools, school operators, owners and sponsors, local government will all need to take account of the Public Sector Equality duty with regard to exclusions. The Office of the Children's Commissioner is recommending that the DfE should issue guidance which sets out clear rights-based principles for exclusion thresholds. The Office of the Children's Commissioner found that key preventative actions are linked to workforce development, particularly expertise of the school workforce with regard to SEN, cognitive and emotional development and cultural difference. Coupled with this schools need guidance on good practice in managing or commissioning provision for pupils with challenging behaviour.
- Hounslow Schools have seen a year on year reduction in permanent exclusions, from 2003 /04 to 46 in 2009/10. This trend has reversed in 2010/11 with a slight rise to 49 permanent exclusions. This is primarily due to 2 secondary schools which have substantially increased the number of exclusions by an average of 200% from the previous Academic Year (09/10). If the schools had remained within their normal exclusion numbers that occurred over the last 2/3 years, there would have been an overall reduction.⁴³
- The number of fixed exclusion has increased from 854 in 2009/10 to 957 in 2010/11. (DISR) Persistent Disruptive Behaviour and (FIGT) (243 exclusions) Physical assault against an adult (130 exclusions) have seen significant increases of 28.6% and 12.07% respectively. They make up a total of 45% of the total exclusions during 2010/11. Drugs and Alcohol related exclusions have also risen by 54% from 24 during 2009/10 to 37 fixed exclusions in 2010/11 this reverses the previous year's downward trend.⁴⁴
- The main ethnic group that incurred the increases in fixed exclusion was White English from 355 to 426 during 2010/11. This equates to 50% of the total percentage of exclusions from this cohort.
- There are continued reductions in numbers of exclusions of BCRB (Black Caribbean) pupils from 44 in 2009/10 to 30 exclusions during 2010/11. This exclusion rate is the lowest since 2001.
- There are limited places for alternative provision and there are difficulties in placing excluded pupils. There is a need to minimise the number of children and young people who are excluded from school; not only does this have a detrimental impact on their educational achievement but there is also evidence to suggest that excluded pupils are at a greater risk of offending.

⁴² 2012 Office of the Children's Commissioner : They never give up on you" School Exclusions Inquiry

⁴³

⁴⁴ EMS

Priority 8: Maximising the educational achievement of all children and young people and reducing inequality

What outcomes are we expecting to achieve:

- Positive behaviour amongst all children and young people is promoted and exclusions from school are reduced
- The gap in achievement between the highest and lowest attaining groups is narrowed, specifically in relation to:
 - children in receipt of free school meals
 - white boys from disadvantaged backgrounds
 - children with SEN in mainstream schools
- Provision of a range of high quality 14-19 pathways that enable all learners to make genuine progression
- Increases in the number of SEN Centres for children with sensory and ASD needs
- The securing of more local provision for those learners aged 16-24 with complex and multiple needs

Key improvement targets 2012-15

- Increase by 1% each year the number of children who achieve Level 4 or more in both English and Maths at the end of primary school **(Corporate Plan target)**
- Pupils achieving level 4+ in both English and maths: reduce the percentage point gap between pupils not eligible for free school meals and pupils eligible for free school meals (national child poverty indicator.)
- Increase by 1% each year the percentage of children achieving 5 or more good GCSEs (A* to C) including English and Maths **(Corporate Plan target)**
- Achieve a 1% year on year improvement for children in receipt of free school meals attaining (5 GCSE A*-C including English and Maths and to ensure the attainment gap is below the national average and is at least in line with the London average **(Corporate Plan target)** (Closing the attainment gap is also a national child poverty indicator)
- Proportion of 19 year olds who have attained NQF level 3: further reduce percentage points gap between pupils who were not eligible for free school meals and pupils who were eligible (national child poverty indicator)
- Further improve school attendance to achieve key Ofsted indicator for outstanding attendance: Primary (95%) Secondary (94.7%)
- Reduce school exclusions for over-represented groups

Priority 9: Improving school standards

We know that:

- Nationally Nursery schools were predominately rated good or outstanding. Hounslow's Nurseries were in-line with average outcomes.
- Nationally most primary schools were rated good. Above average numbers of Primary Schools were rated as outstanding and good in Hounslow

National inspection outcomes of primary schools inspected between 1 September 2010 and 31 August 2011 (percentage of schools)

Hounslow (April 2012)

Outstanding 8%	(12%)
Good 47%	(57%)
Satisfactory 40%	(29%)
Inadequate 5%	(2%)

- Nationally most secondary schools received a good rating. All Hounslow's Secondary Schools were rated 'good' or 'outstanding' by April 2012.

National inspection outcomes of secondary schools inspected between 1 September 2010 and 31 August 2011 (percentage of schools)

Hounslow (April 2012)

Outstanding 14%	(43%)
Good 47%	(57%)
Satisfactory 40%	(0%)
Inadequate 8%	(0%)

- Ofsted are consulting until May 2012 on further Inspection changes, which could have significant impacts on school's ratings if they are enacted. Changes include⁴⁵:
- schools cannot be judged 'outstanding' unless their teaching is 'outstanding'
- schools will only be deemed to be providing an acceptable standard of education where they are judged to be 'good' or 'outstanding'
- a single judgement of 'requires improvement' will replace the current 'satisfactory' judgement and 'notice to improve' category

⁴⁵ Ofsted 2012 : A good education for all

- schools judged as 'requires improvement' will be subject to a full re-inspection earlier than is currently the case
- a school can only be judged as 'requires improvement' on two consecutive inspections before it is deemed to require 'special measures'
- inspections will be undertaken without notice being provided to the school

Priority 9: Improving school standards

What outcomes are we expecting to achieve:

- Early identification of schools causing concern with provision of appropriate challenge and support
- Outcomes for all pupils in Hounslow's Schools are maintained and improved

Key improvement targets 2012-15

- Support the improvement of the overall standard of schools in the borough, increasing each year the percentage of our schools judged good or better by Ofsted (**Corporate Plan target**) *Target will need to be reviewed post new Ofsted Framework – (consultation ends May 2012)*

Priority 10: Ensuring sufficient school places for all Hounslow children

We know that:

- Two factors will require the local authority to create additional school places for 2012 and beyond. The first is an increase in pupil numbers necessitating more mainstream and special education school places and the second is a new statutory duty to provide early years places for two-year olds.
- From 2013 there will be a new statutory duty to offer disadvantaged 2 year old children the same free entitlement offer. Initially in 2013 the offer will be made to 20% of the 2 year old population nationally, using Free School Meals as the eligibility criterion. This equates to approximately 900 children in Hounslow. In 2014 the offer will be made to 40% of the 2 year old population nationally, which equates to approximately 1800 children in Hounslow. There will be a need to provide additional pre-school accommodation on school and other sites.
- Hounslow has seen a growth in children at the Primary School phase over the last 4 years. This will continue as the birth rate continues to rise. Between 2000 and 2010, the number of live births in Hounslow increased by 44%. More recently the borough has seen increases in the numbers of children entering the borough from outside the country, particularly at the Infant phase. Between 2008/9 and September 2011 Hounslow created an extra 750 places by adding classes in fifteen schools in order to meet demand. This provision has been achieved through a mix of permanent expansion and bulge classes. For the academic year 2011/12 a further 420 places were created for Reception and two Year 1 classes were created. Specific pressures for school places exist in Central Hounslow.
- As the increased numbers of children grow older, the impact in terms of numbers will begin to be seen in Secondary schools. The growth in Secondary Phase pupil numbers is forecast for 15/16, and secondary schools are planning how this will be met.
- Past and current data and trends and the projected birth rate, indicates that Hounslow will continue to experience growth in the number of pupils who require specialist provision and that this growth will be at a disproportionate rate in some areas of severe and complex needs. The number of pupils with Special Education Needs outstrips existing capacity. A mix of provision is needed, building growth in specialist school places to cater for children who have the more complex needs and extending the number of mainstream school based SEN places. Evidence shows that SEN Centres are a cost effective and efficient way of providing targeted specialist education to children who are in the moderate learning difficulties and broad average ability range. Detailed feasibility studies are required to develop proposals for the longer term expansion of provision.

Priority 10: Ensuring sufficient school places for all Hounslow children

What outcomes are we expecting to achieve:

- Projections of pupil numbers continue to be accurate
- Schools are fully involved in the planning of extra provision
- Any opportunities for funding (bids for capital grant) are maximised
- Increased provision is matched to need

Key improvement targets 2012-15

- Provide sufficient school places in each year group to meet the increased demand for school places locally. **(Corporate Plan milestone)**
- Increases in the number of special school places for children with the most significant and complex SEN as set in Hounslow's proposals for the development of SEN provision
- School population projections are within a 1% level of accuracy.
- Increased provision is available on time to meet the need for pupils entering reception (or other appropriate year groups)
- Sufficient free pre-school provision for 50% of the disadvantaged 2 year old child population by 2013 increasing to 100% by 2014 (National Government target)
- Ensure even more parents get their children into their first-choice schools, improving each year on the September 2011 performance of 82.7% of parents of children entering reception and 67.4% of parents of children entering secondary school
 - a) 84.3 % of parents of children entering reception get their first choice schools in Sept 12 **(Corporate Plan Target)**
 - b) 68.7% of parents of children entering secondary school get their first choice schools in Sept 12 **(Corporate Plan Target)**
- Percentage of parents for September 12 receiving a top-3 preference of:
 - a.) a) Primary school places - 93%
 - b.) b) Secondary school places - 88%

THEME: ECONOMIC WELL-BEING AND HOUSING

Priority 11: Reducing the numbers of young people not in education, training or employment

We know that:

- There has been continuous improvement in reducing the number of young people not in education, training or employment in Hounslow. The percentage of young people in academic age year 12 to 14 (this will include some 19 year olds) who are NEET by the end of target period (Nov- Jan) in 2011/12 is 4.4%. This is 0.1% lower than this time last year. During this period NEET and Not Known targets were exceeded, with an achievement of 4.4% against a NEET target of 5%, and successful rate of 3.9% against 5% of Not Known. 2011/12 NEETs performance figures are the lowest (i.e. best figures) achieved by Hounslow.
- The December 2011 DfE report on Connexions Statistical Neighbour Headline Comparisons show that Hounslow is 0.4% below the mean indicator for statistical neighbours, which is 4.8%. National figures also show Hounslow has performed well in comparison to the London NEET average of 6.6%.
- Between November 2011 and January 2012 an average of 298 young people in academic age 12 –14 were recorded as being NEET at any one time in Hounslow. The general trend of increase in the number of NEETs in the month of January due to young people dropping out of learning has continued in January 2012 with the number of adjusted NEETs increasing to 312. Hounslow has less numbers of NEETs by the end of January 2012 in comparison to Hillingdon (323), Ealing (324) and Brent (349).
- The highest numbers of academic age year 12-14 who are NEET in Hounslow are aged 17 and 18. This is more than two thirds of the NEET cohort (67%). Comparing to last year, 18-year-old NEETs have increased by 3% whereas both 16 & 17 year old NEETs have remained unchanged.
- There is a high proportion of NEETs (41%) in the West Area of the borough. Within that total, the highest proportions of NEETs are from Hanworth, Feltham West and Bedfont. Bedfont has double the number of NEETs compared to January 2011. Apart from the West of the borough, Syon, Hounslow Heath and Hounslow West wards are also noticeably higher than this time last year. Although 312 NEET young people, 18% (57) are unavailable for the labour market due to illness, teenage pregnancy and other reasons. Not all NEETs available to the labour market are engaging or actively seeking Education Employment or Training. There are now 202 actively seeking NEETs in Hounslow.
- A high proportion of NEETs (13% = 41) have a learning disability or difficulty. The number of young people recorded as having a learning difficulty and/or disability in Hounslow who are NEET has reduced by 2% comparing to January 2011. The number of teenage parents known to Hounslow Connexions has decreased by 33% compared to 94 in January 2011 but this may be due to referral

systems issues and currently there are 65 pregnant or teenage parents known to Hounslow Connexions who are in academic age 12-14. There are 16 care leavers coded as NEET on the Connexions database who are in academic age 12-14 known to the Connexions service at the end of Jan 2012 comparing to 11 in January 2011. This figure may need verifying with Pathways.

