

CITY OF
WOLVERHAMPTON
COUNCIL

Children, Young People and Families Scrutiny Panel

27 November 2019

Time 6.00 pm **Public Meeting?** YES **Type of meeting** Scrutiny
Venue Committee Room 3 - Civic Centre, St Peter's Square, Wolverhampton WV1 1SH

Membership

Chair Cllr Rita Potter (Lab)
Vice-chair Cllr Sohail Khan (Con)

Labour

Cllr Rupinderjit Kaur
Cllr Beverley Momenabadi
Cllr Clare Simm
Cllr Rashpal Kaur
Cllr John Rowley
Cllr Paul Sweet
Cllr Jasbinder Dehar
Cllr Paula Brookfield

Conservative

Cllr Udey Singh

Quorum for this meeting is four Voting Members.

Information for the Public

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Agenda

Part 1 – items open to the press and public

Item No. *Title*

MEETING BUSINESS ITEMS

- 1 **Apologies**
- 2 **Declarations of interest**
- 3 **Minutes of the previous meeting (25 September 2019)** (Pages 3 - 8)
[To approve the minutes of the previous meeting as a correct record]
- 4 **Matters arising**
[To consider any matters arising from the minutes]

DISCUSSION ITEMS

- 5 **Cabinet Member Briefing - Cllr Michael Hardacre** (Pages 9 - 20)
- 6 **Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024**
(Pages 21 - 60)
[James Barlow, Finance Business Partner, to present report]
- 7 **Wolverhampton Multi-Agency Safeguarding Arrangements** (Pages 61 - 70)
[Dawn Williams, Head of Safeguarding, to give presentation]
- 8 **Wolverhampton Safeguarding Board Annual Report 2018 - 2019 (information only)** (Pages 71 - 104)
[Dawn Williams, Head of Safeguarding, to present]
- 9 **Children, Young People and Children Scrutiny Panel 2019 20 - Draft Work Programme** (Pages 105 - 106)
[Earl Piggott-Smith, Scrutiny Officer, to present report]

Children, Young People and Families Scrutiny Panel

Agenda Item No: 3

Minutes - 15 October 2019

Attendance

Members of the Children, Young People and Families Scrutiny Panel

Cllr Beverley Momenabadi
Cllr Rita Potter (Chair)
Cllr Clare Simm
Cllr Udey Singh
Cllr Sohail Khan (Vice-Chair)
Cllr Paul Sweet
Cllr Jasbinder Dehar
Cllr Paula Brookfield

In Attendance

Cllr Dr Michael Hardacre

Cabinet Member for Education and Skills

Employees

Earl Piggott-Smith
Kush Patel
Andrew Wolverson
Emma Bennett
Adrian Leach
Amanda Newbold

Scrutiny Officer
Commissioning Officer
Head of Service, People
Director of Children's Services
Head of SEND
Head of School Improvement

Part 1 – items open to the press and public

Item No. *Title*

- 1 **Apologies**
Apologies were received from the following members of the panel:

Cllr John Rowley
- 2 **Declarations of interest**
There were no declarations of interest recorded.
- 3 **Minutes of the previous meeting (25.9.19)**
That the minutes of the meeting held on 25 September 2016, be approved as a correct record and signed by the Chair.
- 4 **Matters arising**
There were no matters arising from the minutes.
- 5 **Cabinet Member Briefing - Cllr Michael Hardacre**

Cllr Hardacre, Cabinet Member for Education and Skills, offered apologies for the late submission of the written response to the list of questions prepared by members of the scrutiny panel. The Chair suggested that Cabinet Member should be invited to give a briefing on the main headlines and the panel to be given the opportunity to ask any urgent questions. The panel supported this approach and agreed to defer the report to a future meeting for more detailed discussion. The Cabinet Member agreed to the proposal.

The Cabinet Member outlined the changes in the education landscape which had led to shift in the decision-making powers and responsibilities away from the local authority to schools and governing bodies. The approach to improving educational outcomes is now based on partnership working.

The Cabinet Member gave an example of funding for Adult Education Service, which was previously directly administered by Council on behalf of Government. The funding for the programme is now administered by West Midlands Combined Authority who have responsibility for adult education skills training across the region.

The Cabinet Member commented on positive progress made during the previous three years in education service in terms of the performance of Wolverhampton schools and also improved rating of the local authority nationally. The panel commented on the level of public understanding about the relationship between schools and the local authority and the limits of local authority power to intervene. The panel commented on the generally positive relationship with schools and the progress made. The Cabinet Member encouraged panel members to consider becoming school governors to help them understand the changes in how schools are managed.

Resolved:

1. The panel agreed to defer consideration of the report from the Cabinet Member for Education and Skills to a future meeting of the panel.
2. Panel members are asked to consider becoming a school governor at their local school.

6

Transforming Children's Services Programme (report to follow)

Andrew Wolverson, Head of Service People, introduced the report and gave an overview of the projects within the Transforming Children's Service programme and an update on progress to date. The Head of Service People advised the panel that the children's service authority was rated in 2016 as being "good" following an inspection and was the only authority in the region to achieve this rating. The work of the projects is overseen by members of the Programme Board.

The Head of Service People gave details of the impact of projects to date and further activities planned to support children and families. The panel were asked to consider questions listed in para 7 of the report and specifically 7.2 *Is there a way of involving scrutiny differently in the oversight of the transformation programme going forward that brings it alive for them?*

The panel queried the plans for the future of Troubled Families Programme and other projects which are due to end in March 2020, which have proven to be successful in meeting their objectives. The Head of Service People advised the panel that he attends Wolverhampton Regional Troubled Families Group and at a recent meeting of the group it was reported that the future funding of the programme is likely to be included in Governments Comprehensive Spending Review plans. The expectation is that the successful programmes will get further funding.

Emma Bennett, Director of Children's Services, commented that the Transforming Children's Services Programme is one of a number of Payment by Results (PBR) funded programmes and the approach adopted in Wolverhampton has been to use the funding to change the ways services are delivered and as a means to invest to save.

The Director of Children's Services has made the case with MCHLG in feedback that short term funded schemes are not helpful and argued for more long-term funding for such schemes. The panel commented on the positive progress made by the programme.

The panel queried if there were sufficient resources to meet the needs of the current number of looked after children in Wolverhampton and the impact of the programme in helping to reduce this figure. The Director of Children's Services commented on the future of the Transforming Children's Services Programme and the impact in the long term would be a reduction in the number of children and young people referred to social services, which will achieve savings to the Council. The panel discussed the changing number of looked after children in Wolverhampton. The Director of Children's Services added that at its peak 807 children were on the looked after children list - the current target is 549 and is expected to reach 595 by March 2020. The panel were reassured by the Director that anything lower than a figure of 550 children would be a concern, however the current number would suggest that the service is getting the balance right and the panel should feel reassured.

The panel were reassured by the findings in the report and agreed future updates should be done by exception where there are concerns about progress towards delivering excellent services to children and families in Wolverhampton.

Resolved:

1. The panel agreed to note the report and the progress made by projects and programmes aimed at reducing the high number of children and young people in care.
2. The panel agreed to receive future reports on progress of Transforming Children's Service by exception in order to meet its governance responsibilities as outlined in the report.

7

HeadStart Sustainability

Kush Patel, Children's Innovation Lead, introduced the report and gave brief update on the HeadStart sustainability plan and progress to date. The Children's Innovation Lead outlined the reach figures for the programme and the success of work done to engage parents and the wider community. The programme has exceeded its original forecast for number of young people it has engaged. The Children's Innovation Lead advised the panel that the programme is moving from learning to the embedding

stage. The development of sustainability plans is being supported by the National Children's Board (NCB).

The Children's Innovation Lead detailed changes to the governance structure of the programme and gave a presentation on the four priority themes. The panel were updated on progress against each of the theme areas. The panel were invited to comment on the report. The panel queried plans to both recruit and retain existing parenting champions detailed in the report. Andrew Wolverson, Head of Service People, advised the panel that there is a dedicated parent champion co-ordinator to support this work, which also supported by the Adult Education Service. The co-ordinator manages 40 volunteers and there is commitment from the Council to maintain and grow the number of volunteers because of the benefits of encouraging parents to talk.

The panel queried decision making process about future plans for projects funded by HeadStart and in particular the risk of job losses when the funding ends in 2021. The Head of Service People responded that the specific project had achieved the target set at the point. The project ended earlier than planned in order to meet the timeline for inclusion in the national evaluation programme, this meant activities had to be brought forward to meet the deadline. The evaluation of the programme is done by Manchester University. The staff involved in the projects were not employed by the HeadStart programme and the aim was to be a test and learn programme and some projects would be ended early if they were not having the expected impact.

The panel discussed the help offered to young people to get them work ready and the involvement of schools. The Children's Innovation Lead advised the panel that the programme has been successful in getting schools involved.

The panel were advised the panel that the programme board will be using the expertise of the NCB to review the constitution and to develop plan for sustainability of successful projects. The NCB are looking at arranging a showcase event to promote the impact and lessons learnt from the programme.

The panel queried the efforts to improve the skills of the workforce and whether to extend co-production to give young people a more active role in the development of the future work and direction of the programme.

Head of Service People commented on work done to map what support services are available to young people.

The panel queried the reasons for originally selecting the areas chosen to be included in the programme. The Head of Service People explained the criteria that was used and explained further work is ongoing to identify gaps in provision. The work is part of the action plan which CYP Emotional Mental Health and Wellbeing Partnership Board which is aimed at getting a better understanding of the needs of young people.

Resolved:

1. The panel agreed to note the progress of the HeadStart sustainability plan.
2. The panel comments on the future plans as the programme moves from 'test and learn' to 'learn and embed' to be considered by the HeadStart Partnership.

8 **Children, Young People and Families Scrutiny Panel – Draft Work Programme 2019-20**

Earl Piggott-Smith, Scrutiny Officer, presented the report and advised the panel of recent changes to the work programme. The panel were advised that the work programme would be updated to reflect any actions agreed during the meeting. The panel were advised to submit any changes to the draft work programme.

Resolved:

The panel agreed to note the report.

9 **Youth Engagement Strategy**

Andrew Wolverson, Head of Service People, presented the Youth Engagement Strategy and outlined the background and the key aims. The Head of Service commented on the success of the Summer Squad. The events have generated a lot of interest from young people in the activities on offer and received 21,000 'hits' on the website and the next Summer Squad programme is expected to increase from 200 to 300 activities.

The Head of Service People briefed the panel about plans for developing youth activities for the October school half term. It is planned to arrange 50 different activities during the period and has been promoted on the website. The overall aim is to build on the success and to develop an online offer that young people would be willing to engage with.

The Head of Service commented on the excellent response to youth organisations across Wolverhampton to the initiative wanting to get involved in the future plans to offer a range of different activities.

The Head of Service commented on the benefits of involving members of Children in Care Council in developing the content of the programme.

The panel discussed the issue of young people who may not want to engage or need support to get involved in the activities on offer. The panel commented on the option of using detached or outreach youth work to make young people aware of what is on offer. The panel discussed the impact of poverty and deprivation on the willingness of young people to get involved during school holidays. The panel discussed concerns about the risk of young people disengaging aged 12 -13 from more structured activities and the need to be flexible in these situations.

The panel discussed the location of activities available to young people.

The Director of Children's Services commented on the work done to increase the youth offer across the City. The panel suggested an interim report on progress of the strategy in 6 months' time. The panel commented on the need to consider feedback from the survey of young people.

The panel commented on the positive impact of youth work and welcomed efforts to engage with young people. The panel discussed the offer available to young people with special needs and queried how events were promoted to this group. The Head of Service People advised the panel that young people were asked to share their views about how events should be promoted.

The response from young people was they wanted activities that were accessible to everyone. The panel suggested that giving more detail about the events will help people to decide if it was suitable for them as individual needs vary so much rather than activities promoted to young people with special needs. The Head of People Service added that this was a challenge to the planning of events, but the co-production approach would help to improve how events are described. The panel discussed the demographic profile of young people using the service and suggested further work to be done to find out this information.

The Director of Children's Services commented on work planned to collect this information about the people who have attended events and will use this to review the balance between the universal and targeted youth offer. The panel suggested that information about events could be more descriptive, for example a 'a noisy activity' to help people to decide if it was suitable activity for them. The Head of People Service commented on the work to involve young people in the design of activities in the past and also in deciding what activities were offered, which had been successful. The panel were advised that 40,000 Summer Squad booklets had been distributed.

Resolved:

1. The panel agreed to note the report and the progress made to develop the youth engagement strategy document.
2. The panel to receive an interim report on progress of the strategy in March 2020.

The meeting closed at 19:45

Briefing Note

CITY OF
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COUNCIL
Agenda Item No. 5

Title: Response to Councillor Questions

Date: October 2019

Prepared by: Emma Bennett

Job Title: Director of Children's Services

Intended Audience:

Internal ☒

Partner organisation ☐

Public ☐

Confidential ☐

Cabinet Member for Education and Skills, Councillor Dr Mike Hardacre

1. **Can you outline your priorities for your portfolio area that you want to achieve during 2019/20 – what areas of work would you welcome the support of scrutiny panel members to help achieve them?**

School Improvement priorities:

Ensuring children and young people get the best possible start in life by supporting and challenging settings to:

- enable more children to achieve national expectations across all phases of education
- increase the proportion of children attending Good or Outstanding educational provision
- close gaps which exist for children in vulnerable groups

Special Educational Needs and Disabilities Priorities:

- Improve school and community inclusion through developing a Culture of Belonging for children and young people with SEND and their families in order to ensure children and young people get the best possible start in life
- Improve outcomes for children and young people with SEND to ensure that children and young people get the best possible start in life
- Ensure sufficient high quality, early years, school, college and alternative provision placements to meet the city's needs for CYP with SEND
- Deliver the SEND Strategy and co-ordination of the SEND partnership
- Increase independence through the successful delivery of an All-age Travel Assistance Policy and the development of independent travel training in Wolverhampton

School Organisation priorities:

- Ensuring that sufficient school places are available for every child that requires one.
- Main challenge is around the introduction of secondary school places. Demand peaks in 2023.
- Aim to introduce places at minimal cost to the Council.
- Production of a long term strategy for school estate management in the City that encompasses school place planning, introduction of new schools, building lifecycle and maintenance, built around community based planning to ensure that as housing numbers grow the school infrastructure grows with it.
- The majority of children gaining a place in a preferred school (at the normal year of entry)
- Decreasing the number of late applications made in order to increase parents chances of accessing a school place within a reasonable distance.

- Ensuring that school places are allocated in a timely manner, aiming for children to be admitted within 10 days of allocation being made.

Young People participation and engagement

- Maintaining low levels of NEETS
- Delivering positive outcomes for Young People through Black Country IMPACT, Connexions and Wolves at Work
- Delivering Careers Hubs and Careers Enterprise Company activity
- Delivering a Work Experience offer integrated with Wolves at Work
- Delivering the Post 16 plan

Workbox

- Continuing to develop workbox to provide an interactive tool for residents to access support

Wolves at Work

- Ensure that more good jobs are created and more residents into work through Wolves and Work
- Delivering the Learning Communities initiative and develop a pathway through to Wolves at Work

Wolves Apprenticeships

- Working with businesses to transform apprenticeships within the city
- Increasing Apprenticeship starts in the Council and city

2. The Council is committed to working closely with schools and other partners to prioritise investment in our children and young people, particularly those who may be vulnerable or have special educational needs and/or disabilities. Can you give recent examples of work being done to achieve this aim?

The school improvement team meets all maintained school headteachers and chairs of governors in the autumn term for a Challenge and Support meeting. The agenda for this meeting involves a review of the previous year's performance for the school and for groups of children at each key stage, with scrutiny by gender, disadvantage, prior attainment, children with EAL and children who have SEND. A review of priorities for the coming year takes place and a schedule of challenge and support is agreed for each school. Once validated results are published, the team also writes to all academies with an analysis of performance and an offer of support.

Each term, strategic meetings are held with the Senior HMI (Ofsted), the Regional Schools Commissioner (DfE) and the two diocesan authorities (Lichfield Diocese and the Archdiocese of Birmingham). Performance of the city's schools and academies is discussed at these meetings.

Areas of risk previously identified in performance data has been outcomes across Early Years (measured by the Good Level of Development at the end of the reception year) and the performance of children eligible for pupil premium funding across all year groups. As a result of this, two advisory teacher posts were established in 2017 to enable a focus on outcomes in these areas. The city's performance at early years is now increasing at a rate faster than national and gaps are closing for disadvantaged pupils particularly in primary schools. In the West Midlands region, Ofsted have recognised Wolverhampton's success in outcomes for children eligible for PP in primary schools where attainment is above national comparators for these children.

Investment through specific projects has also been brought into the city, including £125k into the Citizenship, Language and Learning team and over £500k into the Black Country for the early outcomes project. In addition, the CLL team support schools to access and manage grants and support available from other sources including the Syrian Vulnerable Person Resettlement Programme and MiFriendly Cities project.

As part of the council priority to develop a culture of belonging, a pilot project is being developed in partnership with the city's three highest excluding schools in order to better understand the root causes of exclusions from a whole system perspective and to target earlier interventions and different ways of working to support our schools to be more inclusive within the framework of restorative practice.

As part of the council's strategy to develop a more inclusive system by increasing the availability of specialist placements in mainstream schools the Special Capital Provision Fund has been set aside to support expressions of interest by mainstream schools to establish resource base provision. This will increase the access to curriculum for children and young people with additional needs

- **School standards and attainment**

- 3. What can be done to improve the situation so that Wolverhampton Council and other key partners involved in education of children are working effectively to help all young people to fulfil their potential? What are the key challenges to achieving this?**

The implementation of the council's school improvement strategy over the last four years has been essential in raising standards of performance across the city. Over this period, the proportion of Good or Outstanding schools has increased so that it is now at national levels (86%). Through careful and accurate categorisation, differentiated levels of support and challenge are given to the school and, as a result, the proportions of children attending Good or Outstanding schools has increased from 66% (in 2014) to 83% currently, and there are now over 12,000 more children in schools which are judged to be at least Good (70% of all schools in 2014 to 86% currently). This includes an increase of over 3000 in the last 12 months.

In September 2019, Ofsted introduced a new inspection framework. The emphasis has shifted towards the curriculum and the quality of education, broadening the previous weighting that had been on assessment outcomes. This will mean a period of transition for many schools as they reflect and refresh their curriculum offers.

As the numbers of schools judged to be inadequate has reduced to just three primary schools (two academies and one LA maintained school), and there is now a much smaller group of schools that Require Improvement (ten academies and two LA maintained); this presents an opportunity to support more schools towards achieving and retaining the highest judgement of Outstanding. Currently there are 17% judged to be Outstanding, this has increased from 11% in 2014.

The challenge in ensuring as many young people attain well at KS4 remains a priority.

4. To what extent are maintained schools and academies focused on supporting children and young people considered to be more gifted and talented, at the expense of children with average grades?

There is no evidence that schools are focussing on particular groups of children at the expense of another. For example, evidence at KS2 shows that children in low, middle and high prior attainers achieve well across reading, writing and mathematics; the low prior attaining children often making greater levels of progress than their peers.

5. Following the success of the Parent Champion Volunteers scheme in Wolverhampton – can you give examples of the work being done now or planned to encourage more parents to engage and support their children’s education and development?

Parent champions are an initiative that are managed through Children’s Services and therefore questions regarding their work may be directed towards Councillor Reynolds.

However, within education, there is the Parent Ambassadors Scheme which supports families and young people in Wolverhampton schools, especially those for whom English is not their first language. The programme trains parents in mentoring and supporting families and young people in the community (see https://www.youtube.com/watch?v=oLylex_WDIQ). The 10-week course, delivered by the CLL team, is accredited which means that those who complete it will receive an OCN Level 2 UK qualification. These parents are employed full-time or part-time by schools to work alongside teachers and other school staff as key members of the school workforce.

The school’s work to engage parents and carers is exemplary. This starts with effective communication in a wide variety of languages. There are plans to extend this to podcasts, texting and translated newsletters. Three parent ambassadors, who speak the most prevalent of pupils’ home languages, have been appointed to engage parents, particularly those newly arrived in the country. Parent ambassadors host weekly coffee mornings, where parents can drop in, get advice and find out about life in Britain, as well as how to support their children’s education.

West Park Primary, Ofsted April 2019

Another simple, yet highly effective, initiative has been the creation of parent ambassadors, who act as an extra link between home and school. These bilingual parent members of staff are at the school gates each morning and afternoon so that parents can speak with them. They help to overcome any language barriers or other difficulties that may hinder parents’ communication with school. This supportive and listening relationship between home and school helps to build trust. It also ensures that school staff and leaders are soon alert to any problems and can find ways to help.

