

ANNEX A

HERTFORDSHIRE COUNTY COUNCIL SCHOOLS
FORUM

WEDNESDAY 16 JANUARY 2008

Agenda
Item

7b

DEVELOPMENT OF CHILDREN AND YOUNG PEOPLE'S SUPPORT WORKERS IN SCHOOLS

Report of the Director of Children, Schools and Families

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Executive Member: Keith Emsall

1. Purpose of report

1.1 This report outlines proposals for investment from the Schools Budget (alongside contributions from other partners) to support the introduction of a systematic framework of services that focus on prevention and early intervention with vulnerable children, young people and families, with effect from April 2008. These arrangements will ensure that the County Council and its statutory partners meet statutory requirements for the adoption of the Common Assessment Framework (CAF) and Lead Professional role from April 2008. The proposals are a key part of the Post-Inspection Action Plan following the Joint Area Review (JAR) inspection in 2007 and their implementation is seen by the Department for Children, Schools and Families and Children First as a key measure of progress.

1.2 There are two parts to the investment:

- A contribution of £200,000 to the multi-agency training programme for the introduction of the CAF and Lead Professional role;
- To establish a Children and Young People's Support Worker post for each of the 38 extended school consortia, at an annual cost of £880,000. These posts will

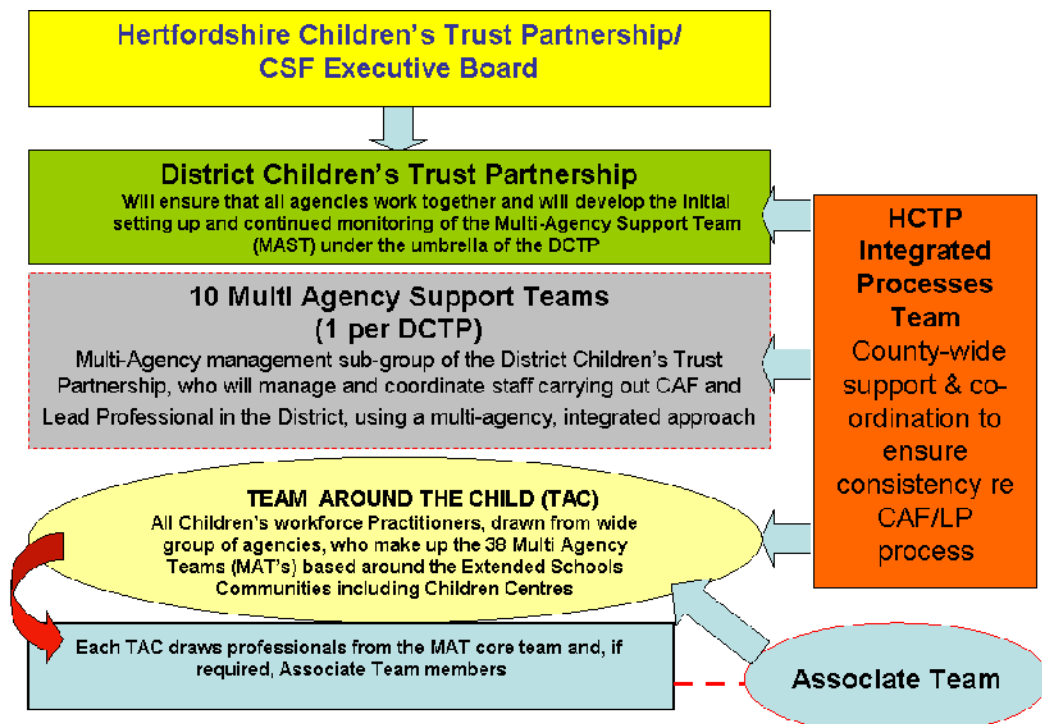
enable schools to access the appropriate services for children and young people who need additional support to overcome barriers to their learning.

2 Summary

2.1 From April 2008, Hertfordshire Children's Trust Partnership (HCTP) will be introducing Integrated Local Services, to be coordinated through the ten District Children' Trust Partnerships. These services will ensure that there are systematic arrangements in place to provide vulnerable children and young people, and families, with access to an appropriate range of preventative and early intervention services. These services will be of major benefit to schools in enabling them to meet the needs of children and young people who require additional support to overcome their barriers to learning. The expectation is that these services will work closely with schools and be responsive to them.

