

Corporate Parenting Panel

AGENDA

DATE: Wednesday 3 April 2019

TIME: 7.00 pm

VENUE: Committee Room 5, Harrow Civic Centre, Station Road, Harrow, HA1 2XY

MEMBERSHIP (Quorum 3)

Chair: Councillor Angella Murphy-Strachan

Councillors:

| | |
|------------------|-----------------|
| Sue Anderson | Janet Mote (VC) |
| Maxine Henson | Lynda Seymour |
| Christine Robson | |

Non-Voting Advisory Member:

Valerie Griffin

Reserve Members:

- | | |
|------------------|------------------------|
| 1. Dean Gilligan | 1. Dr Lesline Lewinson |
| 2. Simon Brown | 2. Chetna Halai |
| 3. Chloe Smith | |
| 4. Rekha Shah | |

Contact: Navshika Beeharry, Senior Democratic and Electoral Services Officer
Tel: 020 8416 8063 E-mail: navshika.beeharry@harrow.gov.uk

Useful Information

Meeting details:

This meeting is open to the press and public.

Directions to the Civic Centre can be found at:
<http://www.harrow.gov.uk/site/scripts/location.php>.

Filming / recording of meetings

The Council will audio record Public Questions. The audio recording will be placed on the Council's website.

Please note that proceedings at this meeting may be photographed, recorded or filmed. If you choose to attend, you will be deemed to have consented to being photographed, recorded and/or filmed.

When present in the meeting room, silent mode should be enabled for all mobile devices.

Meeting access / special requirements.

The Civic Centre is accessible to people with special needs. There are accessible toilets and lifts to meeting rooms. If you have special requirements, please contact the officer listed on the front page of this agenda.

An induction loop system for people with hearing difficulties is available. Please ask at the Security Desk on the Middlesex Floor.

Agenda publication date: Tuesday 26 March 2019

AGENDA - PART I

1. ATTENDANCE BY RESERVE MEMBERS

To note the attendance at this meeting of any duly appointed Reserve Members.

Reserve Members may attend meetings:-

- (i) to take the place of an ordinary Member for whom they are a reserve;
- (ii) where the ordinary Member will be absent for the whole of the meeting; and
- (iii) the meeting notes at the start of the meeting at the item 'Reserves' that the Reserve Member is or will be attending as a reserve;
- (iv) if a Reserve Member whose intention to attend has been noted arrives after the commencement of the meeting, then that Reserve Member can only act as a Member from the start of the next item of business on the agenda after his/her arrival.

2. DECLARATIONS OF INTEREST

To receive declarations of disclosable pecuniary or non pecuniary interests, arising from business to be transacted at this meeting, from:

- (a) all Members of the Panel;
- (b) all other Members present.

3. MINUTES (Pages 5 - 12)

That the minutes of the meeting held on 6 February 2019 be taken as read and signed as a correct record.

4. PUBLIC QUESTIONS *

To receive any public questions received in accordance with paragraph 16 of the Executive Procedure Rules.

Questions will be asked in the order in which they were received. There will be a time limit of 15 minutes for the asking and answering of public questions.

[The deadline for receipt of public questions is 3.00 pm, 29 March 2019. Questions should be sent to publicquestions@harrow.gov.uk

No person may submit more than one question].

5. PETITIONS

To receive petitions (if any) submitted by members of the public/Councillors under the provisions of Executive Procedure Rule 47 (Part 4D of the Constitution).

6. DEPUTATIONS

To receive deputations (if any) under the provisions of Executive Procedure Rule 48 (Part 4D of the Constitution).

7. INFORMATION REPORT - HARROW CHILDREN LOOKED AFTER (CLA) HEALTH REPORT (Pages 13 - 16)

Report of the Associate Director of Children's Services.

8. INFORMATION REPORT - HARROW FOSTERING RECRUITMENT PLAN 2019 - 2022 (Pages 17 - 26)

Report of the Corporate Director of People.

9. INFORMATION REPORT - HIGHER EDUCATION AMONGST CARE LEAVERS (Pages 27 - 32)

Report of the Corporate Director of People.

10. HOUSING FOR CARE LEAVERS - UPDATE (Pages 33 - 36)

Joint Report of the Corporate Directors of Community and People.

11. INFORMATION REPORT - CHILDREN LOOKED AFTER (CLA) PERFORMANCE BENCHMARKING DATA (Pages 37 - 50)

Report of the Corporate Director of People.

12. UPDATE ON REGIONAL ADOPTION AGENCY (Verbal Report)

Verbal report of the Interim Divisional Director of Children and Young People.

13. MEETINGS OF THE CORPORATE PARENTING PANEL - MUNICIPAL YEAR 2019/20

2019 (7.00pm)

11 June

2 October

2020 (7.00pm)

14 January

30 March

14. ANY OTHER URGENT BUSINESS

Which cannot otherwise be dealt with.

AGENDA - PART II - NIL

*** DATA PROTECTION ACT NOTICE**

The Council will audio record item 4 (Public Questions) and will place the audio recording on the Council's website, which will be accessible to all.

[**Note:** The questions and answers will not be reproduced in the minutes.]

CORPORATE PARENTING PANEL

MINUTES

6 FEBRUARY 2019

| | | |
|--|--------------------------------------|---|
| Chair: | * Councillor Angella Murphy-Strachan | |
| Councillors: | * Sue Anderson | * Lynda Seymour |
| | * Janet Mote | * Mrs Rekha Shah (4) |
| | * Christine Robson | |
| Non-Voting Advisory Member: | * Valerie Griffin, Foster Carer | |
| In attendance: (Officers) | David Harrington | Head of Business Intelligence, Resources |
| | Paul Hewitt | Corporate Director – People |
| | Barbara Houston | Head of Service, Corporate Parenting |
| | Zoe Sargent | Associate Director of Children, CNWL |
| | Peter Tolley | Interim Divisional Director, Children and Young People |
| | Mellina Williamson-Taylor | Headteacher, Harrow Virtual School |
| | Alison Braithwaite | Head of Children’s Services and Operations – CNWL |
| | Sue Sheldon | Designated Nurse for Safeguarding and Children Looked After – Harrow CCG |
| | Priya Ganatra | People Services Commissioner |
| | Charlie Cable | Area Manager, SOVA |

- * Denotes Member present
- (4) Denotes category of Reserve Member

21. Attendance by Reserve Members

RESOLVED: To note the attendance at this meeting of the following duly appointed Reserve Member:-

Ordinary Member

Reserve Member

Councillor Maxine Henson

Councillor Rekha Shah

22. Declarations of Interest

RESOLVED: To note that there were no declarations of interests made by Members.

23. Minutes

RESOLVED: That the minutes of the meeting held on 30 October 2018, be taken as read and signed as a correct record.

24. Public Questions, Petitions and Deputations

RESOLVED: To note that there were none.

RESOLVED ITEMS

25. Independent Visitors Service

The Panel received an information report of the interim Divisional Director of Children and Young People on the Independent Visitors Service. The Children's Act 1989 had placed a duty on Councils to appoint an Independent Visitor for any 'Looked after Child' if they believed this to be in the child's best interest and the young person had consented to the support.

The Chair welcomed the People Services Commissioner and the Area Manager of SOVA (Safeguarding Vulnerable Adults) for this item. Members were informed that SOVA had been contracted to deliver the Harrow IV (Independent Visitors) Project.

The Area Manager for SOVA reported that:

- it was not unusual to see a drop in relationships due to changes in providers;
- the organisation had been established some 40 years ago and since being awarded the contract, it had remodelled to match the tender;

- a member of staff was based once a week in the Council to help develop skills and take the service forward;
- of the 21 open referrals, 8 had been matched with IVs;
- logistical issues were being addressed and he made reference to those CLA placed outside the borough. He explained that in some areas such as Dover, SOVA did not have a footprint and the organisation was looking to reach out to volunteer bureaux with a view to training them.

Members asked questions about the length of the contract with SOVA, how successful the service was and its expectations. The People Services Commissioner explained that the contract was for 3 years and the Council was considering whether to extend it by a further year. The target was to match 30 CLA but the value of the contract was a challenge. Some volunteers had left and there was a need to train volunteers in Harrow. The national training programme was good but the process of recruiting, training, assessing and matching was a challenging journey and one which was exacerbated by part time working and the size of the contract.

The Area Manager for SOVA responded to questions from Members and stated that 20 volunteers had been trained and 8 relationships had been established. The CLA, with established relationships, met with the volunteer on a monthly basis. He was of the view that 2 matches per month were required. In response to further questions, he stated that the 80% of CLA were female and 20% male. The respective split in IVs was 70%:30% but he needed to check the data. He acknowledged that there was a need to engage additional male volunteers.

In response to additional questions, the Area Manager of SOVA explained how assessments with CLA were carried out. He informed Members that a complaints process had also been built-in to allow CLA to flag up areas of concern. Additionally, action plans and reviews were conducted with the IVs. He added that the feedback received from CLA had been positive and that they had stated that they would have been bored without their IV as the process provided them with a structure to their lives. The ages of referrals ranged from 8-24 years and were based on need. There had been no requests for an IV beyond the age of 24 years. It was noted that some IV services only provided a service up to the age of 18 years. It was acknowledged that Councils could do more to help beyond that age and Harrow had commissioned the service to also work with young people potentially up to the age of 25 years.

RESOLVED: That the report be noted.

Reason for Decision: To be availed of how the IV service was working.

26. Activity and Performance

The Panel received an information report of the Corporate Director of People, which set out the activity for Children Looked After (CLA) and care leavers as well as provisional performance position at Quarter 3, 2018-19. National and

comparator data had also been included, where appropriate, to provide context.

An officer introduced the report and outlined the following key points, which were detailed in the report:

- in comparison to other local authorities, the number of CLA in Harrow was low. The low figures were as a result of the implementation of successful permanent solutions and preventative measures;
- absence and persistence absence rates in education remained high whilst achievements had improved. Personal Education Plans (PEPs) had been carried out on a timely basis;
- there had been some challenges around initial health assessments and immunisation but he was confident that these would improve;
- health and dental reviews for CLA were now in line with neighbouring authorities;
- percentage of care leavers in suitable accommodation remained high at 90.5%. At the end of December 2018, the number of care leavers who were not in education or training had improved from 35.8% to around 28% and this direction of travel ought to be welcomed;
- number of CLA that were 'missing' had dropped. The percentage 'away from placement without authorisation' was higher when compared with neighbouring boroughs;
- offending data for Harrow's CLA had not altered and there were three CLA who were 'known' to the Youth Offending Team (YOT).

Members commended the work being carried out by officers and partners, particularly in the following areas: PEPs for children placed within Harrow and outside the borough, health checks, offending, and housing where, historically, there had been concern about the type of accommodation provided.

In response to a question from a Member, the designated nurse reported that SDQs referred to a strengths and difficulties questionnaire and that all 14-16 year old CLA would have an SDQ carried out. The questionnaire would normally have been carried out by social worker or a carer who may not have known the child well. However, changes had been made and the questionnaire was now completed by a teacher which had helped to ensure a triangulated score and provide a more accurate picture of the child in question. The Corporate Director stated that SDQs had been introduced as some of the CLA who left care often went into the mental health system and this tool had helped to intervene early.

The interim Corporate Director of People reported that SDQs had been introduced and the early intervention had shown to be a useful tool. The interim Divisional Director of Children and Young People thanked Members

for commending partnership working which had helped to improve the overall performance of CLA.

RESOLVED: That the report be noted.

Reason for Decision: To be availed of performance as Corporate Parents.

27. Harrow Virtual School: End of Academic Year Report : 2017-2018

The Forum received a report of the Corporate Director of People, which included an overview of the performance and standards of Children Looked After (CLA) at the end of Key Stages 1, 2 and 4; an analysis of their attendance data; an overview of the work of the Virtual School; and the development priorities for the Virtual School for 2018-19.

The Headteacher for Harrow Virtual School introduced the report and outlined the various aspects of the report. Of particular note were:

- whilst the overall CLA numbers on Roll of Harrow Virtual School had dropped, there had been an increase in the numbers at Key Stages 2 and 3;
- employment and training – since the last report, one child had met expected standards across writing, reading and maths;
- 9.5% of pupils had an Education, Health and Care Plan (EHCP), which was an increase from the previous year and this was due to the involvement of an EP (Educational Psychologist). The work done in schools to identify learning needs of CLA had improved;
- attendance – was of concern in both the Virtual School and across the Directorate. An action plan had been put in place to address the issue and the report included a number of recommendations;
- in the previous year, no CLA had been the subject of a Permanent Exclusion but Fixed term Exclusions remained an issue, particularly in Year 11. She was looking at strategies to address this issue;
- PEPs (Personal Education Plans) were at 90% but the aim was to reach 100%;
- enrichment projects had been extended as a result of the funding received from the John Lyon's Charity;
- restructure of the Virtual School had been completed and included a range of skills and expertise and with more teachers on board.

