

## **Children and Young People Scrutiny Committee**

### **Minutes of the meeting held on 27 February 2018**

#### **Present:**

Councillor Reid – in the Chair

Councillors Sameem Ali [CYP/18/12 - CYP/18/15], Alijah, Cooley [CYP/18/15 - CYP/18/18], Lovecy, Madeleine Monaghan, Stone and Taylor

#### Co-opted Voting Members:

Mrs J Miles, Representative of the Diocese of Salford [CYP/18/12 - CYP/18/17]

Ms M Neall, Parent Governor Representative

Ms Z Stepan, Parent Governor Representative

#### Co-opted Non Voting Members:

Mr L Duffy, Secondary sector teacher representative

Councillor S Murphy, Statutory Deputy Leader

Councillor Rahman, Executive Member for Schools, Culture and Leisure

Councillor N Murphy, Executive Member for Neighbourhoods

Councillor Sheikh, Assistant Executive Member for Children's Services

#### **Apologies:**

Councillors Collins, Hewitson and K Simcock

Mr A Arogundade, Parent Governor Representative

Mrs B Kellner, Representative of the Diocese of Manchester

Mr R Lamma, Primary sector teacher representative

#### **CYP/18/12 Councillor Sheila Newman**

The Committee held two minutes' silence for Councillor Sheila Newman, the Executive Member for Children's Services, who had passed away recently.

#### **CYP/18/13 Minutes**

A Member reported that the March meeting of the Schools Funding Forum, referred to in the minutes, had since been cancelled. Members requested that the Scrutiny Support Officer circulate the dates of the scheduled future meetings of the Schools Funding Forum to the Committee as some Members were interested in observing one of their meetings.

#### **Decisions**

1. To approve as a correct record the minutes of the meeting held on 30 January 2018.
2. To request that the Scrutiny Support Officer circulate the dates of the scheduled future meetings of the Schools Funding Forum to the Committee.

## **CYP/18/14 Update on School Exclusions**

The Committee received a report of the Director of Education which provided an update on school exclusions for 2016/17.

Officers referred to the main points and themes within the report which included:

- Data on permanent and fixed term exclusions;
- Comparisons to national and statistical neighbours; and
- Next steps.

Some of the key points that arose from the Committee's discussions were:

- That the most common reason for fixed term exclusions in 2016/17 was recorded as 'other' and to ask what fell within the 'other' category;
- To welcome that no Looked After Children (LAC) had been excluded but express concern that children with Special Educational Needs and Disability (SEND) were being excluded;
- The importance of providing training on exclusions to schools governors;
- Request for a breakdown of exclusion data by school;
- The impact of the Progress 8 measure on school exclusions; and
- The next steps in tackling exclusions, including the establishment of a 'Support and Challenge Board', and the importance of a multi-agency approach.

The Interim Strategic Lead for Inclusion, Education reported that categories of reasons for an exclusion were set by the Department for Education (DfE). She advised that, where schools did not provide a reason for an exclusion or recorded it as 'other', the Council had now started contacting them to ascertain the reason for the exclusion. The Director of Education reported that most of the children with SEND who had been excluded had social, emotional and mental health issues as their main need and this indicated that the school had recognised a need and tried to put in place support for the pupil. She advised Members that, following the success of the Virtual School in preventing LAC from being permanently excluded, the Council was looking into setting up something similar for pupils with Education Health and Care Plans. She informed Members that a review of specialist provision for children with social, emotional and mental health needs was currently taking place. She agreed that training school governors on exclusions was important and advised that this was on the agenda for a future briefing meeting for Chairs of Governors. She reported that, because most schools had very few exclusions, sharing data in relation to individual schools could make it possible to identify the individual pupils involved. Therefore, Members requested that school-level data be shared with the Chair only. The Director of Education reported that nationally the Progress 8 measure was having an impact on school exclusions. She advised that pupils who were kept on a school's roll while attending a Pupil Referral Unit were included in the schools Progress 8 data and could have a significant impact on the school's figures, which was an incentive for the school to permanently exclude them.

## Decisions

1. To receive a report on Pupil Referral Units, alternative provision and the review of specialist provision for children with social, emotional and mental health needs and for this to also include an update in relation to the next steps on school exclusions.
2. To request that the Director of Education share school-level data on exclusions with the Chair.
3. To request that the Committee visit schools which are successful in preventing pupils from being excluded to identify good practice.
4. To endorse the next steps outlined in the report.

[Councillor Stone declared a personal interest as a member of the governing body of the Secondary Pupil Referral Unit.]

[Councillor Alijah declared a personal interest as she had worked with a number of Manchester schools.]

## **CYP/18/15 Attainment and Progress 2017**

The Committee received a report of the Director of Education on attainment and progress in Manchester in 2017.

Officers referred to the main points and themes within the report which included:

- An analysis of the 2017 outcomes of statutory assessment at the end of the Early Years Foundation Stage, Key Stage 1, Key Stage 2 and Key Stage 4;
- An analysis of outcomes for pupils with Special Educational Needs (SEN), pupils with English as an Additional Language (EAL), pupils eligible for Free School Meals (FSM) and for girls and boys;
- A summary of performance according to groups by ethnicity; and
- Next steps.

