



Children and Young People Scrutiny Committee

Date: Wednesday, 11 January 2023

Time: 2.00 pm

Venue: Council Antechamber, Level 2, Town Hall Extension

This is a **Supplementary Agenda** containing additional information about the business of the meeting that was not available when the agenda was published

Access to the Council Antechamber

Public access to the Council Antechamber is on Level 2 of the Town Hall Extension, using the lift or stairs in the lobby of the Mount Street entrance to the Extension. There is no public access from any other entrance.

Filming and broadcast of the meeting

Meetings of the Children and Young People Scrutiny Committee are 'webcast'. These meetings are filmed and broadcast live on the Internet. If you attend this meeting you should be aware that you might be filmed and included in that transmission.

Membership of the Children and Young People Scrutiny Committee

Councillors –

Reid (Chair), Abdullatif, Alijah, Amin, Bano, Cooley, Gartside, Hewitson, Johnson, Judge, Lovecy, Sadler and Sharif Mahamed

Co-opted Members -

Mr G Cleworth, Miss S Iltaf, Ms K McDaid, Canon Susie Mapledoram, Mrs J Miles, Dr W Omara and Ms L Smith

Supplementary Agenda

- 5. Ofsted Improvement Plan** 3 – 16
Presentation of the Deputy Strategic Director of Children's Services
- This presentation provides an update on progress in response to the Ofsted Inspection of Local Authorities Children's Services (ILACS) of Manchester's Children's Services.
- 6. Our Year 2022** 17 – 44
Report of the Strategic Director, Children and Education
- This report and presentation provides an a summary and look ahead of Our Year 2022.

Further Information

For help, advice and information about this meeting please contact the Committee Officer:

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This supplementary agenda was issued on **Thursday, 5 January 2023** by the Governance and Scrutiny Support Unit, Manchester City Council, Level 2, Town Hall Extension (Library Walk Elevation), Manchester M60 2LA

OFSTED Improvement Plan

Children and Young People's Scrutiny Committee – 11/01/23

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Item 5

Manchester ILACS inspection 21 March to 1 April 2022

- A reminder of OFSTED findings against the evaluation criteria -
 1. The impact of leaders on social work practice with children and families – Judgement - Good
 2. The experience and progress of children who need help and protection – Judgement - Requires improvement to be good
 3. The experiences and progress of children in care and care leavers – Judgement - Good

Overall effectiveness Judgement - Good

What OFSTED says needs to improve

- Practice around the care and protection of disabled children to demonstrate -
 - An understanding of the impact of the child's disability on their life and daily experiences and that of their family
 - Communication and direct work with disabled children , together with their wishes and feelings and use of these views to inform planning and next steps
 - The ambition for disabled children
- The understanding of the effects of domestic abuse on children and their parents lives, including how this is captured in the child's written record.
- The recognition of, and actions to meet , the diverse needs of children arising from their race , religion , ethnicity and culture.
- The quality and timeliness of children's records , including supervision records, children's plans , child and family assessments and direct work.

How we manage improvements

- Professional supervision -individual and group.
- Quality Assurance Framework - audit and moderation, professional observation, close the loop.
- Performance clinics.
- Focused deep dives.
- Improvements informed by ongoing engagement with practitioners and first line managers.
- Effective management oversight.
- Performance management supported by organisational reform .

How we manage improvements

- Effective policy and procedure promoting practice development .
- Commission/decommissioning /service redesign / innovation/evaluation, creating a culture of investment and where required, disinvestment.
- External consultant focusing on thematic issues providing critical support and challenge.
- Promoting a culture of high support /high challenge.
- Contributing to an effective partnership approach to safeguarding .
- Listening to and valuing the contributions of children and young people.

Approach to OFSTED action plan

- Development of the plan and identification of relevant lead roles .
- High level outline plan shared and endorsed at Scrutiny Committee.
- Initial scoping of actions to drive improvement objectives followed by monthly meetings from August.
- Where appropriate immediate action to address deficits – e.g. practice direction and agreed resource redirection.
- Development of relevant policy, procedures and training .
- Ongoing process of identifying impact of the above e.g internal audits , outcomes frameworks , targeted audits by external consultant, revised procedural frameworks.

