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AGENDA

Committee CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Date and Time of Meeting MONDAY, 15 MARCH 2021, 4.30 PM

Venue REMOTE MEETING VIA MS TEAMS

Membership Councillor Lee Bridgeman (Chair)
Councillors Cunnah, Hopkins, Joyce, Melbourne, Molik, Phillips,
Mia Rees and Singh

Patricia Arlotte (Roman Catholic representative), Carol Cobert (Church in Wales Representative), Karen Dell'Armi (Parent Governor Representative) and Matthew Richards (Parent Governor Representative)

Mia John (Youth Council Representative)

Time approx.

1 Apologies for Absence

4.30 pm

To receive apologies for absence.

2 Declarations of Interest

To be made at the start of the agenda item in question, in accordance with the Members' Code of Conduct.

3 Minutes

To approve as a correct record the minutes of the previous meeting on 23 February 2021 - to follow

4 School Admission Arrangements 2022-2023

4.35 pm

To carry out pre-decision scrutiny of the proposals to set the School Admission Arrangements for 2022 – 2023 – to follow

5 Schools/Education Pandemic Recover Update (Pages 3 - 26)

5.10 pm

To provide Members with an update on the pandemic recovery plans

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for schools.

6 Corporate Parenting Strategy 2021 - 2024 (Pages 27 - 70)

To enable pre-decision scrutiny of the Strategy before Cabinet consider at their meeting on 18 March 2021.

7 Youth Justice Service Update (Pages 71 - 130)

6.25 pm

To provide Members with an update on the Youth Justice Service.

8 Children's Service Quarter 3 Performance 2020-2021 (Pages 131 - 156)

6.55 pm

To enable Members to review and assess the performance of Children's Services.

9 Way Forward

7.25 pm

To review the evidence and information gathered during consideration of each agenda item, agree Members comments, observations and concerns to be passed on to the relevant Cabinet Member by the Chair, and to note items for inclusion on the Committee's Forward Work Programme.

10 Urgent Items (if any)

11 Date of next meeting

The next scheduled meeting of the Children & Young People Scrutiny Committee is on Tuesday 11 May 2021, venue to be confirmed.

Davina Fiore

Director Governance & Legal Services

Date: Tuesday, 9 March 2021

Contact: Mandy Farnham,

02920 872618, Mandy.Farnham@cardiff.gov.uk

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CYNGOR CAERDYDD
CARDIFF COUNCIL

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

15 MARCH 2021

EDUCATION & SCHOOLS PANDEMIC RESPONSE - UPDATE

Purpose of the Report

1. This report provides Members with an update on progress in relation to Education & Schools Pandemic Response, and includes at **Appendix A**, a Cabinet Report on the Council's response and immediate issues and actions, which includes details of re-opening of schools and re-engagement of pupils.

Background

2. At its meeting on 23rd June 2020 the Covid-19 Scrutiny Panel considered a report to Cabinet, *Restart, Recover, Renew: Next steps for Cardiff during the Covid-19 crisis*. Arising from this meeting, (which included comments from CYP Members) the Panel commented that they were welcoming measures to prioritise health and safety when pupils returned to school; and further comments on the TTP effort in Cardiff¹.
3. At Council on 23rd July 2020 Members were advised that all schools in the city reopened on 29th June 2020 for a three-week period prior to the end of the summer term. At this meeting, it was also agreed that the 5 standing scrutiny Committees reconvene, with CYPSC to include this issue on its agenda.
4. At its meeting on the 30th July 2020, CYPSC considered a briefing and presentation on:
 - Schools provision for summer 2020; and
 - The restart of education in Cardiff following the Minister for Education's announcement that all children and young people can return to full time school in September.

¹ [Agenda for COVID-19 Scrutiny Panel on Tuesday, 23rd June, 2020, 2.00 pm : City of Cardiff Council \(moderngov.co.uk\)](https://www.moderngov.co.uk)

5. At this meeting, Members specifically examined:
 - Youth Service provision over summer
 - The safe operational management of schools from September 2020;
 - Catering arrangements; and
 - School transport.

6. In this fast changing landscape, Members of this Committee agreed that Education/Schools Recovery be a priority topic for CYPSC 2020/21. See paragraph 9 and “**Previous Scrutiny**” section in this report for further details of work to date.

Issues

7. Attached at **Appendix A** is a Cabinet Report, dated 25th February 2021, which sets out an approach responding to the urgent issues facing the city as lockdown restrictions are eased. Relating to this Scrutiny Committee, this included:
 - *Ensuring the safe reopening of schools to all learners; re-engaging pupils; and maintaining access to learning and building the physical, emotional and mental well-being of children and young people.*

8. Members are requested to consider the issues relevant to this Scrutiny Committee **only**, which are set out in the following paragraphs of the Cabinet Report:
 - Re-opening schools for all learners and re-engaging children and young people Overview – *paragraphs 25 – 26;*
 - Reopening Schools safely – *paragraphs 27 – 35;*
 - Examinations and Progression Post 16 – *paragraphs 36 – 37;*
 - Next Steps in relation to re-opening and re-engaging– *paragraphs 38 – 45;*
 - Re-engaging children and young people – *paragraphs 46 – 61;*
 - Next steps – *paragraphs 62 – 68;* and
 - Continuing to support businesses and workers impacted by the pandemic – *paragraphs 73 - 74; 78 - 80.*

9. Since July 2020, this Scrutiny Committee has provided a number of comments, observations and views on the following issues. Links to relevant letters and papers can be found in the next Section of this Report:

- Learning and attainment for all
 - Ensuring all schools work to similar standards and approaches – learning from best practice etc;
 - Pupils who had disengaged with learning and the knock-on effect this may have in relation to their individual achievement and attainment;
 - NEETS;
 - Post 16 learning;
 - Digital Deprivation & Inequality;
 - Support for vulnerable learners;
 - Non-Formal education settings

- Planning/Preparing
 - Use of Welsh Government Funding – where is it going, how will it be used?
 - Summer Provision 2021.

- Health and Well-being
 - School Based Counselling and Pupil Wellbeing;
 - Mental health services and capacity for children & young people;
 - Staff Health and Well-being.

- Examinations and Assessments;
- Inspection Activity;
- Consultation and Engagement with Children & Young People.

Previous Scrutiny

10. This Scrutiny Committee has considered this topic on the following dates:
 - 30 July 2020²
 - 12 October 2020³
 - In December 2020, Members of this Scrutiny Committee were sent a further briefing via email on further updates in relation to education recovery – dated 15 December 2020. This will be redistributed to Members prior to this meeting.

11. Members have also raised issues on this topic when considering the following issues:
 - Child Friendly City Agenda Item – 19 January 2021⁴
 - Corporate Plan and Budget Scrutiny – 23 February 2021⁵

Way Forward

12. The following witnesses will be in attendance at this meeting to provide Members with an update and to answer any questions:
 - Councillor Sarah Merry, Deputy Leader and Cabinet Member Education, Employment & Skills;
 - Melanie Godfrey, Director of Education & Lifelong Learning;
 - Mike Tate, Assistant Director Education and Lifelong Learning;
 - Neil Hardee, Head of Services to Schools; and
 - Suzanne Scarlett, OM Partnerships and Performance.

13. Members will be able to agree any comments, concerns or recommendations that they wish to pass on to the Cabinet Member during the Way Forward.

² [Agenda for Children and Young People Scrutiny Committee on Thursday, 30th July, 2020, 4.30 pm : City of Cardiff Council \(modern.gov.co.uk\)](#)

³ [Agenda for Children and Young People Scrutiny Committee on Monday, 12th October, 2020, 4.30 pm : City of Cardiff Council \(modern.gov.co.uk\)](#)

⁴ [Agenda for Children and Young People Scrutiny Committee on Tuesday, 19th January, 2021, 4.30 pm : City of Cardiff Council \(modern.gov.co.uk\)](#)

⁵ [Agenda for Children and Young People Scrutiny Committee on Tuesday, 23rd February, 2021, 10.30 am : City of Cardiff Council \(modern.gov.co.uk\)](#)

Legal Implications

14. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

15. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any financial implications arising from those recommendations.

RECOMMENDATION

That Committee considers this report, its appendix and information provided at the meeting and agrees any recommendations, comments or advice it wishes to offer to the Cabinet Member and Director of Education & Lifelong Learning.

Davina Fiore

Director of Governance and Legal Services

9 March 2021

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**THE COUNCIL'S PANDEMIC RESPONSE: IMMEDIATE ISSUES
AND ACTIONS****COUNCILLOR HUW THOMAS (LEADER)****AGENDA ITEM: 3**

Reason for this Report

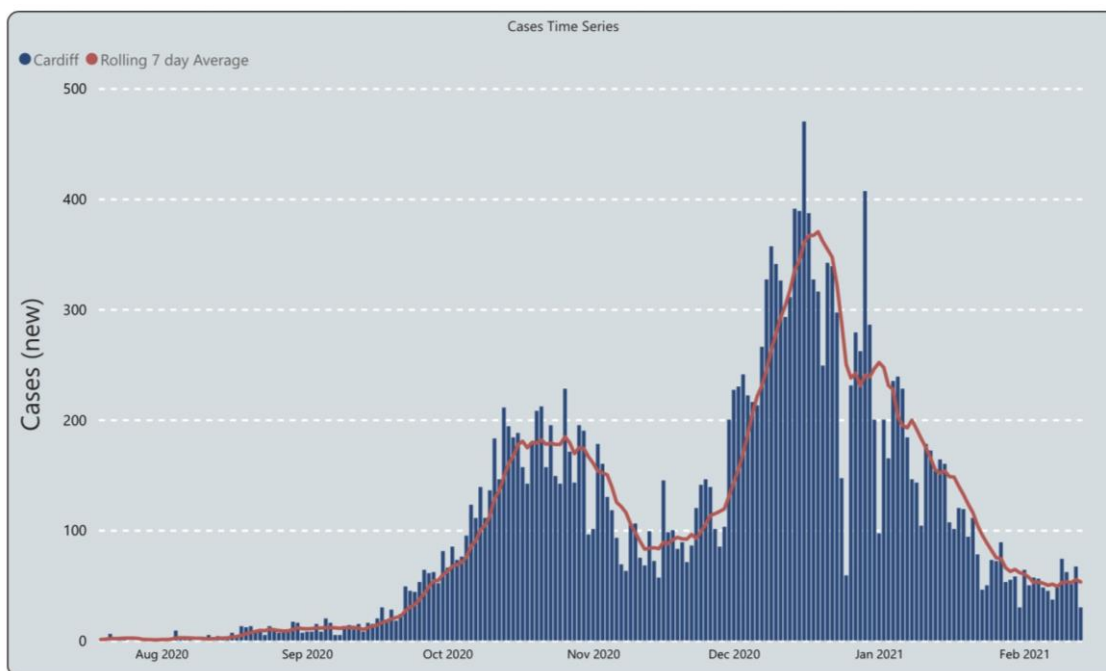
1. To enable the Cabinet to agree an approach which responds to the urgent issues facing the city as lockdown restrictions are eased. These include:
 - Measures to continue to manage the pandemic, to prevent the spread of the virus, keep citizens and staff safe and to support the roll-out of the vaccination programme;
 - Ensuring the safe reopening of schools to all learners; re-engaging pupils; and maintaining access to learning and building the physical, emotional and mental well-being of children and young people.
 - Continuing to support businesses and workers most greatly impacted by the pandemic, particularly young people.
2. To outline a timetable of further strategic reports that deal with long-term city renewal, aligned to the strategic direction of Welsh and UK Governments.

Background

3. At midnight on Saturday 19 December 2020, Wales entered into a national lockdown in response to rising infection rates and the discovery of a new, highly-infectious, strain of Covid-19 circulating in the UK. In response to the restrictions, the Council once again transitioned to an 'essential services' model, with the following three core principles continuing to guide the Council's response:
 - Preventing the spread of infection
 - Ensuring the health and safety of staff, service users and citizens
 - Prioritising key frontline services and support for vulnerable people

4. The latest data published by Public Health Wales and the Office for National Statistics (ONS) indicates that as a result of the interventions put in place, daily case numbers have decreased, as depicted in Figure 1. Cases rates in Cardiff have fallen steadily since the beginning of 2021, and now stand at 103.6 per 100,000 population. Test positivity rates have also continued to fall with testing rates currently at 9.9% positivity.

Figure 1: Covid-19 Cases in Cardiff to 13th February 2021



Source: Public Health Wales

5. The city's vaccination programme is proceeding at pace and scale. In line with the national picture, by 19 February 2021, over 114,000 vaccines had been administered in Cardiff and the Vale, with all those in priority groups 1 to 4 offered a vaccine.
6. In response to the improving position the Welsh Government have indicated that there will be a gradual and cautious lifting of restrictions over the coming months. In preparation for this the Council has been undertaking detailed planning work. In doing so, the Council has continued to use the 'Restart, Recover, Renew¹' framework, approved by Cabinet in June 2020, to plan the restart of council services in response to the easing of national lockdown measures, alongside identifying medium and longer term priorities for recovery and renewal.
7. The Restart component of the Council's Covid Response Framework established planning principles to inform the safe resumption of business as usual activities in the event of a Council service being adapted or

¹ [Restart, Recover, Renew: Next Steps for Cardiff during the COVID-19 Crisis](#)

suspended to contain the spread of the virus. This disciplined and coordinated corporate process for reopening services, consistent with legislation and the latest Public Health Wales advice, applied in the release from earlier lockdowns will once again be adopted by the Council as social distancing restrictions are gradually lifted over the coming months.

8. Recovery priorities for the year ahead are established in the Council's new Corporate Plan subject to Council approval in February 2021. These recovery priorities have been identified through a cross-Cabinet portfolio and department exercise on recovery planning, setting out clearly how Covid-19 has changed the operating environment for services, and what needs to be done, by when and by whom over the course of 2021-22 in order to restart and recover Council and partners' services.
9. A programme of 'city renewal' which sets out a Cardiff response to the significant longer-term shifts in the way in which people live, work and travel as a consequence of the pandemic and how the Council will lead a greener, fairer recovery from Covid-19 will be published in May 2021. This will include reports on the following:
 - The future of Cardiff's economy, and how the city should respond to the economic crisis in order to build a stronger, more inclusive and sustainable post-pandemic economy.
 - Delivering a Child Friendly Recovery, including the impact of the pandemic on children and young people's education, rights, well-being, and future pathways into employment and how the Council and city partners will collaborate with school leaders to refocus the Cardiff 2030 priorities for education and learning.
 - A programme of action to address the climate emergency and deliver the One Planet Cardiff vision agreed by Cabinet in autumn 2020.
 - The future of local public services, including the shift towards being an agile organisation, the increased use of digital technologies and data in service delivery, and the application of locality working for front line community services.
10. The Council will run a programme of engagement with the public and with city stakeholders on its proposals for city renewal over the summer. The outcome of this work will be presented to Cabinet in September.
11. In addition to the above, there is a need to take immediate steps in a limited number of areas, including:
 - **Continued management of the pandemic**, including the formalisation of the Council's role as host of the Test, Trace, Protect National Surge Capacity and its support of Cardiff and Vale University Health Board in the roll out of the vaccination programme;
 - **Re-opening schools for all learners and re-engaging children and young people**, including safely re-opening schools and supporting the wellbeing of younger people, particularly the most vulnerable

- **Continuing to support businesses and people, particularly young people**, impacted by the pandemic, including Council engagement in the UK Government Kick-Start scheme

The Council's response to these areas is set out below.

Ongoing Pandemic Management

12. As the lockdown restrictions are gradually released there will be a continuing requirement for the Council and partners to ensure that measures are in place to manage the pandemic, to prevent the spread of the virus and keep citizens and staff safe. Allied to this, the Council will work continue to work in close partnership with the University Health Board on the roll-out of the city's vaccination programme.
13. The increased transmission rate of variant strains of the virus has put further emphasis on infection prevention/control measures in workplaces, particularly open plan offices and communal areas. The Council is working with Public Health Wales and the Health and Safety Executive to maintain Covid-safe workplaces across services. In relation to core office accommodation stringent controls remain in place to regulate numbers of staff in Council buildings that remain open, and it is anticipated that these will continue for the foreseeable future.
14. Following HSE guidance considerable emphasis is being placed on levels of ventilation required in buildings to reduce the risk of transmission of the virus. Due to this change and as a compensatory measure where ventilation is not to the required levels, the guidance on the type of face masks to be worn in Council buildings and when they should be worn has been strengthened, with more widespread use of medical face masks whilst working in communal offices as well as while moving around buildings.
15. School staff have been advised to wear a disposable medical face mask where 2m social distancing cannot be achieved. This advice to Cardiff schools has been in place since autumn half term, due to the rising infection rates at that time. Welsh Government guidelines to support restart of schools on 22nd February states that where social distancing cannot be maintained, face coverings should be worn, including in the classroom by staff.

Test, Trace and Protect – National Surge Capacity

16. Test, Trace, Protect (TTP) is a crucial part of the Welsh Government's approach to limiting the spread of COVID-19 and reducing the need for restrictions on people's lives.
17. Contact tracing is a well-established mechanism to control the spread of infectious disease. It involves contacting and providing advice to people who have tested positive, finding out who their close contacts have been, and reaching those close contacts to advise them on what they need to do. Tracers play a key role in advising people of the importance of self-

isolating and can flag up with wider public services where additional support may be needed.

18. The Cardiff and Vale TTP service is delivered in partnership by Cardiff and Vale Councils and the Local Health Board. The Trace and Advice service is hosted by Cardiff Council bringing together capacity from all partners, including public health and environmental health services. The staff group, some 300 strong, is made up from staff from within the partnership which has been supplemented by external staff as and when required. The service launched in June 2020 and since then (June 2020 – Jan 2021) has managed some 30,000 Index cases and 50,000 contacts.
19. As part of the strategy of Test, Trace and Protect program, Welsh Government have requested that Cardiff Council be the hosting body for a National TT&P (Trace and Advice) Team, initially referred to as the “surge” team. Due to the urgency of the request the team was set up as a subsidiary of the established Cardiff and Vale TT&P team. The team started with 30 contact tracers, 20 contact advisors, 4 team leads and 1 team manager to meet the demand from across Wales, and now consists of 60 contact tracers, 35 contact advisors, 8 team leads, 1 team manager and 2 part time administration roles.
20. The primary work of the team is to provide additional support to regions across Wales when their case demand outstrips capacity. An additional Enforcement Element was added to the surge team in January 2021, through which the four police forces across Wales are able to check whether a “person of interest” should be in isolation by contacting the National Surge Team. The National Surge Team now needs to be expanded to manage Arriving Travellers ensuring that all travellers returning to the UK self-isolate for 10 days.
21. Despite the roll out of the vaccine, there will be a continued requirement for a National Trace and Advice team to support limiting the spread of the virus. The arrangements with Welsh Government in relation to the National Team, including arrangements for the staffing of the service, must now be formalised, and the service put on a sustainable footing. This is based on a full cost recovery model from Welsh Government. Cost recovery will be required not just for the establishment (resource) but for further expenditure including hardware, software and administrative costs.

Supporting the Roll-out of the Vaccination Programme

22. The roll-out of the vaccine programme in Cardiff has been implemented at scale and pace since January 2021. At the time of writing, over 114,000 people in Cardiff and the Vale had been given a vaccine, and all citizens over 70 years old, those who are clinically extremely vulnerable and health and social care workers have been offered a vaccine. The Council has supported the programme, with the two operational mass vaccination centres hosted in Pentwyn Leisure Centre and the Splott Hub and supported by Council staff.

23. The Council will continue to support the University Health Board over the months ahead, in particular in supporting the expansion and acceleration of the programme as more vaccine supply becomes available through the provision of Council buildings and staff to support the city's mass vaccination centres and through the provision of ongoing ICT support on the development of booking systems and public communications and engagement. Planning discussions about the next phase of the roll-out are continuing and highlight the need for the Council to be able to deploy flexibly staff and resources, as appropriate, to facilitate any further acceleration of the programme.
24. National trends suggest that the uptake of the vaccine is lower amongst certain demographic groups, notably those from a Black and Minority Ethnic background, people living in more deprived communities and more vulnerable groups of people such as those who are homeless or rough sleeping. The Council will work in close partnership with the University Health Board to ensure that Council services support the vaccination of vulnerable groups and that the Council's strong links to community leaders, networks and groups is utilised to increase levels of vaccination in all communities across the city.

Re-opening schools for all learners and re-engaging children and young people

25. Whilst children and young people are generally less clinically vulnerable to COVID-19 than the adult population, the wider effects of the pandemic have disproportionately and negatively affected the younger generation. Since March 2020, children and young people have experienced several extended periods of school closures and the routines of their daily lives have been upturned. While the pandemic has impacted upon all children and young people, the greatest impact has been felt by the city's most vulnerable children and young people.
26. The Council is therefore committed to delivering a Child Friendly Recovery that ensures that the well-being of children and young people is at the forefront of the city's approach to recovery and renewal. As noted in paragraph 9, a comprehensive report will be published as part of the Council's wider renewal programme, with engagement with children and young people to take place in the spring and summer. In the immediate future, as restrictions gradually lift and children and young people are allowed to return to school, commencing with the return of Foundation Phase pupils from the 22nd February, the Council's priorities will be:
 - Ensuring that all school buildings and learning environments are safe and COVID secure;
 - Maintaining access to learning for all;
 - Re-engaging children and young people, particularly the most vulnerable, and
 - Building the physical, emotional and mental well-being of children and young people.

Re-opening schools safely

27. Throughout the course of the pandemic to date, the Council has worked with schools and partners to make sure as much support as possible has been available to all children and young people to keep them safe and to ensure that learning can continue.
28. Rigorous health and safety procedures, equipment and resources have been put in place, to ensure the safety of all children, young people and staff when schools and education settings have been able to open. Schools have been equipped with PPE, resources and advice to support social distancing and clear guidance on how to respond should they be faced with positive cases of COVID-19.
29. Pupils eligible for free school meals have been provided for throughout school closure periods. Since January 2021, eligible pupils have been provided for through the Council's Supermarket voucher system which has ensured that every eligible pupil has received a benefit.
30. School leaders have adopted new blended learning approaches, to support children and young people to continue their education at home and positively, many children have responded extremely well, embracing new technology. Some school leaders have reported positive gains in pupils building resilience, learning new skills, developing independence and demonstrating charity, empathy and a sense of community in getting through this period together. In many cases, schools have reported improved relationships with parents and families which will need to be further harnessed and developed when schools re-open
31. The Council has provided over 20,000 digital devices to schools, for distribution to learners and staff without access to equipment at home. The digital skills of both pupils and school staff have rapidly accelerated to support continuity of learning. Some pupils, such as those educated other than at school, have responded very positively to online learning and engagement levels have increased.
32. The Education Welfare Service has continued to complete welfare visits on behalf of schools where they have been unable to contact families.
33. The school workforce has risen to the challenge, showing dedication and commitment to children and young people they support. Teachers and their teams have taken the opportunity to improve their own professional learning, to expand their knowledge, to research new teaching techniques, and to put them into practice.
34. Special schools have reported excellent collaboration with multi agency services, including health and social services, which has enabled the very best levels of care, support and learning for their pupils.
35. Schools, colleges, youth services and post 16 providers continue to work hard to ensure that ongoing education, training and employment options are available for young people leaving statutory education, drawing upon

the excellent partnership networks formed through The Cardiff Commitment.

Examinations and Progression Post 16

36. GCSE and 'A' Level examinations were cancelled in Wales in 2020 and have been cancelled again for 2021. In place of exams, the Welsh Government will work with schools again this year to take forward teacher managed assessments linked to a national approach to provide consistency across Wales. The well-being of learners and ensuring fairness across the system has been central to this decision making process. In the light of these decisions, some young people have expressed anxieties regarding the absence of examinations and are hugely concerned about how the grades awarded to learners in 2020 and 2021 will be perceived by universities and employers. Some fear being labelled as 'the COVID generation' and find it very difficult to remain optimistic about their futures.
37. Due to the significant resource and commitment channelled into supporting the transition of Year 11 leavers into education, employment or training during the summer of 2020, the number of Year 11 'NEETs' in October 2020 were maintained at just below 2% (57 young people). However, concerns are growing regarding the retention of Post 16 destinations, with increasing numbers of young people dropping out of their places or at risk of dropping out. This is being caused by several factors including the loss of jobs, a restricted education experience due to school closure and the lack of access to practical aspects to vocational courses.

Next Steps:

38. As children and young people are allowed to return to school, commencing with the return of Foundation Phase pupils from the 22nd February, the Council will ensure that all school buildings and learning environments are safe and COVID secure.
39. Health and Safety risk assessments will be updated and workforce capacity levels will be carefully monitored to ensure that appropriate pupil/staffing ratios can be maintained. The Director of Education and Lifelong Learning has issued guidance to all schools, based upon the most recent TAG and Welsh Government advice. Health and safety updates will be continually shared with schools through webinars and online materials; and ongoing support to ensure compliance with Track and Trace requirements.
40. The Council is supporting the implementation of regular testing of staff across education and early years settings, using rapid Lateral Flow Device (LFD) test kits. Staff will be provided with a stock of personal testing kits, as well as detailed instructions and on how to undertake the tests and record results. Testing will be undertaken twice per week for those staff working directly or in regular contact with children, this also includes indirect staff such as cleaners, transport provider staff etc.

Those who may be required to attend schools or early years settings on an ad-hoc basis such as central education staff, consortium advisors, Council contractors working inside the school etc. will be required to undertake a test before they attend. Settings will also need arrangements in place to test visitors.

41. A positive LFD test result will require precautionary isolation of the individual, household contacts and cohort/bubble from the school or setting, where relevant, until a PCR test is undertaken via a local testing centre and laboratory test results are confirmed.
42. Schools and day care settings will receive their testing kits directly from the Department of Health and Social Care. For smaller childcare settings Council Officers and Council contract staff tests will be distributed via Central Stores who are increasing their distribution capacity to support the implementation.
43. Consideration will be given to options for safely re-introducing school catering, and continuing to provide free school meals benefits for all eligible pupils. Safe school transport will also need to be remobilised.
44. The well-being of the school workforce will be prioritised. School leaders are calling for vaccinations for all school staff which is subject to decision making by Welsh Government.
45. The Council will fully engage Head teachers and Governors in planning and decision making as schools re-open, to ensure that all staff are supported appropriately to recover from the experiences of the pandemic. School staff will be provided with access to all necessary training to support the physical, emotional and mental wellbeing of children and young people, including training such as Thrive, ACE / Trauma Informed programmes and Domestic Violence awareness.

Re-engaging children and young people

46. Whilst children and young people are generally less clinically vulnerable to COVID-19 than the adult population, the wider effects of the pandemic have undoubtedly disproportionately and negatively affected the younger generation. Since March 2020, children and young people have experienced several extended periods of school closures and the routines of their daily lives have been upturned.
47. Some children and young people are reported to be quite happy at home with their families and are being well supported to engage in learning and maintain their physical and emotional mental health and well-being through family led activities, however many vulnerable children are accessing hub based provision at schools which is also making an important difference in maintaining learning and well-being.
48. Of significant concern is the impact of the pandemic upon the most vulnerable children and young people with many families faced with additional pressures and strains through loss of support networks,

isolation, money worries, housing insecurity, family breakdown and reduced access to health services. Many families will also be coping with bereavement and loss. This all creates 'trauma' in children and families. The second lockdown is reported to be having a far more detrimental impact than the previous lockdown.

49. The Children's Commissioner's national 'Coronavirus and Me' survey January 2021, provides an insight to the views of children and young people at this time. The summary of findings reports that:

'Life has been difficult for all age groups. Strong negative feelings were expressed by many children and young people. They expressed frustration and sometimes anger, about the impact of the pandemic on their lives. 3 – 7 year olds spoke about missing friends, family members and experiences. 7-11 year olds' most common comment at the end of the survey related to missing friends, followed by missing their teacher or school and thirdly enjoying time with their families. From mid-teens on, we saw signs of additional distress potentially compounded by worries about exams and their futures. 30% of 17 and 18 year olds who took part are worried 'most of the time'.

Loneliness rates are high and not being able to see friends is having the biggest impact on children's lives, followed by not being able to see other family members and the impact of school and college closures.

50. Though attendance rates in the autumn term were higher than anticipated, many learners encountered frequent disruption to their education as a result of requirements to self-isolate at home as contacts of positive COVID-19 cases. Between September and December 2020, 23,637 learners were required to self-isolate at intervals. Due to concerns regarding virus transmission, many parents chose not to return their children to the classroom when schools re-opened.
51. Most schools have adapted well to enable the delivery of distance learning to their pupils, with school surveys showing that approximately 62% of schools are engaging over 80% of their learners with the distance learning opportunities offered. However, in some of the more disadvantaged areas of the city, the engagement figures are much lower than this; in a few schools engagement levels are below 50%. Teachers report that the hardest to reach learners are not engaging despite extensive efforts.
52. A similar pattern can be seen in school attendance figures. The average school attendance figures recorded in the autumn 2020 term were – 89% Primary, 81.3% Secondary and 73.1% in Special schools. However, there were 318 learners with attendance below 25%, 84 of these were in Year 11. Furthermore, since September 2020, a further 159 children have become 'Electively Home Educated' in Cardiff. Of these, 58 are due to a fear of COVID-19
53. At present referrals to School based counselling are down. Children and young people are saying that they will wait until they can see a

counsellor face to face. This is reasonably consistent across Wales. A huge spike in requests for counselling services is expected when children and young people aged 11-18 return to school.

54. Child and Adolescent and Primary Mental Health Services have seen a 30% increase to primary services and increased waiting times at present. In October 2020, the 28 days to assessment target were being met but this time is now closer to 56 days. Waiting times have also increased for specialist CAMHS services and have been up to 24 weeks. The Health Board are running waiting list initiatives to recover the position.
55. Children and young people undergoing statutory assessment have been seen by the Education Psychology team where possible and a number of cases have been given advice but this will need to be 'topped up' when it is safe to do so. However, a marked increase in the number of statutory assessment requests is expected as children and young people return to school and parents and staff recognise the adverse impact the pandemic has had upon children and young people's educational, social and emotional development.
56. A backlog of children at 'school action plus' of the SEN Code of Practice is being reported by schools, due to the negative impact upon educational attainment in already vulnerable children. This will place additional demand upon Additional Learning Need support systems.
57. There has also been a rise in the number of children eligible for Free Schools Meals. At the start of the initial lockdown in March 2020 Cardiff provided for 11,500 pupils eligible for Free School Meals. At December 2020 there were 14,003 pupils now eligible for FSM in Cardiff. An increase of 21%. This figure may still be understated as the national furlough scheme has been extended to the end of April 2021 so may be masking the true impact of the economic downturn on this statistic.
58. Increasing numbers of Public Protection Notices (PPNs) are being received by Education Services from South Wales Police, as a result of incidents of children witnessing domestic abuse in the household. The conditions created by COVID-19 including unexpected prolonged periods at home, increased family tensions, unemployment and financial insecurity, anxiety and stress are the same conditions known to aggravate domestic violence.
59. The Council's Early Help and Family Support Services have reported noticeable changes to family need during COVID-19 including an increasing concern with well-being, resilience, child and parental mental health. Parents have reported increased anxiety and stress at home due to school closures, worries about supporting their child's education at home and an increase in unwanted behaviours from children and young people. However, calls to the Family Gateway Service and Cardiff Parenting Services are lower than pre-COVID. Most referrals usually come through self-referral routes, usually as a result of a professional (school teacher; GP; Health Visitor; youth worker etc.) speaking with a family directly and supporting them to make contact. As there are very

few community based services operating (even Health Visitors are making minimum home visits) the number of calls have reduced. Whilst the team has fewer calls, the cases handled are much more complex and difficult to support and there is currently a five week waiting time for a full assessment. A surge in demand is expected when schools re-open, as was experienced when schools returned last autumn.

60. Children's Services have reported an increase in the number of children on the Child Protection Register since March 2020. Some schools in the most disadvantaged areas of the city have reported a doubling of their child protection cases. The numbers of children with a Care and Support Plan has also increased and the numbers of Children Looked After has also steadily increased during the same period.
61. There has been a substantial reduction in the number of young people entering the criminal justice system in Cardiff. A 60% reduction in the number of First Time Entrant's into the criminal justice system and a 59% reduction in the number of outcomes from court when comparing Q1-3 in 2019/20 and 2020/21. However, Youth Justice Services report that there have been issues with engaging young people on offending behaviour work and reparation activities with the duration of sessions being significantly reduced due to lockdown conditions. There are currently 188 cases open to the Youth Justice Service.

Next Steps:

62. Given the picture outlined above, in the immediate term the Council will prioritise supporting children and young people to re-engage in the daily routine of attending school, with a particular focus on ensuring that vulnerable learner are re-engaging with their schools. Learner well-being, confidence, self-esteem and happiness will be a primary focus. Head teachers have outlined a number of priorities for action including:
 - Attaching council workers to schools in areas of high deprivation where it may be particularly difficult to re-engage learners (Youth workers, Social workers, Education Welfare Officers, Family Support workers). The initial priority will be to get all pupils back into school and that may mean people on the ground calling and knocking on doors for a few weeks. Leaving schools to do this alone will be extremely difficult as they will also have to contend with the in school difficulties.
 - Making enhanced levels of specialist support services available to schools, including school counselling services, specialist teachers, access to CAMHS, bereavement and loss counselling and play therapists where needed.
 - Introducing an extensive programme of Summer Holiday provision across the city, which enables children and young people to socialise, to get active again, to access sports, leisure and recreational activities, to enjoy the outdoors, to feel safe and to build their confidence before entertaining a full return to school in September.

- Developing a diverse range of accessible extra-curricular activities which enable children and young people to catch up on time lost with friends enjoying activities that may have been missed for up to a year.
63. The Council will support schools to build upon the significant progress made in advancing digital learning. The programme to equip all learners with their own individual digital devices will continue, alongside ongoing training and support for teachers to deliver distance learning, ensuring the flexibilities of blended learning approaches can be maximised.
 64. The Council will work with Welsh Government and the Consortium to ensure that schools are adequately resourced and supported to provide 'catch-up' programmes for those learners that require it most. This will include essential support for Literacy & Numeracy catch up, for languages including Welsh where there have not been opportunities for children to use the language at home, and for basic skills which will need to be refreshed on a return to school. This could include support for After School Clubs and community learning.
 65. Head teachers have reported the huge significance of positive parental engagement in supporting children and young people to re-engage in school, to stay safe, to maintain their well-being and to catch up on lost learning. The Council will work with schools, governors and communities to improve relationships with parents, carers and families. This will include initiatives to support Family learning, to improve communication methods, family well-being, staying COVID safe and building confidence in re-engaging in city life post pandemic.
 66. The Youth Justice Service will continue to enhance its multi-agency approach to ensure that face to face contact with young people can occur where necessary and to provide a more co-ordinated and streamlined service for those young people assessed as high risk.
 67. In recognition of the challenges faced by some of the most vulnerable young people, the Council is proposing to create additional capacity in the Looked After Children in Education team, to employ Mentors that will support young people in secondary education to recover lost learning in their final years in school, in readiness for progression post 16. Additional capacity will also be deployed in the Youth Service to enable Mentors to identify, track and support the most vulnerable and hard to reach young people who have or are at risk of dropping out of destinations previously secured – for example jobs lost during the pandemic, or vocational training options that have proved inaccessible due to the pandemic.
 68. The steps outlined in this report represent the immediate actions the Council and schools will take to support children and young people as schools begin to re-open to all learners. The Cabinet recognises that, given the significant negative impact of the pandemic on children and young people these represent only the initial actions in what must be a concerted and sustained programme of support for all children and young

people, from early years through to transitioning into employment and education, as part of a Child Friendly Recovery.

