

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Cabinet
Date:	6 January 2020
Title:	Annual Safeguarding Report – Children’s Services 2018-19
Report From:	Director of Children’s Services

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Purpose of this Report

- 1 The purpose of this report is to provide an annual update to Cabinet on safeguarding children activity within Children’s Services during 2018/19.

Recommendation(s)

- 2 That Cabinet notes the positive progress and continued consistently high performance with regards to safeguarding children in Hampshire.
- 3 That Cabinet note the commitment of a wide range of Children’s Services officers in achieving this level of performance.
- 4 That Cabinet endorses the future direction of travel identified in this report.
- 5 That Cabinet receives further updates on safeguarding on an annual basis.

Executive Summary

- 6 The purpose of this report is to provide an annual update to Cabinet on safeguarding children activity within Children’s Services during 2018/19. This report was presented to the Children and Young People Select Committee on 18 September 2019 and the contents and recommendations were noted without any amendments.
- 7 This report identifies key national developments, summarises performance and activity levels, and details a number of key local developments and future priorities.
- 8 The report provides assurance that whilst demand for children’s social care services continues to increase year on year, the response to the safeguarding of vulnerable children is both robust and timely. New and emerging risks to children are identified and addressed collaboratively with partners and the wider transformation of children’s social care will deliver a modern social work service fit for the future challenges over the next decade

Contextual Information

- 9 Cabinet will recall that in the last report in autumn 2018 we were expecting a full inspection under the new Inspection of Local Authority Children's Services (ILACS). Under this new framework introduced in January 2018 and amended in March 2019, local authorities are subject to standard and short inspections depending on their previous Ofsted judgement. Authorities that are Requires Improvement receive a standard inspection which will involve one week pre-inspection and then two weeks on site. Local authorities that are good or outstanding will receive short inspections which will involve one week on site. In addition to these, between the three yearly inspections, Ofsted will aim to visit local authorities on an annual basis to conduct Joint Targeted Area Inspections (JTAs), which is a themed inspection of all safeguarding partners, or focussed visits which will take two days and will explore in detail a particular theme. Prior to inspections Ofsted will hold an annual conversation with the Director of Children's Services and will expect advance sight of a self assessment of children's social care. Cabinet will be aware that;
- 10 In November 2018, Hampshire was subject to a focused visit, inspecting children subject to a child protection plan, including the quality and impact of pre-proceedings intervention under the Public Law Outline (PLO). Hampshire had received a very positive letter from Ofsted following this visit.

ILACS

- 11 In April and May Hampshire was subject to a full ILACS inspection. Report to Council dated 15 July refers to this inspection. The summary at the front of the report read, *'Children's Services in Hampshire are outstanding. Since the last full inspection in 2014, the director and his leadership team have resolutely focused on continuing to improve the help, care and protection provided to children. Social workers are highly skilled at building meaningful relationships with children; engaging them in their assessment and plans..... Children's lives consistently improve as a result of the help they receive. Strong political and corporate support ...have helped the leadership team to implement an ambitious transformation programme.'*
- 12 This inspection judged Hampshire to be outstanding overall and across the other *three* areas of judgement, including *'The experiences and progress of children in need of help and protection'*. At the time of writing, Hampshire is one of only two authorities to be judged outstanding across the board.
- 13 It is worth noting that each of these inspections were intrinsically rooted in safeguarding and have fully tested Hampshire's safeguarding practice, alongside *testing* the front door process within MASH. The Ofsted report evidenced this with, *'Children in need of help or protection benefit from high-quality services that improve their lives, whatever the level of need'* and

'when children need protection, swift, proportionate and authoritative action is taken during and outside office hours.'

National Developments

- 14 'County lines' remains an increasing concern for Hampshire Children's Services and all agencies concerned with children in the area. In essence, it is the supply of Class A drugs, predominantly from inner-city gangs to suburban areas, and targets rural and coastal towns as well as major cities, as part of widening the drug market. For Hampshire much of this activity is supported by good transport links and close proximity to London.
- 15 This activity involves child criminal exploitation as criminal gangs use children and vulnerable adults to move drugs and money. Gangs establish a local base or can send adults in to a local area, who actively recruit vulnerable children.
- 16 Whilst all agencies and professionals contribute to tackling this new form of exploitation, more specialist work is undertaken by the pan-Hampshire Police Missing team and the Hampshire Children's Services specialist Willow team. The Willow team is a multi agency team consisting of specialist social workers and health professionals, working closely with Hampshire Constabulary to protect the highest risk children. Together with Hampshire Constabulary there is a coordinated deployment of these specialist resources to identify networks, ensuring the safeguarding of the most vulnerable children and the disruption of county line activity.

