

PUBLIC

MINUTES of a meeting of the **CABINET MEMBER - CHILDREN AND YOUNG PEOPLE** held on 6 May 2014 at County Hall, Matlock.

PRESENT

Councillor K Gillott (in the Chair)

39/14 **MINUTES** **RESOLVED** that the minutes of the meeting held on 1 April 2014 be confirmed as a correct record and signed by the Cabinet Member.

40/14 **NEW INSTRUMENTS OF GOVERNMENT** Under the School Governance (Constitution) (England) Regulations 2012 the following Governing Bodies had requested an amendment to their Instrument of Government.

RESOLVED that the Instrument of Government for Chapel en le Frith High School be amended to provide for a new Governing Body of 16 members comprising 4 parents, 1 Local Authority, 1 Staff, 1 Headteacher, and 9 co-opted governors;

41/14 **APPOINTMENT OF SCHOOL GOVERNORS** **RESOLVED** that Angela Glithero be appointed to serve as an additional Authority Governor on the governing body of Alfreton Grange Arts College.

42/14 **EVALUATION OF ENDOWMENT PILOT FOR CHILDREN IN CARE** Approval was sought for the use of a Creative Councils grant, in accordance with the terms and expectations of the grant, to enable expert input into the evaluation of the Uni-fi endowment pilot, and development of a full business case and operational model for its implementation.

Uni-fi was a Derbyshire County Council initiative that was improving outcomes for children in care by transforming the relationship between the council and the children it cared for. It was devising and testing new ideas and approaches. This had been made possible by participation in a national programme called Creative Councils, led by Nesta, which worked with 6 councils across the country to develop and implement radical innovations that addressed a long-term challenge that mattered in local government. Being part of the programme had provided both financial support for this work, but also access to a range of expert input to shape and guide the journey.

As part of the Uni-fi programme, an endowment to awaken ambition and support young people's own goals and plans for their development and lives had been created, and was currently being piloted with 20 children in care. The ambition for the endowment was that each young person in care received

a financial endowment to liberate ambition and aspiration and to make possible all that might, for example, be available to the child of a middle-class family in Derbyshire. It sought to replicate normal parenting approaches to providing financial support to children. The endowment would not be tied to any particular experience or pathway. Each young person would be encouraged, alongside their significant adults, to think about how they might like to spend it, with a view to supporting them in achieving their own goals.

The ambition for the endowment was that young people would be provided with the following financial support.

Age	Amount per year	Total
Years 4-6	£1k	£3k
Years 7-11	£2k	£10k
Age 17-18	£3k	£6k
On leaving care	£8 or 10k (one off)	£8 or 10k

The endowment pilot was designed by carers and social workers, and it was testing for one year with each young person being granted £2,000, to sit with their key adult. With support from Nesta, a feasibility study to think about how they might fund a much bigger endowment over a longer period of time was commissioned. The feasibility study suggested that it might be possible for the endowment to be self-funding if it provided a model to prevent needs and behaviour escalating, particularly for young people with behavioural, education and social difficulties.

The remainder of the grant from Nesta was provided to support the evaluation, implementation and scaling of the innovation. As such, a further £32,000 of the Creative Councils grant was requested to be used to formally evaluate the endowment pilot, develop financial models for scaling the endowment for all children in care, and establish an operational delivery model for the endowment.

A grant of £142,000 was provided by Nesta in support of the development, evaluation and implementation of innovations as part of the Creative Councils programme. The innovations identified in the grant conditions were: the endowment for children in care, evaluation of mentoring, social pedagogy development and sharing of learning with other authorities. The proposed use of £32,000 of the remaining grant was detailed above.

RESOLVED to approve that the Creative Councils grant of £142,000, provided by Nesta, be used to fund expert input to formally evaluate the endowment pilot, develop financial models for scaling the endowment for all children in care, and establish an operational delivery model for the endowment, in accordance with the terms of the grant.

43/14 PARTICIPATION IN THE 'FAMILY VALUES' PROGRAMME

Approval was sought for the participation of Derbyshire County Council's Children and Younger Adults (CAYA) department in the 'Family Values' Programme.

Derbyshire County Council (DCC) currently employed over 400 foster carers. Sufficient numbers of high quality foster carers were essential to ensuring that children in the authority's care who were best suited to living in a family home were able to do so, and to ensure a diversity of foster carers and potential adopters to best meet the needs of both children and carers. CAYA was also pioneering a number of innovations which were improving experience and outcomes for children in care as part of the Uni-fi initiative. One such innovation was the current piloting of an endowment for children in care. A key determinant of enabling such a scheme to be scaled to all children in care in Derbyshire would be an adequate number of high quality foster carers.

As DCC did not have sufficient numbers or diversity of foster carers, some children and young people were placed with independent providers of fostering services, or in residential placements. This was more expensive than foster care, and in some cases was not the ideal placement for the child. Despite marketing campaigns, such as television advertising, and the commissioning of PR support with recruitment, the conversion rate from enquiries about becoming a foster carer to appointment was less than 10%. Furthermore, in 2013/14 the numbers of foster carers leaving DCC (48) was greater than the numbers that had been recruited (42).