In response to questions from Members, the Headteacher for Harrow Virtual School clarified that of the children with an EHCP, 94% were making good progress. The number of CLA placed in mainstream education was 6%. The two points above were not related.

A Member referred to paragraph 5.5 of the report and enquired about top-up funding and how this would be calculated. In response, the Headteacher of Harrow Virtual School reported that schools received the pupil premium and 10% of schools applied for additional funding for 'other' needs. She undertook to provide further information in this regard together with figures for top-up funding received by schools.

The Corporate Director of People referred to paragraph 2.3 of the report and the reference to 67 CLA from other local authorities who were educated in Harrow schools and the duty of care owed to them. The Headteacher of Harrow Virtual School outlined the type of advice and information provided such as where CLA should be placed, sourcing of schools and accommodation.

The Chair made reference to paragraph 10.5 of the report relating to fixed term exclusions, particularly if these applied to those in Year 11 which she considered to be an important time in the life of children that age. She asked if any strategies were being considered to reduce the number of exclusions in that year. The Headteacher of Harrow Virtual School informed Members that work with schools was ongoing, particularly in relation to the behaviours being displayed in schools. She added that the top five schools with a high number of fixed term exclusions had been identified and a company had been engaged to support these schools. The company provided advice on how to work with children using techniques such as life studies. Additionally, the number of PEP (Personal Education Plan) meetings had been increased and schools had been asked to contact her before excluding CLA and that this message had been taken on board.

RESOLVED: That the performance of, and standards achieved by, Harrow's CLA, in particular the improved performance of CLA at the end of Key Stage 4 together with school attendance data, be noted.

Reasons for Decision: To be availed of outcomes for CLA in discharge of duties. To be availed of the performance of CLA pertaining to attendance which remained below England's averages for CLA. To be availed of attainment and progress at the end of Key Stage 4 which remained a priority for Harrow Virtual School.

28. Harrow Children Looked After Health (CLA) Report

The Panel received an information report of the Associate Director of Children's Services, which set out information on the delivery of health services to Harrow's Children Looked After (CLA) during September – December 2018. The report reviewed performance indicators and clinical work undertaken by the CLA Health Team.

The named nurse for Harrow's CLA, referred to the appendix to the report and informed Members that:

- her next report would clarify the columns relating to the table on targets met for initial and review health assessments. She explained that there had been a downward trend in September 2018 on the numbers seen

within set timescales and explained the reasons for this trend. She added that standardised flowcharts had been introduced to identify trends in health assessments and where improvements had been made and/or were required;

- monitoring meetings with Harrow CCG and the Council would continue as set out in the report;
- the work undertaken, as set out in the report, had also involved participation in an interview panel for the post of a clinical psychologist;
- on a positive note, social workers from the UASC (Unaccompanied Asylum Seeking Children) team had agreed to book interpreters for TB screening appointments. The alteration in the booking system had helped to deal with the issue of interpreters not attending appointments;
- various training sessions had been held, as set out in the report;
- Voice of the Child: up to 50% of CLA by Harrow had participated in the annual client satisfaction survey. The results were currently being analysed and would be presented at the next meeting of the Panel. A large sample would help to ascertain what the CLA were thinking about in relation to their health needs.

In response to a question from a Member, the named nurse for Harrow's CLA explained why there had been a delay in carrying out health assessments for CLA placed outside the borough. She added that the delay was due to those local authorities prioritising their own looked after children.

RESOLVED: That the report be noted.

Reason for Decision: To ensure that Members, in their roles as Corporate Parents, were availed of how the different needs of CLA were being met.

29. Other Business

(1) Events

Members were reminded of two events – Coram Event and Carer Awards Ceremony - that they may want to attend. It was noted that the invitations would be sent to Members by the People Directorate.

(2) Date of Next Meeting

Members were reminded that the next meeting of Panel would be held on 3 April 2019 at 7.00 pm instead of 25 March 2019.

(3) Items for Future Meetings

Members were invited to suggest topics that the Corporate Parenting Panel might want to consider. The interim Divisional Director of

Children and Young People Services asked Members to email him with suggestions.

Members were informed that reports on the following items would be submitted to the next meeting: impact of Brexit on Children Looked After (CLA), Fostering, Adoption, Performance and Housing.

(Note: The meeting, having commenced at 7.01 pm, closed at 7.55 pm).

(Signed) COUNCILLOR ANGELLA MURPHY-STRACHAN
Chair

**REPORT FOR: Corporate Parenting
Panel**

Date of Meeting: 3 April 2019

Subject: **INFORMATION REPORT** – Harrow
Children Looked After (CLA) Health Report

Responsible Officers: Zoe Sargent, Associate Director of Children’s
Services

Emma Hedley – Named Nurse Children
Looked After (CLA)

Exempt: No

Wards affected: All

Enclosures: Harrow Children Looked After (CLA) Health
Report

Section 1 – Summary

This report sets out the delivery of health services to Harrow’s Children Looked After (CLA) during January – February 2019 in line with national guidance.

It reviews performance indicators and clinical work undertaken by the children looked after health team.

FOR INFORMATION

Section 2 – Report

See Attached Reports

Section 3 – Further Information

Not applicable

Section 4 – Financial Implications

Not required

Section 5 - Equalities implications

Not required

Section 6 – Council Priorities

The Council's vision:

Working Together to Make a Difference for Harrow

Please identify how the report incorporates the administration's priorities.

- Making a difference for the vulnerable
- Making a difference for communities

The report focuses on the service delivery from health to Children Looked After, a vulnerable group of children including those from the local community.

Ward Councillors notified:

NO, as it impacts on all wards

Section 7 - Contact Details and Background Papers

Contact: Emma Hedley, Named Nurse for Children Looked After Harrow.
Telephone: 01895 484945

Background Papers:

Corporate Parenting Panel Reports
March 2018, May 2018, October 2018, January 2019

Children Looked After Health Report

Targets

All targets in relation to contractual conditions were met for initial health assessments and review health assessments from health.

| Month | CNWL Contractual Targets * | |
|----------|----------------------------|----------|
| January | 100% IHA | 100% RHA |
| February | 100% IHA | 100% RHA |

*excludes requests and consent not made available within 3 days for IHA's and within 3 months for RHA's, CLA who do not attend or refuse appointments given, CLA placed out of Harrow who depend upon another provider to offer an appointment.

There continues to be improvements in initial and review health assessments completed within timescales this quarter.

| Month | Number of children looked after seen in timescales | |
|----------|--|----------|
| January | 80% IHA | 100% RHA |
| February | 83% IHA | 82% RHA |

Monitoring

Bi-monthly monitoring meetings with Harrow CCG and Harrow Council continue.

Weekly meetings with Harrow Council to monitor health assessments and weekly case discussion.

Work Undertaken

The team continues to attend all strategic and partnership meetings to best support the health needs of children looked after, these include CLA review, MASE (multi agency sexual exploitation) panel, children at risk meetings, adoption and fostering panel.

Case discussions with the Clinical Psychologist from the virtual school and CAMHS regarding children placed in Harrow and outside of the borough.

Quarterly meeting with health, virtual school, YOT (youth offending team) and the CLA team.

Attendance at independent reviewing officers meeting - discussed immunisation uptake.

Agreed permanency process in partnership with CORAM and Harrow Council.

Training

Delivered update to the FRT (First Response Team).

Designated Doctor and Specialist Nurse attended HSCB (Harrow Safeguarding Children Board).

Signposting for specialist training for Foster Carer.

Team News

Approached by Wembley CLA health team to share our health assessment paperwork and processes in response to good practice. Email of thanks received.

Contribution to the NICE draft scope consultation on looked after children and young people.

Voice of the Child – Client Satisfaction Survey

All children looked after who attended for their appointment in Harrow and the surrounding areas were given the opportunity to provide feedback on their health assessment experience.

The audit took place between July – December 2018.

A total of 91 questionnaires were returned which equates to 53% of the total number of children looked after by Harrow. The demographic data is representative of the total Harrow CLA population and covers both initial and review health assessments.

Results show a high satisfaction with 91% rating the health assessment as 'great' or 'good' and 9% rated it as 'ok'. No one rated their experience as not very good or poor. As part of the NHS family and friends survey, 95% said they would 'definitely' or 'likely' recommend us to other looked after children which is 1% higher than last year. No negative comments received.

100% of children felt they were treated with respect during their health assessment. In response to an additional question added this year 97% felt they would be likely to act on the health advice given during the assessment. 3 young people stated they would not with the reasons being 'I'm too lazy' and 'cause I never wanted them to know why I was excluded' and 'doing well, no advice given'.

All children are encouraged to provide a comment about their health assessment. 74 out of 91 wrote responses, this equates to 81%.

It was absolutely great because I had learn some important information.

It was helpful, I got to express some things I'm concerned about and got information.

Everything went well, had my height and weight taken, chest and ears, eyes checked.

It was a good conversation and I am grateful for the tests done.

Excellent.

Was very happy with treatment today.

It was perfect.

It was fun !! :)

Pleasant.

It was useful and effective.

It went very well. Discussed different aspects of health, injections and other things.

It was great I told you everything I needed to.

It was good!

Routine LAC review, XX was helpful and informative and listened to our child's needs. XX was friendly with excellent communication skills.

It was great the nurse was really nice.

Good, looked after me.

It was very useful and the check-up was good.

XX said it was great.

It was good and useful and I learnt something.

The little thing about my health assessment was that I grew.

It was very good.

The assessment went very well. The doctor made me feel very relaxed and comfortable.

Very good.

All good.

Insightful, I'm happy with my lifestyle.

I felt that the questions were asked related to my health and it was great.

It was good to catch up on the progress made today. A lot of the information said in the last appointment helped me progress in the things I needed to progress in.

XX took her time to listen. Took an interest in both children although it was xx assessment. Fantastic.

Very good, good details and was motivated and given sources for help.

It went well, she treated with respect. I feel very happy with my assessment.

Received good advice.

XX was very professional, warm and reassuring. I really appreciated her suggestions and ideas.

Thank you.

The doctor was very nice and understanding.

It was very good. Thanks for it.

Friendly and relaxed.

It was good she showed me important stuff.

There were a lot of interesting questions.

Good, I felt I was asked the right questions and told about the available support.

Don't wanna talk about how I got excluded

It was kinda of hard to talk about things but I'm ok now.

Case Study Presentation – Unaccompanied asylum seeking child diagnosed with Hepatitis B.
Emma Hedley – Named Nurse for Children Looked After Harrow, CNWL
15th March 2019

**REPORT FOR: Corporate Parenting
Panel**

| | |
|-----------------------------|--|
| Date of Meeting: | 3 April 2019 |
| Subject: | INFORMATION REPORT - Harrow Fostering Recruitment Plan 2019 - 2022 |
| Responsible Officer: | Paul Hewitt, Corporate Director of People |
| Portfolio Holder: | Councillor Christine Robson, Portfolio Holder for Young People and Schools |
| Exempt: | No |
| Wards affected: | All Wards |
| Enclosures: | Harrow Fostering Recruitment Plan 2019-2022 |

Section 1 – Summary and Recommendations

The purpose of this report is to inform the Corporate Parenting Panel of the Harrow Fostering Recruitment Plan 2019-2022.

Recommendations: That the report be noted.

Reason: To inform the Panel of the progress made in recruiting foster carers.

Section 2 – Report

The Fostering Team will be using a number of ways to attract more Foster Carers to Harrow as there is a need to increase the pool of Foster Carers and

it is more cost effective to place children with in-house carers rather than paying higher cost independent fostering agencies. Placing children in house also keeps children local to their schools, friends and family networks. This means children can have quality contact with their families, where they do not have to travel long distances to the venue. Remaining local for most children also means that they can keep up their extracurricular activities and friendship groups.

Currently there are 55 fostering households in Harrow, offering 103 placements plus 7 mother and baby placements. We have 162 looked after children.

Our number of households has dropped lately with a number of carers leaving the service due to retirement, ill health and moving home. However this has not had a big impact on the percentage of children placed in house, as opposed to with external agencies. 74% of children in foster care are placed in in-house foster placements.

We currently need more carers who are able to take sibling groups, teenagers, children with disabilities and culturally we do not have any Eastern European carers particularly from Romania and Poland.