2.2 Central to these new arrangements will be the establishment of multi-agency 'teams around the child' for each of Hertfordshire's 38 extended schools consortia. Members of these teams will be trained in what is known as 'integrated practice', undertaking the 'Lead Professional' role, using the Common Assessment Framework and sharing information about children and families in line with protocols agreed locally with partner organisations. The diagram below provides an overview, with further information at Appendix 1 below.

The Hertfordshire Vision



2.3 HCTP has established a development fund to support training for integrated practice. The initial training programme, which affects over 3000 professionals (including x staff in schools) in Hertfordshire across all the key statutory partners, has been funded with contributions from all of the key agencies. It is proposed that a financial contribution to the programme from schools is made from headroom within the Schools Budget. This will enable staff in schools to be prepared effectively for 'integrated practice', working with the multi-agency team around the child in their area.

2.4 To enable schools to access the appropriate services for children and young people who need additional support to overcome barriers to their learning it is proposed to establish a Children and Young People's Support Worker post for each of the 38 extended school consortia, at an annual cost of £880,000. The specification for this post draws on the successful work with vulnerable children in schools by CSF Workers and on the feedback from schools involved in the Children's Trust Pilot project in Stevenage. (An outline of the post of Children and Young People's Support Worker is provided at Appendix 2 below).

3. Action requested

3.1 Schools Forum is asked to agree to the use of funding available from headroom, commencing in 2008/09 to invest in the following proposals:

(a) To make a contribution of £200,000 to the HCTP Integrated Practice training programme;

(b) To establish a post of Children and Young People's Support Worker in each of Hertfordshire's 38 extended schools consortia, with effect from April 2008, at an overall cost of £880,000

4. Background

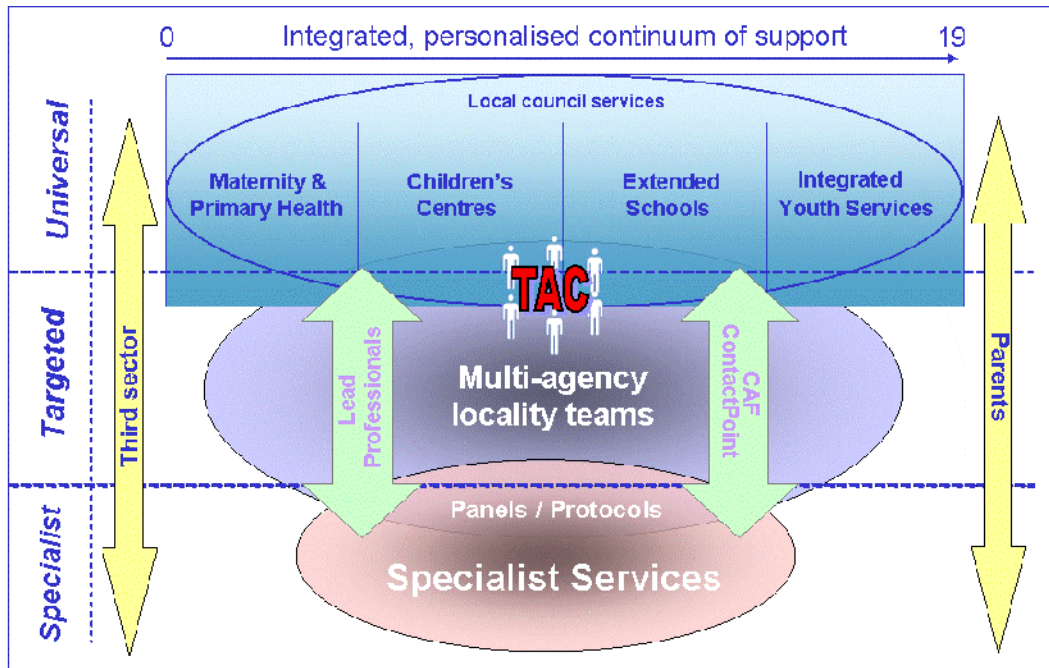
4.1 Following the publication of 'Every Child Matters' and the Children Act 2004 there is a national expectation that local authorities and their partners will establish, a range of integrated services for children, young people and families at three levels: universal (for all children and young people,; targeted (for vulnerable children and young people), and specialist (for children with complex needs). This expectation is reinforced in the recently published DCSF Children's Plan 'Building Brighter Futures':

'We expect Children's Trusts to have in place by 2010 high quality arrangements to provide identification and early intervention for all children and young people

who need additional help in relation to their health, education, care and behaviour, including help for their parents as appropriate' (Paragraph 7.21)

The diagram below sets out the DCSF framework. The proposals in this report relate to targeted services and the introduction of multi-agency locality 'teams around the child'.