Merridale Primary Ofsted, October 2018

6. What is being done to provide assurance that Wolverhampton Council is rigorously monitoring the individual performance of work being done by schools to identify and intervene where necessary children needing support at an early stage?

The council's responsibility lies with the provision of high-quality education in the city and, where necessary, working with partners in the Regional School Commissioner's office to intervene. At the moment there is no identified need for formal intervention.

Headteachers and Principals, and their governing boards, are responsible for ensuring children with additional needs receive appropriate support. School assessments are monitored at each assessment point from early years to the end of primary school, through the council's statutory assessment and moderation process. Findings from moderation activities across the city show that schools in the city are accurate in their assessments. Furthermore, applications for assessment for Education, Health and Care Plans demonstrate that schools understand thresholds of need and deliver timely and appropriate SEN support prior to application.

7. In the Our Council Plan it is stated that Wolverhampton has made fantastic progress on improving school performance, with 80% being rated as Good or Outstanding by Ofsted Please provide details of the current educational performance for Wolverhampton schools against the following performance measures:

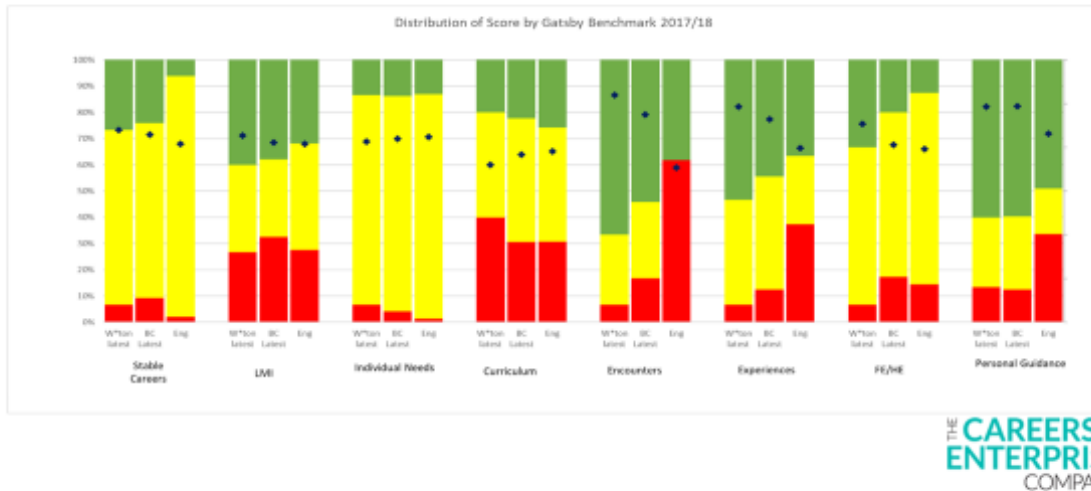
Current performance (Sept 2019) shows that 86% of all schools are judged to be Good or Outstanding.

- a. Key stage 2 attainment gap for reading, writing, and maths between disadvantaged and non-disadvantaged pupils
 - In Reading, Writing and Maths combined, 56% of disadvantaged pupils achieved the expected level (50% in 2017) compared to 51% nationally (48% in 2017).
- b. Key stage 4 attainment gap at 'attainment 8' between disadvantaged and non-disadvantaged pupils
 - Disadvantaged pupils Attainment 8 score was 37.2 in 2018 compared to 37.9 in 2017 (This was 37.1 nationally in 2017 and 36.8 in 2018). This places the city with a national rank of 50, and a place in the second quartile. It ranks Wolverhampton 2nd in comparison to our statistical neighbours and is considerably higher than the West Midlands Average Attainment 8 score of 36.5 for this group
 - Disadvantaged pupils performed well at Progress 8 with a score of -0.33, (other pupils were 0.14) placing Wolverhampton 2nd in comparison to our statistical neighbours and other West Midlands Local Authorities. This amounts to a national ranking of 42, again in the second quartile.
 - 23% of disadvantaged pupils achieved a strong pass in English and Maths (9-5) compared to 25% nationally; this is the same as the West Midlands at 23%.
- c. Gatsby benchmark of 8 indicators about school/business liaison
The Careers Enterprise Company activity is supporting schools to achieve the Gatsby benchmarks. Wolverhampton Schools are performing well and exceeding local and national averages.

This is shown in the table below. Wolverhampton is the first column, West Midlands is the second and England is the third column.

The Gatsby Picture in Wolverhampton

Black Country Skills Factory



8. Can you talk about current and future work being done by the Council and other organisations to better identify and support children and young people who display challenging behavior in schools?

This question was answered by Councillor Reynolds at the Children, Young People and Families Scrutiny Panel on 25th September 2019, however, to re-iterate:

Since 2018, the Council's Inclusion Support Service have worked with schools to develop the "Getting it Right" approach - a framework for identifying and supporting children with emotional and behavioural needs in schools. All schools in the city have been offered training in this approach, and around 90 percent have taken up this offer. Training evaluations have been overwhelmingly positive. Building on this approach and using HeadStart as a catalyst, we are developing a coordinated city-wide emotional wellbeing and mental health training offer for school staff and other professionals from statutory and voluntary sector organisations.

In addition to providing training, the Council is working with partners to improve support available to children whose behaviour may be challenging to others. We have reorganised outreach provision from our special schools so that there is now single coordinated service. This has resulted in increased capacity within the service which sees staff from our special schools work with colleagues in mainstream settings to share expertise and increase capacity to support children with additional needs. In 2018/19 around a third of referrals to this service were for children with social, emotional or mental health difficulties. For 2019/20 we have identified resources to commission additional outreach support, so that there is more capacity as part of this offer, particularly to focus on secondary schools.

In the summer, the Council was successful, working with the CCG and other Black Country councils, in being awarded the opportunity to be a "trailblazer" site for the development of Mental Health Support Teams (MHST) in schools. These will see the development of a designated team of mental health workers, integrated with both CAMHS and Inclusion Support Services working with a cluster of schools to improve in-

school identification and intervention for children with mental health problems, including those which may contribute to behaviour that is challenging.

9. **How many young people have excluded permanently or temporarily from Wolverhampton school during 2018/19 and 2019/20? What work is being done to reduce the number of exclusions from Wolverhampton Schools? What is the quality of the alternative educational offer to children who have been excluded from school?**

The DfE data for the 2018-2019 academic year regarding exclusions has not yet been published. The council's own data however show that there were 106 permanent exclusions in 2018-2019. This is a reduction of over 10% from 2017-2018 figure of 117.

Fixed term exclusions increased from 2284 in 2017-2018, to 2722 in 2018-2019.

The city of Wolverhampton has four pupil referral units all of which are graded as Good by Ofsted. This should be seen in the context of a regional average of only 75% of PRUs being graded as good or outstanding.

Children getting the best possible start in life - through the development of a 'culture of belonging' - is a priority for the City of Wolverhampton. A number of workstreams are in place to focus on the reduction in exclusions from school and the need to see these in the context of a whole society issue around youth violence, gangs and disengagement more broadly. In addition to those cited in the answer to Question 8 above, these include:

- The inclusive school pilot outlined in Question 2 above
- The 2018 Review of Alternative Provision- to ensure that there was provision in place for those pupils who struggle to cope in a mainstream academic environment
- Wolverhampton's Children's Emotional Mental Health and Wellbeing Board has targeted school exclusions as one of its key outcome measures so that the city's emotional and mental health services are engaged in supporting pupils to cope better in mainstream schools

- **School governance**

10. **The DfE School Admissions Code, Code imposes mandatory requirements on schools – what is being done by the Council to monitor school's compliance with the code?**

The School Admissions Service quality assure 'own admitting authority schools' (academies, voluntary aided schools) Admission Arrangements, to ensure compliance with the mandatory requirements of the School Admissions Code. Any discrepancy is raised with the school in question and if unresolvable locally is referred to the Office of the Schools Adjudicator. To date this has been unnecessary as all schools' admission arrangements are code compliant.

- **Strategic School place planning**

11. **Are there enough places to meet the expected increase in demand in secondary schools in future years? What are the challenges to increasing capacity at schools to meet future demand for places?**

Sufficient places are available in the short term. However, the city is in a period of sustained growth in pupil numbers and additional places will need to be found through expensive expansion schemes or by the introduction of a new secondary school. Under the current funding mechanism, the council does not receive adequate funding to cover the costs of expansion schemes. The council has to rely on borrowing to fund school expansions.

Any new school must be a Free School/Academy and is therefore outside the control of the local authority.

Challenges remain in the sufficiency of in city appropriate specialist places. Demand for special school places has increased by 13% over the last three years and a similar increase is anticipated between 2019-2020 and 2023-24. Many special schools who have Key Stage 3-5 provision have limited ability to extend. The council has a ten-year strategy in place to address this by refocusing on more inclusive mainstream provision and increasing the use of resource bases within mainstream schools.

- **School admissions**

12. What proportion of parents received their first-choice admission at primary and secondary school in 2019/20 academic year? What is the overall trend?

Primary (last 3 years)

Academic Year	19/20	18/19	17/18
Offered 1st Preference:	87%	86.7%	86.2%
Offered 2nd Preference:	6.9%	6.6%	7%
Offered 3rd Preference:	2.1%	2.4%	2.2%
Offered 4th Preference:	0.5%	0.7%	0.5%
Offered 5th Preference:	0.1%	0.1%	0.1%
Alternative Offer	3.4%	3.5%	4%

Secondary (last 3 years)

Academic Year	19/20	18/19	17/18
Offered 1st Preference:	72%	73%	78%
Offered 2nd Preference:	11%	13%	11%
Offered 3rd Preference:	5%	5%	5%

Offered 4th Preference:	3%	2%	1%
Offered 5th Preference:	1%	1%	1%
Alternative Offer	8%	6%	4%
TOTAL	100%	100%	100%

It is important to note that there is a continued increase in demand for Wolverhampton schools, coupled with sustained and increased popularity for individual schools; particularly in the secondary sector. An example of this is The Royal School, Wolverhampton that received 890 preferences (249 of which were first preferences) for only 33 new Year 7 places allocated into this all through provision.

These factors can have a direct effect on the percentage of families gaining a place at their first preferred school. In addition, the reduction in the percentage level of surplus has also contributed to this.

Levels of demand for educational provision in Wolverhampton have increased significantly in recent years. This uplift has principally been driven by a 24% increase in births between 2002 (2,807) and 2016 (3,476) (ONS Vital Statistics). In addition, housing and regeneration developments coupled with the increased outcomes and Ofsted performance of Wolverhampton schools has contributed to demand.

Late applications are considered after all on time applications that are made. Any parent or carer that makes a late application has less chance of securing a place in a preferred school. There has been significant process review and redesign that enabled the school admissions team to focus attention on areas of the city with historically low application rates. Increased and tailored use of social media, together with targeted chase up letters to parents has been developed to be at the heart of the applications round. The percentage of on time applications is consistently around 97% which is a significant increase from 83% received for 2016.

- **Home to school transport**

13. A 12-week consultation started in September 2019 which proposes changes to the current home to school transport offer. What has been the overall response to date from people who have completed a questionnaire about the proposed changes?

The initial response to the consultation has been limited to date. Responses so far have been in relation to the impact of the demise of Ring and Ride and adult travel assistance provision. Over the next 6 weeks there are a range of consultation events taking place in schools and community centres across the city. The outcomes of the overall consultation will be presented to the Developing Independent Travel's Councillor

Reference Group in November and will inform the final Policy due to go to Cabinet in February.

- **University and College education provision**

14. Where are the gaps in the current offer to support gifted and talented students, particularly from deprived backgrounds, from choosing University as an option? What is the role for the Council in supporting and or signposting young people and parents to sources of career advice and information when looking at university as an option?

Schools are responsible for delivering independent careers information, advice and guidance and are supported in this through the work of the disadvantaged advisory teacher who assists school leaders in understanding how to make better use of the pupil premium entitlement. This includes removing barriers and supporting young people to access advice relating to higher education options. More information about how the Connexions service works with schools in is Question 15 below. The Post-16 partnership group, supported by LA officers, are working together to challenge local universities with regard to their policies for making unconditional offers.

Since the start of the academic year in 2018 –2019 the current careers offer in schools, delivered through the Careers Enterprise Company, has levered approximately £30k into the city. This has provided positive engagements in schools with 1544 students receiving work preparation activities. 2563 students have also been supported to access work experience.

The Black Country Careers Hub (a group of secondary schools and colleges in the area) collaborates with business partners, the public, education and voluntary sectors, to help deliver the Gatsby Benchmarks and improve careers outcomes for young people.

The Black Country's success has been praised nationally. The chair of the Black Country Careers Hub, James Ludlow, Principal The King's Church of England School, Wolverhampton said: "Our careers strategy and provision came out very strongly in our Ofsted report and this is great evidence of the work being done by the Careers Hub, Enterprise Adviser Network, and Careers Leaders. Ofsted were very interested in what we are doing and how we work with The Careers & Enterprise Company and other stakeholders to provide careers education. The announcement of a second Careers Hub is great news for careers education in the Black Country."

Provision in the sixth form has improved and is now good. Students' outcomes are good in vocational subjects and have improved in academic subjects. Students benefit from many opportunities to develop work-related skills.

The personal, social, health and economic education and citizenship curriculum makes a strong contribution to pupils' personal development. This includes a comprehensive and very well-planned programme of careers education. The impact of this is that almost every Year 11 pupil who left the school in 2018 moved on to further education or employment with training.

Leaders offer a broad range of academic and vocational courses. Effective careers advice and guidance ensure that students take subjects that are well matched to their

abilities and aspirations. High-quality support means that nearly all complete the courses they start in Year 12.

Leaders provide a comprehensive enrichment programme to ensure that students receive a well-rounded education and good preparation for working life. For example, every student takes part in an activity that contributes to the community, either in school or the local community. They know how to live safely and enjoy healthy lifestyles because they understand the risks they might face otherwise.

Destination information shows that the vast majority of students go on to further education, training, apprenticeships or employment. Students are well prepared for these next steps because their personal, social and employability skills are developed well. Close links with outside agencies meant that 25% of students in Year 12 attended a university summer course in 2018 to encourage studying at university.

The King's CE School, Ofsted Dec 2018

Skills and employability

- 15. The Our Council Plan gives a commitment to developing greater collaboration between our schools and businesses to improve the transition from education to work. What do you think about the current offer from schools and the Connexions Service to help prepare young people for employment and to compete successfully in the job market?**

Wolverhampton has an excellent model of skills and employment support which is being considered by the other Black Country authorities as an example of good practice and one they are now seeking to emulate.

An integrated model exists across Connexions, Work experience, IMPACT, Apprenticeships and Wolves at Work. These services are integrated to enable a coordinated offer to be available to young people right through from school to adulthood. This is really important because we know that many young people 'fall through the cracks' between youth and adult services. This offer includes all the key components which help young people understand their career choices and the world of work, identify and access suitable vocational training, find and stay in employment and includes – advice and guidance, work experience, employment support, in work support and progression. In addition, council funds leverage in significant external funds to support this model. Young people are not 'de-registered' nor do they become ineligible for support – we work across these funding streams to make sure no young person ever falls off the radar.

Connexions have successfully ensured that NEETs and Not Knowns are currently 4.2% which is better than regional and national comparators. As part of their role, Connexions provides a careers information advice and guidance support service across the city servicing the city's secondary schools, PRUs, special schools, alternative provision and elective home education. The team provides a targeted service for young people (13-19 – up to 25 with SEN). The team works with the following priority groups, SEND, CYPIC and YOT young people. Connexions provide one-to-one action planning, CV compilation, help with applying for apprenticeships, support with on-line benefit applications, advocacy for a young person between services, support with transition into employment and training.

Our performance on Impact has been the best in the Black Country. See below for the performance across the range of projects – Impact is targeted at young people who are

NEET aged 15 – 29. In addition, 45% of our job outcomes on Wolves at Work were young people.

This integrated model has delivered the following successes:

- Connexions have successfully ensured that NEETs and Not Knowns are currently 4.2% which is better than regional and national comparators.
- IMPACT has engaged with 3090 young people aged 15-29 and supported 1542 into education, employment or training.
- Outstanding success of Wolves at Work which is getting regional visibility – 4658 into work and 80% sustained in work at 12 weeks (45% are young people)
- 178 new employers have been engaged to support work experience
- 100 residents have accessed work experience in the Council
- Complete transformation of council apprenticeships – spend from £60k to £720k and number of starts 64 to 340. (Additionally, there are a further 130 starts planned)
- Workbox (www.wolvesworkbox.com) -over 394,000 unique visits and over 110 organisations promoting their offer. Over 4000 residents have signed up to receive information on support, jobs and training.



Children, Young People and Families Scrutiny Panel

27 November 2019

Report title	Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor John Reynolds Children and Young People Councillor Dr Michael Hardacre Education and Skills	
Corporate Plan priority	Confident Capable Council	
Key decision	Yes	
In forward plan	Yes	
Wards affected	All	
Accountable Director	Claire Nye, Director of Finance	
Originating service	Strategic Finance	
Accountable employee	Alison Shannon Tel Email	Chief Accountant 01902 554561 Alison.shannon@wolverhampton.gov.uk

Report to be/has been considered by

Recommendations for decision:

The Panel is recommended to:

1. Provide feedback to Scrutiny Board for consolidation and onward response to Cabinet on the budget relevant to the remit of this Panel and how it is aligned to the priorities of the Council.
2. Provide feedback to Scrutiny Board for consolidation and onward response to Cabinet on Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024 including budget proposals that are relevant to the remit of this Panel.
3. Approve that the Scrutiny Panel response be finalised by the Chair and Vice Chair of the Scrutiny Panel and forwarded to Scrutiny Board for consideration.

1.0 Purpose

- 1.1 The purpose of this report is to seek the Panel's feedback on the budget relevant to the remit of this Panel and how it is aligned to the priorities of the Council. In addition to this, the Panel's feedback is also sought on the Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024 that was presented to Cabinet on 16 October 2019 including budget proposals relevant to the remit of this Panel.

2.0 Draft Budget and Medium Term Financial Strategy Background

- 2.1 Since 2010-2011 despite the successive cuts in Council resources, which have led to significant financial challenges, the Council has set a balanced budget in order to deliver vital public services and city amenities. Over the last eight years the Council has identified budget reductions in excess of £220 million. The extent of the financial challenge over the medium term continues to represent the most significant challenge that the Council has ever faced, with reducing resources, growing demand for services and significant cost pressures.
- 2.2 The Budget and Medium Term Financial Strategy (MTFS) 2019-2020 to 2023-2024 was presented to Full Council for approval on 6 March 2019. The Council was able to set a balanced budget for 2019-2020 without the use of General Fund reserves. However, it was projected that the Council would be faced with finding further estimated budget reductions totalling £27.3 million in 2020-2021 rising to £40-£50 million over the medium term to 2023-2024.
- 2.3 Since then, work has been ongoing across the Council to identify opportunities in line with the Five Year Financial Strategy to support the budget strategy for 2020-2021 and future years, whilst also analysing emerging pressures and potential resources available to the Council, following the Spending Round 2019 announcement on 4 September 2019.

3.0 Our Council Plan 2019-2024

- 3.1 The Council's strategic approach to address the budget deficit continues to be to align resources to Our Council Plan 2019-2024 which was approved by Full Council on 3 April 2019.
- 3.2 Our Council Plan, developed with the people of the City of Wolverhampton at its heart, sets out how we will deliver our contribution to Vision 2030 and how we will work with our partners and communities to be a city of opportunity. The plan includes six strategic priorities which come together to deliver the overall Council Plan outcome of 'Wulfrunians will live longer, healthier and more fulfilling lives.' Over the medium term, resources will continue to be aligned to enable the realisation of the Council's strategic priorities of achieving:
- Children and Young People get the best possible start in life
 - Well skilled people working in an inclusive economy
 - More good jobs and investment in our city
 - Better homes for all

- Strong, resilient and healthy communities
- A vibrant, green city we can all be proud of.

3.3 All of the strategic outcomes will be supported by the 'Our Council' Programme, which will help us drive organisational improvement and development.