Therefore during 2019 – 2020 the team will undertake the following as part of their recruitment drive:-

Work with Council's Communications Team

The Communications Team will be supporting the Fostering Team in undertaking a recruitment marketing campaign. They will focus on the following:-

Google Ads – Harrow Fostering will have a Google ad account which will mean that anyone in Harrow searching for fostering will see our ad before other agencies.

Fostering web page review – A review and re-design of the fostering web content that will be more user friendly and will have the enquiry form embedded into the page rather than click through.

Electronic JC Decaux Advert – Wealdstone has an electronic JC Decaux board which we will look to advertise on.

Professional information packs for applicants – Produce a professional information pack for applicants to be sent when making enquiries and to give at promotional events.

Videos on the web page and social media campaign – Embed videos into the fostering webpage (they were produced during our Facebook campaign). Advertise on Harrow Facebook page and internal communications.

Other ways in which The Fostering Team promote fostering within the community:-

Faith Groups, Community Groups and Schools - We regularly send posters and leaflets to local faith and community groups and schools and attend meetings with them. We put ads in the Gold Bulletin which goes to all Headteachers in Harrow Schools.

Meeting with Local Councillors – We are meeting with Local Councillors to optimise their links with local communities and groups and for their assistance in promoting fostering recruitment in the community.

Harrow Central Mosque – We are meeting with Harrow Central Mosque to work with them to reach out to communities within Harrow who use the Mosque - (African/Asian and Somali Muslims). We will give posters to be displayed in the Mosque notice boards, hand out leaflets on a Friday after prayer time, and the Imam will give a talk on fostering children.

Romanian and Polish Websites/Communities - We are planning to advertise the need for foster carers through a National Romanian and Polish website and distribute leaflets/posters in their shops and community halls.

Local press - Regular adverts/case studies are printed in The Harrow People, which is delivered to every household in the borough. We have ads on the My Harrow e- Newsletter.

Approved Foster Carers / personal selling and Recruit a Friend – Word of Mouth proves to be a good method to recruit carers. We have a 'recruit a friend' scheme where Foster Carers are offered an incentive of £200 for any recommendation they make which leads to approval of a new Foster Carer at Panel. We have introduced recruit a friend parties where carers invite friends to a party in their home and the team go along to give information about fostering. There is a financial incentive for carers to take part. We supply Foster Carers with business cards to give out if someone expresses an interest in fostering to them.

Portable pop up - Portable pop up stands will be placed in Reception areas of the Council's main buildings including Children's Centres, community centres, theatres, and libraries. These will be rotated on a regular basis to cover as many areas around Harrow and outer neighbouring boroughs as possible.

Internal Communication - As the borough's largest employer, staff make up a significant percentage of the Harrow population. Internal e-mails will be sent 3 times a year. We have offered all staff employees in the Council a financial incentive to recommend friends, family and neighbours to be considered as prospective Foster Carers. Posters are

regularly put up throughout council buildings and we will have pop up stands in the staff canteen and other council buildings.

The Fostering Team also work on supporting and retaining our existing Fostering Carers. There are a number of incentives and support packages in place to help retain our Foster Carers such as the following:-

- Competitive financial allowances with an enhanced payment scheme on offer.
- Support packages for challenging placements such as input from the Early Support Team, Therapeutic Support.
- Support from an active Foster Carers Association.
- Support groups and Newsletters.
- Regular meetings and dialogue between the HFCA, Managers in Corporate Parenting and carers.
- Membership to the Foster Carers Association.
- Buddy and mentoring scheme/peer to peer support.
- A robust training programme, with specialist courses on offer, bespoke training given, WLA training programme, online training.

- 24 hour support through an allocated Supervising Social worker and EDT.
- Subsidised leisure facilities.

Monitoring and evaluation

The recruitment plan will be monitored and reviewed regularly through the following mechanisms:-

- Monthly performance reports on recruitment and assessment activity to be provided to Head of Service, Corporate Parenting
- Quarterly meetings between the Fostering Service and the Communications Team
- Quarterly reports to the Harrow Adoption and Fostering Panel
- Key fostering recruitment data being reported at monthly Children's Services performance meetings
- Key fostering recruitment data being reported to the Department for Education (DFE) and used to compare with statistical neighbours
- In depth needs analysis carried out on a quarterly basis by the Team Manager and Training and Development Officer to inform and update the recruitment strategy
- A regular placement needs analysis to update and change the recruitment strategy as necessary in line with The Placement Sufficiency Strategy.
- A target of approving 12 fostering households = an additional 15 placements.

Contact Details and Background Papers

Contact: Barbara Houston, Interim Head of Service Corporate Parenting.
Telephone: 020 8416 8852.

Background Papers: None

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Harrow Fostering Recruitment Plan 2019 - 2022

The Fostering Team will be using a number of ways to attract more Foster Carers to Harrow as we need to increase our pool of foster carers. The number of children coming into care is rising; and it is more cost effective to place children with in-house carers rather than paying high cost independent fostering agencies. Placing children in house also keeps children local to their schools, friends and family networks. This means children can have quality contact with their families, where they do not have to travel long distances to the venue. Remaining local for most children also means that they can keep up their extra curricular activities and friendship groups.

Currently there are 55 fostering households in Harrow, offering 103 placements plus 7 mother and baby placements. We have 162 looked after children.

Our number of households has dropped lately with a number of carers leaving the service due to retirement, ill health and moving home. However this has not had a big impact on the percentage of children placed in house as opposed to with external agencies. 74% of children in foster care are placed with in-house foster placements.

We currently need more carers who are able to place sibling groups, teenagers, children with disabilities and culturally we do not have any Eastern European carers particularly from Romania and Poland.

Therefore during 2019 – 2020 the team will undertake the following as part of their recruitment drive:-

Work with Council's Communications Team

The Communications Team will be supporting the Fostering Team in undertaking a recruitment marketing campaign. They will focus on the following:-

Google Ads – Harrow Fostering will have a Google ad account which will mean that anyone in Harrow searching for fostering will see our ad before other agencies.

Fostering web page review – A review and re-design of the fostering web content that will be more user friendly and will have the enquiry form embedded into the page rather than click through.

Electronic JC Decaux Advert – Wealdstone has an electronic JC Decaux board which we will look to advertise on.

Professional information packs for applicants – Produce a professional information pack for applicants to be sent when making enquiries and to give at promotional events.

Videos on the web page and social media campaign – Embed videos into the fostering webpage (they were produced during our Facebook campaign). Advertise on Harrow Facebook page and internal communications.

Other ways in which The Fostering Team promote fostering within the community:-

Faith Groups, Community Groups and Schools - We regularly send posters and leaflets to local faith and community groups and schools and attend meetings with them. We put ads in the Gold Bulletin which goes to all Head teachers in Harrow Schools.

Meeting with Local Councillors – We are meeting with Local Councillors to optimise their links with local communities and groups and for their assistance in promoting fostering recruitment in the community.

Harrow Central Mosque – We are meeting with Harrow Central Mosque to work with them to reach out communities within Harrow who use the Mosque - (African/Asian and Somali Muslims). We will give posters to be displayed in the Mosque notice boards, hand out leaflets on a Friday after prayer time, and the Imam will give a talk on fostering children.

Romanian and Polish Websites/Communities - We are planning to advertise the need for foster carers through a National Romanian and Polish website and distribute leaflets posters in their shops and community halls.

Local press - Regular adverts/case studies are printed in The Harrow People, which is delivered to every household in the borough. We have ads on the My Harrow e-Newsletter.

Approved Foster Carers / personal selling and Recruit a Friend – Word of Mouth proves to be a good method to recruit carers. We have a ‘recruit a friend’ scheme where Foster carers are offered an incentive of £200 for any recommendation they make which leads to approval of a new foster carer at Panel. We have introduced recruit a friend parties where carers invite friends to a party in their home and the team go along to give information about fostering. There is a financial incentive for carers to take part. We supply foster carers with business cards to give out if someone expresses an interest in fostering to them.

Portable pop up - Portable pop up stands will be placed in Reception areas of the Council’s main buildings including children’s centres, community centres, theatres, and libraries. These will be rotated on a regular basis to cover as many areas around Harrow and outer neighbouring boroughs as possible.

Internal Communication - As the borough’s largest employer, staff make up a significant percentage of the Harrow population. Internal e-mails will be sent 3 times a year. We have offered all staff employees in the Council a financial incentive to recommend friends, family and neighbours to be considered as prospective foster carers. Posters are regularly put up throughout council buildings and we will have pop up stands in the staff canteen and other council buildings.

The Fostering Team also work on supporting and retaining our existing fostering carers. There are a number of incentives and support packages in place to help retain our foster carers such as the following:-

- Competitive financial allowances with an enhanced payment scheme on offer.
- Support packages for challenging placements such as input from the Early Support Team, Therapeutic Support.
- Support from an active Foster Carers Association.
- Support groups and Newsletters.
- Regular meetings and dialogue between the HFCA, Department and carers.

- Membership to the Foster Carers Association.
- Buddy and mentoring scheme/peer to peer support.
- A robust training programme, with specialist courses on offer, bespoke training given, WLA training programme, online training.
- 24 hour support through and allocated Supervising Social worker and EDT.
- Subsidised leisure facilities
- Considering introducing a Council Tax reduced payment scheme for foster carers.

Monitoring and evaluation

The recruitment plan will be monitored and reviewed regularly through the following mechanisms:-

- Monthly performance reports on recruitment and assessment activity to be provided to Head of Service, Corporate Parenting
- Quarterly meetings between the Fostering Service and the Communications Team
- Quarterly reports to the Harrow Adoption and Fostering Panel
- Key fostering recruitment data being reported at monthly Children's Services performance meetings
- Key fostering recruitment data being reported to the Department for Education (DFE) and used to compare with statistical neighbours
- In depth needs analysis will be carried out on quarterly basis by the Team Manager and Training and Development Officer to inform and update the recruitment strategy
- We will carry out a regular placement needs analysis to update and change the recruitment strategy as necessary in line with The Placement Sufficiency Strategy.
- We have a target of approving 12 fostering households = an additional 15 placements.

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**REPORT FOR: Corporate Parenting
Panel**

| | |
|-----------------------------|--|
| Date of Meeting: | 3 April 2019 |
| Subject: | INFORMATION REPORT - Higher Education amongst Care Leavers |
| Responsible Officer: | Paul Hewitt, Corporate Director of People |
| Portfolio Holder: | Councillor Christine Robson, Portfolio Holder for Young People and Schools |
| Exempt: | No |
| Wards affected: | All Wards |
| Enclosures: | None |

Section 1 – Summary and Recommendations

The purpose of this report is to inform the Corporate Parenting Panel of the current position in respect of care leavers in higher education.

Recommendation: That the report be noted.

Reason: As a corporate parent we have a duty to ensure our young people are engaged in education, employment or training.

Section 2 – Report

National Context

The 'Moving On Up' Report prepared for the National Network for the Education of Care Leavers found that 12% of care leavers entered higher education by the age of 23. This represents a significant increase on the pre 2017 estimates of 6%.¹

The percentage from this age group going onto higher education from the population as a whole is 42%.

Position in Harrow

The Harrow UASC and Leaving Care Team provide a service to 209 young people. Of these 40 are under the age of 18 and therefore too young to be at university and a further 35 could not attend due to personal circumstances or issues concerning their immigration status. Consequently there is a possible group of 134 that could attend University. From this group of 134 there are 22 currently attending University. This gives a percentage of 16.4% which is significantly higher than the national average for care leavers.

What we do to support young people to enter and achieve in higher education

- The Leaving Care and UASC Team actively encourages our young people to engage in higher education, training or work.
- The CMF Team employs an ESOL teacher who works individually and in groups with our UASC population to develop their language skills.
- The careers advisor works with young people to assist them with careers choices and academic courses to achieve that aim.
- The careers advisor assists in finding appropriate work experience placements.
- Educational achievement and the steps necessary to achieve academic success are a central part of Pathway Plans. There is a constant focus upon the education and training of our care leavers.
- Education is frequently an agenda item at our Leaving Care Forum.
- The Virtual School assists in providing tutors and educational materials, including money for laptops.
- While attending college all young people are entitled to travel and lunch money in addition to their weekly subsistence payments.
- Assistance is provided for child care to enable our young mothers to remain in education.