- There has been an improvement in the proportion of young people who are known to Connexions and supervised by Hounslow Youth Offending Service who were engaged in full-time education, employment and training. This has increased by 5% in last twelve months from 30% in January 2011 compared to 35% in January 2012.
- In terms of a gender breakdown of Hounslow NEETs, there are higher numbers of Male (52%) compared to Female (48%). In terms of ethnicity, 62% of the NEET group are from a White British Ethnic background. This continues to mirror the trend over many years.
- Despite a major recession, Hounslow Connexions continues to meet it's national NEET target and many of the major trends within the NEET group in January 2012 are broadly similar to those over a number of years.

Priority 11: Reducing the numbers of young people not in education, training or employment

What outcomes are we expecting to achieve:

- The delivery of statutory information, advice and guidance to young people who are NEET, with priority given to 16-19 year olds and young people with a learning difficulty aged 16 -24 years
- The provision of independent and impartial careers advice services in all Hounslow Secondary schools
- The delivery of the September Guarantee, the intended destination of young people at the end of year 11 and the annual activity survey
- The provision of 'well-being' support for NEET's, pregnant teenagers and young parents and the delivery of life skills and vocational courses to these groups
- That data sharing is improved and agreed protocols are in place between partner agencies to enable early identification and flexible support for those young people likely to fall into the NEET group particularly vulnerable year 11/12 leavers, young offenders, young parents and care leavers
- Continued improvement in access to full time provision post 16 for learners aged 16 – 24 yrs with Learning Difficulties and Disabilities
- Provision is in place to meet the challenge of raising the participation age in education to 17 by 2013 and 18 by 2015

Key improvement targets 2012-15

- Create work clubs targeted at young people aged 16 – 24
- Increase the number of enterprise clubs in Hounslow to at least 3
- Pilot a project to assess the local impacts of the 'Get Britain' working initiative with a small cohort of 16 – 24 yr olds
- JCP and LA to market Sector Based Academies to local employers and college providers
- Increase the number of over 16s qualified at level 2 or above from 75.4% to 77% by 2013/14 **(SCS Target)**
- Increase the numbers of 17 year olds engaging in education, employment or training opportunities to 95% in 2012/13 and 100% in 2013/14 (NI 91)
- Continue to decrease the number of NEET young people of academic age 12-14 to 4.8% (NI 117)
- Increase the number of 'Parents with Prospects' and 'Young Mums To Be' courses with at least a 60% completion rate
- Set up and run a Connexions Job Club in each of the 3 Locality areas targeting a NEET hotspot
- JCP to identify and support young offenders pre their release to access employment opportunities

Priority 12: Supporting parents into work

We know that:

- Maximising family income, including helping the workless into a job and supporting those in work to progress have been identified as one of two key priority areas that help address child poverty⁴⁶. As most children living in severe poverty are in workless households, priority should be given to removing barriers to employment for parents living in poverty. Lone parents in particular need support with childcare.
- 'End Child Poverty'⁴⁷, estimate that 25% of children in Hounslow during 2011 were living in families in receipt of out of work benefits.
- Working in itself does not guarantee a route out of poverty: 30 per cent of children of single parents who work part-time and 14 per cent who work full-time still live in poverty⁴⁸. In Hounslow, there are approximately 1,700 low income (in relative poverty) working households with children⁴⁹
- The annual household median income (equivalised) is £29,504. This is below the Outer London Median of £30,507. 17% of households earn less than £15,000 and 13% earn over £60,000 highlighting the income disparities within the borough. There are also wide variations by tenure, with households living in the social rented sector having a median income of only £15,058. 17.9% of households' in Hounslow are in receipt of tax credits.⁵⁰ Heston West and Cranford wards had the highest proportion of households with annual income under £15,000 at 26% and 25% respectively.⁵¹ Just under 20% of Hounslow residents are paid less than the London Living Wage, one of 8 London boroughs, with rates above 18%.⁵²
- Hounslow's resident population of working age is reasonably well qualified, the incidence of high level qualifications is lower than the London average but it is well above the England-wide figure. Overall, about 60% of residents aged 16+ and 71% of those aged 16-64 are in employment, these figures are comparable to those elsewhere. However in terms of occupations, Hounslow residents are more likely to work in lower order occupations than the average across London. Moreover, more of Hounslow's residents of working age have no or low qualifications than the London average. Sectorally, they are more likely to be working in distribution, hotels and restaurants; and transport and communications than the London average. This points to the influence of Heathrow Airport as a direct employer.⁵³

⁴⁶ *Child poverty: final summary and recommendations*. Centre for Excellence and Outcomes for Children and Young People's Services. June 2010

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⁴⁸ *It doesn't happen here: the reality of child poverty in the UK*. Barnardo's. 2007

⁴⁹ New Household Below Average Income. Department for Work and Pensions. Released 10 May 2010. <http://statistics.dwp.gov.uk/asd/index.php?page=hbai> .Accessed 19/08/2010

⁵⁰ HMRC –April 2010 www.hmrc.gov.uk/stats/personal-tax-credits/cwtc-geog-stats.htm (numerator)2001 Census (denominator)

⁵¹ Paycheck data 2010

⁵² ASHE, ONS, average for

2008 to 2010

⁵³ Hounslow Draft Economic Development Strategy 2012 -17

- Data collected for the London City ESOL Pilot⁵⁴ highlights differences in employment rates between different ethnic groups in Hounslow. The employment rate for the White Population was 15% higher during 08/09 compared to the combined BME population. Looking specifically at working age Black or Black British residents the difference rises to over 22%. The pilot has also found a very diverse group of learners in terms of ESOL levels and educational history. Some had never been educated and could not read or write in any language, whilst there were others who could not speak English but were highly literate in their own language. Also there were learners who could speak English fairly well but had no written skills. A precursor to employment support for some is therefore intensive language, literacy and numeracy courses. Main barriers to employment faced by participants were:
 - low levels of spoken and/or written English
 - lack of vocational skills
 - illiteracy in mother tongue
 - lack of recent work experience, particularly in the UK labour market
 - lack of appropriate qualifications and lack of recognition of overseas qualifications
- The Family Parenting Institute estimates by 2015-16 the average household with children will face an income drop of 4.2 per cent. For a couple with two children this is the equivalent to £1,250 a year.⁵⁵
- The Institute of Fiscal Studies project that the largest families and lone parents will be the hardest hit financially in the coming years. Whilst those households with no children face a dip in annual income of just 0.9 per cent within three years, those with three children will see income fall by 6.8 per cent. Unemployed lone parents face a 12 per cent fall in their income by 2014-15, the equivalent of £2,000 a year. The introduction of the universal credit, rising cost of childcare and below inflation pay deals are among key factors in the drop in family income.

Priority 12: Supporting parents into work

What outcomes are we expecting to achieve:

- English as a second language (ESOL) courses are affordable and flexible to meet rising demand by residents from a range of cultural and ethnic backgrounds
- Vocational training for adults is accessible with progression routes from foundation level to level 3
- Adult Education Services and Local Colleges work in partnership with Job Centre Plus (JCP) to develop a strategy for working with lone parents, particularly focusing on the skills and training needs of lone parents about to move from Income support to Job Seekers Allowance

⁵⁴ Interim Evaluation of London City Strategy ESOL pilot by the Institute of Employment Studies June 2010

⁵⁵ The impact of Austerity measures on households with children – J Browne – Family Parenting Institute (2012)

- The provision of skills training to prepare people, for employment through closer work with, Hounslow Council, JCP and the West London Alliance
- The provision of Work Clubs and Enterprise Clubs for 19+ in partnership with JCP. Establish specialist Work Club provision for LDD claimants
- An effective partnership is established with community groups, the voluntary sector, other local authority departments and health services to plan the provision of community learning in order to help the most disadvantaged, least likely to participate and people on low incomes with low skills
- Promotion of family and inter-generational learning
- Continued improvement in the quality of provision against the OFSTED Common Inspection Framework
- Libraries work in partnership with training providers to develop support to adult learners with literacy, numeracy and IT needs

Key improvement targets 2012-15

- ESOL learner numbers in the borough are maintained at current levels. Success rates for ESOL learners improve by 5% by end of 2015
- Vocational learner numbers maintained at current level
- Increase by 5% number of foundation level courses to provide essential first step provision. Learners progressing to Level 3 are supported and guided through the new FE load system
- Discrete targeted provision is developed to support lone parents into work. Minimum 2 targeted courses in 2012, with a 2% increase in provision over the 2012-2015 period. Lone parents into employment outcomes to be monitored in partnership with JCP
- JCP to expand outreach support in Children's Centres targeted to Lone Parents and linked to evidence of need and demand
- Expand the current Work Club provision into accessible outreach venues. 2% increase in provision by end 2015. Work Club targeted at LDD with specialist help to be in operation 2012
- Community Learning Partnership piloted in 2012/13, to be reviewed and evaluated against designated outcomes by July 2013
- Implementation of Family Learning Strategy to improve take up, progression to further learning/employment to be tracked
- Local colleges, adult training providers and work based training providers to achieve as a minimum an Ofsted Grade 2 rating for Overall Effectiveness of Provision
- The development of open learning centres and information / learning hubs through joint single site working between Adult Education and Library Services

Priority 13: Creating affordable quality childcare for all

We know that:

- The 2011 Childcare Sufficiency Assessment (CSA) has identified the need for more relevant information about childcare easily available in one central place, an easy to access source allowing them to search by location, type of provision and age of the child. New Arrival communities also felt there should be more information available in their languages.
- 29% of the parents surveyed as part of the CSA had heard of the Hounslow Family Information Service, with slight variations in awareness by Children's Centre area. However, most of those who had heard of the service had not used it. This was consistent with qualitative consultation with parents showing relatively low awareness of FIS although satisfaction was high among those who had used it. Qualitative feedback suggested problems with parents being able to source the information they needed from Hounslow Council online service which represents an opportunity to improve as the parents were increasingly looking for information online.
- The majority of respondents were aware of Child Tax Credits, Working Tax Credits and Early Education Entitlement. However, usage of all forms of childcare was lower than awareness, with just under a third of parents reporting that they did not access any form of financial support. Parents explained reluctance to claim as being due to confusion over entitlement levels, fear of overpayment, the negative tone of HMRC communications, and uncertainties about how to claim. Children's Centre managers also believed that parents are put off from claiming by the perceived complexities of the system and fear of disclosing personal information.

The Childcare Sufficiency Assessment has identified the following gaps in provision:

- **Geographical:** Lack of provision in Heston, Bedfont, Hounslow Central and Beavers Children's Centre areas due to:
 - High ratios of children per childcare place
 - Low vacancy rates
 - Cranford, Heston, Beavers, Norwood Green and Hounslow Central are areas with higher proportions of low income families, high ratios of children per childcare place, low take up of childcare and high proportions of BAME and lone parent families.
- **Affordability & flexibility:** The highest proportion of household incomes of less than £10,000 per annum were found in Norwood Green, Crane Park and Hounslow Central. Feedback from low income families suggested high reliance on informal care and desire for part-time flexible childcare arrangements to aid entering employment or accessing training. This represents an opportunity for childcare providers to offer flexible provision to support these parents e.g. through short term contracts and ad-hoc care. However, none of the providers surveyed had plans to increase the flexibility of opening hours.