Some of the key points that arose from the Committee's discussions were:

- To note that this was a positive picture overall and to praise the work of teachers and schools staff;
- Concern about the impact of children arriving in the city partway through their education, from both abroad and other parts of the UK, and what support the Council was giving to schools to support them with in-year admissions, for example, the arrival of children with English as an Additional Language (EAL);
- What support was being given to improve attainment of children from Gypsy and Roma communities;
- Early years education, including concerns that a small number of children do not attend an early years setting and arrive at primary school not school ready; and
- A request for more information on the work of the Manchester Schools Alliance (MSA).

The Director of Education advised Members that the Council's role had changed and that it no longer had teams to support pupils with EAL and Gypsy and Roma children. She informed Members that most schools now sourced their own support for school improvement but that, where necessary, the Council worked with schools to broker support. The Senior Schools Quality Assurance Officer informed the Committee that the DfE had invited the Council to take part in a national project on Gypsy and Roma pupils, although this was still at an early stage. The Director of Education advised that the Early Years New Delivery Model (EYNDM) had been fully introduced from April 2015 but that the children who had benefited from this had not yet reached primary school. She advised that there were good outcomes for children who had been identified through the EYNDM as needing targeted interventions, although it was a challenge to ensure all children were known to the service. She advised that early years provision in the private, voluntary and independent sector had improved significantly, with 92% of settings in Manchester now judged as 'good' or better by Ofsted. The Senior Schools Quality Assurance Officer informed Members that the MSA had organised a conference for school governors with a former Her Majesty's Inspectorate (HMI) inspector.

### **Decisions**

1. To note the report and to continue to monitor school attainment.
2. To request more information on the MSA conference for governors.
3. To endorse the next steps outlined in the report.

[Councillor Alijah declared a personal interest as she had worked with a number of Manchester schools.]

### **CYP/18/16 The Employment of Children**

The Committee received a report of the Director of Education which provided an overview of the Local Authority's statutory duties in relation to child entertainment and employment, the licence application process, arrangements for safeguarding children, the numbers of licenses and work permits issued and challenges and risks.

Officers referred to the main points and themes within the report which included:

- Legislation relating to the employment of children;
- Information on performance licences, work permits and chaperone licences;
- Arrangements for safeguarding children; and
- Challenges in relation to this work.

Some of the key points that arose from the Committee's discussions were:

- Concern that children might be working illegally, what was being done to address this and whether a social media campaign was needed;
- Concern about the safeguarding of children participating in sport and to request a report on this; and

- That the recommendation on this and other reports submitted to the Committee was 'to note the report' and to request that for future reports the recommendations included any next steps the Council was proposing to take.

The Safeguarding Lead for Education reported that the number of work permits issued for children in Manchester was low so the Council was working with schools and other partners to raise awareness of the legislation relating to the employment of children. The Executive Member for Neighbourhoods informed Members that the permits were free of charge and protected both the child and the employer. The Director of Education suggested that a social media campaign could be carried out in April to coincide with National Child Employment Week.

## Decisions

1. To request that the Council carry out a social media campaign to raise awareness of the legislation relating to child employment.
2. To receive a report on safeguarding children in sport at a future meeting.
3. To request that, for all future reports, the recommendations include any next steps the Council is proposing to take, rather than just asking Members to note the report.
4. To endorse the next steps outlined in the report.

## **CYP/18/17 Post Ofsted Improvement Plan Update: Children's Services Workforce Strategy**

The Committee received a report of the Head of Quality Assurance for Safeguarding which provided an update on the Post Ofsted Improvement Plan and progress made in relation to the Children's Services Workforce Strategy.

Officers referred to the main points and themes within the report which included:

- Plans and progress in relation to Ofsted's recommendations which were being delivered via the Workforce Learning and Development Strategy; and
- New initiatives.

Some of the key points that arose from the Committee's discussions were:

- What progress had been made in the establishment of the three new management posts which were replacing the post of the Strategic Lead for Children's Social Care;
- Social Workers' caseloads, including caseloads for Newly Qualified Social Workers (NQSW);
- Recruitment, retention and development of Social Workers, and the use of agency workers, including the impact on children if they had a number of different Social Workers;
- The need to improve the quality of social work assessment; and

- That the Ofsted Subgroup would be considering the action plan developed in response to Ofsted's recent re-inspection and that all Members of the Scrutiny Committee were invited to attend its meeting on 20 March 2018.

The Strategic Director of Children's Services reported that the three new management posts were currently being covered on an interim basis and that, subject to approval by Personnel Committee on 7 March 2018, officers would start the process to recruit permanently to these roles. The Head of Quality Assurance for Safeguarding informed Members that caseloads were being scrutinised on a weekly basis and this was taken up with managers, where appropriate. She advised that this was a priority for the Council but that it also had to be balanced against demand. She advised that the Workforce Strategy was focused on recruiting and retaining Social Workers. The Strategic Director of Children's Services reported that only 26 of the agency Social Workers working in the Council were filling vacant posts and that the Council now had a 14% turnover rate for Social Workers, compared to a national average of 17%.

### **Decision**

To recommend that the Corporate Parenting Panel consider the quality of social work assessments at a future meeting.

### **CYP/18/18 Overview Report**

A report of the Governance and Scrutiny Support Unit was submitted. The overview report contained key decisions within the Committee's remit, responses to previous recommendations and the Committee's work programme, which the Committee was asked to approve.

The Chair advised Members that the Scrutiny Support Officer would circulate provisional dates for the Committee's visit to an Early Help Hub.

### **Decision**

To note the report and approve the work programme.