- Young people are given an academic achievement reward of £25 for passing exams.
- Allocated workers accompany our care leavers when they visit prospective universities.
- Assistance with support and accommodation is provided during the Christmas and Easter holidays and part of the summer holidays.
- Those at University are provided with funding for contact with home six times a year.
- Our care leavers are provided £120 a year to buy books.
- All those at University are given a bursary of £1000 a year for three years.
- Some students are currently receiving one to one tutoring support funded and sustained by the Virtual School to enable them to move forward into progression routes.
- All our graduates receive a gift of £250 for graduating.
- We assist our graduates with the cost of graduation.

Universities attended and subjects studied

| | University | Subject | | University | Subject |
|----|--------------------------|------------------------|----|-------------------------------|-------------------------|
| 1 | West London University | Midwifery | 12 | University of York | Environmental studies |
| 2 | North London University | Criminology | 13 | Brunel University | Accountancy |
| 3 | Westminster University | Property and planning | 14 | Nottingham University | History and archaeology |
| 4 | Westminster University | Animation | 15 | West London University | Criminology |
| 5 | Hertfordshire University | Psychology | 16 | Kingston University | Sociology |
| 6 | West London University | Social Work | 17 | Middlesex University | Psychology |
| 7 | West London University | Hospitality management | 18 | West London University | Public health |
| 8 | GSM University | Economics | 19 | Bedfordshire university | Business management |
| 9 | Hertford university | Law | 20 | Coventry university in London | Business management |
| 10 | Loughborough university | Mechanical engineering | 21 | West London University | Games design |
| 11 | ACE University | Music | 22 | Leeds university | History |

Two case studies

T arrived in the UK in May 2014 as an unaccompanied minor from Eritrea. He lived in foster care until May 2015 when he moved to the Gayton. While in foster care he was given assistance with ESOL courses. When he moved to the Gayton the local authority assisted him to attend Uxbridge College where he studied maths, physics and chemistry. In July 2017 he was offered his own flat through the Locata scheme. Last year he achieved two B's and a C in his A levels and took up a place at Loughborough University in September 2018. T continues to have ongoing social work support.

J became looked after in 2005 and lived in foster care until September 2013 when he moved into semi-independent accommodation. J struggled with his A levels and needed to re-sit them. The second time around the local authority provided a personal tutor which assisted J to achieve the necessary grades to take up a place at the University of York to study the environment and ecology. While at university the local authority has continued to fund additional courses. J continues to be supported by the department.

What are the barriers/issues faced in accessing higher education?

There are a number of barriers which our care leavers face preventing them, or creating difficulties, in accessing higher education.

We are aware of the issues they face and work to minimise any negative impact.

- The attraction of cash in hand employment can be a factor diverting our young people from focussing upon their education. In addition they are often exploited by being paid below the minimum wage. Cash in hand payment is particularly strong among those who are prohibited from employment because of their immigration status.
- Often our young people have a lack of deferred gratification and have a lack of ambition arising from limited horizons as a consequence of low expectation.
- The limited English skills of many of our young people create a further hurdle to jump in achieving academic success.
- A number of our care leavers do not have the immigration status which would enable them to take up higher education.
- A number of our care leavers have problems with the misuse of drugs or alcohol.
- Early parenthood. Care leavers are at heightened risk of early and often unplanned transition into parenthood. Looked after teenage girls are 2.5 times more likely to become pregnant than other teenagers.²
- Prison or custodial sentences.

- Emotional well-being. One of the major barriers to progressing into higher education faced by care leavers relates to their emotional well-being. Looked-after children and care leavers are between four and five times more likely to self-harm in adulthood. They are also at a five-fold increased risk of all childhood mental, emotional and behavioural problems, and six to seven times more likely to have conduct disorders.³

Contact Details and Background Papers

Contact: Barbara Houston, Interim Head of Service Corporate Parenting.
Telephone: 020 8416 8852.

Background Papers:

1. 'Moving On Up Report' November 2017 prepared by Neil Harrison from the University of West of England on behalf of NNECL.
2. Coram, Children in Care: Teenage Pregnancy Risk.
3. Department of Health. Preventing suicide in England: A cross-government outcomes strategy to save lives. 2012.

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**REPORT FOR: Corporate Parenting
Panel**

| | |
|------------------------------|--|
| Date of Meeting: | 3 April 2019 |
| Subject: | Housing for Care Leavers - Update |
| Key Decision: | No |
| Responsible Officers: | Paul Hewitt, Corporate Director of People Paul Walker, Corporate Director of Community |
| Portfolio Holder: | Councillor Christine Robson, Portfolio Holder for Young People and Schools |
| Exempt: | No |
| Wards affected: | All |
| Enclosures: | None |

1.0 Summary and Recommendations

This report seeks to update the Corporate Parenting Panel of the housing assistance available for care leavers. Housing will continue to offer a quota of social housing for Young People Leaving Care, this will mainly be studio flats but some may have a separate bedroom. The quota is reviewed annually. In 19-20 we can increase this quota to 22 lettings.

Recommendations: That the CPP acknowledge and welcome the increase in the quota.

Reason for recommendation: To assist additional YPLC to have settled accommodation.

Section 2 – Report

Introduction

Every year the planned distribution of permanent housing (i.e. quotas) for the following financial year are agreed with the Portfolio Holder for Housing. In 19/20 we have been able to increase the quota to 22. This increase has been discussed and signed off by the Portfolio Holder for Housing Services.

Options Considered

The council has chosen to make a quota of lettings available to care leavers and the council's Allocations Policy includes this.

If the quota turns out to be insufficient we can bring forward our proposals to offer accommodation in shared housing. This would probably be managed by the council, leased from a private landlord. We have agreed with the Housing Benefit Service the rent levels that could be charged (and covered by HB) which would largely cover the cost of leasing property. We consider small shared housing units for 3 care leavers to be the most suitable option, but we can agree the exact configuration if shared housing is needed. We would also need to put in place a Service Level Agreement to deal with support for the residents, arrears and excessive void periods. The Care Leaver and Housing Sub Group can finalise this. This option could be implemented within a few months of deciding it is needed, subject to agreement.

Performance Issues

Housing Service and Children & Families Service will continue to work in partnership through this sub group and actively manage and respond to care leavers' housing needs.

Environmental Impact

There is no specific environmental impact from the issues outlined in this report.

Risk Management Implications

There is no change from the last report in 2017.

(All related risks are recorded in the Children's Services risk register. There is a significant reputational risk from a poor inspection of social care, where support to children looked after and young people leaving care are crucial to mitigate risks and demonstrate developing practice and procedure support to this cohort.)

Financial Implications

There is no financial implication as the quota is part of the wider Allocation Scheme.

Legal Implications

The power to offer a quota to Care Leavers is included in the Council's Housing Allocations Policy October 2013 as amended December 2015.

Equalities implications

There is no change from the report in 2017

(Children Looked After (CLA) and care leavers are additionally vulnerable child in need. The 2009 statutory guidance "The Roles & Responsibilities of the Lead Member for Children's Services and the Director of Children's Services" highlights the need for Local Authorities to work corporately to improve the well-being of looked after children and young people leaving care, to make their needs a priority and seek the same outcomes that any reasonable caring parent would want for their own children. CLA consistently fare worse than their peers across a range of indicators including health, education, training, employment, homelessness and offending.

Considering the Public Sector Equality duty under section 149 of the Equality Act 2010, providing a quota of lettings to care leavers is expected to have a positive impact.

Corporate Priorities

CLA and care leavers are additionally vulnerable by virtue of the experiences that led them into Local Authority care and in respect of the poor outcomes that many CLA and care leavers experience when compared to their peers,

The Council's corporate priorities include:

- Making a difference for the vulnerable.

Section 3 - Statutory Officer Clearance

| | | |
|---------------------|-------------------------------------|---|
| Name: Tasleem Kazmi | <input checked="" type="checkbox"/> | on behalf of the Chief Financial Officer |
| Date: 22 March 2019 | | |
| Name: Paresh Metha | <input checked="" type="checkbox"/> | on behalf of the Monitoring Officer |
| Date: 22 March 2019 | | |

| | |
|-----------------------------------|---------------------------------------|
| Ward Councillors notified: | NO, as it impacts on all Wards |
| EqIA carried out: | NO |
| EqIA cleared by: | N/A |

Section 4 - Contact Details and Background Papers

Contact: Peter Tolley, Director Children & Families
Jon Dalton, Head of Housing Needs, Community
Peter.Tolley@harrow.gov.uk
Jon.Dalton@harrow.gov.uk
Tel: 0208 416 8647

REPORT FOR: CORPORATE PARENTING PANEL

| | |
|-----------------------------|---|
| Date: | 3 April 2019 |
| Subject: | INFORMATION REPORT – Children Looked After (CLA) Performance Benchmarking Data |
| Responsible Officer: | Paul Hewitt, Corporate Director of People |
| Portfolio Holder: | Councillor Christine Robson, Portfolio Holder for Children, Young People and Schools |
| Wards affected: | All |
| Exempt: | No |
| Enclosures: | Appendix 1: Benchmarking Data: Looked After Children (LAC) |

Section 1 – Summary and Recommendations

This is an information report which sets out benchmarking data with statistical neighbours and London and England averages for children looked after and care leavers.

Recommendations: That the report be noted

Reason for Recommendation: To keep the Panel informed of performance in their role as Corporate Parents.

Section 2 – Report

See the attachment which shows Harrow's Children looked after position on key indicators compared to statistical neighbours, London and England averages. The performance and activity report for children looked after for Q3 was presented at the Corporate Parenting Panel held on 6th of February and Q4 data is not yet available.

Key Points:

- Overall CLA numbers and the rate of CLA per 10,000 of the population continues to remain low and below comparator data
- Overall CLA session absence and persistent absence & exclusions remain high and above comparator data. The virtual school is focused on improving attendance and reducing exclusions.
- The percentage of care leavers in suitable accommodation and in education, employment or training has generally been higher and better than SN and England averages
- CLA offending shows reduction for the last two years however those with alcohol or substance misuse has gone up in 2018. Small numbers do contribute to the fluctuations.
- Numbers of CLA 'missing' have decreased whilst the percentage away from placement has gone up.
- Placement stability has fluctuated with an improvement in 2018 for both indicators.

Options considered

Not applicable as this is an information report.

Risk Management Implications

The Children's Services Risk Register has been updated to reflect the performance risks highlighted in this report.

Risk included on Directorate risk register? Yes

Separate risk register in place? No

Legal Implications

Not applicable as this is an information report.

Financial Implications

There are no financial implications arising from this report.

Equalities implications / Public Sector Equality Duty

Not applicable as this is an information report.

Corporate Priorities

The Council's vision:

Working Together to Make a Difference for Harrow

Please identify how the report incorporates the administration's priorities.

- Making a difference for the vulnerable
- Making a difference for families

The report focuses on the qualitative and quantitative measures of service delivery to vulnerable children, young people and families. These measures help to inform & improve service planning.

Section 3 - Statutory Officer Clearance

| | | |
|------------------|-------------------------------------|---|
| Name: Jo Frost | <input checked="" type="checkbox"/> | on behalf of the Chief Financial Officer |
| Date: 26/03/2019 | | |

| | |
|-----------------------------------|---|
| Ward Councillors notified: | NO, this is an information report only |
| EqIA carried out: | NO |
| EqIA cleared by: | N/A information report only |

Section 4 - Contact Details and Background Papers

- Source: Local data taken from Mosaic System
- <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018>
- <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2016-to-2017>
- <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2015-to-2016>

Contact:

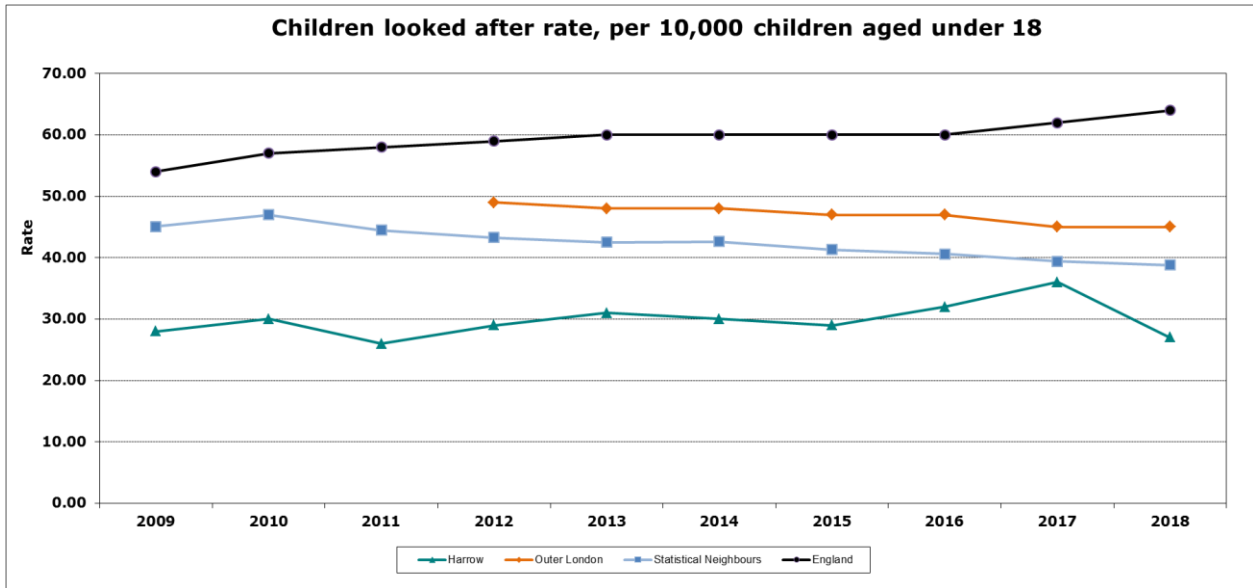
| | |
|--|---|
| Dipika Patel, Partner- Business Intelligence Unit Telephone: 020 8420 9258 dipika.patel@harrow.gov.uk | David Harrington Head of Business Intelligence Telephone: 0208 420 9248 David.harrington@harrow.gov.uk |
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Benchmarking Data: Looked After Children (LAC)

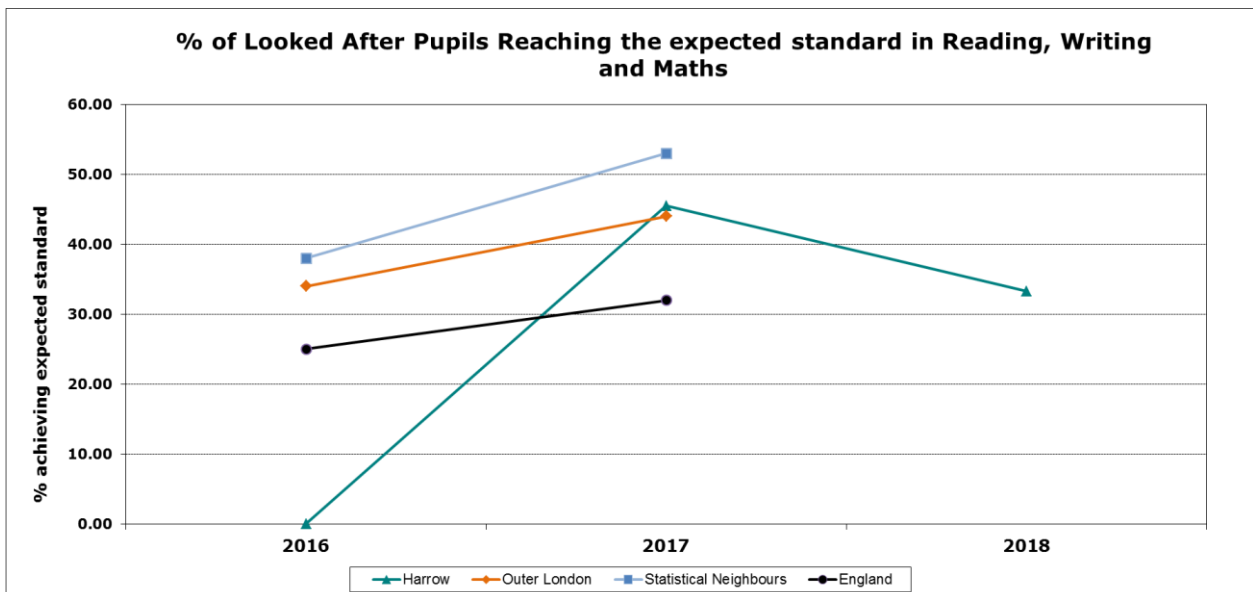
All data is sourced from DfE Local Authority Interactive Tool

Children Looked After Rate:

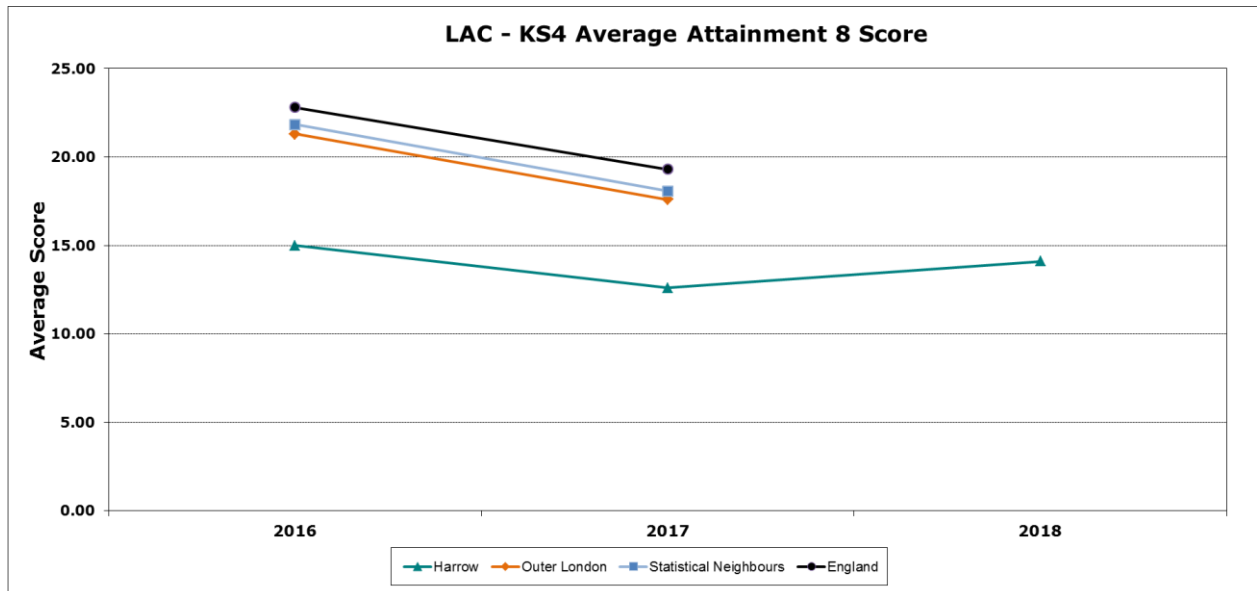


Harrow's CLA rate has decreased from 2017 in 2018; Children Looked After (CLA) numbers are being sustained at around the 170 level. The Keeping Families Together / Edge of Care Service is now operational and preventing children entering the care system and focus is on returning home or to an alternative placement. In addition, improved Public Law Outline practice has reduced number of care proceedings being initiated, and there is tighter oversight of children's circumstances through the Access to Resources Panel. Our rate of CLA per 10,000 population remains below both statistical neighbour and England averages.

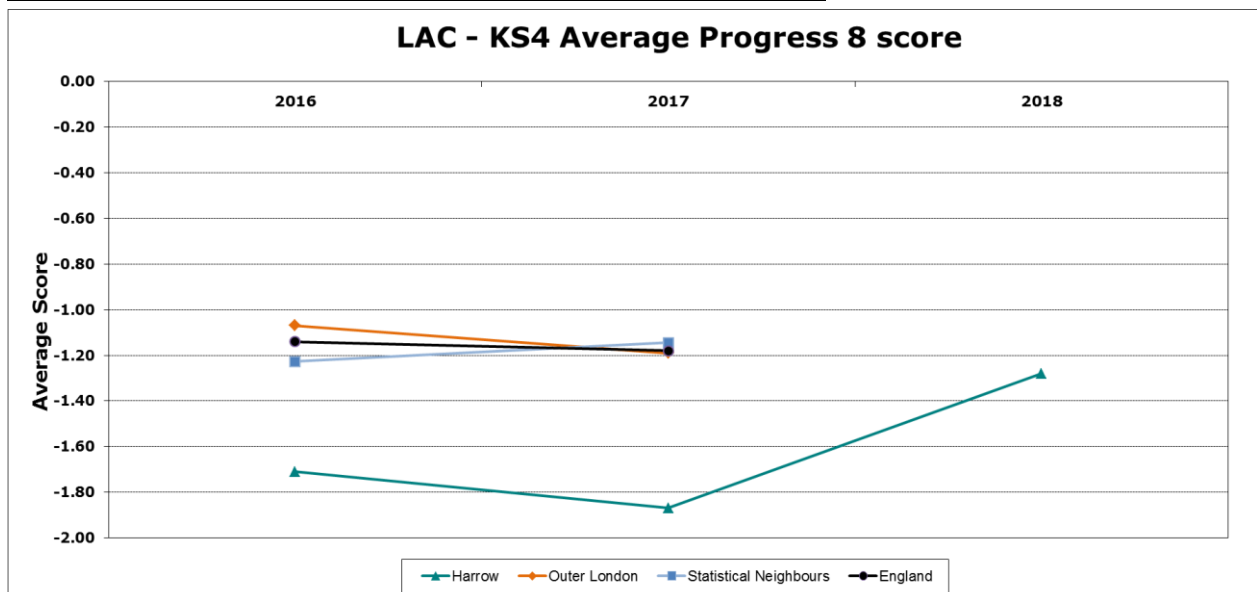
Children Looked After Key Stage 2 – Expected Std Reading, Writing & Maths:



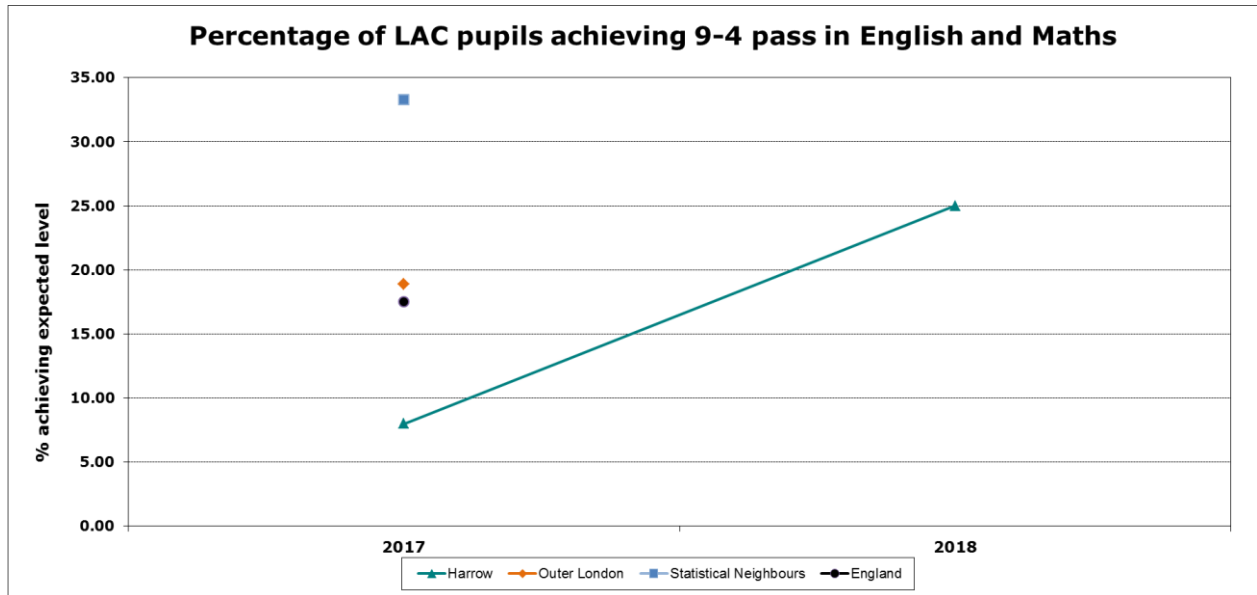
The rate achieving the expected standard in reading, writing and maths dropped for Harrow in 2018 from 2017, Our KS2 cohorts are very small and usually have 5 or less children and therefore small variations in education outcomes impact on the performance figures. Improving the progress of CLA from KS1 to KS2 in reading, writing and maths and outcomes for CLA at Key Stage 2 (KS2) especially in reading and writing are a priority for the virtual school.

Children Looked After - Key Stage 4 Average Attainment 8 Score:

Since the start of the new measure / curriculum, Harrow's average attainment 8 score for CLA in KS4 has fallen below the national and London average across the years. The score has increased for Harrow in 2018, 2018 SN and National data has not been published yet. Improving attainment 8 score is a target for Improvement.