Just under a quarter of all parents surveyed (23%) reported that high fees of childcare prevented them from accessing childcare of their choice at some point and one in twenty (5%) of parents who were not currently accessing childcare said this was due to cost. Furthermore, qualitative consultation parents suggested a lack of affordable childcare in the area. Finally, a fifth (20%) of providers believed provision for low income families to be 'poor'.

8.33 In total, 10% of parents anticipated that they would have out of hours' childcare needs in the future, of which 44% currently had arrangements with family or friends. Highest future early morning childcare need recorded in Dukes Meadow, Alf Kings and Hounslow Central. Highest evening care anticipated in Dukes Meadow, Cranford, Brentford and Southville. However, none of providers planned to increase flexibility of their opening hours in the next 18 months to meet the needs of parents with unsociable work hours and only 3% of providers planned to extend their opening hours.

- **Specialist:** Analysis of demand and supply findings point to a gap in availability of relevant information for target groups of parents e.g. parents of children with a disability or SEN, as well as Ethnic Minority groups. Available information was often perceived as insufficiently targeted or inconsistent. Therefore, parents/carers were more likely to rely on word of mouth resulting in variable levels of awareness.
- **Age of children:** The most prominent gap between demand and supply of childcare in Hounslow was identified for the youngest age groups. Just over a fifth of providers (22%) felt that they could not meet the demand for places for babies and children up to 1 year old. A further 20% were in the same position for 1-2 year olds. Providers in Heston, Duke's Meadow, Crane Park and Bedfont were particularly struggling to meet demand for places for the youngest children. However, those parents with children aged 0-2 were most likely to have seen their need for childcare increase over the past year, and were also most likely to see this trend continuing into the next year. Finally, parents of pre-school aged children generally felt less well informed regarding childcare available in their area compared to parents of older children, particularly parents of children aged 0-2.
- **Meeting future demand:** Hounslow is continuing to see an increase in New Arrival communities as well as the high proportion of part-time workers in the borough. Hounslow remains one of the most deprived boroughs in West London, with a number of localities being amongst the 10% most deprived boroughs in England. Providers will need to sustain a responsive childcare provision to meet the requirements of parents who may be re-training or looking to return to employment.
In addition, providers were concerned about their ability to offer the Early Education Entitlement given the rates available and their current operating costs. While many were complimentary about the pilot scheme for 2 year olds some providers communicated concerns about the need for a higher staff ratio for this provision. In order to be able to meet their plans for the future Hounslow childcare providers were predominantly looking for support with staff training.

Priority 13: Creating affordable quality childcare for all

What outcomes are we expecting to achieve:

- Promotion and raised awareness of childcare services to increase take-up amongst disadvantaged groups
- Sufficient childcare places for all 2 year old disadvantaged children and all 3 & 4 year olds
- Sufficient high quality and affordable childcare is available to meet the specialist needs of working families with children with SEN /Disabilities (including Extended Day Care settings (EDC))

Key improvement targets 2012-15

- The number of PVI, Childminder, and maintained settings (EDC settings) rated good or outstanding by Ofsted / the Local authority increases year on year
- Year on Year increase of Childcare Workers qualified at Level 3 and above (& EDC settings)
- A minimum of 1800 childcare places for disadvantaged 2 year olds by 2015
- Influencing the affordability of childcare fees through a review of the Early Years funding formula for 2, 3 and 4 year olds
- Increase in take up of available places in Aftercare and Holiday Playschemes
- To reduce gaps highlighted in the Childcare Sufficiency Survey as areas of need

Priority 14: Preventing and tackling youth homelessness and ensuring those leaving care have access to safe and appropriate accommodation

We know that:

- There is an overall shortage of housing in the borough of Hounslow especially to suit the needs of young people faced with homelessness. In 2010 78% of Hounslow's Housing stock was private sector, slightly higher than the overall London figure of 76%.⁵⁶
- There are no direct access hostels for young homeless people in Hounslow. 16/17 year olds are unable to hold tenancies which means not only are they unable to rent private sector accommodation without a guarantor but they are also not able to gain accommodation via the Council's Housing Register. There are over 5000 applicants registered as requiring bed sits or 1 bed properties and there is limited supply to deal with this rising demand for 1-2 person general needs properties.⁵⁷
- As at the end of March 2012 there were 8 young people in Bed and Breakfast accommodation and 1 in a hostel.⁵⁸ This is an increase from 2010 where there was 1 young person in B & B and 5 in unsupported homeless hostels. The Borough is beginning work on redeveloping usage of hostels, to provide accommodation for young people unable to live independently. There are 10 (increased from 5 in August 2011) supported lodgings place for all young people between ages 16-25. The accommodation will mainly be for 16 -17 year olds but older young people may be accepted.⁵⁹
- 11 young people were placed in permanent accommodation in 11 /12 ⁶⁰and this is similar to previous years (In 2009/10 there were 12 single young people accepted for permanent accommodation by Housing)⁶¹
- During 11 /12 188 applications were received for Housing Support from young people (presenting as homeless). This is an increase on previous years. (In 09/10 the number of applications had dropped to 34.) Priority need homeless acceptances for 16 – 24 year olds during January – March 2012 were 45 and this is a rising trend against previous quarters. More work needs to be done with partner agencies and services to raise awareness an early stage that families or a young person may have some issues which could lead to potential homelessness.⁶²
- Following the Southwark Judgement there is an interim process in place between Housing Strategy and Services and Children's Services of assessing Young People who approach the Local Authority due to homelessness. The Resettlement Team jointly assess with a dedicated Social Worker, the circumstances, needs and risks of each young person and provide services as appropriate. The process will be reviewed once the joint protocol between Housing, Children services and other related services is agreed. 96 assessments were conducted during 10/11 and increased to 153 assessments during 11/12.⁶³

⁵⁶ Communities and Local Government. Housing Live Table 100 (2010)

⁵⁷ Youth Homelessness Report by: Alison Simmons, LBH to Hounslow's Children's Trust Board – June 2011

⁵⁸ Simon Haines | Performance & Governance Manager - Community Services June 2012

⁵⁹ Resettlement Team, updated by Joanne Powley November 2010

⁶⁰ Simon Haines | Performance & Governance Manager - Community Services June 2012

⁶¹ Resettlement Team, updated by Joanne Powley – June 2012

⁶² Youth Homelessness Report by: Alison Simmons, LBH to Hounslow's Children's Trust Board – June 2011

⁶³ Simon Haines | Performance & Governance Manager - Community Services June 2012

Priority 14: Preventing and tackling youth homelessness and ensuring those leaving care have access to safe and appropriate accommodation

What outcomes are we expecting to achieve:

- A Joint Assessment Protocol between Housing and Children's Services is implemented to provide early intervention and preventative measures to tackle youth homelessness
- Continued support to young people at home by early intervention and offering support to remain at home
- A contracted Supported Lodgings Scheme is in place to refer those 16 and 17 year olds who are in need of low level supported accommodation in a family environment where preventative work has not been successful
- Supported Accommodation within the borough is available and a clear entry and move on strategy is in place to assist homeless young people
- Provision of training and information to other services coming into contact with young people threatened with homelessness about housing options and support services
- A process is developed between Housing and Children's Services to support a smooth transition between child and adult services

Key improvement targets 2012-15

- Assist Supporting People with the review of existing accommodation based and non accommodation support and the relevance they have with homeless young people
- Joint Commissioning between Housing, Supporting People and Hounslow Children's Services to increase the provision of suitable accommodation for homeless young people and children leaving care

THEMES: SAFEGUARDING AND CHILD PROTECTION

Priority 15: Ensure children and young people in the borough are safe

We know that:

The overall effectiveness of Safeguarding and Looked-After Children service in Hounslow has been rated by Ofsted as 'good'. There are strong lines of responsibility and accountability across the partnership and safeguarding and child protection needs of children are responded to well.

Child Protection

- Hounslow's annual unannounced Inspection in July 2011 of contact, referral and assessment arrangements for Child Protection highlighted:
 - 'Management oversight of contacts and referrals is timely and effective. Referrers are routinely advised of the progress of the referral and the decisions made by children's social care services.
 - Early intervention through the common assessment framework (CAF) is supported by qualified social workers who promote, advise on, and review the quality of common assessments. Monitoring and evaluation of CAF activity undertaken by the local authority confirms that children and families are able to access family support services relevant to their needs.
 - 'Written thresholds for children's social care services have been updated and agreed (since last inspection) with partner agencies and are well understood and applied.
 - Children's wishes and feelings are routinely taken into account and contribute to assessments of their needs and care planning. Parents, carers and young people are informed of the outcome of their assessments in a timely fashion.

- During 2011/12, there were 17530 contacts made to Hounslow's Social Care Teams, a 2% increase on the previous year and over a 24% increase compared to 2009/10.⁶⁴
- Where the Social Care Teams decides further information is required to inform on what the need is, and what services might meet the need, the contact will become a referral. There has been a year on year decrease in the number of referrals received by children's social care. There were 2216 referrals received from April 11 – March 2012 compared to 2568 for the same period the year before⁶⁵
- Further analysis of the 2568 referrals made in 10/11 detail that 2059 social work assessments were made. The assessments determine the level of vulnerability and need among children in Hounslow. 861 children required complex and detailed comprehensive assessments while 412 were the subject of child protection investigations.
- As at December 2011 there were 1,608⁶⁶ children in need (children aged under 18 and who require Local Authority services to achieve or maintain a reasonable standard of health or development, to prevent significant or further harm to their health or development or who are disabled) in Hounslow who are supported through the provision of specialist services. This is an increase from March 2011 when there were 1,445 children in need.
- As at February 2012 there were 214 children subject to a Child Protection Plan.⁶⁷ This has not significantly changed since 2011, where 208 children in March 2011 were subject to a Child Protection Plan. Monitoring information indicates that neglect and emotional abuse continues to be the primary reasons for requiring a Child Protection Plan. Domestic violence also remains a key concern.
- NSPCC national research highlights that:⁶⁸ Almost a half (45 per cent) of all serious case reviews in England involve a child under 1, and a substantial proportion of such cases involve babies of three months or younger. Between 8 and 12 per cent of all children subject to a child protection plan are aged under 1.
- In 2010 Hounslow Children's Services created a Specialist Intensive Support Programme. The decision to develop SISP was based on a number of significant challenges:
 - The need to prevent an increase in the numbers of children being accommodated.
 - The need to ensure that those children and young people who can be safely returned to their families and communities are rehabilitated home in a timely and stable way.
 - The need to provide robust parenting assessments which strengthen applications to court.
 - The need to reduce reliance on expensive and lengthy expert and/or independence assessments in care proceedings.

SISP offers a Tier 3 service to children, young people and their families, where there are significant assessed needs for support and intervention. SISP offers a service where Tier 2 services are not able to address or meet the needs of the child and family. It offers intensive support to work towards resolving identified areas of concern and difficulties. A key objective is to prevent children becoming looked after.

⁶⁴ Swift database Update in March 2012

⁶⁵ Swift database Update in March 2012

⁶⁶ Swift database, updated January 2012

⁶⁷ Swift database, Updated in January 2012

⁶⁸ NSPCC (2011) All babies count : prevention and protection services for vulnerable babies

In 2011/12 the team prevented 65 children from becoming looked after (out of 75 referrals to the team) an increase from 45 children in 2010/11. 7 children were rehabilitated back into the home environment during 2011/12 from a referral caseload of 16. For a significant proportion of prevention and rehabilitation cases the team's intervention will last no longer than 3 months.