Unaccompanied Asylum-Seeking Children (UASC):

- 17 There are three groups of asylum-seeking children: those who enter the UK illegally, those who enter according to the DUBS¹ amendment and Syrian refugees who travel legally to the UK. These children become looked after children and are the responsibility of the Local Authority, but the implications are wide reaching and complex. Health services and education are impacted as are Child and Adolescent Mental Health Services (CAMHS) as many of the children are traumatised. There are also issues around the availability and cost of translation services alongside a significant national shortage and lack of suitable placements for looked after children.

Hampshire UASC Arrivals

¹ <https://www.gov.uk/government/news/unaccompanied-asylum-seeking-children-to-be-resettled-from-europe>

	Apr-Jun 2016	Jul-Sep 2016	Oct-Dec 2016	Jan-Mar 2017	Apr-Jun 2017	Jul-Sept 2017	Oct-Dec 2017	Jan-Mar 2018	Apr-Jun 2018	Jul-Sep 2018	Oct-Dec 2018	Jan-Mar 2019	Apr-Jun 2019
Quarterly Data	7	19	27	20	17	27	18	14	29	31	17	18	7

- 18 As at 30 June 2019 the total number of UASC (under 18 years) looked after by Hampshire is 127, a reduction of 22, from 149 reported last year. The reduction is due to the fact that a significant proportion of these children arrive at the age of 17 so they reach maturity during the year, become eligible care leavers. Since July 2016, Hampshire has been accepting children through the South East National Dispersal Team. The transfers through this scheme and from the closure of the Calais camp account for the large increase in UASC from July 2016 onwards. The majority of the children are placed in independent fostering agency (IFA) placements and a significant number are placed outside of Hampshire, in order that we can better meet their cultural and individual needs. The age range is from 11 years old and the significant majority are males. They will need to be looked after by the local authority until they reach 18 years and will then have care leaver status with continuing support from the local authority until they are 25 years of age. Whilst the Home Office provide set funding for UASC, an Association of Directors of Children's Services report² evidenced that the funding only covers 50% of the actual costs to the local authority. It should also be noted that around 30% of UASC will not be given leave to remain in the UK and as such will have 'no recourse to public funds' requiring the local authority to entirely fund all of their living costs until they reach 25 years of age.

Working Together 2018

- 19 The formal arrangements for the new Hampshire Safeguarding Children Partnership (HSCP) were published on 27th June 2019 and can be found at <https://www.hampshirescp.org.uk/wp-content/uploads/2019/06/HSCP-New-Arrangements-27-June-2019.pdf>. These arrangements outline how the new Safeguarding Partners, the Local Authority, Police and Clinical Commissioning Groups will work together to coordinate their safeguarding services, identify and respond to the needs of children in Hampshire, commission and publish local child safeguarding practice reviews and provide scrutiny to ensure the effectiveness of the arrangements.
- 20 The HSCP will continue to have an Independent Chair who will also provide independent scrutiny to the arrangements. The HSCP will continue to commission and deliver safeguarding training to the multi-agency workforce,

² http://adcs.org.uk/assets/documentation/ADCS_UASC_Report_Final_FOR_PUBLICATION.pdf

and, commission local learning reviews (previously known as Serious Case Reviews) as outlined in Working Together 2018.

- 21 The statutory safeguarding partners in Hampshire have agreed to work in partnership with the statutory safeguarding partners for Isle of Wight, Portsmouth and Southampton, to ensure coherence in safeguarding arrangements across the wider geographical area. The arrangements for Hampshire and Isle of Wight collaboration are known locally as ‘HIPS’. It was acknowledged that for many agencies and professionals who work across more than one of the local authority areas, there would be benefit in greater joined-up working on strategic issues and common themes. Given that each local area was keen to retain some degree of local arrangement, partners agreed to form a new Hampshire, Isle of Wight, Portsmouth and Southampton (HIPS) Executive Group, supported by some specific four-area subgroups, to work alongside the four local partnerships. These groups include; Exploitation, Health, Procedures and the Child Death Overview Panel. More information regarding this can be found in Appendix One of the new arrangements document.
- 22 The previous Hampshire Child Death Overview Panel will now operate across the pan Hampshire areas to enable all of the four areas to conduct reviews of child deaths across a geographical area in line with the requirements outlined in Working Together 2018. These new arrangements will be in place by 29 September 2019.

Performance and Activity Levels

- 23 Workloads, as evidenced in contacts, referrals and safeguarding activity, continue to be high with 9,013 cases open to Children’s Social Care at the time of writing this report. The table below sets out the trends over the last four years including the source of referrals received via Hantsdirect.