What has been achieved - Disability

- Creation of a senior role to drive widespread practice and culture change
- Creation of specialist locality disability teams building capacity and practice knowledge
- All staff have received awareness training which was co-delivered by parents
- Revision of short break offer
- Phased introduction of the about me following multi agency workshops
- Colocation of short break and social work staff
- Co-production training to all staff and managers including the children's leadership team
- Selected practice audits in disability with some strong practice evidenced
- Commissioning of early intervention service

What has been achieved - Disability

- Communication with disabled children -training delivered to over 50 staff with a commitment to repeat
- Joint plan for high end needs in preparation
- Engagement in community of practice in October with further dates agreed in March and June
- Termly preparing for adulthood networks agreed
- Review and rewrite of our Child in Need policy on schedule for late January
- Monthly audit and moderating of selected EHCP s by senior staff including close the loop actions
- Whole month of audits scheduled for January re children with disability
- Consultant review of disability services scheduled for late January

What has been achieved - domestic abuse

- Advice and Guidance Service (AGS) practice standards reviewed and implemented
- Review of AGS completed by Lancaster University with a programme of further training in the process of being commissioned
- Review of Domestic abuse child concern complete leading to revision of approach and audit arrangements to chart progress
- Senior managers complete three workshops on review of resources and approach to domestic abuse
- Agreed set of principles to inform our work
- Information on commissioned services trailed at staff development sessions
- Ongoing engagement with Stirling University to understand the impact of Safe and Together programme
- 114 participants trained in safe and together

What has been achieved - domestic abuse

- Domestic abuse workshops have occurred across the service October 2022 and will run to February 2023 .
- Dip sample evidencing of change in recording practice by social workers.
- Ongoing work on defining agreed means of recording management oversight -complete by end of January 2023.
- Ongoing operational and strategic connectivity with the domestic abuse strategy and MARAC.
- Dedicated workshop delivered on recording within good practice week in September and repeated in in protected learning times.
- All social work consultants focusing on recording as a key skill during induction and ongoing training delivered.
- Recording of quarterly summaries briefing to all staff.
- A working group has been established to update supervision policy which will provide improved guidance on recording for social workers and recording of management oversight .

Recognition of and actions to meet the diverse needs of children arising from their race, religion ethnicity and culture

- Initial set of briefings to staff via protected learning time.
- Task and finish group established with identity and cultural competency practice standard produced in November .
- Auditing template has been redrawn with a focus on identity to understand impact of the above work this will occur in Quarter 4 of the QAF.
- Awareness raising regarding race and racism - lets talk about race - through Directorate wide training and action planning .
- The launch of the revised supervision policy in January 2023 that will provide specific guidance on race religion and ethnicity.

Recognition of and actions to meet the diverse needs of children arising from their race, religion ethnicity and culture

- Social work consultants have worked alongside many Newly Qualified Social Workers on the ASYE programme coaching them on a one-to-one basis around the topic of assessment.
- Workshops with conference chairs and social workers regarding direct work with children subject to child protection planning have taken place
- Direct work is a focus for the regular individual and group support for Assisted and supported year in employment (ASYE)
- Areas have prioritised direct work as part of the QAF process
- Funding has been released to purchase relevant materials to improve the range and quality of direct work

Improve the quality and timeliness of children's written records including supervision records , children's plans, child and family assessments and direct work

- Practice guidance in AGS issued regarding recording of rational where decisions regarding the involvement of the service remain unassessed issued and a process of audit established providing positive assurance of change in practice .
- A cross section of staff task and finish group have rewritten the supervision policy which will be implemented in January.
- Significant training has taken place on reflective supervision with over 100 managers trained.
- Further session arranged for February where all supervisory staff will be retrained in supervision .
- Significant work has been undertaken throughout the last 6 six months on assessments; we have trained over 100 workers in Analysis in Assessment with a further 50 scheduled for this month , this is an ongoing process.

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Manchester City Council Report for Information

Report to: Children and Young People Scrutiny Committee – 11 January 2023

Subject: Our Year 2022

Report of: Strategic Director – Children and Education Service

Summary

‘Our Year 2022’ saw us listen and act together, we were able to create an extended offer of activities, opportunities and experiences linked to the wishes and hopes of young people. This was truly a partnership approach, with engagement across the private, voluntary and public sector.