Domestic violence

- Domestic violence remains a significant issue in Hounslow. In 2010/11, 27% of violence against the person incidents were flagged as domestic violence.⁶⁹
- During 2010-2011, Hounslow Domestic Violence Outreach Service had 4318 referrals, an increase of 286 from the previous year. However the number of women supported declined from 758 to 239. 378 children were indirectly supported an increase of 89 from the year before.
- Hounslow's Learning to Respect Domestic Violence Education Programme and Let's Talk programmes continue to be well received in the borough. They both use evidence based models, which have been recognised by AVA (Against Violence and Abuse) and rolled out across London. In 2010/11 Eight schools signed up for the Learning to Respect Programme, leaving only three schools in the borough that have not yet delivered domestic violence prevention work via the Learning to Respect Programme. 175 teachers were trained in these schools as well as a further 25 teachers new to established Learning to Respect schools. 1,700 pupils received the programme in the classroom but this figure does not include the huge number of pupils receiving the programme in the many schools that deliver the programme every year. The Learning to Respect Programme also delivered domestic violence and assertiveness training to a Pathways group of young people, and domestic violence training to a Looked After Children Girls' Group. Domestic violence workshops were also facilitated at the Youth Crime Conference. The Let's Talk Programme delivered two therapeutic group programmes in 2010-11. Over 40 potential referrals were discussed and of these 40 children were referred to the programme. 3 children's groups and 3 mothers' groups started and 1 children's and 1 mothers' group, which started in the period 2009-10 were completed. 23 children attended the groups and 21 mothers with a total of 62 children were supported. The delivery of 2 groups a term was agreed starting in May 2011 to increase the number of children and mothers supported and to decrease the waiting time to start a group. Funding was secured to provide childcare for women with younger children in order to enable more women and children to attend the groups. There continue to be positive outcomes from pre and post group evaluation, with children, including increased self esteem and more safe strategies. Mothers' feedback on changes in their children indicated increased confidence, increased ability to talk about their feelings and more healthy ways of expressing feelings. Feedback from women who have had support for themselves or their children indicates that these projects have been beneficial for their own confidence and self esteem and has reduced their sense of isolation, increasing their support network with other women and local agencies.⁷⁰

⁶⁹ Sabeel Khan Partnership Performance Officer
Community Safety in August 2011

⁷⁰ Jo Hercock – Let's Talk Programme Coordinator – Nov 2011

Bullying and discrimination

- A priority for Hounslow's schools is adopting a whole school approach to anti-bullying. The Hounslow 'Sort it Out' survey 2012 found that 42% of young people have been bullied at some point in their lives. (A total of 2076 Children and Young People completed the Survey)⁷¹
- Of those young people who have been bullied, 44% were victims of name teasing and calling, followed by 16% who had experienced hitting and/or violence against them. 10% had items stolen and 9% of the bullying encountered was racial in content. Whilst traditional forms of bullying is still high, there is a growing proportion of bullying which takes place through new communication channels, such as internet bullying (8%) through my phone/text bullying (5%) on social media (4%)
- Of those young people who had been bullied and have spoken to someone for help, a majority were happy overall with the support they received. 63% marked the support 1 or 2, where 1 was excellent and 4 being poor. Over a third however, 37% rated the support a 3 or 4.
- For young victims of bullying, who have not sought help, a majority, 19% said 'I don't want any help'. 17% however are 'afraid it will get worse'. Other concerns include 'I don't know who to go to' (9%) 'I don't want to get into trouble' (8%) I am worried no one believe me (6%) and no one will listen to me (6%)
- Hounslow has adopted an anti-bullying strategy which covers cyber and sexual bullying, and there is a need to ensure both these issues are tracked carefully. A national survey found that one third of 11-16 years old have been deliberately targeted, threatened or humiliated through the use of mobile phones or the internet, and 1 in 13 young people are persistently cyber bullied.⁷² The level of cyber bullying in Hounslow is not known. Whilst many schools will record bullying incidences, only racial and religious types of bullying are collated to meet the duty of the Race Relations (A) Act 2000. Consultations with young people indicate that sexual bullying such as homophobic and sexist-name calling are also of concern.⁷³ Research by Stonewall suggests that homophobic bullying is endemic in Britain's Schools. Almost two thirds (65 per cent) of young lesbian, gay and bisexual pupils have experienced direct bullying. Only 23% of young gay people have been told that homophobic bullying is wrong in their school.⁷⁴

⁷¹ 'Sort it Out ' Survey Results 2012

⁷² Virtual Violence, Beatbullying, November 2009

⁷³ Student Focus Group: Composite Report – Gender Relationships, 2009

⁷⁴ Stonewall (2007) : The experiences of young gay people in Britain's schools

Priority 15: Ensure children and young people in the borough are safe

What outcomes are we expecting to achieve:

- Children are protected from emotional, physical and sexual abuse and neglect
- The responsibility to safeguard children and young people is understood and prioritised by all agencies and professionals working with children
- Hounslow LSCB evaluates the effectiveness and quality of early help and the training of professionals
- Good mechanisms for multi-agency training and communication of safeguarding issues
- There is timely and effective assessment and care planning for children in need and their families
- The experiences of children young people and their families inform the decision making and training of professionals
- Awareness of bullying and discrimination and its impacts are raised

Key improvement targets 2012-15

- 100% of children in need of protection have an outcome focussed plan and that the numbers of children with such plans are in line with our statistical neighbours **(Corporate Plan target)**
- LSCB to assure the quality of service provision and interagency co-ordination for the protection from abuse and neglect for infants under 1 year old (including babies pre birth)
- LSCB to evaluate early help, safeguarding links with early intervention services and conduct audits of intervention below the threshold of significant harm to assess effectiveness of current work practice
- LSCB to design and implement an effective mechanism to determine how safe children and young people feel as a result of engagement with safeguarding services
- Explore an effective model for a local multi agency safeguarding hub (MASH)
- Reconfigure Duty services to provide a more effective response to families where there are concerns of domestic violence
- 80% of all comprehensive assessments are completed within their target end date
- Less than 10% of children become the subject of a CP Plan for the second time
- No more than 7% children require a plan of protection for more than two years
- Less than 14 % of referrals to social care are repeat referrals within the previous 12 months

Priority 16: Children and young people are supported by a highly trained, skilled and stable social care workforce

We know that:

- There is a national problem with recruitment and retention of social workers that is particularly acute in London. In Hounslow particular difficulties are in recruiting and retaining Practice Consultants.
- Key to retention is having competent Social Workers and Managers. As part of the West London Alliance project, all 8 boroughs have recognised that pooling training at targeted levels is the most productive means of enhancing competency.
- During 10/11 Hounslow reduced the number of vacancies and posts covered by agency staff from 26% to 18%.
- In November 2010 the government announced it would withdraw CWDC funding after April 2012.
- Early professional development is a key component of supporting effective social work practice. The 'Munro Review' of child protection has highlighted the need for social work students to be prepared for the challenges of social work, ensuring practice placements are of the highest quality.

Priority 16: Children and young people are supported by a highly trained, skilled and stable social care workforce

What outcomes are we expecting to achieve:

- There is a permanent, stable and experienced workforce
- We have a highly trained, skilled and supported social workers

Key improvement targets 2012-15

- Maintain usage of locum social workers covering vacant posts at or below 10%
- 15% increase in the number of social workers accessing high quality training by 2012
- Working in partnership with the new West London Learning & Development Consortium for children's social care, to deliver the Social Work Reform Board recommendations and emerging accountability framework
- Design and implement a new framework which captures the views of social workers and informs practice, training and development
- Work in partnership with Higher Education Institutions to ensure the right supply level of competent social workers
- Implement the Assessed & Supported Year in Employment for newly qualified social workers starting in September 2012
- Build on the Health Check to inform the implementation of the standards for employers of social workers in England and supervision framework

Priority 17: Improving the life chances of Looked After Children

We know that:

- There were 315 Looked After Children (LAC) in Hounslow at the end of March 2012, which shows a decrease on the previous year where there were 345 LAC as at March 2011.⁷⁵ Workforce planning has ensured that all looked after children have been appropriately allocated to qualified Social Workers.
- Predominate health needs for LAC are educational and developmental issues. (19%) and emotional / behavioural issues (18%)⁷⁶ A screening tool called the Strengths and Difficulties Questionnaire has been used since 2008 to identify information on the emotional and behavioural health of children and young people. Since 2009 864 Foster Carer rated SDQ's have been received and show that around 51% of LAC in their care have emotional, behavioural, hyperactivity or concentration Disorder health issues. This links with national findings identifying high prevalence of emotional and behavioural difficulties among looked after children. A National study considering the needs of children at the point of first entry into care, identified that 72% of looked after children aged 5 to 15 had a mental health problem compared to 45% in the ONS survey. There is a need to become clearer and more outcomes focused, especially around lifestyle issues and emotional health. For example the LAC health team has become very much aware of increased cases of Self-harming behaviour and this corresponds with 'Childline' reporting rises nationally since the mid 1990's. This will become a discrete health need category in the future.
- Nationally the educational attainment of LAC, as measured by GCSE attainment is below that of the general population. However performance of looked after children in Hounslow achieving 5A*-Cs has increased sharply. In 2011 14 % of LAC achieved 5 A*-C GCSEs (or equiv) including English and Maths, compared to 11% in 2009/10 and is in-line with the 2010 Outer London average.
- 25 fixed-term exclusions were faced by looked after children in the school year 2010/11.⁷⁷ This is a decrease from 32 fixed exclusions in 2009/10.
- The percentage of Care Leavers in Employment, Education or Training has dropped from 54.1% in 09 /10 to 48.6% in 2010/11. Factors in this increase are: i.) the Southwark Judgment which has resulted in a number of late entrants (over 16yrs) to the care system, who were already disengaged from the education system ii.) The loss of 2 specialist Connexions workers due to funding cuts, who were based within the care leaving service. iii) mental health issues which preclude involvement in education or training. Sharp rises in youth unemployment during the latter part of 2011, has increased the need to have more targeted work in this area to prevent a widening gap with the overall NEET cohort.

⁷⁵ Swift Database, Updated in May 2012

⁷⁶ Hounslow Children in Care Health Team Annual Report 09/10

⁷⁷ LACES database : April 2012

Hounslow Adoption Service

- Ofsted rated the overall quality of the Adoption Service as good in January 2012. 'Adoption workers and children's social workers demonstrated a careful and considered approach to identifying suitable placements for children. The agency actively promotes the health, education and achievement of children and has good links, and works effectively with other agencies to achieve this' ... The service is good at making sure the views and wishes of children are taken into account when planning for their care and future.' More evidence is needed in gaining the views of children post adoption and this will be the subject of a future review.
- 13% of children on average (2012-2012) are adopted from care and this is above Inner London (8%) Outer London (8%) and Statistical Neighbour (9%) averages.
- The timeliness of placements of children in care for adoption following an agency decision that the child should be placed for adoption improved from 60% in 2010-11 to 85% in 2011-2012.
- DfE published Adoption Scorecards in 2012, rating councils' adoption services in three categories: how many children wait less than 21 months between entering care and moving in with their adoptive family, the average time between a child entering care and moving in with its adoptive family, and the average time between a council receiving court permission to place a child and deciding on an adoptive family.
- The average length of time taken between a child entering care and moving in with his/her adoptive family (for children adopted) significantly improved from 812 days in 2010-11 to 714 days in 2011-2012. However currently based upon DfE timeliness targets this will need to reduce to 639 days by 2013. Broader perspectives on timeliness will also need to be considered particularly in light of 2 local authorities recently rated outstanding by Ofsted for their Adoption Services, scoring low on the new scorecard.