Contacts and Referrals

Contact and Referrals	2015-16		2016-17		2017-18		2018-19	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value
Number of initial contacts		77934		87235		106010		117188
Number of CIN referrals		16666		19435		16596		18408
Referral source: Individual	1835	11.0%	2165	11.1%	1908	11.5%	1906	10.4%
Education	4149	24.9%	4559	23.5%	3862	23.3%	4432	24.1%
Health Services	2148	12.9%	2603	13.4%	2251	13.6%	3063	16.6%
Housing	277	1.7%	233	1.2%	174	1.0%	188	1.0%

Contact and Referrals	2015-16		2016-17		2017-18		2018-19	
	Denom	Value	Denom	Value	Denom	Value	Denom	Value
Local Authority Services	1596	9.6%	1606	8.3%	1704	10.3%	1661	9.0%
Police	4346	26.1%	5360	27.6%	4265	25.7%	4559	24.8%
Other legal agency	370	2.2%	447	2.3%	388	2.3%	593	3.2%
Other	1255	7.5%	1765	9.1%	1194	7.2%	1248	6.8%
Anonymous	400	2.4%	478	2.5%	384	2.3%	495	2.7%
Unknown	290	1.7%	219	1.0%	466	2.8%	263	1.4%
Not recorded	0	0.0%	0	0%	0	0.0%	0	0.0%

- 24 The total number of contacts as at 31 March 2019 (117,188) is 34% higher than the total received at 31 March 2017 (87,235), which was 11.9% higher than the total received as at 31 March 2016. This is indicative of the continuing pressures across the child protection system which is reflected nationally. For 2018-19, police remain the highest referrer (24.8%) followed by education (24.1%) and then health services (16.6%). This trend has remained consistent over the last three years. National benchmarking highlights that the referral rate from schools in Hampshire are comparable with the south east region.

Section 47 and Assessments

Section 47 and Assessments	2015-16		2016-17		2017-18		2018-19	
	% of S47 going to ICPC	4182	44.9%	4,211	43.7%	3926	44.9%	4317
C&FA Timeliness	16931	88.3%	19841	89.6%	18496	87.9%	18003	90.9%

- 25 With regards to assessments, as can be seen in the table above, the percentage of child abuse investigations (section 47 investigations) which progress to an initial child protection conference over a year, has remained at around the same level compared to previous years. This continues to reinforce the fact that thresholds are being consistently applied by social workers and has been the picture locally for the last three years, strengthened by the introduction of MASH.
- 26 The timeliness of completing a Child and Family Assessment (C&FA) since their introduction in 2014-15, is a very positive picture given the large number of assessments undertaken over the last year. This has remained in the high 80s for the last three years and is higher than the majority of other local authorities in the region.

Child Protection Plans (CPP)

Child Protection Plans (CPP) and visits	2015-16		2016-17		2017-18		2018-19	
No of children on CPP		1441		1263		1293		1097
New CPP in the Year %: Neglect	1005	60.1%	977	61.8%	1080	70.4%	950	64.4%
Physical	219	13.1%	123	7.8%	122	7.9%	100	6.8%
Sexual	122	7.3%	124	7.8%	65	4.2%	75	5.1%
Emotional	326	19.5%	358	22.6%	268	17.5%	351	23.8%
New CPP in Year Rate Per 10,000: Neglect	1005	35.7	977	34.7	1080	38.4	950	32.9
CPPs ending after 2 or more years	65	4.1%	86	4.9%	108	7.2%	78	4.4%
Current CPs lasting 2 or more years	20	1.4%	27	2.1%	28	2.2%	35	3.2%
Visits made in accordance with CPP - 14 days	3131	86.8%	3258	89.7%	3160	86.0%	2345	85.6%

- 27 As detailed above, work within the child protection planning process remains robust with numbers showing a decline from the end of March 2017. The positive reduction is considered to be as a result of more effective interventions with children and families at the Child in Need level, meaning less cases are escalated to a child protection plan because risks are addressed earlier. This is further reinforced by the transformation work see 5.20-5.23.
- 28 The number of children subject to a plan for neglect remains in the 60-70 percent bracket (although a word of caution in that categorisation between neglect and emotional abuse can be variable, and neglect while present may not be the main presenting factor). HSCB launched its Neglect Strategy in October 2016 and this continues to help professionals better identify neglect.
- 29 A low percentage of child protection plans are lasting beyond two years (which is good as it indicates proactive work) and relatively few require a repeat plan within two years. The number of timely visits made within the required dates remains a significant strength of the service and reinforces that children are being seen and kept safe.