However, the last 12 months have just been a kick-start. The Our Year project has helped to create a movement and change in behaviour, to make sure children and young people are at the heart of everything we do in Manchester. The ambition has always been for this commitment to be long-lasting and one more thing that sets Manchester apart.

Recommendations

1. Continue to promote initiatives/programmes within areas of responsibility that create activities, opportunities and celebrate the success of Manchester’s children and young people.
 2. Champion Manchester’s ambition to be a child friendly city and support the journey as a candidate city.
 3. Support and endorse a child rights-based approach that provides children and young people with meaningful opportunities to influence decisions about their lives.
-

Wards Affected: All

Environmental Impact Assessment - the impact of the issues addressed in this report on achieving the zero-carbon target for the city

Manchester Strategy outcomes	Summary of how this report aligns to the OMS
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	A Child Friendly City will provide young people with access to opportunities and skill development which will help them prepare for adulthood. Young people will have opportunities to access a range of universal and targeted provision, which will contribute to their personal, social and economic wellbeing
A highly skilled city: world class and home grown talent sustaining the city's economic success	Young people will have opportunities to succeed in education, employment and training to raise aspirations, achieve and gain economic independence. Young people will have access to Skills For Life through an enhanced offer that helps them develop the capabilities they need for learning, work and transitioning into adulthood.
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	Young people will have opportunities that enable them to think progressively and build resilience underpinned by the principles of equality, diversity and inclusion
A liveable and low carbon city: a destination of choice to live, visit, work	As part of Manchester's ambition to be a child friendly city there will be a focus on environmental sustainability. ie plastic free days, re-launch of the youth climate wheel, more recycling, environmental projects and initiatives. Young people will be part of the solution. Young people will be supported to understand the impact they can make within their neighbourhoods and the wider community through participation in youth, sport and cultural activities.
A connected city: world class infrastructure and connectivity to drive growth	Young people will be listened to, valued and connected across their neighbourhoods and the city.

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Name: Ruth Denton
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Background documents (available for public inspection): None

1.0 Engagement

- 1.1 Following engagement in 2021 with schools and settings across Manchester, visits have been taking place between October 2022 and will continue into the new year. The purpose of the visits was to re-visit the same schools, to gain a sense of how young people were feeling a year on, and to find out what more we can do as a city.
- 1.2 Analysis of the findings will be made available once all visits have concluded.

2.0 Summary

2.1 What has been the best thing about 2022?

- Being able to get out easier and go places. Getting life back on track. Being spontaneous about plans. Hanging out with friends.
- Free stuff in parks, playday, carnivals, climate change event, raising money, events at schools.
- MCR day parade, groups and school enjoyed taking part.
- Free Music from One Education – “Anyone can attend so we get to meet children from other schools and past pupils too”
- A sense of hope, things felt more normal

2.2 What could be better?

- Very clear message about wanting safer roads.
- More green spaces.
- More extra curricular activities eg homework clubs and libraries and more holiday clubs, sports clubs.
- All children should know their rights NOT just those who attend Right Respecting schools -
- Adults should also know children's right and they should be displayed everywhere eg in shops, centres, churches and buses.
- Still don't always find out whats happening for young people

2.3 Key Successes/ Highlights:

- 3000 young people attended the ‘Our Year’ Play Day event in Whitworth Park, which was celebration of Children’s Right to Play (Article 31)
- 2000 young people attended the Manchester Day ‘Youth Festival’ in Piccadilly gardens, which was designed and delivered by young people for young people
- Over 4000 families attended ‘Baby Week’ with 1600 attendees at the opening event in Manchester Art Gallery. 43k+ page views were recorded to ouryear.uk during the baby week campaign