3.4 The Financial Strategy, approved by Council in March 2019, consists of five core principles underpinned by eight core workstreams. Using the Core Workstreams as the framework for the Financial Strategy detailed delivery plans are being developed all with a lead director. The core principles are:

- **Core Principles:**

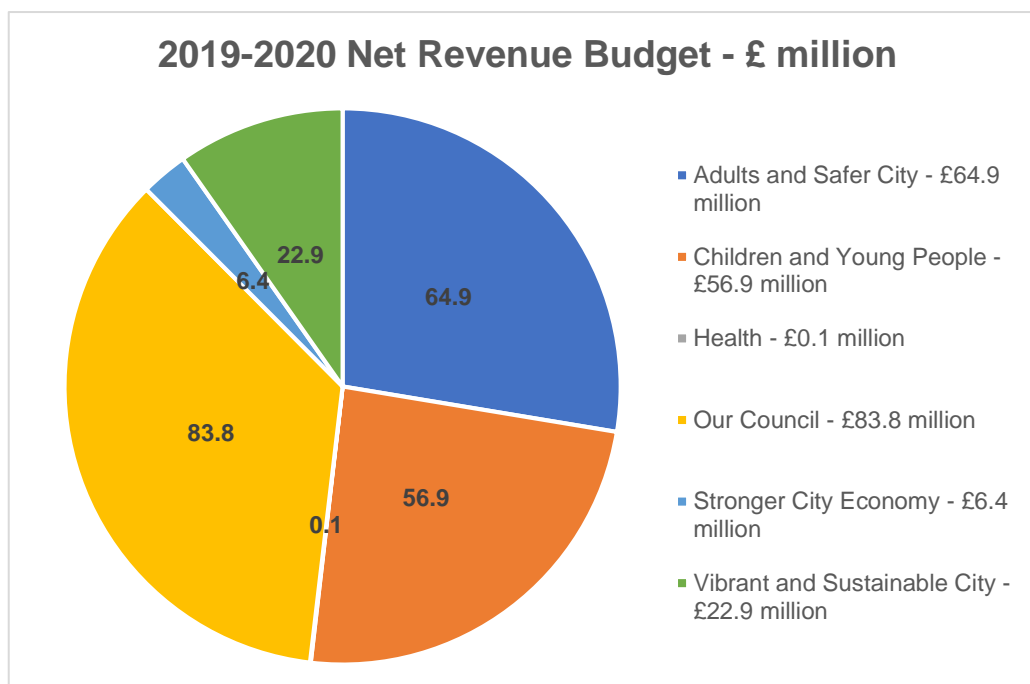
- **Focusing on Core Business.** Focus will be given to those activities that deliver the outcomes local people need and which align to our Council Plan and Financial Strategy.
- **Promoting Independence and Wellbeing.** We will enable local people to live independently by unlocking capacity within communities to provide an effective and supportive environment.
- **Delivering Inclusive Economic Growth.** We will continue to drive investment in the City to create future economic and employment opportunities.
- **Balancing Risk.** We will ensure we base decisions on evidence, data and customer insight.
- **Commercialising our Approach.** We will boost social value in our City by maximising local procurement spend with people and businesses.

4.0 Budget – Children, Young People and Families Scrutiny Panel remit

4.1 As detailed above, when addressing the budget challenge, the Council continues to focus on aligning its resources to strategic outcomes.

4.2 The Council holds a net revenue expenditure budget totalling £234.9 million for the 2019-2020 financial year. Of this, services relevant to the remit of the Children, Young People and Families Scrutiny Panel have net revenue expenditure budgets totalling £56.9 million, as can be seen in Chart 1 below.

Chart 1 – Net Revenue Budget 2019-2020



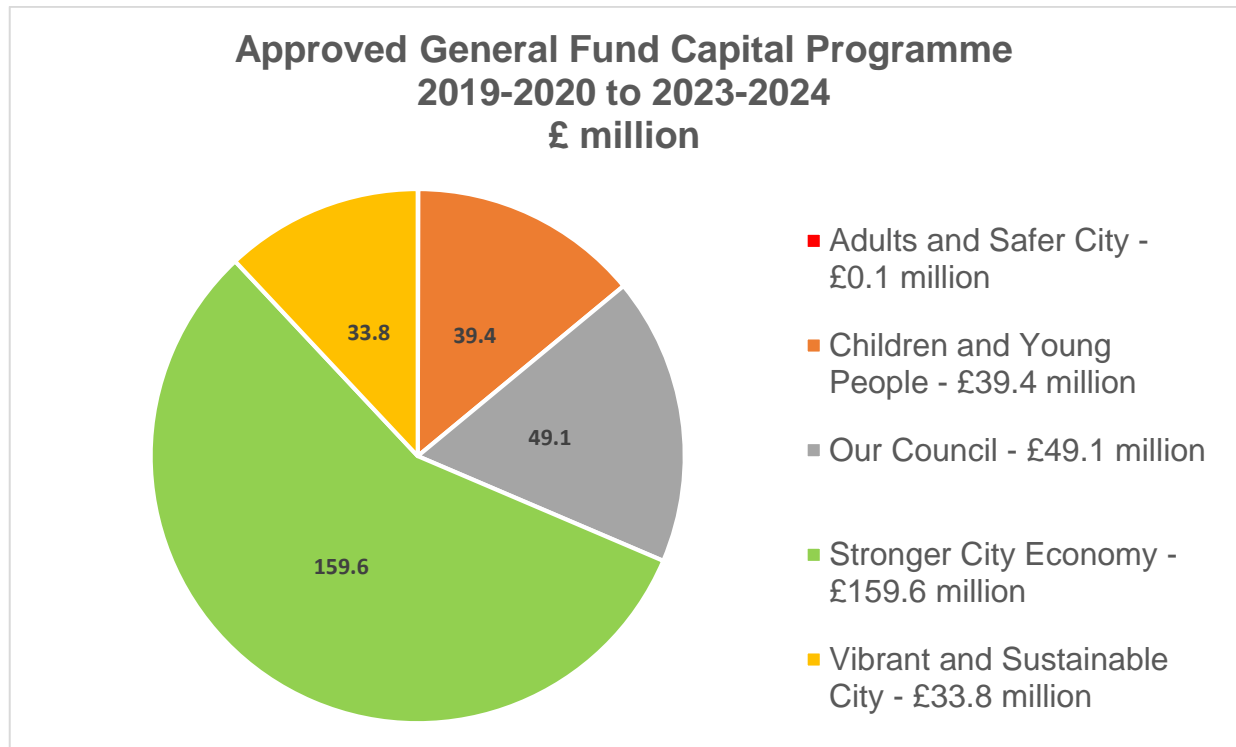
- 4.3 A further breakdown of the net revenue budget for each service relevant to the remit of this Panel is provided in Table 1 below:

Table 1 – Service and Revenue Budget Provision

Service	2019-2020 Gross Expenditure Budget £000	2019-2020 Gross Income Budget £000	2019-2020 Net Revenue Expenditure/(Income) Budget £000
Central Education	7,653	(8,918)	(1,264)
Children & Young People In Care	40,996	(9,340)	31,656
Director of Children's Services	2,720	(1,554)	1,166
Director of Education	496	(131)	366
Early Years	12,686	(12,387)	299
Headstart	2,923	(2,997)	(73)
Inclusion Support	5,068	(3,809)	1,259
Safeguarding	3,363	(444)	2,918
School Improvement	1,549	(583)	965
School Organisation	17,737	(17,335)	402
Schools	96,273	(96,273)	-
Special Educational Needs	14,604	(11,154)	3,450
Specialist Support	2,865	(905)	1,960
Strategic Commissioning	1,538	(282)	1,255
Strengthening Families	12,707	(1,288)	11,420
Youth Offending	1,703	(567)	1,136
Total	224,881	(167,967)	56,915

- 4.4 Gross expenditure and gross income relate to the budgets directly in the control of the service area. Overhead costs such as property related expenditure and support services are held separately.
- 4.5 When reviewing the budget, it is important to consider the gross income and gross expenditure for each service. Budget efficiencies can be achieved through reductions in expenditure budgets, in addition to maximising income generation opportunities. The majority of the expenditure in Education is funded by the Dedicated Schools grant (Schools, Early years, Special Education needs and Central Education) which is ringfenced for specific activities.
- 4.6 In addition to this, as detailed in Chart 2, services relevant to the Children, Young People and Families Scrutiny Panel remit also have an approved General Fund capital programme budget totalling £39.3 million over the medium term period from 2019-2020 to 2023-2024.

Chart 2 – Approved General Fund Capital Programme Budget 2019-2020 to 2023-2024



- 4.7 Within the capital programme budget relevant to this panel, the following capital programmes are being delivered:

Table 2 – Capital Programme and Revenue Budget Provision

Capital Programme	2019-2020 to 2023-2024 Capital Programme Expenditure £000
Aiming High for Disabled Children	52
Children's Services Capital Programme	119
Primary Expansion Programme	15,666
Secondary School Expansion Programme	16,417
Special Provision Capital Fund	1,675
Schools Capital Maintenance	3,517
Schools Devolved Formula Capital	1,269
Schools improvements RCCO funded	28
Building Schools for Future ICT Infrastructure	345
Prudential Loans	260
Total	39,348

5.0 Key Strategies and Transformation

- 5.1 Developing a strong foundation by which children and young people can succeed, is fundamental to us delivering our Council Plan 2019-2024. Our plan seeks to build this aspiration and resilience early, by supporting families, children and young people to be ready for school and to grow up in a safe and secure home in a thriving community.
- 5.2 The revenue and capital budgets allocated enable the following key services and transformation work:
- **Children's Services Transformation** – The Transforming Children's Services programme commenced in 2015 in response to the need to reduce the high number of children and young people in care. A number of projects and programmes have taken place and currently exist all with the aim of transforming how Children's Services deliver services to ensure maximum impact and improved outcomes for children and families. This is being achieved through key elements of delivery including:
 - Re-design of services
 - Improving quality and practice
 - Innovation in service delivery

The programme, has to date, secured a number of significant achievements and impact following the complete re-design of early intervention services, the creation of the Specialist Support service, Frontline social work recruitment scheme and Restorative Practice.

The cumulative success of the transformation programme was recognised in 2017 when Ofsted rated Children's Services in Wolverhampton as GOOD. This was a significant achievement and one that no other authority in the West Midlands, other than Staffordshire, had managed to achieve. This was underpinned by the reducing numbers of children and young people in care, the strong and effective leadership of the senior management team and a stronger early intervention offer.

This strong performance continues to see success with Wolverhampton one of only two authorities in the West Midlands that continue to report a reduction in both child protection and children looked after numbers. This is underpinned by reductions in referrals and Section 47 enquiries and child in need numbers which now see Wolverhampton in line with regional and national average.

- **Education** – The vision of the City of Wolverhampton Council is to create an education system in Wolverhampton that promotes the very highest standards for all children and young people and allows every pupil in Wolverhampton to reach their full potential.

The School Improvement Strategy (2018-2021) sits at the heart of the Council's plans to improve schools across the city and clearly outlines the process taken to support and challenge schools and to hold school leaders and governors to account for educational outcomes in their setting.

A significant proportion of the Education budget is linked to the ring-fenced Dedicated Schools Grant which supports local authority maintained schools education provision.

Wolverhampton has made fantastic progress on improving school performance, with 86% being rated as Good or Outstanding by Ofsted.

- **School Expansion Programme** - The Local Authority (LA) has a statutory duty to:
 - ensure that sufficient school places are available within their area for every child of school age whose parents wish them to have one
 - to promote high educational standards, to ensure fair access to educational opportunity, and;
 - to help fulfil every child's educational potential and to
 - promote diversity and parental choice

The LA must also ensure that there are sufficient schools in its area and promote diversity and parental choice.

'The Vision for School Organisation in Wolverhampton 2018-2020: City of Wolverhampton Education Place Planning' outlines the framework for decision making regarding primary and secondary school places across the City of Wolverhampton. It highlights the impact of demographic uplift on demand for schools across the City and the need to identify and develop appropriate solutions to meet anticipated demand for primary and secondary educational provision in the future.

- **Children and Education Transformation** - The interim arrangements currently in place, following the resignation of the Director of Education, provides an opportunity to promote further integration and transformation within the Children's and Education services.

6.0 Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024

- 6.1 Since March 2019, Cabinet have been provided with two further Budget and Medium Term Financial Strategy (MTFS) updates in July and October 2019 to identify opportunities in line with the Five Year Financial Strategy to support the budget strategy for 2020-2021 and future years.
- 6.2 In October 2019, Cabinet were presented with the Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024 report in which it was forecast that, after taking into account projected changes to corporate resources and emerging pressures, the projected remaining budget deficit for 2020-2021 would be in the region of £3.9 million, rising to £20 million over the medium term period to 2023-2024.
- 6.3 The MTFS provides for general inflation increases. It also includes growth for specific know pressures. In relation to the remit of this panel, the MTFS for 2020-2021 includes provision for demand pressures within Children's Services totalling £1.5 million. Of this, budget reduction proposals for this service totalling £500,000 in 2020-2021, attached at Appendix 2, is proposed.

- 6.4 Appendix 1 provides a copy of the 'Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024' report for your consideration. Appendix 2 provides details of specific budget proposals relevant to this panel. Feedback from this and the other Scrutiny Panel meetings will be reported to Scrutiny Board on 17 December 2019, which will consolidate that feedback in a formal response to Cabinet on 22 January 2020. The feedback provided to Scrutiny Board will include questions asked by Panel members, alongside the responses received. Cabinet will take into account the feedback from Scrutiny Board when considering the final budget setting report in February 2020, for approval by Full Council in March 2020.

7.0 Panel Recommendations

- 7.1 The Panel are recommended to provide feedback to Scrutiny Board for consolidation and onward response to Cabinet on:
- the budget relevant to the remit of this Panel and how it is aligned to the priorities of the Council;
 - the Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024 and budget proposals relevant to the remit of this Panel;
 - any other comments.
- 7.2 The Panel are also recommended to approve that the Scrutiny Panel response be finalised by the Chair and the Vice-Chair of the Scrutiny Panel and forwarded to Scrutiny Board for consideration.

8.0 Financial implications

- 8.1 The financial implications are discussed in the body of the report, and in the report to Cabinet.
[RP/18112019/P]

9.0 Legal implications

- 9.1 The legal implications are discussed in the report to Cabinet.
[TS/18112019/Q]

10.0 Equalities implications

- 10.1 The equalities implications are discussed in the report to Cabinet.

11.0 Environmental and climate change implications

- 11.1 The environmental and climate change implications are discussed in the report to Cabinet.

12.0 Human resources implications

12.1 The human resources implications are discussed in the report to Cabinet.

13.0 Corporate landlord implications

13.1 The Corporate Landlord implications are discussed in the report to Cabinet.

14.0 Health and wellbeing implications

14.1 The Corporate Landlord implications are discussed in the report to Cabinet.

15.0 Schedule of background papers

Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024, report to Cabinet, 16 October 2019.

Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024, report to Cabinet, 31 July 2019.

2019-2020 Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024, report to Full Council, 6 March 2019

CITY OF WOLVERHAMPTON COUNCIL	Cabinet 16 October 2019
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Report title	Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024	
Decision designation	AMBER	
Cabinet member with lead responsibility	Councillor Louise Miles Resources	
Key decision	Yes	
In forward plan	Yes	
Wards affected	All Wards	
Accountable director	Tim Johnson, Chief Executive	
Originating service	Strategic Finance	
Accountable employee	Claire Nye Tel Email	Director of Finance 01902 550478 claire.nye@wolverhampton.gov.uk
Report to be/has been considered by	Strategic Executive Board Health Scrutiny Panel Vibrant and Sustainable City Scrutiny Panel Adults and Safer City Scrutiny Panel Our Council Scrutiny Panel Stronger City Economy Scrutiny Panel Children and Young People Scrutiny Panel Scrutiny Board	2 October 2019 7 November 2019 7 November 2019 12 November 2019 20 November 2019 25 November 2019 27 November 2019 10 December 2019

Recommendations for decision:

The Cabinet is recommended to approve:

1. The updated draft budget strategy linked to the Five Year Financial Strategy, including the budget reduction and income generation proposals and one-off funding opportunities.
2. That further options are explored between October 2019 and January 2020 to address the updated projected budget deficit of £3.9 million for 2020-2021 and the medium term, based on the Council's Five Year Financial Strategy.

3. That authority be delegated to the Cabinet Member for Resources, in consultation with the Director of Finance, to approve the final budget consultation arrangements.

Recommendations for noting:

The Cabinet is recommended to note:

1. That, a number of assumptions have been made with regards to the level of resources that will be available to the Council as detailed in section 5 of this report. It is important to note that there continues to be a considerable amount of uncertainty with regards to future income streams for local authorities over the forthcoming multi-year Spending Review period. At the point that further information is known it will be incorporated into future reports to Councillors. Any reduction in the Government's allocation of funding to the Council would have a significant detrimental impact and further increase the budget deficit forecast over the medium term.
2. That, due to external factors, budget assumptions remain subject to significant change, which could, therefore, result in alterations to the financial position facing the Council.
3. That the projected remaining budget deficit for 2020-2021 will be in the region of £3.9 million, rising to £20 million over the medium term period to 2023-2024.
4. That it is anticipated that the additional adult and children's social care grant will be sufficient to meet the projected remaining budget deficit in 2020-2021 and therefore enable the Council to set a balanced budget in that year.
5. That due to the uncertainty over the medium term, the overall level of risk associated with the 2020-2021 Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024 is assessed as Red.
6. That an element of the high-level strategy for 2020-2021 relate to one-off opportunities that can be achieved in 2020-2021.
7. That the updated projected deficit assumes the achievement of previously approved budget reduction and income generation proposals amounting to £9.6 million over period 2019-2020 to 2023-2024.
8. That the 2020-2021 budget timetable will, as in previous years, include an update on all budget assumptions and the Provisional Local Government Settlement which will be presented to Cabinet in January 2020, with the final budget report due to be approved by Full Council in March 2020.

1.0 Purpose

- 1.1 The purpose of this report is to provide Councillors with an update on progress towards identifying additional budget reduction proposals in order to address the projected budget deficit of £4.9 million in 2020-2021 and budget challenge over the medium term to 2023-2024.
- 1.2 This is the second report of the financial year on the Draft Budget and the Medium Term Financial Strategy (MTFS) for the period of 2020-2021 to 2023-2024.

2.0 Background and Summary

- 2.1 Since 2010-2011 despite the successive cuts in Council resources, which have led to significant financial challenges, the Council has set a balanced budget in order to deliver vital public services and city amenities. Over the last eight years the Council has identified budget reductions in excess of £220 million. The extent of the financial challenge over the medium term continues to represent the most significant challenge that the Council has ever faced, with reducing resources, growing demand for services and significant cost pressures.
- 2.2 In order to respond to this financial challenge and the growing demand for services, the Council has developed a Five Year Financial Strategy to address the projected deficit over the medium term which is detailed in section 3 of this report.
- 2.3 The Council's General Fund Balance stands at £10 million, which is the minimum balance as determined in the Council's Reserves and Balances Policy. In addition, the Council holds specific reserves which are set aside to fund future planned expenditure. It is vital the Council continues to hold these reserves to mitigate the risk of uncertainty of any potential future expenditure and therefore it is not an option to use the funds to meet the budget deficit.
- 2.4 The Budget and Medium Term Financial Strategy (MTFS) 2019-2020 to 2023-2024 was presented to Full Council for approval on 6 March 2019. The Council was able to set a balanced budget for 2019-2020 without the use of General Fund reserves. However, it was projected that the Council would be faced with finding further estimated budget reductions totalling £27.3 million in 2020-2021 rising to £40-£50 million over the medium term to 2023-2024.
- 2.5 It is important to note that the updated projected budget deficit assumes the achievement of previously approved budget reduction and income generation proposals amounting to £9.6 million over the five-year period from 2019-2020 to 2023-2024. Having identified budget reductions in excess of £220 million over the previous eight financial years, the extent of the financial challenge over the medium term continues to represent the most significant challenge that the Council has ever faced.

- 2.6 In March 2019, Full Council approved that work started immediately to identify budget reductions and income generation proposals for 2020-2021 onwards, in line with the Five Year Financial Strategy, and for progress to be reported to Cabinet in July 2019.
- 2.7 It should be noted that due to external factors, budget assumptions remain subject to change. This could therefore result in alterations to the financial position faced by the Council.
- 2.8 An update on the draft budget strategy, linked to the Five Year Financial Strategy, including the budget reduction and income generation targets to address the projected budget challenge of £27.3 million for 2020-2021 and future years was presented to Cabinet on 31 July 2019. At that point, various opportunities including: anticipated grant income arising as a result of a one year spending announcement, council tax income, adult social care precept, capital receipts and other one-off funding streams and budget proposals linked to the Financial Strategy resulted in the identification of £22.4 million towards the projected budget deficit for 2020-2021. Cabinet approved the incorporation of high-level budget strategy for 2020-2021 into the Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024. Taking this into account, the remaining budget challenge to be identified for 2020-2021 stood at £4.9 million.
- 2.9 Work has continued during the second quarter of this financial year to identify opportunities in line with the Five Year Financial Strategy to support the budget strategy for 2020-2021 and future years, whilst also analysing the potential resources available to the Council following the Spending Round 2019 announcement on 4 September 2019.
- 2.10 This report provides an update on progress towards the budget strategy for 2020-2021 and future years, whilst also detailing emerging pressures that the Council currently faces.