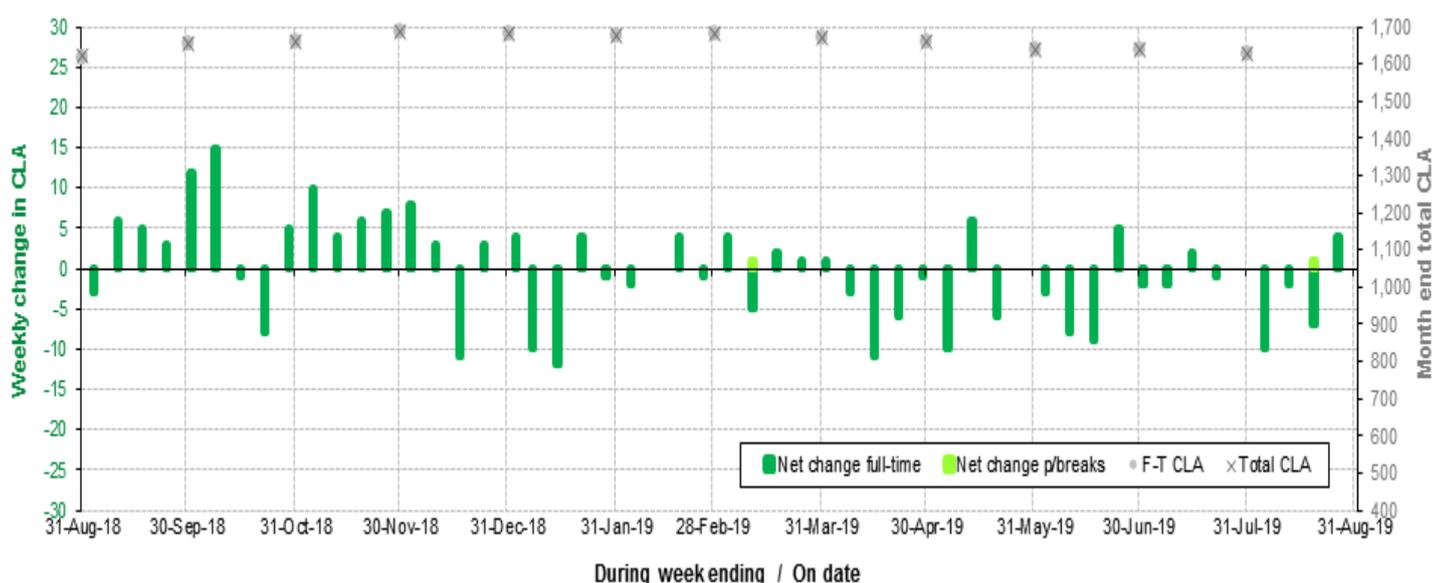
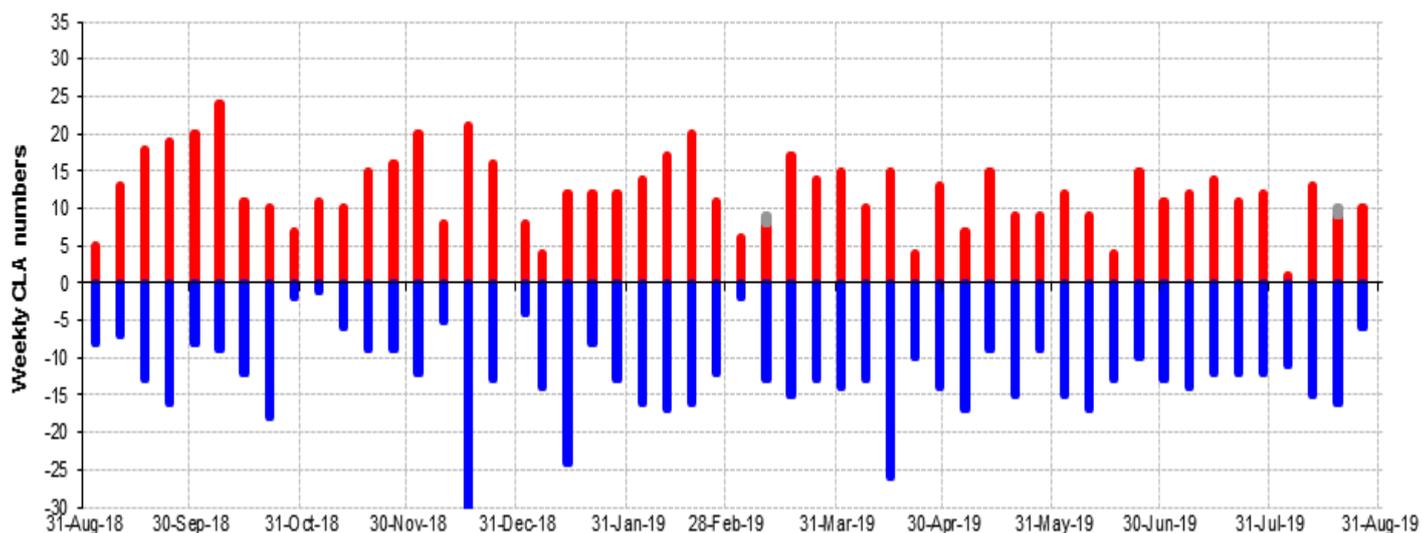
Full Time Children Looked After (CLA)