The approach taken by DCC has not been reviewed for a number of years.

As such, DCC's approach required modernisation and action in response to emerging learning about what worked in terms of recruiting and retaining high quality foster carers and potential adopters. Expertise was required in order to achieve this, and as such it was proposed that DCC engaged an appropriately expert service partner to improve progress, by participating in the evidence driven 'Family Values' programme.

The 'Family Values' programme worked with councils to transform fostering and adoption through use of customer insight approaches. The programme is co-ordinated by iMPower, an established service partner working with children's services departments across the country. They were working with the charities The Fostering Network and Coram, and also with Loughborough University's Centre for Child and Family Research, who offered challenge and support through a Programme Reference Group.

The Programme worked with a number of councils in each wave of the programme to:

- Focus on the values of foster carers and adopters to transform fostering and adoption recruitment;
- Change understanding and behaviours of staff regarding foster carers and adopters;
- Provide a sector-led programme, not directed by central government;
- Establish a deliverable plan for annual savings for each council, typically of at least £500k p.a.

The work involved a local on-site team, joint learning across the programme network, access to national data and participation in national events. Participating councils paid a fee of £95,000 and committed resources for a four month project, with an expectation that locally driven implementation immediately followed. The approach started with an understanding of the 'customer' and used this to develop tools and techniques for creating a customer-led targeting strategy, practical improvement plan and business case. An example of the expected results was that of a County Council participating in the first wave of the programme which was on track to recruit almost 90 foster carers. This would represent a net gain of 45 foster carers against a net loss of 11 in 2011/12.

It was anticipated that 2 clusters of councils would participate in the next wave of the programme commencing in May 2014; these included Derby City Council in the East Midlands, and the Wirral in a North West cluster.

It was proposed that DCC joined the 'Family Values' programme, commencing in May 2014.

In April 2012, Cabinet approved the creation of a Uni-fi reserve fund from CAYA underspend, to enable the development and delivery of a range of innovations to improve experience and outcomes for children in care. This enabled the creation of a small team to deliver critical activity, and the resources to pilot, test and evaluate a range of approaches to enable the transformation of the council's role as corporate parent. Whilst DCC's fee to participate in the programme would continue to be negotiated, the fee (usually £95,000) would come from the Uni-fi reserve.

RESOLVED to (1) approve that DCC joined the 'Family Values' programme, commencing in May 2014; and

(2) to approve that the fee for participating in the programme was paid from the Uni-fi reserve.

44/14 SCHOOLS EXTRANET Approval was sought to the plans for the Schools' Extranet and to the creation of an earmarked reserve to fund the one-off costs of these plans.

Since October 2012, the Schools' Extranet had been provided by Capita on the emPSN OpenHive platform. The current contract ran to October 2014.

A recent survey of schools had provided feedback on the strengths and weaknesses of the current offering and this had led to four proposals for improvements:-

- Confirmation that an extranet provided the main communication route between the Authority and schools.
- Review the current content on the site and ensure as much content as possible was available to all users to avoid unnecessary barriers to access.
- Increase the numbers of staff capable of uploading content to the extranet.
- Respond to the comments from schools by improving functionality, improving the search mechanism, redesigning the layout and setting up reports analysing web use.

The aim of these changes was to ensure the extranet met the information needs of schools as the first port of call and reduced their reliance on Authority staff to provide information on a one-to-one basis.

Currently, the Authority was in the process of procuring a replacement for its web content management system – Tridion. The procurement was expected to be completed shortly and it was anticipated that transfer of the content of Derbyshire.gov.uk will be transferred from summer 2014. Once this transfer had been completed, it would be possible to investigate the transfer of the extranet from Capita to this new platform.

It was therefore proposed that the existing Capita agreement for the Schools' Extranet was extended to August 2015 and that CAYA planned to explore moving the extranet to the Corporate Web content platform when it became available for departmental use.

In the interim, it was proposed to review the current extranet to both address the identified improvements detailed above and to put it on a good footing in the event that it was moved to the Corporate platform. To undertake this work, it was proposed to appoint a Grade 12 Project Manager to the CAYA E-development team for the 1 year duration of this project.

In addition to the Grade 12 identified above, the extension of the current arrangements to 31 October 2015 would incur additional licence costs for school users of £32,260. It was planned that the on-going costs of running the extranet would be recovered from schools via charges for services that the Authority provided whichever platform it ultimately resides on.

A further £5k was planned to be spent on training/consultancy from Capita to aid the Project Manager in making changes to the current structure and content.

It was proposed to fund these costs from the CAYA earmarked reserve – PSA reward grant. As it was envisaged that this spend would be incurred over two financial years, it was proposed to establish an earmarked reserve to hold the allocated resources.