3.0 Five Year Financial Strategy

- 3.1 The Council's strategic approach to address the budget deficit continues to be to align resources to Our Council Plan 2019-2024 which was approved by Full Council on 3 April 2019.
- 3.2 Our Council Plan 2019-2024 sets out how we will deliver our contribution to Vision 2030 and how we will work with our partners and communities to be a city of opportunity. The plan includes six strategic priorities which come together to deliver the overall Council Plan outcome of 'Wulfrunians will live longer, healthier and more fulfilling lives.' Over the medium term, resources will continue to be aligned to enable the realisation of the Council's priorities of achieving:
- Children and Young People get the best possible start in life
 - Well skilled people working in an inclusive economy
 - More good jobs and investment in our city
 - Better homes for all
 - Strong, resilient and healthy communities
 - A vibrant, green city we can all be proud of.

3.3 The Financial Strategy, approved by Council in March 2019, consists of five core principles underpinned by eight core workstreams. Using the Core Workstreams as the framework for the Financial Strategy detailed delivery plans are being developed all with a lead director. The Core principles and workstreams are:

- **Core Principles:**

- **Focusing on Core Business.** Focus will be given to those activities that deliver the outcomes local people need and which align to our Council Plan and Financial Strategy.
- **Promoting Independence and Wellbeing.** We will enable local people to live independently by unlocking capacity within communities to provide an effective and supportive environment.
- **Delivering Inclusive Economic Growth.** We will continue to drive investment in the City to create future economic and employment opportunities.
- **Balancing Risk.** We will ensure we base decisions on evidence, data and customer insight.
- **Commercialising our Approach.** We will boost social value in our City by maximising local procurement spend with people and businesses.

- **Core Workstreams:**

- **Promoting Digital Innovation.** Improve access to digital services to empower local people to self-serve at a time and place that suits them whilst reducing 'traditional' operating costs.
- **Reducing demand.** Through early intervention and closer collaboration with local people we aim to reduce demand for services and support greater independence and resilience.
- **Targeted Service Delivery.** Our efforts will be focused in the areas and places that need us the most and where we can deliver the best possible outcomes within the resources available.
- **Sustainable Business Models.** We will develop the most efficient and effective services possible, within the significant financial constraints we face, to meet the needs of local people.
- **Prioritising Capital Investment.** Aligned to our strategic plan, investment will focus on the priorities that deliver the best possible return and outcomes for local people.
- **Generating Income.** Better understanding the markets we operate in will enable us to develop new, innovative income generation opportunities with partners where appropriate.
- **Delivering Efficiencies.** By reviewing our resources, business processes and better using technology, we will deliver services which meet customer needs efficiently and cost-effectively.
- **Maximising Partnerships and External Income.** We will take a much more strategic role, working with our partners, to identify opportunities to collaborate, share resources, reduce costs and seize funding opportunities.

4.0 Budget Strategy 2020-2021 to 2023-2024

Spending Round 2019

- 4.1 On 31 July 2019, Cabinet were asked to note the uncertainty regarding future funding streams for local authorities over the forthcoming Comprehensive Spending Review period. At that point, it was unclear as to whether the Comprehensive Spending Review 2020, and the corresponding reforms to the Fair Funding Formula and Business Rates Retention, would be announced in this financial year in order to provide greater certainty for 2020-2021 and the medium term.
- 4.2 Cabinet were also informed that the Local Government Association and financial research organisations envisaged that the Comprehensive Spending Review 2020 would be delayed due to the extension of ongoing negotiations surrounding Brexit and the Leadership election process for a new Prime Minister, and therefore local authorities would be likely to receive a one-year settlement for 2020-2021 only.
- 4.3 On 4 September 2019, the Government announced the Spending Round 2019 which set out the Government's spending plans for 2020-2021 only.
- 4.4 As anticipated, it was confirmed that the full multi-year Spending Review will take place in 2020 for funding post 2020-2021. The review will take into account the nature of Brexit and set out further plans for long term reform. It is envisaged that the Fair Funding Review and Business Rates Retention reforms will be addressed as part of the multi-year Spending Review.
- 4.5 The report to Cabinet on 31 July 2019 clarified that a number of assumptions had been made with regards to the level of resources that will be available to the Council. Whilst there continues to be a considerable amount of uncertainty regarding future funding streams for local authorities over the medium term, the following paragraphs detail the Spending Round 2019 announcements which impact on the Council's Medium Term Financial Strategy.

5.0 Corporate Resources

Council Tax assumptions

- 5.1 The Draft Budget and Medium Term Financial Strategy (MTFS) 2020-2021 to 2023-2024 report presented to Cabinet on 31 July 2019 indicated that additional funds in the region of £1.0 million could be realised in 2020-2021 if council tax were to be raised by an additional 1% to 2.99%. Furthermore, if the adult social care precept were to be increased by 2% in 2020-2021 additional funds in the region of £2.1 million would be available to support the delivery of key Adult Services.
- 5.2 In the Spending Round 2019, the Government announced that they will consult on providing local authorities with adult social care responsibilities the power to raise an additional 2% via the adult social care precept in 2020-2021. Should this power be granted, it would enable councils to raise further funding to support adult social care. As

detailed in paragraph 5.1, the additional 2% adult social care precept is in line with the Council's assumptions.

- 5.3 In addition to this, the Government are consulting on a core council tax referendum limit of 2% for 2020-2021. As detailed in paragraph 5.1, the MTFS currently assumes that total council tax income in the region of £100.1 million would be available to the Council if a 2.99% council tax increase were approved for 2020-2021. In order to be prudent, it is proposed that the Council's MTFS assumptions be revised downwards to reflect a 1.99% increase in council tax in 2020-2021; therefore, resulting in a budget pressure totalling £1.0 million in 2020-2021.
- 5.4 In line with Cabinet approval of the draft budget strategy in July 2019, the Council will continue to consult with residents on increasing council tax up to 2.99% and increasing the adult social care precept by 2% in 2020-2021. This will therefore enable the Council to consider increasing council tax and adult social care precept should additional flexibility be granted during the 2020-2021 Local Government Finance Settlement. A review of the council tax base, that is the number of properties in the city, will be presented to Cabinet as part of the 'Council Tax Base and Business Rates Net Rate Yield' report in January 2020.

Social Care Grants

- 5.5 The Government announced that additional grant funding totalling £1 billion would be made available to local authorities in 2020-2021 for adults and children's social care, to support the rising demand on the social care system. At this stage, the proposed formula for distribution of the grant and indicative funding allocations have been released for consultation by the Ministry of Housing, Communities and Local Government (MHCLG). The outcome of the consultation will be confirmed in the provisional settlement in December.
- 5.6 This additional funding is in addition to the existing adults and children's social care grants that have been received in 2019-2020; which the Government have now confirmed will be rolled forward into 2020-2021.
- 5.7 The Government have stated that they remain committed to putting adult social care on a fairer and more sustainable footing and will bring forward proposals in due course.
- 5.8 The Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024 presented to Cabinet on 31 July 2019 assumed that the Government would announce that local authorities receive adult social care winter pressures grant funding in 2020-2021 and each year over the medium term totalling £1.4 million annually.
- 5.9 The incorporation of the roll forward of one-off grants that have been received in 2019-2020 but not previously assumed in the MTFS for 2020-2021 totals £4.3 million.

Public Health Grant

- 5.10 The Government have confirmed a real term increase to the Public Health grant budget in 2020-2021 to ensure local authorities can continue to provide prevention and public health interventions. The additional funds will support the provision of public health and wellbeing across the City.

Business Rates

- 5.11 Furthermore, the Government have also confirmed that business rate baseline funding levels will increase in line with inflation, which is in line with our assumptions in the MTFS. The September consumer price inflation rate has not yet been released, however it is forecast that the business rates multipliers will increase by 2%.

Other funding announcements

- 5.12 In addition to the funding announcements detailed above which have a direct impact on the Council's MTFS, there were other Spending Round 2019 announcements which will provide benefits to the residents of Wolverhampton.
- 5.13 The Government has committed to increase funding for education and skills nationally over the period to 2022-2023 by £7.1 billion, when compared to 2019-2020 funding levels. The additional funding includes an allocation to support children and young people with special educational needs and further education funding. At this stage, the announcement has been made at a national level and we are therefore not aware of the specific grant allocation that will be made available for Wolverhampton.
- 5.14 Furthermore, the Government have also announced an increase in funding to help reduce homelessness and rough sleeping. Similarly, this has been announced at a national level and therefore we are not currently aware of the allocation for Wolverhampton.
- 5.15 Whilst the Spending Round 2019 announcement has provided some clarity for 2020-2021, it is important to note that the Council continues to face significant uncertainty over the medium term and it is particularly challenging to project the potential resources that will be available to the Council over the forthcoming multi-year Spending Review period. It is important to note that, any reduction in the Government's allocation of funding to the Council would have a significant detrimental impact and further increase the budget deficit forecast over the medium term.

6.0 One-off funding sources

- 6.1 Work has continued during the second quarter of this financial year to identify one-off funding opportunities to support the budget strategy for 2020-2021 and future years. The various opportunities are detailed in the paragraphs below.
- 6.2 On 18 June 2019, Cabinet (Resources) Panel received a report detailing the final outturn on the Collection Fund for 2018-2019 which consisted of a cumulative surplus in the region of £1.4 million on Council Tax and a cumulative deficit in the region of £539,000 on Business Rates. Of the accumulated surplus on the Collection Fund, the Council will

retain a surplus of £960,000. When forecasting the estimated outturn on the Collection Fund for 2018-2019, it was projected that the Council would retain a deficit of £34,000. It is therefore proposed that the additional benefit arising from the positive outturn on the Collection Fund be recognised in the MTFS.

- 6.3 In addition to this, it is proposed that one-off funds totalling £1 million be released from the Job Evaluation reserve in 2020-2021. This reserve was created to fund legal costs associated with Job Evaluation. A review of the anticipated future costs indicates that this reserve can be reduced.
- 6.4 Furthermore, following the review of the anticipated costs of Job Evaluation, it is also proposed that £500,000 be released from the Equal Pay Provision in 2020-2021. The Equal Pay Provision was created to provide for any potential Equal Pay claims that could arise in the six year period post implementation of Single Status; which was on 1 April 2013. Whilst there are some claims which are yet to be resolved, it is anticipated that the remaining provision will not be required in its entirety.

7.0 Update on Emerging Factors and the Budget Challenge for 2020-2021

- 7.1 The assumptions used in the preparation of the budget and Medium Term Financial Strategy (MTFS) remain under constant review and update.
- 7.2 In July 2019, Cabinet were informed of emerging pressures within Adult Services following a fee review and demographic pressures in 2019-2020.
- 7.3 In addition to this, potential cost pressures within the Waste and Recycling Service were highlighted if a restructure within the service were to take place where employees not currently on NJC terms and conditions of employment could result in them being employed on this basis; item 12 - 'Waste Transformation Programme - Future Service Delivery Arrangements' on the agenda for this meeting provides further details on the proposals.
- 7.4 These service areas continue to be kept under review, however in order to be prudent, it is proposed that budget pressures in the region of £4.7 million prevalent in 2020-2021 are recognised, therefore increasing the projected budget deficit in that year as detailed in Table 1 overleaf.
- 7.5 In July, Cabinet approved that alternative funding sources would be sought to fund the Wolves at Work Programme to reduce the cost to the Council whilst protecting this successful initiative. At this time alternative funding has not been secured however work will continue and updates will be brought to Cabinet in the next budget report. If alternative funding is not found this will increase the deficit position for 2020-2021.
- 7.6 Taking into account the forecast changes to corporate resources and emerging pressures, detailed in the paragraphs above, it is anticipated that the projected remaining budget deficit for 2020-2021 will be in the region of £3.9 million, rising to £20 million over the medium term period to 2023-2024.

Table 1 – Draft Budget Strategy 2020-2021

	2020-2021 £000
Projected Budget Challenge as at July 2019	4,897
Changes to Corporate Resources	
Council Tax – reduced to 1.99%	1,045
Adult Social Care Grant (Improved Better Care Fund)	(1,947)
Additional Adult and Children’s Social Care Grant	(2,351)
Collection Fund Surplus	(960)
Use of Job Evaluation Reserve	(1,000)
Release of Equal Pay Provision	(500)
Potential Pressures	4,700
Revised Budget Challenge as at October 2019	3,884

- 7.7 As detailed in paragraph 5.5, the Government have announced that additional grant funding totalling £1 billion will be made available to local authorities in 2020-2021 for adults and children’s social care, to support the rising demand on the social care system. The Local Government Finance Settlement 2020-21 technical consultation, issued by the Ministry of Housing, Communities and Local Government (MHCLG), provides the proposed formula for the distribution of the grant and indicative local authority allocations of the additional unringfenced grant funding. It is anticipated that the additional adult and children’s social care grant will be sufficient to meet the projected remaining budget deficit in 2020-2021 and therefore enable the Council to set a balanced budget in that year. It is important to note however, that there is no certainty around the level of funding at the point of writing. Any reduction in the Government’s allocation of funding to the Council would have a significant detrimental impact and further increase the budget deficit forecast over the medium term. It is hoped that further clarity is provided in the provisional local government settlement 2020-2021, which it is anticipated will be announced in December 2019.
- 7.8 Due to the uncertainty about the additional adult and children’s social care grant funding work will continue to identify efficiencies in order to reduce the budget deficit over the medium term and mitigate the reliance on one-off funding.
- 7.9 Due to external factors, budget assumptions remain subject to significant change, which could, therefore, result in alterations to the financial position facing the Council. At the point of writing, the negotiations surrounding Brexit are ongoing and there continues to be speculation around Parliamentary changes; the announcements made in the Spending Round 2019 therefore hold an element of risk.
- 7.10 **Pension deficit**

Work is being undertaken by the West Midlands Pension Fund through the triennial valuation process to determine the employer contributions that will be required over the medium term. At this stage, the MTFS reflects the forecasts based on the previous valuation in 2016. Updates will be provided to Cabinet in future reports.

7.11 Pay Award

The MTFS assumes an average pay award of 2% per annum. National pay negotiations are likely to take a number of months to conclude. Any increase above an average of 2% will place additional pressure on the MTFS.

8.0 Budget Proposals for 2020-2021

8.1 In July 2019, a number of proposals were presented to Cabinet for approval to address the projected budget deficit for 2020-2021 and the medium term. Since the last update to Cabinet, further detailed work has continued to take place to develop the proposals reported to Cabinet at that point in time. As a result of this detailed work, it is anticipated that there could be potential revisions to the phasing of some budget proposals over the medium term. This will be kept under review over the forthcoming months and in the event that rephasing of proposals are required, they will be presented in future reports to Cabinet.

8.2 Where proposals have a 2020-2021 budget reduction or income generation target, further details for individual proposals are available on the Council's website using the following link www.wolverhampton.gov.uk/financialstrategy

8.3 For those proposals which do not impact on the 2020-2021 budget, further details for individual proposals will be made available in future reports to Councillors.

8.4 Directors and Heads of Service will continue to develop budget reduction and income generation opportunities for the medium term, in order to ensure that a balanced budget can be set in each individual year.

9.0 Budget Risk Management and Timetable

9.1 A summary of the 2020-2021 budget setting process timetable is detailed in the Table 2.

Table 2 – Budget Timetable

Milestone	Deadline
------------------	-----------------

Draft Budget and Medium Term Financial Strategy (MTFS) 2020-2021 to 2023-2024 report to Cabinet	16 October 2019
Formal Budget Consultation and Scrutiny	21 October – 31 December 2019
Report to Cabinet following the Provisional Local Government Finance Settlement	22 January 2020
Final Budget Report 2020-2021 to Cabinet	19 February 2020
Full Council Approval of Final Budget 2020-2021	4 March 2020

- 9.2 As detailed above the budget consultation process will take place from 21 October to 31 December 2019. This consultation process is the start of continuous engagement with the community throughout the year through community events. The Council will explore the use of digital tools to widen community engagement, however the focus will be on priorities for the City.
- 9.3 Cabinet approval is sought to delegate authority to the Cabinet Member for Resources in consultation with the Director of Finance, to approve the final budget consultation arrangements.
- 9.4 The overall level of risk associated with the Draft Budget and Medium Term Financial Strategy (MTFS) 2020-2021 to 2023-2024 is assessed as Red. The following table provides a summary of the risks associated with the MTFS, using the corporate risk management methodology.

Table 3 – General Fund Budget Risks 2020-2021 to 2023-2024

Risk	Description	Level of Risk
Medium Term Forecasting	Risks that might materialise as a result of the impact of non-pay inflation and pay awards, uptake of pension auto enrolment, and National Living Wage.	Amber
Service Demands	Risks that might materialise as a result of demands for statutory services outstretching the available resources. This particularly applies to adults and childrens social care.	Red
	Risks that might materialise as a result of demands for non-statutory services outstretching the available resources.	Amber
Identification of Budget Reductions	Risks that might materialise as a result of not identifying budget reductions due to limited opportunity to deliver efficiencies.	Amber

Budget Management	Risks that might materialise as a result of the robustness of financial planning and management, in addition to the consideration made with regards to the loss of key personnel or loss of ICTS facilities	Green
Transformation Programme	Risks that might materialise as a result of not delivering the reductions incorporated into the budget and not having sufficient sums available to fund the upfront and one-off costs associated with delivering budget reductions and downsizing the workforce.	Amber
Reduction in Income and Funding	Risks that might materialise as a result of the multi-year Spending Review, which is due to be announced in 2020-2021, and reforms to Business Rates Retention and the Fair Funding Review.	Red
	Risks that might materialise as a result of income being below budgeted levels, claw back of grant, or increased levels of bad debts. The risk of successful appeals against business rates.	Amber
Third Parties	Risks that might materialise as a result of third parties and suppliers ceasing trading or withdrawing from the market.	Amber
Government Policy	Risks that might materialise due to structural uncertainties including the impact of exiting the European Union.	Red
	Risks that might materialise as a result of changes to Government policy including changes in VAT and taxation rules, and in particular, from the Care Bill.	Red

10.0 Evaluation of alternative options

- 10.1 In determining the proposed Five Year Financial Strategy, consideration has been made to the deliverability of budget reduction and income generation proposals and budget pressures. If we were to not implement the budget strategy as proposed in this report, alternative options would need to be identified in order for the Council to set a balanced budget for 2020-2021. This may therefore potentially impact upon service provision.

11.0 Reasons for decisions

- 11.1 It is recommended that the budget strategy for 2020-2021, including changes to corporate resources assumptions, emerging budget pressures and budget reduction and income generation opportunities, as set out in this report, is approved by Cabinet for budget consultation and scrutiny where necessary. Cabinet will be provided with an update following formal budget consultation and scrutiny in the Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024 report which will be presented to Cabinet in February 2020. In approving this strategy, the Council will be working towards identifying options to be able to set a balanced budget for 2020-2021.

12.0 Financial Implications

- 12.1 The financial implications are discussed in the body of the report.

[MH/08102019/W]

13.0 Legal Implications

- 13.1 The Council's revenue budgets make assumptions which must be based on realistic projections about available resources, the costs of pay, inflation and service priorities and the likelihood of achieving any budget reduction proposals.
- 13.2 The legal duty to spend with propriety falls under S.151 Local Government Act 1972 and arrangements for proper administration of their affairs is secured by the S.151 Officer as Chief Financial Officer.
- 13.3 Section 25 of the Local Government Act 2003 requires the Chief Financial Officer to report to the Council when it is making the statutory calculations required to determine its Council Tax. The Council is required to take this report into account when making its budget decision. The Chief Financial Officer's report must deal with the robustness of the budget estimates and the adequacy of the reserves for which the budget provides. Both are connected with matters of risk and uncertainty. They are inter-dependent and need to be considered together. In particular, decisions on the appropriate level of Reserves should be guided by advice based upon an assessment of all the circumstances considered likely to affect the Council.
- 13.4 The relevant guidance concerning reserves is Local Authority Accounting Panel Bulletin 77, issued by CIPFA in November 2008. Whilst the Bulletin does not prescribe an appropriate level of reserves, leaving this to the discretion of individual authorities, it does set out a number of important principles in determining the adequacy of reserves. It emphasises that decisions on the level of reserves must be consistent with the Council's MTFS, and have regard to the level of risk in budget plans, and the Council's financial management arrangements (including strategies to address risk).
- 13.5 In addition, Section 114 of the Local Government Finance Act 1988 requires the Chief Financial Officer to '**...make a report ... if it appears to her that the Authority, a**

committee or officer of the Authority, or a joint committee on which the Authority is represented':

- a. has made or is about to make a decision which involves or would involve the Authority incurring expenditure which is unlawful,
- b. has taken or is about to take a course of action which, if pursued to its conclusion, would be unlawful and likely to cause a loss or deficiency on the part of the Authority, or
- c. is about to enter an item of account the entry of which is unlawful.