- 120 delegates attended the Green Bee Assembly, 80 education settings represented
- Primary schools were given the opportunity to create a special Episode of a podcast, Box Tickers. Exploring what equality means to the young people living in our city, and what we as adults can do to make things better for the next generation. Each participating school was partnered with a local artist to create a piece of writing (poem / manifesto / short story)
- In July 2022 Manchester Safeguarding Partnership (MSP) held its first of its annual children's safeguarding conference as part of Our Year. The conference was developed, designed, hosted and delivered by the children of Manchester. They told the strategic leads responsible for keeping children safe, what was important to them and what we needed to do.
- Following the safeguarding event, work continues to support the promotion of Peace Mala in Hate Crime Awareness Week 2023.
- Distribution of resources to young people, i.e. laptops, concert tickets, theatre tickets, sports equipment, t-shirts, books
- Supported neuro-diverse young people to attend and participate in the Art assembly
- Conference to promote the benefits of Outdoor education to settings and schools
- Enhanced Holiday throughout 2022 with 44,019 number of young people accessing holiday provision across 4829 sessions
- A whole city approach was embedded to celebrate and further support children and young people
- Has been a platform to celebrate and promote the great work that is already taking place across Manchester from partner organisations
- Have entered the discovery phase of the UNICEF Child-Friendly City and we are now officially recognised as a 'candidate city'
- Consultation with young people in our Post-16 settings saw a number of key points consistently raised. Young people felt that the pandemic had limited their opportunities for social and personal growth as activities became restricted or stopped during the lockdown periods; that they had not had the exposure to work-related activity as much as they would need and so quality CEIAG had been affected
- To address this, the Council has been working on immediate interventions and also setting the foundations for the coming months/years as a

candidate UNICEF UK Child Friendly City. Some examples are noted below:

- **Post-16 Education, Employment & Training Strategic Plan 2022-25** - using the Our Year feedback as a catalyst, this plan has been co-designed with partners across the sector, with a focus on partnership and collaboration as a city, with an over-arching view of and focus on the opportunities, pathways and outcomes for young people in Manchester who are of post-compulsory school age and aligns with the broader strategic aims of the city, for which detailed strategies have been already implemented within MCC.
- **Post-16 Pathway Partnership** - supplementary to the above, is the co-designed mission and vision of the sector, with an expectation and pledge that all settings will working in a collaborative manner to support the development of pathway opportunities for all young people.
- **Work-related Activity** - opportunities have been shared periodically with school CEIAG Leads in relation to Our Year pledges - this includes opportunities at all school age and Post-16 age groups, across multiple sectors and was developed to support settings in their bridging of the missed opportunity gap.

3.0 Next Steps

- 3.1 As we come to the end of 2022 the journey is by no means over, it is just the beginning, throughout 'Our Year' 2022 it has allowed us to create new partnerships, strengthen existing relationships and kick start a movement where as a city we come together to continue to put children rights at the heart of all we do in Manchester.
- 3.2 We want to strengthen and build on our successes and our existing commitment to creating 'A whole-city approach to building a safe, happy, healthy and successful future for all children and young people'.
- 3.3 We acknowledge that all parts of the city have a role in supporting our children and young people, and through the Child Friendly Programme we truly believe this will help us achieve our goals. There is a city-wide readiness to embark on an ambitious programme of work.
- 3.4 The Child friendly city programme will help us create a cohesive approach, where we will work with local partners, both commissioned and non-commissioned services – across different sectors, departments and services to raise awareness of children's rights more widely and more importantly actually putting the rights into practice across Manchester.
- 3.5 We will adopt a child rights-based approach that provides children and young people with meaningful opportunities to influence decisions about their lives. This approach will be made of seven principles based on the [UN Convention on the Rights of the Child](#) and general human rights principles.

4.0 Manchester's journey and timeline

4.1 Discovery (six months)

- The first is the Discovery Phase, during which UNICEF UK begins to deliver expert training in children's rights
- The council will come together with the local community, including children and young people, on a 'Discovery Day' to see where things are going well for children and where things need to change.
- Based on this training and analysis, Manchester chooses six priority areas and, with support from UNICEF UK, drafts an Action Plan during the Development Phase, setting out how Manchester will work towards achieving progress in our badges over the following two to four years.
- Developing branding and clear communication messaging

5.0 Recommendations

1. Continue to promote initiatives/programmes within areas of responsibility that create activities, opportunities and celebrate the success of Manchester's children and young people
2. Champion Manchester's ambition to be a child friendly city and support the journey as a candidate city.
3. Support and endorse a child rights-based approach that provides children and young people with meaningful opportunities to influence decisions about their lives

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A Summary and Look Ahead
[OY22-OCT.mp4 \(sharepoint.com\)](#)