RESOLVED (1) to approve the plans for the Schools' Extranet; and

(2) that approval be given to establish an earmarked reserve to hold the resources allocated for this project.

45/14 PROPOSALS FOR USE OF ADOPTION GRANT 2014/15

The Cabinet Member was informed of extended Government funding for local authorities on adoption recruitment and approval was sought on proposals for its use in adoption services.

The Government had recently announced extended funding for local authorities on adoption services. In 2013/14, Derbyshire received £1,212,782 funding from the Adoption Reform Grant. £990,180 was ring-fenced to be used on speeding up the adoption process and increasing the number of adoptive parents. Details of how this funding was used were highlighted in the Strategic Director's report.

Derbyshire's allocation of the 2014/15 £50 million Adoption Reform Grant was £604,392. The Government had agreed that Local authorities could use this one-off grant to recognise the programmes of change underway in the area of adoption.

As detailed in the report, there had been significant improvements for children with adoption plans and prospective adoptive families. This needed to be sustained and improved. The impact of placing children with more complex needs was that adopters needed access to increased support and this was reflected in this year's proposals.

The proposals were:-

- To continue with agreed additional temporary staff within the adoption assessment team and family finding teams - Costing £128,000
- To increase adoption support to meet the demands of increased numbers of children being approved and complex needs of children placed for adoption (2FTE) – Costing £70,000
- To increase temporary part-time management from 2.5 days to 3 days in order to provide management oversight to the 2 adoption support workers - Costing £5,000 per year
- Increased capacity for medical advisers to ensure that increased medical reports and attendances at panels can be facilitated – Costing £23,841
- Increased recruitment activity including targeted recruitment on children with disabilities Some work has been done on this already and features will be included in: Derbyshire First: the DNET; Derbyshire CC website; Facebook / twitter; Press releases etc. We are also targeting: NHS staff; Fire and Rescue staff; the police; DCC staff through e-mail / DNET / payslip; Probation service; CVS; WI - Costing £10,000.
- ICT and other adoption-related expenditure including staff training and to enable flexible working for additional staff - Costing £20,000
- 0.9 towards a full-time Business Development Manager for the East Midlands Adoption Consortium. This will improve the efficiency of the East Midlands consortium which is made up of 9 local authorities. This is in line with the Government agenda of increasing performance and co-operation within the consortium. Costing - £8,000
- Offsetting current over-run on purchasing outside adoption placements – Costing £339,551

The impact of not using the Adoption Reform Grant 2014/15 to maintain the continuous improvement in the Adoption Service would be more children with adoption plans waiting to be placed impacting on:-

- Available fostering placements and numbers of children in care.
- Performance measures i.e. A1 and A2 on adoption scorecard impacting on future Ofsted inspection and highlighted in recent inspection as an area for improvement.
- Increased cost of purchasing out of county placements.
- Decreased capacity to deal with current adoption enquiry levels and the associated risk of Derbyshire having to signpost people to alternative adoption agencies.

- Being able to maintain Derbyshire's reputation of being the first choice for prospective adopters within the county.
- The key role of Adoption in contributing to the 'Journey to Excellence'.

RESOLVED (1) to note the information regarding additional funding;

(2) that the proposals detailed above were agreed, specifically:

(a) that current additional temporary staff were maintained within the Adoption Service;

(b) that funding was allocated to offset current financial over-run on purchasing outside adoption placements;

(c) that funding was allocated to a significant increase in recruitment and advertising activity including supporting existing initiatives with Public Relations.; and

(3) that the rest of the Adoption Grant was used to fund related work consistent with Government priorities.

46/14 **EXCLUSION OF THE PUBLIC** **RESOLVED** that the public be excluded from the meeting during the consideration of the remaining items on the agenda to avoid the disclosure of the kind of exempt information detailed in the following summary of proceedings:-

SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC WERE EXCLUDED FROM THE MEETING

- (1) To confirm the exempt minutes of meeting of the Cabinet Member – Children & Young People held on 1 April 2014. (Contains exempt information)
- (2) To consider the report of the Director of Legal Services on Connexions Derbyshire Ltd. (contains information relating to the affairs of any particular person (including the person holding that information)
- (3) To consider the report of the Strategic Director of Children and Younger Adults on :-
 - (a) Report on the Performance Management for Teachers employed by the Local Authority (and not attached to schools) (contains information relating to any individuals).
 - (b) Pay Awards – School Teachers' Pay Award & Allowances for Teachers in Residential Establishments wef September 2013 (contains information relating to any individuals).

- (c) Derbyshire Adult community Education Service (DACES) Dronfield Creche (contains information which is likely to reveal the identity of any individual).
- (d) Qualification Training (contains information which is likely to reveal the identity of any individual).
- (e) Request for Additional Funds for Mr & Mrs P - Assistance with Adaptations to home (contains information which is likely to reveal the identity of any individual).
- (f) Mr & Mrs S –Request for Assistance with Adaptations to home (contains information which is likely to reveal the identity of any individual).