13.6 The Chief Financial Officer of a relevant Authority shall make a report under this section if it appears to her that the expenditure of the Authority incurred (including expenditure it proposes to incur) in a financial year is likely to exceed the resources (including sums borrowed) available to it to meet that expenditure.

13.7 These statutory requirements will have to be taken into account when making final recommendations on the budget and council tax requirement for 2020-2021.
[TS/07102019/Q]

14.0 Equalities implications

14.1 The method by which the MTFS for 2020-2021 is developed is governed by the Council Plan priorities described in paragraph 3.2 which itself was guided by consultation and equality analysis. The further development of the various budget proposals for Cabinet's consideration will include an initial equalities screening for each proposal and, where necessary, a full equalities analysis.

14.2 The Council will publish details of its income generating and budget reduction proposals as part of its public consultation around the 2020-2021 budget. No proposal will be approved until the details of the responses to public consultation have been analysed for their impact on equalities. The resulting and final report to Cabinet and Council will contain a supporting equality analysis that will offer information across the whole range of proposals and will include any relevant details from the consultation work findings. The final report will enable Councillors to discharge their duty under Section 149 of the Equality Act 2010.

15.0 Climate change and environmental implications

15.1 There are no relevant climate change and environmental implications arising from this report.

16.0 Health and Wellbeing Implications

16.1 There are no relevant health and wellbeing implications arising from this report.

17.0 Corporate Landlord Implications

17.1 There are no relevant corporate landlord implications arising from this report.

18.0 Human resources implications

- 18.1 In line with the Council's statutory duties as an employer under the Trade Union Labour Relations (Consolidation) Act 1992, an HR1 form was issued to the Secretary of State for Business, Innovation and Skills identifying the intention to reduce employee numbers by up to 500 across the Council in the period 1 April 2019 up to 31 March 2020. The reductions will be through both voluntary redundancy and budget reduction targets which could result in compulsory redundancies.
- 18.2 The numbers included in an HR1 include posts held by colleagues who, as part of business review, redesign and/or restructure, need to be included, as they will need to be put at risk of redundancy. However, many of these employees will apply and be offered jobs in the new structure or elsewhere in the organisation and therefore the number of employees leaving the authority is anticipated to be far fewer than the number declared on an HR1.
- 18.3 A new HR1 will need to be issued with effect from 1 April 2020 to 31 March 2021, on the same basis as the previous one.
- 18.4 Many of the budgetary reductions will be made through efficiencies with new and smarter ways of working and transformation initiatives. Income generation will also be key.
- 18.5 If any reductions in employee numbers are required, these will be achieved in line with the Council's HR policies. Compulsory redundancies will be mitigated as far as is possible through seeking voluntary redundancies in the first instance, and through access to redeployment.
- 18.6 The Council will ensure that appropriate support is made available to employees who are at risk of and selected for redundancy. The Council will work with partner and external agencies to provide support. If any of the budget reduction targets are to move service delivery from direct Council management to private, community or third sector providers may have implications under the TUPE regulations. If TUPE were to apply, appropriate consultation with relevant Trade Unions and affected employees, would take place.
- 18.7 The Council will consult with the recognised Trade Unions on any proposals relating to revisions to NJC terms and conditions of employment.
- 18.8 There is on-going consultation with the trade unions on the impact of the Council's budgetary position and the targets being made to meet the challenges posed by it.

19.0 Schedule of Background Papers

Cabinet, 31 July 2019 - [Draft Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024](#)

Full Council, 6 March 2019 - [Final Budget Report 2019-2020](#)

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Cabinet

16 October 2019

Budget Proposal

Report Title	Education Review (formerly Schools Improvements and Admissions Review)
Cabinet member with lead responsibility	Councillor Dr Michael Hardacre Education and Skills
Accountable Director	Emma Bennett, Director of Children's Services
Originating service	Education
Accountable Employee	Emma Bennett, Director of Children's Services Tel: 01902 551449 Email: Emma.Bennett@wolverhampton.gov.uk

1.0 Description of proposal

Efficiencies across the Education service.

2.0 Financial Proposal

	2020- 2021 £000	2021- 2022 £000	2022- 2023 £000	2023- 2024 £000	Total
Budget Proposal	100	100	100	0	300
	FTE	FTE	FTE	FTE	FTE
Staffing implications for Full Time Equivalents (FTE)	0	0	0	0	0

3.0 Communications Strategy Implications

3.1 There are no Communications Strategy Implications arising from this proposal.

4.0 Corporate Landlord Implications

4.1 There are no Corporate Landlord Implications arising from this proposal.

5.0 Customer Implications

5.1 There are no Customer Implications arising from this proposal.

6.0 Economic Implications

6.1 There are no Economic Implications arising from this proposal.

7.0 Climate Change and Environmental Implications

7.1 There are no Climate Change and Environmental Implications arising from this proposal.

8.0 Equality Implications

8.1 An Initial Equalities Analysis (IEA) has been completed and there are no equalities implications. A full Equality Analysis is not required.

9.0 Financial Implications

9.1 The Financial Implications are detailed in the proposal above.

10.0 Health Implications

10.1 There are no Health Implications arising from this proposal.

11.0 Human Resource Implications

11.1 There are no Human Resource Implications arising from this proposal.

12.0 Legal Implications

12.1 There are no Legal Implications arising from this proposal.

13.0 Policy and Corporate Plan Implications

13.1 There are no Policy and Corporate Plan Implications arising from this proposal.

14.0 Procurement Implications

14.1 There are no Procurement Implications arising from this proposal.



Cabinet

16 October 2019

Budget Proposal

Report Title	Towers Outdoor Activity Centre
Cabinet member with lead responsibility	Councillor Dr Michael Hardacre Education and Skills
Accountable Director	Emma Bennett, Director of Children's Services
Originating service	Education
Accountable Employee	Richard Welch, Head of Partnerships and Commercial Services (Education) Tel: 01902 552162 Email: Richard.Welch@wolverhampton.gov.uk

1.0 Description of proposal

Options are being explored for the Towers Outdoor Activity Centre.

2.0 Financial Proposal

	2020- 2021 £000	2021- 2022 £000	2022- 2023 £000	2023- 2024 £000	Total
Budget Proposal	150	0	0	0	150
	FTE	FTE	FTE	FTE	FTE
Staffing implications for Full Time Equivalents (FTE)	0	0	0	0	0

3.0 Communications Strategy Implications

3.1 There are some Communications Strategy Implications arising from this proposal. Following the completion of an options appraisal to determine the future of the facility, a public consultation process may be required. Under this scenario, the consultation process will be communicated to all existing users of the facility.

4.0 Corporate Landlord Implications

4.1 There are significant Corporate Landlord Implications arising from this proposal. Following the completion of an options appraisal, building compliance works may need to be undertaken.

5.0 Customer Implications

5.1 There are significant Customer Implications arising from this proposal. Options related to this proposal may result in a different offer for existing customers. This will be communicated to users.

6.0 Economic Implications

6.1 There are no Economic Implications arising from this proposal.

7.0 Climate Change and Environmental Implications

7.1 There are no Climate Change and Environmental Implications arising from this proposal.

8.0 Equality Implications

8.1 An Initial Equalities Analysis (IEA) has been completed and there are some equalities implications. A full Equality Analysis is required.

9.0 Financial Implications

9.1 The Financial Implications are detailed in the proposal above.

10.0 Health Implications

10.1 There are some Health Implications arising from this proposal.

11.0 Human Resource Implications

11.1 There are significant Human Resource Implications arising from this proposal.

12.0 Legal Implications

12.1 There are some Legal Implications arising from this proposal.

13.0 Policy and Corporate Plan Implications

13.1 There are no Policy and Corporate Plan Implications arising from this proposal.

14.0 Procurement Implications

14.1 There are some Procurement Implications arising from this proposal.



Cabinet

16 October 2019

Budget Proposal

Report Title	Traded Services to Schools and other Local Authorities
Cabinet member with lead responsibility	Councillor Dr Michael Hardacre Education and Skills
Accountable Director	Emma Bennett, Director of Children's Services
Originating service	Education
Accountable Employee	Richard Welch, Head of Partnerships and Commercial Services (Education) Tel: 01902 552162 Email: Richard.welch@wolverhampton.gov.uk

1.0 Description of proposal

Proposals are being developed to increase income generation from traded services with schools and other organisations through an improved co-ordinated approach.

2.0 Financial Proposal

	2020- 2021 £000	2021- 2022 £000	2022- 2023 £000	2023- 2024 £000	Total
Budget Proposal	200	0	0	0	200
	FTE	FTE	FTE	FTE	FTE
Staffing implications for Full Time Equivalents (FTE)	0	0	0	0	0

3.0 Communications Strategy Implications

3.1 There are some Communications Strategy Implications arising from this proposal. If traded services for schools are to be centralised, schools will receive detailed communications regarding 'a single conversation'.

4.0 Corporate Landlord Implications

4.1 There are no Corporate Landlord Implications arising from this proposal.

5.0 Customer Implications

5.1 There are some Customer Implications arising from this proposal. Schools (Customers) will benefit from a more co-ordinated approach. Where there is no demand, or where existing uptake of services is low, it may be decided that a small number of services are decommissioned and left for the market place to provide.

6.0 Economic Implications

6.1 There are no Economic Implications arising from this proposal.

7.0 Climate Change and Environmental Implications

7.1 There are no Climate Change and Environmental Implications arising from this proposal.

8.0 Equality Implications

8.1 An Initial Equalities Analysis (IEA) has been completed and there are no equalities implications. A full Equality Analysis is not required.

9.0 Financial Implications

9.1 The Financial Implications are detailed in the proposal above.

10.0 Health Implications

10.1 There are no Health Implications arising from this proposal.

11.0 Human Resource Implications

11.1 There are some Human Resource Implications arising from this proposal. Where services are decommissioned it may be that existing vacancies are not filled. However, there are no immediate redundancies associated with this proposal. It is also proposed that a centralised Business Relationship Manager post is created to support a more co-ordinated approach.

12.0 Legal Implications

12.1 There are some Legal Implications arising from this proposal.

13.0 Policy and Corporate Plan Implications

13.1 There are no Policy and Corporate Plan Implications arising from this proposal.

14.0 Procurement Implications

14.1 There are no Procurement Implications arising from this proposal.



Cabinet

16 October 2019

Budget Proposal

Report Title	Transforming Children's Services
Cabinet member with lead responsibility	Councillor John Reynolds Children and Young People
Accountable Director	Emma Bennett, Director of Children's Services
Originating service	Children and Young People
Accountable Employee	Emma Bennett, Director of Children's Services Tel: 01902 551449 Email: Emma.Bennett@wolverhampton.gov.uk

1.0 Description of proposal

Managing demand across the whole children's system should lead to the right children, having the right support at the right time and lead to improved outcomes for children and young people.

2.0 Financial Proposal

	2020- 2021 £000	2021- 2022 £000	2022- 2023 £000	2023- 2024 £000	Total
Budget Proposal	500	250	100	0	850
	FTE	FTE	FTE	FTE	FTE
Staffing implications for Full Time Equivalents (FTE)	0	0	0	0	0

3.0 Communications Strategy Implications

3.1 There are no Communications Strategy Implications arising from this proposal.

4.0 Corporate Landlord Implications

4.1 There are no Corporate Landlord Implications arising from this proposal.

5.0 Customer Implications

5.1 There are no Customer Implications arising from this proposal.

6.0 Economic Implications

6.1 There are no Economic Implications arising from this proposal.

7.0 Climate Change and Environmental Implications

7.1 There are no Climate Change and Environmental Implications arising from this proposal.

8.0 Equality Implications

8.1 An Initial Equalities Analysis (IEA) has been completed and there are no equalities implications. A full Equality Analysis is not required.

9.0 Financial Implications

9.1 The Financial Implications are detailed in the proposal above.

10.0 Health Implications

10.1 There are no Health Implications arising from this proposal.

11.0 Human Resource Implications

11.1 There are no Human Resource Implications arising from this proposal.

12.0 Legal Implications

12.1 There are no Legal Implications arising from this proposal.

13.0 Policy and Corporate Plan Implications

13.1 There are no Policy and Corporate Plan Implications arising from this proposal.

14.0 Procurement Implications

14.1 There are no Procurement Implications arising from this proposal.

Wolverhampton Safeguarding Together (WST)

Dawn Williams, Head of Safeguarding

CITY OF
WOLVERHAMPTON
COUNCIL

Our mission:
Working as one to
serve our city

wolverhampton.gov.uk

From Board to Partnership

Purpose of Safeguarding Boards:

- Developing policies and procedures
- Promote the ethos of safeguarding
- Monitor agencies' safeguarding arrangements
- Participate in the planning and improvement of services
- Undertake learning reviews
- Assure itself that safeguarding practice is person-centred and outcome-focused
- Ensure agencies and individuals give timely and proportionate responses

Why change?

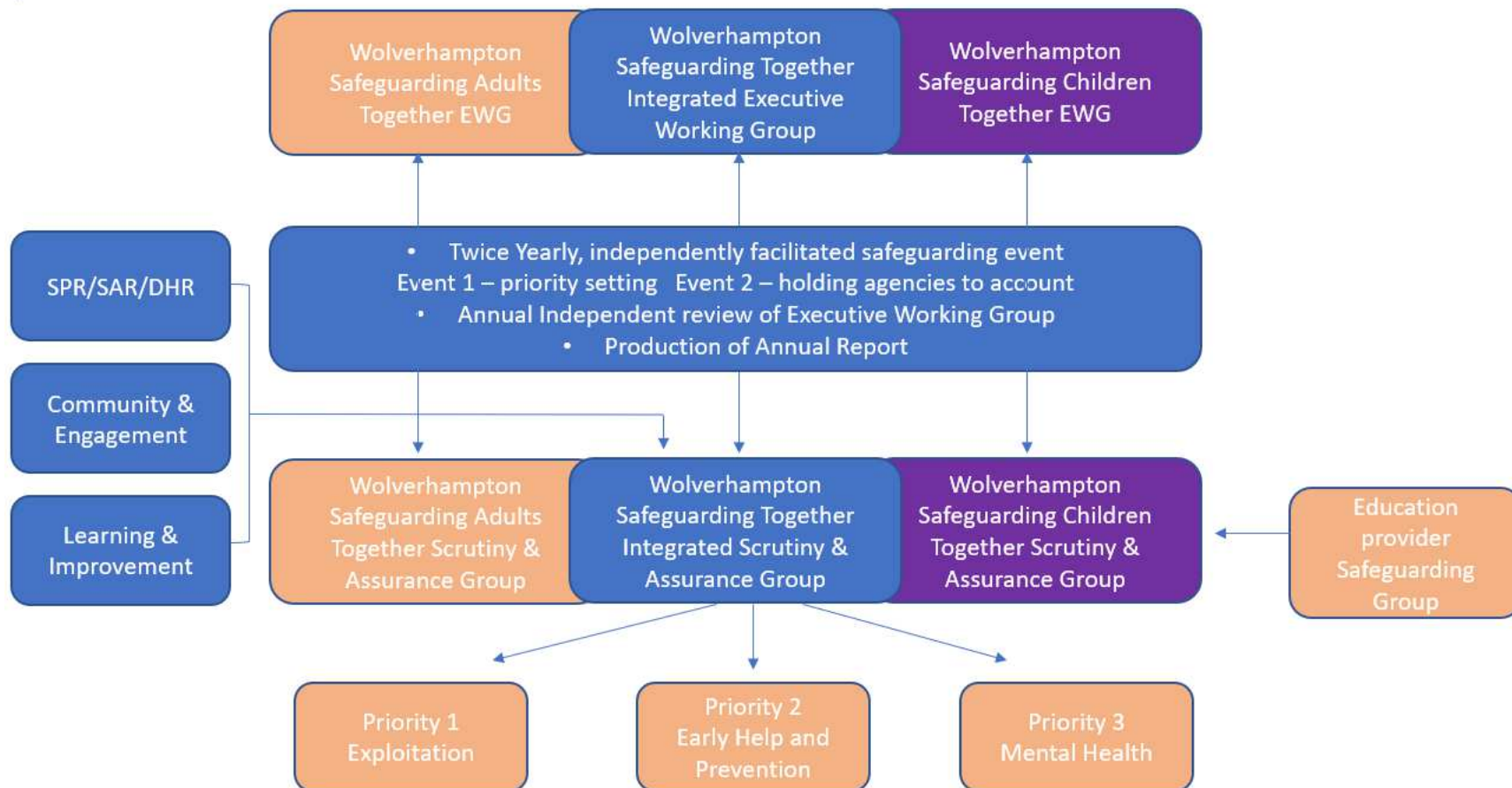
National recognition of the challenges in delivering effective Childrens Boards:

- Lack of ownership
- Unequal partnership
- Too bureaucratic
- Making little or no tangible difference
- Little challenge
- Insufficiently preventative
- Learning from reviews not embedded

WST aims to be:

- Be dynamic, flexible and responsive to learning
- Learn from feedback
- Utilise data and a variety of scrutiny methods
- Simplify our structure and reduce bureaucracy
- Hold each other to account
- Continue to integrate both children's and adults safeguarding practice
- Use a restorative practice based approach to build a sense of community, resilience and a feeling of safety
- Develop relationship with universal services to widen the safeguard network

Structure - One Partnership fulfilling two statutory functions



WHAT DIFFERENCE HAVE WE MADE?

Scrutiny

Independent Scrutineer

- Works with the Executive Group and Scrutiny & Assurance Co-ordination Group to ensure sufficient evidence and feedback is available to allow the partnership to demonstrate whether priorities have been achieved.
- Facilitates WST bi-annual safeguarding event that will ensure that our priorities are responding to the needs of children and adults in the city and have a direct influence upon positive outcomes.
- Appraises the Executive group who to forward any recommendations made

Additional External Scrutiny

- Multi-agency case file audits
- Peer reviews – single agency/interagency/external partnerships
- Independent audit
- Inspection
- Practitioner feedback

Annual Report

- Drafted by the Independent Scrutineer
- Owned by the Partnership so contributed to by the key agencies
- No longer presented to Scrutiny Panel as a completed document
- Opportunity for challenge and improvement

QUESTIONS?

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Agenda Item No: 8



Wolverhampton Safeguarding Board

Annual Report 2018-2019

Foreword from the Independent Chair



**Linda Sanders, Independent Chairperson
Wolverhampton Safeguarding Boards**

As the Independent Chair of the Wolverhampton Safeguarding Children and Safeguarding Adults Boards, I am pleased to present the Annual Report 2018/19 on behalf of all the partner agencies and organisations that contribute to Safeguarding in the city.

I wish to thank the frontline staff and volunteers who work tirelessly to support our vulnerable children, families and adults with care and support needs, in an effort to improve their lives and bring

about sustained change. I would like also to relay my thanks to all of the partners involved in our Safeguarding Partnership in the City who continue to play their part in building a culture where adults, children, young people, carers and families are listened to and their views influence practice. A special thanks also to B-Safe, the junior safeguarding board, who provide a strong young peoples' voice to inform our safeguarding work in the City.

One of my priorities since taking up the role of Chair across the two Boards has been to work to ensure there is greater join up of conversations and activity across Children and Adults' Safeguarding. In a challenging environment where resources are tight and there are increasing areas of common interest, such as Exploitation Domestic Abuse and Violence against Women and Girls to name but a few, we have exerted effort this year in embedding our governance structures to enable us to work more efficiently by providing a platform for cross-cutting areas of work that will foster improved communication and joint working.

In the spirit of integration, this Annual Report is our second Joint Children and Adults Safeguarding Annual Report. Within the joint format the report continues to provide distinct findings about practice and performance in each area to ensure the statutory requirements of Working Together 2015 and now 2018 and the Care Act 2014 are met. I hope it also enables the reader to understand what the Boards do "better together" and where there can be continued development of our collective responses.