Full Time Children Looked After (CLA)	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20 Q1 Apr-Jun
No of full time CLA	1267	1339	1305	1440	1592	1664	1637

	Jul-Sep 2017	Oct-Dec 2017	Jan-Mar 2018	Apr-Jun 2018	Jul-Sep 2018	Oct-Dec 2018	Jan-Mar 2019	Apr-Jun 2019
Entering full time care	168	152	146	151	207	168	159	135
Leaving full time care	110	136	123	149	148	136	185	161
Net increase	58	16	23	2	59	32	-26	-26
Of those new into care children Placed with Parents	21	29	39	24	18	24	30	32
Of those new UASC	27	18	14	29	31	19	18	7

- 30 With regards to children in care, the number has increased by 72 (4.5%) over the last 12 months, slightly under the national rise of children in care. It should be noted that there is of course significant churn throughout the year of the children in care population. Additionally, changes in court practices are placing more children at home whilst on a Care Order (and thus 'in care') whilst previously such children would probably have remained the subject of support in the community without entering the court (and care) arena. This is primarily due to a complex set of changes relating to the 'Public Law Outline'. The table above shows the quarterly rise in numbers of children being placed with parents by the courts.
- 31 It is important to note that as part of the transformation of children's social care the new strengths based methodology, known as the 'Hampshire Approach' (see 5.16 – 5.19), is evidencing positive early impact. As of August 2019, the total number of children in care is now lower than it was in September 2018, with evidence, in the main, of month on month reductions. This latter point can be seen in the tables below which shows the numbers of children coming into care and those leaving care, on a weekly basis.

Weekly New and Ended CLA - Month End Totals



- 32 Nationally the picture of demand continues to outstrip the supply of placements for children in care, and the costs of placements are rising significantly. A recent LGA report noted that councils had overspent on children's social care by £800m in 2018/19 as demand and costs rise. <https://www.local.gov.uk/about/news/childrens-care-crisis-councils-forced-overspend-almost-ps800m-childrens-social-care>. Predominantly these increased costs are associated with the cost of placements for children in care, although not exclusively. A recent BBC news item reported on recent analysis showing that three groups (Hedge Funds) account for 45% of funds spent on independent fostering by English councils. This is clearly driving prices even higher. <https://www.bbc.co.uk/news/uk-england-49450405>
- 33 The increasing complexity of the children coming into the care system has meant additional costs associated with their placements. As above, demand

for placements outstrips supply and this is particularly the case with the most complex and troubled teenagers, who frequently require more intensive residential placements. The costs of those placements continue to rise year on year. Significant work is carried out by our Placement Commissioning team (such as working through framework contracts and contract specification) to ensure that Hampshire achieves the best value that it can in what is an 'overheated' market.

Local Developments

Family Support Service (FSS):

- 34 This integrated service brings together the work of children's centres and the Early Help Hubs, including youth support services, into a single service. The service commenced in December 2016 and supports vulnerable families with children aged 0-19 years (or up to age 25 for young adults with learning difficulties and/or disabilities). It is also more closely aligned with the Supporting Troubled Families Programme. Help and support is targeted specifically to vulnerable families with children who have multiple needs, often requiring the involvement of more than one agency, but who do not meet the criteria for statutory, children's social care intervention. Tailor-made support is provided at a local level, in order to respond to the needs of local families. With one point of contact, families no longer need to go to different early help services. A total of 3,253 children were open to the FSS in April 2019, compared to 3,462 as at the end of March 2018.

Child Assessment and Safeguarding Teams (CAST)

- 35 Hampshire Children's Services introduced CAST across the service from February 2018, following a successful pilot in Basingstoke, in order to provide a more efficient service, manage demand from the front door and most importantly, reduce transition points for families.
- 36 CAST integrates Referral and Assessment team and Children in Need teams into Children's Assessment and Safeguarding Teams (CAST). The 4 district CAST teams rotate over a 4 week period, receiving incoming work from the MASH.
- 37 The benefits of CAST continue to include;
- Reduced transition points and greater continuity for children, families and partner organisations
 - All CAST team members are skilled across a range of casework and able to enjoy a more diverse role
 - A reduction in caseloads was evident
 - The plans for children and families are more robust and social workers have a greater ownership of casework.
 - Assistant Team Managers have greater capacity to support line-management of staff (including social workers)
 - Reduced duplication of work

Recruitment and Retention:

- 38 A key issue, both nationally and locally, continues to be the recruitment and retention of social workers. Nationally vacancy rates are now at around 20% of all posts and, at times, there have been similar rates in Hampshire in front line teams, but we expect these to reduce to 10% or less by 2019/20.
- 39 Aggressive recruitment tactics by agencies which have played on the insecurity in social work posts brought about by critical Ofsted judgements (sometimes in neighbouring authorities) or national reports have exacerbated this situation. Social workers report being offered very high hourly rates to switch to an agency and to then work in a neighbouring authority. The recruitment and retention strategy, which included a retention bonus, is beginning to address these issues and create a more stable workforce, with the average turnover rate in Hampshire at 11%, a reduction of around 3% since last year.
- 40 As part of the strategic response to the aggressive tactics of agencies, Hampshire County Council has now established its own agency in partnership with Kent to source and supply social workers and a range of other staff. Connect2Hampshire, the new Hampshire temporary staffing agency was in place from 1 April 2019, with the initial focus being on smooth transition, with action now being taken to maximise the benefits of the new arrangements.
- 41 A Memorandum of Co-operation (MoC) agreed by the South East Regional Assistant Directors meeting came into place over 18 months ago. Due to changes in the agency market since its introduction this arrangement will be reviewed with other south east local authorities.
- 42 We have seen a continued steady rise in demand across social work services in line with the national picture, which was increasing the caseloads of our social workers. The Council's investment of £6.5m in over 100 new social work posts recognised that to deliver effective sustained change in vulnerable families, social workers require greater time to deliver meaningful interventions, therefore requiring greater capacity. This investment will, in the longer term, keep more children at home where it is safe and appropriate to do so, and reduce the number of children the service is working with. This in turn should see a reduction in spend on children in care placement costs as referred to earlier. Since the investment we have recruited around 130 children's social workers to fill vacancies in our frontline teams, with a significant proportion of these being newly qualified social workers (NQSWs) recruited into the Graduate Entry Training Scheme (GETS) programme to grow our own social workforce for the future.
- 43 A substantially enhanced programme of recruitment activities was developed for 2018 based upon a continuous approach to recruitment which is open to applications at all times. This is continuing and is proving successful. In

addition, there has been conversion of existing agency staff to HCC employment through District Manager led discussions and interventions.

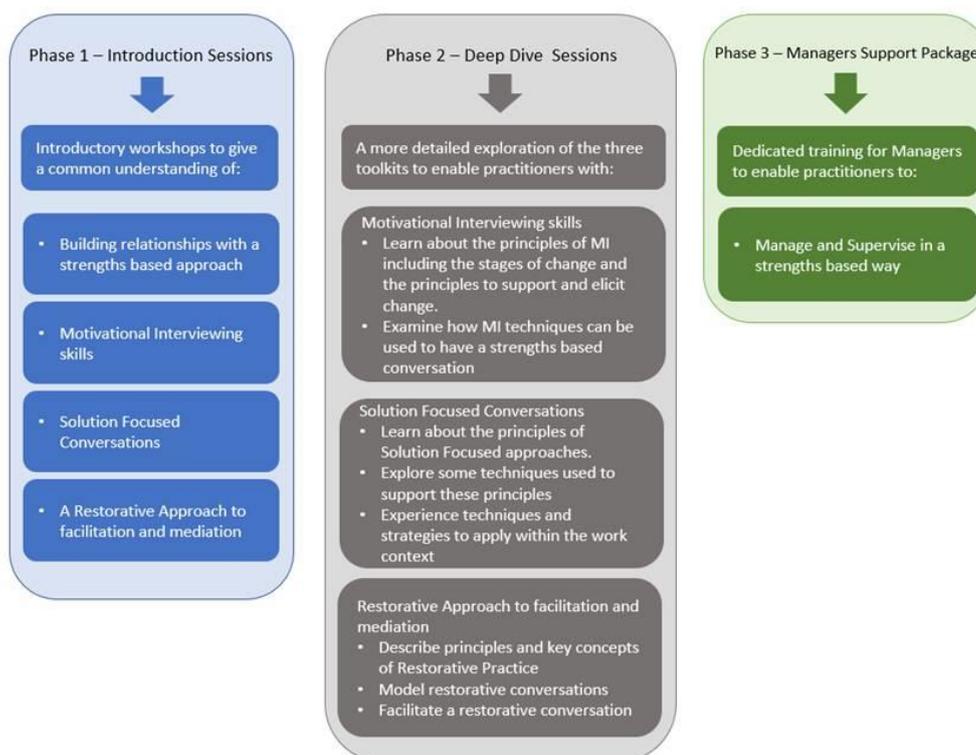
- 44 The Graduate Entry Training Scheme (GETS) continues to be our principal, and most successful, means of recruiting social workers. The two year programme recognises that newly qualified social workers (NQSWs) need support in their chosen career and works on the basis that each social worker should receive intensive support within a protected environment and wide experience of the service they are joining. A dedicated 4-week induction period followed by increased management oversight and supervision in a front-line secondment provides a gradual introduction to the social work role and embeds the expectations and high quality standards of Hampshire. This provides more resilient social workers better able to deal with the challenges of frontline practice. In its first two years of operation ten cohorts of Graduate Trainees have joined the department (a total of 147 NQSWs, about 92% of whom are still with Hampshire) – and a further two cohorts are planned for September and October 2019 (with 20 NQSWs in each).
- 45 Following the approval by national bodies for the establishment of an Apprenticeship Social Work Degree scheme, the department (together with colleagues in AHC) has worked closely with the University of Winchester to design a new “grow-your-own” programme for current staff in roles that lend themselves to the undertaking of an apprenticeship. Eleven staff from the Children’s and Families branch will start the apprenticeship in September 2019 (funded through the apprenticeship levy) and will qualify as social workers in summer 2022.