Themes

- **‘Play’** it was recognised the importance of having safe, local and clean spaces for children and young people to play with their friends
- **‘Climate/ Environment’**- access to education and opportunities for environmental sustainability. A cleaner, greener city was cited amongst many responses
- **‘Health and Well-being’** – Young people need and want access to activities and services that promote good mental and physical health



Themes

- **‘Equal and included’** – The need for activities and services to be inclusive and accessible to all
- **‘Feeling Connected’** – The need to feel connected to family and friends, have a voice and also access to affordable and accessible transport across the city
- **‘Safe and Secure’** -Young people told us that they need and want to feel safe in their communities



Call-to-action week
Launch of Connell
College OY art
competition

Public campaign
launch
Launch of library
card competition
Accepted onto
UNICEF CFC
programme
Enhanced Holiday
Offer

Inclusion For My
Success event
Youth Parliament
elections
Young Carers' Action
Day
Young people leading
the IWD parade

Children's
community Iftar
First outdoor
mentoring walk
Easter enhanced
holiday provision
Launch of Green
Ideas competition

'Stories of Care' book
launch
Range of Community
Our Year events

JAN 22

FEBRUARY

MARCH

APRIL

MAY

Highlights.

Manchester Day
Art Assembly
Youth Voice event at Contact Theatre
Green Bee Summit
Achievement awards

JUNE

Baby Week
Summer school holiday campaign
Safeguarding conference led by young people
South Asian Heritage Month

JULY

Our Year Play Day
Summer holiday campaign

Ukrainian Independence
Our Year fun day

AUGUST

'Wild In Art'
'We Made It'
North Manchester Business event
Young Carers Fashion show
Outdoor Ed conference
Annual engagement

SEPTEMBER

Science Festival
Enhanced Holiday Offer
Black History Month
Care Leavers Week
Launch Our Year Legacy Fund

OCTOBER

UNICEF UK Launch
Christmas Light Switch on
Youth Parliament Week
Lightopia
Ice Skating

NOVEMBER

MYC 10 Year celebration
Christmas Parade
Festive Programme
Community Events
Winter HAF

DEC/JAN

Meaningful Engagement

Initial engagement in 2021 with over 70 schools and settings – gave themes, inspiration for Our Year 2022.

Since October 2022 visits have been taking place with the original 70 Schools and Settings and will continue into the new year – this will become an annual cycle to bring together children, young people and civic leaders.

The purpose of this engagement is to hear directly from children/young people and gain an insight as to 'the difference' made and what more we can do as a city.

Feedback Insights

What has been the best thing about 2022?

- Being able to get out easier and go places.
- Getting life back on track.
- Being spontaneous about plans.
- Free stuff in parks, playday, carnivals, community events.
- Climate change event, raising money, events at schools.
- MCR day parade. Free Music from One Education - after school and anyone can attend so meet children from other schools and past pupils too
- Hanging out with friends.
- Meeting children from other schools.
- Doing clubs after school again. Sports competitions

Feedback Insights

What could be better?

- Very clear message about wanting safer roads.
- More green spaces.
- More extracurricular activities eg homework clubs and libraries and more holiday clubs, sports clubs.
- All children should know their rights NOT just those who attend Right Respecting schools -
- Adults should also know children's right and they should be displayed everywhere eg in shops, centres, churches and buses.



A summary of Achievements

Summary / Outcomes

Success	Impact / Metrics
Enhanced holiday activities on offer during every school holiday period with a more expansive range of play, youth, cultural, leisure and learning opportunities	Enhanced Holiday activity throughout 2022 with 44,019 number of young people accessing holiday provision across 4829 sessions
Manchester Day – This year the focus was on young people. The youth festival was designed and delivered by young people.	75 groups in parade, and 2000 young people attended the youth festival in piccadilly gardens
Babies Week	17k users and 43k+ unique page views were recorded to ouryear.uk during the Baby Week campaign. 1600 people attended the launch event with 4038 participants across the week long programme

Summary / Outcomes

Success	Impact / Metrics
Post-16 Pathways Partnership	Launched in October/Following feedback from YP re: understanding and clarity of pathways, with 62 delegates and over 40 organisations represented from across the sector, pledging an intent to work in collaboration and partnership
Work-related activity pledges	Circulation of work-related activity pledges directly to schools and colleges - 17 in total and has led to employer-related guidance being designed.