The report provides clear evidence of sustained strong partnership working across the agencies that work in Wolverhampton. The Safeguarding Boards provide support and critical enquiry to ensure that organisations work together to reduce or prevent abuse and neglect of children and adults. There is much to celebrate about our achievements this year, as you will see in this report. There is always more that we can do and the Safeguarding Partners joint priorities for 2019-20 are highlighted at the end of the report.

Finally, Autumn 2019 sees the local implementation of the Working Together 2018 statutory guidance for Children's Safeguarding with new requirements to be met whilst also maintaining and developing further the Safeguarding Partnership's collaboration across children and adults' Safeguarding work in the city to further

improve and quality assure practice. The foundations established during 18/19 will I believe set the city partners in good stead to embrace the future from a position of strength across the Wolverhampton Safeguarding Partnership

I hope that you find this report informative and feedback would be welcomed.

A handwritten signature in black ink, appearing to read 'Linda Sanders', with a large, stylized initial 'L'.

Linda Sanders

Independent Chair, Wolverhampton Safeguarding Children and Adult Boards

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Section 1 – About the Annual report

- Our priorities
- Key achievements
- Attendance
- Financial Arrangements

Section 2 – Progressing the Boards Priorities

- Updates from the committees

Section 3 – Learning and Improvement Activity

- Case Reviews
- Annual Assurance
- Local Authority Designated Officer (LADO)
- Child Death Overview Panel

Section 4 – Next steps

Section 1 – About the Annual report

Wolverhampton Safeguarding Adults Board (WSAB) is a statutory body set up in accordance with the Care Act 2014. Wolverhampton Safeguarding Children Board (WSCB) is a statutory body established under the Children Act 2004.

Both boards consist of senior leaders from a range of organisations, including key statutory partners, who work together to safeguard adults with care and support needs and children and young people vulnerable to abuse or neglect.

The key statutory partners are made up of West Midlands Police, Wolverhampton Clinical Commissioning Group and Local Authority.

Both Boards have a responsibility to co-ordinate and ensure the effectiveness of what is done by each agency in working alongside the other partner agencies, for the purpose of safeguarding and promoting the welfare of Children, and Adults with care and support needs in Wolverhampton.

We do this by:

- Developing robust policies and procedures both locally and regionally with other Adult and Children Safeguarding Boards in the West Midlands
- Undertaking Serious Case reviews, Safeguarding Adult Reviews and other multi-agency learning reviews. Disseminating learning from such reviews with our wider workforce and the public
- Facilitating and co-ordinating learning and development opportunities for staff from partner agencies including: face to face multi-agency safeguarding training and E-learning modules
- Collecting and analysing information about child deaths, through the Child Death Overview Panel, and deaths of individuals with learning disabilities through the Learning Disability Mortality Review 'LeDeR' programme

This Annual report covers 1st April 2018 to 31st March 2019. Much of the report focuses on the joint work of the Boards, which is referenced as Wolverhampton Safeguarding Board (WSB). The report aims to evaluate the effectiveness of safeguarding arrangements for

- children and young people which is the responsibility of the Wolverhampton Safeguarding Children Board (WSCB)
- Adults with care and support needs which is the remit of the Wolverhampton Safeguarding Adult board (WSAB).

The report focuses on the 4 Priority areas outlined in WSB Strategic plan 2017-2019.

Information is drawn from a wide range of sources from across the partnership and sets out the key achievements made and the areas we need to exert additional focus and scrutiny to make improvements.

This report has been shared with all statutory partners of the Wolverhampton Safeguarding Boards, the Leader and the Chief Executive of the Council, the Lead Members for Children and Adult Services and relevant Committees, West Midlands

Police, Healthwatch, the Chair of the Safer Wolverhampton Partnership, and the Chair of the Health and Wellbeing Board.

Our priorities

The Strategic plan is underpinned by the guidance for Safeguarding Children Boards set out in Working Together 2015/18, and Safeguarding Adult Boards set out in the Care Act 2014. In compliance with statutory requirements our Strategic Plan outlines the agreed priorities for 2017-2019 and the objectives that Wolverhampton Safeguarding Boards (WSB) have delivered over this period to achieve its priorities.

The Strategic Plan sets the direction for the Board and reinforces the specific role of the Board to lead, challenge and support learning, and in doing so; it set out the priorities for WSB between 2017-2019 and works towards identifying the primary focus for the forthcoming years priorities.

WSB will provide strong and effective leadership to co-ordinate and ensure effectiveness of the work done by agencies to safeguard and promote the welfare of children, young people and adults with care and support needs. We aim to ensure that these groups are adequately safeguarded at all stages of their journey at whatever level of support their needs are being met universal, targeted or specialist services.

Our Strategic Plan focuses on the specific role and remit of the Board in gaining assurance that the welfare of children and adults with care and support needs are safeguarded and protected, as set out in Working Together (2015/2018) and the Care Act (2014). This where relevant, correspond with the priorities detailed within the Strategic plans of other Statutory Partners/Partnership Boards. Our priorities also reflect learning from regulatory inspections and changes to statutory guidance.

Priority 1: Effective Leadership, Challenge and Change	We will operate an effective WSB that focuses its work on local safeguarding priorities including support, challenge and holding multi agencies to account for their contribution to the safety and protection of children and adults living in the City of Wolverhampton.
Priority 2: Quality, Performance & Learning	We will develop rigorous approaches to monitoring and evaluating the impact of services on safeguarding children & adults, and we will drive improvements in practice through timely and robust methods of learning and development.
Priority 3: Safeguards for particularly vulnerable groups.	We will ensure that everything we do promotes improved practice to help safeguard and meet the needs of those children and adults who are particularly vulnerable, or are at increased risk of abuse and harm.
Priority 4: Communication and Engagement	We will ensure that we engage children and families, adults and communities of all backgrounds and make up, in the work of WSB.

Key Achievements across the partnership

➤ CCG-

1. The WCCG Deputy Designated Nurse developed the WeCAN assessment of neglect tool in her previous role before commencing in her post as DDN in Wolverhampton. This was adopted by Wolverhampton Safeguarding Board (WSB) and is being used by all partners across the city and will be an ongoing and evolving assessment of neglect. There are also discussions occurring in adapting the tool to be able to use to assess Adult Neglect.
2. The WCCG Designated Nurse is facilitating the coordination of the Safeguarding Sustainability Transformation Plan (STP) Working Group ensuring that all Designated and Named professionals across the Black Country are involved in influencing and supporting the significant changes occurring with the NHS. This work is fully supported by the WCCG safeguarding team who lead or participate fully in a number of work streams.
3. The successful re-commissioning of health services for our CYPiC saw our Provider service extend the health provision to all children placed within 50 miles (92%). This has already strengthened the quality and timeliness of statutory health assessments, and the general co-ordination of care for this cohort. The WCCG remain responsible for the 8% of children placed further afield, and the DNCYPiC has made contact with Designated professionals in those areas to ensure strategic oversight.
4. Success with the collaborative Empowerment of Hard to Reach Communities in the Prevention of Violence Against Women and Girls Project, which was a joint venture with The Refugee and Migrant Centre and the Wolverhampton Domestic Violence Forum. Further funding has been provided by NHS England to extend the project within other vulnerable communities. The project has been formally evaluated and the CCG's Designated Adult Safeguarding Lead has presented outcomes to the Midlands and East Region Chief Nurses and at 3 National Conferences.
5. The Safer Provision and Caring Excellence (SPACE) programme ran in 18 care homes in Wolverhampton and 11 in Walsall between October 2016 to December 2018. The objectives of the programme were to identify if upskilling staff in Quality Improvement (QI) techniques and supporting care homes to use QI tools could be associated with reduced rates of avoidable harms (e.g. falls, pressure ulcers) and hospital admissions. SPACE also developed a culture of continuous improvement and a community of best practice and information sharing across participating care homes.

Positive changes were identified: 100% of care homes used tools such as safety crosses to monitor falls, and many care homes adapted the tools to monitor risks in other areas, for example, nutrition and hydration. Care homes reported more confidence in communicating with other providers, for example the West Midlands Ambulance Service (WMAS). Over 500 staff in Wolverhampton received training in QI methodology and its practical application, and there was widespread evidence that the learning from training was used directly to make improvements to multiple areas of safety. Staff also reported improved teamwork, communication and sharing of good practice.

➤ **West Midlands Fire Service (WMFS)**

WMFS sets out its priorities and objectives in 'The Plan' and this the strategy for keeping the West Midlands safer, stronger and healthier. The Plan covers how WMFS plan to reduce serious traffic accidents, help people to have safer, healthier lives and make sure emergencies are tackled assertively, effectively and safely. Risks are identified and analysed across the West Midlands and the information used to decide fire stations, firefighters and vehicles are needed. It also helps in the planning and delivery of the full range of WMFS services which we split into prevention, protection and response.

Our Prevention work focuses on reducing people's vulnerability to the type of emergencies that are responded to. Our Protection work focuses on helping businesses to thrive; making the West Midlands stronger. Our risk-based, five-minute response service is one of the best in the country.

Complex Needs Officers

In 2018/19 WMFS introduced a dedicated team of Complex Needs Officers (CNO) will try to engage with, and provide extra support to, the absolute most vulnerable people in our communities where their risk of fire may be heightened. CNOs are trained to a higher level with regard to vulnerability characteristics to ensure they are proficiently skilled to support that person to live more safely and healthily.

Safeguarding Policy

WMFS Fire Authority's Scrutiny Review of safeguarding led to an independent review of the organisation's safeguarding policy and procedures. The recommendations from this review will be gradually embedded in the coming year with the expectation that every member of staff will be applying the policy in their day to day activities and this will enable WMFS to provide safeguarding assurance to the board and partners.

Serious Incident Review Process and Procedure

WMFS's Serious Incident Reviews enable positive collaborative learning when a serious injury or death occurs as a result of fire. The internal process is being re-worked following a Prevention department re-structure and significant testing and analysis of the existing procedures will allow WMFS to produce a more effective and efficient procedure in ultimately trying to prevent the next serious fire incident.

Fire Safety Guidance for Professionals – E-learn

WMFS produced its Fire Safety Guidance for Professionals in 2016 following two fire deaths with similar characteristics – care package in place, limited mobility, smoking and living alone. This resource has been available electronically and has been re-issued to all boards periodically since its launch. This is now supported by an E-Learn package that will be launched at events in each local authority area in September 2019. The safeguarding boards will be integral to the success of this online learning tool and its take up by those that go over the threshold into a person's home who may be at heightened risk from fire.

➤ **Wolverhampton Homes**

- 100 members of staff now trained in the use of Eclipse for the purpose of early intervention/assessment
- 100 members of staff now trained in the use of Safe Lives risk assessment
- 20 members of staff are now Safeguarding Champions, trained to NVQ level 2 and working in teams across the company – aim is to build confidence to identify and report safeguarding concerns and embed safeguarding culture

Royal Wolverhampton Trust

- Contributed to WSB Multi-Agency Case File Audit (MACFA) process throughout 2018
- Reviewed Safeguarding Training Delivery Plan (October 2018) to reflect national and local children and adult guidance.
- Raising awareness of MCA/DoLS within the Trust, which has resulted in an increase in DoLS applications. We have also written a new DoLS Policy.
- Roll out of CP-IS within unscheduled care settings within Trust
- Roll out of RWT LD Strategy: New LD team

➤ **West Midlands Police (WMP)**

The Police contribution outlined below demonstrates the Partnership working in three different ways:

West Midlands Police have demonstrated a commitment to partnership working with the Adults Safeguarding Board through attendance at the Regional Emergency Services Group. This group was created to enable representatives from Police, Fire and Ambulance Services to meet with representatives from the Safeguarding Adult Teams on a six-weekly basis.

This approach has been/is being used to do the following:

- Streamline the Annual report, Assurance report, and Audit regimes to create a consistent approach across all Safeguarding Adult Boards. This approach has

delivered efficiencies in reporting arrangements, and allowed us to share learning across the SABs to inform localised service delivery

- Reviewing the Safeguarding Adult training provision to ensure we train staff to the appropriate level, and are efficient in our training provision
- Development of a defined criteria for Emergency Services Performance Data, and
- Commence analysis in relation Adults with Care and Support Needs demand/incident types, and SARs to inform our service delivery and strategic priorities across the SAB areas

The key achievements of 2018-19:

The investigation of suspicious deaths, particularly in relation to Care Homes, provided an opportunity to develop an early intervention model for investigative pathways. This approach would allow WMP, the Care Quality Commission, other Investigative and Criminal Justice Partners, and local Safeguarding Boards to make early determination of the lead agency and investigative strategy for serious and complex cases, providing opportunities for early intervention, more collaborative working arrangements, and the potential for cost savings that could be reinvested into other areas of Adults with Care and Support Needs work.

Response – The work undertaken by WMP has led to the creation of a national protocol between Policing and CQC. Initial discussions were also held with CQC to develop their Inspectors investigative capabilities and to work more closely with the Adult Care Abuse Investigation Unit, and to make early investigative determinations. This work has been paused whilst the national protocol is implemented but will form part of future discussions in support of WMP being one of the early adopters of the protocol. Discussions are also ongoing with CPS to create dedicated case workers to support the development of a consistent threshold decision making process for Adults with Care and Support Needs investigations.

WMP are undertaking a two phased analysis of Adults with Care and Support Needs demand. The first phase is to understand the demand on WMP and the demand created by WMP for SAB partners. The second phase is to then review the options in relation to how best to manage and coordinate this demand. The initial findings from the Wolverhampton Adult MASH, MASH has seen an increase in referrals to WMP, an increase in investigations by the Adults Care Abuse Investigation Unit (WMP Adults with Care and Support Needs specialist Investigation Unit), and increased opportunities for greater Partnership working. Early Intervention will be considered within this demand review.

➤ Wolverhampton Voluntary Sector Council

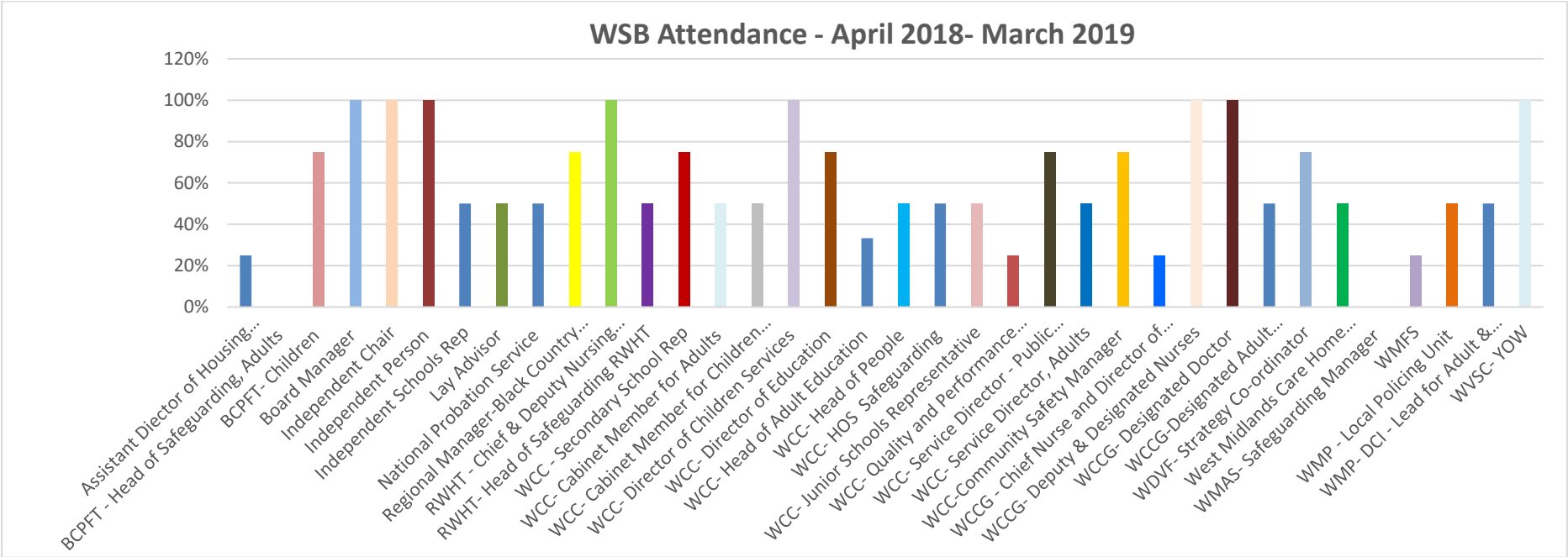
Wolverhampton Voluntary Sector Council represents a voluntary and community sector perspective on Wolverhampton Safeguarding Boards and is committed to promoting good practice in safeguarding amongst the city's 750+ voluntary and community organisations VCOs), which includes more than 250 faith groups.

This year WVSC has:

- Disseminated safeguarding updates and information to the more than 750+ VCOs in the city.
- Carried out more than 20 one-to-one support sessions on safeguarding with local VCOs
- Continued to employ and manage the work of the Faith Engagement Worker funded by WSB (the outputs and outcomes of this work can be found within this report.
- Provided 'Introductory safeguarding' training available to VCOs that can't afford it themselves, in order to support the development of safeguarding policy and procedure and facilitate access to the Boards' multi-agency training programme.
- Developed and piloted a new joint 'Introduction to adults and children's safeguarding' course for VCOs which was delivered to 20 participants from two organisations.
- Supported Interfaith Wolverhampton to
- (a) deliver a joint Safeguarding Together project and report to the Near Neighbours Fund which provided the grant.
- build on this by making a successful case to WSB learning and Development Committee to develop and train a pool of volunteers from faith groups to create a training pool capable of delivering adults and children's safeguarding training to faith groups across the city.

Attendance

The board and its committees have continued to benefit from largely well attended sessions during 208/2019. We recognise the demands on some of the Regional partners is significant and there is now a well-established Adults Regional Emergency meeting which takes places quarterly to ensure engagement with such services. Please see below a list of Board members attendance at the WSAB, WSCB and Integrated Board.



Financial Arrangements

Board partners provide strong financial support to the joint budget across Children's and Adults Safeguarding, WSB therefore operates on an indicative 70% children and 30% adults split.

Agency contributions totalled £344,891 for the period 2018-2019. Prudent financial management has resulted in £49,072 being carried forward into 2018-2019.

Income

Total from partner agencies = £344,891

Income generated through Training/non-attendance £3,420

Total = £348,311

Expenditure

Staffing including travel and independent chairs costs = £225,624

Training and conferences = £24,635

Serious case reviews and Safeguarding adult reviews = £10,456

Faith engagement = £23,598

B Safe = £6568

Website management = £2175

General office running costs (printing, services and supplies) £2034

Total = £295,390

Carried forward in 2018-2019 = £49,072

Existing reserves**Partnership Board Reserve Update:**

• Opening balance as at 1 April 2018	£140,827.33
• Transfer to reserve as at 31 March 2019	£49,071.12
• Closing balance 2018-2019	£189,898.45

Known Commitments 2019-2020:

• Shortfall against 2019-2020 budget	£77,420
• Board Review	£5,000
• Training – additional commitments	£13,000
• SCR/SAR – additional commitments	£10,000

Total to be funded from reserve	£105,420
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Remaining balance of reserve	£84,478.45
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The shortfall against 2019/20 is reflective of the changes in the structure of the Safeguarding Boards from September 2019.

Section 3 – Progressing the board's priorities

Wolverhampton Safeguarding Board (WSB):

The WSB is a joint Adult and Children Board, that meets on a quarterly basis. A programme of auditing activity is in place and the Board is well attended by partners, including Police, CCG and National Probation Service, Third Sector, the Care Providers Representative, Domestic Violence Forum, Safer Wolverhampton Partnership and Health providers. The Board sets standards and procedures for multi-agency practice, promotes working together with respect and trust and seeks assurance about quality of practice and positive impact.

Various committees who work on behalf of the Board have ensured the Strategic Plan and priorities for 2018-2019 has been met. The strategic priorities and outcomes for 2018-2019 have been:

1. Further develop the board's risk register to include those risks which have the potential to have a negative impact on the ability of partner agencies to safeguard and promote the wellbeing of adults with care and support needs.

The Board's risk register is now well embedded, and the Board is cited on significant single agency or partnership risks that could negatively impact upon adults in Wolverhampton. There is healthy debate, challenge and critical friend feedback provided across the partnership, through audit, Board and Executive meetings and through the functions of the Quality and Performance Committee. The risk register has ensured that WSCB and WSAB are high performing Boards and effectively deliver functions as defined in Working Together 2015 and the Care Act 2014.