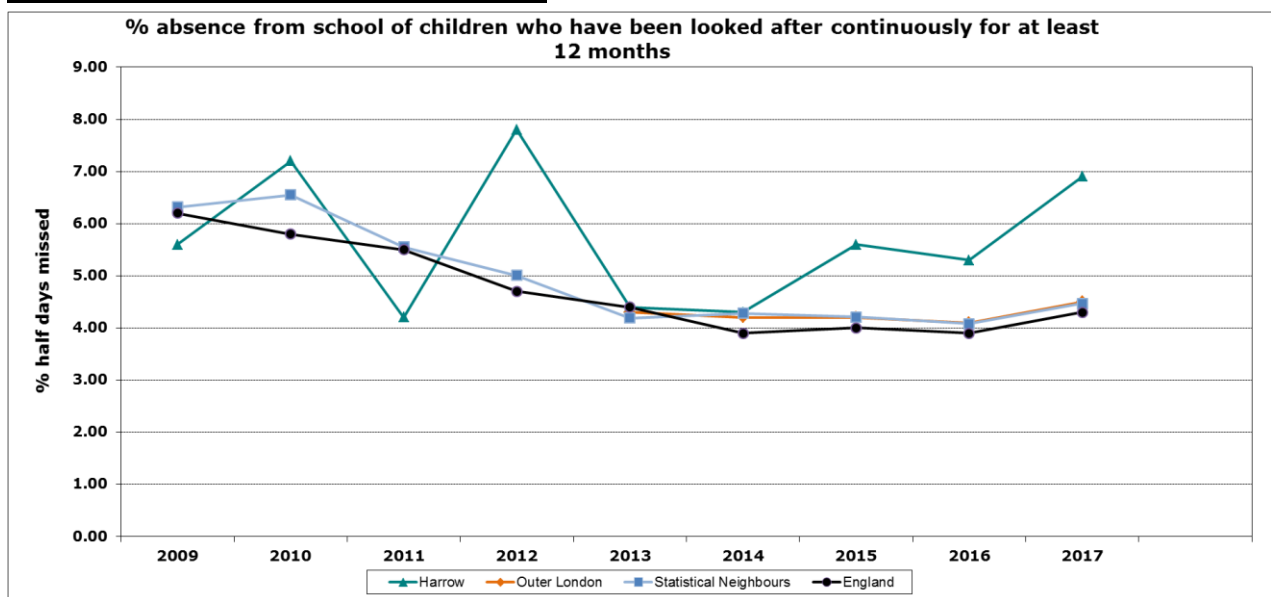
Looked After Children - Key Stage 4 Average Progress 8 Score:

Harrow's average progress 8 score for KS4 has a similar picture to the attainment score, increasing in 2018. Improving Progress 8 score for pupils between KS2 and KS4 is a target for Improvement In 2017-18 there were 15 pupils who had been in care for 1 year or longer and only 12 were eligible to sit GCSEs. 20% (3/15) of pupils in Year 11 achieved 8 or more GCSEs grades 9-4, including English and Maths. Two of these pupils achieved 9 GCSEs and 1 pupil achieved 10 GCSEs. The highest grade was a grade eight (equivalent to a grade A*).

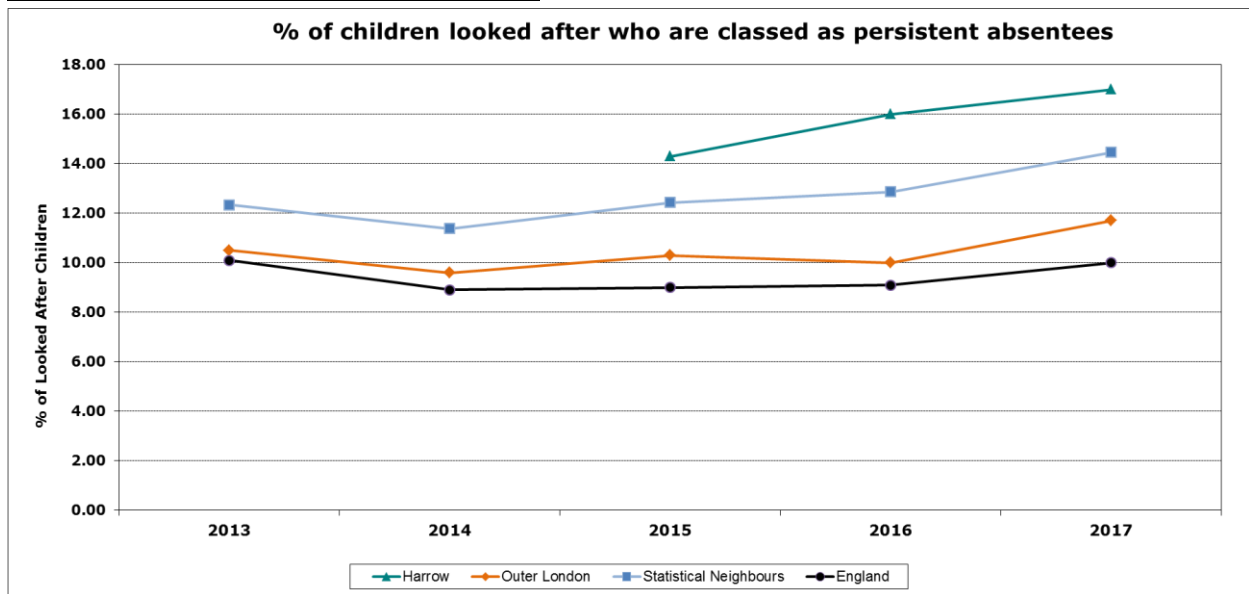


Harrow’s rate of LAC pupils achieving 9-4 pass in English and Maths saw a big increase from 2017 to 2018 from 8% to 25%, where it rose above the national and London average, but below statistical neighbour’s average. 2018 SN and National data has not been published yet. Our KS4 cohorts are relatively small with approximately 15 CLA pupils and therefore small variations in education outcomes impact on the performance figures.

Looked After Children - Overall Absence:

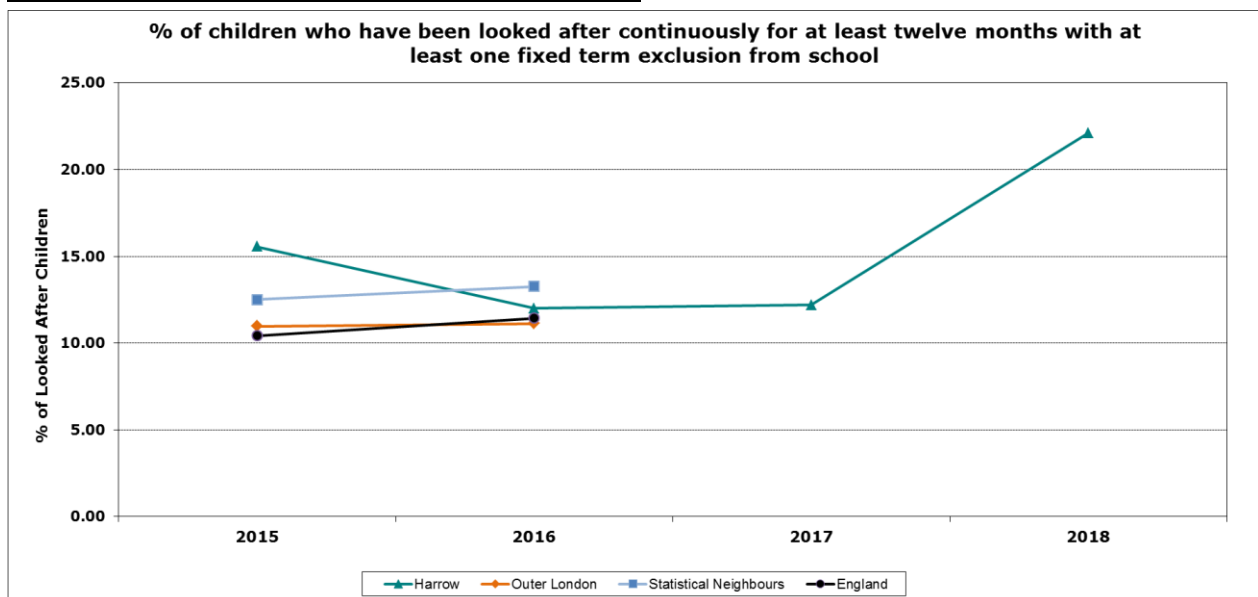


Recent trend indicates a higher overall absence rate for Harrow than the national and statistical neighbour’s average. Data has not been published for 2018. Persistent absence and overall absence figures are of concern and our target is to significantly reduce PA and Overall Absence for CLA in line with or below our statistical. Absence is monitored on a daily basis.



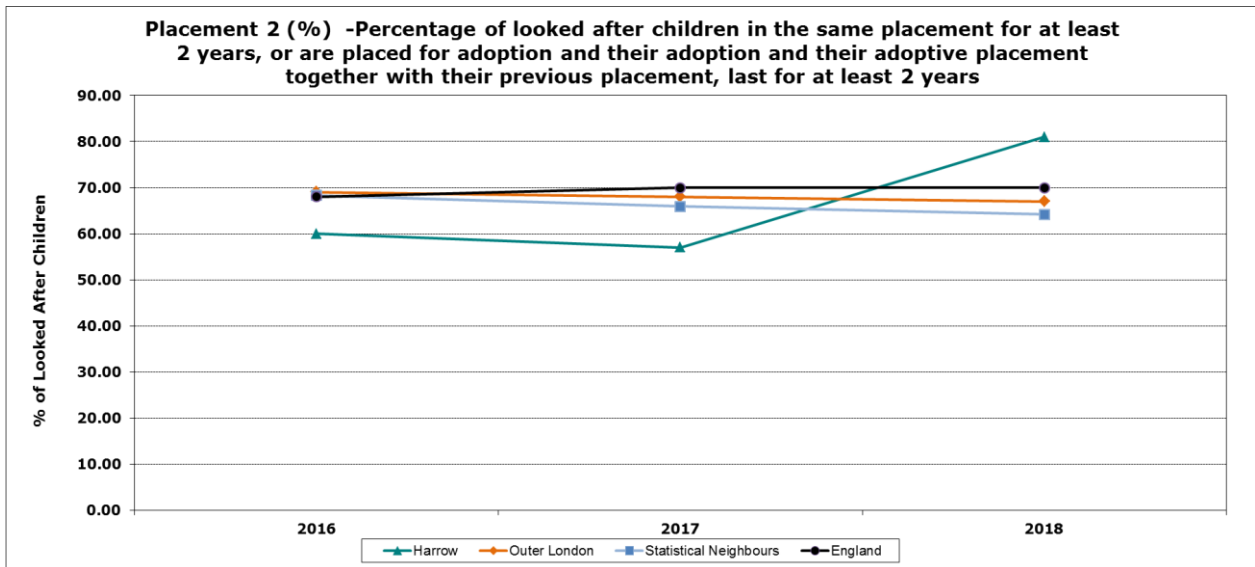
Harrow’s LAC rate that was classed as persistent absentees is consistent with the overall absence being above national and statistical neighbour’s average. Data has not been published for 2018. As Mentioned above Persistent absence and overall absence figures are of concern and our target is to significantly reduce PA and Overall Absence for CLA in line with or below our statistical.

% of LAC Pupil with at least one fixed exclusion:



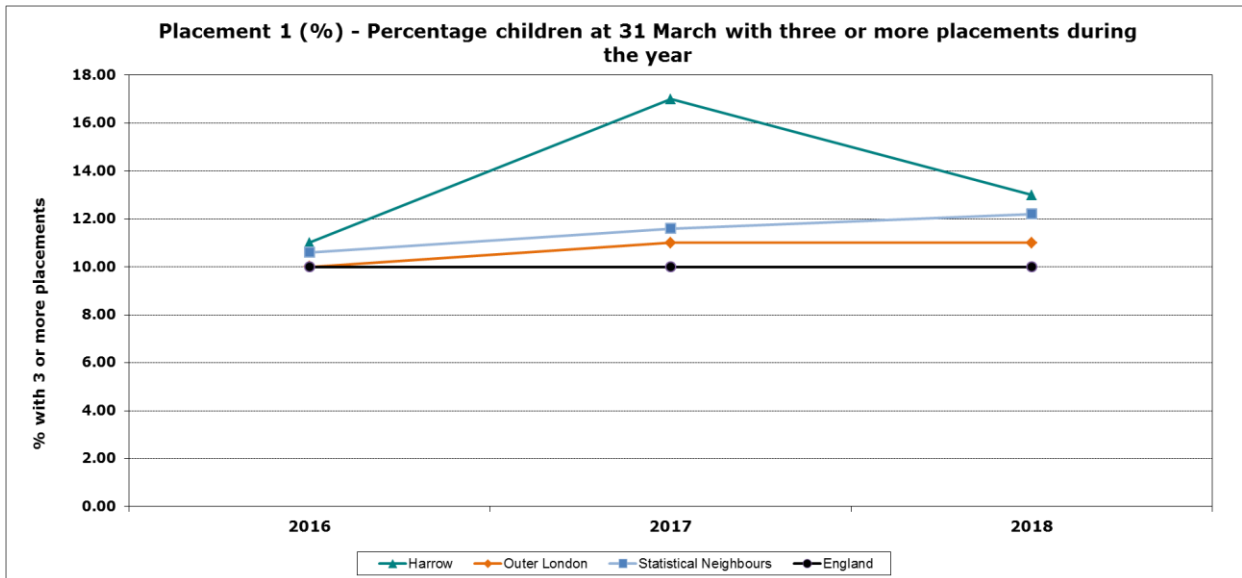
Historically fixed term exclusions for LAC in Harrow have been high and there has been a big increase in 2018. Reducing fixed term exclusions is a priority for the virtual school, a number of fixed term exclusions are for children placed out of borough. CLA placed outside of the LA have the same level of support as all CLA from the virtual school.