Summary / Outcomes

Success	Impact / Metrics
Inaugural children's safeguarding conference	50 young people co-designed the event Following the CSP have been working with a school in Longsight to support the promotion of Peace Mala in Hate Crime Awareness Week 2023.
Green Bee Assembly	66 students attended 3 day climate assembly. 100% said they enjoyed the event and 100% said they found it valuable.
Our year Play Day Festival	3000 young people attended the play day festival

Examples of Business Pledges

Organisation(s)	Pledge
IMPOWER (Gold Partner), ELECTRA, DOWHIGH, TOWNSCAPE, MAGIC LIGHT	Financial, supporting Our Year Legacy Fund
CMS, KPMG, TALES TO INSPIRE, ROBIQUITY	Workshops, STEM, IT , Legal, Science, TECH
CUSHMAN AND WAKEFIELD	Donation of £60k value of laptops, which have been distributed to Care leavers, Young Carers, Youth Justice, Foster Carers, Newly arrived families and families in temporary accommodation
ONE EDUCATION	Made all music sessions free, and have provided prizes for awards ad also supported the Our Year Pop up shop with resources
LIGHTOPIA, SALFORD REDS, DISNEY UK	Free or heavily subsidised tickets. These have been targeted at families on low income.
KPMG	Free use of premium city Centre space for 6 Our year events
AVIVA	Donation of books, and computer screens which were distributed to voluntary sector groups

Transition to UNICEF UK CFC

There are 4 stages to the Child Friendly City journey, each with a subset of activities and requirements

Discovery (6months)

Development – (2-3 months)

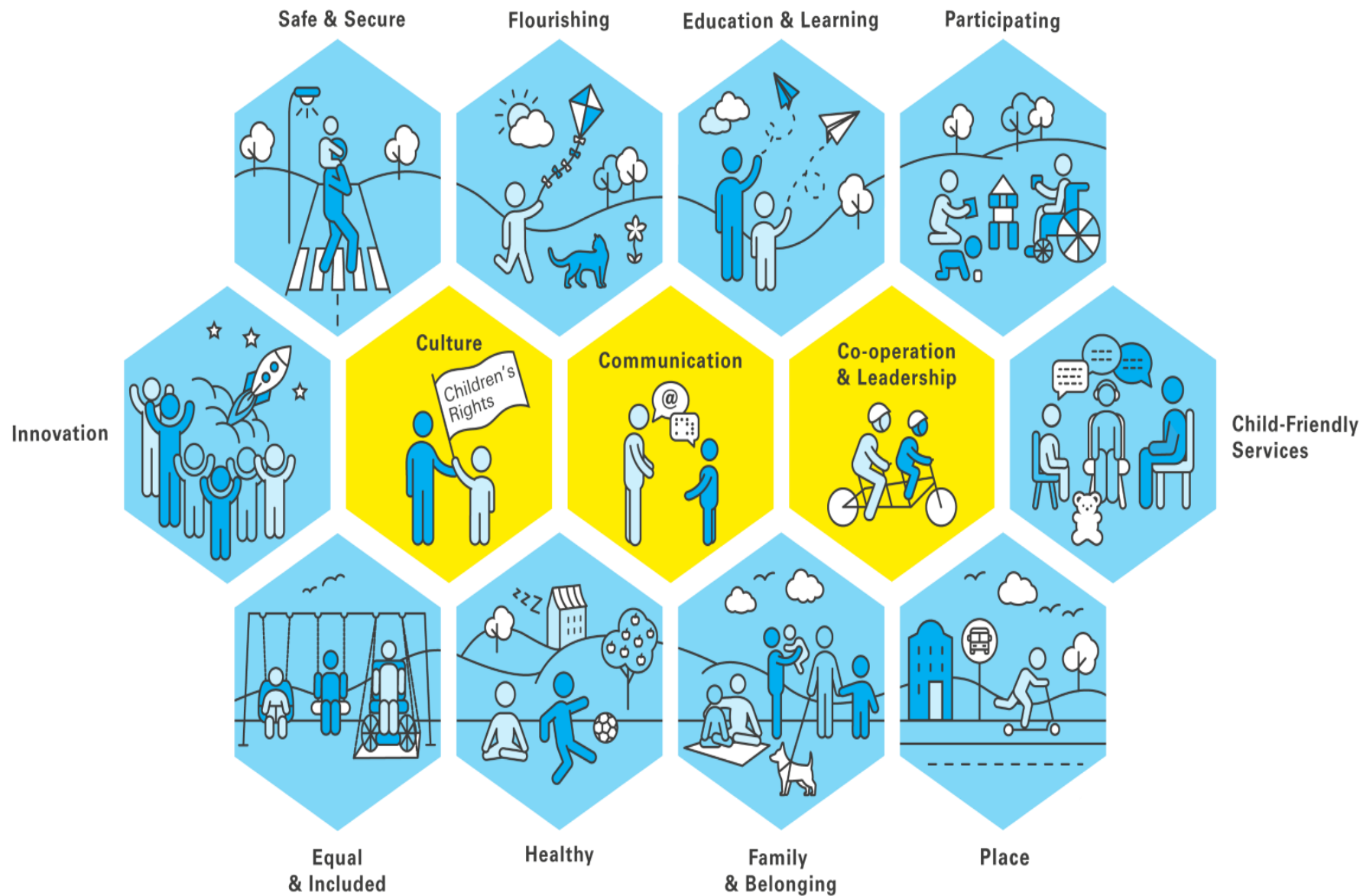
Delivery (2-4 years)