2. Ensure that the Local Safeguarding Board has the right level of performance management information with which to challenge and hold to account partner agencies on the effectiveness of their safeguarding responsibilities. The Quality and Performance (Q&P) Committee have developed a multi-agency scorecard that went live on 1 April 2018. It incorporates data from a wider range of partners, enabling the members to form a broader view of safeguarding practice in the city. Data analysis from the scorecard is used to inform the programme of audits. There are co-leads for this Committee (one from the CCG and one from the Acute Trust) who have had a positive impact on the availability and quality of performance information and the challenge and discussion. Further work is required in order to refresh the performance data received in order to scrutinise safeguarding across the city and to link to the key priorities for both the Quality and Assurance committee for Adults and Performance Committee for Children's.

3. Develop a coherent rolling programme of single and multi-agency audits with which to quality-assure the work of partner agencies in safeguarding and promoting the wellbeing of adults and ensure that the results of the Annual Assurance Framework is moderated effectively. A programme of multi-agency audits (MACFA) have been completed throughout 2018 – 2019. Themes selected are cross cutting and have included disability, domestic abuse and mental health. The next audit will be parental substance use. The aim of audits is to improve quality, measure

consistency of approach and encourage positive risk management. The audits completed to date are:

- Domestic abuse Audit – June 2018
- Mental Health Audit – 8 January 2019
- Disability Audit - 29 January 2019

These audits have determined that Multi-agency Adult Safeguarding practice was “good” across all three areas, with Children’s practice being more variable, with more learning identified. The audits look at adult as well as children’s files and a number where the whole family is considered. The audits are full day events, robust and well attended and supported across the partnership. Findings from the audits have also identified further lines of enquiry and further auditing activity required.

Joint Targeted Area Inspections (JTAI) preparation is also underway in order to ensure a robust partnership response is in place and recommendations to ensure practice. Mock JTAI audits have been tested during 2018/2019 on the subjects of Domestic Abuse and Child Sexual exploitation, gangs, children missing from home or education in line with the themes.

Two multi agency front line practitioner events have been held with the Independent Chair and Safeguarding Board Manager in order to receive feedback from front line services around the safeguarding system. The front-line visits give practitioners a voice to raise any concerns and highlight good practice. We are also keen to hear about the quality of training the board delivers, multi-agency policy and procedures and safeguarding board website. The Independent chair, will also, as necessary undertake single agency visits.

2018/ 2019 has also seen the development of the multi agency frontline practitioner visits as referenced above whereby board members should undertake cross agency visits as part of the Boards quality assurance programme, enabling front line staff from agencies to discuss safeguarding issues and barriers to partnership working.

To achieve this, board members are supported in undertaking a visit to an agency other than then ones in which they are employed. The visit will comprise of a meeting with a small representative group (minimum 5 people max 10 participants) and the Board members will lead a discussion based on an agreed template.

It is expected that the board member records the responses and detail any additional issues. These are due to commence June 2019.

4. Develop a robust training strategy which incorporates a system with which to evaluate the impact of training on frontline practice. A joint training strategy is now in place across the Board. Investment has been made, and work completed to strengthen the safeguarding training offer for the adult workforce in the city, to bring it into line with what has always been a strong children’s safeguarding training offer. Joint training for both adult and children’s partners is routinely delivered with a range of topics. Adult-specific training has included Making Safeguarding Personal (MSP) (55 people trained this year) and Section 42 enquiries (16 people trained so far and

nine booked on the next event). Feedback is gathered following all training events and provides assurance that training is being well received and improves the knowledge, understanding and confidence of participants.

Further information regarding training and development is outlined further on in this report.

5. Continue to strengthen communication and engagement with vulnerable individuals, communities and organisations across our diverse city. Wolverhampton Health and Wellbeing Together Board asked for a Forum to be established to look at how we as a city work with people who have 'No Recourse to Public Funds' (NRPF). This was as a result of the recommendations made in the Serious Case Review of Child G. The aim was to bring a range of agencies together to strengthen our approach to safeguarding the welfare of children and families with No Recourse to Public Funds (NRPF) in our city.

The NRPF Forum consists of representatives from the voluntary sector, Housing, Education, Wolverhampton Clinical Commissioning Group, The Royal Wolverhampton NHS Trust, West Midlands Police, Safeguarding and Public Health. It aims to ensure that all partner agencies in Wolverhampton adopt a co-ordinated approach to working together to support people with NRPF.

The NRPF Forum highlighted the need to develop an easy to read protocol to support agencies across Wolverhampton to understand what information is needed from people with NRPF to support and signpost them to appropriate services. The Forum has overseen the development of this protocol.

It is important to remember that people with NRPF and their families can live highly precarious lives and can be subject to exploitation. Where there are immediate child protection concerns, these take priority over NRPF issues.

By developing a protocol, creating online information resources on NRPF and arranging training for partners, the city is now better equipped to support people with No Recourse to Public Funds. The NRPF Protocol can be downloaded from <https://www.wolverhamptonsafeguarding.org.uk/latest-news/no-recourse-to-public-funds-nrpf-protocol>

The Safeguarding Board continue to fund a 15 hour per week Faith Engagement Worker. The worker started in July 2017 and works closely with Interfaith Wolverhampton. The worker has forged links and relationships with other city-wide developments in relation to faith groups, including the development of a Faith Covenant through the Community Cohesion Forum.

The Faith Engagement worker, employed by Wolverhampton Voluntary Sector Council, has forged links and relationships with other city-wide developments in relation to faith groups, including the development of Faith Covenant through the Community Cohesion Forum.

The Faith Engagement worker has achieved the following in 2018-2019:

- Identified 18 additional faith-based organisations / groups, bringing the total City of Wolverhampton Council are now aware of to 278
- Increased the number of safeguarding surveys with faith communities to identify what mechanisms faith groups have in place for safeguarding completed to 72 from 21 in 2017
- Collated email contact details for 192 organisations
- Established regular two way contact via email, Whats App, texts with 53 faith groups from across the world faiths, focusing on those that operate independently of a national governing body. This has included mosques, Gurdwaras, churches, temples and non-worshipping faith-based organisations that have arisen out of a worshipping community and have now been set up as separate organisations to provide services to all people not just those from that faith
- Increased access to and take up of safeguarding training for a total of 222 people from 35 different faith groups
- Co-ordinated four training courses funded by WSB attended by 123 people from 14 different faith groups
- Supported Interfaith Wolverhampton to apply successfully for Near Neighbours funding to co-ordinate, recruit to and deliver 12 'Introduction to Safeguarding Children' training courses to participants from different faiths 108 people from 19 different organisations, plus a celebration event in June 2018 attended by 42 people from 22 different faith groups
- Held three 'Safeguarding in Faith' networking events between December 2018 and April 2019 attended by 35 participants attend from 26 faith groups.
- Held a Safeguarding Policy Workshop and provided one to one support to help 11 faith groups to review or develop their safeguarding policy and procedure
- Developed a Safeguarding resource pack for faith groups which includes:
- Safeguarding Adults and Safeguarding Children policy and procedures templates
- A safeguarding poster outlining commitment (to adapt and display at place of worship)
- Checklist for accreditation with Wolverhampton Safeguarding
- Overview of safeguarding training: who needs to do what level of training
- Contact / membership details for Interfaith Wolverhampton
- WVSC's Voluntary and Community Sector support leaflet

A copy of the Wolverhampton Faith Covenant with details of how faith groups can sign up to this

- Safeguarding information posters
- Useful links and contacts for: Local Authority Designated Officer, Wolverhampton Safeguarding Boards training offer; NSPCC's Safe Network resources; Safeguarding lead role description
- Supported Interfaith Wolverhampton to secure agreement for and funding from Wolverhampton Safeguarding Boards to run a Train the Trainer programme and then set up a Faith Group Training Pool to deliver

safeguarding adults and children training free to any local faith group. The aim is to have a pool of 15-20 volunteer trainers from local faith groups to deliver this training in multi-faith pairs.

Feedback on the audit for the Safeguarding Adults Board's Assurance Framework, which requires Board partners to submit an annual assurance statement detailing their organisation's response to the six key principles and standards governing safeguarding. A single assurance framework has now been agreed across the seven Metropolitan West Midlands Boards. The aim of this new framework is to avoid duplication for those partners who undertake such assurance exercises for multiple Boards such as our colleagues in West Midlands Ambulance Service, West Midlands Police and West Midlands Fire Service. The return is more streamlined and has been welcomed by our emergency service colleagues in particular.

Wolverhampton Safeguarding Board case file audits have judged Adult Social Care (ASC) to be good in all areas.

Feedback was provided at the March 2019 Wolverhampton Safeguarding Board from the Care Provider Representative, who reported that the quality and timeliness of Deprivation of Liberty Safeguards (DoLS) assessments from City of Wolverhampton Council are robust. The worker said *'a recent referral for a DoLS was acknowledged, completed and the copy signed, authorised and returned within 4 weeks'*.

In September 2018 the owner of a residential home made the decision to close due to serious safeguarding concerns and proposed action by CQC. This involved support from and co-operation between a number of services, including the Adult safeguarding team (MASH), Family members who had relatives residing at the home were happy to be contacted to share their experiences. This provided valuable feedback for the safeguarding team (MASH). Families reported that what worked well was the "compassion" of the social workers and how quickly things progressed. They found that communication was good, and workers kept them updated during the process. What they felt did not work as well was the limited communication about the ongoing police investigation once their relative had been moved and in the months / weeks since. The MASH Safeguarding manager has sought regular updates from West Midlands Police, but this has been a lengthy investigation which has only recently been concluded. Some of the relatives will be contacted by the Safeguarding Manager and be asked to contribute further to a table top review.

In 2016-2017 WSB commissioned Healthwatch Wolverhampton to facilitate a "Service User Reference Group" with the aim of bringing together service users who have been through the safeguarding process to share their experiences so that frontline practice of WSB partners could be improved. The intention was to obtain qualitative feedback on the safeguarding experience from a person's perspective and to seek assurance about whether the desired outcomes of adults with care and support needs are being met. Healthwatch had been commissioned to undertake this work, which started in April 2017. However, this work has been slow to progress. The Domestic Violence Forum feedback to the Q&P Committee was that individuals find it too difficult to discuss their experiences. Following a review of this,

Healthwatch and the Safeguarding Board agreed to create a leaflet to obtain this feedback. Unfortunately, the work commissioned by Healthwatch has not achieved what was expected due to a very low return rate and another meeting has been arranged for May 2019 to explore other options.

B- Safe Team

The B-Safe Team is Wolverhampton's Junior Safeguarding Children Board, made up of local young people who get involved with safeguarding activities and decisions across the city.

The B-Safe Team enables the voices of Wolverhampton's young people to be heard and reflected in safeguarding business and activities. This empowers young people to contribute to shaping the processes, tools and resources intended to keep them safe from abuse and neglect, and to increase awareness of young people's views of safeguarding amongst parents and professionals.

B-Safe Team Outcomes:

- Improved skills and knowledge of young people, such as speaking in and to groups, negotiation, event planning, listening and communication, writing and preparing reports, presentation skills and public speaking.
- Improved peer relationships through problems solving, team working and feeling valued to friends and peers, to act as a role model by valuing positive impact on the lives of others.
- Greater awareness on key issues and priorities, children and young people's rights, participation and decision making
- Raise awareness amongst young people and practitioners by leading on campaigns in partnership with strategic groups i.e. City of Wolverhampton Youth Council, and the Children in Care Council. The B-Safe Team continue to champion co-production with other young people in their schools and communities to help spread awareness on key issues.

SUMMARY OF ACTIVITY: April 2018 - March 2019

Website Consultation

During the Summer the young people carried out website consultation with the Boards website manager to review the website and advise of any changes or materials they would like to add to the website. A B Safe representative attends the Communication Engagement Committee meetings to ensure that B-Safe are represented and contribute to the committee's action plan for The City.

Knife Crime Campaign –September 2018 – January 2019

The B-Safe Team have always focused on raising awareness and developing campaigns on key priorities affecting young people across The City. The rise of knife crime is now a national issue and reports of stabbings in the news increases fear and worry in young people and communities. The B-Safe Team responded to public concern by launching a campaign to raise awareness of knife crime and to help deter individuals from carrying knives. The campaign began when a young boy was killed in June 2018 after being stabbed by youths outside his home. The B-Safe team contacted the young person's officer in Wolverhampton Police partnership's team, who then supported the young people to developing their campaign. They went on a foot patrol across the City to identify a location for a new knife bin and picked the Pennfields area, close to where a young person was killed. Following on from this the B-Safe Team created a knife crime video called Rewind and distributed it to all the secondary schools across Wolverhampton to show to their KS3/KS4 students. It is important that young people are able and confident to identify the risks associated with carrying a knife and feel empowered to live knife free.

Anti-Bullying Charter – September – February 2019

Anti-Bullying Workshops were held during November 2018 on Anti bullying week with 200 young people attending from primary and secondary schools. The workshops were provided by The Switch project, Central Youth Theatre, HeadStart, and the Learning Technologies Team as part of the Anti-Bullying Alliance's national Anti-Bullying Week.

Schools were asked to submit evidence (including their Anti-Bullying policy) to support an application for the A charter award based on statements in the charter, which was then examined by the B-Safe team who selected the schools which deserved to be awarded charter status.

Anti-Bullying status was awarded to nine Wolverhampton schools (Moreton School, Bushbury Hill Primary School, St Martin's Primary School, Grove Primary School, Field View Primary School, Oak Meadow Primary School, SS Peter and Paul Catholic Primary Academy and SS Mary and John's Catholic Primary Academy.) all of which demonstrated their commitment to preventing and dealing with bullying among young people at a prestigious event in the Mayoral Suite at the Civic Centre on 12th June 2019.

Nine schools in Wolverhampton were awarded anti-bullying charter status by the B-Safe team the charter on 12th June 2019. Anti-Bullying status was given to schools who demonstrate their commitment to preventing and dealing with bullying among young people, was presented to schools at a prestigious event in the Mayoral Suite at the Civic Centre yesterday.

Section 4 – Learning and improvement activity

Case reviews

Safeguarding Children Boards and Safeguarding Adult Boards are required to undertake a review of all cases when abuse or neglect of a child or adult with care and support needs is known or suspected and either the child/adult has been seriously harmed and there is cause for concern as to the way in which the Local Authority, their Board partners or relevant persons have worked together to safeguard the individuals concerned.

The purpose of Serious Case Reviews (for Children) and Safeguarding Adult Reviews is to establish whether there are lessons to be learned from the case about the way agencies worked, individually and together, to safeguard and promote the welfare of children and adults with care and support needs; to identify clearly what those lessons are, how they will be acted upon and what is expected to change as a result.

Serious Case Reviews- Children

No Serious Case Reviews have been published during the period of April 2018 and March 2019, however two Serious Case Reviews were commissioned and it is expected that these will conclude and be published in May and August 2019.

One referral to the Learning Review Committee in 2018-2019 resulted in the commissioning of a wider piece of work in relation to the contextual safeguarding of young people at risk from exploitation through their exposure to gangs, youth violence including child criminal and sexual exploitation, and county lines. This was commissioned in collaboration with the Safer Wolverhampton Partnership and the Wolverhampton Gangs Steering groups in order to maximise the opportunity for learning on a much wider scale. A joint approach will ensure learning can be disseminated quickly and any improvements recommended can be made to a range of support services.

<https://www.wolverhamptonsafeguarding.org.uk/safeguarding-children-and-young-people/i-work-with-children-young-people-families/serious-case-reviews-and-other-learning-reviews>

In addition to the statutory reviews one multi-agency learning review has been underway during this period but remains open at the time of writing.

As a result of learning from the Serious Case review publications and multi-agency Learning Reviews IN 2017-2018, a joint conference was held in June 2018 as part of Wolverhampton Safeguarding Week in collaboration with Safer Wolverhampton Partnership. The focus of this event was Domestic Abuse, Suicide and Neglect which were all key issues highlighted from our Children and Adult Reviews.

Safeguarding Adult Reviews

The Safeguarding Adult Review (SAR) into the death of Adult C was published on the 1st March 2019. The full report can be found at-

<https://www.wolverhamptionsafeguarding.org.uk/safeguarding-adults/safeguarding-adults-board/serious-case-committee-dhrs-sars>

A further SAR was also commissioned during this period and is anticipated to conclude and be published during August 2019.

Alongside the SAR's that were commissioned, three multi-agency Learning Lesson Reviews were commenced and will be concluded in 2019.

Section 11 and Section 157 / 175 Audits

Section 11 of the Children Act 2004 places a duty on key agencies and bodies to make arrangements to safeguard and promote the welfare of children. The WSCB seeks assurance that safeguarding standards are robust through section 11 Audits, which enables partners to demonstrate the effectiveness of their safeguarding arrangements.

In the West Midlands a number of partner agencies cover more than one Local Safeguarding Children Board. As a result, the West Midlands Children's Board's introduced a consistent set of questions for the Section 11 returns so that one completion could be shared across the regional boards. Wolverhampton have endorsed and adopted this approach with the first Section 11 audit being completed in Summer 2019.

For schools and colleges, the annual audit is referred to as a Section 157 or section 175 audit. All schools (including independent schools, Academies and free schools) have duties in relation to safeguarding children and are required to carry out an annual review of their school's safeguarding practice and provide information to WSCB about how the duties set out in the DfE guidance ('Keeping Children Safe in Education 2016) have been discharged.

The section 157/175 audit was issued to 117 schools in the City, including Independent schools of which 95 responded. In addition to the audit tool a dip sample of returns were asked to provide the evidence to support audit.

The findings from the audit are due to be shared with Board and the Head Teachers Safeguarding group in September 2019. Following this the findings will be communicated out to all schools via the established network meetings.

Adults Annual Assurance Audit

The West Midlands adults safeguarding regional network developed the Annual Assurance document and this was adopted by Wolverhampton Safeguarding Adult Board (WSAB).

The Statutory guidance issues to support the Care Act 2014 states 'Each Safeguarding adult board should determine its arrangements for peer review and self-audit.

The aim of this audit is to help members of Safeguarding Adult Boards audit their safeguarding arrangements using a common framework which has been developed

to improve and strengthen arrangements for safeguarding adults with care and support needs.

Findings from this audit identified that overall all agencies rated as good to outstanding in most areas. It appears for the agencies who have took part in this audit that Safeguarding is a priority for all agencies and their wider workforce.

For those areas where areas of development have been identified, no immediate remedial action is required.

In conclusion there appears to be good to outstanding mechanisms in place to ensure Strong leadership, Governance and organisations culture demonstrated and where there are some weaknesses action is in place to address these.

Recommendations identified to further strengthen the arrangement were as follows -

- Assurance from Emergency services is required to demonstrate areas of strength and areas for development relating to Adult Safeguarding practice
- Annual single agencies audit findings to be shared by agencies with the Quality and performance committee in order to shape workstreams and priorities for the board
- Annual multi-agency lessons learning briefings to be developed to ensure that learning is shared effectively from SAR's, DHR's and table top Learning Lessons Reviews.

Local Authority Designated Officer

Progress of priorities for 2018/19:

1. Wolverhampton LADO to provide early alerts to colleagues in Corporate Assurance where there are allegations that could lead to claims being made against the local authority.

Progress: Regular conversations are held, and reports provided as and when necessary.

2. To continue to develop and strengthen links with faith-based organisations and raise awareness of expectations in relation to the management of allegations. Further workshops are planned, and Wolverhampton LADO will be presenting at these.

Progress: Positive links have been made through Pavitter Mann, Faith Organisations Liaison Officer, and this is assisting in raising the awareness of the management of allegations across faith-based organisations.

3. To maintain the effectiveness of the current approach to the management of allegations. To do this, the LADO will:

- Maintain excellent communication with local police (especially with the child abuse unit), education and health colleagues
- Continue to provide specific training through the Safeguarding Board
- Continue to support the Board training delivered on 'Shared Responsibilities' and 'Safer Recruitment'
- Continue to engage with education providers to deliver awareness raising sessions to Senior Leadership Teams and to whole staff teams
- Continue to engage with residential providers and to deliver awareness raising sessions
- Continue to engage with social work teams and practitioners across the city
- To act as single point of contact for the management of allegations (with support from trained colleagues as required)

Progress: All the above points have been maintained. Specifically, Wolverhampton LADO has delivered 31 awareness raising sessions to providers and three training sessions through the Board. This means that more than 500 members of staff within various organisations have been reached directly.

4. To continue to provide monthly statistical analysis to colleagues in Quality Assurance (QACO) and Corporate Assurance

Progress: This has continued every month.

5. Wolverhampton LADO to continue as an active member of the Regional LADO forum and to support the National LADO Network where appropriate

Progress: This has been maintained with Wolverhampton LADO attending 3 out of 4 scheduled regional meetings.