Continuing to support businesses and workers impacted by the pandemic

69. Covid-19 restrictions have greatly impacted the city economy. Unemployment has roughly doubled over the course of the past year, and at 31 December 2020 over 18,800 people or 12% of the city's workforce remained on the UK Government's 'furlough' scheme. The impact has been felt most in sectors where there is direct person-to-person contact, such as retail, hospitality and close contact services. These are sectors that are major employers of young people, and form a significant part of Cardiff's city-centre economy.
70. In June 2020, Cabinet agreed to establish an Economic Recovery Task Force in response to the economic crisis, focused on supporting impacted businesses and workers, and supporting people, particularly young people, into employment or training.
71. This has included the scaling up of the Council's Into Work Team, who have delivered a range of employment support activities to business and workers, including: supporting circa 400 individuals into employment; developing industry-specific redundancy support for employers impacted by the current economic climate, such as Debenhams and Arcadia; and innovative digital engagement including Online Pop Up Business School, attended by 125 people, 21% of whom have since begun trading and 68 digital job clubs, which support individuals with Universal Credit applications and pre-employment support, such as CV writing
72. Through the Business Rates Scheme the Council's Rates and Economic Development Teams have supported over 16,000 businesses and paid out almost £100 million in financial support over the course of the pandemic. The Council has also helped deliver 4,000 grants for small businesses, around 800 Freelancer grants for the creative sector, as well as 200 grants for new starters. In total, the Council has provided approximately £10 million in financial support for small business in Cardiff, estimated to have supported circa 10,000 people to remain in employment.
73. A particular focus has been placed on creating additional opportunities for young people. This has included coordinating and promoting the UK Kickstart Scheme, which provides funding to create new six month traineeships for 16 to 24 years olds on Universal Credit who are at risk of long-term unemployment. The Cardiff Commitment Team has also continued their work with young people and employers, including hosting a number of digital Employer Engagement Events since the summer of 2020, with each event attended by over 60 business attendees, and the delivery of the Council's first virtual 'Open Your Eyes' week took place in February 2021, with 500 pupils from Year 7 and 8 at St Teilo's CiW High School.

74. In addition to this work a project to develop the employability of young people, aged 18-24, in Butetown was established in December 2020, with funding provided by DWP. The aim of the project is remove barriers to sustainable employment. Throughout December, the project supported 25 new clients, a number of whom have already completed vocational training schemes. The Council's Youth Service has also expanded its number of mentors, enabling one-to-one support to be provided to 300 more clients a week. 22 Care Workers have been supported into work through mentoring projects and pre-employment training. Additionally, the Council has also commissioned 'One Million Mentors' to expand its mentoring programme for young people in Cardiff.

Next Steps

75. In the immediate term, as the Welsh Government gradually releases restrictions allowing a greater level of economic activity and as the UK Government furlough scheme is wound down, the Council will continue to provide support for impacted businesses and workers.
76. This will include a further expansion of the Into Work Service, including:
- Promoting the DWP's Restart Scheme which will give Universal Credit claimants, who have been out of work for at least 12 months, enhanced support to find jobs in their local area;
 - Delivering an expanded Self Employment Advice service to support the Welsh Government's Barriers Grant which provides unemployed people with up to £2,000 to contribute towards the essential costs of starting a new business, with priority given to those most affected by the Covid-19 outbreak. This includes young people, women, disabled people and people from BAME background;
 - Continuing to deliver tablet gifting and loan schemes for individuals actively seeking employment or looking to upskill, as well as the general provision of online support. So far 110 tablets have been gifted;
 - Take forward sector specific programmes, including a Construction Academy South East Wales project, starting in March 2021, and funded by CITB and delivered by the Into Work Team, that aims to support 750 individuals over 3 years to obtain skills to work within the construction industry.
77. The Council's Economic Development Service will also continue to provide support to businesses, including:
- Delivering a third round of discretionary grant support for businesses. that will provide one off payments of £2,000 for businesses impacted by the pandemic restrictions.
 - To support its workshop tenants the Council will also seek to provide more flexible terms for tenants over the next financial year.
 - Creating a dedicated microsite to highlight and promote business support availability at all levels of government.

78. As part of its work to support young people into employment the Council has applied directly to the UK Government's Kickstart Scheme grant funding, to help create 30 Kickstart Corporate Trainee opportunities for those aged 16-24, claiming Universal Benefit and at risk of long term unemployment. In doing so, the Council has committed to top up the wage of these Kickstart trainees from national minimum wage to the living wage.
79. To increase the uptake of the scheme across the city a dedicated Kickstart landing page will be developed that will provide support and advice to enable young people to access the scheme. The site will be targeted at those aged under 24, but will also provide support for parents, carers, youth support services and businesses. In addition to the UK Kickstart scheme, the page will signpost towards wider support from the Council's Into Work services, our Youth Service and the Department for Work and Pensions. The page will also provide appropriate signposting for businesses who want to take part in the Kickstart scheme. Once the page is established, a dedicated communications plan will be put into place to promote the Kickstart Scheme on a weekly basis via Cardiff Council social media and other channels.
80. The Council is also exploring the potential to employ a dedicated Kickstart coordinator to: facilitate the recruitment of business offering Kickstart placements; support Youth Support Services helping young people to get placements; and develop a communications strategy to raise awareness of the programme for all stakeholders. To support the wider goal of retain as many young people as possible in appropriate education pathways a new Post-16 Project Officer post has also been approved. In the first instance, this Officer will be responsible for engaging all Cardiff 6th forms, Further Education and Work Based learning providers to increase the visibility and transparency of the range of post-16 opportunities available in Cardiff for 16-24 year olds.

Reason for Recommendations

81. To enable the Cabinet to agree an approach which responds to the urgent issues facing the city as lockdown restrictions are eased.

Financial Implications

82. The report sets out a series of actions that have been taken or will be taken as a result of the pandemic crisis. The funding of each of these actions has been identified through a combination of support provided by the WG Hardship Fund, specific WG support through grants, the budgetary allocation of the current year 2020/21 and the proposals taken forward for the 2021/22 budget report. The budget report of 2021/22 sets out the risks associated with the pandemic and this will include the sustainability of WG support and funding and the impact on Council services. There will be a need to regularly review the funding means of these actions over the forthcoming weeks and months in order to maintain a level of financial sustainability. All claims to Welsh

Government will be subject to potential review at a later point and evidence held of spend and additional need.

83. The report also highlights the significant delivery of Grants to businesses and these processes continue to require a level of control to ensure that only those eligible are paid with the appropriate amount.

Legal Implications

84. Directorates continue to seek ongoing legal advice and support in relation to proposals to deal with issues arising from the pandemic, and will continue to do so in relation to proposals set out in this report. Consultation and equality impact assessments will be completed where necessary and decision takers will take consultation responses and any equality impacts into account in taking decisions. This is because the Council has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties) – the Public Sector Equality Duties (PSED). These duties require the Council to have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of ‘protected characteristics’. The ‘Protected characteristics’ are: • Age • Gender reassignment • Sex • Race – including ethnic or national origin, colour or nationality • Disability • Pregnancy and maternity • Marriage and civil partnership • Sexual orientation • Religion or belief – including lack of belief.
85. Account will also be taken of the Council’s duty under the Well-Being of Future Generations (Wales) Act 2015 which places a ‘well-being duty’ on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible. In discharging its duties under the Act, the Council has set and published well being objectives designed to maximise its contribution to achieving the national well being goals. The well being objectives are set out in Cardiff’s Corporate Plan.
86. When exercising its functions, the Council is required to take all reasonable steps to meet its well being objectives. This means that the decision makers should consider how the proposed decision will contribute towards meeting the well being objectives and must be satisfied that all reasonable steps have been taken to meet those objectives. The well being duty also requires the Council to act in accordance with a ‘sustainable development principle’. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must: • Look to the long term • Focus on prevention by understanding the root causes of problems • Deliver an integrated approach to achieving the 7 national well-being goals • Work in collaboration with others to find shared sustainable solutions • Involve people from all

sections of the community in the decisions which affect them. The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below:

<https://gov.wales/topics/people-andcommunities/people/futuregenerations-act/statutory-guidance/?lang=en>

HR Implications

87. The Trade Unions will be consulted on any employee implications of the detailed work which is set out in this report. Any creation of roles will follow the corporately agreed processes for evaluation and recruitment.

Property Implications

88. There are no specific property implications in respect of this report from a transactional or valuation perspective. Where relevant, any property related elements that are required in respect of the re-opening of the council's estate should be done so in accordance with the Council's Asset Management process and in consultation with Strategic Estates and relevant service areas.

RECOMMENDATIONS

Cabinet is recommend to authorise the Chief Executive in consultation with the Leader, the Cabinet Member with responsibility for Finance, Modernisation and Performance, and the Section 151 Officer to:

- Allocate resources, within the budgetary framework, to support the Council's continued response to the pandemic and economic crisis, including the provision of staff and buildings to support the ongoing vaccination programme;
- Formalise arrangements with the Welsh Government for the National Surge TTP service to be hosted by Cardiff Council;
- Approve the Council's involvement in the UK Government Kick-Start scheme.

| | |
|-----------------------------------|--|
| SENIOR RESPONSIBLE OFFICER | Paul Orders Chief Executive |
| | 19 February 2021 |

The following background paper has been taken into account:

Restart, Recover, Renew: Next Steps for Cardiff during the COVID-19 Crisis
Cabinet report June 2020

**CARDIFF COUNCIL
CYNGOR CAERDYDD**

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

15 March 2021

CORPORATE PARENTING STRATEGY 2021-2024

Reasons for the Report

1. The report has been prepared to update the Committee on the development of the Council's Corporate Parenting Strategy. In consultation with looked after children across the city and partners, this three year Corporate Parenting Strategy outlines Cardiff Council commitments, challenges and the key steps that need to be taken to ensure that Cardiff's children have the best possible outcomes in life.

Background

2. When a child or young person enters the care of the Council, the role of being a parent is taken on by the local authority. This is known as Corporate Parenting. The term describes how Cardiff Council collectively fulfil their parenting responsibilities, by seeking positive outcomes for looked after children and young adults who are care leavers in the same way we do for our own children. From early years into adulthood all our children, young people and young adults are safe, happy and have every opportunity to thrive.

3. Section 78 of the Social Services and Well-being (Wales) Act 2014 imposes a duty upon a local authority to safeguard and promote the well-being of each child it looks after. Under sections 104 – 118, a local authority has similar duties to promote the well-being of care leavers.
4. The role of a corporate parent is to seek for children in public care the outcomes every good parent would want for their own children. Local authorities in Wales have a legal and moral duty to provide such support to the children it looks after. Elected Members have a responsibility to ensure that children looked after by a local authority are able to thrive, are nurtured, supported, educated and prepared for adult life in the way any parent would want for their own children.

The Corporate Parenting Advisory Committee

5. The Cardiff Corporate Parenting Advisory Committee brings together representatives from strategic partners to work with and for the Councillors elected by the citizens of Cardiff to improve outcomes for children looked after and care leavers.
6. The Corporate Parenting Advisory Committee terms of reference states the requirement - to develop, monitor and review a corporate parenting strategy, and ensure its effective implementation through work plans and corporate parenting training programmes;
7. The Corporate Parenting Advisory Committee vision was to develop a co-produced strategy with a range of partners, but more importantly looked after children who would be directly impacted by the work undertaken outlined in the strategy.

8. Individual feedback sessions were held with Members of the Corporate Parenting Advisory Committee to gain their views and feedback on the Corporate Parenting Strategy. Changes were then implemented and a consultation session with members of the Corporate Parenting Advisory Committee was held for further changes to be made.

Participation of young people

9. Engagement work has taken place between March and September 2020 in physical and virtual focus groups to actively involve looked after children in the development of our Corporate Parenting Strategy from the outset. These sessions took place through a range of creative means. Children, young people and care leavers participated age 5 to 27. Participants were from a range of looked after settings and backgrounds, including children with disabilities.
10. Sessions were held through a mixture of interactive group workshops using a variety of methods such as digital design, artwork and video making ensuring identities of the young people involved were protected. Separate engagement sessions were held according to the age of the looked after child in order to ensure the sessions were age appropriate and worthwhile with over 20 young people taking part.
11. Children looked after in Cardiff also had the opportunity to take part in a number of age appropriate surveys via the Bright Spots Survey. This survey was a partnership between, Bristol University, the Children's Commissioner for Wales and Cardiff Council. From the survey the views of 255 young people were gained through a number of key themes including relationships, resilience, recovery and wellbeing .The surveys were organised into three categories depending on age; a survey aimed 4- 7 year olds, a survey aimed 8- 11 year olds and a survey aimed at 11-18 year olds. This was to help young people to get the most out of the exercise, and where appropriate a trusted adult was able to support.

12. Feedback from these surveys helped influence our Corporate Parenting Strategy and together with findings from a number of engagement sessions with young people ensured that the document placed looked after children's views at the centre. The draft priorities in the Corporate Parenting Strategy were all developed from what young people told us.

COVID 19 restrictions

13. In line with COVID 19 restrictions a series of online sessions also took place with children, young people and stakeholders. The sessions obtained the views of what was working well, what could be better and what the aspirations were for looked after children and care leavers in the future. This feedback was fed directly into the strategy ensuring that the priorities outlined for the future were based on what looked after children in Cardiff said.

Consultation with partners

14. Throughout the development of the Corporate Parenting Strategy feedback has been obtained from a range of both internal and external partners to obtain their views and expertise.

15. Views were obtained via an online engagement stakeholder session with representatives from Education, NHS, Police, Youth Justice Services, Housing, Communities, Child Friendly City Team, Legal Services and Children Services.

16. Officers have also met with teams who were not able to attend the virtual session and updates have been provided regularly on the document.

Corporate Parenting Strategy

17. The Corporate Parenting Strategy is a three year strategy that sets out what we all need to do as corporate parents to support our looked after children and care leavers to enable them to thrive and improve outcomes. It outlines five key priorities that have been formed based on the views and experiences

of Looked after Children in Cardiff. A copy of the Draft Strategy is attached at **Appendix A.**

The five priorities identified by our young people were:

Priority 1: Improving emotional well-being and physical health

Priority 2: Better connections, improved relationships

Priority 3: A comfortable safe stable home whilst in care and after

Priority 4: Educational achievement, employment and training

Priority 5: Celebrating our children and young people

18. The strategy makes specific reference to the Childrens Rights including UNICEF UKs Child Friendly Cities and Communities initiative. Specific reference is also provided to safeguarding and inclusion.
19. National and local data is provided showing a range of indicators for Looked after Children data specifically relating to education, housing and care leavers. This data will help with decision making and service development planning for the future.
20. An action plan is being developed outlining the responsibilities of partners and key outcomes linked to the strategy. The action plan will take forward the priorities outlined in the strategy and influence the work programme for the Corporate Parenting Advisory Committee for the upcoming year.

Financial Implications

21. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c)

be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Legal Implications

22. There are no direct financial implications arising from this report. However, financial implications may arise if and when the matters under review are implemented with or without any modifications.

RECOMMENDATION

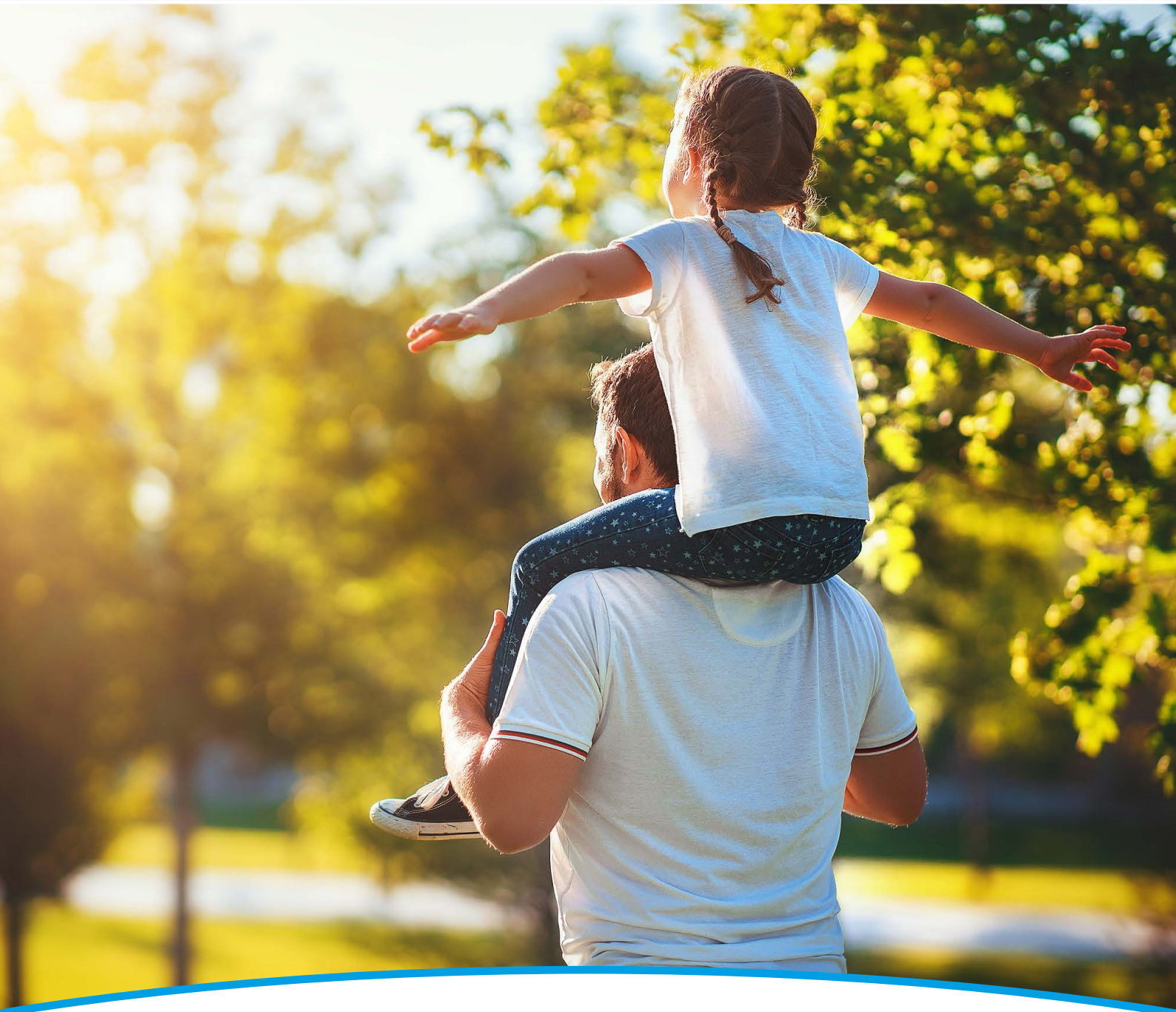
23. The Committee is recommended to agree the draft Corporate Parenting Strategy 2021- 2024 attached as **Appendix A**, and recommend its approval by Cabinet

Davina Fiore

Director of Governance and Legal Services

5 March 2021

Cardiff's Multi Agency Corporate Parenting Strategy 2021-2024





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Foreword

Our looked after children are some of the most vulnerable in society. It is crucial we as Corporate Parents work collaboratively with a range of partners to ensure that our children looked after and care leavers are supported in order for them to be safe, happy and thrive.

Through consultation with our children looked after and care leavers across the city this three year Corporate Parenting Strategy outlines our commitments, challenges and the key steps we shall take to ensure that our children have the best possible outcomes in life. Public services, the voluntary sector and the wider community all have their part to play. By working together we can support our children and those leaving care to take advantage of the range of opportunities our great city can offer to help them to reach their full potential.



Councillor Sarah Merry

Deputy Leader of the Council.

Chair of the Corporate Parenting Advisory Committee.

Cabinet Member for Education, Employment and Skills.



Councillor Graham Hinchey

Cabinet Member for Children & Families

Corporate Parenting

When a child or young person enters the care of the Council, the role of being a parent is taken on by the local authority. This is known as Corporate Parenting. The term describes how Cardiff Council collectively fulfil their parenting responsibilities, by seeking positive outcomes for children looked after and young adults who are care leavers in the same way we do for our own children. From early years into adulthood all our children, young people and young adults should be kept safe, are happy and have every opportunity to thrive.

Leadership & influence

Effective Corporate Parenting requires not only strong collective ownership and leadership, but influence at the most senior level. The Cardiff Corporate Parenting Advisory Committee brings together strategic partners to work with the Councillors elected by the citizens of Cardiff to improve outcomes for children looked after and care leavers.

Values and Principles

The Committee are determined the right results can only be achieved by listening to children and young people to find out what matters to them, and by all professionals working together.

These Values and Principles underpin the strategy and the work of the Committee:

Values and Principles of the Corporate Parenting Advisory Committee

The Corporate Parenting Advisory Committee shall actively work to promote the life chances of looked after children in the care of Cardiff Council and those young people who are care leavers. This shall be achieved through the Committees work programme and key performance indicators.

The voice of Children Looked After shall drive the Committee agenda and priorities.

The Committee shall ensure their agenda focuses on what Children Looked After identify as relevant for their growth and development.

The Committee shall monitor services that shall be delivered across all statutory and voluntary sector organisations.

Social Services, Health, and Education, the statutory agencies, shall influence and share responsibility by listening to Children Looked After to deliver relevant and dynamic services.

Throughout this document we shall refer to children and young people who are looked after or leaving care as “our children and young people”. This is fundamental to our vision.

Cardiff - a Child Friendly City

As a capital city, Cardiff aspires to be a 'child friendly city' and a great place to grow up. A city which has children and young people at its heart, where the rights of children and young people are respected and where all have an equal opportunity in life.

Cardiff is the first city in Wales to participate in UNICEF UK's Child Friendly Cities and Communities initiative. Since 2017 UNICEF have provided leadership and support to the Council, building upon the United Nations Convention on the Rights of the Child as its foundation.

[Cardiff's Child Friendly City strategy 2018](#) outlines 5 keys goals that need to be reached in order for Cardiff to be a great place to grow up in. These goals connect to the priorities set out in this Strategy. These include to be listened to, to grow up in a safe and supportive home, to have a good education and to have positive physical and emotional health.



Children's Rights and Corporate Parenting

The United Nations Convention on the Rights of the Child sets out the rights that must be realised for children and young people to reach their full potential.

The Corporate Parenting Advisory Committee recognise the Convention as a vision for every child and young person in their care. They recognise that each looked after child and care leaver is an individual and a member of a family and community, with rights and responsibilities appropriate to their age. Our children and young people have the same human rights as adults but also specific rights that recognise their status as children who are dependent on adults to keep them safe.

We have set out in this strategy how the Committee and its partners as corporate parents recognise the fundamental dignity of all children and young people in our care and the urgency of ensuring their well-being and developmental milestones are supported. We wish to make clear the principle that a good quality of life is the right of every child and young person who is looked after, rather than a privilege enjoyed by a few.

Achieving this aspiration shall require partnership and coproduction to create a city where the voices, needs, priorities and rights of our children and young people are at the heart of public policies, programmes and decisions. This shall be facilitated through the role of the Committee. Fundamental to that task shall be to acknowledge and respond to the following:

- Children and young people are individuals.
- Children start life as totally dependent beings.
- The actions, or inactions, of the Local Authority and partner organisations impact children for whom they are corporate parents more strongly than any other group in society.
- Children and young people's views should be heard and considered in the processes that affect them.
- Many changes in society are having a disproportionate, and often negative, impact on children and young people.
- The healthy development of children and young people is crucial to the future well-being of our society.

Inclusion and Safeguarding at the heart of every priority

Safeguarding and inclusion are fundamental to Corporate Parenting. They are at the heart of our pledge to our children and young people and central to every priority in our strategy.

Safeguarding

Our children and young people are some of the most vulnerable in society. It is the collective responsibility and legal duty of all public services to work together.

Local authorities must safeguard and promote the well-being of the child it looks after (S.78 of the Social Services and Well-being (Wales) Act 2014) and this promotion of well-being should continue through a young person's development, which includes transition to adult hood.

In some families this need will be identified pre-birth, for others during childhood, or as a young person transitions into adulthood. We know that abuse and harm can be caused from within or outside their family and from a range of contexts.

We know that as our children and young people develop, grow and mature their behaviour and needs will also change.

The transition from young person to adulthood can be an unsettling and confusing time. It is important that agencies are able to adapt approaches in order to prepare young people in becoming adults. This shall be further developed in the forthcoming Adolescent Strategy which is currently in development.

We know that as young people grow up to adulthood they mature and their behaviour will change. Feedback from young people was that they should be allowed to make mistakes and that these mistakes should not follow them into the future.



Youth Justice Service

Of those young people who are in contact with Cardiff Youth Justice Service 49% of them are known to Children Services and 14% are Looked After. Therefore it is important that we work closely with our Youth Justice Service in order to support our most vulnerable young people who are children on the cusp of or within the youth justice system.

The Youth Justice Services development strategy 2020 – 2022 sets out a number of ways to achieve these outcomes for some of our most vulnerable young people and share common themes with this Strategy. Examples being placing young people's voice at the centre of what we do, working closely with a range of partners and building the resilience of a young person.

Inclusion

All of our children have their own identity and factors that make them unique individuals. Some of our children and young people are more vulnerable than others and require additional support to be safe and thrive. Children and young people with additional needs, including those who are disabled, unaccompanied asylum seekers, those from minority ethnic backgrounds, or have other protected characteristics may require additional consideration. There is evidence that they are more likely to become looked after, remain in care for longer and have a higher risk of being placed inappropriately in comparison to other children.

Opportunities, services and care planning must be inclusive and person centred. The aims and aspirations we hold for these individuals must, as for all other children, be tailored through individual care plans to support all of our children to reach their full potential.

We know that some individuals and groups will need specialist services. For this reason, during 2021 we shall launch our strategy for disabled children.



This Strategy

This Strategy sets Cardiff's approach to Corporate Parenting (2021-2024). This Strategy's development has been an inclusive process led by elected members, involving children, young people and professionals supported by an action plan.

The co-production process

- Over 20 of Cardiff's care experienced young people, living in a range of care settings, aged 5 - 27 and including children with additional needs, through real life and virtual workshops.
- 255 (44%) of Cardiff's children looked after participated in the 2018 Your Life, Your Care survey. The survey was conducted in partnership with Coram Voice and Bristol University, funded by the Hadley Trust/Children's Commissioner for Wales. Findings are referenced against each priority.
- 70 professionals from across agencies and sectors contributed.
- Over 20 carers and kinship carers we consulted in a feedback session

The work outlined in the strategy shall be overseen by the Corporate Parenting Advisory Committee advised by an integrated reference group of young people and a network of multi-agency professionals. The strategy shall evolve over time to meet changing need.

The Committee shall report its findings to full Council and the Regional Partnership Board with regular dialogue between relevant scrutiny committees. This shall ensure the highest level of democratic and multi-agency oversight.

How it fits with the wider legislative and strategic context

The key drivers are (this is not exhaustive):

- The Social Services and Wellbeing (Wales) act 2014
- The Care Planning, Placement and Case Review (Wales) Regulations 2015
- Cardiff Local Wellbeing Plan
- The Regional partnership Emotional and Mental Health strategy
- The National Review of Care for Children in Wales 2019, CIW
- Delivering Excellence in Children's Services and the Youth Justice Development Strategy: All our futures 2020-22.




National Context

In Wales **6,846** children were looked after on 31 March 2019

109 per 10,000 population aged under 18

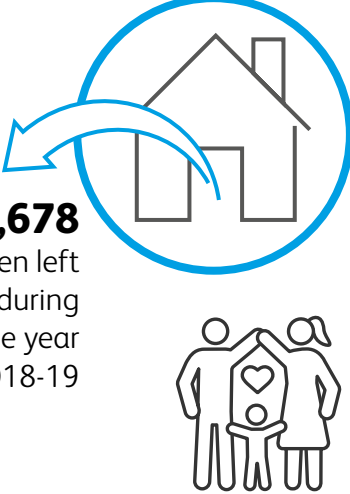
An increase of 439 (7%) on the previous year



2,125 children started to be looked after in 2018-19


1,678 children left care during the year 2018-19

47% returning to live with parents or family



309 children were adopted from care in 2018-19

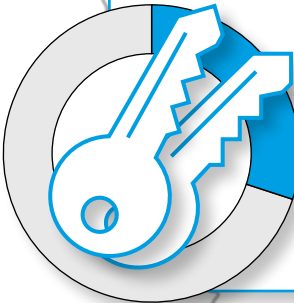
An increase of 3 (1%) on the previous year




Around **700** young people aged over 16 leave care each year. 1/3 of those being over 18

27% of care leavers moved into independent living arrangements during 2018-19

12% of care leavers experienced homelessness in 2018-19



49% of children looked after have a mental health difficulty




54% who left care in 2018/19 were in education, employment or training 1 year after


18% of children looked after have special educational needs

67% of children looked after achieved the core subject indicator at key stage 2 in 2017/18

18% of children looked after achieved the core subject indicator at key stage 4 in 2017/18



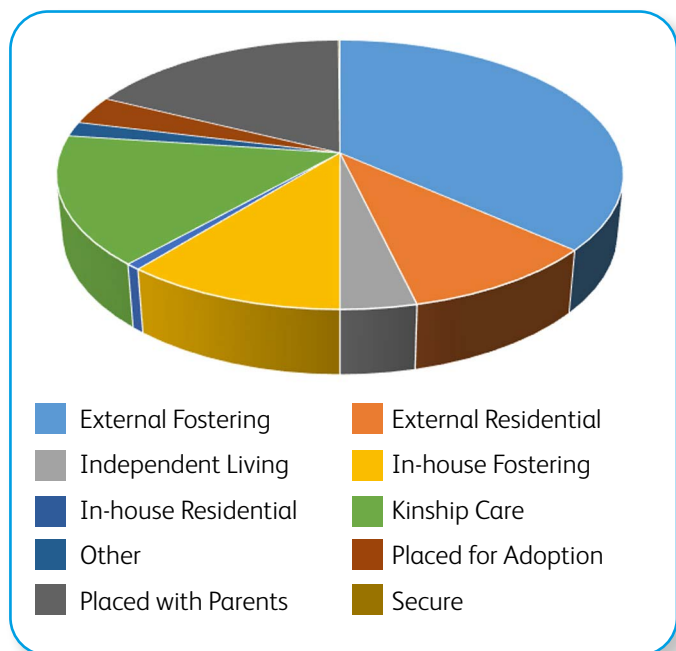
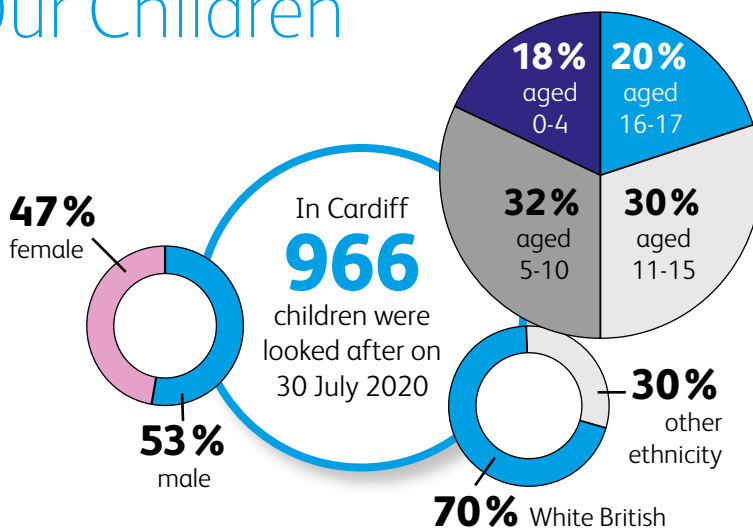
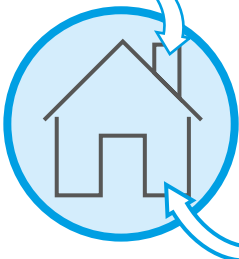
The Local Context – Our Children



51 Children on Residence Orders and supported by Local Authority

271 children on Special Guardianship Orders

3.8% of children were adopted from care in 2019-20

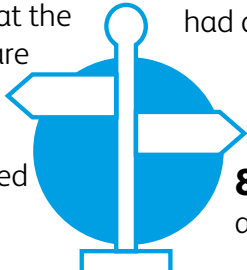
1046 children (52%) remained at home

255 children started to be looked after in 2019-20

8% had 3 or more placement moves

203 children left care during the year 2019-20

7% returned home




94% of care leavers were in suitable accommodation at the time of leaving care

93% of those who left care had a personal adviser in 2019/20

21% of care leavers experienced homelessness in 2019-20

87% had a pathway plan



54.1% who left care in 2018/19 were in education, employment or training 1 year after

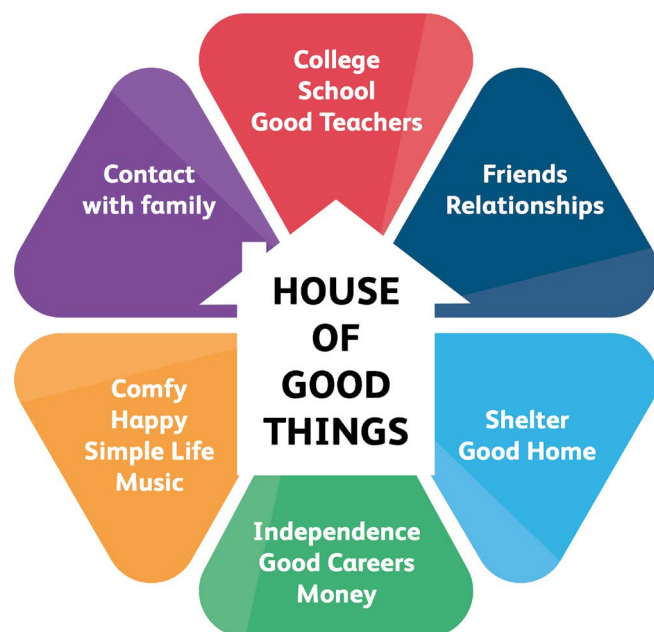
76% of school aged children looked after have a Personal Education Plan

62% of children looked after at Key stage 4 have special educational needs

Primary school aged children looked after had **94.76%** attendance in Cardiff schools

Messages from our Children and Young People

The following messages are from consultation with over 20 children and young people aged between 5 and 27 from a range of backgrounds. Cardiff is a Signs of Safety local authority. The consultation was structured in line with this model with the house of good things, the house of worries and the house of hopes and dreams.