Priority 17: Improving the life chances of Looked After Children

What outcomes are we expecting to achieve:

- Enhanced life chances for children in care from educational opportunities, health care and social care
- Children and young people are supported to remain in safe, stable and secure placements
- Adoption is considered and achieved as a positive option for children needing permanent families
- Young people leaving care are supported to live independently
- Looked after children and care leavers have a say in the design and delivery of services that affect their lives.
- Maximise the benefits of resources for children in care ,ensuring choice, effectiveness and value for money

Key improvement targets 2012-15

- No more than 1% of children in care experience permanent exclusions
- A minimum of 90% of children in care will have an up to date health check
- To recruit at least 10 new Fosters Carers per annum **(Corporate Plan Target)**
- 70% of children wait less than 21 months between entering care and moving in with their adoptive family
- The percentage of children adopted from care will exceed or equal 12% of all those leaving care
- The average time between a child entering care and moving in with an adoptive family will exceed or equal the England national average
- Fewer than 12 % of looked after children experience more than two placement moves within the year.
- Jointly commissioning and procuring with the West London Alliance to achieve a reduction in expenditure on expensive specialist placements and a reduction in unit costs of placements

Priority 18: Reducing young people who offend for the first time and those who re-offend

We know that:

- Police estimates indicate that young people account for around 22% of crime related activity in the borough as perpetrators or as victims.
- In 2010/11, the majority of youth offences were for violence against the person (15%), drugs (15%) and theft and handling (15%), with lower proportions for other offences such as breach of statutory order (10%) and robbery (9%). Robberies increased from 25 offences in 2009/10 to 73 offences in 2010/11, however, the drugs offences decreased between 2009/10 and 2010/11 (172 to 123) and theft and handling offences decreased between 2008/09 and 2010/11 (186 to 122).
- Incidents of youth on youth related violence is increasing. Offences of serious youth violence where the victim was a young person have increased, 161 offences in 2010/11 compared with 125 offences for 2009/10.
- Gang related activity within Hounslow has become a cause for concern as there are currently 3 main gangs within Hounslow that are currently monitored within the G9 setting. These gangs are active in East, Central and in the West of the borough. Risk management in relation to young people involved in gang related activity has been developed on a partnership and the sharing of information with relevant partnership agencies are shared with the G9 framework to reduce serious youth violence.
- The total number of first time entrants during the period 2010/2011 was 178 (who committed 249 offences). This represents a 39% reduction in the number of first time entrants into the criminal justice system in Hounslow compared with 2009/10. This is a larger reduction than both London (25%) and England (26.3%). The most prevalent offences are Drugs (19%), theft and handling (17%) and violence against person (16.5%) The Triage project which started in May 2010 has a positive impact on reducing first time entrants.
- Most young people who committed a first time offence were White (49%), (this has decreased from 09/10 where 58% white young people entering the Criminal Justice System for the first time.) and male 79%. Black young people represent the second largest group. The number of black young people entering the criminal justice system for the first time has increased in 2010/11 to 28% compared with 11% in 09/10. The highest rate of youth offending is amongst the Black ethnic group (34 per 1,000 population), followed by the White ethnic group (13 per 1,000 population).
- Based on the 2010 cohort of offenders, re-offending rates in Hounslow reduced to 0.79 offences per young person between 2009/10 and 2010/11, below the national target of 1.1 re-offences per young person.
- There is a link with substance misuse, crime and further offending. In 2010/11 there were 187 young offenders (supervised cases) with substance misuse issues. This represents over a 9% increase compared to 09/10. In 2010/11 the number of young people requiring substance misuse services was 36. The predominant drug offence was possession of cannabis.

Priority 18: Reducing young people who offend for the first time and those who re-offend

What outcomes are we expecting to achieve:

- Opportunities to divert young people from the criminal justice system are maximised through the extension of Triage services
- Overall reductions in the number of young people entering the criminal justice system for the first time and reducing disproportional representation of young people from BME groups
- Integrated working to tackle youth involvement in serious and gang related violence
- Youth Offending Services (YOS) and the Police work in partnership to minimise the numbers of young people referred to custody and ensure appropriate conditions for those that are placed in custody
- Clear and streamlined referral process between YOS and Early Intervention Services
- Intervening early on through detached youth work with young people involved in or at risk of becoming involved in ASB or crime
- That the Youth Offer provides a range of exciting and stimulating Positive Activities for young people from a variety of backgrounds to participate in

Key improvement targets 2012-15

- A 2% year on year reduction in First Time Entrants from baseline target of 173 FTE in 2012/13 (**Hounslow Business Plan Target**)
- A 3% year on year reduction in the proportion of Black young people in the Youth Justice System (from 12/13 baseline target of 17.6%)
- A 5% reduction in the rate of proven re-offending by young people by 2015 (**Corporate Plan target**)
- No more than 5% of Young People sentenced to custody
- A 2% year on year reduction in young people engaged in serious youth violence (from 11/12 baseline target of 150 young people engaged in serious violence)
- From 2013/14 a 10% year on year increase on the number of young people from a variety of backgrounds engaging in Positive Activities (against 12/13 baseline of participation rates)

THEME: COMMUNITY PARTICIPATION AND LEISURE

Priority 19: Children and young people are actively engaged in the community and influence local decision making processes

We know that:

- The 2012 Sort it Out survey shows that that few young people felt that they were engaged in influencing and decision-making. Over half of respondents said that they have never given their 'views about the local area. e.g. about local activities or facilities'. Taking part in a survey or questionnaire was the most popular means of engaging young people where 41% said that they had 'filled in a questionnaire' or 'completed an online survey in the past year'.
- Respondents to the survey felt that there are enough things for young people to do in their local area. However when given the choice, young people would like more safe park and play areas, more sports and leisure facilities and more organised activities.
- There is a need to provide more safe places for young people to hang out particularly in the evenings and the weekends.
- Children, young people and their families in Hounslow have trouble in accessing leisure facilities because there are not enough affordable facilities in local areas.
- More information is needed about local facilities and activities to make sure that children, young people and their families can access them.
- Consultation with young people on wider Council and partnership decisions are limited and uncoordinated.
- There are barriers to children and young people with disabilities in Hounslow participating.
- Consultation with children in care has been recognised as good practice by inspectors and regulators.
- Children want feedback about the issues they raised through consultation.

Priority 19: Children and young people are actively engaged in the community and influence local decision making processes

What outcomes are we expecting to achieve:

- A coordinated framework for consulting and involving young people in decision making
- Children and young people are engaged in a range of democratic processes
- There are a range of opportunities for children and young people to influence and shape the services they receive
- Children and young people are engaged in a range of volunteering opportunities
- Improvements in the participation of children and young people with disabilities and/or learning difficulties and those from hard to reach groups

Key improvement targets 2012-15

- A comprehensive review on youth participation in Hounslow is undertaken to align work in the Borough with the Government's Positive for Youth Strategy
- A Youth Participation Framework is developed and adopted in Hounslow.
- A Youth Participation and Engagement Partnership is established to provide a strategic body for harmonising and co-ordinating youth participation in Hounslow
- Membership of the Youth Participation and Engagement Partnership will increase by 20% on 2012-2013 by end 2013-2014.
- A full range of opportunities to engage in democratic processes is incorporated within the Borough's Youth Offer.
- To increase number of young people voting in the Youth Parliament election by 15% in 12/13 and to increase this by a further 10% in 13/14 and 5% in 14/15
- The early Intervention Service develops a youth volunteering strategy.
- From 2013-14 a 10% year on year increase on the number of children and young people in Hounslow who engage in volunteering opportunities (against 2012/13)

Priority 20: Children and young people are engaging in a range of affordable play, leisure, sporting and cultural activities

We know that:

Play

- A 2011 survey of Hounslow's open space estimates that the material costs associated with bringing parks and open spaces to the required standard amounts to £9,072,581 over the next 10 years. The survey also established Hounslow will need to spend a further £5.46 million to replace existing playground equipment over the same period.⁷⁸
- Satisfaction surveys have identified that 40% of parks users who come to use the playgrounds are dissatisfied with the quality of the existing playground infrastructure. 40% of visitors are young families coming to use the parks to play are the most dissatisfied user group. The survey has also identified limited activities for teenagers to enjoy and participate in. (traditionally play facilities tend to cater for 0-13 year olds)⁷⁹
- Fear over personal safety is the main reason for people choosing not to visit parks and green spaces. This perception of safety is not just in the older population but is also sighted as preventing teenagers from using parks and open spaces more frequently.⁸⁰

Sports and physical activity

- In Hounslow Schools are supported by 2 Schools Sports Partnerships in Feltham and Isleworth and Syon. The latest PESSYP survey 2010 indicates 70% of students participating in 3 hours or more of physical activity and places Hounslow within the top seven of local authorities nationally. Hounslow has the second highest number of students involved in leading and volunteering in relation to Sports and Physical Activity.⁸¹
- The DfE 2009-10 Annual PE and Sports Survey results show that) for Feltham Partnership Schools average years 1 -11 participation in PE is just over 2 hours and for years 11 -13 it is just under 2 hours (individual variances show this can be as low as just over an hour and as high as 3 hours.) For Isleworth and Syon Average years 1 -11 participation in PE is 2 hours and for years 11 -13 is 1 hour 13 minutes. (individual variances show this can be as low as 1 hour 9 minutes and as high as 2 hours 30 minutes)
- The Hounslow 'Sort it Out' Survey 2012 (2076 children and young people in Hounslow completed the survey) found that 46.6% children and young people are active everyday. 10% of young people do something active between once 'every 2 weeks' to 'once a month', and a further 3.7% said they 'never' do anything active. The biggest obstacles to non –participation are: 'I don't have any time' (25.9%) followed by 'the activities I enjoy are not available when I want to do it' (17.3%). Boys are nearly twice as active as girls on daily basis at

⁷⁸ Hounslow Draft Parks and Open Spaces Strategy 2011

⁷⁹ Hounslow Draft Parks and Open Spaces Strategy 2011

Hounslow Draft Parks and Open Spaces Strategy 2011

⁸⁰ Hounslow Draft Parks and Open Spaces Strategy 2011

⁸¹ Hounslow Draft Physical Activity and Sports Strategy 2012 -22

61% compared with 36% of girls who do something active everyday. Just over half of all young people surveyed (56%) take part in a competitive sport and 44% do not. Looking at gender differences, 55% of all boys surveyed are more likely to take part in a competitive sport compared to 36% of female respondents. Many young people highly rate the quality of PE/Sport that they take part in, rating it as being 1 or 2 (67.3%) where 1 is excellent. A smaller yet significant percentage (32.3%) rated the PE they receive as unsatisfactory, rating it as 3 or 4.

- Due to lower participation rates targeted work with young females has been undertaken through the women and girls project that is located with the Feltham SSP and works across the borough through the Feltham Sports Partnership. This has involved consultation have with female pupils to determine what would encourage them to participate in wider extra-curricular sport & exercise. Results have been applied to the designation of funding from School Sport Partnerships and National Governing Bodies of Sport to provide additional activities to further encourage participation, such as Girls Only Badminton Club at Cranford Community College. The project has also provided a number of sets of electronic Dance mats that have successfully been used in all secondary schools to help increase girls' participation in exercise. It is understood that national funding will cease in 2012.⁸²
- Brentford FC Community Sports Trust delivers a range of programmes targeting young people, women and those with disabilities. Activities target the most deprived wards in Hounslow providing opportunities for people to participate in sport and physical activity. The biggest strength of the Trust is their engagement with young people using sport and exercise as a tool. The young people have the opportunity to participate in quality exercise sessions under the supervision of qualified coaches in a safe environment. The Trust also leads on the Extreme-ability project which aims to increase the numbers of disabled young people and adults participating in Sporting activity which includes kayaking, indoor climbing, wheelchair sports, adapted sports and dance. Coaching is also provided for the Hounslow disability youth games football team and the Panathlon 17 Challenge multi sport team. Over 400 hours of sports sessions are delivered to disabled young people and adults in Hounslow, per annum. This includes SEN schools, mainstream schools specialist units, Day care centres, sports clubs and voluntary organisations.⁸³
- The Social Inclusion Programme currently provides sports and leisure-based activities to marginalised young people aged between 8-19 years living in deprived areas across the London Borough of Hounslow. It includes five major projects currently being delivered in Hounslow. The projects focus on delivering sports and leisure activities using Multi-Use Games Areas and community centres on the estates to deliver on outcomes that range across a number of agendas including sports development, healthy living, crime and anti social behaviour, community cohesion and education. The projects also offer volunteering and training opportunities in sports coaching, sports leading and youth work and link up with organisations such as the Duke of Edinburgh Award Scheme as well providing routes into local sports clubs and other projects running locally. The projects deliver in partnership with local service providers educational workshops that provide young people with the opportunity to make informed lifestyle decisions.⁸⁴
- A 2011 Youth Council Survey⁸⁵ of young people aged 10 – 20 years looked attitudes to health and exercise and their perceptions of poverty in Hounslow. The survey found that:
- Just over half of young people attended youth clubs, sports or dance groups. The most popular activities being Youth clubs, football and dance.