6. Wolverhampton LADO to continue to line manage and support the Child Employment Officer

Progress: A new Child Employment Officer came into post from 1st April 2018 and has continued the hard work of her predecessor. She has developed some positive relationships with organisations and streamlined the systems in use.

7. Wolverhampton LADO to continue to develop the management of allegations made against those people working with adults with care and support needs as defined in the Care Act 2014

Progress: This continues to develop, and systems are better understood by partner organisations.

8. Board training sessions delivered by Wolverhampton LADO to be increased to 3 in 2018/19 due to demand.

Progress: Three formal sessions were delivered, and feedback has been positive.

Priorities for 2019 / 2020

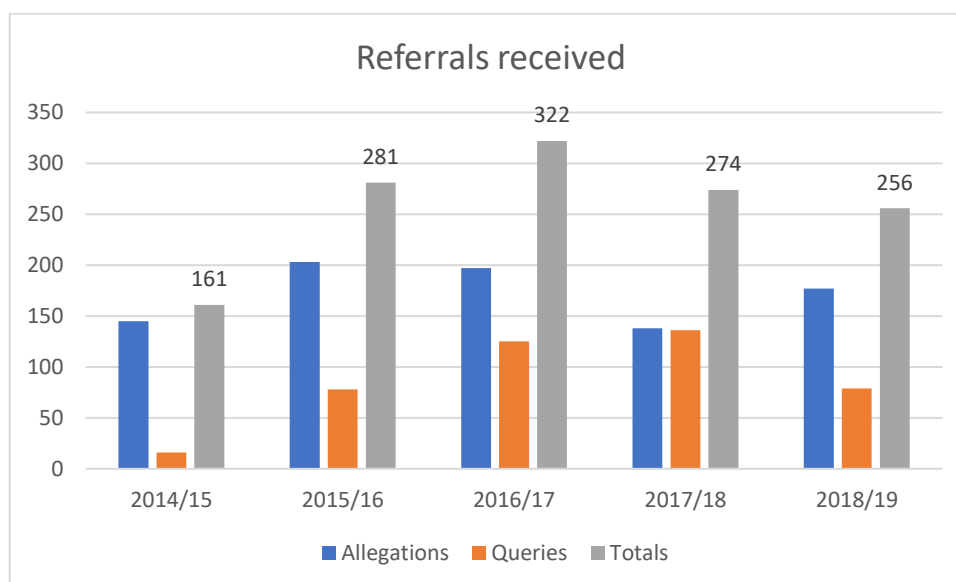
1. Wolverhampton LADO to continue to provide early alerts to colleagues in Corporate Assurance where there are allegations that could lead to claims being made against the local authority.
2. To build on the progress already made with Faith Based Organisations.
3. To maintain the effectiveness of the current approach to the management of allegations. To do this, the LADO will:
 - Maintain excellent communication with local police (especially with the child abuse unit), education and health colleagues
 - Continue to provide specific training through the Safeguarding Board
 - Continue to support the Board training delivered on 'Shared Responsibilities' and 'Safer Recruitment' where possible
 - Continue to engage with education providers to deliver awareness raising sessions to Senior Leadership Teams and to whole staff teams
 - Continue to engage with residential providers and to deliver awareness raising sessions
 - Continue to engage with social work teams and practitioners across the city
 - To act as single point of contact for the management of allegations (with support from trained colleagues as required)
4. To continue to provide monthly statistical analysis to colleagues in Quality Assurance (QACO) and Corporate Assurance
5. Continue as an active member of the Regional LADO forum and to support the National LADO Network where appropriate
6. Continue to line manage and support the Child Employment Officer
7. Continue to develop the management of allegations made against those people working with adults with care and support needs as defined in the Care Act 2014

Performance data – Children's update

The following data tables and respective graphs provide some statistical analysis of allegations management throughout the year and offer comparisons to previous years.

It should be noted that the annual data totals may not always reflect the monthly totals that are reported on separately. There is some fluidity in cases being completed and this reflects more accurate recording.

1. Referrals received

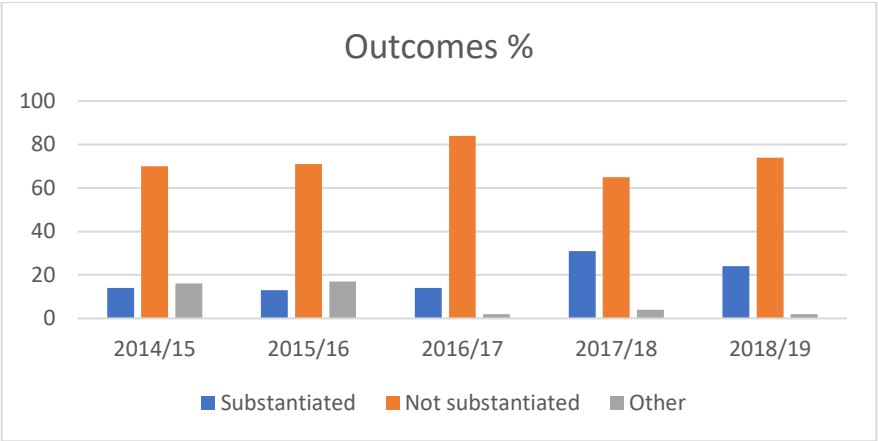


The number of referrals received has reduced by 7% in 2018/19 compared to the previous full year. This may be in part due to the number of awareness raising sessions and direct training provided by Wolverhampton LADO within the City. There is a much improved knowledge and understanding of the management of allegations threshold criteria across organisations and this has had a positive impact.

2. Outcomes

(i) All cases

	2014/15	2015/16	2016/17	2017/18	2018/19
Substantiated	14	13	14	31	24
Not substantiated	70	71	84	65	74
Other	16	17	2	4	2



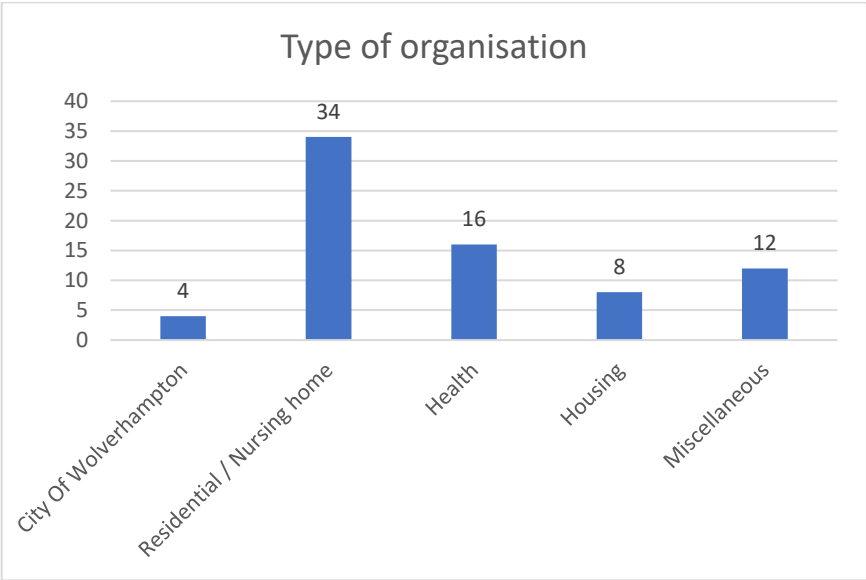
The above table and graph show that there has been a decrease in the number of substantiated cases being addressed through the management of allegations process. In turn, this means that more cases have been recorded as not substantiated.

Adults update

3. Referrals received

Between April 201 and March 2019, a total of 74 referrals were received in relation to allegations made about people working with adults with care and support needs. Five of these referrals have required position of trust meetings.

4. Organisation subject of referral



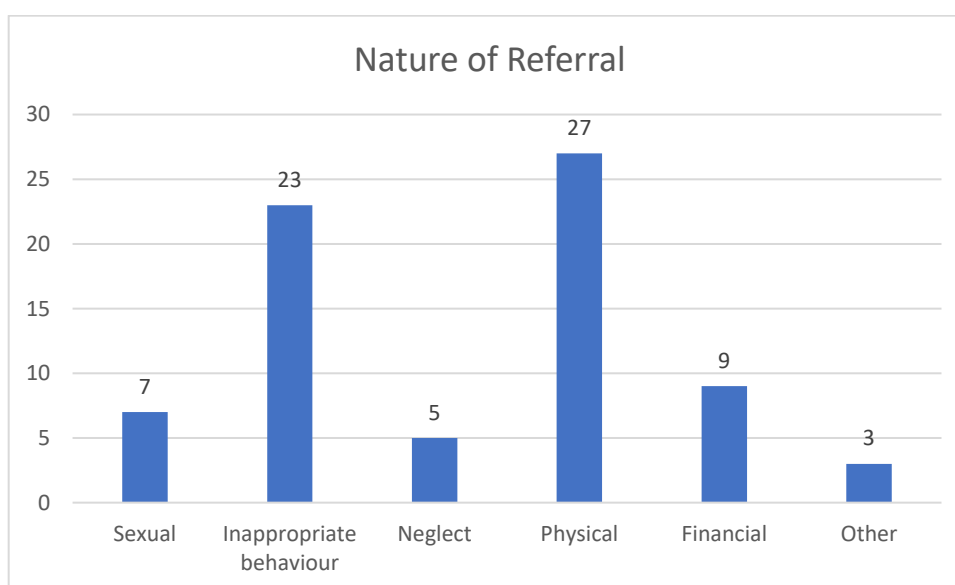
The table above shows that, of the 74 referrals received between April and March, 46% were to do with residential / nursing home providers and 22% were about health based providers.

5. Duty to monitor agencies

The LADO will usually only take referrals from those agencies regarding employees of the Local Authority or employees from services that the Local Authority has commissioned the services of. Other organisations should already have in place their own processes for dealing with the management of allegations. The Local Authority is responsible for oversight of the activity of the Management of Allegations Officers in key WSAB member agencies. To achieve this, the LADO seeks to meet with such leads on a 6 monthly basis.

Note: Although the LADO will not usually be actively involved in the management of allegations for key WSAB member agencies, advice and guidance can be provided.

6. Nature of referrals received



The data in the above chart shows that referrals regarding physical abuse and inappropriate behaviour account for two thirds (68%) of all referrals received.

7. Position of Trust (POT) meetings

A total of 5 meetings were facilitated by Wolverhampton LADO regarding people who work with adults with care and support needs. No review meetings were required.

8. Outcomes

A total of 78 referrals were completed during the period 1st April to 31st March 2019.

Of those completed cases, 30 (38%) were substantiated and 48 (62%) were not substantiated. Of the substantiated cases, 13 members of staff were dismissed and referred to DBS and one was convicted.

9. Priorities for 2019/20

9. Wolverhampton LADO to continue providing early alerts to colleagues in Corporate Assurance where there are allegations that could lead to claims being made against the local authority.
10. To maintain the effectiveness of the current approach to the management of allegations. In order to do this, the LADO will:
 - Maintain excellent communication with local police and colleagues in MASH
 - Continue to provide specific training through the Safeguarding Board to those involved in the management of allegations
 - Continue to support the Board training delivered on 'Shared Responsibilities' and 'Safer Recruitment'
 - To provide awareness raising to social work teams working with adult service users
 - To act as single point of contact for the management of allegations (with support from trained colleagues as required)
11. To continue to provide monthly statistical analysis to colleagues in Quality Assurance and Corporate Assurance
12. Wolverhampton LADO to continue to develop the management of allegations made against those people working with adults with care and support needs as defined in the Care Act 2014
13. To consider how improved engagement can be achieved with key WSAB members with responsibility for the management of allegations

Training

Wolverhampton Safeguarding Boards have responsibility to ensure that appropriate safeguarding training is available to the workforce across the City of Wolverhampton. This work is led by the Learning and Development Committee with support for the WSB Training Co-Ordinator.

The 2018-19 training programme saw 56 courses delivered directly by the boards. The Board is no longer working cross regionally to deliver courses, however better use of local partnerships has enabled the reduction of duplication and broaden the training offer. Bookings for courses and subsequent attendance has improved since last year. A more robust approach to charging for non-attendance has seen attendance rates improve.

Wolverhampton Safeguarding Board reviewed the range of e-learning courses offered and how this is facilitated. The new guest area on the Council's Learning Hub make the process simpler and is at no cost to the WSB. As well as modules covering Basic Adults' and Children's Safeguarding Awareness the e learning offer includes Mental Capacity Act, Modern Slavery, Child Sexual Exploitation, Female Genital Mutilation, Forced Marriage and PREVENT. There is an option to add further modules as required. This has created an opportunity to reach a wider and more diverse audience.

Safer Wolverhampton Partnership, Wolverhampton Domestic Violence Forum and Public Health have all worked alongside the board to offer training in PREVENT, Modern Slavery, Female Genital Mutilation, Forced Marriage and Honour Based Violence, and in understanding No Recourse to Public Funds. In addition, the Board has supported delivery of Basic Safeguarding Awareness for Faith Groups, Harmful Sexualised Behaviour (multi-agency) and Restorative Practice (Multi-agency). The training pool continue to support the delivery of training for the Board, with the focus mainly on the Designated Safeguarding Lead courses as this is where there is highest demand for places. The Safeguarding Service also provide trainers for Managing Allegations, Making Safeguarding Personal, Adult Safeguarding Enquiries, Contributing to Multi-Agency Case Conferences and Child Sexual Exploitation. The two independent board approved trainers deliver many courses and also work alongside the members of the training pool and Safeguarding service.

Lunch and Learn sessions were offered focusing on learning from local case reviews and audits. Take up and interest in these short sessions has been limited and the Learning and Development Committee are exploring other options.

Agency/Organisation attendance is still variable. However there has been a slight increase in attendance from smaller organisations and attendance from the police. Attendance on Designated Safeguarding Lead courses although still dominated by schools is more representative of other agencies. The Learning and Development

Committee will continue to monitor attendance to see if action taken to date improves attendance.

Post-course evaluation forms to evaluate the learning from events moved to electronic format in October 2018 and quality of feedback has been good, there is greater detail than the paper format completed on the day. Examples of some of the feedback is given below. Post course surveys carried out three months after each course also commenced in the autumn and are providing examples of how professionals have put learning into practice after their training. See Below.

Post Course Feedback

“This training was fantastic and gave me all the information needed. It was great to see so many professionals at the meeting and allowed views from all professional to be shared.” (Thresholds training)

“The training content and presentation was excellent. The calm style in which the training was presented I can imagine is transferred to the Case Conferences. Very Knowledgeable, experienced and skilled IRO's/trainers Thank you “(Multi-agency Case Conferences)

“The course was excellent. Having gone through the process of LADO referrals a few times yesterday helped further cement my knowledge and I am confident as a result of this training will better practice here at school.” (Managing Allegations)

Three Month Post course evaluations

Q. As a result of attending the learning event have you gained or updated your knowledge or skills in safeguarding children from sexual exploitation

A. I am actually doing more research and understanding how to recognise CSE within the community and voluntary sector.

Q. Has attending the learning event improved or changed your practice and made a difference to safeguarding children/adults

A. I'm more vigilant as I personally underestimated the extent of which safeguarding is talked about but now it has highlighted the fact that others must be educated. For example, parents, children and young people, and persons who work with children especially in clubs. DBS isn't enough assurance that staff are safe to work with children with or without disabilities.

Child Death Overview Panel

The WSCB is responsible for ensuring that a review of each death of a child normally resident in Wolverhampton is undertaken by CDOP.

The functions of the CDOP involve reviewing all child deaths, excluding those babies who are stillborn and planned terminations of pregnancy carried out within the law; in order to determine whether the death was deemed preventable.

Preventable deaths are those in which modifiable factors may have contributed to the death. Modifiable factors are those things which, if changed, could avoid a future death.

The CDOP publishes its own annual report which is considered by the WSB. The report for 2018-2019 can be accessed via the Safeguarding Board website.

To summarise, modifiable factors that were identified within some cases included:

- Vitamin D
- Co-sleeping
- Smoking (by parents)

Walsall and Wolverhampton Local Safeguarding Children Boards have provided a joint CDOP for many years to oversee the review of local child deaths and report back to the DfE annually.

In each LSCB area there is a CCG Designated Nurse for Safeguarding Children and the services of a Designated Doctor for CDOP (Walsall) and unexpected Child Deaths (Wolverhampton). In addition to the LSCBs the process is supported by the Police and both Public Health Departments.

For the response to the sudden and unexpected death of a child 0-18 years (Rapid Response) in both areas the CDOP administrators will aim to convene a meeting within 72 hours.

Next steps and priorities for 2019/2020

2018 saw the publication of the revised Working Together 2018 guidance which sets out the requirements for Safeguarding Children partnerships. Designated core partners (LA, Police, CCG) have commissioned an independent consultant to review the current board arrangements and to make recommendations in line with the new requirements of Working Together 2018.

Wolverhampton's new arrangements which will take effect from September 2019. To find out more about the new arrangements these can be found at -

<https://www.wolverhamptonsafeguarding.org.uk/safeguarding-children-and-young-people/safeguarding-children-board>

A Wolverhampton Safeguarding Board development day is planned for June 2019 to engage partners in planning for the new arrangements and priority setting for 2019-2021.

Further changes from Working Together 2018 and The Children and Social Work Act 2017 has meant that Local Authorities, Clinical Commissioning Groups and Police forces have had to revise their current arrangements. As part of these changes they have also been required to establish Child Death Overview Panels (CDOP) as a distinct set of arrangements rather than as a subgroup of the LSCB. This split has been reinforced by the introduction of separate CDOP statutory guidance outside of the revised Working Together 2018 Statutory guidance.

Under the revised guidance the new Child Death Review (CDR) partners, the Local Authority (LA) and the Clinical Commissioning Groups (CCG) in an area, have statutory responsibilities to:

- i. Make arrangements to review all deaths of children normally resident in the local area and, if they consider it appropriate, for any non-resident child who has died in their area.
- ii. Make arrangements for the analysis of information from all deaths reviewed
- iii. Prepare and publish reports on what they have done and effectiveness of arrangements

The CDR partners have been given freedom to agree the structure within their area to meet these statutory duties which includes continuing with the current arrangements provided a minimum of 60 child deaths are reviewed and the learning is conducted in a way that can be shared nationally. This includes supporting the plans for a national database and utilising revised forms for the collation and analysis of data. Safeguarding Boards need to retain responsibility for the Child Death Review Processes (including CDOP), until new measures are in place, and appropriate handover arrangements arranged.

Children, Young People and Families Scrutiny Panel – Draft annual work programme 2019/20

The Panel will have responsibility for scrutiny functions as they relate to: -

Children in need/child protection, Looked after children, Early help 0-5, Early help 5-18, Youth offending, Children's commissioning, School planning and resources and Standards and vulnerable pupils.

Date of Meeting	Item Description	Lead Report Author	Notes
27 November 2019	<p>Draft Budget and Medium-Term Financial Strategy 2020 -2021</p> <p>School Organisation Review - Primary and Secondary School</p> <p>Wolverhampton Safeguarding Board Annual Report 2018 - 2019</p> <p>Cabinet Member for Education and Skills- Briefing – Cllr Michael Hardacre</p>	<p>Claire Nye, Director of Finance</p> <p>Bill Hague, Head of School Organisation</p> <p>Dawn Williams, Head of Safeguarding</p>	Briefing on a review of children and adults safeguarding arrangements in line with guidance set out in Working Together 2018.
22 January 2020	<p>Culture of Belonging (school exclusions)</p> <p>Update on alternative education provision and Pupil Referral Units</p>	<p>Robert Hart, Head of Service Inclusion Support</p> <p>Adrian Leach Head of Special Educational Needs and Disability</p>	

	Children's Social Care Self-Evaluation Refresh 2019/20	Louise Haughton, Principal Social Worker	
18 March 2020	<p>Review of Early Intervention and Prevention</p> <p>School Improvement Report Annual Plan</p> <p>Unregistered independent schools and out of school settings</p>	<p>Alison Montgomery, Head of Strengthening Families People</p> <p>Amanda Newbold, Senior School Improvement Advisor</p> <p>Amanda Newbold, Senior School Improvement Advisor, and Dawn Williams (Head of Safeguarding) Mark Heywood, Headteacher, The Royal – to be invited as a witness</p>	

Potential Future Items: -

1. Apprenticeship and youth unemployment
2. Supporting unaccompanied asylum-seeking children briefing paper – Alison Hind
3. Progress report on Area SEND Evaluation to be shared with the panel before the end of November 2019 – Adrian Leach