Recognition (lasts for 3 years)

UNICEF UK Child Friendly City / November

The journey to become a child friendly started in November, and saw us enter a four-stage process

- The first is the Discovery Phase, during which UNICEF UK begins to deliver expert training in [children's rights](#) (including to elected members)
- The council will come together with the local community, including children and young people, at a 'Discovery Day' to see where things are going well for children and where things need to change.
- Based on this training and analysis, the city or community chooses six priority areas and, with support from UNICEF UK, drafts a realistic Action Plan during the Development Phase, setting out how they we work towards achieving progress in our badges over the following two to four years.



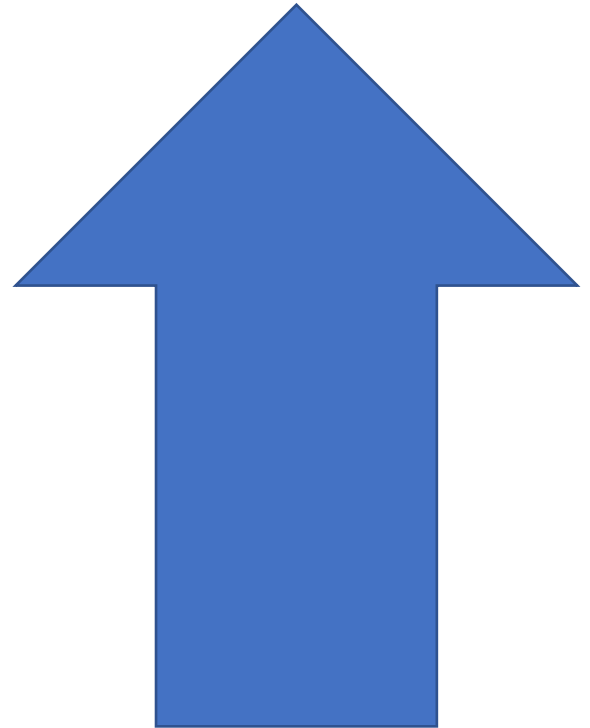
UNICEF UK Child Friendly City / Ambassadors

- We have identified a number of champions, service leads and ambassadors, which will grow over the programme
- [CFC Champions](#) are key to supporting commitment to the programme and profile raising throughout the journey towards recognition as a UNICEF UK Child Friendly City or Community. Initially, this may be to launch the programme, develop awareness and galvanise interest at the local level.
- Later, CFC Champions play an instrumental role during the discovery, development phases, and throughout delivery of the local CFC action plan.

UNICEF UK Child Friendly City Governance

- Child Friendly City Champions
- Child Friendly City Board
- Child Friendly Steering Group

(Regular reports to scrutiny)



Summary

- Celebration event to be held on 31st January
- Consider the successes and learning from 2022
- How would committee members wish to be involved in the UNICEF UK journey and seek assurance of the impact of the work

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