⁸² Hounslow Draft Parks and Open Spaces Strategy 2011

⁸³ Hounslow Draft Parks and Open Spaces Strategy 2011

⁸⁴ Hounslow Draft Parks and Open Spaces Strategy 2011

⁸⁵ Hounslow Challenges : A Youth Council Survey 2011

- Those who did not attend activities outside of school cited a variety of reasons with lack of time/pressure of schoolwork being the most common.
- When asked “How many hours of sport and exercise do you take part in each week (including school PE), the majority took part in more than two hours. (of the 39% who responded no, approximately half of this number were Year 12 students).

Libraries

- Consultation during 10/11 on potential library closures highlighted the value of Hounslow’s libraries to the community. Over 1150 individual responses were received and comments related to the educational, community and social wellbeing they provide.
- Residents use libraries in different ways according to their age and socio demographic group. How the service is offered across the Borough should vary accordingly.
- Analysis of the 2007 CIPFA surveys (Children’s and Adult) shows: Libraries in lower educational attainment areas are used more for education purposes amongst the under 16s than other libraries. A priority for Libraries particularly in areas of high deprivation will be to help improve the education standards of children and young people. Library spaces need be ‘flexible’ to accommodate seasonal needs such as study periods, while at the same time, offering community meeting spaces. Library materials need to support learning across all Key Stages.

Priority 20: Children and young people are engaging in a range of affordable play, leisure, sporting and cultural activities

What outcomes are we expecting to achieve:

- Improved play facilities within open spaces
- Schools become more physically active places
- Schools open their facilities for use by the local community
- Development of a high quality coaching programme with teachers and schools
- Increased participation by girls and young women in sport and exercise
- Increasing sustained participation by teenagers and young adults in physical activity
- Increasing leisure opportunities and participation rates for children with disabilities
- Delivery of a range of physical activity and sporting opportunities as a direct legacy from the 2012 Olympics
- Libraries design their services to meet evidenced local need of families, children and young people

Key improvement targets 2012-15

- An investment of £250,000 by LB Hounslow to develop open spaces and play facilities
- Access to Teen Gym sessions 7 days a week in Hounslow (in partnership with Fusion)
- Provision of free coaching sessions in athletics, rowing to Hounslow's Secondary Schools and tennis and golf sessions targeted to Primary Schools as part of the Olympic legacy
- A minimum of 2 hours of high quality physical education on the curriculum
- All Schools to obtain the Bronze Level School Games Kitemark during the 2013/14 academic year. Implementing effective monitoring and evaluation to support at least 50% of Hounslow schools achieving Silver and 25% achieving Gold by July 2015.
- Develop a monitoring system to record Children and Young Peoples participation rates (**physical activity and sport strategy 2012/22**)
- Increasing numbers of children attaining Leadership, volunteering, coaching and officials qualifications inside and outside of the curriculum (**Physical activity and sport strategy 2012-22**)
- Support the establishment of change4life sports clubs in one of six Olympic sports in all secondary schools. (**Physical activity and sport strategy 2012-22**)
- Libraries annual event planning includes a range of activities to engage children in reading for pleasure (**Hounslow Library Strategy**)

Partnership working to deliver the Plan's priorities

The Children's Trust Board brings together all the agencies working with children and young people in Hounslow. The Board is chaired by the Leader of Hounslow Council and includes representation from a wide range of local agencies including health, the police and the voluntary sector, Council services, schools, parents, carers and young people. The main purpose of the Board is to improve outcomes for children and young people, by commissioning services and seeking to continuously improve services and standards. Its key responsibilities include:

- Setting the strategic direction for the Trust
- Carrying out a strategic needs analysis on an annual basis and ensure that any targeted needs analyses are co-ordinated, effective and prioritised
- Agreeing the commissioning priorities for the Trust
- Maintaining a strategic oversight of project plans
- Ensuring that there is effective participation from children, young people and families in shaping and the services they receive
- Responding to the findings of external inspections of services

In 2011 Hounslow created a **Health and Well-Being Board**. (HWB) The development of HWB's is statutory under NHS reforms detailed in the Health & Social Care Act 2012. The Act sets out new responsibilities for local government to encourage coherent commissioning strategies across the NHS, social care and public health.

To ensure that health and well-being needs of children remain a high priority, Hounslow created a **Children's Health sub-group**. This group is accountable both to the Health and Well-Being Board and to the Children's Trust. The aims of the Sub –group are:

- To improve health and well-being for the 0-19 population in Hounslow
- To reduce current inequalities in outcomes for children and young people
- To work with partner agencies to improve the provision of children's health and social care in Hounslow

The sub –group works to the health and social care priorities set out in the Children's and Young People's Plan and influences and supports the Health and Well-Being Board's commissioning intentions for children and young people.

The Local Safeguarding Children Board has a statutory duty to co-ordinate how agencies work together to safeguard and promote the well being of children and young people in Hounslow and to ensure the effectiveness of safeguarding arrangements. Although the Board does not have formal links with the Children's Trust it has played a key part in shaping the safeguarding priorities and targets for 2012-15 set out in this Plan. The Board works to continuously improve how agencies work together to protect children and young people in a wider context of high level sustained demand for services and financial restraint. The Board has new enhanced responsibilities for Early Intervention as set out in Professor Munro's recommendations of Child Protection. As part of its existing responsibilities to take account of local need, this will now include an assessment of the effectiveness and value for money of early help services. Increasing evidence demonstrates that early intervention is cost effective and produces strong positive outcomes for children and young people. Work streams will include scoping the potential for an information sharing model similar to the Multi-Agency Safeguarding Hub (MASH) recently rolled out in Devon and highlighted as good practice in the Munro review.

The Munro review places strong emphasis on the role of senior leaders in ensuring effective safeguarding practice locally, recommending that the LSCB submit its annual report to the local authority Leader and Chief Executive. Subject to the passage of relevant legislation, this annual report will also be presented to the local Police and Crime Commissioner and the Chair of the Health and Wellbeing Board. This will ensure that safeguarding children remains high on the agenda of all agencies and will be reinforced by Ofsted's focus on multi-agency unannounced inspections of child protection and safeguarding from 2013. The new inspection framework will take account of the full range of agencies working within local safeguarding partnerships, focusing attention on their contribution to the delivery of strong outcomes for children, young people and families.

Hounslow Community Sport and Physical Activity Network (CSPAN). CSPAN's bring together a range of partners at a local level to ensure that sports and physical activity initiatives and projects operating in a local area are co-ordinated and that they draw on the individual strengths and priorities of member organisations. Hounslow CSPAN has members from, Leisure Facilities & Green Spaces, the Community sectors, Sports Clubs, Health and the two School Sports Partnerships. A review in 2010 identified the need for a Sports and Physical Activity Strategy to build upon the work programmes of partners and enhance external funding opportunities for Hounslow. The priorities of the strategy and links to the CYPP are set out on page 99.

Hounslow Skills, Training and Employment Partnership (HSTEP) provides strategic direction – through the alignment of the skills and employment needs of the local economic community, the training provision offered and delivered and the allocation of resources. It oversees the commissioning of a Local Economic Assessment, ensuring its needs based priorities inform the Hounslow Economic Development Strategy. Linked priorities from the Strategy are detailed on page 99. HSTEP includes partners from LB Hounslow – School Effectiveness, Connexions, Lifelong Learning, Economic Development, local colleges such as West Thames College and Job Centre Plus

The Education Improvement Partnership (EIP) is made up of all schools, academies and the local college and supports the work of the CYPP and takes account of the priorities of the plan in the work of their individual institutions. In addition to the three primary partnerships, locality based, and the secondary partnership, there is a 14-19 partnership and also a Behaviour and Attendance partnership.

Use of Resources

Commissioning

‘Effective joint planning and commissioning necessitates new partnerships, redistribution of power towards the user, strategic understanding of how all outcomes in the local area are met, and a more commercially minded approach to procurement – all focused on the child and young person.’ (Joint Planning and Commissioning Framework for Children, Young People and Maternity Services (2006)).

Significant changes in legislation such as the Localism Act (2011) and the Health and Social Care Act (2012), will re-define how partners such as Local Authorities and the Health Sector, strategically commission services for children and young people. The foundation and underlying principles of the Children and Young People’s Plan (CYPP) to assess local needs to determine priorities and identify outcomes remain. Significantly the CYPP will provide a strong collaborative platform, ensuring we continue to provide good quality, cost effective and appropriate services for children and young people, in a climate of budgetary constraint.

What’s changing and how are we responding to this?

The Localism Act’s ‘General Power of Competence’ allow local authorities to do anything not prohibited by law and the ‘Community right to challenge’ provides groups and employees with the right to express an interest in running a local authority service. This essentially opens traditionally public and single sector services to a more mixed economy of: social enterprises, contracting and partnering with the private sector, greater collaborative working with other local authorities and the voluntary and community sectors and an increasing range of arms length organisations.

Offering greater choice and flexibility to public services is at the heart of national policy reforms of the commissioning process. The Open Public Services White Paper sets out plans to widen the right of choice to any public service, greater flexibility of provision at an individual, neighbourhood or agency –wide level and for the expansion of "personalisation budgets". This will enable transfer of ownership of services to a variety of community and neighbourhood groups.

The Government’s paper ‘Support and aspiration: A new approach to special educational needs and disability’ outlines significant changes in particular a move away from Statements of Special Educational Needs to a single education, health and social care plan for school aged children. This plan will reflect ambitions and changing needs from early years to adulthood, ensuring that all involved are clear about who is responsible for delivering the range of provision available. The paper also prioritises more control for families, placing a requirement on local authorities and others to set out a local offer and provide the option of personal budgets to families by 2014. The proposed ‘Children and Families’ Bill places emphasis on beginning the planning for life process at the earliest possible opportunity. 20 pathfinder areas are currently piloting core elements such as an outcome focused single plan, pooled and aligned budgets and use of personal funding.

2013 will see the transfer of public health responsibilities to the local authority. The local authority will become the primary commissioner of public health services for children aged 5 – 19 years and the longer term aim is that local authorities will commission public health services for those children under 5 years by 2015. Hounslow’s Health and Well-Being Strategy will need to reflect how the new area Clinical Commissioning

Group will link with the Local Authority to deliver Hounslow's Public Health priorities. The West London Alliance councils of Barnet, Brent, Ealing, Harrow and Hounslow have agreed in principle that they should work to set up a joint procurement team within the WLA to support collaborative commissioning of public health services when public health responsibilities transfer to the councils in April 2013. A business case proposes that there are benefits to be realised through a procurement resource supporting joint commissioning by public health teams in terms of cost savings. (an indicative cash benefit of £7.3m over three years commencing April 2013)

Hounslow will continue to work collaboratively with other local authorities, partner agencies and community groups. How this will be developed in practice to reflect policy and legislative changes is highlighted below:

Increasing high quality and cost effective services via multi-authority partnerships

Children's Social Care Placements

Hounslow is working to increase the amount and utilisation of local in-house foster care resources, and decrease its use of independent fostering agency and private residential placements. In house placements are substantially less costly and Hounslow's ambition is to save £1million from total placement expenditure.