Transforming Social Care in Hampshire – Partners in Practice programme

- 46 Hampshire is one of only a small number of high performing local authorities chosen by the Department for Education to innovate and test new ways of delivering social work to vulnerable children and families. This is a radical whole system change and Hampshire Children’s Services’ vision is to build a new service around five key principles:
- A family service - a system focusing on improving outcomes for the child in the context of their family
 - A social work led, integrated, multi-disciplinary service, from the front door through to specialist services
 - Social workers supported to deliver meaningful interventions based on an underpinning methodology of resilience that creates lasting change
 - A service where good practice is free to flourish unfettered by bureaucracy and unnecessary regulatory demands
 - Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better.
- 47 This has focused on three key areas:

1) Family focused and evidence based practice

We have developed and rolled out in depth training in the 'Hampshire Approach', a resilience, strengths based way of working with families grounded on academic research. This has been the largest programme of training since Children's Services was established. An overview can be seen in the table below. 83% of staff have now completed the training sessions.



2) Dynamic and sustainable multi-disciplinary service

To ensure we are able to put the right support around the family and do so in a way that is sustainable in the long term, we are creating a multi-disciplinary service that makes the best use of the collective resources available for children and their families.

To achieve this, we have needed to work closely with those that commission or provide other services to build a shared, joint understanding of how we can collectively work for children and families in Hampshire. As a result of our programme, we will have a sustainable multi-disciplinary service with buy-in and support from across agencies and no reliance on short term funding from the DfE.

3) Graduate Entry Training Scheme (GETS)

This will create a steady intake of newly qualified social workers that have been effectively supported in their transition from education to social work, positioning them to have long careers in Hampshire.

- 48 In 2019 we will develop Phase 2 of this social care transformation. The early evidence of the impact of the remodelled service and the Hampshire Approach, is positive, as evidenced in the recent Ofsted report.

'A highly successful large-scale transformation programme has included the creation of additional social work posts and an innovative pathway of support for newly qualified social workers. The implementation of children's assessment and safeguarding teams (CAST) and specialist multi-disciplinary teams supports an increasingly holistic approach to children's needs...'

'The appointment of personal assistants to support social workers, combined with improved technology and the implementation of the strengths based social work model, the Hampshire Approach', have equipped social workers with the tools, skills and time to work directly with children and families. Consequently, children's needs are better understood, intervention is purposeful, and children and families are being helped to become resilient'.

- 49 Importantly, since the introduction of the new ways of working in March 2019, for the first time we have seen a small but steady reduction in the numbers of children coming into care. As of August 2019, we have the lowest number of children in care since September 2018, following month on month increases since 2015.

Youth Offending Service:

- 50 Hampshire Youth Offending Team (YOT) aims to prevent offending and reoffending by children and young people aged 10 - 17 years. The YOT works with children and young people who are subject to Pre-Court and Court Orders. The Youth Crime Prevention (YCP) arm of YOT works with children who are at risk of receiving a formal disposal to prevent this happening. The YOT provides reports to the Hampshire Courts and undertake specialist assessments for children who commit Harmful Sexual Behaviour. The YOT achieves its objectives through working in partnership with Health, Children Services, Police and Probation. It also provides specialist services in relation to Restorative Justice; Parenting; and Education, Training and Employment.
- 51 The YOT has statutory duties to co-operate under the Multi Agency Public Protection Arrangement framework (MAPPA), and a duty under the 2004 Children Act to promote the welfare and safeguarding of children and young people accommodated across England and Wales.
- 52 At any one time, Hampshire YOT is working with 450-500 children and young people across the county, of which 200 are subject to YCP. During 2018/19 420 young people received Pre-Court and a further 164 were sentenced in court. The Youth Crime Prevention programme worked with 242 young people in the same period. During 2018/19 the number of young people either remanded or sentenced to custody was 22.