Good things

Our Children and young people told us they enjoy the normal simple things in life that most children and young people want.

Two significant themes emerged:

- **Relationships**

Having a secure, safe and trusting relationship with professionals is essential to know how they fit into and operate within 'the system'.

A strong relationship with another (a professional adult or partner) is essential for them to know who they are and have a sense of identity and worth.

- **Education**

They see school and college as a positive. That it provides options for further hope and a career. But more importantly it is a place where they can just be a 'normal teenager', talking about and doing teenage stuff, getting up to everyday mischief. Whether school is a good or bad teenage experience, it is the same as their peers.



Worries

Our Children and young people told us they feel the same pressures as most young adults.

- World affairs and politics leaves them feeling helplessness.
- They fear not being heard.
- They feel stressed.
- They worry about being bullied, friendships, not having friends and being lonely.
- They worry about College, lack of qualifications, not having transport and not getting a job.

But these worries are amplified by particular issues associated with their life experiences and being youngsters in care or leaving care:

- Their stress involves additional anxiety, anger, violence, worries about addiction or fear of dying.
- They worry about being able to care for themselves. About not having enough money and a home / about paying the rent.
- They feel isolated and stigmatised by being in care and worry about their parents.
- They worry about not being understood by other people such as their social worker and a lack of understanding and awareness about foster care in society.



Two significant themes emerged:

- **Emotional Health and Wellbeing**

Stress was a big issue in the conversations. They told us it is a multi-layered experience. That stress is heightened by experiences outside the normal day to day arena. That their ability to unload, unpack and process these issues is hampered by not having parental support.

This is why it is so important to have at least one strong steady dependable relationship.

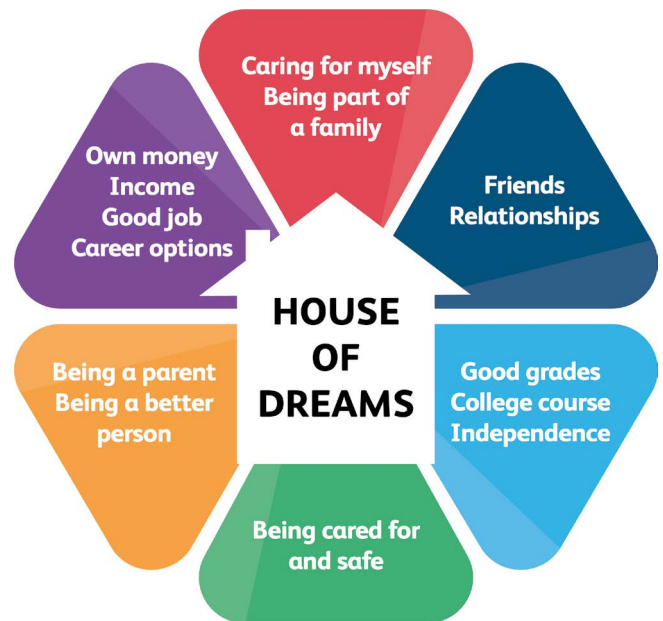
- **Stigma**

This formed the basis of bullying. They feel they are perceived as victims and therefore prone to be easy targets of victimisation. They told us, they have been bullied because they are perceived to have 'bad' parents who did not care about them, were not loved and are therefore unlovable. This caused feelings of isolation and loneliness.

Dreams

Our Children and young people told us they want security and control to build a stable future:

- To feel safe and be cared for.
- To build strong relationships with others. To find, be closer, or go home to family. To have their own family. To be a parent and to be a good parent. To be and have good friends and to feel connected.
- To achieve good grades to get on a college course, so that they can get a good job / dream career, earn money and have the income to own a home, have a car and be independent.



Three solid desires for their futures emerged:

- **They want to own a home**

This was a big issue. They told us they want to have a place that is theirs. They want somewhere they can make their own decisions about how it looks. A place that is their sanctuary and comfortable.

- **They want family and identity**

They told us they want family. By being reunited with their own family, by changing their name back, or wanting to start their own biological family, to be parents themselves.

- **They want their own career**

They told us they want to gain independence by earning a decent income from a decent job / career. This is their ticket to getting their own place and earning good money to have the things they never had. This is why they are particularly anxious about College and not doing well.



Our Pledge to you

We shall

- Provide a safe, stable and comfortable home as a child and support you when you leave care.
- Ensure there are people who support and care for you.
- Help you have good relationships with the people who are important to you.
- Help you stay healthy and have good emotional wellbeing.
- Provide activities and interests you enjoy.
- Provide a first class education and the right training.
- Help you to feel ready for the future.
- Help you find fulfilment, purpose and ambition.
- Actively ask and listen to you particularly when decisions are made.
- Improve the things we aren't doing well.
- Celebrate your achievements and treat you with the dignity and respect you deserve.

To successfully deliver our pledge, we shall centre our activity on the following five Priorities, developed from the messages our children and young people told us.



Priority 1: Improving emotional wellbeing and physical health

This is important because...

Our children and young people have the same core health needs as all children, but their backgrounds and experiences mean they may be particularly vulnerable to poorer health outcomes. This is because children who enter our care may have unaddressed or current health issues which have arisen through poverty, neglect or abuse.

We also know children and young people who have experienced disrupted childhoods, trauma and inconsistent relationships with their parents and families are more likely to struggle with their emotional wellbeing. Young people can experience Adverse Childhood Experiences (ACEs), these are stressful events occurring in childhood such as being a victim of neglect and child abuse, growing up in a household with adults experiencing substance misuse, mental health conditions or domestic violence.

The transitional period when care leavers experience during and after they leave care can present particular challenges to their emotional well-being.

Key facts

The Your Life, Your Care (2018) survey of our children and young people in Cardiff identified:

45% of children in foster care to **75%** of those in residential have mental health difficulties.

61% of 8-11yr olds and **71%** of 11-18yr olds worried about their feelings or behaviour. **18%** of 11-18yr olds thought they were not getting support with these worries.

17 (13%) of 11-18yr olds were identified as having low well-being. They were more likely to be girls and have poor relationships with their social worker and carers.

95% of 8-11yr olds had the chance to explore the outdoors. Not having contact with nature was associated with low well-being.



What our children and young people said

"It's really fun and we get to go down the caravan" (4-7yrs)

"I felt in my previous foster placement I could have received better emotional support as I needed to attend court as a victim" (11-18yrs)

"I would like to have a pet because I believe this would improve my mental wellbeing, preferably a dog" (11-18yrs)

"I like having my voice heard. I feel the social worker needs to listen to me more and remember that it's my life and not Dad's" (8-11yrs)



Our current activity

The health of our children is overseen by a Medical Lead and Designated Nurse for Children Looked After. They ensure our children have an assessment of their health needs and individual action plan.

All our children must be registered with a dentist and GP by their carers and be supported to have their health needs met. Our children have access to Paediatricians if required to ensure physical health needs are met.

In relation to emotional well-being, there are a range of therapeutic Psychology and Mental Health services provided by the University Health Board including;

- Enfys (formerly the Developmental Trauma Service)
- Children's Intensive Support Service for disabled children
- Child and Adolescent Mental Health Services
- Therapeutic support via the multi-agency Brighter Futures Panel
- The Resilience Project which works primarily through educational settings

- Primary Mental Health Specialists who are part of the Cardiff Family Advice and Support Service.

The Education Directorate and schools are currently adopting a THRIVE approach. This is a dynamic, developmental and trauma-sensitive approach underpinned by child development and attachment theory. Each school has a designated member of staff for a children looked after to share and talk about any worries and concerns they may have. Many of our schools also have designated safe spaces for our young people to share any worries in private and to actively support their wellbeing.

Advocacy, befriending, consultations and specific support groups such as Bright Sparks and the Young Person's Advisory Group provide structured opportunities for our young people to express and share their feelings and views. This is important to support our children and young people's emotional well-being.

How we shall achieve our aims

This strategy is underpinned by a detailed action plan connected to each priority.

Key actions are:

- Emotional Mental Health and Well-being is a key delivery priority of the Starting Well Partnership via the Regional Partnership Board. This includes multi-agency activity to strengthen joined up therapeutically led social and education services.
- Understand, through enhancing data systems in our children, young people and care leavers achieving their health and well-being outcomes. This will identify any gaps and improve outcomes.
- To improve how we listen to our children, young people and care leavers across our services to improve service improvement, design and delivery
- Ensure improvement in the timeliness and sharing of health assessments which is a statutory duty for all our children and young people.
- Ensure emotional well-being and therapeutic services meet need and demand
- Improving wellbeing through strengthening the offer for outdoor play, sport, leisure and cultural activities by working with senior leaders in the Council, partners and the private sector.
- Ensuring children placed out of area or who move between placements have portability of services and as minimal a disruption as possible through the multi-agency Brighter Futures Panel
- Ensure that life story work is completed with our children and young people
- Develop ways to increase the resilience of our children, young people and care leavers

Priority 2: Better connections, improved relationships

This is important because...

We know a trusted adult has been shown to be the main factor in helping children recover from traumatic events. We also know our children and young people want better connections and improved relationships in their lives.

Spending time with people important to our children and young people is a basic right and need. Sometimes staying in touch with certain people is not in a child's best interests. This can be harder to achieve for our children and young people who experience placement moves, for those placed outside of Cardiff, or as young people transition into independent living in adulthood.

We also know children and young people who have experienced disrupted childhoods, trauma and inconsistent or broken relationships may find it hard to form attachments with new people around them.

What our children and young people said

"We love seeing Mum and baby sister and we want more" (11-18yrs)

"I want to see my mum less"

"Social workers shouldn't abandon the young person and move around jobs. Don't like having to meet new people/workers all the time"

"I'd like to say to other kids in care – don't be scared. You'll be ok. If you have troubles you'll always have someone by your side. You'll get to see your family one day. Don't give up hope" (11-18yrs)

Key facts

100% of the 4-7yr olds, **95%** of the 8-11yr olds, and **90%** of the 11-18yr olds thought their carers noticed how they were feeling.

The level of trust in social workers was high amongst the younger children but decreased in the older age groups. **22%** of 8-11yr olds did not know they could speak to their social worker on their own.

The Your Life, Your Care survey of our children and young people identified:

19% of 8-11yr olds and **24%** of 11-18yr olds had no face to face contact with either parent. Most children and young people wanted more contact with family members and people who are important to them. Some children wanted less contact.

98% of children aged 8-11yrs had a trusted adult, but **1 in 10** 11-18yr olds did not. Not having a trusted adult was associated with low well-being.

98% of children (4-7yrs); **87%** of aged 8-11yrs; and **93%** of young people (11-18yrs) trusted their carers. **61%** of young people talked regularly with their carers about things that mattered to them. That is a similar proportion to the **65%** of young people in the general population who talk to their parents.

Our current activity

We seek to keep our children and young people living with family or friends wherever possible. We strive to keep siblings together unless not in their best interests pending a thorough assessment. Practitioners acknowledge connections are broad. A sense of belonging is derived not only from family, but also from community and sense of place formed through social, leisure and cultural opportunities.

Children's Services work with children and families in a strengths based way, using a Signs of Safety framework. This approach involves Family Network meetings to identify family and friends to look after children before foster or residential care is considered.

Cardiff is implementing the Reunification Framework to support permanency planning for children and build on kinship care.

We make sure, where safe, our children and young people regularly keep in touch and have contact with the people who are important to them.

Relationships are supported by advocacy, befriending, positive role models and networking opportunities. We recognise children have the right to live in Cardiff or as close to home as possible, unless there are safeguarding reasons why this cannot be promoted. We are working to develop greater numbers of local placements (Priority 3).

Where children and young people have developmental trauma or therapeutic needs, Enfys and the Children's Intensive Support Service for disabled children support and strengthen relationships with key people (Priority 1).

How we shall achieve our aims

This strategy is underpinned by a detailed action plan connected to each priority.

Key actions are:

- Helping our children, young people and care leavers to develop support networks including whilst in care, leaving care and into independence
- Supporting more children and young people to remain at home and enhancing the support available.
- Supporting more family members to become kinship carers or special guardians and enhancing the support available in a connected person first approach
- Introduce the Reunification Framework to support our children and young people who are already looked after to live safely with a family member
- Continue to improve recruitment and retention in Children's Services to enable relationship based practice
- Listen to our children, young people and care leavers to understand what they want to stay connected to the people and places important to them
- Adopt different ways of maintaining family time and contact with important people though virtual means, that for some, works better.
- Connecting care leavers to the Early Help Services if needed, to access early parenting advice and support as they become parents themselves. This will support a positive blueprint of parenting and prevent the potential inter-generational issues

Priority 3:

A comfortable, safe and stable home whilst in care and after

This is important because...

All our children and young people need and deserve a safe, comfortable, stable home. Home can be with parents, with a kinship carer, special guardian, foster carer, at a children's home, residential school, in supported accommodation or independently with floating support. But sometimes also includes secure accommodation or remand. This includes stable accommodation as an adult, including opportunities for home ownership.

No matter where a child lives, they must be supported to have positive outcomes and reach their full potential. Each setting must be chosen and matched to meet our children and care leavers' individual needs.

For most we hope this will be a positive, safe and comfortable experience, where new connections are formed with nurturing carers. But we understand that not every placement will go as expected, and our children and young people must have a positive and well planned alternative if things don't work out.

Key facts

The Your Life, Your Care survey of our children and young people identified:

87% of our children and young people reported that they felt safe 'all or most of the time' in their placements compared to only **75%** of children (8-13yrs) in the general population. **84%** of 11-18yrs old felt safe where they lived.

61% of young people 11-18yrs felt settled where they live. 7 children and young people reported they 'never' felt settled.

The vast majority of children and young people liked their bedrooms.

84% of 11-18yr olds wrote that they were taught independence skills 'All or most of the time' or 'Sometimes'. **16%** thought this was 'hardly ever' or 'never' true.



What our children and young people said

"Being in care made my life better by having a safe house and a bedroom" (8-11yrs)

"I love being in care because the people I live with are very nice and love me very much" (8-11yrs)

"Things could be fairer. Sometimes we can't make choices on our own and we have to have meetings before we can do things like go on holiday" (8-11yrs)



Our current activity

Children's Services is currently seeking to shift the balance of care (priority 2) so that more of our children and young people are placed with family or people they know.

We are working with partners to improve the volume and range of placements within Cardiff, to reduce the number of placements outside the County. This shall be achieved through implementation of the Children's Services placements Commissioning Strategy: The Right Home and the Right Support for our Children Looked After 2019-2022.

Where in-county placements are not possible, all requests for out of county placements must be made through the multi-agency Brighter Futures Panel which seeks to ensure all care, education and health needs are met.

Pathway Planning addresses the changing needs of our children and young people to plan changes in where they live and transition out of care or into supported adulthood and ultimately independence.

The Young Persons Gateway to Accommodation and Support follows a Positive Pathway model to provide information advice and assistance, supported accommodation and floating support with consistent pathways into settled adult accommodation.

Regardless of the location of the placements or age of the child or young person Independent Reviewing Officers, Independent Visitors and Advocates ensure the voice of our children and young people are heard and their wishes and rights are acted upon.

This strategy is underpinned by a detailed action plan connected to each priority.

How we shall achieve our aims

This strategy is underpinned by a detailed action plan connected to each priority.

Key actions are:

- Implementing Cardiff's Commissioning Strategy to increase placement sufficiency including;
 - Increase local placements for local children by increasing local capacity such in house placements, Oakway emergency placement for young people and the Assessment Centre with a multi-agency approach.
 - Continue to work with Independent Fostering Agencies and Care providers sufficient provision to meet need
- Ensuring there is appropriate support for placements to prevent breakdown
- Continuing to provide the Young Person's Gateway and develop additional provision to ensure demand is met
- Further enhance our data systems for care leavers in achieving a safe and stable home and well-being outcomes.
- Strengthen systems to plan accommodation and transition for young people transitioning to independent living and adulthood.
- Further develop the Kinship Team to support more family members to become kinship carers or special guardians and enhance the support available.
- Continue to working in partnership so that a placement move does not adversely impact on to education, training or health outcomes
- Explore how the council and partners can support care leavers to own their own homes such as shared ownership schemes
- Improving contextual safeguarding for risks outside of the home through the development of an Adolescent and Safeguarding Strategy and implementation of the RSB Exploitation Strategy.
- Children's Services with ENFYs will work to ensure that in house fostering an kinship carers are trained in PACE and Therapeutic Parenting models of care.

Priority 4: Educational Achievement, Employment and Training

This is important because...

There are 709 Looked after children in our Cardiff schools. 54% are of primary school age and 46% are at secondary school.

We want our children and care leavers to achieve the best possible educational and employment outcomes so that they can lead fulfilled and successful lives. Our children and young people told us this is their aspiration. Having a good job with a good income was seen as a means to obtaining their own home, income, fulfilment and to have the things they never had.

But we also know that due to the circumstances which led our children and young people into care, some will feel disenfranchised or have disengaged from school. Some will have changed school when entering or changing placement.

This disruption means that some young people may need additional assistance to achieve or they may achieve their accomplishments later than others. Research suggests that children looked after and young people are more likely to have a statement of special educational needs, to be excluded from school, and to leave school with no qualifications compared with children in the general population.

It is important to ensure that Education is considered fully when a change of placement is necessary, to ensure there is as little disruption to relationships and learning as possible. This can be particularly challenging when young people are placed outside Cardiff where provision may not be comparable.

We want to provide the best possible opportunities for all our children and young people, where all have the right to access a quality, broad and balanced education, in line with their needs and wherever possible in a mainstream school.

Key facts

The Your Life, Your Care survey of our children and young people identified:

75% of the 11-18yrs group liked school or college 'a lot' or 'a bit'.

94% of children (8-11yrs) and young people (11-18yrs) felt that their carers showed an interest in their education 'Most of the time' or 'Sometimes'.

13% wrote that they 'hardly ever' or 'never' were given trusted roles in school.

87% had access to the internet at home compared with **98%** of households with children and two adults in Wales; and **90%** of single parents in Wales

What our children and young people said

"More contact with social worker finding jobs etc would make care better"
(11-18yrs)

"It also upsets me that I may not have anyone outside of the care system to help me with financial problems (if I have them)"

"I feel extremely proud of myself at the moment with everything I have achieved" (11-18yrs)

Our current activity

The education of our children and young people is overseen by a dedicated Achievement Leader and Looked After in Education Co-ordinator who liaise strategically and operationally with schools and social services.

Each of our children and young people have a Personal Education Plan (PEP) which is monitored and reviewed regularly. The information held in the Virtual School, which includes the individual's attainment and progress data, helps us to ensure there is the earliest intervention and response to any underachievement. The Improvement Partners in the Consortium help us to monitor the progress and achievement of Looked after Children and ensure their needs are being fully considered by the school.

Such intervention is aided by a Pupil Development Grant, which is currently used to train all teachers to meet the needs of children in care. Designated teacher forums share good practice across schools, and training is available for all partners including governors, specialist teams, social workers and carers to ensure all are working together.

Education teams including specialist teachers and educational psychologists have pledged specific

support for our children looked after and young people. The pathway planning process when a young person is 16 ensures that care leavers have practical and financial support when they participate in any further or higher education.

The Brighter Futures project as part of the Into Work Advice Service supports our young people equipping them for employment or returning to education. Young people are assigned their own mentor and bespoke employment support, with access to free training, finance and interview preparation. When ready and confident they progress to a six month work placement.

Work experience, traineeships and apprenticeships are provided children who are looked after or leaving care by or through the Council's Economic Development Directorate, but also through The Cardiff Commitment. The Commitment is a partnership between Into Work Advice Service, education providers and employers to ensure that all young people in the city secure a job that enables them to reach their full potential.

This strategy is underpinned by a detailed action plan connected to each priority.

How we shall achieve our aims

This strategy is underpinned by a detailed action plan connected to each priority.

Key actions are:

- Ensure our children and young people placed out of area or move placements have their educational needs met and minimal disruption as possible through the multi-agency Brighter Futures Panel
- Understand, through enhancing data the provision available and outcomes to children looked after and care leavers to identify any gaps and improve outcomes.
- Ensuring all our children have access to the IT resources they need for education at home and minimising the impact of Covid 19.
- Transferring best practice from schools that are excellent in supporting and nurturing our children and young people city wide.
- Further develop access to employment and work experience opportunities in the Council, partners and the private sector
- Strengthen access to cultural, social and leisure opportunities in the council, with partners and the private sector to support the wider education needs of our children and care leavers
- Listen to and work with our children and young people to see what would make the difference to them with this priority.

Priority 5:

Celebrating our children and young people

This is important because...

Many of our young people have had a difficult start in life and are likely to have faced barriers. It is vital our children and young people feel valued and their achievements are celebrated. It is important that they are treated with the dignity and respect that they deserve and our contact with children and care leavers reinforces this.

Our children and young people told us they worry about not being understood by other people. They identified a lack of understanding and awareness about children looked after in society and felt stigmatised by being in care. Some described being bullied as a result of being in care.

We know that each of our children looked after are unique, with their own life experiences. It is important that they are supported to develop their talents and share their strengths. This builds resilience for the future. As Corporate Parents we must support children looked after and care leavers to reach their full potential and champion their rights.

What our children and young people said

"Adults that know you are in care should keep it to themselves" (11-18yrs)

"I feel extremely proud of myself at the moment with everything I have achieved" (11-18yrs)

"My foster carers ... don't trust me and think I steal and lie which is hurtful to me because I don't" (11-18yrs)

"No, I don't have a really good friend"

Key facts

The Your Life, Your Care survey of our children and young people identified:

98% of the 4-7yr olds, and **98%** of the 8-11yr olds had a really good friend. **11%** of young people 11-18yrs wrote that they did not have a really good friend feeling isolated from friends was a strong theme from focus groups.

25% of 8-11yr olds looked after children and **30%** of 11-18yr olds were afraid to go to school because of bullying. Girls were more likely than boys to report feeling like this.

All 8-11yr olds felt supported with this. But a quarter of 11-18yr olds did not.

12% of young people recorded that adults did things that made them feel embarrassed about being in care.

54% of 11-18yr olds responded that they got a second chance 'all or most of the time'. **9%** felt they 'hardly ever' or 'never' got second chances.

39% of young people (11-18yrs) thought they were given opportunities 'all or most of the time' to show they could be trusted. **4%** wrote that they were 'never' given the opportunity to be trusted.

Our current activity

Currently there are a range of interventions and support available to help support our young people and families to build resilience.

Annually a Bright Sparks Award Ceremony celebrates the success of our children and young people across the city. This event is an opportunity to acknowledge their achievements. Not only does it provide celebration and recognition for our children and young people who participate, but as a sponsored event the successes of our children and young people are promoted to local businesses.

The Cardiff Commitment offers our young people work placements and training opportunities in the world of work. These provide our children and young people with opportunities to hold positions of trust, to gain knowledge, skills and confidence. The initiative not only helps overcome barriers our young people face in accessing or maintaining employment, but also provides employers and their staff the opportunity to meet our young people and receive training to better understand their needs.

Cardiff's Fostering Campaign and the National Adoption Campaign in seeking prospective foster and adoptive carers are also important public facing publicity campaigns. They raise awareness of our children and young people to wider society and raises awareness of fostering and adoption to increase the number of placements available.

The Police Crime Commissioner Project works with children and young people who are at risk of entering the criminal justice system or becoming victims of crime and anti-social behaviour. This project challenges stereotypes and perceptions of young people. It uses a child rights-based approach to address the criminalisation of care experienced young people.

The police have committed to not treating our children as offenders when behaving in ways many children behave at home. Children should be allowed to make mistakes and prevented from entering the criminal justice system.

How we shall achieve our aims

It should be noted this is the most challenging of our priorities, because it needs to reach beyond our sphere of direct influence. It is a developmental priority. It is the basis for our Big Ask of Our City and Communities. Members of the Corporate Parenting Advisory Committee are champions for children looked after and care leavers. They shall promote the interests and opportunities for children looked after in their interactions with businesses, the voluntary sector and communities. Professionals shall seek new opportunities in the spirit of this strategy and action plan evolving over time. This strategy is underpinned by a detailed action plan connected to each priority.

Key actions are:

- Work with our children and young people to develop their own version of this strategy and further develop the pledge
- Strengthen participation for our children, young people and care leavers
- Develop stronger links between CPAC and our children, young people and care leavers.
- Exploring the subject of bullying prevention with schools to determine if there are opportunities to apply lessons learnt more widely.
- Develop a corporate parenting network of stakeholders to champion corporate parenting and meet the aims of this Strategy
- Supporting our children and young people in their campaigning and influencing work in a rights based way.
- Monitoring and making links with the Cardiff Commitment to promote our children and young people.
- Challenging negative stereotypes and educating others as to the reality of care experience.
- Exploring how the aspirations of our young people can be met through wider Council policy and initiatives including home ownership and access to services.

Making it happen

To achieve the right results, we know we need to get our message out, have a shared understanding and strong direction, ensure clear and effective leadership, and report on our priorities to the right people.

To do this we are going to make three big asks.

- The Big Ask of young people whose lives are affected.
- The Big Ask of our fantastic professionals.
- The Big Ask of our City and Communities.

The Big Ask of our children and young people whose lives are affected

We are proud of each and every one of our children and young people and want everything we do to be driven by what they need to be happy and established for life.

To do that, like every good parent we need to continually know what they experience, feel and think. We need them to get involved, tell us if we are getting it right and help us find the right way if we are not.

The Big Ask of our children and young people whose lives are affected by care, outlines eight key areas where we shall ask our children and young people to get involved to make a difference for now and the future, for themselves and for others.

Get involved in the Bright Sparks youth club for care experience children and young people, to do the following:

- Decide how the club is run - events, activities, and location.
- Decide on creative ways to decide what matters.
- Come to our Corporate Parenting Advisory Committee meetings or events if you want and tell us what to listen to.
- If you don't want to, tell us by animations, videos, pictures, or another way.
- Invite us to the places that matter to you if you want us to see for ourselves.
- Reach out to other clubs and communities with the help of our youth workers and advocates. Be their voice.
- Listen to our ideas about what might help.
- Tell us if we get it right and if we get it wrong.

Cardiff's social workers, foster carers, children's homes, advocacy providers, youth teams and young people themselves shall have a key role in promoting and advertising the big ask of young people whose lives are affected.

The Big Ask of our fantastic professionals

We know that professionals care. They want to make a positive difference to every young person's life.

So we asked professionals what is important to them in being a good Corporate Parent. They told us:

They fundamentally believe that Corporate Parenting is everybody's responsibility.

That we need to understand the needs of young people, advocate on their behalf, and search for solutions through the lens of wellbeing instead of risk aversion.

That every professional needs to understand and decide how their organisation shall contribute.

We should collectively aspire to achieve the best for our young people in every aspect of their lives. That there must be monitoring of progress and accountability.

The Big Ask of our fantastic professionals therefore outlines six key areas where we shall ask foster carers, residential workers, social workers, teachers, nurses, youth workers, therapists, housing providers and others to make a difference.

- We know you are working hard and are already making a difference. Come to our meetings and tell us about it.
- Listen with us to what young people tell us.
- Encourage children and young people to tell us what they think. Get involved and be the voice of young people who are disenfranchised or lack confidence.
- Work with us to find new creative solutions to deliver our priorities.
- Make a pledge.
- Build that in to your team or service area plan.
- Help us evaluate if the changes we make together work.

Cardiff's public sector, third sector and contracted service leaders and senior managers shall have a key role in promoting and advertising the big ask of professionals to their workforce.

The Big Ask of our City & Communities

We are ambitious for children in care and care leavers and we know the City and its communities are too.

The Big Ask of our City & Communities outlines four key areas where we shall ask businesses, the voluntary sector and communities to make a difference.

- Help celebrate the achievements of children in care and care leavers by sponsoring our Bright Sparks Awards or donating a prize.
- Pledge access to your organisation's sport, music, arts, leisure, cultural, or faith based activities for children in care, foster families and care leavers at low or no cost.
- Become a Fostering Friendly employer by promoting fostering in the work place or promote fostering in your venue. Help us let everyone know how important it is that our communities better understand that Children in Care Matter.
- Pledge work experience, traineeships, apprenticeships and work based mentoring to children in care and care leavers through Cardiff Bright Starts programme.

Cardiff's County Councillors as elected community leaders shall have a key role in promoting and advertising the Big Ask of our City and Communities.



Pulling it together – the role of the Committee

Our strategy is based on the evidence we have now from working together, driven by elected members who want to make the difference.

We know we can do more to understand the issues. We know there are solutions we haven't yet found. We know there is more we can do to work together.

We also know that over the lifespan of the Strategy, the context of young people's lives will change. We hope they will improve as we implement our plans, but we also anticipate there will be new challenges, not least arising from the wide ranging social and economic impacts of the Covid 19 pandemic.

For that reason we believe it is important that our strategy is a living document that is continually monitored and evolves. That we seek out new activity and identify new actions as we proceed.

The Corporate Parenting Advisory Committee is our vehicle for this. Not only for governance, but also for engagement and development.

The Committee shall pull together all three Big Asks:

- Young people shall inform the Committee.
- Professionals shall continue to search for new solutions by listening and working together.
- Elected members shall lead cohesion, partnership and champion the cause of our children and young people for whom they are corporate parents.

How we shall do it

The Corporate Parenting Advisory Committee shall monitor the implementation of the strategy.

The Committee shall plan its meetings thematically according to the Priorities of the strategy.

The Committee shall consider feedback from children and young people engagement groups and creative feedback methods so that it can listen and further its understanding of each Priority in even greater depth.

Multi-agency groups shall work on delivering the individual priorities.

The Committee shall be the forum for cohesion and partnership in seeking solutions.

The Committee shall report its progress.

Finally it is important to stress, our corporate parenting principles and strategy do not exist in a vacuum. They should shape the mind-set of culture in every partner organisation, in how each carries out all of its functions.

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Corporate Parenting Strategy 2021-2024

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Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



- The role of a corporate parent is to seek for children in public care the outcomes every good parent would want for their own children. Local authorities in Wales have a legal and moral duty to provide such support to the children it looks after.
- This duty is outlined under **Section 78 of the Social Services and Well-being (Wales) Act 2014** which states that local authorities have a duty to safeguard and promote the well-being of each child it looks after. This duty is extended to care leavers under sections **104-118** of the act.



WG review of corporate parenting across public services linked to Taking Wales Forward to 'examine ways of ensuring looked after children enjoy the same life chances as other children and if necessary reform the way they are looked after'

The review:

- Seeks to strengthen the commitment of local authorities and partners across the public sector and extend corporate parenting for care experienced children

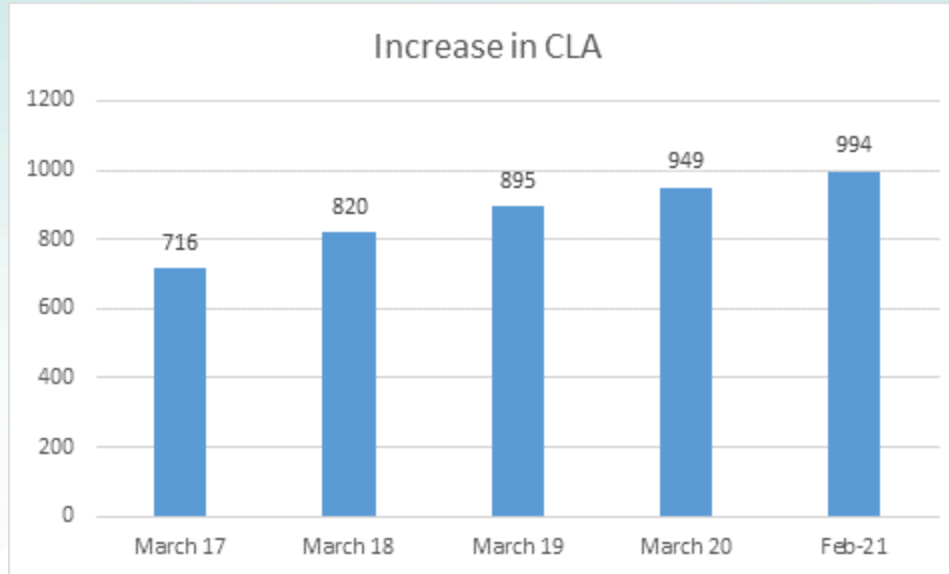
Identified priority areas such as educational outcomes, homelessness and accelerated independence amongst care leavers and they are more likely to have children taken into care, strengthening edge of care services

- The Corporate Parenting Strategy has been developed noting the results in the review and has helped to strengthen partnership working from a variety of agencies



Why do we need it?

- In March 2017 there were 716 children looked after by the authority in Cardiff. There are now 994 (February 2021)



- We know that Children looked after are more likely to suffer ACEs prior to becoming looked after which increases their likelihood of having poor mental health, poor educational attainment and a higher risk of substance misuse
- The 2021-2024 will replace the 2019 strategy and help us to meet these challenges



Co – production

This Strategy's development has been an inclusive process led by elected members, involving children, young people and professionals supported by an action plan.

- Over **20** of Cardiff's care experienced young people, living in a range of care settings, aged 5 - 27 and including children with additional needs, through real life and virtual workshops.
- **255 (44%)** of Cardiff's children looked after participated in the 2018 Your Life, Your Care survey.
- **70** professionals from across agencies and sectors contributed.
- Over **20** carers and kinship carers we consulted in a feedback session
- Members of the Corporate Parenting Advisory Committee have been involved in the development of the strategy throughout.



Our young people have told us the things that are working well in their lives, what isn't work well in their lives and what their aspirations are for the future. Based on their feedback 5 key priorities have been developed:

Priority 1: Improving emotional well-being and physical health

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Priority 2 : Better connections, improved relationships

Priority 3: A comfortable safe stable home whilst in care and after

Priority 4: Educational achievement, employment and training

Priority 5: Celebrating our children and young people



Next Steps

- A multi agency action plan is in development to ensure that the key deliverable actions outlined in the strategy are being met.
- The action plan will bring together key partners from a range of agencies who are involved in the lives of looked after children. Outcomes and status of actions will be discussed with partners at quarterly monitoring meetings.

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The Bright Sparks group will develop key activities including workshops, events and consultation based around the 5 priorities outlined in the strategy which will be reported to the Corporate Parenting Advisory Committee

- The Strategy will be reviewed annually and will be amended based on the needs of our young people



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**CYNGOR CAERDYDD
CARDIFF COUNCIL**

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE

15 MARCH 2021

YOUTH JUSTICE SERVICE – UPDATE

Purpose of the Report

1. In October 2020, when agreeing the Work Programme for 2020/21, the Children & Young People Scrutiny Committee agreed that it would prioritise the Youth Justice Service as a topic for scrutiny. This followed the publication of the HMIP Inspection report in 2020.
2. This report provides Members with an update on progress in relation to the Youth Justice Service.