Hounslow is also working with its partner Authorities in the West London Alliance (WLA) to jointly procure independent fostering services, and private residential services. Baseline costs for all the WLA authorities have been established, and category managers appointed. A tendering exercise will be carried out which will realise further savings through the improved knowledge of the market, quantification of existing cost and demand, and combined purchasing power of seven West London authorities.

The viability of creating cross-authority fostering resources will be explored as an opportunity for developing greater capacity which is high quality, flexible and cost effective.

Developing flexible and personalised services, through a range of providers

'Short Breaks' for disabled children and their families

Hounslow aims to strengthen and diversify the Short Breaks available to disabled children and their families through a robust and effective commissioning process which:

- Understands and reviews the needs of disabled children and families in the local area
- Significantly increases the volume and range of short breaks available through developing 'value for money' services
- Increases the number and quality of short breaks
- Ensures that short breaks are provided by appropriately qualified and experienced providers and staff
- Improves the access to short breaks for families through an understandable eligibility criteria and referral pathway, and are provided at times of most need

- that enable young people to use personal budgets for short breaks
- Identify existing resources that can enable social networks
- Support and train leisure providers to support and enable access to disabled children and young people

Short Breaks currently works in partnership with parents, through the local parent's forum to ensure that services commissioned are those that families need and will use.

Together with stakeholders, Hounslow will review how Short Breaks are commissioned and provided with a view to developing partnerships with third sector organisations and providers.

A seamless approach to commissioning services across health and social care pathways

'Moving On in Hounslow': a review of Children's and Adult Social Care Transition Services

The process of supporting vulnerable and disabled children as they move through adolescence into adulthood is often referred to as transition. The support young people and their families require and the related statutory responsibilities of local agencies demand a holistic and collaborative approach. A review of Transition Services in early 2012 has focused on the challenges of 'Lifetime Planning'. Lifetime Planning emphasises the need to focus on young people with additional needs, from birth to 25, rather than the move from child to adult services. Findings from this review will inform a strategic plan which aims to approach Lifetime Planning as a young person and family centred process and identify the potential to improve individual outcomes and deliver more effective and efficient provision. The following strategic aims have been identified by LB Hounslow in partnership with NHS Hounslow for the next five years:

- Develop strategic thinking and resources for lifetime planning – this will include looking at how Hounslow addresses new, unmet and emerging needs of families via joint commissioning, workforce development and better access to information
- Develop a strategic governance framework to ensure lifetime planning is at the heart of the Borough and its partners' strategic plans – part of this process will be to ensure a wider range of partners are engaged in the Partnership and decision making processes so that Lifetime Planning is a holistic process e.g. housing; health; schools; leisure
- Develop the mechanisms and processes necessary to ensure lifetime planning is an effective tool for the Strategic Partnership
- Promote and enable family leadership, involvement and access to support – this will include setting out a local offer for families and young people by 2014 and the provision of peer and social networks for parents, carers, families and young people
- Promote holistic lifetime planning from the earliest opportunity via a Lifetime Planning Assessment Tool
- Promote self-determination and independence of young people as they move into adulthood, over the next year this will involve reviewing current college provision and maximising local and other opportunities so that they meet the career choices and aspirations of young people
- Increase access to personalisation and other self-directed support enabling increased use of personalised funding and bespoke packages of care

- Introduce the concept of time limited resources where families are eligible for packages of care - allocation of resources that are results focussed and time limited via a clear process for review
- Re-investing resources towards preventive services for families and wider vulnerable groups (who are below social care thresholds), during 12/13 this will include utilising local intelligence to gain a better understanding of vulnerable groups who do not traditionally meet social care thresholds but who at some stage in their lives require intensive support and would therefore benefit from Lifetime Planning

Developing a range of flexible, locality based early intervention services using a range of providers.

A single point of referral into Early Intervention services

The Early Intervention Division within LB Hounslow Children's Services is working towards creating a single point of referral for professionals and agencies. A single referral form will be completed and screened by a Single Point of Access project officer, where an assessment of need will inform levels of support / advice and agency intervention needed and replace the multiple single service requests. This will enable a more streamlined needs based referral route for agencies to access a growing and changing range of providers of EI services. Simplifying the route of access coupled with broader marketing of services available will also ensure families receive targeted support services in a timely manner and reduce the pressure of increasing volumes of contacts into specialist services. The future creation of a holistic data base to monitor referrals in and out of the EI division will allow for greater oversight and the review of the outcomes and impacts of programmes. A central component of the new Ofsted Inspection, based upon Professor Munro's recommendations will be for authorities to demonstrate the effectiveness of help provided to children young, people and their families.

Developing early intervention evidence – based programmes

The Early Intervention Division are developing a multiple supplier contract framework that will develop and extend the existing range of evidence based EI programmes such as Triple P, Paths, Friends for Life, Family Links and more targeted programmes such as Lets Talk supporting families who have suffered or are suffering Domestic Violence. A flexible range of programmes and services will be developed and delivered around locality and bespoke group needs. Programmes with successful local impacts such as Triple P will be extended across all Localities. These programmes complement the existing one: one family support services and the work of Education Welfare teams where a broader remit will look more holistically at the needs of the whole family. Coupled with this Management Information systems will be developed to ensure a range of health, education, deprivation, family support evidence is collected and trend analysed at a locality level, to inform the targeting of services.

Developing 14-19 Education and Training

The Local Authority has a duty to secure sufficient suitable education and training opportunities to meet the reasonable needs of all young people in their area.

(NB Young people are those who are over compulsory school age but under 19, or are aged 19 to 25 and subject to a learning difficulty assessment. Local authorities also have a duty to secure sufficient suitable education and training for young people subject to youth detention.)

The Local Authority works in close partnership with Hounslow Schools and Academies, West Thames College, training providers and neighbouring boroughs to shape provision by identifying gaps, enabling new provision and developing the market. Needs and commissioning priorities are formally reviewed and agreed annually by the 14-19 Strategic Group.

The *14-19 Strategic Group* draws representation from schools, the local FE College, LA (Local Authority), work-based learning providers, CEIAG providers, HEBP and the voluntary and community sector. It has a proven record for excellent partnership working to support a strong curriculum offer at 14-19 including opportunities for YP (young people) to access pre and post 16 provision outside their home institution.

This group is supported by and feeds into the work of the *14-19 Operational Group* (curriculum managers from 14 secondary schools, WTC [West Thames College] and training providers), *Heads of 6th Form Group* (Schools and WTC), the *CEIAG (Careers Information Advice and Guidance) Learning Network* (School/College Careers and Guidance practitioners and local CEIAG providers), the *Education Improvement Partnership* (Headteachers) and the *Provider Forum* (local WBL Providers and Connexions). The Local Authority's 14-19 Team coordinates agendas and meeting schedules to maximise the efficiency of discussions, decision making and action across the wider partnership.

The Strategic Group has multiple representations on the *Hounslow Skills, Training and Employment Partnership (HSTEP)* providing synergy with the priorities within the Hounslow Skills and Training and Employment Strategy.

The Government is increasing the age to which all young people in England must continue in education or training. Under RPA (Raising of the Participation Age), YP will be required to continue in education or training until the end of the academic year in which they turn 17 from 2013 and until their 18th birthday from 2015. YP will be under a duty to participate and will be able to choose one of the following post-16 options:

- Full-time education, such as school, college or home education;
- An apprenticeship;
- Part-time education or training if they are employed, self-employed or volunteering full-time (which is defined as 20 hours or more a week).

Under RPA local authorities have new duties to promote the effective participation in education or training of its resident YP. These duties include ensuring that sufficient suitable places are available to meet the reasonable needs of all YP, making arrangements to identify YP not participating and making available to YP support that will encourage, enable or assist them to participate. From September 2012 schools and academies have been given responsibility for delivering and securing Careers Education Information Advice and Guidance (CEIAG) for YP (in years 9-11). This includes the requirement to provide independent careers guidance which is presented in an impartial manner including information on all the education and training options available post 16.

The Local Authority will continue to provide support for YP aged 14-25 with an SEN statement or Learning Difficulty Assessment and YP in year 11 at risk of dropping out of learning post-16

In preparation for the implementation of RPA, the 14-19 partnership is working with the DfE on a range of activities to enable full participation for 2013/15 as part of the national RPA Trials (known as 'locally-led delivery projects').

The Key Activities of the 14-19 partnership, including RPA developments, are detailed within the Hounslow Education Improvement Partnership 14-21 Action Plan (12-13). Activities are organised under the 4 key partnership objectives, namely:

- Ensuring the partnership works effectively together;
- Providing a range of high quality pathways that enable all learners to make genuine progression;
- Giving learners an outstanding experience that leads to sustained improvement in outcomes;
- Taking shared responsibility for narrowing the achievement gap.

Developing the workforce

Key challenges for the Children's Trust Partnership will be:

- Developing and retaining more people, particularly in critical front-line areas such as Social Work
- Strengthening inter-agency and multi-disciplinary working and workforce re-modelling
- Promoting strong leadership, management and supervision
- Developing a workforce that is flexible and responsive to new ways of working
- Developing a workforce that is representative of the local community

The Trust will need to respond to future workforce development and training recommendations linked to:

1. Professor Eileen Munro's review of Child Protection and Social Work practice - The national Social Work Reform Board are overseeing the reform and review of workforce development and its core recommendations are:

- Ensuring a local accountability framework that is informed by knowledge of good social work practice and the experience and expertise of service users, carers and practitioners
- the development of a supervision framework that allows social workers to use their experiences to review practice, receive feedback on their performance, build emotional resilience and think reflectively about the relationships they have formed with children, adults and families
- Local authorities and colleges establishing effective partnerships to support the delivery of social work education, high quality placements and continuing professional development

A series of innovative development programmes were already in place via the West London Alliance Recruitment and Retention Project and this will be built upon via a West London –wide Training Consortium.

2. Professor Cathy Nutt-Brown's review of Early Education - The Government in the latter part of 2011 commissioned Professor Nutt-Brown to review early education and childcare qualifications, with a focus on how to strengthen existing qualifications and career pathways. The review supports the findings of Professor Clare Tickell's earlier review 'which highlighted the importance of having qualifications that are of a high standard and meet the needs of all learners'

Areas for consideration in the review were as follows:

- What should be the expectations for the content and age-range for early years qualifications, and the preparation demanded to achieve them?
- Should we seek to raise the minimum level of qualification required of the workforce, and if so, to what and by when?
- What is the best way to ensure that tutors have up-to-date knowledge and skills and are qualified to the right level?
- How can we ensure that settings are supported to play an effective role in the training of their staff and students on placement?
- What levels of literacy and numeracy should we expect of the early years workforce, and how can we secure these?
- How can we best establish clear progression routes for all members of the sector (including black and minority ethnic groups), and support less well qualified members of the workforce to progress?
- Is there a strong case for introducing an early years initial teacher education route, and how might the practical obstacles be addressed?