% of LAC in same Placement for at least 2 years/placed for adoption:

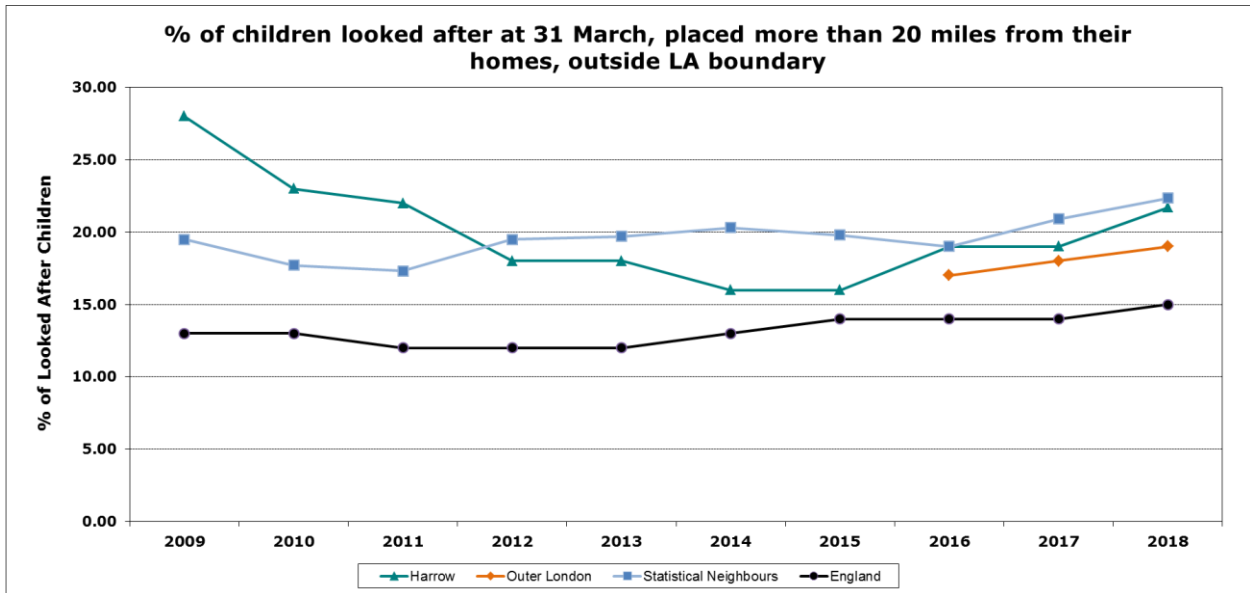


Harrow’s rate of LAC in the same placement for at least 2 years fell below national and statistical neighbour’s average in 2016 & 2017, but rose to 80% in 2018. Due to the small cohort that makes up the indicator, any shifts in stability can have a big impact on the overall indicator score.

% of LAC with three or more Placements:

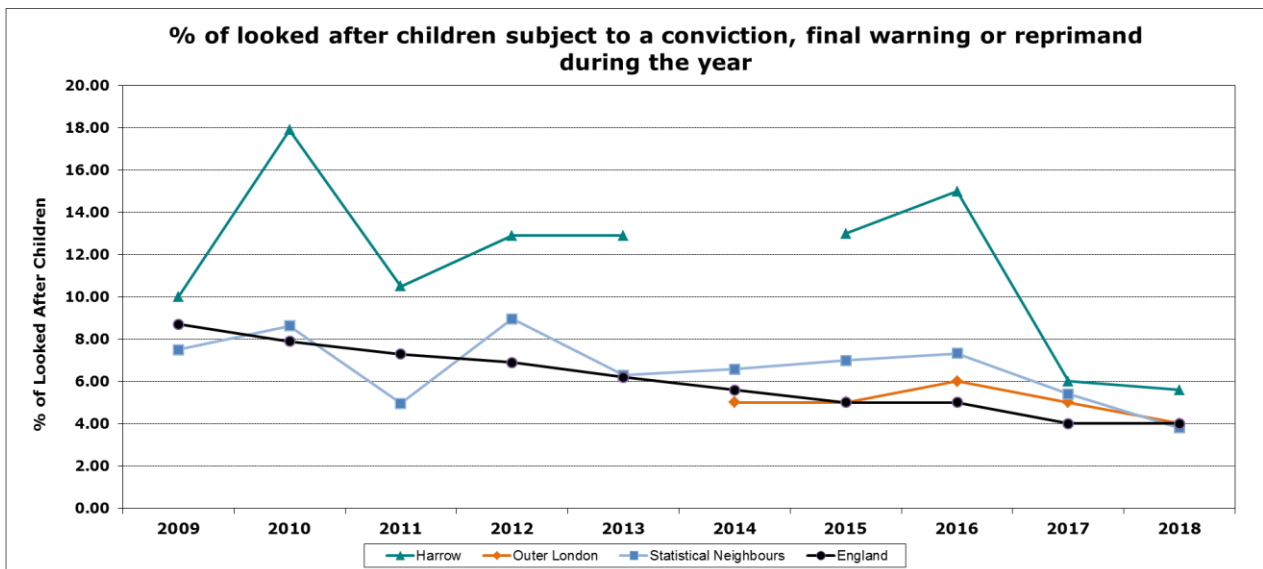


Harrow’s rate of LAC who had 3 or more placements rose steeply in 2017 and though this has dropped remains above SN and England averages. There are Monthly Panel meetings where all placement moves are discussed and agreed.



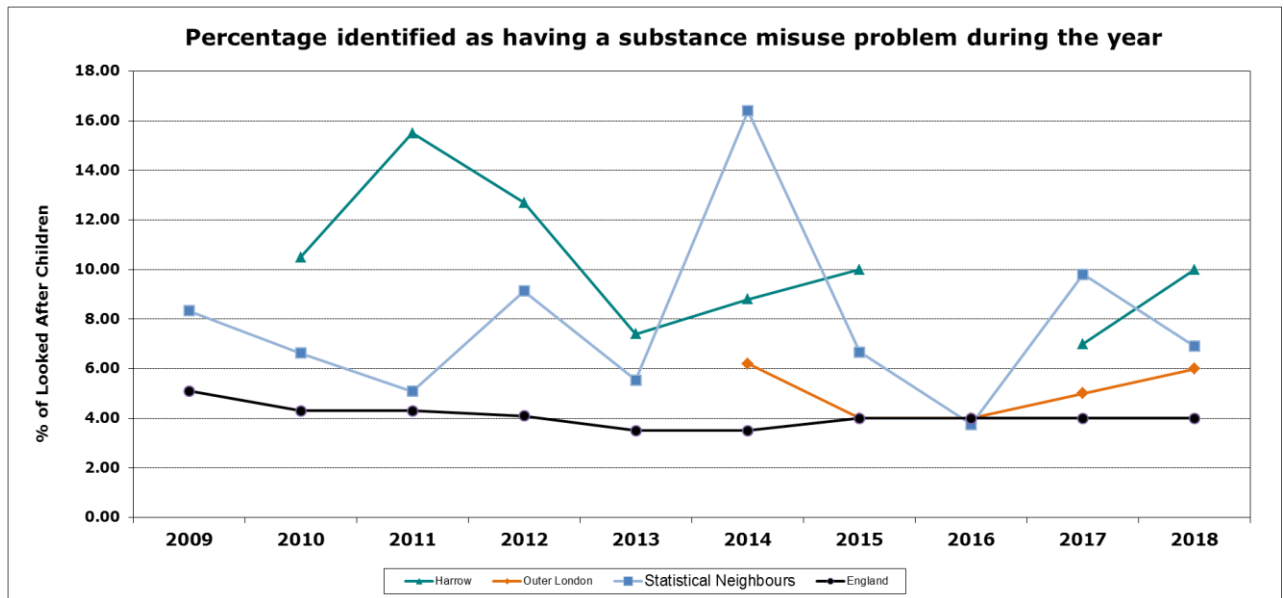
Harrow’s rate of LAC placed more than 20 miles away from home increased slightly in 2018 to 21.7%, and is above the national average but below statistical neighbours. Arrangements for all children looked after placements are based on assessed needs and are tracked and monitored by an Access to Resources Panel chaired by the Divisional Director of Children and Young People. All out of borough placements are agreed by the Director as per regulations and guidance and are robustly tracked and monitored. These are reviewed through the Access to Resources Panel with a focus on outcomes and timescales. Children looked after who live outside of the local authority area have the same level of support and opportunities as all children looked after (e.g. contact with family; social work visits; access to health, education and leisure activities; attendance at celebration events). Their voice is heard and social workers take close account of their views.

LAC Offending:



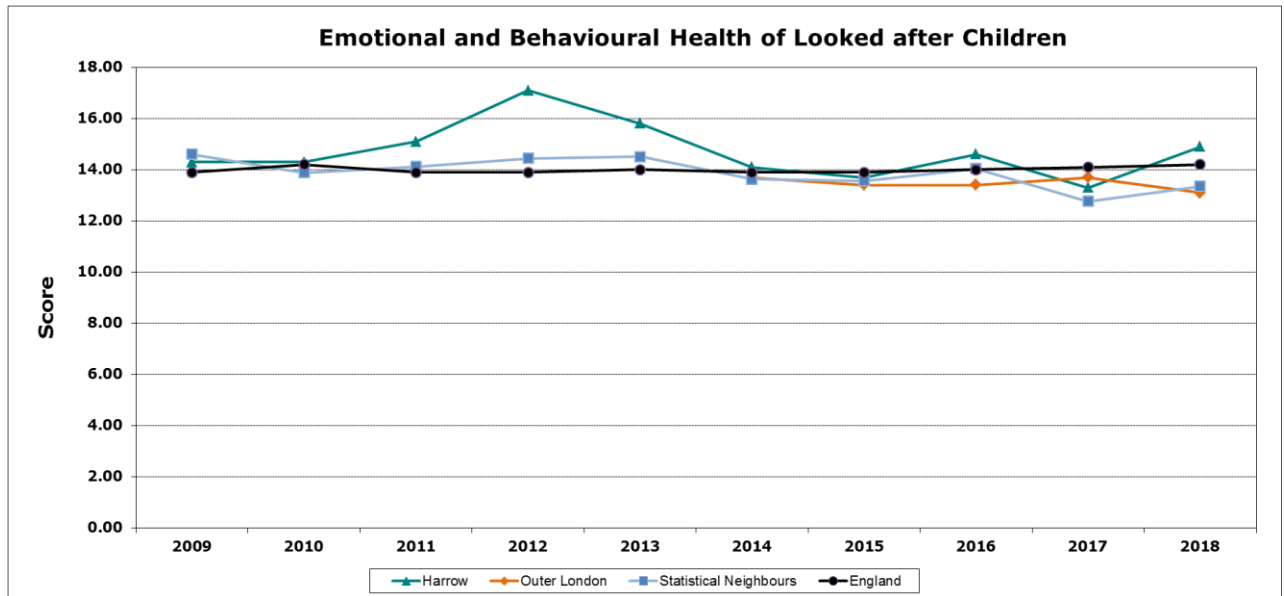
The LAC offending rate for Harrow in 2018 dropped slightly from 2017, but remains above the national and statistical neighbours average. Due to small numbers in the cohort our figures did fluctuate, the last two years has seen a drop in CLA offending.