- 53 In addition to the above, all victims of youth crime are contacted by specialist trained Restorative Justice staff and offered the opportunity to participate in a restorative intervention if they wish. In 2019 Hampshire YOT renewed the Restorative Services Quality Mark by the Restorative Justice Council.
- 54 Hampshire YOT has continued to drive up quality and performance with recent improvements in the reduction of First Time Entrants (FTE) in to the Youth Justice System. It has also addressed the areas for development identified by HMI Probation in its 2018 inspection (where the service was judged 'good'), which included; improving its use of data, introducing a reparation scheme, reviewing its risk guidance and developing the way it plans with young people.

Sector Led Improvement Work

- 55 Buckinghamshire
Hampshire's Chief Executive was the 'Commissioner' appointed by DfE. Hampshire Children's Services are now supporting Buckinghamshire in the intervention phase of the improvement journey. A plan was agreed with Buckinghamshire, and DfE with phase 1 delivered up to July 2019 and further support planned for the following 12 months.
- 56 West Sussex
Hampshire's Chief Executive is undertaking the formal role of Commissioner and is due to prepare a report of his findings in September. The report will be informed by work undertaken by Children's Services staff who have been undertaking visits to West Sussex in June and July 2019, to interview West Sussex staff to understand the reasons behind the issues. This intelligence will be used to write the final report with recommendations to the Secretary of State for the future arrangements for Children's Services West Sussex.
- 57 Torbay
Hampshire County Council continue to provide a level of scrutiny and assurance work to the Improvement Board in Torbay and Hampshire's Chief Executive continues to attend the board as an advisor. However, our involvement has reduced significantly; Hampshire Chief Executive's formal Commissioner role has now come to an end as Torbay are formally partnered with Plymouth, with whom they now share a Director of Children's Services. The Department for Education has requested Hampshire continue its role until December 2019.
- 58 Isle of Wight
Hampshire Children's Services continue to manage Isle of Wight Children's Services and a formal strategic partnership agreed in 2018 has extended that until 2023. The service has continued to make positive improvements and in the Inspection of Local Authorities Children's Services in November 2018 was judged to be 'Good' across all categories. This was a remarkable

achievement since being judged inadequate in 2012 and a testament to the joint working to improve the service

- 59 Members can be assured that, even with the work of the Director of Children's Services and some of his senior managers in the above authorities, there is no detriment to the oversight and management of Hampshire Children's Services as evidenced by the recent Ofsted report. Full cost recovery is achieved through the sector led work. As with all work undertaken in other authorities, there is always positive learning gained to further improve services in Hampshire. This includes, but is not limited to; identifying areas of good practice that can be adopted in Hampshire; strengthening the confidence and experience of our staff at all levels in the service; retaining experienced managers by offering them a wider range of developmental opportunities; ensuring that the service is aware of new and emerging risks to children; Ofsted commented that, *'Leaders recognise the benefits that come from being an improvement partner, not only in creating income, but also in the learning that is gained from other local authorities and from keeping its own staff stimulated and stretched.'*

Future Challenges and Operational Priorities

- 60 The future challenges and priorities can be summarised as follows (this is not an exhaustive list and the history of this type of work is that new priorities will emerge such as child exploitation and domestic abuse have done).
- 61 The number of children entering the care system remains a challenge, as do the cost of their placements, as detailed at 4.15 – 4.16. It is essential that the transformation work as described in paragraphs 5.20-5.23 and the new operating model become fully embedded to keep more children at home, where it is safe and appropriate to do so. Transforming children's social care will deliver a modern social work service fit for the future challenges over the next decade.
- 62 The costs associated with the placements for looked after children will continue to be a significant pressure for the County Council. Significant additional corporate funding has already been given to the department, but as demand increases and the supply of placements comes under further pressure, inevitably costs will rise.
- 63 Child exploitation, in all its forms, continues to be an increasing area of work, particularly the 'county lines' issues. Although Hampshire is well placed to meet these challenges, it is important that we remain vigilant and responsive, working in tandem with partners to protect children.
- 64 The recruitment and retention of social workers will continue to need to be addressed.
- 65 Tactical changes have been made to the current social care IT system to ensure that the system continues to be fit for purpose. A new system will be

implemented following procurement during late 2020. The new system must allow social workers to work in a modern digital environment, which will free up their capacity and reduce administration. The new system is expected to be in place late 2020.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	yes
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	yes
People in Hampshire enjoy being part of strong, inclusive communities:	no

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

This report is for Cabinet to note Hampshire County Council's progress and performance with regards to safeguarding vulnerable children. As such it creates no disadvantage or inequality and the activity described serves to reduce inequality for some of the county's most vulnerable children.