Professor Nutt - Brown in her in her final report 'Foundations for Quality' has recommended to Government that:

- all staff working within the Early Years Foundation Stage framework should be qualified to a minimum of Level 3 by September 2022Nutbrown
- from September 2013, 50% of staff in group settings will need to possess at least a Level 3 qualification, and from September 2015 this should increase to 70%.
- Level 3 qualifications be strengthened to include more on child development and play; special educational needs and disability; inclusivity and diversity, and focus on the birth to seven age range.
- Level 2 qualifications in English and maths must be achieved before students begin a Level 3 early education or childcare course.
- establishment of an early years specialist route to qualified teacher status to bring the profession more in line with teaching

Nutt – Brown concludes that "Longer term commitment will be needed to arrest a decline in the standards of qualifications and enhance their quality for the future' and recommends that calls for a single early years qualifications should be abandoned.

The training, recruitment and career progression routes currently in place locally will therefore be subject to significant change and development requiring a local review to assess impacts and resource implications

Strategic approach to funding

This plan will be delivered at a time of significant change within the Children's Services environment and continuing financial constraints. Resources will need to be managed more effectively, economically and efficiently to make sure this plan is delivered.

Agencies will need to work together to find ways of re-shaping services and to make sure that the resources are directed to the priority areas by:

- reviewing the potential of wider joint commissioning and clearer identification of how this will benefit user of our services
- exploring and identifying the benefits of pooled budgets across public services
- ensuring we offer results focused and time limited packages of care
- the use of contract frameworks to provide a suite of proven programmes that are responsive to local need and emerging need.

In 2010 Children's Services at LB Hounslow began an ambitious savings and transformation programme, linking in with a number of corporate –wide projects aimed at: improving customer access, rationalising support and back office functions, reducing property assets and procurement costs, reviewing fees and charges and ensuring our commissioning processes for the future are cost effective. This process is part of a four year savings programme in response to the government's spending review.

Information Systems

Modern, well-maintained, adaptable and accessible information systems are vital to delivering efficient and effective services to children. In Hounslow, we are working towards storing data in key modern and appropriate systems that will enable us to have up to date and accurate information on the children we are working with to assist us in delivering the best service to children, parents and carers. They will help us in reaching our stated objectives and measuring our performance in delivering those services.

We aim to reduce the total number of systems, ensuring that data is not needlessly duplicated and that the information across systems meets the same standards of quality and integrity. We aim to simplify the way we are able to engage with both the public, other Council Departments, Central Government, as well as local and national partners. We are working towards collecting data once and using it many times, but ensuring that the information is always safe and accessed only by those who have the right to see it.

We are developing standard ways of working, which will ensure that systems are appropriate to the needs of children, parents and carers and to those who are working with them. Key projects for Hounslow in this area are implementation of the TRIO project (Transforming Recording and Improving Outcomes) which will replace the current social care system, provide an enhanced early intervention service and support a more efficient transfer of child information between services. The system is anticipated to deliver savings and efficiencies and savings via i.) automated payment systems for external foster carers and residential providers and ii.) More effective and rigorous monitoring and

benchmarking of contracts and costs of care packages to a child providing managers with improved, timely management information and a mechanism for calculating total costs.

LB Hounslow has upgraded the Education Management System to its most recent software version 'One' EMS supported by the supplier (Capita). 'One' is essentially a broader Children's Services Management Information System, with enhanced modules, for SEN, Early Years and Intervention services. The upgraded version will provide the platform for this system to link into the TRIO system. Hounslow's Children's Centres' IT infrastructure was also upgraded during 11/12 to provide connectivity to the LB Hounslow Corporate network. These are all tools which will enhance information sharing and practice standards across agencies.

Monitoring and Reviewing Performance

How do we know we are improving outcomes for children and young people in the Borough?

Performance Management

Performance management is a term used to describe the process by which we define what we are seeking to achieve and track progress towards our objectives, in order to ensure they are being delivered. It means basing our priorities for children and young people on sound evidence, knowing what outcomes need to be improved, regularly checking whether these improvements are being achieved and taking corrective action where we are not doing as well as we could. Strong performance management arrangements are therefore critical to ensuring that the commitments set out in this plan are realised.

Hounslow Children's Trust Board

Hounslow's Children's Trust Board brings together key partners delivering services to children and young people in the borough, to focus on improving outcomes for the young population.

The Children's Trust Board plays an integral role in ensuring the effective monitoring of actions and targets set out in the plan. The Board will scrutinise performance report at the midyear and end of year point, which will identify progress to date against the CYPP targets. The Board will also receive additional reports, upon request, on issues pertinent for more in depth discussion or review.

CYPP Action Plan

In this plan, we have identified the actions that will be taken at a strategic level to improve outcomes for children and young people.

In some cases, delivery of these actions is the responsibility of one agency; others will need to be taken forward collectively by several partners. In order to ensure that this happens and that all partners are clear about their respective responsibilities, an action plan will be developed. This will identify key milestones for each action, named responsible officers and timescales. The plan will be supported by a range of more detailed operational service plans at a team or service level, both within the Council and partner organisations. It is important to ensure that these plans are clearly linked to the Children and Young People's Plan priorities and that it drives business planning in organisations. In this way, we can ensure that the priorities and actions in this plan are filtering into the work plans of teams and ultimately individual members of staff.

Performance Targets

For each of the priorities in the plan we have identified key outcome measures, together with targets for improvement, which have been drawn from a range of sources. These performance indicators will need to evolve over time to ensure that the impact of activities on outcomes is being measured in the most effective and accurate way. Our performance measures will also need to reflect national policy changes and Inspectorate requirements. The performance indicators will therefore be subject to review.

Targets, particularly those set for the longer term, may also need to change and will therefore be reviewed at least annually. The Children's Trust Board will monitor the outcome measures on a regular basis (through the mid year and end of year reports) and part of its role will be to challenge the rate of progress that is being achieved. Key measures will also be reported to the Council's Executive as part of the corporate performance monitoring process. The monitoring process will also include a review of actions and milestones. The Board will retain overall responsibility for monitoring the plan and identifying significant issues or concerns for action.

Additional monitoring and reporting will take place at an individual agency level. Mechanisms will also be developed to ensure that children and young people have a role in the monitoring process and steps will be taken to involve children and young people.

Related Plans and Strategies



Related Partnership Plans and Strategies

This plan is one of a number of plans and strategies that are part of a framework designed to deliver services to children and young people across Hounslow. Some of the plans in this framework are specifically about children and young people and others are more general plans from the Council and partner agencies.

The priorities for children and young people within this plan are directly linked to and support the objectives that are set out in the more over-arching Council and partnership plans, such as the Sustainable Community Strategy, which relate to the whole community. We have summarised the linkages between these plans in the diagram below.

A new Joint Health and Wellbeing Strategy (JHWS) will set out how the NHS, LB Hounslow linked agencies and communities will address priorities focusing on ; improving services, encouraging healthy living, reducing health inequalities and improving Hounslow as a healthy place to live. This will include plans for how we can work more efficiently together e.g. using shared budgets and joint commissioning.

The Economic Development Strategy sets out 8 over-arching priorities for the Hounslow economy based upon evidence from the Local Economic Assessment conducted in 2011. Key priorities linking into the children and young people's plan will be 'encouraging Hounslow employers to employ Hounslow people' and 'encourage the development of more high quality housing'

The Physical Activity and Sport Strategy sets out 5 outcomes, linked to increasing physical activity (particularly in areas / amongst groups with low take-up rates), ensuring a local legacy from the Olympics, improved data sharing amongst partners to inform the development of new initiatives & programmes, increasing volunteering and sport leadership opportunities and an improvement in sporting competition and performance. All of these priority strands are reflected within the 'Children and young people are engaging in a range of affordable play, leisure, sporting and cultural activities' long term outcomes

The Local Safeguarding Children Board reviewed its priorities in 2012 and has set long term actions for 2012-14 for the main board and its sub groups. Work streams will include: a review of safer recruitment, an audit of the professional contribution to the child protection processes, a review of the safeguarding within the youth offending service, improving the use of the CAF process and ensuring that all board audits address the 'voice of the child' and the role of the male parent/partner.

Linked sustainable community strategy long term outcomes

Our vision and long term outcomes for hounslow

Leadership:

We will live in a borough where people and families enjoy living and choose to stay throughout their lives

We will take coordinated action as partners to tackle the key local challenges which affect us all.

We will deliver local public services through seamless, responsive, efficient partnerships

People:

We will live in a borough safe from crime, disorder and danger

We will be active citizens, involved in volunteering and engaged in our strong, vibrant and united community

We will live healthier, more independent lives

We will have tackled inequalities and improved the life chances for vulnerable people

Our children will have the best start in life, growing into confident individuals and responsible citizens

Economy:

We will be better educated and more skilled



'Our children will have the best start in life, growing into confident individuals and responsible citizens'



Linking Sustainable Community Strategy, Corporate Plan and Children and Young people Plan Priorities

'We will give children a healthy start in life'
'We will support people to make healthier choices'

An active, healthy borough

CYPP Priority 1:
Improving the health of
children, young people and
families by promoting safe
and healthy lifestyle choice

CYPP Priority 2:
Improving maternal and
early years health services

CYPP Priority 3:
Emotional well-being and
mental health is supported
through targeted and
specialist settings

CYPP Priority 20:
Children and young people
are engaging in a range of
affordable play,
leisure, sporting and
cultural activities

'We will work in partnership with all agencies to offer early help to families with multiple problems intervening at the right time to minimise the likelihood of escalation to more serious difficulties'

'We will ensure that services to children in early years settings are targeted, evidence based and have measurable outcomes'

'We will address the issue of child poverty through appropriate and targeted interventions to support families'

'We will, through a multi agency approach and parental involvement, ensure services for children with significant and enduring disability are integrated, effective and personalised'

Help and support for our residents who need it most

CYPP Priority 4:
Developing the social and emotional capabilities of children

CYPP Priority 5:
Families, parents and carers are supported when they need it most

CYPP Priority 6:
Improved and integrated services for children with disabilities and their families

CYPP Priority 15:
Ensure children and young people in the borough are safe

CYPP Priority 16:
Children and young people are supported by a highly trained, skilled and stable social care workforce

CYPP Priority 17:
Improving the life chances of Looked after Children

CYPP Priority 18:
Reducing young people who offend for the first time and those who re-offend

'We will ensure that services to children in early years settings are targeted, evidence based and have measurable outcomes'

'We will support and challenge schools as appropriate to continue and increase the number deemed excellent'

'We will ensure the provision of sufficient high quality school places for all children using an inclusive model for those with special educational needs as well as expanding specialist provision'

'Reducing the numbers of young people not in education, training or employment'

Bright futures for the borough's children & young people

CYPP Priority 7:

A focus on the foundation years

CYPP Priority 8:

Maximising the educational achievement of all children and young people and reducing

CYPP Priority 9:

Improving school standards

CYPP Priority 10:

Ensuring sufficient school places for all Hounslow children

CYPP Priority 11:

Reducing the numbers of young people not in education, training or employment

CYPP Priority 19:

Children and young people are actively engaged in the community and influence local decision making processes

'Expand skills provision relating to employment by increasing skills training opportunities, including apprenticeships'

'Supporting parents back into work'

'Reduce the number of young people out of work'

'Jointly tackle worklessness'

'Improve adult skill levels'

'We will meet local housing needs'

A thriving economy with more affordable homes

CYPP Priority 12:
Supporting parents
into work

CYPP Priority 13:
Creating affordable
quality childcare for all

CYPP Priority 14:
Preventing and tackling
youth homelessness and
ensuring those leaving care
have access to safe and
appropriate accommodation

Planning and Performance
Children's Services
London Borough of Hounslow
Civic Centre Lampton Road Hounslow TW3 4DN

Phone: **020 8583 2593**

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Please **www.hounslow.gov.uk** for further information and an Executive Summary of the Plan.

If you require this plan in an alternative format please contact: Tel: **020 8583 2593**

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