Scope of Scrutiny

3. During this scrutiny, Members have the opportunity to consider the following:
 - Update Briefing – attached at **Appendix A**
 - Q2 Performance – attached at **Appendix B**
 - Q3 Performance - attached at **Appendix C**
 - Ask questions around the progress against the “All Our Futures” Strategy document – attached at **Appendix D**
 - Enquire about issues previously raised by this Scrutiny Committee – attached at **Appendix E**

Background

4. The Cardiff Youth Justice Service (YJS) is a statutory partnership set up under the Crime and Disorder Act 1998 to work with 10 to 18 year olds and their families, to prevent anti-social behaviour, offending and re-offending. YJS workers provide intervention and support to young people sentenced to a

community penalty or custody or those dealt with by an out-of-court disposal, as well as prevention and diversion work to try to steer young people away from entering the youth criminal justice system. They also offer support to victims of youth crime and anti-social behaviour.

5. Youth Justice Service teams are required to have staff from local authority social services, education services, the Police, the National Probation Service and local health services.
6. The inspection, in January 2020, was led by HMI Probation and supported by inspectors from Care Inspectorate Wales, Estyn, Healthcare Inspectorate Wales, and HMI Constabulary and Fire & Rescue Services (HMICFRS).
7. Overall, Cardiff Youth Offending Service was rated as 'Inadequate' across all areas of work: leadership and staffing; working with partners such as health, education and police; and providing services to children and young people who have offended and to their victims. The inspection found improvement was required across all areas. The report made 14 recommendations.
8. Since the Inspection, an Independent Chair of the Youth Justice Board (Graham Robb), was appointed, and a two-year plan to transform youth justice services in the city was developed, titled 'All Our Futures', which is attached at **Appendix D**. The Cardiff Youth Justice Board oversees the work set out in the plan.
9. The strategy covers:
 - reshaping of governance and leadership to focus on making changes happen;
 - improved use of shared data and analysis to improve what is delivered and to assess if it is working;
 - a workforce development plan including a quality assurance framework;
 - working with partners to put in place an improved offer to children and families who receive youth justice services.

10. The key priorities set out in the plan are:
- We will make sure we have all the right data and tools to analyse the needs of the child now, and any future trends;
 - We will make sure our shared assessment of needs is accurate and enables better outcomes for the children and the risks to be reduced ... including for victims;
 - We will make sure all staff are trained to work in the most effective way to secure the best pathways to good outcomes for children and young people and for the community;
 - We will ensure clear and effective leadership of shared development – reported to the right people.

Previous Scrutiny

11. At its meeting on the 30 July 2020, CYPSC considered the YJS Inspection Report and the Council's response to it¹. Following this meeting, the Chairperson raised the following issues to the Cabinet Member – further details of which can be found at **Appendix E**:

- Review and Challenge/Role of Scrutiny
- Youth Justice Board Governance and Progress
- Performance Measures
- Young People and their Families/Carers
- Improved/Joined working internally
- Improved/Joined up working across the Partnership

12. As stated in Paragraph 1 of this report, CYPSC Members agreed that YJS be a priority topic for the Committee's work for the foreseeable future. Members have received updates across Children's Services (including YJS) at the following CYPSC meetings:

¹ [Agenda for Children and Young People Scrutiny Committee on Thursday, 30th July, 2020, 4.30 pm : City of Cardiff Council \(modern.gov.co.uk\)](#)

- 15 September 2020 – during the consideration of the Local Authority Social Services Annual report
- 12 October 2020 – during the Children’s Services Update

Way Forward

13. Councillor Graham Hinchey (Cabinet Member for Children & Families), Deborah Driffield (Director of Children’s Services) and Graham Robb (Independent Chair, Youth Justice Board) will be available to answer any questions Members may have.
14. Members will be able to agree any comments, concerns or recommendations that they wish to pass on to the Cabinet Member for Children & Families, Director of Children’s Services and Independent Chair of the Youth Justice Board.
15. At the next meeting of CYPSC in May, Members will hold a closed session with young people from the Youth Justice Service to gauge their views and opinions of the YJS.

Legal Implications

16. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Financial Implications

17. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet will set out any financial implications arising from those recommendations.

RECOMMENDATION

That Committee considers this report, its appendices and information provided at the meeting and agrees any recommendations, comments or advice it wishes to offer to the Cabinet Member, Director of Children's Services and Independent Chair of the Youth Justice Board.

Davina Fiore

Director of Governance and Legal Services

9 March 2021

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Councillor Lee Bridgeman
Chairperson – Children and Young People Scrutiny Committee
County Hall
Atlantic Wharf
Cardiff
CF10 4UW

Dear Councillor Bridgeman

Further to your request for an update from the Youth Justice Service (YJS) following the visit from HMIP on 2nd December 2020, we have below set out a number of responses to your queries and requests and hope that these provide you with the information and updates you require.

It has been six months since the publication of 'All Our Futures' and this report summarises progress since July 2020 and sets out the next key steps.

Cardiff YJB working with Scrutiny Committee

After the Leader's Briefing and Scrutiny meetings in July and August 2020 a number of steps were put in place including:

- The Chair of Scrutiny now has the full Cardiff Youth Justice Board workplan and Governance arrangements including membership.
- The Chair of Scrutiny routinely is invited to joint Board / staff training sessions and also receives copies of the Board minutes.
- Plans are in place to enable a representative group of young people who are in the care of the YJS to meet with Scrutiny Councillors in mid March.

Strategy / Action Plan Update

Governance and Leadership

The adopted governance structure; which comprises the Strategic Youth Justice Advocacy Panel, Cardiff Youth Justice Board and Delivery Sub Committee, assists in providing functional clarity to the service. The Cardiff Youth Justice Board has been laying the groundwork by ensuring strategic attendance, clarifying roles and expectations, identifying service and partnership risks and improving analysis of the cohort.

The Board is now looking routinely at comparative performance data, engaging with practice - both as a group and individually, supporting joint partnership work in identifying areas to plug gaps, building shared understanding and identifying specific future developments. The work of the Board is now structured in a way which will enable more partner engagement with the cohort and practice, focused analysis and problem solving, and greater accountability. The Board annual workplan includes training, focus sessions with staff and partners, and 1:1 pairing with staff members. So far, all elements have been well received by both board members and Youth Justice staff.

Management

Additional resources have been allocated to recruit a full time Operational Manager for Cardiff YJS who commenced post in December 2020, and an interim third team manager from July 2020. Council resources have enabled YJS process mapping to define 'as is' and then to model a new staffing structure to be implemented during winter 2020/21. A new team management structure has been proposed and accepted at Job Evaluation panel. We are currently undertaking consultation with Trade Unions and staff, recognising the potential short term effects of further change and uncertainty whilst also ensuring that the children and young people within the service receive the best support they can.

Significant improvements for safeguarding are now in place, including a YJS-children's social care Memorandum of Understanding and direct engagement with the Multi Agency Safeguarding Hub (MASH) at Team Manager level as part of their 'daily discussion' process. To ensure further joined up working, Team Managers from localities are also attending these meetings to ensure actions are acted upon immediately from any high risk incidents from the night before. This process also ensures PPNs are submitted swiftly and without delay.

Further to this the Senior Practitioner within the YJS team has been identified as the conduit between YJS and MASH – whilst not being situated within the MASH service, he is the designated 'expert' in this area and provides interface between the teams and contributes to developing staff knowledge in this area.

The YJS OM has now started to co-chair High Risk Panels alongside other OMs within Children's Services. The scorecard regarding the interface between YJS and Children's Services is discussed every month at the Children's Management Team.

Developments in Multi Agency Public Protection Arrangements (MAPPA) work are planned and the Board held a session, facilitated by our colleagues in Probation, specifically on managing risk in January 2021. The Board approved the nine policies required under the Youth Justice Board National Standards and further policy sign offs come to the Board based on priorities contained in the Action Plan.

Staff

The Development Strategy and other specific elements of work have engaged staff directly in shaping and delivery of the strategy. This will continue in the strategic stocktake in February 2021. Staff are involved directly with Board members through focus sessions, Board meetings and the 'Pairing' session. Board member engagement with staff on specific themes such as education, training opportunities, referral order panels, community groups and youth services is designed to build service bridges and understanding.

Staff workshops have informed the development of quality assurance and supervision policy and practice. Staff have been undertaking training on core practice including on assessment and multi-agency working. Staff views, gathered by external trainers, on the quality and value of training are informing management decisions. The Board routinely monitors staff wellbeing indicators.

The new health representative started in the service in November 2020 and is currently focusing on improving the interface between YJS and wider health provisions – this has ranged from liaising in relation to appointments to being part of the Strategic Health Needs Analysis being carried out by Public Health Wales. The hope is that she will move to becoming involved in more direct work with children and young people – she has also made links with counterparts in other YJS teams to share good practice and learned experiences.

The first Bureau (Joint Police / YJS Out of Court Disposal panel) took place at the start of February. It is envisaged that the Out of Court Disposal (OOC) work will be more structured following this implementation – the first Cardiff and Vale Police and Crime Commissioner OOC scrutiny panel also took place at the end of January. There are two Police officers currently in post within the YJS with the third on paternity leave – the two officers working within the team are due to commence their Professional Certificate in Effective Practice (Youth Justice) – joint funded between police and YJS – evidence of closer joint working between partner agencies.

Conclusions

Six months into a two-year improvement strategy, we are confident that the right foundations are in place – strategic scrutiny, improved partnership governance, service design and management approaches – to enable staff effectiveness, partner engagement and, critically, better engagement and outcomes for young people. A core part of the strategy has been to work towards engaging all relevant parts of the Cardiff community. This is critical to ensuring support for the work to improve the outcomes for the approximately 150 young people under the supervision of the YJS currently, but also to help change the way people think about young people in contact with the youth justice system.

As expected, the improvement process has required some refining as the work has proceeded. The close monitoring of the improvement work within the Children's Services Directorate means that we will be able to re-focus the sub-committee to undertake more partnership problem solving work round specific groups of children or aspects of practice. During February 2021 we will be undertaking a strategic stocktake to encapsulate the learning to date and the subsequent changes that we need to make. The HMIP visit in December 2020 will be an important contribution to that stocktake process.

HMIP visit 2 December 2020

The Chief inspector of HMI Probation and three inspectors visited Cardiff virtually on 2nd December 2020. This is the first time a model like this has been used by HMIP as a 'stocktake' on progress against an action plan for YOTS which received an 'inadequate' judgement. It is important to note the focus was on governance, management and partnership. There was no case scrutiny so HMIP did not reach any overall judgements.

The outcome has been a letter to set out key observations and recommendations. This will not be published and is in effect a management report to the Chief Executive and Board. The letter has been shared with the Chair of Scrutiny.

Key points made by HMIP in their summary of the day:

- It was a comprehensive review day – including meeting staff, partners as well as Board Officers and Councillors.
- HMIP noted the close collaboration between the Board, senior and operational staff and the local councillors.
- HMIP noted evidence of progress against the majority of the 14 inspection recommendations. Some had been fully achieved and others were being progressed through the work being undertaken within the development plan.

The conclusions from HMIP noted:

- Improved clarity of Governance and focus on the right priorities.
- Improved Board - staff joint work.
- Investment in dedicated new management arrangements.
- Encouraging feedback from the staff that the pace of change was welcomed and is supporting improved morale.
- Evident commitment to staff development and support.
- Service gaps have been filled.
- Evidently better working relationships between partner agencies.

HMIP also stressed three priorities for the next few months:

- The need for continuing focus on quality of practice and quality assurance.
- Ensuring the joint needs analysis is comprehensive and helps direct strategy and practice.
- Two new areas of the next HMIP inspection which will be Out of Court Disposals and resettlement.

Performance report

As of mid-January – there were 174 cases open to YJS with the vast amount of young people entering the service via the Prevention or Out of Court arena – only 40 cases are open on statutory court orders.

The split regarding age is 56% pre 16 (94) /46% post 16 (80).

Figures show an overall improvement in education hours for school age children with 60/94 receiving their full entitled hours of ETE – 5 were receiving no hours and this will be examined in the coming weeks regarding reasons / rationale.

For those young people who are not of school age, there is still work to be done to accurately capture data regarding ETE hours as currently only those on statutory court orders have hours routinely recorded. Approximately 40% are recorded as being in some form of education training and employment, however we are aware that this is not a true reflection and is already being addressed. The current arrangements with Careers Wales staff working within the service are also under review.

Quality Assurance update

- Silver Bullet Audit findings have been received and shared with those members of staff whose cases were selected for audit in order to provide individual feedback.
- The findings will now be shared anonymously with the whole YJS team regarding positive findings and improvements to be made.

- It was noted from the feedback that ‘pathways and planning’ was still an area that required great improvement within case management so further training sessions are already being undertaken with staff in respect of this by Wardell Associates.
- Gatekeeping forms have now been introduced for all reports for case management staff and report writers to understand what is required before a report is passed to a manager for sign off. It is also an evidence base to provide feedback to case workers for improvement.
- Quality assurance tools are to be shared with all YJS staff in the next team meeting – again for staff to understand what is required – a deep dive exercise of eight cases per month will shortly be commencing once these tools have been shared. The OM will be meeting with other OMs within Children’s Services to ensure consistency regarding this process.
- Further to this, from the beginning of January, all documents relating to a young person are now attached to Childview (YJS information system) so everything is in one place. Staff have been given training on how to do this. It was noted by the OM that this was not happening therefore information was not easily accessible in one place and important documents could be missed.
- Staff supervision has been booked in monthly for the upcoming year and supervision documents have been amendments to incorporate the Signs of Safety approach and action taken to ensure all managers are using the same document.

Hearing service users

A commitment in the Strategy “All Our Futures” was to take concerted action to enable the voice of service users to inform managers and strategic leads. This aligns with the commitments to the UNICEF Child Friendly Cardiff strategy.

Significant early steps have been taken to ensure the voices of young people who are users of the youth justice services are heard at service and board level.

- A young people’s panel was part of the interview process for the new Operational Manager post
- A review meeting of these young people with the Chief Executive and Chair has led to a bi-monthly themed discussion format – this started in January 2021 with a discussion on access to education and training where service users meet strategic and practitioners to discuss the experience of using YJS services and how they can be improved.
- This young people’s group will also take part in the March Scrutiny meeting.
- The Operational Manager has established a task and finish group to identify how ‘voice of child’ is currently heard and how improvements can be made. A survey has already been implemented to be distributed monthly via social media to all recent cases that have closed or have been open for a 12 month period in order to gain feedback around experiences. We will be reporting on this quarterly to the board as well as reporting what changes are made following feedback around improvement required.

- The Chair has also briefed Board and staff on the December 2020 UNICEF publication “ A Rights based analysis of Youth justice “ which stresses the importance of the voice of the child at the heart of practice and strategic decision making.
- The YJS health representative has also been asked by the YJS Operational Manager to assist with the Youth Justice Participation plan by completing the participation self-assessment documents against the Participation standards. This will identify areas of good practice and gaps in order to inform our plan going forward – this is being done with support from our colleagues within Education and the Youth Service.

As part of this we have ensured engagement with the Child Friendly Cardiff development work and will be briefing the Children’s Commissioner for Wales on progress.

The next six months

The core elements of the “All Our Futures” Strategy will continue with focused improvements on Governance, Management, Staff and Service Improvement.

The arrival of the new Operational Manager in December and a strategic stocktake process in January and February with staff and partners enables a review of the All Our Futures’ strategy to track progress, identify learning since July 2020 and prepare for the business plan 2021/22.

The new management structure is expected to be in place in the Spring, with a clearer focus on assessment, planning and partnership working.

There is a large piece of work being completed within Adolescent Services regarding Criminal Exploitation – the YJS is very much part of this; with YJS Case Planning Forums (CPF’s), and Children’s Services Child Exploitation Multi Agency Safeguarding Meetings (CEMASMs) being joined together to ensure less duplication and more focus for our most vulnerable young people. This work is still in its infancy but the hope is to create a model similar to Multi Agency Child Exploitation (MACE) forums in other areas recognising the current landscape in Cardiff and the need for agencies to be working together throughout. This will be based on best practice in other areas in Wales and England.

Further to this the YJS, alongside Safeguarding and Adolescent Services continue to seek and embrace further opportunities and developments to work more closely with the Violence Prevention Unit regarding reducing violent behaviour amongst the children and young people of Cardiff.

Cardiff YJS has been approached by YJB Cymru to be the first YJS in Wales to pilot work regarding Constructive Resettlement – this will hopefully begin to take more shape in the Spring and inform our Resettlement policy.

We should assume there will be a further full partnership HMIP inspection this year and so the board and service are preparing for that process. This is likely to be a three week visit again with a very significant focus on case quality. We are confident, given what HMIP

noted in December that there will be evident improvements in some structure and process work but we are also clear that to get improved Key Performance Indicators and quality of practice measures is going to take the two years, or more, of the Development Strategy.

Yours sincerely

Deborah Driffield, Director of Children's Services
Graham Robb, Independent Chair, Cardiff Youth Justice Board

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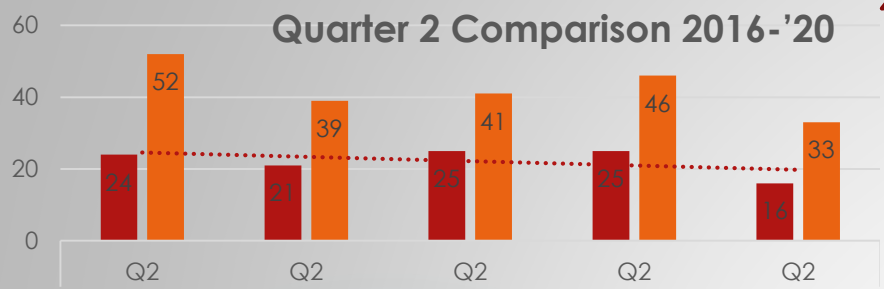
Comparison Data

Green arrows = improvement or static / Red arrows = deterioration

| NATIONAL AND WELSH INDICATOR PERFORMANCE | Cardiff 2020/21 (vs 2019/20) | | Wales Comparison to Cardiff YJS | | South Wales Comparison to Cardiff YJS | | YJS Family Comparison to Cardiff YJS | |
|---|------------------------------|-------|---------------------------------|-------|---------------------------------------|-------|--------------------------------------|-------|
| | Value | Arrow | Value | Arrow | Value | Arrow | Value | Arrow |
| Number of FTE per 100,000 population of 10 to 17 year olds (January – December 2019) | 236 (248) | ↓ | 192 (195) | ↓ | 170 (177) | ↓ | 178 (206) | ↓ |
| Proportion of Offenders who Re-offend | 38.1% (55.6%) | ↓ | 41.4% (41.2%) | ↑ | 46.3% (50%) | ↓ | 38.8% (37.0%) | ↑ |
| Frequency of Re-offending – Number of Offences per Offender | 0.62 (0.45) | ↑ | 0.41 (0.58) | ↓ | 0.58 (0.48) | ↑ | | |
| Re-offences per re-offenders after 12 months | 3.63 (4.25) | ↓ | 4.14 (4.06) | ↑ | 5.64 (4.36) | ↑ | | |
| Rate of Custodial Disposals per 1000 population of 10 to 17 yrs (October 19 – September 20) | 0.16 (0.42) | ↓ | 0.06 (0.18) | ↓ | 0.08 (0.25) | ↓ | 0.17 (0.29) | ↓ |
| % Change in average No. of ETE hours for school age YP at end (July - September 20) | 6.0% (-18.3%) | ↑ | 32.8% (-9.1%) | ↑ | 7.7% (-13.2%) | ↑ | | |
| % Change in average No. of ETE hours for 16 plus age YP at end (July - September 20) | 183.3% (24%) | ↑ | 7.2% (28%) | ↓ | 18.0% (61.8%) | ↓ | | |
| % Change in YP in suitable accommodation by end of YOT community (July - September 20) | -5.6% (41.7%) | ↓ | -2.4% (6.4%) | ↓ | 0.9% (11.8%) | ↓ | | |
| % Change in YP in suitable accommodation by end of YOT custodial (July - September 20) | N/A (0%) | | -100% (0%) | ↓ | -20% (0%) | ↓ | | |
| Proportion of children requiring substance misuse assessment starting in 5 days (July - September 20) | 100% (100%) | → | 84% (100%) | ↓ | 82% (97%) | ↓ | | |
| Proportion of children requiring substance misuse treatment starting in 10 days (July - September 20) | 67% (100%) | → | 84% (100%) | ↓ | 93% (100%) | ↓ | | |
| Mental health assessment within 10 days of sentence (July - September 20) | N/A (N/A) | → | 100% (100%) | → | 100% (100%) | → | | |
| Mental health service within 28 days of assessment (July - September 20) | N/A (N/A) | → | 100% (N/A) | | 100% (100%) | → | | |

Local Picture

**First Time Entrants
Quarter 2 Comparison 2016-'20**

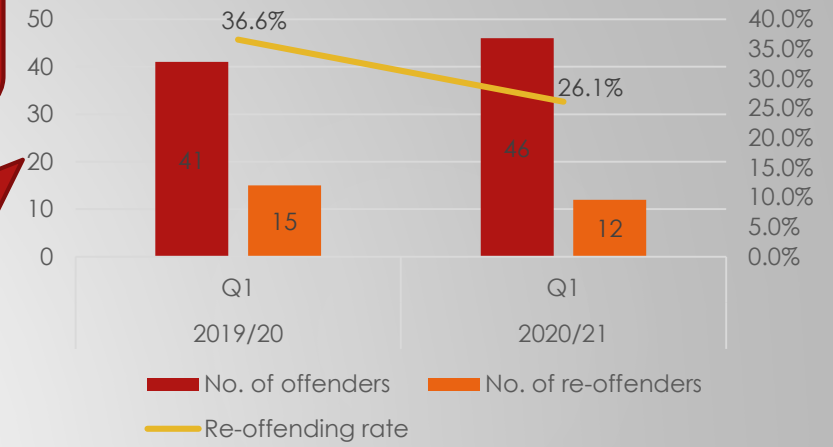


■ No. of Young People
■ No. of Offences
⋯ Linear (No. of Young People)

The local performance data shows there has been an increase in the number of FTE's when compared to Quarter 1 from 9 to 16. This is due to the end of lockdown with the police and courts delivering outcomes. The overall downward trend is shown in the graph for the same period since 2016/17.

The cohort of young people that received a substantive outcome during Oct/Nov/Dec 2019 has been tracked for 6 months to June 2020. The local re-offending rate for Q1 has reduced from 30.8% in Q4 to 26.1%. The trend chart shows there has been a reduction in the number of young people re-offending when compared to the same period 2019/20

Re-offending Rate



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Use of Custody

During Quarter 2 there were no custodial sentences imposed, there have been NO custodial sentences in Cardiff during 2020/21. 5 young people were on remand in custody during this period

Welsh Devolved Indicators – Quarter 2 July – September 2020

18 young people concluded a statutory intervention

Education Training & Employment
School Age +6.0% (8). This has improved from -18.3%. 1 NEET young person (yp) was provided 5 hours per week EOTAS.
School Age at start/above end +78.6% (2)
 1 young person receiving 5 hours ETE was remanded into custody and provided 25 hours education
Above School Age (Community) +183.3% (8) 1 young person had increased work hours from 10 to 32 and another was initially unemployed but gained part-time employment
Above School Age (Custodial) (0)

Accommodation
 At the start and end of interventions all 6 young people aged 10-15 were at home in suitable accommodation.
 Of the 12 young people aged 16+, 10 were at home 1 being in unsuitable accommodation due to overcrowding at the beginning and end of intervention. 1 yp was initially living with friends but returned home by the end of the intervention, both classed as suitable and 1 young person was remanded into custody at the start and a further yp was also remanded at the end of intervention.

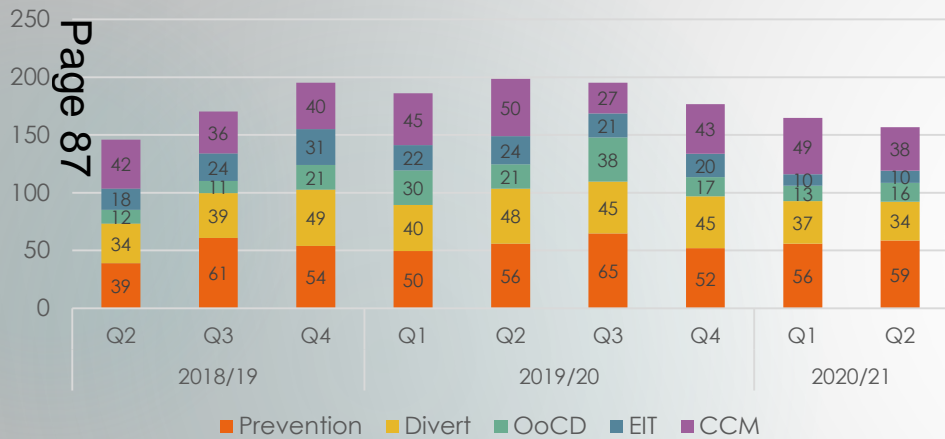
Substance Misuse
 6 of the 18 young people ending an intervention were referred for a substance misuse assessment. All young people were assessed within the 5 working days of referral.
 4 of the 6 young people assessed as requiring treatment received it within 10 working days. 1 young person subsequently refused to engage with the service and 1 young person was signposted by Tier 3 YPDAS service onto neurodevelopment.

Mental Health
 3 young people were identified as having mental health needs all of whom were already involved with CAMHS.

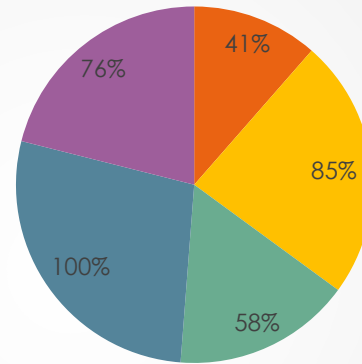
Caseloads

The following charts outline the caseloads, successful interventions and offence breakdown for Quarter 2. It is apparent there has been a significant increase in the number of offences and young people convicted during this period compared to Quarter 1 where there were no lockdown restrictions in place.

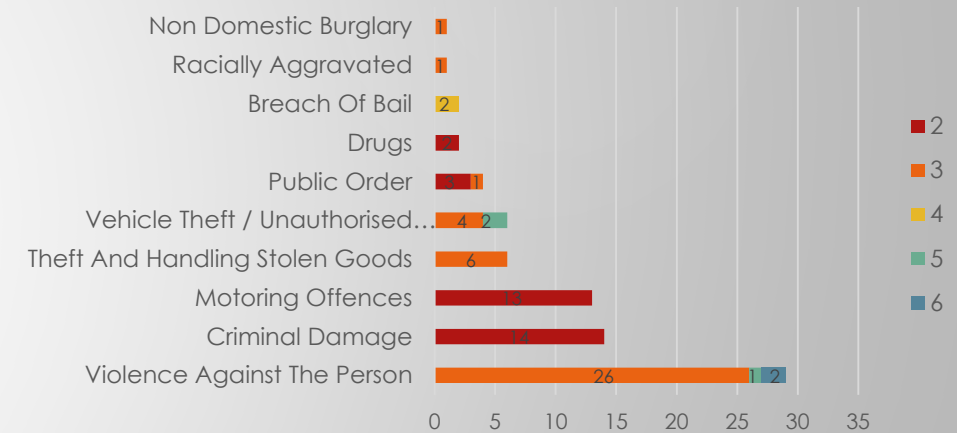
YJS Average Caseload Trends
2018 - 2021



Quarter 2 % Interventions
Successfully Ending



Quarter 2 Breakdown of
Offence Type and Seriousness



The chart shows the average caseloads have declined with a 21% reduction when compared to the same period last year. The reductions are a consequence of Covid 19, fewer OoCD cases being held for extended periods of time and a recent review of the Prevention referral processes.

There remains an improving picture in the number of interventions ending successfully when compared to Q1 from 61% to 63%. Where Prevention, Divert and Out of Court Disposal cases are engaged voluntarily this is reflected in the success rate.

During Q2 34 young people committed 78 offences. There has been a 200% (26 to 78) increase in the number of offences convicted when compared to Quarter 1. The same period in 2019/20 shows there were 119 offences committed by 49 young people.

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Cardiff Youth Justice Service

The highest aspirations for the children, supported
by the right team doing the right work.

Quarter 3 – October – December 2020

Compiled By: Heidi Olivari

Organisational Health (between October – February 2021)

Posts filled

Operational Manager
 Interim Team Manager
 Police Officer secondment x 2 (1x paternity cover)
 Substance Misuse Worker
 Probation Officer
 Health Worker
 Student Social Worker

Leavers

Neighbourhood Resolution Panel Co-ordinator
 Interim Service Manager
 Junior Attendance Centre Manager
 P/T Social Worker

Vacancies

Senior Practitioner
 P/T Social Worker
 Junior Attendance Centre Manager

Current Issues

Phased return of TM

Staff sickness

During this period **5** members of staff have been on sickness leave losing **188** working days as per the breakdown below:-

- Early Intervention - **2** members of staff were absent for a total of **10** working days
- Court and Case Management Team - **2** members of staff was absent for a total of **73** working days
- Prevention Team - **2** members of staff were absent for a total of **105** working

Sickness Absence Update



Staff Supervision and Team Meetings

The Prevention and Court Team Manager supervises 10 Staff

- **10** Staff received **57** Supervision sessions, **(114%)**
- Team Meetings - 38/46 **83%** (inc. Prevention/Court/Stay Safe project)

The Early Intervention Team Manager supervises 8 LA staff and 5 partnership staff,

- **12** staff received **49** supervision sessions, **(92%)**
- Team Meetings – 22/24 **(82%)** (OoCD, RJ)

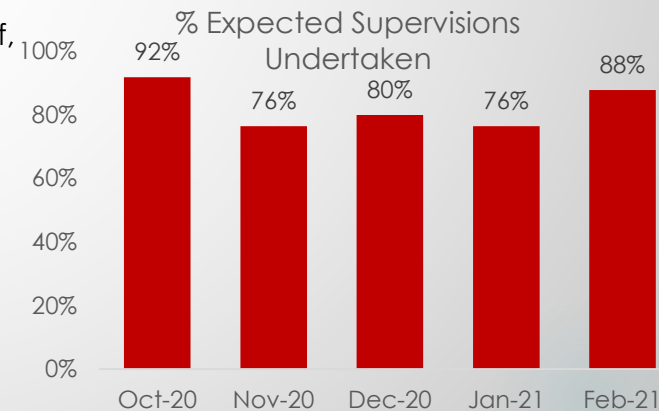
The Court and Case Management Team Manager supervises 8 LA staff and 6 partnership staff,

- **12** staff received **27** supervision sessions, **(52%)**
- Team Meetings – 1/5 **(20%)**

Operational Manager supervises 5 team managers

- **3** staff received **5** supervision sessions, **(38%)**
- Team Meetings – 20/22 **(92%)**

The target is 1 supervision per month (LA staff) and every other month for partnership staff. The % figures represent the % of possible supervisions that were carried out.



























There was a reduced no. of supervisions taking place during November due to manager sickness and preparations for a revisit of HMIP Inspectors.

Comparison Data

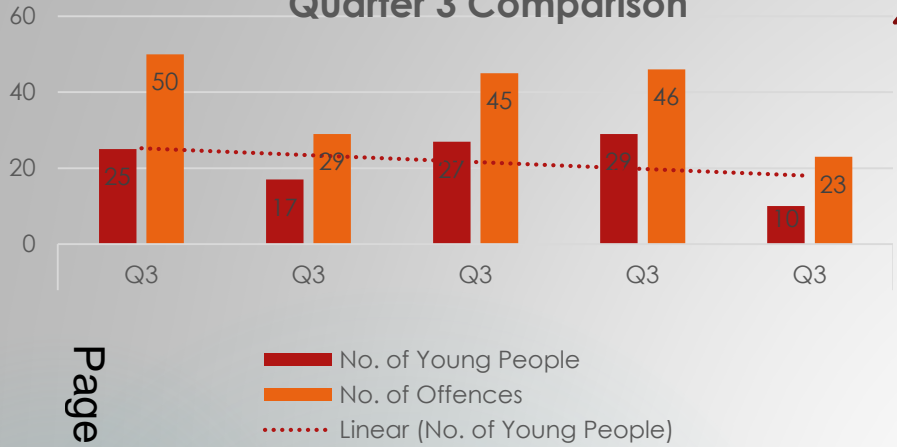
Green arrows = improvement/static

Red arrows = deterioration

| NATIONAL AND WELSH INDICATOR PERFORMANCE | Cardiff | | Wales Comparison to Cardiff YJS | | South Wales Comparison to Cardiff YJS | | YOS Family Comparison to Cardiff YJS | |
|---|---------|---|---------------------------------|---|---------------------------------------|---|--------------------------------------|---|
| | 2020/21 | 2019/20 | | | | | | |
| Number of FTE per 100,000 population of 10 to 17 year olds | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Proportion of Offenders who Re-offend | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Frequency of Reoffending – Number of Offences per Offender | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Reoffences per reoffenders after 12 months | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Rate of Custodial Disposals per 1000 population of 10 to 17 yrs (January – December 20) | 0.06 |  | 0.08 |  | 0.09 |  | 0.15 |  |
| % Change in average No. of ETE hours for school age YP at end (October – December 20) | -66.7% |  | -2.2% |  | -43.5% |  | N/A | N/A |
| % Change in average No. of ETE hours for 16 plus age YP at end (October – December 20) | 77.4% |  | 30.0% |  | 57.2% |  | N/A | N/A |
| % Change in YP in suitable accommodation by end of YOT community (October – December 20) | -7.1% |  | -5.0% |  | -10.3% |  | N/A | N/A |
| % Change in YP in suitable accommodation by end of YOT custodial (October – December 20) | 0.0% |  | -25.0% |  | -20.0% |  | N/A | N/A |
| Proportion of children requiring substance misuse assessment starting in 5 days (October – December 20) | 100% |  | 91% |  | 94% |  | N/A | N/A |
| Proportion of children requiring substance misuse treatment starting in 10 days (October – December 20) | 100% |  | 100% |  | 100% |  | N/A | N/A |
| Mental health assessment within 10 days of sentence (October – December 20) | N/A | N/A | 90% | N/A | N/A |  | N/A | N/A |
| Mental health service within 28 days of assessment (October – December 20) | N/A | N/A | 100% | N/A | N/A |  | N/A | N/A |

Local Picture (Please note there is no MoJ published data for FTE and Re-offending for Q3)

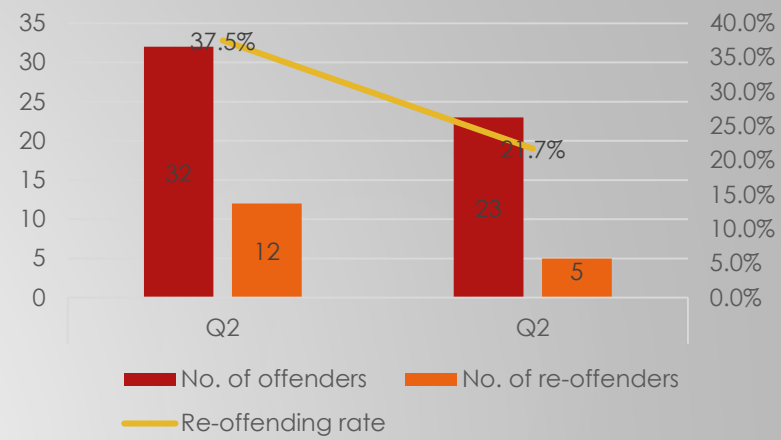
**First Time Entrants
Quarter 3 Comparison**



The local data shows there has been a reduction in the number of FTE's when compared to 16 in Q1. This may be attributed to the Fire Break during October and November. The graph shows an overall downward trend for the same period in previous years.