'WHOLE SYSTEM' FRAMEWORK OF INTEGRATED SERVICES BY 2010



4.2 The recent JAR inspection in Hertfordshire identified that there was a high level of referrals to social care (double the rate of comparable local authorities in 2006/07), with many of those referrals falling below the eligibility criteria for a service to be provided. Inspectors judged that the over-referral to social care stemmed from the fact that there was a significant gap in the targeted services available for children, young people and families. Urgent action was needed to put in place 'integrated practice' across all the partner agencies, and to introduce multi-agency locality teams that could respond more effectively to local needs. The analysis from the JAR inspection has been corroborated by Children First, Hertfordshire's external support partners, in their diagnostic report outlining the areas for improvement in children's services in Hertfordshire.

4.3 Proposals to establish Integrated Local Services, co-ordinated through District Children's Trust Partnerships were agreed by HCTP Board in July 2007. HCTP also agreed to fund a training and development programme for the introduction of 'integrated practice'. The proposals form part of Hertfordshire' Post-Inspection

Action Plan (PIAP) and their successful implementation have been identified by DCSF and Children First as a key measure of improvement. Agencies to meet the challenges of the Every Child Matters agenda. The proposals for the introduction of Integrated Local Services have been the subject of consultation with schools over the past six months through the Head teacher fora, conference events, a development workshop specifically for head teachers, and awareness-raising events alongside other agencies.

5. The Benefits for Schools

5.1 National evidence, and the evidence from Hertfordshire, indicates that there is a need to narrow the gap between the outcomes for children and young people generally and the outcomes achieved by the most vulnerable. Making progress with underachieving groups of pupils will be essential if schools in Hertfordshire are to maintain year-on-year improvement in outcomes. The investment from the Schools Budget in Integrated Local Services, and particularly the introduction of the role of Children and Young People's Support Worker, is expected to have significant benefits for schools in improving outcomes for learners, not only in terms of educational attainment but across all the Every Child Matters outcomes. A key focus for the work of the multi-agency locality teams will be to target support for the most vulnerable children and young people, who are most likely to require additional support to overcome barriers to learning. (See Building Brighter Futures, paragraphs 3.106/3.107.) Schools can expect that children and young people will receive help earlier, and that a better range of more flexible services will be available in the local area.

5.2 It is expected that the introduction of the Children and Young People's Support Worker role will facilitate better engagement from other agencies with schools, as well as supporting staff in schools as they adapt to the requirements of 'integrated practice'. Evidence from the evaluation of the CSF Worker role and from the Children's Trust pilot project in Stevenage indicates that this is the case.

5.3 'Integrated practice' itself should enable schools to streamline and coordinate the assessments that they currently undertake with children and young people requiring additional support., thus eliminating unnecessary paperwork and duplication of meetings with different professionals.

6. Financial Implications

- 6.1 HCTP is providing a budgetary contribution towards the development of integrated practice and the implementation of multi-agency locality teams. The proposed budget for the HCTP development fund for 2008- 09 is £731k of which £565k will be provided by CSF and the remainder by other partner organisations such as the district and borough councils, Connexions, the LSC, and other partners in the HCTP.
- 6.2 The HCTP budget is in addition to the existing staffing provided through the CSF District Children's Services team. The overall budgetary contribution made by CSF to the establishment of the district teams is estimated to be £900k in 2008-09.
- 6.3 It is proposed that the additional £1.1m will be met from the headroom in the Schools Budget. Given that this would be a Schools Budget contribution to combined Children's Services this requires the explicit agreement of the Forum.