% of LAC Substance Misuse:

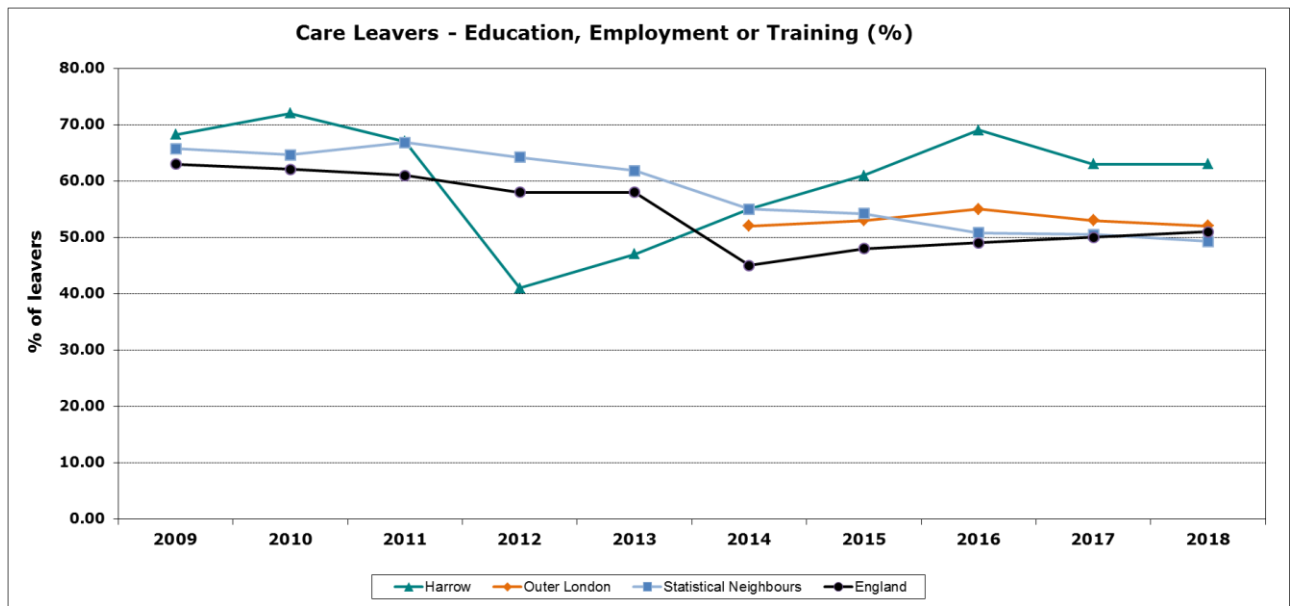


The rate of LAC being identified with substance misuse in Harrow saw an increase in 2018 from around 7% to 10%. It rose above the national and statistical neighbours average in 2018. All LAC identified with an alcohol or substance misuse problem are offered an intervention and closely monitored. This is also followed up at their annual health assessments.

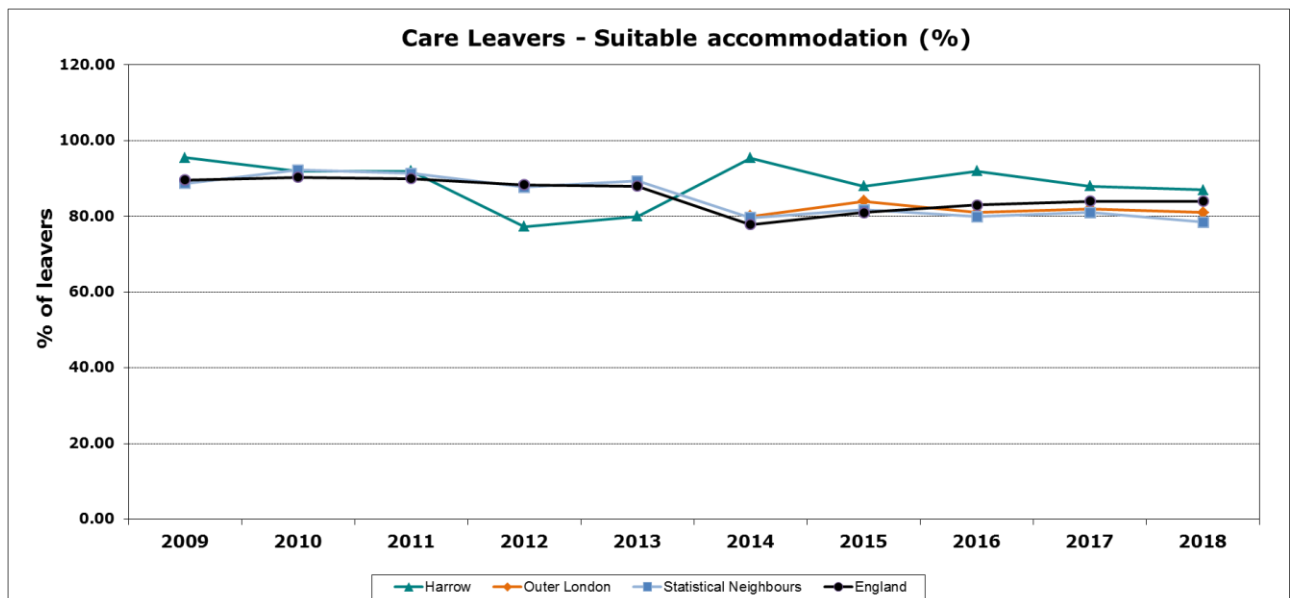
Emotional Health of LAC:



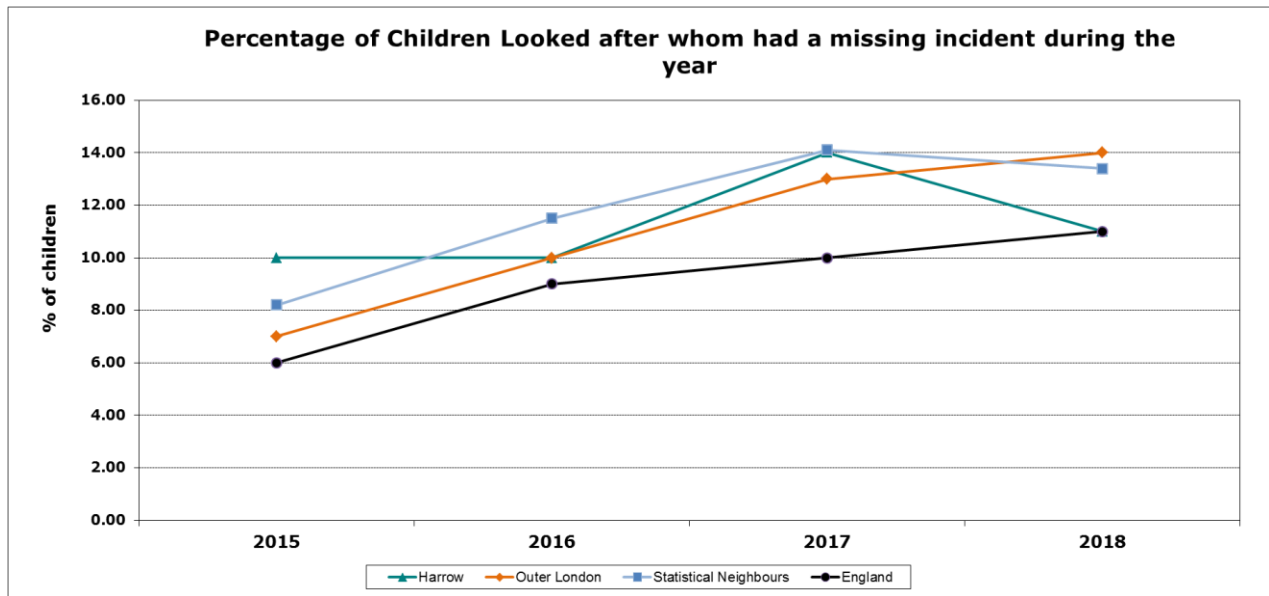
Across recent years, Harrow’s emotional health score of LAC has stayed fairly similar to the national and statistical neighbour’s average. For 2018 though, this was slightly above at around 15. All Looked after children have their first strengths and difficulties questionnaire completed within 4 months of becoming looked after and there after annually. The health Nurse also has access to these at the annual health assessments. Referral to CAMHS is considered for those with higher scores.

Care Leavers - EET (%):

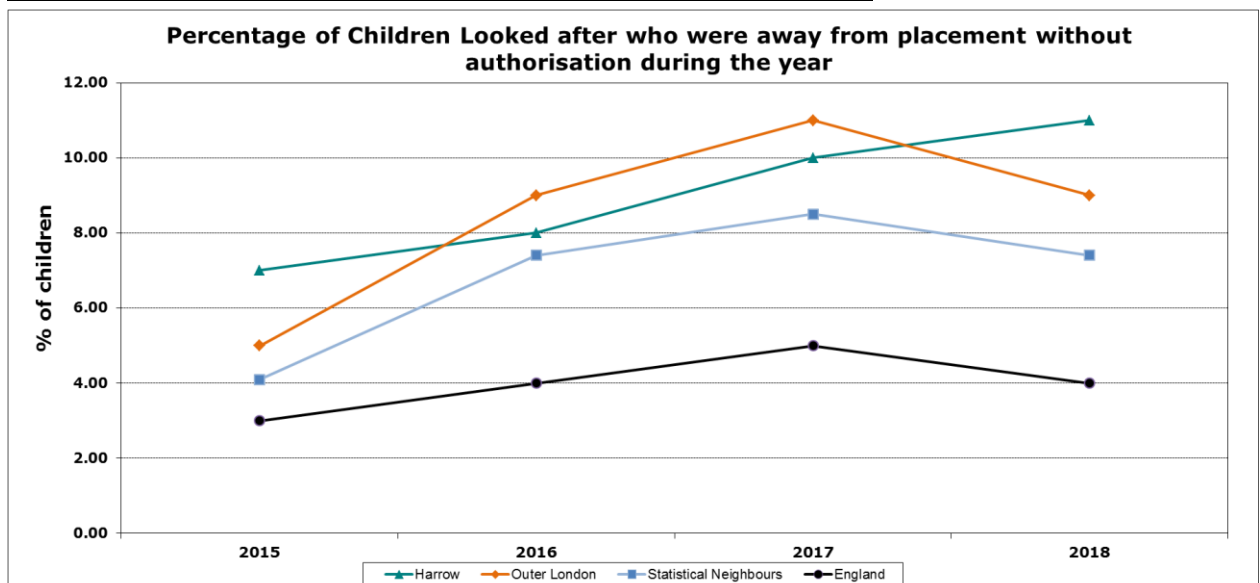
The recent trend of care leaver's rate in EET for Harrow has consistently remained higher than national and statistical neighbour's average. Care leavers have access to a Connexions worker and programmes offered by the Xcite team. Care leavers in further education also receive support from the virtual school. Harrow is ambitious for our CLA and Care Leavers, and improved pathway planning for eligible young people is a priority in 2018/19.

Care Leavers- Suitable Accommodation (%):

The rate of care leavers with suitable accommodation in recent years for Harrow lies slightly above the national and statistical neighbour's average. The LCT works closely with the Access to Resources team and the Housing Department to ensure there is a wide range of placement and accommodation options for care leavers. This includes staying put fostering arrangements, supported lodgings and residential and housing options with a range of support from 24 hours to a few hours a week depending on assessed need. There is a comprehensive Preparation for Independence training programme for Care Leavers including finance, relationships, education, employment and training, health and accommodation.

% of LAC Missing:

The LAC missing rate for Harrow has had a trend mirroring the national average but dropped in 2018 falling below statistical neighbours and London average. Harrow (and the multiagency partnership) has adopted the Pan London (LSCB) Runaway and Missing from Home and Care (RMFHC) protocol which is followed when children run away or go missing. Missing children data and strategic analysis is reviewed at the HSCB VVE Sub-group, including thematic information from return home interviews regarding patterns and trends, push and pull factors, locations and risks. Multiagency Strategy meetings are held for children who are missing from home or care. "Grab Packs" are shared with police for children who are at high risk of missing episodes in order to quickly locate and safeguard children.

% of LAC who were away from Placement without Authorisation:

Harrow's rate has steadily increased across the years, with 2018 at around 11%, there may be better recording of 'missing' vs 'away without authorisation' due to there being a dedicated missing person worker. Management information reports are presented to the weekly Missing Children meeting, which reviews both processes such as strategy discussions and CSE risk assessments as well as the quality and themes of return interviews. Both missing and absent children are considered. Return home interview (RHI) are offered to all missing children and children where there is a pattern of absences.

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