The cohort of young people that received a substantive outcome during Jan/Feb/Mar 2020 has been tracked for 6 months to September 2020. The local re-offending rate for Q2 has reduced from 26.1% in Q1 to 21.7%. The trend chart shows there has been a significant reduction in the number of young people re-offending when compared to the same period 2019/20.

Re-offending Rate



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Use of Custody

During Q3 1 young person received a custodial sentence for a robbery offence. There were 5 young people remanded into custody awaiting sentence during this period.

Welsh Devolved Indicators – Quarter 3 October –December 2020 15 young people concluded a statutory intervention

Education Training & Employment

School Age (Community) -66.7% (1). The reduction in hours offered from 25 at mainstream school to 5 as a result of the young person receiving 1:1 home tuition.

Above School Age (Custodial) +100% (1). By the end of the young persons licence a placement at ACT placement offered 21 hours.

Above School Age (Community) +54.8% (13). 3 NEET yp secured employment by the end of their court order.

Accommodation

% Change – Community Penalties -7.1% (14)
1 young person was remanded into custody at the end of the community intervention.

% Change – Custody Sentences – 0% (1).
Young person returned home upon release from custody and subsequently secured a supported placement by the end of their licence.

Substance Misuse

% Commencing a SM assessment within 5 days of referral date – 100% (4)
All young people referred for an assessment were assessed within 5 days.

% Receiving Tier 1, 2, 3 or 4 Service within 10 days of assessment – 100% (4)
All young people assessed as requiring a service received it within 10 days of the assessment being completed.

Mental Health

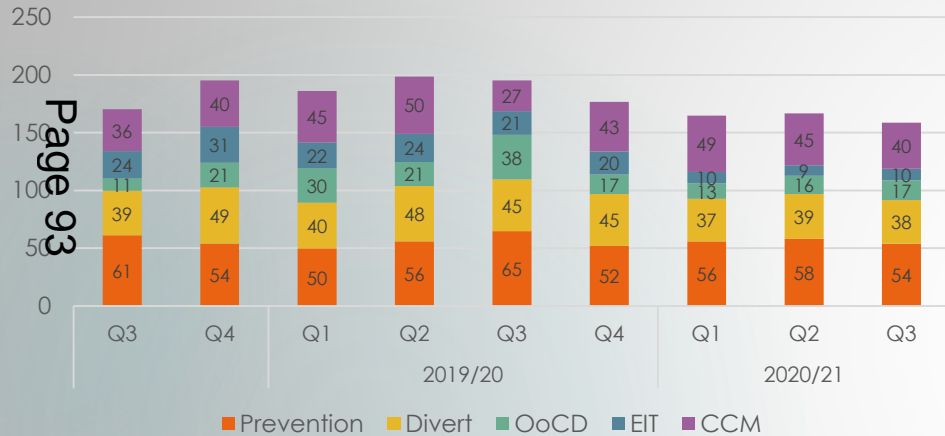
% Commencing a MH assessment within 28 days of referral date – 0% (0)
There have been no referrals made to mental health services for cases closing in Q3. However, MH concerns were highlighted for 12 of the 15 cases concluding a statutory intervention.

- 3 - formal diagnosis of ADHD/ODD
- 3 - previous engagement with CAMHS
- 3 - parental concerns expressed
- 2 – referred to GP
- 1 – previous suicide ideation

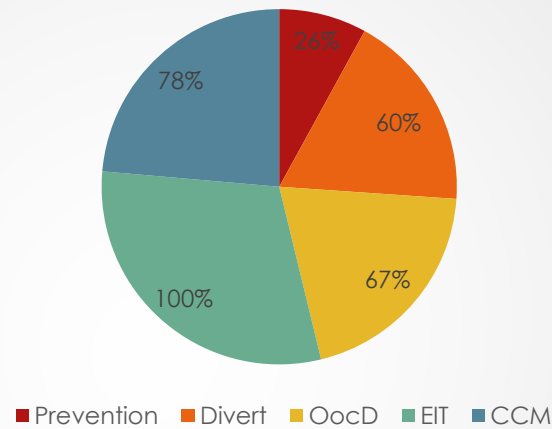
Caseloads

The following charts outline the average caseload trends, successful interventions and offence breakdown for Quarter 3.

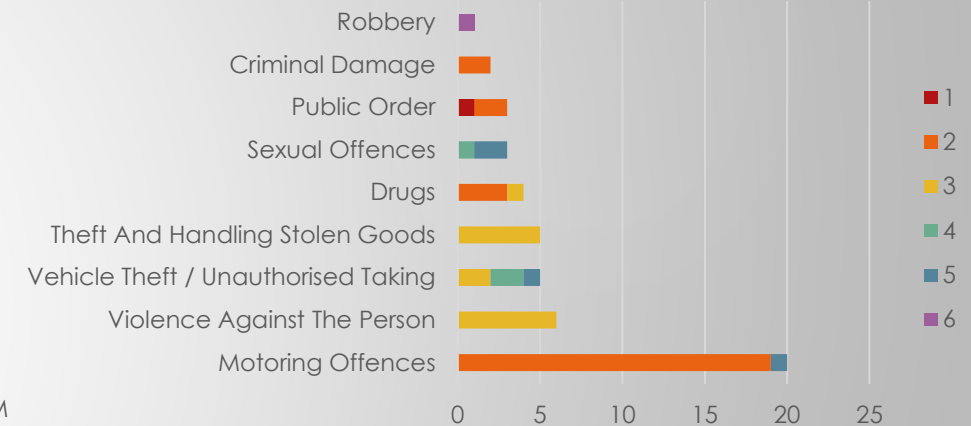
YOS Average Caseload Trends
2018 - 2021



Q3 2020/21
% Interventions Successfully Ending



Q3 Breakdown of
Offence Type and Seriousness



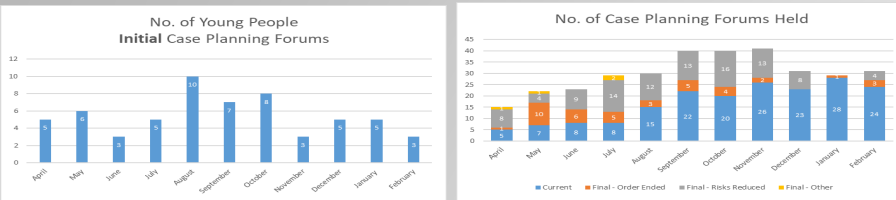
A continued reduction in average caseload numbers is apparent from the above chart. This in part is due to the ongoing review of the Prevention service and the impact of Covid restrictions during the fire break and lock down periods.

72% of substantive outcomes (CCM/EIT/OoCD) successfully completed during the period. Where Prevention and Divert interventions are voluntary it can be seen the successful completion rate is reflected.

There has been a reduction in the no. of young people convicted during Q3.
Q2 - 34 young people committed 78 offences
Q3 - 26 young people committed 49 offences
53% of all offences had a seriousness score of 2 (1 being the lowest and 6 the highest) and 10% of offences were +5.

YJS and Children's Services Scorecard

Cases referred to the Case Planning Forum (CPF)



There have been **5** referrals to CPF during February
31 Case planning forums took place during February
 As at end February **20%** (33/161) of all young people currently open to YJS were ongoing at the Case Planning Forum
 The 7 cases concluding review in February were under review for an average of **8** months
 Of the cases being reviewed at CPF **3** were re-referrals

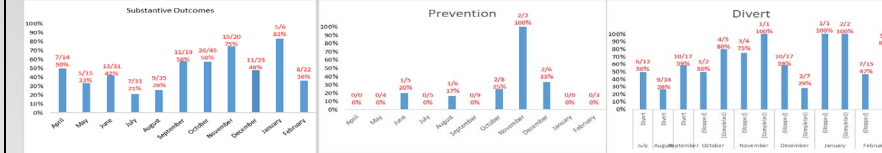
Number / percentage of ASSET+ Assessments that have been Quality Assured and required amendments

A target of 2 cases per team manager per month to be reviewed after case has closed

The QA process has been reviewed and now includes a full case QA audit focussed on closed cases

During February, an additional TM was engaged to review outstanding assessments and has signed off 13/14 allocated to date. Initial observations confirmed the requirement of staff training which will become apparent in assessments completed since the training.

Timeliness of ASSET+ Assessments Standard – 20 days



| Average number of working days to complete assessments | | | | | | | | | | | |
|--|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------------|
| Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Total Avg. |
| 43 | 42 | 31 | 87 | 40 | 20 | 21 | 17 | 18 | 15 | 29 | 34 |

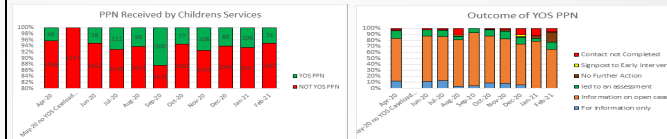
As at 01/03/2021 68 assessments were in progress with 50/50 split in those in progress with the case manager/awaiting countersigning.

* Prevention and Divert cases included from July 2020.
 N.B. The time assessments are open to case managers also includes authoriser reviewing time for cases returned to update.

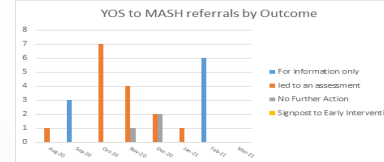
Number / percentage of cases referred to Case Planning Forum Multi Agency Strategy Meeting with Child Sexual Exploitation (CSE) / Child Criminal Exploitation (CCE) concerns

21 / 34 (64%) of cases currently ongoing at CPF include CSE / CCE issues
4 / 5 referrals made in February had CSE / CCE concerns

Number of Public Protection Notifications (PPN) relating to YJS by outcome



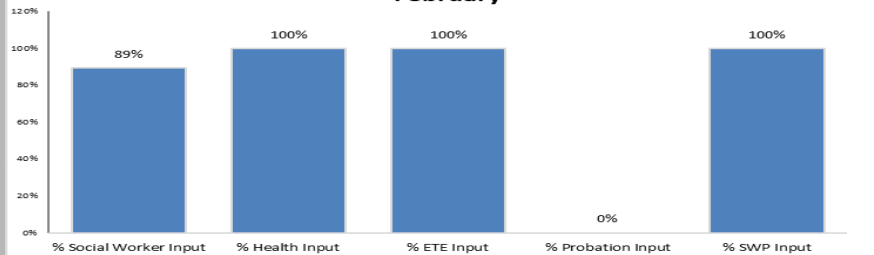
Number / percentage of cases referred to the MASH by YJS by outcome (assessment / no further action)



Number of cases referred to High Risk Panel

30 young people known to YJS have been referred to High Risk Panel (since April 2020)
9 cases currently being reviewed at HRP
9 cases have been re-referred
3 cases open to YJS were referred during February

Number/percentage of partner agencies attending Youth Justice Service Case Planning Forums February

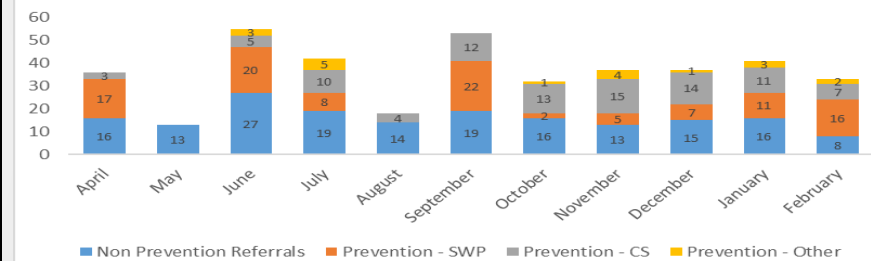


YJS Attendance at Children's Services Statutory Meetings

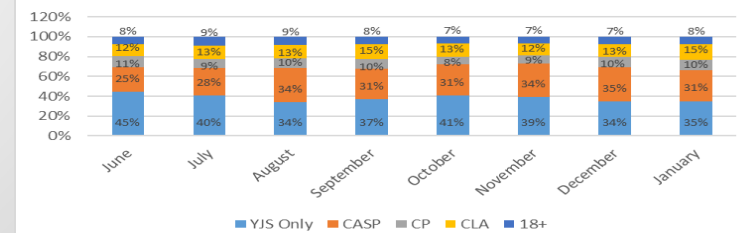
Please see below the table identifying the statutory meetings that YJS staff have attended during February

| Meeting Type | No. meetings attended |
|----------------|-----------------------|
| Core Group | 4 |
| Care & Support | 2 |
| CP Conference | 1 |
| CLA | 2 |

Referrals Into Youth Justice Service



Children's Services and YJS Caseload



There are plans to work strengthen links with the Early Help Team

EIN DYFODOL NI I GYD ALL OUR FUTURES



YOUTH JUSTICE SERVICES DEVELOPMENT STRATEGY 2020 - 2022



Gwasanaeth Prawf
Cenedlaethol
National Probation
Service



GIG
CYMRU
NHS
WALES
Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board



Cardiff
Caerdydd



De Cymru
Comisiynydd yr Heddlu a Throseddu
Police and Crime Commissioner
South Wales



GWASANAETHAU
CYFIAWNDER IEUENGTID
CAERDYDD

CARDIFF
YOUTH JUSTICE
SERVICES

EIN DYFODOL NI I GYD

ALL OUR FUTURES

The Cardiff Public Services Board (PSB), which brings together all the strategic public service partners working in Cardiff, endorses and supports this strategy which sets out our key goals and how we will measure success by 2022.

This document sets out what the partners, who are responsible for providing youth justice services in Cardiff, will do by working together. It has been developed during May 2020 in a series of workshops with those involved in the services, including young people.

To make this strategy happen it is supported by a detailed development plan, also agreed by the partner services, which sets out who will do what, how and by when.

This work will be overseen by the Cardiff Youth Justice Board, with an Independent Chair, to make sure the development is on track.

This work fits within other relevant strategies for young people in Cardiff which aim to give the best and safest futures to all young people in Cardiff.



1. CARDIFF YOUTH JUSTICE DEVELOPMENT STRATEGY 2020 – 2022

We are committed to making sure that Cardiff is a great place to grow up for all children and young people.

Most children in Cardiff thrive within their home, family, community and school. For a small number of children, the risks in their lives, their poor choices, or the actions of adults putting them in harm's way, may bring them close to or into the youth justice system as they come to the attention of police or are arrested. These children can do harm to others, their families and their futures. Our focus is on both these groups – the children causing the harm and those harmed or at risk of harm. At the heart of our work is the knowledge that these are first of all children and only secondly are they children in the youth justice system.

As the partners responsible in law for providing Youth Justice Services in Cardiff we are determined to do the best we can for these children by:

- a. Hearing the child
- b. Setting high aspirations for the children in all aspects of their life
- c. Working with partners in prevention and early intervention to keep children safe and protect the public
- d. Diverting young people into alternatives from the criminal justice system when that is the right thing to do
- e. Ensuring that work with young people ordered by courts is effective at diverting the child from crime
- f. Building the resilience of young people to refrain from crime

- g. Working with the victims of the crimes of young people to help them make sense of what happened and deal with the harm they experienced
- h. Ensuring that if a child is sentenced to custody we do the best we can to help them make positive steps when they are released from custody

This will happen when:

- » There are common approaches when working with children
- » The staff teams are highly skilled, motivated and supported
- » We have a focus on improving performance of all parts of the system
- » The range of services we offer is right for the needs of the young people
- » The system leadership is tightly focused on making sure we are doing the right things now – and the right things for the future

As partners we are using this Development Strategy to state what it is we are going to do together in the next two years, and how we know we are making a difference, to get better outcomes for the young people of Cardiff.



Cllr Huw Thomas
Chair Cardiff Public Services Board.
Leader of the Council.



Charles Janczewski
Vice Chair, Cardiff Public Services Board.
Chair, University Health Board.



Alun Michael
South Wales Police and Crime Commissioner.

Youth Justice Services: the Cardiff story

The Cardiff Public Services Board is committed to improving our city's youth justice services.

In order to drive this improvement, in 2019 we reshaped the leadership structure and, to help assess what we needed to do to improve, we brought in consultants to assess practice and assessed our approach against national advice. In January 2020 the national Inspectorate (HMI Probation) undertook a three-week inspection and gave us challenging analysis and feedback. Although there were aspects to praise there were too many aspects of leadership and organisation, Court work, out-of-court work and resettlement which were not adequate. Immediately we decided that we had to work hard and quickly to make changes happen. This strategy is the outcome of that work and covers:

- a. A reshaping of governance and leadership to focus on making changes happen
- b. Improved use of shared data and analysis both to improve what we deliver and assess if it is working
- c. A workforce development plan including a quality assurance framework
- d. Working with partners to put in place an improved offer to children and families who receive our services

Where does Youth Justice fit into wider Cardiff plans?

Cardiff Well-being Plan

The Cardiff Well-being Plan 2018-2023 is a statutory plan that is required to be produced by the Cardiff PSB in accordance with the Well-being of Future Generations Act

(Wales) 2015. It sets out the PSB's priorities for action, focussing on the areas of public service delivery which fundamentally require partnership working between the city's public and community services, and with the citizens of Cardiff. The Plan contains various Well-being Objectives, high-level priorities that the PSB has identified as being most important. It includes a specific commitment to *'reduce offending and improve life opportunities for the 18-25 age group by developing an integrated, locally focussed, approach to offender management'*. The Cardiff PSB has also identified a series of outcome indicators by which the progress of the Wellbeing Plan will be measured, including the *'proportion of offenders who reoffend (adults and juveniles) overall in the previous 12 months.'*

Capital Ambition

Capital Ambition, updated in January 2020, sets out the administration's 5-year plan and policy commitments for Cardiff. It outlines the Council's vision for Cardiff to become a leading city on the world stage and includes details of each Cabinet Member's key aims and ambitions for their term of office. It also includes a specific commitment to "ensure the Youth Offending Service continues to work with partners to reduce youth crime and anti-social behaviour".

Corporate Plan 2020-23

'Delivering Capital Ambition', the Council's Corporate Plan 2020-23, sets out how the administration's priorities for Cardiff will be achieved, providing clarity on what will be delivered, and by when. It includes a specific commitment to "create safe and cohesive communities...by strengthening governance and delivery arrangements in

the Youth Offending Service by May 2020, and implementing new approaches to reduce offending and reoffending rates by January 2021". It also includes the following key performance indicators:

Support young people at risk of falling into crime

| Indicator | Target |
|--|--------|
| The number of first time entrants into the Youth Justice System. | 120 |
| The percentage of children re-offending within six months of their previous offence. | 50% |

Tackling Exploitation strategy (Cardiff and Vale Regional Safeguarding Boards)

A robust multi-agency response to prevent and address exploitation, developing effective services to support victims of exploitation and improve the identification of victims of exploitation across Cardiff & the Vale. It is the responsibility of all partner agencies to identify children and adults at risk of exploitation in order to prevent them from becoming victims, and it is the responsibility of all partner agencies to protect and safeguard those who are experiencing exploitation from further harm.

Cardiff 2030 (Cardiff Education Services)

Cardiff 2030 was launched in November 2019 and provides a 10-year vision for a Capital City of Learning and Opportunity. The strategy has a broad scope and ambition for learning in Cardiff for the future, embracing learning beyond formal statutory schooling. It also puts the welfare of children at the heart of the city, recognising that the outcomes for children are also shaped outside of school.

Child Friendly Cardiff Strategy

The Child Friendly Cardiff Strategy was published in November 2018 and is a key programme of work being undertaken by the Council and Unicef UK for Cardiff to be recognised internationally as one of the UK's first Unicef Child Friendly Cities. The strategy sets out a shared vision and approach to building a Child Friendly Cardiff. It includes specific focus on the city's most vulnerable children and young people to ensure that child rights are made a reality for all. There are specific principles set out in the UN Convention on the Rights of the Child (UNCRC) for work with children in the justice system.

Youth Justice Blueprint for Wales

The Youth Justice Blueprint for Wales was published in May 2019 and provides guidance on effective approaches to youth justice in Wales. It was developed jointly by the Welsh Government, HM Prison and Probation Service and the Youth Justice Board Cymru, and sets out the key aspirations and guiding principles for young people in or at risk of entering the criminal justice system, focusing on early

intervention and prevention. The Blueprint recommends a holistic and rehabilitative approach to diverting young people away from crime and supporting those who find themselves in the criminal justice system.

Police and Crime Plan (Police and Crime Commissioner)

Early intervention and prompt, positive action to help prevent problems before they escalate is at the heart of a five year plan for policing in South Wales. The strategy sets out its aim to understand and respond to the needs of all our communities. Our work with partners is fundamental to people getting the response they need, when they need it. The plan sets out a number of priorities in its journey towards a safer South Wales and identifies the need to work with youth justice partners to make the local criminal justice system efficient and effective to meet the

needs of victims and reduce re-offending; reduce and prevent crime and anti-social behaviour to keep people safe and confident in their homes and communities, and protect the most vulnerable in our communities, understanding the causes and taking prompt positive action as issues arise.

Violence Prevention Unit

The Violence Prevention Unit brings together South Wales Police, Public Health Wales, local authorities, youth offending teams, education groups and the voluntary sector to tackle violent crime by understanding its root causes and taking opportunities to divert people away from serious violence through early intervention and prompt, positive action. The unit is also responsible for identifying what is driving violent crime in South Wales in order to develop a co-ordinated response by South Wales Police and its partners.



2. THE YOUNG PEOPLE WE WORK WITH

A CARDIFF CHILD SAID “I HAVEN’T BEEN RIGHT SINCE A BUNCH OF BOYS BEAT ME UP. NOW I FIND IT HARD TO FEEL SAFE”. THE BACKSTORY OF A NUMBER OF CHILDREN IS THAT THEY WERE VICTIMS FIRST THEN STARTED OFFENDING.

We need to be clear about the children and their needs and how well we are doing in our work with them.

The following gives a snapshot of the children in contact with the Cardiff Youth Justice Service in December 2019 as follows:

| Number of cases | |
|--------------------|----|
| Prevention | 52 |
| Diversion | 45 |
| Out of Court | 17 |
| Court cases | 20 |
| Early Intervention | 43 |

And the reasons they are in the youth justice system:

| Offence types | % |
|---------------------------------|----|
| Violence against the person | 50 |
| Burglary | 11 |
| Robbery | 6 |
| Theft and handling stolen goods | 17 |
| Others | 12 |

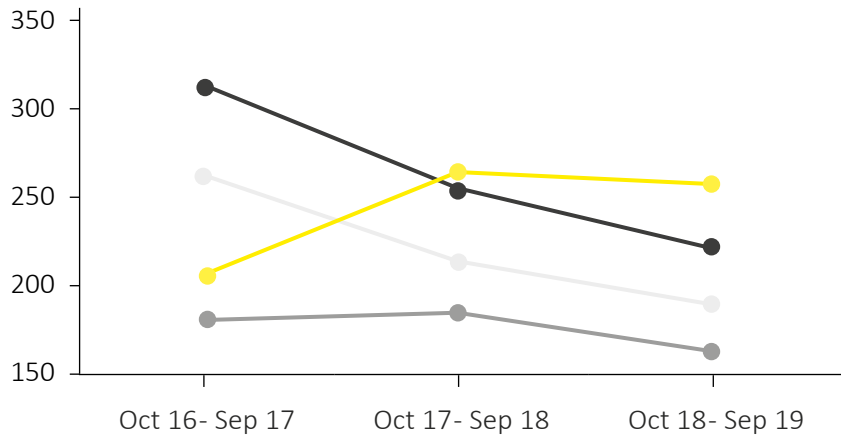
We need to know the trends of how our service is performing compared to others as it helps us plan developments.

And in March 2020:

- » 14% of children are Looked after
- » 8% are children on the Child Protection Register
- » 27% are identified as Children in Need
- » 30% of children under 16 are not in full time mainstream school
- » 38 % of children age 17 are not in Education, Training or Employment

National Measure 1: First Time Entrants (FTEs) to the youth justice system. We aim to reduce this.

Rate of FTEs per 100,000 under 18's - Oct 18 - Sep 19



| Region | Oct 16- Sep 17 | Oct 17- Sep 18 | Oct 18- Sep 19 |
|----------------------|----------------|----------------|----------------|
| Cardiff | 205 | 260 | 253 |
| Wales | 258 | 212 | 189 |
| South Wales PCC Area | 181 | 185 | 164 |
| England & Wales | 306 | 251 | 219 |

National Measure 2: Reoffending rate - this shows the percentage of the cohort who reoffended in a two year period after completing their order. We aim to reduce this.

Quarterly cohort - year on year comparison

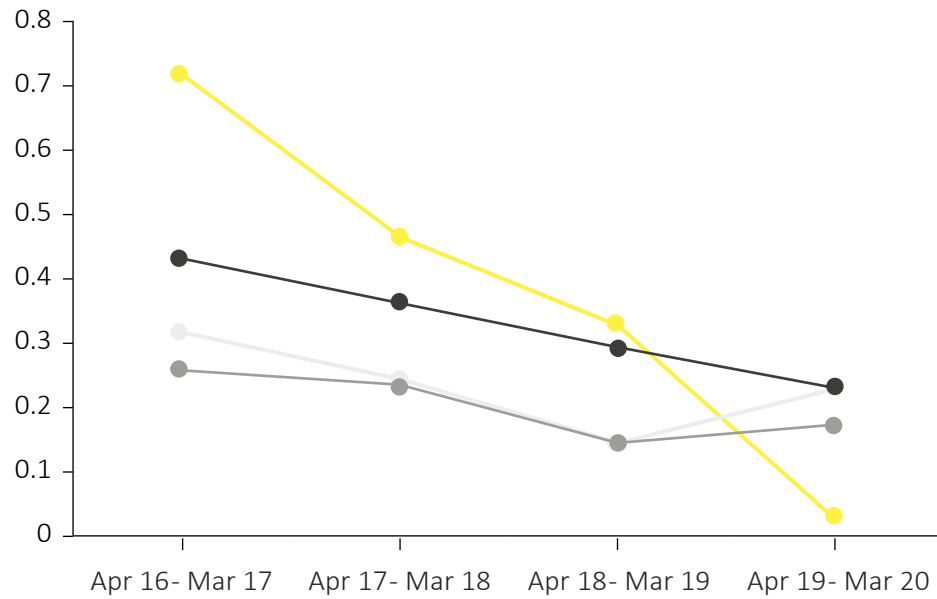


| Period | Cardiff | Wales | South Wales PCC Area | England & Wales |
|----------------|---------|-------|----------------------|-----------------|
| Jan 17- Mar 17 | 51.4% | 45.5% | 48.5% | 39.9% |
| Jan 18- Mar 18 | 50% | 40.2% | 49.1% | 39.3% |

National measure 3: Use of Custody by children from Cardiff.

In winter 2019 this meant 8 young people from Cardiff were serving a custodial sentence and 7 young people were remanded in custody.

Custody Rate per 1,000 Young People



| Region | Apr 16- Mar 17 | Apr 17- Mar 18 | Apr 18- Mar 19 | Apr 19- Mar 20 |
|----------------------|----------------|----------------|----------------|----------------|
| Cardiff | 0.71 | 0.47 | 0.33 | 0.03 |
| Wales | 0.32 | 0.25 | 0.14 | 0.23 |
| South Wales PCC Area | 0.27 | 0.24 | 0.14 | 0.17 |
| England & Wales | 0.43 | 0.37 | 0.30 | 0.23 |



How we will use data and analysis:

To deliver this strategy, and ultimately to do the best for the children who need our support, we depend on good data, good joint working and good analysis.

Cardiff youth justice services can be most effective when there is shared understanding across services of the current and emerging risks, threats and trends, and at a locality level.

Case workers need data which is meaningful to the child's life. This should be holistic, reliable, timely and manageable to enable case work which produces better outcomes. Central to this is enabling the voice of the child to inform plans and evaluate services. It also enables us to commission services precisely and to evaluate their delivery.

The youth justice service needs tools and processes which identify vulnerability and risk to children across partners and then tracks progression in all aspects of a child's life, including into post-18 services.

Key priority: We will make sure we have all the right data and tools to analyse the needs of the child now, and any future trends.



| | What is needed? | We will... |
|--|---|--|
| Voice of the child and family | Data from case records to enable strategic overview must, at all stages, be informed by the views of children – and their families. This is their right but also will lead to better decision making and commissioning. | ...have routine feedback from children and families to inform decisions. |
| Strategic needs assessment | An assessment of the needs of children at risk and in the Youth Justice system from all partners - Early help, Education, health, police, Social care and probation. Specific elements must cover a. criminal exploitation b. disproportionality c. gender specific services d. serious youth violence | ...develop a joint strategic needs assessment to 1. commission the right services in the right places at the right time 2. identify gaps in services 3. plan for future needs |
| Specific partner data | Education – achievement and progression, Health including mental health – family focused assessment of needs and journey travelled Social care – coordinating work round children in categories of need including Looked After Crown Prosecution Service – assuring court processes Accommodation – securing appropriate accommodation Secure estate – effective resettlement Probation – effective transition to post 18 services |have partnership agreement on a. priority work with children b. what data is needed to track progress c. quality assurance processes d. escalation processes if blockages occur |
| Tools for assessment of risk and vulnerability | Analytic tools drawing data from across the partnership will identify susceptibility based on early indicators and key vulnerabilities enabling targeted prevention work including the highest risk children and those exhibiting sexually harmful behaviour | ...have a shared approach to vulnerability which enables more effective early intervention work |

3. A VISION: WHAT ARE WE TRYING TO ACHIEVE?

The highest aspirations for the children, supported by the right team doing the right work.

For the children

We work with children on the cusp of or in the youth justice system, their families and partner agencies to understand and minimise the risks in their lives, including those linked to crime and exploitation. We shape the right services for the individual in youth justice, health and wellbeing, education, safeguarding and public protection. This also applies to those who are the victims of youth crime. Our goal is that the child leaves youth justice with the best chance for better outcomes, with support to attain their ambitions and aspirations to lead a positive life.

At the heart of our approach is that these are children first and offenders second and that we aspire to the standards of the Unicef 'Cardiff Child Friendly City'.

For the service we offer

We know that a key factor in changing a child's life for the better is in building and sustaining a relationship of trust with an adult. In Cardiff Youth Justice Services, the role of that adult is to advocate for the child and make sure we know how the best services (across all Cardiff services) can be brought together to meet the needs of the child. This applies at all stages along the youth justice journey, from prevention through enforcement to resettlement if on occasion a child has a custodial sentence. This means making sure we know children's views, making sure we

are clear what 'best' looks like (including for the most complex sets of needs) and how to assure children, ourselves and partners that we are doing the best. However we also know that the trusted adult for a young person may be in the family, community, school, or other services and so we will see ourselves as part of a team working to support and challenge the child.

For the staff in Youth Justice Services

Whether they come from social work, probation, police, health, youth work or other specialisms in the team, our goal is a common approach to the work. That means staff understanding and living trauma informed practice and safeguarding (be it about the individual or the context of the area in which they live). We have to have data about current and future needs so we can secure the pathways needed for the children.

Above all this must be a learning culture where staff, strategic leaders and boards are continually reflecting on the work and refining it.

For the Cardiff Community

We understand the fear and anxiety which can come with youth crime. We have a duty to be transparent and honest about that and build confidence in the capacity of children to change for the better. So we also want to

tell the positive story of hope and change so that rather than communities feel the children are someone else's problem that "they are all our children". We also know there are many resources in the community which could

support children and families in the work of prevention and reducing reoffending as well as promoting the wider health and wellbeing of families and communities.

THE VOICE OF A CHILD IN THE CARDIFF YOUTH JUSTICE SYSTEM

**“ALL YOUNG PEOPLE SHOULD FACE
WHAT THEY DID, AND UNDERSTAND
THAT THERE ARE VICTIMS”**



4. HOW WE WILL WORK WITH YOUNG PEOPLE

We know that many of the young people we work with have been shaped by trauma of one sort or another, that the risks in their lives are sometimes down to them and sometimes to others in family or community. We know that helping them change their lives for the better, keeping them safe, and helping them repair harm they have caused, means tenaciously building positive trusted relationships and shaping what we do to their individual needs in ways they understand. We want them to understand that we will work fairly and transparently with them so that youth justice work can succeed be it in prevention, diversion, enforcement or resettlement. We also want

them to know we have high aspirations for their future, whatever their past and that we work across services in Cardiff to get the best pathways for the future once the youth justice work is done.

We are clear that Cardiff's commitment to be a Unicef Child Friendly City will mean we have to examine carefully how we work with children, drawing on what children tell us.

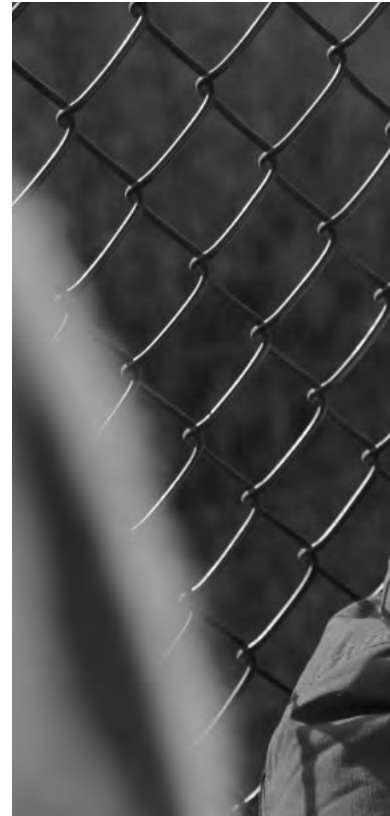
Key priority: We will make sure our shared assessment of needs is accurate and enables better outcomes for the children and the risks to be reduced ... including for victims

A QUOTE FROM A CHILD IN THE YOUTH JUSTICE SYSTEM.