7. Conclusion

- 7.1 The school funding regulations require that expenditure incurred by the Schools Budget on combined Children's Services has to provide an educational benefit to the pupils. Sections 4 and 5 of the report demonstrate the fundamental role that the CYP Support Workers have in ensuring that the broader needs of Young People are met so that they can maximise their educational opportunities.

**EXTRACT FROM THE MINUTES OF THE SCHOOLS FORUM MEETING OF
JANUARY 2008 COVERING ITEM 7b**

**MINUTES OF THE MEETING OF THE SCHOOLS FORUM HELD ON
16TH JANUARY 2008 AT HERTFORDSHIRE DEVELOPMENT CENTRE**

ATTENDANCE

Chair:

Alan Gray

School Members:

Mike Connell
Steve Drake
John Grubb
Richard Haynes
Paul Johnson
Alison Saunders
Michael Scandrett
Michael Taylor
Barbara Snijder
David Victor
Peter Brooks
Martin Post
Paul Rosen

Non School Members:

Annie Brown
Richard Thake

Observers:

Ivor Miskelly

Officers:

John Harris
Claire Cook
Simon Pickard
Helen Ashdown
Jonathan Burberry

Cheryl Faint
Alan Dinning
David Ring

1. Apologies

David Brent

2. Minutes of the last meeting

It was noted that it was agreed by Forum that the items rose in item 13 "Essex Schools Forum Networking Seminar" would be further explored at the April meeting of the School Forum. This has been added to the Forward Work Programme under the heading of "Schools Forum membership - Terms of Reference and Procedures".

3. Matters Arising

3.a CRB checks

Further to a request made at the October Forum, an information paper was presented to the Forum which clarified the pricing structure for CRB checks for external agencies.

3.b Kitchen Surveys

In response to Forum's request for further detail on the responsibilities for surveying the condition of kitchens in schools, it was confirmed that the Authority would survey the kitchens in all schools and all schools surveyed would receive a copy of their report.

7. Budget 2008/9

7.b Development of Children and young people support workers 'in schools.

This paper was presented by John Harris and examined in detail the introduction of a systematic framework of services that focus on prevention and early intervention with vulnerable children, young people and families with effect from April 2008. It was explained that the proposals played a key part in the Post Inspection Plan following the Joint Area Review (JAR).

The presentation looked at the background to these proposals including the findings of the recent JAR. It also explained the Hertfordshire vision of establishing multi agency support teams working with an integrated approach. It was explained that these services would be of major benefit to schools in

enabling them to meet the needs of children and young people who require additional support to overcome their barriers to learning. The Authority requested the support of Schools Forum in delivering this objective by making a contribution from the Schools Budget to the multi-agency training program and to establish a post of Children and Young People's support work in each of the 38 extended school consortia.

It was emphasized that the contribution from the Schools Budget would be critical to achieving this proposal. It was confirmed that Headroom-is expected to be used where it can maximise the benefits of young people aligned to other funding streams. It would therefore be legitimate to use Headroom in this way if the Forum believes that is the best investment for children.

It was explained that this was part of "an invest now to save later" proposal and that there would be a reinvestment dividend as early intervention delivers improved outcomes and reduced costs in more expensive specialist intervention.

There was a discussion of the plan. Forum welcomed the plan and recognised that the Authority was responding to an external deadline and the need to accelerate improvement. However Forum was concerned about the demands on Headroom and placed great importance on seeing those demands reduce.

Members of the Forum also raised questions about the level of the Support worker post given previous experience. Forum was keen to see that this strategy be monitored to ensure that the necessary outcomes are achieved.

Alan Dinning explained the role of the Support worker in more detail. The key principle is that one person will take a lead role and that schools would no doubt welcome the benefits of this. It was explained that the feedback from schools would be crucially important and that by making an investment schools will have a vested interest in outcomes. It was also emphasised that this should not be a one off design and that the model would be reviewed.

Members of the forum raised questions about the link between this strategy and the potential reinstatement of the Schools Capital project which was deferred last year. The Authority confirmed that this investment is expected to reduce long term pressures and where that investment has been made from the schools budget, this could release funds elsewhere. The financing of borrowing would have to be met from the Council tax. It was also recognised that these integrated services need to be delivered in adequate facilities.

Members of the Forum agreed to the funding to be made available from the Headroom for the proposals detailed in 3.1 of this paper.