“WHEN DO I GET MY CHANCE TO SPEAK?!”



| | |
|--|--|
| <p>We will work with children and their families ...</p> | <p>We will ...</p> |
| <p>...understanding the locality and family context to keep them safe</p> | <p>...work with agencies and partners to minimise the risks in family and locality</p> |
| <p>...in ways which respect the age and understanding of the children</p> | <p>...work with, and secure feedback from, children and families so we know we are working in the right way</p> |
| <p>...meet the needs of the children and reduce harm to them or others</p> | <p>...have consistently high-quality shared assessments showing children getting better outcomes after the youth justice work is completed.</p> |
| <p>...to safeguard them from harm and reduce risks of offending</p> | <p>...our assessments will test that assessed risk is reduced by the end of the youth justice work</p> |
| <p>...to enable them to achieve accredited qualifications which support progression in learning – from basic skills to advanced studies</p> | <p>...enable more children to reach personal achievement and progression goals</p> |
| <p>...and as part of a team with other agencies to find ways to meet their needs in Education, Training and Employment, and health, housing, housing or other ways</p> | <p>...use assessments at the start and end of youth justice work showing improved outcomes and work to ensure sustained support after the youth justice work is finished</p> |
| <p>...in schools and other services in ways which help prevent children coming into the youth justice system.</p> | <p>...seek feedback from services about the impact of prevention work and ways to improve it.</p> |



CASE STUDY

Child D was first involved with the Youth Offending Service in 2015 when aged 11: the prevention referral was regarding anti-social behaviour in the community. This programme was successfully completed in early 2016. The next contact was in late 2018 when D was referred for an Out of Court Disposal. Due to non-engagement with the Youth Justice System and non-attendance at Court D was remanded into a Secure Training Centre in early 2019. Concerns had continued to be raised about the non-engagement of D and an escalation in the types of offences being committed i.e. Possession of knives/weapons, Robbery and Possession of illegal substances. At aged 14 this was very concerning behaviour - professionals were concerned that they had a lack of understanding about what was happening for D. When D was released from custody, D started to attend appointments albeit in new expensive

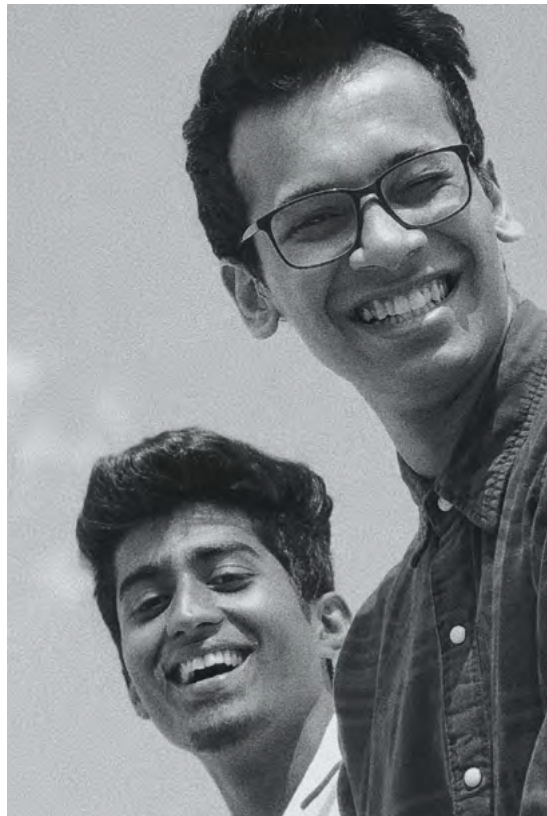
clothing when the family were reliant on state benefits. D was also not attending school and parents often did not know D's whereabouts and provided limited boundaries and control at the time, so concerns were raised regarding potential criminal exploitation.

Partner involved

The case was referred to the criminal exploitation Multi Agency Strategy Meetings in order for key partners to discuss the concerns and to enable an appropriate intervention plan to safeguard and protect D.

Risks

D began to engage with Youth Offending Service support and began to discuss his thoughts and feelings and made disclosures to professionals about what was going on for him and his family. D reported that he was threatened by individuals with knives, he was involved in dealing drugs for adults and these



individuals had been to his house to threaten and intimidate. D stated this was because he owed a debt due to drugs that were taken from D's person by the Police and the adults controlling him were making sure he was going to pay this back by working for them selling Class A drugs. As a result of these disclosures, a Section 47 Child Protection investigation was instigated and the Youth Offending Service submitted a National Referral Mechanism to the Home Office under the auspices of the Modern Slavery Act 2015. This was to ensure D was not unfairly being convicted of criminal offences when there was a decision to be made by the Home Office whether they believed D was a victim of exploitation.

Impact

The Home Office returned a positive indication of exploitation, and so once conclusive grounds have been determined the course of action will be for the offences

committed by D, whilst he was being exploited, to be taken into account by the Court with full knowledge the young person was exploited. This ensures victims are not criminalised and appropriate action taken against offenders of exploitation under the Modern Slavery Act 2015. The Youth Justice Service are continuing to support D to engage him in constructive activities such as music workshops, knife crime awareness and education.



5. HOW WE WILL WORK WITH PARTNERS

The delivery of this strategy will be a shared endeavour across all Public Service Board partners, bringing the commitment of each organisation – not simply the individuals attending the Board meetings – working alongside partners in the communities of Cardiff, including schools, Colleges and community groups.

We will share, recognise and value expertise, resource and take joint responsibility for good outcomes for children and young people.

We are clear that Cardiff Youth justice services will be most effective when there is long term trust, transparency and a sense of clarity with our partners about what is working and what is not.

We will achieve this by:

- » commitment to our shared goals of safeguarding, in the locality and in the home as well as child protection practice

- » commitment to both well-being and public protection
- » a shared commitment to helping children and young people achieve the best for themselves
- » a shared understanding of how we assess the needs of children
- » a shared approach to prevention, diversion, enforcement and resettlement work
- » a shared approach to quality assurance
- » shared responsibility for the outcomes of our work

Key priority: We will make sure all staff are trained to work in the most effective way to secure the best pathways to good outcomes for children and young people and for the community.

We will get the best for the children when ...

We will ...

...all youth justice work by partners is informed and improved by the engagement with the children

... ensure routine feedback from children is evidenced to improve youth justice work

...there is a shared approach to workforce development covering working approaches
 Contextual Safeguarding and public protection
 Trauma informed practice
 Restorative justice work
 Building the capacity to desist from crime
..and specific issues such as
 Child criminal exploitation
 Harmful sexual behaviour
 Serious youth violence

... gather measures of staff satisfaction and confidence including in induction, progression and promotion.

... track successful completion of appropriate professional qualifications by staff and the impact on the services we offer.

... key points in the process work both to prevent crime and further reoffending:
 At police custody suite and beyond including community resolution
 During prison sentence and on resettlement
 On transition to post 18 justice services

... ensure casework scrutiny processes judge the quality of decision making, and support in accessing services and pathways.
 ... improve risk management and reduce reoffending

...and pathways give the best possible outcome
1. Education Training and Employment progression and achievement
2. Access to Health including Mental health provision to meet needs
3. Access to accommodation

... ensure that assessment at the start and end of youth justice work shows reduced risks, improved outcomes and reduced risk of reoffending

... services work closely with community partners to identify support and local pathways for children

... build wider network engagement between youth justice services and community groups to achieve shared goals

... we help build family and local resilience to reducing the risk of crime

.. build on work with family and locality services to develop locality practice for safeguarding and youth crime prevention

THE VOICES OF CHILDREN IN THE CARDIFF YOUTH JUSTICE SYSTEM

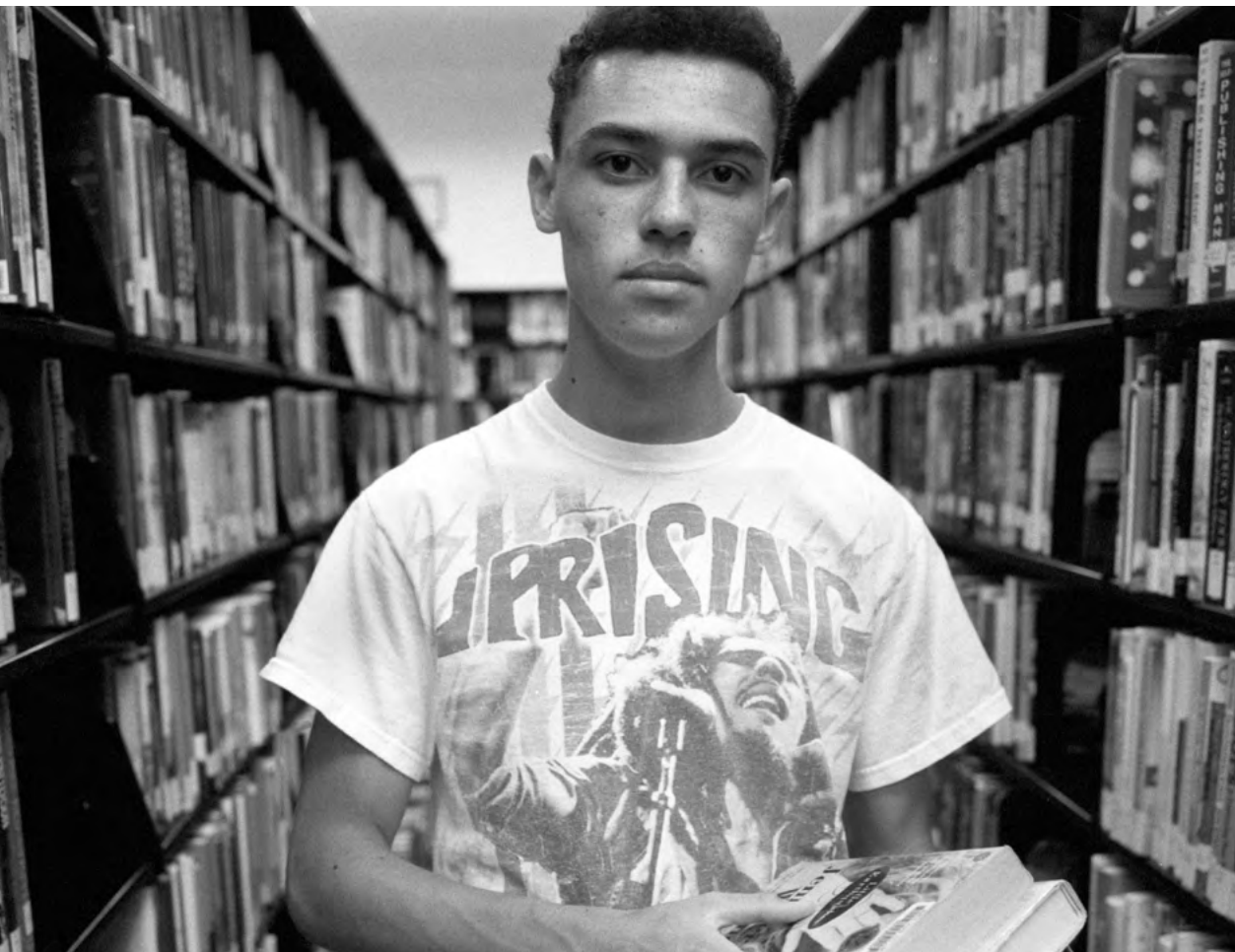
THE YOUTH JUSTICE WORK GAVE ME ...

“A BETTER RELATIONSHIP WITH MY MUM”

“THE CHANCE TO STAY AT MY SCHOOL”

“WAYS TO UNDERSTAND MY EMOTIONS”

“THE CHANCE TO IMPROVE MY MENTAL HEALTH.”



CASE STUDY

Child Criminal Exploitation

May 2020

Case worker notes

I was working with child H on his Referral Order. I became very concerned that he was a victim of Child criminal exploitation. Other services were sceptical but in my advocacy role of ‘banging the drum’ for him I was not going to give up. I took a decision to submit a NRM (National Referral Mechanism) to the national clearing house... and I am glad that I did, as the following day H was found to be in possession of quantities of heroin and crack/cocaine. The NRM concluded H to be a victim of

exploitation but because of the NRM decision the drugs offences were not brought against him by South Wales Police – as he is a victim of exploitation.

Impact

Since then, H has gone from High to Medium risk and has successfully completed his Referral Order. He secured employment which was only temporary/casual and has been supported by Careers Wales to obtain a CSCS (Construction) card to secure further employment in a field that he is interested in (this will continue with Career Wales, even though his Order has expired). I just feel that he could have been in a much worse situation - if not in custody- if we had not proceeded with the NRM submission.



THE VOICE OF A CHILD IN THE
CARDIFF YOUTH JUSTICE SYSTEM

Q “WHAT SHOULD
CARDIFF YOUTH
JUSTICE SERVICES
DO TO IMPROVE”

A “ COMMUNICATING”

6. MAKING IT HAPPEN (GOVERNANCE AND LEADERSHIP).

Leadership is exercised at different levels

The work of the Cardiff Youth Justice Services is reported to the Cardiff Public Services Board, as the city's strategic public service leadership board and statutory Community Safety Partnership, and also to the Regional Partnership Board for Safeguarding. (NB This also includes coverage of safeguarding for children in the secure estate). The Youth Justice Board for England and Wales (Ministry of Justice) and HM Inspectorate of Probation will be monitoring progress against the development plan.

Youth offending teams (YOTs) were established by the Crime & Disorder Act 1998 with the statutory duty to prevent offending and re-offending by young people and to provide 'youth justice services' via multi-agency YOT teams.

The Chief Executive of Cardiff Council has the statutory responsibility to establish a partnership to maintain youth justice services in Cardiff.

The Youth Justice Board includes all the statutory partners set down by law including Local Authority services such as social care, youth and education services plus Police, Probation and Health who are together responsible for working to provide services.

Other key partners, including community groups, the Courts, accommodation providers and secure estate, will work with statutory agencies and Service leaders in the Youth Justice Service and partner agencies on

prevention, early intervention, diversion, enforcement and resettlement from custody.

The Independent Chair of the Cardiff Youth Justice Board, appointed by the Chief Executive of the Council, is responsible for delivery of the Strategy – and the Board members representing the partners are collectively responsible for delivering the services.

Together we will achieve the principal aims of the youth justice system.

This includes:

- » reducing the number of young people who enter the Youth Justice System
- » reducing the likelihood of reoffending by young people and the risk of harm that they can cause to other people and themselves
- » reducing the number of young people receiving custodial disposals

We are also clear:

- a. That reduction of first time entrants is based on a whole system approach involving health, early help, education, youth services, accommodation and community partners
- b. That it has a collective aim of promoting safeguarding, community safety and public protection

Together we accept our joint responsibility to enable the best futures for children in Cardiff on the cusp of or in the youth justice system.

Key Actions Cardiff Youth Justice Board 2020-22

We will;

- a. Lead the development of a shared vision, Development Strategy and Development Plan for Cardiff Youth Justice Services
- b. Define Board membership and functions to ensure the partnership members deliver the benefits of the Strategy
- c. Ensure Board members have the right seniority, induction, training and support to fulfil their duties

- d. Ensure that the business plan developed for each year sets out partner contributions to governance, service capacity or provision
- e. Promotes comprehensive communications about progress towards achieving the vision of the Development Strategy

Key Priority: We will ensure clear and effective leadership of shared development - reported to the right people.



We will explore whether a Higher Education institution with relevant expertise would assist in evaluation of the implementation of the Development Strategy. This would

give further assurance to Cardiff of the commitment by partners to rigorous learning and development.

| Focus | We will | How will we report on the outcome of this and judge effectiveness? |
|---|---|---|
| <p>Vision, Strategy and Development Plan co-produced with staff, partners and young people input</p> | <p>Publish a two year Development Strategy in June 2020</p> | <p>To</p> <ul style="list-style-type: none"> i. Cardiff Public Services Board (PSB) and Partnership Boards ii. Youth Justice Board for England and Wales iii. HMI Probation Inspectors <p>In February 2021 we will evaluate progress of the development strategy</p> |
| <p>Cardiff Youth Justice Board Membership and Functions</p> | <p>New Terms of Reference to be adopted June 2020 to enable the outcomes of the Development Strategy and development Plan to be achieved and measured.</p> | <p>To the Cardiff Public Services Board</p> <p>Review and update Spring 2021</p> |
| <p>Board members</p> | <p>Establish membership, Induction, and a training programme by July 2020 so all are clear on their roles and responsibilities.</p> | <p>Self assessment by board members will test for improvement in practice, confidence and outcomes.</p> <p>Reviewed and updated Spring 2021</p> |
| <p>Board Business Plan</p> | <p>Develop a format and process in July 2020 which defines partnership contributions to meet the goals of the Development Plan</p> <p>Partnership Business Plan adopted Spring 2021</p> | <p>Chair will report Board recommendations to Chief Executive / PSB</p> <p>Feedback will inform business planning 2021-2022</p> |
| <p>Communications</p> | <p>The communication plan will ensure clear messages about what the Cardiff Youth Justice Service aims to achieve.</p> | <p>Board will gather views to judge effectiveness from staff, young people and partners and review</p> |

CASE STUDY

I am an Anti-social Behaviour Prevention Case Manager, one of two Case Managers working with two siblings who are on the Child Protection Register,

The Intervention Plan for the young person A, consists of early intervention work to understand offending behaviour and the implications on their future, working with a Substance Misuse Worker to address their cannabis use and working with a Harmful Sexual Behaviour worker to support A until they their work with Better Futures.

Partners

The original intervention plan was to address anti-social behaviour in the community attending regular Multi Agency meetings with our partner services including Core Groups and Child Protection conferences. During Covid 19 these are being undertaken via Skype which is working extremely positively.

Risks

Since the start of Covid 19, they have been self isolating at home whilst A went to live with Grandmother. I regularly speak with A and the Paternal Grandmother using video calls, I also regularly speak with A's mother on the telephone where I will update her on progress and we discuss the ongoing situation of the family being temporarily separated.

Impact

Due to the Youth Justice Service working with more than one young person in the family unit we have an email group for 'open communication to enable comprehensive information sharing' between school, college, Social Workers, Family Intervention Support Services and Case Managers enabling us all to be kept in 'the loop' regarding any updates relevant to the siblings. This ensures all agencies are updated in real time on any current issues and dynamics to A. The good communication and information sharing through the email group has been pivotal in ensuring a positive outcome for the siblings.



Key roles and responsibilities of Partners

| Partner | Role in Governance | Key focus |
|---|------------------------------------|--|
| Cardiff Council Children's services | Board member | Safeguarding, Exploitation Line management of Youth Justice Services |
| Cardiff Council education and youth services | Board member | Working to improve achievement and secure pathways into education, training and employment. |
| Cardiff & Vale University Health Board | Board member | Working to secure pathways into health, including mental health services, to secure better health outcomes for children |
| South Wales Police | Board member | Joint work on prevention, early intervention, first time entrants, enforcement and reducing reoffending |
| National Probation Service | Board member | Transition to post 18 services in community and secure estate |
| The Judicial System (Courts) | Attendance at theme Board sessions | Duty of Youth Justice services to provide assessment and pre sentence services to judiciary and support for implementation of court orders |

7. COMMUNICATIONS STRATEGY 2020-22

Cardiff Youth Justice services will work hard to ensure that community, parents, children and staff know what we aim to achieve with young people, what we achieve and how we work hard to overcome barriers.

| Audience | Actions | When |
|------------------------------------|---|--|
| Children and families | <ul style="list-style-type: none"> Revised leaflet for current and new clients to explain the service Establish young people's user reference group Work with youth participation team to secure wider dissemination | <ul style="list-style-type: none"> Sept 2020 Autumn 2020 Autumn 2020 |
| Youth Justice Service staff | <ul style="list-style-type: none"> Involvement in development workshops Monthly briefings Joint Board / staff engagement in joint problem solving sessions Briefings for youth justice volunteers (referral order panels) | <ul style="list-style-type: none"> May/June 2020 Routines |
| Board | <ul style="list-style-type: none"> Monthly Board meetings agree communications to be shared Agree communications about Youth Justice Service Development Strategy through partner networks | <ul style="list-style-type: none"> Monthly July 2020 |
| Partnership | <ul style="list-style-type: none"> Joint service meetings Partnership briefings Focused sessions eg with HMCTS on Courts work | <ul style="list-style-type: none"> As planned to achieve development work Within annual Board plan |
| Community | <ul style="list-style-type: none"> Through Cardiff Council publications and events | <ul style="list-style-type: none"> June 2020 Development Strategy and subsequent updates. |

FURTHER INFORMATION

1. Do you want to know how to get help for a child or young person you are worried about?

Multi agency safeguarding team

029 2053 649

Out of hours emergency duty team

029 2078 8570

2. Are you part of a community which wants to work more closely with the Youth Justice Service?

Youth Justice Service manager

029 2233 0355

3. Do you want to discuss volunteering opportunities in the Youth Justice Service?

Youth Justice Service manager

029 2233 0355



Date: 13 August 2020

My Ref SS/CYP/AEJ/YJS1



County Hall
Cardiff,
CF10 4UW
Tel: (029) 2087 2087

Neuadd y Sir
Caerdydd,
CF10 4UW
Ffôn: (029) 2087 2088

APPENDIX E

Councillor Graham Hinchey
Cabinet Member for Children and Families
County Hall
Atlantic Wharf
CARDIFF
CF10 4UW

Dear Graham,

CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE – 30 JULY 2020 – YOUTH JUSTICE SERVICE

On behalf of the Committee, I would like to thank you for attending Committee on 30 July 2020. I would also like to thank officers and partners for attending and answering Members' questions in relation to the Youth Justice Service.

The Committee welcomed the opportunity to be updated on progress following the HMIP Inspection of the Service. Members have requested that I feed back the following comments, observations and recommendations to you, structured by theme for ease of reference.

Review and Challenge/Role of Scrutiny

Members were assured that HMIP will be undertaking a follow-up inspection in December 2020, followed by further sessions in 2021. The Committee commend that the further letter from Mike Lane had given reassurance that progress had been made, and that a copy of this letter would be distributed to Members of this Committee for information.

Members were also encouraged by plans to undertake a further Silver Bullet review, and a number of "internal inspections" to be undertaken by the Youth Justice Board itself in terms of annual development planning; bi-annual reviews; consideration and agreement of "where we want to be"; board self-evaluation; and partner analysis of their procedures and processes.

As stated by the Independent Chair, bringing the Service towards an "outstanding" level is going to be a long journey, and whilst it is anticipated that, in two years, problems identified in this HMIP report will have been addressed, there will be further planning and work in subsequent years to achieve an 'outstanding' HMIP level. We

would **strongly recommend** that this Scrutiny Committee be involved in this process.

Whilst Members agreed that it was important to focus on looking forward, we felt disappointed that, having had a presentation on Youth Offending in December 2019, one month before the HMIP Inspection, we were not made aware of the fundamental issues that were happening within the Service, which only came to light on publication of the Inspection Report. We feel that a fundamental breakdown in trust has resulted from this, hence our desire to take a more proactive role in this work going forward.

As a Scrutiny Committee, one of our fundamental roles is that of “critical friend” to Council Services and our aim is always to assist Services towards improvement. There were a number of suggestions made by the Committee during the consideration of this Item, and during our Way Forward. This included:

- Receiving an update in January 2021, following HMIP’s follow-up visit in December 2020;
- An observation seat on YJ Board;
- A Task & Finish Group to be established;
- Information on current outputs and, critically, outcomes to use these as baseline from which to measure progress and distance travelled; and
- Critical importance of Scrutiny being provided with good quality information about outcomes, not only activity levels.

Therefore, we have agreed that the following steps need to be taken:

- That this Scrutiny Committee make YJ Services a priority in our work programming during 2020/21. This will be discussed at our next meeting of the Committee in September;

- As Chair of the Committee, I meet with Graham Robb to discuss future scrutiny involvement and what this should look like. This could include:
 - An observation seat on YJ Board;
 - A Task & Finish Group to be established;
 - A relationship building exercise between CYPSC and YJS/Social Services/Independent Chair, to build trust and understanding;
 - Some “closed door” meetings be held between this Scrutiny Committee and the YJ Services/Board, which will enable both to discuss more sensitive issues;
 - External review timetable be supplied to enable us to dovetail work and invite Inspectors to future Scrutiny Committees as witnesses; and
 - Schedule of meetings/timetable where YJS report to Scrutiny – agreed with all parties to ensure clarity and timely consideration of issues.

I will task the Committee’s Scrutiny Officer to make contact with Graham Robb to arrange this meeting.

Youth Justice Board

Members felt that progress had been made in relation to the governance of the Youth Justice Service and its Board. Members welcomed your responses in relation to the following:

- Membership – right people at the right level;
- Revised Governance and Reporting;
- Escalation Process in place;
- New arrangements are open and transparent;
- Meeting the commitments of “All Our Futures” Strategy;
- Developing a further 2 year strategy from 2022;
- A 12 month review of effectiveness to take place in Spring 2021;
- Annual Training Plan – including pairing with operational staff;
- Members Handbook;
- Practice Input at every meeting.

At the meeting, it was agreed that the Membership details of the YJ Board be circulated to this Committee. In addition to this, Members of the Committee would also request that following information be supplied:

- Detailed Governance arrangements – who is on what Board, Panel etc. that feeds into the governance arrangements;
- Calendar of meetings for key Boards, to dovetail work with Scrutiny;
- Advocacy Panel to report to this Scrutiny Committee re its role and progress.

Performance Measures

Members were interested in your updates regarding performance measures at the meeting. These can be summarised as follows:

- Outputs – picture emerging – being discussed at YJB 8th and 30th September;
- Outputs – distance travelled – performance; number of interventions; number of those in education, training, or employment;
- Outputs – information re health of service and improved interfaces ready;
- Input of young people in developing performance measures;
- Outcomes – measures are some way off but recognise that these are critical and will work to establish meaningful measures;
- Looking at Best Practice Information;
- Benchmarking/Comparison with National KPIs;
- Consideration in introducing Children’s Commissioner Wales – 5 Steps Programme;
- Training in September going to involve discussing cohort and out of court disposals;
- Looking at locality area data; live tracker of reoffending; lived experiences;
- More intelligent local Indicators required; and

- Issues in relation to workforce and service are going to take longer to resolve

A key consideration for this Scrutiny Committee is for Members to ensure they get the right quality of information, both outputs and outcomes, to ensure they are able to monitor performance effectively. Members believe it is key that we establish a clear baseline for current performance for outputs and outcomes, in order that the future direction of travel is clear and demonstrable.

Therefore, we **recommend** the following:

- The Committee receive the output from the Staff Board Partner Survey, which will be published by March 2021;
- Scrutiny reviews of performance be established to look at the 4 priority areas, particularly longer term issues around Workforce and Service;
- Update on the Action Plan is reported to this Scrutiny Committee towards the end of 2020, or in January 2021, following the HMIP visit in December;
- Receive results on KPIs. We were informed that results would soon be available and this should include how we compare with others;
- Available results be used to establish an agreed baseline; and
- An update is provided, arising from the training taking place in September on cohort and out of court disposals.

Young People and their Families/Carers

Central to any work going forward is the input of young people (and their families/carers) in this Service. We support the “**child first, offender second**” approach. During the presentation and Q&A session, you provided us with a raft of information, at varying stages of progress, including:

- Working with those at highest risk of reoffending or exploitation was the key priority;
- There had been an improved join up of services – YJS/MASH/Education (PRU) etc.;
- Risk Assessments in place;
- Weekly Scorecards introduced;
- Data Sharing across services and partners improved;
- Effective interface between services and partners;
- Arrangements for low-medium risk YP monitored;
- Opportunities for education, training and employment;
- Addressing specific needs – speech and language, ALN; and
- Responses to locality based issues (e.g. South Riverside) being developed.

In addition, the Committee questioned you on consultation and engagement with young people and their families/carers, where the following responses were received:

- Consultation was only in the early stages of development;
- Developing Services and direction is being improved;
- Some consultation and engagement had already taken place – workshops for Strategy etc.;
- External organisations would be part of work going forward – C3SC; Cardiff City Foundation; NYAS; Voices for Care Cymru; Action for Children; Youth Council etc;
- Involvement and discussion in secondary schools; and
- The role of Youth Services in preventative measures.

At the meeting you also suggested the following, which we will welcome and programme into our work:

- Bringing a small group of young people to a future scrutiny Committee to inform Members of their experiences; and
- Cardiff Family Advice and Support Network – 1 year on to come to CYP. We would seek clarity from you whether this is the same as Early Intervention & Prevention update you asked to bring in September/ October 2020.

Ultimately, this Scrutiny Committee must satisfy itself that the following measures are being addressed:

- There is progression and achievement for young people;
- That young people's voices (and those of their families/carers) are at the heart of work going forward, including service improvement and development;
- That the interventions in young people's lives are really making a difference;
- That the service can join up all the "strands" and work towards a solution for improving the lives of young people. For example, case workers would be receiving weekly feedback via the scorecards – how will this escalate and be considered at right levels?; and
- That governance and escalation are in place and understood by all – High Risk Panel; Fair Access Panel; Hard to Place Panel etc.; and that these too are part of the "strands" mentioned in the previous point.

Improved/Joined up working – Internal

During the meeting, there was reference to developments and improvements being made internally, and that building capacity and specialist knowledge were priorities. We welcomed that improved interface between MASH, Education etc were in place; and that there is a process for identifying and addressing risk.

In terms of the Operational Managers in Adolescence and Youth Justice, whilst we welcome the appointment of the latter, and the commitment for close joint working, we would like to flag that we will be looking to ensure that there is a line of sight

between the operational and strategic within this area; plus we would be looking to ensure that these officers are well supported and monitored closely to ensure their well-being and performance, as it had been flagged by officers that this had been a major contributory factor in the past.

In relation to staff more generally, we welcomed the news that in relation to recruitment, you are filling vacancies and there appeared to be a demand for posts, though we would wish to monitor numbers of agency staff and long-term sickness absence. We also welcome the improved measures in relation to induction; mentoring and coaching; improved management and supervision; monitoring workloads; and additional training for new and existing staff. We would welcome a staff structure chart setting this out.

Improved/Joined Working across the Partnership

We appreciated the attendance by Partners at the meeting, and note their commitment to improving the Service. We would welcome their further input at future scrutiny Committee meetings to inform us of their own progress, particularly in relation to reviews of pathways and processes.

Way Forward

The **key recommendation** arising from this letter is for this Scrutiny Committee to establish an ongoing, open and transparent working relationship with the Youth Justice Board and Service.

As highlighted above, I will contact Graham Robb to arrange to meet him with regard to this Scrutiny Committee's future involvement in monitoring and reviewing the Youth Justice Service and effectiveness of its Board and other governance arrangements. Crucial to this will be the commitment from the Board and Service to work openly and transparently with us. We in turn will commit to work with you, not only to monitor and review the recommendations set out in the HMIP Inspection and longer term developments, but also to assist in the development and improvement work required to bring the Service to an "outstanding" level in the next few years.

This letter highlights a number of commitments from yourselves and requests from Members of the Committee. These will form a baseline of information going forward. Therefore, please could you supply the following:

- A copy of the recent letter from Mike Lane, HMIP
- Membership details of the YJ Board;
- Detailed Governance arrangements – a diagram/map of who is on what Board, Panel etc that feeds into the governance arrangements;
- Calendar of meetings for key Boards, to dovetail work with Scrutiny;
- Advocacy Panel to report to this Scrutiny Committee re its role and progress;
- The Committee receive the output from the Staff Board Partner Survey, which will be published by March 2021;
- Update on the Action Plan is reported to this Scrutiny Committee towards the end of 2020 or in January 2021, following the HMIP visit in December;

- Receive results on KPIs. We were assured that results would soon be available and this should include how we compare with others;
- An update is provided, arising from the training taking place in September on cohort and out of court disposals;
- Bringing a small group of young people to a future scrutiny Committee to inform Members of their experiences;
- Cardiff Family Advice and Support Network – 1 year on to come to CYP. We would seek clarity from you whether this is the same as Early Intervention & Prevention update that you asked to bring in September/ October 2020.
- Staff structure chart

I look forward to hearing from you, with a response to the **above recommendation** and supplying the information requested.

Yours sincerely,



COUNCILLOR LEE BRIDGEMAN

Chairperson – Children and Young People Scrutiny Committee

CC: Huw Thomas, Leader, Cardiff Council
 Paul Orders, Chief Executive
 Claire Marchant, Director of Social Services
 Deborah Driffield, Assistant Director of Children's Services
 Graham Robb, Independent Chair, Cardiff Youth Justice Board
 Mike Tate, Assistant Director, Education & Lifelong Learning
 Jane Thomas, Assistant Director, Housing and Communities
 Abigail Harris, Executive Director of Strategic Planning, Cardiff & Vale UHB
 Temp Supt Tim Morgan, South Wales Police
 Cabinet Support Office

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**CYNGOR CAERDYDD
CARDIFF COUNCIL****CHILDREN & YOUNG PEOPLE SCRUTINY COMMITTEE**

15 March 2021

CHILDREN'S SERVICE QUARTER 3 PERFORMANCE 2020/21

Reasons for the Report

1. The Director of Children's Services will introduce and present the Quarter 3 performance report for Children's Services. This report will enable the Committee to assess the progress being made in improving outcomes for children in need and children being looked after.

Issue – performance reporting

2. The range of performance data relating to Children's Services is contained in **Appendix A** to this report. The following data is reported on:
 - The number of people supported through the family gateway (FAM KPI 01)
 - The number of people supported by the Family Help Team (FAM KPI 02)
 - The number of people supported by the Support4Families Team (FAM KPI 03)
 - Percentage of children in regulated placements who are placed in Cardiff (CS LAC 58)
 - Percentage of social worker vacancies in all teams (Staff 1)
 - Percentage of children re-offending within six months of their previous offence (YOS 2)
 - Demand – Family Gateway and MASH Phone Data
 - Contact/ Referrals to MASH and Family Gateway
 - Domestic Abuse at Referral and Assessment
 - Caseload Breakdown Over Time
 - Contacts Received by Children's Services that progressed/ did not progress to an assessment

- Percentage of Well-being Assessments completed within statutory timescales (SSWB 24)
- Percentage of children supported to remain living within their family (SSWB 25)
- Percentage of children looking after returned home from care during the year (SSWB 26)
- Face to Face and Virtual Visits
- Percentage of re-registrations of children on Child Protection Register during the year and within 12 months from deregistration (SSWB 27)
- Average length of time for all children who were in the Child Protection Register during the year (SSWB 28)
- Number of Children on the Child Protection Register, registrations and deregistrations
- CP registration by Category of Abuse December 2020
- % Child Protection Conferences on Time
- Looked After Starts, Ends and Total Number of Children Looked After
- Timeliness of Children Looked After Reviews
- Agency Placements by Age
- Total children looked after by Placement type – as at 30.06.2016 (baseline number: 644)
- Total CLA by Placement type – as at 31.12.2020 (baseline number: 993)
- Unplanned Placement Move Requests by Age
- Supervised Contacts – Swanstaff
- Sickness – Children’s Services
- Net result of Social Workers starting and leaving Council

Scope of Scrutiny

3. The scope of the scrutiny of this report is for the Committee Members to review the information provided to the Committee and to provide any comments, concerns or recommendations to the Cabinet Member and Director of Children’s Services.

Way Forward

4. At the meeting Councillor Graham Hinchey (Cabinet Member for Children and Families) and Deborah Driffield, (Director of Children's Services) will be in attendance to make a presentation and answer any questions Members may wish to ask.
5. Members may wish to review the information presented at the meeting and determine whether there are any comments, concerns or recommendations which they would like to pass on to the Cabinet Member and Director of Children's Services.

Financial Implications

6. There are no direct financial implications arising from this report. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. These financial implications will need to be considered before any changes are implemented.

Legal Implications

7. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

Recommendation

The Committee is recommended to review the information provided in the report, appendix and at the meeting and provide any comments, concerns or recommendations to the Cabinet Member and Director of Children's Services.

DAVINA FIORE
Director of Governance and Legal Services

8 March 2021

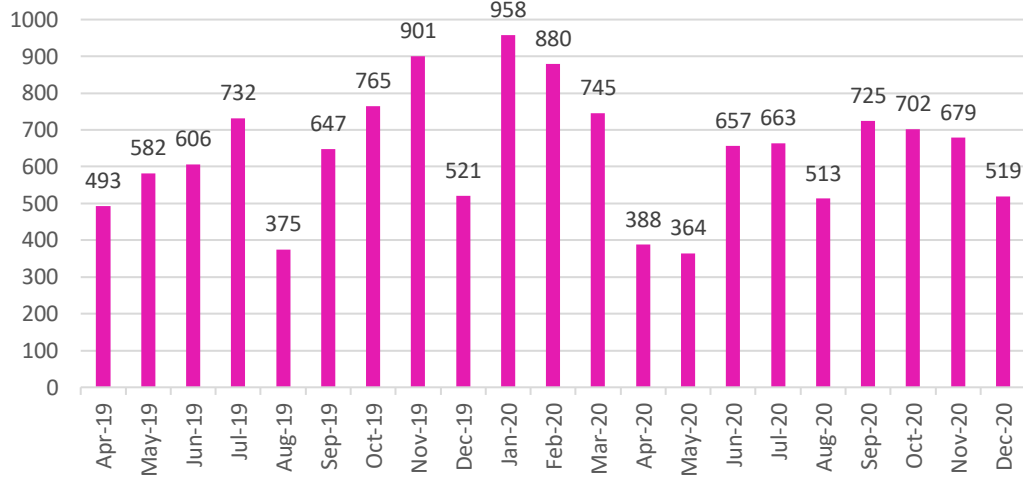
Children's Services Performance Report

Quarter 3 2020-21

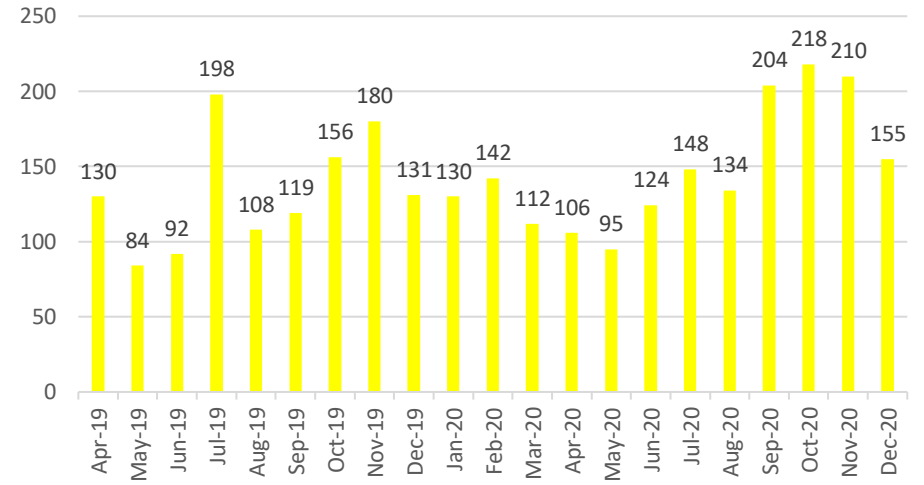


Key Performance Indicators – Corporate Plan

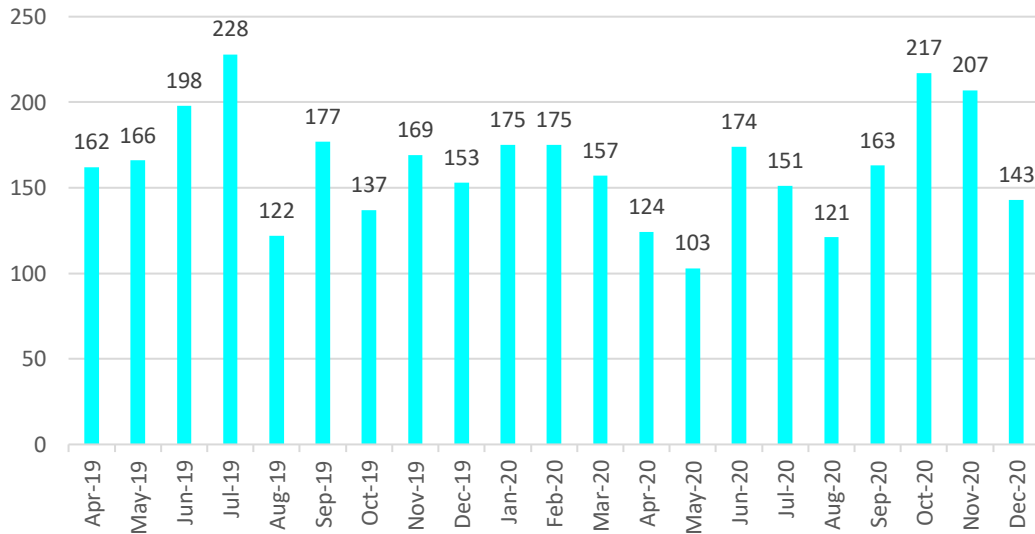
FAM KPI 01 The number of people supported through the Gateway



FAM KPI 02 The number of people supported by the Family Help Team



FAM KPI 03 The number of people supported by the Support4Families Team.

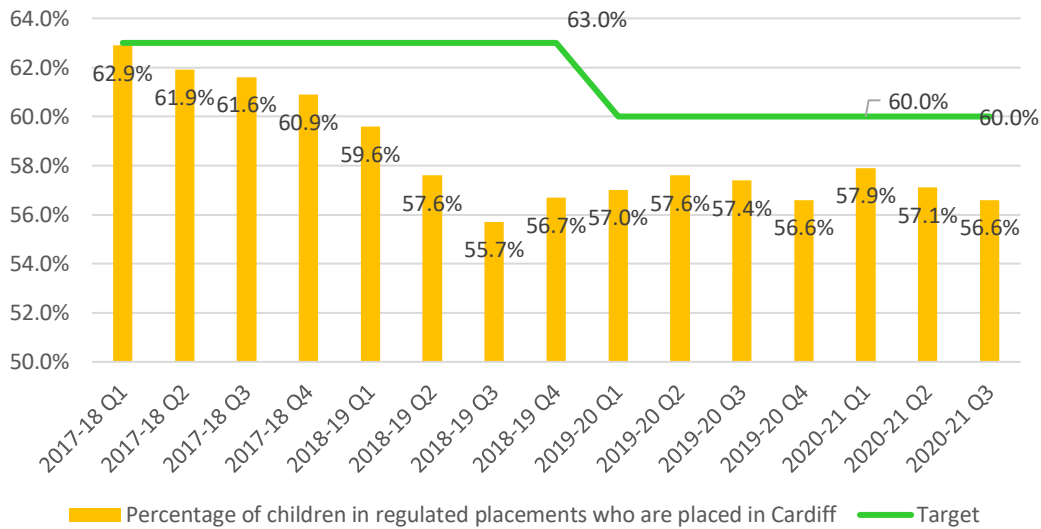


FAM KPI 01 The **number of people supported through the Family Gateway** = 1,900 during Q3.
The number of enquiries and well-being contacts.

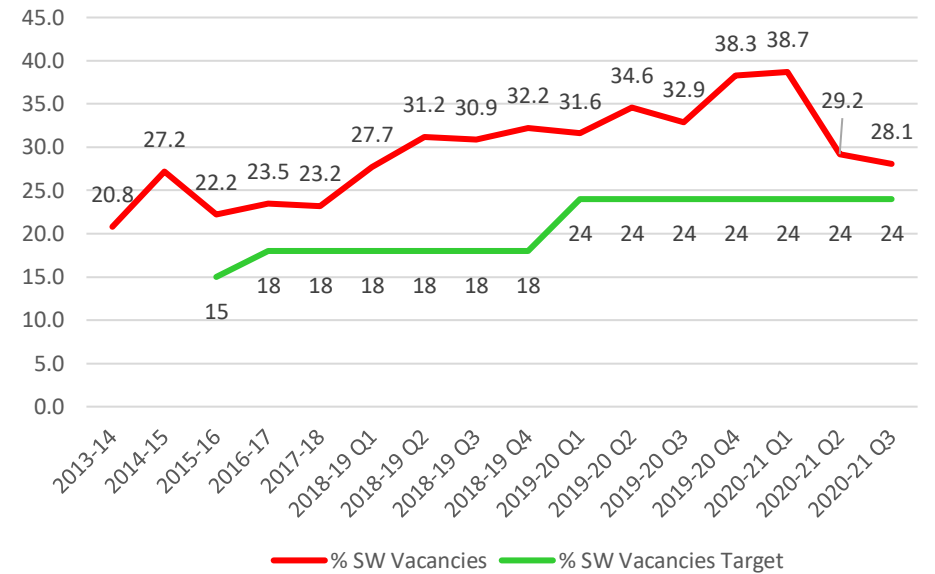
FAM KPI 02 The **number of people supported by the Family Help Team** = 583 during Q3.

FAM KPI 03 The **number of people supported by the Support4Families Team** = 567 during Q3.

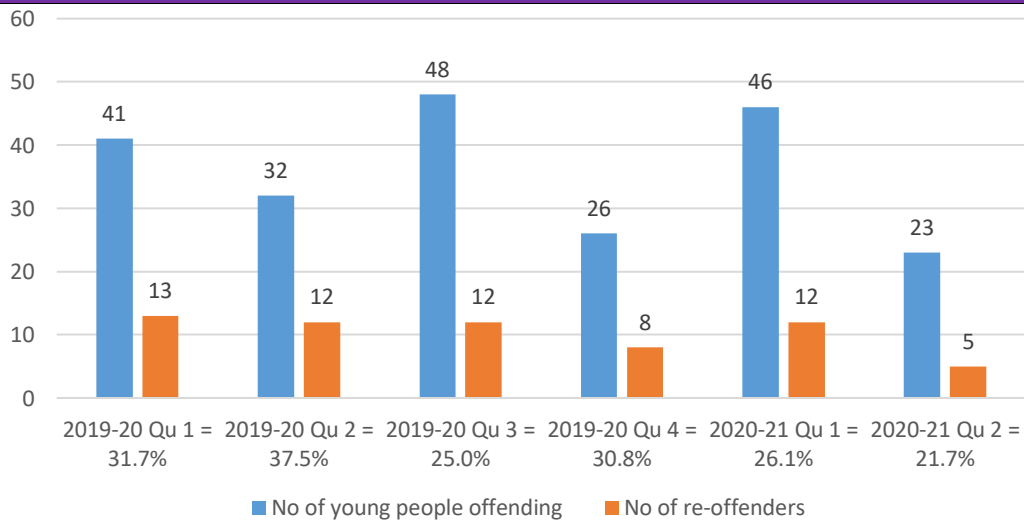
CS LAC 58 Percentage of children in regulated placements who are placed in Cardiff



Staff 1 The percentage of social worker vacancies in all teams



YOS 2 The percentage of children re-offending within six months of their previous offence



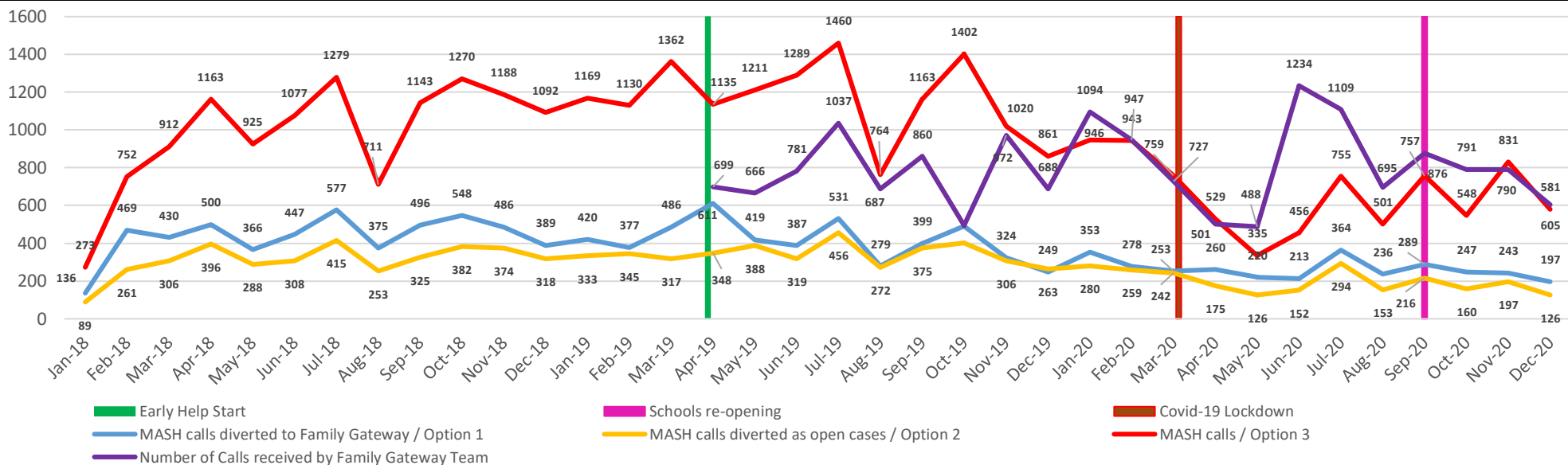
CS LAC 58 The **percentage of children in regulated placements who are placed in Cardiff** = 56.6% (410 / 724). The PI counts only children placed within the LA boundaries and excludes children placed in neighbouring authorities close to their home area and attending Cardiff schools. Please see page 11 for a breakdown of placements.

Staff 1 = 28.1% **vacancy rate** for Q3. 55.8 posts out of 198.9 posts were vacant. 143.1 posts filled. Recruitment has continued as business as usual during the COVID-19 period. During quarter 3, 6 new social workers started, whilst 3 social workers left the Local Authority and 1 was promoted to a Team Manager on a secondment basis. The projected result for Q4 is on target at 24.3%.

YOS 2 The **percentage of children re-offending within six months of their previous offence** = 21.7% (5 / 23). 5 out of 23 young people re-offended committing a further 6 offences. A re-offending rate of 21.7% for this period with re-offenders committing an average 1.20 further offences. 100% of re-offenders have committed less or the same seriousness offence, whilst 60% re-offended within 3 months of the original sentence/outcome. When compared to the same period last year there has been a reduction in the re-offending rate from 33.3% to 21.7%. Annual outturn 2019-20 = 30.6% (45 / 147 young people reoffended).

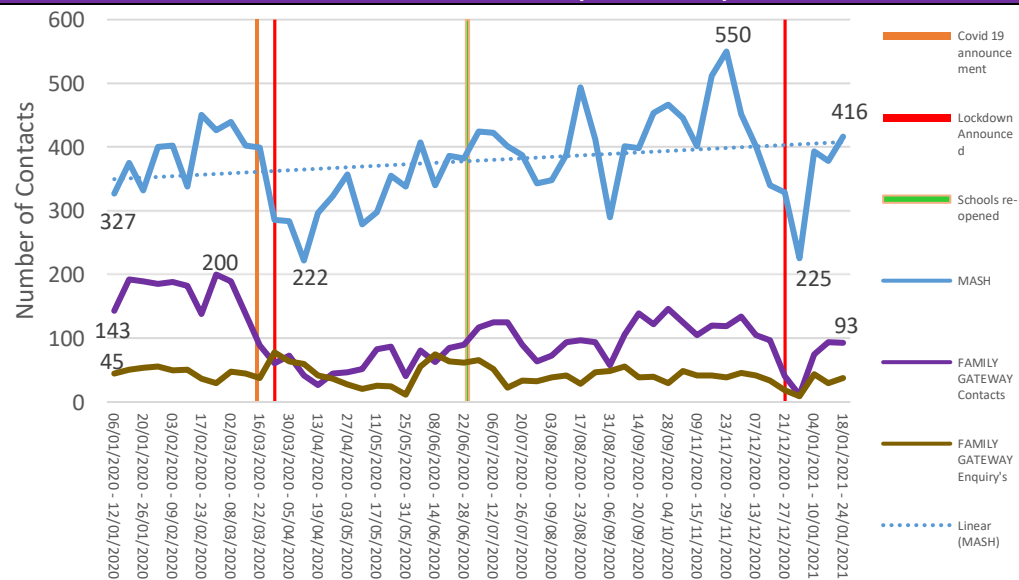
Demand

Family Gateway and MASH Phone Data

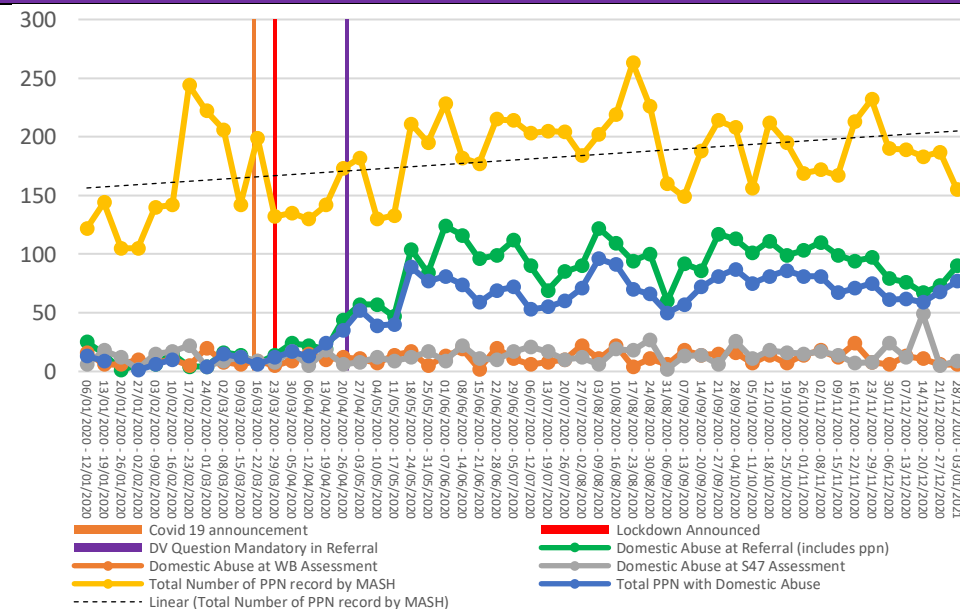


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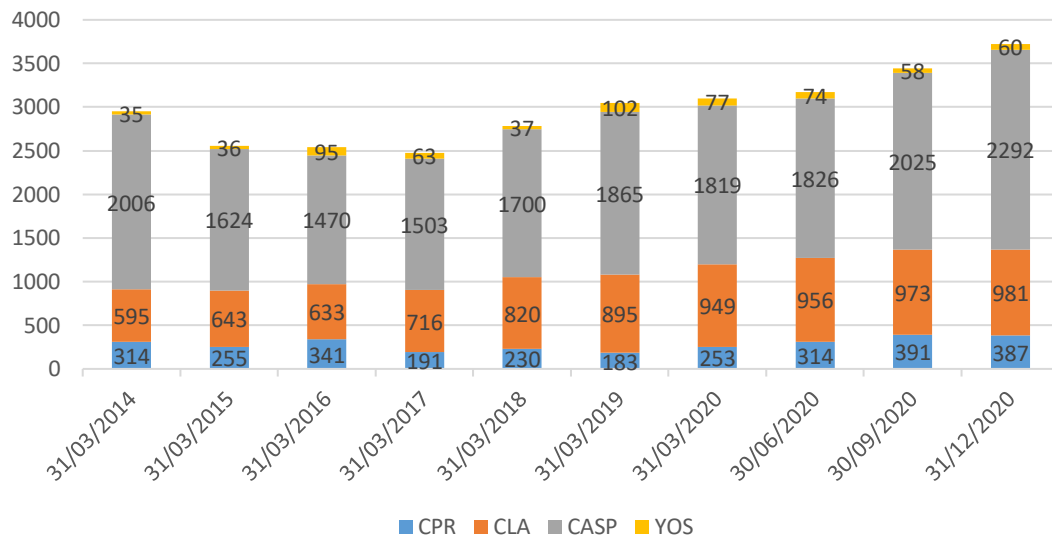
Contact / Referrals to MASH and Family Gateway



Domestic Abuse at Referral and Assessment



Caseload Breakdown Over Time

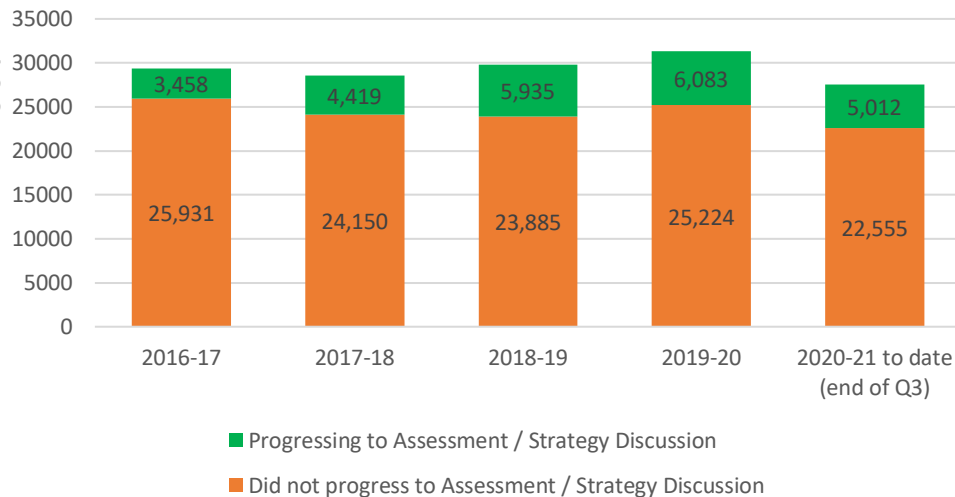


The caseload overview demonstrates the consistent rise in caseloads in all categories, over the years.

Since 31st March 2017:

- The number of children on the Child Protection Register has increased from 191 to 387.
- The number of children looked after has increased from 716 to 981 (please note that an additional 13 children looked after were also on the child protection register at 31st December).
- The number of other children in receipt of care and support has increased from 1,503 to 2,292.

Contacts Received by Children's Services that progressed / did not progress to an assessment



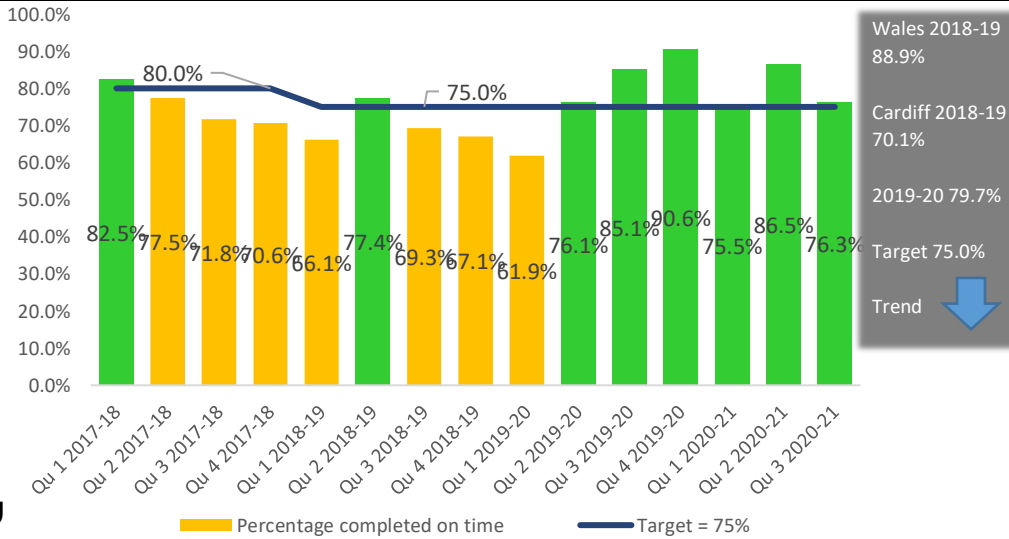
The graph to the left shows the steady increase in number of contact / referrals received each year from 28,569 in 2017-18 to 31,307 in 2019-20. If contact / referrals continue to be received at the same rate in 2020-21 we anticipate a further increase to approximately 35,000.

The proportion of contact / referrals that proceeded to assessment has also increased – from 15% in 2017-18 to 19% in 2019-20.

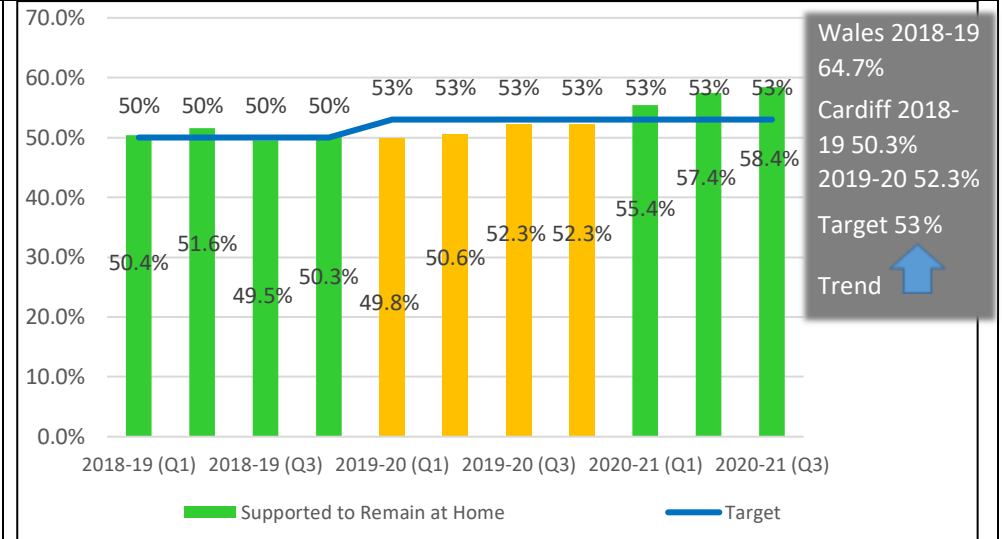
The contact / referrals graph at the bottom left of page 4 shows that referrals to MASH initially decreased but gradually increased to approximately the same level as before lockdown, and higher some weeks, peaking at 550 in the last week of November.

In relation to domestic abuse, we have improved our recording mechanisms to ensure full capture of information; the graph at the bottom right on page 4 shows that overall the number of referrals with domestic abuse as a factor has increased since lockdown.

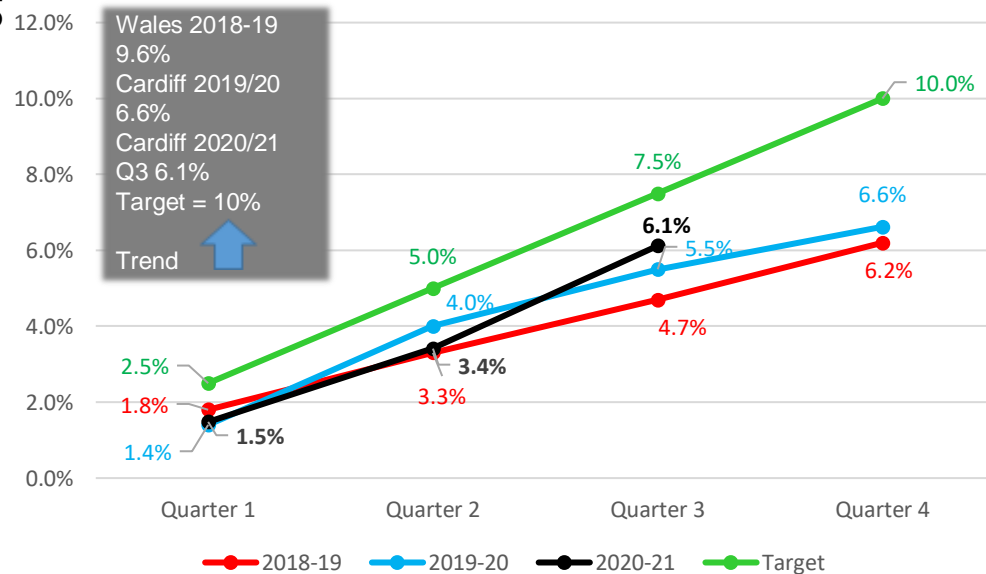
SSWB 24 Percentage of Well-being assessments completed within statutory timescales



SSWB 25 Percentage of children supported to remain living within their family



SSWB 26 Percentage of children looked after returned home from care during the year

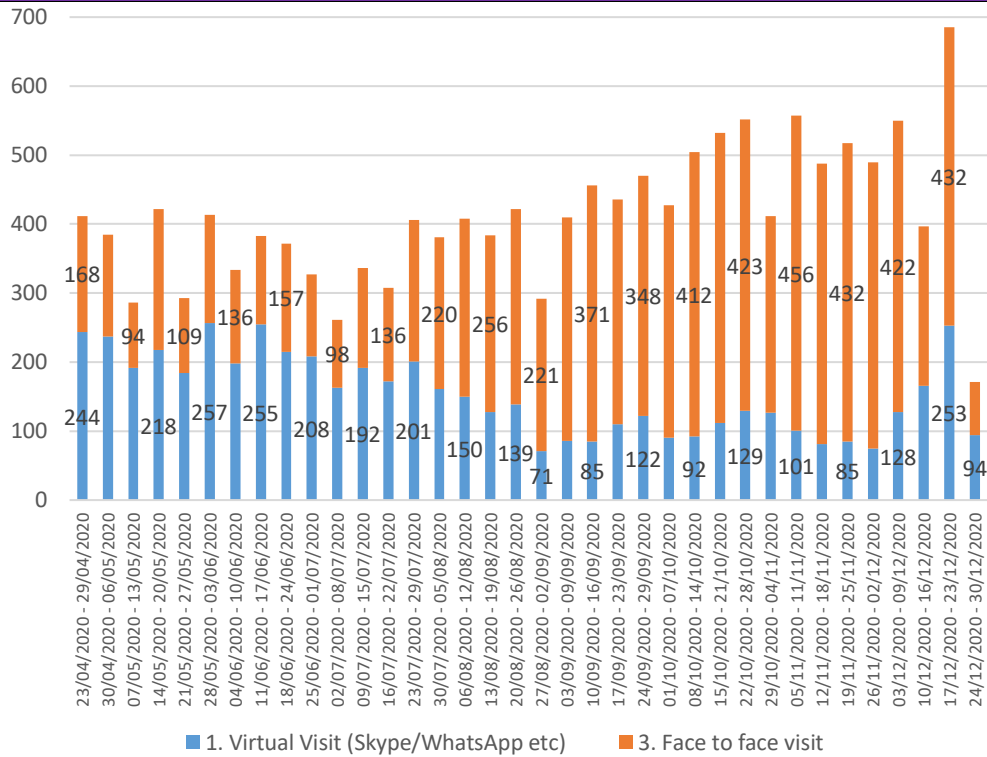


SSWB 24 = 777 / 1,018 = 76.3% of well-being assessments were completed within statutory timescales during Q3. Target of 75% met. Provisional figures. Performance is above target following a 1.4% decrease in the number of assessments that were completed this quarter, 1,018 compared to 1,033 during Quarter 2. This is in the context of a 9.7% decrease in the number of contacts requiring assessment, 615 compared to 681 in Quarter 2. The number of well-being assessments that were incomplete at the end of Quarter 3 was 590, an increase of 9% from 457 at the end of Quarter 2, of which 172 and 103 respectively were out of time.

SSWB 25 Quarter 3 = 58.4% of children supported to remain living within their family = 1,398 / 2392. Target of 53% met. Provisional. Of the 2,392 children with a Care and Support Plan at 31st December 2020, 1,398 were being supported to live at home (ie were not being looked after)

SSWB 26 Quarter 3 = 6.1% of children looked after have returned home from care during this year = 71 / 1,161. Quarter 3 target = 7.5%. Provisional result. Actual result will be populated from the Children Looked After Census. Of the 1,161 children who have been looked after during the year to date, 71 have returned home. This PI is cumulative and performance improves as we progress throughout the year. In addition to the 71 children who were returned home from care, 183 children were in the care of their parents, but remain subject to a Care Order, and 155 children were placed with relative carers. It is noted that our judiciary have indicated a reluctance to discharge Care Orders, and continue to make new Care Orders as opposed to other orders, e.g. Supervision Orders.

Face to Face and Virtual Visits

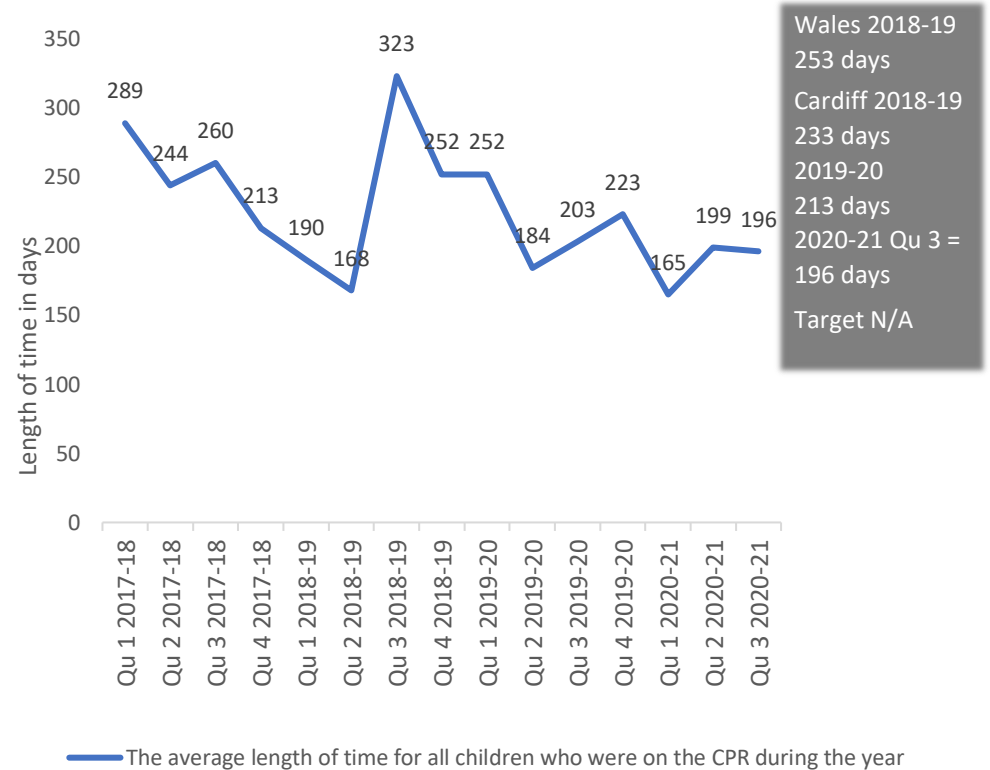
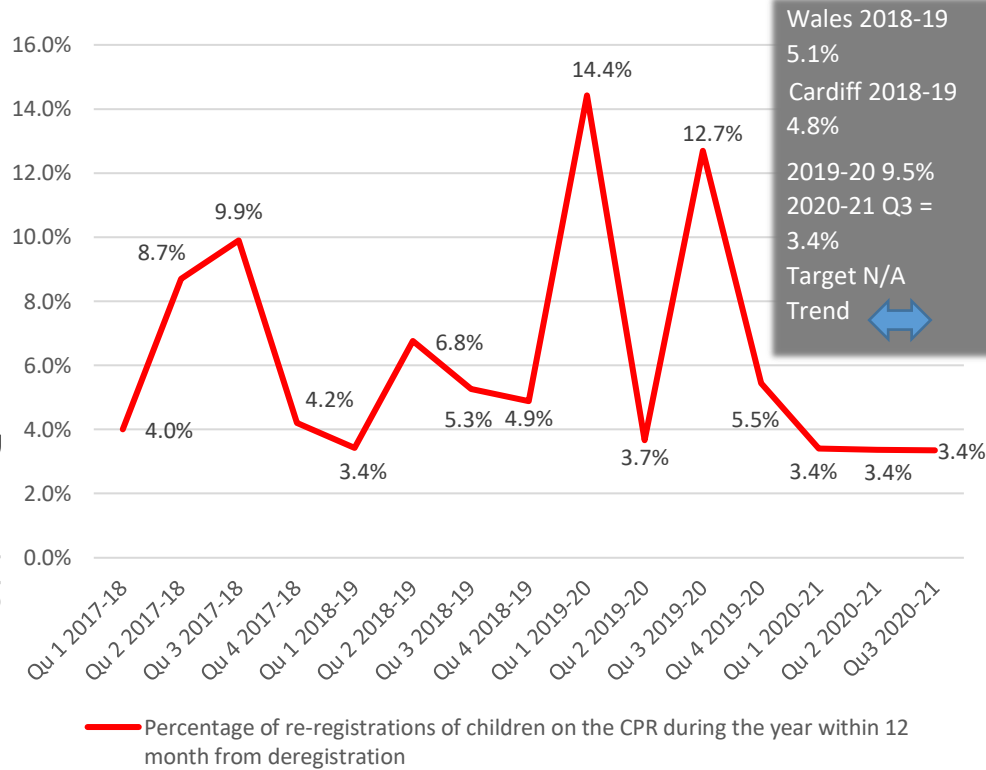


The increasing proportion of face to face visits over time is evident in the graph to the left. From 7th September 2020 until the start of the December lockdown, statutory visits to children on the Child Protection Register and children looked after were face to face as per business as usual requirements. Since the most recent lockdown started in December, home visits to children on the CPR have continued to be face to face. Children who are looked after and placed with their parents are receiving face to face visits if required on the basis of risk assessment. Other home visits are being undertaken remotely unless there are safeguarding risks or additional concerns. The increase in proportion of virtual visits in December is evident in the graph. Arrangements for covering required face to face visits for staff who are concerned about visiting due to underlying health conditions are considered on a case by case basis.

SSWB 27 Percentage of re-registrations of children on Child Protection Register during the year and within 12 months from deregistration

SSWB 28 Average length of time for all children who were on the Child Protection Register during the year.

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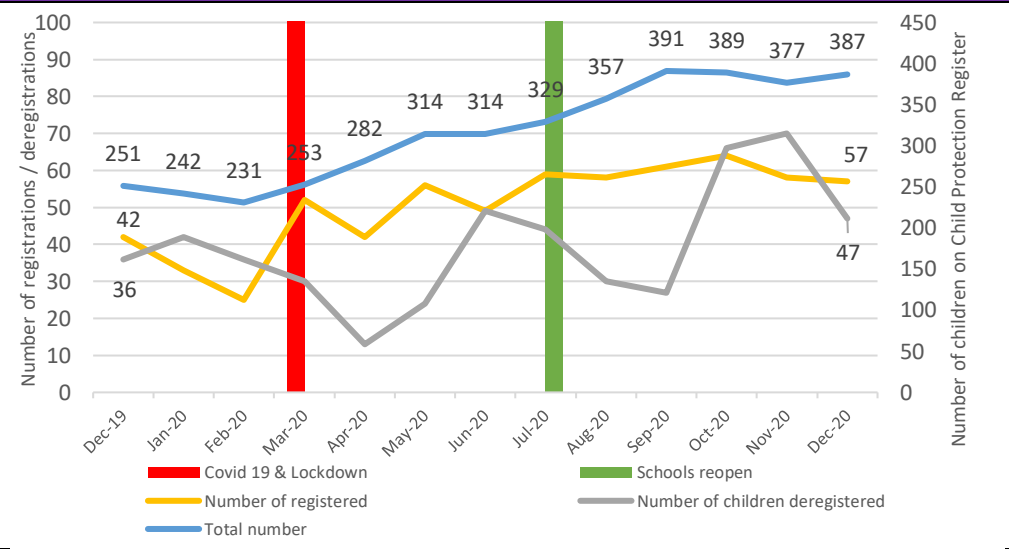
Quarter 3: $6 / 179 = 3.4\%$. 6 of the 179 children registered during Quarter 3 had been on the CPR within the previous 12 months. Includes 2 sibling group of 2.

Annual outturn for 2019-20 = 9.5%. (40 / 422) 40 of the 422 children registered during the year had been on the CPR within the previous 12 months.

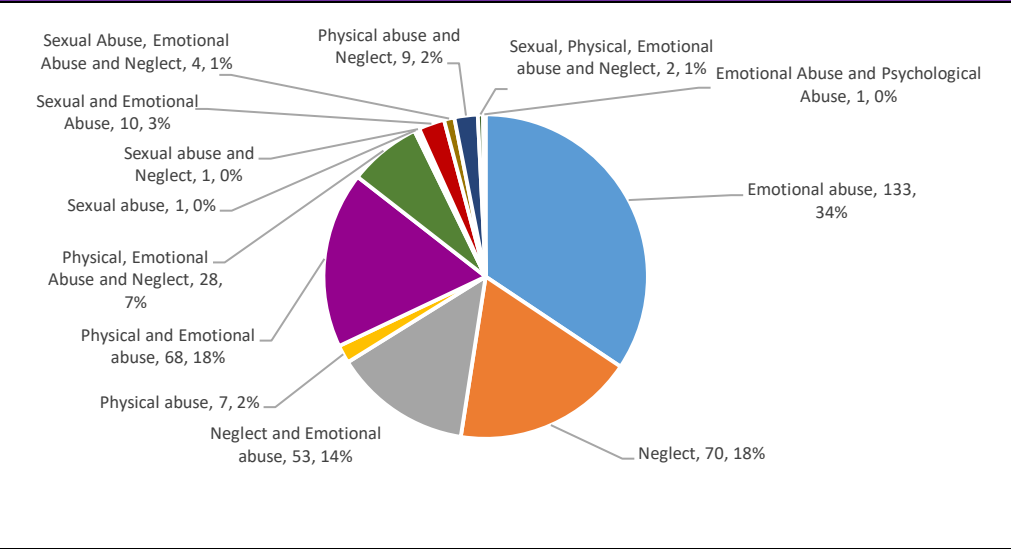
Quarter 3: The average length of time on the CPR for the 183 children who were deregistered during Quarter 3 was 196 days.

Annual outturn for 2019-20 = 213 days. The average length of time on the CPR for the 352 children who were de-registered during 2019/20 was 213 days.

Number of children on the Child Protection Register, registrations & deregistrations

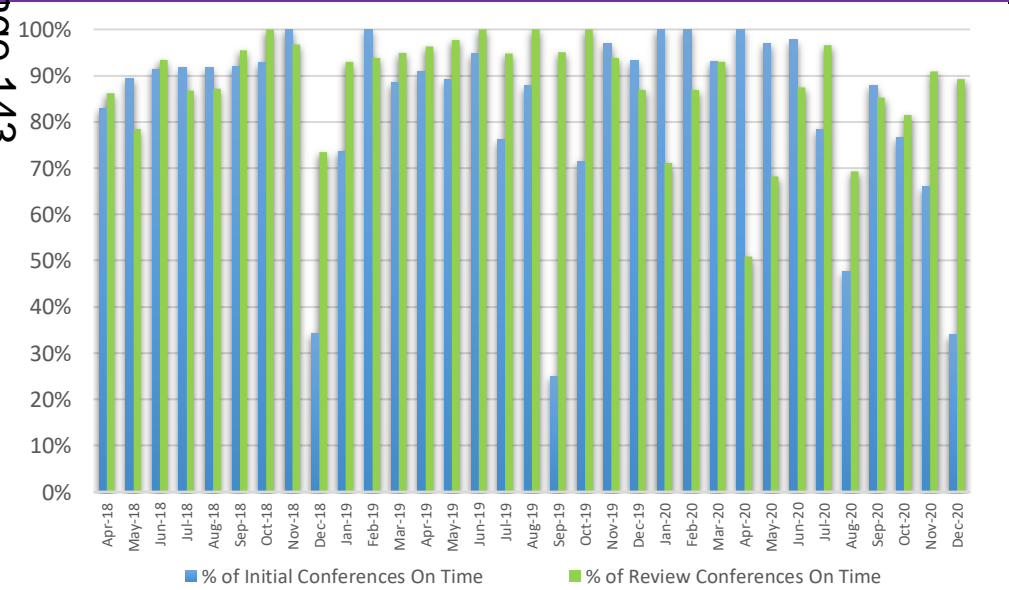


CP Registration by Category of abuse December 2020



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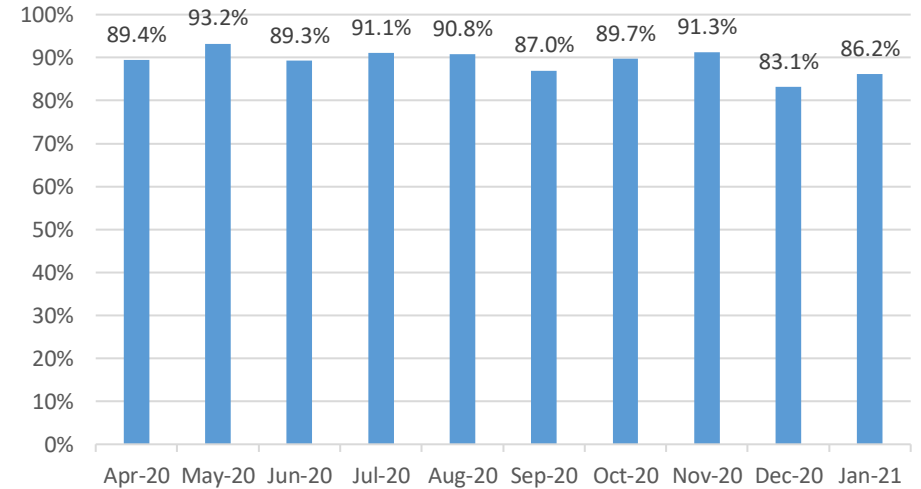
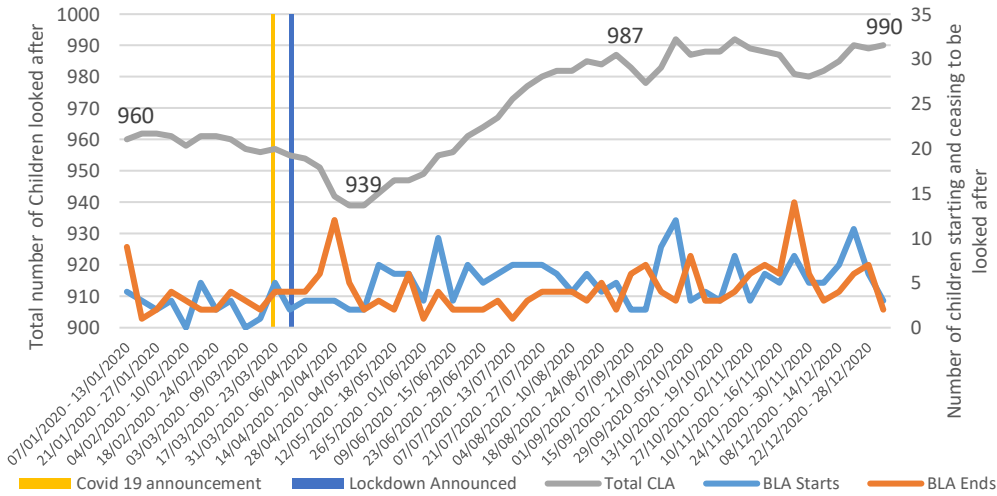
% Child Protection Conferences On Time



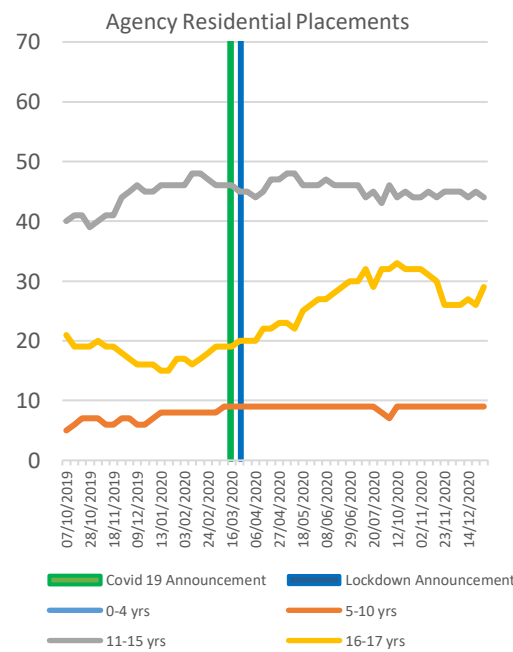
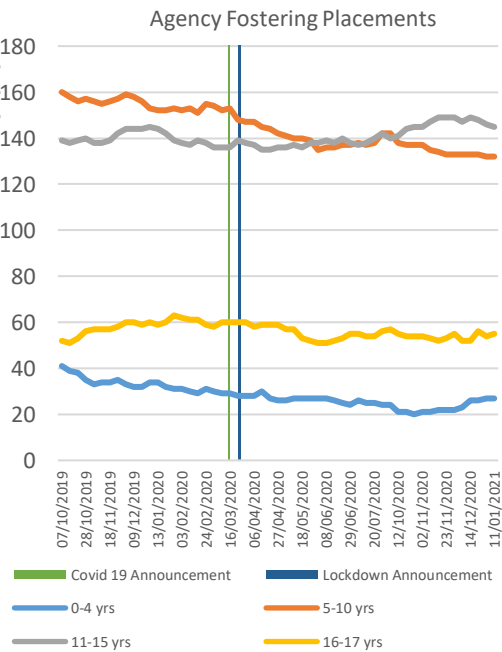
The number of children of the Child Protection Register has increased to 387 at 31st December 2020 from 251 at 31th December 2019. There has been a % decrease in the timeliness of Child Protection (CP) conferences, with initials in December being the most affected. The overarching reason is the significant and sustained increase in the number of children requiring a CP Conference and the capacity of the service and partners to respond. Despite this increase, the CP Review Service have conferenced an additional 241 children in this period (than in the previous year) - an 87% increase in the number of actual CP conferences that took place, which is not reflected in the % data. Welsh Government COVID guidance allows LAs to make concessions regarding timescales for CP conferences, particularly Review CP conferences. Cardiff Children's Services have continued to promote parental attendance at Review CP conferences. Capacity within the CP Reviewing Service is being reviewed. Additional (temporary) business support is being sourced and a business case for additional CP chairs / Independent Reviewing Officers is being considered. Temporary sessional chair cover was utilised in December to assist in resourcing conferences and will be considered in the future if required.

Looked After Starts, Ends and Total Number of Children Looked After

Timeliness of Children Looked After Reviews



Agency Placements by Age



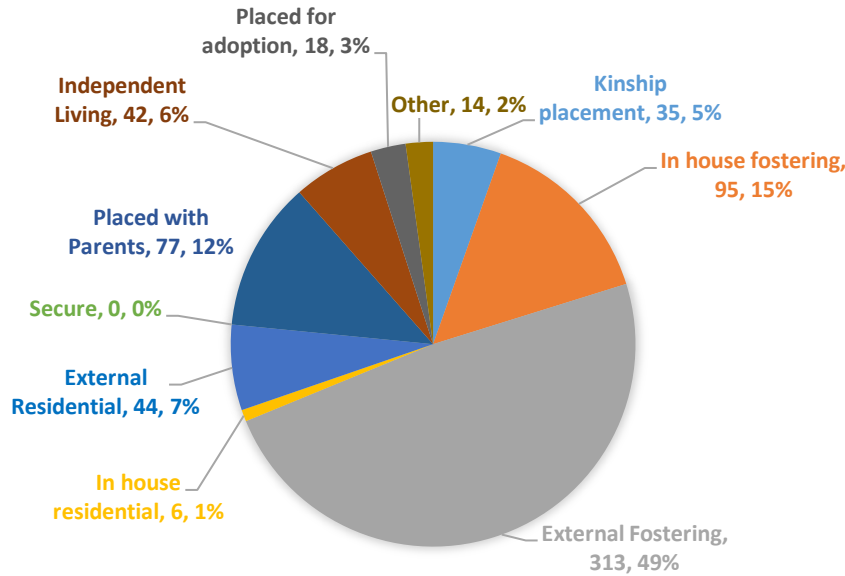
After a decrease in the number of children looked after in the early days of lockdown, an increase in new admissions led to a gradual rise from 939 at 27th April 2020 to 990 to 987 at 31st August 2020. Since then numbers have remained at this level but are being closely monitored. 81 of the 219 children who started being looked after during the year to date were placed with parents on a Care Order, with family / friends or in parent and baby placements.

The process for children who are looked after reviews continues as indicated in previous briefings, and a hybrid model is being developed going forward to build on the positive elements of virtual working identified during the COVID-19 crisis. Provisional figures on children looked after reviews show that the majority of reviews are taking place on time. The small dip in timeliness in December and January reflects capacity in the reviewing team (due to the increase in numbers of children on the Child Protection Register) and the impact of lockdown on availability and flexibility of staff and agencies; particularly staff with childcare responsibilities. To counter this, Independent Reviewing Officers have been doing more informal work to monitor plans, including reviewing of CareFirst, having virtual contact with children / young people and carers and having discussions with social workers.

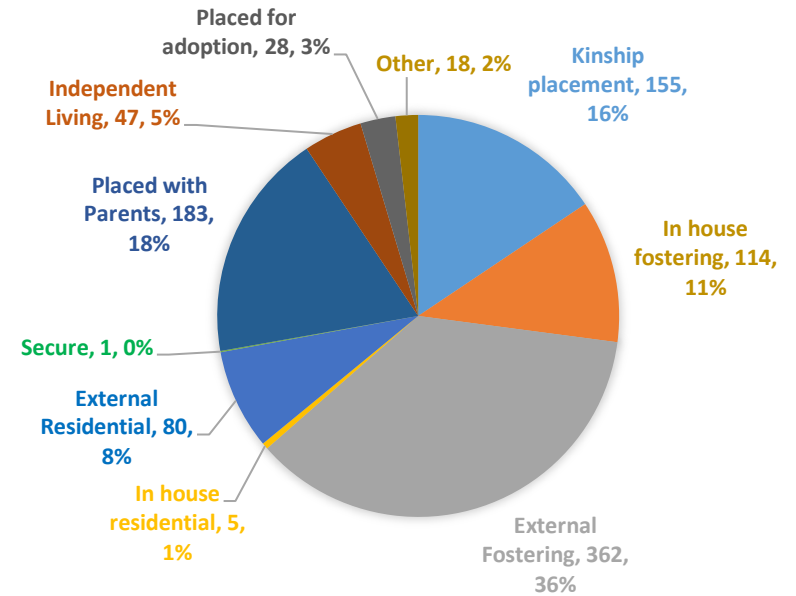
The number of children in residential placements has increased, particularly young people aged 16-17 due to complexities where families are no longer able to manage risk.

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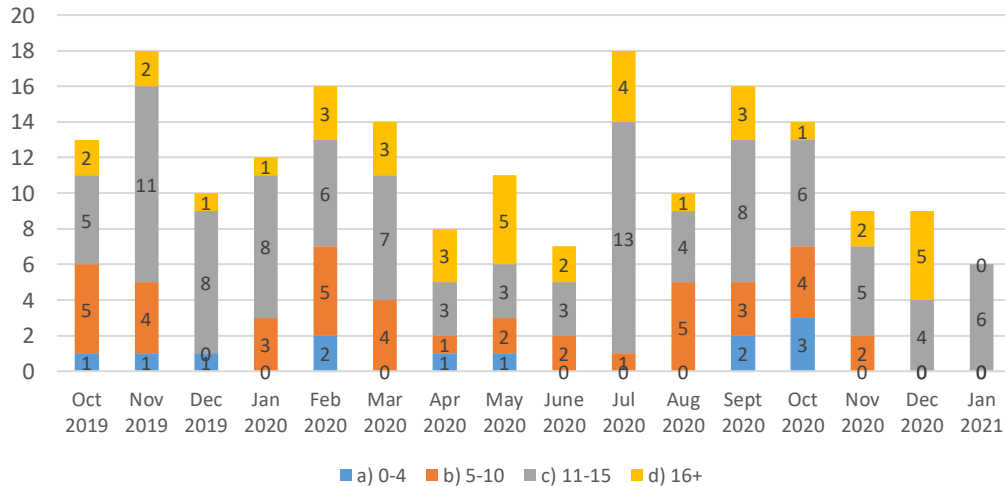
Total CLA by Placement type – as at 30.06.2016 (644)



Total CLA by Placement type – as at 31.12.2020 (993)



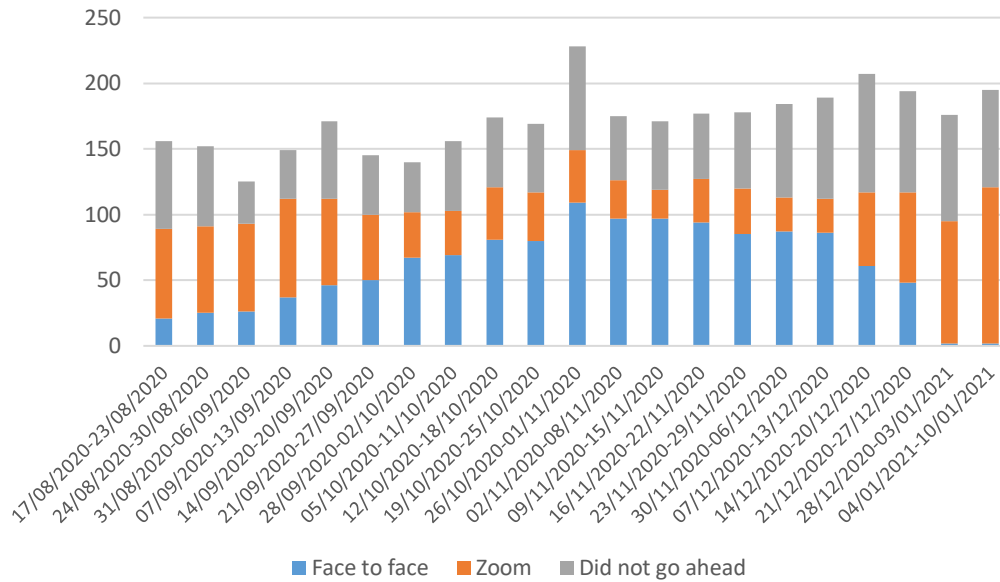
Unplanned Placement Move Requests by Age



The pie charts above show the growth in proportion of children placed with parents on a Care Order or in kinship arrangements with family members in recent years:

After an increase in the number of unplanned placement move requests in the immediate aftermath of the COVID-19 announcement, the situation stabilised during Quarter 1. An increase during Quarter 2 stabilised once again in Quarter 3 with the most unplanned placement move requests (52%) being for 11-15 year olds.

Supervised Contacts – Swanstaff



Face to face contact was reintroduced as part of our restart arrangements, however a virtual model was reinstated in December as a result of the lockdown announced by Welsh Government. Prior to the cessation of face to face contact our supervised contact provider communicated to parents, foster carers and significant others that contact would be going virtual, in order to make the transition as smooth as possible. Final contacts that had been pre-arranged proceeded as planned and Christmas contacts were undertaken where possible. At the time of writing, supervised contact continues to be primarily delivered by a virtual model with priority for face to face contact being given to babies under the age of 1 on the basis of risk assessment for one hour per week. The graph demonstrates that we were starting to see the number of face to face contacts equalling / exceeding virtual prior to the most recent lockdown.

Sickness – Children’s Services

| FTE Target = 13 | Q1 2020-21 | Q2 2020-21 | Q3 2020-21 | Q4 2020-21 |
|--|------------|------------|------------|------------|
| Children’s Services Sickness FTE days lost per person | 2.7 | 6.29 | 9.81 | |
| Children’s Services Sickness FTE days lost per person full year forecast | 11.62 | 13.85 | 13.73 | |

Source: Corporate HR Data

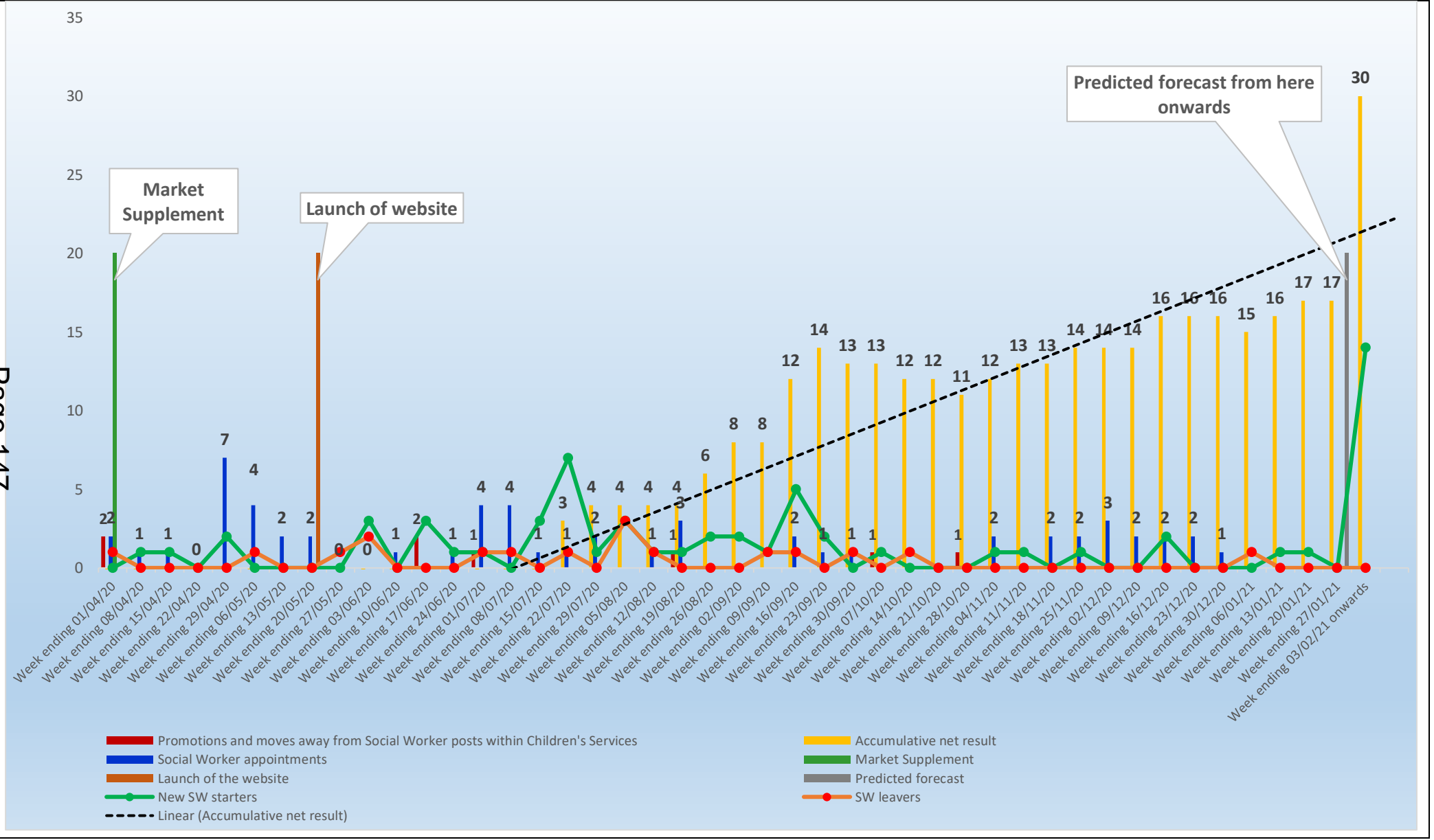
Result for Quarter 3 2020-21 = 9.81 days - this is an improvement from 14.71 FTE days for the same period last year.

The forecasted figure is 0.73 days over the target of 13 days, but an improvement on the forecast after quarter 2. Further progress made in January reduces the rprojection to 12.6 – within target level.

Sickness is closely monitored by CMT to ensure that processes are followed. Options to support staff to return to work on a phased return are explored with input from all members of the management team.

Net result of Social Workers starting and leaving Council

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**Children's Services
Quarter 3 Performance
Children & Young People Scrutiny Committee
15th March 2021**

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Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



Evaluation of Performance

- What is working well
- What are we worried about
- What are we doing about it



What is Working Well

- Director post appointed to and all permanent OMs in post.
- Positive inspection reports from CIW and HMIP.
- Recruitment and retention of social workers (net gain of 26 during year to date).
- On target to open the Assessment Unit in Quarter 1.
- Management of business during second COVID-19 spike.
- Increase in the % of children returned home from care during the year - 6.1% from 5.5% at the same point last year.
- Continued increase in number of in house foster carers from 93 in September to 100 in December.



What are we Worried About

- Managing increasing demand and complexity.
- Capacity of service and partners to respond to increasing demand for attendance at child protection conferences and children looked after reviews.
- Number of 16 and 17 year olds in residential placements.
- Impact of lack of face to face contact for children and families due to COVID-19.



What Are We Doing About It

- Regular meetings in place for senior managers in Children's Services and Education to prepare for COVID-19 recovery.
- 4th locality teams being introduced to strengthen management capacity.
- Review of demand in the conference service to be undertaken.
- Discussions with Police about capacity to meet demand ongoing.
- Regular review of independence planning for children looked after.
- Implementation of Assessment Unit to ensure young people go on to be placed in the right accommodation for them where rehabilitation home is not an immediate option.
- Reintroduction of face to face contact for babies under the age of 1.



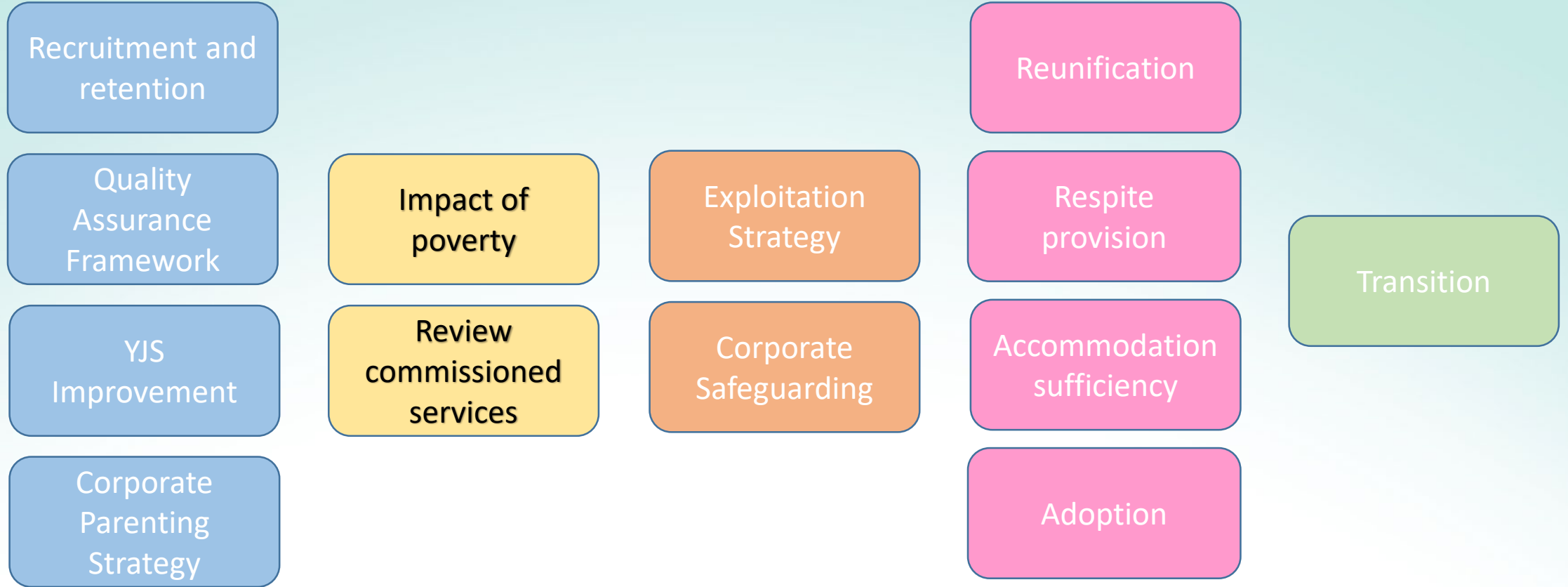
CIW Feedback from Risk Based Inspection

- Senior managers and lead members have introduced a new culture of raised expectation and standards.
- Local Authority is working hard with all stakeholders to support the safety and well-being of people who use and work in services.
- Cabinet leads for both Adult and Children's Services are well informed, understand the changes required and are focused on improving outcomes for people.
- Operational and strategic partnerships are working well to help people achieve their well-being outcomes.
- Throughout our inspection and monitoring activity, very high levels of engagement and cooperation from all concerned throughout inspection.



Next Steps – Overview of Key Priorities for 2021-22

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